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the CHRONICLE

Maricopa County Adult Probation Newsletter

Voice.

October to December 2017

*Happy
Holidays*



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Voice.

October to December 2017

Happy Holidays to Our Wonderful Employees

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As the end of the year draws near and the holiday season ramps up, I want employees to know that you are greatly appreciated. I thank you sincerely for your dedication, devotion, and hard work. Thanks to you, our Department is making a tremendous difference in the safety and well-being of our communities. You guide and assist individuals to achieve positive behavioral change and build law-abiding, productive, and healthier lives in which they can take pride and which strengthen families and the community. When necessary, you take steps to interrupt dangerous activities and bring individuals back before the Court to ensure public safety. You diligently conduct investigations, prepare meaningful reports, and offer professional recommendations. This is challenging work that requires patience, compassion, knowledge, skill, and sound judgement. I am extremely proud of the exceptional work that you do.

All employees, badged and non-badged, support our mission, and the commitment from all staff, serving in a wide variety of positions, is outstanding and instrumental to our success. It takes a team and our employees pull together to ensure that vital processes run smoothly and needed information, equipment, and services are accessible, reliable, and of high quality. We achieve goals in this Department that could not be accomplished without this cooperative and dedicated effort.

Our positive performance is reflected in a successful probation completion rate of 78.7% and a new felony sentencing rate of 6.6%; both exceed our performance targets and reflect significant contributions to public safety.

CHIEFLY SPEAKING

Feedback received from probationers, judges, victims, and criminal justice partners indicates that, across all of these groups, Adult Probation employees are widely regarded as professional, and stakeholders and clients believed they were treated with dignity and respect.

We want probationers to succeed and we know that many of them, at least initially, are not that happy to have a probation officer in their lives. It is gratifying to learn that 88.6% of probationers are satisfied or very satisfied with the experience they have had with MCAPD. Adult Probation officers work very hard to help probationers succeed and these efforts are recognized. Below are a few of the positive comments from probationers who responded to the 2017 Probationer Satisfaction Survey:

- *“My PO has done more for me while on probation than anyone else. She is one of the many reasons I am pushing and striving to get my life back.”*
- *“My PO is the best very professional, respectful and always concerned about making sure you are ok.”*
- *“My probation team has been very supportive of me and my medical conditions.”*
- *“I feel that they encourage doing the right thing that helps make good decisions, also when the officer gives a person a sense of trust it makes you feel better to want to achieve good things.”*
- *“My PO was extremely helpful and helped carry a lot of stress.”*
- *“My PO is excellent and does what is required with kindness & respect.”*

This Department has a reputation for excellence, innovation, and continuous improvement. This reputation has been earned and continues because of employees who are willing to go the extra mile to improve our services and the criminal justice system, increase access to quality health care, and make our communities better places for all of us. Many thanks to the employees who work in collaboration with our many valued partners on major initiatives, as well as in daily activities, and to the employees who step up to roll out major training initiatives, process improvements, and facility upgrades.

In this edition of the Chronicle, you will find pictures from the annual Turkey Feast at Garfield. Kudos to the employees who planned and coordinated this successful event, the employees who turned out to support it, and the partners who helped make this a special day. It was heartwarming and a lot of fun!

A while back, each division identified values and operating principles for their division. Some common values surfaced across multiple divisions, such as integrity and respect, which clearly align with our Department's values. These values underscore the importance we place on our work, how we conduct ourselves, and our relationships. Another common value identified across multiple divisions was family, reflecting staff's love for their own families and the importance of work/life balance. During the holiday season, I know that many of you are thinking of your families and planning for some time away from work. Warmest wishes for the holidays! May your holidays be filled with joy, love, and precious time with family and friends, and may the New Year bring you peace and happiness. Be safe out there.

Season Greetings to One and All

By Tony Bidonde

At the end of every year, I look to end things on a more positive note. In the past I have written articles that can inspire and provide hope to victims of crime. This year I would like to focus on those who work on behalf of crime victims, including the probation officers. I have worked for Adult Probation in the Victim Services Unit for nearly six years. I believe the experience has made me a better person and more empathetic. Moreover, I believe that everyone working for Adult Probation has had a similar experience. The job brings numerous challenges, but it is also exhilarating and humbling at the same time. If probation was not here, who would the crime victims turn to with questions and concerns? Who would listen to them, who would collect restitution on their behalf?

Some victims are more involved in the case and require additional efforts on our part. That brings me to the next point. Every day I see probation officers interacting with victims, lending an ear when needed, providing explanations, and displaying empathy. If one was to consider their caseload, the amount of territory being covered, and the challenges of each case, interacting with victims takes extra time and effort. When presented with limitations, MCAPD continues to find ways to improve how we assist victims, which, in turn, helps the entire community. That starts at the very top and trickles down to the rest of us. It is reflected in the quality of people hired, in the training provided, and the policies set. Each case is viewed as a way to assist the probationer to become a conscientious, well-adjusted member of society. That also means providing victims with assistance in order to empower them so they may begin the healing process.

In the recent past, I began receiving calls from a concerned victim regarding unpaid restitution payments. The victim does not speak English. The probation officer does not speak Spanish. I speak Spanish. I called the probation officer and explained the victim's concerns. The probation officer, through a Spanish-speaking supervisor, spoke with the victim and explained the situation. The victim was having a hard time coping and understanding why restitution was not ordered at the time of sentencing. Part of the challenge was the victim was unable to provide documentation to the Court in order to determine the amount of restitution. I contacted a colleague and restitution advocate with the Maricopa County Attorney's Office and posed the problem at hand. She agreed to assist and provided helpful tips in an effort to better assist the victim. I passed the information along to the probation officer, who reached out to the victim through a Spanish speaker in her office. The victim would call every couple of days concerned, explaining she needs the money to pay bills, for food and housing etc. Once again I communicated the victim's anxieties to the probation officer. Without reservation, the probation officer said she would go to the victim's home with a Spanish-speaking supervisor to personally explain to the victim what is needed and offer her assistance in order to request a restitution hearing. Between all of us, the victim is receiving services and assistance. In my humble opinion, what the probation officer did speaks volumes about the probation officer's commitment to her job, the Department, and the community, as well as displaying her empathy towards a person who has suffered trauma in her life. I also see other probation officers and staff members doing very similar things. That, in itself, gives me hope and renewed enthusiasm that what we do in probation impacts in a positive manner our community and those we directly serve.

Have happy and safe Holidays!

Managers' Forum: Managing Within the Law

By Arlyn Harris

MCAPD welcomed guest speaker Josh Waltman, Attorney at Law, Littler Employment & Labor Solutions, who spoke about preventing/correcting unlawful harassment, discrimination and retaliation; FMLA/ADA considerations; and employees' personal use of social media.

Unfortunately, many staff deal with difficult situations at one time or another whether from a co-worker, probationer, or community member. As managers, we need to understand how to best handle these times in order to create a safe working environment for everyone. Discrimination and harassment are tough topics to talk about, tough to report, and worst of all, to endure. There are several roles one might take on in discrimination and harassment: aggressor/perpetrator, target, bystander, and ally. Take a minute to think of times in your

life when you served in these roles (go back to your school days if necessary). Which one of these roles is easiest for you to remember, easiest to admit, how did you feel about yourself in any of these roles? Back to the present...if you find yourself in any of these roles (hopefully not the aggressor), here are a few things to remember: DOCUMENT each occurrence (those that happen to you and those that are reported to you); include the date, time, who was there, what was done, and the impact it had. REPORT the occurrence to your immediate supervisor, director, or higher if necessary, but tell someone! Reporting is not just for you... do it for others. As Josh stated, "it's rare that a harasser does it one time to one person." If they are doing it to you, chances are they are doing it to others. Some helpful reminders when needing to confront an aggressor came from the video titled *How to Tell Someone They Sound Racist*, <https://www.youtube.com/watch?v=b0Ti-gkJiXc> . The video tells us to deal with **what the person did**, not who or what they are; hold people accountable for the impact of their words and actions. APD policy 11.007 – Discrimination and Harassment Policy can be found on the intranet under Policies, Personnel http://courts.maricopa.gov/apd/docs/11_007.pdf ; attached to this policy is the Court Department Discrimination Complaint Form.



Josh Waltman with Chief Barbara Broderick.

Family Medical Leave Act (FMLA) and Americans with Disabilities Act is another topic with legal ramifications that managers need to know about. The most important take away on this topic is to "Use the Form" and "Call Human Resources." To make that easier for you, the FMLA Request Form can be found on the APD Intranet home page under Personnel/Forms; Court Human Resources; Forms; Other Forms; Family and Medical Leave Act Request Form or simply by clicking on this link http://courts.maricopa.gov/hr/docs/FMLA_Request_Form.doc . The phone number for Human Resources is 602.506.4343 and the fax number is 602.506.2280.

Lastly, we learned about employees' personal use of Social Media – this you NEED to know! If you are on a personal device, on personal time, discussing anything work related... you are speaking as an employee (not a private citizen) and disciplinary action can be taken against you – ouch.

This includes (but is not limited to) anything about work, complaining about any court staff (APD, Judicial, etc.), talking about specific cases, or matters of public concern. When you are talking about work, you are waiving your First Amendment right to Freedom of Speech.

All in all, it was an excellent forum. There is a lot to know and understand, but fortunately for us, we have well written, easily available policies; supportive management; and a great Human Resources Department to help us through the sticky stuff. Remember: be nice, be healthy, and keep work out of your personal tweets, posts, pins, blogs, and what-have-you.

Co-located Health Clinic – Probation Office Coming Soon

By Therese Wagner

The Arizona Health Care Cost Containment System (AHCCCS) was approved for \$300 million in federal funding for FY 2017- 2021 for investment in provider infrastructure that supports physical and behavioral health integration and care coordination. This is known as the Targeted Investments Program (TIP).

There are 3 focus areas:

1. Adults with behavioral health needs
2. **Adults transitioning from the justice system**
3. Children with behavioral health needs, including children with Autism Spectrum Disorder and in the child welfare system

The focus area for **Adults transitioning from the justice system** requires a community provider to establish integrated care delivered in a co-located setting with probation and with community supervision. The Regional Behavioral Health Authority (RBHA) chose Terros Health to collaborate with MCAPD on a co-located Health Hub at the Black Canyon Building located at 2445 W. Indianola Ave., Phoenix, AZ 85015.

Why a co-located justice clinic (or Health Hub) at BCB?

Many factors affect a person's health, but a person's zip code is a stronger predictor of a person's health than their genetic code (1). The zip code connection is driven by the social determinants of health, which are "the structural determinates and conditions in which people are born, grow, live, work and age"(2). They include factors like socioeconomic status, education, physical environment, employment, social support networks, justice involvement, and access to healthcare.

Our central Phoenix corridor population, which is served by the Central Field Division's Black Canyon Building (BCB) staff, lives in zip codes with high rates of health disparity driven by the collective community's social determinants of health. Our BCB population has multifaceted health issues and higher rates of mental health and substance abuse issues than the general population.

Because of MCAPD's Mission, which is "*to enhance the safety and well-being of our neighborhoods,*" and MCAPD's ongoing collaboration with AHCCCS and the RBHA (Mercy Maricopa Integrated Care), the idea to bring healthcare to probationers was formed. TIP grew out of a desire to target and improve health and justice outcomes for a historically underserved population. TIP will address a probationer's overall physical and behavioral health needs through preventative and primary care starting with a Terros Health Hub in BCB. Through this collaboration, social determinants of health impacting probationers will be targeted as well.

MCAPD's vision regarding TIP is to target probationers without healthcare and help them access healthcare through the Terros Health Hub. Here, probationers can learn to manage and advocate for their own healthcare and later be transitioned to a community health system near their homes. We welcome your support and ideas about how to engage our BCB population in the Health Hub scheduled for late 2018.

(1) Beyond Health Care: The Role of Social Determinants in Promoting Health and Health Equity

(2) National Partnership for Action to End Health Disparities: Health Equity and Health Disparities, U.S. Department of Health and Human Services, Office of Minority Health, accessed Oct. 28, 2015, <http://minorityhealth.hhs.gov/npa/templates/browse.aspx?lvl=1&lvlid=34>.

Contributions during DV Month Appreciated

By Sherri Tucker

Annually, during the month of October, the law enforcement community in conjunction with the Domestic Violence (DV) Units of the Adult Probation Department conducted a roundup. The roundup consists of DV-related warrant arrests to improve community and victim safety. During the month of October 2017, the MCAPD DV Units assisted local law enforcement with 42 total arrests. Of these arrests, three resulted in new felony charges, an Arizona Department of Transportation enforcement/police laptop was recovered, one order of protection was served, and two arrests for victim contact were made. Participating agencies included MCAPD, Mesa Police Department, Scottsdale Police Department, Glendale Police Department, Gilbert Police Department, and Arizona Department of Public Safety. Unfortunately, Phoenix Police Department was not officially involved in this roundup due to man power issues, which resulted in a significant decrease in the number of arrests in comparison to October 2016.

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In addition to the roundup, MCAPD DV Unit 33 volunteered for the Chrysalis Driving Out Domestic Violence Annual Gala on November 3, 2017, in Scottsdale, Arizona. During the Gala, unit members assisted in bussing tables, wine pull, greeting and registration. In a note from the Chrysalis Community Relations Coordinator to the Unit: "It was great to finally meet you and the rest of your Adult Probation team in person, and I mean it when I say you played a huge role in making our gala a fun and successful night." The Gala's purpose was to bring together prominent members of the community, such as athletes, community activists, and non-profit organizations, to raise money via silent auction, live auction, wine pull, golf tournament, and donations. The money raised by the Gala will be used to help DV victims in the community and their families. The estimated total of donations from the Gala was \$350,000.



Photo on the left: Emily Kittle (right) with Surveillance Officer Kevin Kittle. Middle photo: Probation Officers Jammie Dilley (left) and Cortney Norton. Photo on the right, pictured left to right: Phillip Perry, P.O. Jammie Dilley, Al Ramos, Supervisor Sherri Tucker, and Surveillance Officer Danielle Herrera.

Both DV Unit 33 and 37 coordinated a drawing for the month of October to raise awareness and money for the DV victims who receive services from A New Leaf. A New Leaf is an organization that provides individuals with resources, including homeless and DV shelters with services, affordable housing solutions, behavioral health, foster care, counseling, financial literacy coaching, and basic needs. From the drawing, which was made possible by the MCAPD, \$725 was raised and hundreds of donations were received. Donations included: blankets, sheets, underwear, children's clothes, bottles, diapers, toothpaste, socks, baby food, baby formula, and lots of hygiene products. In a letter, the Development and Volunteer Coordinator from A New Leaf noted, "Because of your kindness, a child, adult, or family breathes a sigh of relief, knowing that someone really cares. Your generosity is making a difference in lives right now. Housing over 400 people per night can be daunting, but with your help, we are able to provide so many vulnerable individuals and families with their most basic needs. We hope that knowledge inspires you as much as your gifts inspire the people we serve at A New Leaf. Thank you sincerely for taking the time and expense to donate. You provide hope!"

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Group shopping picture (top left), pictured left to right: David Silvas, Diane Bracamonte, Jane Parker, Sarah Dutton, Cortney Norton, Jammie Dilley, Rebecca Sifuentes, and Liberty Torres. Photo top right, pictured left to right: Jane Parker, David Silvas, Rebecca Sifuentes, Liberty Torres, Jammie Dilley, Danielle Herrera, Sarah Dutton, Diana Bracamonte, Sonya Underwood (New Leaf representative), John Bishop, and Kevin Kittle.

It is only with generous gestures from large-hearted people within the DV Units and the Adult Probation Department that we were able to undertake and accomplish this act of kindness.

The DV Units would like to send a special thanks to all officers involved in the drawing and those who supplied donations. The DV Round Up provides community safety, while the donations and funds from the drawing will provide relief to the victims and the families of domestic violence.



For the Love of Data

By Megan Drazek



Jennifer Ferguson (left) with Megan Drazek.

One might say I stumbled into the criminal justice field through my love of data-filled spreadsheets. Yes, most people probably try to avoid statistics and spreadsheets, but I could easily spend hours poring over data if it means I am able to identify new trends or possible ways to improve a process or outcome. It was this quality of mine that drove me to apply to intern full-time with MCAPD's Organizational Development and Support Division through the collaborative immersion-learning internship program between Maricopa County and Arizona State University known as Maricopa County Leadership and Education Advancing Public Service, or MCLEAPS. The MCLEAPS program is a unique opportunity for ASU students to advance their education through applied learning while taking the first steps towards a career in public service. These last few months, I have embraced this opportunity to work directly with Jennifer Ferguson and the rest of the Organizational Development and Support team, contributing to the analysis and compilation of statistics and multiple data quality assurance projects.

I was immediately attracted to this position because I wanted to contribute to the behind-the-scenes work of a public organization, improving the community by improving the organization that serves it. I was not disappointed. In addition to hands-on exposure to every aspect of the Department, I developed an understanding of the strategies and challenges faced by an organization implementing evidence-based practices on a large scale, the data-sharing and tracking practices between various levels of courts and local jurisdictions, and the importance of monitoring and communicating an organization's success to all employees. My experience as a MCLEAPS intern has been remarkably valuable to me because it has demonstrated how public organizations that value data-driven decision making can become leaders in their field and positively impact their community. I am impressed with MCAPD's dedication to continuously improve, both internally as an organization and externally through probation and public safety outcomes. As I continue a career in public service, I hope to see more public organizations follow the lead set by this department, embracing those data-filled spreadsheets in their decision making and strategic planning.

I appreciate the entire experience Maricopa County Adult Probation Department has given me in just a few short months. This has not been an average internship experience. My input on reports was sought after and valued, I was entrusted with multiple projects over the course of the semester, and I was able to learn from employees across the Department who share a passion for public service. This experience would not have been possible without the dedicated effort and support of my supervisor, Jennifer Ferguson, whom I would like to thank for always going out of her way to make this the most engaging and rewarding experience for me. I am very grateful for the opportunity to intern with and learn from an innovative and continuously improving organization like MCAPD.

Fall Festival Showcases Diversity

By Chandelle Porter

This year's Diversity Fall Festival on October 26, 2017, brought folks together to celebrate different foods and different cultures. Employees from both Juvenile and Adult Probation took part in the creation and implementation of this year's food booths. We had new representation in the way of vegan and clean eating booths, along with our continued favorites of Filipino, Soul Food, Italian, Native American, and a Dessert booth. Another new addition this year was exposure to an interactive game called Go, hosted by a member of the Phoenix Go Chapter. Rooted in Chinese history, Go is an ancient board game that requires vision and strategy. Rather than starting with the board full of pieces, such as in chess, you begin with nothing and build. John Smith and Greg Campbell set up the game and provided an introduction to people who stopped by the Go table. For more information, you can visit www.azgoclub.org.

This season we want to give a big thank you for your participation in this year's Diversity Council events and trainings. This past year we honored diversity and revisited inclusive practices within our workforce, along with conducting an introduction into implicit bias. We are making plans for the 2018 calendar year and look forward to your participation in future discussions and events!

For more information, please contact:

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Chandelle Porter – (APD Co-chair)

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Garfield Turkey Feast Warms Stomachs and Hearts

By Norma Brasda

The annual Turkey Feast was held at the Garfield Probation Center on November 16, 2017. Members of the Garfield Neighborhood mingled with representatives from MCAPD, Superior Court, City of Phoenix Police, and other community partners, for a Thanksgiving feast and holiday fun. During the event, 586 meals were served to 259 adults and 327 children. Each child received a stuffed animal and candy from Mrs. Claus, then visited with Santa, and received a gift bag with a book, a game or craft, and 2 toys. All toys were donated by probation employees. Music and face painting enhanced the festive atmosphere. Information and services were available for participants. Walgreens' representatives were there giving out free flu shots, and there were representatives from Mercy Maricopa Integrated Care, Terros Health, Native Health, Crisis Response Network, and the Garfield Community Garden.



Photos taken by Kristi Wimmer.



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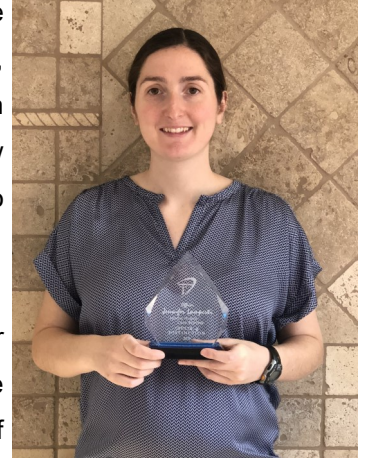




Jennifer Lamperti Recognized for Outstanding Service

By Cathy Wyse

David's Hope, a nonprofit organization that works to reduce incarceration and promote treatment for those with mental illness and addictions in Arizona and across the nation, recognized Probation Officer Jennifer Lamperti with a Crisis Response Officer of Distinction Award at their annual awards dinner on August 24, 2017. This award is given to honor law enforcement officers from around the state of Arizona for providing outstanding service to those in mental health crisis.



Jennifer Lamperti

The following information is taken from the award nomination submitted by Supervisor Jessica Ethington. Prior to her employment with MCAPD, Jennifer Lamperti was a police officer in Maine and had received Crisis Intervention Team (CIT) training. During the heat of summer 2016, Jennifer discovered that a probationer on her caseload was struggling to meet his daily needs and was living in a home with no electricity or running water. Relying on her CIT training, Jennifer made note of his behaviors and sought assistance from specialized SMI probation officers in order to get the probationer the services and assistance he needed. The probationer was experiencing a severe psychotic episode, but with the assistance Jennifer arranged with local law enforcement, she was able to petition the individual and have him taken peacefully to the hospital, where he received much needed services. Historically, this probationer had resisted such efforts until charges were filed against him. This time he went to the hospital with minimal resistance. Once discharged, he was able to obtain temporary residence while repairs were completed at his home and the water and electricity restored. Jennifer's efforts led to obtaining the probationer's buy-in regarding his condition and resulted in full compliance and engagement with treatment, sobriety, and no new charges. Jennifer's efforts may have saved his life and, at a minimum, made life more enjoyable for him. Although Jennifer had not been with MCAPD for very long, she demonstrated a calm and genuine approach to the probationer's overall well-being and success. She is truly invested in the success of those she supervises and advocates tirelessly for their success.

JTOP Graduate Talks about His Success

By Cathy Wyse

On December 6, 2017, Judge Christopher Coury and Commissioner William Wingard presided over the annual graduation event at the Board of Supervisors Auditorium as 11 probationers graduated from the Juvenile Transferred Offender Program (JTOP). The young probationers were invited to share their thoughts with the Court. One of the graduates stood before the group gathered for this event and presented the following speech about his experience:

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*I just want to take a moment to say how much I appreciate everything that the JTOP program has done for my life. When I got out of my incarceration, I was unsure what to do with my life and what path to take. JTOP was able to help me realize what I wanted out of life and helped me to set and achieve my goals. JTOP taught me that there are always consequences for your actions and that I am the only one responsible for my reactions. Since starting JTOP, I have went back to college full-time, finishing my fall semester with a 3.75 GPA. I have held a job the entire time and have set and achieved many short-term goals along the way. I'm grateful to have been part of the JTOP Program because it helped me realize how important my future really is. **Making one mistake in life should not define your future, and I'm not going to allow it to define mine.***



Congratulations to the JTOP graduates and the JTOP team!



Norma Brasda and Rebekah Trexler Recognized for Groundbreaking Work

By Cathy Wyse

Supervisors Norma Brasda and Rebekah Trexler were both supervisors of MCAPD's Seriously Mentally Ill (SMI) Units, when they started having regular meetings with Dr. Dawn Noggle, then Director of Mental Health Services at Maricopa County Correctional Health Services (and still with CHS), and Shelley Curran, then Director of Justice and Court Services with the Regional Behavioral Health Authority (and still with Mercy Maricopa Integrated Care). Their discussions focused on the delivery of mental health services to justice-involved individuals prior to, during, and after incarceration, which were noticeably fragmented. Together, they set out to "save the world," brainstorming through obstacles, developing more efficient processes, seeking increased access to treatment services for the mentally ill, and working towards a more evidence-based approach to services. Their workgroup soon expanded to include more agencies and community members, and the Arizona Mental Health and Criminal Justice Coalition emerged in 2008. Today, the Arizona Mental Health and Criminal Justice Coalition is led by David's Hope and is comprised of government and law enforcement agencies, private businesses, faith communities, consumers, peers, and family members across Arizona, who are working together to reduce the number of mentally ill persons incarcerated in Arizona.

On August 24, 2017, at the Step Up Arizona 2017 Mental Health and Criminal Justice Summit, Norma Brasda, Shelley Curran, Dawn Noggle, and Rebekah Trexler were presented with the David's Hope Mental Health and Criminal Justice Collaboration Award in recognition of their substantial role as co-founders of the Arizona Mental Health and Criminal Justice Coalition.



David's Hope Mental Health and Criminal Justice Collaboration Award winners, pictured from left to right, Dr. Dawn Noggle, Maricopa County Correctional Health Services; MCAPD Supervisor Norma Brasda; Shelley Curran, Mercy Maricopa Integrated Care; and MCAPD Supervisor Rebekah Trexler.



2017 Supervisor Leadership Academy

By Brandelyn Jackson

Twenty-eight supervisors/managers from 11 probation departments around Arizona completed the 2017 Supervisor Leadership Academy. A graduation ceremony was held on December 7, 2017, at the Downtown Justice Center to celebrate their achievement. This was the first Supervisor Leadership Academy to include a new section on *Crucial Accountability*, which will be provided to all supervisors in 2018. Congratulations to the graduates!



Graduates of the the 2017 Supervisor Leadership Academy, pictured left to right: First row - Achi Yapo (MCAPD), Cary Steele Williams (Pima County Juvenile Probation), Danielle Radler (Maricopa County Juvenile Probation), Jeffrey Thomas (Maricopa County Juvenile Probation), Carlos Diaz (MCAPD); second row - Cathy Wyse (MCAPD), Andrew Sawyer (Yavapai County Adult Probation), Adam Short (Pinal County Adult Probation), Andrea Mitchell (MCAPD), Sylvia Hernandez (Gila County Probation), Sean McMillen (MCAPD), Anita Zaragoza (Gila County Probation), Tina Lundquist (Cochise County Probation), Alberto Peral (Santa Cruz County Probation), Dennis Sevier (Yuma County Adult Probation); back row: Lance Bowen (Mohave County Adult Probation), Thomas Russell (Pinal County Juvenile Probation), Edwin J. Prell, Jr. (Mohave County Adult Probation), Amanda Gill (Pinal County Adult Probation), David Taylor (MCAPD), Heather Preston (MCAPD), Zac Rood (Pima County Juvenile Probation), Jason Westcott (MCAPD), Carla Loi (MCAPD), Jennifer Crothers (MCAPD), and Bill Peckham (MCAPD). Not pictured: Joi Alicea (MCAPD) and Jennifer Kennedy (Maricopa County Juvenile Probation).



Christian Popovici Promoted to Supervisor

By Cathy Wyse

Christian Popovici has been promoted to probation officer supervisor effective January 16, 2018. His first assignment as a supervisor will be leading an Initial Appearance Unit located at the Fourth Avenue Jail. Christian started his career with MCAPD 12 years ago as a judicial clerk associate at the Probation Service Center in Mesa. He was promoted to probation officer in January 2007 and assigned a Standard Field caseload at Northport. Since that time, he has served in the Court Liaison Unit, supervised a Standard Field caseload at Sunnyslope, and worked in a Pretrial Services Electronic Monitoring Unit.



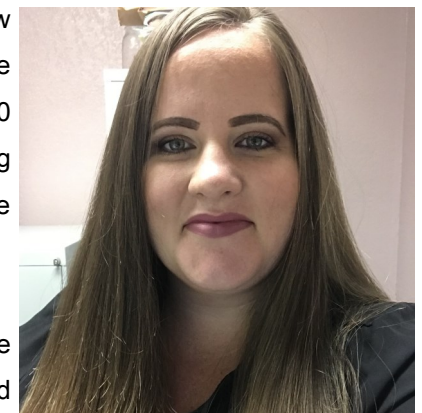
Christian served on the CHD committee that developed and tested new criminal history software as well as a county-wide technology committee that addressed better use of technology and intercommunication. In addition, he has served as an APETS Agent, a Thinking for Change facilitator, and a trainer. He was recognized with an adjunct faculty award.

In his new position, Christian is looking forward to learning leadership skills and developing his supervisory capacity. He wants to embrace a style of supervision that includes an open door policy as well as empowering staff to make the best decisions. Congratulations, Christian!

Jenna Fitzgerald Promoted to Supervisor

By Sanja Markovic

Jenna Fitzgerald was promoted to supervisor effective October 23, 2017. In her new position, Jenna is providing leadership and guidance to a Standard Field Unit in the Western Regional Center (WRC). Jenna began her career as a probation officer 10 years ago. Her first assignment was in Standard Field at the Black Canyon Building (BCB). In 2010, Jenna transferred to the Sex Offender Division and she remained there until her recent promotion.



Over the years, Jenna served on various committees and taught various classes. She served on the After Hours Arrest Calls Committee, Service Request Committee, and served as a chair on the Diversity Committee, as well as the Solutions Committee.

Additionally, Jenna was a trainer with the Sex Offender Committee on training, taught Sexual Orientation / Gender Identity classes, and was a mentor in the Sex Offender Division for the past five years.

Jenna is looking forward to the new challenges and adventures that come with a new position, serving as a role model for new officers and helping officers grow professionally. Congratulations, Jenna!



Jessica Bradley-Hernandez Promoted to Supervisor

By Sanja Markovic

Jessica Bradley-Hernandez was promoted to probation officer supervisor. Her new assignment began on October 23, 2017, and she is stationed at the Scottsdale Office supervising a Standard Field Unit. Jessica has been with probation for over 10 years. Her first assignment was a Standard caseload in DUI Court. Since then, Jessica supervised a Standard SMI caseload and a Sex Offender/SMI caseload. Prior to working at MCAPD, Jessica was a case manager at a SMI mental health clinic.



Besides her regular duties, Jessica participated in the Request for Proposals process for the Continuous Alcohol Monitoring program, served on the DUI Court Sanctions and Incentives Committee, and assisted with updating the DUI Court Handbook. Jessica also served on the Supportive Housing Committee and was an active member of the EBP / SMI Officer Role Presentation team.

Jessica is looking forward to the new challenges and experiences her promotion brings. Congratulations, Jessica!

Melissa Monahan Promoted to Supervisor

By Tony Bidonde

Melissa Monahan was promoted to clinical supervisor and has assumed leadership of the counselors assigned to Drug Court. Melissa joined MCAPD as a counselor in December 2011. Her first assignment was at the Custody Service Center, in the Reach Out Program, assessing clients in jail to determine what level of substance abuse treatment was required. She also worked with the Work Furlough program when a client was struggling with substance abuse or having a hard time adjusting to jail and/or work life. Prior to being promoted, Melissa was the clinical coordinator for the Juvenile Transferred Offender Program based out of the Black Canyon Building. She traveled between two other satellite offices to see clients as needed. One of her duties was to meet with youthful offenders to assist them with getting set up with substance abuse and mental health treatment. On occasions, she would work at the Assessment Center in the West Court Building assessing clients.



Melissa has worked on several collaborative committees that are population specific. The most recent one is with the Vivitrol work group, which brings Medication-Assisted Treatment to inmates in jail. She also worked with the Tech-Care billing group to allow drug court counselors to bill AHCCCS for treatment services provided by MCAPD. Melissa says she is delighted to be working with the amazing counselors in Drug Court and is looking forward to having a part in revising the treatment program to better serve probationers. Congratulations, Melissa!



Joseph Coppola Promoted to Supervisor

By Cathy Wyse

Joseph Coppola was promoted to probation officer supervisor effective November 6, 2017. In his first assignment as supervisor, he is leading an Unsupervised Unit at the South Court Tower. Joe started his career as a probation officer at MCAPD in 2011. His first assignment was in Drug Court, where he remained for nearly two years. He transferred to an Unsupervised Unit at the Downtown Justice Center in 2013 and moved back to the Luhrs Office for an assignment with DUI Court in 2015. Prior to his promotion, he had recently transferred to a Standard Probation caseload at the Probation Service Center.



During his tenure with the Department, Joe has served in many capacities. He is a Decisions Points facilitator and a Thinking for a Change instructor and trainer; he continues to assist with training for new Thinking for a Change facilitators. Joe previously served as his unit's Fincom representative, an APETS agent, a mentor for new officers, a member of the Morale Committee, as well as the building walk leader. In addition, he advanced his education, earning a Master's Degree in Public Administration with an Emphasis in Government & Policy in July 2017 from Grand Canyon University. In his new position, Joe is looking forward to the new challenges that will be faced, being able to mentor and help officers achieve their goals, and learning how to become an effective leader in the organization. Congratulations, Joe!

Organizational Development and Support Division's Newest Team Member

By Sanja Markovic

Organizational Development and Support Division is happy to introduce the newest member of their team, Robert Celaya. As a management analyst, Robert has assumed a key role in providing assistance and support to the Department. Robert is responsible for supervising the Victim Services Unit, reporting Managing for Results data, and performing research and analysis for the Department.



3rd Quarter P.R.I.D.E Winners

BCB - Amy Ganz, Kim Kelly, Andrea Mitchell, Haani Penafiel, Katie Vandik

CCB - Chandelle Porter, David Gonzalez

Communication Center - Hance Wilhite, William Lucey

CSC - Jill Brown

DTJC2 - Jerry Scimio, Donna Lopez

DTJC3 Admin - Raquel Shackelford, Jericka Rivera

DTJC3 Pretrial - Michelle Billy, Christopher Fox-Fitzgerald, Kenneth Walker

Garfield - Carolina Taylor, Aubrey Tindle, Christopher Hein

Luhrs - Casey Baumann, Greg Burkett

Northport - Sean McMillen, Ty Mayer, Clint Bell

Pretrial 4th Ave. Jail - Sarah Dorantes

PSC - Tracy Lundblad, Catherine Swalwell, John Smith, Kimberly Bryant

SEF - Giovana Howard

Scottsdale - Clint Hill, Sierra Flores

South Court Tower - Kristen Hunt

Southport - Olivia Ramirez, Lisa Brooks

Sunnyslope - Christina Coller

SWJC - Cedric Johnson

Westport/FAU - Allen Larkin, Vanessa Chavez, Kim Boettcher, Brianna McGill

WRC - Jessica Saenz, Carlos Enriquez II, Malia Faoa, Kincade Kiger, Jeffrey Duponte, Karen Beltran

WCB5 & 6 - Jennifer Stone, Anahi Garcia



October to December 2017



35 Years

Cathy Wyse

30 Years

Samuel Catlett

25 Years

Sean Anspach

Tricia Doktor

Alan Glickman

Ellen Hannabach

Kim Ong

Chuck Ruiz

Sharon Steech

Staci Thomas

20 Years

Carol Baker

Diane Bracamonte

Gayle Davis

Mark Flores

Kirsten Lewis

Linda Ramey

Jason Ross

Bob Sitnek

Rebekah Trexler

15 Years

John Biship

Cheryl Clark

Christine Davis

Elaine Fernandez

Kimberly Moran

Monica Pimentel

Lisa Stapleton

Sandra Tom

Michael Wechselberger

10 Years

Alyssa Bryner

Rochelle Harlin

Don Laws

Sarah Liming

Jackie Novak

5 Years

Katrina Clark

Kathleen Defrees

Dominique DePaul

Kristin Epperson

Andrea Garcia

Nancy Gerlach

Marianne Jenson

Derek Kelley

Gary Metcalf

Jenna Pearson

Ha'ani Penafiel

Karen Pickard

Sue-Llem Rivera Aceves

Rubi Rojas

Humberto Rosales

Kate Skelton

Aaron Smith

Jennifer Stone

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