

CHRONICLE

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MARICOPA COUNTY ADULT PROBATION DEPARTMENT



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CHIEF'S CORNER



The holidays often bring us the opportunity to slow down a bit, have some space for reflection, time with those who matter most to us, and to rest. To the staff at the Maricopa County Adult Probation Department (MCAPD), I hope the holidays brought all of that and more. You have worked hard in 2024, and I am proud of the work we do in service of this Court. It is a noble thing to work for the Third Branch of Government. After 26 years of doing so, I am still captured by our purpose and the potential of our work.

In our profession, we have the opportunity to change the trajectory of individuals put in our path by the Court. From the initial appearance, to pretrial supervision, to presentence, to probation and the rest of us who support those functions, we have a seemingly unending potential for impact. Helping individuals address what brought them to us in the first place serves not just their interests, but all who depend on them and the community around them. There is nothing like seeing someone's future change for the better, to see the generations that will come after them change as a result. I am also grateful for all the efforts our officers make to address risk, conduct searches, remove illicit firearms from the community, and address illegal conduct that presents a risk to community safety.

In 2025, MCAPD will bring renewed attention and emphasis on the very best practices for the work we do in the various large operational areas of this division of the Judicial Branch. We aspire to reach new heights and results, not to simply see the strategic measures continue to grow, but because of the thousands of lives that are impacted as we evolve and improve in our work, many of whom are children depending on the adults we serve. To the Department staff, you have my respect, admiration, and highest confidence. It remains my honor to serve this Court alongside you.

Michael P. Cimino

Michael P. Cimino

Chief for the Maricopa County Adult Probation Department



NEWS & INFORMATION

STAFF VOLUNTEER TO SOCIALIZE AND HELP ANIMALS GET ADOPTED

By Brandon Shimizu

The Maricopa County Sheriff’s Office Animal Safe Haven (MASH) Program cares for animals seized by Sheriff’s deputies in cruelty and neglect cases. This no-kill shelter is a collaborative effort involving multiple partners. MASH rescues the animals and works with individuals who are incarcerated to rehabilitate the animals for adoption. Volunteers from the Branch, the Maricopa County Attorney’s Office, the Maricopa County Office of the Public Defender, and other county departments assist by walking dogs and socializing cats as part of the animals’ rehabilitation. MASH is a positive, morale-boosting experience for everyone involved, especially the animals and those incarcerated who work with them. Participants in the MASH program consistently share that caring for and rehabilitating animals is not only therapeutic, but also helps them develop employment skills and encourages pro-social behavior. Eligible participants also earn community restitution credit through their work. Upon completing the program, participants receive a letter of recommendation to help them secure jobs in animal care, supporting their transition after release from jail.

To see the animals up for adoption, visit www.facebook.com/mcsomash. To schedule an adoption meet and greet, please call (602) 876-1212.



Adult Probation Officers Brandon Shimizu, Kemberly Holguin, Lauren Doyle, and Hannah Mercier walked in the MASH Halloween parade to show off the adoptable dogs Gherkin (3868), Pickles (3863), Zesty (3866), and Sweetie (3862.)



Adoptable Pickles (3863) dressed up as a lobster and Zesty (3866) dressed up as tasty French fries for the 2024 MASH Halloween parade.

29TH ANNUAL TURKEY FEAST

By Tiffany Grissom

The Department hosted the 29th annual Turkey Feast on November 21, 2024, during which MCAPD staff volunteered to serve 400 holiday meals and distribute over 200 gift bags to children in the heart of their community. This event is a collaborative effort supported by community partners, including the Phoenix Police and Fire Departments, Terros Health, the Arizona Probation Officers Association, Dress for Success, Smart Justice, and St. Mary's Community Kitchen.

Among the dedicated volunteers was Letty Martinez, a clinical supervisor with the Reach Out Program, who has been bringing holiday cheer to the event for years, dressing up as an elf to add extra joy to the occasion.

The MCAPD Turkey Feast is all about community, kindness, and connection. Volunteers bring joy and hope by providing food, toys, and resources to families in need while staying true to the Department's mission of enhancing safety and creating positive change. This event reflects the values MCAPD holds close—fairness, respect, and the power of coming together to make a difference.

In addition to holiday meals and gifts, the event offered various resources. The Terros Mobile Unit provided free vaccinations and health screenings, while organizations like Bridging the Gap Reentry and Maverick House shared information about their services. Dress for Success distributed free clothing, and the Smart Justice program representatives highlighted workforce and training opportunities for attendees.



Division Manager Amy Taylor passing out meals.



MCAPD Chief Michael Cimino stops to chat with a child.



Santa arrives at Turkey Feast!

It's such a privilege to help others, especially during the holidays. It means so much that so many kids get a gift and a special memory. Growing up, those moments were important to me, and now it feels good to pay it forward. There's something especially rewarding about the Turkey Feast—it's amazing to see the impact it has on so many people.

My hope is that the joy from this event stays with them as a warm memory, even during tough times.

While the focus is often on the kids, it's heartwarming to see adults get so excited to take pictures with Santa and Mrs. Claus. When I offered to take photos so they could be in the picture, they lit up. Many adults even came solo just to capture a moment with Santa. I don't have childhood photos with Santa myself, so I know how special it can be. This event is a chance for everyone to experience a little magic. Christmas joy is contagious, and I'm so grateful to be part of spreading it year after year.

Letty Martinez, Reach Out Program clinical supervisor



MCAPD volunteers at Turkey Feast.



One of many tables with donated gifts for the children in attendance.



MCAPD staff stop to take a picture with the Phoenix Police Department's SWAT truck.

WRNA END-USER TRAINING

By Karla Rahn and Angel Camacho

Adult Probation Officers Karla Rahn and Angel Camacho originally completed the Women's Risk Needs Assessment (WRNA) training in August 2022. Since then, they have administered the WRNA to women on their caseloads to assess risk and develop a case plan. They were recently trained to facilitate the WRNA End-user Training for MCAPD staff to become trained in administering it to their supervised individuals.

On November 19-21, 2024, eight MCAPD staff members attended a training for the WRNA. These staff members consisted of six probation officers and two surveillance officers supervising justice-involved women (JIW) caseloads. The JIW caseloads were developed by MCAPD to help focus on female-centric needs and driving behaviors that may be interrupting their progress on probation.

The WRNA was established by practitioners in the field to combine evidence-based practices with gender-responsive principles and practices to ultimately create the most effective case planning and supervision strategies for women involved in the criminal justice system. It covers areas of criminogenic need to measure the risk levels as well as strengths of the justice-involved female. These strengths include education, relationship stability, parental involvement, family support, and self-efficacy. In addition, the WRNA has risk categories not found in the Offender Screening Tool (OST) and Field Reassessment Offender Screening Tool (FROST) such as anger/hostility, parental involvement, and PTSD.

While the OST and FROST assessments will continue to be utilized by the MCAPD, the WRNA has been introduced as a part of MCAPD's trauma-informed and gender-responsive initiatives.

During the three-day training, probation officers learned more about gender responsivity and tailoring case plans to address women's specific needs. Each training attendee was required to conduct their first WRNA to receive certification. After completion of the WRNA training, these officers are authorized to administer the WRNA to all women supervised on their caseloads in place



Training participants and trainers. Front Row: Karla Rahn, Morgan Torres, Karlyn Catron, Cherynne Lara, Diana Martinez, Shelly Gamboa, Angel Camacho. Back Row: David Rojas, Kora Witthun, Daniel Atkinson.

FEEDBACK FROM PARTICIPANTS:

I really enjoyed the training. Often multiple day trainings can be long and hard to get through, but I felt like you guys were able to provide the material to us in a way that was easy to follow along. I enjoyed that the class was small, and we could all engage with each other. You guys were awesome presenters and show that you know the material and are passionate about the JIW caseload and the WRNA.

Cherynne Lara, domestic violence (DV) JIW probation officer

I truly enjoyed the activities and the interactions with the instructors. Despite the materials being a little complicated, they presented it very well and made it comprehensive to us.

I truly enjoyed the training! Thank you!

Karlyn Catron, standard JIW probation officer

Thank you, Angel and Karla, for delivering the training so well. I like how it was very engaging, informative, and directly applicable to our work. I feel like it helps me gain new skills and knowledge, and I feel more confident taking over this caseload.

The trainers' ability to answer our questions was also very effective. Thank you for also making the training well-organized.

Diana Martinez, standard JIW probation officer

LEADERSHIP FORUM

By Joseph Coppola

On October 21, 2024, MCAPD hosted its third leadership forum of the year for supervisors, along with an additional training opportunity for all Judicial Branch staff on the topic of emotional intelligence. These sessions were presented by Morgan State University Public Relations Manager, Cheryl Stewart, and the National Sheriff's Association Director of Professional Development, Michael Brown. Both presenters have trained on the topic for the Justice Clearing House. The topic of emotional intelligence aimed to equip participants with tools to better understand and manage their emotions, improve relationships, and enhance decision-making skills. The presentation focused on the 15 factors associated with emotional intelligence competencies, skills, and behaviors. Some of the key components include self-perception, self-expression, interpersonal, decision making, and stress management. Participants gained a deeper understanding of the interplay between each factor and effective strategies for managing each domain. The presenters provided real-life scenarios and experiential learning exercises to help explore how emotional intelligence can positively influence careers in community corrections.

Presenters discussed research and studies that have delved into the extensive advantages of emotional intelligence and its profound significance across various arenas, particularly within the professional landscape. With emotional intelligence increasingly recognized as a vital skill in today's fast-paced world, this presentation offered staff valuable insights for individuals seeking to thrive in their personal and professional lives.

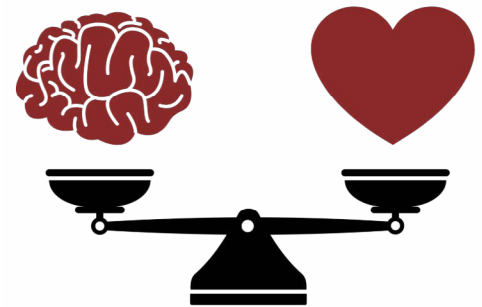
Judicial Branch staff interested in more information, including documents and resources related to this presentation and past presentations, please check out the Team Forum Committee's page on APD Connect (an internal SharePoint page.) On this page current employees can also submit ideas for future leadership forum topics and presenters.

E-MO-TION-AL IN-TEL-LI-GENCE

NOUN

the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.

"emotional intelligence is the key to both personal and professional success"



RECRUIT FOR MCAPD!

Do you know someone who does not currently work for MCAPD but who would make a great addition to the Department? Do you know someone with a bachelor's degree and sound judgment? Would you like to assist MCAPD in reducing workload? Refer a friend or colleague to join MCAPD!

[Click here](#) to view Judicial Branch of Arizona in Maricopa County jobs. Filter to "Enforcement" under Job Category to view probation officer career opportunities.

Click the video to learn more about all that the Department does. The video can also be found on the website homepage, [click here](#).

Email apdrecruitment@jbazmc.maricopa.gov for more information.

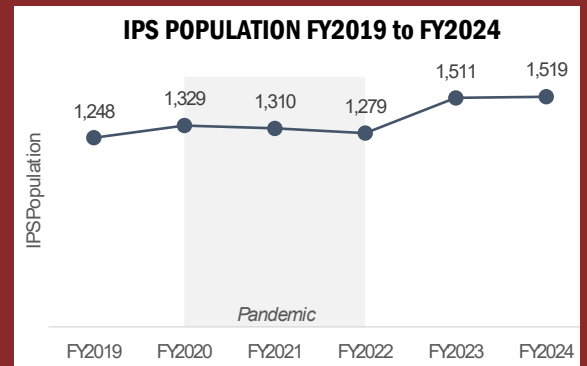
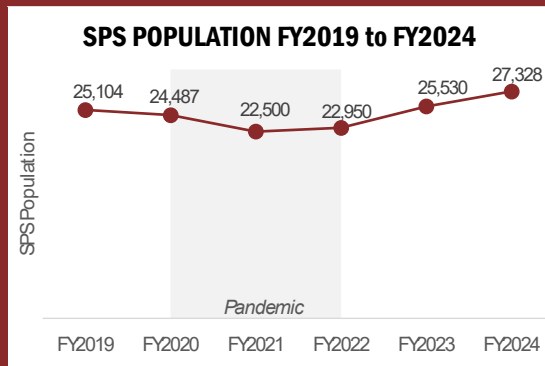


DATA CORNER

The Department regularly tracks population numbers (for probation, pretrial and other work products like Presentence Reports, Initial Appearance packets, etc.) across time to evaluate outcomes and needs, track trends, and to present these figures to external and internal stakeholders for accountability.

The graphs below present the population of individuals assigned to standard probation supervision (SPS) and intensive probation supervision (IPS) caseloads in the Department's case management system on the last day of the past six fiscal years (June 30). Pandemic years are shaded, and the decrease in SPS and IPS assignments during the pandemic, and the subsequent increase can be seen in the below graphs. Overall, the population sentenced to probation by the Court tends to be trending upward. (NOTE: these are not official population numbers, which are derived in a different manner.)

GENERAL PROBATION POPULATION TRENDS



For more details on annual MCAPD population, view previous annual reports - [click here](#).



ACHIEVEMENTS & CELEBRATIONS

MCAPD WELCOMES 28 NEW OFFICERS

By Ashley Webb

Please join the Staff Development and Safety Unit in welcoming 25 new probation officers, three surveillance officers, three new supervisors, and one division manager to the Department. Officers completed six weeks of New Officer Training, Education, and Skill-building (NOTES) classes, including Defensive Tactics Academy and the Administrative Office of the Courts (AOC) Probation Officer Certification Academy. Additionally, a three-week transition phase allows Staff Development trainers to work with officers and their new caseloads, as well as utilize real-life application of the knowledge they acquired from their training.

Officers worked in a cohort to create petitions to revoke, criminal history documents, and orders of discharge, as well as to review early terminations, earned time credit, and other documents that are regularly generated within their caseloads. The officers finished their academy with a swearing-in ceremony led by MCAPD Chief Michael Cimino, and the presiding Criminal Department Judge, Honorable Jennifer Green, on November 19, 2024, at the Supreme Court in downtown Phoenix.

In addition to the officers', newly promoted staff were sworn in. Daryl Johnson was promoted to supervisor of a standard unit at the Western Regional Center (WRC), Kim Gallinger was promoted to supervisor of a Presentence Investigations (PSI) unit at the West Court Building (WCB), Latisa Dightmon was promoted to supervisor of a standard unit at the Scottsdale office, and Marie Long was promoted to division manager of the Eastern Division.



November 2024 NOTES graduating class being sworn in.

NEW OFFICER ASSIGNMENTS

Central Court Building (CCB)

- Standard Probation Officer Viridiana Campas Rodriguez

Black Canyon Building (BCB)

- Standard Probation Officer Lydia Robles
- Sex Offender Probation Officer Larry Nance
- DV Surveillance Officer Elizabeth Hernandez Solis

Scottsdale

- Standard Probation Officers Carrie Igondjo, Erin Janusz, Caden Porter, Nia Richardson, Austin Titsworth

Southeast Justice Center (SEJC)

- Standard Probation Officers Shannan Barrett, Nathaniel Hanna, Natasha Hudson, Morgan Navai, Matthew West
- Mental Health Probation Officer Taylor Tonoian
- Sex Offender Surveillance Officer Kiara Carr

Southwest Regional Court Center (SWRCC)

- Standard Probation Officers Grace Mia, Casey Lee

Southport

- Standard Probation Officers Javier Cano Vega, Zinnia Figueroa Chavez, Josette Pouges, Zach Sanders, Aunie Zapien

Sunnyslope

- Standard Probation Officer Blake Muntz

Western Regional Court Center (WRC)

- Standard Probation Officers Yasmine Abdi, Lisset Escobar, Jacob Toyos
- Sex Offender Surveillance Officer LaJuana Crawford



Adult Probation Officer Jacob Toyos.



November 2024 NOTES graduating class being sworn in.



November 2024 NOTES graduating class and new leaders.

PROMOTIONS

Congratulations on your new positions!



MARIE LONG

Division Manager

Marie Long joined the Department in 2007. She has worked assignments in standard field, in the Community Reintegration Unit (CRU) with an IPS caseload. She has also been an adult probation officer out of the Coronado Office (the Department's former community probation office). She was promoted to an adult probation officer supervisor in 2012, leading standard units at Garfield, Northport, and Scottsdale, as well as supervised white collar, minimum assessed risk supervision (MARS), JIW, Central Arizona Shelter Services (CASS) teams, and unsupervised caseloads at numerous offices.

During Marie's career in leadership, she has participated in many additional activities, including policy development, building closures, the Absconder Workgroup, and Turkey Feast. She is currently a Learning Executive & Administrative Practices (LEAP) participant. Her focus as a supervisor has been on mentorship and staff growth.

Marie assumed leadership of the Eastern Field Division effective October 24, 2024.



LATISA DIGHTMON

Adult Probation Supervisor

Latisa Dightmon began her career with MCAPD in 2018 as a standard probation officer at Northport. In 2021, she transferred to the Pretrial Services Division, supervising an electronic monitoring caseload. In both positions, Latisa has enjoyed collaborating with her peers, judicial officers, attorneys, and other stakeholders to ensure the best outcome for the justice-involved individuals with whom she has come into contact.

Latisa has always been willing to assist with Department needs, such as volunteering to provide ride-alongs to pre-hires and interns. In 2024, she volunteered to lead the dual supervision pilot program within the Pretrial Service Division which provides comprehensive supervision to those on both pretrial and probation supervision. As the dual supervision officer in the division, Latisa offered those under both pretrial and probation supervision an improved experience by eliminating confusion, providing clarity, and removing barriers to success. Latisa's willingness to take on new challenges and build relationships and her enthusiasm to mentor others will serve her well in her new leadership role. She is looking forward to the opportunity to lead and provide support in any way she can.

On October 24, 2024, Latisa started her leadership journey by supervising a standard unit in the Northern Division.

PRIDE

3rd & 4th Quarter Awards - 2024

PEOPLE RECOGNIZING INDIVIDUAL DEEDS OF EXCELLENCE



WHAT ARE PRIDE AWARDS?

The MCAPD allows employees to recognize their peers by submitting a nomination for a People Recognizing Individual Deeds of Excellence (PRIDE) award. The PRIDE Committee reviews awards for appropriateness. There are six categories to choose from for each award submitted which aligns with the Department's Mission, Vision, and Values.

- Model the Way
- Encourage the Heart
- Challenge the Process
- Inspire a Shared Vision
- Enable Others to Act
- Thank You

MCAPD COMMUNICATIONS CENTER: Cassandra Dobbs, Christine Chiara

BLACK CANYON BUILDING (BCB): Kristina Martinez, Melina Aldaco Rodriguez, Brian Thompson, Brian Mahoney, Amanda Dudek, Carolyn Arteaga, Adriana Rodriguez, Luis Marquez Ontiveros, Austin Alexander, Cherynne Lara, Daniel Atkinson, Destiny Wilson, Julie Wise, Macklin Carlsrud, Roland Brown, Sonia Cruz

CENTRAL COURT BUILDING (CCB): Bianca Vasquez, Ana Aguirre

DOWNTOWN JUSTICE CENTER (DTJC) Holly Slater, Matthew Estes, Daniel Young, Ana Figueroa, Kristen Hunt, William Berg

DURANGO CUSTODY SERVICE CENTER (CSC): Julicua Singleton, Jennifer Blaisdell

DURANGO/WESTPORT: Ryan Bramlet, Carlos Enriquez, Daniel Fox, Daniel May

INTAKE, TRANSFER, AND RELEASE (ITR): Melissa Nunez, Abilio Aranda, Dawn Johnson, Shane Glynn

LUHRS: Andrew Mount, Jacob Ellithorp, Jolie DeLong, Ruth Manner

SCOTTSDALE: Jake Soelle, Andruw Burling, Nicole Craig, Walter Todd

SOUTHEAST JUSTICE CENTER (SEJC): Karen Pickard, Jaime Tullberg, Vincent Garcia Landry, Cory McNeese, Kendra Neal, Fallon Metzinger, Marissa Entler, Andrea Garcia, Makenna Castel, Bernadette Harper, Cinthya Silva, Crystal Luster, Fernando Martinez, Hailey Hughes, Jason Westcott, Justin Williams, Noelia Monge, Patty Carey

SOUTH COURT TOWER: Santos Garcia, Jennifer Borgen, Silvia Duran Reyes, Robin Hargrove, Sheila Chavez

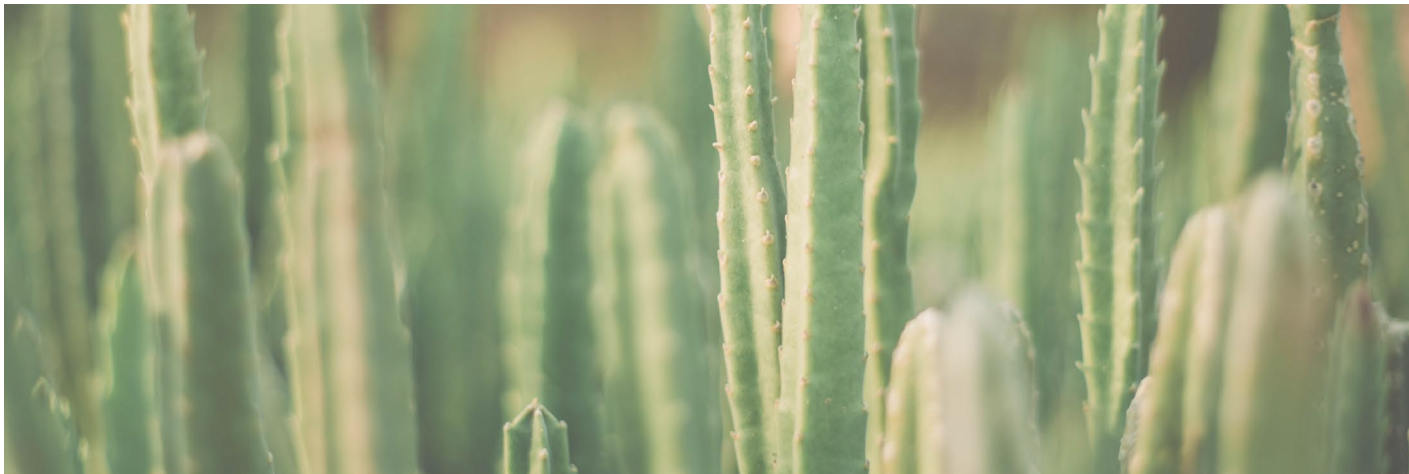
SOUTHPORT: Sabrina Barton, Jennifer Padilla, Daniel Bracamonte, Shatalya Kelley

SUNNYSLOPE: Noyoltxochitl Diaz, Kieria Copeland, Casey Martinez, Emily Watts, Nathan Petrov

SOUTHWEST REGIONAL COURT CENTER (SWRCC): Kyla Price, Gabriella Mendoza, Alondra Harris, Ashly Martinez, Emily Cook, Porshea Merrit

WEST COURT BUILDING (WCB): Erika Balcazar, Elysse Reynolds, Julia Dumale, Cindi Barocas, Jackie Novak, Tiffani Barnett, Michelle Crouch, Lisa Grace, Ariana Gonzales, Ashlea Williams, Danielle Velez, Dawn Lewallen, Kate Bishop, Lance Kellar, Sandra Gonzales, Sarah Groover

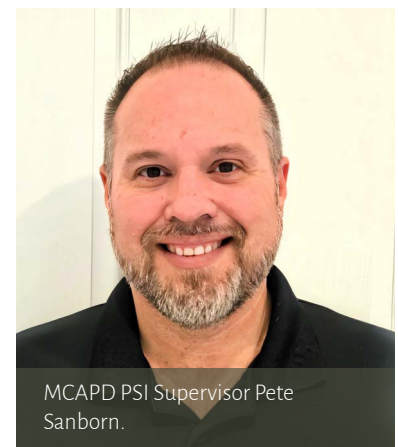
WESTERN REGIONAL COURT CENTER (WRCC): Kenneth Snodgrass, April Demarbiex, Hilario Saucedo, Giselle Galvan, Ariselli Aramburo, Evelyn Salas, Tyson Sam, Ariana Barone, Ashley Rodriguez, Ashley Vega, Connor Standley, Marie Reed, Michele Butcher, Tiffany Butler



VOICE

A DAY IN THE LIFE - PRESENTENCE INVESTIGATIONS SUPERVISOR

Pete Sanborn works as a Presentence Investigation (PSI) supervisor for the Department. He has been in this role since 2013 but has been with the Department since March 1998. Pete first started as a field adult probation officer out of the old Wells Fargo building on Central Avenue. After a couple of years, he transferred to PSI at WRC then moved to the West Court Building. Pete was promoted to supervisor in 2005, leading a standard field unit at WRC before eventually leading an IPS unit until 2013. Pete said, "To me, PSI is a top-tier destination in the Department!" Pete answered questions to help give insight into his role with MCAPD below.



MCAPD PSI Supervisor Pete Sanborn.

Background information about PSI:

The PSI Division of MCAPD is tasked with conducting investigations and preparing presentence and combination reports. Working as a team, presentence screeners and probation officers conduct interviews, administer risk/needs assessments, collect criminal history information, formulate recommendations, and generate comprehensive reports for the Court before sentencing. Presentence reports are ordered when an individual pleads or is found guilty of a crime in Superior Court. Combination reports are similar but are ordered when the crime was committed while the individual was already on probation. These combination reports include both the presentence and probation violation reports.

WHAT IS YOUR MAIN RESPONSIBILITY?

PETE: *My main responsibility is to ensure the probation officers in my unit have the tools and guidance they need to conduct thorough and accurate presentence investigations while building and developing skills. It's important to me that my staff feel valued, trusted, and supported in their positions, both as people as well as probation officers, and I enjoy growing alongside them. I'm extremely lucky to have a highly skilled group of probation officers in my unit.*

WHAT DOES YOUR TYPICAL DAY LOOK LIKE?

PETE: *A typical day for me involves a combination of different duties. I'll conduct case staffings (to provide staff with information related to specific cases), field questions from staff and peers, and review the various components of presentence investigations and reports. Inevitably, there will be a division project I'm supporting with my peers, and let's not forget the administrative side involving timecards, vacation scheduling, one-on-one meetings, and annual evaluations.*

WHAT IS SOMETHING UNIQUE ABOUT YOUR ROLE THAT OTHERS MAY NOT KNOW ABOUT?

PETE: *Very few people think about PSI when they think about probation officers. The field (probation officers who have caseloads with individuals living in the community and are out doing visits) is what comes to mind, and rightly so, but PSI gets exposure to cases the field will never see, particularly those where the crime is too severe for probation. It's important to be mindful of the effect this exposure can have on staff, and it's just as essential to check in with them to see how they are doing.*

IN WHAT WAYS DO YOU INTERACT WITH OTHER AREAS OF THE DEPARTMENT?

PETE: *I've met many amazing MCAPD employees over the course of my career, and I'm fortunate to still have a network of contacts throughout the Department. This is helpful when we need to ensure PSI is on the same page with specialized programs or when we're looking for input from the field on the combined presentence and probation violation report process. On another note, I manage further steps on the PSI end after an officer "wish lists" to PSI (request to transfer from their current assignment/caseload.) I'm always excited to meet PSI candidates, and I'm very encouraged by the contact I've had with our newer staff in MCAPD.*

IS THERE ANYTHING ELSE YOU WOULD LIKE TO HIGHLIGHT?

PETE: *One of the best features of our Department is the variety of assignments. MCAPD doesn't cater only to a certain type of person, and chances are that you'll be able to find a niche that appeals to you. If you haven't found it yet, keep looking! And, if you think PSI might be the place for you, reach out to me and let's have a chat. I can't wait to meet you!*

DEPARTMENT MORALE ACTIVITIES

Annual Salsa Competition & Chili Contest at Black Canyon Building

By Angel Camacho

The BCB Booster-Morale Committee hosts a variety of different events throughout the year geared toward raising employee morale. Each year, a little competition is thrown into the mix. The annual Salsa Competition and annual Chili Contest are two of the building's most popular events, where staff members compete for gift cards, a trophy, and bragging rights.

What began as an enjoyable way to try different types of chilis and salsas at booster events soon became a fun competition amongst peers to present the best dishes in the building.

Spooktacular Potluck

By Mora Isom

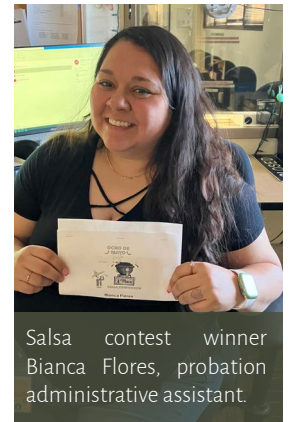
The Department's staff at DTJC got in the Halloween spirit and had their first Spooktacular Potluck. At the lunch event, staff brought their favorite foods, they played HEADS UP and trivia, decorated cookies, and voted for the best costume (Emmett from The Lego Movie won!). This event was not put on by the DTJC Morale & Motivation (M&M) Committee, but it brought coworkers together for a fun lunch!

The chili event was an opportunity to have a tasty lunch with my coworkers without leaving the building. The chili I tasted was so good, I even went home and tried to recreate the same dish for my family.

**Adult Probation Officer Supervisor
Megan Wiehn**



Chili Cook-off winner Julie Wise, adult probation officer supervisor.



Salsa contest winner Bianca Flores, probation administrative assistant.

Fantastic give me 14 of em' right now...
Adult Probation Officer Tamarr Woodard



Costume contest participants: Taylor Swift, Birthday Vampire, Emmett from The Lego Movie, Harry Potter, and two Diamondbacks baseball players.

Thank you to all those that participated in our first annual Spooktacular Potluck. We had a great turnout and a great time. Thank you to Holly Slater for organizing the event and Brenda Crawley, Ashley Webb, William Berg, Ivy Kinney, and Kristen Hunt for helping make this event successful. We could not have done it without you
Administrative Assistant Mora Isom

EMPLOYEE SPOTLIGHT

ANDREW HOY

ADULT PROBATION HELPDESK COORDINATOR
MCAPD employee since 2018.

FAVORITE PART OF YOUR JOB?

I enjoy collaborating with my team at the helpdesk, where we tackle challenges and deliver impactful solutions together. Additionally, exploring the variety of food trucks makes office days much more enjoyable.

WHAT ARE YOU WATCHING/READING?

I'm currently reading Dave Ramsey's *Complete Guide to Money*.

FUN FACT:

I once climbed Mount Vesuvius in Pompeii.

FAVORITE QUOTE:

"Have you tried restarting your computer?"

- Efrain Colin, MCAPD business systems coordinator



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