

**Judicial Merit System Commission**  
**Tuesday, June 3, 2025**  
**General Session Meeting Minutes**

The Judicial Merit System Commission met on Tuesday, June 3, 2025, for its regularly scheduled quarterly open meeting. The meeting was conducted out of the Cordova room and via Microsoft Teams video conference with Commissioners Stephen Burg and Lauren Eiler joining virtually.

**I. Meeting Convened**

The meeting was called to order at 2:09 p.m. with the following Commissioners in attendance: Commissioners Craig Waugh (Chair), Stephen Burg, Lauren Eiler, Roger Geddes, and Yvonne Hunter. Also, in attendance were Jennifer Fish, Secretary to the Commission, Nichole Fleshman, HR Manager, and Maria Washburn, Human Resources Associate.

Secretary Fish thanked Chair Waugh for his 15 years of service to the Commission and presented him with a plaque and letter on behalf of the presiding judge. Chairman Waugh provided remarks regarding his time spent on the Commission.

**II. Approval of the Minutes**

The Commission reviewed the draft minutes of the March 4, 2025 Quarterly Meeting General Session. The following correction, as shown in underline, was made to the second last paragraph under Item V: “...Chairman Waugh advised that he would not be seeking a re-appointment and will resign as chairman following the expiration of his term.”

**Motion: Commissioner Hunter moved to approve the minutes of the March 4, 2025 General Session Meeting as amended.**

**Commissioner Eiler seconded the motion. All Commissioners voted in favor. The motion passed with no oppositions and no abstentions.**

**III. Appeals For Notification of Status**

There were no appeals pending decision. However, there were two appeals for notification of status.

In the matter regarding Jonathan Taylor v Maricopa County Juvenile Probation Department, Secretary Fish advised the Commission that a hearing has been completed and that the hearing officer's report was expected this week. Once the report is received, both parties have the opportunity to submit a response to the report. The Commission will receive copies of the report and any responses. The Commission was further advised that rather than waiting until the next general session, it may wish to call special meeting to debate the appeal.

In the matter regarding Kathleen Cassatt v Maricopa County Adult Probation Department, the Commission was advised that the Judicial Branch has been in contact with the appellant to obtain consensus on an approach given she was on FMLA leave until August 13, 2025. It was recommended that the assignment of a hearing officer be postponed until her FMLA leave concludes.

Secretary Fish responded to questions regarding the Cassatt appeal such as timelines as when the appeal must commence.

#### **IV. Judicial Merit Commission Selection of Chairperson**

Secretary Fish provided an overview of the last process that was used for the selection of the chairperson, which was a nomination through a motion.

The Commission discussed a fair process to adopt to select the next chairperson. As a first step, a call for interest was made to the Commission, with no response. As a result, it was agreed that each commissioner would share their nomination, including rationale, for consideration.

- Commissioner Hunter nominated Commissioners Eiler or Geddes. Commissioner Geddes seconded the nomination of Commissioner Eiler.
- Commissioner Geddes nominated Commissioner Hunter; however, Commissioner Hunter respectfully declined the nomination.

A question regarding term expirations was raised. Secretary Fish announced that with the exception of Chairman Waugh, all the terms of the commissioners were extended.

- Commissioner Geddes' term was extended for three years.
- Commissioner Hunter's term was extended for one year.
- Commissioner Eiler's term was extended for three years.

- Commissioner Burg's term was extended for two years.

**Motion:** Chairman Waugh moved to elect Commission Eiler as the next chairperson of the Commission following the expiration of Chairman Waugh's term.

**Commissioner Burg seconded the motion. All Commissioners voted in favor. The motion passed with no oppositions and no abstentions.**

To assist the incoming chairperson, Secretary Fish shared that the department has begun putting together a resource regarding the role and responsibilities of the Chair, which will be sent to Chairman Waugh for feedback.

#### **V. Future Agenda Items**

Commissioner Hunter inquired about a report from staff on the number of employees that may be subject to the judicial merit rules and other information regarding successes or challenges regarding the rules. Secretary Fish advised that an annual report will be provided for review at the next meeting.

Secretary Fish also shared that a new member, former court commissioner Casey Newcomb, has been appointed to the Commission as of July 1. Therefore, an introduction of the new Commission member will also be on the agenda for the September meeting.

There was also a suggestion for the Commission to meet legal counsel.

#### **VI. Call to the Public**

No response was received to the Call to the Public.

#### **VII. Meeting Adjournment**

**Motion:** Commissioner Hunter moved to adjourn the meeting.

**Chairman Waugh seconded the motion. All Commissioners present voted in favor. The motion passed with no oppositions and no abstentions.**

The meeting adjourned at 2:42 p.m. on Tuesday, June 3, 2025.