

CHRONICLE

ISSUE: APRIL - JUNE 2025

MARICOPA COUNTY ADULT PROBATION DEPARTMENT



TABLE OF CONTENTS

CHIEF'S CORNER

NEWS & INFORMATION

- 5 National Crime Victims' Rights Week 2025
- 6 Mental Health Awareness Month Initiative
- 7 FAU Assists City of Peoria's Homeless Outreach Provider Event
- 8 Growth, Innovation, and Impact of the JIW Program
- 9 REDEEM: In-Custody Treatment Available
- 10 Judicial Branch Celebrates National Treatment Court Month
- 11 Sex Trafficking: Bridging Knowledge and Action
- 11 Recruit for APD!
- 12 Data Corner

ACHIEVEMENTS & CELEBRATIONS

- 13 2024 "Of the Year" Celebration
- 16 Probation Officer Wins Branch Excellence Award for Teamwork
- 17 Innovative Programs Submitted for National Honors
- 18 2025 Supervisor Leadership Academy
- 19 New Officers, Supervisors, and K9 Sworn In
- 20 Promotions
- 22 PRIDE 2nd Quarter Awards

VOICE

- 23 Providing Support to Victims Through Resources & Collaboration
- 24 Reflection on the 2025 LEAP Program
- 25 A Day in the Life - Tax Intercept Program Collector
- 26 Employee Spotlight

EDITORIAL STAFF & POLICY

- 26 *Chronicle* Editors & Staff
- 26 *Chronicle* Policy

CHIEF'S CORNER




I served in my previous assignment as a deputy chief for seven years, which, among other things, included responsibility for the Judicial Branch facilities used by the Maricopa County Adult Probation Department (APD). We were fortunate to be involved in a number of improvement projects to existing facilities as well as new construction. As with any structure, a lot of energy and effort went into planning and ensuring the project had a sound foundation, both in terms of planning and in the literal structure. No matter how good the remaining construction was, without the proper grade and foundation, it did not matter. As the fiscal year (FY) ends for APD, the rest of the Branch, County, and State, it naturally prompts reflection. As each year always does, FY2025 (July 1, 2024 – June 30, 2025) brought opportunity, challenges, charting of new goals, and evaluation of our current operations.

While I trust there will be ample opportunities in coming editions of the Chronicle and through the Judicial Branch's annual report to detail many of those, I have been thinking about the foundation of our department within the Branch. We saw Deputy Chief Ted Milham retire and welcomed Rebecca Britt into that role. The recruitment process was rigorous in its evaluation and preparations, and the transition was seamless which is in large part due to the foundation that has been laid for many years that can be easily taken for granted. The APD Executive Team and the rest of the management team spent a lot of time in previous months in focus groups and meetings to consider how we measure our success in achieving our Mission to enhance public safety and see people positively changed. That too builds on decades of foundations from professionals working together to bring hope to communities, effectively steward public resources, and to innovate to the benefit of those we serve.

In June 2025, we received sad news and remembered Retired Deputy Chief Mike Goss as part of the foundation laid for us by previous leaders. Mike started with APD in 1976, just four years after APD was established as a department of the Court, where previously probation officers were part of each judge's staff, along with a clerk and bailiff. The concept was to further professionalize this important part of the Court's work, provide leadership for the staff through a chief probation officer and other leaders, and standardize training and practice. Mike held a number of positions at APD, but I will always think of him as a deputy chief alongside Mary Walensa and Zach Dal Pra, as they were established in their positions when I started as a new probation officer in 1999. Mike and Mary retired in 2010 along with another mentor of mine, Division Director Vicki Biro. Chief Barbara Broderick led APD with those three, along with the rest of the executive team at the time, beginning in 2000 and then with Saul Schoon, Therese Wagner, and I until she retired in 2019. Mike Goss passed away on June 6, 2025, surrounded by his family. In reading the loving obituary provided, his legacy and impact were clear, and it was encouraging to hear those personal legacies left, as I was already aware of the professional ones. We will keep Mike's family in our thoughts and remain grateful for his leadership and service to our Court for so many faithful years.

Continued on next page...



I share this for a few reasons. First, part of being an old probation officer in our department, I feel a bit of a duty to ensure the stories of the Department's history are told and appreciated. Second, we aspire to be a Court of excellence and innovation. That does not just happen. It is handed down by professionals in all the departments, including ours, that came before us. Any success we have as a department of our Court is a direct result of people like I have mentioned here and by so many that came before those that work at APD today. Great people we have never met chose the nobility of serving the Third Branch of Government and the value of public service. They pioneered, experimented, learned from failed attempts, enhanced the safety and well-being of our neighborhoods, and ensured the Court had the information it needed to make very consequential decisions in the lives of people. I am grateful to have worked with such people for the last 26 years and admire greatly those who came before us that make our success possible. Third, it reminds us to do the kind of work that future generations of employees will recognize as instrumental to their success.

In a final and related note, we celebrated an event in the organization that had not taken place for six years. There is one Superior Court in Arizona, led by a Presiding Judge in each county who is appointed to that office by the Chief Justice of the Arizona Supreme Court. The Honorable Joseph Welty was appointed as Presiding Judge of the Superior Court of Arizona in and for Maricopa County in the summer of 2019, and his term concluded on June 30, 2025. As the Presiding Judge, he served as the Chief Executive Officer of the Judicial Branch of Arizona in Maricopa County, which includes the Superior Court, the Adult Probation Department, and the Juvenile Probation Department. Quickly into his term, the fourth largest trial court in the United States was required to discern how to continue to discharge its Constitutional duties, across the Court, probation departments, and juvenile detention center during the pandemic. While I do not have the space here to detail the exceptional work done, the challenges were immense as were the innovative approaches and steadfastness brought to those challenges. That begins with leadership, and I will always be grateful for Judge Welty's leadership during that time and throughout his term. He also builds on the foundation of those who came before him on the Bench. We witnessed the "passing of the gavel," a ceremony in June 2025 where the Branch's leadership transitions from one jurist to another. It was encouraging to hear from Judge Welty and from other leaders of the foundation built upon during the last six years. It was also encouraging to hear of the future of the organization under the Honorable Pamela Gates as she takes over on July 1, 2025. The Branch's future is bright thanks to these leaders, their colleagues on the Bench, and an incredible staff across the organization.

To the APD staff, let us aspire to further build a foundation worthy of the work done by our predecessors for the betterment of the residents of the community we serve and our Court. It is my honor to do that alongside you.

Michael P. Cimino

Michael P. Cimino

Chief for the Maricopa County Adult Probation Department



NEWS & INFORMATION

NATIONAL CRIME VICTIMS' RIGHTS WEEK 2025

By Michelle Holbrook

Each year, National Crime Victims' Rights Week (NCVRW) is observed to raise awareness about victims' rights, highlight the services available to victims and survivors of crime, and recognize the efforts of individuals and organizations who advocate for justice and healing. This annual recognition, which began in 1981 upon the signing of a proclamation by President Ronald Reagan, is overseen by the Office for Victims of Crime, which is part of the U.S. Department of Justice.

In 2025, NCVRW was observed from April 6 to April 12, with the theme "How We Heal"—a powerful reminder that healing from crime and trauma is a collective journey that involves individuals, families, communities, and the justice system working together with empathy and resilience.

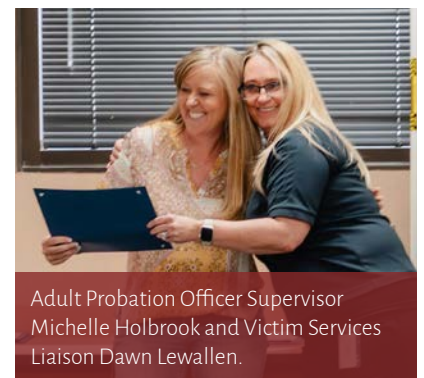
On April 8, 2025, the APD hosted a celebratory event at the Black Canyon Building (BCB) to honor and recognize staff for their outstanding dedication to supporting victims and advancing the Department's vision of aiding those impacted by crime. A total of 41 individuals were nominated for their exceptional service to victims, each receiving a certificate of recognition presented by APD Chief Michael Cimino.

In addition to recognizing staff achievements, the event featured a moving testimony from a survivor affiliated with Arizona State University's Office of Sex Trafficking Intervention Research (STIR). Her powerful story served as a compelling reminder of the vital role APD plays in creating positive change for justice-involved individuals and prioritizing the needs of the victims. Her words echoed the essence of this year's theme, challenging us all to consider how the Department can foster safe, supportive spaces where victims feel empowered to share their experiences. By doing so, staff connects them with critical resources and life-saving services, and most importantly, offers them hope.

For more information, visit the [APD's Victim Services Unit](#) or [Office for Victims of Crime](#).



APD Chief Michael Cimino at the celebratory event on April 8, 2025.



Adult Probation Officer Supervisor Michelle Holbrook and Victim Services Liaison Dawn Lewallen.

2025 APD STAFF HONORED FOR NATIONAL CRIME VICTIMS' RIGHTS WEEK

Alani Hammonds	Christine Frey	Kate Bishop	Scott Skoropys
Amanda Hastings	Cody Toledo	Kimberly Bryant	Shane Dudley
Amy Taylor	Daniel Atkinson	Lizbeth Ruvalcaba Urbina	Teri Dane
Angel Camacho	David Rojas	Luis Cisneros	Tyler Jones
Brittany Lambeth	Dawn Lewallen	Luisa Rodriguez	Valerie Briscoe-George
Carrie Ward	Elia Siordia	Madison Officer	Vanessa Chavez
Casey Baumann	Ha'ani Penafiel	Marshall Biddinger	Walter Todd
Casey Frith	Ileana Salvatierra	Martina Downing	Wendy Arias
Cherynne Lara	Ivana Budimirovic	Michelle Holbrook	
Chris Epps	Joseph Coppola	Ryan Nilsen	
Christina Hannon	Karlie Colbert	Samantha Roberts	

MENTAL HEALTH AWARENESS MONTH INITIATIVE

By Julie Wise

For the first time as an organization, the APD Mental Health Court program recognized Mental Health Awareness Month. The Mental Health Court program is comprised of three units of probation officers, supervisors, and staff that provide community supervision to individuals with acute mental health concerns. The Mental Health Awareness Month initiative was led and developed by the Mental Health Court program that included weekly department-wide emails highlighting resources, tips, and tools for staff across the Department. The awareness initiative highlighted the value of community and comradery, the importance of physical health as it connects to mental health, and encouraged staff to allow themselves the opportunity to decompress while taking advantage of their leave banks.

As a program, Mental Health probation officers, leadership, and court staff witness the everyday challenges of justice-involved individuals. Every individual under the Mental Health Court supervision experiences significant mental health challenges, requiring an enhanced level of support and compassion from their supervising probation officers. These significant demands have the potential to create high levels of burnout for probation officers, as it takes a special heart to supervise a mental health caseload. When considering the difficult nature of the work officers, leadership, and other staff within the Department encounter, Mental Health Court program staff wanted to bring attention and awareness to the importance of mental health. It is critical to address how staff are managing their own mental health, while also supporting each other through the meaningful, yet challenging task of facilitating lasting behavior change among individuals supervised.

It is a priority for the Mental Health Court program to continue celebrating and recognizing Mental Health Awareness Month every May. The mental and emotional well-being of staff across the Department is of the utmost importance. The Department's staff are not able to effectively execute the mission of improving the lives of those in our community if they are not taking care of themselves and each other.



FAU ASSISTS CITY OF PEORIA'S HOMELESS OUTREACH PROVIDER EVENT

By David Taylor

On Friday, April 25, 2025, the City of Peoria's Neighborhood Services Department held its annual Homeless Outreach Provider Event (HOPE), a community outreach initiative aimed at connecting individuals experiencing homelessness with essential resources and support. The event took place in collaboration with numerous local agencies and service providers, offering free access to shelter and housing resources, hygiene kits, medical and dental care, veterans services, food, clothing, pet care, and more. Attendees also had the opportunity to receive haircuts, showers, and assistance with Arizona Health Care Cost Containment System (AHCCCS) enrollment and Social Security services.

A key component of this year's event was participation by probation officers from the APD Fugitive Apprehension Unit (FAU), who supported the event by checking in attendees and identifying individuals currently on probation. In addition, FAU probation officers worked in collaboration with Peoria police officers and engaged with individuals experiencing homelessness in the community. If the individuals were interested in receiving services, the probation officers would transport them to the event. This proactive engagement helped strengthen community relationships and provided a critical safety net for individuals experiencing homelessness who are navigating the criminal justice system.

The event directly assisted 45 individuals, not including additional outreach efforts in the surrounding community. Of those who checked in, six had active warrants. In a demonstration of compassion and community-centered policing, officers did not take any of these individuals into custody. Instead, officers provided them with information on how to resolve their warrants and ensured they were connected to further support services available at the event.

The HOPE Project continues to serve as a powerful example of how partnerships between law enforcement, service providers, and probation can lead to meaningful change in the community. FAU probation officers have supported this event for the past eight years. A special thank you to FAU Probation Officers Paul McDonald, Paul Berardi, Nicole Wheaton, Dan Fox, and Supervisor Derrick Knott Jr. for their support and contributions to the event.



From left to right, Adult Probation Officer Dan Fox, Supervisor Derrick Knott Jr., and Adult Probation Officers Paul McDonald and Paul Berardi. Not present: Adult Probation Officer Nicole Wheaton.

GROWTH, INNOVATION, AND IMPACT OF THE JIW PROGRAM

By April Powell

The APD's Justice-Involved Women (JIW) Program has continued to grow and improve. Over the past year, the JIW Program has expanded by adding more caseloads to better meet the needs of women under probation supervision.

The JIW Program was developed to offer a gender-responsive approach to community supervision, acknowledging the distinctive experiences women face when entering the justice system. It tackles challenges like trauma, mental health, substance use, housing insecurity, and caregiving duties—common factors in the lives of justice-involved women. By emphasizing trauma-informed, relationship-focused methods, the JIW Program strives to help women create safe, stable, and healthy lives while enhancing supervision results.

As the Program has expanded, so has the scope of its services. In addition to standard JIW caseloads, the Program also includes specialized caseloads tailored to specific needs and populations. Examples of these specialized caseloads include:

JIW DOMESTIC VIOLENCE (DV): This specialized caseload is designed for women who have experienced or been involved in intimate partner violence. The JIW DV caseload focuses on safety, healing, and accountability through trauma-informed counseling, safety planning, and empowerment strategies. Supervision is coordinated with DV service providers to also address co-occurring issues such as post-traumatic stress disorder (PTSD), substance use, and economic dependency. The goal is to reduce recidivism while promoting personal stability and independence.

JIW INTENSIVE PROBATION SUPERVISION (IPS): A high-intensity supervision model for women at increased risk of reoffending or with complex criminogenic needs. The JIW IPS caseloads provide structured oversight with frequent check-ins, home visits, and targeted interventions. Supervision can be combined with services like cognitive-behavioral therapy, trauma recovery, housing support, and employment assistance. The model emphasizes accountability while acknowledging the role of trauma, mental health, and relational factors in women's offending behavior.

JIW SEX OFFENDER: A specialized caseload for women convicted of sex offenses, designed to address offense-specific risk factors through a gender-responsive approach. This caseload combines traditional sex offender treatment with a trauma-informed method. It tackles the underlying causes of offending, such as past abuse, mental health, or coercion. Treatment options may include individual and group therapy, polygraph monitoring, and relapse prevention planning.

JIW DRUG COURT: A problem-solving court model for women with substance use disorders that integrates judicial supervision with comprehensive treatment services. It includes regular court reviews, substance use treatment, and gender-responsive programming. Services often address co-occurring trauma, parenting needs, and housing instability.

These expansions and the Program's evolution have been supported by strong partnerships both inside and outside the Department, and positive responses from those who provide support and services on a JIW caseload. A team of three JIW probation officers recently had the opportunity to present the JIW Program's work at the American Probation and Parole Association (APPA) conference, where they shared the Department's approach and outcomes with practitioners from across the country.

As the JIW Program continues to grow, so does the Department's commitment to innovation and equity. The JIW Program staff are proud of the dedicated officers and staff who make this work possible every day.

REDEEM: IN-CUSTODY TREATMENT AVAILABLE

By Megan Merker and Veronica Gunnison

Previously, the Maricopa County Sheriff's Office (MCSO) offered two in-custody treatment programs, MOSAIC and ALPHA. Unfortunately, the pandemic led to a pause in all in-custody treatment programming.

The Department's Community Reintegration Unit (CRU) staff are excited to announce that MCSO launched a new in-custody treatment program! It started as "Choose to Change," similar to previous programs but did not include a substance use disorder (SUD) component. In January 2024, MCSO ran a pilot project called "REDEEM," which incorporated a SUD treatment component alongside additional rehabilitative services. REDEEM stands for Recovering, Enduring, Dignity, Education, Empowerment, and Mindfulness. The pilot project was deemed a success, and a second class began in April 2024 under the name "Choose to Change Plus Treatment." This class started on April 15, 2024, and successfully graduated on June 6, 2024. To better reflect the expanded, treatment-centered mission, the program's name was changed back to REDEEM in May 2024. Subsequent graduations have been held at Estrella and Watkins Jails on September 12, 2024; December 5, 2024; March 6, 2025, and May 15, 2025.

REDEEM is an evidence-based, in-custody program focused on cognitive restructuring and substance use treatment. It is designed to serve medium to high-risk justice-involved individuals by targeting criminogenic risk factors that contribute to criminal behavior.

ELIGIBILITY AND SCREENING

Initial screenings are conducted by MCSO who consult with the Department's CRU REDEEM liaison when additional information is needed. Justice-involved individuals must meet the following criteria to qualify:

- Have a documented history of substance use
- Be housed in general population
- Must be sentenced to county time
- Independently request an application to participate
- May be eligible even if currently on Medication-Assisted Treatment (MAT)
- Cannot have a history of escape or violence

COMPLETION BENEFITS

Upon successful program completion, participants receive:

- 300+ hours of community service credit
- A graduation certificate, including a second copy for the field probation officer
- Engagement in a structured curriculum across seven core areas:

Core Curriculum:

1. Substance Use Disorder (40 hours)
2. Parenting
3. Transition & Reentry
4. Resiliency
5. Domestic Violence
6. Anger Management
7. Thinking for a Change (T4C)

The Department's CRU staff is excited to have in-custody treatment programming back in jails. Adult Probation Officer (APO) Megan Merker currently serves as the REDEEM liaison, providing support to APD staff collaborating directly with MCSO throughout each program cycle. "Let's continue working together to ensure every eligible justice-involved individual has access to the tools, structure, and support needed for successful reintegration into the community," REDEEM Liaison and Adult Probation Officer Megan Merker stated.

UPCOMING REDEEM CYCLES

Cycle #24: Start date: June 2, 2025 | Graduation: July 24, 2025

Cycle #25: Start date: August 11, 2025 | Graduation: October 2, 2025

Cycle #26: Start date: October 20, 2025 | Graduation: December 11, 2025



JUDICIAL BRANCH CELEBRATES NATIONAL TREATMENT COURT MONTH

By Clara Colmenero

Each May, National Treatment Court Month highlights programs that break the cycle of addiction. In the Judicial Branch of Arizona in Maricopa County, the DUI and Drug Courts utilize a team approach led by a judicial officer, and includes staff from Adult Probation, the Office of the Public Defender, the Maricopa County Attorney's Office, and community treatment providers. Together, the team provides support, accountability, and encouragement to individuals experiencing a substance use disorder. "DUI and Drug Court provides intensive substance-use treatment for participants and links them to ancillary services as needed," said Drug Court Clinical Supervisor Melissa Monahan. She added, "Much of the treatment is provided by counselors who work for the Department, and their participation in pre-court staffing provides consistency with the Court and probation officers. DUI Court participants attend a DUI Victim Impact class, offered by the Maricopa County Adult Probation Department, where they are exposed to the possible physical, emotional, and financial impacts caused by DUI offenses."

Between July 2024 and June 2025, a total of 85 participants graduated from DUI Court, and 47 from Drug Court. Treatment Courts offer incentives for meeting requirements and provide access to additional resources as needed. Incentives may include gift cards, early probation termination, reduced fines and fees, and misdemeanor designation for eligible participants.

"Graduations are [an] acknowledgment of their hard work and success during this journey," said Christina Henderson, Superior Court Commissioner. "We celebrate their success, share helpful lessons with [participants] and inspire others, and reduce their length of probation and financial obligations. We invite them to bring family and friends to attend and celebrate."

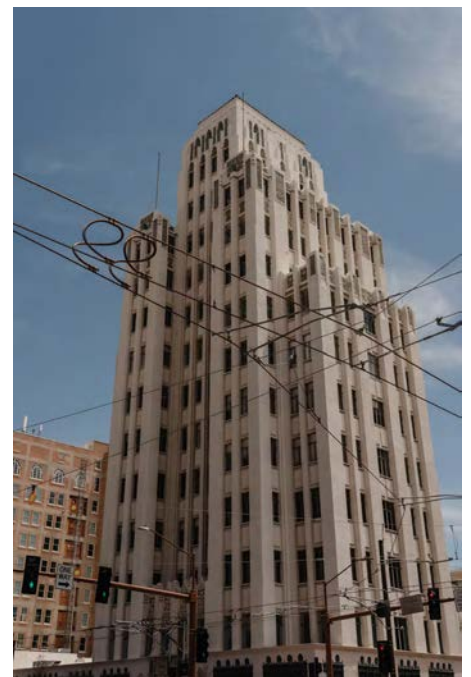
The Drug Court Alumni Association offers ongoing support for current participants and program graduates and creates mentorship opportunities for those struggling with sobriety. It fosters a supportive network by hosting voluntary events that encourage rebuilding family relationships, which are often affected by substance use.

"[These events] demonstrate that sober activities can be enjoyable and [that] the sense of camaraderie from participating provides hope and encouragement for current participants," said Monahan.

"Some of the challenges that I was able to overcome through Drug Court [were] knowing that I was not alone. I think fear of change was a bit of a challenge and I had to learn that I had to be comfortable with being uncomfortable. I've been involved in the alumni events since I got sober in 2019.

I think there are many resources in the recovery community [that] we can learn about just by reaching out to others and going to these meetings."

Heather Toney, Drug Court Alumnus



SEX TRAFFICKING: BRIDGING KNOWLEDGE AND ACTION

By Angel Camacho

On May 9, 2025, 14 members of the APD Sex Trafficking Survivors Workgroup participated in a four-hour training session titled "Train the Trainer – Sex Trafficking 101." The session was designed to deepen the understanding of sex trafficking to become certified in this topic to train other employees within the Department. The training included a two-hour educational presentation focused on trafficking dynamics, followed by another two-hour "Train the Trainer" scenario-based session equipping the workgroup with new tools, insights, and a renewed commitment to serving individuals impacted by trafficking with greater empathy, clarity, and purpose.

APD formed a dedicated Sex Trafficking Survivors Workgroup that collaborates closely with Dr. Dominique Roe-Sepowitz, Arizona State University Professor in the School of Social Work and Director of the Office of Sex Trafficking Intervention Research (STIR). Together, they are committed to educating and training APD staff on sex trafficking, providing tools and identifiers to recognize victims and traffickers, and outlining appropriate steps to take when trafficking is suspected. This partnership builds the Department's internal capacity to respond effectively and compassionately, guided by survivor-informed, trauma-sensitive principles that prioritize safety, dignity, and empowerment.

"This was more than just training, it was a step forward in transforming how we show up for survivors, how we engage with the community, and how we lead change from within," JIW Probation Officer Angel Camacho said. "I am excited to see how this knowledge ripples outward as we continue our work throughout the year."

Judicial Branch staff interested in learning more are encouraged to visit the Sex Trafficking Survivors Workgroup page on "APD Connect," an internal SharePoint resource. The workgroup looks forward to continuing this vital work, continuing education, educating Department staff, and implementing meaningful ways to support survivors of sex trafficking.



Sex Trafficking Survivors Workgroup members with Dr. Roe-Sepowitz and her colleagues following the Train the Trainer – Sex Trafficking 101 event.

First Row: Jeanett Istrate, Heather Redmond, Cherynne Lara, Angel Camacho, Casey Frith, Arlene Gonzalez, Dr. Dominique Roe-Sepowitz. Second Row: Anna O'Geen, Amy Taylor, Darcy McLeod, Kora Witthun, Rochelle Harlin, Morgan Stevenson, Ashley Goad, Ashley Lucie, Sarah Dutton, Jenna Fitzgerald.

RECRUIT FOR APD!

Do you know someone outside APD who would be a strong candidate to join the team? Would you like to help APD reduce its workload? Refer a friend or colleague to join APD!

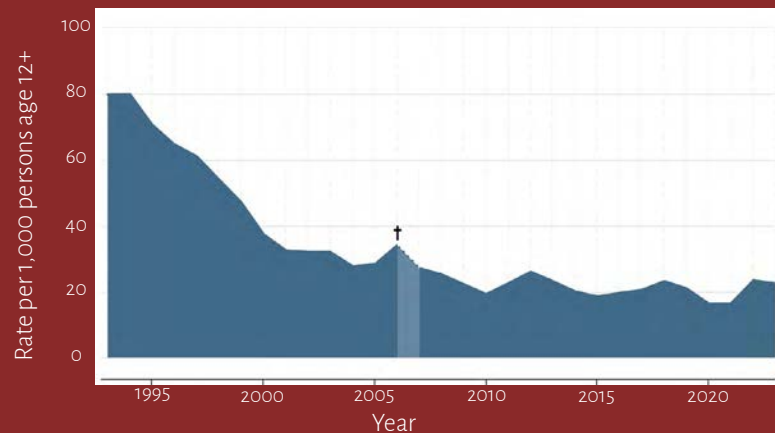
There are many ways to contribute to the Department, from providing community supervision or counseling to justice-involved individuals, to monitoring field activity or administering caseloads. There is something for everyone! Explore career opportunities with the Judicial Branch by [clicking here](#).

Learn more about the Department by watching the video. The video can also be found on the website homepage, [click here](#). Email apdrecruitment@jbazmc.maricopa.gov for more information.

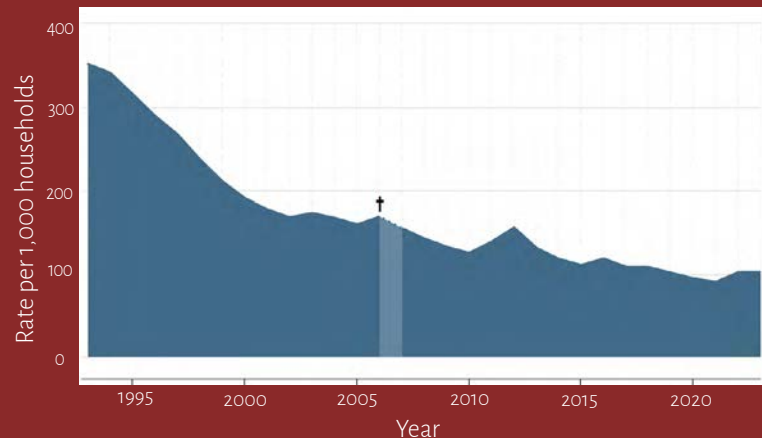


The Bureau of Justice Statistics (BJS) shares National Crime Victimization Survey (NCVS) results through an interactive tool called the NCVS Dashboard (N-DASH). The dashboard was recently updated to include survey results through the end of 2023. Users can explore data on victimization of personal and property crimes, broken down by victim demographics, incident details, and more. An example of a chart produced with this dashboard is shown below, displaying the rate (per 1,000 persons aged 12 or older in the US) of violent victimizations over the past 30 years. Data on property victimization, reporting to police, weapon use, victim-offender relationships, and victim service utilization are also available. While the overall rate of violent victimizations declined from 2022 to 2023 (from 23.5 to 22.5), the rate of property victimization increased during the same period (from 101.9 to 102.2).

RATE OF VIOLENT VICTIMIZATIONS, 1993 - 2023



RATE OF PROPERTY VICTIMIZATIONS, 1993 - 2023



For more information, or to explore the data, visit the [NCVS Dashboard](#).

† Estimates for 2006 should not be compared to other years.
In October 2018, BJS released a revised set of 2016 NCVS data.
Source: Bureau of Justice Statistics, National Crime Victimization Survey, 1993-2023.



ACHIEVEMENTS & CELEBRATIONS

2024 "OF THE YEAR" CELEBRATION

The APD is pleased to have honored the 2024 "Of the Year" award winners during an in-person awards celebration on May 8, 2025, at the Black Canyon Building (BCB) in Phoenix. Winners were nominated by fellow employees and selected by the APD's People Recognizing Individual Deeds of Excellence (PRIDE) Committee for their exceptional contributions to the Department's mission and goals. The following leadership principles were considered in the award nominations: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart.

CONGRATULATIONS TO THE 2024 OF THE YEAR AWARD WINNERS

Wendy Arias – Probation Officer
Carla Cacciamani – Surveillance Officer
William Grimes – Employee
Ivy Kinney – Supervisor



2024 "Of the Year" winners Ivy Kinney, Carla Cacciamani, Wendy Arias, and William Grimes.

PROBATION OFFICER OF THE YEAR, WENDY ARIAS



Adult Probation Officer Wendy Arias and Supervisor Victoria

Nominated by Adult Probation Officer Supervisor Victoria Curness:

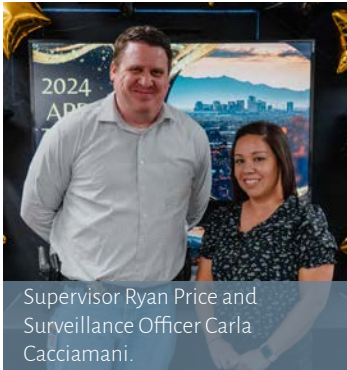
"I have known Wendy since 2016 when she started at BCB. Recently, I had the privilege of working with Wendy once again, but this time as her supervisor. She has always shown dedication to her work, the community, and individuals on her caseload. In August 2023, Wendy became a Justice-Involved Women (JIW) probation officer. The purpose of this supervision is to serve female individuals with unique barriers related to gender specific issues, health, and trauma. The overall goal is to improve stability, safety, self-esteem, and self-confidence in the women they serve to reduce recidivism and promote positive behavioral change. She strengthens these women by increasing their self-determination, working on building self-worth, helping them see a brighter future for themselves, and moving beyond their past circumstances.

You can often find Wendy seeking out resources and services for those she supervises. In late 2024, she set the standard when she came across an organization called Women4Women Surprise. The mission of this organization is to help low-income women and those experiencing homelessness maintain their health by distributing feminine hygiene products to those in need. Wendy reached out to this organization and informed others about a "period packing party." Wendy gathered volunteers to attend this event on an early Saturday morning. This included two supervisors, one being myself, seven probation officers, and two family members to meet in Surprise. For two hours we packed paper bags with numerous feminine hygiene

products. From this event, she was able to bring the bags back to Southwest Regional Court (SWRCC) and Western Regional Court (WRC) to provide to the justice-involved women and offered to all officers who had women on their caseloads. It may seem small, but this event was not about court requirements, terms and conditions, or financial obligations. It was about serving females with their simple biological needs.

Wendy enables others to act by fostering collaboration, building trust, and facilitating relationships in and out of the office, especially with those who are lucky enough to have her as their probation officer."

SURVEILLANCE OFFICER OF THE YEAR, CARLA CACCIAMANI



Nominated by Adult Probation Officer Supervisor Ryan Price:

"In 2024, Carla Cacciamani went above and beyond in more than one instance. Carla supervises a caseload of approximately 150 individuals on the domestic violence (DV) minimum assessed risk supervision (MARS) caseload, which is a county-wide caseload. While maintaining the contact standards for this caseload, Carla regularly volunteered to assist with field work for vacant caseloads in standard supervision, provided coverage field work for her peers on approved leave, as well as monitor GPS points for her peers in the DV units.

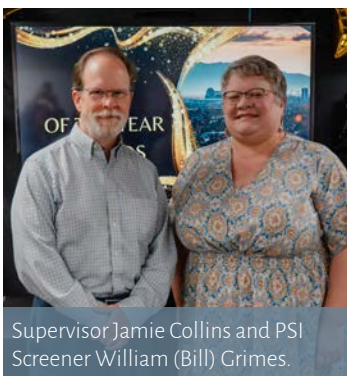
Additionally, Carla took the time to gather additional information for a potential search. Carla's team received a tip that an individual on the DV MARS caseload had firearms and drugs in a secret compartment in his closet. Using public information about the residence on the internet, Carla was able to determine that the person's closet did look different than the images she was able to locate online. Carla and her partner staffed and arranged the search for the individual's residence with the city police department.

The search resulted in the seizure of 1.6 pounds of methamphetamine, several firearms (including an automatic weapon), two crossbows, one bow, three individuals with warrants, and two stolen vehicles. Police officers were able to tie the individual to another stolen motorcycle and a police chase that occurred the night before.

Carla's work on this case highlighted her investigative mind and passion for community safety. While a search would have been conducted just based on the information received, her investigating the tip before the search led probation and police officers to the specific location of drugs and firearms. Her actions on this caseload, and in the DV program, are consistent with the Department's mission of enhancing community safety through service, accountability, and influencing change.

Carla's hard work merits recognition as Surveillance Officer of the Year."

EMPLOYEE OF THE YEAR, WILLIAM GRIMES



Nominated by Adult Probation Officer Supervisor Jamie Collins:

"William (Bill) Grimes has been a screener in the Presentence Investigation Division (PSI) since January of 2007, for 18 years. Bill is trustworthy, honest, and leads with integrity; he adapts to change and is helpful to the public, court staff, stakeholders, and his co-workers. Bill has assisted with training new screeners in various capacities since 2020. Bill's goal on his 2023 evaluation was, "To provide any service I can toward the ongoing development of a screener training unit, and contribute to the development of skills, knowledge, and abilities of new screeners." Since April 2024 and the formation of the Screener Training Unit, Bill has assisted with training 22 new screeners. These new screeners have said, "Bill is a great help in learning professional correspondence." Also, "Bill understands the information needed by the PSI officer to prepare a presentence report; how or when to ask a follow-up question, and where to include that extra information. He shares his knowledge." Over the years Bill has assisted with many tasks in PSI, such as updating various forms from victim and attorney letters to the Offender Screening Tool (OST) Interview Data Sheet and the screener training guide. He is the PSI liaison with the Early Disposition Court, providing updates as the point of contact with PSI screeners and officers. He volunteered to assist with the case management project. Bill will take on the unusual interview or case file assignment without complaining; his work as a screener is consistent and thorough. Bill is a reliable screener for supervisors, officers, co-workers, and court staff. Bill has received numerous PRIDE Awards for his positive attitude, teamwork ability, and work ethic. No matter how busy he is, Bill will stop what he is doing to assist any employee. He is always professional and courteous, maintains a positive attitude, and treats everyone with respect. Bill trains, mentors, and assists his co-workers in whatever way he can so that they may all complete their work within PSI accurately and with confidence. Bill Grimes is a man of integrity and worthy of this honor to be named Employee of the Year."

SUPERVISOR OF THE YEAR, IVY KINNEY



Nominated by Adult Probation Officer Arielle Santacruz:

"Ivy Kinney transferred to the Staff Development and Training Unit in December 2022. At that time, the unit was involved in a Continuous Improvement (CI) process of redeveloping the New Officer Training Education and Skills (NOTES) curriculum. Though the project was already underway, Ivy jumped in with a spirited approach. She provided crucial input on the flow and content of the curriculum, focusing on building classes to reflect the process that an adult probation officer goes through during their job. Her experience in the field, as a standard officer and supervisor, and as a court liaison adult probation officer (CLAPO), was crucial in understanding what new officers go through compared to what is expected of them.

The Training Unit is responsible for teaching new officers the responsibilities and requirements of their jobs, as well as supporting new officers in their new roles when they are out in the field. The new curriculum is built with a hands-on approach, using real and fictional cases, and providing as much practice as possible before their swearing-in as new officers.

Ivy created a streamlined approach to onboarding new officers from day one, using electronic paperwork and other process improvements. From there, the curriculum included a day-one approach to what is expected on the job, what computer-based programs officers need to be familiar with, compliance with probation, and the route officers take through compliance and non-compliance through the duration of an individual's probation grant. There was an added enhancement of tours so new officers can witness what the Dispatch Unit does at the Communications Center, the Assessment Center where justice-involved individuals begin their probation grant after sentencing, and the Intake Transfer Release facility tour, showing officers how to book individuals and the process that follows.

Her hard work, perseverance, and determination in creating a new curriculum has resulted in a clearer understanding for new officers starting their careers."

CONGRATULATIONS TO THE 2024 APD OF THE YEAR NOMINEES

PROBATION OFFICER NOMINEES

Kemberly Holguin - Runner-up
 Angel Camacho
 Brandi Goodwin
 Breanna Gonzalez
 Carmen Calderon Felix
 Chad Clark
 Darcy McLeod
 David Gonzalez
 Diana Martinez
 Haley Myers
 Jeny Moran
 Justin Hinch

Katrina Clark
 Kristin Przybylski
 Kyle Miller
 Megan Merker
 Michelle Mayer
 Quinton Mixon-Woody
 Samuel Jaidah

EMPLOYEE NOMINEES

Daniel Young - Runner-up
 Cheryl Vallejo
 Noelia Monge

SUPERVISOR NOMINEES

Scott Mortensen - Runner-up
 Christian Popovici
 Dana Shepherd
 Kimberly Bryant
 Melissa Froderman Ricardo
 Mendez
 Susan Savoy

SURVEILLANCE OFFICER NOMINEES

Daniel Atkinson - Runner-up
 Michel Bridget
 Patricia Carey



APD PROBATION OFFICER WINS BRANCH EXCELLENCE AWARD FOR TEAMWORK

By Savanna Hopp

Each quarter, employees of the Judicial Branch of Arizona in Maricopa County, which consists of Adult Probation, Juvenile Probation, and the Superior Court, may nominate a coworker who has demonstrated excellent performance in one of the following categories: teamwork, leadership, customer service, innovation, or group collaboration. Each department submits numerous nominations every quarter, and winners are carefully selected by the Branch's Employee Recognition and Rewards Committee. The winners of each category for the quarter are then entered for the annual Judicial Branch Excellence Awards. The APD is proud to announce that Adult Probation Officer Jeff Fischer won the 2024 award for teamwork. A celebration was held on April 8, 2025, for all winners. Congratulations, Jeff!



JUDICIAL BRANCH PERFORMANCE EXCELLENCE AWARDS: TEAMWORK - JEFF FISCHER

Submitted by Adult Probation Officer Elizabeth Streeter:

"I respectfully and enthusiastically nominate Fugitive Apprehension Unit (FAU) Adult Probation Officer Jeff Fischer for this award in the Teamwork category!"

Jeff exemplifies exceptional teamwork as an FAU probation officer. Not only does he participate in multiple committees outside of his regular duties, but he also regularly provides assistance to new officers, existing officers, other FAU officers, our police agency partners, support staff, and the chain of command.

Known as "Monk" in the FAU for his unparalleled attention to detail, he has volunteered his time and ideas for the FAU Evaluation Committee, the APD Pride Committee, and the Employee Recognition and Rewards Committee. Jeff also volunteered as a field training officer for new FAU officers and put together a large, information-filled binder for each new officer when they arrived at FAU. This binder contains everything an overwhelmed new FAU officer needs to get off to a great start (FAU policies, APD policies, unit phone numbers, list of hospitals, maps of all relative areas, call signs, and more). It took Jeff many hours to create each binder and the binders are deeply appreciated by new FAU staff.

In addition to all of the above, Jeff often organizes and cleans our FAU supply room to keep it in tip-top shape and stocked with the essentials. It is often Jeff who communicates to our support staff supervisor when we are out of the essentials to make sure we do not run out.

Without being asked, Jeff often checks on the loaner vehicles assigned to FAU. He makes sure they have working batteries, are gassed up, and have their required services completed. Talk about looking out for his team!

I haven't even mentioned the strongest argument for his stellar teamwork - he has been covering three separate caseloads for the last year. That's right - three. He volunteered to take this on when we unexpectedly suffered staff vacancies last year. Due to his generosity, he has been receiving the highest number of new cases per month in FAU for more than a year. His case work remains thorough, timely, and goes above and beyond. Jeff has a great sense of responsibility and duty; the Judicial Branch is better because of all he does!

But...there's even more. Jeff has a strong relationship with field probation officers and field supervisors. He is often "requested" by non-FAU officers to give his assistance and opinion on how to handle difficult cases. He also occasionally goes to field unit meetings to bridge any gaps, answer questions, and support a team environment between FAU and the field.

Lastly, this nomination would not be complete without mentioning that Jeff often is proactive about issues affecting his FAU team. Not only does he bring these issues to the attention of the chain of command, but he offers well-thought-out solutions to the issues. Jeff is constantly making valuable and helpful suggestions on how to operate more safely and efficiently. He regularly volunteers to help his fellow FAU officers when they are in need, and he performs his job with the upmost integrity, professionalism, and responsibility.

I have been Jeff's area partner for a couple of years now, and this nomination is one I have wanted to submit for some time. He truly deserves the recognition for his daily efforts. I witness first-hand the extraordinary level of commitment and teamwork he brings to Adult Probation and the Judicial Branch."

INNOVATIVE PROGRAMS SUBMITTED FOR NATIONAL HONORS

By Kat Caswell, Savanna Hopp, Candace Hallberg

The APD has developed and maintained a reputation for being at the forefront of innovation in community corrections. In the last eight years, the National Association of Counties (NACo), which recognizes innovative county government programs, has awarded 37 achievement awards to APD programs. This year, the Department nominated four innovative projects and programs for NACo achievement awards. APD expresses gratitude and much-deserved recognition for the innovative projects and programs implemented to benefit the Department and the community it serves. The nominated projects are highlighted below:

BUDGET CLASS REFERRAL PROGRAM

The Maricopa County Adult Probation Department Financial Compliance (FINCOM) Unit offers free budgeting classes to individuals on probation to increase the likelihood of court-ordered monetary payments, including victim restitution. FINCOM updated and replaced the old referral process, enhancing the speed and availability of budgeting classes for individuals on probation to help them meet their financial obligations. As a result, FINCOM and other staff from various parts of the Department implemented a new referral program that allows staff to quickly access the now-virtual Budget Class Referral form using QR codes and shortened URL links, enabling them to process and submit referrals much faster and more efficiently. Since the implementation of the Program in April 2024, the Department has seen a 46% increase in submitted referrals for budget classes.

DIGITAL VEHICLE RESERVATION PROGRAM

The APD's Continuous Improvement team, along with staff who administer the Department's fleet, implemented the Digital Vehicle Reservation Program to streamline how probation officers reserve department vehicles. Replacing inefficient paper and Outlook calendars, the new system, built using Microsoft Bookings, offers a user-friendly, cloud-based platform that automates scheduling, reduces conflicts, and improves calendar management. The Program is now used by nearly 450 officers and seven vehicle administrators and has increased county vehicle utilization by 54.4% and significantly reduced administrative workload and drive time. Staff have also praised its ease of use, calendar integration, and accessibility. This innovation enhances operational efficiency and supports APD's mission of promoting community safety through smart digital transformation.

JUSTICE-INVOLVED WOMEN – DOMESTIC VIOLENCE (DV) PROBATION PROGRAM

APD created a specialized program for women on probation for DV offenses. Many of the women participating in the program have complex histories, including experiences as both victims and offenders. Research showed a need for a more tailored approach to supervision and support for this group. The JIW DV Program is designed to meet those needs through gender-responsive and trauma-informed care by addressing the unique factors that lead to DV-related offenses and providing a combination of supervision, treatment, and resources.

Probation officers who supervise JIW DV caseloads receive specialized training on trauma, victimization, and the unique challenges faced by women in this population. This balanced approach helps promote accountability with compassion while acknowledging that many of these women have experienced significant trauma. Since its launch, the Program has led to more successful probation outcomes and meaningful change, supporting the safety and well-being of participants and the community.

MINIMUM ASSESSED RISK SUPERVISION (MARS) EXPANSION PROGRAM

The MARS Expansion Program enhances community supervision by ensuring individuals assessed as low-risk are assigned to appropriately tailored caseloads. In alignment with evidence-based practices, the Program established a standardized screening process that successfully transitioned over 1,000 low-risk individuals from standard caseloads to MARS caseloads, which require fewer interventions. This shift saved the Department the equivalent of 11 staff positions, allowing resources to be redirected to areas in greater need. It also established a process for low-risk individuals to be placed directly onto MARS caseloads at sentencing, ensuring they receive the appropriate dosage right away. The expansion not only improves

operational efficiency and fiscal responsibility but also supports improved outcomes by enabling probation officers to focus more effectively on individuals at greater risk of reoffending. With MARS caseloads maintaining a 99% success rate, the Program exemplifies evidence-driven innovation that benefits the Department, supervised individuals, and public safety.

About NACo:

The National Association of Counties (NACo) serves close to 40,000 county elected officials and 3.6 million county employees. Since 1935, NACo has united county officials from across the country to represent the interests of America's counties through its powerful voice in federal policymaking. NACo's mission focuses on promoting high-quality county policies and practices, developing leadership skills, and expanding knowledge networks. Through committees and task forces, NACo empowers counties to optimize resources, adopt cost-saving practices, and enhance public understanding of county government.

NACo is dedicated to shaping national policies and creating opportunities for counties to lead, learn, and advocate for a stronger America. NACo helps America's counties stay strong to meet the needs of their residents. To learn more, visit www.NACo.org.



2025 SUPERVISOR LEADERSHIP ACADEMY

By Heather Preston

In January of 2025, 29 leaders from across Arizona attended the six-month 2025 APD Supervisor Leadership Academy. Participants included nine APD supervisors and 20 supervisors and managers from other adult and juvenile probation departments in Arizona. Probation staff from Coconino, La Paz, Mohave, Pinal, Santa Cruz, Yavapai, and Yuma County traveled to the trainings located in downtown Phoenix each month. The attendees participated in two full class days each month over a six-month period, developed an individual leadership plan, and received 360 assessments which captured feedback from supervisors, peers, and direct reports that looked at strengths and areas of growth for each leader. They worked alongside their peers to learn about a variety of topics including Leading Change, Crucial Conversations, the Five Disciplines of Learning Organizations, and cultural competency. These new leaders challenged themselves to grow and develop new skills to take back to their respective units and departments. To celebrate their achievement, a graduation ceremony was held on June 19, 2025, at the Downtown Justice Center (DTJC). Congratulations to all graduates!



Supervisor Leadership Academy class listed in alphabetical order: Carolyn Arteaga, Kate Bishop, Jesus Cota, Steve Cuning, Cherry Derrick, Dan DeRusso, Latisa Dightmon, Cam Doty, Hepzebah Erwin, Lizette Gallardo, Kim Gallinger, Amayrani Galvez, Tiffany Griffith, Victoria Holloway, Jaime Holguin, Daryl Johnson, Brian Long, Louis Madrid, Jeanette Millan, James Owens, Vernon Powell, Latasha Riley, Brianne Rosa, Kelly Solano, Ryan Staab, Bryce Stevens, Enith Tellez, Sherita West, Julie Wise.

PARTICIPANTS KEY TAKEAWAYS:

"There's no single 'right' way to lead. Every leadership style has its own unique strengths, and it's up to us to recognize those strengths and use them intentionally to create meaningful impact."

Brianne Rosa, APD

"Leadership requires resiliency, compassion, and the willingness to continually evolve and adapt."

Julie Wise, APD

"Learning about crucial conversations and how to follow up on them. I believe this is a very important skill to have as a leader, especially when working in high stress environments and to continue to build rapport with the people around you."

Lizette Gallardo, APD

"The importance of communication and active listening while recognizing everyone has their own communication style and responds differently. Strong communication builds trust and empowers the team."

Victoria Holloway, APD

NEW OFFICERS, SUPERVISORS, AND K9 SWORN IN

By Donald Cole

The Staff Development and Safety Unit is pleased to welcome 24 new probation officers, a K9 officer named Remi, and a new supervisor to the Department. These officers completed six weeks of New Officer Training, Education, and Skill-building (NOTES) classes, which included the Defensive Tactics Academy and the Administrative Office of the Courts (AOC) Probation Officer Certification Academy. Additionally, there is a three-week transition phase that allows Staff Development trainers to work with officers on their newfound cases and apply real-life knowledge gained from their training. Officers worked in a cohort to create petitions to revoke, criminal history documents, and orders of discharge. They also had the opportunity to review early terminations, earned time credit, and other documents officers regularly generate within their caseload.

The officers completed the academy with a swearing-in ceremony on May 30, 2025, at the Supreme Court in downtown Phoenix, led by APD Chief Michael Cimino and the Honorable Jennifer Green, Presiding Criminal Department Judge.

Newly promoted staff were also sworn in, including Kevin Bacchus, who was promoted to supervisor of a Standard Unit at the BCB office.

NEW OFFICER ASSIGNMENTS

Black Canyon Building (BCB)

- Standard Probation Officers Alexis Ryan, Jearim Apodaca, Brittney Ledezma, Monique Medina

Scottsdale

- Standard Probation Officers Jeffry Knudsen, Amy Cuevas, Julio Garcia, Rocio Hernandez

Southeast Justice Center (SEJC)

- Standard Probation Officers Kyle Cronin, Paige Pettit, Kathleen Rosa

Southwest Regional Court Center (SWRCC)

- Standard Probation Officers Michelle Figueroa, Karina Lopez

Southport

- Standard Probation Officers Autumn McGuire, Steven Jackson

Sunnyslope

- Standard Probation Officers Matthew Wooley, Marquia Futch, Alea Bahr, Zoey Crisci, Abraham Perez

Western Regional Court Center (WRC)

- Standard Probation Officers Michael Enenbach, Jose Fabrizio Castillo, Natalia Romo, Ximena Sanchez Torres



May 2025 NOTES graduating class and new leaders.

PROMOTIONS

Congratulations on
your new positions!



DELMA NAVARRO

Division Manager
Programs Division

Delma began her career at APD in 2003 as an adult probation officer. She was assigned to Pretrial Services and had caseloads in General Pretrial, Initial Appearance Court, and Electronic Monitoring Pretrial. She transferred to a sex offender caseload in 2018 where she served for the next five years until promoting to supervisor within the same division. Delma served as an adjunct faculty for the Administrative Office of the Courts (AOC) as part of probation officer certificate training. Delma has served on various projects and committees aimed at enhancing departmental practices and driving continuous improvement. Delma is currently leading a collaborative project with AOC that provides tools to those under supervision aimed at enhancing communication between individuals on supervision and probation officers. Her 22 years of experience with the Department has prepared her for her next assignment leading the Programs Division effective June 2, 2025. She is known for her kind, empathetic, and thoughtful approach. She is effective at using her interpersonal skills to build connections with others and lead teams.



KEVIN BACCHUS

Adult Probation Supervisor

Kevin Bacchus began his career with APD in June of 1998. Kevin has supervised standard caseloads in Sunnyslope, South Phoenix, and Maryvale. As a probation officer he has built rapport with individuals he supervised to help influence positive behavioral change. In addition, Kevin has promoted the Department's mission by being a Thinking for a Change (T4C) facilitator for the past seven years.

Throughout his career, Kevin has been active in serving the Department in various capacities that included mentoring newer probation officers, volunteering to provide ride-along experiences, organizing Adopt a Highway community service projects in Maryvale, and mentoring at-risk youth through a program at Trevor G. Browne High School. His passion for the job is visible and now he will have an opportunity to serve the Department in a new capacity supervising a standard unit out of BCB beginning April 14, 2025.



BRITANI ELLITHORP

Adult Probation Supervisor

Britani began her career at APD in 2018 as a Communications Systems Officer (CSO) in the Communications Center. In October 2020, she was promoted to adult probation officer and supervised a standard caseload at the Scottsdale office. About eight months later she transferred to the Sex Offender Division at the Southeast Justice Center (SEJC). She later moved to an IPS Sex Offender caseload. Within a few years, she transferred over to BCB with a different standard sex offender caseload before finally taking over a sex offender low-risk caseload. Throughout her career, she has served on the Peer Support Team as well as the Mentorship Program for new probation officers. She also participated in the Ride-Along Program and attended the most recent American Probation and Parole Association (APPA) Conference in Las Vegas, Nevada. Her time in the Department has prepared her well for her assignment leading a standard Sex Offender Unit at the SEJC effective June 23, 2025.

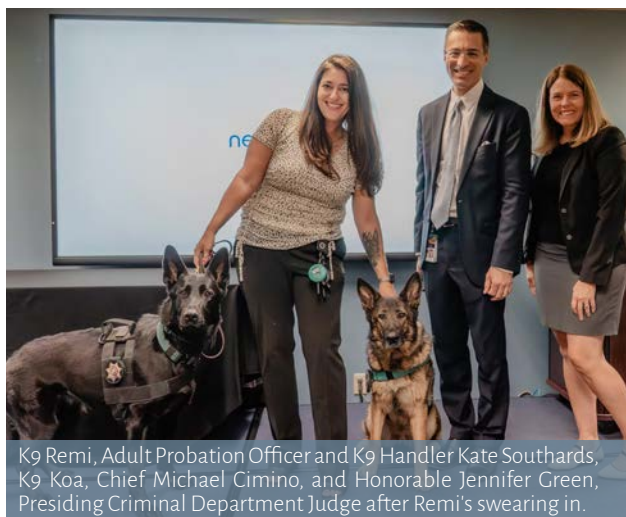
PROMOTIONS



Katelyn began her career at APD in 2017 with support staff at BCB. A few months later, she was promoted to adult probation officer. In January of 2019, she transferred to supervising a mental health caseload and that is where she found her love of therapeutic courts, especially Mental Health Court. In 2023, she transferred to a mental health sex offender caseload where she was able to remain a part of the Mental Health Court Program and continue the collaborative efforts and relationships she had built. During her time with APD, Katelyn has taught budget classes, T4C, and recently was trained in Decision Points. She was a member of the STRiVE Committee and Probation Violation Process committees. She has also mentored several new probation officers in the Sex Offender Division. Her experience and time in the Department has prepared her to for her assignment supervising staff at the Communications Center beginning June 23, 2025.



Adult Probation Officer Supervisor Kevin Bacchus being sworn in.



K9 Remi, Adult Probation Officer and K9 Handler Kate Southards, K9 Koa, Chief Michael Cimino, and Honorable Jennifer Green, Presiding Criminal Department Judge after Remi's swearing in.



Honorable Jennifer Green, Presiding Criminal Department Judge, swearing in Adult Probation Officer/K9 Handler Kate Southards on behalf of K9 Remi.

PRIDE

2nd Quarter Awards - 2025

PEOPLE RECOGNIZING INDIVIDUAL DEEDS OF EXCELLENCE



WHAT ARE PRIDE AWARDS?

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

APD COMMUNICATIONS CENTER: Neyva Delgado

BLACK CANYON BUILDING (BCB): Alexandria Contreras, Brian Mahoney, Desirae James, Donna Swan, Jeremy Roti, Katelynn Southards, Lovia Lechuga, Marcus Williams, Sinan Fazlovic

CENTRAL COURT BUILDING (CCB): Lauren Guida

DOWNTOWN JUSTICE CENTER (DTJC) Barbara Rubio, Michelle Medina, Raquel Shackelford

DURANGO CUSTODY SERVICE CENTER (CSC): Casey Baumann

DURANGO/WESTPORT: Marlene Garcia, Paul Berardi

INTAKE, TRANSFER, AND RELEASE (ITR): Keith Stein, Robert Tilghman

LUHRS: Francine Walters, Melissa Monahan

SCOTTSDALE: Caden Porter, Rene Bates

SOUTHEAST JUSTICE CENTER (SEJC): Dominique DePaul, Keri Madrid, Kristin Przybylski, Lucca Cloonan, Ryan Nilsen, Samantha Gravett, Sean Lockhart, Taytem Strauel, Traci Aparicio

SOUTH COURT TOWER: Joe Lopez, Velia Salazar

SOUTHPORT: Jackie Browning, Mariela Camacho, Selena Echeveste Manzano

SUNNYSLOPE: Cesar Duran, Mark Smalley, Miranda Cruz

SOUTHWEST REGIONAL COURT CENTER (SWRCC): Mason Noland, Porshea Meritt

WEST COURT BUILDING (WCB): Anthony Rodriguez, Bricia Zavala, Erika Balcazar, Karla Molina, Kimberly Gallinger, Roy Turner, Shelly Perez, Yvette Martinez

WESTERN REGIONAL COURT CENTER (WRCC): Achi Yapo, Alexander Kupka, David Kozak, Ethan Farrell, Jody Starbird, Michele Butcher, Becca Gustafson, Sam Cuddington



VOICE

PROVIDING SUPPORT TO VICTIMS THROUGH RESOURCES & COLLABORATION

By Candace Hallberg

The Department's adult probation officers play a key role in ensuring that crime victims continue to receive information and support during the post-conviction phase of a case where an individual that has victimized them has been sentenced to probation supervision. Probation officers and Department staff are mandated to uphold victim rights as defined by Arizona law, including the right to case-related information, regardless of whether they are opted in for notifications through the Maricopa County Attorney's Office (MCAO) Victim Services Division.

A victim does not need to be opted in to receive public case information. If a non-opted in victim contacts a probation officer for updates related to their case, the probation officer can still provide appropriate information in accordance with victim's rights. However, if a victim has opted in, the assigned probation officer must provide case information and updates proactively and in accordance with policy.

Victims wishing to receive automatic notifications of certain case updates must opt in through MCAO Victim Services and may do so by calling 602-506-8522. MCAO staff will provide the Post-Conviction Notification Request (PCNR) form and once completed, will forward it to the APD Victim Services Unit (VSU) for processing. The VSU handles coordination behind the scenes, but the assigned probation officer remains the primary point of contact for the victim regarding case updates, supervision status, and restitution questions. The VSU can support both the probation officer and the victim by providing general information and assisting with the forms and processes needed to maintain contact.

It is also important that victim contact information remains current. The VSU cannot make updates without a completed and signed Victim Information Update (VIU) form. Victims can obtain this form by contacting either the assigned probation officer or the VSU.

While the Department's VSU can answer general questions, they will refer victims back to the assigned probation officer for details specific to the case. This shared responsibility creates opportunities for probation officers to build rapport with victims, contribute to a positive professional relationship, and ensure that victims are heard and informed throughout supervision.

RESOURCES

[Arizona Attorney General Victim Services](#)
[AOC Victim Services](#)

Adult Probation Victim Services
(602) 619-2955
apdvsu@jbazmc.maricopa.gov

REFLECTION ON THE 2025 LEAP PROGRAM

By Tiffany Butler

Participating in the Learning Executive & Administration Practices (LEAP) program was a priceless experience that expanded my understanding of leadership within the Department. LEAP is a yearly program that is offered to APD supervisors and is designed to provide opportunities for participants to gain a deeper understanding of the division manager role. At the start of the program, participants create an individualized plan where they identify potential areas for growth and improvement. Over the course of a year, the supervisors participate in numerous seminars, receive mentorship from current division managers, attend division meetings, and work on special projects. At the end of their LEAP participation, LEAP graduates are better prepared to promote to the division manager role.

Through the LEAP 2025 program, I was placed in the Pretrial Division and given the opportunity to shadow Division Manager Sean McMillen. I gained firsthand insight into the strategic and operational responsibilities that come with leading at the division level.

This experience allowed me to contribute to manager-level projects while staying engaged with the daily realities of leadership. The best part of the experience was witnessing the Ambassadors Program in action that was initiated by the Pretrial Division Manager. The Ambassadors Program is a roundtable which consists of one line staff representative from each of the pretrial units to bring any questions, concerns, or clarification before the division manager. This allows for face-to-face time with the division manager and staff. This internal communication and engagement model resonated deeply with me, and I can envision how a similar approach could be adapted and implemented within other divisions to strengthen team connection and collaboration. Overall, LEAP enhanced my understanding of organizational leadership and reinforced the importance of leading with purpose, creativity, and humility. It also encouraged me to remain open to growth by exploring and refining areas where I can continue to develop as a leader.

I value the experience and anticipate applying these lessons in my future work for APD.



LEAP Participants from left to right: Nathan Chaplin, Marie Long, Casey Martinez, Sarah Dutton, Mattea O'Connell, Jackie Browning, Diana Barela-Rue, and Tiffany Butler.

A DAY IN THE LIFE - TAX INTERCEPT PROGRAM COLLECTOR

My name is Bianca Vasquez. I am a Collector with APD. I oversee the Tax Intercept Program (TIP), which is a state program that lets state agencies recover debts—like unpaid child support or fines—by redirecting a person's state tax refund, lottery winnings, or gambling winnings toward those obligations. Probation officers refer supervised individuals who are behind on their court-ordered financial obligations to the Financial Compliance Unit, and the collectors in that unit refer those individuals to be entered into the TIP database so that their intercepted funds can be applied toward their court-ordered financial obligations. I am responsible for making sure interceptions are valid (meaning the money is owed to the Department), as well as adding and removing justice-involved individuals from the TIP database as needed. I am also responsible for answering justice-involved individuals' questions regarding their interception. I started with APD in December of 2017 in Trust Accounting.



APD Tax Intercept Program Collector
Bianca Vasquez.

WHAT IS YOUR MAIN RESPONSIBILITY?

BIANCA: *My main responsibility is to manage and verify collectability on tax intercept claims from the Arizona Department of Revenue and to ensure complete accuracy in the processing of the interceptions. It is my responsibility to make sure we only accept intercepted money that is legitimately owed to the Court and to return any money that was intercepted in error.*

WHAT DOES YOUR TYPICAL DAY LOOK LIKE?

BIANCA: *My typical day includes reviewing claims for finalizations, which can involve reviewing financial obligations to determine if the money intercepted is still owed to APD or another court or agency. I answer the TIP phone and assist individuals who had money intercepted with any questions regarding their interception. These individuals may not be on probation any longer, but their interception will still be considered valid if they have not fully satisfied their court-ordered financial obligations. I also communicate with outside stakeholders such as AOC and the Clerk of Court (COC) regarding tax intercept claims. I add new claims to the tax intercept database from referrals from my fellow Collectors as well as remove justice-involved individuals who are paid in full and have met their court-ordered financial obligations.*

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

BIANCA: *We also intercept lottery winnings and gaming winnings to assist with satisfying outstanding court fees.*

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

BIANCA: *I work closely with my fellow collectors and probation officers to receive new referrals from them along with manually updating the amount owed in the TIP database to match what is reflected in the Department's financial management system. I also work closely with COC, County Collections, and various courts within Maricopa County who participate in TIP.*

IS THERE ANYTHING ELSE YOU WOULD LIKE TO HIGHLIGHT?

BIANCA: *TIP assists in recovering thousands of dollars in restitution for victims. APD intercepted **\$832,530.26** in 2024!*

ALEXIS RYAN

ADULT PROBATION OFFICER

APD employee since 2025

FAVORITE PART OF YOUR JOB?

My favorite part is building genuine rapport with the individuals I work with. I value the opportunity to work as a team toward meaningful, lasting changes and seeing that growth and knowing I played a role in it is incredibly rewarding.

WHAT ARE YOU WATCHING/READING?

I'm currently watching *Younger*.

FUN FACT:

Squirrels can survive falls from virtually any height because their fluffy tails act like parachutes and they have a low terminal velocity so even from tall buildings or trees, they don't hit the ground hard enough to be seriously hurt.

FAVORITE QUOTE:

"Change is Inevitable, growth is optional."

- John C. Maxwell



EDITORIAL STAFF & POLICY

CHRONICLE EDITORS & STAFF

Savanna Hopp

Kat Caswell

Robert Celaya

Alex Coppess

Dan DeRusso

Candace Hallberg

Anna O'Geen

Jackson Ridge

Charlie Terrill

SUBMIT AN ARTICLE

Interested in submitting articles, announcements, or success stories to the *Chronicle*? Please email submissions to APDChronicle@jbazmc.maricopa.gov.

ACCESS THE CHRONICLE

Online: [Click here](#).

Email: Join the *Chronicle* email list and receive each publication automatically - email request to APDChronicle@jbazmc.maricopa.gov.

CHRONICLE POLICY

- All articles and pictures submitted for publication in the *Chronicle* must have an identified author and are subject to acceptance and editing. If an article receives significant edits, changes, additions, or deletions it will be returned to the writer for review before publication.
- High quality photos focusing upon the subject of the article may be submitted. All people in photos must be identified. All non-employees in pictures must have a signed Transfer of Rights and Release form which can be obtained by emailing APDChronicle@jbazmc.maricopa.gov.
- Articles submitted for the *Chronicle* may be reproduced in other publications.