

# CHRONICLE

ISSUE: JANUARY - MARCH 2024

MARICOPA COUNTY ADULT PROBATION DEPARTMENT



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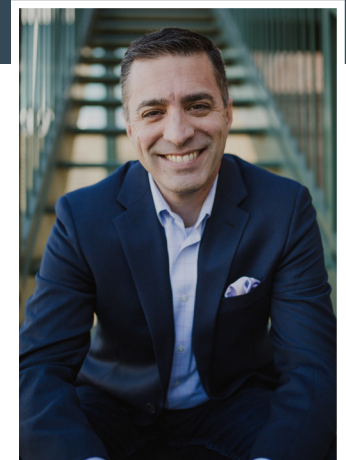
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# CHIEF'S CORNER

When one of our staff is able to attend a national conference, one of the traditions of the Maricopa County Adult Probation Department (MCAPD) has been to share what was learned when the staff member returns home. It could be through an article in the *Chronicle*, discussion at a unit meeting, or other means. Several articles in this issue are from our time at the February 2024 American Probation and Parole Association (APPA) Winter Training Institute in Seattle, Washington. As I left the conference, I returned to Phoenix with two things.



First, the reminder of how important wellness is, not just in our work, but in our lives. The opening speaker, Allan Kehler, expanded on his TEDx Talks *Mental Health Crisis in Men*. During the opening session, he made a broader point to the audience about the importance of mental health, being able to identify how we're feeling, and our need to feel seen and be heard. In MCAPD's work in community corrections, our most foundational work is to see the root cause of what brought someone into probation supervision and listen long enough to understand what might hold the keys to seeing them make change and successfully exit probation.

While this is critical, I encourage those reading this edition of the *Chronicle* to set work aside for a moment and be introspective on a personal level. I have had the fortune to serve the Court for 25 years; my present assignment has been the most difficult, as one might expect. Attention to wellness (holistically) is critical to serving well – not just our Court but also in serving well those around me. It requires time for exercise, time away, time spent in reflection, time invested in the relationships that are most renewing for me, attention to nutrition, time for recreation and fun, and time for rest and inactivity. It also requires listening – to those closest to me, to those warning lights or dashboard lights that we all have and taking deliberate steps for correction. You might take a minute, even now, and consider asking yourself, “How you would describe how you are feeling over the last few days? Are you getting enough of the things that are renewing? Are you finding the ability to enjoy the activities that normally bring you joy? How is the handful of relationships most meaningful to you doing? Are there things that need to change? Are things out of balance? Would additional support help, and what could that look like?”

What does this have to do with the operation of one of the largest community corrections agencies in the United States? Everything. All the positions in our department are designed to exercise leadership because they are designed to exercise influence. It could be through a caseload, a front desk window, research, resourcing fellow staff, and more, but all of it is about influence and people. Our work matters because people matter. Our wellness matters because you matter, and your work matters. To our staff, we have resources available through the internal Human Resources SharePoint site. If you have trouble finding it, please feel free to reach out to me directly and I would be happy to connect you.

The second piece I returned home with was gratitude, and in the next issue, I will share more about why. Until then, take care of yourself. If you are doing well, also keep an eye out for those around you. Mr. Kehler encouraged the audience to offer the simple gift of listening, asking if someone is ok, and sharing that we're more than happy to listen if you ever want to talk. The impact of listening, being seen and heard, can often be nothing less than profound.

*Michael P. Cimino*

Michael P. Cimino

Chief for the Maricopa County Adult Probation Department





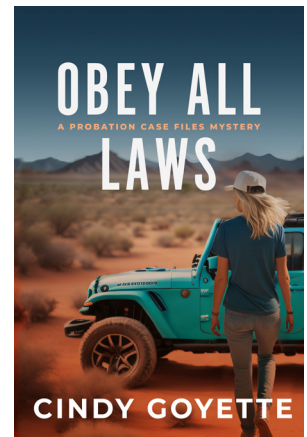
# NEWS & INFORMATION

## RETIRED MCDPD OFFICER PUBLISHED A FICTION NOVEL

By Cindy Goyette

Cindy Goyette worked for MCDPD as a probation officer and then as a supervisor, from 1993 until her retirement in 2011. What does a retired probation officer do? Write a book, of course! *OBEY ALL LAWS, A Probation Case Files Mystery* was released on January 9, 2024. Although her experiences helped her shape her novel, it's fiction.

To learn more about where to read the book, [click here](#).



### EXCERPT FROM *OBEY ALL LAWS*:

*"When Phoenix probation officer Casey Carson goes to work, she expects naked people to answer doors, meth-addicted clients to hit on her, and angry judges to chew her out in court. After a routine home visit with a client, a Diablo gang member, goes horribly wrong, she knows she must watch her back. Even she must admit that a one-eyed, bad-ass, enraged gangster, and his crew gunning for her is a bit more than she was trained to handle.*

*Casey has even more reason to fear Diablo when her cousin Hope goes missing during a home visit and it looks like their handiwork. With women vanishing at an alarming rate in the area, police treat Hope's disappearance as a priority. Still, Casey can't sit on the sidelines, even with her ex-husband leading the investigation. After she receives information that proves her suspicions about Diablo right, the gang will do anything to keep her from sharing it with police, even if that means taking her on a one-way trip to the desert."*

# NEW MATS INSTALLED IN DEFENSIVE TACTICS TRAINING ROOMS

By Mora Isom

From the time they were approved to the time they were installed, it took six months to install new mats in the Department's defensive tactics training rooms. It was quite a process that I must admit I knew very little about, but I hear how much everyone loves it. The defensive tactics room at the Downtown Justice Center (DTJC) received a much-needed face lift. The new mats are brighter, cleaner, and less worn. The old mats were disassembled and donated. The new MCAPD defensive tactics room at Southeast Justice Center (SEJC) also received new floors and wall mats. Did you know that the mats take approximately six weeks to "cure" before they can be properly laid and cut to size? During this process, the mats are rolled out for three weeks, then corn starch is applied to them. MCAPD Equipment Coordinator Dan Young advised he mopped the mats more than five times before the vendor returned to officially cut and install the mats, just in time for annual required trainings to begin. Safe training to all of our officers!



New mats installed at the SEJC's defensive tactics training room.

## DTJC HOLIDAY PARTY

By Mora Isom

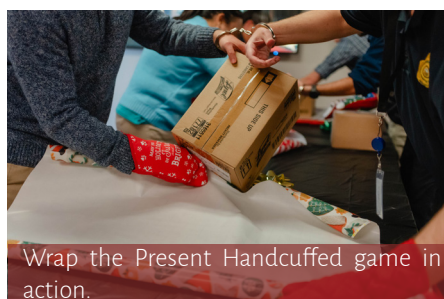
The Motivation and Morale (M&M) Committee brought in the holidays and hosted its annual holiday potluck on December 13, 2023 for MCAPD staff based out of DTJC. Staff enjoyed games including Wrap the Present Handcuffed, Pass the Present, Holiday Bingo, Scoop the Bows, and Guess Those Lyrics just to name a few. The M&M Committee would like to extend a thank you to everyone who attended, and much appreciation to those that helped put together a beautiful party. Happy New Year, DTJC!



Potluck, DTJC style!



MCAPD staff pose after playing Wrap the Present Handcuffed.



Wrap the Present Handcuffed game in action.



Pass the Present game in action.

# RECRUIT FOR MCAPD

Do you know someone that does not currently work for MCAPD that would make a great addition to the Department? Do you know someone with a bachelor's degree and sound judgement? 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.

Email [apdrecruitment@jbazmc.maricopa.gov](mailto:apdrecruitment@jbazmc.maricopa.gov) for more information.



@JOINMCAPD

## JOIN THE MARICOPA COUNTY

ADULT PROBATION DEPARTMENT

- Generous paid time off
- Paid sick leave
- 10 paid holidays
- State-sponsored retirement pension plans
- Affordable medical, vision, & dental
- Option to life insurance, a group legal plan, pet insurance, and more!

Enhancing community safety through service, accountability, & influencing change.

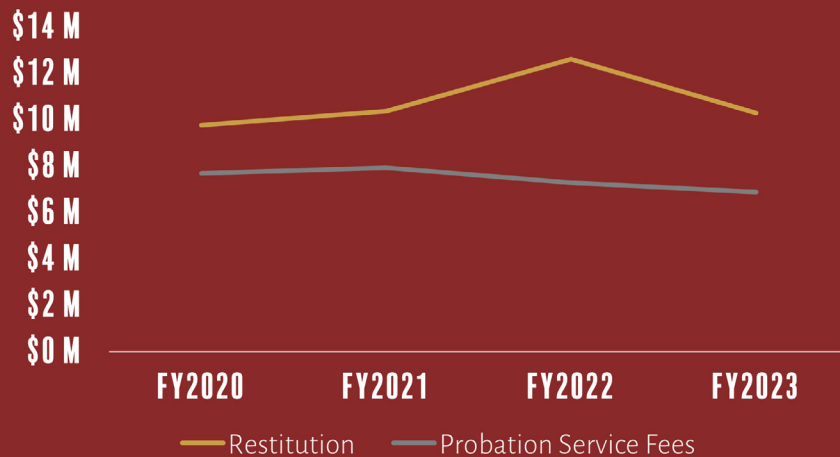



To learn more or start your journey, scan the QR code above or email [apdrecruitment@jbazmc.maricopa.gov](mailto:apdrecruitment@jbazmc.maricopa.gov)

# DATA CORNER

Justice-involved individuals are often court-ordered to pay various restitution, fines, and fees. Restitution is collected on behalf of victims and is paid back to them. Probation service fees are a standard fee typically ordered as a condition of probation and go toward funding the Department programs and staff. The Financial Compliance (FinCom) Unit works collaboratively with probation officers to assist in the collection of restitution and other fees. In FY2023, MCAPD collected \$10.3 million in restitution and \$6.9 million in probation service fees. The graph below displays the total restitution and service fees collected per fiscal year from 2020 to 2023.

### RESTITUTION AND PROBATION SERVICE FEES COLLECTED BY MCAPD



To learn more about the FinCom Unit, view the FY2023 MCAPD Annual Report online (page 61), [click here](#).





# ACHIEVEMENTS & CELEBRATIONS

## EXCELLENCE IN EDUCATION AWARD PRESENTED TO MCAPD SUPERVISOR

By Ryan Valley

MCAPD Supervisor Jonelle Acosta was presented with a Committee on Judicial Education and Training (COJET) Excellence in Education Award by the COJET and the Committee on Leadership and Workforce Excellence (COLAWE) for her role in the development of MCAPD's Exploring Leadership and Management (ELM) Program when she was the Department's staff development supervisor. In an effort to recognize outstanding trainers and curriculum developers for Arizona's judicial employees, COJET sponsors the COJET Excellence in Education Program to honor faculty who have demonstrated dedication and commitment to excellence in promoting judicial employees' continuing education in Arizona. The ELM Program is a comprehensive four-session initiative open to both badged and non-badged MCAPD staff, aimed at enhancing their leadership and management capabilities. This dynamic training program emphasizes interactive learning and encompasses a wide array of global leadership and management principles while providing valuable insights into the specific supervisor competencies pertinent to MCAPD. Jonelle's role in the development of the ELM Program provided dedicated staff with an invaluable resource. While Jonelle was unable to attend the awards luncheon at the Court Leadership Conference, she was presented with the award by the MCAPD Executive Team in February 2024.



MCAPD Chief of Pre-disposition and Administrative Services Brandelyn Jackson, Division Manager Ryan Valley, Supervisor Jonelle Acosta, and Chief Michael Cimino.

# EXPLORING LEADERSHIP AND MANAGEMENT GRADUATION

By Arielle Santacruz

In December 2023, 24 badged and non-badged MCAPD staff completed the ELM Program. During this four-session program, students gained additional knowledge on how to become leaders in their current positions, as well as gained insight into leadership and management within the Department. The lectures and activities were taught by MCAPD supervisors and directors, and students also had the opportunity to ask questions to MCAPD Chiefs regarding their leadership journey. Not only did the students spend the sessions learning and networking with one another, but they also completed activities outside the classroom such as shadowing a supervisor and interviewing an inspirational leader. During the last session, students participated in an activity that encompasses all topics taught in the program which may assist the student in the decision-making process to determine if a promotional path in the Department is right for them. The program concluded with a celebration for all the hard work all students put into this program. A very special thank you to the instructors who went above and beyond to make this happen: Joe Coppola, Casey Martinez, Amy Taylor, Jonelle Acosta, and Ivy Kinney.

MCAPD staff - if you are interested in participating in the ELM Program in the future, keep an eye out for an email from the MCAPD Training Department. Staff must submit an application that is approved by their supervisor and division manager to be accepted into the program.



ELM class listed in alphabetical order: John Abshire, Wendy Arias, Carolyn Arteaga, Kevin Bacchus, Ariana Barone, Kate Bishop, Angel Camacho, Latisa Dightmon, Ryanne Dirmyer, Lizette Gallardo, Amanda Hanson, Mora Isom, Brittany Lambeth, George Lazar, Jesus Perez, Lisa Phillips (not pictured), Samantha Roberts, Francisca Salazar, Kevin Schornack, Elia Siordia, Emily Styner, Vincent Tapia, Doris Tucker, and Julie Wise.

## MCAPD WELCOMES 34 NEW OFFICERS AND THREE SUPERVISORS

By Arielle Santacruz

Please join the Staff Development and Safety Unit in welcoming 31 new probation officers, three surveillance officers, and three new supervisors to the Department. The 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 is being used to allow Staff Development trainers the opportunity to work with officers and their newfound cases, as well as utilize real-life application of the knowledge they acquired from their training. Officers were able to work 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 that officers generate regularly within their caseload. The training team was fortunate to have the assistance of field probation officers as mentors to support the new officers. Ash Street and Dene Bimber greatly assisted as mentors during the NOTES transition weeks.

The officers finished their academy with two swearing-in ceremonies led by MCAPD Chief Michael Cimino and Hon. Jennifer Green, presiding Criminal Department Judge, on March 14, 2024 at the Board of Supervisors Auditorium in downtown Phoenix.

In addition to the officers, newly promoted staff were sworn-in. Julie Wise was promoted to a supervisor of a seriously mentally ill (SMI) unit at the Black Canyon Building (BCB), Sam Pavlisick was promoted to a supervisor of a sex offender unit at BCB, and Victoria Holloway was promoted to a supervisor of a standard unit at SEJC.





January - March 2024 NOTES graduating class.

## NEW OFFICER ASSIGNMENTS

### Black Canyon Building (BCB)

- Standard Probation Officers Maya Ellison and Gerald Strickland
- Domestic Violence (DV) Probation Officer Ileana Salvatierra
- SMI Probation Officers Alexandra Temple and Brittany Correll

### Luhrs

- DUI Court Probation Officer Christopher Adams
- Juvenile Transferred Offender Program (JTOP) Probation Officer Tamzin Shaw

### Scottsdale

- Standard Probation Officers Nicole Cox and Kora Witthun
- DV Surveillance Officer Tish Sykes

### Southeast Justice Center (SEJC)

- Standard Probation Officers Sean Lockhart, Kemberly Vega Valentin, Maggie Mitchell, Nora Marquez, Alexander Sandoval, and Marshall Biddinger
- SMI Probation Officers LaDawna Beard and Amy Pina
- DV Surveillance Officer Walter Todd

### Southwest Regional Court Center (SWRCC)

- Standard Probation Officers Jasmine Mora and Jeremy Terrones

### Southport

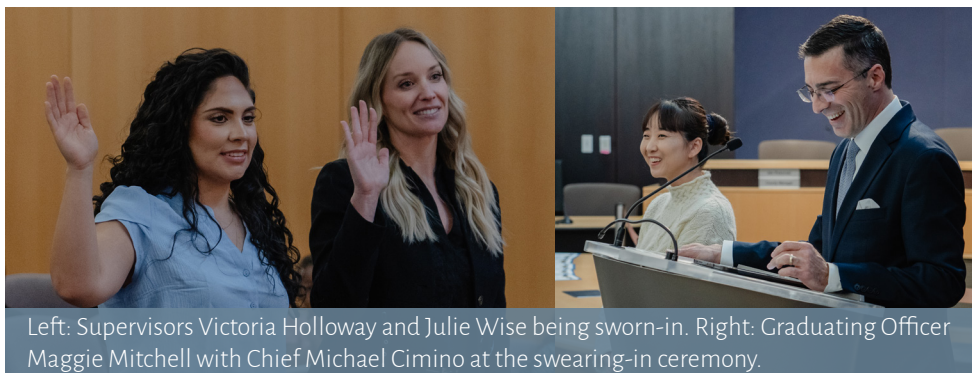
- Standard Probation Officer Caitlyn Mann

### Sunnyslope

- Standard Probation Officer Christian Ramirez

### Western Regional Center (WRC)

- Standard Probation Officers Jorge Ortiz, Jody Starbird, Rachel Servilican, Serena Cuevas, Jennifer Desiderio Segundo, Beverley Bookout, Esmeralda Regino, Luz Villa, and Shelly Gamboa
- Intensive Probation Supervision (IPS) Sex Offender Probation Officer Gabriela Parra
- Sex Offender Surveillance Officer Gabriel Godoy



Left: Supervisors Victoria Holloway and Julie Wise being sworn-in. Right: Graduating Officer Maggie Mitchell with Chief Michael Cimino at the swearing-in ceremony.

# PROMOTIONS

Congratulations on your new positions!



**VICTORIA HOLLOWAY**

Adult Probation Supervisor

Effective December 11, 2023, Victoria Holloway was promoted to adult probation officer supervisor of a standard field unit at the SEJC. Victoria joined MCAPD in January 2014 where she supervised a standard caseload at Southport until 2018. Throughout her career, Victoria has undertaken various assignments, including roles in IPS and DV, and she has worked at Durango, Southport, WRC, and Southport.

Victoria's involvement extends beyond her daily duties as an officer. She actively participated in the Victim Satisfaction Committee, where her insights and empathy contributed significantly to improving victim services. Additionally, she served as a field coach and staff mentor, nurturing the growth of her colleagues. Her dedication also led her to become an Adult Probation Enterprise Tracking System (APETS) agent, advocating for excellence in probation practices.

In her new role as a supervisor, Victoria expressed, "I look forward to growing my leadership skills and learning from the officers in my unit. I want to continue to mentor new officers and advocate for our Department's mission."



**SAM PAVLISICK**

Adult Probation Supervisor

Sam Pavlisick started his career with MCAPD in 2014 as an adult probation officer supervising a standard caseload out of BCB. Throughout his career with the Department, Sam served as an IPS adult probation officer out of WRC. He later moved to the Fugitive Apprehension Unit (FAU) out of Durango in 2018 starting with a west valley caseload and moving to his latest assignment in south Phoenix.

Sam has a passion and dedication to officer safety and a willingness to teach. He serves the Department as a firearms, rifle, taser, and stop-the-bleed instructor.

When asked what he is looking forward to in his new position, Sam replied, "I look forward to continuing my career with the Department in this next chapter and continuing to share, teach, and learn while doing so." Sam assumed supervision of a sex offender standard field unit on February 29, 2024, and can be found back at BCB.



**JULIE WISE**

Adult Probation Supervisor

On February 19, 2024, Julie Wise was promoted to adult probation officer supervisor of a SMI unit out of BCB. She started her career with MCAPD in 2016 as an adult probation officer managing a standard probation supervision caseload out of the Garfield office. In 2018 she assumed supervision of a Central Arizona Shelter Services (CASS) caseload and transferred to the Prison Re-entry Unit in 2019 where she remained until her recent promotion.

Julie has served the Department in various roles in addition to her job duties. These include chairing the Re-entry and Housing Committee and also serving as an APETS agent, the Garfield wellness officer, and as the police and fire liaison for the MCAPD Annual Turkey Feast. Julie also received a Victim Services Award in 2018 for her commitment to assisting victims.

"I am looking forward to sharing my experience with my new team and utilizing the leadership skills I have obtained over the course of my career," Julie stated. "I am passionate about mentoring and assisting officers in furthering their supervision skills. I am looking forward to being a support for officers and collaborating with them in search of solutions and process improvements. I am also looking forward to learning from fellow supervisors, the executive team, and the Court to further serve the individuals on probation supervision."

# PRIDE

## 4th Quarter Awards - 2023

### PEOPLE RECOGNIZING INDIVIDUAL DEEDS OF EXCELLENCE



**MCPD COMMUNICATIONS CENTER:** Jessica Scroggins

**BLACK CANYON BUILDING (BCB):** Azra Haseljic, Jeanett Istratie, Briana Quintana, Alexa Hearn, Jerry Brown, Brady Hammer, Brian Mahoney, Patricia Gutierrez, Chris Curry

**CENTRAL COURT BUILDING (CCB):** David Gonzalez

**DURANGO CUSTODY SERVICE CENTER (CSC):** Damaris Cruz

**DOWNTOWN JUSTICE CENTER (DTJC) - STAFF DEVELOPMENT:** Ivy Kinney

**DTJC - ADMIN:** Andrew Hoy

**DTJC - UNSUPERVISED:** Becky Rowland

**DURANGO/WESTPORT:** Beth Streeter, Jeffrey Lauer

**INTAKE, TRANSFER, AND RELEASE (ITR):** Cameron McGuire, Lisa Stapleton

**LUHRS:** Karla Rahn, Jacob Ellithorp

**NORTHPORT:** Katie Schneider, Tracee Bauer

**SCOTTSDALE:** Erin Flowers, Andruw Burling

**SOUTHEAST JUSTICE CENTER (SEJC):** Ramses Valenzuela, Tae Yi, Dulce Lara Padilla, Tracy Lundblad, Amy Taylor, Patricia Carey, Katie Perez

**SOUTH COURT TOWER:** Sheila Chavez, Santos Garcia, Cedric Johnson

**SOUTHPORT:** Diana Martinez, Cassie Riley, Richard Zichichi

**SUNNYSLOPE:** Dylan Hess, Carolyn Arteaga

**SOUTHWEST REGIONAL COURT CENTER (SWRCC):** Brianna Martinez, Ernest Barrett

**WEST COURT BUILDING (WCB):** Julia Dumale, Lauren Guida, Debra Aldrich, Harninder Dosanjh, Carla Loi, William Grimes, Hannah Mercier, Kacie McLeod

**WESTERN REGIONAL COURT CENTER (WRCC):** Gabriel Penunuri, Ashly Martinez, Kimberly Armstrong, Isabel Villa, Delfina Villareal, Ashley Vega, Diana Bailey

## WHAT ARE PRIDE AWARDS?

The MCPD 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

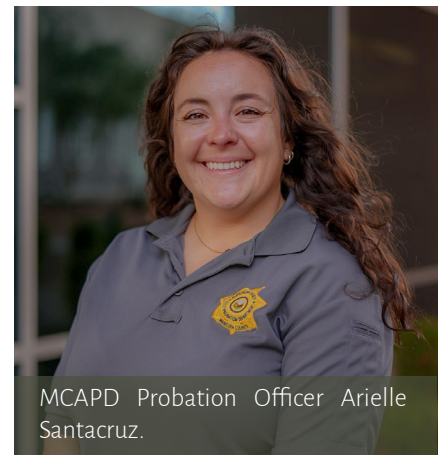




# VOICE

## A DAY IN THE LIFE - STAFF DEVELOPMENT AND TRAINING UNIT

Probation Officer Arielle Santacruz started with the Department in 2018 with a SMI caseload. She transferred to the Staff Development and Training Unit in 2022 where she oversees the Department's safety classes and NOTES, often referred to as "New Officer Academy." Arielle answered questions to help give insight to her role with MCAPD below.



MCAPD Probation Officer Arielle Santacruz.

### WHAT IS YOUR MAIN RESPONSIBILITY?

**ARIELLE:** *Scheduling the NOTES calendar, including presenters and content, that will prepare and train the new officers for their roles. I present classes during NOTES, manage all staff CPR/First Aid certifications within the Department, and teach Defensive Tactics Academies and Refreshers.*

### WHAT DOES YOUR TYPICAL DAY LOOK LIKE?

**ARIELLE:** *After arriving to the office, I meet briefly with the Staff Development and Training Unit to discuss what classes are being taught that day, prepare for what classes the unit will be teaching, teach (or sit in on) classes, ensure students (new officers) are meeting class requirements, and answer any questions throughout the classes. At the end of day, I help students with remaining questions and prepare for the next day's trainings.*

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

**ARIELLE:** *My position requires a lot of coordination between multiple stakeholders. Our unit receives feedback from the field, we prepare new officers before they have their own caseloads in the field, ensure trainings are conveying the policy accurately, and manage a lot of behind-the-scenes tasks to make everything flow smoothly.*

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

**ARIELLE:** *I complete transition week workshops within the Department's field offices. This involves going out to area offices, meeting the officers in their new positions, and hosting workshops to work on field documents that are a necessity to their job duties. I also attend various unit meetings and assist new officers with field contacts. Working with the Safety Unit in defensive tactics and CPR/First Aid training allows me to interact with staff in different areas in the Department as well. I also establish relationships with field officers and adjunct instructors to teach classes at NOTES.*

## IS THERE ANYTHING ELSE YOU WOULD LIKE TO HIGHLIGHT?

**ARIELLE:** *It is a very rewarding and challenging position. Our team is trusted with teaching the new officers of the Department. We must ensure we are doing it accurately and effectively so when they are assigned a caseload, they can act within their role and know how to do their job. It is not an easy role, but it is fulfilling when we receive positive feedback from the field or hear students have that “ah-ha!” moment where things in NOTES ‘clicked’ for them out in the field.*

# INSPIRATION FROM FIRST AFRICAN AMERICAN HEISMAN TROPHY WINNER - BLACK HISTORY MONTH PERSPECTIVE

By Quinton Mixon-Woody

I wouldn't even know where to begin. When I was 15 years old, the movie *Elmira Express* was released. It was a biographical film based on the life of Ernie Davis, the first African American to win the Heisman Trophy (an annual award to the most outstanding player in college football). The movie had a profound impact on me, as did the article by Ernie Davis in the Saturday Evening Post titled *I'm not Unlucky*. I have always been passionate about sports, and this particular movie and article have shaped my personality so that I strive to make everyone proud of their accomplishments. To me, everyone is living in a world that is unique to them. I try to understand their perspective and make it a better place for them. Ernie Davis taught me that to bring about change, I must first meet people where they are and consider their past experiences that may have shaped their current behavior. This experience has taught me that I must not act outside of my character, no matter my emotional attachment to a situation. It is imperative that we make an effort to connect with others, not just for the individuals that we meet, but for ourselves as well.

To learn more about Ernie Davis, [click here](#).

## EXCERPT FROM *I'M NOT UNLUCKY:*

*“Some people say I am unlucky,” David wrote in The Saturday Evening Post. “I don't believe it. And I don't want to sound as if I am particularly brave or unusual. Sometimes I still get down and sometimes I feel sorry for myself. Nobody is just one thing all the time.*

*But when I look back I can't call myself unlucky. My 23rd birthday was December 14. In those years I have had more than most people get in a lifetime. I think everybody wants some kind of recognition, something that will pick them out of a crowd and make people admire them.*

*There has been so much for me. I was the first Negro to win the Heisman award as the best collegiate football player in the nation. I made All-American teams. I led the graduation parade last June at Syracuse University, as the senior who had contributed most to the university, scholastically and athletically. From the time I started in sports, I always was the player who got the limelight, who had the nice stories written about him.”*

# APPA ARTICLES

The American Probation and Parole Association (APPA) held its biannual training institute in Seattle, Washington on February 25-28, 2024. Many of MCAPD's staff had the pleasure of attending the workshops provided and have written articles on an array of topics to share what they learned with fellow employees.



## I AM WHO I AM: PERSONALITY MATTERS!

By Rodney Rego

“By understanding personality traits, you increase self-knowledge and self-awareness,” said Jude David during his APPA session *I Am Who I Am: Personality Matters*, which I had the pleasure to attend. Mr. David adds that our personalities can help or hinder our successes. He said if we don't understand what drives our actions and behaviors, it will be difficult to cultivate positive growth, especially in leadership roles.

Mr. David identified four personality traits that all of us have, some of which overlap. He describes one trait as a dominant or director. These individuals are confident, motivated, and need to feel in control. The second is influential or artist, people who are positive, enthusiastic, and stimulating. The third is supportive, those who are patient, understanding, and caring. And the final being the peacekeepers. These individuals are analytical and idealistic but at times can be critical. Being aware of these personality traits in ourselves and those we supervise will help us become more aware of which traits are manifesting, and how best to approach a situation.

Overall, I found Mr. David to be an engaging speaker who was both very entertaining and knowledgeable on the subject matter. He is a former group home manager for at-risk youth as well as a supervisor for the Department of Youth Services in Massachusetts. In 2018, he became a probation officer in Massachusetts and has since been promoted to his current role as a program manager. He is also a national speaker who brings popular culture into his speeches with the use of music and entertainment. You can learn more about him at his website, [www.iamjudedavid.com](http://www.iamjudedavid.com).

## AN INTENTIONAL AND RESTORATIVE MODEL OF PRETRIAL SUPERVISION

By Dawn Johnson

During my time at the APPA Conference, I attended a session titled *An Intentional & Restorative Model of Pretrial Supervision*, presented by Hillary Hartoin, Court & Pretrial Services Director of Cass County, Indiana. This session modeled multiple pretrial supervision strategies, including structured appointments, integration of support services, alternative responses to pretrial misconduct, and restorative, intentional, needs-based supervision.

The session's primary focus was transitioning from a surveillance-based model to an intentional, needs-focused model of pretrial supervision. Cass County found that assessing individual risk and using evidence-based practices and the risk-need-responsivity (RNR) model can better provide individuals with immediate voluntary interventions. This approach helps alleviate barriers to success, such as substance abuse, residential instability, and unemployment. By implementing these services into their program, Cass County found an increase in successful outcomes while protecting the presumption of innocence. According to the data presented at the session, 98% of justice-involved individuals successfully completed the pretrial process with minimal supervision.

In addition to adopting a needs-based approach, the session explored moving away from common court-ordered conditions such as drug testing and electronic monitoring. Instead, Cass County's release conditions focus on an individual's risk of reoffending



and failing to appear (FTA) to court hearings. Adopting the least restrictive measures necessary to ensure court attendance and public safety is considered best practice in Cass County. Furthermore, Cass County collaborates with stakeholders to develop consensus on alternate responses to FTAs, new offenses, and technical violations. These alternates include providing a window of time to contact the justice-involved individual upon FTA, allowing virtual participation to overcome barriers like transportation or childcare, implementing grace periods, and considering a safe surrender protocol.

During this session, I learned many pretrial strategies that can be used to produce data-driven, positive outcomes. Some excellent research-based information presented in this session can be helpful in Maricopa County. However, there is a considerable difference in size between Maricopa County and Cass County, which may present varied challenges that were not addressed in the presentation. I look forward to working with the pretrial team to implement strategies to improve individuals' success on pretrial supervision.

## **EXPLORING PATHWAYS TO REDUCING THE FOOTPRINT OF COMMUNITY SUPERVISION**

By Joseph Pallo

I had the good fortune to attend the APPA session concerning shortening the terms of probation for certain individuals. In recent years, there has been a growing recognition of the need for reform within our criminal justice system. One area that has garnered attention is the practice of supervised probation. However, the duration of supervised probation has often been a subject of debate, with concerns raised about its effectiveness and the potential for prolonged oversight, hindering successful reintegration into society.

Enter Barbara Broderick, former Chief Probation Officer of MCDPD and current Chair of Executives Transforming Probation and Parole (EXiT). She is a passionate advocate for criminal justice reform and a leading voice in the movement to limit the time spent on supervised probation.

At this session, Chief Broderick was accompanied by Magdalena Morales-Aina, Director of El Paso County Supervision, Todd Schwent, District Administrator of the Missouri Department of Corrections, and Wendy Still, Board Member of EXiT. The presentation was grounded in their collective and extensive experience working with formerly incarcerated individuals and witnessing firsthand the challenges they face during reentry.

Across the United States, some individuals are sentenced to a probation term that can last for decades. The presenters noted the average length of probation is 24 months. EXiT maintains that probation terms should be reasonable and generally no longer than 18 months. Certain milestones, such as high school graduation, program completion, college enrollment, and job retention should be taken into consideration to shorten probation terms.

The group emphasized that supervised probation serves an important role in ensuring accountability and providing support; however, excessively long probation terms can have detrimental effects. The presenters argued that prolonged supervision can create barriers to employment, housing, and education, perpetuating cycles of poverty and recidivism.

The research presented in the session shows that moving away from punitive measures and instead emphasizing rehabilitation and support ends in more satisfying probation outcomes. Changing the focus from strict law and order to reintegration and rehabilitation reduces further criminal conduct.

The panel indicated several states have implemented policies to cap the length of supervised probation, recognizing the importance of balancing accountability and rehabilitation. By reducing the duration of supervision, individuals are better able to focus on rebuilding their lives and becoming productive members of society.

# FROM PRISON TO PURPOSE

By Heather Peckman

Michael DeLeon is a public figure known for his work in criminal justice reform and rehabilitation. After spending years in prison, he turned his life around and became an advocate for at-risk youth and individuals involved in the criminal justice system. He founded a non-profit organization called Steered Straight Inc. through which he and his team deliver presentations, workshops, and outreach programs in schools, community centers, and correctional facilities across the United States. They aim to educate young people about the consequences of negative behaviors such as substance abuse, gang involvement, and criminal activity, while also offering guidance on how to avoid these pitfalls and lead fulfilling lives.

*From Prison to Purpose* chronicles his journey from incarceration to redemption, offering insights into the challenges and struggles he faced along the way. He highlights his efforts to help others break the cycle of crime and incarceration and find a positive path forward in life.

For more information about Michael DeLeon and his story, see his website, [Steered Straight](#).

# IDENTIFYING AND SUPERVISING VICTIMS OF INTIMATE PARTNER VIOLENCE

By Ryan Price

The session *Identifying and Supervising Victims of Intimate Partner Violence* highlighted the experience of a Coconino County probation officer who was supervising an individual on probation for a drug offense, however, the officer learned the individual was a victim of intimate partner violence.

Throughout the individual's time on probation, she had difficulty achieving the goals set forth by the officer in their initial case plan. The justice-involved individual struggled to maintain sobriety as she was addicted to prescription pain killers and was also arrested for new DUI charges. After reinstatement to probation, the officer did a Behavioral Analysis Report and noted the times the individual would engage in risky behavior was when she did not want to upset her husband. She would leave the house under the influence because she needed to go to the store and her husband would get angry if she were to ask him to drive.

The individual would show up to the office with injuries consistent with being assaulted, such as new bruises, a black eye, and one time with cracked teeth. The officer noted it would have been easy to direct the individual to leave the situation, but she expressed not feeling ready for that. She was still denying there was a problem at home and noted most of the time she upset her husband it was her fault. She was not ready to leave her belongings or her dog behind, and it can be difficult to find resources for victims of intimate partner violence.

This session was a reminder that while the people we supervise may not be on probation for DV offenses, they could still be victims of DV. We are in a unique position to identify if the people we supervise need additional help other than what we are trying to accomplish with the case plan goals. Signs to look out for are injuries, individuals making excuses for wearing excessively baggy clothing such as sweaters in the summer, or excessively apologizing for a minor issue.

Another important note I learned in this session was the experience of the LGBTQIA+ community in a DV situation. In some instances, the victim of the intimate partner violence may not be public about their sexual orientation and the perpetrator of the violence may be the only person who is aware. In these instances, the victim can become further isolated because the person abusing them is the only one who knows they are a member of the LGBTQIA+ community, and the victim may feel they cannot reach out for support from family and friends. This puts the victim in an even more vulnerable situation.

If you believe someone you are supervising is a victim of intimate partner violence, I encourage you to reach out to a member of the DV units for information or resources that could help the people you supervise get the resources they need.

# **SWIFT AND CERTAIN RESPONSES TO VIOLATIONS: HAVE WE FOUND THE SILVER BULLET FOR RECIDIVISM REDUCTION, OR HAVE WE CREATED AN OBSTACLE TO EVIDENCE-BASED PRACTICES FOR RECIDIVISM REDUCTION?**

By Katelyn Walden

So often, in the supervision of an individual, officers find themselves experiencing burnout and exhaustion from efforts to address probation violations. We long for a simple solution: direct individuals to treatment and they are magically in compliance. Unfortunately, we know the reality of working with humans and dynamic issues. Here in Maricopa County, evidence-based practices, including risk-reduction, motivational interviewing, and cognitive-based interventions are utilized and are tailored towards the individuals and their needs.

In recent years, certain states have implemented a new protocol for responses to probation violations called the Swift and Certain Community-Based Sanction Options Guide. The guide suggests responses to violations which include enhancements, restitution, programming, treatment, and restrictions.

It is tempting to use a guide like this in supervision where responses to violations are formulated and standardized. However, responses to violations are more effective when tailored to the individual and based on that person's driver and needs. The presenter stated that the number of contacts has significantly less impact on recidivism than the quality of contacts.

This session criticized the formulaic response to violations, arguing that it removes the individual from the process and thereby limits the ability to effectively address issues. The primary point that stood out to me during this session was the big picture of community supervision. We (officers) are most effective when we sustain a rehabilitative ideal that focuses on empathetic supervision.

Swift and certain responses to violations are appropriate and necessary in many circumstances, and officers must learn to balance the end goal of rehabilitating the justice-involved individual with community safety. The presenters concluded the session with the statement that officers must have a firm philosophical grounding for the mission of this job: to enhance community safety through service, accountability, and influencing change. People can change when equipped with appropriate services and interventions, and by tailoring supervision to their drivers, we can more effectively address their risk areas.

# **HIGH IN PLAIN SIGHT: CURRENT ALCOHOL, DRUG, AND CONCEALMENT TRENDS AND IDENTIFIERS**

By Wendy Arias

Police Officer Jermaine Galloway travels the country to learn about and share emerging drug trends. Unfortunately, many drugs are affordable and attainable to the populations we serve and children alike.

Tianeptine is an unapproved FDA drug that has been used as an opioid alternative which has “euphoric properties similar to heroin.” This drug is also known as “gas station heroin,” “ZaZa,” or “Tiana.” It is being sold in gas stations, smoke shops, and online as a dietary supplement.

Another emerging drug trend is Amanita Muscaria which is being sold and marketed as legal mushrooms. It has been sold in smoke shops and gas stations as gummies or candy and has the same effects as psilocybin mushrooms but may not be detected by current urinalysis testing. Although studies have shown that microdosing can help some patients with mental health and PTSD, misuse and marketing towards children can lead to overdosing and poisoning.





Look familiar? You can easily purchase this nasal decongestant through Amazon, Walgreens, or Walmart. Officer Galloway warned about the recent uptick in its use as an alternative to methamphetamine. Those who abuse this drug soak a cotton swab in lemon juice and orally ingest the active ingredient. This is another drug that may not be detected by current urinalysis testing.

Other widely available over-the-counter medications, such as Benadryl and Imodium, can alleviate the sensation known as the "narcotic itch" by producing effects similar to opioids. These substances are readily accessible at various discount stores and local pharmacies.

To summarize, we need to pay close attention to what is trending in our communities. Read labels and make note of excessive use of over-the-counter products and what the individuals on our caseloads are purchasing at their local smoke shops and gas stations. To learn more about Officer Galloway and his mission, [click here](#). He also has a podcast on Spotify and Apple called *Tall*

## MEDICATION-ASSISTED TREATMENT FORUM

By Luis Marquez

I had the opportunity to attend the *Medication-Assisted Treatment Forum* at the APPA Conference which focused on opioid use disorders (OUDs), treatment, legal issues, and how to implement the information provided into the jobs that we do. The training was presented by Dr. William Morrone, former Chief of San Diego County Probation, Mack Jenkins, former Chief of Police Cynthia Herriot, and former Judge Geno Salomone. The forum had various topics that are summarized below.

The presenters discussed how drugs work by interacting with nerve circuits, centers, and chemical messengers. This leads to euphoric feelings and reduces negative feelings which ultimately can become someone's "normal." Opioid use releases increased amounts of dopamine, leading the brain to associate opioid use with receiving a neurochemical reward. With long-term use, the brain can reduce natural dopamine production and the individual may only feel good when they are using opioids.

Medication-assisted treatment (MAT) for OUD involves taking opioid antagonists or agonists. Agonist treatment medications such as methadone or buprenorphine work to prevent withdrawal and reduce cravings for opioid drugs by connecting with the brain's opioid receptor sites in place of addictive drugs. Antagonist treatment medications such as naltrexone and Vivitrol block opioids by attaching to the opioid receptors without activating them. Antagonists cause no opioid effect. What medication is best for an individual will be based on a medical evaluation by a clinic specializing in OUD.

When discussing legal issues of OUD and MAT, speakers presented data showing that people with OUD will quickly lose tolerance while incarcerated and have a 12 times greater mortality risk in the first two weeks upon release. Those who participate in MAT while incarcerated are more likely to continue participating post-release. Laws prohibiting MAT may be violating the 8th Amendment, Americans with Disabilities Act, and Rehabilitation Act.

In the session, presenters stated that supervision outcomes could be improved for individuals with OUD by increasing interagency coordination, ensuring continuity of care, identifying treatment needs, increasing treatment capacity, and utilizing evidence-based practices. As probation officers, we should not only uphold public safety and accountability, but also support sobriety and eventual recovery. By assessing justice-involved individuals' needs, planning goals, linking them to services, monitoring progress, and working in their best interests, we can work to improve outcomes.

# EMPLOYEE SPOTLIGHT

## EMILY VANCE

SENIOR DIGITAL MEDIA SPECIALIST

MCAPD employee since 2021.

### FAVORITE PART OF YOUR JOB?

I love being able to be creative every day and work with people in all areas of the Department.

### WHAT ARE YOU WATCHING/READING?

Forever watching *The Office* on repeat. I'm currently reading *I'll be Gone in the Dark*, a true crime about the Golden State Killer.

### FUN FACT:

I traveled to Alaska on a whim...for 30 minutes!

### FAVORITE QUOTE:

"I knew exactly what to do. But in a much more real sense, I had no idea what to do."  
- Michael Scott



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