

CHRONICLE

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MARICOPA COUNTY ADULT PROBATION DEPARTMENT



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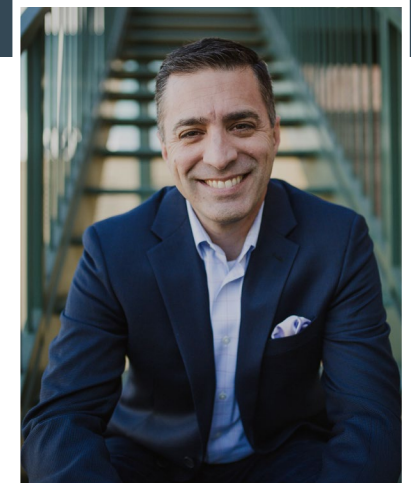
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CHIEF'S CORNER



One of the many exciting things happening at the Maricopa County Adult Probation Department (MCAPD) right now is the official launch of the Maricopa track of the statewide replacement of the adult probation case management system (CMS). It will take an estimated 18 months of preparation before the Department transitions over to the new CMS, and that work is already underway. The new system is managed and provided by Tyler Technologies. The system was designed specifically for community corrections agencies such as ours and is used by many agencies across the country. Late last fall, four counties in Arizona began working with the new CMS as a pilot.

Some exciting features of the new system include staff access to the CMS out in the field, enhanced tools for supervising caseloads, and analytic tools for leaders to better understand our service delivery and our results. The new CMS will also provide a means to transition to a paperless system.

I want to thank the staff, officers, and management team members that attended focus groups and assisted with the solicitation, procurement, and evaluation of proposals that have brought us to this point. Finally, this would not be possible without significant investment from the Maricopa County Board of Supervisors, County Administration, Judicial Branch Administration, Court Technology Services, the Administrative Office of the Courts, and our probation colleagues around the State. Arizona has one of the best probation systems in the United States, and we are excited to see how this modern and mobile tool enhances our work.

Michael P. Cimino

Michael P. Cimino

Chief for the Maricopa County Adult Probation Department



NEWS & INFORMATION

UNVEILING OF THE NEW MISSION, VISION, AND VALUES

By Sarah Harp

Significant changes have occurred in the field of criminal justice and community corrections in the 20 years since MCAPD's Mission, Vision, and Values (MVV) were last reviewed. Chief Cimino recognized this as the opportunity to review the future for which the Department strives, the core values that guide its decision-making, and just in time for the Department's 50-year anniversary in 2022.

Under the direction of Division Manager Ryan Valley, and consistent with MCAPD's dedication to continuous improvement and valuing input from its greatest resource, MCAPD staff, the Continuous Improvement team held focus groups available to all MCAPD staff, which provided an opportunity to contribute to the creation of the new MVV of the organization. A survey was then distributed to all department units that allowed staff to work together to present ideas of whether the current MVV captured the Department's purpose or if changes were needed. Additionally, if staff believed that there were areas where the Department was no longer aligned with its purpose, they were given the opportunity to highlight those areas and make suggestions for realigning with the purpose.

All comments provided by staff in the focus groups, as well as those provided in the surveys, were anonymized and shared with MCAPD's executive leadership team to ensure all staff

feedback was considered. The feedback was then synthesized and crafted into a new comprehensive, inclusive, and clear MVV. Further, Division Manager Valley won the prestigious Norm Helber Award for his leadership of this project. The nearly year-long process was complete when Chief Cimino announced the new MVV – [click here](#) to watch the video shared Department-wide.

MISSION

To enhance community safety through service, accountability, and influencing change.

VISION

An agency of diverse professionals delivering proven resources for change, supporting those impacted by crime, and engaging in the development and support of all staff.

VALUES

We achieve both our mission and vision through the equitable application of our values: fairness, respect, integrity, innovation, and safety.

GRAND OPENING OF THE NEW SOUTHEAST JUSTICE CENTER

By Kristi Ward

The new Southeast Justice Center (SEJC) will be open to the public on April 10, 2023. Yes, it's actually happening! This will replace the Probation Service Center (PSC.) The building is an expansion of the current Southeast Facility (SEF) Courthouse that will include MCAPD on the first floor and four justice courts on the second floor.

The SEJC is the size of two PSC buildings combined, totaling about 60,000 square feet! The new building has employee training space including a large defensive tactics room, three MCAPD training rooms, and five additional training rooms with public access to the education center and Thinking for a Change (T4C), for example.

The new building has an open concept with workspaces available that have monitors and docking stations for MCAPD staff to use, a concept known as "hoteling workspaces." Additionally, there are several small rooms that allow for private, individual conversations as well as conference rooms with round tables and TVs to offer space for use by two to three employees. To further support a collaborative work environment, there is additional space reserved in the open work areas with a couch and chairs for collective discussions. Several file rooms with space assigned for each caseload's files will be available and each employee will be assigned a locker for personal items. The break room has multiple refrigerators, microwaves, and ice/water machines!



MCAPD Probation Officers Delma Navarro, Jesse Perez, and Anai Gonzalez at the grand opening of SEJC on March 22, 2023.

Additional information:

- 35 individual interview rooms!
- Outside payment window.
- Private employee entrances.
- Community service has a fireproof storage space with an outside entrance for their equipment.
- The employee restrooms are more than doubling the current capacity at PSC and the restroom entrances are accessible indoors!

“SEJC is bright, modern, and spacious. This alone will boost morale. We are also looking forward to a designated supply room, file rooms, and the elimination of being on two separate floors.”

Kendra Neal
MCAPD Probation Administration Supervisor

RECRUIT FOR MCAPD!

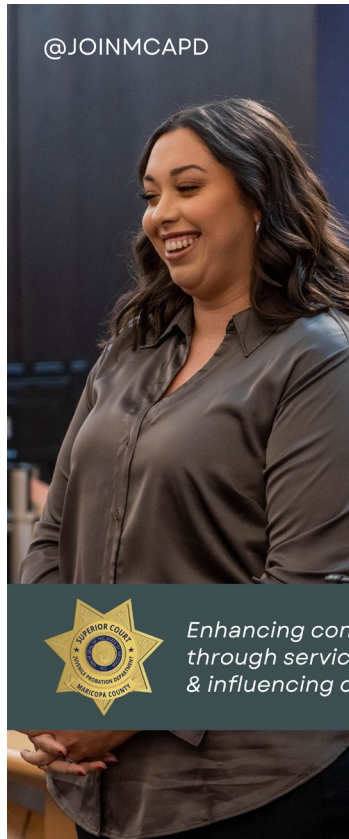
Do you know someone that does not currently work for MCAPD that would make a great addition to the Department? Do you know someone with a bachelor's degree and sound judgement? Would you like to assist MCAPD in reducing workload? Refer a friend or colleague to join MCAPD!

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

Follow MCAPD recruitment on social media:

@JOINMCAPD   

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



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!



To learn more or start your journey, scan the QR code above or email apdrecruitment@jbazmc.maricopa.gov

DATA CORNER

CRIME REDUCTION is the MCAPD's primary strategic goal. We achieve this by implementing risk reduction strategies that are guided by **RESEARCH** and by continuously evaluating and improving our practices to reduce recidivism and promote positive behavioral changes in supervised individuals.

The Department has three measures of crime reduction for probation supervision:

- % successful completion of probation
- % revoked to prison
- % new felony sentencing

Below are the results for crime reduction in Fiscal Year 2022.

SUCCESSFUL COMPLETION OF PROBATION



REVOKED TO PRISON



NEW FELONY SENTENCINGS



To learn more about MCAPD's strategic goals, view the FY2022 MCAPD Annual Report online, [click here](#).



ACHIEVEMENTS & CELEBRATIONS

PEACE PINNING CEREMONY

By Melissa Grey and V.W. Vaughan

On February 15, 2023, MCAPD's Promoting Equity and Advocating Change for Everyone (PEACE) Team conducted a pinning ceremony that shined a light on the accomplishments of Chief Michael Cimino, Dr. Jeff McGee (CEO of Cross-Cultural Dynamics), and MCAPD Supervisor Andrea Romano.

In FY 2021, the MCAPD began its Equity Initiative which sought to align diversity, equity, and inclusion (DEI) principles with the Department's key values and performance measures. MCAPD's PEACE Team was established as an extension of collaborative efforts under the Judicial Branch's Equality Task Force, which Presiding Judge Welty launched in the summer of 2020. Part of the Equity Initiative included contracting with Dr. Jeff McGee, the CEO of Cross-Cultural Dynamics. This company specializes in working with organizations dedicated to integrating DEI into their operations. When the PEACE Team chartered, Chief Cimino, Andrea Romano, and Dr. McGee led members from all staffing levels to provide purpose, education, guidance, and support.

As a kick-off to the year 2023, and in culmination of the Branch's Black History Month celebrations, the PEACE Team wanted to honor the group's leadership with a pinning ceremony to share appreciation for the work they've done and their dedication to making valuable changes within the Department. Chief Cimino and Dr. Jeff McGee were pinned. In addition, the PEACE Team acknowledged the efforts of Supervisor Andrea Romano, who could not be present. Finally, the PEACE Team members were each given pins by their committee leaders to honor their dedication to DEI and work on this important initiative.

MCAPD staff, be on the lookout for these pins. For more information about the PEACE Team and its mission, please email PEACE@JBAZMC.maricopa.gov.



INVESTING IN LEADERSHIP - THE APPA LEADERSHIP INSTITUTE

By Brandelyn Jackson

The American Probation and Parole Association (APPA) Leadership Institute (LI) is a 12-month journey of self-discovery that is designed to enhance and develop leadership skills in the area of probation and parole by using experts in the field. The eighth LI class began at the APPA Annual Training Institute in Atlanta, GA and included training events in Chicago and Los Angeles.

Three Division Managers from the Department were selected to attend this highly sought-after program. The program includes LI-specific training that occurred the three days prior to the APPA Training Institutes. There were intense intersession homework assignments, a 360-feedback experience, a mentorship program, and a requirement to lead and present on a project that would impact the Department. The program ended with a graduation to celebrate their hard work during this 12-month experience.



MCAPD Division Managers Ryan Valley, Rebecca Britt, and David Taylor.

DAVID TAYLOR currently leads the Intensive Probation Supervision (IPS) and Fugitive Apprehension (FAU) Division. David was promoted to division manager in November 2020 and started leading the IPS and FAU Division a year later. David recognized an opportunity to create IPS caseloads specific to domestic violence (DV) and decided to develop this program as his LI project. David successfully created an IPS DV Unit to improve outcomes amongst this unique population by ensuring supervising officers had knowledge specific to the DV population.

REBECCA BRITT currently leads the Central Field Division. Rebecca was promoted to division manager in November 2020. In response to staff feedback related to improvement opportunities with the probation violation process, Rebecca volunteered to lead the Probation Violation Workgroup subcommittee specifically focused on culture and framework which became the focus of her LI project. Rebecca was able to successfully lead a group of staff to reimagine existing tools to improve the probation violation experience for staff and justice-involved individuals (JIIs).

RYAN VALLEY currently leads the Organizational Development and Support Division. Ryan was promoted to division manager in December 2019. Ryan recognized the Department's Mission, Vision, and Values (MVV) could use a refresh and decided to use the LI program as an opportunity to guide the Department through the development of a new MVV statement while staying true to the Department's purpose. This involved engaging staff in multiple venues to provide opportunities for all staff to have a voice in MCAPD's refreshed MVV.



MCAPD Chief Cimino and Division Manager Ryan Valley accept the Norm Helber Award.

As part of the program, the prestigious Norm Helber Award is presented to an LI participant each year who is recognized for their outstanding leadership. Ryan was presented with this award at APPA's LI graduation in Los Angeles, CA in February 2023. From 1989 to 2000, Norm Helber was the Chief of MCAPD. Ryan gave an impactful speech about his experience with the LI program, shared his appreciation with those involved in his leadership journey, and taught us all we can jump a little higher each time we work toward our goals.

Congratulations to the three MCAPD APPA LI graduates!

NEW OFFICERS AND MANAGERS SWORN IN

By Jim Sine

Please join the Staff Development and the Safety Unit in welcoming 24 new officers and four manager promotions to the Department. On March 27, 2023, Criminal Presiding Judge Jennifer Green and Chief Mike Cimino officiated the ceremony to swear in the officers at the Board of Supervisors Auditorium in downtown Phoenix. This class continues the recent surge of large classes in New Officer Training, Education, and Skill-building (NOTES) class. Along with the 24 officers in this class, 24 officers in the October 2022 graduating class, there are currently 29 new officers registered for the upcoming April NOTES class.

The graduating NOTES class included 21 probation officers and three surveillance officers. Two surveillance officers, Ryan Bramlet and Fernando Martinez, are assigned to the Sex Offender Division at PSC and Rachel Servilican is assigned to a domestic violence caseload at Western Regional Center (WRC). As for the new probation officers, Desirae James, Brandon Moore, Trishann Hayes, and Donesha Nicholson are assigned to the Black Canyon Building (BCB). Trishann and Donesha are assigned to sex offender units. Katherine Schneider and Lauren Doyle join the team at Northport while Raychelle Salter is at Scottsdale. The last of the “east siders” are David Gallardo, Alexya Haro, Katharine Schickel, Matthew Cruz, and Ryan Nilsen at PSC and Rocy Cortes at Southport. Officers assigned to the west side of town at WRC include Tiffani Barnett, Cindy Rubio, Selene Mosqueda, and Carrie Lemoine. Bernice Corona, Stephanie Valenzuela, Marilyn Castro, and Amy McGhee are joining the Southwest Regional Court Center office. Probation Officer Shelbi Bottoms, from the previous NOTES class, was also sworn in. Shelbi has been assigned to Northpost since late last year.

Newly promoted staff were also sworn in; Division Manager Heather Preston will oversee the Presentence Division, Cassandra Dobbs promoted to Communications Center supervisor, Veronica Pena promoted to officer supervisor out of WRC, and Heather Beaman promoted to dispatch supervisor out of the Communications Center.



Left, January - March 2023 NOTES graduating class with the three newly promoted supervisors.
Right, Division Manager Heather Preston and MCAPD Chief Cimino.

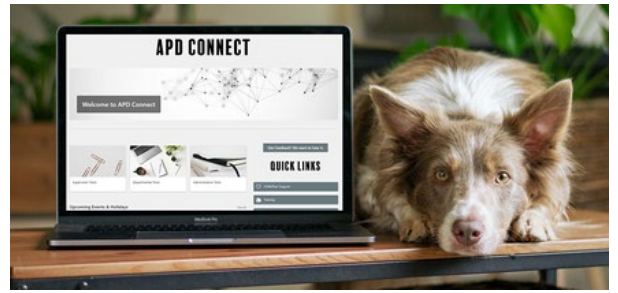
As always, we are indebted to all our adjunct faculty and field coaches. Thank you for sharing your time and knowledge with our new staff! Vital adjunct faculty from the January-March NOTES class:

Jonelle Acosta	Chief Cimino	Lizette Gallardo	Paul McDonald	Nicole Salamin
Carol Arteaga	Katrina Clark	Lauren Guida	Hannah Mercier	Jim Sine
Duane Aul	Katie Courter	Arlyn Harris	Dameon Ortiz	Aaron Smith
Nichole Bailey	Shaun Dahl	Arthur Hernandez	Jesus Perez	Doris Tucker
Tony Bidonde	Ryanne Dirmyer	Victoria Holloway	Heather Preston	Adrianna Valadez
Kimberly Bryant	Cassandra Dobbs	Alex Kupka	Edlin Rasmussen	Ryan Valley
Michele Butcher	Martina Downing	Casey Martinez	Rod Rego	
Tiffany Butler	Britani Ellithorp	Diana Martinez	Karla Rahn	
Taylor Cephers	Tommie Falls	Gaby Maytorena	Angelina Rogut	

CONTINUOUS IMPROVEMENT TEAM INTRODUCES "APD CONNECT"

By Emily Vance

As a project idea submitted to the Continuous Improvement team to increase Department-wide accessibility to resources and forms and replace the intranet site (which is only accessible for staff when logged into VPN), the Department has announced a new internal website available to staff, "APD Connect." This allows staff to access vital tools and resources anywhere there is internet access. Along with assisting in streamlining the workflow in a more modern and efficient way, this also contributes to the Department's goal of going paperless.



EXPLORING LEADERSHIP AND MANAGEMENT GRADUATION

By Jonella Acosta

In December 2022, 28 badged and non-badged MCAPD staff completed the Exploring Leadership and Management (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 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 if pursuing 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.

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: Jonelle Acosta (instructor), Patricia Anderson, Candice Baldino, Darlene Barrett, Clint Bell, Kathleen Courter, Jolie DeLong (instructor), Martina Downing, Tommie Falls, Elvia Flores, Daniel Fox, Casey Frith, Denise Garner, Danielle Golden, Victoria Holloway, Diana Martinez, Andrew Mount, Jackiequelyn Novak, Bricela Padilla-Gomez, Veronica Pena, Heather Preston (instructor), Nayeli Quiroz Palma, Alana Salazar, and Katelyn Walden.

Congratulations on
your new positions!

PROMOTIONS



HEATHER PRESTON

Division Manager, Presentence

In 2007, Heather Preston started her career with the Department as a probation officer managing a standard probation supervision caseload out of BCB. As a probation officer, she also supervised IPS, DV, and sex offender reentry caseloads. Heather promoted to an adult probation supervisor in 2016 where she supervised a standard field unit followed by an IPS unit, both out of the WRC. After serving five years as an adult probation supervisor, Heather transferred to her most recent position as Continuous Improvement Supervisor.

During her time as Continuous Improvement Supervisor, Heather was involved in multiple significant process improvements for the Department. Improvement examples include constructing the Request for Proposal to help find a replacement vendor for the Department's CMS, reviewing and revamping the Department's MVV, leading a project to remove the monthly mileage requirement for staff assigned a fleet vehicle, and improving the MCAPD's intranet site to provide better access for resources across the Department. When asked what she is looking forward to in her new role, Heather stated, "I am excited to learn this division and gain knowledge in a different facet which makes up our organization." Heather begins her role as PSI Division Manager effective April 3, 2023.



VERONICA PENA

Probation Officer Supervisor

Veronica Pena started her career as a juvenile detention officer in 2007 with the Maricopa County Juvenile Probation Department (MCJPD). In 2013, Veronica started with the MCAPD as an adult probation officer with a standard caseload based out of WRC. During her tenure with the Department, she has managed Veterans Court, White-Collar, and standard caseloads. Veronica was promoted to adult probation supervisor, effective January 9, 2023.

Veronica has participated in several committees including the Veterans Court Alumni Association, Victim Satisfaction Committee, People Recognizing Individual Deeds of Excellence (PRIDE) Award Committee, and the Terros Targeted Investment Program Committee. She has been awarded numerous PRIDE awards and recognized by Chief Cimino with two Certificates of Appreciation for outstanding service during the National Crime Victims' Rights Week.

"I am looking forward to becoming a strong leader in our organization and a mentor to my officers by fostering their strengths and encouraging them to lead by example in the unique and important role we play in our community," Veronica stated.

PRIDE

4th Quarter Awards - 2022

PEOPLE RECOGNIZING INDIVIDUAL DEEDS OF EXCELLENCE



APDCC - DISPATCH: Vincent Tapia

BCB: Luis Cisneros Ramirez, Stacy Soto, Samantha Barajas, Armida Hernandez, Tommie Falls, Brady Hammer

CCBLL (CLAPO): Fedra Malaquias, Kimberly Bryant

CSC (DURANGO CUSTODY SERVICE CENTER): Jill Brown

DTJC2 - STAFF DEVELOPMENT: Michele Butcher

DTJC3 - ADMIN: Emily Vance

DTJC3 - UNSUPERVISED: Andrew Hoy, Jean Scott

DURANGO/WESTPORT: Leah Lara, Nicole Wheaton

GARFIELD: Martha Mays, Marialice Haney

ITR: Allison Derrig, Patricia Merino

LUHRS: Karla Billingsley, Julie Cuen

NORTHPORT: Toni Salerno, Michelle Zuech, Kelly Hansen

PSC: Makenna Goretski, Christopher Dvorovy, Sandra Tom, Haley Myers, Delma Navarro, David Pixley

SCOTTSDALE: Christopher Dunn, Cleo Quinn

SEF: Julie Piontkowski, Michael Wollangk

SOUTH COURT TOWER: Latisa Dightmon, Valerie Fernau, James Morones

SOUTHPORT: Wallace Clark, Daniel Bracamonte

SUNNYSLOPE: Christopher Hein

SWRCC: Catherine Button, Hannah Mercier

WCB: Lisa Levardi, Jenny Stone, Lance Kellar, Lauren Guida, Roy Turner

WRC: Trishann Hayes, Dene Bimber, Monserrat Perez, Gabriela Arias, David Kozak, Joe Cobos

WHAT ARE PRIDE AWARDS?

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

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



VOICE

REWRITTEN LIFE - TATTOO REMOVAL OPPORTUNITY FOR INDIVIDUALS ON PROBATION

By Hettie Rich, Owner of Lighten Up Laser and Skincare Salon

Seven years ago, I started my business with the goal of providing skincare solutions to every *body* and everybody. In addition to providing inclusive services, I also wanted to give back to the community. Since the inception of my business, Lighten Up Laser and Skincare Salon, I have donated over 600 laser tattoo removal treatments to previously incarcerated people through a non-profit program I started called Rewritten Life.

Most of the people that have taken advantage of receiving these treatments through Rewritten Life were referred by their probation officer who had a flier that I put together in 2016. That one flier has been shared so often that I still receive daily inquiries about what it takes to be a part of this program. Having the ability to provide tattoo removals to so many people that are earnestly looking to improve their life has brought me great joy and has become one of my passions. Tattoo removal is not a quick or easy process; it is painful and takes dedication. Some tattoos may take years to fully remove.

In order to improve and expand the Rewritten Life Program, I am applying for grants to keep this opportunity available to our community. Ultimately, I dream of being able to set up a laser removal machine inside a prison institution so we could start the tattoo removal process even before release. I want to use my expertise and tools to be part of this journey.

To find out more about the Rewritten Life program, reach out to Lighten Up Laser and Skincare Salon at 602-279-0465.

"In my heart of hearts, I truly believe that there is a community of people who understand that change, no matter how daunting, is possible and recidivism can be mitigated."

Hettie Rich
Founder of Rewritten Life

SPRING CLEANING? DONATE YOUR ITEMS!

By Savanna Hopp and Courtni Tran

Are you cleaning out your closet and wanting to help out individuals we work with in the community? Now is the perfect time! Both MCJPD and MCPAD work with their caseloads to help provide clothing and hygiene products to those in need.

Hope Closet (MCJPD)

The MCJPD created the Hope Closet as a means of addressing the issue of supplying basic needs and supporting the Kids at Hope principles. Many youth involved in the Maricopa County Juvenile Justice System need basic resources including clothing and hygiene items. Oftentimes, when youth arrive in secure care, the clothing they wear may be inappropriate, not suitable for the weather, or may not fit properly. Prior to the Hope Closet, the only clothing options for youth leaving the facility would be the clothes they came in with or detention clothing. Youth not going home and entering a new placement, such as treatment or foster care, would have no clothing beyond what they came into secure care with. The Hope Closet provides these youth an opportunity to leave detention with clothing they can wear proudly once released. This also applies to youth in the community and their immediate family members who do not have suitable clothes to wear to school, work, and court. Items in the Hope Closet include tops, bottoms, toiletries, undergarments, shoes, and backpacks.



Hope Closet donation bin located in the Downtown Justice Center lobby in Phoenix, Arizona.

Helping Hands Closet (MCPAD)

Modeled after MCJPD's Hope Closet and with their support, guidance, and overflow of donations, MCPAD started the Helping Hands Closet. This program was initiated by probation officers who saw a specific need in their caseloads for interview clothing and hygiene items in order to assist and support JIIs in re-entering the workforce and society. This project has been supported by MCPAD leadership to offer this valuable resource to JIIs in Maricopa County.

DONATION LOCATIONS

Downtown Justice Center Lobby
620 W. Jackson St., Phoenix, AZ 85003

Durango Courthouse
3131 W. Durango St., Phoenix, AZ 85009
Give donations to Branch Security if not staff.

ages 15 +

Interview and everyday clothing
Age appropriate

**Donations to the Hope Closet are shared with the Helping Hands Closet*

WISHLIST ITEMS

MEN'S

Boxers/Briefs NEW/UNUSED sizes: S-XL
Interview clothing
Pants- waist sizes 32-38 or S-XL
Jeans - waist sizes 32-38
Socks - NEW/UNUSED
Backpacks/duffle bags/suitcases
(good condition only please)

WOMEN'S

Underwear -NEW/UNUSED sizes S-XL
Bras/sports bras NEW/UNUSED sizes S-XL
Interview clothing
Backpacks/duffle bags/suitcases
(good condition only please)

TOILETRIES - MUST BE NEW/UNUSED

Shampoo/conditioner
Body wash
Face wash
Toothpaste
Floss
Single packed toothbrushes
Deodorant
Travel size sunscreen

Staff sort through donations received from employees as well as the many items received from MCJPD's Hope Closet. There are currently four closets located at MCAPD offices, Luhrs, Garfield, WRC, PSC, and coming soon to BCB, which are well-stocked and organized. MCAPD probation and surveillance officers can refer JILs to the closets or bring them to the closet locations and have them pick out clothing and hygiene items they need.

Both the Hope Closet and Helping Hands Closet coordinate with local agencies within Maricopa County. Partners include the Maricopa County Sheriff's Office (MCSO) for people who are releasing into the community, Smart Justice (a Workforce Development team from Maricopa County Human Services), and Maricopa County School Superintendent's Office.

DONATION TIPS

DO'S

1. Please wash used clothing prior to donating.
2. Gently used or new condition – free of stains, rips, holes, major wear.
3. If you wouldn't wear the item due to condition, please don't donate.
4. Lightly worn clothing- basic/plain shirts and pants are best.
5. If clothes have words on them, they should be positive and no negative connotation (alcohol, drugs, gangs, weapons, violence, etc.) and are not employment uniforms (ex: Sprouts polo, Walmart, Target etc.)
6. Shoes in good condition- no holes around/within the shoe.
7. Undergarments donated must be new and unused- if bought in the pack it must stay sealed/keep the tag on them.

DON'TS

1. No employment uniforms (ex; old work employment shirts from T-Mobile, ADP, etc.)
2. No inappropriate clothing items, we are supporting individuals on probation and their families.
3. No mention of alcohol, drugs, gangs, weapons, violence, etc.
4. No high heels, low professional heels are accepted.
5. No slippers, sport sandals/sliders are accepted.
6. No purses.
7. No baby clothes or shoes or youth/adolescent clothes.
8. No bedding.

FIRST QUARTER MANAGERS' FORUM - DEI IN LEADERSHIP

By Jonelle Acosta

Each quarter, MCAPD managers gather together to learn about new trends in the probation profession, new leadership skills, and updates in the Department. The year 2023 kicked off with a Managers' Forum focusing on diversity, equity, and inclusion (DEI) in leadership. Dr. Jeff McGee, who many know as the consultant for MCAPD's PEACE Committee, presented on the topic and brought with him multiple interactive activities and discussion points to help managers implement DEI in their leadership roles. The activities encouraged teamwork and illustrated the importance of giving everyone on the team the opportunity to share their ideas since everyone comes with their own perspectives and experiences. One team was even successful in solving the puzzle that was presented to them in the activity. In addition to presenting at the Managers' Forum, Dr. McGee also gave a similar presentation in the afternoon to all interested staff. Students in this training were taught how DEI impacts your decision making. The afternoon class was given the same team activity and one team also successfully worked together to solve the puzzle. We are grateful to all managers and staff who took the time to attend these presentations and learn about a topic that is vital towards achieving the Department's MVV.



LOOKING FOR MARY ANN AT THE GRAND CANYON

By Joe Pallo

When I was a lad of three years old, I acquired a rag doll that I named Mary Ann. She had a blue gingham dress, her smile was sewed on with red thread, and her two mismatched eyes were buttons. Mary Ann and I were inseparable. She went everywhere with me. She comforted me when I received my childhood vaccinations and was tucked in bed with me every night.

The next year, our family consisting of Mom and Dad and my two brothers took our first of four trips from Cleveland, Ohio to Southern California, where my grandparents lived. Dad packed up the Rambler station wagon and we headed down Route 66 the whole way. I sat in the back-back, as we called it, with my toys and, of course, Mary Ann.



Photo submitted by Joe Pallo.

At some point, the decision was made to visit the Grand Canyon. It was Valentine's Day which we all know coincides with the birthday of our Great State of Arizona. I was blown away by my first glimpse of that magnificent scene. As I clutched Mary Ann under my arm, Mom held me back by my suspenders so I would not get too close to the edge. I will never forget the awe I experienced. The vistas went on forever and no one spoke; we only looked. Dad stopped the car at the various lookouts to view the other sites, and then we reluctantly continued our journey to Grandma and Grampa's house. It wasn't until we reached Needles, or maybe Barstow, that I realized Mary Ann was nowhere to be found. I was inconsolable but Dad would not turn the car around so I could find her.

As a teenager, a young adult, and now (let's face it) as an older adult I have returned to the Grand Canyon on multiple occasions. I must admit, I stop by the same lookout points and with faith and hope in my continuous search for Mary Ann.

I last journeyed to the Grand Canyon on Christmas Eve in 2021. I was alone and in a reflective mood. It was snowing and, as they say, the silence was deafening. The white frosting gently fell into the abyss and the cold air was refreshing on my face. On Christmas, the storm was over, and the sunrise was the most beautiful

I have ever seen.

I got in my Subaru and decided to drive from the Thunderbird Lodge to the Desert View Watchtower, a 25-mile journey. I stopped at every lookout point including Yaki Point, Grandview Point, Moran Point, Navajo Point, and all the points in between taking photographs and enjoying the marvelous sights. It took me five hours to arrive at the Tower. I took the time to reflect on the awe-inspiring sights I encountered on that Christmas Day and gave thanks that I live in such a diverse and spectacular state.

When I entered the Tower, the Ranger on-duty stamped my official National Park Passport. I inquired hopefully if there was a lost-and-found on the premises that contained a rag doll in a blue gingham dress with a smile sewn with red thread and two mismatched button eyes. I continue to remember Mary Ann, but as I think about that Christmas, the beauty of the canyon, and the solitude, although I have not found Mary Ann, I very well may have found myself. Happy Birthday Arizona!



Joe Pallo, MCAPD Supervisor, on his search for Mary Ann.



EMPLOYEE SPOTLIGHT

BRANDELYN JACKSON

CHIEF OF PRE-DISPOSITION AND ADMINISTRATIVE SERVICES

MCAPD employee since 2002.

FAVORITE PART OF YOUR JOB?

The fact that people's lives are changed every day because of the work of our amazing staff.

WHAT ARE YOU WATCHING/READING?

Shrinking

FUN FACT:

I am the second best ping pong player in my house.

FAVORITE QUOTE:

It changes every day, but today it's:

"I never lose. Either I win or learn."

-Nelson Mandela



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