

# CHRONICLE

ISSUE: APRIL-JUNE 2023

MARICOPA COUNTY ADULT PROBATION DEPARTMENT



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# CHIEF'S CORNER



As with many government entities in Arizona, June marks the end of the fiscal year for the Judicial Branch of Arizona in Maricopa County. This fiscal year has seen the advancement of key initiatives in the areas of continuous improvement, justice-involved women, and our equity initiative at the Maricopa County Adult Probation Department (MCAPD). While the details of the key initiatives and all department programs will be provided in the annual report, I am proud of all the work staff and leaders have engaged in to see growth in the Department.

At the time of this writing, the County has adopted a tentative budget that demonstrates its commitment to public safety and their support of the work of the Judicial Branch in Maricopa County. It also addresses the need for appropriate and competitive compensation. I am grateful for the value our Funding Authority continues to demonstrate for our staff, the work we do, and how MCAPD enhances public safety.

Mainly, the close of the fiscal year and the beginning of the next provide a reason for gratitude and optimism. I am grateful for the staff and management team of supervisors and other leaders who continue to serve the residents of Maricopa County with excellence. Their work enhances the safety of our community through the change they bring in the populations we supervise and through the service provided to our Court. I also look with optimism at the upcoming fiscal year as we anticipate the further development of our case management system replacement as well as continued advancement in key department initiatives. I am looking forward to reporting on our strategic measures at the time of the next edition of the *Chronicle* and all that awaits in the coming fiscal year.

*Michael P. Cimino*

Michael P. Cimino

Chief for the Maricopa County Adult Probation Department



# NEWS & INFORMATION

## MAY IS NATIONAL DRUG COURT MONTH

By Melissa Monahan

May is National Drug Court Month! For anyone that doesn't know, drug courts are collaborative treatment court programs that offer support, treatment, and accountability for participants with a substance use disorder. Attorneys, treatment providers, probation officers, and a judicial officer all staff cases and participate in court hearings to praise participants for doing well or offer sanctions for those who are not in compliance with their court contract. Maricopa County's Drug Court has been in operation since 1992!

Each year, the Arizona Association of Drug Court Professionals (AADCP) hosts a conference in Prescott, AZ. This year, MCAPD Clinical Supervisor Melissa Monahan and Drug Court Clinician Georgette McNally presented a workshop titled "The Importance of Connection in Recovery." The presentation touched on the importance of feeling connected to others, not just for those in recovery, but for all people. Feeling connected to just one person may help someone feel less isolated, improve their mood, and lead to higher levels of resilience, resulting in less substance use.

As part of the presentation, an activity was conducted to show the workshop participants how sometimes we are connected to others in ways that we don't even know. A ball of yarn was tossed around in the group to create a "web of connectedness" and to demonstrate the concept of finding common ground amongst others.

The probation officers and counselors who work in Drug and DUI Court are skilled professionals who work tirelessly to support and guide their participants into a life of recovery. From providing resources for housing and peer support to connecting participants to Medication Assisted Treatment (MAT), these professionals deserve to be recognized during National Drug Court Month, and really, all year round!

To learn more about Maricopa County's Drug Court, [click here](#).



Left, MCAPD Clinical Supervisor Melissa Monahan. Right, MCAPD Probation Officers Karla Rahn and Jammie Dilley participating in the "connecting" activity.

# NATIONAL CRIME VICTIMS' RIGHTS WEEK

By Savanna Hopp

Every year, millions of Americans are affected by crime. Many will need ongoing care, support, and resources. In 2023, April 23–29 is National Crime Victims' Rights Week, a time to amplify the voices of victims and commit to creating an environment where survivors have the confidence that they will be heard, believed, and supported. The Department stands with families, neighbors, friends, and colleagues whose lives have been forever altered by crime. We resolve to help them find their justice and forge new healing pathways. In the MCAPD, officers and staff regularly interact with and provide services and information to victims of crime in order to ensure their safety or provide any understanding or healing. This National Crime Victims' Rights Week, MCAPD commemorated by presenting 45 employees with certificates of appreciation for their hard work in providing victims support.

During National Crime Victims' Rights Week, MCAPD joins with many other advocates, law enforcement agencies, prosecutors' offices, health care professionals, and others dedicated to being catalysts for change in our commitment to listening to survivors and honoring them by working toward meaningful change. "For too long, the victims of crime have been the forgotten persons of our criminal justice system," President Ronald Reagan said when he signed the proclamation establishing the inaugural Crime Victims' Rights Week in 1981. "Rarely do we give victims the help they need or the attention they deserve." While the victims' rights movement has made great strides since then, there is still much work to be done.

Let's work together to create an environment where survivors are confident they'll be heard, believed and supported.

For more information on Maricopa County Adult Probation, Victim Services Unit, [click here](#) or call 602-372-8286. For nationwide crime victim services and referral information, [click here](#).



## 2023 MCAPD STAFF HONORED FOR NATIONAL CRIME VICTIMS' RIGHTS WEEK

Daniel Atkinson  
Duane Aul  
Clint Bell  
Tony Bidonde  
John Bishop  
Austin Brabble  
Diane Bracamonte  
Ivana Budimirovic  
Chris Curry  
Martina Downing  
Casey Frith  
Sarah Gomez  
Christina Hannon  
Amanda Hastings  
Clint Hill  
Kristen Hunt  
Carolina Juarez  
Alex Kupka  
Cherynnne Lara  
Leah Lara  
Joe Lopez  
Dawn McCullar  
Tracy Medrano  
Alejandro Noriega  
Cortney Norton  
Susan Novitsky  
Adelita Nunez  
Jorge Ortiz  
Gabriela Perez  
Ryan Price  
Heather Redmond  
Samantha Roberts  
Adriana Rodriguez  
Eloisa Rodriguez  
David Rojas  
Ileana Salvatierra  
Tammy Schroeder  
Rebecca Sifuentes  
David Silvas  
Scott Skoropys  
Laura Thomas  
Sherri Tucker  
Ryan Valley  
Stephanie Vega  
Melinda White

# RECRUIT FOR MCAPD!

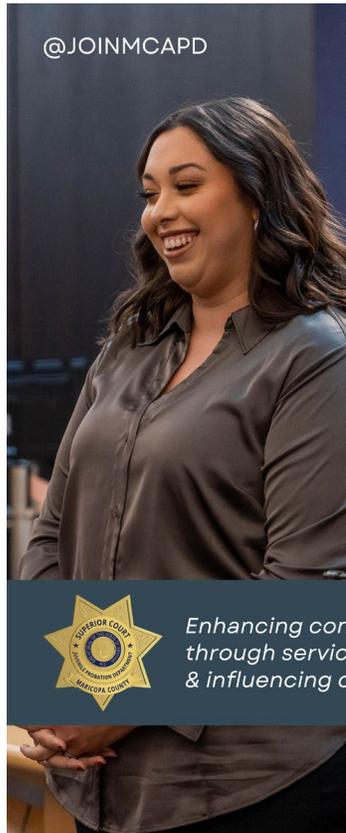
Do you know someone that does not currently work for MCAPD that would make a great addition to the Department? Do you know someone with a bachelor's degree and sound judgement? Would you like to assist MCAPD in reducing workload? Refer a friend or colleague to join MCAPD!

[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:



Email [apdrecruitment@jbazmc.maricopa.gov](mailto: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!



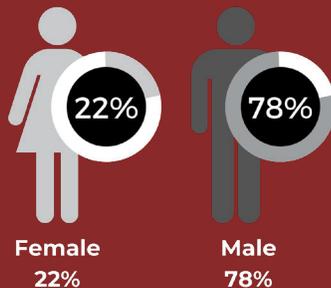
To learn more or start your journey, scan the QR code above or email [apdrecruitment@jbazmc.maricopa.gov](mailto:apdrecruitment@jbazmc.maricopa.gov)

# DATA CORNER

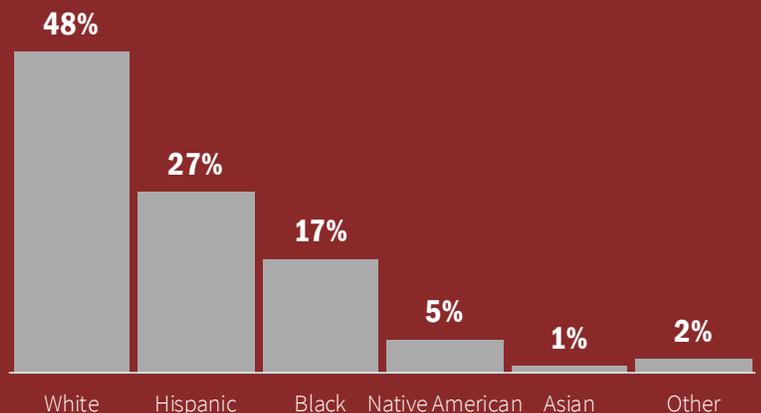
Every year, MCAPD produces an Annual Report that is shared with the Arizona Governor, legislature, Court officials, and the general public. The General Information section of the report provides demographic and descriptive statistics on the probation population. This data comes from APETS, the Department's case management system. Below are demographics of the population of individuals that were on probation within MCAPD in June 2022.

## MCAPD PROBATION POPULATION - FY2022

### Gender



### Ethnicity



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



# ACHIEVEMENTS & CELEBRATIONS

## 2022 "OF THE YEAR" CELEBRATION

By Diana Ortiz

The MCAPD is pleased to have honored the 2022 "Of the Year" award winners during an in-person awards celebration on May 3, 2023 at the new Southeast Justice Center (SEJC) in Mesa. Winners were nominated by fellow employees and selected by the 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 2022 OF THE YEAR AWARD WINNERS

- Kristi Wimmer – Supervisor
- JakinDee Kosaka – Employee
- Michelle Crouch – Probation Officer
- Jesse LeRoy – Surveillance Officer



MCAPD 2022 Of the Year Winners Jesse LeRoy, JakinDee Kosaka, Kristi Wimmer, and Michelle Crouch.

Thank you for all the amazing nominations. Of the Year 2023 nominations will open early 2024. Please consider nominating peers for their outstanding contributions to MCAPD, our community, and the families we serve. The following are the winning nominations:

### **SUPERVISOR OF THE YEAR, KRISTI WIMMER**

Nominated by the MCAPD Education Department staff:

*"We, the teachers and staff of the education department, do hereby nominate Kristi Wimmer for the 2022 Supervisor of the Year award. It is hard to imagine doing our jobs without her at the helm. While maintaining a professional demeanor, she is always extremely approachable, and seeks out and carefully considers her staff's input. She keeps us in the loop as much as possible about important matters, and we feel valued and respected.*

*While other similarly sized adult education programs under the Arizona Department of Education (ADE) have two or three (or more) administrators, she somehow manages to successfully navigate the complicated, ever-changing ADE requirements to keep our program successful and fully funded. She handles many complex, involved issues with very little help from other staff. She does her best to ensure that her staff is not overwhelmed with administrative tasks. She has challenged the status quo and made her mark on the education program. Under Kristi's leadership, instructors now spend more time in direct math and reading instruction. She has implemented more effective teaching strategies, and she has purchased improved online learning platforms for our students to use. She is extremely purposeful and cautious about hiring, and our program has some of the best talent around because of her care in this area.*

*In addition to keeping us all up to date, Kristi is very interested in our career development and encourages and supports our efforts to learn new knowledge and develop and polish our teaching and digital literacy skills. She sees to it that we are informed of these opportunities and invites us to share what we have learned with each other.*

*Kristi doesn't shy away from difficult situations. We have had our share of challenging students, and Kristi has not been afraid to confront them herself when necessary and has diffused some potentially risky situations.*

*Kristi's example, encouragement, and sheer competence are an inspiration to us all. She is completely deserving of this award, and we sincerely hope she is named the 2022 Supervisor of the Year."*

### **EMPLOYEE OF THE YEAR, JAKINDEE KOSAKA**

Nominated by Education Supervisor Kristi Wimmer:

*"JakinDee took on a new position as a workforce development instructor within the MCAPD Adult Education Program and she has done an amazing job creating the model of how to provide excellent workforce services to justice-involved individuals (JII) as well as non-JII students. She assists JIIs with their resumes, teaches them interviewing skills with a felony record, provides job leads and career exploration as well as helps them navigate court processes and understand how their justice backgrounds impact their career and training opportunities. She is the liaison for MCAPD with Maricopa County's Smart Justice staff as well. She has also substantially expanded her work to include community outreach for housing, resources, and job training.*

*Outside of her job responsibilities, she has gone above and beyond her roles in many ways. She took on leadership responsibilities during the Garfield Turkey Feast the past two years. She plays an instrumental part in establishing the new MCAPD clothing closet project, including partnering with Maricopa County Juvenile Probation Department (MCJPD) officers operating their clothing closet as well as working directly with MCJPD officers to create a smooth transition network for juvenile JIIs released for detention to come directly to MCAPD's education program to complete their GED and receive workforce services.*

*She was selected as one of four educators in the state of Arizona to be a part of a national*

## **CONGRATULATIONS TO THE 2022 MCAPD OF THE YEAR NOMINEES**

### **SUPERVISOR NOMINEES**

Barbara Rubio  
Christina Keenan  
Dana Shepherd  
Heather Beaman  
Heather Preston  
Jolie DeLong  
Joseph Coppola  
Lauren Guida  
Luis Marquez Ontiveros  
Mattea O'Connell

### **EMPLOYEE NOMINEES**

Antony (Tony) Bidonde  
Emily Vance  
Francine Walters  
Leigh Rupert  
Rebekah Campbell  
Yolanda Fraire-Cardenas

### **PROBATION OFFICER NOMINEES**

Alexandria Battest  
Angel Camacho  
Ashley Lamadrid  
Avangelina Rogut  
Casey Baumann  
Elia Siordia  
Keri Madrid  
Kirsten Lewis  
Kristin Epperson  
Leah Lara  
Rodrigo Arce  
Samuel Hagadorn  
Veronica Alvarado  
Veronica Pena

### **SURVEILLANCE OFFICER NOMINEES**

Christina Gavina  
Daniel Atkinson  
Kimberly Armstrong  
Sean Steill  
Steven Smith

adult education and workforce initiative and will be a trainer for other adult educators in the state. She is a certified adult education instructor and she regularly covers classes for other instructors, jumping in many times with little to no notice to teach their classes, meet with their students, and register new students for them. She helps the education staff with technology issues or questions, assists her supervisor with education grant writing and year-end reporting, assists with data entry when needed, and overall, is willing to jump in and help with any task needed by anyone in the education program, the Department, and most importantly, JIs and students. She is an amazing asset to our education program and we are lucky to have her on our team.”

### PROBATION OFFICER OF THE YEAR, MICHELLE CROUCH

Nominated by Supervisor Tammy Allen:

“Michelle Crouch is currently assigned to the Presentence Investigation (PSI) Division. During 2022, the PSI Division experienced historical high workload benchmarks causing overtime to be a norm for many staff. Time saving techniques were needed to assist officers with keeping up with workload demands. On her own accord, and without being tasked to do so, Michelle reached out to many coworkers and attended unit meetings to teach her coworkers to use MAGICAL, a time saving editing program. She created and shared a tutorial for this program and spent a lot of time on the phone and in-person helping officers set up the program to work to their benefit.

Michelle also created many tutorials over various PSI related topics that she shared with her co-workers, to include those newly transferred to PSI, who expressed a need for refresher training. Such topics include determining days in custody, editing criminal history documents, navigating KARPEL [the county attorney’s management system] for victim information, and tips and tricks for organizing workload for optimum efficiency. Michelle also created, and participated in, separate Teams chat channels with the intent for these channels to be used as safe forums for new staff to ask questions. Included as participants of these channels were coworkers serving as mentors to new staff who typically also used the forum for their own benefit. In accompaniment, Michelle also continued her participation as an adjunct facilitator for the Risk Reduction Training and did this all while keeping on top of her own insane workload and while also not being assigned as a trainer of the PSI Division.

Michelle has a passion to help others as evidenced by this nomination. She is a teacher at heart, and her personal goal is to provide her peers effective training, despite her not being an official PSI trainer. During 2022, she accomplished this goal and received many emails from her peers thanking her for sharing her time saving techniques with them. PSI Division assignments are tough, and Michelle’s willingness to share her time, tips, tricks, and educational tutorials this past year with coworkers and supervisors helped make all our jobs easier.”

### SURVEILLANCE OFFICER OF THE YEAR, JESSE LEROY

Nominated by Supervisor Gregory Miller:

“I am nominating Jesse LeRoy for Surveillance Officer of the Year. Jesse is currently assigned to the Fugitive Apprehension Unit (FAU) and is attached to the Mesa Police Department’s Central Street Crimes Unit (SCU). Jesse takes a very proactive role of enhancing public safety through his work in the community.

Over this past year, Jesse’s work in the community has included numerous special projects, including targeting outstanding warrants in specific high crime areas or populations in the city of Mesa as a part of his attachment to SCU. These projects have included High Enforcement Projects, Fentanyl Projects, Homeless CARES Projects and Violent Crimes Projects. During one High Enforcement Project, Jesse and his SCU were responsible for the removal of 3,000 grams of fentanyl pills, 43 grams of heroin, 37 grams of methamphetamine, 14 guns and \$10,000 in cash from the streets of Mesa.

In another example, Jesse’s arrest of an outstanding warrant in Mesa led to a narcotics investigation, which then led to the largest drug seizure to date in the city of Mesa. This seizure included 714,300 fentanyl pills, 6 pounds of methamphetamine, 3.6 pounds of heroin, 3.5 pounds of fentanyl powder, 2 pounds of cocaine, and over \$17,0000 cash.

Jesse has also been very active in the development and support of staff and training officers new to FAU through his role as a field training officer. Additionally, Jesse has actively provided support to his peers by aiding on arrests, field searches, and conducting numerous ride alongs for field officers.”



# MCAPD EMPLOYEE WINS EXCELLENCE AWARD FOR TEAMWORK

By Savanna Hopp

Each quarter, Judicial Branch of Arizona in Maricopa County (MCAPD, Maricopa County Juvenile Probation Department (MCJPD), and Superior Court) employees are given the opportunity to nominate a coworker who has demonstrated excellent performance in one of the following categories: teamwork, leadership, customer service, innovation, or group collaboration. There are numerous nominations from each department every quarter and winners are chosen carefully by the Employee Recognition and Rewards Committee. Winners of each category for the quarter are then entered in for the annual Judicial Branch Excellence Awards. MCAPD is proud to have Sex Offender Probation Officer Francisca Salazar win the 2022 award for teamwork. A celebration was held at the Downtown Justice Center (DTJC) on May 2, 2023 for all winners. Congratulations, Francisca! Below is the nomination:

## JUDICIAL BRANCH EXCELLENCE AWARDS: TEAMWORK - FRANCISCA SALAZAR

Submitted by Jennifer Handschumacher.

*“Francisca Salazar is exceptional in the teamwork category (all categories, really, but I can only pick one) because she never fails to help other coworkers, she stops what she is doing when she can to lend a hand or answer any questions. She is not only passionate about helping her coworkers, but she is also very concerned about the well-being of her JIIs and their progress in treatment and day-to-day life. She is always the first person to volunteer to assist anyone. She goes above and beyond to make sure other probation officers and surveillance officers understand the why or the purpose behind decision making. She comes to work with a positive attitude every day. She remains up to date on policy and asks for clarification that others might not think to ask, she thinks outside the box.*

*While I was conducting residence visits, my county car stopped working and wouldn't move. The tow company stated it would take two hours at minimum to get to my location, she stopped what she was doing to come help me out and pick me up from outside a JII's house, then continued to conduct residence visits. Francisca has answered my phone calls long after she has clocked out, to help me with Justice Web Interface (JWI) or Offender Watch, proving how flexible and reliable she is. Francisca has helped other probation officers numerous times with searches, petition to revoke (PTRs), Criminal History Data (CHDs), warrants, and pre-bookings. She provides extensive knowledge and is thorough when providing information or feedback. She also volunteers for tasks outside of her workload, such as the Booster Club, Morale Club and Financial Compliance (FinCom) meetings/updates. She has volunteered to talk about and discuss policy at various unit meetings to help other members of our unit understand everything included, so that everyone can be on the same page. Francisca spends time to make meaningful connections with everyone she meets, she stays humble and kind, but also can be stern, fair, and impartial.*

*Francisca makes positive relationships with everyone she encounters, from treatment providers, to polygraphers, to JII's family members, to community resources and housing. She is a very well-rounded probation officer. She excels at conflict resolution, graduated responses, and constructive criticism. Francisca has provided many officers with input and resources in order to better our community outreach; she has taught me skills and tools to use when dealing with diverse situations both on the job and in my personal time. Her personal experience and perspective on certain situations that surround the sex offender community have helped other officers in our unit make decisions.*

*In all she does, she realizes that not only does she represent herself through her work, but also her coworkers and MCAPD as a whole, and in doing so, she wants to develop partners and officers who embody the same discipline and character traits that she possesses, which will make the Department better and stronger in order to help protect our community and keep our officers safe, now and in the future.”*



Presiding Judge Hon. Joseph C. Welty, MCAPD Probation Officer Francisca Salazar, MCAPD Chief Michael Cimino, and Branch Administrator Raymond L. Billotte.

# NEW OFFICERS AND MANAGERS SWORN IN

By Arielle Santacruz

Please join the Staff Development and Safety Unit in welcoming 31 new officers and five manager promotions to MCAPD. 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 was introduced 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 worked to file petitions, complete criminal history documentation, file orders of discharge, review early terminations and earned time credit, and worked on other documentation that officers will regularly see while supervising a caseload. The officers finished their extensive training with a swearing-in ceremony on June 5, 2023, led by MCAPD Chief Mike Cimino and Criminal Judge Suzanne Cohen at the Board of Supervisors Auditorium in downtown Phoenix.

The graduating NOTES class included 27 probation officers and four surveillance officers. Three surveillance officers are assigned to sex offender units: Selina Guerrero out of Western Regional Center (WRC), Miguel Landeros out of Black Canyon Building (BCB) and Lee Harlock will be assigned to SEJC. Surveillance Officer Vanessa Chavez was assigned to a domestic violence unit.



April - June 2023 NOTES graduating class.

Most new probation officers were assigned to standard supervision units, with a few exceptions for officers assigned to specialized units. Tori Browne and Roland Brown are assigned to sex offender units at BCB. Giselle Galvan-Zaragoza, Amanda Thurlow, Maribel McAlpin, and Tristan Shehorn are assigned to WRC. Lizbeth Torres, Morgan Torres, Kyla Price, and Alexandria Contreras are assigned to the Southwest Regional Court Center (SWRCC). Adam Macho and Lenisha Hudson are assigned to Sunnyslope, and Daphne Villela-Herrera and Kevin Lee are assigned to the Southport office. Fatimah Ebadi, Muskan Gupta, and Christina Gennaro will supervise their caseloads out of BCB. Claudia Abril was assigned to Drug Court at Luhrs. Officers assigned to SEJC include Quinton Mixon-Woody, Lucca Cloonan, Ramses Valenzuela, Jacob Manville, Jason Johnson, EmmaLee Adams, Joshua Ibanez-Jimenez, and Briana Martin. Additionally, Luz Smith is based out of SEJC supervising a minimum assessed risk supervision (MARS) caseload.



Five MCAPD supervisors were sworn in on June 8, 2023. Erika Balcazar, Derrick Knott Jr., Delma Navarro, Regina Ruiz, and Jason Valdez.

In addition to the officer swearing-in ceremony, newly promoted staff were sworn in on June 8, 2023 at DTJC. Delma Navarro was promoted to sex offender supervisor at SEJC. Derrick Knott Jr. promoted to supervisor of a standard unit in the Western Division. Regina Ruiz promoted to supervisor of a Northern support unit, serving Sunnyslope, Northport and Scottsdale. Erika Balcazar promoted to supervisor in the CLAPO/Records Support Unit. Jason Vasquez will be supervisor of the Pretrial Support Unit.

# INNOVATIVE PROGRAMS SUBMITTED FOR NATIONAL HONORS

By Robert Celaya and Savanna Hopp

MCAPD has developed and maintained a reputation for being at the forefront of innovation in community corrections. In the last six years, the National Association of Counties (NACo), which recognizes innovative county government programs, has awarded 26 Achievement Awards to MCAPD programs. This year, the Department nominated four innovative projects/programs for NACo Achievement Awards. The staff behind those programs also deserve recognition for creating and implementing innovative projects and ideas that benefit the Department and the community it serves. The nominated projects are highlighted below.

## CONTINUOUS IMPROVEMENT

The MCAPD's Continuous Improvement (CI) Program was established to address and incorporate staff feedback, which suggested the Department could improve in areas of transparency and innovation. The program, in turn, encourages staff to submit ideas for improvement within the Department, and with the help and expertise of the CI team, empowers and provides them with resources and means to drive improvements in alignment with the MCAPD mission, vision, and values.

The CI Program has not only resulted in cost savings and improved efficiencies, but it actively engages and involves staff in the solicitation and implementation of process improvements and fosters a proactive learning culture across the Department. Most of all, the improvements remove barriers and free up time and resources for staff to focus on providing the best service possible to individuals the Department serves.

## INTERSTATE COMPACT AND OUT OF COUNTY SEX OFFENDER CASELOADS

The Department's Interstate Compact (ISC) Unit tracks and processes transfers for individuals sentenced to probation but request to transfer or have transferred out of county (OOC) or to another jurisdiction for supervision, in order to be closer to a prosocial support system. Sex offender officers are trained in specific sex offender conditions and services that can improve support for supervised individuals and streamline necessary court actions. The ISC and OOC Sex Offender Program combines the access and resources of the ISC Unit with the expertise of the Sex Offender Division, to assume overview of the approximately 400 outgoing probation cases with sex offenses. Program staff are dually trained in complex ISC and sex offender supervision protocols, enabling them to provide the Court with detailed information for determining case outcomes or assigning appropriate supervision. The program has successfully provided the Court with relevant information needed to make supervision decisions, and it allows individuals to be supervised in a prosocial, supportive environment that can reduce the likelihood of reoffending. Overall, the ISC and OOC Sex Offender Program allows Maricopa County to better serve the individuals it supervises while still fulfilling its mission of enhancing community safety.

## JAIL TRANSPORTS AND BOOKING PROGRAM

The dedicated staff of the MCAPD's Fugitive Apprehension Unit (FAU) rose to the challenge by creating the Jail Transports and Booking Program when asked to assume full responsibility of transporting and booking arrested individuals (which used to be carried out by local law enforcement). The Program team not only created a safe and efficient transport process, but they also identified an opportunity to streamline the booking process that allows the two-person team to remain in the field performing transports, while dedicated booking officers remain at the Intake Transfer and Release (ITR) facility to ensure the efficient transfer of custody of arrested individuals over to the Maricopa County Sheriff's Office (MCSO). Without this program, these responsibilities would have fallen on the approximately 800 field probation officers, disrupting supervision schedules and contact standard protocols. The benefits of the Jail Transports and Bookings Program are clear; it maintains public safety, strategically leverages probation officers' time and expertise, and effectively utilizes Department resources.

## SAVING TREES BY REINVENTING ELECTRONICALLY (STRIVE PROGRAM)

Consistent with the Department's goal to become a paperless agency, MCAPD developed the Saving Trees by Reinventing Electronically (STRIVE) Program. With careful planning and respect for current processes and external requirements, the STRIVE Program was able to identify 34 regularly printed documents that no longer needed to be printed, and communicated the findings and new practices to the Department. The Program is also associated with paper and cost savings related to the decreased demand in paper use by the Department. The STRIVE Program promotes sustainability, reduces costs, increases efficiency, and propelled the Department towards its goal of becoming paperless.

About NACo<sup>1</sup>:

NACo strengthens America's counties, serving nearly 40,000 county elected officials and 3.6 million county employees. Founded in 1935, NACo unites county officials to:

- Advocate county priorities in federal policymaking
- Promote exemplary county policies and practices
- Nurture leadership skills and expand knowledge networks
- Optimize county and taxpayer resources and cost savings, and
- Enrich the public's understanding of county government .



Learn more at [www.NACo.org](http://www.NACo.org).

<sup>1</sup> About NACo, 2023.

## 2023 SUPERVISOR LEADERSHIP ACADEMY

By Ryan Valley

In January of 2023, 28 leaders from across Arizona attended the six-month 2023 MCAPD Supervisor Leadership Academy. Participants included 13 MCAPD supervisors and 15 supervisors and managers from other adult and juvenile probation departments in Arizona. Probation staff from Yuma, Pinal, Gila, and Graham County traveled to the training 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 ranging from *Leading Change to 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 8, 2023. Congratulations to all graduates!



Supervisor Leadership Academy class listed in alphabetical order: Richelle Bordine, Jackie Browning, Shelbi Carpenter, Paul Castro, Julie Chamberlain, Sarah Dutton, Nichole Flowers, Aneesha Gaines, Arcenio Garcia, Heather Gazda, Samantha Gravett, Matthew Hemelstrand, Savanna Hopp, Dawn Johnson, Derek Kelly, Adrienne Kelso, Bo Kim, Ivy Kinney, Dan Lowe, Robert Lucero, Luis Marquez, Casey Martinez, Oscar Miranda, Kristen Pate, Rochelle Russell, Megan Wiehn, and Kandis Williams. Not pictured: Ada Andreski.

Congratulations on  
your new positions!

# PROMOTIONS



**ERIKA BALCAZAR**

Probation Admin Supervisor

Erika was promoted to probation admin assistant supervisor, stationed out of the West and Central Court Buildings, effective April 3, 2023. Erika has been with the Department for 16 years, starting in March 2007 as a judicial clerk associate with the assignments unit. Since then, she has worked as a presentence screener and case administrator for out of county and Interstate Compact teams. Additionally, she participated in the FinCom Committee, representing Interstate Compact Outgoing by attending monthly meetings and disseminating pertinent updates. Before joining the Department, she worked with inner city kids at the YMCA and worked with victims of domestic violence. The majority of her work experience has focused on community engagement, service and safety. Erika said, "I have had the privilege of working for organizations that pique my passions."

When asked what she is looking forward to in her new position, she said "I am looking forward to being more engaged with management teams within the Department. I am excited about taking on this role of exploring and implementing new ideas for procedures, training and mentoring staff, and committing to our Department's mission."



**KIMBERLY BRYANT**

Probation Officer Supervisor

On April 17, 2023, Kimberly Bryant was promoted to lead the indirect/unsupervised unit in the Compliance and Supportive Services Division out of DTJC.

Kimberly is enthusiastic about this new journey as she has yet to explore these sectors of the Department. She acknowledges the wealth of knowledge that exists among the staff under her supervision in victim services, unsupervised probation, and out of county. When asked what she is looking forward to, she stated, "I'm looking forward to becoming just as knowledgeable to better support and lead the teams who supervised the justice-involved individuals and victims within these populations."

Over the past eight years, not only has Kimberly made advancements in her career within the Department, but she also had worked on higher education. In 2018 she achieved a master's degree in Public Safety Leadership and Administration in Policing from Arizona State University.

During her tenure, she has been a part of a variety of committees and workgroups. She is a member of the Probation Violation Workgroup, PRIDE Committee, and FinCom in addition to being a co-chair for STRivE.

In 2020, Kimberly was recognized and honored for co-facilitating the Mesa Miles Project which received a NACo award. For more details on this project, [click here](#).

# PROMOTIONS

continued



**DERRICK KNOTT JR.**  
Probation Officer Supervisor

Derrick Knott Jr. started his career with MCAPD in 2010 as a standard probation officer based out of Garfield. Derrick said it was “almost like a homecoming” being stationed at Garfield because he had been there numerous times with his father who retired as a probation officer from MCAPD in 2021. During his tenure with the Department, he has managed standard and domestic violence caseloads, joined the FAU team, and most recently was assigned to the US Marshals Violent Offender Task Force. Derrick was promoted to adult probation supervisor of a standard unit at WRC, effective April 17, 2023.

In his time with the Department, he was a member of the Domestic Violence/Sex Offender Committee and a lead safety trainer in the FAU in firearms, rifle, taser, and defensive tactics. Derrick has achieved numerous instructor certifications from the Department and various other law enforcement agencies. In March 2018, Derrick was recognized by Glendale Police Department and US Marshals Task Force for his actions when a Glendale Police Sergeant was shot in the line of duty.

“I’m looking forward to a new adventure, using my knowledge and hands on experiences to guide new and existing staff, and the next chapter in my career,” Derrick stated.



**DELMA NAVARRO**  
Probation Officer Supervisor

Delma Navarro began her career with the Department nearly 20 years ago in 2003. Her first assignment was with the Pretrial Division, which was called the Defendant Monitoring Unit at the time. During her career she also worked in the Initial Appearance Unit and the Pretrial Electric Monitoring Units in the Pretrial Division before transferring to her current assignment in the Sex Offender Division. Delma was promoted to adult probation supervisor effective April 17, 2023.

Throughout her tenure at the Department, Delma has served on several projects and committees including the Jail Management System (JMS) Project, the Pretrial Case Administrator Pilot Program, Judicial Branch Strategic Committee Text Messaging Workgroup, STRivE Committee, and served as an APETS Agent. Delma has been recognized for her contributions to the Department through two Letters of Appreciation from the Committee on Probation Education and AOC for serving as faculty during the Probation Officer Certification Academy.

Delma stated, “I am looking forward to being able to utilize the leadership and motivational skills I have learned throughout my experience in the Department and am excited to continue my work in the Sex Offender Division. I look forward to assisting a unit of probation and surveillance officers in achieving the Department’s objectives to enhance community safety while assisting justice-involved individuals in making positive behavioral changes.”

# PROMOTIONS

continued



**REGINA RUIZ**

Probation Admin Supervisor

Regina Ruiz started her career with Maricopa County 17 years ago as a court operations senior and lead at the Clerk of Court with Criminal Financial Obligations. In August of 2015 she started with the Department in the FinCom Unit as a collector at the Sunnyslope office. She has earned her bachelor of arts degree from Arizona State University. Regina started her new position out of Sunnyslope as probation administration supervisor over the North Division (Scottsdale, Northport, and Sunnyslope offices) on April 3, 2023.

During her time with the Department she has served as the head of the PRIDE Committee at Sunnyslope for the past seven years.

When asked what she is looking forward to in her new position, Regina replied, “I am looking forward to meeting more of the staff that work for MCAPD and getting to know my staff. I cannot wait to learn another part of the Department and start this new chapter.”



**JASON VASQUEZ**

Probation Admin Supervisor

Jason Vasquez was promoted to probation administration supervisor in the Pretrial Services Division, effective April 17, 2023. Jason started with MCAPD in 2015 as a judicial clerk associate with inactive records out of West Court Building before becoming a PSI screener. He then moved to Superior Court of Arizona in Maricopa County with the Jury Department as a judicial clerk lead for nearly three years followed by the County’s Criminal Department (Probation Adjudication Center) as a probation violation supervisor before returning to MCAPD for his current assignment.

When asked about what he looks forward to in his new supervisory position, Jason stated he is looking forward to “learning everything MCAPD has to offer and building a successful team within the Department.”

Welcome back, Jason!



New MCAPD Supervisors Regina Ruiz, Delma Navarro, Derrick Knott Jr., Erika Balcazar, and Jason Vasquez sworn in on June 8, 2023.

# PRIDE

1st Quarter Awards - 2023  
**PEOPLE RECOGNIZING INDIVIDUAL DEEDS OF EXCELLENCE**



**APDCC - DISPATCH:** Hance Wilhite

**BCB:** Jammie Dilley, Vicky Sanchez, Marlene Garcia, Alicia Chapman, Dameon Ortiz, Anjela Crudup

**CCBLL (CLAPO):** Kimberly Bryant, David Gonzalez

**CSC (DURANGO CUSTODY SERVICE CENTER):** Kelsey Hartzler

**DTJC2 - STAFF DEVELOPMENT:** Jessa Moore

**DTJC3 - ADMIN:** Raquel Shackelford, Emily Vance

**DTJC3 - UNSUPERVISED:** Kimberly Battle, Gayle Swindle

**DURANGO/WESTPORT:** Scott Gibson, Daniel Fox

**GARFIELD:** Martha Mays, Diana Martinez

**ITR:** Samuel Hagadorn, Zemora Davis

**LUHRS:** Michael Graffeo, Mark Landolfi

**NORTHPORT:** Valerie Whelan, Ashley Webb, Bart Careaga

**SCOTTSDALE:** Zachary Nothwehr, Mailena McCullough-Berger

**SEF:** Clayton Hung, Robin Hargrove

**SEJC:** Crystal Luster, Quiana Levy, Amanda Howe, Mercedes Smith, Donyelle Frazier, Brenton Thorpe

**SOUTH COURT TOWER:** Kelly McCoy, Daisy Lugo, Rocio Palomino

**SOUTHPORT:** Maday Raygoza, Jeny Moran Almazan, Maria Yanez

**SUNNYSLOPE:** Jack Dillon

**SWRCC-SWJC:** Jenna Fitzgerald, Ryanne Dirmyer

**WCB:** Tania Newman-Juarez, Michelle Crouch, Cindi Barocas, Kacie McLeod, Andrew Heuvelhorst

**WRC:** Shanan Aven, Mirthala Martinez, Emily Styner, Delfina Villareal, Gabriela Perez, Anahi Garcia

## 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

## A DAY IN THE LIFE - JIW PROBATION OFFICER

By Angel Camacho

Adult Probation Officer Angel Camacho, started as an adult probation officer in August 2019. In March 2021 Angel was one of the first female officers to be placed on a pilot caseload called Justice-Involved Women (JIW). She serves the community out of Central Phoenix. Below is an interview to learn more about what a "day in the life" of a JIW probation officer is like:

### WHAT IS YOUR MAIN RESPONSIBILITY?

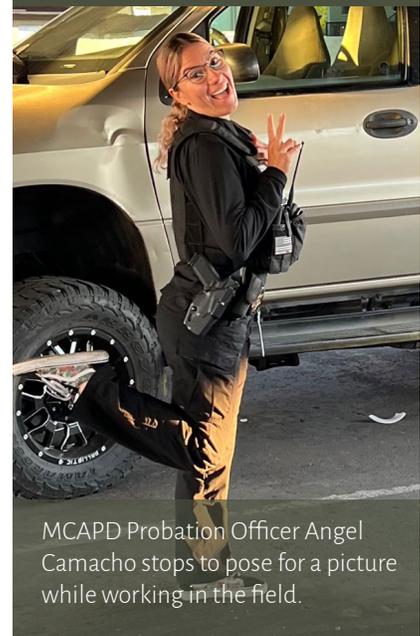
**ANGEL:** *My caseload consists of 50-55 women who have criminal histories with charges indicative of previous trauma and negative life experiences such as domestic violence or any form of abuse. The women screened are found to benefit from gender-specific types of counseling, services, or resources they have not successfully or effectively received previously on probation (i.e. trauma therapy, eating/health disorders, victim services, substance abuse, housing resources, etc.). I provide ongoing support, resources, and supervision while in the community for the women residing in the Central Phoenix area.*

### WHAT DOES YOUR TYPICAL DAY LOOK LIKE?

**ANGEL:** *I don't think there is a way to truly fit a typical day into a sentence. Each day comes with different successes, challenges, and experiences when working with a JIW caseload. Each day is different, which is what I truly love about this job. A normal week consists of field work engaging with JIIs in the community, office days mid-week, and submitting warrants/ reports. It can also vary between returning phone calls and inputting notes. Other days I am completing screenings for standard, reentry, and CRU, to determine the eligibility of women for the JIW caseload. In addition to conducting the Field Reassessment Offender Screening Tool (FROST)/ OST, I also complete Women's Risk Needs Assessments (WRNAs) for a percentage of my JIIs.*

"We must be open to helping our JIIs understand that change is good, change leads to new paths."

Angel Camacho  
Adult Probation Officer



MCAPD Probation Officer Angel Camacho stops to pose for a picture while working in the field.

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

**ANGEL:** *I am certified by the University of Utah Criminal Justice Center to conduct the WRNA. The WRNA not only measures women's specific criminogenic needs, but also their strengths, to drive a comprehensive, holistic case plan designed to work alongside women and their gender- and trauma-responsive treatment and supervision.*

## WHAT WOULD YOU WANT PEOPLE TO KNOW ABOUT YOUR ROLE AS A JIW OFFICER?

**ANGEL:** *I assist with field coaching week where new officers in the NOTES academy shadow me to learn about the JIW probation officer position. I also host ride alongs for both staff and the public which allows me the opportunity to provide additional insight about what it's like working with a JIW caseload. On my most challenging days I reflect on the Department's mission, vision, and values. Reflecting to the reason to why I became a probation officer. From time to time, the position does have its challenges. With trauma-informed care, I have learned to have boundaries with my JIs and teach them new ways to approach life. I utilize different cognitive-based tools to help them create different thinking patterns and healthier coping strategies. I am most passionate in helping people who have been victimized and are on constant flight or fight mode. We must be open to helping our JIs understand that change is good, change leads to new paths. One of my favorite quotes:*

*"Our very survival depends on our ability to stay awake, to adjust to new ideas, to remain vigilant and to face the challenge of change."—Martin Luther King Jr.*

## WOMEN'S RISK NEEDS ASSESSMENT (WRNA)

The WRNA utilizes evidenced-based research to identify women's specific risks, needs, and strengths to complete effective case planning and identify appropriate supervision needs. It has shown effectiveness with thousands of women in over 12 validation studies, many of which were peer-reviewed.

# WHAT IS THE DIFFERENCE? A PERSPECTIVE

By Tony Bidonde

It is only natural to reflect on the last 11 plus years as my impending second retirement is fast approaching. I am focusing on the transition from work to retirement. The bigger question being, what have I accomplished? My role with the Department as a victim services unit coordinator is a small spoke in a much larger wheel. I am able to provide victims with a better understanding of how the system works. The structure of the justice system is not user friendly or straight forward. I often hear victims say, "This is new to me, I don't know how it works." How could they know? No one wakes up in the morning thinking they will become a victim of crime, it is not something we put on a resume. The difference is that when we love what we do, it reflects in our work. How many people can say they can assist someone that has experienced a criminal act committed against them firsthand, allowing them to take back control over their lives and move forward? How many people can that say that because of their guidance a probation officer can have a more positive and meaningful interaction with a victim? I will miss the people I work with and the privilege of assisting the community. The big payoff is when a victim thanks me for the information I provided and tells me how much they appreciate me taking the time to explain a complicated process. Sometimes it just takes putting an ear to the ground.

January 2024 will arrive as the crow flies. While I will no doubt enjoy my retirement, I will always remember that the Department gave me the opportunity to serve our community, treating people with fairness, dignity, and respect in a professional manner.

# EMPLOYEE SPOTLIGHT

## BRANDON SHIMIZU

MARICOPA COUNTY ADULT PROBATION OFFICER

MCAPD employee since 2007.

### FAVORITE PART OF YOUR JOB?

It sounds cliché but the opportunity to make a difference.

### WHAT ARE YOU WATCHING/READING?

“The Dog Who Was There” by Ron Marasco

### FUN FACT:

My favorite recharge activity is volunteering at the Maricopa County Sheriff Office’s Animal Safe Haven (MASH) Unit. County employees can walk dogs and socialize cats downtown by emailing Volunteer Coordinator Alicia Calderon.

### FAVORITE QUOTE:

“Be the change you wish to see in the world.”

- Mahatma Gandhi



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