

# CHRONICLE

ISSUE: OCTOBER - DECEMBER 2023

MARICOPA COUNTY ADULT PROBATION DEPARTMENT



# TABLE OF CONTENTS

## CHIEF'S CORNER

## NEWS & INFORMATION

- 4 28th Annual Turkey Feast
- 5 Domestic Violence Unit Promotes Awareness in the Valley
- 6 MCAPD's Adult Education Program
- 7 October is Cybersecurity Awareness Month
- 8 Recruit for MCAPD
- 8 Data Corner

## ACHIEVEMENTS & CELEBRATIONS

- 9 Welcoming 44 New Officers and New Leaders to the Department
- 11 Promotions
- 13 PRIDE 3rd Quarter Awards - 2023

## VOICE

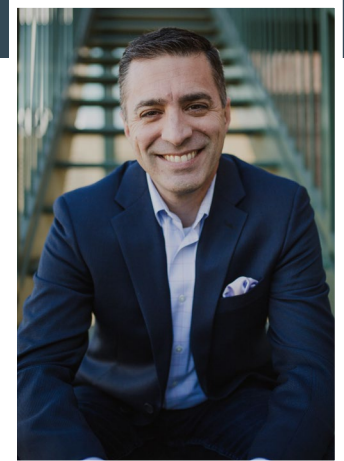
- 14 A Day in the Life - MCAPD K9s
- 15 JIW Officers Attend the AJFO Conference
  - Keynote Address
  - Keeping Families Together: Building a Movement and Practice for Family-Based Alternative Justice Program
  - Influential AJFO Dinner
- 18 Women's Risk Needs Assessment (WRNA) End-User Training
- 19 Employee Spotlight

## EDITORIAL STAFF & POLICY

- 19 Chronicle Editors & Staff
- 19 Chronicle Policy

# CHIEF'S CORNER

As change seems one of few constants nowadays, the Maricopa County Adult Probation Department's (MCAPD) annual Turkey Feast received a refresh this year. With the closure of the Department's Garfield office, we had the opportunity to do an even more community-based event for Turkey Feast this year. I was proud to see our staff at their best – in the community, serving the community. Hon. Jennifer Green, Presiding Criminal Department Judge, and Criminal Court Administrator Nicole Garcia remarked on what a great event it was and how much they enjoyed the experience. While it was important for Turkey Feast to continue, it was even more important to provide such a tangible and poignant example of our mission to enhance community safety through service, accountability, and influencing change.



To our staff, this season can be a difficult time and bring a variety of mixed emotions for many. I hope you are able to find space for reflection, renewal, and generosity. While there are many challenges in our personal and professional lives, there is much around us for which to be grateful. As for me, I am grateful for you, the work you do, and how well you serve our Court and community. I am primarily grateful for the people that you are and how you embody our values. On behalf of our Court and its formal leadership across the Judicial Branch and MCAPD, thank you for the work you do and the impact you make each day with your service. I hope you enjoy this season and that it is filled with time with those who matter most to you. It remains my privilege and honor to serve alongside you.

*Michael P. Cimino*

Michael P. Cimino

Chief for the Maricopa County Adult Probation Department



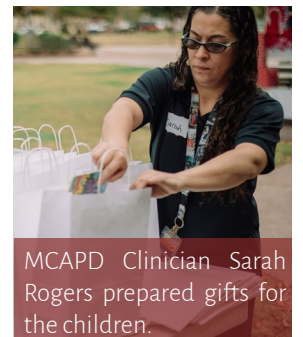
# NEWS & INFORMATION

## 28TH ANNUAL TURKEY FEAST

By Kristi Wimmer

The 28th Annual Turkey Feast was held on Thursday, November 16, 2023 from 3:00 pm to 6:00 pm. This year, the event was held in a different location due to the closing of the Garfield building. In the spirit of continuing the relationship with the Garfield neighborhood, the 2023 Turkey Feast was held at the nearby City of Phoenix's Eastlake Park.

The weather was cloudy and sprinkled on volunteers during set up, but the clouds and mild weather made great conditions during the event. Volunteers filled toy bags for the kids and assembled sack lunches containing gourmet turkey sandwiches, homemade pumpkin cookies, chips, and water bottles. The delicious food was provided by St. Mary's Community Kitchen, which offers free culinary training for many justice-involved individuals. Santa and Mrs. Claus returned this year, thanks to Bryan and Jessica Ethington. With help from their elves, they handed out toy bags to children, took photos with families, and listened to many Christmas wishes.



MCAPD Clinician Sarah Rogers prepared gifts for the children.

In addition to members of the local Garfield community in attendance, there were also many children and families who came to the event from ASU Preparatory Academy, an elementary school located in Pilgrim's Rest Baptist Church. The students, their families, the principal, and vice principal from the school even came by to check it out and get some food and toys.



MCAPD Chief Michael Cimino, Presiding Criminal Judge Jennifer Green, Criminal Department Administrator Nicole Garcia, MCAPD Supervisor Jessica Ethington, Brian Ethington, MCAPD Supervisor Kristi Wimmer, MCAPD Deputy Chief Jason Walker, and MCAPD Division Manager Tiffany Crissom.

This year was another great success! Over 300 Thanksgiving meals were given to adults and children attending the event. In 2022, MCAPD staff generously donated so many toys that there was enough to fill the toy bags for 2023's Turkey Feast. Volunteers put three to four toys and books in each bag and we were able to give out 176 bags to kids in the community. In addition to their gift bags, each child

was given an adorable stuffed animal donated by retired Adult Probation Officer Terry Lee through the Who I Am Foundation. The Phoenix Fire Department firefighters were excited to hand out the stuffed animals to the kids and teens throughout the event.

Over 30 MCAPD volunteers were at the Turkey Feast all day setting up, transporting food and toys, filling bags with toys and food, decorating the ramadas at the park, welcoming guests, playing elves for the day, and generally making the event run smoothly. The event could not have succeeded without the hard work of the volunteers!

Each year, MCAPD invites other agencies to attend the Turkey Feast for the opportunity to provide needed resources and information to the community. This year, Terros Health provided COVID-19 at-home tests and had a doctor on-site to see patients and provided many other healthcare services. The Arizona@Work Smart Justice team was also present, sharing vocational training opportunities with attendees. The Arizona Probation Officers Association gave out free books and frisbees. The Phoenix Police Department, Phoenix Neighborhood Services, and Phoenix Fire Department also participated in the community event.



MCAPD Clinical Supervisor Letty Martinez and MCAPD Clinician Associate Mark Landolfi attended Turkey Feast as elves in Santa's workshop.

"Turkey Feast is a one-day event but takes numerous people, countless hours, and generous donations to make it happen each year. The Department thanks every staff member who contributed through donations, volunteering, or both. It truly was a team effort; everyone pitched in to make it happen. Our Department makes a difference in the lives of children and the community! Volunteering for this event is such a privilege; seeing the children's faces and hearing "thank you" from their families makes every minute of work worth it. An additional thank you goes out to Tiffany Grissom, Alicia Chapman, Kristi Wimmer, Emily Vance, and JakinDee Kosaka for their hard work in organizing and planning the event this year in a new location. Last but not least, we would like to thank the MCAPD Executive Team for providing financial and logistical support for the Turkey Feast each year. Without all of you, this event would not have been possible."

MCAPD Supervisor Kristi Wimmer



MCAPD volunteer set-up crew!



## DOMESTIC VIOLENCE UNIT PROMOTES AWARENESS IN THE VALLEY

By Ryan Price

October is Domestic Violence (DV) Awareness month, and this year, DV Unit 37 observed it by supporting the Chrysalis DV Shelter. Chrysalis is a treatment agency that many DV officers use to refer individuals for DV treatment. It is also used by victims to obtain victim advocacy services and functions as a shelter that houses many victims and children of DV.

DV Unit 37 worked in the months prior to October to obtain donations from the community and from within their own team. These donations helped create 10 different baskets to be raffled off. Then, in October, several team members



MCAPD DV Unit #37: Joe Lopez, Ryan Price, Jorge Ortiz, Diane Bracamonte, Carla Cacciamani-Eggars, Stephanie Vega, Anahí Garcia, Rebecca Sifuentes, and Linette Hartle. Not pictured: Scott Skoropys, David Silvas, Gaby Perez

visited different MCAPD offices throughout the valley to sell raffle tickets for the drawing of the baskets and to build awareness of the cause the money was being raised for. Over the course of the year, DV Unit 37 collected \$2,400, a more than \$500 increase from what was raised last year.

Buoyed by these donations, DV Unit 37 shopped for and delivered items the shelter needed to support those housed at the Chrysalis DV Shelter. Chrysalis staff members were grateful for the donations, commenting they had run out of half of the items the team donated.

While delivering the supplies, the team also set up games for the kids to play. Adult Probation Officer Lizette Gallardo dressed up as “Sally” from *The Nightmare Before Christmas*, set up a face painting station, and did an amazing job of painting the faces of several moms and children. Moms at the shelter were grateful their children could have fun again, with one noting she was happy to see her children having fun, something she “had not seen in a long time.”

MCAPD Probation Officer Kate Southards supported the cause by bringing MCAPD K9s Koa and Remi to the event, which was a hit for the children.



MCAPD Probation Officer Lizette Gallardo dressed up as Sally from *The Nightmare Before Christmas* and painted faces.



MCAPD K9 Remi with the donations made to Chrysalis DV shelter.

“For this DV unit, it was an inspiring event, and something we wish we could do more often. Giving back to our community is a part of our service and supporting the victims of DV is very important to our team. My team took time out of their busy schedules to raise funds, identify the critical needs of the shelter, and address those needs through our DV drawings. We received significant support from so many people in the Judicial Branch, MCAPD, and members of the community.

“Thank you” does not adequately express our level of gratitude to all of you who supported our efforts. None of this is possible without your support for this great cause. My team is passionate about this project every year, and their passion drives their efforts to support the cause. I would like to thank every member of my team and want you all to know they are the drivers behind this massive success! Thank you Rebecca Sifuentes, Joe Lopez, Gaby Perez, Anahi Garcia, Diane Bracamonte, David Silvas, Stephanie Vega, Jorge Ortiz, Carla Cacciamani-Eggars, Scott Skoropys, Linette Hartle, and Austin Brabble!”

MCAPD Supervisor Ryan Price

## MCAPD'S ADULT EDUCATION PROGRAM

By Kristi Wimmer

MCAPD's Frank X. Gordon (FXG) Adult Education Program provides no-cost adult education and workforce services to adults 16 years or older in the community. As part of the Community Transition and Support Division, the Department's education staff recognizes that adult education, workforce preparation, and English language literacy are essential in transitioning justice-involved individuals back into the community. Increased education levels and computer/digital literacy are pivotal in decreasing recidivism rates while increasing self-sufficiency, career opportunities, probation completion rates, and secondary education opportunities.

The Adult Education Program provides adult education services and pathways to earn a High School Equivalency (HSE) diploma in many ways, including GED test preparation, Adult Basic Education classes, workforce preparation, and English as a Second

Language (ESL) classes. Classes are held year-round at the Southeast Justice Center (SEJC) and Western Regional Center (WRC). The program receives grant funding from the Arizona Department of Education to increase these services available to all community members, regardless of probation status. Each education center has a fully-equipped computer lab open to students for online learning, job searching, resumé building, and increasing computer and digital literacy skills. The Adult Education Program provides students access to interactive online learning programs free of charge. These programs allow students flexibility to study outside the traditional classroom setting and the opportunity to take advantage of studying online or virtually. The Adult Education Program also utilizes an Arizona Department of Education grant, which funds laptops and internet hotspot-lending libraries. This grant helps assist individuals who cannot afford laptops or internet service, bridges the digital divide for adult students, and supports a digital/internet literacy program.

The Adult Education Program also offers workforce preparation and skills training through three industry-recognized credentials as part of the Integrated Education and Training program. In this program, adult students work towards their HSE diploma and learn workforce preparation skills. These include soft skills and interpersonal communication with specific workplace training which, leads to an industry-recognized credential. In FY2023, the National Retail Federation offered the following programs at no cost to students: Retail Fundamentals, Customer Service and Sales, and a Warehouse/Logistics certificate.

For more information, visit [www.fxgeducationcenter.com](http://www.fxgeducationcenter.com).

# OCTOBER IS CYBERSECURITY AWARENESS MONTH

By Vanessa Gillette

Twenty Octobers and counting, Cyber Security Awareness Month has been committed to educating others about online safety. The Cyber Security Awareness Month is sponsored by the Cybersecurity and Infrastructure Security Agency (CISA), a national agency; and the County's Office of Enterprise Technology (OET) participates in spreading the awareness. The new theme for this year is *Secure Our World*, with the main messaging revolving around four key cybersecurity best practices:



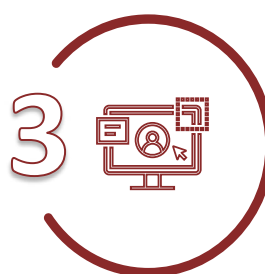
## PASSWORDS

- » *DO NOT* re-use passwords. Use a different password for each app and website.
- » Use a password manager. This helps create long, random, and unique passwords and stores them.
- » *DO NOT* include common identifying information such as your pet's name or birthday.
- » Change your password regularly, every 90 days is recommended.



## MULTIFACTOR AUTHENTICATION

- » Turn on multifactor authentication (MFA) on all online accounts or apps that offer it.
- » MFA makes it significantly less likely to get hacked and only takes a moment.
- » Enabling MFA protects things like banking information, online purchases, social media, email, and your identity.
- » Select MFA method: an authenticator app, biometrics, or receiving a numeric code by text or email



## RECOGNIZE & REPORT PHISHING

- » Recognize signs such as unexpected attachments or untrusted, shortened URLs.
- » Email addresses that *DO NOT* match the supposed sender or email contains poor writing/mis-spellings.
- » Report if phishing is suspected by using the Report Phish button or report spam feature.
- » Delete, *DO NOT* reply, or click on any attachment or link, including any unsubscribe links that look suspicious



## INSTALL UPDATES

- » Watch for notifications for updates on devices' operating systems, programs, and apps.
- » Install updates as soon as possible, especially critical updates.
- » Turn on automated updates. Devices will install updates without any input from user once available.
- » Web browsers and antivirus software updates are important and protect against the latest threats.

# 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

The Department's Fugitive Apprehension Unit (FAU) is tasked with searching for and apprehending individuals who have absconded from probation, have warrants issued for their arrest, or have failed to appear for court. When supervised individuals meet these conditions, their cases are typically sent to FAU for tracking and apprehension. FAU receives cases and warrants from across the Department. FAU also assists with arrests in the field, bookings, and transports to the Intake, Transfer, and Release facility.

In FY2023, FAU received a total of 11,114 warrants, averaging 926 new warrants per month. These warrants fall within four categories based on supervision type, with a total of 8,526 from standard probation, 1,467 from intensive probation, 22 from unsupervised probation, and 1,099 from pretrial. The unit's persistent commitment to upholding accountability within the justice system highlights FAU's dedication to their work and their continuous commitment to upholding accountability within the justice system.

## MCAPD FAU WARRANTS - FY2023

**WARRANTS**  
TOTAL: **11,114**

FAU receives an average of **926** cases in warrant status per month from the Department's probation field for location and apprehension.

- 8,526 standard probation warrants
- 1,467 intensive probation warrants
- 22 unsupervised probation warrants
- 1,099 pretrial warrants

To learn more about MCAPD's FAU, view the FY2023 MCAPD Annual Report online (page 55-56), [click here](#).





# ACHIEVEMENTS & CELEBRATIONS

## WELCOMING 44 NEW OFFICERS AND NEW LEADERS TO THE DEPARTMENT

By Arielle Santacruz

Please join the Staff Development and Safety Unit in welcoming 41 new probation officers, three surveillance officers, two new supervisors, and one division manager to the Department. 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, and 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, Ashley Vega, Jessica Saenz, Gabriela Maytorena, Dene Bimber, Jamie Fares, and Darlene Charnick greatly assisted as mentors during the NOTES transition weeks.

The officers finished their academy with two swearing-in ceremonies led by MCPAD Chief Michael Cimino, Hon. Jennifer Green, Presiding Criminal Department Judge, and Hon. Suzanne Cohen, Associate Presiding Criminal Judge, on November 20, 2023 at the Board of Supervisors Auditorium in downtown Phoenix.



September - November 2023 NOTES graduating class with the newly sworn-in supervisors and division manager.

In addition to the officers, newly promoted staff were sworn in. April Powell was promoted to division manager of the Northern Field Division. Darlene Charnick and Jessica Saenz were promoted to supervisors of standard units based out of Southeast Justice Center (SEJC) and Black Canyon Building (BCB). Finally, Kimberly Bryant was sworn in as a minimum assessed risk supervision (MARS) supervisor based out of SEJC.

## NEW OFFICER ASSIGNMENTS

### Black Canyon Building (BCB)

- Standard Probation Officers Gabrielle Rhymes, Amanda Dudek, Briana Quintana, Roxann Ellison, Andrew Heuvelhorst, Luisa Rodriguez, and Gary Stomaun
- Sex Offender Probation Officer Tiara Gamboa
- Sex Offender Surveillance Officers Fredy Tapia and Eric Schmeltz

### Intake, Transfer, and Release (ITR)

- Initial Appearance Unit (IAU) Probation Officer Keith Stein

### Northport

- Standard Probation Officer Sean Thomas

### Scottsdale

- Standard Probation Officers Maria Fernandez and Yaquelin Madrigal
- Seriously Mentally Ill (SMI) Probation Officer Katie Olsen
- Standard White Collar Probation Officer Madison Officer

### Southeast Justice Center (SEJC)

- Standard Probation Officers Julia Walker, Ariana Alba, Teresa Castaneda, Karina Chavez Pec, Hailey Hughes, Camryn Carrillo, James Esteban, Ricardo Padilla, and Cristina Trejo
- SMI Probation Officer Logan Pennock
- Sex Offender Surveillance Officer Marcus Williams

### Southwest Regional Court Center (SWRCC)

- Standard Probation Officers Emily Famolaro, Gabriella Mendoza, Jessica Beck, and Ambar Diaz Cruz

### Southport

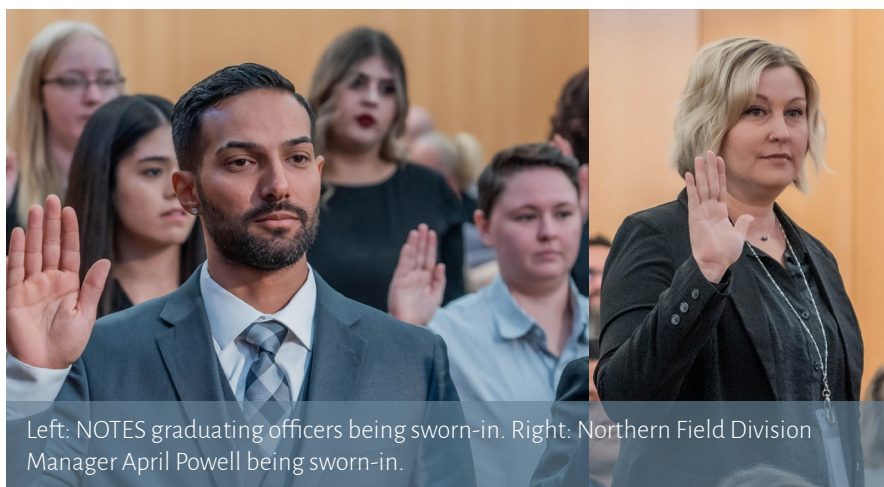
- Standard Probation Officers Sabrina Pettit, Rakan Aldahiri, Kendall Kevane, Johnathen Baker, Petulia Evans, Shatalya Kelley, and Tracy Ruvalcaba

### Sunnyslope

- Standard Probation Officers Dylan Hess, Cristina Carrera, and Esequiel Camacho

### Western Regional Center (WRC)

- Standard Probation Officers Corey Funch, Bianca Gonzalez, and Asha Bateman



# PROMOTIONS

Congratulations on your new positions!



**APRIL POWELL**

Division Manager

In 2006, April Powell started her career with the Department as a probation officer managing a standard probation supervision caseload out of WRC. She has also supervised a SMI caseload and has a combined total of seven years as an adult probation officer with the Department. April promoted to an adult probation supervisor in 2013 where she supervised a standard field unit and then took on supervisor roles in reentry and post-release. After serving 10 years as an adult probation supervisor, April transferred to her most recent position as a continuous improvement supervisor.

During her 17 years with MCAPD, April was involved in multiple workgroups including the TBD Calculation Workgroup, Reentry Committee, Steering Committee for Project Stand-Up. She has also presented at state and national conferences.

When asked what she is looking forward to in her new role, April stated, "I am looking forward to continuing to grow as a mentor and offering guidance and support to agency leaders as well as being part of department-wide projects and change." April started her role as Northern Field Division Manager effective October 16, 2023.

April has a passion for reading, gardening, and restoring antique furniture in her free time.



**DARLENE CHARNICK**

Adult Probation Supervisor

On November 27, 2023 Darlene Charnick was promoted to adult probation officer supervisor of a standard field unit out of SEJC. She started her career with MCAPD in 2014 as an adult probation officer supervising a standard caseload out of the Probation Service Center (PSC) in Mesa, AZ. Throughout her time as an officer, she has had assignments based out of PSC, Scottsdale, and SEJC supervising standard and intensive probation supervision (IPS) caseloads. "I'm lucky and thankful to have always worked in the east valley where I grew up," stated Darlene.

Prior to joining the Department, Darlene was a criminal courtroom clerk for Maricopa County Superior Court working alongside criminal trial judges. With this experience, she was able to connect with individuals on her caseloads. Darlene stated, "For a few years after moving from the courtroom into the field, it was not terribly uncommon for me to supervise individuals that I wrote the minute entries for at their pretrial hearings."

Darlene serves the Department as a field coach and Effective Practices in Correctional Settings-II (EPICS-II) coach. She actively participates in statewide EPICS-II training events and has presented at the Arizona Statewide Probation Conference on maintaining integrity of contacts with justice-involved individuals in a virtual setting.

When asked what she is looking forward to in her new position, Darlene replied, "I'm excited to move into a role that will afford me an opportunity to grow my leadership skills and learn from the officers in my unit. I am still mindful of the unique challenges and celebrations that come with being a probation officer. I look forward to being a source of support and guidance for officers, who I believe are some of the most valuable assets to our department."



## JESSICA SAENZ

Adult Probation Supervisor

Jessica Saenz started her career with MCAPD in 2004 as a surveillance officer. Prior to joining the Department, she held a position at the Arizona Attorney General's (AG) Office in the Drug Enforcement Division as a legal secretary. "I worked closely with an AG from charging cases through disposition," Jessica stated. "I also assisted the AG as a coordinator for an educational program called 'Meth & Kids' to educate officers about the health risks of children exposed to meth labs."

At MCAPD, Jessica started with an IPS caseload out of Southport. "At this time, IPS had different caseload standards, where one contact had to be completed after midnight," Jessica recalled. "We often referred to those days as 'late nights', and I often met up with other officers for breakfast after a long night of field work. My first assignment was a lot of fun and it really set a strong foundation for the rest of my career."

Throughout her career with the Department, Jessica served as an IPS surveillance officer for four years out of Southport. She later moved to a standard sex offender unit out of WRC for the next 10 years. After being promoted to an adult probation officer, she handled standard, IPS sex offender, and standard sex offender caseloads for the next five years.

Jessica has played various roles for the Department, serving as a Thinking for a Change (T4C) facilitator, being an active member of the Peer Support Team, mentoring new officers, and presenting at the American Probation and Parole Association Conference on two occasions. Additionally, while employed at MCAPD, she furthered her education, earning her bachelor's degree in criminal justice with a concentration in management from the University of Phoenix in 2013.

"As I enter my new leadership role, I feel grateful and excited to continue the responsibility of mentorship," Jessica expressed. "I am committed to implementing a collaborative and empowering work environment. I would like to thank the Department for the trust to not only lead officers but allow for my continual growth in this new assignment." Jessica assumed supervision of a standard field unit on November 27, 2023 and can be found at BCB.

# PRIDE

3rd Quarter Awards - 2023  
**PEOPLE RECOGNIZING INDIVIDUAL DEEDS OF EXCELLENCE**



**APDCC - DISPATCH:** Cassandra Chiara

**BCB:** Katelynn Southards, Kayla Cathcart, Carlos Diaz, Angel Camacho, Sinisa Malisanovic, Gregory Scott

**CSC (DURANGO CUSTODY SERVICE CENTER):** Alexandria Battest

**DTJC2 - STAFF DEVELOPMENT:** Arielle Santacruz

**DTJC3 - ADMIN:** Jason Walker, Ana Figueroa

**DTJC3 - UNSUPERVISED:** Tracy Medrano, Gisela Stock

**DURANGO/WESTPORT:** Francisco Sanchez, George Fairburn

**ITR:** Abilio Aranda, Sheree Setzer

**LUHRS:** Veronica Alvarado, Andrew Mount

**NORTHPORT:** Gabriele Wonderly, Michael Burns

**SCOTTSDALE:** Cleo Quinn, Nicole Salamin

**SEJC:** Brandon Bjarnson, Amanda Howe, Jason Johnson, Abdul Noah, Natalie Massey, Jo Rourke

**SOUTH COURT TOWER:** Santos Garcia, Porche Williams, Julie Piontkowski

**SOUTHPORT:** Diana Martinez, Vincent Garcia Landry

**SUNNYSLOPE:** Carolyn Arteaga

**SWRCC-SWJC:** Stephanie Valenzuela, Mayra Duarte

**WCB:** Tammy Norris, Paige Moody, Lauren Guida, Michelle Martinez, Helen Ramirez

**WRC:** Ashly Martinez, Sean Steill, Kimberly Armstrong, Cindy Rubio, Rene Bates, Dene Bimber

## 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.

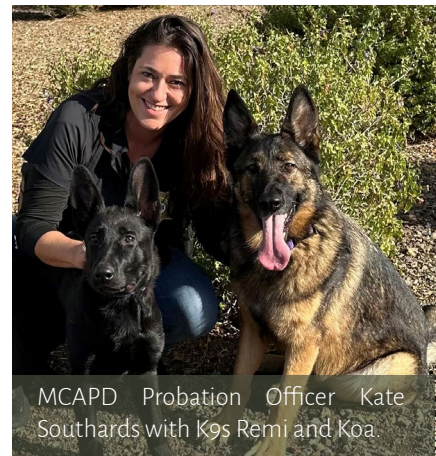
- Model the Way
- Inspire a Shared Vision
- Encourage the Heart
- Enable Others to Act
- Challenge the Process
- Thank You



# VOICE

## A DAY IN THE LIFE - MCAPD K9S

Probation Officer Kate Southards started with the Department in 2017 with an IPS caseload. Kate continues to maintain supervision of an active IPS caseload along with being the handler for K9 Koa; together they run countywide searches for firearms or other illicit items. She single-handedly trained Koa to conduct searches and is currently training a new K9, Remi. Kate won the 2022 MCAPD Probation Officer of the Year award for her implementation of the K9 program. On behalf of K9s Koa and Remi, Kate gives insight into their roles with the Department below.



MCAPD Probation Officer Kate Southards with K9s Remi and Koa.

### WHAT IS YOUR MAIN RESPONSIBILITY?

**KOA:** *K9 Koa is active and certified in firearms detection. Her main responsibility is to assist the Department in searches of firearms. She loves to search and would work 24/7 if possible. Fun fact: at the time of Koa being badged in March 2022 she was only the second firearm dog in the entire state of Arizona.*

**REMI:** *K9 Remi will be four months old on December 16, 2023. Currently, Remi's main responsibility is to be a puppy and to be cute (which comes naturally to her). Remi was brought home as an eight-week-old pup from Florida and started her training right away. She is already starting to search for firearms and is working on obedience.*

### WHAT DOES YOUR TYPICAL DAY LOOK LIKE?

**KOA:** *K9 Koa's typical day consists of at least one or two training exercises, though at least one day every week she does longer training. She is always ready for searches and stays in the car or office with Kate if she has multiple searches in one day. Koa also assists local police departments as needed on the side and will do search demonstrations, mostly for kids. When not working or training, Koa likes to play with her ball and rule the house.*



**REMI:** *K9 Remi trains every day with multiple short exercises as she imprints on firearm odors and learns the skill and necessary obedience. In addition, Kate works with Remi to build her toy drive so she gets a lot of interactions with toys and learns to work for her toys and food. When not working, Remi gets time out with Kate and runs around. Remi has to be monitored as she loves the big dogs but gets on their nerves.*

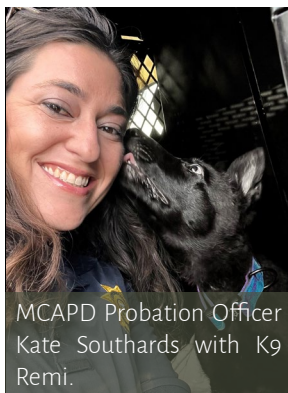
## WHAT IS SOMETHING UNIQUE ABOUT YOUR ROLE THAT OTHERS MAY NOT KNOW ABOUT?

**KATE:** *Kate supervises an active IPS caseload while also training and running the dogs. In addition, Kate chairs the Search Committee at BCB and helps teach the search class. Kate has also taught Decision Points and T4C classes and continues to look for training that helps her grow as an officer.*

**KOA:** *K9 Koa came overseas at six months old from the United Kingdom. Out of all of Kate's dogs, Koa started her training the latest at just over one year old, but was able to certify within nine months. On Koa's free time she loves to swim and will throw a temper tantrum if she sees a pool and is not allowed in. Outside of swimming, Koa likes to hike. Fun fact: Koa once pulled Kate down a hill to get to a lake – "She is lucky she is cute," said Kate. Koa has also attempted to jump out of a second story window into a pool... no self-preservation when it comes to swimming.*



**REMI:** *K9 Remi is very independent and very bossy. She is pretty sure she runs the house even though she is the size of the other dogs' legs. Remi does not believe in fetch at this time; she believes in "you throw the toy and she keeps it while she runs away." Where some puppies are sweet and cute, Remi is only cute. One of her favorite past times is to bite Kate (not sweet). Fun fact: with all the toy options, Remi prefers cords or spoons off the kitchen counter.*



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

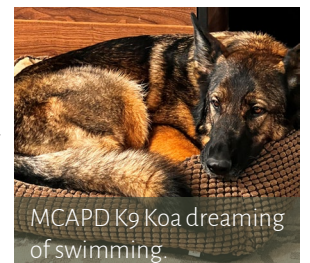
**KOA:** *K9 Koa loves to go to unit meetings and run around the offices (especially BCB and WRC). While at the office she believes Kate is the mean one and will go to anyone else in hopes that they have treats or will throw the ball for her. In addition, Koa has her own business cards; they are handed out to kids when possible. Koa is also great for morale and loves to show up at offices for pets or to bring a smile to your face if needed (as long as she is not at a search.)*

**REMI:** *K9 Remi needs to get out as much as possible while she is in training. MCAPD staff will interact with her around the offices so Remi can get used to the environment. Kate works with Remi by throwing out training aides so she works on her odor recognition along with searching in numerous places. Remi also likes to attend unit meetings. Though she is a distraction, she will keep you entertained. She also takes great pictures if you can keep her attention long enough.*

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

**KOA:** *K9 Koa turned six in November 2023. The typical age for retirement is between seven and nine years old. We are of course hoping for Koa to work as long as possible but once Remi is grown and certified Koa will be able to work only the days she wants to. Koa loves to work and has found over 80 guns and thousands of rounds of ammunition on her searches.*

**REMI:** *K9 Remi is fearless with her environment and attitude which is a great characteristic needed for a working dog. She loves her food and currently eats four cups of food a day. She weighed 35 pounds at three and a half months old. She is already showing great hunting behavior! Kate is continuing working with Remi on her length of time she can work. Remi's favorite toys are a squeaky tennis ball (Kate's least favorite toy, ever) and bones. The hope is to have Remi certified by the end of 2024.*



MCAPD K9 Koa dreaming of swimming.

# JIW OFFICERS ATTEND THE AJFO CONFERENCE

On October 23-26, 2023, three MCAPD staff members attended the Association for Justice-Involved Females and Organizations (AJFO) biennial conference in Oklahoma.

The AJFO conference attendees consisted of a diverse array of state administrators, corrections officers, practitioners, policymakers, program directors, women with lived experience, advocates, researchers, probation and parole officers, and program developers.

"Since 1985, the AJFO has co-hosted a conference in an effort to educate correctional systems, programs, and communities on how to effectively address accountability, competency development, and the gender-specific needs of women and girls who are involved in the criminal justice system." To learn more about the conference, [click here](#).

The conference itinerary had several plenary speakers and discussions, which consisted of the AJFO president, the Oklahoma Governor's office, a Tulsa musician, the Tulsa Mayor's office, Women in Recovery, authors, teachers from the University of Oklahoma, and a forensic psychologist.



MCAPD JIW Probation Officers Karla Rahn, Angel Camacho, and Arlene Gonzalez

## KEYNOTE ADDRESS

By Angel Camacho

As an integral part of the Department's Justice-Involved Women (JIW) Initiative, the conference was an added opportunity to expand my knowledge and understanding of all the programs, research, and developing training methods being established to meet the gender-specified needs for women in the criminal justice system.

In just the past year, the Department's JIW caseload has moved towards utilizing not only trauma-informed care, but also gender-responsive trainings similar to the sessions I attended throughout the week. I truly enjoyed the keynote address by Stephanie Covington, PhD, LCSW. The session went over three programs with curricula that was evidence-based, gender-responsive, and trauma-informed, developed by Dr. Stephanie Covington. The panel also consisted of trained facilitators, who presented and discussed the basic components of each program.

Helping Women Recover is a 20-session program designed to be implemented with women with substance abuse and trauma in correctional settings, such as prisons, jails, drug court, and even probation supervision.

Beyond Trauma is a 12-session program manualized curriculum that incorporates the insights of neuroscience with the latest understanding of trauma and post-traumatic stress disorder. The program is based on the principles of relational therapy; it uses cognitive-behavioral techniques, mindfulness, expressive arts, and body-oriented exercises (including yoga).

Healing Trauma is also a 12-session program particularly designed for settings requiring a shorter intervention, such as jails or DV agencies. The session topics include the process of trauma, power and abuse, grounding, self-soothing, and healthy relationships. There is a strong emphasis on grounding skills.

This keynote address stood out to me because of how invested Dr. Covington has been throughout the years. It was a great opportunity to attend a session presented by Dr. Covington, a recognized clinician, author, and lecturer who has for 25 years assisted in implementing and developing programs within the criminal justice system for both gender-responsive and trauma-informed services. Each program was unique and presented different approaches that could be beneficial to implement within MCAPD JIW caseloads or women overall throughout the criminal justice system.

## KEEPING FAMILIES TOGETHER: BUILDING A MOVEMENT AND PRACTICE FOR FAMILY-BASED ALTERNATIVE JUSTICE PROGRAM

By Arlene Gonzalez

The AJFO session was presented by Colette Payne, Reclamation Project, Women's Justice Institute; Amanda Woolford, Director of Women's Service, Maine Department of Corrections; Isabel Coronado, Research Scholar, New York University.

The presenters discussed how separation due to incarceration can cause trauma and long-lasting harm to children, their parents and caregivers, families, and communities. Over half of all women in United States prisons are mothers, as are 80% of women



in jails, including many who are pre-adjudication. The criminal justice system disproportionately impacts families of color. The prevalence of parental incarceration varies considerably by race. In 2018, 20% of Native American children, 13% of Black children, 6% of Hispanic children, and 6% of White children had experienced parental incarceration at some point in their lives. Family-based diversion and alternative sentence programs provide an opportunity to hold caregivers accountable while addressing their needs in the community. This helps to avoid the negative impacts of separating families, and it provides a more equitable and effective approach to community safety well-being than traditional criminal justice responses. For parents and guardians who are incarcerated, reform can be made to dependency and neglect processes, criminal court proceedings, and correctional policies and practices that lessen the impact on children and families.

This panel delved into federal legislative and appropriate efforts aimed at implementing these programs nationwide. It highlighted state alternative sentencing measures and early release programs for parents and primary caregivers. Departments across the United States and abroad have implemented various diversion programs enabling mothers to address their criminogenic needs. Such diversion programs have found high success rates, and save money at the state and county level since the diversion programs are funded through federal grants. These types of programs can further help break the cycle of incarceration, keep families together, and allow them to change their lives by becoming stronger and more productive members of society. The Family-Based Justice Center and the Office of Juvenile Justice and Delinquency Prevention, a federal initiative, started implementing diversion programs for juveniles across the country. Their hope is to remove the youth from the juvenile justice process as early as possible to avoid later negative outcomes associated with formal processing, such as increased recidivism, stigmatization/labeling, and increased criminal justice costs.

Arizona introduced bills in 2019 and 2021 that would establish caregiver diversion bills, but they did not pass. Most of the states with diversion programs begin during the sentencing process, allowing individuals to avoid incarceration but not a criminal conviction. California law takes diversion further by having their program divert primary caregivers from incarceration during the pretrial period, and individuals who successfully complete the program avoid not just incarceration, but the collateral consequences of a criminal conviction.

The movement continues and the question remains as to how Arizona can decrease mass incarceration, even as incarceration rates continue to rise in prison and jail for justice-involved women. Where do we start?

## **INFLUENTIAL AJFO DINNER**

By Karla Rahn

The highlight of the AJFO conference for me was being treated to an amazing three-course dinner at the Women in Recovery Center in Tulsa. The meal was amazing, but it was so much more than the meal that was amazing. The cooks and servers for the evening were eight women that were in the culinary program at the Women in Recovery Center. They shared with the attendees that they were in the program as a diversion to a four-to-eight year prison sentence, and if they were unsuccessful, they would be brought to sentencing. The women also shared their background with substance use and other stories of their past. More importantly, they spoke of how they were able to reconnect with their children and their aspirations for the future. They were excited that they would leave the culinary program with such a marketable skill and looked forward to being more involved with the community upon completion. These women were just a small portion of the population at the Women in Recovery Center.

Women in Recovery is a diversion program offered by Family and Children's Services, a Tulsa-based nonprofit. The diversion program was started in 2009 to provide treatment and programs in lieu of incarceration. The program offers a whole-person approach by addressing the needs of women, developing a pathway of opportunity to comprehensive services, and removing other barriers. The program offers clinical services for substance use disorder and mental health, comprehensive case management, housing, education and employment assistance, health and wellness, parent-child reunification, recovery support, court navigation assistance, and continuing care. These services are not only available to the women in the program, but

also their children, who in certain levels of the program are allowed to live on the campus as well. Family and Children's Services partners with multiple other agencies in order to meet the needs of the women in the program.

As our meal wrapped up and we applauded the women in the center for their sobriety and their accomplishments, I was renewed in the hope that more justice-involved women can find the success that these women have had. I look forward to working harder to find all the resources possible for our supervised individuals.

## **WOMEN'S RISK NEEDS ASSESSMENT (WRNA) END-USER TRAINING**

By Emily Styner

On November 6-8, 2023, approximately 20 MCAPD staff members including probation officers supervising the Department's justice-involved women (JIW) caseloads attended a training for the Women's Risk Needs Assessment (WRNA) - lots of acronyms, I know! Before we discuss this training experience and the intention behind it, let's talk a little bit about what the WRNA is. [This assessment](#) was originally developed in the early 2000's, is currently used across the United States, and assesses both gender-neutral and gender-responsive factors for justice-involved females on probation, in prison, and in the pre-release process. The WRNA was established to combine evidence-based practices with gender-responsive principles and practices to ultimately create the most effective case planning and supervision strategies for women involved in the criminal justice system.

The WRNA covers many areas of criminogenic need to measure the risk levels as well as strengths of the justice-involved female:

The risk scales used in the WRNA have an overlap with categories in the Offender Screening Tool (OST) and Field Reassessment Offender Screening Tool (FROST), which are the validated assessments currently utilized by the MCAPD to assess a justice-involved individual's risk to re-offend. In addition, the WRNA has categories that are not found on the OST and FROST and provide additional details such as anger/hostility, parental involvement, and PTSD.

The strengths of the justice-involved female that are assessed include educational strengths, relationship stability, parental involvement, family support, and self-efficacy.

While the OST and FROST assessments will continue to be utilized by the MCAPD, the WRNA has been introduced to women on supervision in an effort to hone in on the MCAPD's trauma-informed and gender-responsive initiatives focused on women in the criminal justice system. The WRNA is much more comprehensive than the FROST, such that the answers from WRNA are actually used to complete the FROST, determine the risk level, and inform the case plan. That's a lot to understand, right!? The more specific and detailed scales that are assessed in the WRNA, the gender-responsiveness included, and the justice-involved women's strengths being characterized in this assessment all differentiate it from the OST and FROST.

Ashley Bauman with the [Bauman Consulting Group](#), which is based in Ohio, brought her WRNA curriculum and expertise to the MCAPD for this three-day training. Throughout the training, JIW officers learned more about gender responsivity and tailoring case plans to address women's specific needs to make for a more equitable justice system. After gaining further insight into these areas, each training attendee was expected to conduct their first WRNA assessment on a currently supervised justice-involved woman to ultimately obtain the required certification to conduct this valuable assessment for individuals on their caseloads. Moving forward after certification, all women supervised on the JIW caseloads and women on caseloads of other WRNA certified probation officers may begin having WRNAs conducted annually in the place of the FROST. So, what can we expect moving forward? There are officers that attended this training that will be certified in conducting the WRNA, and a few officers and staff will participate in a future train-the-trainer training opportunity. These developments point to a hopeful expansion of WRNA and certification across the Department.

Learning more about the WRNA and having experienced the in-depth training for it emphasized the importance of being gender-responsive and trauma-informed, especially in this line of work. It is with this new insight and knowledge that we can continue supervising as effectively as possible.

# EMPLOYEE SPOTLIGHT

## ADA CHAVEZ

MARS SUPERVISOR

MCAPD employee since 2013.

### FAVORITE PART OF YOUR JOB?

Working closely with existing staff, the Court, law enforcement partners, treatment providers, and the community to best serve individuals on probation.

### WHAT ARE YOU WATCHING/READING?

Watching *The Midnight Club* on Netflix and reading *Mr. Mercedes* by Stephen King.

### FUN FACT:

Outside of work I coach a varsity dance team at a local high school.

### FAVORITE QUOTE:

"The quieter you become, the more you are able to hear."

- Rumi



# EDITORIAL STAFF & POLICY

## CHRONICLE EDITORS & STAFF

Savanna Hopp  
Tazman Briggs  
Kat Caswell

Robert Celaya  
Alex Coppess  
Dan DeRusso

Vanessa Gillette  
Candace Hallberg  
Jackson Ridge

## SUBMIT AN ARTICLE

Interested in submitting articles, announcements or success stories to the *Chronicle*? Please email submissions to [APDChronicle@jbazmc.maricopa.gov](mailto:APDChronicle@jbazmc.maricopa.gov).

## ACCESS THE CHRONICLE

Online: <https://superiorcourt.maricopa.gov/apd/chronicle/>

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

## CHRONICLE POLICY

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