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the CHRONICLE

Maricopa County Adult Probation Newsletter

Voice.

May/June 2014

What's in the FY 2015 Budget?

IN THIS ISSUE

CHIEFLY SPEAKING

Fiscal Year 2015 begins on July 1st. To prepare for the new fiscal year, departments start the annual budget process during December. This topic will give you an idea of the complexity of the process and why it takes more than six months to complete.

The process begins with a target dollar amount being received from the Office of Management and Budget for some of our funds, specifically County General Fund, Detention Fund, and Probation Fees Fund. These target amounts are based on the previous year's allocation and, in the case of Probation Fees, may be reduced or increased based on the current incoming revenue trend. These targets can potentially include increases for benefit costs and annualization of any salary increases previously awarded. The grant budget is built based on how much money the Department expects to receive from each of its grantors. All of these base amounts are used by the Judicial Branch Budget and Finance staff to build the proposed budgets for already existing expenses. Departments cannot submit base budgets above these target amounts. Any additional funding that may be needed for growth positions and daily operational cost increases such as supplies, treatment, rent, etc. requires a separate request process.

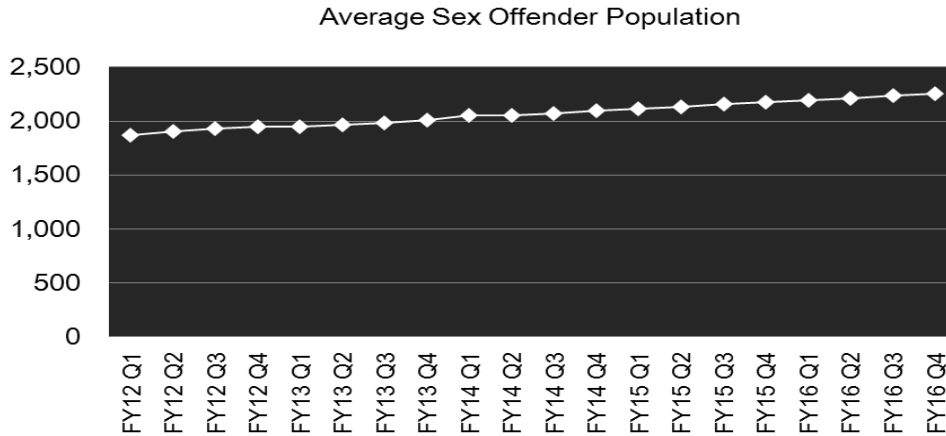
To request additional growth positions and funding for them, the process starts with the development of population projections which are prepared by the Policy, Planning and Analysis Division working closely with Judicial Branch Budget and Finance. The numbers reported through monthly statistics are analyzed to identify areas in the Department that have experienced changes in the numbers of defendants and probationers being served.

PG. #

- 1 Chiefly Speaking
- 4 Technology Safety and Victims
- 5 Safety Matters
- 6 Managers' Forum on Gangs and Cartels
- 7 EBP Spotlight
- 8 Lindell Rhodes Regional Education Award
- 9 Diversity Spring Fling
- 10 20 New Probation Officers
- 11 "Of The Year" Winners
- 13 "Of The Year" Nominees
- 13 BJ Getsky's 30 Years of Service
- 14 Anniversaries
- 15 Contact Information

Based on numbers that were reported in FY 2012, FY 2013, and the first part of FY 2014, projections are prepared indicating the total numbers of defendants and probationers that we expect to serve in various areas through the remainder of FY 2014 and for FY 2015 and FY 2016. This year's projections identified multiple areas of growth.

As an example, the graph below was prepared to illustrate the population projection for the specialized sex offender population.



The average for the sex offender population was 1,976 in FY2013 and projections indicate a continued increase to an average 2,094 by the end of FY2014, an average of 2,174 by the end of FY2015, and an average of 2,254 by the end of FY2016. As the majority of this population (78%) is made up of offenders with lifetime probation, it will continue to increase.

The population projections for FY 2015 showed increases in the following areas:

- Number of presentence reports
- Pretrial supervision electronic monitoring population
- Domestic violence population
- Sex offender population
- GPS sex offender population
- Prison reentry population
- Interstate compact incoming population
- IPS population

The next step in the budget process is to use the population projections to determine the numbers and types of staff and other resources that will be needed to meet the expected demand for services. For the most part, this is driven by ratios that have been established for various caseload types. For example, the established ratio for a sex offender caseload is 1 probation officer and 1 surveillance officer (a team) to 60 probationers. In addition to the requests for the positions, associated equipment costs, as well as related operational cost increases, and cost increases for existing operations are included and justified.

After Adult Probation's budget needs are determined, this growth request is submitted to the Court Administrator and Presiding Judge for their review and approval. Once approved, the Judicial Branch base budget and growth request is prepared and presented to the County's Office of Management and Budget, the Board of Supervisors, and their chiefs of staff. There may be subsequent meetings with the chiefs of staff to clarify and further explain items.

After receiving everyone's input, requesting additional information and justification from the departments as needed, and evaluating what additional funds may exist at the County level, the Office of Management and Budget lists what they believe is justifiable and capable of being funded.

However, Recommended does not equal Approved. The Office of Management and Budget takes all of the base budgets and growth requests from each department and presents the entire package to the Board of Supervisors for their review. Additional questions may arise and items can be removed or changed at this point. Once the Board is satisfied with each department's budget and the fact that funds are available, the entire package is voted on by the Board and becomes the Tentative Budget. This occurred on May 19, 2014. This Tentative Budget is then scheduled for a public meeting to secure input and comments from the community. Once again in the process questions can arise and items can be deleted or changed.

This year, the County's Tentative Fiscal Year 2015 budget remained intact and was scheduled for final approval by the Board of Supervisors on June 23, 2014. I am happy to report that the Board approved all 24 growth positions requested by Adult Probation. They also provided funds for related equipment and operational needs.

| Growth Positions Approved for FY 2015 | |
|--|-----------------------------|
| Area | Positions |
| Presentence | 3 screeners |
| Pretrial Supervision Electronic Monitoring | 3 POs |
| Domestic Violence | 1 PO, 1 SO, 1 PO Supervisor |
| Sex Offender | 1 PO, 1 SO, 1 PO Supervisor |
| Prison Reentry | 1 PO |
| Interstate Compact | 1 PO |
| Intensive Probation | 6 POs, 1 PO Supervisor |
| Standard Field | 3 Support Staff |

Maricopa County takes great pride in its well-established record for sound fiscal management and we know that data is carefully considered when budget decisions are made. You can see how important the monthly statistics and hand counts are as well as our revenue collections which currently support about 14% of our Department's budget! The Policy, Planning and Analysis Division and Budget and Finance staff do an excellent job maintaining our data, analyzing information, and preparing high quality, credible reports that support our budget requests.

I am pleased that the FY 2015 budget includes a 2.5% merit increase for employees not in the Probation Officer series with a current performance rating of meets or higher and who also meet the other criteria as outlined in Judicial Branch Administrator Ray Billotte's letter of June 25, 2014, such as at least one year employed with the Court and/or County. Those in the Probation Officer series will receive a market increase of at least 2.5% with many receiving more. Both of these will be effective July 7, 2014, and will appear in the last paycheck in July. In addition, two market studies were completed in FY 2014 and the Board approved increased base salaries for the Judicial Clerk series and Communication System Operators.

I sincerely appreciate the support we receive from the Court, the Board of Supervisors, and the Office of Management and Budget. Their support enables us to maintain our effectiveness as we conduct the important work that we do to enhance the safety and well-being of our neighborhoods.

Thanks for all you do. Stay safe.



We are simplifying Standard & IPS Monthly Statistics!

Don't forget to sign up for July training in **PATHLORE** under Monthly Statistics, Simplified

Technology Safety and Victims By Tony Bidonde

Most of us use our computers and mobile devices fearlessly every day. We all know to protect our passwords, to change our passwords on a quarterly basis, to switch off our computer as well as the modem once done, and not to follow links from unfamiliar sources; those are some of the preventive measures used to avoid falling victim to scams or bugs. The same technology we use every day is also used in a sinister manner by some offenders for the purpose of harassment, stalking, and intimidation, just to name a few.

The National Network to End Domestic Violence (NNEDV) demonstrates how technology is being misused by abusers against victims and how victim service agencies are using the same technology to help victims. The NNEDV, through a grant from the Office for Victims of Crime, conducted a survey of more than 750 agencies across the United States including American Samoa, Guam, the Northern Marianas, and the U.S. Virgin Islands. The information gathered is what survivors are telling victim service providers about how abusers misuse technology to harass, stalk, and or harm them.

Almost 90% of programs reported victims asked them for help after abusers made threats via cell phones, text messages, and emails. According to the 75% of programs surveyed, offenders accessed victims' accounts without the victim's consent or knowledge. This behavior goes hand in hand with domestic violence, sexual assault, stalking, and other abusive patterns, all leaving the victim traumatized and in fear.

One of the goals of Maricopa County Adult Probation and Victim Services is to empower victims, so they, themselves, may regain what the crime has stolen from them. Provided below are links to the NNEDV for further information and resources on technology safety. You may also contact me at the below address.

Tony Bidonde, Adult Probation Victim Services: vsu@apd.maricopa.gov

Or call: 602-372-8286

National Network to End Domestic Violence:

Link 1: <http://nnedv.org/news/4272-new-survey-technology-abuse-experiences-of-survivors-and-victim-service-agencie.html>

Link 2: <http://techsafety.org/>



Safety Matters By Gary S. Streeter

So, visualize with me... one day you are sitting in your office and realize you have a spare five minutes. You are immediately struck by the thought that "I haven't practiced opening my baton to the ground in quite some time. I really wish I could remember how to do it properly. If only there were online videos I could watch from the comfort and convenience of my own desk!!"

Say no more, the answer lies but a few keystrokes away. A few years ago, an officer suggested during a Defensive Tactics (DT) Refresher that the Safety Unit should record and post videos of DT techniques. Doing so would provide a quick and convenient way to review DT techniques. She spoke and we listened. Of course, I was standing right there when she made the suggestion and I immediately thought, "duh, it is the video age, why are we not doing that??!"

The Safety Unit subsequently undertook the project, spearheaded by Alan Glickman, to begin recording and posting DT technique videos. Currently, there are over 35 videos on the Safety Training page. To access the videos, simply go to the APD intranet page, click on "APD Training Page," then click on "Defensive TAC Videos." There you will find a veritable plethora of videos to watch.

But, you're thinking to yourself, "I'm armed and, boy, I'd sure like to refresh myself on how to clear a Class 3 Malfunction. And, I'd really like to do it when I have a couple free minutes in the office, from the comfort and convenience of my own desk." Well, by clicking on "APD Training Page," then clicking on "Firearms Training," you will behold before you a smorgasbord of firearms-related videos.

By the time you are reading this, the Safety Training Unit will be utilizing student and role player-mounted cameras during Reality-Based Training (RBT) for armed officers. Each armed officer will be able to view his/her videos aided by a Firearms Instructor who will help debrief on the scenario or drill. RBT will be the first training during which these cameras will be used, but the Safety Training Unit has plans to incorporate them into a variety of safety classes in the near future. Using student and role player-mounted cameras allows the student to see his/her performance from a variety of perspectives. We hope this will aid in optimizing performance, building skill and technique, and facilitate better transfer of knowledge from instructors to students.

Additionally, in RBT in 2014 the Safety Training Unit will be utilizing heart rate monitors to track each student's heart rate during performance of drills and scenarios. This data will be part of the video debriefing with the officer's heart rate superimposed over a Heart Rate and Performance Chart. As with the cameras, the Safety Unit has plans to incorporate heart rate monitors into other safety training classes.

My thanks to all of the Adult and Juvenile safety instructors who have assisted with the development of these videos.

These are exciting developments that the Safety Training Unit hopes will assist in the continual quest to sharpen skills, optimize performance, and inoculate to stress.

Managers' Forum on Gangs and Cartels By Rodney Rego

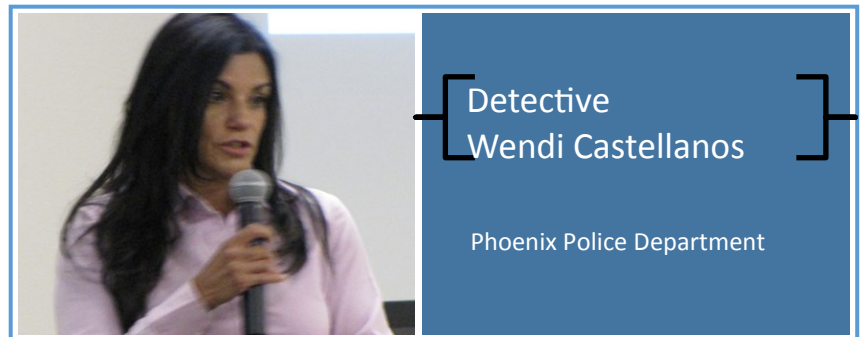
Many people in law enforcement and corrections know the prevalence of gang activity in our community. According to the FBI, there are over 33,000 violent street, motorcycle, and prison gangs active in the United States, with more than 1.4 million members. The Arizona State Gang Task Force reports in 1990 there were only 5,115 documented gang members in the entire state of Arizona; however, as of August 2012, there were approximately 1,600 documented criminal street gangs operating statewide with over 23,000 members. In the City of Phoenix alone, there are over 6,600 documented gang members.



On June 17th, department managers met for the quarterly Managers' Forum to hear presentations from Department of Public Safety GIITEM Trainer Detective K.C. Hill and Phoenix Police Detective Wendi Castellanos. Detective Hill presented information on the prevalence of criminal street gangs, the activities of the

various street gangs, how to identify gang members, what the various gangs are, and who are the gang members.

Phoenix Police Detective Wendi Castellanos presented information on drug cartels and how the cartels are making their way into our communities. Detective Castellanos stated the major cartels are using local street gang members to distribute their drugs and execute their violent activities.



Adult Probation Officer Jade Crawford (Juvenile Transferred Offender Program) presented some interesting strategies on how to supervise gang members and what questions an officer should ask to determine if a person is an active gang member.

Both Detectives Hill and Castellanos will be providing training for our department in the near future. See the Pathlore Training Calendar for the dates of these trainings.



EBP Spotlight By Probationer

February 2014

Dear Ms. Shepherd,

I just wanted to write to let you know how much my Probation Officer – Ms. Gayle Davis – helped me through my probation process. From the very first time I met with her and all through the subsequent monthly meetings, Ms. Davis never judged me for the mistake I made. This, being my first time with the entire experience and process, was an especially confusing, scary, and difficult one for me. But one made easier as I was fortunate enough to have Ms. Davis as my Probation Officer.

Ms. Davis was extremely patient as she guided me through the many steps of the probation process. She helped me come to an understanding of what I had done, helped me explore and accept the reason why I committed the very stupid action I did, helped me come to grips with what I had to do to take responsibility for my actions, and what I then needed to do to overcome that and to move on to better things and most importantly to never do such an act again. She did all this through expertly asking me questions to help me think through things. Never did she once tell me that my responses were wrong, just that she guided me through the exploration, questioning, understanding and accepting phases. She allowed me to come up with my own answers as they fit my particular situation. I have to admit that I then found myself opening up to Ms. Davis much more than I expected to. During our second meeting, Ms. Davis suggested that I write down my answers to specific questions that she would pose to me and to then hand in my written answers to her the next time we met. After a few meetings, she asked that I purchase a journal to write down my thoughts, feelings, and anything else I felt important (good, bad, or otherwise) – didn't push me to do this every day; just when I felt the urge or need to do so. I must admit, that while skeptical at the beginning, this process proved very effective with helping me understand and accept things and then to come up with a proper plan of action for going forward – in fact, I am still continuing with my journal entries. She also gave me the strength to face the issue and have open discussions with my family and close friends. In a very strong and much appreciated way, this has brought my family, close friends, and I a whole lot closer.

Even with the visits to my home, Ms. Davis always exhibited a sense of professionalism and respect. I truly have her to thank for the many ways in which she has helped me and my family. I know that I am in a better place now because of her patient, non-judgmental and yet at the same time firm and no nonsense guidance. Thank you so very much.

Probationer

Lindell Rhodes Selected for Regional Education Award By Steve Lessard



Lindell Rhodes, Program Manager, MCAPD Adult Education Program, was presented with the Mountain Plains Adult Education Association (MPAEA)'s Award of Excellence at the April 2014 MPAEA conference held in Santa Fe, New Mexico. MPAEA is a regional education association that represents 10 states. This Award recognizes Lindell's meritorious leadership and service.

Under Lindell's guidance, MCAPD's Adult Education Program has consistently achieved positive results and has received multiple honors, including a Showcase in Excellence Award from the Arizona Quality Alliance in 2011 and statewide recognition in 1999, 2003, 2005, 2006, and 2009 as the Arizona Supreme Court's Administrative Office of the Court (AOC)'s Adult Education Program of the Year (LEARN). Lindell mentored and tutored his Program educators, and as a result, MCAPD teachers have individually won the LEARN Teacher of the Year in 1999, 2002, 2006 and 2007, 2009, and 2011.

The leadership exemplified by Lindell has been recognized with previous awards:

- 2012 Lifelong Achievement Learning Award from the Arizona Association for Lifelong Learning in Adult Education
- 2010 Adult Administrative Professional of the Year (LEARN) from the Arizona Supreme Court, AOC
- 2007 Outstanding Adult Education Administrator of the Year from the Arizona Department of Education, Adult Education Division

Lindell's relationship with staff, students, administrators, and state officials is extraordinary. MCAPD's Adult Education Program continues to present extraordinary education and assists adults in becoming literate and to obtain the knowledge and skills necessary for employment and self-sufficiency.

Lindell has served as Chairman of the Project LEARN State Advisory Council for four years and as President of the Adult and Juvenile Education Committee for the American Probation and Parole Association for an additional four years. He also serves on the Boards of Directors for Arizona Adults for Lifelong Learning and the Mountain Plains Adult Education Association. Congratulations, Lindell!

Congratulations 2014 Supervisor Leadership Academy



Sitting from left to right: Darrick Payne, Boyd Frick, Jill Gentry, Jessica Ethington, Karen Barnes, Leslie Ebratt
 Standing from left to right: Ryan Valley, Bonnie Arnoldussen, Jill Bognar, Sherri Tucker, Joe Pallo, Amy Ganz, April Sadler, Tamara Kindell-House, Connie Koch, Juanita Bermudez

The empty chair signifies the presence of Dave Strate, who was a member of our leadership class.



Diversity Spring Fling By Chandelle Porter



Over one hundred people turned out for the third annual Spring Fling hosted by the APD/JPD Diversity Council. This year the event was held at the Durango Juvenile complex and employees from both Juvenile and Adult Probation enjoyed the outdoors, indulged in a picnic lunch, checked out the theme bags, and enjoyed music by DJ Manny Barron. Also hosted at the event were a bake sale, line dancing, and plenty of bubbles!

In addition to the numerous theme bag give-a-ways, which are always a crowd favorite, this year's event offered employees the freedom to expand their knowledge at their leisure. Interactive boards were developed in the form of Nerf gun trivia and matching workplace generations, both of which addressed trending topics in diversity ranging from cross-generational communication to LGBTQ (lesbian, gay, bisexual, transgender, and queer/questioning) and cultural histories. Furthermore, guests who attended were invited to write down what makes them diverse. The answers were hung up at the event so that others were able to learn about the characteristics which represent our diversity!

On behalf of the Diversity Council, thank you volunteers and participants for being a part of this year's event! Approximately \$900.00 was raised during the Spring Fling event and this money will be contributed toward the 2014 Fall Festival on October 23, 2014, at Margaret T. Hance Park. We look forward to seeing all of you there!





20 New Probation Officers Join the Department By Jim Sine

Please join Staff Development in welcoming our 20 new probation and surveillance officers to the Department! On June 3, 2014 these officers completed eight weeks of training and are ready to jump into their new assignments. All probation officers were assigned to either standard field or intensive probation units. Like the previous class of new officers, this class was able to attend an expanded full week of field coaching during training which gave them the opportunity to work with an experienced officer. A real benefit to this is being able to put into practice many of the topics learned in class while still in a controlled setting. Feedback from all parties has continued to be extremely positive with the new officers truly appreciating the real world and hands on training they receive. A very appreciative THANK YOU is due to our many adjunct faculty for their ongoing contributions to training our new officers. We have continued to expand our training to include as many role plays as possible some of which include veteran officers as role players. Another enormous THANK YOU is due to our field coaches who took a full week to help our new officers become more comfortable with the job. Their wide range of knowledge and experience is essential to the learning process for new officers. Congratulations and good luck to our new officers on their new adventures!



Standing from left to right: Angelica Sanchez, Ryan Price, Quiana Levy, Sam Cuddington, Jana Nedved, Teresa Scharneck, Douglas Barrett, Susan Hansen, David Cook, Kathleen Vander Veen, Elisa Bradley, Armida Hernandez, Dameon Ortiz, Amanda Copciac, Jammie Dilley, Richard Hodgeson, Carrie Lett, Danielle Herrera, Gayle Swindle, Carolina Taylor



"Of The Year" Award Winners



Pictured from left to right:
Jeffrey Fischer, Connie Sinsabaugh,
Shelly Bodenmeyer, Jaci Christenson,
Chief Barbara Broderick

2013 Probation Officer of the Year - *Jeffrey Fischer*

Nominated by Kayla Cathcart

Jeff Fischer is dedicated, and extremely passionate, when it comes to his work as the Fugitive Apprehension Officer (FAU) assigned to the apprehension of sex offenders. He accomplishes this through the partnerships he has fostered throughout the community. His tireless effort was acknowledged when he was nominated for the NaCo award. He wrote an article for Rocky Mountain Information Network on the use of social media in the apprehension of sex offenders, and created the FAU Facebook Most Wanted page, which he currently maintains and monitors. He also monitors the Probation Fugitive Hotline. Jeff has partnered with Silent Witness, Monday Manhunt, America's Most Wanted, and is the liaison for the East Valley Fusion Center.

When executing an arrest Jeff models the Department's mission by treating all individuals with respect and dignity. You can often overhear Jeff encouraging behavior change, and providing offenders with alternative options to their current situation.

Jeff is a member of the FAU training committee, which provides him an opportunity to be a voice for his fellow unit members. He is also a member of the Pride Committee. Jeff's high personal standards, determination and enthusiasm led to an impressive ninety-four percent closure rate among sex offender warrants in 2013.

2013 Surveillance Officer - *Connie Sinsabaugh*, French for "Watching over"

Dedicated & Creative: Connie Sinsabaugh has been a Surveillance Officer with Adult Probation almost 27 years. In 2009, she became an integral part of the Community Restitution Program. She continually shares innovative ideas and helps create new projects for community service work. She developed the Cuddle Rug pet project for rescued animals and teaches a monthly training class for clients who have health challenges. Another project consists of beautiful flannel quilts which are donated to crisis centers and non profits all over the valley.

Helpful & Positive and going Above and Beyond - Connie helps fellow officers complete weekend contacts. She collects checks on Saturday mornings for IPS clients helping them stay current with fee payments. Connie shares her positive attitude and work ethic with her Unit members and work crews. Her ideas help streamline the way our projects are completed, saving time and money. She always goes the extra mile as she supervises with focused enthusiasm!

Valuable & Encouraging

Connie's value is immeasurable! Comments from community agencies include: "APD has a treasure", "Connie is such a great help". She touches lives everyday with a smile and encouraging words ...motivating everyone to want to do better! Thanks Connie, you're an awesome team player & a perfect Nominee for "Of the Year" Surveillance Officer



2013 Employee of the Year - *Shelly Bodenmiller*

Nominated by Allison Thompson

Shelly Bodenmiller is very deserving of the Employee of the Year 2013 Award. Throughout her 28 year career with Adult Probation, she has been the person to depend on. In the past year, she has been presented with many work challenges. She stepped up and been such a team player implementing the changes. She quickly overcame obstacles and has shown she is a real trooper. Although her job duties have increased, she has managed to keep up with everything, always wearing a smile. She is the "go to" person and integral part of Presentence RCC EDC at SEF. The Courts and staff know she will get the job done or problem solved quickly. She is extremely concerned with doing the right thing, takes pride in her work and makes process improvements as necessary.

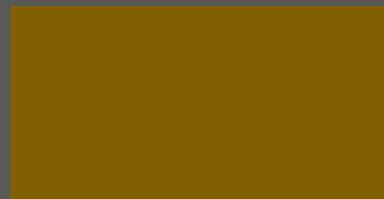
She treats all she comes into contact with dignity, respect and empathy regardless if they are a co-worker, Court staff or defendant. She is patient, kind, never judgmental and a pleasure to work with. She is truly an asset to the department and glad she chose us for her career.

2013 Supervisor of the Year - *Jaci Christenson*

Nominated by Iris Cuevas, Sierra Flores, Susan Novitsky, Kit Russell, Minda Vacca, Ryanne Wood

J - Jolly/fun to be around. A – Action/shared vision. C – Compassionate. She truly cares. I – Integrity. She is honest and trustworthy.

Although this is Jaci's first Supervisor assignment, you would never know it. She handled the transition with great leadership and grace. She leads by example and encompasses department values. When she doesn't know the answer, she always follows up and gets back to you. When staffing issues with her, she always considers what is best for the offender. She promotes a safe environment and staff feels safe speaking with her. She treats everyone she comes in contact with respect and dignity. Jaci utilizes the skills she obtained in the leadership academy and encourages her staff to be better employees through her example and coaching/mentoring. She doesn't need to ask us to do our job or help others in our unit, because we want to do these things for Jaci as a way to thank her for being the fair and caring person she is. Jaci is the consummate team player. She is very clear in her expectations and confident in her decision making. She puts her leadership skills to use with each and every interaction she has with everyone.





"Of The Year" Nominees

Probation Officer

- Rodrigo Arce
- Brian Armbruster
- Sunny Carpenter
- Emily Cook
- Marcia Dinovo
- BJ Geske
- Cynthia Gordon
- Leah Lara
- Dena Medley
- Amy Primak
- Jerry Scimio
- Jim Sine
- Joel Thurston
- Kirsten Weigert
- Fred Wilhalme

Employee

- Erika Balcazar
- Patty Barnfield
- Susan Bee
- Sam Catlett
- Eigha Eisenberg
- Jenifer Ferguson
- Charlene Goulding-Reed
- Donna Lopez
- Marla McDevitt
- Kendra Neal
- Alicja Podlacha
- Helen Ramirez
- Casey Reynolds
- Beatrice Saenz
- Tasha Terrell

Supervisor

- Todd Bodin
- Richard Breed
- Leslie Ebratt
- Ken Gorr
- Steve Hartley
- Beth Hoel
- Brandelyn Jackson
- Paul Krasselt
- Tricia OConnor
- Michele Saldana
- Olivia Ramirez
- Lindell Rhodes
- Dana Shepherd
- Don Warrington

Surveillance Officer

- Odetta Blomker
- Wynkiesha McKnight
- Bob Sitnek

BJ Geske is Recognized for 30 Years of Service By Rodney Rego

BJ Geske began her career in 1983 with the Sherriff's Office. She left the Sheriff's Office in 1988 and began her career with Maricopa County Adult Probation. Since that time, she has affected many lives for many different people through a variety of assignments. Currently, she is on her seventh tour of standard probation, supervising a group of individuals in the Maryvale area. Throughout the years, words used to describe BJ have been dedicated, energetic and creative. Thank you BJ for your years of service and dedication.





25th Anniversary

Robert Batchelor
Chauncey Crenshaw
Diane Tallen

20th Anniversary

Jerry Pieczynski

15th Anniversary

Brian Bednar
Vikki Burdine
Arni Cook
Allison Enriquez
Melissa Filas
Melissa Grace
Heidi Heniger
Shoni Hodges
Holly Hoffman
Jennifer Oltman
Michele Saldana
Kenneth Smith
Thomas Weiss
Rhoda Williams-Alexander
Rhonda Wilson

10th Anniversary

Cynthia Byrne
Kimberely Casey
Anna Davis
Allison Derrig
Linda Dore
Deborah Epperson-Johnson
Greg Faulhaber
Paul Griego
Peter Jacaruso
Maria Land
Stacy Mills
Amy Primak
Terri Seiser
Suzanne Shirleson
Sandra Tom
Jason Walker
Angel Williams
Ken Zimmerman
Monique Zurita

5th Anniversary

Claudia Aguilar



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1
2
3
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