

The Chronicle

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NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

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The Chronicle

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Chiefly Speaking: "Survey says..."



An important source of feedback on how we are doing as an agency is through customer surveys. These include victims, offenders, criminal court judges, and community and criminal justice partners. We also participate in the County's employee satisfaction survey every two years.

Survey results are important performance measures for MFR. But, how else do we use survey results? First of all, where the results are good, we want to share the news as positive reinforcement to our employees who are doing a good job. Secondly, we want to analyze the results and use customer feedback to improve our performance. What are the areas in which customers are dissatisfied with our service? What are the underlying issues and how do we effectively address them? Where results are good, can we make them even better?

Our probationers recently completed satisfaction surveys at various field offices. It is gratifying to see the positive results from this survey. Probationers appear to be getting our message – that we offer hope, encourage behavior change, and support their success on probation and in life. You'll find out more about the probationer survey in this issue of the Chronicle.

Two years ago, 95% of Adult Probation employees took the employee satisfaction survey. With this many employees participating, it really gave an opportunity to find out what most employees think. When it's time to take the survey again this fall, I would like everyone to share his or her thoughts about working here. We want to hear from you!

From employees' ratings in the last employee satisfaction survey, we learned what areas you thought could be improved. The employee satisfaction survey forums allowed us to talk more about the issues and employees' ideas for improvements. Much has been done since that time to make things better for APD staff.

Pay

Probation officers are the largest employee group in our department, so the officer market studies affected a lot of people. We have 650 probation officers and 132 surveillance officers. The officer market studies provided pay increases averaging more than 20%. For the individual PO, this meant an average increase from \$20.22 to \$24.44 per hour. For the individual SO, this meant an average increase from \$16.53 to \$20.02 per hour.

Market studies have been completed and implemented on all but approximately 20 of our 1,246 positions. The remaining classifications to be studied include those such as program supervisors, program coordinators, judicial administrator, social worker and legal assistant. Just recently, the County asked for data regarding our counselors and counselor supervisors. These groups had only an interim study completed during last year. We are hopeful that the County will continue to perform market studies on the remaining positions countywide now that the new fiscal year has started.

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Shift differentials were adjusted during the past year. The County provided pay for performance again this year, which is consistent with our ongoing dialogue regarding pay. Costs to employees for medical benefits are being contained as the County continues its efforts to provide a strong compensation package beyond salary.

At the departmental level, we are starting the new fiscal year with a personnel budget that is approximately \$16.7 million higher than it was in fiscal year 2006.

Workload

With salary adjustments and new recruitment strategies, we have successfully hired staff and filled vacant positions. At the end of fiscal year 2006, nearly 9% of badged positions were vacant, placing a tremendous workload on the existing staff. At the close of fiscal year 2007, badged vacancies were down to 4%.

The County conducts interviews with employees after they leave county employment and asks them about their reasons for resigning. The number of former Adult Probation employees who cited pay as their reason for leaving has decreased considerably.

MCAPD Resignations Due to Pay	
Fiscal year	Percent
2005	34%
2006	35%
2007	25%

New strategies have shifted workload to provide a better balance. Court Liaison relieved field officers by taking responsibility for the majority of the random warrant cases -- they handled 229 cases between February and July 2007. In the near future, Court Liaison intends to take the random warrant cases with term #1 violations -- those that require combo reports. The field will only receive the random term #1 cases that require supervision while they are out on bond.

With the implementation of MARS, caseload size in the field is being reduced through the transfer of more minimum risk cases to the Compliance and Monitoring Division.

The new macros and printers for court forms have provided a much more efficient method for producing court forms and have saved a tremendous amount of staff time in multiple locations over the past year.

Recent changes made to the case plan application in APETS resulted in a very time-consuming process for staff. As soon as this issue surfaced, it was quickly addressed and rectified.

Court's Interest in Employees' Welfare

Office security has been overhauled. The Court and County pulled together to provide a \$2.1 million office security initiative. The only probation offices with security screenings prior to this initiative were those located in court buildings and jails. As a result of this initiative, security screenings have been implemented at PSC, WRC, BCB, Northport, Scottsdale, Southport, and Durango. All sites scheduled for the security upgrades are done, except for Garfield, which is scheduled for completion this fiscal year.

As the Court plans and develops new facilities to meet the Court's needs, adequate and secure office space is being provided for Adult Probation. In 2007 the department gained new office space and an improved training facility at the Downtown Justice Center as well as a new field office in Sunnyslope. In late fall, CMU, Durango and Reach Out will move into new offices at the Durango parking garage. This facility will be shared with other county agencies. Construction of the new Scottsdale office is on schedule with a move-in planned for mid-December. Within the next three to four years, new offices are planned for the southeast and southwest regions, and a new downtown court complex is being planned as well. All new office space is being designed and constructed to include office security and with the concept of Adult Probation being in the court security network.

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Communication Between Departments

Presiding Judge Barbara Mundell and Court Administrator Marcus Reinkensmeyer held several open forums with staff at multiple locations in 2007. These were great opportunities for staff to ask questions and hear from the Court's top decision makers in Maricopa County.

The Court hosted a probation recognition ceremony and related activities to show their appreciation for probation during national Probation, Parole and Community Supervision week.

As the Chief, I give the Court regular updates on what we are doing. The results of our surveys were presented to them and were well received.

The Court, Sheriff's Office, County Attorney's Office, and others worked together to implement Proposition 100 after the new law presented challenges for Pretrial Services and other agencies.

With the selection of Magellan Health Services as the new regional behavioral health agency, we have new opportunities for partnership. I am expecting from the division directors and quality assurance supervisors that they will be developing the communication links that we need to have in communities and neighborhoods with local decision-makers, treatment providers, and others.

There's recent discussion between the County and DOC to collaborate on targeting crime hot spots. The potential to reduce crime through such an initiative is very promising.

Dealing With Personnel Problems

New performance appraisals for probation officers have been developed and implemented. They provide for greater consistency in what is expected from officers. What an officer must do in order to get a Meets or higher rating is clearly defined. Officers and supervisors know what is being measured and there is a clear method for scoring different components of the evaluation. Monthly progress reports provide ongoing feedback so that problem areas can be readily identified and addressed on a timely basis. The performance appraisal has been automated and will come online in various parts of the department in the coming months. A similar performance appraisal is being developed for surveillance officers.

By working together to achieve our departmental goals, we build a top-rate organization that provides excellent customer service.

MCAPD Selected for 2-Year Project

The Crime Justice Institute recently announced that the Maricopa County Adult Probation Department was one of two departments chosen nationally to take part in the *Implementing Effective Correctional Management of Offenders in the Community* project. Beginning in November, the MCAPD will be working on a two-year project with the National Institute of Corrections and the Crime Justice Institute to reduce recidivism. Orange County, California was also selected for the project and will begin at a later date.

The goal of the project is to assist agencies that have implemented an evidence-based initiative and to further advance the integrated model endorsed by the National Institute of Corrections, which combines the use of evidence-based principles, collaboration and organizational development.

MCAPD began its evidence-based initiative in 2004 with a commitment to use the National Institute of Corrections' integrated model for implementing evidence-based practices. While Adult Probation has made great strides in implementing its evidence-based initiative, the department believes that technical support will be beneficial in such areas as: quality assurance, collaboration with criminal justice and community partners, and a better understanding of what works best to change offender behavior, resulting in reduced recidivism and enhanced public safety.

Managers' Forum "Aligning the Stars"

By Cathy Wyse



Apparently, a lot of managers anticipated that the most recent Managers' Forum entitled "Aligning the Stars: Performance Measures and Data Quality for Evidence-based Practices" would be just about as exciting as reading the legal notices in the newspaper. However, judging from the comments that followed the August event, such as "thanks; it wasn't as boring as I expected," the forum didn't turn out to be a snooze fest after all.

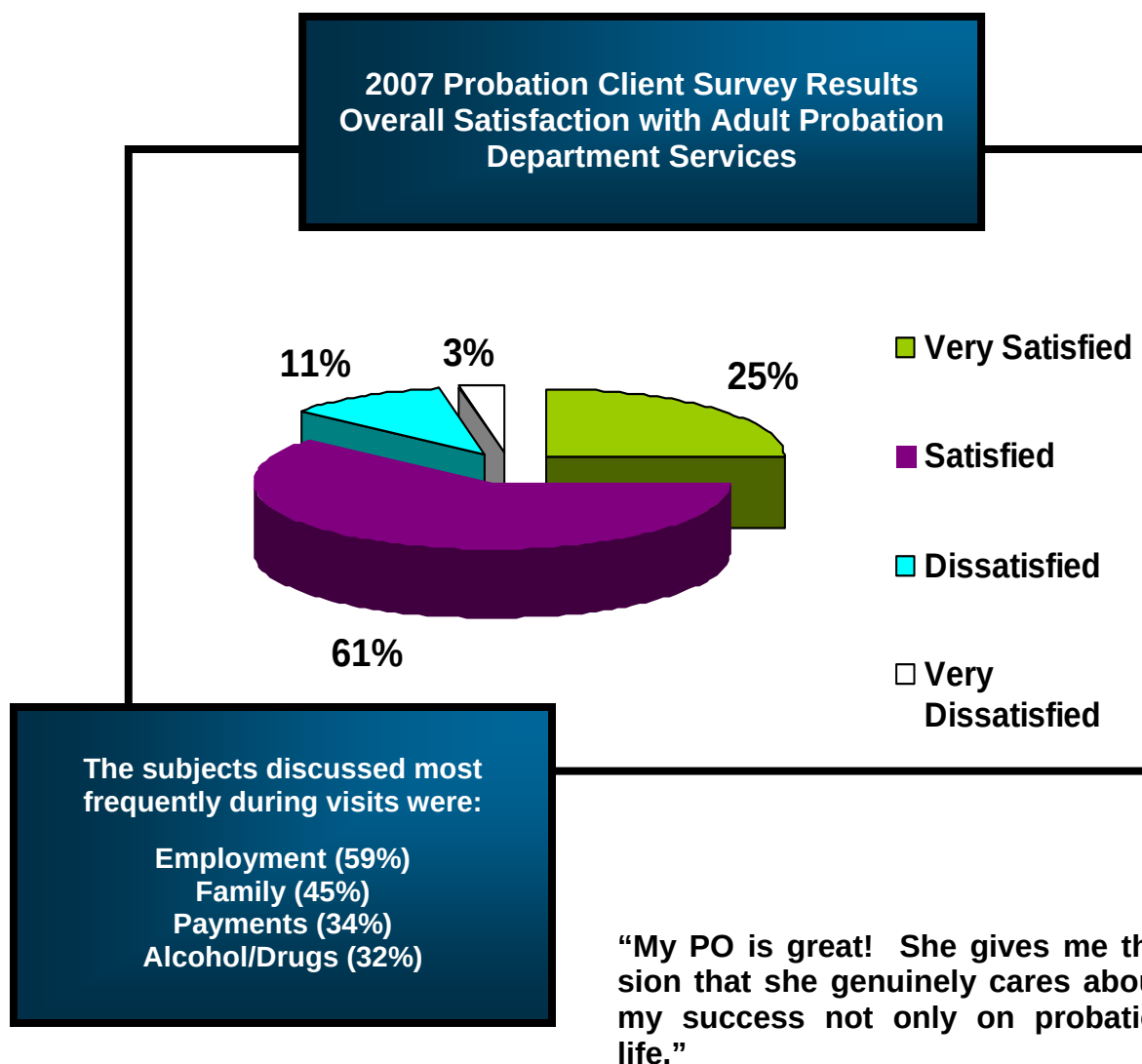
In a step-by-step approach, Planning and Research demonstrated how the monthly statistics are used to measure progress on MCAPD's crime reduction goal and explained the relevance of the data to the department's EBP initiative. Data was made available on three key measures – probation completion, revocation to prison, and new felony sentencing – at the department, division, unit and officer levels. Mike Cimino demonstrated how, as a supervisor, he has started to use the monthly statistical data to look at his unit's performance. While performance on these three measures has been reported at the department level for a while now, management reports at the division and unit levels are new. This information allows division directors, unit supervisors, and even individual officers to see their contributions to the department's crime reduction goal and to compare their performance with others in the department.



Maricopa County Adult Probation Client Survey Results

As part of Managing for Results, Goal D: Customer Satisfaction, the Maricopa County Adult Probation Department conducted a client survey in June, 2007 to measure the overall satisfaction of probationers with the services they receive from the Adult Probation Department.

The survey was conducted at each area office with an 82% response rate. The results of the survey were positive with nine out of ten clients indicating over all satisfaction with their experience with the Adult Probation Department. 92% of probationers stated that probation officers treated them with respect and 89% stated that their probation officer worked together with them to help complete probation successfully.



We are the Champions.....of the World!!!

By Ed Guerrero



This very popular tune by the rock band Queen was played on September 18th to honor the 2007 WNBA World Champion Phoenix Mercury. This team of professional women basketball players made history by becoming the first visiting team to ever win the final and deciding championship game. They beat the defending champion Detroit Shock in their own backyard by the final score of 108-92.

Instead of an outdoor parade, the Mercury celebrated their victory in a closer, more intimate setting with their fans at the America West Arena. Several of our own staff members attended the celebration.

The General Manager Anne Meyers Drysdale, a former collegiate basketball All-Star, highlighted the team's road to victory. Anne gave a quick run down of key stats and milestones that the players achieved and struggles they overcame. She then introduced Coach Paul Westhead.

The coach brought "Paul Ball" to the team: a new fast-paced offense that was unprecedented in women's professional basketball. After a few years of challenges and adjustments, they are now champions. She praised the coach's understanding of the relationships between his players.

Coach Westhead emphasized that individual talents that are properly combined make a winning team. He brought a new fast-paced offense that suffered losses early on. But the team persevered and adjusted as they continued to improve individually and as a team. In the end, they made necessary adjustments to create a winning team of cohesive players.

The event reached its crescendo with the unfurling of the championship banner:

2007 WNBA Champions One City-One Team-One Goal

Okay, so here comes the MFR rub. The Mercury's champion season and celebration with their fans had several MFR similarities:



Basketball games are measured by numbers (performance measures.) And score is kept by quarter with the final score at the end (our annual averages or totals.)

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There are goals in basketball.... Uh, no pun intended. The goal is having more points than your opponent. In sports, statistics are measured and analyzed to increase performance. We do the same and make decisions based on this same formula.



Their celebration is feedback to their fans on how well they did-winning the championship. In MFR Goal D "Customer Satisfaction", we ask for customer feedback so we can improve our services.



A champion consists of a cohesive team with the same focus and the same goal. To maximize their individual talents, these talents must be properly combined to work as a whole. Their relationships and understanding among themselves is critical to success. Our department works the same way: as individuals, units, and divisions working together as a department-as a winning team.



The Mercury made changes as they continually improved their players, talents, and strategies. We do the same within our organization and for the people we serve.



Culture and tradition are very important components of a winning team. How many of our veteran coworkers built the successes we have today like Bridget Pettis, one of the original Mercury players? I'm sure we can all picture some of our workers in the sentimental Grandmamma role. We also have several programs that celebrate our successes.

One key to winning is relationships. Successful relationships include aligning ourselves with one another, aligning our individual jobs with our APD goals. And everything we do and say should be aligned towards having a winning season. We must align ourselves to complement each other towards that one goal: Having winning seasons by achieving our goals and objectives.

The first step is look up at the scoreboard. Look at our MFR page on the intranet, and see what the scores are. (www.maricopa.gov/mfr) We can be champions too.



QA on the QT

By Julie George-Klein, Tricia O'Connor and Mary Anne Boyden

Supervisors Julie George-Klein, Tricia O'Connor, and Mary Anne Boyden make up the new quality assurance field team positions. Between us we have over sixty years of experience with the department in every division, even though we do not look that old.

Since the department has committed to Evidence-Based Practices, we are looking at what has been done, and where we need to go. Through the OST and the FROST we have validated instruments that assess offender risk and needs. The first task of the quality assurance team will be to look at inter-rater reliability. This means we will be working with supervisors to ensure that FROSTs are being scored the same across the board.

Commitment to offender behavioral change is our greatest challenge. In the past we have concentrated on compliance, which is certainly an integral piece of the puzzle. However, research has shown that focusing on compliance does not necessarily lead to behavioral change. The old "get in your face" method of supervision simply does not work. Real life scenarios that officers deal with on a daily basis will be presented at unit meetings. There will be reference materials on EBP and offender motivation in each area of office. Our team will be available to answer questions and work with field supervisors.

In the future, we hope to have the ability to identify which treatment providers are the best match for offenders we have assessed. We also hope to partner and collaborate with a variety of stakeholders in each region that will ultimately lead to reducing recidivism and enhance community safety. Stay tuned... there's more to come.



Probation Officer Supervisors Mary Anne Boyden, Julie George-Klein and Trish O'Connor review quality assurance material.

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Operation Falcon 2007

By Richard Breed

August 19 to 25, 2007 marked the Fugitive Apprehension unit's (FAU) third involvement with the U.S. Marshal's Operation Falcon. Typically, FAU has two officers who work with the U.S. Marshal's unit. With Operation Falcon, the entire FAU is involved.

The focus of the operation was sexual predators, unregistered sex offenders, violent criminals and gang members. Work for Operation Falcon begins weeks before with the FAU selecting the proper cases and gathering information through contacts with the last known address, employers, and family members for leads. Further research is conducted through the Internet with such programs as Entersect and RIMN.



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The goal is to get any information that would give us the location of the absconder. Cases are ranked with the highest likelihood of success first. As an example, cases where employment is known are ranked higher than cases where employment is unknown. Finding someone at a job site is easier than trying to coordinate when they would be home.

Results of Operation Falcon 2007 showed 205 arrests in Maricopa County. Of this number, 125 were probation absconder cases prepared by FAU. Some of the remaining arrests were initiated by a search for a probation absconder. In one instance, while checking the last known address for an absconder, an illegal alien flophouse was located. Although the absconder was not home, the contact resulted in 14 arrests.

Operation Falcon 2007 uses the saying "Strength in Unity." The results show that cooperation between agencies does bring success.

My Space.....Whose Space? Think Before You Post On Social Networking Sites

By Robert Villaseñor, Jr.

I've been making recent use of the Myspace.com, and other social networking websites to see what some of my probationers are doing, or at least say they are doing online. I read that a growing number of criminal justice agencies are visiting these websites for information and investigative purposes. Some probation agencies use them as a form of electronic monitoring of such things as sex offenders' cyberspace activities, gang communications, etc. But the information superhighway is traveled in both directions.

- ① Social networking sites allow you to express yourself and keep in touch with friends by exchanging messages or comments and posting personal profiles describing who you are and your interests, blogs or online diaries, photos, creative writing, artwork, videos, and music. Instant Messaging (IM) and sharing online profiles are popular forms of social networking.
- ① If practiced safely, there can be many positive aspects of social networking. However, you should understand how posting too much information on your profile and communicating with people you've only met online can put you in potential danger.
- ① Some sites and services ask you to post a "profile" with your age, sex, hobbies, and interests. While these profiles help you connect and share common interests, potential exploiters can and do use these profiles to search for victims.
- ① Users may pose as someone else - a different person or a person of a different age - without others knowing. Such users have taken advantage of this and this aspect of social-networking profiles to entice or sexually exploit teens.
- ① You can't "take back" the online text and images you've entered. Once online, "chat" as well as other web postings become public information. Many web sites are "cached" by search engines, and photos and text can be retrieved long after this site has been deleted.

Here are some things to keep in mind every time you are on the internet:

1. Never post your personal information, such as your phone number, address, or the name of your employer, or if you're a peace officer, your occupation.
2. Be aware that information you give out in blogs could also put you at risk of victimization. People looking to harm you could use the information you post to identify you or gain your trust. They can also deceive you by pretending they know you.
3. Only add people as friends to your site if you know them in person.
4. Never meet in person with anyone you first "met" on a social networking site. Some people may not be who they say they are.
5. Think before posting your photos. Personal photos should not have revealing information, such as school names or locations. Look at the backgrounds of the pictures to make sure you are not giving out any identifying information without realizing it. The name of a mall, the license plate of your car, signs, or the name of your sports team on your jersey all contain information that can reveal your location. And never post sexually provocative photos of yourself or your friends.
6. Check the privacy settings of the social networking sites that you use:
 - A. Set privacy so that people can only be added as your friend if you approve it.
 - B. Set privacy so that people can only view your profile if you have approved them as a friend.
7. Remember that posting information about your friends could put them at risk. Protect your friends by not posting any names, passwords, ages, phone numbers, school names, or locations. Refrain from making or posting plans and activities on your site.

Safety Matters

by Gary S. Streeter
August 16, 2007

I'd like to touch on several topics in this article. The first is a Staff Development project that will be coming to a computer near you in the near future. As trainers we teach skills, knowledge and techniques in a wide variety of subjects each year. Our hope is that staff then take this new information and use it effectively during the course of their daily duties. While hope is great, we in Staff Development are curious to know if this is actually happening. To do this we will be soliciting feedback from staff via the "Share Your Thoughts" document, which will be emailed to students three-months after a targeted class. The three-month timeframe allows the students adequate time to utilize the skills and then be able to provide substantive input. Staff Development will then use this input to evaluate and develop training classes. So, keep your eyes peeled for your opportunity to shape departmental training.

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Second, is the issue of fieldwork with a partner. As we all know there is strength in numbers, both as a means of deterring aggression or to effectively counter aggression. Officers are 70% safer when working with a partner and 90% safer when working with two partners. Now, the realities of the job will rarely allow three officers the luxury of conducting fieldwork together. But, pairing up is realistic. There are, of course, limiting factors that can make team fieldwork difficult; however, with proper planning and coordination, team fieldwork can be done. The job still gets done and everyone is safer in the process.

Lastly, is the idea of proactive safety. While we are largely reactive to threat cues or outright aggression by a subject, we can also be proactive in defending our partner or ourselves by being attentive to the environment. This means being in condition yellow and having situational awareness, which is an awareness of who is in our environment and what is going on in our environment. Picking up on subtle verbal cues that hint at escalating behavior, or non-verbal communication signaling the same thing, allows us to identify a potentially deteriorating situation and use the appropriate techniques and tactics to effectively resolve the situation. Field officers who are issued safety equipment can also be proactive by carrying their equipment while at work, rather than only when dictated by policy.

Introduction to the Indirect Services Unit – How Can We Help You?

By Jean Scott

Did you know that Indirect Services (IDS), which is composed of four caseloads – DOC, DOC/DUI, Interstate Compact (Outgoing) and Out of County, is responsible for 13,890 cases as of June 2007?

The probation officers and case administrators in IDS have audited, submitted and processed individual Interstate Compact (Outgoing) transfers for over 1,000 probationers directly from Court, field, DOC and CMU. They interview clients, monitor cases for compliance and prepare all Court reports. And twice a year, the entire IDS caseload has to be hand counted.

Case Administrators working in the Out of County area manage over 1,160 probationers sentenced in Maricopa County, but who are pending supervision or are being courtesy supervised by another Arizona county. These administrators interview clients, review DNA status, audit caseloads twice annually, prepare Court reports and interact heavily with other counties' probation officers, attorneys, family members and victims.

The DOC staff manages more than 6,500 cases with greater than four months in prison in any state in the United States. They enter, monitor and delete DOC cases, create duplicate files as required, update monthly release dates, audit all incoming files, forward to the court all reports, locate "No Shows" and absconders, handle problem DOC cases involving another state, complete Interstate Compact packets and respond to daily correspondence and questions from defendants, family, victims, interested parties and the Court.

The ICE staff manages more than 4,900 illegal alien cases, is responsible for orders of discharge and monthly mass and individual expiration memos to the Court, monitors compliance with illegal alien conditions, completes warrant checks, obtains victim and restitution information, handles ICE dispatch hits and federal custody calls, and processes incoming files.

If you find yourself in need of information about a particular procedure or how to complete the macro, contact us:

WHAT IS NEEDED	CONTACT
Probationer wants to reside in another state	Joyce Tisdale or Jeri Modesti
Probationer wants to move to a different county in Arizona	Jo Ellen McCammond
All questions regarding a current ADOC inmate	Marisela Cordova
All questions regarding illegal aliens	Parry Barnfield or Kelli Reed

The answer to the question "How can we help you?" is simple – we are a resource for you, so please email or call us when you have a question or problem. We look forward to hearing from you.

They're Here! (Thank Goodness)

By Kathy Daniels

You've seen them in the hallways of your office and hanging out in the parking lots. They have taken over vacant caseloads and their presence has resulted in fewer names on your APETS list. Their smiling, if somewhat overwhelmed, faces are everywhere! They are the 91 Probation Officers and 24 Surveillance Officers who have completed training and have been sworn in from December 21, 2006 through August 17, 2007.

These officers have received many hours of training from our Department, with additional training having been provided by the Administrative Office of the Courts. The expertise and knowledge of more than 35 adjunct faculty, in addition to Staff Development and Training personnel, are an invaluable part of the five weeks of training these officers received. The contributions of the many volunteers who assisted with role-plays, ride-alongs and office observations are also greatly appreciated.

This influx of new officers has been beneficial to our Department in many ways, the most noticeable of which has been a reduction of the average size of standard field caseloads. At one point, many officers were carrying caseloads of more than 100 probationers. Current caseload sizes are significantly lower. The addition of such a large number of Surveillance Officers has resulted in our Department being able to provide even better supervision of probationers on many specialized caseloads.

As these officers become more and more proficient, they are beginning to become involved in other activities within the Department. A number of officers serve on the Morale Committees at various offices. Many are members of the Diversity Council. They are taking on more responsibility and those with "seniority" are providing assistance to the more recent graduates.

Each graduating class formed a camaraderie that has lasted beyond their training. They continue to support and encourage each other. In the not-so-distant future, we will begin to see announcements that some of them are being promoted to supervisor.

Congratulations to all these new officers. Welcome to the Adult Probation family!

Graduating Class - December 21, 2006



Probation Officers

*Jacob Baumann, Miranda Boger, Nena Davenport, Tracy Sic, Jessica Hogg,
Carla Montgomery, Alanna Ruben, Jacquelin Tucker, Tye Weber, Martez Moore,
Kevin Bishop*

Surveillance Officers

Timothy Ruby & Liberty Torres

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Graduating Class - February 28, 2007



Probation Officers

Seth Amoo, Lola Bishi, Todd Bodin, Sherrisa Cooper, Sandra Cumming, Joanne Dimenstein, Demetrius Edwards, Laura Eller, Danet Garcia Lopez, Timothy Gill, Mike Hodge, Tomiko Hoffman, Wayne Jackson, Rebecca Lucas, Dale Morley, Monica Osborn, Miguel Paredes, Christian Popovici, Maegan Rhoten, Katie Rosa, Nichole Szkutak, Teri Thibault, Roger Weissman

Surveillance Officers

Daniel Hernandez, Clayton Hunt

Graduating Class - March 20, 2007



Probation Officers

Brandi Carter, Cathy Gervasio, Giovana Howard, Grant Ingram, Paul Lopez, Marvin Magras, Scott Mortensen, Mary Popp, Daniell Sims, Stephanie Smith, Nicole White, Christopher Woodiel

Surveillance Officers

Tiffany Bryant, David Silvas

Graduating Class - May 23, 2007



Probation Officers

Kristen Agnetti, Jennifer Behner, Richard Bethel, Deborah Coleman, Jatawn Dixon, Heather Dunn, Robert Fisher, Timothy Lee, Marie Long, Ashley Mosley, James Mosley, Heather Preston, Melissa Rushing, Donald Sharp, Lynn Williams, Bethany Wittig, Maciej Wrobel, Lori Young

Surveillance Officers *Philip Bish, Victoria Curness, Jerome Lovil, Andrea Mavis, Roberta Navarrette, David Niemi, Laura Radcliffe*

Graduating Class - March 20, 2007



Probation Officers

Claudia Betancourt, Jessica Bradley-Hernandez, Francisco Bustillo, Donald Chludzinski, Gregory Jessen, Angela Richardson, Andrea Romano, Robert Stumper, Gazel Taylor-Johnson.

Surveillance Officers

Gary Burgett, Jennifer Crothers, Aaron Ehlinger, Israel Fierros, Michael Kessler, Jose Lopez Medina, Aura Olivas, Seth Polin

Clean Sweep in September!

By Bob Amavisca

On Friday, September 14 and Saturday September 15, 2007, employees from Central Field Unit #32 coordinated their efforts with probationers, CSP Coordinator Tricia Works, two nearby churches and local activists from the Canyon Corridor Community Coalition (CCCC) to begin renovation of a field for a community garden, as well as alleyway clean-up to prepare a wall for the placement of a community inspired mural.

Officers Nick Skrbec, Terry Short, Jacob Baumann and Michael Moreno oversaw the efforts of probationers, who reported to start clean-up at the sites located at Lynnhaven Church, 4426 North 31st Avenue and Iglesia Luterana Vida Nueva, 2942 West Camelback Road, both located in Phoenix Zip Code 85017. Canyon Corridor Weed and Seed Site Coordinator Nellie Ramon worked with City of Phoenix Councilman Simplot and Maddox's office staff to obtain large dumpsters and equipment for both sites which made the tasks easier for trash placement and removal.

The alley way clean-up at Lynnhaven was well received by nearby residents who used the opportunity to haul away old items, as well as for the church which removed items they had stored and no longer needed. Cleaning the alleyway was important for safety reasons to include removing weeds and construction rubble from a wall that had been knocked down. It was also essential to provide future access that will be needed by the staff that will be preparing and painting the wall mural.



Lynnhaven - Before



Lynnhaven - After

The field located at the Vida Nueva church was overgrown with weeds, dead trees and had a playground equipment that was not only an eyesore, but had been in disrepair for several years. Workers at that site, including church parishioners, were fortunate to benefit from a probationer whose family had access and provided the use of a "Bobcat" backhoe. Mounds of dirt were leveled once the field was cleared of debris from the trees and playground equipment. Future plans include the preparation of the soil as well as installation of an irrigation system to start growth of plants and new neighbor relations.



Vida Nueva - Before



Vida Nueva - After

U.S.S. Garfield

Marilynn Windust



J.C. Humphreys, Work Furlough Surveillance Officer, transformed the long, white-walled halls of Garfield into an underwater odyssey. Her imagination and talent created an aquatic mural alive with vibrant colors and images.

J.C. has been with the department for 17 years and has spent the last seven in Work Furlough. A "self-taught" artist, she has been painting for over forty years. Despite no formal training, (she calls her talent a gift on loan) she has transformed the walls at Garfield into an underwater adventure with scenes depicting numerous sea creatures, while also working in some of the special nuances of the facility. We at Garfield are very grateful to J.C. for sharing her talent.

If you are interested in seeing more of J.C.'s work, check out the Durango facility where you will find yourself walking past murals of the Sonoran Desert landscape and Native American scenes.



Maricopa County Adult Probation Department COMMUNITY HOUSING REHABILITATION PROGRAM

Our program serves interested skilled and unskilled probationers who are willing to learn a trade that may lead to a good paying job in the construction field.



Helping non-profits with their construction needs, from painting and concrete to electrical and plumbing – and more.

Community restitution hours are given to participants, and projects located throughout the valley.



We are based in the
Garfield Probation Building

1022 East Garfield St.
Phoenix AZ, 85006

For more info, contact
Bob K at (602) 980-5147

IPS and Garfield House: A Good Combination - Probationers Gary, Larry & Mike Share Their Stories

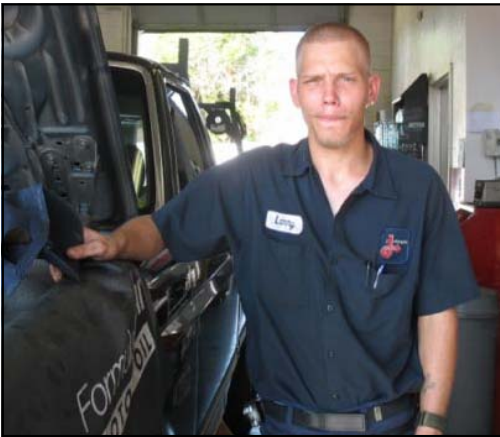
Marilynn Windust

Probationer Gary lives at Garfield House. He has graduated from IPS and is now on Standard Probation. According to his PO, he will be submitted for an Early Termination in September 2007. When asked about his experience at Garfield, this is what he had to say:

"I asked my IPS team about a better place to live as I didn't want to be in a homeless shelter. They got me into Garfield and it has been a blessing. Garfield has become my home. The staff is a caring group of people who want to help and they listen to us. Rules are rules, but for personal growth, you can't get any better quality of help and understanding. Since coming to Garfield, I have been able to take care of my dental needs, I have acquired all of the tools necessary to get back into my trade as a painter, and I have been able to put money away to move into my own place. Garfield is a safe, comfortable place. Thank you for this opportunity." Gary



Probationer Gary presents the lawn he put in at Garfield



Probationer Larry works at Jiffy Lube

Probationer Larry lived at Garfield for four months. While at Garfield he attended GED classes on site and he is now taking on-line classes through Rio Salado Community College. Larry has progressed to level four on IPS and it is anticipated that he will graduate to Standard in the next few months.

"Where I was living before I moved to the Garfield House, I was having a lot of problems. I was probably on my way back to jail. My IPS team thought so too and talked me into moving into Garfield, even though I didn't want to. Everyone was so nice to me and after the first week, I loved the place. Then I lost my job, but at Garfield I had free living and free food while I looked for another job. I found a job and now I am living in a house with a friend and am in a management position at Jiffy Lube. At Garfield they helped me to succeed." Larry

Probationer Mike continues to live at Garfield House and is in the process of reinstating his commercial driver's license. He has graduated from IPS and is now on Standard Probation. In four months he will have completed his three year probation grant.

"My IPS Team suggested I move into the Garfield House where I found myself surrounded by people who reached out to me and made it their priority to make sure I secured my future and to make it a successful one. I hold the staff at Garfield in the highest regard. They have dedicated their lives to life itself. I also have appreciated the other officers in the building for every conversation, the very meaningful advice and good laughs along the way. I will be forever grateful to the ones who have committed and dedicated their lives to making positive changes in other's lives." Mike



Probationer Mike installs new shelves at Garfield

Congratulations to these men who have taken advantage of the opportunities probation presented and for the successes they have achieved. Also, good job to the IPS officers who supported their choices: PO Rebecca Britt and SOs Greg Scott, Christi Seger and Kevin Peters.

First Two Probation Officers Retire Under CORP

Sue Stodola began her probation career in Rockford, Illinois in 1980. Sue supervised 120 women as she was the sole female supervising APO in the office. At that time, supervision was matched by gender.

Sue began her career with the MCAPD in 1984 in the PSI unit. In 1987 she was promoted to supervisor where she managed staff in various locations including general field, PSI, Programs, the SMI unit and RCC/EDC.

Sue retired in July of this year after 23 years with the MCAPD. She misses the staff and many probationers she came to know in the field. Sue believes that the role of an APO is unmatched by other careers. She believes that probation staff have a unique opportunity to touch the lives of probationers and their families as well as victims and the community at large. She further believes that probation officers open doors for their probationers and offer them new opportunities, choices and a new outlook.

As Sue begins a new career, she is reflective about her years with the MCAPD. She reflects on what a significant and important job all probation staff have as they touch many lives and work hard to make this community a safe and more vibrant place to live.

Sue wishes everyone a happy and healthy life!



Sue Stodola

“Gone Fishin”

After 23 plus years with the Maricopa County Adult Probation Department, Luis Ebratt has retired... well, sort of! Lu came to APD in 1984 from Erie, Pennsylvania at the urging of then PSI supervisor, Frank Vitaro (The original Godfather of probation).

After less than 3 years in a standard Spanish speaking caseload inherited from hunting partner and friend Lee Brinkmoeller, Lu promoted to supervisor. Not being one to forget his roots, Lu has spent many a night by the campfire complaining to Lee about the condition of that caseload he took over. Lu has also served in IPS, PSI, Warrants and Work Furlough.

In 1989 Lu met fellow officer Leslie Foster. After 6 years of courting/begging, Lu convinced Leslie to become his bride.

As busy as we all are meeting the daily requirements of the job, Lu felt he still had more to give. In 1998 he and friends Jim Baribault and Gloria Washington became instrumental in the formation of the Arizona Probation Officers' Association (AZPOA).

Lu is currently serving as AZPOA President, AZCOPS Legislative Liaison, and NCP SO Secretary. If you look closely into his eyes, you can see the reflection of a mountain trout stream and a hammock swaying in the breeze in beautiful Pagosa Springs, Colorado.



Left to Right: Jim Baribault, Doug Frantz, Lu Ebratt, Chief Barbara Broderick

The following officers were promoted to Supervisor on August 27, 2007.

Vince DeArmond
Beth Garrow
Raquel Mead Gloden
Brandelyn Jackson
Anna King
Jeff Trollinger
Sherri Tucker
Kristi Ward
Tom Weiss



20 Year Celebrations

Meir Dembowski
Rosela Morales
Sandy Lewis
Lynda Fowler
Donna Gustafson

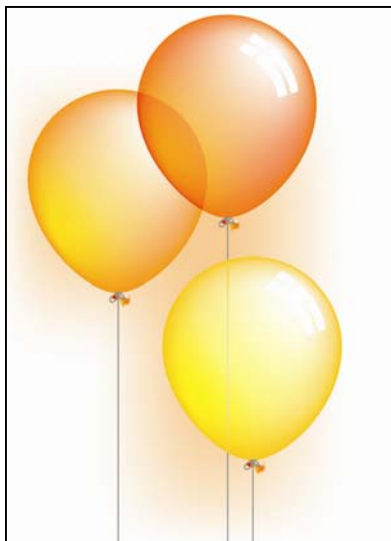
15 Year Celebrations

Robert Amavisca
Maria-Teresa Martinez
Don Warrington
William (Buff) Young

10 Year celebrations

Evonne Peterson
Abril Facio Martinez

The Adult and Juvenile Probation Diversity Council would like to congratulate the winners of their annual drawing:



BCB: Liz Alexander, Amanda Valencia, Noelia Monge, Joanne Dimenstein, Patrick Ward, Joni Delaney
DTJC Pre Trial: Gloria Vallecillo, Manny Peraza
DTJC Admin: Jaqua Davis, Debbie Salomone
DTJC 2: Donna Carroll, Donald Chludzinski
Durango: Jesse Leroy, Terry Cash
Garfield: Michelle Crouch, Dominick Bueti
Northport: Mary Beck, Sonia Cruz, Robert Craig, Katherine Schiets
PSC: Karen Morales, Kirsten Weigert, Amy Yu
Scottsdale: George Boyd, Carol Graham
SEF: Susan Bee, Sylvia Gonzalez-Hollaway, Sandy Lewis
Southport: Krista Martin, Jodie Mertens
WRC: Marissa Moore, Wynkesha McKnight, Julie George-Klein
WCB5: Liz Short, Kim Sullivan
WCB6: Mary Anne Legarski, Donald Kaliski
4th Ave Jail CLAPO: Connie Koch, Sandra Flatten
4th Ave Jail/Pretrial/Nights: Marylouise Stevens

Correction:

Published in the June/July issue of the Chronicle was an article on page 12, Officer's Serving in the Armed Forces. Tricia Works should have been printed, not Trisha Woods. Also, Tricia is not an officer as yet. She is currently a SFC (Noncommissioned Officer) and applying to become a Warrant Officer in the Army.

Thanks to Our Writers

Contributing Writers

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Mary Anne Boyden
Richard Breed
Robert Villasenor Jr.
Gary S. Streeter
Jean Scott
Kathy Daniels
Bob Amavisca
Marilynn Windust
Sue Stodola
Lu Ebratt

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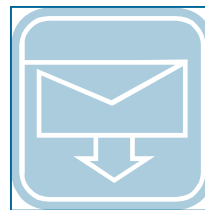
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