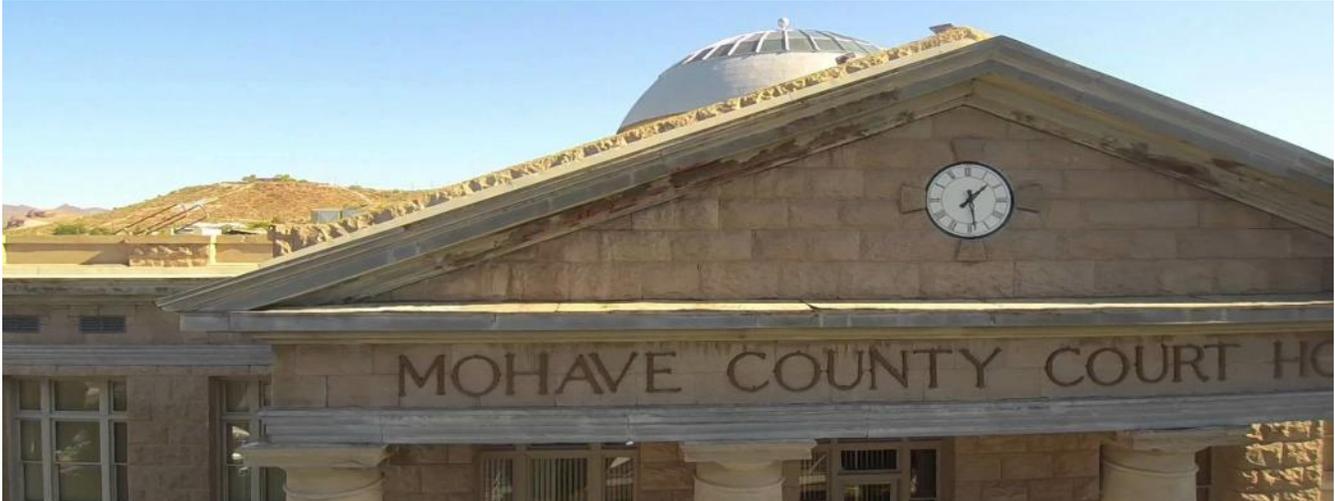


# Full Court Press

Mohave County Courts



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## Judges Charles W. Gurtler, Jr. and Rick Williams Appointed to Serve as Judge Pro-Tems for the Court of Appeals

Submitted by Kip Anderson, Superior Court

On September 21, 2016, Chief Justice Scott Bales appointed the Honorable Charles W. Gurtler, Jr. and the Honorable Rick Williams to serve as judge pro-tems in the Court of Appeals, Division One to aid and assist in the consideration and disposition of pending cases. This work is in addition to their regular duties as judges for the Superior Court of Arizona, County of Mohave.

Their appointment to the Court of Appeals is necessary due to the retirement of several current judges on the court. Their assignment to review and rule on cases will help ensure the caseload of the Court remains current. Both Judge Gurtler and Judge Williams look forward to the opportunity to serve the citizens of Arizona in this capacity. The experience and skills they have acquired while serving on the bench here in Mohave County will be a great benefit to them as they serve in this expanded role.

## Gurtler Named to New Term as Presiding Judge for Mohave County

Submitted by Heather Murphy, Arizona Supreme Court

On July 14, 2016, the Arizona Supreme Court issued a press release stating that the Honorable Charles W. Gurtler has been appointed to a new three-year term as presiding judge for Mohave County. His new term as presiding judge will officially begin on February 1, 2017.

Presiding Judge Gurtler was appointed to the Superior Court in Mohave County as a Judge Pro Tempore in 1994. He later won election to his first term as a Superior Court Judge in 2002 and became Presiding Judge in 2012.

Under Judge Gurtler's leadership, the courts have worked with county officials to improve services while lowering the costs of providing legal services to the indigent. Changes have resulted in a direct savings of 20 percent, or \$300,000, from fiscal year 2013 to present. He has also guided the restructuring of the probation department to better serve the public, engaged his peers on the court on a 5-year strategic plan, and worked to bring the Arizona Court of Appeals and Arizona Supreme Court to Mohave County for public events at local high schools.

"I'm most grateful for the working relationship we have with the county and its Board of Supervisors that allowed us to improve public access at our court facilities in Lake Havasu City and Bullhead City," Judge Gurtler said. "We are also excited about the plans underway to build a new courthouse in Kingman that will allow us to better serve the citizens of the county for many decades to come."

Presiding judges in Arizona take on extra duties and serve as the chief executive officer of the courts in the county, overseeing all aspects of court business, including financial management. The presiding judge oversees case assignments, and helps set the court calendar. They also monitor the performance of the courts to ensure that cases are processed in a timely manner.

Judge Gurtler receives no additional compensation for his duties and responsibilities as presiding judge. In addition to leading the courts in Mohave County, Judge Gurtler continues to hear cases and perform the full duties of a Superior Court judge.

Judge Gurtler is a graduate of the University of Wisconsin at Eau Claire with a double major in History and Political Science. He earned his Juris Doctor Law degree at California Western School of Law in 1986.

# Employee Spotlight



ELAINE MAESTAS

It was thirty years ago when Al Rosen, a retired Assistant Chief Probation Officer, recommended Elaine apply for a position with the Mohave County Probation Department. After reviewing the job description for the position she threw the application in the trash because she thought she could not do the job. Despite being discouraged by the job description, Mr. Rosen encouraged her to apply with the Probation Department which she eventually did and was hired as an adult pre-sentence investigation writer.

Elaine is honored to be part of the court system and believes probation provides a valuable service to the community. Probation can keep people out of prison and keep families together. It is very rewarding if you can help someone put their life back on track and move forward in a healthy and positive direction. Working in Probation is a very rewarding career.

## **What has surprised you most about working with Mohave County Probation?**

What has surprised me is the level of commitment of my co-workers whether it is adult or juvenile. I see a huge level of commitment from the officers. People who work in this profession really care about people or they could not be here. This includes our detention officers who really care about kids. Over and over again I see people going above and beyond what they are required to do and it's heartwarming and humbling. Many people do not realize how hard the people in the court system work or the emotional toll it can take on a probation officer.

## **What have you found to be the most challenging in working in Probation?**

Keeping up with all the initiatives that are required by the Administrative Office of the Courts and implementing them and getting the buy-in from the staff. Another challenge is not having adequate technology available to us to do our jobs.

## **What do you wish other people knew about Probation?**

I wish people knew how rewarding a career this can be and understood the challenging work that probation officers do. Probation officers have to work late at night and on weekends to visit the homes of probationers. Often times officers work with defendants that are difficult and sometimes angry that they are on probation and yet if it were not for probation you would have far more people in prison. Probation is in lieu of prison. Probation is an opportunity to remain in the community, attach to the social structure and contribute to society, while remaining with their family. While doing that, probation has to ensure the community is safe. It is a balancing act. She believes probation officers are worth their weight in gold to be able to do that for their community.

## **What would people be surprised to know about you?**

I hate sports and everyone love sports; however, the people who know me, know that about me.

## **What are you most proud of?**

Years ago, I interviewed a serial rapist as part of a pre-sentence investigation. I asked him if there was anything he wanted to tell me that he had not shared with anyone else. He revealed to me details of a crime that he had committed only months earlier. I contacted the Needles Police Department and provided them the information. The man had given me details that had never been made public so the police believed he had committed the crime. I was able to give the victim's family peace of mind that this man would never again harm their five-year old daughter because the man was going to prison for a very long time. I think that having peace of mind is very important in life.

Continued on page 17

# Employee Spotlight



ALAN PALOMINO

Alan Palomino learned about Probation after graduating college and relocating to Flagstaff, AZ. He was working as a temporary employee at the Juvenile Detention facility in Flagstaff. It was common for employees to start at detention in order to get hired at Probation. After attending a career fair he learned of an opening for a Probation Officer with Mohave County Probation and applied for the position and has been with the Mohave County Probation department ever since.

He has enjoyed working for the court system these past 21 years. Especially, the concept that Probation performs the dual functions of protecting the community and providing an opportunity for positive change for those granted a term of probation.

## **What has surprised you most about working in the court system?**

Mohave County has done a good job in investing in their facilities, vehicle fleet and providing training opportunities; however, it does not appear there is a lot of emphasis or concern placed on maintaining a quality workforce. Employees are Mohave County's number one asset, and measures need to be taken to bring salaries comparable to the rest of the state and the compression issue must be addressed. The county has significant turnover that strains those who wish to remain employed, tasking them with covering extra duties and the training of new hires.

## **What have you found to be the most challenging in working in the court system?**

Probation is overseen by the Presiding Judge of the Superior Court and ultimately the Chief Justice of the Arizona Supreme Court; however, multiple agencies such as the Administrative Office of the Courts, the Mohave County Board of Supervisors, Mohave County Finance and Human Resources must also approve most of what we do. Probation Administration is often in the position of convincing county and state officials that the needs of Probation are legitimate. Sometimes it can be challenging to get everyone on the same page.

## **What do you wish other people knew about Probation?**

Probation is an opportunity not a punishment.

## **What might someone be surprised to know about you?**

I enjoy a wide variety of music and art. I also enjoy working with my hands and find time to tinker in the garage or work in the yard.

Continued on page 17

# Judicial Years of Service

July-September

**Thank you for your service to the Mohave County Courts!**

## **Superior Court**

Monica Querry, 1 year  
Corinne Hester, 3 years  
Kimberly Chappellear, 3 years  
Jim Pan, 7 years  
Lorrie Back, 11 years  
Kyle Rimel, 14 years  
Mary Shamowski, 15 years

## **Clerk of Superior Court**

Gretchen Howell, 1 year  
Jodi Myers, 1 year  
Frederick Shade, 2 years  
Sonja Smith, 2 years  
Lynda Benshoof, 7 years  
Ann Williams, 7 years  
Kelly Andrews, 8 years  
Ruthann Garr, 8 years  
Kimberly Cunningham, 9 years  
Kimberly Graves, 9 years  
Marilyn Hurd, 9 years  
Elizabeth Kuchen, 9 years  
Christina Spurlock, 9 years  
Della Hiser, 10 years  
Doris Yellowhair, 23 years

## **Probation**

Bryce Gustafson, 1 year  
Annette Johnson, 1 year  
Jonathon Deese, 2 years  
Megan DeBaca, 2 years  
James Hildebrand, 2 years  
Robert Merritt II, 2 years  
Tracy Wensel, 2 years  
Terry White, 2 years  
Brenda Ellis, 3 years  
Edwin Prell, 4 years  
Amanda Simmons, 4 years  
Ronnie Walker, 4 years  
Natalie Eggers, 5 years  
Stephen Cromer, 5 years  
Julie Somma, 8 years  
Danielle Abel, 9 years  
Joseph Prentice, 9 years  
Patricia Zirkle, 10 years  
Lance Bowen, 11 years  
Karen Ganley, 11 years  
Kyle Smith, 12 years  
John Somma, 12 years  
Kathy Bachler, 14 years  
Melissa Register, 20 years  
Ann Rooney, 25 years  
Alan Chamberlain, 32 years

# Lake Havasu Court Wellness Committee

Submitted by Tina Sweeney, Lake Havasu Consolidated Court

Our newly created “Court Wellness Committee” is at it again...we hosted a Christmas in July party that included a water bottle exchange to promote water drinking during these warm weather months (for the Justice, Muni & Superior Court).

Those who wanted to participate drew names of who they were supposed to buy a water bottle for. The bottles were wrapped and given anonymously. The fun of the party was to try to figure out who gave you a water bottle and we also celebrated by having a luau potluck!

Our next adventure this month will include a movie night out with all the court staff! The goal of our committee is to promote health and wellness amongst our staff and build stronger relationships with our coworkers since we spend most of our waking hours with them.



Each day is a gift. Cherish it. Use it wisely. Be grateful for it. Invest your time and energy to enhance your life and improve our world. This is your day. Make it count. –Nido R. Qubein

## *Cruising For A Cure*



If you're cruising down Spring Street, stop by the Mohave County Superior Court Clerk's Office and show your support for finding a cure for Breast Cancer. Pink cars are available for \$1.00 or 6 for \$5.00 and space is available on each car to write a message. Your car will then be displayed on our Route 66 wall map. Each car purchase also gives you a chance to win various themed gift baskets, raffle names will be drawn November 1, 2016. All monies raised will be donated to the Kingman Cancer Care Unit.

# Recreation for Recovery

Submitted by Melissa Register, Probation

On July 23, 2016, Juvenile Drug Court Teams and Participants gathered for the 1<sup>st</sup> Annual Recreation for Recovery. This year's recreation was a softball tournament between the 3 major cities of Mohave County. Team members in attendance represented probation and judicial staff, community treatment providers, local schools, drug court participants, and a few volunteers. The Bullhead City Team defeated the Lake Havasu City Team in the first game. The Kingman Team was then outscored in the second game by Lake Havasu. Bullhead and Lake Havasu then met again for the championship game wherein Lake Havasu took home the win and the trophy.

With the exception of one minor injury and one major injury, a great day was had by all. The adults embraced the opportunity to intermingle with the youth while engaged in prosocial activities. It is important for the youth we work with to see what having a good time without the use of drugs and alcohol looks and feels like. Equally important was the opportunity for the juveniles to have meaningful interactions with adults who truly believe they can succeed, no exceptions, and support them in those endeavors.



**Probation Staff (left to right):** Melissa Register, Dillon Richhart, Josh Frisby, Emily Snay, Natalie Eggers, Diann Albert, Lauren Flood, Tracy Wensel, and Mark Mayberry.

# New Judicial Employees

Roberta Cull, Court Services Clerk, Clerk of Superior Court

Falana Huber, Probation Services Clerk, Probation

Jamie King, Human Resource Specialist, Superior Court

Lana Lotspeich, Probation Services Clerk, Probation

Ramona Ramirez-Patino, Court Services Clerk, Clerk of Superior Court

Tiffany Wells, Juvenile Detention Officer Recruit, Probation

## Rule 1.1 of the Code of Conduct for Judicial Employees Compliance with the Law

Canon 1 of the Code of Conduct for Judicial Employees contains three rules, one of which is Rule 1.1 'Compliance with the Law'. This rule tells us that as public servants we should not act in any way that would violate specific laws or provisions of the code of conduct. Public confidence in the judiciary is maintained by the willingness of each employee to live up to this standard. When we are faced with conflicting loyalties, we should seek first to maintain public trust. We should not for example, knowingly make false entries on time cards or personnel records; backdate a court document; falsely claim reimbursement for mileage or expenses; misuse the telephone, internet, fax or copy machine; or take supplies home for private use.

Rule 1.2 also tells us that we should not do business on behalf of the court with a former judicial employee who left the court's employment during the preceding twelve months and who represents a person or business entity concerning any matter in which the former employee was directly and personally involved and over which the former employee exercised substantial and material administrative direction. For example, let's say that Sally Smith resigns from her job as a probation officer who was responsible for coordinating substance abuse counseling for adult probationers. Sally quit her job with the Court to start her own business as a substance abuse counselor. In this case, it would be a violation of the code of conduct for the Court to use Sally as a substance abuse counselor for 12 months following the date she left her job with the Court. The reason is the objective observer might conclude that referrals by the court to use Sally's services were improperly ordered or were ordered to generate business for Sally.

If you have any questions about the application of the Code of Conduct to specific situations, check with your supervisor, Judge/Division Head, and/or Superior Court Human Resources at extensions 4470 or 4928.

## Congratulations To:

- ◆ Josh Frisby and Lance Bowen! Effective October 1, 2016, Josh Frisby will be promoted to Deputy Director of Juvenile Court Services and Lance Bowen to Deputy Chief Probation Officer. Josh has been employed with Probation since June 1997 and Lance joined the Probation team in September 2005.
- ◆ Kyle Smith for graduating from the Arizona Supreme Court Supervisor Class (ACS). Kyle has enrolled in the Arizona Supreme Court Manager Program.
- ◆ Josh Frisby for graduating from the Arizona Supreme Court Manager Program (ACM). Josh will begin work on his master's degree in the spring of 2017.

## New Probation Employees Sworn Into Office



FROM LEFT TO RIGHT ELAINE MAESTAS, JUDGE JANTZEN AND ALAN PALOMINO

On July 15, 2016, eight new employees took the oath of office for their positions. This ceremony was a historic one as Alan Palomino and Elaine Maestas took the oath of office for their new positions, celebrating the reorganization of Probation into two divisions, the Adult Probation Division and the Juvenile Court Services Division. On July 11, 2016, Judge Gurtler appointed Alan Palomino as Adult Chief Probation Officer and Elaine Maestas as Juvenile Court Services Director.



The Honorable Lee F. Jantzen administered the oaths. Officers pictured from left to right are officers Julie Weber, Sara Colbert, Tricia Hall, Eileen Ponce, Lisa Ruokis, Darlene Pendergraft, Michael Bingham and Robert Merritt.

# High Five Recognition

## **Shaleen Bracken, Probation**

Her willingness to step up and assist with “other duties as assigned.” Sha also serves as a facilitator for Moral Reconciliation Therapy (MRT), a Cognitive Behavioral Therapy program used to help defendants on probation to re-evaluate their moral reasoning system effectively helping them to live better, sober and productive lives. In this she demonstrates a dedication to the department’s principle of changing lives.

## **Kyle Rimel, Superior Court**

For the extra time and effort Kyle spent working over the weekend with staff to get the court network back up and running for the Lake Havasu Courts and Probation.

## **Terra Sears, Probation**

Her ability to immediately answer questions and provide direction in completing probation tasks. She always knows where to obtain the correct information and provides excellent customer service to her coworkers.

**Every day employees of the Court are making a difference. Recognize your co-workers through the High 5 Program!**

## **Tina Sweeney, Lake Havasu Consolidated Court**

Tina often goes above and beyond in providing information to the Pretrial Supervision Program even though she is very busy doing her other work assignments.

## **Matthew Wokas, Probation**

For acting quickly to take steps in keeping a defendant from hurting themselves. If not for Officer Wokas’ quick thinking and response the defendant could have seriously hurt himself.

## **Judy Diaz, Penny Carter, Emily Day, Content Wilson, Morena Alvarado, Raquel Casillas, Mary Donnelly, Brooke Jones, Michelle Carroll-Volk, and Joshua Hutton, Bullhead City Municipal Court**

Despite many staff changes and shortages the staff of the Bullhead City Municipal Court have continued to maintain a positive attitude and provide phenomenal customer service.

## Lake Havasu Veterans Court Newsletter

Submitted by Colene Lowery, Lake Havasu Consolidated Court

The Lake Havasu City Veterans’ Treatment Court has a newsletter that is published on the Lake Havasu City website called *The Veteran’s Six*. The monthly newsletter may be accessed at: <http://www.lhcaz.gov/court/veterans-court>

## Risk Management Training

Submitted by Lori Linn, Superior Court

Superior Court is delighted to share with you some wonderful news about training. Mohave County Risk Management has purchased an on-demand training program which will allow court and probation employees to obtain required training while at their desk.

The courses available are: Defensive Driving, Van Safety, Fire Safety, Hazardous Communications, and Blood Borne Pathogens. To sign up for these programs you will need to contact Nicole Aragon for Probation and Lori Linn for Courts.

Nicole Aragon, X4297 or [naragon@courts.az.gov](mailto:naragon@courts.az.gov)

Lori Linn, X4044 or [llinn@courts.az.gov](mailto:llinn@courts.az.gov)

More good news: Once you have completed Defensive Driving Training as a new employee, as an existing employee you can complete a refresher program every three (3) years via the on-demand training system. The program, which is only 1.5 hours in total, is mandatory for those employees who drive a county vehicle. This includes all probation employees but does not otherwise apply to those who drive their personal vehicle for work. And remember, no more on-the-road driving test. Hooray!

In-person training is still available in Kingman through the County New Employee Orientation (NEO). Please contact Gregg Swierczek [gregg.swierczek@mohavecounty.us](mailto:gregg.swierczek@mohavecounty.us) for questions regarding County NEO.

## CASA Presents at Arizona 1.27 Meeting

Submitted by Mary Shamowski, Superior Court

Mary Shamowski, Coordinator for the Mohave County Court Appointed Special Advocate (CASA) Program, was invited to speak at the Arizona 1.27 meeting which took place on September 7, 2016, at the Cavalry Baptist Church in Lake Havasu City. Mary provided information about the CASA Program as well as the need for CASA Advocates.

The Department of Child Services, the Foster Care Review Board and current foster parents also addressed members of Arizona 1.27. Arizona 1.27 is a church-based movement aimed at engaging the local church in the Arizona child welfare system. Arizona 1.27 was created to respond to the current foster care crisis.

## Save the Date

### **November 15, 2016**

The deadline to complete all 2016 COJET Training. Please complete mandatory training hours by this date.

*Note: If you division has an alternate deadline date, please defer to it.*

### **November 18, 2016**

Deadline for Nominations for the Making A Difference Award

### **January 11, 12, 13, 2017**

22nd Annual Mohave County Court & Probation COJET Conference

### **Windows and Office 2013**

**Training.** Various dates.

Contact Corinne Hester x 4387

## Adult Drug Court Participants Share Experience with Juvenile Drug Court Participants

Submitted by Elaine Maestas, Probation



DEPUTY PROBATION OFFICERS LAVONNE MARZETT AND LAUREN FLOOD

What began as “innocent teenage parties” for Crystal, Jacquelyn and Charles ended in hard core addiction to pills, methamphetamine, cocaine and heroin. This journey of addiction began when they were between the ages of ten and thirteen. It led them

through the juvenile justice system, the criminal justice system, and eventually into adult drug court. But on June 20, 2016, at the encouragement and direction of their probation officer, Lavonne Marzett, all three adults took the time to speak to 8 youth participating in the juvenile drug court in Bullhead City.

One participant spoke about how she had her child removed by the Department of Child Safety (DCS) two years ago when he was three years old. At first, she was not allowed to have unsupervised visits for months until she realized she needed to make a change in her life. It was especially difficult to hear her son ask her if she was getting better.

Crystal, Jacquelyn and Charles are in the last phase of the adult drug court program and continue to be role models for others in the program. They are once again believing in the dreams they once thought were forever gone and giving new hope to a younger generation of drug court participants.

Our department wants to extend its sincere thanks to Deputy Probation Officers Lavonne Marzett and Lauren Flood for their partnership and collaboration in this most important endeavor.

# Lake Havasu COYOTEs

Submitted by Kyle Smith, Probation

The COYOTE (Coalition Youth Team) program has returned to Lake Havasu City this summer and that means learning about gainful employment and earning wages as part of a professional workforce. Sixteen youth from Lake Havasu took advantage of the opportunity to study workplace skills and put their skills to the test in the professional work environment around the city. Many local businesses such as *Unisource, Western Arizona Humane Society, Interagency, Goodwill, Arizona at Work and Today's News Herald* contributed to the COYOTE program through donations or supplying the youth with employment for the seven week summer program. The juveniles spent two weeks in the classroom learning the tools required to be professional and successful in their employment rolls. They then moved right into working in the community earning \$7.50 per hour for the duration of the program. Five of the juveniles who performed outdoor tasks were able to receive their Food Handlers Card through Mohave County Environmental Health.

The COYOTE program allowed the juveniles in the community to maintain employment throughout summer while they learned valuable skills. Not only did this keep the youth involved in positive activities during the summer, but also increased their self-worth and future goals by allowing them to see that they can be successful in their employment aspirations. The employers that participated in this program not only gained a great workforce, but also set the standard that the community stands behind the youth and supports them as future leaders, employees and business owners. COYOTE youth acquired what the leaders of the coalition knew all along, that these youth already had the tools to become successful, productive adults, but maybe needed some confirmation, support and someone to believe in them.



# Fundraising for Breast Cancer

Submitted by Lacie Robbins, Clerk of the Superior Court



*"The strongest people are not those who show strength in front of us but those who win battles we know nothing about."*-Anonymous.

As October approaches and I sit here taking in the cool crisp air, I obviously can't help but stop and think of all of those who have been touched by cancer and of course breast cancer to be exact.

The Pink Ribbon and all that it symbolizes has grown to be a huge part of my life. No, I have never had breast cancer. But those who have been touched by breast cancer have impacted my life a great deal and they will forever be a part of my continued journey through life.

One that comes to mind instantly, is my friend Mary. She came to this little spa that I worked at in Henderson, NV. She was a regular there and I was new, just starting my massage career. She booked her appointment and I was nervous. She was a beautiful woman, confident, full of life and just HAPPY. As we began talking, I found out that she was not only a breast cancer survivor, but she also dealt with Lupus and Fibromyalgia. I kept thinking to myself, how can someone endure so much and be so happy and enjoy life the way that she did? It was like everything she has gone through was nothing but a little bump in the road. It just amazed me and still does to this day.

Ten years have passed by and that still sticks with me as if it were yesterday. However, over the years, I have met more women and even men just like Mary. Cancer has nothing on them, no matter what! They walk around with a smile on their face and stronger than ever.

The more I admire each and every survivor and fighter, unfortunately there are those that have not been as lucky.

One in 8 women will be diagnosed with breast cancer in their lifetime. I read the statistics and it stuck with me. ONE IN 8 WOMEN! That is nothing, my grandparents had 11 kids, and therefore, you can imagine the huge family that I have. That is not including the other side of my family and then add my friends on to that. It was inevitable to me that any one of my loved ones could be affected at some time in their lives and I had to do something! (Unfortunately, as the years have passed it has become true).

A big world and little ole' me...what could I possibly do to make a difference?

I began participating in local breast cancer walks and 5k's and even traveled for a few. I raised money where I could, but those events were little in the scheme of things. I needed something bigger!

My cousin Mary, (go figure right? It must be in the name!) introduced me to the Susan G. Komen 3-Day. It is a 60 mile walk, in the course of 3 days with thousands of other women and men finding a cure for breast cancer. I signed up and accepted the challenge in 2009 to walk the 60 miles in San Diego, CA, by myself and no one was going to get in my way.

It was a 3-day, 60 mile walk that I will never forget. Thousands, and I mean thousands of women and men just like Mary crowded Petco Park during closing ceremonies. There was even a woman who was in the middle of chemo, fighting breast cancer, walking the 60 miles that year. Her teammates ended up carrying her over the finish line, but she did it all while fighting cancer herself. WOW!

Continued on page 16

# Happy Anniversary

Submitted by Melissa Register, Probation

September 10, 1996, I began one of the greatest adventures of my life. I started working as a Deputy Probation Officer with Mohave County Probation Department. Little did I know this would become my master status, my passion, the thing that has defined me most in life. Although there have certainly been some challenging times, and moments when I didn't think I would make it to tomorrow, let alone 20 years.

## **I DID, I MADE IT, AND I AM PROUD OF WHO IT HAS MADE ME!**

I have been blessed with the opportunity to help people improve their lives, make positive changes, fix their wrongs, overcome addictions, and get back on track. I have often described what I do as being a mom with handcuffs. I whole heartedly embrace the ideals of probation, the elements of community safety, promoting change, the benefits such programs bring to our communities, and for the VAST majority of the people we work with we/they are successful. Probation Works!

### ***So this is what I know after 20 years:***

1. I still love my job 20 years later, and almost always look forward to going to work.
2. Despite my love for my work I have now joined that elite club of people who are "One Bad Day Away," meaning I have the freedom to walk away with a sweet retirement pension at any time.
3. I have worked and do work with some truly amazing and dedicated people.
4. I hope to never find another naked man hiding under a bed trying to avoid detection.
5. I believe there is more work to be done.
6. My life, my job, my experience, my family, and my love for it all is amazing!!

**Thank you to all those who have had an impact on my process.**

Others within Mohave County Probation who have or will reach a significant milestone this year include:

Elaine Maestas – 30 Years  
 Ann Rooney – 25 Years  
 Brenda Melodia – 25 Years  
 Karen Wheeler – 20 Years  
 Bob Hanson – 15 Years  
 Dale Herren – 15 Years  
 Eric Oliva – 15 Years  
 Kathy Bachler – 15 Years  
 Patty Zirkle – 10 Years

Jo Ann Gorton – 10 Years  
 Karen Wright – 10 Years  
 Cindy Wolford – 5 Years  
 Susan Davidson – 5 Years  
 Nancy Tharpe – 5 Years  
 Phil Shannon – 5 Years  
 Steve Cromer – 5 Years  
 Natalie Eggers – 5 Years

## Fundraising Continued from Page 14

It was a weekend full of courage, hope, love, unity, and lifelong friendships made.

On November 18, 2016, I will begin my fourth walk, and this time I am blessed beyond belief to have my good friend/coworker, Tracy Doggett, joining me. This year has been one of the best years yet preparing for our 60 mile journey. Tracy has made our fundraising effort much more creative, encouraging and exciting to say the least.

One of her best ideas was to have a Sweet Treat Silent Auction here at work. Instead of us just raising money for our event, we wanted to raise money for our local Kingman Cancer Care Center, as we do every October. We ran the idea by our supervisors and got the green light.

On May 11, 2016, we hosted our first Sweet Treats Silent Auction here at the Mohave County Superior Court Clerk's Office hallway. We weren't sure what to expect, but we were grateful for anything that we raised.

That morning came and the treats started coming in. Four full size tables full of treats! It was phenomenal! Our very own, Virlynn Tinnell, Clerk of the Court, the Honorable Steven F. Conn and the Honorable Billy K. Sipe, Jr. even joined in on our event! Not only did they join in by baking sweet treats for the auction, they joined in on our bidding wars and made them that much more fun. That day we raised a grand total of \$716.50! It was not only fun, but it was so awesome to see everyone from the judges to their judicial assistant and the Clerk of the Court and her entire court staff come together for such a great cause. It was an absolutely incredible event.

As the day was coming to an end, we were getting requests to host another silent auction. However, this time they wanted dinner to take home with their desserts. So we did just that!

On September 26, 2016, we hosted our 2<sup>nd</sup> Sweet Treats and Casseroles Silent Auction. This time around we had five tables full of sweet treats and casseroles and raised \$707.00!

All together our office has raised \$1,423.50 to be put towards our efforts in finding a cure!

A huge thank you to Tracy Doggett for her amazing ideas and years of experience, as she has made this fundraiser not only a huge success, but a blast to be a part of! Because of her, together our team, which also includes Jackie Hunt and Chelsea Bogen, have raised \$7,565.00 over the past few months to go towards breast cancer research.

On behalf of Tracy and I, we would like to thank Virlynn Tinnell and Heather Muhle for allowing us the opportunity to put on such an incredible event. We can't thank enough all those who spent hours in the kitchen making sweet treats and casseroles for our event, and to those bidders that helped us to get one step closer to finding a cure for cancer.

We would also like to give a special thanks to Erika Blanco, Linda Cantrell, Judge Conn and Natalie Eggers for taking time out of their busy weekends and helping out at the BBQs held at Mother Road Harley-Davidson.

*"I alone cannot change the world but I can cast a stone across the water to create many ripples."*  
- Mother Teresa.

Once again, thank you to all of those who have helped us to make a difference. We won't stop here!

Please don't forget to stop by our office beginning October 1<sup>st</sup> and check out our "Crusin' for a Cure" display, as we continue to raise money for our local Kingman Cancer Care Unit.

## Elaine Maestas Employee Spotlight Continued from Page 3

**Who are the best mentors you have ever had?**

Rod Marquardt, Chief, and Al Rosen, Assistant Chief, were both great mentors who taught me a lot and always gave me very good advice. One piece of advice Rod gave me was “the only people who never make mistakes are the ones who never do anything,” which I use with staff today. I also tell our staff that mistakes are there to remind us of our humanity.

**Most valuable lesson learned?**

Rod taught me that if I was going to go to him with a problem, I also must provide a solution. So the lesson I learned is if I am going to go to someone with a problem or a complaint I also have to go to them with a solution, which is something I am trying to pass along to our staff.

**What are you passionate about?**

I am passionate about my work with kids which is where I have spent most of my career. I am also passionate about my nieces!

**What other interests do you have?**

I love going to the movies, musical theatre, plays, reading a good book, and traveling.

## Alan Palomino Employee Spotlight Continued from Page 4

**What is your greatest accomplishment?**

My greatest accomplishment, aside from seeing the positive changes offenders made under my supervision, is having the opportunity to work on the business end of probation. When I was selected as the Assistant Chief I was given the opportunity to help develop programs and bring things to the organization that would benefit the employees and defendants, such as officer safety training, Moral Reconciliation Therapy, and Drug Court. Also, a very significant accomplishment was the opportunity to work with the Administrative Office of the Courts to develop a grant and a pilot program to create a Fugitive Apprehension Unit consisting of two fulltime Surveillance Officers who are dedicated to protecting the community and holding absconders accountable.

**What is the best advice you have ever received?**

The best advice I received is to treat people fairly and to be genuine and sincere with people.

**What other interests do you have?**

I enjoy many outdoor activities such as riding motorcycles, recreational shooting, or anything on the water as well as traveling and spending time with my family and friends.

**What are you passionate about?**

Staff development and fair treatment in the workplace.

## ACCEPTING NOMINATIONS FOR MAKING A DIFFERENCE AWARDS

**Nominations are being accepted for recognition in the following categories:**

- ◇ **Individual Employee Award**-which recognizes an outstanding non-supervisory employee by demonstrating:
  - ◆ Outstanding Job Performance;
  - ◆ Exemplary Customer Service; and/or
  - ◆ Made a noteworthy job-related accomplishment that improved court operations and/or went above and beyond the call of duty in furthering one or more of the Court's strategic areas including: 1) Serving the Public; 2) Delivering Timely Justice; 3) Court Access, Facilities, and Infrastructure; 4) Engaged Staff; and 5) Community Collaboration and Outreach.
- ◇ **The TEAM (Together Employees Achieve More) Award**-which recognizes a group of two or more employees who worked together in achieving a goal, critical project or outcome that:
  - ◆ Greatly improved court operations;
  - ◆ Improved customer service; and/or
  - ◆ Went above and beyond in furthering one or more of the Court's strategic areas including: 1) Serving the Public; 2) Delivering Timely Justice; 3) Court Access, Facilities, and Infrastructure; 4) Engaged Staff; and 5) Community Collaboration and Outreach.
- ◇ **The Supervisor Award**-which recognizes a supervisory employee who demonstrates exemplary supervisory behaviors such as:
  - ◆ Fairness and Respect
  - ◆ Communication
  - ◆ Creates a Supportive Work Environment
  - ◆ Is Accountable

**Nomination forms are available on Courtweb or contact Superior Court Human Resources at (928) 718-4928. Submit completed nominations to Superior Court Human Resources, P.O. Box 7000, Kingman, AZ. 86402.**

**The deadline to nominate a judicial employee is November 18, 2016.**

## Mohave County Courts

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