



**The Adult Probation Department
of the Arizona Superior Court
in Pima County**

Annual Report 2000-2001

Probation Works in Arizona

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Don R. Stiles
Chief Probation Officer

**The Adult Probation Department
of the Arizona Superior Court in Pima County**

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Diane L. McGinnis
Executive Director

February 11, 2002

The Honorable John Leonardo
Presiding Judge - Division X
Arizona Superior Court in Pima County
110 West Congress Street
Tucson, Arizona 85701

Dear Judge Leonardo:

On behalf of the Adult Probation Department, I am pleased to present the 2001 Annual Report. The theme ***Probation Works in Arizona*** is reflective of a year filled with success as a direct result of the special dedication and efforts of the department's employees. Interwoven throughout the report are examples of how Assessment Center and Field Supervision personnel, Planning and Development staff and Operational Services support employees have positively impacted the lives of probationers. The department's staff served crime victims, protected the community, and assisted with ensuring offender accountability and rehabilitation, thereby demonstrating that probation works in Arizona.

Department highlights include:

- Officers in the Assessment Center Division completed 3,550 investigations while officers in the Field Supervision Division supervised 7,218 probationers during the fiscal year.
- With the implementation of the Assessment Center Division's "Jail Reduction Project," a savings of nearly \$79,000 was realized.
- The Absconder/Warrants Team apprehended 505 absconders during the reporting period.
- An office supervisor saved the department \$23,510 in operating costs by maintaining and calibrating breathalyzer units and by reprogramming and repairing telephones at a satellite office.
- LEARN lab staff served 973 students throughout the fiscal year.
- Officers collected \$3,743,645 in court-ordered restitution, fees and fines.

I salute and applaud the efforts and dedication of the employees of this department. It is *they* who provide the day-to-day services to the citizens of Pima County, and it is *they* who deserve the respect and appreciation for making probation work in Pima County. In addition, the department appreciates the continued support of the Bench and of Court Administrator K. Kent Batty.

Respectfully submitted,

A handwritten signature in cursive script that reads "Don Stiles".

Don R. Stiles
Chief Probation Officer

Mission & Goals

The mission of the Adult Probation Department is to work cooperatively with citizens and organizations toward servicing, protecting, and restoring victims and the community while assisting probationers to become law-abiding and productive citizens.



GOALS OF THE ADULT PROBATION DEPARTMENT

1. To seek victims' input and facilitate their involvement in the restoration process.
2. To develop collaborative relationships and partnerships with the community and its agencies.
3. To provide the Court with the highest quality information available to assist judicial decisions.
4. To assess probationer risks and needs, and implement outcome-based supervision plans designed to develop competency and bring about lasting behavioral change.
5. To monitor and assist probationer compliance with Court orders and laws, reward progress, and respond appropriately to violations.
6. To research, develop, and implement effective, efficient probation strategies, and measure performance outcomes.
7. To create and maintain a learning organization conducive to individual growth, creativity, and fulfillment.

The people of Arizona expect of probation officers and staff unfailing honesty, respect for the dignity and individuality of human beings, and a commitment to professional and compassionate service.

PROBATION PERSONNEL SHALL:

- Respect the authority and follow the directives of the Court, recognizing at all times that they are an extension of the Court.
- Endeavor to respect and protect the civil and legal rights of all.
- Serve each case with appropriate concern for the individual's welfare and with no purpose of personal gain.
- Encourage relationships with colleagues of such character to promote mutual respect within the profession and improve the quality of service.
- Make no statements critical of colleagues or their agencies not verifiable and constructive in purpose.
- Respect the importance of all elements of the criminal justice system and cultivate a professional cooperation with each segment.
- Respect the public's right to know, and willingly share information with the public with openness and candor, subject to the law and the individual's right of privacy.
- Respect and protect the right of the public to be safeguarded from criminal activity.
- Record diligently and make available for review any and all case information which could contribute to sound decisions affecting an individual and public safety.
- Report without reservation any corrupt or unethical behavior which could affect either an individual or the integrity of the agency.
- Maintain the integrity of private information; neither seek personal data beyond that needed to perform responsibilities, nor reveal case information to anyone not having proper professional need.
- Distinguish clearly in any public statement those that are personal views and those that are statements and positions on behalf of an agency.
- Endeavor to eliminate discrimination.
- Make all appointments, promotions, or dismissals only on the basis of merit and not in furtherance of partisan or personal political interest.

PROBATION PERSONNEL SHALL NOT:

- Use official position to secure privileges or advantages.
- Act in an official capacity in any manner in which personal interest could impair objectivity.
- Use official position to promote any partisan political purposes.
- Accept any gift or favor of a nature to imply an obligation that is inconsistent with the free and objective exercise of professional responsibilities.

Adopted by the Arizona Chief Probation Officers Association on June 20, 1989.



How Probation Works

A crime is committed. A victim suffers physical, emotional, and financial injury. The community is diminished and seeks justice and restoration. A young man is arrested and taken to jail; he waits for others to make decisions that could change the course of his life.

A prosecutor and a defense attorney argue the case to the members of the jury, who find sufficient evidence exists to convict the man of the crime. A judge determines whether society will best be served by sending the man to prison, or if a period of probation is warranted allowing the convicted man to prove that he can live as a productive member of the community.

Before the judge determines an appropriate sentence, the Adult Probation Department assists by performing an in-depth presentence assessment of the offender. A probation officer gathers basic information about the offender's family and social history, previous criminal record, employment status, level of education, financial situation, and substance abuse history. Often, the presentence investigator is the first person to discuss the crime and its impact with the victim. Using this information, the probation officer analyzes the current situation and evaluates the sentencing alternatives. A presentence report summarizes the offense, victim impact, and the offender history, and is prepared to assist the court with the sentencing decision.

In about 60 percent of the cases sentenced in Pima County, the offender will be placed on supervised probation for an average of three years. In these cases, the supervising probation officer develops a supervision plan which addresses not only the conditions imposed by the judge, but also any significant difficulties in the probationer's current life.

Protection of the community is always the primary consideration when determining a supervision program. In the short-term, direct supervision and monitoring of the probationer's activities through frequent face-to-face contacts might be necessary. However, the probation officer also realizes the best way to ensure long-term protection is to influence the offender to change those factors that contributed to his criminal behavior. Based upon the empirical research of social scientists, certain dynamic factors are common to many offenders' lives and are good targets for change. They include:

- Changing anti-social attitudes
- Reducing anti-social peer associations
- Promoting better family relationships and communication
- Promoting identification with anti-criminal role models
- Increasing self-control, self-management and problem-solving skills
- Ensuring the probationer recognizes volatile/relapse situations and has a concrete and well-rehearsed plan for dealing with those situations
- Reducing chemical dependencies and substance abuse

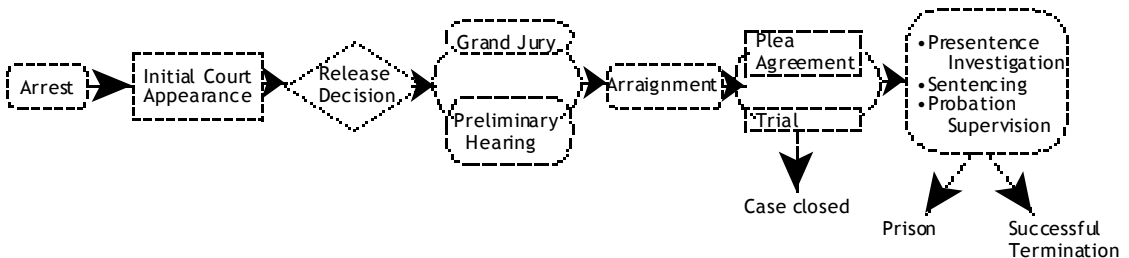
Armed with this valuable information, the supervising officer reviews the presentence report, interviews the probationer and significant others, and develops a supervision plan designed to influence the offender to make changes in critical areas. The degree to which a probationer is closely monitored depends on his history of criminal behavior, the nature of the most recent offense, and the level of personal motivation and compliance with the supervision plan. For those who do not choose to cooperate and who violate the conditions of probation, the officer has a number of intermediate sanctions available, which are designed to more closely control the offender and to impose an immediate consequence for continued inappropriate behavior. These alternative sanctions include drug screening, electronic monitoring, substance abuse and mental health treatment, and community service.

For the offender placed on Intensive Probation, a probation officer, assisted by a surveillance officer, monitors the probationer's activities closely, often making more than six personal contacts with the offender every week. Regular contact with employers, treatment counselors, school officials, and family members keeps the probation officer well informed of the probationer's daily activities. Curfews are imposed and strictly enforced, and a minimum of 40 hours of community service must be performed each month.

A significant number of offenders have special needs, requiring supervision services specifically tailored to address their needs. Specialized caseloads are maintained for the seriously mentally ill, sex offenders, those with special learning needs, and chronic drug abusers, with the goal of providing services that will increase the likelihood of success and provide for closer monitoring. Special programs exist for those convicted of domestic violence offenses and for juvenile offenders who have been transferred to adult court.

One of the major goals of supervision is to keep the probationer gainfully employed. This promotes personal responsibility, a more trouble-free family, positive social relationships. It offers the probationer the means to make financial restitution to the victim. Moreover, one of the court-ordered conditions of probation is the payment of a \$40 monthly probation fee to offset the cost of supervision. However, simply requiring probationers to have jobs seldom addresses the underlying problems that serve as roadblocks to stable, productive employment.

Significant time and energy have been expended working with probationers, their families and significant others. To be most effective, officers must be committed to the belief that people can change and that, in the long run, the community is best served and protected when offenders learn new and better ways to live as productive members of society. This belief is central to the philosophy and practice of probation work in Pima County.





Assessment Center

The fiscal year 2000-2001 can be characterized as an evolutionary year in the Assessment Center. While the division experienced a slight decline in the number of presentence reports completed from the previous year—3,550 compared to 3,632—the staff was involved in several new projects that would change the way of doing business in the Assessment Center.

The concept of utilizing criminogenic factors to identify and categorize probation candidates from the larger body of convicted felons has recently gained acceptance by the corrections community. Historically, professionals depended on common sense and experience to determine appropriate sentencing options. By focusing the background investigation on factors validated by science, the value of the presentence report has increased in the sentencing phase, as well as in the community supervision process.



The emphasis on criminogenic factors generally results in more balanced and defensible reports, as well as an improved supervision plan. While the format of the report remained the same, the content of the report was redefined to focus on an individual's criminogenic factors.

A significant part of the division's evolution was the renewed emphasis on quality. Staff and managers were committed to improving the work product. Together, they quantified each section of the report for technical accuracy, content, spelling and grammar. Evaluation criteria, as well as points associated with each section, were established. After many drafts and trial runs, a consensus on a grading system was reached and implemented.

The overall effect was consistency in the report content, a decrease in technical errors, a significant decrease in spelling and grammatical errors, and improved timeliness (94 percent of reports were completed on schedule). Staff accountability was emphasized by the manager's ability to track specific performance indicators within their work units.

Victim services continued to be a priority, which was reflected by the fact that 2,253 (72 percent) of 3,115 victims, who were contacted, responded and provided sentencing input. In an effort to stay current on victim-related case law and services, the division's staff created a Victim Training Manual, which served as the basis of victim-related policy and procedure.

Technology had a major impact on the work of the division, especially on how staff researched information for the presentence report. The Internet provided direct links to government agencies, courts, and correctional facilities. Instead of waiting for information to be located and mailed, staff was able to download court and prison records. Additionally, the distribution of reports and referrals was automated, which resulted in less staff distributing more information at a faster rate.

Throughout the report, highlights of probation success are flagged with the following logo which designates the special work and efforts of Adult Probation employees:



Probation works in Arizona - The Jail Reduction Project as implemented at the Assessment Center is an example of how probation works in Pima County. At midyear, division employees initiated a project which attempted to reduce the numbers of days defendants spent in custody, thereby reducing the cost to the local government. Each day a defendant spends in custody at the local jail costs at least \$31. The Jail Team, managed by Unit Supervisor Linda Montoya, dedicated itself to accelerating the presentence process for those defendants housed at the county jail. In the initial six months of the program, a savings of approximately \$79,000 was realized.

Division staff continued to be involved in research and training in the area of offender assessment. Training took on a new meaning this past year with the addition of a new position: lead probation officer. Bill Shoffner was the first officer in the department to hold this job title. His primary role was to train Assessment Center officers in specific skills applicable to their work. He influenced almost every major facet of the Assessment Center's new developments. Much of the division's progress was directly attributed to his dedication and hard work. Although Bill succumbed to a sudden illness in June 2001, his influence on the division will continue in the years to come.



Treasured memories do not fade.

Bill Shoffner
1947 - 2001

- Presentence reports completed: 3,550

- Criminogenic factors verified by research incorporated in presentence reports to assist with sentencing and supervision plans

- 94% of reports completed on time

- 2253 of 3115 victims provided sentencing input

- Cost per day to be in custody at Pima County Jail: \$31

- Officers expediting presentence process for defendants in custody save nearly \$79,000

- Recidivism reductions range between 25-60% when matching risk with intervention



- A co-pay system requires offenders to pay for treatment

- 1,044 probationers treated at a cost of \$555,450

- Average treatment expenditure per probationer: \$428.20

- Nearly 95% of offenders paid 50% of treatment costs

- Screeners conducted 2,713 assessments

- 1,001 probationers referred to treatment

TREATMENT AND REFERRAL CENTER - Recent outcome studies confirmed that treatment works when matching the assessed risk with the appropriate intervention. Studies indicated that treatment programs demonstrated recidivism reductions ranging from 25 to 60 percent, with the greatest reductions found in community-based programs rather than prison.

According to published reports, the cost benefit averaged a \$7 return for every dollar invested with the largest savings due to reductions in crime. Treatment and Referral Center staff are dedicated to providing *best practice* services as defined by the most recent research and treatment trends.

When probationers are ordered to complete treatment programs, the department subsidizes treatment by using a co-pay system which obligates offenders to pay for a significant portion of their treatment. This system helped stretch treatment dollars by requiring probationers to invest in their own treatment. In this reporting period, 1,044 probationers were treated for substance abuse, domestic violence, mental health and sex offender disorders at a cost of \$551,450, averaging \$528.20 per probationer. Approximately 95 percent of the probationers paid 50 percent of their treatment cost.

The Drug Education Treatment Fund (DTEF) was initiated and approved by the Arizona voters in 1996. Originally known as the Drug, Medicalization, Prevention and Control Act or Proposition 200, the law allowed for a percentage of revenue from luxury taxes on liquors to fund the treatment of offenders with substance abuse problems. This past year, Treatment and Referral staff conducted 2,713 assessments using the Arizona Substance Use Survey (ASUS); 1,001 probationers were referred for substance abuse services based on recommendations of the ASUS and other criteria.

The Community Punishment Program (CPP) and Pima County funded services for sex offenders that included polygraph testing. During the fiscal year, 138 sex offenders participated in treatment subsidized by the two funding sources.

Staff at the department's DUI Screening Center conducted 678 comprehensive alcohol abuse screenings for Superior and Justice Courts. Staff tracked the offenders through the process to ensure compliance. Because of these efforts, 80 percent of the DUI offenders successfully completed the recommended treatment program. The DUI Screening Center, along with other anti-DUI initiatives, contributed to the reduction of drunk driving arrests, injuries, and fatalities in Pima County during the last several years.

Community Supervision coupled with appropriate treatment programming has proven to be a sound investment in the rehabilitation of offenders and the protection of the community. In collaboration with community agencies, Adult Probation established a treatment network consisting of 20 agencies that provide 32 distinct services. Contracted treatment agencies provided a continuum of services, including assessment, substance abuse education, standard and intensive outpatient treatment, lapse/relapse intervention, detoxification, and short and long-term residential treatment.



Assessment Center Division Employee Listing

Ed Espinoza, Division Director
Bill Shoffner, Lead Probation Officer

Robert Druckenbrod,

Program Coordinator

Judith Delligatti, DUI Assessor
Michelle Fleetwood, DUI Assessor
Stuart Jenks, DUI Assessor
Kerry Pettit, Administrative Assistant I
Judy Thompson, DUI Coordinator

Errol Dimenstein, Unit Supervisor

Karen Bustamante, Sr. Probation Officer
Elizabeth Dalglish, Sr. Probation Officer
Christine Davis, Probation Officer
Keith Gorley, Sr. Probation Officer
Kim Hatfield, Sr. Probation Officer
Robert Kridler, Sr. Probation Officer
Kerry McLaughlin, Sr. Probation Officer
Pam Sweigart, Intake Support Specialist
Jean Thews, Sr. Probation Officer

Ken McCulloch, Unit Supervisor

Patricia Biscardi, Intake Support Specialist
Cesar Castillo, Sr. Probation Officer
Louise Chernetz, Sr. Probation Officer
Carol Fecher, Sr. Probation Officer
Jane Lowery, Sr. Probation Officer
Sandra Mace, Sr. Probation Officer
Pam Pugh, Sr. Probation Officer
James Robinett, Sr. Probation Officer
Sharon Rhow, Probation Officer

Linda Montoya, Unit Supervisor

Rejeana Bowersox, Probation Officer
Diana Bustamante, Intake Support Specialist
Pam Hamlett, Sr. Probation Officer
Judith Heffner, Probation Officer
Jennifer Herberholt, Probation Officer
Judy James, Sr. Probation Officer
Shirley Moreno, Sr. Probation Officer
Dawn Nixon, Probation Officer
Sue Von Borstel, Probation Officer

Kevin Mulligan, Unit Supervisor

Armando Acuña, Sr. Probation Officer
Jim Good, Sr. Probation Officer
Teresa Harvey, Sr. Probation Officer
Deborah Pela, Sr. Probation Officer
Kathryn Riley, Probation Officer
Jaime Siqueiros, Sr. Probation Officer
Kris Sparks, Sr. Probation Officer
Dave Storch, Sr. Probation Officer



Employee assignments as of June 30, 2001

**Assessment
Center
Division**
110 West
Congress
Street
8th Floor
Tucson, AZ
85701
520-740-3800



- Number of POs: 31
- Number of other staff: 8
- Number of managers: 6
- Total number of staff: 45
- Number of Operational staff supporting division: 9
- Training hours completed: 1,441
- Average number of training hours per divisional staff: 32



Field Supervision

The goal of the Field Services Division, through the efforts of officers and staff at three satellite locations, is to selectively and proactively intervene with offenders to reduce the likelihood of their future criminal activity. The supervision of 7,218 probationers throughout the fiscal year was achieved by the following caseload assignments and auxiliary services:

- Standard Probation
- Seriously Mentally Ill (SMI)
- DIRECT(program for probationers with chronic substance abuse)
- Aggravated DUI
- Domestic Violence
- Inter/Intra State
- Drug Court
- Juvenile Transfers
- Intensive Probation Supervision
- Special Learning Needs (SLN)
- Community Service
- Sex Offenders
- Justice Court caseload
- Interstate Compact
- Absconder/Warrants Unit
- Electronic Monitoring



Six different caseloads and the Community Service program are described. Success stories of probationers who are changing their lives, becoming productive and law-abiding citizens are featured. The work of probation emphasizes the restoration of victims and the community while ensuring the protection of Pima County's citizens. In keeping with the balanced supervision approach is holding probationers accountable while assisting them in developing competencies that permit success. Brief

descriptions of all caseloads and services are included on pages 35 and 36 of the Statistical Summary.

DIRECT AND AGGRAVATED DUI - Implemented in 1989 as a Community Punishment Program (CPP) component, the DIRECT (Drug Involvement Reversal Though Education, Control and Treatment) program was developed by a committee of seven probation officers. DIRECT, created as a drug abuse intervention program, gained court recognition as a cost-saving, viable alternative to incarceration for eligible drug-addicted probationers. The program was implemented to reduce jail and prison populations through a balanced approach of control and treatment. Officers working DIRECT cases served probationers with documented chronic, on going drug or alcohol addictions. In 1996, three Aggravated DUI teams were added to supervise probationers convicted of Aggravated DUI and alcohol-related offenses.



Probation works in Arizona - Loriann is a 30-year-old single mother of three who is on probation for various drug offenses. Initially, she was placed in residential treatment where she made significant lifestyle changes and successfully completed treatment. Since being transferred to the street DIRECT supervision, Loriann has maintained her sobriety and obtained gainful employment although she still struggles with childcare and transportation issues. Recently, Loriann told her parents, who are drug addicts, to move out of her apartment. She looks forward to being permanently employed with benefits, and to moving into her own home in the near future.

When screened for the Aggravated DUI program, Ruben stated he had concerns about whether or not he could complete the program. He resided alone, and since his incarceration, lost his employment. Ruben asked the court to give him an opportunity for probation. Being a Spanish-speaker, Ruben was supervised by a probation officer at a building across town from his residence, requiring him to travel on the bus for more than two hours. Ruben never missed an office visit. He struggled with finding employment, yet still managed to pay his court-ordered fines and fees by selling his vehicle. When asked why he did that, Ruben replied, "I can't drive and don't want to get into any more trouble." Although he was struggling financially, Ruben enrolled in drug and alcohol treatment and paid for the services. Ruben never consumed alcohol or violated his probation.

Officers assigned to the DIRECT and Aggravated DUI programs continued to provide enhanced treatment-oriented supervision and guidance so desperately needed by probationers addicted to illicit drugs or alcohol. The programs afforded many defendants their first opportunity to achieve sobriety and to change destructive, negative lifestyles. Increased surveillance and contact provided by the supervision teams gave defendants a foundation to rebuild their lives and integrate productively into the community. Specialized supervision afforded by DIRECT and Aggravated DUI programs remained a successful, frequently imposed alternative for local courts.



DRUG COURT - In January 1998, Drug Court was created to break the cycle of drug abuse. Using a cooperative approach, Drug Court employed the services of a judge, prosecutor, defense counsel, probation case manager, and treatment provider. They work as a team to encourage and promote substance-free behavior of offenders who are enrolled two weeks after being arrested. The arraignment, change of plea, and sentencing are combined into one hearing within 14 days of the arrest.

Upon successful completion of the program, the dismissal or reduction of the original charges is granted during the graduation ceremony. Other benefits to offenders include:

being gainfully employed; being enrolled in educational programming; achieving family unification; developing self-esteem, confidence; and most importantly, realizing a clean and sober lifestyle.



Probation works in Arizona - Comments regarding Drug Court included: Chief Justice Thomas A. Zlaket: "The answer to this problem is not to warehouse human beings behind bars." Program graduate John, "It is certainly clear to me that the effects of the drug war are far more costly in terms of not just money, but of human suffering. Drug Court is a step in a better, not perfect, but better, direction." Judge Leslie Miller-presiding jurist since program's inception-said, "We have gone from federal funding to reliance on county, state, grant and participant funding. This is a major accomplishment not realized by most other courts in the state."

- Number of probationers supervised during the FY: 7,218

- Number on DIRECT: 347

Gender:
23% Female
77% Male

Ethnicity:
46% White
40% Hispanic
7% African American
6% Native American
1% Other

Drug Court

- Number served in FY: 223

Gender:
76% males
23% females

Ethnicity:
46% White
61% Hispanic
1.34% African American
1.34% Native American

- Operating budget: \$333,000

- Collections: \$162,520

- Number of **Sex Offenders:** 353
- Ethnicity: 60% White
29% Hispanic
6% African American
4% Other
- Gender: 96% Male
4% Female
- Average age: #25 years
- Education: 74% GED/High School grad or higher
- Number of **absconders:** 700
- Number arrested: 505
- Restitution collected by A-Team: \$30,000
- Potential collections from those reinstated to probation
- Restitution: \$330,950
- Victims Fund: \$132,474
- Probation fees: \$526,745

SEX OFFENDER PROGRAM - Sex offenders on probation are considered high-profile, high-accountability, and high-responsibility cases to supervise. Public safety remains the primary consideration in meeting the needs of this special offender population and in serving the community. In the 1994-95 fiscal year, sex offenders represented 3.4 percent of the probation population. By fiscal year 1997-98, sex offenders represented 5 percent of the probation population, reflecting a 47 percent increase.



In the three subsequent fiscal years and to date, sex offenders consistently represent 4 percent of the supervision population. The initial increase may be attributed to the progressive development of caseload specialization, changes in legislation, lengthier terms of probation, and increased public awareness, resulting in successful prosecutions of sexual offenders.

Of the 353 sex offenders on probation during the 2000-01 fiscal year, 138 (39 percent) received subsidization of treatment services. Nearly 100 percent of those receiving assistance rendered a co-pay. The remaining offenders financed their treatment without a subsidy.

- 13.5 percent, or \$78,090, of the total treatment budget was allocated to sex offenders.
- Sex offenders represented 10.3 percent of those probationers receiving treatment subsidies.

Because sex offenders posed a continued risk to re-offend, it was important to enlist the aid of local law enforcement agencies. Staff established a continuum of communication and exchange of information with counterparts at local, statewide law enforcement agencies.



Probation works in Arizona - The unit, known as the "A-Team," was formed in 1986 with the assistance of a state grant. During its existence, the team has arrested 4,400 probationers who absconded from their responsibilities to the court, victims and the community. The current team consists of a senior probation officer, a senior surveillance officer, and a litigation support specialist II.

The officers work closely with local and national agencies to locate and arrest absconders. Skip tracing techniques and investigative work have yielded excellent results during the reporting period as 505 absconders were apprehended. The arrest of nearly 200 was directly attributed to the credit data program, *Experian*, which tracks the use of credit cards.

The A-Team brings accountability to probationers who violate the privilege of probation. Probationers are aware that officers in the department are actively searching for them. Having grown weary of being on the run, it is common for probationers to voluntarily turn themselves in. The team continues to serve victims and the community by apprehending absconders before they commit further crimes and by demonstrating that there are consequences for those who fail to comply with the court's orders.

SERIOUSLY MENTALLY ILL (SMI) - A specialized probation program was initiated in 1990 to assist offenders with serious mental health problems. The SMI caseload is supervised by two teams, each comprised of a senior probation officer and a senior surveillance officer. SMI probationers require an enormous amount of personal contact as they can be volatile, and at times capable of violence to themselves and to the community. Yet when stabilized on appropriate medication and adequate mental health treatment, these offenders are productive citizens of the community. Funding for the mentally ill probationers remains a critical part of the community supervision plan. However, as that funding diminishes, officers are challenged to bring probationers into compliance without further incarceration and costs to the community.



- SMI probationers supervised per month: 103.5

- Average SMI caseload: 52

- 98% SMI probationers participated in some form of treatment

- 61% gained employment

- 19% enrolled in education program



Probation works in Arizona - Most offenders placed on the SMI caseload come with a plethora of physical, emotional, relationship, and financial problems. A young man named Eric was placed on probation for damaging someone's property. During his term of probation, he diligently complied by keeping his appointments and advising his officer of his residence and employment. Eric regularly paid his restitution and other assessments. The treatment agency documented Eric's compliance with medication and mental health treatment. During his probation term, he married and purchased a home. He was reported as being one of the top sales personnel at the recreational vehicle dealership where employed. Eric completed his term early as there were no petitions to revoke, or indications of non-compliance. Officers know that Eric succeeded because of the supervision he received and the resolution of his mental health issues. Officers found it rewarding to watch Eric's personal growth and willingness to return to productivity.

Community Service(CS)

- CS hours completed by offenders on standard probation: 97,089

- CS hours completed by probationers on IPS:167,622

- CS hours completed by supervised crews: 5,993

- Total number of CS hours completed: 270,704

The SMI program is an integral part of the philosophy and commitment to community supervision by the department. The emphasis on diagnosis and treatment continues through the partnerships officers have developed with mental health treatment providers and case workers.

COMMUNITY SERVICE (CS) PROGRAM - The concept of community service is based upon a form of restitution to the community while assisting with the rehabilitation of the offender. In 1974, a probation officer was assigned to the first supervised Community Service program. The department's current program began in January of 1994. The CS program includes supervised work crews and individual assignments for probationers by their supervising officers. Intensive Probation Supervision officers, working at the Meehan Building on Ajo Way, assisted the program by directing a work crew every Saturday during the reporting period. Numerous organizations in the community—ranging from the Adopt-a-Park Program to the city's zoo—received services from Adult Probation's Community Service program.

Special Learning Needs (SLN)
average caseload: 48

- SLN probationer's average I.Q.: 71.3

- 39% of SLN probationers in treatment

- 66% of SLN probationers employed

- 12% SLN probationers in educational activity

- CS hours completed: 178



SPECIAL LEARNING NEEDS (SLN) - This specialized caseload was established in 1972 to address the needs of probationers with IQ scores of 78 and below. The goal of the SLN caseload is to assist probationers to obtain community services for which they are eligible. These services enhance their educational/vocational potential and stabilize their lifestyles. Officers supervise probationers with special learning needs in a way that balances concerns for the protection of the community while helping to maximize their potential through specialized resources. Officers are the liaisons between

SLN probationers and the appropriate community agencies. Supervision balanced with control and treatment is pursued so that probationers can work on satisfying the conditions of probation while becoming productive members of the community.



Probation works in Arizona - Tina, a 56-year-old probationer with special learning needs, a history of crack cocaine addiction, and a prior narcotic conviction was placed on the SLN caseload following a petition to revoke for drug use. The probation officer referred her to counseling and Narcotics Anonymous (NA) meetings. She was tested regularly for drugs. Tina struggled with her addiction but kept attending counseling. After a few months, she had a serious relapse, and the probation officer arrested her. While in jail for 60 days, Tina attended counseling, Bible classes, and renewed ties with her family. She thanked the probation officer for arresting her and forcing her to face the consequences of her choices. After Tina's release, the probation officer supplied her with bus passes so she did not miss her counseling, NA meetings, or Bible classes. More than a year after her release from jail, Tina is still clean and sober. She recently began giving talks about her addiction and recovery at Cottonwood de Tucson and church groups. In January, Tina will enroll at Pima Community College to continue her education.

Benefits to Community:

Community Protection

Victim and Community Restoration

Offender Accountability and Rehabilitation

The SLN program continued to play a vital role in meeting the special needs of the probationers and the communities where they reside. The program is unique in the community correction profession and continues to improve the services it provides. This caseload requires officers with patience and a willingness to help an underserved population. The teams currently assigned to this caseload are commended for making the community safer by their efforts to help these probationers change their lives.

BENEFITS TO THE COMMUNITY - Community protection, victim restoration, and offender accountability and rehabilitation can be achieved when offenders are placed on probation rather than sentenced to prison terms. Supervising probationers in a community setting requires balancing community protection and safety with victim and community restoration, while requiring offender accountability and competence. Probationers are deprived of certain freedoms. They are mandated to maintain employment or attend school, and other conditions deemed appropriate by the court and supervising officers. When probationers violate any of the conditions, more restrictive and punitive sanctions may be imposed. As evidenced by the descriptions of these caseload types and services, the community and its citizenry benefit directly from the supervision provided by officers and staff of the Adult Probation Department.

Field Supervision East Division Employee Listings

Ron Dominguez, Division Director
Rosie Vasquez, Administrative Assistant



Ralph Avella, Unit Supervisor
Rocky Dotzler, Sr. Probation Officer
Ted Forgach, Sr. Probation Officer
Karen Fulton, Probation Officer
Lisa Garland, Sr. Probation Officer
Dave Hawke, Sr. Probation Officer
Patrick Stevenson, Probation Officer

Michael Bartling, Unit Supervisor
Elaine Bates, Sr. Probation Officer
Dan Brooks, Sr. Surveillance Officer
Julie Brown, Sr. Probation Officer
Eric Fast, Sr. Surveillance Officer
Wendy Goller, Sr. Probation Officer
Rick Hornback, Sr. Probation Officer
Linda Landry, Sr. Probation Officer
Tony Perez, Sr. Surveillance Officer
David Pickle, Sr. Probation Officer
Pamm Pope, Sr. Surveillance Officer
Joe Puglia, Sr. Surveillance Officer
Jim Smith, Sr. Surveillance Officer

Don Johnson, Unit Supervisor
Dan Brown, Sr. Probation Officer
Joanne Brown, Sr. Probation Officer
Ken Clayton, Probation Officer
Chris Lester, Sr. Probation Officer
Kelly Pesano, Sr. Probation Officer
Michelle Robertson, Sr. Probation Officer
Gene Sweeney, Sr. Probation Officer

Cris Spiegel, Unit Supervisor
Harrison Blackwell, Sr. Probation Officer
Rex Bowersox, Sr. Probation Officer
Malcolm Colquitte, Sr. Probation Officer
Mike Cook, Sr. Probation Officer
Scott Greene, Sr. Surveillance Officer
Greg Johnson, Probation Officer
Tony Lopez, Surveillance Officer
Lisa Piña, Sr. Surveillance Officer
Kevin Shearer, Sr. Surveillance Officer
Jamie Stuck, Sr. Surveillance Officer
Donna Van Vlack, Surveillance Officer
Leo Vidal, Sr. Probation Officer



East Division
8180 East
Broadway
Blvd.
Tucson, AZ
85710
520-290-1535



- Geographic area served: East of Country Club, the Davis Monthan Military Base and Wilmot Road

- Number of POs: 24
SOs: 12
Managers: 5

- Total number of staff: 42

- Training hours completed by staff: 1,441

- Average number of hours per staff: 34.3

Employee assignments as of June 30, 2001

South Division
2695 E.Ajo Way
Tucson, AZ
85713
520-740-4800



- Geographic area served: South of Broadway and West of Davis Monthan Military Base and Wilmot Road

- Number of POs: 38
SOs: 20
Staff: 4
Managers: 8

- Total number of staff: 70

- Training hours completed by staff: 4,486

- Average number of hours per staff: 64

Field Supervision South Division Employee Listing

Ruben Castro, Division Director
Yvonne Federico, Administrative Assistant

Barbara Druke, Unit Supervisor
Cathie Cravens, Sr. Probation Officer
Phil Grajeda, Sr. Surveillance Officer
Corey Higgins, Surveillance Officer
Lois Jones, Sr. Probation Officer
Rosanna Kent, Sr. Probation Officer
CeCe Roger, Surveillance Officer
Arlene Verdugo, Sr. Probation Officer
Connie Wills, Sr. Probation Officer

Bill Edris, Unit Supervisor
Martha Esquivel, Probation Officer
Adria Fernandez, Sr. Probation Officer
Ramon Garate, Probation Officer
Ed Gilligan, Probation Officer
Jay Gospoderak, Probation Officer
Ignacio Moreno, Sr. Probation Officer

Ron Gary, Unit Supervisor
Alina Avitia, Administrative Assistant
Helena Bailey, Sr. Probation Officer
Harold Dominguez, Sr. Probation Officer
Felipe Espino, Surveillance Officer
John Fulton, Sr. Surveillance Officer
Hugo Gonzalez, Sr. Probation Officer
Sandi Horen, Sr. Probation Officer
Gerald Hudy, Surveillance Officer
Sue Johnson, Sr. Probation Officer
Mariana Madrid, Surveillance Officer
Peggy McCarthy, Sr. Probation Officer
Paula Schlecht, Sr. Probation Officer

Mary Jo Gasparro, Unit Supervisor
Alex Alcantara, Probation Officer
Steve Armenta, Sr. Probation Officer
Dave Bertelsen, Sr. Probation Officer
Brandee Hammond, Sr. Probation Officer
Mark Maish, Probation Officer



Phillip Shelley, Unit Supervisor
Russ Adamski, Sr. Surveillance Officer
Ellis Barnes, Program Specialist
Bill Bartlett, Sr. Surveillance Officer
Kimi Golembieski, Litigation Support II
Kevin Kingsley, Sr. Surveillance Officer
Charlie Kreitner, Sr. Probation Officer
Tom Paulos, Sr. Surveillance Officer
Leroy Proctor, Sr. Surveillance Officer
Reuben Robles, Sr. Surveillance Officer
Ruben Rosales, Sr. Probation Officer
Gail Young, Probation Support Specialist

Beth Shy, Unit Supervisor
Karen Berry, Sr. Surveillance Officer
Dave Fernandez, Sr. Probation Officer
Sandy Fuller, Surveillance Officer
Chuck Hanks, Sr. Probation Officer
Richard Hernandez, Sr. Surveillance Officer
David Jurado, Surveillance Officer
Steve Kachur, Sr. Probation Officer
Eddie Lopez, Sr. Surveillance Officer
Trina Miller, Surveillance Officer
Darrell Reeves, Sr. Probation Officer
Ray Valenzuela, Sr. Probation Officer

Pattye Tolliver, Unit Supervisor
Cecil Argue, Sr. Probation Officer
Bill Castaneda, Sr. Probation Officer
Tom Jackson, Sr. Surveillance Officer
Lisa Lewis, Sr. Probation Officer
Ed Lowery, Sr. Probation Officer
Kathy Martinez, Sr. Probation Officer
Judy Raetzman, Sr. Probation Officer

Employee assignments as of June 30, 2001

Field Supervision West Division Employee Listing

Carl Sheets, Division Director
Melissa Robles, Administrative Assistant



Cathy Cermak, Unit Supervisor
Teri Abrams, Sr. Probation Officer
Georgette Berry, Sr. Probation Officer
Sonia Card, Surveillance Officer
Jill Layton, Surveillance Officer
Ricardo Ortiz, Sr. Probation Officer
Gail Petersen, Probation Officer
Richard Romero, Sr. Surveillance Officer
Steve Schmidt, Sr. Surveillance Officer
George Smigelski, Sr. Probation Officer
Peter Somerlik, Sr. Surveillance Officer
Troy Spence, Sr. Probation Officer

Jeff Knox, Unit Supervisor
Dale Bennett, Surveillance Officer
Kathy Bennett, Sr. Probation Officer
David Harper, Sr. Probation Officer
Charles Johnson, Sr. Probation Officer
Jimmy Jones, Probation Officer
Kevin Nonaka, Sr. Surveillance Officer
Candi Ortiz, Sr. Probation Officer
Jennifer Santa Cruz, Probation Officer

Craig Lundberg, Unit Supervisor
Jeremy Byrd, Probation Officer
Melissa Edwards, Probation Officer
Patsy Munoz, Administrative Level I
Lisa Nowacki-Hubble, Probation Officer
Jaime Reyes, Probation Officer
Tony Sanell, Sr. Probation Officer
Gilbert Serna, Probation Officer
Jeff Steger, Probation Officer
Art Waterman, Sr. Surveillance Officer

Dan Montañó, Unit Supervisor
Robert Artuz, Probation Officer
Ed Bernal, Sr. Surveillance Officer
Bob Bonilla, Sr. Probation Officer
Rene Castro, Surveillance Officer
Ray Forsythe, Sr. Probation Officer
James Gomez, Sr. Surveillance Officer
Carmen Harper-Young, Sr. Probation Officer
Gary Nakamoto, Sr. Probation Officer
Mike Walters, Sr. Probation Officer

Rob Nixon, Unit Supervisor
Bob Amerson, Probation Officer
Colleen Collins, Sr. Probation Officer
Richard Duncan, Sr. Probation Officer
Larry Escobedo, Sr. Probation Officer
John Joiner, Sr. Surveillance Officer
Chris Mallams, Sr. Surveillance Officer
Rosa Maria Peralta, Sr. Surveillance Officer
Suzanne Reeves, Sr. Probation Officer
Jamie Tribolet, Probation Officer

Gene Riddle, Unit Supervisor
Ben Davis, Sr. Surveillance Officer
Gloria Espinoza, Sr. Probation Officer
Mary Rogers, Probation Officer
Patricia Romero, Probation Officer

Jane Swivel, Unit Supervisor
Karen Barrins, Administrative Assistant
Carl Formby, Sr. Probation Officer
Larry Huff, Sr. Probation Officer
Keith Kanzler, Sr. Probation Officer
Laura Lindberg, Sr. Probation Officer
Laura Martinez, Administrative Assistant
John Sutton, Sr. Probation Officer
Richard Walitshek, Sr. Probation Officer

West Division
1931 & 1951
West Grant Rd.
Suites 180 &
310
Tucson, AZ
85745
520-624-0973



- Geographic area served: West of Country Club and North of Broadway

- Number of POs: 41
SOs: 14
Staff: 3
Managers: 8

- Total number of staff: 66

- Training hours completed by staff: 4,741

- Average number of hours per staff: 71.8

Employee assignments as of June 30, 2001



Operational Services

Fiscal year 2000-01 was marked by increased workloads in reception duties, a greater volume of radio calls, and the word processing of reports for court and data entry, which rose 12 percent from the previous year. Remarkably, this increased production was completed by staff who experienced an unusually active turnover rate, multiple vacancies in three of the four offices, and an almost continuous series of temporary personnel who filled vacant positions. While temporary workers were assigned primarily to reception duties and data entry, it was also necessary to employ temporary dispatchers. Use of scheduled overtime became a necessity to provide radio dispatch coverage.

Amidst daily production and cross-training of personnel, staff was successful in accomplishing tasks that supported the department's mission of serving, protecting, and restoring victims and the community while assisting probationers to become law-abiding and productive citizens. Highlights of those tasks were:

- Spanish-speaking staff translated victim letters, phone calls, interviews, and office visits with probationers.
- Supervisors taught money management classes to probationers.
- Receptionists verified probationer payment of court-ordered restitution and probation fees by stamping a notice on monthly report forms, which alerted the probation officer to address the noncompliance of court-ordered assessments.
- Staff at each of the four offices reconciled the drug testing monthly invoices and verified the office billings with the department's Finance Unit. Designated staff distributed daily drug test results to officers.
- Downtown support staff reorganized the case file records storage area on the 3rd floor of the Superior Court building. This long-term project involved coordination and cooperation with the Superior Court Facility Management staff and the Pima County Records/Archive Center.



OFFICE VISITS - During 2000-01, support staff facilitated 143,843 probationer office visits at the four locations, representing a 7 percent increase from the previous year. The South and West offices handled the highest number of probationer visits with 51,087 and 46,024, respectively.

DRUG TESTING - This reporting period marked the first full year of drug testing being contracted. The department contracted with Treatment Assessment Screening Center (TASC), which offered the following services:

- Monitored probationers who provided urine samples at the TASC facility;
- Picked-up urine samples at probation offices;
- Provided a call-in system for probationers to use in randomly determining when they should report for drug testing; and
- Reported daily test results and lists of probationers who did not comply with the random call-in notification process.

The volume of drug testing was impacted by a reduction program to meet overall departmental budget goals. Approximately 62,000 tests were completed. From these tests 3,001, or 4.8 percent were positive for drug use. The following table shows the drug test totals completed for Drug Involvement Reversal through Education Control and Treatment (DIRECT) caseloads, standard field, and Intensive Probation cases.

Program	# of Tests Completed	# of Positive Tests	Percentage of Postives
DIRECT	11,748	419	4
Standard Field Cases	30,563	1,941	6
IPS Cases	19,722	641	3

Drug testing results were used to verify probationers' compliance with court orders to live drug free. The annual percentage rate of positive tests has ranged from 5.7 to 4.8. This fiscal year's overall positive rate of 4.8 percent remained consistent with the historical percentage of positive tests. Probation officers used the positive test results to identify treatment needs and to make case management decisions.



Support Staff facilitated 143,843 probationer office visits during fiscal year

- 62,000 drug tests completed
- 3,001 or 4.8% test positive for drug use
- TASC provided daily reports of testing results

Victim Services

- 3,034 letters mailed to victims
- Victim Registry database maintained
- Network created among the Clerk's Office, County Attorney and department to better serve victims



Probation works in Arizona - During the reporting period, 3,034 letters were mailed to victims, requesting information about losses incurred from criminal offenses. The department's clerk assigned to manage victim facts maintained essential information in a Victim Registry database. To obtain complete victim and restitution information, the clerk communicated with the County Attorney's Victim Notification Unit and the Clerk's Office of the Superior Court. Cooperative meetings were held where interdepartmental staff compared and shared updated information. In January, the department's clerk and office supervisor attended a Tucson conference aimed at improving community and court-wide victim services.

Working together, interdepartmental staff ensured better delivery of services to victims. With the County Attorney's Victim Notification Unit granting the department access to its database, the clerk generated victim worksheets that were supplied to investigating probation officers. Development of this procedure contributed to officers' efficiency as it reduced redundant practices. Now, officers verify the victim data entered by the clerk who also produces the victim letters.

**Radio
Communication
Center**

- Criminal history records checks completed: 8,379
- Total radio transactions performed: 87,929
- Number of arrest notifications completed: 1,536
- Number of Probation violation arrest checks made: 1981
- Number of arrest holds placed: 506
- Office supervisor saves department \$23,510 by maintaining testing equipment and providing telephone reprogramming and repairs.

Support staff strives to handle victim restitution matters accurately and attentively. When a probation officer investigated a fraud-related case with 300 victims, the clerk working with victim information organized the data and provided various lists to the officer.



RADIO COMMUNICATION CENTER - The fiscal year confirmed that the Communications Center's staff is dedicated especially in light of the critical staff shortages. Employees at the center were pleased to have one from their ranks named as the Employee of the Year for 2001. Lead Dispatcher Mike Harayda was congratulated by his colleagues on a job well done. See page 25 for details.

As employees were granted access to the Rolodex database this fiscal year, the Radio Communication personnel assisted officers by confirming absconders' or other probationers' physical descriptions, aliases, scars, marks, and tattoos. In one specific instance, a staffer responded to a Tucson police officer's call requesting information on a subject being questioned. The TPD officer believed the subject was an absconder and wanted

confirmation. Using the Rolodex database, the staffer acknowledged that the subject was on probation by confirming that he had a unique tattoo on the back of his neck. Consequently, the absconder was arrested not only for a warrant, but also for providing false information to a police officer.

AUTOMATION ADVANCES - Implementation of digital photography of offenders during the presentence process influenced the workload of support staff. In consultation with the Superior Court's Information Technology Services Division, support staff developed procedures for the proper use of the digital camera. Defendants' digital photos are taken by intake support staff. Additionally, the expanded use of electronic mail resulted in nearly instantaneous delivery of presentence reports. Reports, previously delivered via courier, are sent now via e-mail to prosecuting attorneys and to probation officers in satellite offices.



Probation works in Arizona - Office Supervisor Ray Lekawa is recognized for providing maintenance, repair and calibration of the breathalyzer units resulting in a cost savings to the department and taxpayers. The department saved \$15,000 this fiscal year. Mr. Lekawa also provided training on the proper use of the breathalyzer to staff at Adult Probation, Juvenile Probation, Tucson City Court Probation, Pima County Adult Diversion, and the Pima County Jail. In addition, Office Supervisor Lekawa reprogrammed and repaired the telephones at the West office. After being trained by the vendor, he was given access to the telephone database to make changes and repairs. Cost savings amounted to \$8,510. Special appreciation goes to Mr. Lekawa for providing these services in addition to his regular duties as office supervisor.

Operational Services Division Employee Listing

Theresa Springer, Division Director

**Rosemary Brodner-Mendez,
Dispatch Supervisor**

Cynthia Brunk, Lead Dispatcher
Casey Camacho, Lead Dispatcher
Mike Harayda, Lead Dispatcher
Nancy Custer, Dispatcher
Diana Jacome, Dispatcher
Cirra Miller, Dispatcher
Walter Retting, Dispatcher
Vince Speitel, Dispatcher
Lisa Shumaker, Dispatcher

Betsy Jennings, Office Supervisor - South

Mike Fleming - Litigation Support I
Ernestina Rodriguez - Litigation Support I
Francisca Sepulveda - Litigation Support I
Sheila Hampton - Litigation Support II
Marsha Hutchison - Litigation Support II
Melissa Lopez - Litigation Support II
Dona Spencer - Litigation Support II
T.G. Wallace - Litigation Support II
Sue Williams - Litigation Support II

Jo Fontenot, Office Supervisor - East

Paul Neuwirth, Litigation Support II
Deanna Franson, Litigation Support II
John Wilcoxon, Litigation Support II



Ray Lekawa, Office Supervisor - West

Molly Hernandez, Litigation Support II
Jessie Vasquez, Litigation Support II
Rena Winters, Litigation Support II
Julie Serrine, Litigation Support II

**Yolanda Harris, Office Supervisor
Downtown**

Rosa Donaldson, Litigation Support II
Maria Escobedo, Litigation Support II
Jaci Kornelle, Litigation Support II
Xochitl Montoya, Litigation Support II
Debra Pike-Slaughter, Litigation Support II
Sheila Ramon, Litigation Support II
Shelly Welsh, Litigation Support II
Anna Vidal, Litigation Support II

**Jamie Perry, Office Supervisor
Downtown**

Josie Camacho, Litigation Support II
Susan Corrales, Litigation Support II
Virginia French, Litigation Support II
Harold Helies, Litigation Support I
Amanda Kelley, Litigation Support I
Jan Lomen, Litigation Support II
Edna Ortiz, Litigation Support II
Jami Sanchez, Litigation Support II
Leticia Soto, Litigation Support II
Susan Tyler, Litigation Support II

**Operational
Services**
2695 E.Ajo
Tucson 85713
520-740-
4800

8180 East
Broadway
Blvd.
Tucson
85710
520-290-1535

110 West
Congress St.
Tucson
85701
520-740-3800

1951 & 1931
W. Grant Rd.
Tucson
85745
520-624-0973



•Downtown
staff: 17

•East office
staff: 3

•South office
staff: 18

•West office
staff: 4

•Manager: 7

•Total
number of
staff: 49

•Training
hours
completed
by staff:
1,422

•Average
number of
training
hours per
staff: 29

Employee listing as of June 30, 2001



Planning & Development

The Planning and Development Division staff oversee and deliver a variety of services to the department's employees, to probationers, and to the greater community. The seven areas of service include:

- Automation
- Training and Education
- LEARN - Education Services
- Juvenile Transfer Services
- Volunteers and Interns in Probation
- Publications
- Special Projects, new program development



AUTOMATION - The division's director and other court staff continued working on the internal offender database, *Rolodex*, and the APETS (Adult Probation Enterprise Tracking System) projects. Both automation projects have the common outcome of the compatible sharing of data - the internal database among employees of the department and the APETS among statewide criminal justice agencies.

TRAINING AND EDUCATION - Under the Arizona Supreme Court's Council on Judicial Education and Training (COJET) mandate, all employees are required to complete 16 hours of training. During the reporting period, staff completed more than 15,000 hours of training. The training officer, training coordinator and administrative assistant provided and supported these training programs.

- **Officer orientation and initial training** - Upon employment new officers are required to complete a 6-week orientation/initial training program which includes completion of the Arizona Probation Officer Certification Academy and the department's Tactics for Officer Safety and Survival (TOSS) course.
- **Officer safety** - Training components cover the continuum of control including crisis management through verbal communications; hands-on tactics, the use of baton and OC spray; and the optional 48-hour firearms' program for those electing to carry a weapon.
- **Officer training** - On going training for officers is offered in the areas of presentence investigations, case management, supervision operations, search and seizure, TOSS/CMS refresher courses and other specialized programs.
- **General training** - Training staff provided sessions on ethics, sexual harassment, and cultural diversity. Twice a year, the department and Pima County Juvenile Court training units cosponsor a week-long training event, offering general courses required to meet mandates.

Departmental employees provided training locally and at the state and national level. More than 70 employees conducted in-house training. Several officers and staff contributed to the Arizona Probation Officer Academy, the Arizona Institute for Intensive Probation and the Judicial Staff Conferences for nonjudge, nonofficer personnel.



Probation works in Arizona - The community is served through an educated work force who receives training on safety and the supervision of probationers. Well-trained officers and staff provide yet another layer of protection for the community.

Officers are trained to impact probationers' lives in ways that can result in their compliance with court orders. Additionally, officers are asked to oversee the probationers' lifestyle changes that enable them to complete their probation terms while restoring victims and the community. The probation work force will continue to complete the necessary training, which makes them effective and efficient public employees. They are committed to serving and protecting the community and its citizens.

LEARN's Education Services -The department's Literacy, Education and Resource Network (LEARN) program provides a broad spectrum of educational programs for adult and juvenile probationers, their families and other adult, at-risk members of the community. Classes in the program emphasize improving literacy skills, earning a General Education Diploma (GED), improving English proficiency, and training in cognitive and other life skills areas.

LEARN was established in 1988 as part of a pilot project by the Administrative Office of the Arizona Supreme Court (AOC). As the pioneer probation department in the state to require the completion of literacy or GED programs as a condition of probation, Arizona was the first to provide on-site education services for probationers through various LEARN labs throughout the state. To date, about 1,700 students have earned GEDs; approximately 450 students have completed the literacy program. Nearly 600 adults have improved their English skills through the Adult Probation Department's LEARN program.

In the reporting period, LEARN served 593 adults and juveniles who completed more than 12 hours of academic classes at three labs in probation satellite offices. Year-end statistics indicated a total of 973 students were served. The following provides highlights of those served from July 1, 2000 to June 30, 2001.

- Of the 593 students recorded by Arizona Department of Education, 183 students (38.3 percent) received GED diplomas.
- More than 30 students received scholarships to Pima Community College.
- Seventy-one students graduated LEARN's Cognitive Skills program.
- LEARN provided Job Readiness workshops for the Department of Economic Security. Two-week workshops were held with 106 students participating.
- LEARN offered life skills workshops in parenting and HIV/AIDS awareness classes. A total of 56 adults participated in parenting and 217 took HIV/AIDS classes.
- Volunteers donated 684 hours of service to the LEARN program.

The Cognitive Skills program motto is "Change thinking, change behavior." Departmental staff under the leadership of the Cognitive Skills program coordinator has offered classes to probationers since April 1998. As of February 2001, a total of 234 students has been enrolled. Nearly 75 percent, or 174 students, successfully completed the course work and graduated from the program.



- Employees earned 15,304 training hours

- More than 70 employees contributed to training staff

LEARN

- 1,700 students have earned GEDs since program's inception

- 973 students served through LEARN

- 183 students received GED diplomas

- More than 30 students granted scholarship to Pima Community College

Cognitive Skills Program

- 234 offenders completed program during reporting period

Two graduations honored 71 probationers in Cognitive program

LEARN Collaborations

- 21 DES Job Readiness Workshops served 106 participants

- 56 parents/probationers attended parenting sessions presented by *Parents Anonymous*

- 217 offenders completed HIV/AIDS workshops

Juvenile Services

- In FY 98-99, 9 of 10 juvenile transfers on probation revoked to prison; in FY 00-01, 4 of 10 were revoked

- 30 to 40 juvenile transfers on probation each month

- More than 75% received treatment

During fiscal year 2000-01, certified instructors taught two 18-week courses for two hours, twice a week. Two graduations were held to honor the 71 probationers who completed the programs.



Probation works in Arizona - LEARN's program practices included these collaborative efforts with other organizations throughout the community:

- *DES Job Readiness Workshops* - LEARN continued its educational programming with employment and job skills training with the Department of Economic Security's JOBS program. Staff conducted 21 training workshops, and 106 DES participants were served.
- *Parents Anonymous* - Young fathers and couples were the focus of four, 6-week grant-funded sessions on parenting presented by Parents Anonymous of Tucson; 56 adults attended. LEARN anticipates a continued partnership with Parents Anonymous through 2002.
- *Southern Arizona AIDS Foundation* - At the continued request of the DIRECT program, LEARN sponsored a series of HIV/AIDS workshops offered; 217 probationers were mandated to take the workshop as a condition of probation.
- *Altrusa International, Inc., of Tucson* - For more than 12 years, the Altrusa Club has supported the LEARN program. In 1994, a special scholarship fund was established with the Pima Community College Foundation for graduates of LEARN. More than 160 graduates have been given the opportunity to continue with higher education because of this collaboration.
- *Pima Community College* - The college's Assessment Center test proctors conducted GED exams monthly, at one of the three LEARN labs. Students completed the exam in two, daylong sessions in the familiar surroundings of their own school. The Center also awarded scholarships to GED and ESOL graduates.
- *Network for Adults with Learning Difficulties* - LEARN and Pima Community College Adult Education initiated a series of collaborative meetings to identify needs and compile a list of county resources for adults with learning difficulties.
- *Pima County Workforce Investment Board* - LEARN's program coordinator is a member representing Title II Adult Education. In addition to working on various committees, the coordinator chairs the subcommittees for eligible training providers and the dislocated worker.



JUVENILE TRANSFER SERVICES - Supervising juveniles on adult probation presented the organization with behavioral, developmental and mental health challenges for a population that exists outside the rubric of programs for specialized caseloads.

The probation program coordinator and officers assigned to supervise juveniles transferred or sentenced to adult probation made adjustments to program practices and guidelines in an effort to protect the community and restore victims while holding juvenile transfers accountable. Additionally, the department is committed to provide services that allow officers to guide and shape pro-social behavior through a continuum of sanctions and services in partnership with the community.



Probation works in Arizona - The department and the community benefitted from the volunteer services of citizens in Pima County and students earning academic credit. Volunteers and interns in Probation (VIP) invested their time and efforts in various divisions of the organization. They provided nearly two thousand hours of service during the reporting period.

Division staff supervised the efforts of high school students who worked with the department during summer vacations. *Courts are Us*, a summer youth work program, afforded students the opportunity to positively experience the criminal justice system by working in the Adult Probation Department under the auspices of the Superior Court. This marked the eighth year of the department's participation in this worthwhile program.

Planning & Development Division Employee Listing

James Meyer, Division Director

George Baum, Training Officer
Rafaela de Loera, Training Coordinator
JoAnne Pope, Administrative Assistant

Annabea McKinley, Probation Program Coordinator

Deborah Tinajero, Probation Program Coordinator



Susan Barlow, Instructor/Site Coordinator
Susan Enholm, Instructor/Site Coordinator
Rebecca Gray, Instructor/Site Coordinator
Shanon Easterday, Instructor
Julie Gray, Instructor
Anne Geiger, Cognitive Skills Instructor
Chris Nybakken, Cognitive Skills Coordinator
Lisa Klukosky, Cognitive Skills Instructor
Lorraine Arvizu, Administrative Level 1
Sandra Cruz, Administrative Level 1
Kathleen Thomas, Administrative Level 1

Employee assignments as of June 30, 2001



- VIPs provided nearly 2,000 hours of service during reporting period

Planning & Development
2965 E.Ajo Way
Tucson, AZ 85713
520-740-4800
LEARN South
520-740-4895

LEARN East
8180 East Broadway Blvd.
Tucson, AZ 85711
520-290-6736

LEARN West
1951 W. Grant Road
Tucson, AZ 85745
520-205-7832



- Total number of staff: 17
- Training hours completed: 1,234
- Average number of training hours per staff: 72.6



Administrative Services

The Office of Administration provided the following services:

- budget, accounting, and procurement
- human resources, research, data analysis and tracking of Community Punishment Program funding and referrals
- restoration to the victim and the community



These duties were performed by employees who reported directly to the Chief Probation Officer and Executive Director.

HUMAN RESOURCE SERVICES - Due to major budget cutbacks, the department experienced a decrease in recruitments from previous years and as a result, only 19 new employees came aboard this year. Soliciting qualified applicants for these positions was a challenge due to a strong economy and difficulty in competing with entry level salaries of other public service agencies. Also, filling numerous vacancies was put on hold which affected employee workloads in all areas of probation services.

In addition to handling day-to-day human resource functions, the unit's staff participated in numerous job fairs and coordinated several swearing-in ceremonies. In May, the unit was consolidated with Superior Court's Human Resources in order to streamline services to the court.

Probation's employee roster included 303 employees at the end of this fiscal year, compared to 319 at the conclusion of fiscal year 1999-00.

Activity	Quantity
New Hire Recruitments	10
Promotional Opportunities (Competitive)	6
New Staff Hired	19
Staff Promoted	25
Staff as of June 30, 2001	303



FINANCIAL SERVICES - The lack of stability in state funding presented a challenge in managing the department's finances this year. The financial staff worked through budget restrictions, and the department was in the black for 1999-00.

The unit, consisting of a financial manager, principal accounting officer, and an administrative level 1 employee, maintained a budget of \$15,498,703 in 11 separate funding sources. There was an increase in funding of \$1,243,851 from the previous fiscal year budget of \$14,254,852.

The table on page 22 breaks down the budget totals by source, personnel, and operating costs for the 2000-01 fiscal year.

Source	Personnel	Operating	Totals
County	\$3,783,090	\$760,838	\$4,543,928
Probation Fees	557,389	323,136	3,400,610
State Aid Enhancement (SAE)	3,168,246	232,364	3,400,610
Intensive Probation	3,588,694	386,597	3,975,291
Community Punishment Program (CPP)	882,913	142,526	1,025,439
Interstate Compact	261,421	17,441	278,862
Drug Enforcement Adjudication (DEA)	224,028	-0-	224,028
Justice Court Sreening/DUI Fees	60,908	2,916	63,824
Dept. of Education-DES/JOBS Grants	120,498	39,459	159,957
Transferred Youth	50,000	-0-	50,000
Drug Treatment Education Fund(DTEF)	193,740	395,998	589,738
Other	284,990	21,511	306,501
Totals	\$13,175,917	\$2,322,786	\$15,498,703

Budget totals for FY 00-01

- County: \$4,543,928
- Probation Fees: \$880,525
- SAE: \$3,400,610
- Intensive Probation: \$3,975,439
- CPP: \$1,025,439
- Interstate Compact: \$278,862
- DEA: \$224,028
- Screening fees: \$63,824
- DES/JOBS Grants: \$159,957
- Transferred Youth: \$50,000
- DTEF: \$589,738
- Other: \$306,501
- TOTAL Budget: \$15,498,703**

RESEARCH, EVALUATION AND PLACEMENT SERVICES - Responsibilities handled by this unit's staff included: conducting research, producing reports, and tracking placements and funding for probationers receiving substance abuse and mental health treatment under the Community Punishment Program (CPP). Due to budget restraints, the hiring of a criminal justice research analyst was put on hold. In spite of this, the unit consisting of a research analyst and an administrative level I employee provided statistical information for the production of program and statistical annual reports and continued to collect, manage and report state required data.

COMMUNITY PUNISHMENT PROGRAM (CPP) - Provisions under the CPP make available a budget to divert offenders from prison or jail and to assist in delivering various levels of supervision and intermediate sanctions. It funds many facets of community supervision and targets many different offender populations. Electronic monitoring, treatment services, the DIRECT program are funded in part by the CPP.

- CPP placements up 1.5% for fiscal year



- Money management classes held for probationers

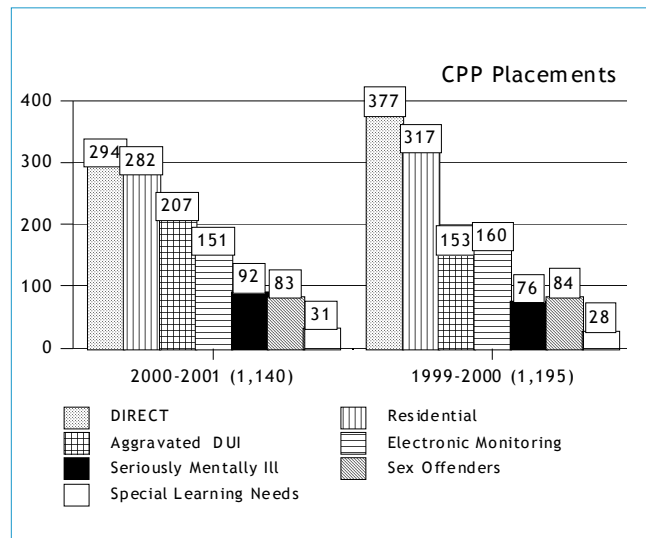
- Enhanced collection efforts result in a 43% increase in restitution dollars; a 29% increase in probation fees

- Staff joined others to celebrate the 21st Anniversary of the National Crime Victims Rights Week, April 22-28

- Year marks the 25th anniversary of the use of the "Victim Impact Statement" in legal documents

The number of CPP placements showed a slight increase this year (up 1.5 percent) in comparison to fiscal year 1999-00 as evidenced by the graph.

VICTIM RESTORATION UNIT -Victim restoration remained a high judicial priority, statewide and locally. Consequently, the Victim Restoration Unit, the only such probation-based unit in the state, continued to assess and address issues related to the collection of court-ordered assessments. Strategies continued to evolve and were achieved via collaboration with the Clerk of the Superior Court and Restitution Unit of the Pima County Attorney's Office.



Internally, the department began conducting year-round, five-week money management classes based on a recognized curriculum. Based on staff's voiced needs, classes were tailored accordingly and offered at each satellite office at various hours—mornings, lunch time, evenings, and Saturdays. Also offered were classes for probationers on specialized caseloads, as well as classes for Spanish speakers. These classes were taught in tandem by probation staff—professional and support.

As a result of enhanced collection efforts since fiscal year 1997, the department has achieved a 43 percent increase in restitution, 29 percent increase in probation fees, and an overall increase of 28 percent, while experiencing only a 4 percent increase in total cases.

In a continuing response to Chief Justice Thomas Zlaket's appeal to the Arizona judiciary to expand their efforts in the pursuit of victim-related issues, the unit's staff joined crime victims, service providers, criminal justice and allied professionals to commemorate the 21st anniversary of the National Crime Victims' Rights Week during April 22 through 28. To further demonstrate the department's dedication to the plight of crime victims, the unit's staff, in partnership with the Community Service Program, adopted a two-mile stretch of roadway from Mission Road to Sorrell Lane. The first clean up was conducted on April 22 to "kick off" National Crime Victims' Rights Week.

Five additional probationers, who created victims in the commission of their crimes, contributed to National Crime Victims' Rights Week by assembling more than 300 black and white lapel ribbons, a symbol of support of the victims of crime. These ribbons were worn by probation staff during this week of tribute.

This year marked the 25th anniversary of the "victim impact statement"—the voice of the victim—a powerful tool that allows victims to define the harm they endured as a result of crime. It was, in fact, a chief probation officer in California in 1976 who observed that victims of crime received no services and implemented the practice of providing victims the opportunity to voice the impact of their victimization.

Administrative Services Employee Listing



Don R. Stiles, Chief Probation Officer

Diane L. McGinnis, Executive Director

Becky Raymond, Administrative Level 1

Mary Rios, Research Analyst

Linda Seidel, Executive Assistant

Laura Wellner-Pate, Project Coordinator

Jim Casanova, Human Resources Director (Resigned 3/2001)

Diana Torres, Human Resource Specialist

D'Andrea Williams, Human Resources Specialist (Resigned 4/2001)

Debbie Yauch, Human Resources Manager

Roseanne Grant, Financial Manager

Johanna Bliss, Principal Accountant

Dianna Rodriguez, Administrative Level 1

Barbara Johnson, Unit Supervisor

Leona Powers, Administrative Level 1

Employee listing as of June 30, 2001

**Administrative
Services**
110 West
Congress
Tucson, AZ
85701
520-740-3800



- Total number of staff: 15
- Number of training hours completed by staff: 538
- Average number of training hours per staff: 35.8





Employee Recognition

Employee recognition is one of the ways the Staff Relations Committee (SRC) furthers its goal of *creating and maintaining an organization that is conducive to individual growth, creativity, and fulfillment.* SRC members continued to foster goodwill among staff by sending birthday, get well, and condolence cards. In addition, they sponsored the first-ever, "Staff Appreciation Day," as part of the nationwide Probation Recognition Week. Committee members arranged for a catered lunch at each satellite office, and distributed department mouse pads as a way of thanking staff for their commitment and hard work. Committee members continued the practice of selecting a staff member for its monthly "Excellence Award." Employees nominated their peers, and members of SRC met each month to select an *Excellence Award* recipient. At the beginning of 2001, members also selected the 2001 Employee of the Year, Line Officer of the Year and Supervisor of the Year. Employees selected for recognition were:



Employee of the Year - Michael Harayda

Lead Dispatcher Mike Harayda's apparent lack of stress has made him legendary in the department. Mention his name, and one will invariably hear officers singing his praises.

During a year of under staffing, each dispatcher worked additional shifts. Michael worked more than his share, and kept everyone smiling. He is motivated, knowledgeable, helpful, and considerate. Michael possesses abundant patience.

Working in the Communications Center is often a high-pressure job. Michael is the calming influence in a room where activities can change suddenly and drastically. He has the ability to get everyone to stop and chuckle at just the right moment, relieving some of the pressure and allowing coworkers to continue their duties with a better frame of mind. Michael is described as "one of the most unflappable staff members to ever pass through the department's doors."



Officer of the Year - Michael Bartling

Senior Probation Officer Mike Bartling is an ideal team player. Whether it is covering a caseload for an absent officer, teaching, or simply delivering photocopy paper, his willingness to help others is unparalleled. He does what is necessary to get the job done without focusing on typical "probation officer" duties. Michael is meticulous about supervising his caseload. He focuses on assessment collection and is consistently one of his unit's top producers. He is dependable

and his decisions are sound. Michael explains that his favorite part of the job is "the positive impact one can have on people's lives." Officer Bartling has provided training at several probation conferences and has co-facilitated at the Intensive Probation Supervision Institute. As if that were not enough, Michael has often participated in "Operation Safe Streets," a program of numerous law enforcement agencies collaborating to reduce gang-related activities.



Supervisor of the Year - Barbara Lynn Druke

Unit Supervisor Barbara Druke’s background and education make her a valued member of the department. She exemplifies high standards in both conduct and ethics, and she expects no less from her team. Because of abundant experience in both criminal justice and social sciences, Barbara is often the person to contact for information on “what’s out there.” She solicits advice and suggestions. In team meetings, everyone’s input counts. Barbara has not forgotten what it is like to be a front-line officer.

Ms. Druke’s dedication and service to the community are second to none. She is a volunteer member of the Foster Care Review Board. Barbara spends countless hours at a local hospital, cuddling babies who need extra love and attention. Both Barbara and her husband have spent past Thanksgivings feeding the homeless. They have also been involved in Teen Court since its inception. She was an advocate with the Victim Witness program.

Barbara genuinely cares for her co-workers. She makes “care packages” for team members who stop smoking, and she showers new babies with gifts and love. Her team, along with others who have worked with her, is constantly inspired by Barbara.

Hall of Fame

Meritorious distinction of dedicated service by the department’s leadership hallmarked the exodus of a handful of managers during the last two fiscal years. Their combined years of service to the court and the community equaled 110.3. These leaders, whether directors like Bill Johnson, Jim Meyer and Jim Casanova or unit supervisors like Ted Magladry, Mike Saunders and Bill Stead, forged the history of the department while positively impacting present practices.



Adult Probation has benefitted from their experiences, expertise, and hard work in a variety of ways. Their impact has extended to most areas of the organization, from the Assessment Center and Field Divisions to the development and implementation of professional human resources programming practices, ending with the creation and installation of a statewide automation system for tracking probationers.

The face of probation in Pima County has aged and become wiser, more effective and efficient due to their belief and pledge to the mission of the department. The valued efforts of these leaders are acknowledged and celebrated daily throughout the organization through the work of probation.

Hall of Fame



Bill Johnson
Years of Service: 28



Jim Meyer
Years of Service: 26



Jim Casanova
Years of Service: 2.3



Ted Magladry
Years of Service: 11



Mike Saunders
Years of Service: 26



Bill Stead
Years of Service: 27



Dear Mr. Stiles,

Hello, my name is Kathleen, I'm 20 years old, and I'm clean and sober! Which I know is amazing for someone my age, these days. And I thank God for that everyday. And I have a lot of gratitude for Intensive Probation.

These incidents represent kind and caring

A year ago I was a "tuff girl," thinking I was the best mom in the whole wide world. See, Mr. Stiles I have a wonderful 3 year old son who is my best friend. Who I should have devoted my all to, but didn't. I grew up in a drug world with divorced parents, an addicted father who would emotionally abuse me. This man did drugs so openly he would snort them right out of school pictures. He has done and sold drugs for as long as I can remember, and finally I found us doing them together. He finally got put on probation after being caught and has now made a 180 degree turn around. I know all the things I've witnessed over the years has had a direct effect on my old belief that "drugs are great, and they make you money." I never knew anything different until now.

interventions.

I remember my first interview with Sr. Probation Officer Troy Spence and I was asked, "What makes you think that you can make it?" My reply was, "Well, people who don't make it are people who think they have to and I know I can make it because I want to." The day I was sentenced to probation was the beginning of "Life" for me. Not the life that I thought was normal - drugs, violence and alcohol. I mean I really started a new life!! One without all this negativity. I know life is about being sober and being a mom, feeling my emotions and his as well. He is my little buddy; I have created a bond with him that I will never let go, NEVER!!!

They are examples of just another

day in the life of

Troy and Surveillance Officer Jill Layton have been hard at times, well actually a lot of times, but that's their job. Most important they have treated me like a human being, not like a criminal. Once I told Jill that I was afraid of studying a certain course in college, but I told her I was afraid that no one would trust a felon. She told me something that I will remember the rest of my life. She said, "Kathleen, a felony is what you did; it is not who you are." Those words with other words of encouragement have given me the will to go on with the rest of my life. I owe a lot to Probation without it, I know I would be dead or in prison. Probation to me is steps normal people take everyday: pay bills, be organized, and know some sort of authority. My experience with Probation has been the most important thing that has helped me realize that I AM WORTH IT!

probation and

surveillance officers.

I have completed outpatient drug counseling. I chair AA meetings and soon I will be starting a North side chapter of Crystal Meth Anonymous. I respect myself, my family, Troy Spence, Jill Layton and of course you for conducting such a great program. I have been clean for a year now and I feel great. Drugs can never give me this high I feel today; this is natural, and it's because I believed in myself the way Troy and Jill have believed in me all along. Thank you for being part of who I am today, and God bless you. Thank you for your time.

Signed
Kathleen



Caring Interventions - Probation Officer Gail Petersen had an office appointment with a probationer who had failed to report earlier in the month. The probationer, a recovering alcoholic, had been struggling with the loss of his marriage and children, child support issues, and financial problems. The officer had been advised by other department employees who had contact with the probationer that he was not doing well and appeared to be suffering from depression. Officer Petersen was shocked to see the probationer had lost 30 pounds in about 4-6 weeks. He had lost his job and was facing eviction. He was lethargic and tearful and admitted he had attempted suicide three times in the past weeks. He was hearing voices. The probationer had sought help at a mental health agency, but because he was not enrolled in the state's indigent health care system, he was referred to a health clinic, having to wait for an appointment.

Officer Petersen has a mental health and addictions counseling background; she requested assistance from **Sr. Probation Officer Ray Forsythe**, who has a similar background. She contacted her valuable connections at the VA Hospital. Officers Forsythe and Petersen transported the probationer to the hospital where he was admitted immediately. While the probationer was hospitalized, Officer Petersen was busy arranging the removal and storage of his personal belongings; she and Officer Forsythe made preparations for the probationer to enter a halfway house upon his release. The probationer was discharged five days later with medication and nutritional supplements. When he reported to Officer Petersen, he looked 100 percent better and expressed sincere gratitude for the officers' caring intervention. Officer Forsythe commented, "Gail could have arrested the probationer or just told him to go to the VA Hospital, and she would have been doing her job. But by going a little further, she probably saved his life."

A few days later, **Probation Officer Jamie Tribolet**, who is also a licensed counselor, had an initial appointment with a probationer who had a significant history of substance abuse, domestic violence, depression, and suicide attempts dating back to his adolescence. He presented as shaky, tearful, depressed, and admitted to recent cocaine use. Officer Tribolet assessed the probationer to determine what he needed most - drug detoxification or mental health crisis treatment. The officer called a local residential treatment facility and arranged for the probationer to be admitted.

Officer Tribolet and **Probation Officer Jimmy Jones**, who also works at the West office, transported the probationer to the center, relaying information about the patient to the intake worker. Officer Tribolet also contacted the probationer's mother, advising her of his status. His mother expressed gratitude for the caring intervention. He was able to get on track with mental health, substance abuse and domestic violence counseling and random urine testing. He thanked Officers Tribolet and Jones for their help.



It may not
be what
they
planned for
their day,
but
without
hesitation,
officers go
the extra
mile, get
involved and
ultimately
make
positive and
significant
impacts on
the lives of
probationers.



Superior & Justice Benches

- 1 **Lina Rodriguez**
- 2 Charles Harrington
- 3 **Kenneth Lee,**
Associate Presiding
- 4 Stephen Villarreal
- 5 **John Quigley**
- 6 Charles Sabalos
- 7 **Leslie Miller**
- 8 John Davis
- 9 **Michael Brown**
- 10 John Leonardo,
Presiding
- 11 **Jane Eikleberry**
- 12 Deborah Bernini,
Juvenile Presiding
- 13 **Patricia Escher**
- 14 Richard Nichols
- 15 **Michael Alfred**
- 16 Howard Hantman
- 17 **Hectory Campoy**
- 18 Richard Fields
- 19 **Clark Munger**
- 20 Nanette Warner
- 21 **John Kelly**
- 22 Michael Cruikshank
- 23 **Gordon Alley**
- 24 Ted Borek

- 25 **Cindy Jorgenson**
- 26 Edgar Acuña
- 27 **Christopher Browning**
- 28 Paul Tang

Pro Tem Paul Banales
 Pro Tem Frank Dawley
 Pro Tem Howard Fell
 Pro Tem Elizabeth Peasley-Fimbres

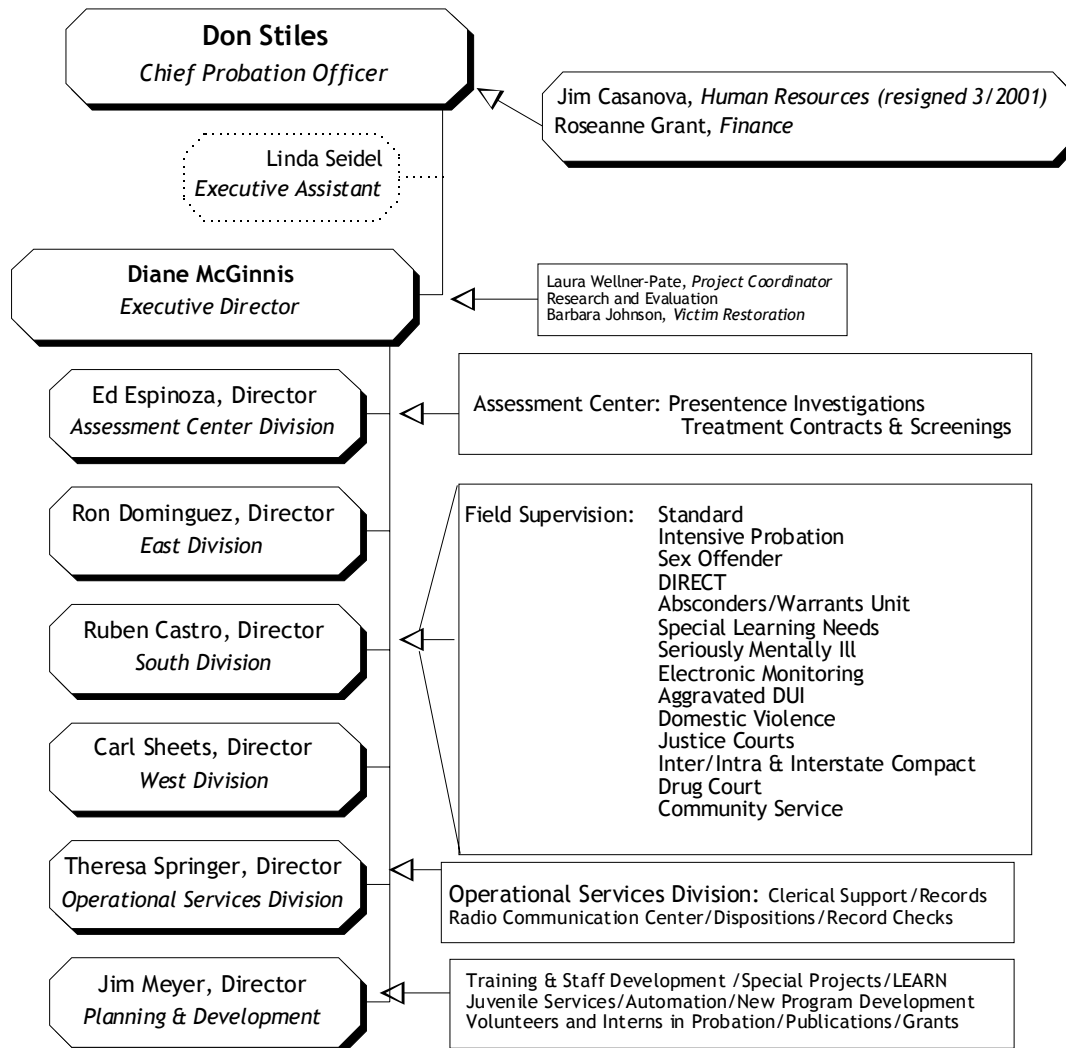


Justice Court

- Precinct 1** Robert Gibson
- Precinct 2** Luis Castillo, Presiding
- Precinct 3** John Casey
- Precinct 4** Carmen Dolny
- Precinct 5** Jim Green
- Precinct 6** Paul Simon
- Precinct 7** Charles Shipman
- Precinct 8** Susan Bacal
- Precinct 9** Vacant

Positions as of June 30, 2001

Adult Probation Department in Pima County



Organizational Chart



THE POPULATION OF PIMA COUNTY¹

Pima County was created in 1864 and is the second largest county in Arizona. As of April 1, 2000, the population of Arizona was 5,130,632, with Pima County accounting for 16.4 percent at 843,746. Of this total, the City of Tucson represents 57 percent of the population at 486,699; Oro Valley—29,700; Marana—13,556; South Tucson— 5,490; and Sahuarita—3,242, with 305,059 people residing in unincorporated areas.

Jurisdiction	2000 Census	1990 Census	Net Change	% Change
Pima County	843,746	666,880	176,866	26.52
Arizona	5,130,632	3,665,339	1,465,293	39.98
United States	281,421,906	248,709,873	32,712,033	13.15

Pima County’s population has expanded by 59 percent since 1980, compared to a 103 percent increase in Maricopa County. Arizona’s population grew 89 percent during the past twenty years while the nation’s population expanded by 24 percent. It is estimated that approximately 56,500 people moved to Pima County last year and 42,650 individuals relocated out of the county. Current projections estimate the population of Pima County will be 1,031,627 by the year 2010. In the past decade, Arizona’s population grew three times faster than the rest of the nation, becoming home to more than 5.1 million people.

ECONOMIC PROFILE - The civilian labor force in Pima County is approximately 387,600 people (about 45 percent of the population) and the unemployment rate has remained low due to the influence of tourism, education and retirement. The median household income is \$32,544. The percentage of persons in Pima County living below the poverty level is 16.2 percent and 15.5 percent in Arizona overall. This percentage is above the national rate of 13.3.

ETHNICITY AND RACE - Hispanics constitute 29.3 percent of the county’s total population compared to 25.2 percent for the state and 12.5 percent for the nation. Native Americans accounted for 3.2 percent, African Americans ~ 3.0 percent; Asian/Pacific Islanders ~ 2.0 percent and Native Hawaiian/Pacific Islanders ~ .01 percent. In addition, 3.2 percent of the population considers itself to be two or more races.

AGE AND GENDER - The median age of Pima County residents is 35.7, with 51.1 percent females and 48.9 percent males. Of the total households in Pima County, 25.3 percent are occupied by retired persons.

¹ Sources: Population Handbook, Pima Association of Governments; U.S. Census Bureau

THE CRIME RATE ²

Index of Crime United States 1995-2000 Rate per 1000,000 Inhabitants

1995	5,275.9
1996	5,086.6
1997	4,930.0
1998	4,619.3
1999	4,266.8
2000	Unavailable

DEFINITIONS

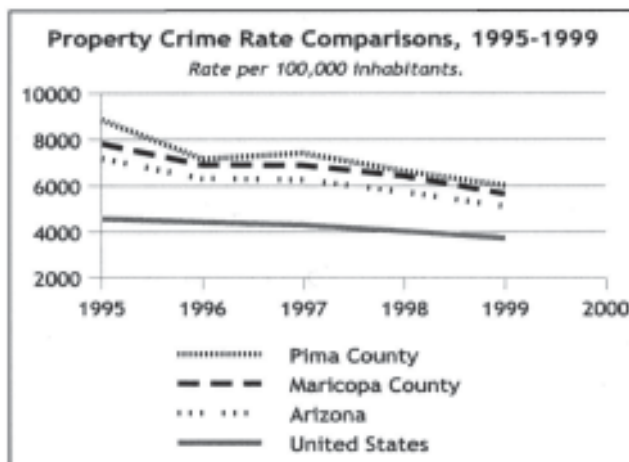
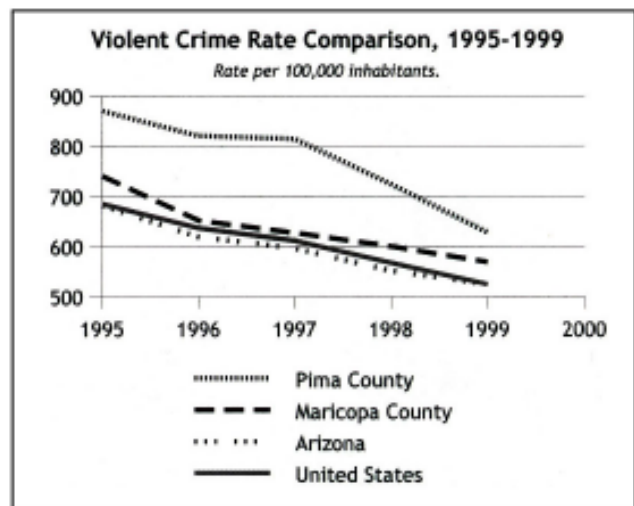
Crime Index: Murder, sexual assault, robbery, aggravated assault, burglary, theft, and motor vehicle theft.

Violent Index: Murder, sexual assault, robbery and aggravated assault.

Property Crime: Theft, burglary, and motor vehicle theft.

Juvenile Transfer Requirements: At least 14 years old, charged under any one of a select set of felony classes outlined under A.R.S. §13-501(B), and whose cases were filed with the Arizona Superior Court in Pima County.

VIOLENT CRIME - Arizona's 1999 murder, burglary and theft rate was at least 30 percent higher than the nation's. The state's murder rate is ranked seventh nationally (40.4 percent higher than the national rate). It is projected Arizona's number of violent crime offenses will increase by 3.6 percent statewide by 2004, Pima County's by 9.4 percent compared to Maricopa County's less than 1 percent anticipated rise. This year, Arizona experienced 291,668 violent crime offenses (including arson) compared to 274,307 in 1999. (Pima County had 59,500 offenses.)



PROPERTY CRIME RATE - Arizona ranks third in comparison to other states with a property crime rate 42.8 percent higher than the national rate. Although the state historically has a high rate, all counties experienced a decrease over the last five years. It is projected Pima County could see a small decrease in this rate through 2004, with the rest of the state experiencing less than a 5 percent increase.

²Source: Crime Trends in Arizona: 1990-1999 and Beyond, April 2001.

JUVENILE CRIME

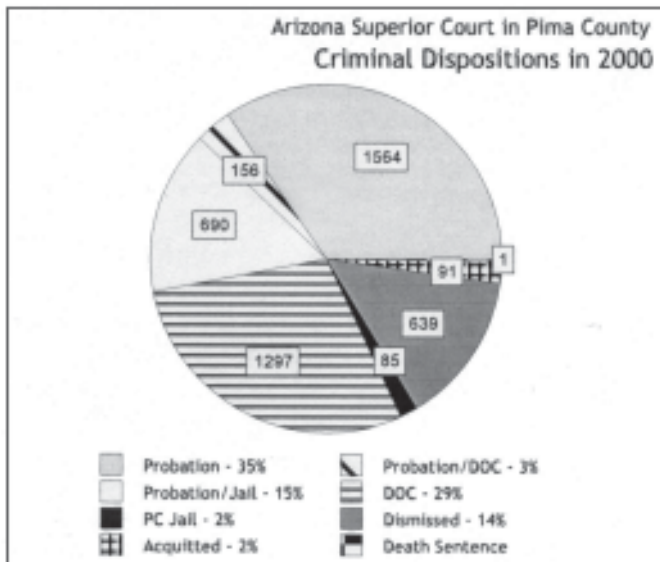
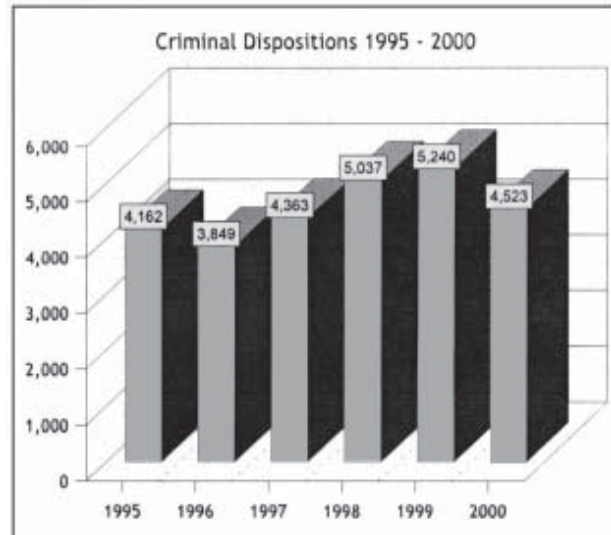
During the past ten years, the percent of juvenile arrests in proportion to adult arrests remained fairly constant, ranging from a low of 20.8 percent in 1999 to a high of 23.9 percent in 1993. Overall, the number of arrests has declined since 1996. The table below depicts arrests by population from 1995 to 1999.

All Arrests	1995	1996	1997	1998	1999
Adult	77.2	76.8	77.1	78.4	79.2
Juvenile	22.8	23.2	22.9	21.6	20.8

In the Superior Court in Pima County during this reporting period, 98 juveniles were sentenced to probation supervision compared to 84 the previous year. Although these numbers are small in comparison to other sentencing populations, minors have a major operational and financial impact on the department. This is due to their behavioral, developmental, and educational requirements, which are significantly higher than those of adult offenders. Treatment costs exceeded budget allocations this year by \$29,000.

TRENDS IN DISPOSITIONS

CRIMINAL DISPOSITIONS DURING 1995 - 2000 - During the 2000 calendar year, there were 4,636 criminal dispositions in the Arizona Superior Court in Pima County. This represents a decrease of 11 percent from the previous year but an overall 8.67 percent increase over the past six years. The chart to the right depicts the growth in criminal dispositions during a six-year period.³



As of June 30, 2002, there were 26,054 inmates incarcerated in Arizona prisons.⁴ In calendar year 2000, more than 2,500 (55.4 percent) of all criminal dispositions resulted in a sentence to Adult Probation, with 3.4 percent of the defendants receiving a concurrent sentence to the Department of Corrections.

³Arizona Superior Court in Pima County

⁴Department of Corrections

PRESENTENCE INVESTIGATIONS

Assessment Center staff produced 3,550 presentence sentence reports this year, which presents a decrease of 82 from the previous year but a 4.87 percent increase over the past five years. Since 1996, the number of reports produced have declined slightly each year except in fiscal year 1998-99, when 4,122 reports were produced.

Presentence Reports Completed			
Fiscal Year	# of Reports	Fiscal Year	# of Reports
1996-1997	3,383	1998-1999	4,122
1997-1998	3,776	1999-2000	3,632
		2000-2001	3,548

JAIL REDUCTION PROJECT

In an attempt to reduce the cost of incarceration for taxpayers, the Assessment Center's Jail Reduction Project was implemented in January 2001. Its focus was to reduce the total number of days defendants are in custody between the change of plea and the sentencing date (from 31 days to 27). With this reduction, the county saved \$79,000 during a six-month period. Although data is not yet available, at the current rate of court participation, the county could realize a savings of \$211,200 next fiscal year.

DEFENDANT DEMOGRAPHICS

The following table provides percentages, which compares gender, ethnicity, age, and offense classification of defendants sentenced to probation in 1996 to those sentenced in 2001:

Characteristics of Defendants Sentenced to Probation	1996: Total: 1,867	2001 Total: 3,141
Male/Female	79.0% / 21.0%	79.3% / 20.7%
White	48%	44%
African-American	10%	10%
Hispanic	38%	41%
Native American and other	4%	5%
Age: Less than or equal to 25	41%	36.9%
Felony	91.3%	82.1%
Misdemeanor	8.7%	17.8%

PROBATION CASELOAD INFORMATION

During the fiscal year 2000-01, officers supervised 7,218 probationers. Below is a brief description of various supervision caseloads and the type of probationers assigned. Highlights for the year are also described.

INTENSIVE PROBATION SUPERVISION (IPS) SERVICES - As a statutorily-mandated, prison-diversion program, IPS provides highly structured, control-oriented supervision which is a cost-effective alternative to prison. Twenty-five probationers are supervised by a two-person team, with contacts averaging between two and four times a week. Drug education and treatment is mandatory for offenders placed on IPS. There were 654 active IPS probationers at the beginning of the year, and 590 at the conclusion.

Officers supervised an average of 611 probationers each month and 919 were under IPS supervision throughout the year, with 429 probationers successfully completing the program. A total of \$571,756 in court-ordered assessments was collected, with 88.9 percent of probationers employed. In addition, 167,662 hours of community service were completed. Only 3 percent of drug/alcohol tests conducted on probationers supervised on IPS produced positive results.

FIELD SUPERVISION SERVICES - Officers selectively and proactively intervene with offenders to reduce the likelihood of future criminal activity. State law mandates that the department have an overall average of 60 probationers per officer with at least one monthly contact. Treatment, education, and community service hours are completed by the offenders as ordered by the Judge.

This division began the year with 3,941 probationers and ended it with 3,952. Throughout the year 6,537 total probationers were supervised with a monthly average of 4,080. These officers collected a monthly average of more than \$86,268 in probation fees and more than \$128,544 in restitution. Probation supervision was revoked for 320 probationers, but 1,203 successfully completed their probation term.

INTERSTATE COMPACT SUPERVISION - This is a mandated program which supervises probationers from other states under the same conditions and standards as probationers sentenced to field supervision in Pima County. On July 1, 2000, there were 221 supervised cases. By June 30, 2001, this number increased by seven. During the year, 364 total probationers were supervised, with 214 requests for transfer investigations.

COMMUNITY PUNISHMENT PROGRAM (CPP) - A state-funded source designed to divert select probationers from prison while enhancing probation services, CPP finances treatment, education, and electronic monitoring services. CPP dollars contributed to the supervision of probationers dealing with substance abuse, sex offenses, mental illness, and special learning needs.

Educational services were provided to 692 probationers, 224 received electronic monitoring services, and polygraph tests and/or counseling services were provided to 138 probationers on sex offender caseloads. CPP provided services and supervision to 1,795 offenders.

ELECTRONIC MONITORING - This unit is a component of the Community Punishment Program and is a valuable supervision tool designated for high-risk offenders. In addition to enhanced accountability, probationers are able to continue employment, education and counseling opportunities. Two hundred and twenty-eight probationers were placed on electronic monitoring this fiscal year.

DRUG INVOLVEMENT REVERSAL THROUGH EDUCATION CONTROL AND TREATMENT (DIRECT) - With a balanced approach of control and treatment, this drug abuse intervention program was designed as a cost-saving, viable alternative to incarceration. Thirty-five probationers are assigned to two-person teams. Six teams supervised 347 probationers; approximately 30 percent (104) successfully completed the program, and were reassigned to standard probation caseloads.

SPECIAL LEARNING NEEDS - This caseload addresses the needs of probationers with IQ scores of 78 and below. The goal is to assist them to obtain community services, enhancing their educational/vocational potential, and stabilizing their lives. An average of 40 probationers was supervised by a two-person team who made at least two contacts per month, one in the office and the other in the field.

SERIOUSLY MENTALLY ILL - This program assists offenders with serious mental health issues. There is a range of 80 to 100 probationers supervised by two 2-person teams, with at least two contacts made per month, one in the office and the second in the field. This year, the average caseload was 52 with 98 percent of the probationers participating in treatment. Of the total caseload 61 percent gained employment, and 19 percent were enrolled in an educational program.

SEX OFFENDERS - Officers provided specialized, intensive supervision and control of sex offenders to prevent further victimization. Defendants attend mandatory treatment sessions in addition to adhering to very strict contact requirements. This year, a total of 353 sex offenders was supervised in the unit, representing an increase of 151 over the previous year. There are three standard 2-person teams with caseloads ranging between 35 and 40 probationers, three IPS 2-person teams with caseloads ranging between 20 and 25 probationers, and one maintenance caseload.

RESIDENTIAL TREATMENT - The officers working this caseload provide a secure, treatment-based supervision program for probationers with longstanding drug problems who are not able to remain abstinent in the community. They provide intensive surveillance, intervention, and enforcement to enhance public safety in an effort to promote long-term behavioral change. This year there was a slight reduction (3 percent) from last year in the average combined monthly caseloads (153 to 149).

DRUG COURT - The judge, prosecutor, defense counsel, probation case manager, and treatment provider work as a team to implement an intensive, cooperative, one-year program to encourage and promote drug-free lifestyles. Seventy-five participants graduated this year, with 223 defendants participating in the program.

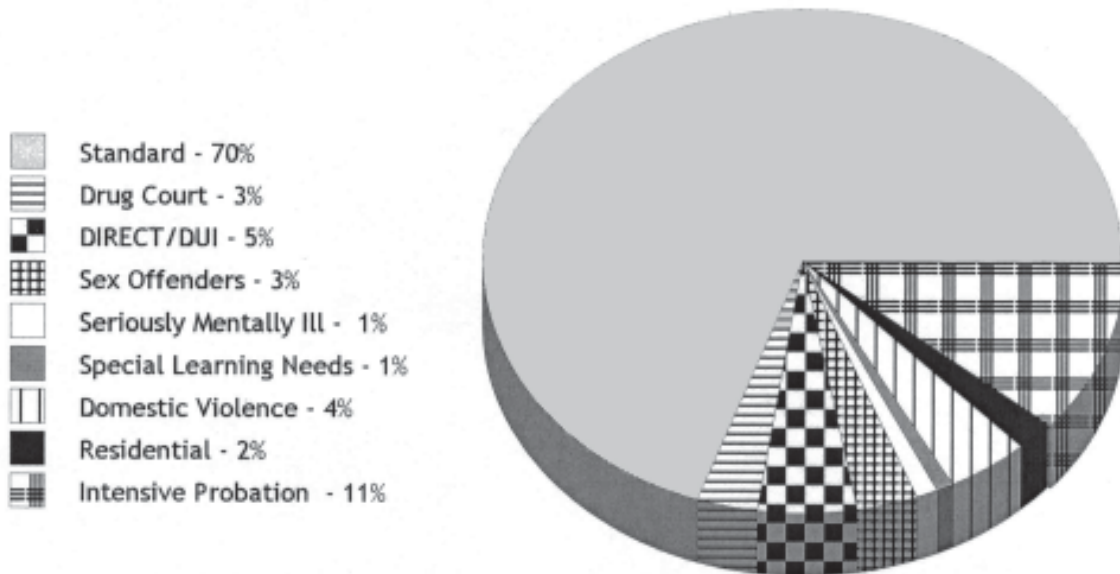
DOMESTIC VIOLENCE - The goal of this unit is to stop violence and enhance the safety of the victim, children, other family members, and the general public. In addition, officers work at holding the perpetrators accountable while working toward rehabilitation through specialized domestic violence treatment and other referrals. The unit supervised 205 probationers at any given time during the reporting period.

ABSCONDERS/WARRANTS UNIT - The primary focus of the unit is to apprehend probationers who have absconded from supervision. Officers work closely with local and national law enforcement agencies to accomplish this goal. During the reporting period, 505 absconders were apprehended and returned to justice.

GROWTH IN PROBATION CASELOADS - During the fiscal years between 1995 and 2001, the number of probationers on active caseloads fluctuated between growth spurts and decreases. The following table depicts these fluctuations and shows an increase of 3.47 percent in active cases during the seven-year period.

Adult Probation Supervision Caseloads, FY 2000-2001

Total active cases: 7,218



GROWTH IN PROBATION CASELOADS

During the fiscal years between 1995 and 2001, the number of probationers on active caseloads fluctuated between growth spurts and decreases. The following table depicts these fluctuations and shows an increase of 3.47 percent in active cases during the seven-year period.

Fiscal Year	Number of Active Cases	Fiscal Year	Number of Active Cases
1995	6,976	1998	7,654
1996	6,843	1999	8,570
1997	6,925	2000	7,472
		2001	7,218

PROBATION OUTCOMES

PERFORMANCE MEASURES - The Administrative Office of the Arizona Supreme Court has identified and developed performance measures in accordance with the statutory reporting requirements established by the Arizona Legislature. The measurements below depict the percentage expected by the Supreme Court and the percentage and totals achieved by the Department during the year. The department is pleased to present that it continues to meet or exceed almost all established performance measures.

Measure **State Goal %** **Department %**

INTENSIVE PROBATION SUPERVISION

% of probationers paying court-ordered restitution.	73	74
% of probationers paying court-ordered probation fees.	74	76
% of probationers testing negative for prohibited substance use.	78	75
% of probationers completing court-ordered community service.	71	77

FIELD SERVICES SUPERVISION

% of probationers paying court-ordered restitution.	64	68
% of probationers paying court-ordered probation fees.	63	65
% of probationers completing court-ordered community service.	58	60

TERMINATION TYPES

The following table measures termination types - the final outcome of probation. It should be noted that some probationers receive early release due to performing well on probation. Of the total number of active cases, only .03 percent of probationers were convicted of a new crime.

Outcome	Number/Percent		Outcome	Number/Percent	
Close Interest	376	(11.03%)	Revoked to Jail	86	(2.52%)
Early Termination	437	(12.83%)	Terminated	1,261	(37.02%)
Successful Terminations	421	(12.36%)	Death	44	(1.29%)
Negative Terminations	82	(2.4%)	Total Terminations during Fiscal Year: 3,406		
Revoked to DOC	699	(20.52%)			

PROBATION BENEFITS COMMUNITY

COLLECTIONS - Probationers are required to pay court-ordered restitution, fines and fees, which are a part of the conditions of probation imposed by the court. These funds are used to compensate victims of crime and to maintain and enhance probation services. This year, \$3,743,645 was collected, a decrease of 1 percent over the previous year. This decrease is attributed to the reduction of 254 defendants this year.

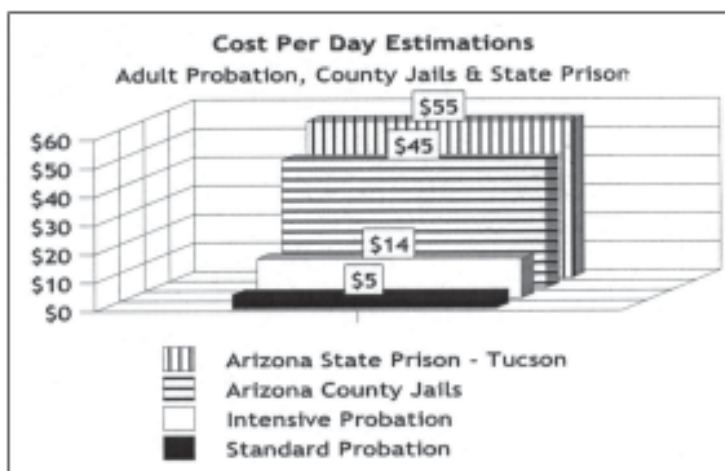
Fiscal Year	Total Collected
1996-1997	\$2,664,135
1997-1998	\$2,932,659
1998-1999	\$3,542,606
1999-2000	\$3,819,830
2000-2001	\$3,743,645

COMMUNITY SERVICE - A condition of probation requires the performance of community service hours. During this year, thousands of hours were produced by probationers, but 270,704 hours were completed by probationer work crews under direct officer supervision. Calculated at the minimum wage, the community received \$1,394,126 in free labor.

EDUCATION AND EMPLOYMENT - Research reveals that education and employment are key factors in the successful completion of probation. During the reporting period, a grand total of 973 adult and standard probation versus incarceration (both prison and jail).

COST EFFECTIVENESS

There is major societal concern regarding the rising cost of incarceration in the United States. The chart to the left compares the national daily cost per capita of supervising a defendant on intensive and standard probation versus incarceration (both prison and jail).



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