

RECORD TIMES

The eMagazine

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A monthly magazine for employees of the Clerk of the Superior Court's Office



Jessica Fotinos



The Office's "Wizard of Laws"

Jessica follows the Yellow Book Road to her legal wizardy for the Office

If a character name were created for General Counsel/Public Information Officer **Jessica Fotinos** this Halloween season, an appropriate one for her just might be the **"Wizard of Laws."** The reason why is among Jessica's many responsibilities is to provide legal advice and guidance for the Office and she also serves as the legislative liaison following the state legislature regarding proposed laws that may impact the Office. She also assists the media on a daily basis in her role as Public Information Officer

(PIO) and just this month she was named **"the Best Public Information Officer in the Valley"** by the *New Times* publication.

Jessica said in regards to this special PIO honor, "I am humbled and honored to be recognized for my work as PIO. The past 1½ years has been challenging with the pandemic and significant high-profile litigation. While working with the media can be stressful at times, it also gives me a sense of accomplishment when I know I was involved in ensuring the media has timely access to court records so as to communicate an accurate story."

As the "Wizard of Laws" this Halloween season, the following are a few "Wizard of Oz" type questions to honor Jessica this month for her recent award and overall work.

What do you have a "heart" for in your job? I have a big heart for my colleagues and fellow employees. I would not be as successful in my work, if it were not for the assistance of the dedicated and talented staff. I also enjoy working with the judicial officers and their staff. I feel blessed to work with so many wonderful people, who are not only top-notch in what they do, but also are passionate, customer-service orientated, and kind.

What takes "courage" in your job? Saying "no" and setting boundaries. This is not always an easy thing to do. *Continued on next page...*

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Making an aPEEL to dress up this Halloween

Like a banana, employees can *split* their efforts and participate in two different Office costume contests this Fall season – **The Employee Costume Contest** and the **Paws-tume Contest**. To learn a *bunch* more about both of these annual contests, see the articles on [page 9](#). The contests will provide a chance to see who is *ripe* for winning best costume in the Clerk's Office for 2021.

CLERK CONNECTION

The Wizard of Laws...continued from page 1

What takes wisdom (using your brain) for your job? I think it helps in my role as Public Information Officer that I have a law degree and have knowledge, both external and internal, as to the manner in which courts operate. Not many Public Information Officers have law degrees or the analytical skills you gain from having graduated from law school and practiced law in both the public and private sectors.

Finish this sentence, "There is no place like ___." New York City. It is my all-time favorite city, and I have a trip planned there for this December, right before the holiday season. New York City is a magical place.

Jessica began working for the Clerk of the Court's Office in January 2018 as an administrator over Downtown Adult Operations. She held that position for over a year until she was promoted to General Counsel/Public Information Officer. She just recently received another award at the Judicial Conference in Flagstaff from the Administrative Office of Courts for her work on the Task Force on Countering Disinformation.

The workings of the Work Groups - Part 3

For the past two months, the *Record Times* has featured two of the three Work Groups in the Clerk's Office - **Communications and Outreach** and **Employee Development**. This month, it is time to highlight the third and final Work Group - **Employee Recognition and Engagement** (ERE).

The Office Work Groups were formed in 2019 to increase employee participation and provide staff input in the different facets of the Office. The specific purpose of the ERE is to:

- 1) increase employee morale and job satisfaction
- 2) examine/recommend alternative avenues for recognition.

Among the achievements of the ERE Work Group are: implementing the "Fine Job" recognition awards using the cut-outs of Jeff Fine; coordinating a Mission, Vision, Values Poster Contest that resulted in posters created by a courtroom clerk that are currently displayed throughout the Office, the introduction of "Spirit" Casual Dress Days; bi-monthly articles that go out to the Office leadership with encouraging tips and information; creation of a Supervisor's Guide that provides helpful recognition information for leadership; and Employee Tear-off sheets that have positive sayings that staff can tear-off from a posted flyer to give to other staff.

The ERE Work Group members are: **Sheri Jaffe (Chair), Lori Fiscus, Leslie Wilkins, Connie Pitts, Jenny Black, Tracy Henninger, Donna Courtemanche, and Len Keso.**

"It has been a sincere pleasure working with our ERE Group," Chair **Sheri Jaffe** said. "I appreciate the high energy they bring to our meetings and the positive ideas that focus on ways to engage our diverse team members. The ERE Workgroup inspires me to be a better leader and they continue to provide all COC leadership with easy ways to make an impact and meet our organization's objectives."



CLERK CONNECTION

The Office's prevailing spirit of generosity



Generosity is a word that has described staff of the Clerk's Office through the years. This past year was no exception. During the last **Annual Holiday Drive** staff donated **168** pairs of socks and hundreds of personal care items to the homeless and **51** new toys for children through the donation boxes that are placed in break rooms that staff see during the months of **November and December**. Over the past many years, the Office staff has donated a total **6,146** pairs of socks and **4,191** new toys for the Annual Holiday Drive.

In addition, this year Clerk employees donated **\$3,521.02** to **Maricopa County's Combined Charitable Campaign**, which assists non-profit agencies. This is \$993.52 over last's years donation amount. In total, Maricopa County raised \$228,845.55 from the various county departments/offices for the annual campaign.

Two years and running, New RFR is still a Halloween Treat

Two years ago, right after Halloween, the Office launched the New RFR (Restitution, Fines/Fees, and Reimbursements) Application, which replaced a 23-year old system that perhaps was beginning to take on the spirit of Halloween ... *getting scary*. Not really, but the age of the old system was a growing concern for the Office as it was becoming antiquated. Since the implementation of New RFR, things are much less scary and much more merry.



Here are some New RFR statistics since its implementation in 2019:

- **\$29,888,975.55** has been processed to the RFR System from the Receipting System;
- Of these funds, **\$9,313,7565.02** was allocated to Adult Restitution;
- **\$397,066.90** was allocated to Juvenile Restitution; and
- **14,908** new cases have been loaded in the RFR System (14,668 adult and 240 juvenile).

What is the RFR application?

RFR is the Office's most complex system that is tasked with managing criminal financial obligations. These are amounts owed by Adult and Juvenile defendants pursuant to a court case judgement. RFR is also the system of record for account balances, payments, payment plans, and payee remit-to addresses. This application is at the heart of the allocation and distribution of funds, one of the Office's core responsibilities.

Now appearing this Halloween: Terminals 2 - The Re-opening



At the start of the pandemic, the Office closed the public access terminals in its Regional Locations for safety factors. Only designated terminals at the Customer Service Center have been open. Last month, the terminals at the Regional locations were re-opened.

In total, the Office now has more than 20 terminals open in four Office locations. The terminals allow the public to view the electronic court record. In addition, customers can also request certified documents from these terminals and pick up the printed copy at the Counter.

Clerk Work

News about the work of the Office from the new Clerk interns

TIK TOK - Its powerful role in recruiting and marketing

by Kelsey Lewis, Human Resources Intern



Most of us by now have heard of Tik Tok. Whether it is your kids that use it or you've heard it on the news. Tik Tok has taken the world by storm. With an estimated 1.1 billion users across the globe, Tik Tok's short 60-90 second videos have captivated users from young to old. With one viral video, accounts will rise from 100 followers to millions in weeks.

While Tik Tok is often used to have a good laugh or watch cooking videos, it can also be a powerful tool for recruiters and marketers. In fact, HBO Max, an American streaming service, created a hashtag, to recruit for their summer internship program. After a few viral videos, HBO ended up with over 300 applications. With our record-breaking innovation strategies thus far, the Clerk's Office has decided to make its very first Tik Tok account. Coordinated by the Office's HR and Communications interns, you will begin to see fun videos aimed at marketing our positions and Office. Get ready to see exciting "day's in the life" and more! Follow the Clerk's Office [@maricopaclerk](#).

The importance of the Communications Team

by Kayleigh Gallagher, Communications Intern



Here at the Clerk's Office, our mission is to provide progressive and efficient court-related records management and financial services for the justice system, legal community, and public so they have fair and timely access to accurate court records and services. The role that the Office's Communications

Team plays in carrying out this mission is essential. The function of Communications is to, you guessed it, communicate! This team handles both internal and external communications/outreach, events, recognition, and more.

Our Communications team consists of Tiarra Earls Haas, Communications Supervisor; Len Keso, Communications Officer; Brian Turner, Media Officer; and Kayleigh Gallagher, Communications Intern.

Among the projects the team coordinates for internal communications are: updating the internal website, "Clerk Connect," producing a weekly news update called *The Rapid Print*, and creating a monthly magazine called *The Record Times*. The website and internal publications help keep staff connected and well informed so that all Office operations are up-to-date and operate in a smoother fashion.

As far as external communications, we have several modes of outreach. We utilize an external website to provide news and services to the constituents we serve in Maricopa County. We also have an online presence on several social media platforms including Facebook, Twitter, LinkedIn, YouTube, and the latest addition, TikTok. Our external website and social media accounts help us to reach those we serve in our community. We assist in pushing the mission of the Clerk's Office by making it easy for people to find the information they're looking for and to alert them of events and services that they wouldn't otherwise know about.

The Communications Team also coordinates events, programs, presentations, and more. The Team is invaluable as it helps us to better serve our community, county departments, court, and staff in executing our mission.

EMPLOYEES of the QUARTER

The Honorees For July - September 2021

Alana Callahan / Courtroom Clerk

Nomination: I believe that Alana Callahan deserves to be Employee of the Quarter. She is incredibly experienced and helpful. Whenever I have questions or if I am stuck on something, I can always ask Alana for help. She never steers me in the wrong direction to find my answers and she helps me understand the reasons for certain procedures. Alana is a wonderful team member and I appreciate all the hard work she does."

Deputy Director Valerie Clark added, "Alana, what a great honor and recognition this is for your significant contributions! We are so happy to have you on the team. The work you do in the Lead position is critical to our success. You are a valued member of the Courtroom Services team and I appreciate everything you do!



Andrea Williams / Criminal Financial Obligations

Nomination: Andrea is nominated for Employee of the Quarter due to her level of professionalism, agility, and teamwork. Andrea has shown tremendous dedication and support to the Office through her ability to fill in where needed in both CFO and Accounting. It was by chance she assisted Accounting just for one day earlier this year, but was called back several times thereafter, when a business need arose. The type of shift back and forth between separate work spaces, duties, and rhythm of work would throw most people off-track. Andrea seamlessly offered assistance between the two work areas when called upon and delivered quality work, clear and professional communication, and camaraderie. Andrea has received recognition for her willingness to help and her "can do" attitude on a department-level. It is fitting to expand her recognition throughout the Office so all may know what Andrea's efforts and character have really meant to both CFO and Accounting.

Andrea crossed trained in Accounting during the pandemic when the Village was down in staff. She stepped up to the challenge and learned the accounting specialist work in record time. She comes to assist in Accounting whenever we are in need. She is a phenomenal person to work with, as she always has a smile and good things to share. We enjoy Andrea when she visits the Accounting Village!

The Other Employee of the Quarter Recipients of This Year

January - March **Tristan Aird** (Family Courtroom Clerk)

Milan Milic (Billing and Deferral)

Samantha Punzalan (Criminal Courtroom Clerk)

Terra Owen (Court Operations Supervisor)

April - June

Mike Kay (Southeast Courtroom Clerk)

Shastene MaaveSefo (Southeast Juvenile Operations)

WE GOT SPIRIT!

Photos from the recent Office "Crazy Socks/Tie Day," "Nautical Day," and the "Arizona Coyotes Day"



Jennifer Escarcega
Crazy Tie/Socks Day



Shannon Stulz, April Covarrubio, Shoni Boling, and Tracy McMillian
Nautical Day



Ryan Harris
Nautical Day



Chris Kilgus and
Donna Van Nostran
Arizona Coyotes Day



Kristin Venable
Arizona Coyotes Day



Shannon Stulz and
Tracy McMillian
Crazy Socks/Tie Day

Suzanne Lambries
Participating in Nautical
Day while actually at the
ocean in California



Timely Service

Timely Service - A section of recent email messages, note cards, phone calls, and letters about Clerk employees who provided *timely service*.

CO-WORKER COMPLIMENTS

About: **Fawn Fowler**

From: **Nikki Swiss and the SEA Team**

"I would like to give a thank you to **Fawn Fowler**. Fawn volunteered to come to SEA and assist at the File Counter due to a staffing shortage we had over the past three weeks. We appreciate her team spirit in helping out during this time and for having a cheerful and positive attitude! Thank you Fawn!"

About: **Chuck Gobble**

From: **Frances Horst**

"I would like to thank **Chuck Gobble**. Chuck specifically ensures the day-to-day operations on dock runs smoothly."

About: **Cyndie Rego**

From: **CFO Team and Deputy Director Mike Nimtz**

Upon your upcoming retirement in December, we want to thank you so much for helping us learn. Thank you for all of your assistance and guidance. You have been a big help to us in learning our jobs. Thanks for spending a huge chunk of your time each day to train us and all the other new hires. We would not be able to do half of what we do now on the team if it weren't for your help. It was great to work with you! You made a big difference on the CFO team and contributed so much on behalf of the public we serve. Your career has been significant and you helped so many people. Your family, who we will hand you over to now, should be so proud of all of your accomplishments."

An added note about Cyndie from Deputy Director Mike Nimtz...

"Looking back on my experiences with Cyndie, she was routinely involved with some of the most complex, time intensive, and perplexing projects in CFO. Cyndie combined her wealth of knowledge and experience with a remarkably tough work ethic. Her sense of ownership and genuine passion to help others will be missed."



About: **RCC/EDC Staff**

From: **Terra Owen**

"I would like to thank the staff of **RCC/EDC** for the continued excellence and commitment to the work they accomplish each and every day. I would like to give a special thanks to **Ana Blanco, Kaylan Gehr** and **Lizet Robles** as they have been the backbone of the department in many ways. We have encountered various challenges over the last few months and they have handled each and every single one with grace and professionalism. They have continued to do an incredible job in maintaining a high level of accuracy and consistency while remaining calm under many pressure and doing so with positivity. Their dedication to the work and their respective positions is valued beyond words and they deserve the highest of praises. It is truly an honor and a privilege to work with the individuals within this department."

Employee Spotlight

This Month: **Flor Rivas**



Job Title: Juvenile Courtroom Operations Specialist

What Office Facility Do You Work In: Durango Juvenile

Years with Office: 21 years

Something You Enjoy About Your Job: I enjoy the people that I work with. They are my second family.

Some of Your Job Responsibilities: Initiation cases for Juvenile Adoption, Severance, Guardianship, and scanning documents.

Your First Job: I worked at a Sonic Drive-In as a carhop on roller skates. // **Hometown:** Phoenix, Arizona

Something Memorable You Have Done: Parasailing in Hawaii.

A Special Hobby/Collection/Activity: I have a collection of about 50 small porcelain bears. They range from every holiday and birthdays.

Best Vacation Spot: Chicago, Illinois because I loved the scenery view from the Sears Tower. I also liked the weather there in the summer because it is not as hot as Phoenix.

Where Would You Like To Travel To Next: Washington D.C.

Favorite Meal: Pozole // **Favorite Place To Eat Out:** Texas Roadhouse

Favorite Sports Team or Sport: The Chicago Bears (favorite football team), but I also like to watch all the football games that are played from pre-season through the Super Bowl.

Someone You Would Like To Meet: Michael Jordan

Favorite TV Show/Movie: *The Wizard of Oz* // **Favorite TV Show When Growing Up:** *Three's Company*

Something You Are Proud Of: Owning a home at a young age with a child on my own.

Something On Your Bucket List: I would love to go to a football game with my family. The teams I would like to see play are the Chicago Bears and the Arizona Cardinals.

What Do You Like Most About the Office: The work environment is wonderful.

What Do You Like To Do In Your Spare Time: Watch a movie with my family and go bike riding at the park.

Your Dream Car: Lexus // **A Favorite Animal:** Gold Fish

An Ability You Wish You Had: To snap my fingers and go wherever I need to go and not have to deal with traffic. I would save a lot of valuable time.

Favorite Fruit And/Or Vegetable And/Or Least Favorite: My favorites are mangos and tomatoes.

Who Would You Like To See In Concert: Toby Mac

Pet Peeve: When people don't use their turn signals.

If Given A Change, What Would You Like To Be For A Day: I would like to be a pilot and fly all over the world.

Advice You Would Give To A New Employee: There is always room to expand your knowledge in the Clerk's Office.

Who Has Been An Influential Person In Your Life And Why: My mother because she gives me advice that has made me a better person in life.

The Best Advice Someone Has Given To You: Always strive for a better future in life, never give up.



Fun Fall Festivities



Annual Costume Contest brings out “character”

Last year, a group of employees who were dressed up as “The Nightmares of 2020” were selected as winners in the Office’s annual Costume Contest. This year, there may be other employees who are *dreaming* about winning the contest. To see whose costume is victorious, the Office is holding its **Annual Costume Contest** on **Friday, Oct. 29**.

Here are the contest details: **1)** Photos of employees who are in costume will be taken on Oct. 29; **2)** From these pictures, categories will be created for the various costumes; **3)** The categories will then be sent to employees to vote for their favorite costumes; **4)** The winners will be announced in the November *Record Times*.

The photos will be taken as follows: **Northeast** - 8:30 a.m.; **Northwest** - 9:30 a.m.; **Durango Juvenile** - 10:30 a.m.; **Downtown** - 12:15 p.m.; **South Court Tower** - 12:45; **Downtown Justice Center** - 1:30; **Customer Service Center** - 2:30 p.m.; **Southeast Adult** - 3:30 p.m.; and **Southeast Juvenile** - 4 p.m.

NOTE: Telecommuting employees may email Len Keso a photo of themselves by 2 p.m. on Oct. 29.

Paws-tume Contest offers chance for “Show and Tail”



“Show and Tail Days” are coming once again to the Office. Show and Tail is actually a way to describe the **Annual Paws-tume Contest** that allows employees to take photos of their pets in costume and show them off. The photos of the pets are then arranged in categories and posted in a survey that

allows all staff members to vote for their favorite paws-tumes (costumes). Here are the contest details for those who are interested in participating:

1) Take a photo of your pet(s) in costume; **2)** Submit your photo to Len Keso between Nov. 1 through Nov. 3 only; **3)** Include the following information with the photo: **A** - Name of pet(s)
B - Name of pet’s costume **C** - Your name **D** - Your department

A Few Guidelines:

- Photos may be of one pet or a group of pets.
- Photos need to be of the pet(s) only (no people).
- You may submit two different entries (so a total of two photos of different pets/group of pets).
- Photos cannot be professionally taken or from previous year’s contests.
- The pet(s) must belong to the employee. The winners will be announced in the November issue of *Record Times*.

⇒ **NOTE:** Please use discretion when selecting a costume and costume name for both contests mentioned above.

Birds Eye Views

Employees compliment their co-workers using some well-known bird expressions.



Eagle Eye (for keen vision, accuracy)
Happy As A Lark (for being joyful, positive)
A Wise Owl (for being wise, knowledgeable)
Early Bird (for doing things in advance)
Taking Someone Under Their Wings (for being a mentor/helpful to others)

Like A Duck To Water (for being able to adapt)
Rare Bird (for doing exceptional work)
Graceful As A Swan (for providing graceful customer service)
As The Crow Flies (for taking the best, most direct route)

EAGLE EYE

Brian Turner: Brian has such a unique, forward-thinking creative vision when it comes to the video production needs of the office. - *from Tiarra EarlsHaas*



HAPPY AS A LARK

Pierretha Kavanagh: She is always friendly, outgoing, and cheerful. She brings a smile to everyone's face. - *from Sarah Montuori*

Susan Morris: She is always upbeat and has a positive word for everyone. She excels in building people up by praising any achievement, however small. Thank you, Susan! - *from Patricia Noell*

Monique Iniguez: Monique is a burst of energy and a positive support. A positive attitude is considered a treasure in which Monique certainly has. Her laughter and overall joy is contagious and something I always look forward to when seeing her. I greatly appreciate her support and can-do attitude! - *from Melynda Cabrera*

GRACEFUL AS A SWAN

Camille Atkins: Camille provides friendly and helpful customer service. She wants her customers to walk away feeling empowered and knowledgeable. - *from Sarah Montuori*

Elizabeth Flores: Elizabeth is an outstanding team player. She gets along with anyone with ease. Elizabeth has phenomenal communication skills and actively listens to others. The effort and talent that she brings to the company is unsurpassable! - *from Melynda Cabrera*



TAKING SOMEONE UNDER THEIR WING

Joslyn Melendez: Joslyn has kindly and skillfully helped me to learn how to cover commissioner calendars by training me one-on-one, providing templates and samples, her answering endless questions, and cheering me on. I couldn't have learned all I have without her help! - *from Patricia Noell*

Tristan Aird: Tristan has come to my aid numerous times with a calm and patient demeanor, a willingness to answer any question and he shows me how to handle the sometimes hectic situations that arise in commissioner court. Thank you, Tristan! - *from Patricia Noell*

Lisa Smith: She is a great mentor, always willing to answer questions and provide assistance, and she patiently explains the "why" of procedures with an understanding of each individual's learning style. Thanks, Lisa! - *from Patricia Noell*

Kim Hampton: Kim does an amazing job of "taking everyone under her wings." Without a person saying a word, she can identify if someone is struggling. She then works to ensure they understand, not only the concept/task they are struggling with, but also she takes the time to explain "the why" behind it so the concept/task can be applied. She is a wonderful lead! - *from Lori Demski*





Birds Eye Views

Employees compliment their co-workers using some well-known bird expressions.

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Early Bird (for doing things in advance)

Taking Someone Under Their Wings (for being a mentor/helpful to others)

Like A Duck To Water (for being able to adapt)

Rare Bird (for doing exceptional work)

Graceful As A Swan (for providing graceful customer service)

As The Crow Flies (for taking the best, most direct route)

TAKING SOMEONE UNDER THEIR WING

Sarah Beery: Sarah is an inspiration. Her ability to connect with and inspire others is something that isn't easily taught. She provides healthy perspective, phenomenal leadership, and support that is unmatched! I appreciate her for playing such a critical role in the success of our company. - *from Melynda Cabrera*

Janice Calkins: Janice recently had a division move in with a judge, baliff, and JA who were entirely new to their jobs. She's been spending lots of time making sure they know all the tips and tricks of working in a court-house, while still keeping up with her own work! - *from Jordan Paul*

LIKE A DUCK TO WATER

Mariacella Diaz: Mariacella Diaz has taken to her new role "Like a Duck to Water." She has cheerfully, diligently and seemingly effortlessly taken on her new challenge. Way to go, Mariacella! - *from Natalie Graham*

Kayleigh Gallagher: She dives right in, head-first into the office's communication projects and does it with enthusiasm and finesse. - *from Tiarra EarlsHaas*

Lori Demski: Lori is the definition of someone who is resilient. She hits the ground running on any task she is given and does so with so much focus and tenacity. Lori has great work ethic and is someone who is reliable and consistent. - *from Melynda Cabrera*



AS THE CROW FLIES

Krystal Howard: She is both very knowledgeable and pays close attention to details. When she provides support, it is most certainly memorable. The way that she guides and encourages others makes the task at hand seem so simple. - *from Melynda Cabrera*

WISE OWL

Tracy Henninger and Kris Gilmet: Tracy and Kris are wise owls who are always pointing us in the direction "As the Crow Flies." There are lots of changes and often ambiguities in Criminal RCC/EDC and these ladies are so helpful simplifying problems and leading us in the most accurate and efficient direction. They make our lives easier all the time! - *from Kimmi DeSanna*

Cyntia Avena: She trained me in minute entries for the civil division, and answered every question I had, while making everything so easy to understand! - *from Jordan Paul*



USE OF MULTIPLE BIRD TERMS

April Cannon: April is "like a duck to water" and "a wise owl." She has been with COC for six years. In that time, she has been asked to wear several different hats. She has been promoted twice. She has faced lots of obstacles and challenges along the way. No matter what changes have come her way, she has faced them head on and always seems to come out victoriously. She makes wise decisions that have allowed her to choose the correct path and does not let anything stop her from moving forward. - *from Natalie Graham*

Jordan Paul: Jordan is "Happy as a Lark" and "Graceful as a Swan." She always has a great attitude and always has a smile. She is so helpful to our customers dropping off exhibits at the window and to all of the clerks that she assists every day – a valuable asset to the Southeast Team! Thanks Jordan! - *from Kimmi DeSanna*

The Inside Track

on Employee News

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OFFICE ANNIVERSARIES

The following Clerk of Court employees celebrate milestone anniversaries with the Office in October:

25 YEARS

Jennifer Escarcega

20 YEARS

Andi Gonzalez, Wendy Brown, and Marian Corriveau

15 YEARS

Maria Saenz

10 YEARS

Gloria Oviedo and Kris Gilmet

5 YEARS

David Shuell

NEW EMPLOYEES

The Clerk of the Superior Court's Office welcomes the following new employees:

- Appeals - Danielle Garcia
- Courtroom Clerks - Josefina Lizardi, Cecilia Jackson, Yvonne Maldonado, Jessica Johnson, and Julie Parrow
- Downtown Docket/eFile - Edward Soulandros, Derron Chandler, and Pamela Stockley
- Downtown File Counter - Fernando Garza Jr.
- Deputy Probate Registrar - Molichia Vallente
- Family Support Services - Yaminah Aviles and Jessica Moorer
- Mailroom - Andrew Scudder
- Northeast Marriage Licenses/Passports/Docket/EDM - Leslie McCarty and Tawney Bland
- Southeast Adult File Counter - Mercedes Smith
- Southeast File Counter - Natalie Graham
- Southeast Operations - Carol Miller

ACHIEVEMENTS

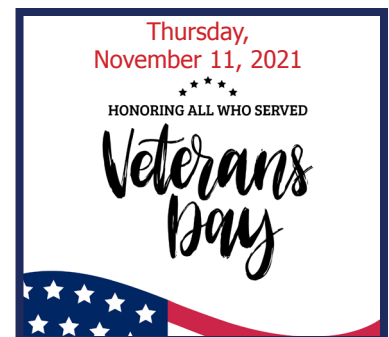
- Congratulations to Criminal Financial Obligations-Senior Kevin Higgins for passing his Bar Exam.

FINE JOB AWARD HONOREES



The following employee's names were recently provided to the newsletter as receiving the new "Fine Job" Award. Congratulations to each of them for this special honor.

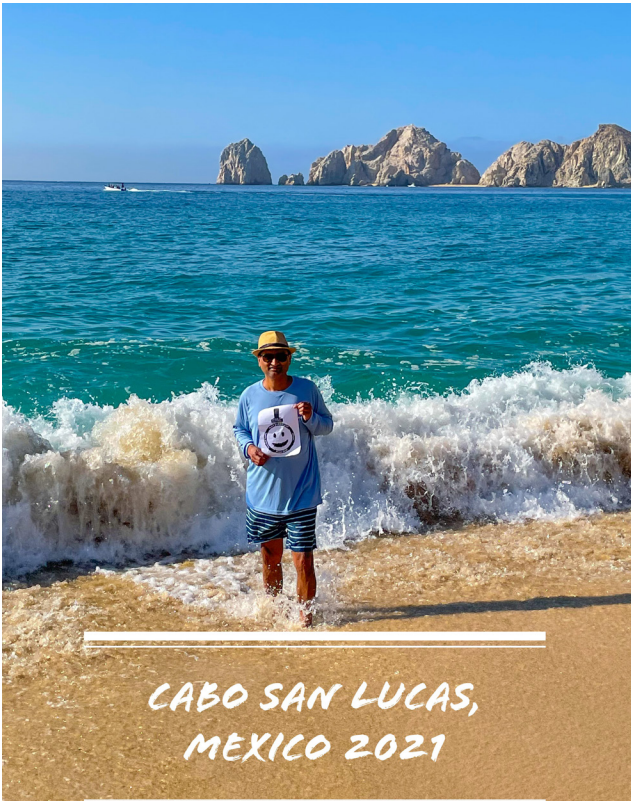
Hector Castaneda, Kim Clark, Kate Folk, Vanessa D. Garcia Britt Hoffman, Lora Gilbert, Evelyn Laborin, Sam Mancillas, Sandra Mejia, Jordan Paul, Theresa Valenzuela, and Carmen Villasenor



Special Features



Where in the world has Flat Stamp-Ley been?



WAVE to the camera

In January, the *Record Times* introduced a new photo feature called **Flat Stamp-Ley (FS)**. FS is a character print-out for employees to either send to a family member/friend to take a photo of it somewhere interesting, or for the employee to take a photo of it somewhere interesting. Here's the details of this month's Flat Stamp-Ley appearance:

Photo Submitted By: Ravi Goud

Department: Technology

Where is FS: Cabo San Lucas, Mexico

Description: Ravi originally was going to take this photo with the cover page of the *Record Times* newsletter for the "Where in the World Has The Record Times Been" photo feature. However while he was holding the newsletter, a massive wave came and knocked him over and the newsletter went into the water. With the newsletter now soaked, he tried again for a photo, but this time he held Flat Stamp-Ley.

To submit a photo of Flat Stamp-Ley:

- 1) Print it ([available here](#));
- 2) Then either -
 - a) send FS to a family member/friend to take a photo of it somewhere in the world; or
 - b) take a photo yourself of FS somewhere interesting;
- 3) Send the photo to Len Keso with your name, department, who FS is with, where FS is located, and any other interesting note about the photo.

WANTED - Your photos with the Record Times



If you are planning a get-away for one day or a week within Arizona or outside of Arizona, don't forget to take a copy of the front page of this *Record Times* with you and then take a photo with the page somewhere interesting on your trip. You can then email your photo to Communications Officer Len Keso who will publish it in an upcoming issue of the *Record Times*.

When sending the photo, include your name, department, and a description of the photo, along with any other interesting details of the photo/vacation. Anyone who submits a photo will receive a Maricopa County lapel pin (pictured here).



A News Mix

A mix of various news items of interest

Top 10 Valley cities in growth and percent growth ('14 - '19)

The Maricopa Association of Governments recently examined data from the Census Bureau's American Community Survey to see how the Valley has changed over the past decade. The first note that stood out was the Phoenix Metropolitan area is growing much faster as compared to the nation as a whole. The Phoenix-Mesa-Chandler area (MSA) grew by nearly 10 percent while the U.S. grew by 3.4 percent. The median age of the region went from 35.4 to 36.7.

Top 10 in Growth

Rank	City	Total Increase
1	Phoenix	142,259
2	Mesa	47,629
3	Scottsdale	27,083
4	Tempe	20,479
5	Gilbert	20,123
6	Glendale	15,835
7	Buckeye	14,817
8	Queen Creek	14,600
9	Surprise	13,802
10	Goodyear	10,223

Top 10 in Percent Growth

Rank	City	Percent Change
1	Queen Creek	51%
2	Buckeye	27%
3	Salt River	26%
4	Litchfield Park	19%
5	Goodyear	15%
6	Cave Creek	13%
7	Wickenburg	13%
8	Tempe	12%
9	Scottsdale	12%
10	Surprise	11%

MSA 9.8% Arizona 7.4% United States 3.4%

Source: U.S. Census Bureau, American Community Survey (ACS) 5-Year Estimates, 2014 and 2019

Wet a rainy monsoon season it was



According to the Maricopa County Flood Control District, the 2021 Monsoon Season was far different than 2020's "Non-soon" season. In fact:

- 2021 was the third wettest Monsoon season in last the last 41 years;
- The average rainfall across Maricopa County was more than six inches (6.01 inches);
- The highest single day rain gage reading was 4.25 inches; and
- There were 23 days of measured rain at Sky Harbor airport.

Class helps extinguish questions on extinguishers/fire

The Maricopa County Risk Management Department is offering a class on "Fire Extinguisher Awareness" from 12 - 1 p.m. on November 9. The class will provide information on recognizing the types of fires and the proper extinguishers, learning the "PASS" system to extinguish a fire, and knowing what to look for during a fire extinguisher inspection. For those who are interested, registration for the class is [available here](#).



Best small towns to visit for Halloween

According to *Country Living*, the following are **thirteen of the "Best Small Towns in the United States For Halloween:"**

- 1) St. Helens, OR;
- 2) Romeo, MI;
- 3) Estes Park, CO
- 4) Anoka, MN
- 5) Salem, MA
- 6) New Hope, PA
- 7) Dearborn, MI
- 8) Sycamore, IL
- 9) Croton-on-Hudson, NY
- 10) Independence, KS
- 11) Sleepy Hollow, NY
- 12) Telluride, CO
- 13) Chatham, MA



WHEN APPLES ARE READY TO BE PICKED

Here's a schedule from Apple Annie's on when certain varieties of apples are ready to be picked:

Gala - August through early September **Golden Delicious** - Late August through early October **Red Delicious** - Late August through early October **Rome Beauty** - Early September through early October **Criterion** - All September **Granny Smith** - Mid-September through late October **Pink Lady** - Mid to late October **Fuji** - Mid-July through early December