

RECORD TIMES

DECEMBER
2020

Vol. 26 / No. 12

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



A toy-riffic, sock-cessful effort

Staff displays generosity through the Annual Holiday Drive

Even a pandemic didn't stop Clerk of the Court employees from being generous this Holiday season. In the recently concluded **Annual Office Holiday Drive** that consists of efforts to collect socks and toiletries for the homeless and toys for children, Clerk staff stepped up once again to contribute to the cause ... and in the case of the Socks Drive, **even surpass the donation amounts of the last six years.** With many staff working remote and the many work challenges during the pandemic, it is impressive to see staff help those in need

in the community during this season. Here are the final 2020 Office Holiday Drive results:

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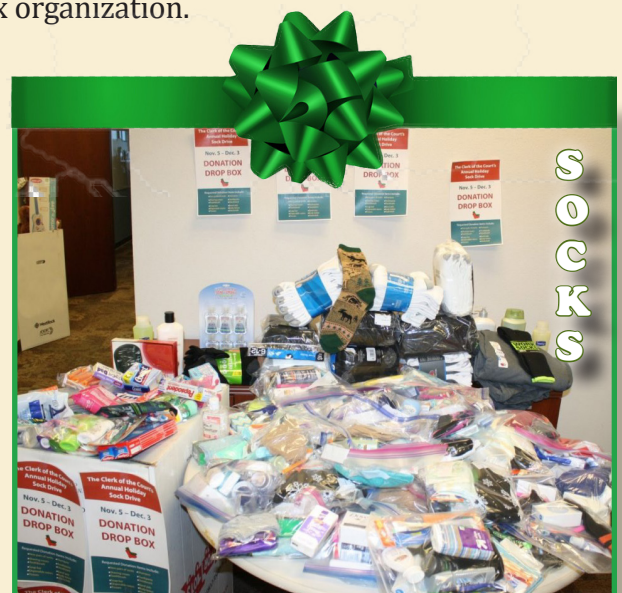


SHOEBOX - This holiday drive activity was held Nov. 5 - Dec. 3. Employees donated **168** pairs of socks (9 more than last year and the most since 2014), **45** bars of soap, **44** tubes of toothpaste, **44** toothbrushes, **34** bottles of shampoo and conditioner, and **93** razors (48 more than last year), plus many more needed toiletry items. All of the donated items are used to help the homeless in the community through the Shoebox organization.



TOYS FOR TOTS - This holiday activity was held Nov. 9 - Dec. 8. Employees donated a total of **51** new, unwrapped toys for children in the community who would not have otherwise had a toy for the holiday season. The donated toys get distributed to various agencies/organizations throughout the Valley.

Over the past 19 years of conducting the Office Holiday Drive, Clerk staff have donated a total of **6,146 pairs of socks** to the homeless and **4,191 toys** for children in the community.



THANK YOU FOR YOUR GENEROSITY!

CLERK CONNECTION

Tis the season for both national and internal awards

Besides it being the Holiday Season, it seems to also be the “Award Season” for the Clerk of the Court’s Office. This month, **four different awards were presented** to the Office and its staff. Two of the awards come from Statescoop, which is a leading public sector media company that connects cybersecurity leaders with technology news and events, and two awards were internal. The four awards are:



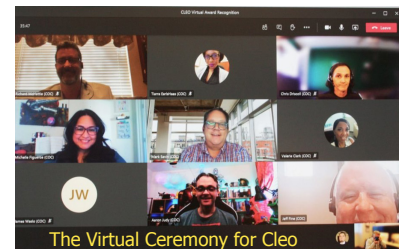
Chief Innovation and Technology Officer **Rich McHattie** was awarded the **GoldenGov: Executive of the Year** for his leadership in re-imagining the customer experience of the Office and delivering innovation through technology. Rich and his team have introduced a slew of technical projects to improve the employee and customer experience. The national honor for Rich is a part of the Statescoop’s LocalSmart Award Program that recognizes visionaries who transform local government to make a difference in citizens’ lives and make a lasting impact in the government information technology community.



The Office’s newly-implemented **Cleo Program** was awarded the **Local IT Innovation of the Year award**. The honor is also a part of the Statescoops LocalSmart Award program. Cleo is a virtual assistant that interacts with customers 24 hours-a-day, seven days-a-week for information and service through website chat, text messages, and voice first technologies. This integrated digital experience provides customers the ability to interact on their terms and get the information and access to services they need at any time and from any device. Cleo is averaging **2,400 conversations** per month with customers on topics such as marriage licenses, office locations, and child/spousal support.



Clerk of the Court Jeff Fine held a special remote award ceremony for the **Cleo Team members** for their contributions to the successful implementation and operation of the **Cleo Project**. Jeff said the team’s efforts were outstanding, their innovation is highly commendable, and they have delivered the new online tool with excellence. Cleo team members are: **Rich McHattie, Aaron Judy, Chris Driscoll, Michelle Figueroa, Mark Savin, and James Waslo**.



The fourth award (presented later in the month) for the **Elections Challenge Team** will be highlighted in January’s *Record Times*.

Some significant December Clerk of the Court history

On Dec. 1, 1997, the Office imaged (scanned) its first document as part of a new pilot program. This was the first day of an initiative that later became known as creating an electronic court record (ECR). Today, the Office’s electronic repository contains over **71.5 million documents**.

On Dec. 1, 1998, as a result of federal law, Arizona’s Clerks of Court were no longer required to handle child support payments. The function was transferred to a clearinghouse.

On Dec. 8, 2003, the Office launched eFiling for the first time. The program began in Complex Civil Litigation cases. Last Fiscal Year, the Office received **1,023,258 eFiled documents**.



In Dec. 2012, approximately 150 Clerk staff moved into the newly-remodeled West Court/Central Court Buildings.

CLERK CONNECTION

Some important dates in the upcoming year

The following two lists provide the paid holidays and pay days for County employees in 2021:

PAY DATES -

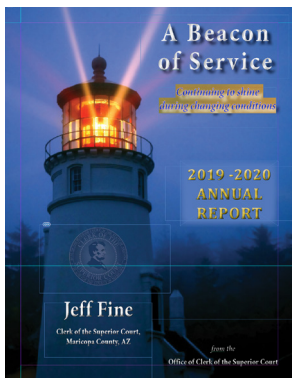
JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEP.	OCT.	NOV.	DEC.
6	3	3	14	12	9	7	4	1	13	10	8
20	17	17	28	26	23	21	18	15	27	24	22
		31						29			

OFFICIAL HOLIDAYS -



- **New Year's Day - Fri., Jan. 1**
- **Martin Luther King Jr. Day - Mon., Jan. 18**
- **President's Day - Mon., Feb. 15**
- **Memorial Day - Mon., May 31**
- **Independence Day - Mon., July 5**
- **Labor Day - Mon., Sept. 6**
- **Veterans Day - Thurs., Nov. 11**
- **Thanksgiving Day - Thurs., Nov. 25**
- **Day After Thanksgiving - Fri., Nov. 26**
- **Christmas Day - Fri., Dec. 24**

The Office Annual Report provides light to last fiscal year



The Office's **2019-2020 Annual Report** was recently completed and will be available to view on the Clerk of Court's website in the "Publications" section by Dec. 28. Titled "**A Beacon of Service - Continuing to shine during changing conditions,**" the report provides an overview of the Clerk of the Court's Office using a creative theme of a lighthouse that reflects the circumstances the Office has faced due to the pandemic. The annual report also highlights many of the Office's accomplishments during the past fiscal year, contains some interesting yearly statistics, shows the organizational structure and leadership of the Office, and takes a look at the big news from milestone years of the past and the major news that is planned for the future.

Oh what fun it is to eFile in four new juvenile case types

The Clerk's Office provided the gift of a new service to customers this holiday season with its expansion of eFiling for subsequent documents in four Juvenile case types - Adoption Certification; Adoption; Dependency; and Severance. The gift seems to be a big hit with customers as it was quickly unwrapped and used. In its two weeks of implementation, an impressive **747 eFilings** were received in these case types. Plans are being made to further expand juvenile eFiling in 2021 to the acceptance of case initiating petitions and motions for the same four case types and to subsequent filings that do not require a filing fee for Guardianship and Emancipation cases.



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: Customer Service Center staff

From: Francis Horst

"I want to thank and say that I enjoy working with **Brian Bradley, Erin Ruffin, Regina Ratcliff, Gracie Arcelo, Robert Abril, David Wolff, Dean Kaar, Nina Parmar, Sushmy Ballachanda, Sarah Dignard, Gene Yamamoto, Dominic Navarro, Chuck Gobble** and **Donna Hall** because they are all willing to get whatever it takes to get the job done - even perform tasks or jobs that are not their own."

About: Holiday Drive Donators & NW staff

From: Len Keso

"I send a very big thank you to everyone who donated to this year's Holiday Drive. I particularly want to give an extra special thanks to the **NW staff**, who took time to make neatly-organized baggies of different items for the Socks/Shoebox Drive. Your efforts and generosity to donate, especially during the pandemic, is greatly appreciated and will help make it a merrier season for many in the community."

About: Elissa Warren

From: Deborah Johnson

"I want to recognize **Elissa Warren**, who has a good attitude about life during tough times juggling work/life through the Covid-19 situation."

About: Downtown File Counter Staff

From: Maye Patterson

"I want to thank my co-workers/team for everything they do. Their kindness and assistance at work is an inspiration. I feel fortunate to work with all of you. I have learned so much from every one of you. It's great to have such supportive colleagues as **Kelly Marquez, Anna Valenzuela, Jennifer Cardenas, Aida Plascencia, Andy Rodriguez, Angela Romero, Ashley Hatch, Bianca Barrett, Chris O'Neil, Clarissa, Eufemia Vazquez, Heline Johnson, Jenela Fierro, Kim Whitson, Miguel Martin, Rebecca Merino, and Shan Tavares**."

About: SEA staff

From: Raquel Ortega

"I want to commend my staff at **SEA COSC** for all their patience and respect. I am a newbie here and everyone has been so great. My Leads are awesome in pointing out the right direction to take. I have a wonderful staff who always pulls together and helps not only each other out, but also our other branches. They are the cream of the crop! Thanks SEA, you guys ROCK!"



About: The Clerk's Office

From: Sonja Draper

"I just want to say thanks to the Clerk's Office as a whole for their tremendous efforts to keep us safe and for the changes they have implemented in how we do business this entire year! With electronic filings, teleworking from home and providing PC's, eExhibits (still underway), even the little things such as hands-free equipment for washing hands in the bathroom, it all is greatly appreciated! We have had to stay up to speed and adapt to this ever-changing crisis! And it goes without saying that our supervisors are completely supportive and have made this transition easier!"

About: Disposition Abstracts, Appeals, and Exhibits staff

From: Tina Barrett

"I want to thank the staff in **Disposition Abstracts, Appeals, and Exhibits** for their hard work and dedication throughout this year. Their willingness to go above and beyond in their daily duties is appreciated and I am grateful to be a part of this team."

About: Northeast staff

From: Kelly Sleseman

"I thank the NE staff for their hard work, flexibility & dedication. This year has been unprecedented with extraordinary challenges. This team has risen to the challenges by constantly changing hats, staying positive & helping each other. Thank you to **Sandy, Naomi, Leslie, Vanessa, Alex, Heather, Chris, Jen, Gaby, Duane, Sarah, Amber, Anita, Pierretha, Sonja, Lamaan, Camille** and **Reta**. I couldn't do this job without you."

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: **Criminal Financial Obligations**

From: **Sherry Kristiansen and Kelly Robinson**

"We want to thank our team. Our trainees **Renee Hernandez, Magaly Vargas, Ivette Alvarez and Richard Gallegos** have done an exemplary job in training and in learning remotely as this pandemic changed the norm for everyone. Our team is greatly appreciated for all they do to contribute to the success of the department. Their insight and suggestions have been key to streamlining new processes as we dealt with a new system as well as remotely work. The experience and knowledge of our team members have made the transition to teleworking both possible and smooth. Everyone has been willing to volunteer for anything needed, whether for work to be done or for coverage. We couldn't ask for better flexibility and adaptability. We thank our team members for being amazing this entire year. They are greatly appreciated!"



About: **Celina Lopez**

Courtroom Clerk Penny Boettcher sent an email to Supervisor Tracy Henninger to let her know about her appreciation for Courtroom Clerk **Celina Lopez**. She wrote, "I want you to know that Celina has been a godsend. It has been awhile since I have covered FC on a regular basis and I have had to re-learn some things. Celina has happily and patiently answered my many questions. She is very knowledgeable and helpful and I can't thank her enough. I'm sure you already know how awesome she is, but I wanted to send her kudos nonetheless. I really appreciate that she takes time out of her busy day to answer my questions and assist with whatever is needed."



About: **Cammille Ladden**

Courtroom Clerk Georgina Chavez recently sent an email to Courtroom Services Manager Linda Berger to express her gratitude for Courtroom Clerk **Cammille Ladden**. She said, "I wanted

to let you know that out of the blue Cammille reached out to me and asked if I needed any help with the judge's eFiles, even though she still had an afternoon matter to cover herself. She must have seen that I had 64 items in the eFile que and realized that I would greatly appreciate any help. I wanted to recognize her for going out of her way to assist another clerk without even being asked."

About: **Eileen Fenner**

Grand Jury Supervisor Carol Camacho expressed in an email to EDM-QC's **Eileen Fenner** her great appreciation for the awesome service she provides to her team. Carol said, "Let your supervisor know how much we appreciate your positive attitude and helpfulness. You are always there to help fix things that didn't go our way the first time. We really appreciate you."



CUSTOMER COMPLIMENTS

About: **Jan Price**

A customer recently sent an email to the Office to compliment the work of **Jan Price** in the Criminal Financial Obligations Unit. The customer said, "Jan you are so efficient in handling your position. Thank you for all your work."



About: **Mike Nimt & Online Payment Team**

An employee from Adult Probation sent a greeting card to Deputy Director **Mike Nimt** to convey her appreciation for him and his staff for their work on the online payment project. She wrote, "I thank you and your staff for your work making online payments a reality...and for including APD in the planning and roll-out of this huge project. Great teamwork."

A visit from the three holiday ghosts of Office appreciation - past, present and future

Earlier this month, employees were asked (in the spirit of the Charles Dickens' holiday classic tale, *A Christmas Carol*) to share who in the Office they enjoyed working with in the past, who they enjoy working with in the present, and who they would like to work with in the future. Below are the responses that were received.

From Laurie Hurley -

THE PAST: Valerie Stevens and Sheryl Brown have made lasting impressions on me due to their very caring nature and wealth of knowledge.

THE PRESENT: Saralyn Yoder and Alyson Moore have been constant supports sharing their extensive expertise with me every time I ask them a question.

THE FUTURE: Barb Navarro, because she is extremely knowledgeable and I would learn a lot from her.

From Sig Perez -

THE PAST: I enjoyed working with Business Analyst Jennifer Myers. She has a wealth of knowledge and we just had a great time working together on several projects over the years.

THE PRESENT: I presently work with the DT CRS non-criminal leads, Christina Mai, Lisa Smith, April Covarrubio and Sheryl Brown. Collectively, they are my brain trust and make my job exciting, fun, and super easy.

THE FUTURE: I would love to work with CRS Supervisor Wendy Thompson on a special project. I love how she thinks outside the box, plus she's an excellent baker who brings treats to share.

From Elizabeth Wolf -

THE PAST: I just started on Nov. 3 and so there isn't too much of a past at this point, but I'm sure grateful for all the staff who have assisted me already. Lisa Kellar was so patient and answered all my questions clearly during the hiring process. I really appreciated her.

THE PRESENT: I've really connected with Sheryl Brown and Christina Mai on the Civil side of things. They are both always eager to help and are patient with new clerks who are learning.

THE FUTURE: I would like to work with some of the clerks I was hired with: Arely Ayala, Beverly Powell, Crystal Rivera, Robin Perman and Synetta Lee. I would love to see how everyone is doing and how far we grow as clerks in the coming months as we get antiquated with the position.

From Becky DeLong -

THE PAST, THE PRESENT, THE FUTURE: That's an easy one for me to answer. It is Mickey Rios for the past, present and anytime in the future! She always has a smile and friendly nature. She is giving, kind and the first to offer to help and give a compliment for a job well done. I worked with her in the past at CFO and now that CCU is back with the Clerk of Court, it is my extreme pleasure to work near her again in the present... and if I am lucky, I will still be working around/with her in the future.

From Oni Boston -

THE PAST: Becky Steele (Magana) – Because she was just stern enough to make me learn our Clerk's Office policies and procedures, but soft enough to allow me to make mistakes to grow from.

THE PRESENT: Kim Crofts – Because she knows the court system extremely well and she is progressive enough to drive positive change.

THE FUTURE: Mike Nimitz – Because he has the ability to understand the depth and scope of a project before it is presented to the team. He understands how new technologies will put the Clerk's Office ahead of the rest.

continued ...

A visit from the three holiday ghosts of Office appreciation - past, present and future

From Leslie Groeneveld -

THE PAST: In the past, I have enjoyed working with **Farah Azadeh**. She was always great at explaining processes to the customers and she always had a positive attitude and a "go-get 'em" spirit that inspired our team to keep going during busy or stressful times.

THE PRESENT: I enjoy working with **Naomi Marruffo** here at Northeast. She is a total team player and wears several hats and is pulled in many directions all day long. Despite how stressful this can be, she does her job efficiently and with a smile on her face. She's always willing to help wherever needed to make sure that the job gets done. She is a great liaison between the staff and supervisors and she really brings our team together.

THE FUTURE: I would love to work with **Len Keso** in the future. Putting together the newsletter, the many communication efforts, and documenting special events within the organization sounds like an interesting job and a great way to get to know a lot more fellow employees within the county.

From Susan Morris -

THE PAST: **Tracy McMillian** was a brand-new clerk back in August 2013, who I had the privilege of training while I was working as a supervisor at Northeast. She had so many good questions that it prompted me to create a new training resource just so she could have the answers in writing.

THE PRESENT: **Tracy McMillian** has now been a supervisor for over a year now, and it is fun to work with her in this capacity and now I go to her with my questions.

THE FUTURE: **Elisa McGrath** and I had fun putting together a COJET class on Family Support Services in the past and it would be great to work with her again.

From Jessica Fotinos -

THE PAST: In the past, I very much enjoyed working with Probate Registrar **Maridel Soleau**. She is so knowledgeable about probate matters and, more importantly, her delightful personality and great sense of humor made even the most challenging situations fun to tackle.

THE PRESENT: I currently enjoy working with our Chief Deputy **Nancy Rodriguez** and Deputy Directors **Mike Nimt** and **Valerie Clark**. They are wonderful colleagues and are always willing to take my calls, answer my inquiries and brainstorm with me on different issues. They have been so supportive of me both personally and professionally, which is greatly appreciated.

THE FUTURE: I would like to work with **Tina Barrett** and the **Exhibits Team**. I know they work "behind the scenes" on many important cases the Clerk handles. I would love to work with them and learn more about the exhibits process, as exhibits are critical to the handling of cases by the Court. Plus, I am sure some of the exhibits they have in their possession are fascinating.

From Linda Berger -

THE PAST: **Susan Baldwin**. She always found a way to lighten the mood and make me smile.

THE PRESENT: **Debora Wells-Guevara**. She continually pushes me to think of ways for development, poses intriguing questions, engages in thoughtful debate and allows me to explore alternative perspectives. This talent has heightened my managerial skills for which I will always be thankful to her for.

THE FUTURE: **Jennifer Myers**. I know she has some awesome ideas on how we can capitalize even more on technology to make the job of a courtroom clerk even more efficient!

County Offerings

Gift ideas through Maricopa County

If you would like to still give a county co-worker, someone special, or yourself a gift during the holiday season that reflects Maricopa County, then you need look no further than Maricopa County itself. Here are some options:

County has way to get rid of the pain in finding a gift

Would you like to give yourself a gift this holiday season? How about a chair massage for next year? Maricopa County offers employee-paid chair massages for \$18 for a 20-minute session. Cash, check and cards are accepted. Gift cards are also available for purchase if you want to give a co-worker a gift. The links to the schedules for 2021 are expected to be available by the end of the year. In the meantime, you may email **Crichton Gilcrease**, LMT for more information about the dates and locations for the chair massages.



How about Santa Claws coming to your town?



If you are *purr-suing* a special gift, the Maricopa County Animal Care and Control (MCACC) may *pet-tentially* be the place to look to adopt a pet for you or someone you love. Adoption fees range from \$25 - \$300. Adoption fees include spay/ neuter surgery, rabies vaccination, and a license. More information about adopting a pet is available by calling MCACC at 602-506-PETS.

PARK your thoughts toward this gift idea



Looking for an outdoor type of gift...the Maricopa County Parks and Recreation Department provides an option. All county employees are eligible for an employee discount for an Annual County Park Pass. The cost of the discounted pass can even be deducted from your paycheck. Visit the Park's [Employee Discount page](#) for more information.

The county offers a gift card outlet through Benefairs

Maricopa County employees can buy gift cards at discounts of up to 10 percent. *Benefairs* offers a Gift Card Outlet where you can buy gift cards from popular brands in almost any category including: restaurants, entertainment, clothing & accessories, travel, and more. To visit the site, you will need to log in first and then you may explore the [available saving options](#).

Employee Spotlight

This Month: **Cecilia Alfaro-Arndt**



Title: Public Records Lead

Years with Office: 23 yrs

Something You Enjoy About Your Job: I enjoy working with the public and helping others.

What Are Some Of Your Job Responsibilities: Some of my responsibilities include: doing deposits, order change/give change, send out non-court records, enter Admin. Orders into OnBase, order supplies, disposal of documents, reports, assist customers and assist the Public Records and Government Desk as needed.

Your First Job: I was a bagger at Food City.

Hometown: Phoenix, Arizona

A Hobby/Favorite Activity: I like to garden. I love flowers and so I have a variety of flowers that I grow. I also grow mint, rosemary, lavender and parsley.

Something Memorable That You Have Done: Having my two precious kids.

Best Vacation Spot: The Bahamas. I went there 14 years ago for my honeymoon. I loved everything about it.

Where Would You Like To Travel To Next: Italy

Favorite Meal: Steak and lobster // **Favorite Place to Eat Out:** Pappadeaux Seafood Kitchen

Favorite Sports Team: The Arizona Cardinals

Someone You Would Like to Meet: The Pope

Favorite TV Show/Movie: *A Walk To Remember*

Favorite Show Growing Up: *Saved by the Bell*

Something You Are Proud Of: I am proud to have worked here in the Office for so long.

Something On Your Bucket List: To stay in every hotel in Las Vegas, NV.

Nobody Would Believe It If They Knew ... that I enjoy gardening.

What Advice Do You Have For A New Clerk Employee: Smile

Do You Have A Favorite Quote: "Everything happens for a reason."

What Do You Like To Do In Your Spare Time: Bake and garden

An Ability You Wish You Had: I wish I could read minds.

What Would You Like To Be For A Day: An undercover agent.

Your Dream Car: Maserati

Do You Have Any Favorite Animals: Dogs. I have six Chihuahuas.

A Pet Peeve: I hate it when people don't pick up after themselves.

Who Has Been An Influential Person In Your Life And Why - My mom. She taught me to always stay positive no matter what.

Three Important Business Skills You Think Are Important: Accept constructive criticism and learn from it.

Best Advice Someone Has Given You: Learn from your mistakes.



The Inside Track

on Employee News

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BIRTHS

- Congratulations to Courtroom Clerk **Daisy Tapia** on the birth of her 7 lb. 4 oz. baby girl on Dec. 10. Her new daughter's name is Mia. She measured 20 in. long.
- Congratulations to Criminal Financial Obligations' **Richard Gallegos** on the birth of his 7 lb. 11oz. daughter on Dec. 11. His new baby girl's name is Mila Rose. She measured 20.5 in. long.

OFFICE ANNIVERSARIES



The following employees celebrate milestone anniversaries with the Clerk of the Court's Office in December:

25 YEARS - Cynthia Ferriegel

20 YEARS - Rachel Robles

15 YEARS - Jenela Fierro

10 YEARS - Ann Sikkema

NEW EMPLOYEES

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

- **Courtroom Clerks - Synetta Lee, Beverly Powell, Robin Perman, Crystal Rivera, Areyla Ayala and Elizabeth Wolf**

IN THE PICTURE



From left: Courtroom Services Supervisor **Shannon Stulz**, Courtroom Services Supervisor **Tracy McMillian**, and Courtroom Services Administrator **Debora Wells-Guevara** display the flannel shirts they wore for the Office's very first "Flannel Shirt Spirit Day" on Tuesday, November 24.

RETIREMENTS

Congratulations to both Durango Juvenile's **Norma Barron** and Business Analyst **Chris Cerrato** on their retirements this month. Norma retired after 32 years of total service with Maricopa County and approximately 25 years with the Clerk's Office. Chris retired after 22½ years with the Clerk's Office. Both Norma and Chris's service to their co-workers and to the public are greatly appreciated and their impact will be missed.



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RETIREMENTS CONTINUED

Congratulations to Courtroom Services Administrator **Debora Wells-Guevara** on her upcoming retirement on Dec. 31. Debora began her career with the Clerk of the Court's Office in 2012 as the Juvenile Administrator. In 2015, she moved over to become an Administrator in Courtroom Services where she has served since. Debora said some of the things she has enjoyed most about working in the Clerk's Office have been the people, the problem-solving, and the honor of serving the public.

Debora led the Office in many significant projects and had many accomplishments in her area. Among those that she is particularly proud of working on include Juvenile ECR, Exhibits Closet Upgrade, development of Valley Wise Phoenix and Valley Wise Maryvale, Non-criminal CRS Training, and Remote Courtroom Clerks where possible.

"The thing I am super proud of is that we actually worked the past year to fill all of the Non-criminal vacancies...and, we did it," she said. "We have hired ... and the fantastic training effort to train all of the new clerks has been incredible this year. We were able to make a training space for Non-Criminal CRS in the CCB Floater Pool area and that has been fantastic! Also, I was able to get new coffee pots in the kitchens AND paper towel dispensers in the CCB-Floater Pool bathrooms! Not kidding."



Be true, help others, be kind, think big and don't lose your passion! You are AWESOME and I will miss you!
- Debora Wells-Guevara

Debora said what she will miss most is working with the Team to innovate alternatives to solve problems. Her plans for the future include spending more time with her family, traveling, and accomplishing some personal projects.

Courtroom Services Manager **Leslie Wilkins** said, "While Debora was the Administrator for Non-Criminal Courtroom Services, she was a dedicated advocate for our team. Her efforts in handling the increasing mental health calendars, the opening of Valleywise Maryvale, her guidance for new clerk training and improvement to courtroom clerk recruitments have been significant. The positive effect of her contributions will be remembered long after she retires. I wish her the best in her new retirement adventures!"

Courtroom Services Manager **Linda Berger** said, "Well why don't we look at it this way?" is the one phrase from Debora I will always hear in my mind. This one simple sentence paved the way for great progress, innovation, continual development and constant streamlining within Adult CRS. She has undoubtedly been one of the best mentors I have been lucky enough to have in my career and she will be dearly missed!"

SPECIAL EMPLOYEE APPRECIATION

by Shari Andersen-Head

On December 4th, **Juvenile Dependency eFile** successfully rolled out. The work for this amazing endeavor began months prior, and I extend my gratitude and thanks to **Dorothy King, ITG, the entire Juvenile Management team, the Operations team at Durango, and our Communications Office** who all spent countless hours planning, developing, programming, testing, training and communicating internally and externally to our stakeholders. I am certain that I have left someone out, please forgive me. It truly does take a village...and this is a REMARKABLE village to be a part of. Thank you all for the endless work that you do each day to make a difference in so many lives.



The Office Bulletin Board

Snapshots from the first-ever **Twins Spirit Day** in the Office



Shannon Stulz & Tracy McMillian



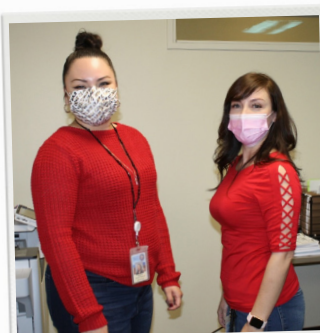
Michelle Messmer & Sara Barbra



Sharon Szakaacs & Gladys Alonso



Vanessa Martinez & Leticia Gutierrez



Alex Cavazos-Provencio & Carmen Camacho

Enjoying the day



Grace Cabrera & Andrea Rodriguez



Angela Romero & Laura Martinez



Bianca Barrett & Ashley Hatch



Kelly Marquez & Clarissa Cruz



Janneth Damian & Alicia Buscaglia

Having Fun



Two sets of twins - Francis Horst & Sarah Dignard / Nina Parmar & Sushmy Ballachanda

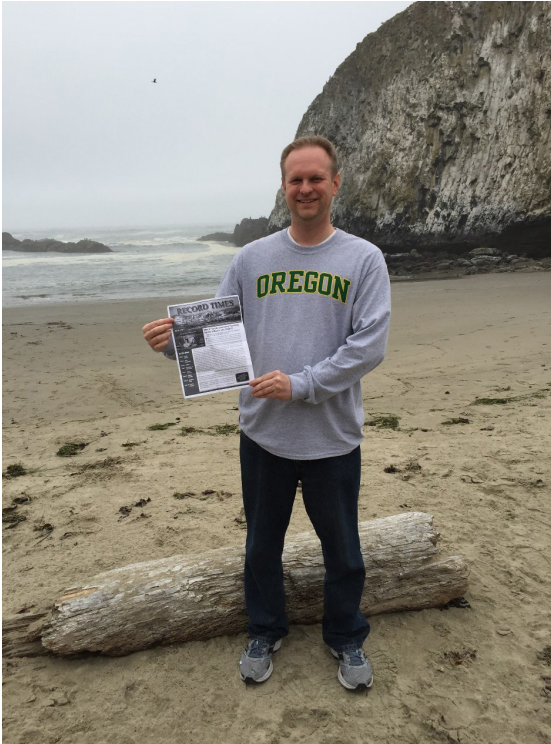


Chris O'Neill & Maye Patterson

Twin-credible

Special Features

Where in the world has the Record Times been?



Sand-tastic photo with the newsletter

Each month, employees are invited to submit photos of themselves with the newsletter while they are on vacation. Last month, the newsletter was seen in a small town in Minnesota. This month, it is spotted along the Pacific Coast in another small town from a photo taken a while back.

Pictured to the left is a photo taken in 2018 that had not been used yet of Training and Development's **Ryan Harris**. He posed with the newsletter while he was traveling in Seal Rock, Oregon.

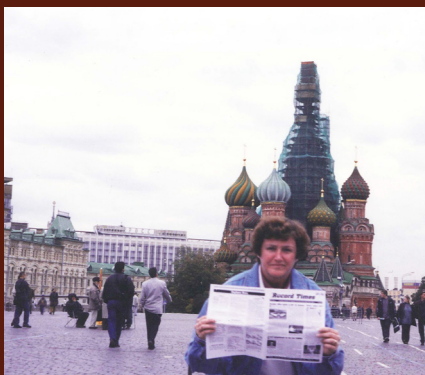
You may submit a photo of yourself with the *Record Times* at any time. To submit a photo: **1)** Print the newsletter front page; **2)** Take a photo(s) with the page during your vacation (horizontal format is preferred); **3)** Email the photo to Len Keso with your name, department, and a photo description, along with any other interesting details of the photo/vacation.

Anyone who submits a photo, will receive a Maricopa County lapel pin (pictured here).



Picturing the Past

Below is a blast from the past photo from 19 years ago this month of a Clerk of the Court employee posing with the *Record Times* newsletter while she was traveling.



Who: Current staff, Melanie Fay

Where: Moscow, Russia

When: December 2001

What: Photo taken at Red Square in front of St. Basil's Cathedral

Snip Snap

Quick snippets and snapshots for this month

Winter Weather Words

Here are some winter weather terms and their meaning:

- **Winter Storm Watch** - Winter storm is possible or approaching
- **Winter Storm Warning** - Winter storm is imminent
- **Snow Advisory** - 1 to 5 inches of new snow is expected
- **Blowing and Drifting Snow Advisory** - Visibility intermittently at or below 1/4 mile
- **Wind Chill Advisory** - Wind chill of -30 to -35 degrees expected
- **Freezing Rain/Sleet Advisory** - An accumulation making exposed surfaces hazardous and/or causing fog
- **Dense Fog Advisory** - Visibility at or below 1/4 mile expected



It's A Wonderful Life

This month is the 74th anniversary of the movie, *It's a Wonderful Life*. The movie was a box office flop. It was nominated for five Oscars, but did not win any of them. When no one bothered to renew the copyright in 1973, television stations started broadcasting the film during the holiday season and its popularity skyrocketed. It was voted as number one in the American Film Institute's list of most inspiring movies.

Happy Holidays and Thank You!



From your Executive Team
Jeff Fine (Clerk of the Court), Nancy Rodriguez
(Chief Deputy), Rich McHattie (Chief Innovation and Technology
Officer), Valerie Clark (Deputy Director),
and Mike Nimt (Deputy Director)

Picture taken in 2019, prior to COVID-19