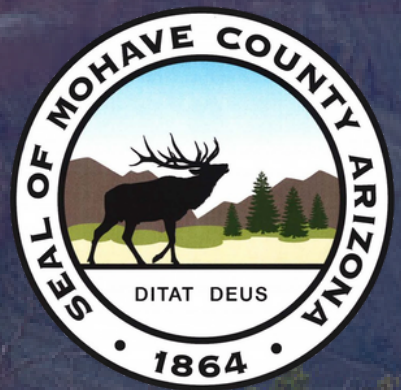


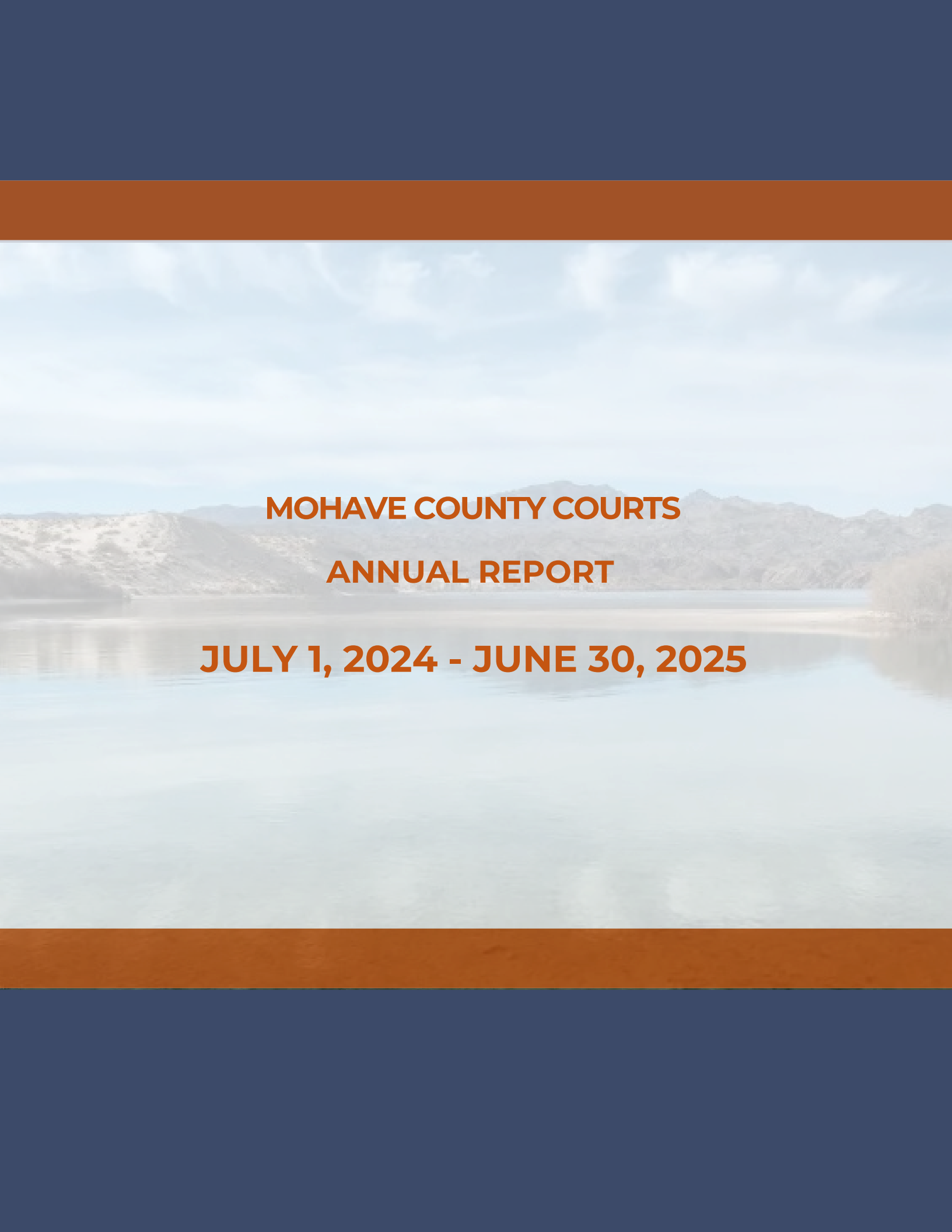


MOHAVE COUNTY COURTS ANNUAL REPORT

FY2025





The cover features a scenic photograph of a calm lake reflecting a cloudy sky and distant mountains. The image is framed by a dark blue border at the top and bottom, and a solid orange horizontal band runs across the middle, behind the text.

MOHAVE COUNTY COURTS

ANNUAL REPORT

JULY 1, 2024 - JUNE 30, 2025



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MESSAGE FROM **HONORABLE STEVEN C. MOSS**

Superior Court Presiding Judge

It is my honor to present the Court's Annual Report, which reflects our continued commitment to justice, innovation, and service to the citizens of Mohave County. As Presiding Judge, I am proud to lead a court that remains focused on delivering timely, fair, and accessible justice for all. I commend the judicial officers, court staff and probation officers who work diligently and make system improvements that benefit those we serve.

This year, we made significant strides in meeting and exceeding case processing time standards, ensuring that justice is not only done but done without unnecessary delay. We engaged the National Center for State Courts to complete a judicial workload assessment to help us measure court workload. This assessment has helped us determine the appropriate number of Superior Court judicial officers required to provide high-quality services. With the support of the Board of Supervisors an eighth judicial division was added to the court as well as additional commissioner positions. Through this effort and the continued dedication of the judicial officers and staff, we have improved efficiency across case types while maintaining the highest standards of due process.

Our treatment courts—including Family Treatment Court, Health and Wellness Court, Recovery Court, and Veterans Court —continue to serve as vital pathways to recovery and stability. These collaborative, problem-solving courts offer participants the opportunity to rebuild their lives while reducing recidivism and strengthening families. The success of these programs is a testament to the power of accountability paired with compassion.

We also embraced technology to enhance court operations and public access. From expanding virtual hearings to streamlining digital case management, our court has leveraged innovation to improve service delivery and reduce barriers for court users. These advancements have made our court more responsive, transparent, and resilient.

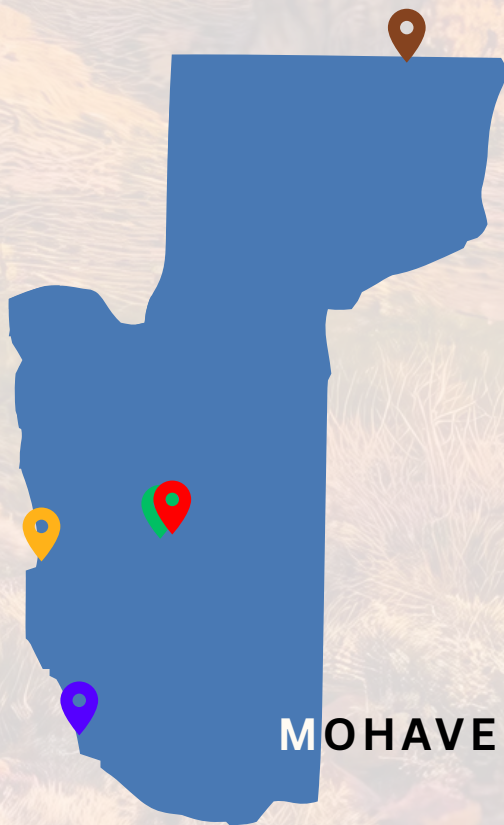
Equally important is our focus on access to justice. We have expanded self-help resources, language access services, and partnerships with community organizations to help ensure that every individual—regardless of background or circumstance—can navigate the legal system with dignity and support.

I extend my deepest gratitude to the members of the Board of Supervisors, County Management staff, our justice partners, and community stakeholders for their dedication and collaboration. Together, we continue to enhance and strengthen the Mohave County Courts. I hope you enjoy reviewing our Annual Report.



COURT OVERVIEW

Court Locations



MOHAVE COUNTY

- North Canyon Consolidated Courts**
2100 S Highway 389, Colorado City, AZ 86021
- Kingman Superior Court**
415 E Spring St, Kingman, AZ 86401
- Kingman/Cerbat Justice Court**
524 E Beale St, Kingman, AZ 86401
- Bullhead Judicial Facility**
2225 Trane Rd, Bullhead City, AZ 86442
- Lake Havasu Courts**
2001 College Dr, Lake Havasu City, AZ 86403

Amount of Court Visitors

Amount of Court Visitors	
North Canyon Courts	2,364
Kingman Superior Court	51,273
Kingman/Cerbat Justice	25,471
Bullhead Judicial Facility	39,754
Lake Havasu Courts	36,621

NOTEWORTHY

Mohave County covers approximately 13,461 square miles and has a population of about 228,107 as of July 1, 2024, per the Arizona Office of Economic Opportunities.

2 IN ARIZONA

The second-largest county in Arizona.

5 IN THE UNITED STATES

The fifth-largest county.

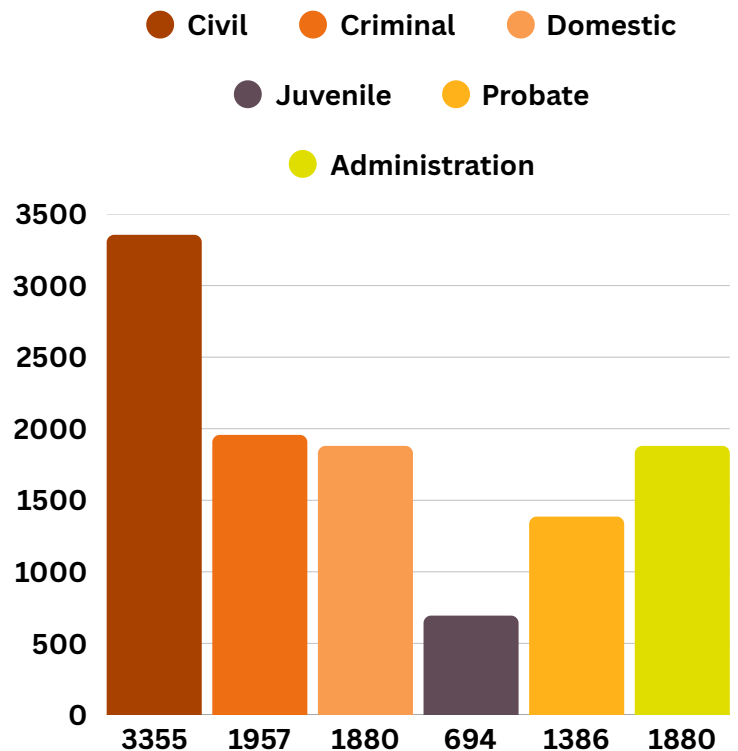


CASELOAD STATISTICS

FY25 Superior Court Revenue

Criminal	\$3,776,705
Civil	\$553,083
Domestic	\$333,746
Juvenile	\$194,752
Probate (includes GC and MH filings)	\$339,190
Administration	\$974,347
Total	\$6,171,827

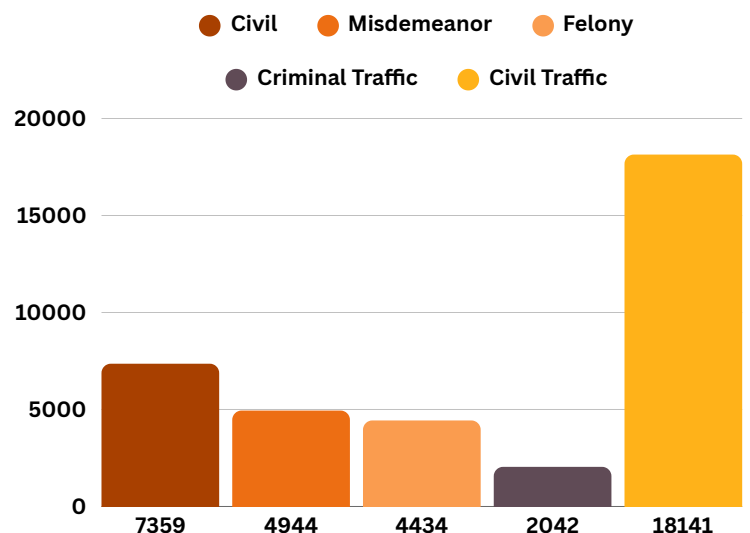
FY25 Superior Court Filings



FY25 Justice Court Revenue

BHJC	\$1,514,869
KCJC	\$2,772,733
NCJC	\$483,067
LHJC	\$1,323,548

FY25 Justice Court Filings





COURT PROGRAMS AND SERVICES

JUVENILE

Juvenile Detention has been doing a lot of great things this past year. In their Special Programs area, they hosted their 5th cohort of Hope Garden, their substance abuse treatment program. Hope Garden had four youth successfully graduate in May, bringing the total number of youths served through that program to 15. They have also created and hosted several classes in Project AIM, their evening reporting center. Over 120 youth have received services this year in a variety of topics ranging from Life Skills to Addiction to transitioning to adulthood, and lots in between. They continue to partner with local stakeholders to bring a plethora of options in order to tailor their offerings to meet the needs of the population they serve.

Their detained youth have received increased services with their Ready, Set, Launch (RSL) class offered weekly. This is a collaboration with Southwest Behavioral Health and Arizona Health Choice to bring transitional living skills to youth in order to help increase likelihood of success in their adult lives. Over 180 youth have participated in some level of RSL. Its unique hybrid class structure allows for detained youth that are closer to adulthood to finish the course even after they are released, maximizing the benefit for older juveniles. They continue to bring two monthly sessions of life skills meetings led by NotMyKid for all youth that are detained.

In their fully accredited Gloria Dusek Compass School, FY25 saw 146 different youth enrolled and 197 credits earned by them throughout the year. They continue to offer Opportunity School as an option for those youth long term suspended or expelled, or those that thrive in the online school environment.

Continues on the next page.

Juvenile Recovery Court

Juveniles Screened	25
Juveniles Admitted	18
Juveniles Graduated	2
Juveniles Currently Enrolled	14

Juvenile Health and Wellness Court

Juveniles Screened	6
Juveniles Admitted	5
Juveniles Graduated	2
Juveniles Currently Enrolled	6





COURT PROGRAMS AND SERVICES

JUVENILE

Juvenile Probation	
Referrals/Complaints	1297
Petitions Filed	416
Diversions	267
Dispositions	143
ADJC Commitments	20
Placed on Standard Probation	126
Placed on JIPS	17
Transferred / Direct File to Adult	6
Extended Jurisdiction	17
Admissions to Detention	331

The school transitioned to a new online curriculum provider in Schools PLP. It offers a wide variety of classes, varied learning styles and a plethora of accommodations for learning and language. Juvenile Detention has a new Student Information System to be able to comply with state reporting. State reporting is a requirement to remain accredited, to participate in the National School Lunch program, and to be eligible to receive Title grants.

Rounding out the highlights at Mohave County Juvenile Detention for FY25 are the annual award winners, Juvenile Detention Officer III Craig Lee and Youth Care Worker Kathy Bachler. Mr. Lee was selected as the Detention Officer of the year for Mohave County. Mr. Lee leads with a heart of gold, has a presence that can calm even the most unruly juvenile and displays an attitude that is inspiring to everyone he interacts with. This year the Mission: Possible award, which is awarded to someone that has the can do attitude, willingness to work hard and the ability to exact the mission of the department goes to Youth Care Worker Kathy Bachler. Kathy relishes her interactions with the youth she comes in contact with. She treats each one as a chance to leave a positive impact and is a beacon of light and guidance for the youth we serve.



COURT PROGRAMS AND SERVICES

PROBATION

Training Others

Mohave County Probation staff has been highly involved with Mohave County's Minor Victims of Sex Trafficking training and outreach for several years. Their passion to raise awareness, educate stakeholders and community partners, and advocate for victims, leads the team to facilitate multiple trainings and community events each year. This is a team of professionals including mostly juvenile and adult probation officers, detention officers, and youth care workers; but also includes court IT, local law enforcement, and Arizona Youth Partnership staff. All of these make up their local team: Mohave County Sex Trafficking Advocacy and Awareness Team (MCSTAAT). Each year the group hosts local trainings or facilitates informational booths to increase awareness of sex trafficking. This year included, Mohave High School, Bullhead City community events, the Hualapai Tribe, the Department of Public Health, local COJET, Lee Williams High School, Terros, and the general community in Lake Havasu during spring break. In addition, Emily Snay, Deputy Probation Officer Senior and Natalie Eggers, Deputy Director of Juvenile Court Services were invited to teach, "Minor Victims of Sex Trafficking in Mohave County: Working Together to Increase Awareness and Support" at the 2025 Judicial Conference. "It is an honor to be able to share vital information that can greatly influence case outcomes with judicial officers. What a difference it can make if we see through different lenses sometimes." – Natalie Eggers

For years now, Emily Snay has facilitated training for Western Arizona Law Enforcement Training Academy where she teaches each new class about juvenile probation. She also taught a class on probation processes and procedures to the local bar for their Mandatory Continuing Legal Education.

Probation staff in Kingman, Bullhead City, and Lake Havasu City teach Fentanyl Awareness in local schools to both students and parents.





COURT PROGRAMS AND SERVICES

PROBATION

Mohave County Sex Trafficking Advocacy and Awareness Team

Mohave County Probation has expanded their team of dedicated professionals who are focusing their attention on recognition, outreach, and awareness for minor victims of sex trafficking. The department has named their internal team MCSTAAT - Mohave County Sex Trafficking Advocacy and Awareness Team. It is comprised of multiple members from probation and detention including Emily Snay, Megan De Baca, Sara Colbert, Kaitlyn Mattila, James Owens, Jason Roorda, Phil Shannon, Dillon Richhart, Kathy Bachler, Natalie Eggers and Matthew SeLegue) as well as Heather Yarbrough-Puett from IT, Kelly Tanner and Corytha Gastineau from Arizona Youth Partnership, and Phil Hudgens with Kingman Police Department.

In October 2024, a majority of the team was able to attend the 2024 Juvenile Sex Trafficking Conference in Phoenix, Arizona where they attended multiple master classes and sessions to hone in their skills identifying and serving victims.





COURT PROGRAMS AND SERVICES

30TH ANNUAL COJET CONFERENCE

The 30th Annual Mohave Court and Probation Conference was held Wednesday through Friday, January 8-10, 2025, in Kingman. A total of 54 breakout sessions were offered Wednesday through Thursday at Mohave Community College and on Friday, one additional breakout session and the closing plenary were held at the Board of Supervisors Auditorium.

The Mohave Courts and Probation were honored to have Judge Bill Sutton from Williams, Arizona present at the conference. On Friday, January 10, 2025, He presented the closing plenary session on The Heart of the Court where he challenged participants to look beyond the norm and understand the importance of bringing the human element and a heart back to the court. The course also provided tools and awareness of the need for the human element in the workplace and at home. The Honorable Judge Moss served as the master of ceremonies for the awards presentation. Judge Moss recognized employees for 5, 10, 15, and 20 years of service to the courts. The Making A Difference Award, including Supervisor of the Year and the TEAM Award, were presented to the employees by their respective Division Heads. Winners included, Theresa White, Kelley Crenshaw, Sherry Hammontree, Donna Roehm, Honorable Jill Davis, and the Clerk of Court Finance Team. Judge Moss presented the Presiding Judge Award to Natalie Eggers, Deputy Director of Juvenile Court Services.

Kip Anderson recognized Sherry Hammontree for her work as the COJET Chairperson for the second year in a row. The COJET Committee was also thanked for their time and commitment to help plan, organize, and host the conference.

The Mohave Court and Probation Conference is held each year to provide cost effective training for all court and probation employees. The Arizona Supreme Court Code of Conduct Rule 2.5(C) requires judicial employees to comply with judicial education requirements and the Arizona Supreme Court Code of Judicial Administration, Section 1-302, requires all full-time judges and employees to obtain at least sixteen credit hours of judicial education each year, including ethics training, and computer security/network security training. These training standards ensure judicial branch employees continually receive education and training necessary to achieve the highest standard of competence, ethical conduct, integrity, professionalism, and accountability.





COURT PROGRAMS AND SERVICES

MEDIATION

Outcome	Amount	Percentage
Full Agreement	125	34%
Partial Agreement	15	4%
No Agreement	98	27%
Temporary Plan	42	12%
FTA	37	10%
Dismiss/Vacate	47	13%
Total	364	100%

Mediator Presents Family Court Mediation to Local High School Students

Mediator Trisha Negri was recently invited to speak to the Career Class at Lee Williams High School, where she provided an engaging and informative presentation on the mediation process within Family Court.

During her presentation, Trisha explained the role of mediation in supporting families through challenging transitions. She emphasized her commitment to fostering communication, offering parent education, and creating a safe, respectful environment where parents can collaboratively develop parenting plans that prioritize the well-being of their children. Trisha also shared examples of the exercises and educational tools used in mediation to help students better understand the process and its goals.

The presentation had a profound impact on the students. Many asked thoughtful questions, and some were visibly moved by the discussion. One student remarked, "I thought the courts were trying to break up my family, not help them heal—thank you for what you do."

Due to the overwhelmingly positive response, Trisha has been invited to return as a guest speaker next semester.





COMMUNITY ENGAGEMENT

CASA



Pictured from left to right: Kingman City Mayor, Ken Watkins, Deputy Court Administrator, Kim Chappelle, Judge Aaron Demke, Presiding Judge Steven Moss, Presiding Juvenile Judge Rick Williams, CASA Coordinators, Jenn Swapp and Madelyn Romero

Annual CASA Appreciation Dinner

At our Annual CASA Appreciation Event on May 1, 2025, we paused to recognize the extraordinary individuals who serve as Court Appointed Special Advocate (CASA) volunteers. Their steadfast commitment, compassion, and tireless advocacy on behalf of children in the court system are nothing short of inspiring.

Our CASA volunteers walk alongside children during their most difficult moments, ensuring their voices are heard and their best interests are represented. Their work changes lives—and we are deeply grateful.

We thank each volunteer for their heart, service, and unwavering dedication.

CASA FISCAL YEAR 2025

Successful Volunteer Recruitments	9
# of Hours Served on Cases	1493
# of Miles Driven by CASAs	14715
# of Open Dependency Cases	220
# of Children in Open Dependency Cases	331



COMMUNITY ENGAGEMENT

JURY SERVICE

Juror Surveys

At the time of check in, Jurors are provided a QR code that directs them to a survey, with a few brief questions regarding their jury service experience. At the conclusion of the trial, a text message is sent to the jurors who appeared for service, reminding them to please complete the survey. Results are shared with judicial staff each month for review.

Since April 2025, 125 responses have been collected and 99.18% of jurors checked that they were treated with courtesy and respect by court personnel, and 94% said that after having served, their impression of jury service was either still favorable, or even more favorable than prior to their service.



Pictured from left to right: Bob Lawless, Court Security Manager, Sally Rogers, Steve Marvin, Luis Arias and Nate Paulino, Bailiffs, Ron McCoy, Court Security Assistant, Taylor Estrada and Celina Perez. Assistant Jury Commissioners



COMMUNITY ENGAGEMENT

OUTREACH

Celebrating Forever Families on National Adoption Day

Each year, on the third Wednesday of November, Mohave County Superior Court proudly celebrates National Adoption Day—a heartfelt occasion dedicated to recognizing and honoring the creation of Forever Families. While the national observance falls on Saturday, November 23, our local celebration took place on Wednesday, November 20, 2024, allowing court staff, families, and community partners from Kingman, Bullhead City, and Lake Havasu City to come together in celebration.



This year, the Mohave County Superior Courthouse in Kingman was filled with joy as 12 families finalized the adoption of 18 children. The courthouse was beautifully decorated by court staff, with festive touches extending throughout the courtroom and hallways. Community partners played a vital role in making the day special. The Department of Child Safety (DCS) and CASA provided custom-designed t-shirts, sweatshirts, and a colorful balloon arch, along with treats for the children.

Additional support came from the Kingman Powerhouse Kiwanis, who prepared personalized gift bags for each child. Desert De Oro Foods generously contributed Taco Bell coupons, while the CASA Council coordinated the donation of handmade quilts and Adoption Bears from a local quilting club. Also provided was a celebratory yard sign, offering families a perfect photo opportunity to commemorate the day.

A special highlight of this year's event was the presence of a photographer whose thoughtful and compassionate approach captured the emotional moments shared by each family. Her ability to connect with the families and preserve their stories through photography added a meaningful touch to an already unforgettable day.

National Adoption Day continues to be a powerful reminder of the importance of family, community, and the enduring impact of love and support. We are grateful to all who contributed to making this celebration a success and look forward to continuing this tradition of hope and joy.





COMMUNITY ENGAGEMENT

OUTREACH

Law Day 2025: Celebrating the Rule of Law Through Student Mock Trials

In celebration of National Law Day on May 1, 2025, we proudly joined the nation in honoring the foundational role of law in our democracy. This year's theme, "The Constitution's Promise: Out of Many, One," emphasized the enduring strength of the U.S. Constitution in uniting a diverse nation—and our local observance brought that principle to life through an engaging and educational mock trial.

Organized in partnership with local educators, the Mohave County Bar Association, court staff, and judges, the Law Day Mock Trial invited Kingman Academy of Learning students from the 8th grade and 4th grade to step into the roles of attorneys, witnesses, and jurors in a fictional case inspired by real constitutional questions.

Guided by court staff, Judge Megan McCoy and Judge Aaron Demke, the students prepared opening statements, examined witnesses, and made closing arguments over the proceedings. The trial not only deepened students' understanding of constitutional rights but also gave them a firsthand experience of how the legal system works to resolve disputes and protect individual liberties.

We are proud to have celebrated Law Day in such a meaningful and interactive way, helping the next generation appreciate the power of law to unify and protect all Americans.





COMMUNITY ENGAGEMENT

OUTREACH

Veterans Treatment Court



October 19, 2024, the Lake Havasu City Municipal Court held its annual Veterans Treatment Court (VTC) Stand Down event at the Aquatic Center. More than 60 vendors registered and attended the event to provide free information to our veterans and their families. This Stand Down was the largest and most attended VTC Stand Down to date with over 400 people in attendance. Free food, and live entertainment was provided by the Veterans Resource Team.

On April 26, 2025, the Kingman Veterans Treatment Court (VTC) and LHC VTC held their annual softball game day at Centennial Park in Kingman.

The 2 teams included Kingman's Judge Singer, Lake Havasu's Judge Kalauli, veterans' treatment court graduates, mentors, staffing team members, and other VTC support staff. The day was filled with action-packed fun, camaraderie, and unforgettable moments on the field. A free barbecue lunch was provided, and all attendees were encouraged to bring canned goods for the local food bank.





INNOVATIONS AND TECHNOLOGY

SAFETY IMPROVEMENTS AND EQUIPMENT

Security Improvements

Security improvements included installation of bullet resistant film for windows at Superior Court Kingman, Kingman/Cerbat Justice Court, Bullhead Judicial Facility and Lake Havasu Court Complex. Funding for these projects was secured through the Court Security Initiative Grant process, maintained by the Arizona Supreme Court. Additionally, the court purchased two-way radios which were issued to Court Security Staff and Bailiffs.

Personnel Training

Court Security Assistant, Ron McCoy, completed the 40-hour Court Security Officer Academy and the 40-hour Court Security Officer Firearms Academy. A Bailiff from Superior Court Kingman completed the Court Security Officer Academy.

Court Security Contract Guards completed a four-hour training class that included, Weapon Retention, Active Shooter Response, Screening Operations, Report Writing and Customer Service. Instructors included the Probation Chief, Court Security Manager and Court Security Assistant.



Lake Havasu City Justice Court Livescan Machine

In a significant advancement for our local judicial system, LHCJC court has recently acquired a Livescan machine provided by the Department of Safety, enabling on-site fingerprint collection for defendants involved in court proceedings. This development marks a pivotal moment in our efforts to streamline the judicial process and enhance compliance with fingerprint requirements, particularly prior to sentencing.

Previously, individuals required to submit fingerprints faced the daunting task of traveling over an hour to Kingman for this court ordered requirement. The logistical barrier often resulted in reduced compliance, leading to delays in the judicial process and potential implications for case outcomes. The inconvenience, time commitment, and costs associated with traveling for fingerprinting created a bottleneck, hindering our ability to move cases forward efficiently.

The Livescan machine represents a significant step forward in our court in ensuring that all required fingerprinting is completed efficiently and effectively for all defendants with and without transportation. As we continue to embrace technology to enhance our operations, we remain committed to upholding the principles of justice and ensuring that every case is handled efficiently. This is truly a win for our court and our community.



INNOVATIONS AND TECHNOLOGY

TECHNOLOGY SERVICES

As technology continues to evolve, so too must the services and infrastructure supporting the Mohave County Court system. In response to these changes, the Mohave County Superior Court IT Department strategically expanded its capabilities during Fiscal Year 2025 to address the growing demand for technical expertise and innovation.

One of the most significant developments this year was the addition of a Courtroom Technologist to the department. This new role serves as the first line of technical support for all courtroom technology, providing hands-on expertise to ensure smooth and uninterrupted proceedings. Beyond managing hardware and software systems, the Courtroom Technologist plays a pivotal role in supporting the remote Jury Trial process, acting as a digital liaison between the Judge and all remote participants, including jurors. This specialized presence has been essential in enhancing both accessibility and efficiency in virtual courtroom operations.



Anticipating the future of legal technology, the department also implemented several cutting-edge systems designed to modernize courtroom operations. A cloud-based recording system was introduced that fully integrates with courtroom audio systems. This advancement allows for all audio recordings to be securely archived and automatically transcribed using Artificial Intelligence voice-to-text technology, creating complete, searchable transcripts of legal proceedings without the need for manual transcription. In tandem with these efforts, the department is piloting systems that eliminate the requirement for in-person court staff during hearings. Judges can now conduct full sessions by inviting a Virtual Recorder into the courtroom remotely, marking a shift toward a more flexible, remote-friendly judicial process.





INNOVATIONS AND TECHNOLOGY

TECHNOLOGY SERVICES

In addition, throughout the past few years, the Mohave County Superior Court IT Department has taken full responsibility for designing, installing, and maintaining all technical systems inside its buildings and courtrooms. This in-house approach is rare among courts across the country, but it has saved Mohave County Superior Court thousands of dollars in equipment and annual maintenance costs. Because of its success, other courts nationwide are now looking into adopting a similar model. This model has continued this year as the next project will take place in the historic courthouse, a key landmark in Mohave County. All the equipment has already been purchased and is ready for installation as soon as construction is completed in Phase IIA of the courthouse renovation.



Courtroom and Security Technology Enhancements

Court security is a vital concern for all courtrooms and courthouses in Mohave County. In FY25, grant funding was leveraged to upgrade legacy security camera systems in various court buildings. The new systems provide higher video resolution and better viewing capabilities for court security and department administrators, ensuring a safer environment for all.





INNOVATIONS AND TECHNOLOGY

PRIVACY POD

Enhancing Access to Justice Through Technology: Installation of Privacy Pod

In alignment with the Arizona Supreme Court's directive to improve access to justice by identifying and eliminating barriers within the court system, the Mohave County Superior Court submitted a grant proposal aimed at expanding remote hearing capabilities for self-represented litigants.

As a result of this initiative, the Superior Court received approval to purchase and install a privacy pod—commonly referred to as a "hush booth"—at the Kingman courthouse. This sound-dampening booth is designed to provide a confidential and secure environment for individuals who need to participate in remote hearings or communicate with judicial officers located in other court locations, such as Lake Havasu City or Bullhead City.

The need for such a space frequently arises in cases involving requests for Orders of Protection. Depending on judicial availability, individuals may be required to appear remotely before a judge in another city. While the court makes every effort to provide a private courtroom for these proceedings, space limitations occasionally prevent this. The new privacy pod addresses this gap by offering a dedicated, quiet, and confidential setting equipped with a monitor and computer.

This enhancement ensures that self-represented litigants can engage meaningfully in their hearings and any subsequent one-on-one judicial discussions without distractions or concerns about privacy. The installation of the hush booth represents a significant step forward in the court's ongoing commitment to equitable access to justice for all members of the community.





CHALLENGES AND FUTURE GOALS

PHASE IIA - ANNEX

Courthouse Annex Groundbreaking

The Mohave County Courthouse remodel ceremony was held on Wednesday afternoon (December 4, 2024.) Presiding Judge Steve Moss conducted the welcoming ceremony with additional remarks from Supervisor Jean Bishop, Judge Dave Huerta, and County Manager Sam Elters. Many dignitaries attended the event as well.

Concord Construction had the winning bid for the annex of \$6,073,203 with a contingency of \$911,067. Also, furniture and other miscellaneous items add another \$721,000.

In his remarks, Judge Moss said, “we’re finally making another step to giving Mohave County the judicial facilities that it needs.” More specifically, he added, “it will take care of our justice courts, give us some relief at the superior court level, and provide some office space for clerks.”

The annex is referred to as Phase 2A of the original plan to construct a new courthouse and remodel both the annex and the historic courthouse. Mohave County Court Administrator Kip Anderson provided these additional thoughts, by saying, “we still need to complete some work on the historic courthouse, which includes some remodeling of the main floor and some updating of the historic courtroom on the 2nd floor.”





CHALLENGES AND FUTURE GOALS

JUDICIAL WORKLOAD ASSESSMENT

In October 2023, we contracted with the National Center for State Courts (NCSC) to conduct an evidence-based assessment of the workload for judicial officers in the Superior Court, with funding from the State Justice Institute (SJI). Workload assessments provide courts with objective information about judicial staffing needs based on the amount of time required to process different case types. This information is useful in determining the number of judicial officers needed to cover the courts' work based on the number and types of cases filed.

Since 2012, we have relied on a judicial needs assessment model to determine court staffing needs for judicial officers. Over time, the integrity of workload standards has been affected by multiple influences, including changes in legislation, court rules, legal practice, technology, and administrative factors. To measure the impact of these influences, supplemental time study was gathered and incorporated into the updated model.

We selected members to serve on a Judicial Needs Assessment Committee (JNAC) to oversee this project. With guidance from the JNAC, the NCSC consultants designed and conducted the study to produce a workload assessment model for our judges.

The workload assessment included the collection of two types of data: 1) a time study in which all judicial officers were asked to record all case-related and non-case-related work over twelve weeks. The study provided an empirical description of the amount of time currently devoted to processing each case type and the division of the workday between case-related and non-case-related activities, and 2) a quality adjustment process to ensure that the final weighted caseload models incorporate sufficient time for efficient and effective case processing. From this data, the NCSC developed case weights (or average case processing times) for the case types included in the data collection.

You can find a copy of the final report, which includes the results, on our webpage.

Judicial Workload Assessment | 2024 Superior Court of Arizona Mohave County



Laurie K. Givens
Vice President
Court Consulting Services

Project Consultants:
Suzanne Tallarico
Amy Kehner
Anthony Kim



CHALLENGES AND FUTURE GOALS

LEADERSHIP TRAINING

Leadership Training Continues with Enthusiasm into 2025

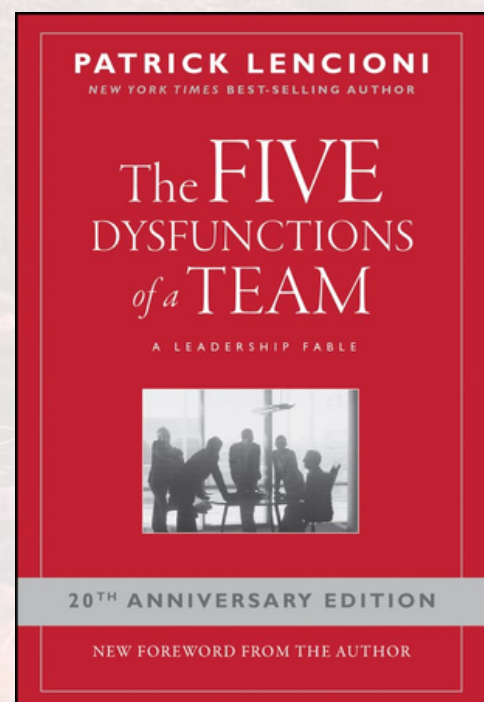
In January 2025, management-level staff within the Mohave County Judicial system resumed their leadership development journey with continued training based on *Dare to Lead* by Brené Brown. This impactful program, which originated in the Clerk's office, was facilitated by Megan Vigil and brought together a group of leaders who met bi-monthly over the course of six months.



The sessions provided a structured space for meaningful discussion, personal reflection, and practical application of Brown's insights. Participants delved into topics such as rumbling with vulnerability, building trust, and leading with empathy—core principles that are essential for effective leadership in today's evolving workplace.

The group's enthusiastic engagement with *Dare to Lead* sparked a desire to keep the momentum going.

As a result, the team has collectively decided to continue their leadership development by exploring other impactful books. The next in the series will be *The Five Dysfunctions of a Team* by Patrick Lencioni, which examines the root causes of team challenges and how to overcome them to foster collaboration and trust. This ongoing commitment to leadership growth reflects a strong culture of learning and collaboration within our organization—one that continues to strengthen teams and inspire leaders at all levels.





COURT LEADERSHIP AND STAFF ACKNOWLEDGMENT

CERTIFIED COURT EXECUTIVE

Court Executive Program Graduates

Congratulations to Kim Chappellear, Deputy Court Administrator, and Natalie Eggers, Deputy Director of Juvenile Court Services, on completing the Certified Court Executive (CCE) program. This program is offered by the National Center for State Courts (NCSC) through the Institute for Court Management (ICM) in partnership with the Education Services division of the Administrative Office of the Courts. The program is designed for professional and executive leadership development for Judicial Officers, Court Administrators, and Chief Probation Officers/Juvenile Court Directors.

Some key benefits of the program include:

1. Professional Development & Leadership Growth
 - Enhances leadership skills tailored for court administration.
 - Develops expertise in strategic planning, case flow management, and court governance.
 - Strengthens ethical decision-making and problem-solving abilities.
2. Comprehensive & Practical Curriculum
 - Covers essential topics like court performance standards, financial management, technology, and human resources.
 - Provides real-world applications and case studies to improve court operations.
 - Includes interactive learning with experienced faculty and court leaders.

3. Networking & Peer Collaboration

- Connects participants with a nationwide network of court professionals.
- Encourages collaboration and sharing of best practices across jurisdictions.
- Builds lasting professional relationships that can support career growth.

The completion of the program also allows an individual to apply for the prestigious ICM Fellows Program, the highest level of professional certification in court administration.



Deputy Court Administrator, Kim Chappellear, left. Deputy Director of Juvenile Court Services, Natalie Eggers, right.



COURT LEADERSHIP AND STAFF ACKNOWLEDGMENT

ADULT RECOVERY COURT PROGRAM

Judge Rick A. Williams Recognized for Adult Recovery Court Program

October 22, 2024, Mohave County Superior Court Judge Rick A. Williams received the Arizona Supreme Court Strategic Agenda Award for Enhancing Professionalism within Arizona's Courts for his work in the Adult Recovery Court program.

Each year, court programs and deserving individuals throughout Arizona are nominated for their work toward accomplishing goals outlined in the Chief Justice's five-year strategic plan. Recipients in six categories were chosen for their pioneering approach to our state's courts and their commitment to ongoing excellence.

The Mohave County Adult Recovery Court is a post-conviction treatment court whose participants are evaluated as a moderate-to-high risk of recidivism and in moderate-to-high need of therapeutic services. Judge Williams collaborates with the Mohave County Adult Probation Department and many service providers and community stakeholders to hold participants accountable and help them restore their lives.

In his nomination, Judge Williams was described as "a beacon of integrity and empathy" whose "tireless efforts have not only upheld the rule of law but have also uplifted our community."



Judge Rick A. Williams, left, with former Arizona Supreme Court Chief Justice Bob Brutinel

When asked for a comment about the award, Judge Williams said, "Presiding over treatment courts is the most fulfilling assignment of my judicial career because I get to collaborate with a team of dedicated, passionate professionals as well as clients that work hard to overcome challenges and improve their lives. It is an honor to be recognized for my efforts! Any success I have achieved is due to the continuous and unwavering support of my colleagues with the court and probation, my treatment court team members, and my family."



COURT LEADERSHIP AND STAFF ACKNOWLEDGMENT

8TH JUDICIAL DIVISION

Expanding Access to Justice: Creation of the 8th Judicial Division in Mohave County Superior Court

In response to the growing demands on the judicial system and the continued population growth across Mohave County, the Superior Court proudly announced the establishment of its 8th Judicial Division. This strategic expansion marks a significant milestone in our ongoing commitment to improving access to justice, reducing case backlogs, and enhancing the efficiency of court operations.

Over the past several years, Mohave County has experienced an increase in case filings. The addition of a new judicial division was both a necessary and forward-thinking response to this upward trend. With the creation of Division 8, the Court is better positioned to manage caseloads more equitably and ensure timely resolution of matters brought before the bench.

The establishment of the 8th Division was made possible through collaborative efforts between the Governor's Office, Arizona Supreme Court, and local county leadership. Funding and judicial authorization were secured during the most recent legislative session, reflecting strong bipartisan recognition of the need for expanded judicial capacity in our region.

Just recently, Governor Hobbs announced the appointment of Commissioner Doug Camacho to preside over Division 8. As we continue to modernize and adapt our court operations, the addition of this division underscores our dedication to serving the people of Mohave County with fairness, efficiency, and integrity.

The Superior Court extends its gratitude to all stakeholders who supported this initiative and looks forward to the positive impact Division 8 will have on our justice system and community.

