

2012 Legal Assistant Conference
November 2, 2012
Award Nominee List

First	Last	Title	Office
Jeff	Colbert	Paralegal	Maricopa County Attorney's Office
Michele	Duran	Legal Assistant	Navajo County Attorney's Office
Jennifer	Gluck	Legal Assistant	Phoenix City Prosecutor's Office
Nancy	James	Paralegal	Prescott Valley Town Prosecutor's Office
Kristi	Pesqueira	Legal Assistant	Santa Cruz County
Margaret	Robertson	Paralegal	Yavapai County Attorney's Office
Nicole	Rogers	Paralegal	Pima County Attorney's Office
Meghan	Warman	Legal Services Specialist II	Mesa City Prosecutor's Office

Arizona Prosecuting Attorneys' Advisory Council

Nomination Form 2012 Arizona LEGAL ASSISTANT of the Year Award

I nominate the following prosecutor for the *Arizona LEGAL ASSISTANT of the Year*.

Name of Nominee: Jeff Colbert

Paralegal

Title of Nominee: _____

Prosecution Office: Maricopa County Attorney's Office

Length of time working in the office: 14 years

Address: 301 W. Jefferson Street, Suite 800, Phoenix, AZ 85003

Telephone: 602 506-5780 Fax: 602 506-7950

Nominee's E-mail: Colbert@mcao.maricopa.gov

Nominated by:

Nominator's Name: Mark Faull

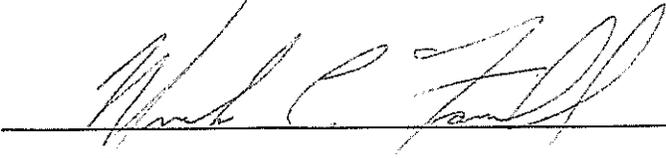
Title: Chief Deputy

Agency/Organization: Maricopa County Attorney's Office

Address: 301 W. Jefferson Street, Suite 800

Telephone: 602 506-3800 Fax: 602 506-8102

Nominator's E-mail: faull@mcao.maricopa.gov

Nominator's Signature: 

Date: 10/4/12

Over the past year, Jeff Colbert has successfully handled 29 homicide cases and several trial cases, including the re-trial of David Anthony. This was an extremely difficult case that unfortunately came back on appeal from 2001. Jeff has spent an extraordinary amount of time preparing, reorganizing and contacting hesitant witnesses for this difficult case. With 19,000 pages of discovery to organize, Jeff did an outstanding job preparing the materials for trial. Additionally, Jeff assisted with locating and contacting prior/new witnesses for trial. As many of the civilian witnesses were hesitant to testify again, Jeff did a tremendous job of easing their fears and preparing them for testimony.

Besides working on his assigned cases, Jeff assists his peers in courtroom litigation support. He is willing to assist others in the bureau with PowerPoint presentations and setting up courtroom litigation tools to assist with court proceedings and bureau staffing. Jeff's ability to multitask is superior, his willingness to aid others is exceptional and his professional abilities and efforts are distinguished.

Arizona Prosecuting Attorneys' Advisory Council
Nomination Form
2012 Arizona LEGAL ASSISTANT of the Year Award

I nominate the following prosecutor for the *Arizona LEGAL ASSISTANT of the Year.*

Name of Nominee: Michele Duran

Title of Nominee: Legal Assistant

Prosecution Office: Navajo County Attorney's Office

Length of time working in the office: _____

Address: P.O. Box 668, Holbrook, AZ 86025

Telephone: (928)524-4013 Fax: _____

Nominee's E-mail: michele.duran@navajocountyaz.gov

Nominated by:

Nominator's Name: Brad Carlyon

Title: Navajo County Attorney

Agency/Organization: Navajo County Attorney's Office

Address: P.O. Box 668, Holbrook, AZ 86025

Telephone: (928) 524-4019 Fax: _____

Nominator's E-mail: Brad.carlyon@navajocountyaz.gov

Nominator's Signature: *Brad Carlyon*

9/26/2012

Date: _____

The last year has been one of many changes in the Navajo County Attorney's Office. We have had an extraordinary number of attorneys leave. We have had attorneys receive new assignments within the office, many of which involved assuming existing workloads of those leaving the office. We have hired new office staff, most of being hired to replace those leaving for other jobs. With all these changes, one of the constants in the office that has held the ship steady is Michele Duran. Michele is one of our most experienced secretaries. She not only juggles the workload of several attorneys, but also serves as a mentor for the new legal assistants and covers for those who have left or are absent for other reasons. Please allow me to elaborate in a little more detail for a moment concerning her accomplishments.

Early in the year, a new attorney was assigned to cover the drug desk for the office. The drug desk has 150 to 200 active cases at any given time, with as many as 300 separate defendants, each having counsel, requiring individual hearings, interviews, disclosures, scheduling, etc. Michele is the sole legal assistant handling this desk. The amount of work involved is higher than any other desk in the office. Despite the learning curve for the new attorney, Michele, through her hard work, knowledge of the law and her great working relationship with the county drug task force, facilitated a seamless transition. Michele is that kind of person. Given any task, she finds a way to accomplish it, and does so with a positive attitude and a personality that makes others want to cooperate with her. Through her work, there were roughly 200 new drug cases charged and 200 drug cases resolved this last year. Her workload is crushing, yet she always manages to stay on top of it.

While this is a feat in and of itself, as previously mentioned, the drug desk is not Michele's only assignment. She also handled the felony case load for one of the homicide prosecutors in the office. Mr. Apirion was one of the more experienced trial attorneys in this office. He went to trial frequently and relied upon Michele to handle much of the day to day litigation involved in his heavy caseload. He left for another office late in the year, and his position went unfilled for two months. During that time, Michele handled all his old cases herself. This included handling victim issues, making sure cases were ready for trial or resolution, dealing with defense attorneys and arranging coverage of the cases for hearings. Through her help, these cases were efficiently handled until the office was able to fill the position. She continues to assist in dealing with that caseload.

Michele has also provided help outside her assigned responsibilities. This last year, our office hired a new legal assistant and a new member for our support staff. Michele has gone out of her way to help teach both of these people how to perform the duties and how to do them well. For all practical purposes, and due to her very-visible efficiency and competence, most new people in the office turn to her for guidance and training. Michele has been invaluable in helping our office have a fully trained staff. She is a key person in this office and a major factor

Arizona Prosecuting Attorneys' Advisory Council

Nomination Form 2012 Arizona LEGAL ASSISTANT of the Year Award

I nominate the following prosecutor for the *Arizona LEGAL ASSISTANT of the Year*.

Name of Nominee: Jennifer Gluck

Title of Nominee: Legal Assistant

Prosecution Office: City of Phoenix

Length of time working in the office: 11 Years

Address: 300 W. Washington St., Phoenix, AZ 85003

Telephone: (602) 262-7067 Fax: (602) 262-7052

Nominee's E-mail: jennifer.gluck@phoenix.gov

Nominated by:

Nominator's Name: Michael Norville

Title: Assistant Bureau Chief

Agency/Organization: City of Phoenix Prosecutor's Office

Address: 300 W. Washington St., Phoenix, Az 85003

Telephone: (602) 262-7081 Fax: (602) 262-7052

Nominator's E-mail: mike.norville@phoenix.gov

Nominator's Signature: /s/Mike Norville

Date: October 10, 2012

Summary

Jennifer Gluck is an experienced and dedicated legal assistant for the City of Phoenix Prosecutor's Office. This year as always, Jennifer goes "above and beyond" on every file she works on. Her work is always accurate and thorough. When an assignment is given to Jennifer, she not only completes the assigned task well, she reviews every aspect of the case to ensure it will be completely ready for Court.

Jennifer cares about each case she works on and takes pride in doing her job well. This quality has been recognized on several occasions over the past year. She is innovative in her thinking and a dedicated employee who consistently contributes toward achieving the goals of the City of Phoenix Prosecutor's Office. Jennifer demonstrates outstanding and exceptional performance in everything she does and she is deserving of the Arizona Legal Assistant of the Year Award.

Nomination

I would like to nominate Jennifer Gluck for the Arizona Legal Assistant of the Year Award. Jennifer has been a legal assistant with the City of Phoenix Prosecutor's Office since 2001. Jennifer is an outstanding and knowledgeable legal assistant. Jennifer demonstrates exceptional performance on every file and project with which she works. She never just completes the task requested, Jennifer always reviews the task or file and makes sure all work needed is completed.

Jennifer is innovative in her thinking and looks for more efficient methods to improve the efficiency of the Office. She often submits suggestions that will not only assist the Legal Assistant Unit, but the Office, as well. During this past year, Jennifer submitted several suggestions that were implemented and that have been successful. One suggestion was to ask for additional time to contact victims and witnesses on holiday weeks for cases that will be set to Jury Trial. Victims and witnesses are critical to our cases and Jennifer is always looking to improve the process for them. She understands how important these witnesses are to our cases and uses every available resource to locate them and make contact with them, so the prosecutions of our cases are successful. Generally, the legal assistants have five days to contact victims and witnesses for their availability for future trial dates. With the implementation of this suggestion, the legal assistants have five days to contact victims and witnesses during holiday weeks to find out their availability for trial.

In the past year, Jennifer has been recognized in the form of memos of appreciation from several Prosecutors in all areas of our Office. All of these memos celebrate her hard work and dedication to the many cases she works on.

One memo recognized her tenacity in locating a witness on an old case and securing him for trial. On that same case, Jennifer, on her own, saw that the case was missing a critical discovery item. She then not only ordered the necessary document, she went and picked it up. Her extra effort saved the case from an unnecessary dismissal and the Prosecutor now believes that with this new information, the defendant will plead. In addition to the memos from our office, Jennifer received a note of appreciation from an APS Security Investigator who communicated our Office how helpful she was by assisting in organizing a presentation by APS and other utility agencies about the theft of utility services. The APS Investigator emphasized Jennifer's professionalism, support, and teamwork. This is a further example how Jennifer is solving problems in our community and making a positive difference in every case she works on.

Jennifer always uses her experience and investigative techniques to ensure that she has done everything she can to have a case ready for the Prosecutor, no matter how small or big the case is, or whether it takes her five minutes or five hours to complete the task. Often, she takes it upon herself to re-order discovery items needed for Court. Jennifer has an abundance of knowledge and uses her adept research skills to find things before the Prosecutor requests them. She is very knowledgeable of the procedures from within our Office and of the outside agencies that our Office uses on a daily basis. Jennifer is the epitome of the definition of a team-player. She consistently offers her help to everyone. As one person said, "(I) (j)ust want to commend Jennifer Gluck on a job well done. I know it is her job, but she went out of her way to help me with this case."

Based on Jennifer's knowledge and eagerness to do her job well, she was selected to have Detectives from the Phoenix Police Department shadow her so they could observe the resources she utilizes to locate victims, witnesses and other important information needed for Court. This observation was critical to the Police obtaining additional resources to assist everyone with the prosecution of cases. Jennifer was also selected to be job-shadowed by a staff from the Phoenix Municipal Court. Jennifer was stellar with this task and gave a comprehensive account of what our legal assistant's do.

Jennifer Gluck is truly deserving of the Arizona Legal Assistant of the Year Award. Every day, she demonstrates outstanding and exceptional performance and is a major player in contributing towards achieving the goals of the City of Phoenix Prosecutor's Office.

Arizona Prosecuting Attorneys' Advisory Council

Nomination Form 2012 Arizona LEGAL ASSISTANT of the Year Award

I nominate the following prosecutor for the *Arizona LEGAL ASSISTANT of the Year*.

Name of Nominee: Nancy James

Title of Nominee: Paralegal

Prosecution Office: Town of Paradise Valley

Length of time working in the office: 6 years

Address: 6401 E. Lincoln Drive, Paradise Valley, AZ 85253

Telephone: 480-348-3691 Fax: 480-596-3790

Nominee's E-mail: njames@paradisevalleyaz.gov

Nominated by:

Nominator's Name: Andrew M. Miller and Richard Speer

Title: Town Attorney/Town Prosecutor

Agency/Organization: Town of Paradise Valley

Address: 6401 E. Lincoln Drive, Paradise Valley, AZ 85253

Telephone: 480-348-3691 Fax: 480-596-3790

Nominator's E-mail: amiller@paradisevalleyaz.gov – rspeer@paradisevalleyaz.gov

Nominator's Signature:  _____

October 10, 2012

Date: _____

October 10, 2012

Elizabeth Iniguez
Via e-mail: elizabeth.iniguez@apaac.az.gov

Dear Ms. Iniguez,

I would like to recommend Nancy James for Legal Assistant of the Year. The quality of her work, her boundless enthusiasm to provide excellent service and the depth of her compassion for victims has made her deserving of this fine award.

Nancy has been with the Town of Paradise Valley for six years. During this time she has been the mainstay of the Town of Paradise Valley Prosecutor's Office. The Paradise Valley community is quaint and the Town staff is small, but Nancy's expectations of what needs to be accomplished and what gets done are enormous. Although being a legal assistant, Nancy also bears the responsibilities and duties of being a paralegal and victim advocate.

As with many other municipalities, the Town had to cut its expenses and went from a full-time prosecutor to a part-time one. The workload, however, did not take a corresponding drop, so it became Nancy's burden to do more legal research, draft motions, and send out discovery; all while dealing with the victims of crime. At the same time, Nancy also regularly helps the City Attorney with case research and presentations to the Town Council. Zoning and code violations are often criminal violations, so Nancy's research has been used in writing, developing and defending new and existing Town ordinances. This becomes very cumbersome since the Town tries to find a balance between quality of life issues and criminal conduct. However, Nancy's work has enabled us merge the two in a meaningful and workable manner.

Over the past years Nancy has shown the anticipation of Nostradamus in determining what needed to be done and when, while exhibiting the patience of Mother Teresa in dealing with a short-staffed office, burdensome defense requests, along with the many other players in the criminal justice system.

While being constantly pulled in many directions and by competing entities, Nancy always takes the time to deal with victims in a concerned, caring and helpful manner. Though no victim ever wants to be put in the position they are in, we regularly hear comments to the prosecutor and judges about how Nancy was able to keep the victims apprised of all hearings and up-to-date on what was transpiring with THEIR case. Her caring attitude and selfless way of dealing with the mundane to the gruesome, took some of the sting out of what they were forced to endure.

Nancy's ability to provide timely reports, criminal histories and pertinent research material has been applauded from even those who wish she was not so good.....the Defense bar. Legal assistants, paralegals and defense attorneys from numerous offices have noted how quickly they receive the initial and amended requests for discovery. This avoids negative feelings, avoids unnecessary time crunches and lends itself towards expedited adjudication of the matters.

When cases and work are prepared by Nancy, they are well organized and never lacking any of the needed information to go forward with interviews, trials, or presentations to the Town Council. Prior to concluding work for the day, Nancy will always ask if there is anything else she can do. She does this sincerely, without any hesitation, and with no regrets when her offer is accepted.

Nancy is the face of the Town of Paradise Valley Prosecutor's Office and she is the embodiment of what we in public service hope to do for our community. She is worthy of the distinction of Legal Assistant of the Year.

Sincerely,



Andrew M. Miller
Town Attorney



Richard A. Speer
Town Prosecutor

Arizona Prosecuting Attorneys' Advisory Council

Nomination Form 2012 Arizona LEGAL ASSISTANT of the Year Award

I nominate the following prosecutor for the *Arizona LEGAL ASSISTANT of the Year*.

Name of Nominee: Kristi Pesqueira

Title of Nominee: Legal Assistant

Prosecution Office: Santa Cruz County

Length of time working in the office: 13 years

Address: 2150 N. Congress Drive

Telephone: 520-375-7780 Fax: 520-375-7793

Nominee's E-mail: kpesqueira@co.santa-cruz.az.us

Nominated by:

Nominator's Name: George Silva

Title: County Attorney

Agency/Organization: Santa Cruz County

Address: 2150 N. Congress Drive

Telephone: 520-375-7780 Fax: 520-375-7793

Nominator's E-mail: gsilva@co.santa-cruz.az.us

Nominator's Signature: Liliana Ortega for GEORGE SILVA

October 18, 2012

Date: _____

KRISTI PESQUEIRA - LEGAL ASSISTANT OF THE YEAR NOMINATION NARRATIVE

I'm honored to write this narrative in support of Kristi Pesqueira's nomination for the APAAC Legal Assistant of the Year Award on behalf of The Santa Cruz County Attorney's Office. Kristi has worked and excelled in our office for more than fourteen years. I have had the great pleasure to work directly with her for the past three years.

Kristi has an awesome personality and she is all heart. Some might argue personality is not necessarily one of the elements required to be a proficient and competent legal assistant, and while that may be true, I would argue it is a necessary requirement to be a **GREAT** legal assistant, which is what Kristi is.

Kristi has an "immediate likability" factor. She treats anyone with whom she comes into contact with great compassion, warmth and respect. She's the first person with whom people interact when they come to see me, and for some reason they are often stressed out when they arrive. I couldn't ask for a better "buffer" for the people with whom I have contact. By the time they get to me, Kristi has already answered many of the questions or concerns they have, diffused any anger or other negative emotion in play, made them comfortable, and transformed them into someone with whom I'll have a much higher probability of having a positive contact.

I have lost count of the number of times I've told my wife and friends how much I like my current job, and how big a part of that is due to the fact that I work with the best legal assistant in the state. My colleagues have, on innumerable occasions, somewhat enviously told me how lucky I am to have Kristi as my legal assistant. She is genuinely well-liked by everyone in the office, and beloved by many. Recently, one of my colleagues was describing an incident where Kristi was helping to get a Title 36 Petition ready to go for my colleague, and several residents from a behavioral health group home showed up at the door to provide information/affidavits in support of the petition. Kristi happened to be alone at that moment, but she had the folks come in and managed to get very coherent information out of each person, transforming what could have been a very

chaotic situation into another win for the office. Perhaps that's why they call her *The Human Whisperer*.

Kristi can also be quite tough if necessary, although she manages to pull it off with a smile on her face and a friendly twang in her voice. Shockingly, we sometimes have to ask for disclosure more than once from certain law enforcement officers or agencies. Kristi has the ability to obtain disclosure from the most uncooperative officer with a single phone call. Countless times, I've sat in my office and marveled as invariably, within an hour or so after the call, an officer will sheepishly tap on the door, report in hand. Also, although this is probably not the case in other jurisdictions, sometimes defense attorneys here in Santa Cruz County can be demanding, or even behave in a manner some might describe as rude. This usually only happens once with any particular defense attorney in Kristi's world, because Kristi seems to be able to turn the tables and assist them in achieving insight on how to appropriately interact with her. Again, this is achieved with a smile and a friendly interaction. Repeat after me – *The Human Whisperer*.

Kristi is undoubtedly the most technically proficient person in our office. She has mastery of each of the various systems/protocols used within the different sections of our office, including criminal, juvenile and civil. Some of the reasons for her high level of proficiency include that she's very smart, super curious and loves to do excellent work – she never settles for anything less than excellence. If we get some sort of new system to learn, she doesn't rest until she has it mastered – instead of being resistant to change she embraces it. If there's a problem with a new system or protocol, she doesn't whine about it, she figures out how to work out the kinks and then shows everyone else how to do the same. Kristi is always willing to assist anyone in the office with any task. It is genuinely inspiring to work with someone like Kristi who puts everything she has into this job every single work day.

Arizona Prosecuting Attorneys' Advisory Council

Nomination Form 2012 Arizona LEGAL ASSISTANT of the Year Award

I nominate the following prosecutor for the *Arizona LEGAL ASSISTANT of the Year*.

Name of Nominee: Margaret Robertson

Title of Nominee: Paralegal

Prosecution Office: Yavapai County Attorney's Office

Length of time working in the office: 25 years

Address: 255 E. Gurley Street, Prescott, AZ 86301

Telephone: 928-771-3344 Fax: 928-771-3110

Nominee's E-mail: Maggie.Robertson@yavapai.us

Nominated by:

Nominator's Name: Sheila S. Polk

Title: Yavapai County Attorney

Agency/Organization: Yavapai County Attorney's Office

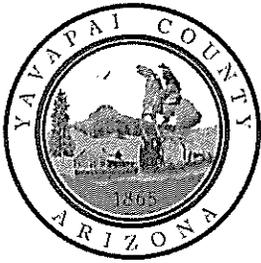
Address: 255 E. Gurley Street, Prescott, AZ 86301

Telephone: 928-771-3344 Fax: 928-771-3110

Nominator's E-mail: Sheila.Polk@yavapai.us

Nominator's Signature: _____

Date: _____



Yavapai County Attorney

255 East Gurley Street
Prescott, AZ 86301
(928) 771-3344 (Criminal)
(928) 771-3338 (Civil)
Facsimile (928) 771-3110

SHEILA POLK
Yavapai County Attorney

Margaret Robertson Nomination

I am pleased to nominate Yavapai County Paralegal Maggie Robertson for APAAC's Arizona Legal Assistant of the Year.

Maggie has served with Yavapai County Attorney's Office for over 25 years, including over 20 years as the sole paralegal for the Civil Division of the office. Maggie has a well-deserved reputation for her pleasant, calm and professional demeanor, and her "can-do" attitude to work.

Yavapai County's Civil Division acts as general counsel for all county offices. As the sole paralegal in the Civil Division, Maggie is responsible for assisting Civil Division attorneys with providing counsel and litigation services on a wide variety of legal issues. Maggie's responsibilities include legal research, drafting state and federal court pleadings, and assisting attorneys in court during trials. Maggie has always demonstrated superior skill in drafting complicated court documents on a wide variety of legal issues, organizing trial notebooks, and in assisting attorneys in trial. In addition Maggie skillfully administers Civil Division files and records, a crucial task for a law office subject to public records laws.

Maggie's excellent organizational skills and her ability to think quickly on her feet make her a valuable asset to attorneys in the entire Yavapai County Attorney's Office. Maggie manages criminal zoning cases for the Criminal Division for the office. As we have many new attorneys performing these tasks, Maggie's management skills have proven invaluable in prosecuting these cases. Maggie also provides trial and appellate assistance for the Juvenile Division of the office, and manages the office law library.

The recent success of the Yavapai County Attorney's Office in obtaining a Temporary Restraining Order and Preliminary Injunction against the sellers of dangerous drugs known as "Spice" and "Bath Salts" best illustrate Maggie's outstanding performance. The Yavapai County Attorney planned to bring a public nuisance claim against the sellers of these dangerous drugs. In order to prove the dangerous drugs constituted a public nuisance, the office needed to gather affidavits detailing the harmful effects of these dangerous drugs from a wide swath of county citizens - law enforcement (including police and probation), paramedics, doctors, hospital personnel, mental health professionals, school teachers and administrators, drug users and their families, and ordinary citizens. The office planned to ask for a Temporary Restraining Order (which is very difficult to obtain), as well as Preliminary and Permanent Injunctions against the possession and sale of "Spice" and "Bath Salts," the first such request in the state of Arizona.

Maggie was crucial in gathering evidence to support the case. Working under a tight deadline, Maggie was able to identify, contact and arrange interviews with over 100

individuals willing to sign affidavits describing the serious effects of these dangerous drugs. In less than two months, Maggie produced 109 affidavits that were filed as exhibits in the Motion for Temporary Restraining Order and Preliminary Injunction.

Maggie organized the evidence and assisted with drafting the Complaint and Summons and associated documents, and Motions for Temporary Restraining Order and Preliminary Injunction. Maggie kept the three attorneys involved in the case organized, "riding herd" on them to meet deadlines and stay focused. As a result of Maggie's outstanding and exceptional performance, the Yavapai County Superior Court issued a Temporary Restraining Order, Preliminary Injunction and Permanent Injunction forbidding the sale of these drugs by all known retailers in Yavapai County. I believe Maggie's outstanding efforts directly led to the successful outcome.

Finally, Maggie's work is punctuated by her characteristic combination of charm and perseverance. As one attorney in the office said recently, "She is always there, with a smile on her face but serious in her purpose--she organizes you, reminds you of issues and deadlines, gives you a head start on your writing, sits with you in trial, and, well, just takes care of the details."

Maggie Robertson is clearly deserving of the recognition as APAAC's Arizona Legal Assistant of the Year.

Arizona Prosecuting Attorneys' Advisory Council

**Nomination Form
2012 Arizona LEGAL ASSISTANT of the Year Award**

I nominate the following person for the *Arizona SUPPORT STAFF of the Year*.

Name of Nominee: Nicole Rogers

Title of Nominee: Paralegal

Prosecution Office: Pima County Attorney's Office

Length of time working in the office: 13 years

Address: 32 N. Stone Avenue, Tucson, AZ 85701

Telephone: 520-740-5256 Fax: 520-740-5495

Nominee's E-mail: Nicole.rogers@pcao.pima.gov

Nominated by:

Nominator's Name: Barbara LaWall

Title: Pima County Attorney

Agency/Organization: Pima County Attorney's Office

Address: 32 N. Stone Avenue, Tucson, AZ 85701

Telephone: 520-740-5622 Fax: 520-740-5495

Nominator's E-mail: Barbara.lawall@pcao.pima.gov

Nominator's Signature:

Barbara LaWall

Date: October 15, 2012

**Nomination of Nicole Rogers
for 2012 APAAC Legal Assistant of the Year Award**

SUMMARY

Nicole Rogers is a paralegal in the Criminal Division of the Pima County Attorney's Office with the *Violent Offenses and Gang Unit*. During her career with the PCAO, she has worked on some very high profile cases and has been instrumental in their successful outcome.

In *State v. Leon, et al.*, a violent home invasion that resulted in the death of a 15-year old girl, it was discovered that defendants had given incriminating statements to a reporter. Nicole tracked down the reporter who had taken the defendants' statements, and who had relocated to New York City. Upon finding that the reporter didn't want to provide the statements to prosecution, Nicole then tracked down the cameraman, who was willing to testify. That evidence was instrumental in securing a guilty conviction. The defendant received natural life plus 189 years in consecutive sentences for the horrific murder of an innocent 15 year-old girl.

WRITTEN JUSTIFICATION

Nicole Rogers is a paralegal in the Criminal Division of the Pima County Attorney's Office. In 1998, she graduated from Pima Community College with an *Associate Degree in Paralegal Studies*. During her thirteen-year career with the PCAO, she has worked on some high profile cases and has been instrumental in their successful outcome. Nicole's work in the *Violent Offenses and Gang Unit* involves work to protect the community from unsavory and unscrupulous individuals who belong to street gangs and have no qualms about committing crimes such as murder and rape.

The prosecutors with whom she works report that Nicole is an excellent paralegal; one said that Nicole consistently exceeds expectations, as evidenced in *State v. Leon*, a home invasion case involving the murder of an innocent 15-year old girl. Not only did Nicole handle huge amounts of disclosure in this case, she was instrumental in locating a key witness. It was discovered that defendants had given incriminating statements to a reporter. Nicole tracked down the reporter, who had relocated to New York City, but declined to provide the statements to prosecution asserting reporter's privilege. Nicole took the initiative to track down the cameraman, who was willing to help prosecution. Without her perseverance, the State would not secured a conviction against the defendant who received natural life plus 189 years in consecutive sentences.

In *State v. Peyron & Stith*, a business was robbed, and in the crossfire, one of the robbers was killed by a victim. Defendants are charged with murder. This case involved numerous jail calls, which meant that Nicole listened to many, mostly meaningless conversations, to garner a scrap of incriminating information. Nicole discovered information that connected the defendants – one of them claimed innocence and denied knowing the others. This information helped prove the case. In addition, Nicole had to contend with uncooperative and terrified victims. Nicole helped law enforcement track down witnesses preventing their avoidance of subpoena service and ensuring their testimony. Nicole tracked down

defendant's girlfriend, a crucial, terrified witness, who fled to Yuma and convinced her that her testimony was vital to the case. This resulted in a guilty conviction.

In *State v. Angel Perez, et al.*, a father and son were approached by masked men, who shot the father. The son identified the shooter and one of the other men, but they admitted to nothing. The evidence was inconclusive, but Nicole worked directly with the case detective to prepare an illustrative demonstration for the jury that showed where multiple cell towers were located. This was key evidence; corroborating witness testimony proving where the defendants were at the time of the murder. Her efforts helped convict the defendants.

In *State v. Sainz*, a case involving two friends, one of whom murdered the other. Witnesses include other friends of the defendant who were reluctant to testify. Nicole calmed and coordinated numerous witnesses and victims ensuring that they testified. The defendant's girlfriend, described him as "psycho," and she was terrified to testify against him. Nicole related to her and kept her calm, ensuring her testimony. The victim's father called Nicole, excited, believing he had located the murder weapon among the victim's belongings. Nicole kept him focused and calm, while ensuring that the item was collected and placed in property (protecting the chain of custody). This resulted in a guilty verdict.

In *State v. Anthony Rico*, a man was murdered in bed. This case was made more difficult with witnesses who were almost impossible to keep track of, including a gang member, and numerous defendant relatives, all of whom were reluctant to testify. Nicole was in constant contact with the deceased victim's girlfriend (the defendant's sister), who had been in bed next to the victim when he was murdered. This case involved numerous pages of cell phone records that Nicole interpreted by deciphering street/gang language. She listened to numerous jail calls and watched video visits of defendants, which resulted in finding evidence that was crucial to the case and led prosecutors to the star witness who had been in hiding. Thanks to Nicole's efforts, the witnesses testified, and a dangerous criminal was found guilty.

Nicole's interactions with victims and witnesses are crucial to the success of a case. She connects easily with them, develops rapport, answers questions, and reassures them, all while gathering information.

Nicole is an essential part of the prosecution team; she knows the law and is well-informed about state-of-the-art technology. She fosters amicable relationships with law enforcement, thus facilitating the flow of information. Nicole is always willing to make personal sacrifices to ensure that prosecution's duties are executed with excellence.

Nicole helps win cases. She devotes countless hours to ensuring that cases are thoroughly prepared and she takes part in planning the presentation of cases. She has a sharp legal mind that helps her discern information that is critical to develop a case. Prosecutors have great confidence in her and rely on her; they consider her an integral part of the prosecution team. She is organized, disciplined, and observant; has a great eye for detail, and most important, she is ethical.

The high crime rate in Pima County is due in part to street gangs and associated criminal activity, and Nicole is an integral part of the team working to combat crime and put dangerous criminals behind bars. Nicole is dedicated to do whatever is necessary to fairly and justly hold defendants accountable and protect the community. For exceptional commitment to justice and adherence to the truth, I am honored to nominate Nicole Rogers for *APAAC's 2012 Arizona Legal Assistant of the Year Award*.

Arizona Prosecuting Attorneys' Advisory Council
Nomination Form
2012 Arizona LEGAL ASSISTANT of the Year Award

I nominate the following prosecutor for the *Arizona LEGAL ASSISTANT of the Year*.

Name of Nominee: Meghan Warman
Title of Nominee: Legal Services Specialist II
Prosecution Office: Mesa City Prosecutor's Office
Length of time working in the office: 9 years
Address: 250 East 1st Avenue, Suite 222
Telephone: (480) 644-3203 Fax: (480) 644-2584
Nominee's E-mail: Meghan.Warman@mesaaz.gov

Nominated by:

Nominator's Name: Jon Eliason
Title: City Prosecutor
Agency/Organization: Mesa City Prosecutor's Office
Address: 250 East 1st Avenue, Suite 222
Telephone: (480) 644-3199 Fax: (480) 644-2584
Nominator's E-mail: Jon.Eliason@mesaaz.gov

Nominator's Signature: 
Date: 10/2/12



250 E 1st Ave Suite 222
PO Box 1466
Mesa, Arizona 85211-1466

CITY PROSECUTOR'S OFFICE

mesaaz.gov

October 2, 2012

Elizabeth Ortiz, Executive Director
Arizona Prosecuting Attorneys' Advisory Council
1951 W. Camelback Road, Suite 202
Phoenix, AZ 85015

Re: 2012 APAAC Legal Assistant of the Year Award

Dear Ms. Ortiz:

It is my pleasure to nominate Meghan Warman for the APAAC Legal Assistant of the Year Award. Meghan has over 9 years of experience in the legal field, and has been an employee with the Mesa City Prosecutor's Office for the same period of time.

Meghan Warman is an employee who promotes the core values of our office through her highly competent work ethic and unique understanding of all levels of responsibility that a Legal Assistant performs. Meghan is able to effectively manage a high volume of work at a productive pace all the while maintaining accuracy, proficiency and professionalism required in a legal setting. She has honed her skills by performing all the legal assistant job duties on support and professional levels, and created new and unique ways of problem solving, which have greatly enhanced her co-workers production.

Meghan's leadership skills and desire for progress are constantly seen in her innovative problem solving and "thinking outside of the box." Meghan not only questions processes, she recommends a plan to solve them when it does not support the office or the public with the high level of service required from a government legal agency. In our Office, we traditionally had one Legal Assistant assigned to a trial division where standard duties (e.g., processing subpoenas, creating motions/responses) were routine assignments. Meghan and another staff member presented an idea to management for all phases of a case file to be handled by two people rather than one. For a nine-month period, Meghan participated in a pilot program where she shared trial division duties with another staff member where non-traditional duties were added to their workload. Meghan's teamwork, positive attitude, organizational skills, and critical thinking skills coupled with a down-to-earth communication style was the heart of Meghan's ability to effectively lead her peers, which made this pilot program a success. It was obvious that her role in the pilot program was instrumental for this being implemented in each trial division throughout our Office.

480.644.2210 Tel
480.644.2584 Fax

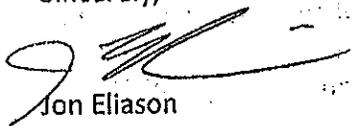
We are in the process of designing and implementing a new Prosecutor Case Management System. This is a major project that is going to change our business processes. We will convert to a paperless environment, our work flows will vastly change and there will be a reassignment of job duties throughout. Meghan is a part of this team and has proven to be a valuable member. Meghan has been very dedicated to this project, she studied the proposals submitted by each vendor, she did the necessary research and made site visits to other prosecutorial agencies to test their case management systems, and she asks questions and provides insight on the impact a new system will have on our office. Meghan's input and contributions to this project have been impressive and greatly appreciated.

Meghan exemplifies the City of Mesa's Customer Service Values of Satisfaction: She serves with honor and integrity, she provides teamwork and cooperation, she impresses and exceeds expectations, she sets a positive example for our support staff, she is friendly and provides professional service, she is accessible to provide assistance where needed, she takes ownership of her performance, and she continuously provides new ideas to enhance our services.

What I respect and appreciate most about Meghan is her positive acceptance of constructive criticism. When Meghan makes a mistake or an error, she listens to feedback and suggestions. She takes notes, makes a plan, communicates the plan to her supervisor, and then takes the necessary steps not to make the mistake or error again. This is an admirable quality in a Legal Assistant; Meghan always strives to be better.

Meghan's all-around work ethic is outstanding. Meghan is very intelligent; she is a smart worker, a faster learner, a quick thinker and is very personable. Meghan Warman is most definitely a future leader in the legal assistant field and I highly recommend her for this prestigious award.

Sincerely,



Jon Eliason
City Prosecutor
City of Mesa