Judge Guterl Remembered for Compassionate Service

Judge Robert Guterl, assignment judge for the Somerset/Hunterdon/Warren Vicinage, died in his sleep May 26 after a long fight against cancer. He was 61.

Chief Justice Deborah T. Poritz said that Judge Guterl was a leader in civil justice reform and "a man of great courage."

Judge Robert Guterl

Colleagues remembered Judge Guterl not only for his innovations and reforms but also for his gentle, compassionate nature. "I never heard him raise his voice in court," said Superior Court Judge Thomas H. Dilts. "He was good listener. One of his driving concerns was equal justice for all and correcting injustices."

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Judiciary Times

Summer 2001

The newsletter of the Judiciary, State of New Jersey

New Jersey Probation Moves to Outcomes-Based Model

As part of the New Jersey Judiciary's strategic planning process, the Probation Division is embarking on a program to revolutionize the way that probation helps clients, supports the community and measures success. The result will be a probation program that focuses on transforming the lives of its clients by using client success indicators to measure outcomes. The new program affects Probation's more than 200 supervisors, 800 probation officers, and 70,000 adult and 13,000 juvenile probationers statewide.

Building Bridges with Communities

Participating in the Minority Concerns Committee of Chairs Retreat are (clockwise from upper left): Mike Green, Mercer Chief Probation Officer; Sandra Robinson, Bergen Committee on Minority Concerns; Judge Thomas H. Dilts, chair of the Committee of Chairs and moderator; and Dr. Yolande Marlow, AOC. See article on page 8. (Photos by L. Holt)

"We have undertaken a major initiative to get probation back out into the community," said Judge Richard J. Williams, Administrative Director of the Courts. "Unfortunately, rising caseloads and diminished treatment resources over the years combined with a lack of standard practices and no clear vision for probation, had resulted in probation becoming an office job. Officers met their clients at the courthouse in often a far too brief meeting. We have changed that."

"The new model we're working on helps us to focus on what's most important," said Richard B. Talty, acting assistant director, Probation Services. "For probation officers, this means a shift from an emphasis on 'how many cases do you have' to 'what are you doing to help your clients succeed'. Our goal is to help adults on probation find employment, keep jobs and stop substance dependency. For juveniles, we want to keep kids in school, a key factor in helping them avoid crime in the future."

Grew from Chief Justice's charge

The plan, which has been developed with the support of many probation officers, grew out of a

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Law Day Provides Students With Lively Introduction to New Jersey Courts

Law Day continues to be observed throughout the state each spring with a host of activities to help young people understand and appreciate our justice system.

This year's theme was "Protecting the Best Interests of Our Children." The following are but a few of the many high points of this year's observances:

Bergen—Bergen's all-day program on May 1 included a multimedia presentation by students, awards for best moot court and poster contests, and a courthouse tour. Assignment Judge Sybil R. Moses administered the oath of citizenship to a group of Bergen County residents as part of the Law Day festivities.

Burlington—More than 200 students, parents, teachers and other guests attended a program on a single subject, "The School Violence Epidemic: Community Responses," on May 15. Designed as a community dialog to address growing incidents of school violence nationwide, the program offered panel discussions, tours of the Historic Courthouse and Jail Museum, and plenty of time for questions and answers.

"The whole focus is to keep young people from entering the courts," said Frank Carr, director of the Court Resource Center of Superior Court of Burlington County.

Essex—Parents' rights or freedom of the press: which is best for the child? This question was addressed on May 1 in a mock trial to decide "whether the best interest of a child and father's right to custody outweigh a reporter's and newspaper's right to maintain the confidentiality of their sources."

Law Day participants included children from 47 Essex County schools, 40 superior court judges, six Newark municipal court judges, an administrative law judges, 94 practicing attorneys and a number of law clerks. Law Day also included an art and essay contest.

Hudson—Family Court Judge Salvatore Bovino gave a keynote address during the program May 1. The Hudson County Bar Association presented its annual Mock Trial Competition Award to Bayonne High School. This year's Liberty Bell Award for promoting respect for the law and the courts, or contributing to good government in the community, was awarded to the Child Placement Review Board of the Hudson Vicinage.

Mercer—In addition to awards, the Mercer Vicinage offered a law-related Career Day to introduce students to the many rewarding opportunity in the legal field. The vicinage also sponsored a number of workshops open to the public.

Monmouth—Assignment Judge Lawrence M. Lawson presented awards to essay winners during the celebration on May 1 (see photo on page 3). The Monmouth County Bar Association presented its annual mock trial competition award.

Salem—Students, attorneys and educators from Cumberland, Gloucester and Salem Vicinage savored a fascinating array of activities during a May 22 Law Day observance. Assignment Judge George H. Stanger met with students, and the Vicinage Advisory Committee on Minority Concerns hosted a mock trial.

Union—The Terence P. Reilly Jazz Ensemble added an upbeat tone to this Law Day. Winners of contests on the theme, "Celebrate Your Freedom," were announced, and there were many other enjoyable events, including a mock trial. Assignment Judge Edward W. Beglin Jr. welcomed the students to the county courthouse in Elizabeth.

Judiciary Times is prepared by Communications Services, Office of Public Affairs, the Administrative Office of the Courts (AOC) for employees of the Judiciary and volunteers who work with the court system. The Chief Justice of the New Jersey Supreme Court is Deborah T. Poritz. The Administrative Director of the Courts is Richard J. Williams.

Please send short news articles, photos and/or suggestions via GroupWise to Linda Holt, or send disk, photos and paper copy to: Editor, *Judiciary Times*, Office of Public Affairs, PO Box 037, Richard J. Hughes Justice Complex, Trenton NJ 08625-0037. Submissions are subject to editing, and not all can be published.

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One of the Nation's Most "Wired" Court Systems

With the rollout of the Comprehensive Automated Probation System (CAPS) late last year, the New Jersey Judiciary has become one of the most "wired" court systems in the nation.

"Now vicinages can store and exchange information among themselves and with Central Office with the click of a mouse," said Pat Bucco, CAPS project manager. "I'm not aware of any other state with an automated statewide court system that shares all data in common."

Civil, Criminal, Family Practice, Municipal and Probation Services Divisions now all have computerized management systems that allow them to serve citizens consistently, accurately and efficiently.

"Consistent, statewide computerized management is a key element in the unification of New Jersey's justice system," said Judge Richard J. Williams, Administrative Director of the Courts.

Serving a quarter-million citizens

Installing CAPS has been a huge undertaking involving 250,000 clients and 340,000 dispositions. Before CAPS, there was no uniform system for vicinages to keep track of clients and their cases.

CAPS was introduced county-by-county in probation offices throughout the state. Probation officers and other staff received training and began using CAPS without overlapping with previous systems.

"CAPS has brought probation supervision into the 21st century," affirmed Richard B. Talty, acting assistant director of Probation Services.

Consistent supervision, collection

The CAPS management system includes components for supervision such as calendars and schedules, and for collections. It records and processes a schedule of fines and fees for each client, including, as applicable, restitution to victims, Safe Neighborhoods, the Drug Education Fund, Victim-Witness Fund, municipal charges, supervision and transaction fees, among others. Because the system is networked, a client can pay a fee or fine in any probation office in the state.

CAPS is the first statewide Judiciary system developed entirely from its inception to use desktop PCs linked in a software network.

They Have a Way with Words—Monmouth Assignment Judge Lawrence M. Lawson is joined by Law Day student essay winners from throughout Monmouth County. The names and schools of the students (including one not pictured) are: Thomas McNeil, Monmouth Regional High School; Anne Chen, Indian Hill School; Jackie Ruch, Daniel Herzog, II, Billy Sharp, all of Sea Girt Elementary School; Valerie Rougas, Jagdeep Kaur, Sycamore Drive School; Azsanee Truss, Gregory School. (Students are not shown in order listed.)

In Atlantic/Cape May Vicinage

Judge Michael Winkelstein Elevated to Appellate Division; Judge Valerie H. Armstrong Named Assignment Judge

Chief Justice Deborah T. Poritz has appointed Superior Court Judge Michael Winkelstein to the Appellate Division and Judge Valerie H. Armstrong as the assignment judge for the Atlantic/Cape May Vicinage. The new assignments for the judges become effective Aug. 1, 2001.

Judge Michael Winkelstein

Judge Winkelstein was nominated to the bench by former Gov. Thomas H. Kean and took the oath of office on May 11, 1989. He has served in the family and civil divisions, and as presiding judge of the civil division. He assumed his responsibilities as the Atlantic/Cape May assignment judge on Aug. 1, 1999.

"The citizens of New Jersey who bring their concerns to the Appellate Courts will benefit by the depth of experience Judge Winkelstein brings from the divisions in which he has served so well for more than a decade," Chief Justice Poritz said.

Deep Roots in Atlantic County

At the time of his appointment to the bench, Judge Winkelstein was counsel to Atlantic County government. Prior positions included a partnership in the Atlantic City law firm of Jacobsen & Winkelstein, general practice at Martin H. Phillip Law Offices in Palmerton, PA, and attorney advisor to the Board of Veterans' Appeals in Washington, DC. He began his education in local schools and graduated from Atlantic City High School in 1964. He received his bachelor's degree from the American University School of Communications in 1968 and his law degree from Temple University School of Law in 1973. Judge Winkelstein joined the United States Coast Guard in 1968 and was honorably discharged in 1970, after serving an 11-month tour of duty in Vietnam. He received the National Defense Service Medal, the Vietnam Service Medal with one bronze star and the Vietnam Campaign Medal.

Judge Winkelstein, 54, and his wife Nadine, who is a second-grade teacher in the Margate City Public School system, live in Margate. They have three children; Jessica, who is a speech therapist, Elissa, who graduated from Rutgers University this spring, and Rebecca, who is a college student. The judge is an avid reader and enjoys lifting weights.

Proven Leader in Atlantic/Cape May

Judge Armstrong, 54, is the first female assignment judge in the vicinage. She was nominated to the bench by former Gov. Jim Florio and took the oath of office on Oct. 24, 1991. She has served in the family division since her appointment and became presiding judge in the division in 1995. She chaired the Conference of Presiding Family Judges from 1997 to 2000. Before assuming her role on the bench, Judge Armstrong served as an administrative law judge and sat on the Casino Control Commission, where she also served as vice-chair. She was in the private practice of law for eight years and taught music for three years. She had been active in the Atlantic County community serving on numerous public-service boards and in the Atlantic County Bar Association in various capacities.

"Judge Armstrong is a proven leader, as demonstrated by her work in the vicinage and statewide. She will bring the leadership skills she honed in the family division and in the presiding judge conference to her new position and to her responsibilities as a member of the Judicial Council," said the Chief Justice.

Judge Valerie H. Armstrong

A 1964 graduate of Atlantic City High School, she earned her bachelor's degree from Beaver College in 1968 and her law degree from Temple University School of Law in 1976. She is an accomplished violinist and studied at the graduate level at the University of Virginia and took music education courses at Temple University School of Music.

Judge Armstrong and her husband John, who is an attorney, live in Absecon with their son Rob, a high school student. The judge continues her love of music and plays the violin and the Celtic fiddle for friends and family.

Judge Parrillo Named to Appellate Division

Chief Justice Deborah T. Poritz has announced the appointment of the Honorable Anthony J. Parrillo—one of the architects of the Judiciary's strategic plan to implement the unification of the courts statewide—to the Appellate Division effective August 1. A resident of Titusville, N.J., Judge Parrillo has served as Superior Court Judge, Law Division, in both the Camden and Mercer Vicinages, since October 1990; and Presiding Judge, Chancery Division, General Equity Part, Mercer County, in the Mercer Vicinage since April 1997.

"Judge Parrillo is widely respected for his fairness, intelligence and sound judgment," said the Chief Justice. "We welcome his breadth of vision to the Appellate Division."

Judge Parrillo chaired the Judiciary Strategic Planning Committee 1997-98, leading a 34-member committee composed of judges, court administrators, lawyers from private and public sectors, academics, and labor and community leaders. The committee's report was endorsed by the New Jersey Supreme Court and recommended the unification of a state wide Judiciary and standardization through the adoption of "best practices." He also served as chair of the Conference of General Equity Presiding Judges.

Judge Anthony J. Parrillo

Governor James Florio appointed Judge Parrillo to Superior Court on Oct. 16, 1990. Prior to his appointment to Superior Court, Judge Parrillo held several leadership positions. He has served as Executive Assistant Attorney General, Civil Law and Regulatory Affairs, the second-highest position in the Department of Law and Public Safety, from 1989-90. He served as Director of the Division of Gaming Enforcement and Assistant Attorney General with the Department of Law and Public Safety from 1985-90, and Deputy Director from 1982-85.

Judge Parrillo served as Special Assistant to the Attorney General for the state from 1981-82 and Deputy Attorney General and Deputy Chief, Appellate Section, Division of Criminal Justice from 1976-81. He served as Law Secretary to Judge Joseph M. Thuring, Superior Court of New Jersey, Law Division, in 1976. Born in Newark, he graduated cum laude from Washington & Lee University School of Law in Lexington, Va., and received an A.B. in history from Rutgers University, New Brunswick.

Married to Deborah Parrillo and the father of three children, Judge Parrillo enjoys travel, writing and lecturing.

Jersey City Unveils New Courthouse

Jersey City held the ribbon-cutting ceremony for its state-of-the-art Muncipal Justice Complex on May 30.

The new complex is expected to be the busiest municipal court in New Jersey with 10 percent of the state's municipal court volume passing through its doors.

The complex consists of six courtrooms that will enable 11 judges to hold more than 60 court sessions each week. Some 100 municipal court employees are assigned to the complex.

Municipal Court Presiding Judge Vincent Signorile (left) addresses officials gathered in the courthouse for the ceremony.

Judge Guterl Remembered for Compassionate Service

Continued from page 1

"Judge Guterl was an extraordinary individual," said Eugene Farkas, trial court administrator (TCA) for the vicinage. "He was a courageous, dedicated, intelligent, compassionate and thoughtful person who gave his whole to everything he did."

Assignment judge since April 1999, Judge Guterl graduated from St. Peter's Preparatory School and St. Peter's College and received the J.D. degree from Rutgers Law School in 1964. He served in private practice and was municipal attorney for Bedminster and Branchburg, and municipal prosecutor in Bedminster, Bernards and Branchburg until 1989. At that time, he was appointed to superior court and was named presiding judge of the civil division in 1994.

Judge Guterl led a committee to increase the efficiency and responsiveness of civil courts throughout the state and worked to ensure that minorities received equal access to justice. He was known as an innovator who embraced the use of technologies to serve citizens.

"He loved coming to work to perform his duties as assignment judge and sitting as a trial judge, and was excellent at both," said Farkas. "But at the end of the day, he couldn't wait to go home (in Neshanic Station) to be with his wife, Sheryl." Judge Guterl was the father of six children: Anna Marie, Matthew, William, Sara, Mark and Edward. "He was looking forward to a planned vacation with most of his children this coming summer," the TCA said.

Farkas said that Judge Guterl was very proud of the civil division and the role he played while chair of the Conference of Civil Presiding Judges and his part in the establishment and rollout of the civil best practices. On the cutting edge in the use of information technology in the courts, he was one of first judges who posted motions and trial decisions on the Internet.

According to coworkers, Judge Guterl fought cancer for approximately 10 years and never complained. He sought the most aggressive and innovative treatments and was in the midst of chemotherapy and radiation treatment at the end, but was still at work in the Somerset County Courthouse on Friday, May 25, the day before his passing.

"Our last professional conversation was regarding the logistics related to a new courthouse in Warren County," said Farkas. "Our last personal conversation was regarding his intent to play a couple holes of golf at the Somerset County Bar Picnic the following Tuesday. He was always full of optimism and displayed the greatest 'can-do' attitude.

"Everyone who knew him misses him dearly," Farkas noted. "We are all better for having known him."

JISP Honors Volunteers at Recognition Dinner

The Juvenile Intensive Supervision Program (JISP) recognized more than 100 volunteers, judges and community agencies from throughout the state at a recognition dinner on May 14.

The guest speaker was Patrice Wallace-Moore, executive director of Arms Acres, an alcohol and drug detoxification and rehabilitation center in Carmel, N.Y. Judge Richard J. Williams, Administrative Director of the Courts, and Richard B. Talty, acting assistant director of Probation Services, also addressed the honorees and staff who attended the event in the Holiday Inn, Jamesburg.

"The success of the JISP can in part be attributed to the dedication and caring concern of you, our volunteers," Judge Williams said. "I thank you for being there for our young people and making a critical difference in their lives."

Listening intently--Members of the audience listen during Judge Williams' remarks.

Courts and Newark Museum Team Up With a Visual Treat to Delight Jurors

By Patricia Wooten

Approximately 200,000 citizens annually are introduced to the court system in the capacity of potential jurors. This makes the jury system a primary link between the courts and the community. In the Essex vicinage, the trial court administration has made a commitment not only to quality service, but also to assure that jurors' experience is enlightening and as pleasant as possible.

The impressions that citizens receive during their jury service can have a significant impact on the public perception of the justice system. With that in mind, the Essex Superior Court, in collaboration with The Newark Museum, has initiated a pilot program known as "Lunch Break at The Newark Museum," in which jurors can enjoy and learn about the Museum. The program was patterned after a successful program for jurors operated by the Bronx Museum of the Arts and the Bronx Supreme Court (New York's trial court). The Newark Museum boasts the largest museum complex in the state of New Jersey and is located just blocks away from the courthouse complex in downtown Newark.

According to Collins Ijoma, the Essex trial court administrator, the primary goals of the initiative were to enhance the jurors' experience, to provide an alternative for jurors during their lunch break and to increase awareness of The Newark Museum among Essex County residents. These goals are directly aligned with Judiciary strategic initiatives to increase public trust and confidence and improve service, both in support of the Essex Vicinage's juror appreciation efforts.

In preparation for the commencement of the program, The Newark Museum donated and hung framed prints of some of the original pieces of their permanent exhibit in the assembly rooms of the Jury Management Office. These prints not only enriched the aesthetics of the office, but provided samples of some of the marvelous exhibits available for viewing at The Newark Museum.

The lunch-break program was conducted once each month during September, October and November 2000. The pilot program was designed so that it did not interfere with the jurors' duties. Jurors were informed during orientation that the program was limited to the lunch hour, and that their trial service was primary. Trained docents from The Newark Museum accompanied the bus to welcome everyone and describe the logistics. A delicious boxed lunch was provided by The Newark Museum.

After eating, jurors were accompanied by a docent, who explained the historical background and origin of each exhibit. In less than an hour, jurors had a short tour featuring major pieces from the museum's permanent collection, including works on view in the American Painting and Sculpture Galleries, the world-renowned Tibetan Collection, and the Ballantine House Galleries in the restored National Historic Landmark Victorian Mansion.

Jurors' reactions were positive, including the following comments:

"This is my first time participating on jury duty. I do appreciate this time and have learned a lot. I will return to the museum with my daughter to visit. At work, I will talk about my jury experience to my co-workers."

"I think it is a great program. It was a great way to get jurors out of the building and keep them happy."

"This experience made a major difference. It lightened the 'attitude' that comes with being made to serve jury duty. I enjoyed it greatly."

Many jurors expressed delight and surprise with respect to the positive developments made in recent years in Newark. All participants expressed apprecia-

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Part of Jury Tour "Treat"--An impressive exhibit viewed during the jury tour was the Tibetan Altar, one of The Newark Museum's many exquisite treasures. The museum has one of the finest collections of Tibetan art in the nation.

Minority Concerns Chairs Share Ideas And Information During Energizing Retreat

The Minority Concerns Committee of Chairs held its annual retreat on May 28 in Elberon.

Ninety-four judges and Judiciary staff from around the state talked, shared ideas, gave or listened to presentations and engaged in dynamic group discussions during the day-long conference.

Developed around the theme, "Courts and Communities Building Bridges," the retreat focused on important issues that have a major impact on justice in New Jersey.

Moderated by Judge Thomas H. Dilts, chair of the Committee of Chairs, the program offered vicinages an opportunity to showcase their successful programs and trade ideas with their peers from other parts of the state.

SRO Audience--Judge Richard J. Williams (right) addresses participants at the Minority Concerns Retreat on May 18.

In a surprise presentation, Judge Dilts honored Dr. Yolande Marlow, who organized the retreat, with a plaque honoring her for 14 years with the Committee. "She is the heart and soul of this program," Judge Dilts said.

The day's agenda included a presentation on performance evaluation, vicinage highlights, and presentations on "Our Children's Foundation of New Jersey," the Paterson Village Initiative and Juvenile Drug Courts in Camden and Hudson. The program concluded with small group discussions.

"We're in the service business"

Following comments by Judge Dilts, greetings were provided by Judge Ronald J. Freeman, chair of the Supreme Court Committee on Minority Concerns, and Assignment Judge Lawrence M. Lawson of the Monmouth Vicinage.

Richard J. Williams, Administrative Director of the Courts, presented a keynote address that reflected on progress made to date and how minority concerns dovetail with the Judiciary's threefold theme (unification, continuously improving quality services, and earning public trust and confidence).

Under the theme of unification, Judge Williams pointed out that there is now equitable distribution of resources, including personnel, among the 15 vicinages, thanks to continuous input and feedback from the vicinages themselves.

"We're in the service business," Judge Williams said, reflecting on the need for continuous improvement, the second part of the Judiciary's theme. "To improve our services, we need to start with the people who work for us, because we deliver services through people." In so doing, the Judiciary needs to reflect our increasingly diverse population, "one of the most diverse of all the states," he said.

Judge Williams praised the EEO Plan that the Supreme Court approved last year and talked about the success of new Judiciary initiatives, such as drug courts.

In order to build public trust and confidence, the third part of the Judiciary's theme, we need to communicate and listen to what people are trying to tell us, Judge Williams said, welcoming "everyone in our state" to participate in an expanded dialogue. "These can be tremendously exciting times for the Judiciary and the people we serve," he said.

Following presentations by the vicinages, including many about Law Day activities (see page 2), retreat participants broke into groups to learn about innovative court and community programs for youth.

During the afternoon portion of the program, Dr. Norma Fair-Brown made a presentation on "Our Children's Foundation of New Jersey," followed by an overview of the Paterson Village Initiative by John V. Krieger, chief probation officer.

The success of juvenile drug courts was demonstrated by Erin Talbot (for Camden) and Linda Coppola and Deotis Taylor for Hudson. Small groups met at the end of the day to focus on the development of action plans.

This Year's Rulings on Outside Employment through April 5, 2001

The Supreme Court Committee on Outside Activities of Judiciary Employees has issued a number of new opinions interpreting the Code of Conduct for Judiciary Employees. The following is a summary of these opinions for 2001, through April 5:

DCA can't serve as municipal clerk—A municipal deputy court administrator may not also work as the payroll clerk for the municipality. In the Committee's view the normal interaction between the payroll clerk function and the mayor and other officials of the municipality would preclude the employment.

OK to volunteer in resolution dispute—A probation officer in the Family Division may serve as a volunteer mediator with the municipal court's community dispute resolution committee, since community dispute resolution is a court operated program, where the assignment judge must approve the mediator and the municipal court judge selects the cases for mediation.

No arbitration with BBB—An attorney in the Labor and Employee Relations Unit of the Administrative Office of the Courts (AOC) may not arbitrate automotive warranty disputes with the Better Business Bureau. The arbitrator's decision is frequently submitted to the court for a determination converting the award to a judgment, making the activity analogous to employment that regularly requires appearance in court and with business entities that regularly appear in court.

Can't volunteer on DV team—A probation officer in the Criminal Division may not participate as a volunteer in a county's Domestic Violence Service/ Response Team because a victim of domestic violence may subsequently appear in superior court as a complaining witness. Also the employee might be called as a witness. Further, court employees should not be present as volunteers in police stations, just as they should not be employed by law enforcement.

OK to serve on CMA Board—An AOC project manager in the Automated Court Systems Services may serve on the Board of Court Management Associates, Inc. (CMA), a not-for-profit corporation, and as its principal associate for international studies. The employee's activities with CMA would not present a conflict with his position as manager of technical assistance and operations reviews unless CMA became a consultant to the New Jersey Judiciary.

No municipal holiday parties—It is inappropriate for municipal court employees to attend holiday parties sponsored by the municipality or municipal officials and to invite employees of the municipality to the municipal courts' holiday parties. Attendance either way would tend to impair the independence of the Judiciary; it would blur the fact that municipal courts are independent of local government. Likewise employees of the municipality *should not be invited* to the municipal court's holiday parties.

Preserving the independence of the municipal courts is sometimes problematic. Their support by and physical proximity to municipal government tends to suggest that they are a department of municipal government. They are not. While dependent on the municipality for support, municipal courts operate independently of local government. Nonetheless, *because* municipalities are required to provide the municipal courts with facilities, staff and an operating budget, and municipal court judges are appointed

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Partnerships Theme of CEP Meeting

Sixty Judiciary staff, county coordinators and representatives from the county sheriffs' offices attended the third meeting of the Comprehensive Enforcement Program (CEP) on April 17 in the Richard J. Hughes Justice Complex in Trenton.

The meeting focused on strengthening existing partnerships and establishing new ones with CEP and work-release coordinators, county CEP coordinators and representatives from the county sheriffs' offices that run the Sheriffs Labor Assistance Program (SLAP).

Under SLAP, probation clients provide service to communities and non-profit organizations. SLAP currently is available at 700 sites throughout the state and has contracts with county parks and maintenance departments.

Introduced by Dennis R. Martin, CEP chief, the meeting included panel discussions as well as presentations by William D. Burrell, chief of Adult Supervision Services, and Iva K. Haynes and Lawrence O'Brien, CEP hearing officers. The next meeting is scheduled for October 11, 2001, in the Human Resources Development Institute. For additional information please call (609) 777-3278.

This Year's Rulings on Outside Employment through April 5, 2001

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locally, the municipal courts are often erroneously perceived by the public as agencies of municipal government rather than as statewide, legislatively empowered courts of limited jurisdiction. Given this erroneous perception, it is particularly important that municipal court employees conduct themselves at all times in a manner consistent with their independence from the functioning of municipal government, even under circumstances such as holiday parties that may seem at first glance to be inconsequential or harmless. Further, municipal government is the principal litigant in the municipal court in connection with the enforcement of local ordinances. In reaching its decision, the Committee was aware that the Supreme Court Committee on Extrajudicial Activities has expressed the view that superior court judges may not attend holiday parties sponsored by either the county prosecutor or the public defender. That same Committee has advised that municipal court judges may not attend holiday parties for township employees. Nor may a municipal court judge attend a holiday open house at the home of a village trustee where the village president, trustees, and village department heads were other invitees. The rationale of all these decisions is the same: preservation of both the fact and appearance of judicial impartiality and judicial independence from undue influence by other branches of government. This opinion applies to all employees serving the municipal courts.

No conflict for part-timer—A part-time municipal court employee who performs data entry and accepts payments and affidavits for issuance of complaints may also work part-time as a clerk in the tax department for the township.

Can't also work for PCS—A probation officer in juvenile supervision may not accept employment as a therapeutic companion to juveniles with Preferred Children Services (PCS). This would create a conflict because PCS is under contract with the CART to provide services to the courts. Probation officers should not be employed with agencies that are under contract with the courts or are contractually engaged by another entity to deliver court-related services.

An appearance of impropriety arises because Judiciary personnel serve as members of the CART and participate in determining the types of services to the Judiciary for which the CART will contract.

In addition, PCS serves children placed there by DYFS. Children who are referred by DYFS or are otherwise subject to Child Placement Review are considered court-involved as well as those currently directly involved with the courts.

A probation officer in the child support enforcement unit may not serve on a domestic violence response team to provide information to victims at the police department. This activity creates a conflict because the victim is or likely will be involved in litigation. It also creates an appearance of impropriety.

Camden Drug Court Unit Receives Award

The Probation Association of New Jersey (PANJ) presented the Camden Probation Division's Adult Drug Court Unit with the "Probation Officer Unit of the Year" award during its annual conference recently.

This award represents the first time the Association has honored an entire team for its work. The plaque is inscribed, "To Camden County Probation Drug Court Team for providing quality services and exemplary character to their colleagues and profession."

The Camden program began with two employees in April 1996 and at present has six staff positions. Its mission is to rehabilitate substance abusers while providing them with strict supervision in the community. The judge is the central figure in a team effort that focuses on participant sobriety and accountability as primary goals. Team members work collaboratively with treatment providers, prosecutor, public defender, community groups and other probation officers.

The Camden Drug Court Team is under the supervision of Principal Probation Officer, Edwina Milsted, who nominated the officers for the award. Other members are Marisa Bouson, senior bilingual probation officer; Sandra Palais and Glenn White, senior probation officers; and William Hample and Maurice Hart, probation officers.

Judge Graham T. Ross Named Assignment Judge in Hunterdon, Somerset, Warren

Chief Justice Deborah T. Poritz has announced the appointment of Superior Court Judge Graham T. Ross as the Assignment Judge of Vicinage 13, Hunterdon, Somerset and Warren Counties, effective immediately.

Judge Ross previously served as the presiding judge of the family division in the vicinage and as chair of the statewide Conference of Family Presiding Judges. He fills the vacancy created by the recent death of Assignment Judge Robert E. Guterl.

"Judge Ross is an innovative leader, dedicated to continuously improving services to court users. His experience in leading the Conference of Family Presiding Judges will hold him in good stead as he meets the challenges of providing leadership for the vicinage," said the Chief Justice.

Judge Ross, 57, was appointed to the bench by Gov. Thomas Kean in 1986 and was reappointed with tenure by Gov. Jim Florio in 1993. Prior to his appointment, he was a solo practitioner in Somerville in Somerset County. He graduated from Gettysburg College and Seton Hall Law School.

Judge Graham T. Ross

After initially serving in the civil division of superior court in Somerset County, Judge Ross became presiding judge of the family division in 1990. He has been a leader in the Judiciary's efforts to improve services to victims of domestic violence. Since 1991, Judge Ross has served as vice chair of the statewide Domestic Violence Working Group and most recently has been leading a team in reviewing the handling of domestic violence cases in superior court around the state. Judge Ross has lectured on domestic violence, custody and visitation and other family court topics.

Southern Counties Honor 360 Volunteers

The Superior Courts of Cumberland, Gloucester and Salem Counties honored their 360 active volunteers with a dinner on April 23 in Glassboro during National Volunteer Week. More than 240 people attended the event.

James R. Castagnoli, trial court administrator, welcomed the volunteers and introduced Maurice A. Pierce, volunteer coordinator, who presented opening remarks and emceed the dinner.

Outstanding volunteer awards went to Herbert Schlotz, Gloucester; Samuel Clark, Cumberland; and Jody and Tom K'burg (sic), Salem County. Other volunteers received certificates and gifts.

"The theme of this year's National Volunteer Week was 'Change the World,'" said Pierce. "Volunteers who serve on the Child Placement Review Board monitor the progress made by the Division of Youth and Family Services on the cases of unfortunate abused or neglected children who have had to be removed from their homes."

Orientation and Education: Judges' Programs Start Sept. 10

Summer may have just arrived, but it's not too early to think ahead to the Judiciary's upcoming "academic year."

Orientation for new judges starts in September, with the Judicial College scheduled for Thanksgiving week in November. Details about the following schedule and other educational resources may be found at the Judicial Education InfoNet site:

http://home.aoc.judiciary.state.nj.us/juded.

2001 Orientation Seminar for Newly Appointed Judges

Sept. 10-13 (Civil) Novotel Hotel, Princeton
Oct. 3-5 (Criminal) Holiday Inn, Princeton
Oct. 9-11 (Family) Novotel Hotel, Princeton

2001 New Jersey Judicial College

Nov. 19-21, Marriott at Glenpointe, Teaneck

New Jersey Probation Leads the Nation

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charge by Chief Justice Deborah T. Poritz in 1998 for all the conferences to create strategic plans in keeping with the move toward unification of the courts statewide.

Richard J. Williams, Administrative Director of the Courts, and Judge Arthur N. D'Italia, Assignment Judge Hudson Vicinage, co-chairs of the Judicial Council's Management and Operations Committee, provided guidance and support, expressing a keen interest in the success of this forward-looking initiative.

The Conference of Chief Probation Officers, working in collaboration with Probation Services in the Administrative Office of the Courts, decided to "go to the source"—the line probation officers themselves—for insights, input and opinions to be used in developing new standards.

Facilitated by Judiciary staff, focus groups were held with probation officers and supervisors.Their input was used to develop the report, "A Model for Enhancing Probation Supervision: Outcome-Based Supervision Standards." The Judicial Council approved the document on Dec. 7, 2000, commending everyone involved for a "job very well done" and commenting "very favorably" on the process used to establish the standards.

The report was followed by a detailed Implementation Plan submitted in April 2001 with specific actions, responsibilities, resource needs and completion dates for each of the 36 new standards.

A major culture-shift

"For many probation staff, the new process will be a continuation of what they already are doing or would prefer to do," Talty said. "The biggest change comes for the supervisor. The supervisor now plays a key role in helping clients succeed. For many supervisors, especially those who traditionally didn't deal directly with clients, this has been a real culture-shift."

William D. Burrell, chief of adult supervision services, said the Judiciary is providing support and education to help supervisors adjust to the new climate and to develop new ways to manage efficiently.

"Under the outcomes-based model, supervisors will review 15 to 20 percent of each officer's caseload with them each month," he noted. "They will have a clear sense of what is happening in caseloads and how well officers are succeeding throughout the year."

Helping supervisors manage a different kind of probation organization will be the recently completed Comprehensive Automated Probation System (CAPS), which provides a unified data management system for Probation Services statewide (see separate article in this newsletter). CAPS will enable supervisors to review data quickly and consistently.

But the biggest impact will be on clients.

"Probation officers will be more involved in activities to ensure client success," said Talty. "They'll pull out the 'Help Wanted' section of the newspaper and help a client find a job. They'll help write resumes, visit communities where probation clients live, work with schools. The focus will be on actions that get results.

"Outcomes-based probation is a win-win situation for everyone involved," Talty said. "Our success will be measured by the extent to which we help people get back on track, not in the number of cases disposed. It will require hard work and effort from all involved, but will yield positive results throughout the state." (by Linda Brown Holt)

Courts and Newark Museum

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tion of the courts' efforts in taking steps to make their jury service an enjoyable experience and for the opportunity to see the museum and some of what Newark has to offer. Overall, it was a successful effort which left everyone in good spirits.

Grant Coordination Responsibilities Consolidated in Management Services

The grant administration unit within Management Services is expanding its role to provide a higher level of service to the Judiciary. Currently responsible for the financial aspects of grant administration, the grant administration unit, under the direction of Linda McAdams, will become more actively involved in identifying and applying for grants. Once this transition is complete, the grant administration unit will be the primary contact point in the Judiciary for any questions about applying for or administering a grant.

The grant administration unit's new responsibilities will include reviewing grant applications, establishing grant tracking systems, researching new grant opportunities and, in turn, keeping Judiciary grant liaisons informed of these options. Members of the unit will be available to provide guidance to Judiciary staff in the preparation of grant applications, including the grant narratives and proposed budgets. It is the Supreme Court's policy that the Administrative Director must review and approve any concept paper or grant application prior to its submission to a funding source. The grant administration unit will continue to work closely with the Administrative Director's office to provide timely pre-submission review of all grant application requests.

To date, the grant administration unit has had the opportunity to introduce its transition plan to the Administrative Council and to attendees of the central office's monthly senior managers meeting. The unit presented the transition plan to the Chief Probation Officers Conference in May and to the Operations and Human Resource Division Managers Conferences in June. Throughout these transition meetings, the goal has been to share ideas with those individuals most closely involved with Judiciary grants and to make certain that all parties are working together to make the grant application process as efficient and productive as possible.

In keeping with the spirit of the Judiciary's fundamental vision of quality service, the grant administration unit would like to become better acquainted with the concerns of all Judiciary grant liaisons (vicinage and central office), trial court administrators, vicinage finance managers and other grant-related personnel.

Focus Groups

The grant administration unit will be meeting with these groups in a focus-group format to target such issues as improving the process of identifying and applying for new grant opportunities, gaining a better understanding of the existing grants, and defining the Judiciary's short-term and long-term grant-related objectives. These meetings will help build strong working relationships among everyone involved in the Judiciary's grant process.

The members of the grant administration unit are: Sherri Delmonte, Administrative Assistant 2; Janice Harris, Administrative Assistant 4; Tom Kuech, Financial Specialist 2; Maureen Luce, Administrative Supervisor 3; and Linda McAdams, Administrative Supervisor 4.

Questions about the process used to consolidate grants administration may be directed to Linda McAdams by GroupWise or by telephone (609) 943-5259.

Panelists for Women in Courts Program

Rutgers Law School, Newark, hosted a program by the Committee on Women in the Courts on Feb. 27. Shown on a panel (left to right) are: Appellate Division Presiding Judge Sylvia B. Pressler, Former Justice Alan Handler and John Page, president of the Garden State Bar Association.

So, You Think You Need a Video? A Judiciary Primer For Video as a Quality Communications Product

By Bill Mecca
Video Production Coordinator

So, you think you need a video?

You want to get your message out there, in front of the public, using a medium they have grown up with?

Then look no further: the video production unit of the Office of Public Affairs is here to help from script to screen.

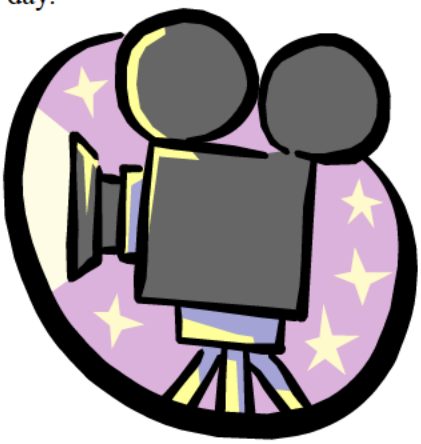
Public Affairs produces high-impact videos to provide information about and generate interest in various Judiciary programs. Examples of current works in progress include videos used to attract volunteers, to show various child support hearing scenarios to citizens who will become involved in the process and videos to be shown on television as public service announcements.

There's a process you'll want to follow to ensure that you get the best and most timely results in producing a video. Here are some important points to remember:

Choose the right medium. Everyone likes video because it can be a dynamic, exciting medium. But it may not be the most effective tool for your current project. There's nothing as boring and ineffective as a video of a training session taped from the back of a room with one camera. A better choice may be a printed manual, PowerPoint demonstration or online activity rather than to ask video to do what it does not do well.

Get approval first. Always make sure you have approval from your supervisor before submitting a video request form. There are many elements to consider, including scriptwriting, editing, selecting actors, music and graphics, and the videotaping itself. Your request also has to be worked into our office's already full production schedule.

Allow plenty of time. Depending on the schedules of people involved, it may take from three months *to a year or more* from your initial request to a finished product. Like Rome, an effective video can't be "built in a day."



We're here to help you. Get in touch with the video production unit in the Judiciary's Office of Public Affairs. I'm always happy to assist you at the earliest stage of planning through completion. You may call me at (609) 984-5409 or use the form on the InfoNet.

A face-to-face meeting. Once your supervisor provides approval, you will want to meet with the video staff. We'll discuss in detail how the subject matter will be treated and the rest of the production process. The following information may be helpful in understanding the components necessary for making a successful video.

The nuts and bolts

There are five phases of a well managed video production: preproduction, production, postproduction, duplication and distribution. Each phase is important and closely woven with the other four into the fabric of your video production. If you neglect one, the whole thing could unravel.

Which is the most important? That's not too difficult. We've all heard phrases like, "There's never enough time to do it right, but always time to do it over," or, "If you fail to plan, you plan to fail." They were never truer than in video production.

Preproduction is the most important phase of any video project. In the next edition of *Judiciary Times*, I'll discuss ways that preproduction contributes to a successful video.

(To be continued)

Caseflow Management Demystified In Powerful Vicinage 15 Workshop

This spring, Holly Bakke, executive director of the New Jersey Property-Liability Guaranty Association, conducted caseflow management training for Vicinage 15's civil division staff and judges at the Gloucester County Library in Mullica Hill.

Bakke opened the workshop with a national perspective of caseflow management and the importance of coordinating resources and court processes to move cases in a timely manner. Bakke led group exercises designed to encourage employees to work as a team to reach consensus on the civil system. She also shared the basic principles required in timely case progression to achieve caseflow management excellence. According to Bakke, it is the responsibility of the courts to:

- control the progression of their cases
- create meaningful events
- manage the time between events (time should be long enough to allow preparation but short enough to encourage participation)
- assure the system has integrity
- see that events occur as scheduled and deadlines are enforced (i.e. firm trial dates)
- establish a firm and clear adjournment policy (less than 15 percent adjournment rate).

The workshop then turned to team building and the goals of the team system. Bakke identified team members as court staff, judges, attorneys and customers. Discussion followed with definition of roles and duties, each team's identification of an improvement project and a step-by-step action plan including names, date, and timeframes for completion and implementation. Bakke listed the basic principles of an improvement project plan:

- major tasks – list each action step associated with planning and implementation.
- time to complete – realistically assess the number of working days needed to complete each task.
- responsible party -- limit each task to one responsible party to oversee its completion.
- need to involve – list names of people who need to be involved or have information necessary to complete the task.
- start date – decide on start date.
- end date – decide (realistic) end date for each task and overall project end date.

Bakke listed three criteria to use in team projects:

- emphasize better vs. worse not good vs. bad – accentuate the positive; recognize that improvement is a continuum not an event.
- define tangible measures of success – how will you know whether your changes are effective unless you define the desired outcomes?
- keep your sense of humor – remember nothing ever succeeds as planned. Be adaptable and be able to laugh!

Honoring Judge Hopkins--The late Tax Court Judge John J. Hopkins was warmly recalled at a ceremony and portrait unveiling in the Courtroom of the Supreme Court of New Jersey on May 24. Shown are Judge Hopkins' widow, Lois Hopkins, and their son, John J. Hopkins, III. (Photo by B. Mecca)

"Take Children to Work" An Annual Treat

On April 26, children of Judiciary staff got an opportunity to see what mom and dad do at work all day as we joined employers across the nation in the event originally known as "Take Our Daughters to Work Day," but now expanded by many employers to include all children. Here are but a few examples of the fun-filled celebration and learning opportunity throughout the state:

In the Cumberland, Gloucester and Salem Vicinage, a judge in each county gave children an overview of the court system. Law enforcement officials provided demonstrations of fingerprinting and introduced the ever-popular canine corps. The program concluded with a mock trial, refreshments and lunch with parents. Some 100 children participated.

"Girl Power"--Alyssa Vignone (center) and Carlie McStay (right), wearing "Girl Power" tee-shirts, pose with Superior Court Judge Elaine Davis of the Hudson Vicinage.

In the Hudson Vicinage, children enjoyed a tour of the historic William J. Brennan Courthouse, an introduction by Judge Camille Kenny (Superior Court), a presentation by FBI Agent Debbie Flor, and fingerprinting and receipt of badges from the Hudson County Sheriff's Department.

The children observed criminal defendant arraignments and participated in a mock trial conducted by Superior Court Judge Elaine Davis. (Exit questionnaires indicated the mock trial was so well received it tied as "favorite events" with lunch at McDonald's!)

In Somerset, Judge Thomas H. Dilts provided an overview of the court system and answered questions from the students whose ages were 7 to 15. The children participated in a mock trial based on the Little Red Riding Hood story. Other activities included drug prevention and polygraph demonstrations, a tour of the "911" operations center in Somerville and a trip to the Somerset County Police Academy.

Meet the Judge--Appellate Judge Francine Axelrad tells young people visiting Central Office that even though they wear black robes, judges are people just like them.

Central Office also presented a day-long program that blended fun with learning. Appellate Judge Francine Axelrad demystified the courtroom, helping students try on her robe and take a closer look at the bench. Parents and children agreed it was an enlightening and entertaining day, and look forward to next year's program.

Crime-Fighting Helper--A sheriff's officer in Vicinage 15 introduces students to a canine associate.

NEW JERSEY JUDICIARY

Independence • Integrity
Fairness • Quality Service

Mission Statement of the New Jersey Court System

We are an independent branch of government constitutionally entrusted with the fair and just resolution of disputes in order to preserve the rule of law and to protect the rights and liberties guaranteed by the Constitution and law.