

# Judiciary Times

Winter 2006-2007

The newsletter of the New Jersey Judiciary

Winner of Astra Awards for Newsletter Writing from the N.J. Communications, Advertising and Marketing Association

## James R. Zazzali Sworn in as New Jersey's Chief Justice



James R. Zazzali was sworn in as chief justice of the New Jersey Supreme Court in a public ceremony in Trenton on Nov. 9. A private swearing in was held on Oct. 26 to enable him to fulfill the duties of chief justice until the public swearing in. He succeeds Chief Justice Deborah T. Poritz who retired on Oct. 25, 2006.

## Helen E. Hoens Takes Oath as Associate Justice



Helen E. Hoens was sworn in on Nov. 30 as associate justice of the New Jersey Supreme Court, succeeding James R. Zazzali, the new chief justice. In an eloquent speech that brought tears to many eyes, she thanked her son, Charles, who suffers from autism, for the lessons he has taught her in compassion, perseverance and understanding.

Shown left to right above are: Robert Schwaneberg, Justice Hoens' husband; Charles Schwaneberg, their son; Justice Hoens; and Chief Justice Zazzali.



**Chief Justice Swearings In**--In the private ceremony Oct. 26, top, left to right, are: Eileen Zazzali, Chief Justice Zazzali's wife; Associate Justice Virginia A. Long; Chief Justice Zazzali; Evan Hogan, grandson; Kevin Zazzali, son; and Mara (Zazzali) Hogan, daughter. At the Nov. 9 ceremonial swearing in (above), left to right, are: Gov. Jon Corzine, seated; James Jr., Robert and Kevin, sons; Eileen, wife; Courtney, daughter; Chief Justice Poritz; Chief Justice Zazzali; Evan, grandson, with daughter Mara. (Photos by L. Holt and K. Rhodes)

### Inside...

National Honor to Theodore Fetter	2
New Look for Monmouth Probation Offices	3
John Krieger Honored	3
Bergen Focuses on Core Values	6
Justice for Minority Youth	7-9
Essex Helps Probationers Find Jobs	15

## U.S. Chief Justice Roberts Offers Congratulations Theodore J. Fetter, Deputy Director, Inducted into Prestigious NCSC Society

Theodore J. Fetter, New Jersey's deputy administrative director of the courts and acting clerk of Superior Court, was inducted into the Warren E. Burger Society of the National Center for State Courts (NCSC) on Nov. 17.

As part of the ceremony in Washington, D.C., United States Chief

Justice John G. Roberts congratulated Fetter and presented him with a limited edition print of the final portrait of the late Chief Justice Warren E. Burger, who helped establish the NCSC in 1971.

Fetter was one of four inductees honored at the NCSC's Annual Recognition Luncheon. The event included remarks by Chief Justice Roberts; Maryland Chief Justice Robert M. Bell; and Mary Campbell McQueen, NCSC president. Membership in the honorary society is limited to 86 members nationwide.

Founded in 1996, the Burger Society honors individuals who have improved the administration of justice in the United States through their exceptional contributions to the NCSC. Other society members from New Jersey are former U.S. Attorney General Nicholas deB. Katzenbach and

Edward B. McConnell, former New Jersey administrative director of the courts and NCSC's first president.

Fetter, a trained historian, wrote a book on the history of the Conference of State Court Administrators, chronicling the development of the conference from its inception in 1955 through its 50th anniversary in 2005. He holds a B.A. from Lafayette College and an M.A. and Ph.D. from the University of Wisconsin. He has worked in court administration for more than 30 years and has been part of New Jersey's court system for more than 25 years. In addition to authoring a number of scholarly articles on various topics in court administration, he frequently lectures to foreign delegates and court administrators. A Lawrenceville resident, he and his wife, Jane, have three adult sons and a new grandson.

*Judiciary Times* is prepared by the Office of Communications, the Administrative Office of the Courts, for employees of the Judiciary and volunteers who work with the court system.

The chief justice of the New Jersey Supreme Court is James R. Zazzali. The acting administrative director of the courts is Judge Philip S. Carchman.

Please e-mail short news articles saved as Word documents in plain text without formatting, as well as photos and/or suggestions to: [Linda.Holt@judiciary.state.nj.us](mailto:Linda.Holt@judiciary.state.nj.us) or send disk, photos and paper copy to: Editor, *Judiciary Times*, Office of Communications, PO Box 037, Richard J. Hughes Justice Complex, Trenton NJ 08625-0037. Submissions are subject to editing, and not all can be published.

### Editorial Staff and Contributors

#### Director of Communications

Winifred Comfort

#### Editor

Linda Brown Holt

#### Contributors

Janet Bastien, Lisa R. Burke, Frances Butler, Laura T. Gilsonan, Frank Hoerber, Tamara Kendig, Sharon Kinney, Carol Lambard, Yolande P. Marlow, Renita McKinney, Christine L. Murzdeck, Mary Rector, Laura Simoldoni, Janet Slocum.

Thanks to the other Judiciary staff who contributed articles, information and photographs.



**U.S. Supreme Court Chief Justice John G. Roberts congratulates Theodore J. Fetter, New Jersey's deputy administrative director of the courts.**

## Monmouth Vicinage Adult Supervision Has a New Address

by Janet Slocum  
Administrative Specialist 4  
Monmouth Vicinage

After years of struggling with inefficient facilities, the staff of the Monmouth Vicinage Probation Division Adult Supervision Unit now can serve probation clients in modern offices. At the end of August, they were relocated to a new building at 2407 Route 66 in Ocean, N.J. The unit had occupied a 6,500 square foot building in Asbury Park since 1992. Recognizing the need for a more modern, spacious facility, Assignment Judge Lawrence M.

Lawson and Trial Court Administrator Marsi L. Perkins worked closely with Monmouth County representatives to secure a new building. The new facility consists of 22,400 square feet and allows space for future increases in staffing.

The professional, contemporary office setting provides each probation officer with an individual cubicle; managers and supervisors occupy offices. Located at the front of the facility is a reception area adjoined by a secured area for collection of fines, fees and restitution by the Finance Unit. There are 10 private, secured,

computer-equipped rooms for interviewing probationers and a separate area for drug testing. The building has a conference room and larger community room for training sessions and specialized programs. A video conference room and an NCIC room for running criminal history checks will allow for more efficient workflow. The Monmouth County Sheriff's Department has a detaining area in the building and will provide security by monitoring closed-circuit cameras.

A ribbon-cutting ceremony to commemorate the new facility was held on Oct. 30. Speeches were delivered by Judiciary and Monmouth County representatives and tours of the building were conducted.

Monmouth Vicinage Chief Probation Officer Bonnie Kennedy-Sinacore stated that the new facility has dramatically improved staff morale and reiterates her staff's outlook that, "We are now better equipped to serve our probationers!"



**New home of Monmouth's Adult Supervision Unit**

## John Krieger Receives Excellence Award from ACA-NJ

by Renita McKinney  
Ombudsman  
Passaic Vicinage

Long-time Passaic Chief Probation Officer John Krieger received an Award of Excellence from the New Jersey Chapter of the American Correctional Association on Oct. 5. According to its Web site, the American Correctional Association is the oldest and largest international correction association in the world. The association provides professional development, certifications, publications and accreditations to those in the corrections field.

Krieger was chief probation officer in the Passaic Vicinage from 1991 until recently when he became operations manager. During his time as chief probation officer, he was "committed to establishing effective community and social service

programs for youthful offenders," according to the award. He oversaw programs such as Probationfields and Village Initiative, which help young people at risk to change and improve their lives. He has also served on

many committees and worked hard to encourage a better quality of life and the reduction of recidivism rates for all offenders.

The award was presented in Atlantic City, with Trial Court Administrator Kirk L. Nixon in attendance.

**Kirk L. Nixon (left), Passaic trial court administrator, with John Krieger.**



## The Monmouth Vicinage – Building a Bridge to the Latino Community

by Janet Slocum  
Administrative Specialist 4  
Monmouth Vicinage

Through the combined efforts of the ombudsman, EEO/AA officer, Human Resources Division manager and volunteer coordinator, the Monmouth Vicinage has undertaken a series of outreach initiatives focused on the Latino community. The vicinage's most recent enterprise was their sponsorship of a Latino Outreach meeting on Sept. 27.

At the meeting, the vicinage was honored by the attendance of more than 40 representatives from agencies and organizations that included a wide variety of educational and social services providers.

The goals of the meeting were outlined as the identification of social service issues facing Latinos, discussion of available services and funding, and providing useful court-related information to Latino constituents. Assignment Judge Lawrence M. Lawson spoke to the group about the importance of their collaboration with the vicinage. Trial Court Administrator Marsi L. Perkins detailed the vicinage's efforts towards Latino outreach and bilingual recruitment.

Presentations explaining services and programs were offered by Vicinage EEO/AA Officer Carmen Flores, Ombudsman Theresa Romano, Court Interpreter Ana Rivera, Municipal Division Manager William Lynch and Human Resources Division Manager Terry Mapson-Steed. At the conclusion of the meeting, Romano conducted tours of the courthouse for interested participants.

Throughout the year, additional outreach activities were successfully conducted by the vicinage. On Sept. 15, in a meeting with the Hispanic Affairs and Resource Center in Asbury Park, Flores, Romano and Rivera delivered a presentation on court programs, the roles of the ombudsman and interpreters, and job opportunities. In May, Monmouth Vicinage staff participated in the Latino Issues Convention. A career development workshop was also presented by vicinage staff at a program sponsored by the Hispanic Affairs and Resource Center.

These outreach efforts opened the door for a valuable partnership with the *Nosotros* Spanish newspaper to include a series of articles on court topics. Trial Court Administrator Marsi Perkins and bilingual vicinage staff had been interviewed previously for an article that appeared in the May 2005

issue. The next series of articles is running through early 2007. Each article covers a specific division or court proceeding and includes an overview, frequently asked questions, contact numbers and filing information. These articles will help to educate the Latino community about what to expect when coming to court and will provide relevant resources for their issues.

The message delivered by Trial Court Administrator Marsi Perkins at the Latino Outreach meeting reinforced the vicinage's commitment: "I ask that you partner with our vicinage to increase our visibility and power to reach the community...After all, we are working towards the same goals: equity, fairness, and opportunity for members of the Latino community."

(Contributions by EEO/AA Officer Carmen Flores and Ombudsman Theresa Romano.)



**Latino Outreach Meeting**--Municipal Division Manager William Lynch addresses representatives from agencies serving the Hispanic community during a Latino outreach meeting on Sept. 27.

## Probation Child Support Exceeds FY 2006 Collections Goal

*Staff throughout the child support program continue to demonstrate a strong commitment to service and effectiveness, which is evidenced by continued growth in collections and advancements in efficiency and customer service.*

*Statewide collections for the federal fiscal year ending Sept.30, 2006, totaled \$1.081 billion, further surpassing the milestone of one billion dollars reached the prior year.*

*"During the coming year, we will continue to build on these accomplishments while gearing up for the replacement of our legacy computer system, ACSES, with a Web-based, real-time application that will be named NJKiDS," said Richard Narcini, chief of Child Support Enforcement Services in the Judiciary's Administrative Office of the Courts.*

*Below is one example of a vicinage that has been recognized for its improvements in performance and service.*

by Frances Butler  
Assistant Chief Probation Officer  
Essex Vicinage

Between Nov. 1, 2005, and Sept. 30, 2006, the Essex Vicinage Probation Child Support Enforcement Unit collected \$107,845,313. The unit's 2006 goal of \$107,286,215 represented a substantial 4.2 percent increase over the previous year's collections; therefore the 4.74 percent increase that was actually delivered is a significant accomplishment.

There was an audible, joyful reaction on the morning of Oct.13 as each staff member at Child Support Enforcement opened an e-mailed memo from TCA Collins Ijoma. "On behalf of Assignment Judge (Patricia K.) Costello and our whole management team," he wrote, "I am writing to bestow the highest accolades on each member of the Child Support Enforcement Team for a terrific job over the past (federal fiscal) year."

The growth in collections was not a result of caseload growth. In fact at the end of September 2006, the Essex Child Support caseload was down by 0.2 percent over FY 2005. This makes reaching and exceeding the goal even more significant. As of September 2006, Essex represented 14.64 percent of the total cases in New Jersey. Our success in exceeding our goal impacts positively not only on Essex but also on the state's overall performance.

Essex instituted a number of initiatives this year to specifically target the collections goal. The first was regular monthly meetings for all chiefs and supervisors, at which we closely examined the reports of our performance in six key areas

and frankly discussed ways to gain improvement. The others included careful tracking of all work done on the reports with due dates and supervisor sign-off, monthly meetings of each team, acknowledgment of good client service through the publishing of customer service "kudos," reallocation of staff and functions, quarterly reviews of all caseloads and hands-on management.

In addition, the managers sought permission from the Administrative Office of the Courts, Assignment Judge Patricia Costello and Family Division Presiding Judge Glenn Grant to run a pilot of the new status review

procedures. We wrote to all parents in some 4,000 cases in which all children were older than the age of 19 and brought all of these cases to appropriate resolution.

We are extremely proud of our staff. This is an important achievement, reflective of strategic planning and of hard work. When asked for a comment for this article, Assignment Judge Costello said, "Child support collections are one of the most important functions carried out by our courts. I want to personally thank and congratulate the judges and staff responsible for our success this year."

---

### Helping Essex Probationers Find Jobs



**Essex Employment Prep Center**--Staffing a new center to help probationers find jobs are (left to right): Frank Aloe, Caroline Ilogienboh, Melissa Alban-Alves, Erika Arnone, Keith Warren, Chief Probation Officer Peter Conerly and Kathy Duffy. (See related article on page 15.).

## Bergen Vicinage Explores

# My Core Values and the Judiciary's Core Values

by Laura Simoldoni  
Acting Human Resources Manager  
Bergen Vicinage

What motivates me? Who am I? Where am I going? Where do I want to be in my private and professional life? What are my values? How do my values impact on my life?

### Obstacles to Mediation Topic of Vicinage 13 Training

by Laura T. Gilsenan  
Court Services Officer  
Warren County Civil Division

On Sept. 13, the Civil Divisions of Vicinage 13 (Hunterdon, Somerset and Warren) hosted an evening training for attorneys and other professionals who serve as mediators for the state's Presumptive Mediation Program. Its purpose was to assist mediators in their efforts to bring to resolution those cases referred to them by the courts. The four-hour training was held in the Hunterdon County Courthouse in Flemington.

Presumptive mediation was begun as a pilot program in 2000 in several counties throughout the state. Its goal was to expose a greater number of civil cases to the mediation process, to educate both the bench and bar concerning the benefits of mediation and to provide a larger, more diverse case sample from which to evaluate the effects of early referral to mediation.

Twelve specific case types "presumed" amenable to early intervention were targeted for referral. The 2002 pilot report that

On Oct. 20, more than 100 Bergen Vicinage employees discussed these questions and more at a seminar titled "Discover What Inspires You: Personally and Professionally." The facilitator for



**Sylvia Dunbar-Jenkins**

followed was so encouraging, that additional counties were added. Vicinage 13 implemented presumptive mediation in 2003.

"Obstacles to Successful Mediation" included presentations by two guest speakers—Michelle V. Perone, chief of Civil Court Programs with the AOC, and C. Judson Hamlin, J.S.C. (retired)—and a panel discussion. Panelists were Civil Division Judge John J. Coyle Jr.; Harry K. Seybolt, J.S.C. (retired); Richard A. Norris (McLaughlin & Marcus); Sharon H. Moore (Gebhardt & Kiefer); and Ellen Reaves, Vicinage 13 complementary dispute resolution point person. Attorney Michael W. Sozansky (Conley & Sozansky) served as panel moderator.

The panelists addressed issues that can impede settlement, such as the conflict between the benefit of early settlement to litigants, versus the economic gain of protracted litigation to attorneys, and other topics.

this program was Sylvia Dunbar-Jenkins from the Lima Group Inc. Dunbar-Jenkins is a motivational speaker and trainer with more than 20 years of experience.

Dunbar-Jenkins started the program by distributing a "value package" to each participant. Through an elimination process, each person was left with only one value that he or she considered most important to him or her. The participants then had to think about ways in which the value they selected can impact on the way they interact with family, co-workers, customers and, most importantly, themselves.

Dunbar-Jenkins stressed that communicating your value to others is as easy as "ABC: Attitude vs. Action; Belief vs. Behavior; and Character vs. Conduct." Participants were then asked to write a memo as a reminder of the value they selected and how that value best expressed the principles and ideals that motivate them. The memo would then be sent to them in 30 days as a means of measuring how they are using the value they selected in their everyday life.

After discussing personal values, Dunbar-Jenkins discussed the Judiciary's four core values— independence, integrity, fairness and quality service—and how these values motivate us and enable us to serve the needs of our customers effectively. Dunbar-Jenkins' main message was that each of us is responsible for our own motivation and that we are more likely to lead a fulfilling and productive life if we live and work in an environment that reflects our values.

## Minority Concerns Conference Focuses on Addressing Disparate Juvenile Justice Outcomes for Minority Youth

by Yolande P. Marlow, Ph.D., and  
Lisa R. Burke, M.A.  
Office of Minority Concerns

In 2003, the chief justice of the New Jersey Supreme Court, the attorney general, and the executive director of the Juvenile Justice Commission (JJC) convened a statewide interagency inquiry to explore and examine possible disparate outcomes for racial and ethnic minority youth throughout the juvenile justice system.

A statewide Steering Committee composed of representatives from each of the agencies, the Public Defender's Office and a designee of the Supreme Court Committee on Minority Concerns was appointed to oversee the study process and to receive and review reports on a periodic basis from each of the 21 counties. The chair of each of the 21 County Youth Services Commissions (YSCs) was charged with the task of convening a local working group (inquiry study group) to oversee the inquiry and research process on the local level.

The Supreme Court Committee on Minority Concerns and the Conference of Vicinage Advisory Committee chairs and staff have long shared an abiding interest in the issue of disparities in justice outcomes for minority youth and continue to seek to sustain and enhance its ongoing collaboration with the court, in particular with the Family Division presiding judges and Family Division managers at the vicinage and central office levels.

Minority Concerns planned a one-day forum for judges, court staff and Minority Concerns Com-

mittee members with financial support from the Administrative Office of the Courts (AOC) and programmatic support from the Family Practice at the AOC and the Vicinage Advisory Committees on Minority Concerns. The conference, *Addressing Disparities in Juvenile Justice Outcomes for Minority Youth*, took place Sept. 29 at The Conference Center at Mercer located on the West Windsor Campus of Mercer County Community College.

### Purpose, Focus and Scope of Forum

This forum was an opportunity to:

- explore the court's role on the system-level in the follow-up to the Statewide Juvenile Justice Disparities Inquiry;
- strengthen internal court partnerships by collaborating with the presiding judges and managers of the Family Part;
- examine initiatives that have been put into place, particularly regarding court operations, since the conclusion of the self-study phase of the inquiry;
- exchange information among the vicinages about local findings, outcomes and follow-up initiatives;
- strengthen communication among the court, its service provider partners and the community; and
- reaffirm the New Jersey Judiciary's commitment to be a partner in improving the juvenile justice system.

The planning committee was chaired by Judge Octavia Meléndez, J.S.C. (chair of the Camden Vicinage Advisory Committee on Minority Concerns). Other members included Judge Travis L. Francis, SCCMC Executive Board representative and State-wide Steering Committee liaison; James W. Palmer, Jr., chair of the Conference of VACMC Chairs; Ann Marie Fleury, staff, Ocean; Judith Irizarry, staff, Mercer; Laura Simoldoni, staff, Bergen; and Yolande P. Marlow and Lisa Burke, staff, Minority Concerns Unit. Others who volunteered to participate in the planning process were Pauline Daniels, Hudson; Kim Daniels Walsh, Morris/Sussex; and Tracey Thompson, Mercer.

The planning committee also received valuable input and feedback from representatives of the AOC's Family Practice Unit, the Conference of Presiding Judges - Family Part, the Conference of

Continued on page 8



Then-Chief Justice Deborah T. Poritz addressed those attending the conference on Sept. 29.

## Minority Concerns Conference Focuses on Addressing...

Continued from page 7

Family Division managers and members of the Supreme Court Committee on Minority Concerns Subcommittee on Juvenile Justice and the Family.

Recognizing the importance of bringing to the table those most directly involved in the delivery of court services and administration of justice, the Conference Planning Committee proposed that each vicinage construct its own team and offered suggestions for the broad spectrum of court and community stakeholders in the juvenile justice system to be included in the vicinage teams. The development of the local teams represented a strong collaboration between the Family Division and local Vicinage Advisory Committees on Minority Concerns.

### Overview of Conference Program

Central to developing the program for the one-day conference was a clear mandate from the frontline practitioners of juvenile justice in the courts for a forum that yielded tangible outcomes, a forum that was not only conceptual in nature but also practical in approach. To that end, the planning committee developed a program that provided all the necessary elements for participants to engage in identification of concrete tools for furthering the court's efforts in addressing disparities in justice outcomes for those components of the juvenile justice system that are within the court's administrative domain.

Judge Ronald J. Freeman, J.S.C., chair of the Supreme Court Committee on Minority Concerns, convened the forum. Acting Administrative Director Philip S. Carchman, J.A.D., offered greet-

ings and introduced then-Chief Justice Deborah T. Poritz who delivered opening remarks.

Michael Finley, of The W. Haywood Burns Institute, a national organization that attempts to reduce the overrepresentation of youth of color in the juvenile justice system, delivered the morning plenary. He provided a national portrait on the issue of disproportionate minority confinement and offered insights to emerging best practices.

Finley also challenged the audience to use the lessons that they have learned in doing work in the juvenile justice system by realizing that they cannot manufacture good will and that the Judiciary, law enforcement, Juvenile Justice Commission and line staff must be participants in this problem solving effort. He further noted that gathering, analyzing and using data to institute reforms is critical and that stakeholders must be willing to be innovative and challenge the status quo.

Recognizing the importance of hearing the perspectives of those served by the justice system, the program then presented a community panel, facilitated by Clinton Lacey, also of The W. Haywood Burns Institute, whose members shared valuable critical insights from their personal experiences with the courts and juvenile justice system. The panelists included representatives of the Juvenile Justice Commission (JJC) Speakers Bureau, graduates of JJC programs and a parent, and reflected gender, racial and geographic diversity. One of the themes emphasized in the discussions shared by the youth panelists was their desire for the courts to give them an opportunity to be heard.

A panel of judges and court staff, including juvenile probation professionals, discussed the opportunities available to the court as well as the challenges faced by the court.

The centerpiece of the day-long program was the breakout group discussion session during which time conference participants, assigned to particular working groups by vicinage, responded to a common set of questions intended to result in articulation of concrete action steps for the court. Among the questions considered were:

- *On the statewide organizational level, what should be the court's top priorities in addressing disparate juvenile justice system?*
- *Since engaging in the statewide disparities inquiry, what, if any, work has been or is being done at the vicinage level?*
- *Systemwide what immediate steps need to be taken to address each of the identified priorities?*
- *What timeline do you propose for achieving progress in this/these area(s)?*

During the final plenary session, reporters for each of the four breakout discussion groups shared a summary of their group's discussion and highlighted recommendations. A "Summary of Conference Proceedings" is being prepared by Minority Concerns Unit staff from the audio transcripts of the day for distribution to the Court and conference participants.

This forum provided a meaningful opportunity for the court

Continued on page 9

## ...Disparate Juvenile Justice Outcomes

Continued from page 8

to come together to discuss those aspects of the juvenile justice system that fall under its watch and to reaffirm its commitment to equity and fairness for all juveniles who use the court system. Minority Concerns looks forward to continuing to collaborate with the court in its address of this multidimensional issue.

Participants had this to say regarding the most significant lessons learned from the day-long conference:

- Act proactively and immediately;
- Ensure continuity and consistently address issues;
- Understand and listen to youth and solicit input/feedback from the populations served;
- Collaborate internally and externally with other stakeholders on an ongoing basis;
- Use effective alternatives (e.g., JDAD);
- Engage in continual training;

- Move beyond dialogue and make a commitment to improve the courts' delivery of services;
- Provide persistent leadership;
- Understand that meaningful change can take place and will make a difference;
- Collect and analyze data; and
- Examine the impact of processes and procedures such as bench warrants.

## Deadlines for Judiciary Times

Judiciary Times is published quarterly to provide statewide news and information about the New Jersey Judiciary. The following are deadlines for 2007:

Issue	Deadline	Distribution
Spring	Feb. 16	April
Summer	May 18	July
Fall	Aug. 17	October
Winter	Nov. 16	January 2008

## New Policies Guide Judiciary Volunteers

Judge Philip S. Carchman, acting administrative director of the courts, announced the New Jersey Supreme Court's approval of new policies for Judiciary volunteers on Nov. 1.

The Judiciary's 5,000-plus volunteers play a crucial role in the services the Judiciary provides to the people of New Jersey. Guidelines were created for volunteers to ensure that the Judiciary remains impartial in all matters.

Judiciary volunteers meet high standards as outlined by the Code of Conduct. Volunteers must treat people equally and with respect regardless of socio-economic status. Judiciary volunteers have access to information that is not a matter of public record and as a result they must sign an "Oath of Office and of Confidentiality." Judiciary volunteers can hold public office, elected or appointed, as long as their duties do not conflict with the nature of their volunteer duties.

Further details are available at [njcourtsonline.com](http://njcourtsonline.com).

## Passaic Vicinage Honors Medical Center Chief

by Renita McKinney  
Ombudsman  
Passaic Vicinage

Judges and staff of the Passaic Vicinage took a moment out of their Diversity Day festivities to honor a man who has contributed to vicinage efforts to build public trust and confidence in the Judiciary. Dr. James N. Pruden, chief of emergency services at St. Joseph's Medical Center in Paterson has worked with the vicinage to provide training to employees and to provide medi-

cal care to court-involved families of the Paterson Village Initiative Program. In honor of these contributions, on behalf of the vicinage, Assignment Judge Robert J. Passero presented him with a Special Recognition Award.

Dr. Pruden and a staff of nurses have taken part in more than 300 home visits with probation staff and police officers to assess the medical condition of juvenile offenders participating in the Village Initiative. The collaboration with the medical center, the only one of its kind in the country,

has been a very effective way to show juveniles and their families that the Judiciary cares about their well being. Dr. Pruden and his staff have been available to offer consultations, give medical advice and answer medical questions. The fact that Dr. Pruden and the nurses volunteer their time for this program demonstrates their commitment to the community.

In addition to volunteering for the Village Initiative, Dr. Pruden also has conducted training; free of charge, for all Passaic Vicinage employees on the handling of anthrax exposure cases and related issues.

## Passaic Vicinage Celebrates Third Annual Diversity Day

by Sharon Kinney  
EEO/AA Officer  
Passaic Vicinage

The Passaic Vicinage celebrated its Third Annual Cultural Diversity Day on Oct. 27 from noon to

2 p.m. in the jury assembly room. Sponsored and coordinated by the EEO/AA Advisory Committee, event had "Holidays Around the World" as its theme this year. More than 200 judges, managers and staff contributed by preparing foods, providing beverages and ice, working on the day of the event and/or contributing financially.

The room was decorated with holiday displays for Christmas, Hanukkah, Kwanzaa, Ramadan, Thanksgiving, Halloween, St. Patrick's Day, St. Joseph's Day, Cinco de Mayo, Three Kings Day and Chinese New Year.

Assignment Judge Robert J. Passero presented Dr. James N. Pruden Jr., chief of emergency services at St. Joseph's Regional Hospital and Medical Center in Paterson, with a Special Recognition Award, honoring him for his work with Courts in the Probation Division's Village Initiative Program and for providing training to courthouse personnel on anthrax exposure (see article on page 9).

Rosa Park's Performing Arts High School's Positive Impact Ensemble provided the entertainment for the event by performing the "Faces of Reality," an award-winning play that focuses on issues related to sexism, racism, discrimination and stereotyping.

Trial Court Administrator Kirk L. Nixon spoke about our diverse workforce that mirrors Passaic County's communities. In a light moment, he related that he sampled every dish and wouldn't be eating dinner that night. Comments from the more than 250 people who attended and enjoyed more than 100 various holiday foods affirmed that it was the vicinage's best Cultural Diversity Day yet.



**Celebrating the Varieties of Our Human Heritage**--An international buffet (upper left) entices guests, while a Cinco de Mayo display (above) provides information and a visual glimpse of a rich culture. Staff enjoying the festivities (left to right) are: Dorothy Howell, Vivian Oliver, Sandee Nole, and Julie Generals.

## Monmouth Vicinage Hosts an International Celebration

by Janet Slocum  
Administrative Specialist 4  
Monmouth Vicinage

When Monmouth Vicinage EEO/AA Officer Carmen Flores and the Monmouth Vicinage EEO/AA Advisory Committee announced their plans for an International Celebration to be held on Oct. 20, 2006, vicinage staff enthusiastically agreed to participate. Some offered to bring various ethnic foods, display cultural items, and entertain with ethnic performances. However, the staff and guests did not expect that they would be transported to such a powerful multi-cultural experience that day.

The vicinage jury assembly room was transformed into a miniature global venue, with flags from around the world colorfully displayed. The aroma of more than 50 delicious ethnic foods from countries such as India, Italy, Africa, Japan, Spain, Germany and Scotland tantalized all those who entered. Staff and guests were especially enthralled by the multitude of cultural exhibits that were displayed. These included African art, drums, statues and artifacts; Asian and Indian money; German and Slavic embroidery and dolls; traditional items from Chinese and Jewish cultures; Native American jewelry; and musical instruments,

garments, wall hangings, shadow-boxes, wood carvings, dolls, toys and hats from Columbia, Ecuador, Panama, Mexico and Puerto Rico.

The program began with remarks by Assignment Judge Lawrence M. Lawson, Trial Court Administrator Marsi L. Perkins and Monmouth EEO/AA Advisory



Committee Chair Judge Thomas F. Scully.

Assignment Judge Lawson expressed appreciation for the tireless efforts of the Advisory Committee in organizing the celebration. He stated, "Let this celebration heighten our cultural awareness and increase respect for different races, ethnic backgrounds, religions and genders. I encourage you to put this increased understanding and sensitivity to work as you serve the public."

After greeting the audience in 10 different languages, Trial Court Administrator Perkins challenged them with trivia related to foreign cultures and traditions. She

stressed the wealth of fascinating facts we can discover as we explore the cultures of various countries and stated, "...as members of the Judiciary we are fortunate to encounter a multitude of different cultures every day."

The audience, which numbered over 200 participants, was

captivated by cultural performances which included: a performance of Italian Opera by Theresa Pezzano Siegert and accompanist, Mary Kay Mason; a vocal jazz performance by vicinage employee Tarika Jean Pierre; Irish bagpipe music by

Boyd Moore from the Monmouth County Pipes and Drum Corps.; and an African fashion show coordinated by Judiciary Secretary Deadra Hubbard. Other highlights were a Chinese fan dance by students from the Jersey Shore Chinese School, Irish step dancing by Catherine Felle, daughter of Master Probation Officer Sara Felle, Colombian dancing by Amada Cabrera from the Passaic Vicinage, and a dance routine to "All That Jazz" performed by the Country Swingers from the Freehold Senior Citizen Center. Everyone enjoyed the salsa dancing lessons given by IT Analyst Juan Colmenares and Administrative Specialist Jennifer Rosario.

## Hunterdon County “Falls into” Diversity with Lively Program

Christine L. Murzdeck  
Trial Court Service Division  
Hunterdon/Somerset/Warren

Hola! Welkom! Aloha! Bienvenue!

These are just a few of the many greetings that employees received upon walking into Hunterdon County’s second Diversity Day celebration. The event was held on Oct. 27, from noon to 2 p.m. in the jury assembly room of the Hunterdon County Justice Center. Employees were invited to attend at lunchtime.

The theme of the event was “Fall into Diversity,” as the decor fused seasonal and cultural elements. Various picture boards were displayed, including a tree that was created out of construction paper complete with leaves in a fall color scheme. Employees were invited to contribute photographs from various locations or cultural events around the world to post on the tree.

In addition, employees gathered around photo boards to view pictures from the 2005 Diversity Celebration. “That was so much fun. I am glad that we are holding the event again this year!” one employee stated while looking at pictures from the previous year’s event. The room was decorated with paper leaves, streamers and balloons in the fall color scheme

as well as posters of landmarks from various countries. Employees also enjoyed reading signs that read “Hello” and “Welcome” in many different languages.

Employees contributed food and beverages to represent many different countries around the world. Appetizers, hot dishes, cold dishes and desserts left

dishes were contributed representing Belgium, Cuba, Ecuador, England, Germany, Hungary, Italy, Mexico, Poland, Russia, Scotland, Spain, Sweden, Ireland, Italy and the U.S.A. Steve Lember of the Hunterdon County Prosecutor’s Office and Carol Vizzini, an instructor from the Westminster Choir College

of Rider University, entertained the attendees with a moving cello performance. Employees were also treated to selections from a bagpipe and drum ensemble, a guitar performance and a karate demonstration.

The event was conceived of by the Vicinage 13 EEO/AA Advisory Committee. A volunteer planning committee, composed of Judiciary employees and county personnel, was led by co-chairs Lisa Wagner, Finance Division; Rhondi Pastor, General Operations Division;

and Michael LaCosta, Probation Division. Eugene L. Farkas, trial court administrator, commended the co-chairs for their efforts.

“These co-chairs displayed a fine example of leadership and dedication not only to the organization, but to the principles of fairness and equality,” he said.



**Enjoying the festivities** are (left to right): Rhondi Pastor, Lisa Wagner and Michael LaCosta.

many employees wondering if they would have room for dinner later.

“This is my first Diversity Day, and I am just amazed and delighted at the level of participation from our staff” stated Lisa Caravela, newly appointed EEO/AA officer. More than 70

## Passaic Vicinage Offers Drug Court Education Day

by Renita McKinney  
Ombudsman  
Passaic Vicinage

The Passaic Vicinage Adult Drug Court, in conjunction with the Passaic County Municipal Alliances, held a Day of Education on Nov. 3. The purpose of the day was to educate the community about drug courts, the municipal alliances and the work that they do.

The Drug Court program is a highly specialized team process that functions within the Superior

Court structure to address non-violent drug-related cases. Participants enter the program in lieu of prison time and are involved in rigorous specialized treatment. The Passaic County Municipal Alliances is a community-based prevention organization that plans, monitors and conducts alcohol and drug abuse prevention programs throughout the state.

Attended by more than 100 social services agencies' representatives, educators and concerned citizens, the program was held at

the Brownstone House in Paterson. Funding for the event was provided by the Passaic County freeholders and the Governor's Council on Alcoholism and Drug Abuse (GCADA). The program featured representatives from both adult and juvenile drug courts as well as the municipal alliances, the Passaic County freeholders and the GCADA. Each representative highlighted the inner workings of their programs and the benefits of the services offered.

## Somerset's Steven Mandraccia Receives Humanitarian Award

On Nov. 17, Steven Mandraccia, a court services supervisor 2 with the Somerset County Probation Department, received the Margery and Tom Corrigan Humanitarian Award sponsored by Middle Earth, a local non-profit agency serving the youth of Somerset County for more than 30 years. Established in 1994, the award honors individuals who show a continued commitment to youth and the community of Somerset County.

Mandraccia began his probation career in 1987. In his current position as supervisor of the Juvenile Unit he is involved with youth in numerous ways. He serves on the Somerset County Youth Services Commission, Somerset County Program Development Committee, Somerset County Juvenile Firewatch Group, New Jersey Probation Juvenile Managers Committee, New Jersey School-based Probation Supervi-

sion Working Group and New Jersey Probation Positive Intervention Committee.

Mandraccia is also very active in his community. For St. John's Episcopal Church, he acts as a youth group advisor, warden and liaison for the 30-hour Famine Program. He has served as soccer coach and is a *tae kwon do* instructor for youth. He also is the Bridgewater Soccer Association's liaison to the Camden Star Program which accumulates soccer gear for Camden city youth.

Seeing the need for more youth involvement in the Tour of Somerville, a competitive cycling event for professionals and amateurs over Memorial Day weekend, he created the "Big Air Show" which features extreme sports displays such as skateboarding, in-line skating, BMX biking and fencing as well as live music performances. He has organized this event for the past six years.

Mandraccia lives in Bridgewater with his wife Tina and two children, Anthony and Sophia.



**Steven Mandraccia** at his desk in Somerset County Probation.

# Japanese Judge Visitation Program Welcomes First Woman Participant



This court year, the New Jersey Judiciary is hosting the first woman to participate in the Japanese Judge Visitation Program. Judge Sugako Shinkai from Osaka District Court represents the 37th judge from

Japan to visit under the auspices of the program.

The program, which began in 1972, is a cooperative effort between the New Jersey Judiciary and the Supreme Court of Japan. The program is designed to help young Japanese judges learn about New Jersey's justice system from the inside through visitations and research.

At press time, the judge had visited the Burlington, Hudson and Monmouth vicinages and was planning to visit the Essex Vicinage in January.

Judge Shinkai's primary focus is on civil practice and procedures. She graduated from the Faculty of Law of the University of Tokyo and was appointed to the bench in Oct. 2003 and resides in Osaka.

"Judge Shinkai is enjoying her opportunity to participate in cross-cultural activities as well as sharing in the experiences of her foreign peers," said Paulette Davis, who manages the activities of the Japanese Judge Visitation Program for the clerk of the Superior Court.

"This has allowed her to gain knowledge about the New Jersey court system. She is finding her experience with us very interesting and looks forward to going to each vicinage."

---

## Passaic Vicinage Conducts Leadership Conference

by Renita McKinney  
Ombudsman  
Passaic Vicinage

On Oct. 25 and Nov. 2, the managers, supervisors and presiding judges from the Passaic Vicinage took part in a Leadership Conference titled, "Charting the Course for the Future....With You as the Essential Piece." The conference was facilitated by Burlington County's Trial Court Administrator Jude Del Preore.

The program began with remarks from Passaic Assignment Judge Robert J. Passero and Kirk Nixon, trial court administrator. They outlined the importance of goal setting and the need to focus on the "big picture."

The audience was reminded that they are an intricate piece of the puzzle that makes the vicinage run smoothly. Throughout the day, Del Preore guided the managers through a series of exercises that resulted in the creation of divisional and vicinage goals.

The conference was an opportunity to step away from the office environment and work cohesively towards a common factor. The completed goals were reviewed by the assignment judge and trial court administrator.

They were also distributed them to each manager to use as a guide when preparing performance goals for vicinage employees. The goals are an important part of the vicinage's quest for continuous improvement and excellence.




---

**Judge Thomas S. Brogan** (left), presiding judge of the Passaic Civil Division, makes a point during the conference. On the right is Michael DiSimone, a supervisor in Probation.

---

# Essex Employment Prep Center Staff Help Probationers Take the Path to Success

by Mary Rector  
Administrative Specialist 3  
Essex Vicinage Probation Division

On Nov. 20, the Essex Vicinage Probation Services completed a pilot program, the Essex Employment Prep Center, designed to address the needs of unemployed probationers. The goal was to enhance probationers' marketability in a competitive job market. The 10-week curriculum looked at resume writing, filing application both on paper and on-line, interviewing techniques, appearances, developing viable references, tapping into hidden talents and skills, coping with the stress of job hunting, and networking.

Caroline Ilogienboh, court

service supervisor 2, developed the program, drawing on past experience. In 2000, for example, she developed the Girls' Talk program, and in its first year only one of the 90 graduates reoffended after a successful completion of the program.

According to Caroline, "It is inherent in human nature to find ways to survive; economics is a driving force in most criminal behaviors we encounter."

Some probationers grew up in an environment where dignity in labor has not been cultivated. The Essex program helps them seek and maintain a socially acceptable means of livelihood. Through the employment preparatory program, Essex's staff provide rudimentary

information necessary to help people at critical points in their lives to find pathways to rehabilitation.

Among the staff making the program a success are Probation Officers Melissa Alban-Alves, Tochukwu Ogbanufe, Erika Arnone, Frank Aloe, Keith Warren, Emeka Igboeli and Kathy Duffy; and Substance Abuse Counselors Kelvin Jackson and Angelo Rosario.

Program staff appreciate the support of Vicinage Chief Probation Officer Peter Conerly.

## Tech-KNOWLEDGE-y

Continued from page 16

celebrated of Indian festivals. The word Deepavali originates from two Sanskrit words 'Deepa' which means 'light' and 'Avali' which means 'a row'. "It is generally celebrated to mark the triumph of good over evil by all Hindus, but some honor the conquests or accomplishments of specific deities rather than others," said Lakshmi Narasimhamurthy, one of the event organizers.

While Diwali can last up to five days in India, ITO staff had to squeeze it into a lunch hour. But just as the celebration in India symbolizes unity in diversity by every state celebrating the same holiday in its own special way, ITO enjoyed this sharing of cultures among co-workers, a mingling that leads to teamwork and collaboration in a large, diverse organization. "It is nice to work here, in an organization that allows you to express your culture and share your festival with others," said Lakshmi.



**Aloha from Camden County**--Staff from the UIFSA Unit of Camden County Probation stole the show during International Day with their hula performance of "Keep Your Eyes on the Hands." Left to right are: Gemma Espiritu, Buena Torres, Diana Miller, Charron-Naone Carter, Ray Jodoin, and Holly Kay. Authentic Hawaiian leis were flown in from Hawaii compliments of C. Naone-Carter's mother, Lelani Naone, to adorn authentic muumuu s (Hawaiian gowns). Unit staff also provided the Probation Division with tropical fruits, foods and candies. The UIFSA Unit became one "Ohana" (family).



# Tech-KNOWLEDGE-y A Byte of Diversity

by Janet Bastien, Project Manager, Information Technology

Chief Justice James R. Zazzali picked a good day for his inaugural visit to the Judiciary’s Information Technology Office on Nov. 4. The chief ventured into the Justice Complex’s fourth floor offices as ITO was in the midst of its second annual Diwali Day celebration, a lunchtime festival commemorating this Indian festival of lights. He literally got a taste of how ITO celebrates diversity among its staff, as well as its technology.

Let it be known that food is the universal language in ITO. Whether you speak COBOL or JAVA, Punjabi, English, Spanish or Mandarin, your culture will be celebrated here, especially if you come bearing refreshments.

The ITO Diwali celebration was a collaborative effort of about 20 ITO staff of Indian heritage who take pleasure in sharing their customs, food and even their traditional Indian garb with their co-workers. Many ITO women donned sarees and salwars (loose trousers) and

decorated their foreheads with bindis, a colorful dot that represents well being, as they joined the celebration. John Stracquatano, dressed in a kurta (a long-sleeved shirt), even had Indian words scribbled on his hand in an attempt to authenticate his communication at the event.



Joining ITO staff are (left to right): Judge Philip S. Carchman, acting administrative director of the courts; Jim Rebo, chief information officer; and Chief Justice James R. Zazzali.

Revelers from throughout the Central Office joined the celebration. In addition to Chief Justice Zazzali and most members of ITO, Judge (Philip S.) Carchman, Chris Higgins, Winnie Comfort and others couldn’t resist the enticing aromas wafting through the Justice

Complex.

The menu was fit for Lord Krishna himself. Some homemade and some catered, offerings accommodated vegetarian and non-vegetarian palates and included dishes such as Samosa, Navratna Korma, Naan, Raita and Chili Paneer. Ecuadorian fruit

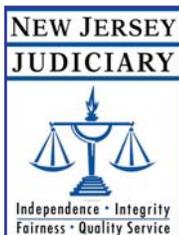
salad, homemade by ITO’s Andrea Freire, added another cultural dimension to the feast, cooling the fires set by spicy Indian dishes such as Chicken 65.

In addition to the food, traditional Indian decorations including a Rangoli drawing of flower petals, a representation of Ganapathy (a Hindu god), silver lamps commemorating the festival of

lights, and a silver vessel dressed up the gray cubical walls. While in the buffet line, diners could read information posted about the Diwali event and how it is celebrated in India.

Diwali, or Deepavali as it is known in the southern part of the continent, is among the most

Continued on page 15



## 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 laws of the United States and this State.*