



Behind the Bench

CAMCA Annual Meeting- December 5, 2008

This years CAMCA Annual Meeting will be held in Greeley. Our meeting will be highlighted with a training titled "Fill'er Up! Refueling Yourself" presented by Cynthia Geissing. Cynthia has her Masters Degree in Social Work from CSU and has been a professional trainer since 1987. Cynthia has worked as a staff consultant and counselor. She works part-time as a facilitator and trainer for the Colorado Collaborative Partnership at Colorado State University and also has her own training and consulting business. She is an engaging

and fun-filled speaker that can bring you to tears of laughter and at the same time bring home some very practical applications for situations that arise in the work place or at home. Please join us at the annual meeting for this exciting training. (See pages 4-5)



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Points of Interest

- ◆ **Annual meeting**
- ◆ **2008 CACE/CAMCA Conference**
- ◆ **2009 Training Opportunities**

CACE/CAMCA Conference

September 21-24, 2008

*The Leader Within:
Path to Personal
Leadership*



*Breckenridge,
Colorado*

The CACE/CAMCA Conference held in Breckenridge, Colorado this year was very well attended and a fun networking opportunity for all. This year Municipal, County and State employees had a joint conference. There was a wide variety of training classes offered for all court settings. It was an additional opportunity to provide an MSU Judicial Administration Course attended by Municipal, County and State Employees, as the County and State employees consider adopting this in-depth program for themselves. The course offered was titled “Education, Training and Development.” Below is an overview of the course taught by Dr. Jan Bouch of JS Bouch & Associates.

All participants completed two on-line assessments before the training and brought the results with them. Both assessments zero in on what type of learner you are and how you learn best. One assessment was to determine if you learn best by : Direct Experience, Reflecting, Abstract Concepts or Acting. The second assessment was finding out if you use the left or right hemisphere/ mode of your brain to learn and to what extent you use one or the other or both. The left mode operates with analysis and examines cause and effect. The right-mode operates out of being, intuition, and feeling.

Those who favor the left mode

- Prefer verbal instructions
- Like controlled, systematic experiments
- Prefer problem solving with logic
- Find differences
- Like structured climates
- Prefer established information
- Rely heavily on the verbal
- Like discrete information recall
- Control feelings
- Are intrigued with theory
- Excel in propositional language

Those who favor the right mode

- Prefer demonstrated instructions
- Like open-ended experiments
- Prefer problem solving with hunching
- Find similarities
- Like fluid and spontaneous climates
- Prefer elusive, ambiguous information
- Rely on the nonverbal
- Like narratives
- Are free with feelings
- Need experiences
- Excel in poetic, metaphoric language

The participants broke out into groups during the class for both assessments. With the first assessment each group was to come up with a slogan, a song and a drawing/logo that represented their type of learning. The second assessment revealed that we each learn by one or a combination of the following: Experience, Watching, Conceptualizing, and Doing. We divided up the class into the learning types we were dominant in. We then lined up around the room according to the ranking number given by the test we had taken with the number “0” representing the person that uses both the left and right modes of their brain equally. You received a number from -2 to -60 showing the degree you learn in the left mode or you received a number from +2 to +60 showing the degree you learn in the right mode. The trainer and the assessment gave numerous ideas and suggestions to each group on how to more effectively learn and work with others that may be the opposite of you. Both exercises got us up and moving and were a lot of fun for all.

Dr. Bouch delved into what adult learning is, what engages/motivates employees, and the four types of adult learners that exist in our workplace. Adult learning is defined as the act, process, or experience of gaining knowledge and skills. We found that 55 % of our workforce is not engaged, 16% actively disengaged and 29 % actively engaged. To engage more of our workforce, it helps to study and understand adult learning characteristics and the differences between the four types of learners. Our goal is to build a workplace where employees feel motivated; wanting to connect and enjoy contributing to their team.

Type 1 Learner:

Strength—*Innovation & Ideas*

Function by—*Value Clarification*

Goals—*Involvement & Harmony*

Asks—*Why?*

Type 2 Learner:

Strength—*Concepts & Models*

Function by—*Thinking*

Goals—*Intellectual recognition*

Asks—*What?*

Type 3 Learner:

Strength—*Practical application*

Function by—*Factual data & hands on experience*

Goals—*Views to the present*

Asks—*How?*

Type 4 Learner:

Strength—*Action, getting things done*

Function by—*Acting & testing experience*

Goals—*Bring action to ideas*

Asks—*What if?*

Dr. Bouch stressed that we take time to learn about each other and how we “come to our work”. In doing this we can work together capitalizing on each others strengths so that we all come to work feeling motivated and engaged, enjoying our work as a well-oiled team. Our ultimate goal is that we create an atmosphere that allows us to grow in our knowledge, skills and abilities.





CAMCA ANNUAL MEETING

December 5, 2008

***Please join us for our Annual Meeting on Friday, December 5, 2008 at the
Greeley Recreation Center 651 10th Avenue, Greeley, CO 80631
970-350-9400***

8:00 –8:30 am—Registration

(We are asking each Court to bring a gift to give away as a door prize)

8:30—8:45 am—Welcome & Opening Remarks

8:45—10:45 am—”Fill ‘er Up! Refueling Yourself” - Cynthia Geissinger

Have you ever felt like hiding in your office and never coming out? Have you noticed that you dread going to work? Are your family and friends beginning to suggest that you change careers? Do you feel tired, discouraged, over-worked and under-appreciated? You are not alone. This presentation will get you focused on becoming and remaining flexible in the face of challenge. Learn to leave your work at the office. Laugh until you cry. Please join us for a very entertaining, laid-back and fun time!

11:00 am –12:15 pm—Business meeting and recognition announcements

12:15—1:15 pm—Lunch and Networking

1:15 pm—Swearing in of new Officers

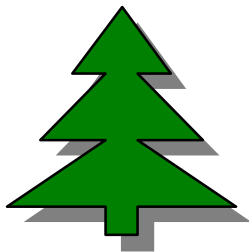
1:45 pm—DMV Presentation

3:00—3:15 pm—Afternoon Break

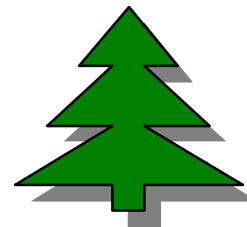
3:15—4:00 pm—Wrap up, Evaluations, Door Prizes



HAPPY HOLIDAYS !!!



CAMCA ANNUAL MEETING
Registration Form



Friday, December 5, 2008

HOSTED BY GREELEY MUNICIPAL COURT

Location: GREELEY RECREATION CENTER
651 10th Avenue, Greeley, CO, 80631 (970) 350-9400

Please submit registration by November 24th, 2008

Mail your **registration** and payments made to **CAMCA**

To: Terrie Cooke

**Denver City and County Court 1437 Bannock Street Room #108 Denver CO
80202**

Or you may **fax** your **registration**

To: Terrie Cooke

Denver City and County Court Fax#: 720-865-8250

Registration forms need to be received by November 24th, 2008

Space is limited---register early.

Name(s): _____

Court: _____

Phone: _____

Email: _____

Cost \$35.00 per person (includes lunch)

Total number attending _____ x \$35.00 Per Person Total Enclosed \$ _____



CAMCA

TRAINING

2009

| | |
|--|--|
| <p>C.A.M.C.A.—Court Basics I Hosted by Parker Municipal Court March 6, 2009</p> | <p>NACM Annual Conference Boston, Massachusetts July 7—11, 2009 (Please note NACM’s change in days to: Tues-Sat)</p> |
| <p>NACM Mid-year Conference Portland, Oregon March 8 - 10, 2009</p> | <p>C.A.M.C.A.—Court Basics III Hosted by Westminster Municipal Court August 7, 2009</p> |
| <p>C.M.J.A. / C.A.M.C.A. Conference Glenwood Springs April 23—25, 2009 (MSU Course offering*: Court and Community Communications)</p> | <p>C.C.E.C. / C.A.M.C.A. Conference Breckenridge September 13—15, 2009 (MSU Course offering*: Purposes and Responsibilities of Courts)</p> |
| <p>C.A.M.C.A.—Court Basics II Hosted by Greenwood Village Municipal Court May 8, 2009</p> | <p>C.A.M.C.A.—Management Tools Hosted by Arvada Municipal Court October 9, 2009</p> |
| <p>C.A.M.C.A. / MSU Judicial Administration Certification Course Hosted by Broomfield Municipal Court June 12, 2009 (MSU Course offering*: Information Technology)</p> | <p>C.A.M.C.A.—Court Basics I Hosted by Northglenn Municipal Court November 6, 2009</p> |
| <p>C.A.M.C.A.—Court Basics / Nuts + Bolts Hosted by Grand Junction Municipal Court June 19, 2009</p> | <p>C.A.M.C.A.— Annual Meeting Hosted by Littleton Municipal Court December 4, 2009</p> |

*Class participants do not need to be enrolled in the Michigan State University Certificate Program to attend these courses. Those who are enrolled in the MSU program are eligible to receive credit for the contact hours for each course attended.

Visit the CAMCA web-site @ **CAMCACOLO.COM** for additional information

CAMCA / MSU Five Year Schedule Courses



CAMCA / MSU Five Year Schedule of Course Offerings
for the
Judicial Administration Noncredit Certification Program
Core and Elective Subject Matter Course Requirements

Judicial Administration Core and Elective Subject Matter Hour Requirements

Students must complete a total of forty (40) contact hours in the core subject matter. The minimum requirement of six (6) contact hours offered through one (1) program must be met before the core course can be eligible for the Judicial Administration Program. The minimum requirement of twenty (20) contact hours in at least three (3) of the electives is required. There is no contact hour requirement for an elective subject matter, however, students must complete at least three (3) of the elective courses.

Required Core Courses

Case flow Management; Information Technology Management; Human Resources Management; Leadership; Purposes and Responsibilities of Courts; Resources, Budget and Finance.

Required Elective Courses

Court and Community Communications; Education, Training and Development; Essential Components of Courts; Visioning and Strategic Planning.

Online Courses at Michigan State University

All required core and elective courses are available online through Michigan State University. Students are charged the same \$10 fee per contact hour.

2007 & 2008: Essential Components; Education, Training and Development; Resources, Budget and Finance classes were offered.

2009: Court and Community Communications; Information Technology Management; Purposes and Responsibilities of Courts

2010: Leadership

2011: Case flow Management; Visioning and Strategic Planning

2012: Human Resources



2009 CAMCA TRAINING REGISTRATION

Please complete one registration form per Court when possible

Name(s): _____ Municipality: _____

Address: _____

City, State: _____

Zip: _____

Fax #: _____

Phone #: _____

Email: _____

Total Enclosed: \$ _____

Fax Registration to: Terrie Cooke @ 720-865-8250 **Checks Payable to:** CAMCA

Mail Checks & Registration form to: Terrie Cooke, CAMCA Treasurer, City & County of Denver Court, 1437 Bannock Street, Room 108, Denver, CO 80202

Deadline: 14 days prior to the class. Light snacks will be provided by host Court.
Lunch is on your own.

COURT BASICS I: *Where do I fit in? DMV, Records Act, Customer Service, Court Lingo*

_____ [March 6, 2009](#) Hosted by Parker \$40/CAMCA Member; \$50 Non-member*

_____ [November 6, 2009](#) Hosted by Northglenn \$40/CAMCA Member; \$50 Non-member*

COURT BASICS II: *Bonds, Court Appointed Counsel, Interpreters, Collections, Rules*

_____ [May 8, 2009](#) Hosted by Greenwood Village \$40/CAMCA Member; \$50 Non-member*

COURT BASICS/NUTS + BOLTS

_____ [June 19, 2009](#) Hosted by Grand Junction \$40/CAMCA Member; \$50 Non-member*

COURT BASICS III: *Appeals, Jury Management, Case Flow & Records Management*

_____ [August 7, 2009](#) Hosted by Westminster \$40/CAMCA Member; \$50 Non-member*

MANAGEMENT TOOLS: *Conflict Management, Security, Ethics, Hiring, Problem Analysis*

_____ [October 9, 2009](#) Hosted by Arvada \$40/CAMCA Member; \$50 Non-member*

*\$40 applied to the cost of the class. \$10 will pay your CAMCA membership fee for one year (if active but not the only member from your court, if you are the **only** member the cost is \$70)

2008 Legislative Updates

This year's legislative session had only 2 bills signed that will even minimally impact our courts. All bills may be accessed at the Colorado State Legislature web page: www.leg.state.co.us

HB 08-1076

This is the bill that limits what criminal justice agencies, which by statute definition includes municipal courts, may charge for photocopies etc. of records. The short version of the bill is that we are now limited to charging 25 cents per standard page. We may also assess "reasonable fees, not to exceed actual costs, including but not limited to personnel and equipment, for the search, retrieval and redaction of criminal justice records...". Actual costs also apply to transcripts, etc. This became effective August 5, 2008.

HB 08-1115

This bill is in relations to retaliation against a judge. It makes retaliation a class 4 felony and specifically includes municipal judges as well. With any luck, none of us will ever see this put into action but it is good to know municipal judges were included in the new law. This becomes effective July 1, 2008.

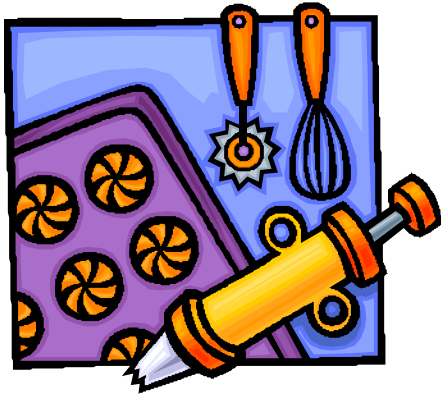
(Information received from Tamara Wolfe, CAMCA Legislative Chair)

Helpful Court Information

Do you have defendants that come to your counter asking for information on how to seal records?

A very helpful website to refer them to is the Colorado State Court website at: **www.courts.state.co.us**. On this site go to the tab for Self Help/Forms, then click on List by Category and page down to Criminal. Under Criminal there are 2 choices: **Sealing of Arrest and Criminal Records and Sealing of Criminal Conviction Records**. Defendants can find general information on what cases can be sealed, common terms, fees, forms and steps on filing a case. Hopefully this is helpful in directing citizens needing assistance in this area.

The State Court website has also updated the **Mandatory Protection Order** for Criminal cases. The forms for this can be found at the website above or by using this link: www.courts.state.co.us/Self_Help/Forms/Index.cfm/Form_Type_ID/24.



Spiced Holiday Cider

One gallon (128oz) apple juice or apple cider

One quart (32 oz) cranberry juice

(Juices are 4 to 1 ratio, if you don't want to make a large amount)

4-6 oz large frozen lemonade

6-8 cinnamon sticks

Put all ingredients in crock pot or 5 quart pot on stove. Heat, stir and enjoy!

Apple Crisp

Pre-heat oven to 350 degrees. Peel, core and thinly slice 4 cups of 1/8 inch sliced golden delicious apples. Toss with 1/4 cup brown sugar, 1/2 teaspoon cinnamon and 1/2 teaspoon of ground ginger. Spread mixture into an 8 x8 baking dish.

In medium bowl, combine 3/4 cup flour, 3/4 cup brown sugar, 1/2 cup rolled oats, 1/2 cup chopped walnuts, pinch of salt, 1/2 teaspoon cinnamon and 1 stick (8 tablespoons) of unsalted butter. Pinch ingredients together with fingertips to make crumbs.

Sprinkle crumbs over fruit and bake 45-50 minutes or until fruit is tender and crumbs are golden brown.

(The same recipe works with 6 cups of sliced peaches).

Fall Recipe Corner

Black-eyed Pea & Ham Soup

(New Year's Eve celebration soup)

1 tablespoon olive oil

4 oz smoked ham, diced

1 cup diced onion

1/2 cup diced celery

2 garlic cloves, minced

1 – 14.5 oz petite cut diced tomatoes

2 cups frozen black eyed peas

3/4 cup water

2 – 14.5 oz. cans vegetable broth

2 tablespoons tomato paste

1/4 teaspoon freshly ground black pepper

1/8 teaspoon cayenne pepper

Heat oil in 5 quart pot or Dutch oven over medium-high heat. Add ham, onion, celery, and garlic; sauté 5 minutes or until vegetables are tender. Stir in remaining ingredients, bring to a boil. Cover, reduce heat and simmer 45 minutes or until peas are tender. Yield: 7- 1 cup servings. Calories: 158 per cup.



Broccoli Salad

4 cups broccoli

1/4 to 1/2 cup chopped green onion

1/2 cup chopped celery

1 1/2 cup crumbled bacon

1 1/2 cup seedless grapes

1/2 to 3/4 cup sunflower seeds

Dressing:

1 C. Mayonnaise

1/3 C. Sugar

2 TBSP. Vinegar (White)

Pour dressing 30-60 minutes prior to serving.

Sausage & Egg Casserole

6 Eggs

2 Cups of milk

5 Slices white bread, cubed

1 teaspoon salt

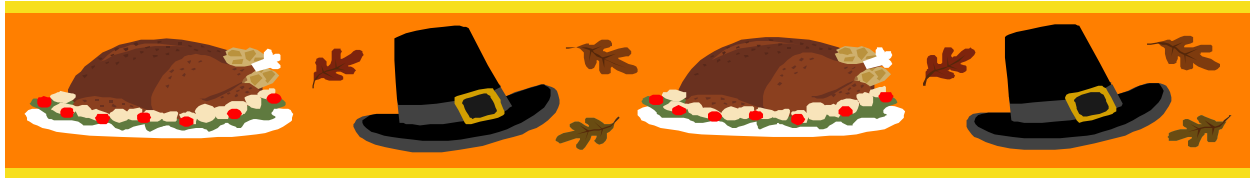
1 teaspoon mustard

1 lb loose sausage (and use spicy or regular)

1 1/4 cup grated cheese (your choice of cheese)

1 small can green chilies

Crumble and slightly brown sausage and drain fat. Mix eggs, salt, milk, and mustard. Add cubed bread and stir. Add cheese, sausage, and green chilies. Put into glass baking dish 8 x 10 or 10 x 10. Place in refrigerator overnight. Bake at 350 degrees for 45 minutes. (Add a few more minutes if necessary to make sure it browns on top).



Court Happenings

Broomfield Combined/Municipal Court welcomes Acacia Torrez who has joined us from Adams County and is currently working on the Municipal Traffic caseload as a Deputy Court Clerk . Her passion is her family, especially her daughter, and her friends. She is an avid soccer fan, thanks to her daughter Serena. Acacia brings several years of experience with her and we are thrilled to have her a part of our team.

Golden Municipal Court welcomes two new employees. Dante Alzamora worked in the private industry for Comcast and Spherion. He comes to us with a great background in customer service. Dante is in his final year of school and is working on a degree in Computer Information Sys-

tems. Kathy Sala comes to us from Maricopa County Superior Court, with years of experience in the judicial field. Kathy and her family moved out to Colorado when her husband made a job change and she says they love living in Colorado. Golden has been very fortunate to get two great employees.

Parker Municipal Court is pleased to have Lora Free as new employee to their team. She started full time in July as a Court Clerk. She previously worked for the school district and was a dispatcher for Douglas County many, many moons ago.

Welcome to All !!!

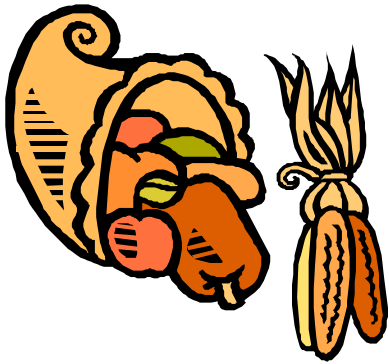
CAMCA Scholarships

Have you always wanted to attend a **CAMCA** training you've heard about but budget dollars just didn't stretch that far? Scholarships are available for all active **CAMCA** members. These scholarships will cover the cost of tuition and registration. The application is available through **CAMCA** Vice Presidents Karla McKrimmon or Sharon Dunlap. So don't delay, apply today!



Debbie Caldwell
17 DesCombes Drive
Broomfield, CO 80020

Phone: 720-887-2101
Fax: 720-887-2122
Email: dcaldwell@broomfield.org



**Read the Behind the Bench
on the CAMCA website at
www.camcacolo.com**

**If you have any informa-
tion that needs to be added
or updated, please contact
Sally Cannady. She is the li-
aison for the website. She
can be reached by tele-
phone at 303-582-1727 or
her email is:**

**scan-
nady@cityofblackhawk.org**

THANKSGIVING

HAPPY

