



COLORADO ASSOCIATION FOR
MUNICIPAL COURT ADMINISTRATION

Behind the Bench

Summer Fun 2009

In these tight economic times we can show our resilience and become pretty creative in finding free or inexpensive ways to enjoy the beauty and blessings of living in Colorado. With help from many CAMCA members I have been able to compile an amazing list of fun activities to enjoy throughout the summer. Many websites are listed to refer to due to so many communities having many wonderful choices.

ENJOY AND HAVE A FUN AND SAFE SUMMER

ARVADA—Historic Olde Town
Arvada-Blues & BBQ Festival-
Grandview Avenue –July 19th
www.bluesnbbq.com

AURORA—Kids Spree
July 18th & 19th
www.auroragov.org

BOULDER—Two of many free
events are Bands on the Brick and
the Boulder Farmer’s Market
www.bouldercoloradousa.com/calendar

COLORADO SPRINGS—Garden
of the Gods and the Air Force Academy are free and open daily. Fee areas: Pikes Peak, Cheyenne Mountain Zoo, Seven Falls, Cave of the Winds Free summer concerts:
www.coppercolor.org/documents/freesummerconcerts.pdf

DURANGO—Summer fun activities at www.durango.org/Activities/index.asp

ESTES PARK—Labor Day
Weekend Arts & Crafts Show
Sept 5th-7th; Longs Peak Scottish
Irish Festival & Parade—Sept 12th
www.estesparkcvb.com/calendar.cfm

GOLDEN—Golden Fine Arts
Festival—Aug 15th-16th—www.goldenfineartsfestival.org

GREELEY— Greeley Arts Picnic
July 25th-26th
www.greeleydowntown.com

GUNNISON— Cattlemen’s Days
July 10th—19th
www.cattlemensdays.com

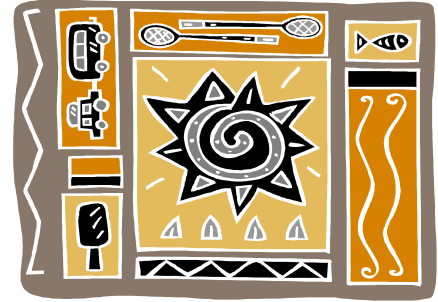
LITTLETON—50th Anniversary
Sock Hop-July 24th; Carousel of
Music-Aug 12th; Western Welcome
Week Parade and Crafts—Aug 15th
www.littletongov.org

PAGOSA SPRINGS
Renaissance & Pirate Festival
July 18th—19th
www.visitpagosasprings.com



Summer Fun (cont)

Make sure to look for discounts on websites for specific events!



PALISADE—Palisade Peach Festival
Aug 13th-16th—Features live music, a parade, crafts, pancake breakfast, ice cream social, peach eating contest/peach recipe contest
www.townofpalisade.org/events.htm

PLATTEVILLE—Harvest Daze Festival
“Hometown Heroes” - Aug 14th-16th
www.plattevillegov.org

PUEBLO—Colorado State Fair—Aug 28th-
Sept 7th—www.coloradostatefair.com

SOUTH FORK—Logger Days Festival
Logger competition, crafts, food, live music
July 17th-19th—www.southfork.org

STEAMBOAT SPRINGS—Wine Festival
July 30th-Aug 2nd—www.steamboat.com

SUPERIOR—9th Annual Chili Fest and 29th
Annual Mile High Chili Cook-off, featuring
music by Hazel Miller—Sept 12th 3-7pm
www.townofsuperior.com

WINTER PARK—Fraser River Days
Aug 8th-9th—www.playwinterpark.com

CONCERT SERIES

Broomfield Free Concert Series
Thursdays 6:15pm at Community Park
www.co.broomfield.co.us

Colorado Symphony Free Concerts
in July at various locations
www.coloradosymphony.org

Crested Butte—Alpenglow free concert
series in Town Park Mondays at 5:30 pm

City Park Jazz (Denver)—Sundays at
6pm—www.cityparkjazz.org

Evergreen Lake—Every other Wednesday
night at 6:00 pm
www.evergreenlakepresents.com

Northglenn Concert Series
Wednesdays 6:30 pm
[www.northglenn.org/WEB-PDF/
summer_concerts_sponsor_2009.pdf](http://www.northglenn.org/WEB-PDF/summer_concerts_sponsor_2009.pdf)

Thornton Summer Concerts—Thursdays
at 7 pm/various locations—[www.cityof
thornton.net/events/home.asp](http://www.cityofthornton.net/events/home.asp)

Westminster Concert Series—Thursdays
7:00 pm at City Park
www.ci.westminster.co.us/256.htm

FREE / LOW COST MOVIES

Cherry Hills Village—Aug 22nd at 6 pm

Glendale Free Movie Night - Infinity Park
Stadium at 7:30pm— Every other Monday
starting July 6th

Movies in the Parks
www.denvergov.org

Film on The Rocks
www.redrocksonline.com

Regal Family Film Festival
[www.regmovies.com/nowshowing/
familyfilmfestivalschedule.aspx](http://www.regmovies.com/nowshowing/familyfilmfestivalschedule.aspx)

Helping Others Find Their Creativity

(from SCAO Human Resources)

It is critical that leaders not only tap into their own creative reserves but that they learn how to inspire creativity and ingenuity in those they direct. Managers play an important role in fostering an atmosphere that values and encourages creativity. There are two main ways to do so: remove barriers and provide opportunities. The key is to work toward achieving both of these simultaneously. The following lists provide you with possible barriers and opportunities to be aware of. The key is to work toward achieving both of these simultaneously.

Potential Barriers

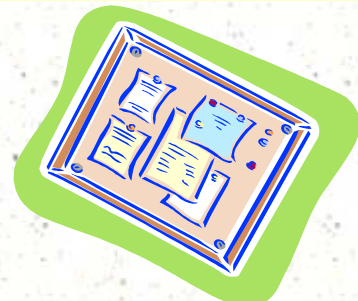
- ◆ A culture that fosters blame
- ◆ Managers resistive to ideas that aren't their own
- ◆ Rewards based on getting things done quickly and with no mistakes
- ◆ A lack of resources
- ◆ A stringent requirement that an individual must prove the value of an idea before it can be used
- ◆ A culture that rests on past successes
- ◆ An exclusive focus on short-term goals rather than a desire to invest in the future
- ◆ Obstacles such as outdated methods for producing work and unnecessary meetings
- ◆ Forcing prescribed methods of work without allowing individuals to use their own style

Opportunities that fuel creativity

- ◆ Allowing different experiences and learning. Creativity can be sparked by getting people out of their normal routine.
- ◆ Showcasing ideas
- ◆ Create incentives
- ◆ Learn what motivates individuals
- ◆ Keep an open door. Resist a dismissive approach
- ◆ Allow people to come together to resolve problems together
- ◆ Don't penalize for honest mistakes
- ◆ Empower individuals to act on customer complaints or suggestions
- ◆ Allow employees to apply principles attained in a learning environment to the actual work environment



Announcements from around the state



On March 6th, Thornton Municipal Court Deputy Court Manager, Diane Maes, husband Gerald, and baby's big brother Nicolas welcomed Elijah Mateo weighing 7lbs 15 oz and 20 1/2" long. He's a cutie with his beautiful brown eyes and head full of hair!

Brighton Municipal Court hired Nemesis Vasquez this past March. Many may remember her from when she worked for ISAE. She was with them for 3 years, then with the University of Colorado before being hired In Brighton.

April 23-25, 2009

*Court & Community
Communications*

*MSU Certification
Course*



At the combined CMJA/CAMCA Conference held in Glenwood Springs, Friday's session covered the MSU Judicial Administration Program course of Court and Community Communications. The workshop covered 4 in-depth areas of Communication covered by Mr. Thomas Hodson, the Director of the E.W. Scripps School of Journalism. His dual career path is in law and journalism and he has been a trial attorney and trial judge. He serves as a consultant, trainer and educator to national and international judges' groups and court administrators on the topics of court/media relations and court/community relations.

Mr. Hodson began by focusing on how our courts are perceived and what feeds into that perception. The public's overall impression of the judicial system and the courts are negative; feeling that court is too costly, takes too long, and that judges are prejudiced and political. Methods of forming those opinions have evolved over the past two decades with the largest shift occurring with electronic information via the internet and court television. **We need to realize people don't trust what they don't understand.** It's imperative to build confidence with the public by developing positive messages, giving honest responses to inquiries and being open and understandable in what we do.

When assessing our stakeholders we need to develop programs that meet their needs. We need to audit the different ways in which we communicate with the public (phones, internet, email, customer service, interpreters, terms used/glossary, educational tapes, videos) and make sure we are using these tools effectively to create credibility for our court.

- Do we provide avenues to promote positive community relations?
- What groups are we reaching and what groups are we missing?
- Do we find out what is on the mind of the stakeholders in our community and are we **LISTENING?**
- ◆ Are you available for special topic forums or use brochures to reach out to target groups?

"You can't do everything for everybody" so you need to prioritize your target audiences and develop outreach programs to assist them which in turn creates a positive perception of your court.

One of the best ways to reach the public is through your local newspaper or internet site. This allows you to control the message. Identify who speaks for your court to reach out to the community with a positive message. Is there information you would like the media and your community to know about your court, i.e. one stop shopping, helping seniors or juveniles,



Court & Community Communications (cont.)



options available for intervention? Always make sure you tailor your message appropriately depending upon the media vehicle you are involved

with (television=visual; radio=sound only; newspaper and internet= pictures, written words and graphs). Make sure to stay abreast of all ethical constraints and public record laws and when speaking on behalf of your court, if necessary, allow yourself **“to remain silent; anything you say may be used...”**

If you do utilize the media keep in mind their adversarial position. Stay in control of what is said by thorough preparation and stay positive. Remember the 70-20-10 rule of those watching; credibility is based upon 70% of how you look, 20% on how you sound, 10% upon what you say. Don't ever believe there is an **“off the record”** comment that won't show up on the news or in the newspaper and remember that the interview is not over until the reporter is gone.

Set your goals and priorities for partnering with the media keeping in mind what you want to achieve, who your target audiences are and what are your budgetary and personnel constraints. Make sure you get the “biggest bang for the buck” when you reach out to your public and stakeholders, i.e. lowest cost reaching the largest audience tailored to your court. Always evaluate what you do internally and externally. Realize the key to clear and effective leadership with the programs your court offers along with the use of the media are flexibility and the capability to adjust in a changing world and environment.

At the end of the day it was announced that Judge John Stipech, of Westminster, was celebrating 30 years on the bench and Judge George Boyle II had completed 33 years of distinguished service for Arvada. We were able to snap a photo of Carol Barnhardt joining in the celebration with them.





June 12, 2009

**Information Technology
Management**

MSU Certification Course
Summarized by Lynne Reynolds

On June 12, 2009, the CAMCA Tri-Annual Meeting was hosted by Broomfield Municipal Court. Attendees completed the Information Technology Management component of the Michigan State University Judicial Administration Program presented by Tim Dibble. Mr. Dibble is Director of Government and Justice at Francis Cauffman. He has 23 years in the profession and has extensive national experience with federal, state and local government courts and the justice community. He is currently designing and documenting the technology infrastructure for the Baton Rouge District Court. He has worked in Hawaii, Hong Kong, Maryland and Philadelphia on various justice technology projects.

The IT Fundamentals curriculum is organized around the NACM Core Competency Curriculum Guidelines. The course covered a wide range of materials that included IT Purpose and Context, Governance: Leadership and Vision, Infrastructure – Court Services and Applications, and IT Projects. Mr. Dibble kept a brisk pace as well as involved participants in a number of tabletop exercises.

In the portion of the day focused on **IT Purposes and Context**, participants gained a greater understanding of making the link between the principal purpose and mission of courts and information technology. Technology should be designed to support the purposes of courts, both directly and indirectly. The goals are to:

1. Produce individual justice in individual cases.
2. Give the appearance of individual justice in individual cases.
3. Provide a forum for the resolution of legal disputes.
4. Protect individuals from the arbitrary use of government power.
5. Create a formal record of legal status.
6. Deter criminal behavior.
7. Rehabilitate persons convicted of crime.
8. Separate some convicted people from society.

(NACM Core Competencies, 2006, attributed to Friesen, Ernie)

Participants reviewed outcome measures regarding technology and justice. The focus was on understanding how technology can help courts to achieve their performance measures as well as merge traditional and new expectations. Moreover, specific technology information measures were discussed in detail. These Information Measures included: Integrity and Accuracy, Security, Privacy, and Ubiquity (Speed, Scale-ability and Standardization).

Governance: Leadership and Vision included detailed information on fundamental IT Leadership Principles focused on the role of technology within the court's purposes.

- ◆ The Court's mission and service must drive technology decisions and priorities.

Information Technology Management (cont.)

- ◆ Technology is not self-justifying
- ◆ Organizational change is the key to advancing technology
- ◆ Court leaders must understand technology and what it can do for them
- ◆ The end users must be involved in planning and development

In this area participants also reviewed the six sequential areas of IT Governance that include: Policies, Organization, Standards, Funding, Architecture (infrastructure), and Systems (What and how we use technology).

In the portion of the course on **Infrastructure – Court Services and Applications**, participants received an overview of 8 major groups of architectures, listed somewhat chronologically, from oldest to more recent: Legacy (mainframe), Stand Alone, Client Server (2 and 3 tier), Data Warehouse Systems, Mediated Systems, Internet/Intranet Architectures, Service Oriented Architectures and Web Services, and Enterprise Architectures (n-tier). The course explained that it is rare for any IT architecture to be mutually exclusive as many overlap. Legacy mainframe systems while old still exist in many courts today. However, the trend is towards highly interactive, open systems.

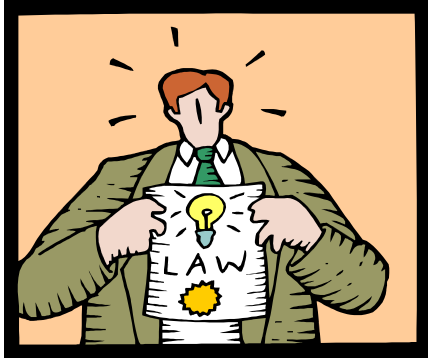
The end of the day was a quick examination of **IT Projects** that included a review of information from the Standish Group on Extreme Chaos (www.smallfootprint.com/Portals/o/StandishGroupExtremeChaos2001.pdf). Ingredients required to have a successful project were reviewed – these included executive support, user involvement, clear business objectives, and minimized scope. Mr. Dibble emphasized a smaller phased approach as often being the most successful game plan.

The following excerpt from the class materials summed up much of the message that was inherent in the days' information:

Court leaders must know information technology fundamentals and ensure that they and their technical staff stay current with how other organizations and courts are using technology successfully. Every court leader must appreciate both the capacities and the limitations of always evolving technology tools. To establish and manage expectations court leaders must know what options exist, how technology evolves, the issues that arise with the use of technology, and how to select the most appropriate solution. No one can manage what he or she does not adequately understand.

*Our training morning began with introductions and announcements. The CAMCA Board of Directors presented a gift of thanks and appreciation to **Bev Seidel** for all her hard work with the CAMCA organization and her expertise on the Behind The Bench newsletter. The gift was presented to Bev by the President of CAMCA Karla McCrimmon from Castle Rock Municipal Court.*





From Tamara Wolfe, Legislative Committee

The Legislators were busy this year but most of the new laws do not directly affect our local courts. However, there are a few new laws that will affect how some of us do business. In addition to those laws you will also find some additional bills listed that were passed that we should be aware of even though they may not have a direct impact on us. You may review all the bills at:

www.leg.state.co.us. As always, please remember to review these laws with your judges and city attorneys before making any changes to your policies or processes.

SB09-133 Traumatic Brain Injury Trust Fund. A limited number of courts may assess this surcharge. The surcharge is being increased from \$10 to \$15 with an effective date of 8/5/09.

SB09-222 Automated Vehicle Identification Systems. For those courts using photo radar and/or any other photo enforcement of violations such as red light, etc., the law has been amended to mandate the location and lettering size of the required signage. Effective 8/5/09.

HB09-1266 Loss of Driving Privileges Repeal on Certain Crimes. This was discussed via the listserv earlier this year. Juvenile defendants will no longer have their driver's license suspended if they are convicted of Defacing Property (graffiti related offenses) or offenses relating to Marihuana. For alcohol related charges, (minors in possession), the law has been amended to revoke their license only under specific circumstances such as prior violations and/or failing to complete court ordered alcohol assessment/treatment/classes, etc. It is also unclear from this bill how or if DMV will establish a violation history database for defendants. This has an effective date of 8/5/09.

(Courts may need to adopt new provisions, check with your city attorney)

HB09-1027 Yielding ROW to Transit Buses. This bill requires a motorist to yield to a transit bus if the bus has a specified Yield sign displayed and illuminated. Effective date of 8/5/09

HB09-1094 Cell Phone Prohibitions for Drivers. Drivers under 18 are prohibited from using their cell phones at all while in a vehicle unless parked. There are exceptions for emergencies. No driver, regardless of age, may "text". Both violations may be a primary offense, but must be actually witnessed by the issuing officer. Effective 12/1/09.

HB09-1026 and SB09-075 Low speed/powerd Vehicles. Each of these bills amends the language in the current laws to reflect a more accurate description and definition of low speed/power vehicles. In addition, the Senate Bill creates new speeding violations specifically for these types of vehicles. Effective 8/5/09.

From Tamara Wolfe, Legislative Committee

HB09-1090 Titles Associated with Interpreters for Deaf Persons. This bill makes it a deceptive trade act to use certain titles by interpreters for deaf persons unless they hold a current membership card issued by the Registry of Interpreters For the Deaf or a successor organization. The interpreter must make this card available for inspection if requested. I mention this bill as there may be an issue with some deaf interpreters and apparently this is the State's attempt to ensure we are dealing with qualified individuals. Effective 9/1/09

HB09-1246 Monitoring Driving Schools. This bill was discussed via the listserv earlier this year too. This driving school requirement and associated surcharge falls under 42-4-1717 in the State Statutes. It is my understanding, that the discussions among the various municipal judges is that most feel this does not affect municipal courts as there is no language specific to municipal courts included. However, the driving schools will still be required to collect (not the court), the associated surcharge for each attendee regardless of the originating court. There is also a requirement that the court inform the defendant of the surcharge. I would expect that this information will be included on the forms we are given to use by the various driving schools. The law goes into effect 8/5/09 but the actual collection of the surcharges does not begin until 1/1/10. I STRONGLY suggest you discuss this particular bill with your judges and city attorneys as I suspect there will be a variety of ways each court will determine how to handle this matter.

THANK YOU TO TAMARA WOLFE FOR KEEPING US UPDATED ON ALL THE LEGISLATIVE ACTION WE NEED TO BE INFORMED OF

CAMCA Court Basics—Nuts & Bolts Training

Hosted by Grand Junction Municipal Court / June 19, 2009

Submitted by Joanna Adams & April Sanchez

This training was streamlined to include topics that are specific to the needs and concerns of the Municipal courts on the Western Slope. It allows those that participate to delve into subjects that they have specific questions on and get a more in-depth understanding of certain processes and procedures. This year a small group of six were able to attend. The topics covered were: OJW/ Default procedures, NRVC process and compact states, HB 1266 and no longer sending in convictions on cannabis or graffiti to DMV, CAMCA and NACM Code of Conducts, Bonds (conversion/refunds/forfeiture), Revocation of Deferred Judgments, Contempt, and release of records when dealing with the media. They had time to also allow ad-hoc topics that included: Officer amendment of tickets, certificate of mailing to defendants and notifying defendants of a change in court date. Joanna was also able to hand out some helpful training information she had gotten from State Judicial. It was a very valuable and helpful training for all who were able to attend.





**2009 CAMCA
Trainings**



| | |
|--|---|
| <p>NACM Annual Conference Boston, Massachusetts July 7–11, 2009 (Please note NACM's change in days to: Tues-Sat)</p> | <p>C.A.M.C.A.—Court Basics III Hosted by Westminster Municipal Court August 7, 2009</p> |
| <p>C.A.M.C.A./MSU Judicial Administration Certification Course September 14, 2009 Hosted by Arvada (MSU Course offering*: Purposes and Re- sponsibilities of Courts)</p> | <p>C.A.M.C.A.—Management Tools Hosted by Arvada Municipal Court October 9, 2009</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.— 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

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|---|---|---|---|---|---|---|---|---|
| | 2 | | 8 | 9 | 1 | | | |
| 1 | 4 | | | | | | | 7 |
| | | | | | | 3 | | 9 |
| 4 | 3 | | | 6 | | 7 | 5 | |
| | | | 4 | | 8 | | | |
| | 8 | 5 | | 1 | | | 9 | 4 |
| 3 | | 6 | | | | | | |
| 2 | | | | | | | 7 | 1 |
| | | | 2 | 4 | 5 | | 3 | |

SUDOKU

Sudoku is a grid 9 squares wide and 9 squares deep. The lines of squares running horizontally are called rows, and the lines running vertically are called columns. The grid is further divided by the darker lines into nine 3 x 3 square “boxes”. Some of the squares already have numbers in them. Your task is to fill in the blank squares. There’s only one rule: Each row, column and box must end up containing all of the numbers from 1 to 9, and each number can only appear once in a row, column or box.

ENJOY AND GOOD LUCK !

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

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

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

CAMCA/MSU: *Judicial Administration Certification Course—Purposes and Responsibilities of Courts*

_____ **September 14, 2009** Hosted by Arvada \$50/CAMCA Member

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

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

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

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

CAMCA ANNUAL MEETING Hosted by Littleton Municipal Court

_____ **December 4, 2009** \$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)

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Stay updated with all of CAMCA's
activities at : **CAMCACOLO.COM**



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kids.com
www.colorado.com



STAY SAFE



HAVE FUN