



MACM MATTERS

MACM Matters

Summer 2023

MACM Membership Services Committee Update

By: Megan Bergmann, Committee Chair
Benton and Mille Lacs County Court Administrator



The Newsletter that should have been...

First, I want to address the elephant in the room. The lack of a timely newsletter brings the words of a famous poet to mind, "...it's me, hi, I'm the problem it's me. At tea-time, everybody agrees..." It's me. Thanks T. Swift. I 100% put the newsletter on the back burner while I took on the planning duties for the first time, for our Fall 2023 Conference at the forefront. So here we are. The "End of the" Summer Newsletter for 2023. Because technically Summer goes until 9/23/23.

I feel better now that I got that off my chest.

Moving on. Our Fall Conference this year is being held at Cragun's Resort in Brainerd! Back up North and hoping we start seeing those Fall colors show their pretty little leaves. We are excited to offer many fun networking and engagement opportunities from your one and only Membership Services committee! Tuesday night we will kick things off with our New Member Mixer! An oldie, but a goodie. Come prepared New Members or First-Time attendees to meet new people, play a fun game, and eat some great food!

MACM Matters

Editors:

Dave Goeddertz, Accounting Manager, Ninth Judicial District Administration
Jamie Majerus, Internal Audit Manager, State Court Administrator's Office

Publisher:

Aimee Primus, Court Administrator, Lincoln & Lyon Counties
Millissa Rising, Court Operations Supervisor, Hennepin County

Editor in Chief:

Megan Bergman, Court Administrator, Benton/Mille Lacs Counties

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MACM Committee Updates

MACM Membership Services Committee Update Continued...

Our Vendor show the next day after our Conference, from 4:30-6:30 p.m. offers some more yummy appetizers, conference gift, and prizes! And yes, I hear your internal voice, "The vendor show again? I can't even make the decisions to hire this architect or tech company!"

We know, we know.

However, so do the vendors. They appreciate the opportunity that by word of mouth, or seeing what they have done for other courthouses, that maybe you will bring it up at your next technology budget meeting or let your District Administrator know you saw a cool new concept for a courtroom at the architect booth you were at when you were there! Please, engage with them, and enjoy some yummy appetizers and great conversation with your colleagues.

On Thursday we will announce this year's MACM award winners! Remember... the only way you can receive an award or be considered for one is if you nominate someone! It's that simple! Please come to our awards luncheon on Thursday, with an empty stomach, and some warm hands to clap and cheer for your favorite award winner!

And don't forget your most favorite day of the conference...Friday! The Business meeting offers an opportunity to see what your MACM committees have been hard at work at all year long. And then, we always end the morning with an amazing plenary speaker to encourage you as you go back to your offices and continue on your amazing leadership journey in the Minnesota court system!

If you want to know more about becoming a MACM Membership Services committee person, please do not hesitate to reach out to me at any time. And cheers to you all as you end 2023 strong! Thank you for all that you do!

Education Committee Update

By: Angie Jonas, Committee Chair
Court Operations Supervisor, Ramsey County, Second District

The Education Committee is currently working on content for our upcoming conference which will be held Sept. 20th-22nd, at Cragun's Resort in Brainard, MN. Cragun's has done some remodeling since we were there last, and all the rooms have been updated. The breakout rooms will all be in one hallway so there will be no confusion on where to go. Jenny and I also shared our concerns with Cragun's regarding some of the food we had in the past. They've assured us we will have a much better experience this year.



Our plenary speakers are booked for this fall and we're still working on a few more breakout speakers. We send out a call for proposals early in the year but we welcome speaker and topic proposals at any time. Please reach out to me or any other committee member if you have suggestions.

MACM Committee and District Updates

Legislative & Outreach Committee Update

By: Trisha Mernitz, Committee Chair
Court Operations Supervisor, Otter Tail County, Seventh District



The Legislative and Outreach Committee has had a busy spring, with many legislative proposals to keep an eye on as they moved through the legislative process. The committee held MACM Day at the Capitol in person in March, with this being the first year being in person since the pandemic. It was great to be back in person and have the opportunity to meet with legislators regarding important funding and other proposals.

It's now time for the committee to focus our efforts on the annual charitable campaign. There are many worthy organizations to choose from in the Brainerd area, we have been able to narrow it down and I am happy to report that we have gone with Relationship & Safety Alliance! We look forward to partnering with them in regard to bringing awareness to their cause and contributing to their charitable donations as this year's recipient.

Members have also continued to enjoy silent auction baskets, put together by the different committees, as a way to raise funds for our charitable campaign – I'm not sure who enjoys it more, the committees who come up with fun ideas and put the baskets together, or the recipients of the baskets!

We are also prepared to say farewell to Janet Marshall, Judicial Inter Relations Liaison.. Janet has been such an important part of the committee, we appreciate all of her hard work over the years, and will miss her greatly! We

wish you the best of luck in your future adventures, Janet!

First District Projects/Accomplishments

The first district has had many new projects this past year as well as great accomplishments.

- * The 1st was the first district to catch up with their backlog!
- * Last year, we centralized the interpreter schedulers/staff interpreters with the 3rd District and that has been going well.
- * Dakota was the first District to make MNDES mandatory which will go into effect July 1, 2023. This is creating consistency for partners as well as staff. Along with that we have 3 Judges piloting MNDES for Jury Trials. We are getting our Jury Rooms ready with new equipment for this new process. More counties to follow soon.
- * Dakota County has a Judge signing process through "Dashboard" and we are rolling this out to many of our other counties in the near future.
- * We've had a few new Judges in our District. Judge Ehrman, Sorensen Green, Iverson Landrum and Stewart.
- * Most Counties have received Jury Kiosks for the juror check-in and attendance process.
- * Scott County had a major construction project where they added two new courtrooms and jury assembly room, and remodeled court administration offices.
- * All our counties are doing technology upgrades to our Court Rooms and Conference rooms and Jury Assembly Rooms to keep up with the ever-changing environment.
- * Our Chief Judge Mark retired, and our new Chief Judge is Judge Lennon..

District Updates

First District Projects/Accomplishments Continued...

- * Like most of the state, we have been doing a great deal of training in new staff for all of the staffing changes/shortages we've had throughout the district. Staff are exhausted with all the shortages and training, but we do feel this is slowing down so hopefully things are getting better.
- * Several of the counties are also getting the schools back in again for field trip tours and mock trials. Kids really enjoy coming and learning about the courts and we hope they keep coming back.
- * Dakota is piloting eCheck-in for family cases and Scott county is piloting eCheck-in for Juvenile Delinquency's.
- * McLeod County has a new County Attorney' Ryan Hansch.

Second District

Prototype Courtroom

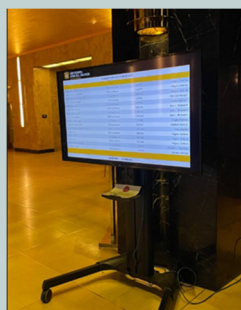
The Second District recently upgraded one courtroom with additional technology to more effectively hold in-person, remote and hybrid hearings. This courtroom was used as a prototype to test and evaluate new features and will assist with determining future technical upgrades to other courtrooms. After testing and collecting feedback we landed on these new features:

- * Installation of a third courtroom camera to provide a better view of the jury and other courtroom participants.
- * Manual camera controls as well as pre-set views for the clerk to quickly switch between.
- * Split screen, tri-screen and quad-screen sharing ability, allowing multiple outputs to be displayed on all viewing screens.
- * Private viewing mode for displaying evidence that allows views for the judge, counsel, and witness without broadcasting to courtroom monitors or remote participants.

This prototype will be used as we upgrade additional courtrooms in the future so judges, staff, and our justice partners have a consistent and reliable experience.

New Lobby Kiosks at the Ramsey County Kellogg Courthouse

Holding court business in a historical courthouse brings various challenges. One of these challenges is the ability to mount anything on the walls. As a result, we were previously displaying our public court calendars (lobby rosters) on large and awkward carts that often ended up on Cyber's vulnerability list. We recently replaced those carts with two new kiosks that provide a sleek and professional display of our daily court calendars and an additional one that shows the daily judicial roster assignments. The judicial roster pulls the data from MNCIS by resource location and courthouse like the lobby roster, but only shows the judicial officer names and morning/afternoon courtroom assignments.



District Updates

Second District Continued...

Housing Events

The Second District focused a substantial amount of energy and creativity in addressing the housing backlog over the last year. The challenge presented by the expiration of the housing moratorium required us to come up with new ideas to address access to justice for stakeholders, dealing with evictions in a high-volume court while balancing the overwhelming preference of all litigants to maintain a remote hearing format. As a result, the Second District developed a Housing Event calendar that handles up to 175 cases over the course of a single day. Housing Event calendars are held once every two weeks, are held remotely for all litigants, includes mediation services, and have resulted in a 70% clearance rate at the event. Housing Events resolved the housing backlog in the Second District and continue to be a key component to maintaining a timely turnaround on eviction filings during peak filing periods. The Second District would also like to thank our partners in Anoka, Dakota, Hennepin, and Washington who, through their participation in a monthly metro area housing discussion group, contributed in many ways to navigating the challenges in housing court over the past three years.

Flexible Courtroom Concept Pilot

Under the oversight of the OneCourtMN Hearings Initiative, Ramsey County District Court volunteered to participate in a pilot of a new flexible courtroom concept in certain criminal and juvenile delinquency hearings. The Flexible Courtroom Concept provides parties, attorneys, interested persons, and the public the opportunity to choose to appear in-person at the courthouse or remotely via Zoom without needing to inform the court of how they intend to appear in advance of the hearing. It is intended to provide open, accessible, and transparent courtrooms while providing flexibility to court customers. It also eliminates the need for judges, attorneys, and court staff to manage motions and requests related to hearing venue. Becker County District Court is also participating in the pilot and Meeker County is just joining the pilot team now. The pilot provides a unique opportunity for data collection, analysis and feedback that will influence how future hearings are held across the state. Between February through May of 2023, 1,357 Flexible Courtroom pilot hearings were held in the Second District. Thus far, the data indicates that 45% of the time all parties appeared in person, 11% of the time all parties appear remotely and 44% of hearings were heard hybrid (some parties in person others remote). Appearance rate data should be available in the near future.

Adult Substance Abuse Court Commemorates Twenty-Year Anniversary

The Ramsey County Adult Substance Abuse Treatment Court (ASAC) celebrated its twenty-year anniversary on October 31, 2022. A recognition event was held with attendance by representatives from the ASAC team including: Judges, Court Administration, Ramsey County Officials, the City of St. Paul and other supporting agencies, current and past court participants, the media and the community. Comments were offered by Ramsey County Chief Judge Leonardo Castro and Senior Judge Joanne Smith, followed by a testimonial from an Adult Substance Abuse Court graduate.

Ramsey County Adult Substance Abuse Court was founded in 2002 by Judge Joanne Smith. The mission of the Ramsey County Adult Substance Abuse Court is to enhance public safety by reducing criminal activity and assist substances abusers to become drug free and alcohol free, productive and law-abiding citizens. To break the cycle of substance abuse and further involvement in the criminal justice system, the court uses a comprehensive, collaborative and non-adversarial team approach that utilizes assessment, treatment, service connections, drug testing and immediate sanctions and incentives to keep participants on the right track. In its twenty years, Ramsey County Adult Substance Abuse Court has served 605 participants and averaged one program graduation a month.

District Updates

Second District Continued...

EP 301 eCheck-in Project

The Second District Suburban Courthouse piloted the statewide eCheck-in system for EP301. This location conducts criminal hearings and has used an in-person check-in system since 2018. During the pilot, we used the check-in system primarily for in-person hearings utilizing technology available onsite. Staff were available to assist with navigating the system and for technical troubleshooting. In-court staff utilized the dashboard and updated contact information received via the check-in system. We were able to gather race census and veteran status data that led to higher veteran treatment court referrals. Functionality of the eCheck-In system is more robust than our previous system and provided greater opportunity to gather information prior to entering the courtroom.

During the pilot, Ramsey County utilized the system to check 1,034 individuals in for court. We will be expanding the use of eCheck-In for our larger remote arraignment calendars.

Electronic check-in has served to enhance courtroom efficiencies for the people attending court and for court staff. We are excited about the success of the pilot and possibilities of this product and look forward to rolling out the product beyond the suburban courts and criminal calendars.

Promotions

Annette Chlebeck-Promoted from Leadworker II to Court Operations Supervisor for Commitments and Probate

Allison Diebel-Promoted from Leadworker I to Calendar Coordinator/Supervisor in Juvenile and Family Division.

Elizabeth Lee-Promoted from Accounting Technician to Accountant in Finance Division.

LaToya Wells-Promoted from Executive Assistant in the 4th District to Calendar Coordinator/Supervisor in Criminal Division.

Jenna Zumwalt-Promoted from Court Operations Specialist to Court Operations Supervisor in Juvenile.

Fourth District

The Fourth District is closing out FY23 with continued growth and success.

We're excited to usher in FY24 and are poised to continue our successes with the support of our new supervisory promotions: Raymond Flores-Lopez (Criminal); DeVetta McIntosh (Centralized Services) and Sara Lyn (Family).

Fourth Judicial District- Diverse, Developing, Dedicated and Dynamic!

District Updates

Fifth District

We have had many promotions in the 5th District!

Promotions: Kaitlin Schwab—Court Operations Manager/DAT and BPU Unit
Linda Stadtherr-- Court Operations Specialist DAT
Aaron Dodge—Court Operations Supervisor
Kelly Iverson—Multi-County Court Administrator II
Judge Kristine Weeks appointed August 2022
Becca Peterson—Staff Attorney
Mary Kay Smith—Leadworker—Child Support Team

What an amazing career the following team members contributed as a Minnesota Judicial Branch employee. Thank you all for your service!

Retirements: Child Support Magistrate Jan Nelson
Judge Kurt Johnson retired August 2022
Brenda Wiethoff—Court Operations Associate Brown County
Kathleen Bruns—Court Operations Associate Brown County
Rachel Snyder—Office Assistant—District Administration

We have centralized some case types in the Fifth and we are very excited about how they are going!

Centralization Efforts:

The 5th District implemented a Centralized Child Support Case Processing Team in February 2023
The 5th District implemented a Centralized CHIPS Case Processing Team in April 2023.
The 5th District implemented a Centralized Mailing team in February 2023.

We already had the following Centralization Teams in place:

Financial, GAC, Conciliation/Judgment. Efforts are being worked on to expanding the duties of the teams

We had 14 of the 5th District employees participate in the Court Ambassador Pilot.

The following employees made commitments to further their development by completing educational opportunities in the Branch:

Steph Sorenson—graduate from the DiA Program
Jess Schmitt—complete Supervisory Spectrum Program
Kendra Magur and Mary Kay Smith graduated from the DiA program in June 2023.

Redwood County Court Administration moved into the new Justice Center in August 2022.

District Updates

Sixth District

On people:

The **Honorable Judge Tarnowski** passed away unexpectedly this past year. We hope we can keep her passion and legacy alive as we navigate the justice system without her.

We have many new updates in Court Operations:

Jacqueline Tate was promoted to court ops supervisor for the Sixth's Centralized Probate unit following Vicki O'Brien's retirement.

Makenzie Morse was promoted to court ops supervisor over the Duluth Civil/Family unit.

Meaghan Sandstrom was promoted to court ops supervisor over Hibbing Court Administration. The promotion followed Rosalyn Mattson's transition to supervising the Sixth's centralized call center.

Matt Brockman returned to the 6th District in a new role as Business Process Specialist. Matt spent a year with State Court Administration after serving as the supervisor of the Duluth Criminal team in the 6th District.

Nicole Korby filled a second Business Process Specialist position in the 6th in the late fall as well. Nicole held a number of roles in the district before this change, including: Business Process Analyst, Supervisor (4 different teams over a period of 9 years), and senior court clerk. Matt and Nicole have done a tremendous job serving the staff in the 6th District as our Business Process team.

We are certain that these fine leaders will help provide staff and judges with the tools, expertise, and knowledge needed to effectively carry out the Mission of the Judicial Branch.

On process:

We continue to work through the backlog and implementing our new criminal and civil frameworks.

We hosted our first district-wide in person staff development days, which has not been done for five years, with a focus on wellness. We have used this platform as a kick off to our year-long wellness campaign.

On progress:

This past July, the **Treatment Court Coordinators** presented at the National Association of Drug Court Professionals National Conference in Nashville, Tennessee. Their presentation "Engaging Tools for Promoting Your Treatment Court" provided resources for how to advance education and awareness for Treatment Courts throughout the Country.

Further, our **Veterans Treatment Court** just received notice that they received a BJA enhancement grant to support four more years of funding.

We will soon have a **new justice center in Carlton**, the ground breaking took place this past August with the hopes of the building being completed in 2024. The Justice Center will replace the current 100 year old Carlton Courthouse and Carlton jail. This future orientated project will be the new home of the Court, the jail, County Sheriff, Probation, County Attorney, Public Defenders, and Guardian Ad Litem.

District Updates

Sixth District Continued...

More from Carlton, **Judge Stumme's ICWA** Court kicked off on 7/15. The Carlton County ICWA court has been meeting for nearly two years to discuss ways to improve cooperation and coordination of services to children and families, to reduce the number of children in out of home placement, to reunify families when possible and to preserve children's connection to their tribe and their **culture**.

The **Sixth District Call Center** work is in progress: Roz Engelstad – Court Operation Supervisor is overseeing the transition. The goal of the Sixth Judicial District Call Center is to create an exceptional customer service experience and provide professional, accurate, and thorough 'plain language' assistance to members of the public and stakeholders.

And finally, the Sixth District Specialized Eviction Unit initiative. Court Operations Supervisor Erin Podpeskar is leading the centralized eviction unit for the Sixth District. The Sixth District has a multi-county district wide housing calendar and partners with civil legal aid and mediation services. The first hearing is treated as a case management conference, with calendars 3-4 days per week. This model was developed during the eviction moratorium and has continued to support the expansion of housing court models outside of the Twin Cities.

Seventh District

The 7th District: Innovation, Change, and Fun!

We have had many new challenges and exciting opportunities in the 7th District since the Fall Newsletter!

Becker is participating in the Flexible Courtroom Concept from February of this year through the end of the year. This concept provides parties, attorneys, interested persons, and the public the ability to choose to appear for hearings in person at the courthouse or remotely. The goal is to provide open, accessible, and transparent courtrooms across the state.

Clay has been selected as one of the outstanding submissions for the NCSC Court Space re-design Challenge. Two members of our court had been invited to attend an in-person re-design Challenge Workshop and had an amazing time. The workshop provided a forum to share our experiences, challenges and solutions, and discuss opportunities for innovative judicial space solutions.

Otter Tail and Wadena have been doing fun things to enhance employee well-being at work: Fun Socks Fridays, National Food Days (National Black Forest Cake Day, National Lemon Chiffon Cake Day, National Soup Day, National Food-On-A-Stick Day), lunch together as an office-bought by Judge Clark, birthday recognition/treats, give a co-worker a star on their workstation for good stuff done, etc.

Stearns and Wadena Counties are working collaboratively towards establishing a Housing Court starting September 2023. The court will work closely with legal services to focus on effective outcomes for all participants. The Stearns County Board of Commissioners recently published the results of its space needs study which included the option of a \$350m justice center. Angie Meyer, formerly a team lead 2 in Stearns County was promoted, in April, to Court Business Systems Coordinator in our District office.

District Updates

Seventh District Continued...

Mille Lacs and Benton created an educational team-building book club opportunity. Both teams read through the book, *The Energy Bus*, by Jon Gordon and met to discuss rules of creating a successful team. Both teams completed their book clubs successfully in July of this year and look forward to creating other opportunities for team building and wellness in the workplace!

The Seventh Judicial District's centralized probate team started April 3rd 2023. The District will look at other areas that may benefit from a centralized approach including financial reviews, conciliation court and CSM. They have also established a 7th District Wellness committee that will help bring all of the 7th District county's ideas about fun, wellness, and engagement to the forefront of the District and how to create a fun and engaging culture for all!

Eighth District

One of our Court Operations Supervisors, Diane Gerhardson, after 33 years with the Branch, retired in May. She and her wealth of knowledge will be greatly missed, but we are excited to have Kristi Holthaus as the new supervisor in the Central Assignment Area.

We've had some more staff turnover that resulted in four new hires over the last six months.

We are still in the process of upgrading our courtrooms to be remote zoom rooms. However, with the ongoing equipment shortages this continues to be a work in progress. A few courtrooms have received partial upgrades with the expectation of more to come this fall.

Meeker and Swift counties are participating in a time study for the month of June to gather hearing and session time information for OHI.

At the end of June, all the 8th District Judges and Court Administrators will be taking the DiSC assessment and will be participating in a group discussion with their results. In addition to this, all the staff will be taking the DiSC assessment and attending in-person sessions later this summer to go over the results and to learn more about themselves and their teammates.

Beginning this summer, Renville and Meeker counties will be piloting the use of MNDES during jury trials and providing exhibits to jurors electronically. We are making some small adjustments to these courtrooms and jury deliberation rooms in preparation.

On the horizon, to add to our list of case centralization processes, we are creating a team to process Conciliation Orders and Judgments for the District. This centralized team will begin on August 1st.

We have put together an Assignment Area Team Training committee and have set dates this Fall for an in-person wellness training. All members, including staff and judge teams, in each of our three assignment areas will attend the same training on a different date. The focus of this wellness session is to better understand each other's role and how to efficiently work together.

District and SCAO Updates

Ninth District

Reporting for the Ninth Judicial District, we have not had a lot of transitioning since the last newsletter.

Nancy Sturman retired after 23 years of service with the Ninth District. Kayla Littler, Beltrami and Cass Court Administrator accepted a new position with SCAO Jury Program coordinator. Applications are being accepted to fill the open position. Lastly, Sue Olson is the new Court Operations Supervisor for Cass County.

Law Day was held in person this year in Roseau and Lake of the Woods Counties. We had over 200 children visit between the two courthouses where they decided the fate of Baby Yoda, which was a new script addition since our dates fell around May 4th.

Tenth District

- Over the last year the Tenth has utilized temporary Referees to assist in clearing the major criminal backlog seen from the pandemic. The program consists of a centralized conciliation calendar and centralized eviction calendar. With over 6,000 hearings held from January 2023-June 2023, considering 30% of Referee hearings are conciliation and 20% are eviction.
- Referee calendars are utilized by all counties in the Tenth, creating calendars with multiple counties cases being set. Any remaining Referee time is to be utilized by the counties with the highest backlog.
- Referee hearings are clerked by a Centralized Support Unit, or the CSU. The seven CSU employees are responsible to clerk all Referee hearings, generate and file criminal hearing notices requested by local staff, mass printing of centralized jury reminder notices, timely printing and mailing from a shared drive, and processing of returned mail. Fun fact, the CSU mails 11,000 envelopes a month from their central location.
- As we continue to enhance the monitoring of persons under guardianship and comply with EP312, the Tenth centralized this work in Anoka County where Anoka County staff will be assigned to the Tenth Guardianship Review team, aka TGR... or "Tiger".
- After three long years apart the district's eFS acceptance team participated in "DAT Day". Surrounded by candy and snacks, DAT participated in a paper airplane flying contest, word scramble, scavenger hunt, two truths and a lie and made a craft for their home offices.
- Kayla Hemmelgarn was welcomed as the new district BPU process specialist for the district.
- District IT has been busy updating our SharePoint sites, making them more user friendly and consistent.

District Updates

Tenth District Continued...

- The Tenth Judicial District Self-Help Center with Kanabec Court Administration participated in Operation Community Connect outreach events in October 2022. The outreach events held in Mora and Hinckley, Minnesota connected low-income individuals with non-profit and social service agencies in their areas.
- Litigant Services hosted a virtual CLE for law clerks. The topic was HROs, OFPs, DANCOs and Emergency Motions. The CLE was very well attended, with over 80 participants and law clerks from nearly every judicial district. Litigant Services received positive feedback from the event.
- Counties have been collaborating with HR to attend career fairs and employment recruitment opportunities within their local communities.
- HR graciously hosted a team bonding event in several of the counties in the district. Smaller divisional sessions that focused on ice breakers, defining team culture, and a little friendly competition happened first. The following month all divisions combine for a large group session focused on getting to know each other and find enjoyment within those bonds.
- Washington County Judges hosted an ice cream social for court administration. Washington also collaborated with their local sheriff's office to put on a wonderful National Take Our Daughters & Sons to Work day. 17 lucky kids received courtroom and 911 operation hub tours, observed remote court, completed activity booklets. The kids got to attend a K9 demonstration and viewing of the SWAT BearCat vehicle. Each child received a certificate of participation from the local bench. Regarding promotions, Rachel Wright filled the vacant criminal/traffic supervisor position.
- Settling in with the new District Administrator, Sara Lindahl-Pfeifer.
- Long-time administrator Pat Kuka retired at the end of 2022. Katrese Ringham, who had been serving as a supervisor in Sherburne, was appointed to the position. Tracy Anderson was then promoted to the vacant supervisor position.
- Anoka chief deputy Lindsay Allgood left the Branch after graduating from Law school and moving into her new role as an attorney. Ann Basta, previously of the Fourth District, filled this vacancy. Additional internal movement resulted in additional internal promotions; Angela Johnson was promoted to manager, Courtney Hart was promoted to supervisor along with Kaitlyn Boden.
- The district said goodbye to several of our judicial officers, Judge Maas and Judge Fountain Lindberg, and welcomed others, Judge Stanislawski, Judge Bowen, and Judge Steffen.
- Districtwide leadership has been actively evaluating and establishing our districtwide strategic plan. Four listening sessions were held to get direct input on what the employees in the tenth feel about the top areas of focus. The top focus areas are morale/well-being/employee satisfaction, hybrid work-tools, team building and DEI.

District and SCAO Updates

SCAO Highlights

Here is a list of larger projects and initiatives happening:

- * oneCourtMN Hearing's Initiative (OHI). ie Court Decorum trainings and videos, DOC Scheduling.
- * Exhibit Management for District Courts (MNDES 2.0).
- * Advancement of MN Vulnerable Adult Care. (Guardianship and Conservatorship monitoring, external partner training, complaint examiner pilot)
- * Sign and Release Warrants.
- * Access and Fairness Survey action planning

SCAO Promotions:

Hirsch, Ryan – Tech Supervisor

Macon, Kenneth Andrew – Tech Supervisor

Bessler, Camille - Court Services Programs Unit Mgr

Jewell, Amanda – Court Services Business Education Supervisor

Kalya Littler – Jury Program Coor

New hires in to Manager/Supervisor:

Harvey, Cassandra – Court Services Programs Unit Mgr

Reed, Jena – Court Services Self Rep Litigant Program Mgr

Wood,John – Tech Supervisor

Pleticha, Kim - CIO Director

Thank you for all that you do!