I can’t believe that I’ve had the privilege of being PACM president for over six months now. The time has really flown by. I’d like to share with you my thoughts on three subjects.

First, as you know, my focus has been about insuring quality educational programs for our members. When I attended the National Association of Court Management (NACM) Conference this July, and the combined PACM/Mid-Atlantic Association of Court Management (MAACM) Conference in October, I was impressed that both the National Center for State Courts and Michigan State University were offering court administration related courses to those in attendance, either for the Institute for Court Management (ICM) program or the MSU certificate program. I had the opportunity to speak with representatives from both organizations and they agreed that there is a need for all court professionals to understand and implement the information provided in the NACM’s Core Competency Program. These representatives are willing to share their knowledge with us at future conferences. I will continue to work with our Professional Development Committee and representatives from the AOPC to hopefully bring this quality educational curriculum to our PACM members.

Second, we as a Board have been very busy. Following our June conference, we finalized plans for our Fall 2015 Conference. It will be moved to Gettysburg, with a format closer to that of NACM and MAACM, with time built in to tour some of the historic sites.

We also adopted a State Agenda where we have prioritized topics of interest that you provided to us at last year’s PJ/PACM Conference. Over the next 3 years, the Board hopes to address the following topics:

• Emphasizing Caseflow Management Improvements;
• Enhancing Public Perceptions of the Court and Increasing Community Collaboration;
• Focusing on Increased Membership Activity and Participation;
• Preparing for and Responding to Trends;
• Supporting Professional Court Management Education Including Succession/Transition Planning;
• Sustaining Excellence in Difficult Budget Times; and
• Collaboration with Other Professional Organizations.

My third thought is simply a reaffirmation of what a great organization we belong to. Every time I get the chance to read the latest copy of The Court Executive, I get a good feeling, seeing all the good things that we do. We are all about education and service. When you read these pages you will see those of our members who gave back, by presenting informative educational sessions or served in leadership roles at the PACM/MAACM Conference. You will meet three of our members who possess diverse skills, but yet complement what we do professionally and as an organization. You will also meet some good folks who saw a need and found a way to fill that need--sometimes with nothing more than a ‘Sweet Face’!

To all PACM Members, and especially those of you highlighted in this issue, hold your heads high, knowing that you make a difference! Thank you all!
“PENNSYLVANIA” HIGHLIGHTS FROM THE 2014 MAACM CONFERENCE

Pennsylvania had a strong representation at the 2014 Mid-Atlantic Association of Court Management (MAACM) Annual Conference in Seven Springs, Pennsylvania, with over 80 participants hailing from Pennsylvania, many of whom are members of PACM.

Below are highlights from the conference that involved PACM members as speakers.

SUBMITTED BY: JAMES DEVORE, MONROE COUNTY; DEBORAH RIVERA, MONROE COUNTY; MARK SINGER, FRANKLIN/FULTON COUNTIES; AND MARY WILT, BLAIR COUNTY

Welcome Session
Speakers: Zygmont Pines, Esq., AOPC; Vicky Bartholomew, Chester County; and Bill Hare, Esq., Beaver County

Vicky Bartholomew, Mid-Atlantic Association of Court Management (MAACM) President, opened the Welcome Session. Vicky acknowledged that PACM joined MAACM for this conference. The theme of the conference was: People, Purpose, Passion: The Journey to Continued Success. Vicky then introduced the MAACM board members, past-presidents, chairs, and co-chairs.

Zygmont Pines, State Court Administrator of Pennsylvania, spoke about the founding of Seven Springs and historical sites in the area, such as the Flight 93 Memorial in Shanksville, PA. He spoke of this conference being an opportunity to learn from one another and said, "Time is the school of which we learn."

Bill Hare, PACM President, acknowledged Vicky Bartholomew as being the 5th MAACM President from Pennsylvania. Bill reflected on past Pennsylvania presidents. He also asked for all court administration employees with 3 years or less of service to stand, and remarked that everyone has been a "newbie" at one time.

Human Resources Legal Issues
Presenter: Paul Kuntz, Esq., Westmoreland County

This course revealed something not-so-surprising; human resource law is a dynamic, ever-changing topic and the majority of court supervisors will dedicate more time to human resource management than to any other aspect of their job.

While most court employees are "at will," they can be terminated without cause subject to constitutional and legal protections. Appropriate procedures, documentation and accepted human resource practices are always needed as a defense against unlawful termination.

At-will employment can be overcome either through contract, illegality or a property right in some jurisdictions.

- employment contracts – expressed or implied
- collective bargaining agreements – most union contracts contain “for cause” disciplinary provisions
- illegal or discriminatory employment action – unlawful under statutory and constitutional law
- property right – looking to state law to determine whether there are any rights to the job under theories of tort or contract

The court is well-advised to establish and comply with human resource policies designed to protect from lawsuits. Whenever an employee claims that he/she has been subjected to any form of illegal discrimination or harassment, it is
important for management to take action with:

- a prompt and thorough investigation;
- prompt and effective remedial action if the claim is substantiated;
- avoid retaliation.

The four types of unlawful discrimination are:

*Disparate treatment* – involving the treating of persons adversely because of a protected status or conduct.

*Disparate Impact* – When an otherwise neutral employment practice disproportionately discriminates against persons with a particular protected status and there is no business justification for the policy or practice.

*Harassment* – Unwelcome conduct based on any protected status, such as race, national origin, gender, national origin, disability or age and;

*Undertaking or Failing to Undertake Certain Actions* – prohibited or required by federal or state law, even absent disparate treatment or impact.


With the ever-changing times the laws are constantly shifting to keep up. Seizure of electronic communications law is very new in this area. Confiscating computers, laptops and cell phones are some of the areas that are being tested in the courts daily.

The entire employment process and experiences from pre-employment through termination is a continuum. The key to defending human resource management is documentation. Courts should conduct an operational audit of human resources practices to ensure that procedures and protocols are followed and compliant with federal as well as state laws.

**Performance Management and Employee Evaluations**

*Presenter: Joseph Mittleman, Esq., AOPC*

Employees are the most important resource we have, so getting the most out of them is an essential skill for any manager. Joseph Mittleman, Director of Judicial Programs for AOPC, presented at the Mid-Atlantic Association for Court Management on how performance evaluations, a source of anguish and anxiety for many, can be used as a tool to get employees to perform at their best.

With the assistance of video clips from some well-known movies – *Night at the Museum, Animal House,* and *Napoleon Dynamite* - just to name a few, he shared his experiences and expertise related to the AOPC’s employee evaluation process – where it started, where it is currently, and where it is headed.

**Why evaluations?** Evaluations serve multiple purposes, including rewarding employees equitably, improved performance, and in the event of terminations or discipline, are more legally defensible.

Evaluations are a tool to measure performance and can be generic or job specific. AOPC’s choice of evaluation is job specific in which the employee is evaluated on criteria that directly relates to their job description. Employees are evaluated on duties, and the evaluator provides specific examples on areas of duties performed. Competencies are also evaluated; for example, professional development, flexibility, accountability, problem-solving, leadership, and negotiating/building coalitions. Scoring can be numerical or adjectival. For example, with a numerical scoring system, employees are expected to be in the middle range, 5 on a 1-10 scale. A good evaluation system will provide
instructional criteria on the evaluation process to both the employee and the evaluator. It is important to communicate regularly throughout the year with the employee, so they have continued feedback. This is an evaluation process, not just one event each year. It is important to keep notes, however good or bad, on every employee. These notes are a point of reference when completing the evaluation. Review goals from the prior year and set new goals for the upcoming year. The evaluation becomes an educational tool for the employee and supervisor that reflect the year. Comments should be specific. It is important to meet in private with the employee to discuss the evaluation. Even with deficiencies, positives can be found. Listen as well as talk.

There should not be any surprises – employees should know about any issues because the supervisor should have been meeting with the employee throughout the year. Remember, this is a process, not an event.

Managing High Profile Cases with Limited Resources

Presenters: Hon. Thomas Kistler and Maxine Ishler, Centre County
James Koval and Rick Pierce, AOPC

Court cases and courthouse operations typically proceed without notice by media or the general public. However, what happens when 250 reporters descend on a town of 7,000 people to cover a single case? Where do they park 33 broadcast trucks, providing a south or southeast exposure to the satellites? How is all of this done while minimizing the disruption to normal court operations? This was the challenge faced by the Centre County Courts in 2011 and 2012, with the case of Commonwealth v. Gerald Sandusky. This session’s panel included most of the central policy makers who made crucial decisions of how the case would be managed while minimizing the effect of normal court operations. Each panelist shared their unique viewpoint on their role in managing this case.

Because no one can ever predict what the next challenge will be to local court operations, or when the next high profile case will be filed, it is essential to develop a functional plan that can be adjusted to meet the specific needs of any potential crisis. The greatest source of practical information of how to manage high profile cases is individuals who have lived through such an experience. Mr. Koval, who directs the intergovernmental relations and public information functions of the Administrative Office of the Pennsylvania Courts, explained that the foundation for the media plan for the Sandusky case was rooted in the experience of a public information colleague who worked in the Florida court during the Bush v. Gore case after the 2000 presidential election.

One key element for managing a high profile case is the establishment of a decorum order early on in the case. The decorum order sets the ground rules for behavior and establishes expectations for all parties involved in the case. This builds a relationship of trust with the media and the public because everyone knows what is expected of them.

Another key element is a public website where the court publishes as much information as possible regarding the case. Court employees can refer members of the media and the public to the website to answer common questions. This frees up court staff to deal with more complex issues in the case and to make sure that regular court operations are maintained.

Although few courts will experience 250 reporters and 33 broadcast trucks descending upon their courthouse, the lessons learned in Centre County provide a basis of what to expect when trying to predict the unexpected.

Save the Date!

The 2015 PJ/PACM Conference will be held June 7-9, 2015, at the Nittany Lion Inn in State College, Pennsylvania.
DEBORAH FREEMAN, DAUPHIN COUNTY

After 14 years as Dauphin County’s Deputy Court Administrator – Civil, Deborah Freeman was named District Court Administrator of Dauphin County on September 22, 2014.

Having graduated from the Dickinson School of Law, Deb was a law clerk for a number of years before going into private practice for a short time prior to joining court administration. She enjoys the work that she does immensely, finding that she enjoys the fast-paced work and the variety of work that court administrators do. She is continually looking for ways to streamline business practices and to provide more services to the court and taxpayers alike.

Deb assisted with the creation of Dauphin County’s Self-Help Center. The Center opened in 2006 and it provides forms and instructions for self-represented litigants. Deb was presented with the Pennsylvania Bar Association’s Legal Services to the Public Committee’s Ernico Award in October 2014 for her work with the Self-Help Center. Please see page 11 for more information regarding the Ernico Award.

She also administers Dauphin County’s Guardian Monitor Program and was a panel speaker at the 2013 PJ/PACM Conference detailing the Guardian Monitor Program.

Deb is married with two step-children and one step-granddaughter. Outside of work, she enjoys travelling. This summer, she and her husband hiked in Zion National Park and Bryce Canyon National Park. Last summer, they toured Yellowstone National Park. They also travel to Colonial Williamsburg multiple times per year, a favorite place to get away. She also enjoys kayaking, reading, knitting, and crocheting.

CHRISTINE SANCHEZ, MONTGOMERY COUNTY

Luckily for Christine Sanchez, when she began her duties as Deputy Court Administrator for the Criminal Division in Montgomery County three years ago, she was already well versed with CPCMS. Having been a Systems Trainer with the AOPC for five years prior, Christine conducted new user and advanced training classes for CPCMS users, as well as provided onsite training support. Her familiarity with CPCMS will be particularly helpful as Montgomery County is making plans to add the scheduling of dependency cases to the Criminal Division.

Having obtained a Bachelor of Science degree in Business Administration from Bloomsburg University, Christine worked for the Auditor General’s Office for ten years – with her twin sister – and then spent a year teaching English courses at an engineering university in Quito, Ecuador.

Christine enjoys working with different people on a daily basis – from the Criminal Division staff to colleagues in other offices to clients coming into the courthouse for hearings or with scheduling questions. She also enjoys the variety of tasks required each day, which, while certainly challenging, also keep the job interesting. She also really enjoys solving problems and improving business flow, finding it rewarding when she is able to find cost effective, creative solutions to problems. Some of her accomplishments upon starting with the Criminal Division were updating arraignment court procedures, automating scheduling of criminal miscellaneous cases, and improving work processes, greatly improving office efficiency.

When she is not at work, Christine and her husband, along with pit bull, Ginger, enjoy travelling, jogging, and spending time with family and friends.

Christine has recently become the Public Relations chairperson for PACM. While she finds the educational courses to be beneficial to members, Christine finds the networking, support, and sharing of ideas with other PACM member to be extremely valuable, and she is looking forward to working with the Public Relations committee and board members in the upcoming year. If any PACM member is interested in joining the Public Relations committee, please contact Christine!
Donald Varley, Philadelphia County

“You learn something new every day.”

This is especially fitting in the Information Technology (IT) world and it is exactly that which Donald Varley, Director, Department of Information Technology, Philadelphia, enjoys about his work. On the other hand, it is also challenging to keep up with the ever changing IT environment!

Don started out in Philadelphia’s Family Division as a programmer in the Domestic Relations IT group. He then became a Programmer Analyst before becoming the Director of the IT Department 14 years ago.

PACM members may be familiar with Don, the recipient of the 2010 PACM President’s Award, due to his involvement with PACM’s website, having chaired the Technology Committee for many years and more recently, becoming an active member of the committee once again. He was also a presenter at past PACM conferences, speaking on topics such as online e-filing and website applications.

Learning from others how to resolve issues – because no matter what size county one comes from, the issues are often the same – is what Don finds to be the most beneficial aspect of his PACM membership. He believes PACM is heading in the right direction by utilizing its website to make available to members membership files and presentation materials from past conferences. In the future, Don would like to see PACM be able to use real time video feed at conferences so that members who cannot attend in person could watch the presentations remotely.

Don has been an avid cyclist for many years. He was involved in professional cycling from 1998-2005 as a media specialist, and for the past 25 years, he has been the director of an amateur cycling team. Besides racing, his team has participated in fundraising events such as the American Cancer Society’s Bike-a-thon and the MS-150. As of 2014, they have raised close to $250,000 in the fight to cure multiple sclerosis.

Don has been married to his wife, Lisa, for 22 years, and they have a daughter, Alexandra, 20, and a son, Michael, 17.

Thank you to all members who have agreed to participate in the “Getting to Know…” section of The Court Executive.

If there is a PACM member that you would like to see featured, please send your suggestion to LeeAnn Covac, Editor, at l covac@countyofelpa.com.
Montgomery County Judge Carolyn Carluccio has always loved the architecture of the Courthouse and its “five beautiful courtrooms with their magnificent murals.” She observed that first impressions of the courthouse are “the long, bare hallways which are devoid of any techno color.” Her own courtroom is one of the six newer courtrooms on the ground level of the courthouse. These courtrooms lack the grandeur of the older courtrooms, with only a gold State Seal hanging on the walls. “Everything felt so institutionalized,” Carluccio said. “It just didn’t feel right to me. I knew we had to do something about this.”

The Montgomery Bar Association had a Community Outreach Committee. Judge Carluccio chaired the committee in 2013. The Committee is composed of lawyers and community leaders whose job is to come up with projects that benefit the community. She presented her dilemma to the group.

At first, she thought about commissioning artists to paint more murals. But that would be expensive. The group brainstormed and came up with organizing an art competition among senior citizens of Montgomery County. The Judge thought seniors were a great way to go. “After all, who knows our county better?” She also kidded that seniors were designated to be “55 and older”—and quickly added that was not of her doing! Judge Carluccio said that one of the members of the Committee happened to bring her daughter to one of the meetings. The young girl was reading Shakespeare. She quietly said to her mom, “Why don’t you call it (the competition) “Courting Art”? Judge Carluccio laughed, “It took a 13 year old to give us a great, catchy name!” The theme would be: What I Love About Montgomery County!

The Committee contacted the County’s Aging and Adult Services who reached out to each senior community in the County and advised about the competition. Montgomery County’s Community College opened a new Art Barn on its campus, which would be the perfect location to display the art. The response to the competition was astounding, attracting over 100 “creative and heartwarming” pieces. Each contestant was asked to write why they chose the scene that they did. Judge Carluccio said, “Sometimes those paragraphs make you fall in love with the scenes.”

She spoke fondly of a work titled: “Sweet Face.” “It is a cow…and her eyelashes just reach out and touch you.”

“There were a lot of barns and a lot of bridges”— Carluccio acknowledged, “but, that is Montgomery County!”

Three of the Montgomery County’s Common Pleas Judges deliberated with Carluccio over each of the submissions—and while it was a tough verdict to reach, the top four winning submissions were announced. Cash prizes were awarded to the victors. The submissions were whittled down to 40 and were “glacéed,” which is a reproduction process. All original artwork was returned to its owner and the glacéed pieces are displayed in the courthouse. The Judge declared, “Everyone is a winner because their artwork will hang in the courthouse forever.”

Judge Carluccio tells an endearing story about the day she noticed a young woman staring at one of the paintings. When the Judge returned about 10 minutes later, the woman was still there. The Judge said that she “just had to go over to her. I asked her if she liked the piece?” The woman replied, “I'm here all the time and I come to this piece. This is my happy place. It has saved me.” Judge Carluccio was truly touched. She later “got chills” when she learned that the young lady was a participant in Montgomery County’s Drug Court program.

Courting Art was such a huge success in 2013 that the Bar Association held another competition this year! The winning artwork is decorating the hallway to Courtrooms 1 through 3. Next year the Bar Association’s Outreach Committee hopes to complete the rest of the floor, Courtrooms 4 through 6.

Judge Carluccio enthusiastically declares, “We are decorating our Courthouse with no taxpayer money! I hope others decide to copy the project in their counties. If anyone is interested, please tell them not to recreate the wheel. I am happy to put together a packet of information.”

Montgomery County’s District Court Administrator Michael Kehs recently said it best, “Judge Carluccio is the perfect Ambassador for Courting Art!”
The Philadelphia Courts – First Judicial District’s website was named one of the Top 10 Court Websites in 2014!

The Forum on the Advancement of Court Technology (FACT) announced the 2014 winners of their annual Top 10 Court Websites Award during the annual NACM Conference in Scottsdale, Arizona, in July 2014.

The winners are selected by a panel of 5 judges based on 5 categories with specific features and functions: access to public records; user interface; accessibility; interactive capabilities; and overall impression. These elements can also be used by court administrators and court technology staff to consider when developing a court website. For a more specific look at the judging criteria, please see the chart on page 9.

The other 9 winners were: Connecticut Judicial Branch; Superior Court of California, Orange County; Supreme Court of Nevada; Michigan Supreme Court; New Jersey Courts; Denver County Court; Ashtabula County Courts System; Florida Office of the State Courts Administrator; and the United States Bankruptcy Court, Middle District of Florida.
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<td>Case Look up</td>
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<td>Cross-references of parties, cases, calendars</td>
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Source: http://court-fact.org/top-10-court-websites-awards-announced/
PHILADELPHIA’S NEW CIVIL JURY ROOM
BY: PATRICK MARTIN, PHILADELPHIA COUNTY

On October 8, 2014, under the direction of Administrative Judge John W. Herron, the First Judicial District of Pennsylvania opened their ‘Jury Complex’. The goal was to provide a better experience for our jurors and give judges in the Civil Trial Division easier access to jurors for selection. Located in Room 195, City Hall, this multipurpose room will not only host jurors selected to address civil cases, but it will house the indicting and investigative grand juries, and be used as training room for other facets of the courts.

Prior to the opening of this room, all jurors were summoned to the Juanita Kidd Stout Center for Criminal Justice. Most, if not all, of the jurors would initially be assigned to criminal trials, and if not selected, were reassigned to a civil trial. The jurors would have to leave the Stout Center, and travel over to City Hall, dealing with the downtown traffic, inclement weather, and sometimes causing delays in civil trials. Jurors are now summoned to report directly to Room 195 of City Hall, allowing civil trials to get started in a timely manner with dedicated jurors, providing for a safe, speedy and memorable experience.

The Jury Complex will also serve as the center stage for investigative and indicting grand juries. It is common for the First Judicial District to summon approximately 300 jurors per grand jury selection. Unfortunately, due to lack of court room space, the main courtroom would house only 200 jurors, leaving 100 jurors in overflow rooms. The sitting judge would have to go through the voir dire process twice, creating delays in the process and increase the frustration of jurors waiting to serve. In the new Complex, they are able to accommodate all 300 jurors, hence allowing for a more efficient voir dire process. Closed circuit cameras are utilized throughout the room to provide visual and audio assistance to jurors so they may fully understand the judge’s instructions. After the selection process, the members of the grand jury will continue to report to the same room to hear testimony. The Complex is highly secure to protect the anonymity of the jurors and the testifying witnesses.

Due to the multifunctional ability of the room, Court Administration plans to utilize the room as a training center. There are monitors throughout the room, along with the closed circuit camera, and a wall projector. They look forward to the first training session in the near future.

The early feedback from jurors has been positive. They appreciate the new space and the Court’s interest in their safety and overall experience. The Complex provides a small cafeteria area, with tables and a bar-length station that will allow jurors to use their electronic devices through free Wi-Fi. They have also created a multipurpose computer center that not only allows jurors to fill out their questionnaires on E-Juror, but after 10 a.m., can be utilized for personal use such as checking emails or get information on anything from restaurants or historical sites within the city.

The goal of the Jury Complex is to provide an efficient system for jury selection and a safe and pleasant experience for the citizens that serve their civic duty. The First Judicial District is proud of the accomplishment and will continue to strive to make jury service a unique and memorable experience.
THE JEFFREY A. ERNICO AWARD
Deborah Freeman, Esq., District Court Administrator, Dauphin County

Ernico Award Presented to Dauphin County Court Administrator Freeman, Oct. 1, 2014
The PBA Legal Services to the Public Committee has honored Deborah S. Freeman, court administrator for the Dauphin County Court of Common Pleas, with the Ernico Award. The award celebrates the pro bono accomplishments of Harrisburg attorney Jeffrey A. Ernico and his longstanding commitment to equal justice and to serving those who have nowhere else to turn. An occasional award, it is given to individuals and groups that the committee determines have provided unique service that has resulted in significant improvement in the provision of legal services to the needy. Freeman is the seventh recipient of the award since it was created in 2006. Her award reads: “A champion of access to justice, Deborah S. Freeman has been dedicated to public service throughout her career. Her leadership in opening the courts of Dauphin County to those in need is a model for the Commonwealth to follow.” The award was presented by Ernico and Lisa M. Benzie, chair of the PBA House of Delegates.

The Jeffrey A. Ernico Award
The Ernico Award celebrates the pro bono accomplishments of Harrisburg attorney Jeffrey A. Ernico and his long-standing commitment to equal justice and serving those who had nowhere else to turn. The Ernico Award is an occasional award of the PBA Legal Services to the Public Committee that is to be given to such individuals and groups as the committee, from time to time, determines have provided unique service that has resulted in significant improvement in the provision of legal services to the neediest among us.

At a March 2006 reception hosted by the Pennsylvania Bar Association, the Pennsylvania Legal Aid Network and the law firm of Mette, Evans and Woodside honoring Ernico, he noted that “The only bad thing about having an award like this named after you while you are still alive is that you have to keep behaving well so they do not take the award away.” Given Ernico’s commitment to pro bono service - he ran from the breakfast to the board meeting for the Pennsylvania Legal Aid Network - no one is worried about the award losing its luster.

The first recipient of the Jeffrey A. Ernico Award was Jim Carroll, former president of the Allegheny County Bar Association, who received the award in September 2005 from then-PBA President-elect Ken Horoho. Carroll was honored for his work as ACBA president, his accomplishments included hiring the first full-time pro bono coordinator and organizing a loan forgiveness program for public interest attorneys.
2014 MAACM President’s Award
Richard J. Pierce, Judicial Programs Administrator, AOPC

“Although it is through a group effort that MAACM is a success, I chose Rick as the one person whose outstanding service helped me the most during my year as President. His support, inspiration, and assistance to me was remarkable. Also, he is a tremendous advocate of MAACM and he has done much for the organization. Over the years, he has served in many different roles which have enriched MAACM’s meaning. Rick is truly passionate about who we are and what we do. I was pleased to recognize him for all that he has done. His support of my Presidency was amazing!”

-Vicky Bartholomew, Chester County
2013-2014 MAACM President

PHOTOS FROM THE 2014 MAACM CONFERENCE

First Time Attendee Reception
PHOTOS FROM THE 2014 MAACM CONFERENCE

Left to Right: Kelly Hamm, Carbon County; Kathy Sherman, Jefferson County; and Mary Corbin, Bradford County

Left to Right: Mark Singer, Franklin/Fulton Counties; Cynthia Winn and Kelly Hamm, Carbon County

PACM members Andrew Everetts, Franklin/Fulton Counties, and Christine Sanchez, Montgomery County, participating in an interactive session.

PACM member Andrew Everetts, Franklin/Fulton Counties, participating in an interactive session.
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