



LAW OFFICES
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MICHAEL P. JUDGE
PUBLIC DEFENDER

October 25, 2002

TO: THE HONORABLE ZEV YAROSLAVSKY
Chairperson, L.A. County Board of Supervisors

FROM: MICHAEL P. JUDGE
Public Defender
Executive Office

DATE: October 25, 2002

RE: MINUTES - EXPANDED STAFF MEETING

Attached is a copy of the Minutes of the Expanded Staff Meeting of the Office of the Public Defender held on June 13, 2001.

MPJ: lfg

Attachment

cc: Each Supervisor
Each Justice Deputy
CAO: Sharon Bunn, Chief Deputy



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MICHAEL P. JUDGE
PUBLIC DEFENDER

TO: ALL STAFF

FROM: MICHAEL P. JUDGE
Public Defender

DATE: October 25, 2002

RE: **MINUTES - EXPANDED STAFF MEETING**

The Expanded Staff Meeting for the Public Defender's Office was held on October 10, 2002. The following are members:

Michael P. Judge	Stu Glovin	Luis Rodriguez
Robert E. Kalunian	John Gonzales	Rudy Rousseau
Adolfo Lara	Laura Green	Ray Santana
Lon Sarnoff	Bob Hall	Bill Saul
Mel Tennenbaum	Bernice Hernandez	Stan Shimotsu
Darolyn Jensen	Steve Hobson	Mike Suzuki
Alan Abajian	Lita Jacoste	Haydeh Takasugi
Allen Adashek	Cheryl Jones	Karen Thompson
Patricia Aguilar	Pam Jones	Aletha Tipton
John Brock	Clyde Juloya	Terri Towery
Ronald Brown	Charlie Klum	Marilyn Turner
Mike Concha	Marcus Leon	John Vacca
Corrine Cortinas	Mark Lessem	Bill Weiss
Joan Croker	Doug Love	Ron White
Mike Demby	John Martinez	Mark Windham
Ernesto Diaz	Paula Montez	Dennis Yamamoto
Wendy Edmisten	Diane Parris	Janet Yarbrough
Kelly Emling	Winston Peters	Ron Yorizane
Bobby Gil	Geneva Phillips	

**Expanded Staff Meeting
Of October 10, 2002
Page 2**

The Expanded Staff Meeting of October 10, 2002 was chaired by Michael P. Judge.

1. NEW MAPP PROGRAM

Prior to discussing office business, Ron White introduced Ms. Rosemary Bandes from the Department of Human Resources. Ms. Bandes explained the new MAPP Program and conducted training on the new MAPP Evaluation Forms. All managers in attendance received a packet containing the new MAPP Forms and a copy of the County Strategic Plan. Ms. Bandes indicated that the new forms were much easier to use.

Managers will now be rated in two areas: goals and behaviors. Three to five goals are required, one of which must be a stretch goal. There are now nine defined behavioral areas.

Mr. Kalunian indicated that all managers will be responsible for the accomplishment of Department goals, but should start thinking about one goal that is specific to their operations.

2. Announcements & Reports—Mr. Kalunian

Mr. Kalunian reminded managers that the Unavailability Reports, Caseload Summaries and DNQ Quarterly Reports currently are due.

3. Attorney Training—Mark Windham

Mr. Windham spoke about two training programs that are coming up. One is an Immigration Consequences Program by Norton Tooby. The Norton Tooby Program is being presented Saturday, November 9, 2002. It's an all-day program and Tooby is the expert in the field. It is important that our lawyers learn this material. The price is ordinarily \$220, but Mr. Windham was able to get the price reduced to \$99 for deputy public defenders, but only if registered by October 16.

The second program Mr. Windham encourages staff to attend is the Larry Pozner and Roger Dodd "Killer Cross Examination" Program. It was given earlier in the year and

Expanded Staff Meeting

it was extremely popular. Mr. Pozner & Mr. Dodd are very good. They have a very powerful system of cross examination. Ordinarily this program is \$250 and Mr. Windham was able to get the price reduced to \$99 for deputy public defenders. The cutoff is an early bird registration of October 30, 2002. The date of the seminar is Friday, November 15, 2002.

Mr. Windham discussed MCLE reporting compliance, some attorneys may need additional Ethics credits--four hours are needed. The office will be presenting three programs in order that our attorneys have an opportunity to get all of their Ethics credit by the reporting deadline. December 4, is the first program, it is a Wednesday night meeting, the next program will be January 15, 2003, the third program will be January 29, 2003. Michael Josephson, an Ethics Professor, will conduct the December 4th program.

4. Paralegal Training--Winston Peters.

Mr. Peters discussed the continuing emphasis on paralegal training, and on October 23rd from 11a.m. to 3:00 p.m. at CSF Criminal Justice Center paralegal training will be conducted. Mr. Peters extended thanks to Mr. Windham, for helping to facilitate Part 2 of Legal Research and Writing to be conducted on October 23rd. Mr. Peters encouraged Head Deputies to urge their paralegals to attend the training.

5. Impact of Court Budget Curtailments--Robert Kalunian

All of the Head Deputies are aware of the \$57 million shortfall of the courts. In order to meet that shortfall, the Courts are going to close 29 courtrooms throughout the county. Basically the administration of the court has informed each district it is losing courtrooms or judges and each district must determine how to deal with its curtailments. The office asked all of the Head Deputies to contact their site judges to supply input (in writing to the judges), with respect to how modifications could be more easily accommodated by our offices. Mr. Kalunian indicated it is equally important to send a memo up the Department chain of command explaining the impact on our Department of court closures in each district.

The office is aware that almost all of the courtrooms closings are not staffed by Public Defenders, such as traffic citation courts, but the Courts are closing some courtrooms that are staffed by our office, so the office may be able to realign staff

Expanded Staff Meeting

Of October 10, 2002

Page 4

and reduce unavailability. Mr. Kalunian urged the Head Deputies to look at their operations, and determine how many lawyers are really needed. For example, if the courts are closing a misdemeanor calendar courtroom and it is going to be absorbed by another calendar court, you may be able to give up a lawyer. The same thing possibly can happen with felonies, depending on the workload. It is important to honestly evaluate the situation, in order to approach this on a countywide basis and to equalize the workload and reduce unavailability.

Mr. Judge indicated Presiding Judge Bascue and Assistant Presiding Judge Dukes have instructed the site judges, or whoever constitutes the leadership in the various districts, to outreach to the prosecutors and defenders to try to assist in designing the plan. The courts have said that before, and yet there have been some courts who have obtained input, but many have not and have simply proceeded with the plans without seeking or considering our input.

There are places around the county where we have in the past lobbied for the courts to change their calendaring systems because we were rendered so unproductive and inefficient by the method that the court decided to utilize for calendaring their cases. This is an opportunity for us to supply input in the processing of cases that will make us more efficient and effective.

Mr. Judge emphasized that when you see those opportunities, where you are able to achieve productivity gains because a judge in a local site has brought you into the process, or if they have failed to do that, and somehow it turns out that you can manage to cover the entire caseload, where you were going unavailable with existing number of lawyers, or perhaps by reassigning a lawyer as a result of consolidation, it is desirable that we do so. Where feasible we should reduce unavailability.

6. Hardcore Gang & At Risk Outreach/Diversions—Mr. Judge & Bernice Hernandez

Mr. Judge & Bernice Hernandez met Monday afternoon with Blinky Rodriguez and a member of his staff. He is a gang outreach worker. He started a Program on a volunteer basis after he had achieved some economic success. He and his brother basically founded the sport of kick boxing. They were both world champions. They earned considerable money and had a very large gym where they trained professional fighters, both kick boxing and professional boxers. They were able, in a grass roots manner, to raise funds and start working with youth.

This happened after Blinky suffered a real personal tragedy. He has six or seven

**Expanded Staff Meeting
Of October 10, 2002
Page 5**

children and most of them are doing well, but one of them was murdered in a gang situation, and another is in prison for murder. Mr. Rodriguez started working with at risk youth and he now has secured Supervisor Yarislavsky's support. Supervisor Yarislavsky has contributed a 5,000 square foot building to provide training for youth. Mr. Rodriguez's organization will be providing training for youth at a landfill that just closed, where all of the very heavy equipment that can be used in major construction projects of roads has been contributed so at risk youth can receive training and obtain some high paying jobs.

The youth will also receive Hasmot training and training that would enable people to respond in case of either terrorist incidents or where there has been a large scale failure of public projects that cause things like floods, or perhaps the dispersal of materials that are very dangerous that are spilled either by railroads or by tanker trucks.

Mr. Rodriguez has a large federal grant and he wants to partner with our Department, not only to work with youth, both children as well as young adults, but also to work in an area that really no one has achieved any success. In fact, no one's really even tried, to work with the really hardcore elements of gangs, such as individuals coming out of prison, who might even be in their mid-thirties and who are very hardened still may respond positively to a proper outreach.

Division Chief, Bernice Hernandez will be meeting with Mr. Rodriguez and his staff in the future. Juvenile Division Chief, Winston Peters will also be participating. We will be looking possibly into bringing in both our social workers, and our paralegals in terms of alternative sentencing approaches or dispositions, both for children and adults.

Mr. Judge has spoken with a number of police officials who work with Mr. Rodriguez who trust him a great deal and feel he is a very valuable resource in the community. The new LAPD Chief, Mr. Bratton, apparently has heard about Mr. Rodriguez, has met with him and they are looking forward to a successful partnership.

Ms. Hernandez spoke briefly about Mr. Rodriguez, detailing that he has an MSW and a Degree in Public Administration. Mr. Rodriguez had the idea of using social workers way before it was popular.

Mr. Rodriguez has been doing this type of work and his focus is trying to get through to these youths through sporting events. Mr. Rodriguez organizes sporting events like softball games, hand ball tournaments, football games between rival gangs. Mr.

**Expanded Staff Meeting
Of October 10, 2002
Page 6**

Rodriguez does the talking, gets the gangs together and they actually have a game with the two rival gangs. What Mr. Rodriguez described, is that his focus is to get the gangs to see one another as human beings because if you can look at the

person and talk to him and even in just passing a glove touch him, and play against him, it is harder to kill him.

What has impressed law enforcement and especially Mayor Hahn is Mr. Rodriguez's level of commitment, and what he has accomplished all these years without any fanfare. He negotiated the first treaty between 75 gangs in 1994 which was a major accomplishment.

7. Prohibitions Sexual Harassment Revised Policy–Mr. Kalunian

Due to some changes in sexual harassment law, and the County's Protocol, Policy and Procedures, the Department has revised our Policy and Procedure prohibiting sexual harassment. The revised policy is more detailed, and tries to clarify what constitutes sexual harassment. Obviously it applies to all staff, but also it very clearly defines the responsibility and duties of managers and supervisors, which would include DIC's. It will be in the payroll packet on the October 15th. There will also be a PDQ article.

Each employee is required to sign an acknowledgment that they have received the policy, read it, and will abide by it. Managers must collect the filled out Acknowledgment forms from all their staff and return the forms to our Public Defender Human Resources Division by November 14, 2002. There will be follow-up training for all staff members conducted by the Office of Affirmative Compliance (OAC). The office is currently working on setting up the training.

The next meeting is scheduled for November 14, 2002 at 2:00 p.m. on the 19th floor or CSFCJC.