

COURT BULLETIN

January 2016

Teamwork in Action: Creating a Fitness Ability Test for Court Officer Candidates



A team of selected Court Officers and Human Resources staff met with test developer I/O Solutions last month at the Massachusetts State Police Academy in New Braintree to determine what elements should make up the new Court Officer Physical Ability Test (PAT). The 7-step test of physical capacity will be used as part of the hiring process for those who passed the qualifying exams administered in 2014 and 2015 and applied to be a Court Officer.

Shown above discussing the test after the team's initial run-through are, from left: Maxwell Porter, Research Analyst for IO Solutions, Chief Court Officer Reginald Graham, Heather Brouillette, Senior Manager, Standards & Training, Court Officer Scott Gierlich, Chief Court Officer Timothy O'Leary, Court Officer Brianne Queeney, Court Officer Jennifer Galvin, Human Resources Director Mark Conlon, and Court Officer Daniel Padilla.

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Dropkick Murphys' Ken Casey Visits East Boston Drug Court



He's shipping up to East Boston... Bassist and lead singer Ken Casey of the Dropkick Murphys [second from right] stopped by the East Boston Division of the Boston Municipal Court last month to talk about his 25 years of sobriety with drug court participants. To Mr. Casey's left is First Justice John McDonald; surrounding him are drug court participants with (from left): Assistant Clerk Magistrate Ann Marie Gioia, Chief Probation Officer Thomas Tassinari and Probation Officer Francine Hammersley.

Mr. Casey shared his thoughts about staying sober over the holidays, and attributed his 20 year success in the music industry to his sobriety, saying he's gone to AA meetings in over 30 countries.

"We aren't the people that drugs and alcohol make us," he told the court. "I was angry, hostile and antisocial when I drank and used drugs. I was 21 when I became sober. Little did I know sobriety would be the start of my life...I'm free from being a prisoner of alcohol and drugs. I take things one day at a time. Otherwise everything is insurmountable when you think of doing or not doing something for the rest of your life."

Assessing Ways to Reduce Recidivism: A Look at *Results First*

The Pew-MacArthur Results First Initiative, a project of The Pew Charitable Trusts and the John D. and Catherine T. MacArthur Foundation, is working with Massachusetts state officials to implement an innovative approach to evidence-based policymaking to help determine which policies and programs are worthwhile investments--and which are not.

The Results First approach can be used to assess the effectiveness of programs and a number of interventions in a growing range of social policy areas including adult

criminal and juvenile justice, child welfare, education, mental health, and substance abuse. Since 2011, 21 states have partnered with Results First to implement the approach, including a sophisticated, customized cost-benefit model, which guides decisions on what programs to invest in to achieve key public policy goals, such as reducing recidivism.

"The Results First model gives us a proven way to collect and use data to make sound evidence-based policy decisions," says Trial Court Chief Justice Paula Carey. "The model will, in turn, enable us to work with our many stakeholders across multiple agencies to reduce recidivism and reach our public safety goals in cost-effective and measurable ways."

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New, Online: Bail Basics, In Court Bail

Only on Mass.gov/courts...Bail can be a complex process that's often misunderstood by the public and the media. You can find (and bookmark) the 3-part series on bail by going to the Criminal Law section of the Self-Help Center of Judiciary's external website:

- [Bail Basics: What Bail Is, How It Works](#)
- [In Court Bail Process](#)
- [Helpful Bail Terms](#)

On The Hill...

What Happens to an Enacted Bill Once it Reaches the Governor's Desk

In last month's *Bulletin*, we covered what happens when a bill is enacted...

Once a bill is enacted, it means that it has received final approval of both the House and Senate. The bill is printed in its official form and is sent to the Governor's desk. The Governor has ten days to sign or veto the bill.

Governor's signature. If the governor signs the bill, it will become law on the effective date identified in the legislation. If the Governor vetoes the bill, he or she must give reasons in writing for the veto. The Legislature can override the Governor's veto by a two-thirds vote. The Governor can also send the bill back and recommend certain changes or amendments.

No signature? If the Governor does not sign or veto the bill, the bill becomes law even without the Governor's signature--with one exception...

Pocket veto. If, during the ten day period, the Legislature concludes its yearly session and the Governor does not sign the bill, the bill dies.

Q&A with Mark Conlon, Director of Human Resources



Mark Conlon has been the Trial Court's Director of Human Resources since 2009. He was originally hired in 1982 and served as the Trial Court Personnel Administrator for approximately 15 years and as a Personnel Specialist before that. Mr. Conlon received a BA from the University of Rhode Island; an MPA from the University of Massachusetts-Amherst; and a JD from Suffolk University Law School. He is designated as a Special Assistant Attorney General to supervise labor litigation and has taught as adjunct faculty at Anna Maria College since 2000.

This interview first appeared in the December Probate and Family Court's Family Matters newsletter.

How do you define the role of HR in the Trial Court? Is HR just for managers or for all employees?

The HR Department has two roles. We have a labor relations role in that we negotiate collective bargaining agreements on behalf of the Trial Court with the unions that represent employees, we administer and interpret the provisions of those agreements, and represent the employer (in this case, the Trial Court) in arbitration proceedings.

We also have traditional HR responsibilities in the areas of hiring, promotions, salary administration, position management and classification, professional development and training, and benefits administration.

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Special Clerks Conference Held to Build "Communities of Practice"

What are communities of practice?

Organizations create communities of practice (CoPs) groups to bring together experienced practitioners to gain and share knowledge or perfect processes ("establish best practices") in a particular subject or practice area.

Over time, CoPs may also evolve based on participants' common interest in a particular topic. Either way, members learn from each other through the process of sharing information and experiences within the "community" or group. CoPs also offer members the opportunity to build increased capacity and develop professionally.

When and why is the Trial Court developing CoPs?

Last June, the Trial Court established five communities of practice for the Clerks of Court, Clerk Magistrates, Registers, and Land Court Recorder. Each CoP selected a specific area of focus, with a goal to establish best practices in each area.

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Facilities Department Update

Court Capital Projects: Ongoing Projects

Court Capital Projects represents the Trial Court during the planning, programming, design, construction and post-occupancy of all courthouse construction and improvement projects. Please click the link below to see a list of major projects slated for 2016.

Update on Sight and Sound Separation for Juveniles

This project to protect juveniles from any interaction with adult prisoners in court lock-ups continues on-schedule; click the "Read More" box below to see a complete list of courthouses being updated and their respective progress.

[Read More](#)

An Ovation for Probation...

Announcing the Mass. Probation Service Ovation Award Winners for 2015...

The Probation Ovation Awards celebrate employees' innovation, collaboration, and overall excellence.

By month, the 2015 Ovation winners are:

January: Carol Silvia, Chief Probation Officer (retired), Fall River District Court

February: Sara Cohen, Probation Officer, Dedham District Court

March: Pamela King, Probation Office Manager, Salem District Court

April: Yazdel Correa, Probation Officer, Hampden Juvenile Court

May: Donna Moore, Associate Probation Officer, Newton District Court

June: Maureen Chamberlain, Chief Probation Officer, Worcester District Court

July: Kristy Paciorek, Probation Officer, Eastern Hampshire District Court

August: John Gilpatrick, Probation Officer, Plymouth Probate & Family Court

September: Joan Hogan, Probation Office Manager, West Roxbury Division, Boston Municipal Court

October: Charlene Williams, Probation Office Manager, Middlesex Superior Court Probation

November: John Corrao, Associate Court Services Coordinator, Trial Court Community Service Program, Office of Community Corrections

December: Carmine Giuggio, ELMO Coordinator, ELMO (Electronic Monitoring Service) and Brian Mirasolo, Field Services Administrator, Office of the Commissioner of Probation, Mass. Probation Service

To nominate a worthwhile Massachusetts Probation Service employee or department in 2016, please contact Coria Holland, Probation Director of Communications at [617-557-3054](tel:617-557-3054) or coria.holland@jud.state.ma.us.

Your story. Your **Court Bulletin**.

What's happening at your courthouse?

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Coming Up in February:

- Innovation Awards Ceremony Held at the Adams Court house
- Fall River Justice Center Runs Inter-Agency Active Shooter Drill