

THE ECHO



May 2014

OREGON ASSOCIATION FOR COURT ADMINISTRATION

A MESSAGE FROM YOUR PRESIDENT KAY RENFRO

ABOUT OACA

Oregon Association for Court Administration is a professional organization committed to excellence. The association was established in 1977 and is Oregon's only organization for court professionals and those interested in the Court of Oregon. Our membership includes Justice, Municipal, Tribal and State Court Staff, students, vendors, active and retired judges, and others who share an interest in Oregon Courts.

OACA MISSION

The goal of the OACA Board is to provide beneficial and reasonably priced learning experiences. This is done through conferences held biannually, one in the spring and one in the fall. Each conference provides formal training and allows attendees the opportunity to network with people from similar court environments. The Board works very hard to develop the educational agenda for each conference.

Wow, what a conference! The topics, sessions, conversations, and general camaraderie really struck a personal chord with me. It was like a mirror being held up to me to take a really good look at myself. I want to thank each and every one of you for attending the conference and participating in a meaningful way. This is how we all grow personally and professionally. Of course a special thank you to the OACA Board for all of your hard work. I know I have said it before (not often enough) but without you the conference would not happen.

Welcome once again to our new members, I enjoyed meeting many of you at the new member breakfast. We had nine new members attend the conference and it was a pleasure to see all of you participating in the discussions at the conference.

Since the conference the board has reviewed all of your input and comments. We appreciate you taking the time to provide feedback. For years all of the responses and comments were hand counted and manually compiled for the board to review...thank you Amy Anderson and your staff at Hillsboro Municipal Court who have done this for us for many of those years. This year Cheryl Stone, Conference Vice President, had the ability to input all of the survey results into a survey monkey so we are able to have graphs and statistics done automatically instead of manually. With less than 50% of the attendees submitting completed critiques this year, we have decided as one of our future goals is to provide them to you electronically. We hope to provide the conference critiques to those attending conference just prior to the conference and then at the end of the conference in hopes of getting a greater response from you. The board is working on the delivery system.

Overall the conference as excellent or very good by 84% of you as opposed to 100% a year ago. You rated the accommodations as 80% excellent or very good which is 13% lower than what we enjoyed last year even with the elevator repair in process. I understand that there was some construction in progress during our conference. You also rated the education classes as excellent or good at 83% which is down from 92% a year ago. The rap sessions are still being ranked as one of our best sessions for everyone. Combat Ethics and Interstate Compacts got the highest percentage of excellent and very good ratings. The percentages regarding the conference may be lower than expected due to the low response as one additional response would change the overall by 3% up or down.

With the renewed interest in the OACA Certification Programs the board is looking at overhauling the curriculum. There have been many comments about how long it takes to complete a level and lacking credits in specific areas. We may need to form an ad hoc committee to assist the board so if you are interested in participating in this, please let Debbie Arntsen, Education Vice President know (darntsen@beavertonoregon.gov). This is going to take some time to do and must be done thoughtfully. Any credits that you have accrued thus far will be honored in the conversion to a new certification program.

I am updating our Vendor List, please send me any vendors with whom you are currently conducting business. Please send me an email at krenfro@BeavertonOregon.gov with the name of the vendor, a contact person, and how to contact them so that I can send them an invitation to attend our fall conference.

The Annual Business Meeting will be held on Sunday, October 5th. At this meeting we will elect our next Board of Directors. I encourage you to become more involved in your organization ... run for a position on the Board. You will find an amazing opportunity to challenge yourself, stretch your boundaries, develop long lasting friendships, and help OACA to grow and adapt with our constantly changing profession. A list of job duties for the board positions that will be on the ballot as well as Intent to Run for Office form for 2014 can be found on the OACA website (www.OACA.org) under forms. If you are interested in a position, would like more information, or know someone else who would be interested in serving on the Board but is somewhat shy about stepping forward; please contact me at krenfro@BeavertonOregon.gov. You can email your intent to run form to me or fax it to 503-350-4031.

MARK YOUR CALENDAR: The OACA Board has been hard at work planning the Fall Conference at the Salishan Resort, October 5th – 7th in Gleneden Beach, Oregon. Update your calendars now so you don't miss out!

See you at the Fall Conference.
Kay Renfro, President

THANK YOU TO HOSTS AND SESSION REVIEWERS

I wanted to take a moment to acknowledge all of you who stepped forward to either host a session or to write a review for a session. It takes all of us to have a successful conference and I really appreciate your efforts on behalf of the organization. – Kay Renfro, OACA President



HOSTS

Amy Anderson, Hillsboro Municipal Court
Debbie Arntsen, Beaverton Municipal Court
Carla Bantz, Milwaukie Municipal Court
Sue Carlile-Hopper, Beaverton Municipal Court
Kathy Cummings, Springfield Municipal Court
Linda Graf, Columbia County Justice Court
Maggie Hogland, Manzanita Municipal Court
Jane McKinnis, Springfield Municipal Court
Dori Oliveira, Bend Municipal Court
Jamie Rhodes, Lafayette Municipal Court
Becky Robertson, Linn County Justice Court
Allison Sederlin, Springfield Municipal Court
Debra Simpson, Drain Justice Court

SESSION REVIEWS

Kitty Allen, Sutherlin Municipal Court
Candace Ashby, Lane County Justice Court
Mandy Balcom, Coburg Municipal Court
Barbara Gibson, Klamath Falls Municipal Court
Deborah Hildebrandt, Salem Municipal Court
Priscilla Klein, Lincoln City Municipal Court
Deborah Lobey, Lane County Justice Court
Deborah Manning, Dundee Municipal Court
Allison Sederlin, Springfield Municipal Court
Vanessa Savage, Ashland Municipal Court
Emira Vejo, Beaverton Municipal Court

TIME TO GET INVOLVED

This is your time to become more involved in OACA and have a leadership role in the activities of the association. The Board meets once a month at different locations throughout the state depending upon where board members live. The Intent to Run Form and the list of job duties for each position that will be on the ballot for the election that will be held at the fall conference are on the OACA Website.

You do not have to run for a position on the board to be involved. There is a committee just waiting for your special talents. Committee meetings are set by the Chairperson of the committee as needed. In addition to the standing committees listed below, we may start using some ad hoc committees as we move forward.

Nominations Committee
Finance Committee
The ECHO Committee
Membership Committee

Conference Committee
Education Committee
Resolutions By Laws Committee
Website Committee

OACA needs you! Opportunity is knocking! Open the door! I will be there!

Kay Renfro
OACA Immediate Past President

Membership

Spring Conference New Member Breakfast

The OACA spring new member breakfast was a great success. It was an opportunity for new members who attended the conference to be welcomed by the board and given information regarding the organization. The breakfast was held on Sunday morning of the conference. The 9 new members that attended enjoyed a continental breakfast and given an opportunity to meet other new attendees.

Membership is getting ready for another conference in the fall. If you have not renewed your 2014 membership, do not miss out on the great opportunities that OACA offers. Your membership provides you with the most outstanding training opportunities that you could ever hope to obtain. OACA offers two conferences a year for the membership to network and obtain valuable information to take back to your courts. Attached in the ECHO newsletter is a membership renewal application for 2014, please fill it out and return it with your renewal fee.

OACA always welcomes new members and encourages our members to recruit new members from their colleagues and acquaintances. An incentive for recruiting new members is that the association offers some valuable rewards.

Refer 3 members in a year and win a free annual membership! Refer 5 new members and win a conference registration! Just make sure the new member you refer writes your name on their application as the person who referred them.



Perspective from a First Time Attendee
By Deborah Hildebrandt

As part of my thirty year government, private, and nonprofit sector employment history, I have been a member of several professional organizations. In attending conferences hosted by these organizations in the past I have observed that some host conferences that cater to a majority of specialized clients while others conferences are so large that you would not see the same attendee twice. I often would gauge the value of my attendance to these types of conferences by the amount of usable information and knowledge I could obtain and apply to my job. Most of the conferences left me with a feeling of getting something from my attendance but not what I had originally expected or what the conference brochure outlined.

I was hired as a new Court Administrator with no previous court background, however, I had years of experience in personnel and process management, project implementation and overview, financial and budget management, and customer services. My previous court experience had been limited to my youth at the ripe old age of 16, to attend Court for a speeding ticket. I knew that I had a lot to learn but wanted a jump start to my new career adventure. I left my municipal government job on Friday, arrived to the OACA professional conference on Saturday, stayed until the conference was over on Tuesday (also known as the fateful tax day deadline), and arrived ready to begin my new job as Municipal Court Operations Manager a.k.a. Court Administrator on Wednesday.

This conference was an important introduction into Courts and the OACA organization. The amount of information available, not to mention resources, networking opportunity with Court professionals was incredible. Anytime I had a question, looked confused, or became part of a discussion, I was welcomed. It was eventful from the minute I checked in at the conference desk, picked up the packet of information, received my name tag, and then whisked away to the new attendee breakfast where the conference overview and expectations were discussed. I was introduced to several of the officers of the organization, was told that all I had to do was ask, and I would have someone there to assist me with whatever information I needed. The schedule of classes and content, caliber of presenters, and events catered to a gamut of individuals ranging from someone who had just started in this profession to seasoned professionals looking to hone their skills and update information. I learned something from each of the presentations, those hallway discussions, not to mention from every interaction I had with other attendees.

Additionally, I was able to attend with two of my new Court employees, one of which is an OACA Board Member. What I experienced was a welcoming into this professional organization and a better knowledge of what challenges are faced by Court staff and the rewards I could expect from my career choice.

What you all should know is that I have your numbers ... and will call when I need a resource or inquire about how you handle the business of providing court services. Thank you to the OACA organization and all who attended the conference. You made me believe that I attended the best conference in all my thirty professional years.

CONFERENCE FOLLOW-UP

Spring Conference was great! Thank you to everyone who attended. Agate Beach is always a wonderful location, we had some beautiful weather and the education sessions were excellent!

Our conference critique provides great feedback from you about your experience. We rely on your feedback to continually improve our conferences. Overall the ratings on the educational component were good, 84% rated the overall conference as 'excellent' or 'very good'. The Combat Ethics session seemed to be a favorite of many attendees. Here is a link to the [OACA Bylaws](#) in case you have not read them or need a refresher (like me!)

We received a lot of very good feedback and will review your input at our next board meeting. We will add a section in the critique to provide feedback on meals for future conferences. Thank you to all who took the time to fill out the evaluations. I hope to have the critique available in an on-line and paper format for our Fall Conference. We love to hear from you! If you have ideas for future conferences or education ideas please email Cheryl Stone (cheryl.stone@ci.eugene.or.us) or Debra Arntsen (darntsen@beavertonoregon.gov). Every member of OACA is important to our success as an organization.

Thanks to everyone who helped make this conference such a wonderful experience. Please include in your plans for the Fall the OACA Fall Conference at the Salishan Resort! What a great venue this will be for our next conference. Hope to see you all there!

Cheryl Stone, OACA Conference VP

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- ♦ **Consumer Awareness** – Shoplifting / Bad Check writing
- ♦ **Anger Management Skills** - 8 & 16 hour programs

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Our Fall conference will be here shortly and we are going to the Salishan Resort. The Salishan Resort is stunning and the grounds are breathtaking. Fall is a great time to visit the Oregon Coast. Salishan has a number of opportunities for relaxation during your downtime at the conference. Whether you're interested in recreational activities, coastal attractions, Salishan and local events, swimming and working out, shopping, or tennis, they've got it all. Please be sure to check out their website (www.salishan.com) so you can see everything that will be available to you as a guest of the resort and take a look at the room options. The facilities, meals, education and location are top notch. You do not want to miss out on this one!

Dates to Remember:

- ◆ **Conference registration deadline is September 8, 2014.** Please register in as soon as possible. This ensures that we can be adequately prepared to serve you and provide the best conference possible.
- ◆ **Hotel reservation deadline is September 15, 2014.** While Salishan will try their best to accommodate OACA, if there are late reservations there is a chance that there may not be many options of rooms available. OACA is guaranteed and financially responsible for a certain number of room reservations. So, please, try and get your conference registration and hotel reservations taken care of soon.
- ◆ **Conference dates** – October 5th, 6th, and 7th.

We want to see you all at Salishan for an unforgettable conference experience.

We will have a great time networking at the Past Presidents Reception on Sunday night! This event has grown and grown in attendance each conference. The theme for the gift exchange is “Beach Life”. If you want to join in please bring a wrapped “Beach Life” themed item worth no more than \$20.00 aggregate value. If you don't want to participate in the gift exchange but still want to come and network, please do! Everyone is welcome and it's a fun way to end the first day of conference plus there will be an array of mouthwatering hors d'oeuvres and snacks. I do rely on the numbers of the people who do say that they are attending so that I can order enough food. So please, if you are planning on attending, make sure to RSVP and check the appropriate box on page 2 of the registration form.



Our Spring conference is back at Agate Beach Inn on April 12th, 13th and 14th, 2015. I'm working on getting the 2015 Fall conference planned so if anyone has any ideas for locations please email me at cheryl.stone@ci.eugene.or.us. I am really interested in trying some different locations and for our Fall conference. We are also considering combining our 2015 Fall conference with Washington State for a combined education component and added networking experience.



2014 SPRING CONFERENCE SESSION REVIEWS

JUSTICE COURT RAP SESSION

Becky Robertson of the Linn County Justice Court was an excellent facilitator for the Justice Court Rap Session. She began the session with several announcements, including a reminder of the FED \$79 fee increase (effective Oct., 2013) which did not sunset and has been adopted permanently.

Items relating to DMV topics were discussed, including release of the new Oregon Suspension/Revocation/Cancellation Guide. Additionally, everyone was encouraged to subscribe to the DMV Traffic Newsletter to keep apprised of DMV news. (<http://listsmart.osl.state.or.us/mailman/listinfo/traffic-news>)

The status of the eCitations and Abstracts project which will enable Oregon courts to electronically submit traffic conviction data to DMV was mentioned. Linn, Clackamas, and Jackson Justice Courts are participating in the development and testing phase of this project. Projected implementation is January, 2015. One member reported hearing that a Roseburg attorney had obtained dismissals for clients because the eCitation size 'is not legal'.

Another good discussion focused on methods courts have found to be effective for obtaining payment of fines. Methods found to be successful ranged from asking 'how much can you pay today' when setting up payment plans, to a review of the court's minimum payment amount requirement, and whether that minimum has increased in recent years. Some courts indicated their respective Finance Department established all payment requirements.

Sending warning letters of impending suspension or warrant to be issued has proven to be a successful payment collection tool by most courts. The number of days before unpaid balances is sent to the collection agency varied by court from 30 to 90 days.

For a first time attendee, I found the rap session to be informative, productive, and a good learning opportunity to exchange work related practices and procedures.

Review by Deborah Lobey, Lane County Justice Court

MUNICIPAL COURT RAP SESSION—TRAFFIC & MISDEMEANOR

As always, the Municipal Court Rap Sessions are terribly popular, even more, lead to great discussions and often bring up questions to-be-answered later. A few highlights include:

1. The Oregon Suspension guide 2013 is still the most current and can be obtained at http://www.oregon.gov/ODOT/DMV/docs/form/oregon_suspension_guide.pdf
2. Garnishments: If using a collection agency, they take care of these. Salem is looking at implementing voluntary wage assignments
3. Are courts charging interest? Beaverton does on Code Enforcement cases, but they are not automatically calculated by the system.
4. How to help illiterate defendants with DUII Diversions? Springfield noted that the reason a defendant appears is to "hear" the charge. Some courts read documents aloud but care must be taken to avoid "giving advice".
5. What grade level are documents written at? Miranda warning is at a 4th grade reading level. Is it time for courts to do a review?
6. Heads-Up: A new law may be coming regarding restitution on diversions.
7. Who is monitoring IID's? Mostly this is done through the company that each court contract with.

Reviewed by: Priscilla Klein, Lincoln City Municipal Court

TRAFFIC COURT RAP SESSION (TRAFFIC ONLY)

The Municipal Court (Traffic Only) Rap Session was very well facilitated by Jamie Rhodes and Amy Anderson. A brief overview of some of the questions and answers are presented below:

Are courts sending trial notices via LEDS to the officers? A few are; but most appear to be using e-mail.

Is your court using the Uniform Complaint forms for parking citations? Some are, but it is problematic in that the owner is responsible for the ticket. Some officers run the vehicle registrations to issue the citation to the owner. Lafayette Court has preprinted parking citations.

Who uses in house collections versus private companies? No one uses in house collections. It was noted that about $\frac{3}{4}$ of those in attendance do add fees running anywhere from \$25 to \$50 to their payment plans; some will waive the fee if paid in full by thirty days.

Do any courts place liens on judgments? You can place liens for judgments with a total of \$3,000 or more. Some of the collection companies are now starting to place liens.

Any courts reducing fines as an incentive for payment? The majority are not; but there are courts offering amnesty programs as an incentive.

How do you handle a citation with multiple offenses and a judgment for a diversion for one offense? Response was to send in the judgment on the other offense now. If the diversion is not completed; resend the complaint with the second offense's judgment and note it as a deferred sentence. See beneath the Court Judgment area to mark the disposition as a deferred sentence.

How do handle a citation where the judgment is held for a year to maintain a clear record? Send it in to DMV now with the judgment and vacate later if the record is clear.

When do you write off debts? Majority agreed at ten years without any contact.

A minor is cited, it is the court's responsibility to notify the parents? Majority consensus was it is not the court's responsibility.

Reviewed by Debra Manning, Dundee Municipal Court

"I CAN'T GO HOME FROM WORK WITHOUT FEELING EXHAUSTED "

I was excited to attend this session and hoped to take some good ideas away from it, which I did. I know this is a growing issue in today's workforce for several reason; staffing issues, diminished budgets, balancing work and family, mandatory meetings and constant changes to name a few. It seems that many feel they are always trying to "just" keep up and process what the priority is at the time.

The self-assessments were a great tool and I was not surprised to find out that I fell into the "Workaholic Pool." I was aware of many of the action steps for this and until attending the session, I really never used them. I liked how the presenter had the class work in small groups to discuss the different assessments and how they related to them. I also liked that there were specific action steps for each assessment to help the participants identify areas to make changes.

I do feel the participants left this session with an understanding of how problematic work patterns negatively impact them as individuals, friends & family and the organizations they work for. They could identify/recognize problematic areas for themselves and had specific action steps to regain balance in their daily lives.

Barbara Gibson, Klamath Falls Municipal Court



MSU-Education, Training and Development

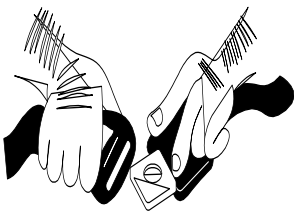
The facilitator for this course was Jackalyn Rainosek, PHD. She has been a facilitator of learning and consultant in organizations for thirty-eight years. The objectives of this course were for the participant to learn how to develop themselves and their staff, Determine focus of your organization and assess needs for the development of staff, obtain a clear picture of the 2020 workplace, and how this will effect education, training, and development in judicial systems, inspire and motivate court staff to determine reasons for education, training and development, and to establish an understanding of how adults learn.

First we looked into the four generations that are currently in the work environments today, and how each generation brings in different styles and assets to a work group. This course talks about how the different generations can interact well to understand and communicate with each other, and how to benefit the most from what each generation has to offer. This led into the discussion of forces that are currently affecting the workplace, and how continuing education and training are a huge factor in the success of a business. We came up with a list of reasons you can give to your finance department to justify ongoing training and development for staff.

Jackalyn had us do assessments and activities that kept us interacting, and actively participating throughout the course. She later revealed that part of the reason for all of the different activities is that everyone learns and retains information in a different way. From there we went on into the different ways that people learn the best, and how as a facilitator you can make it to where you capture all aspects of learning in a presentation or class, in order to help each individual retain as much from the course or meeting as they can.

There was so much information packed into this class that it was almost impossible to fit it all in a couple of paragraphs. This review is just a very brief summary of the topics we touched on in this course. I found it very informative and walked away with a lot more information than I was expecting to. It is not very often that an all day course can keep everyone's attention all day long, but this one seemed to do just that.

Reviewed by: Allie Sederlin, Springfield Municipal Court



TRAUMA NURSES

When I first heard of the topic for this session I said to myself “what does this have to do with my job?” Once Mike Morrison started speaking I understood this was relevant to my day to day work experiences.

Part of our job as a Municipal Court clerk is not just to process the fines or violations in our court but to help educate the community and prevent the same type of violations or tickets from occurring again.

Mike showed us videos and photos of individuals involved in accidents that could have otherwise been prevented. Most of these are shown in the classes to help the individuals understand the consequences to their actions.

There are a wide variety of programs and educational classes that are provided to the public from Seat Belt classes to High Risk Drivers to Minor in Possession classes. These are all provided to the public to help reduce their fines and prevent them from occurring again.

I found this class to be very informative and a great resource for my job.

Reviewed by: Kitty Allen, Sutherlin Municipal Court

NEW SECURITY REQUIREMENTS FROM CJIS FOR LEDS.

Greg Verharst is the CJIS Information Security Officer with Oregon State Police and conducts technical security audits which are required by the FBI Criminal Justice Information Services (CJIS) Division. When OSP was audited by the FBI in 2012 they found several areas of non-compliance and now Greg is working on getting the state in compliance before the next FBI audit in August 2015. Part of his work is conducting audits of courts, police departments, etc based on CJIS security policy 5.2. His audit is currently more for educational and informational purposes but items found in non-compliance during this policy cycle are expected to be fixed or have a plan in place to fix them before the next audit.

The 3 most common problems found during Greg's audits:

1. Shared user account access (2 or more individuals using 1 login and password). This is a problem because access to LEDS/NCIC must be able to be traced to 1 person only.
2. Unencrypted CJI data sent over public networks. Data must be encrypted and one way to do this is to use Adobe Acrobat Pro 10 (or higher). If you e-mail the encrypted data then you must use another medium to give the password (ie, phone call).
3. Advanced authentication on MDT's, remote office, etc. Advanced authentication is required when accessing CJI outside physically secured locations

As of April 8, 2014 machines using Windows XP & Office 2003 are no longer supported by Microsoft and are therefore considered non-compliant by the CJIS security policy. LEDS access may be shut down on these machines.

There will be a free CJIS Statewide training in Salem on Tuesday, September 9, 2014 from 8am to 5pm. For more information e-mail: training.LEDS@state.or.us

For questions on the security audit:
Greg Verharst-CJIS info security officer
Ph. 503-934-2335
Greg.verharst@state.or.us

For questions regarding LEDS:
Jennifer Hlad-LEDS training unit
ph. 503-934-2341
Jennifer.hlad@state.or.us

Reviewed by: Brianna Harwood, Philomath Municipal Court Clerk

DEPARTMENT OF REVENUE

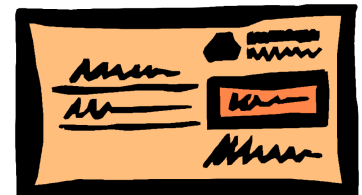
As of July 01, 2014 justice & municipal courts will be provided with new Department of Revenue (DOR) Fine payment coupons. The simplified coupon is intended to better meet finance reporting needs and to identify the source of fines/fees to help analyze & review the impact of law on finances.

The new coupons are broken down to three sections:

- ◆ Moneys payable to the state as described in ORS 153.633 for offenses committed on or after 1/1/12
- ◆ Fines payable to the state described in ORS 153.640 to 153.650 for deposit in the Criminal Fine Account
- ◆ All other moneys (not described above) payable to the state.

Keep an eye out for your new coupons and a more in-depth explanation of the change- arriving in late June or early July.

Reviewed by: Vanessa Savage, Ashland Municipal court



INTERSTATE COMPACT: JUDICIAL TRAINING; HOW TO AVOID THE COMPACT AND WHAT TO DO WHEN YOU CAN'T

The first question I had was – What is an Interstate Compact? Working for a Justice Court that only handles violations, non-jailable offenses, this topic was not even in my vocabulary.

Ms. Persels did a very good job of explaining an interstate compact and how to handle it. The compact deals with the movement/transfer of inmates. If that movement or transfer would require crossing state lines, then it must be coordinated with Ms. Persels' office – The Oregon Interstate Compact Unit. Ms. Persels was a very knowledgeable, engaging speaker

Reviewed by: Candy Ashby, Lane County Justice Court

ARMOR FOR THE BATTLE DEFEND HONOR, CHARACTER & INTEGRITY. "COMBAT-ETHICS"

"It takes many good deeds to build a good reputation, and only one bad one...to lose it."

-Benjamin Franklin

Jon Zelff is a retired Police Chief of Central Point, Oregon. He is one of those speakers that you could listen to for hours. He is full of knowledge, experience and has many stories to keep his audience entertained throughout his presentation.

During the session, he went over many subjects and scenarios that are parallel topics or are directly related to the world of ethics. The quote stated above, I feel, sums up what ethics is truly about and a close representation of how he presents it to his audience. Obviously, there are more tragic endings to violations in the ethical world other than just your representation being lost. It was very interesting to hear that for every one officer killed in the line of duty, 200 lose their jobs due to ethical decisions in one year's time. That sure makes you think about some of the things that may have or are still going on in your organization and all around you.

He presented to us that within organizations today, there are two ways that they are currently being ran; those with "fear of consequences" and those with "strength of character". Out of those, 99.5% are being run with "fear of consequences". From personal experience, I have been employed in both types of organizations and it feels a lot better as a person and an employee to be valued and respected and have strength in my character rather than be afraid of the wrath that may come down around me at any given time.

Another good point that he makes from the beginning of the presentation, is that of a company's Code of Ethics. Most agencies post this for people to see and read, but then choose to ignore the meaning and reason behind it. So, how do we gain trust within our citizens or even other staff members, if we don't even teach what we preach ourselves?

In the end, we should all be trying hard to better ourselves and make wiser ethical decisions in our personal lives and workplaces. Jon put into my head the questions that you should ask your selves before doing something that may in fact jeopardize a relationship or even your job.

- "Will what I am doing, or about to do, HONOR or hurt those who mean the most to me?"

- "Is what I am doing, or about to do, creating a LEGACY worthy of those who mean the most to me?"

Obviously, with Jon being a retired Police Chief and having over 20 years of law enforcement experience, most of his information deals with police officers and those individuals staffed within a police department. But all of the information that he presented to us at this conference, pertains to us all.

"You have enemies? Good. That means you have stood up for something...sometime in your life."

-Winston Churchill

"It's not how they died that made them heroes. It is... How they lived."

-Vivian Eney Cross, Police Survivor

Reviewed by: Mandy Balcom, Coburg Municipal Court



I know that many of you enjoyed Chief Jon Zeliff's presentation on Ethics at the spring conference. I personally heard a lot of positive comments after the presentation. That is why I thought that many of you would like to know that Chief Zeliff became sick shortly after his presentation and was hospitalized. While in the hospital he had a stroke and was facing heart valve failure. I am happy to say that Chief Zeliff is doing better; he is doing rehab for his stroke symptoms and building his strength back. I did contact his employer and she conveyed our thoughts and prayers to him and his family.





Oregon Association for Court Administration

2014 MEMBERSHIP APPLICATION

The Oregon Association for Court Administration is a professional organization developed to provide educational opportunities for those individuals interested in the ongoing improvement of the administration of the courts in the State of Oregon. By your signature below, you signify your understanding that your membership in OACA is subject to the By Laws of the Association.

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EDITOR'S NOTE

As your editor I am committed to accuracy, if you see something that requires a correction, or clarification please contact me. If you have any suggestions, comments or article ideas please feel free to send me an email at amy.anderson@hillsboro-oregon.gov