

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaints 18-077 & 18-143

Judge: Bruce E. Staggs

Complainants: Sara Herman
 Christina Edmiston

ORDER

Two inter-related complaints alleged a justice of the peace engaged in multiple acts of misconduct, including improper demeanor, improper political activity, hostile work environment, prejudgment of cases, and *ex parte* communication.

Statement on a Pending Matter – State v. M.C. – CR20160060

M.C. was charged with misdemeanor theft for allegedly stealing one solar light from a woman’s yard. He failed to appear at the time of his trial. After discussion with the prosecutor and a law enforcement officer present in court, Judge Staggs issued a warrant for M.C.’s arrest and directed the law enforcement officer to attempt to locate M.C. and bring him back to court that day. During this conversation, Judge Staggs announced his intention to “keep” M.C. if he was brought back before the court that day. Although M.C. had a well-documented history of failing to appear on prior matters, this statement was made without Judge Staggs having any information as to why M.C. had not appeared for trial that day, or even if the evidence to be presented would be sufficient to convict M.C. on the theft charge. Specifically, the recording showed the following exchange occurred:

Law Enforcement Officer: I was thinking, this is a good way to, if we could get him in custody and you can uh keep him.

Judge Staggs: Yeah. I’m going to.

...

Judge Staggs: If we can try that first and it doesn’t work, then we’ll set another date and we’ll just keep him in custody. You bring him back here sergeant when you pick him up and we’ll keep him in custody until it’s time for the new trial.

M.C. was arrested on the warrant and brought before Judge Staggs later in the day. Following a bench trial, Judge Staggs found M.C. guilty of theft.

Judge Staggs' comment about "keep[ing]" M.C. was an improper statement on a pending matter and violated the following provisions of the Code:

- Rule 1.2, which requires that a judge "act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety."
- Rule 2.10(A), which states, "a judge shall not make any public statement that might reasonably be expected to affect the outcome or impair the fairness of a matter pending or impending in any court, or make any nonpublic statement that might substantially interfere with a fair trial or hearing."

Improper Political Activity

Judge Staggs was elected in 2014, and he took office on January 1, 2015. Following his election, Judge Staggs kept two binders in his judicial office containing both the Republican and Democrat "walking lists," or voter registration lists for his justice court precinct. These lists also contained notes on personal interactions Judge Staggs had with individuals on the lists, and whether they assisted him with his campaign, i.e., whether campaign materials were left with them, and/or whether they expressed a willingness to vote for him, and/or whether they allowed him to put a sign in their yard. Judge Staggs also kept his nominating petitions for his 2018 re-election campaign in his office, along with a binder containing political endorsements and other promotional campaign materials. Judge Staggs distributed nail files that stated "Bruce Staggs – Justice of the Peace, Benson JP Court" during court hours. Judge Staggs removed the binders with the "walking lists," endorsements, nominating petitions, and nail files after communications with the Commission regarding another matter.

Keeping political and campaign material in a judicial office gives an appearance of impropriety. Judge Staggs' conduct in keeping the materials in his office violated the following provisions of the Code:

- Rule 1.2, which requires that a judge "act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety."
- Rule 4.1(A)(8), which states, "a judge or judicial candidate shall not use court staff, facilities, or other court resources in a campaign for judicial office."

Comment on Religion in Court Document

On February 12, 2015, Judge Staggs issued a minute entry in a criminal case (CR20080027) where J.I. was the defendant, stating:

Defendant has made excuse of being busy due to being a full time college student, an employee making minimum wage and a Mormon. The majority of people paying fines are employed, many are students and many are church goers. The Mormon's [sic] the Court are [sic] associated with are good people that live up to their responsibilities. The court knows because He is the Sunday School President at an LDS ward.

In his response, Judge Staggs stated his intention was to impress upon the defendant that his excuses were ineffectual, however, Judge Staggs' comments in the minute entry could have been construed to suggest that he might identify too strongly with members of a certain religion appearing in his court, thus creating at least an appearance of impropriety in violation of the following provisions of the Code:

- Rule 1.2, which requires a judge to “act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety.”

Improper Independent Investigation

In B.W.'s criminal case (TR201701914), Judge Staggs issued a minute entry in which he addressed a posting made by B.W.'s spouse on social media that was critical of Judge Staggs. The minute entry specifically stated that Judge Staggs' wife had brought the social media posting to his attention. In the minute entry, Judge Staggs discussed the posting, its alleged inaccuracies, and requested that her post be corrected. Judge Staggs' review of the social media posting and his response thereto amounted to an improper independent investigation, and his choice to respond to social media criticism in an official public record did not inspire confidence in the judiciary. Judge Staggs' conduct violated the following provisions of the Code:

- Rule 1.2, which requires a judge to “act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety.”

- Rule 2.9(C), which states “[e]xcept as otherwise provided by law, a judge shall not investigate facts in a matter independently, and shall consider only the evidence presented and any facts that may properly be judicially noticed.”

Inappropriate Comments to Staff

After taking office in January 2015, Judge Staggs would occasionally refer to his female employees with the generic term of “woman,” using such phrases as, “Get to work woman!” and “Let’s go woman!” He admitted to using the term “woman” to refer to his female employees, but claimed it was an inadvertent use, as he referred to his wife as “woman.” Judge Staggs ceased all use of this term on court premises when at least one court employee expressed that she found it offensive.

In either 2016 or 2017, Judge Staggs made comments to a clerk, D.S., regarding the zippers in the ankle/calf area of her pants of “you’re unzipped,” or similar words to that effect. Respondent also commented that he “wondered if he would get the same reaction if he were unzipped,” or similar words to that effect.

While Judge Staggs may have meant no offense by these comments, such comments served to damage relationships with court staff and diminished confidence in his position as a judicial officer. Such conduct violated the following provisions of the Code:

- Rule 1.2, which requires a judge to “act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety.”
- Rule 2.8(B), which states, “a judge shall be patient, dignified, and courteous to litigants, jurors, witnesses, lawyers, court staff, court officials, and others with whom the judge deals in an official capacity”

Remaining Allegations

The Commission did not find clear and convincing evidence for the remaining allegations of the complaints.

The Commission has not viewed each area of the aforementioned incidents in isolation, but rather viewed the violations in the totality in determining an appropriate sanction. The Commission has also considered letters of support for Judge Staggs from other court employees and members of his community.

Accordingly, Judge Bruce E. Staggs of the Benson Justice Court is hereby publicly reprimanded for his conduct as described above and pursuant to Commission

Rule 17(a). The records in this case, consisting of the complaint, the judge's response, and this order shall be made public as required by Rule 9(a).

Commission member Barbara Brown did not participate in the consideration of this matter.

Dated: November 17, 2020

FOR THE COMMISSION

/s/ Louis Frank Dominguez
Hon. Louis Frank Dominguez
Commission Chair

Copies of this order were distributed to all appropriate persons on November 17, 2020.

On April 24, 2018 Judge Staggs received a complaint from the Judicial Commission. The complaint was from a previous employee Sara Herman. When Judge Staggs opened the complaint he immediately called me into his office and began questioning me as to my knowledge of this complaint. He began to demand that I look at his book shelf to verify the political books or petitions pictured in the complaint were not there. He opened his desk drawer and demanded to know if I saw them there. He pointed to several locations in the office and asked if I saw them there. Each time I answered him, no not now.... I had seen these books recently. I did see 2 binders on their side over by his refrigerator that could have possibly been those books, but he did not direct me to that area. He began to get more and more upset and his voice was beginning to get louder and he was slamming drawers and throwing things on his desk until I finally said to him "You're awfully angry". He said "You bet I am.... This is my career on the line." As his anger and actions continued to escalate I told him that he was scaring me. He told me he didn't want to scare me, but again, this was his career on the line and he then told me to write a statement to the fact that he had nothing political in his office. He then called D [redacted] and D [redacted] N [redacted] into the office separately and had the same conversation with them and told them he wanted them to write a statement that there was nothing campaign related in his office. He then called me back into the office with D [redacted] and opened his closet and credenza and asked if we saw anything there. We said no. He also contacted the prosecuting attorney, Ann Roberts, to talk to her about the complaint. The other clerks that work in the office were not there that day. I contacted HR to tell them that he was highly upset and that myself and the 2 other clerks working that day were very scared and didn't know what to do as far as writing a statement for him. We have learned that it is easier to just agree with him, because when we do not he raises his voice and gets upset until he gets the answer he is looking for. However, we did not want to write a statement that was not true. She told me to call N [redacted] F [redacted] in Court Administration, which I did.

Later that day N [redacted] F [redacted] advised that she had let E [redacted] S [redacted] know what was happening and that he had gone to Judge Conlogue. Judge Conlogue told them to let us know that we did not have to write a statement if we did not want to and to send an email to them stating that we did not want to write a statement. I did so but the other 2 clerks told me they were afraid to not write one. I let them know they did not have to write it, per Judge Conlogue if they did not want to and to send an email to N [redacted] F [redacted] and HR if they changed their mind. Judge Staggs continued to treat us very angrily and impatiently that day. I have been off for the past week since that happened and have had other employees call me and tell me that he is making comments about how he cannot trust anyone, while at the same time being very nice to them. I have seen this pattern before with him. He has a pattern of dividing and conquering when upset with someone. When the previous court manager's husband decided to run for his position he called each one of us separately into his office and behind closed doors told us that A [redacted]'s husband had filed against him and asked if we knew about it. He then began to talk about the election and asked us why we thought she would be so disrespectful and do this to him. He also told us that although the County said we were not to talk politics in the office he did not agree and that it was okay. I told him it was not okay and that when my husband ran last time it was made very clear that we were not to talk politics in the office. He continued to call us in separately and try to get information on what A [redacted]'s job duties were. I told him he should talk to her directly. He called D [redacted] S [redacted] into his office and told her to write a procedural manual for daily money processing, because you never know if you and Chris will be here next week. When A [redacted] found out about these comments and that he was questioning her job duties she asked me to go into the office with her to talk to him. He immediately banged a file on his desk, began to raise his voice at me and yelled saying "When I tell you to not tell A [redacted] about our

conversation that is exactly what I mean!" He threw a binder across his desk while yelling this at me. At this point he told me to leave and he and A were behind closed doors for some time. When she came out she left soon after and he called me into his office and said A is taking some time off and now you can change anything you want around here...at least for the next few days. A went to HR where she was given 5 days off and when she returned she was informed by Court Administration and HR that he was adamant that she be removed. She was given 2 hours to clean out her office and sent to Sierra Vista. C from Sierra Vista was then brought in as a special assignment pending the outcome of the election. Judge Staggs called court security to check and see if A had been removed and was completely moved out yet, he asked how the temperature was in the office. However, when he came back the next work day he told me he had no knowledge that A was going to be removed, that she was doing things that she shouldn't and should have been fired but that he had not fired her because he didn't want to hurt her retirement and just let her go to Sierra Vista. I asked what she had done that she could have been fired and he said printed a political paper on the copier. I said the blank form that she paid for over a month ago? He said it didn't matter she shouldn't have printed it. He also made numerous comments about how disrespectful and disgusting she was. I told him it was not her it was her husband that was running against him. He replied that she could have stopped him if she wanted to and she should not have tried to steal food from off his table. I was very upset about this because his political activity and erratic behavior in the court has been a problem since he first took office but became noticeably worse in March 2017.

Incidents:

July 2017 - He asked me to sign his nomination petition during work hours in A's office, I told him "No I will not sign your petition as you shouldn't be asking me here at work as it is not appropriate to talk about campaigns in the court." He actually got R A the Court Security Officer to sign it along with other people.

August 4, 2017 - He stopped an employee staff meeting to have me go do a background check for someone to see if they were eligible to vote. The man had no felonies and so Judge Staggs went into the lobby and helped the man fill out the registration form. He then told me the man would return it to the window when he was done and said he had told him he would send it in for him. He then scanned it in and emailed it to the county. I asked Court Security for a copy of the video showing him helping the man with his voter registration, but they would not give it to me. I put in a complaint about this to HR and an email was sent out reminding Judicial Employees about political conduct. Judge Staggs was very upset and contacted HR about it. He said he did not agree with them.

July 2017 to present - He updates his campaign book at the court, he directed R A - Court Security to collect comments from the comment box and make copies for his "campaign book". He has recently started collecting the comments himself, no one is allowed to collect the comments but him.

July 2017 to present - He keeps his "Bruce Staggs" nail files that he hands out to businesses, parades and political functions in the court. He said they are not political because it doesn't say re-elect.... but they are used for campaign purposes. People routinely come up to the front window and ask for business cards and fingernail files and some have asked about political signs.

August 2017 - He had the Constable collecting signatures for his nomination petitions.

He has from the beginning of his term talked to people from the bench about if they did or did not allow him to put up signs in their yards. On 02/26/16 he commented to Ms. [redacted] that he came a couple of times and the gate was locked and you wouldn't let me in. She replied that yes, she remembered.

He continually refers to his campaign and if people let him put up signs or not. Officers have commented about the frequency of these political comments.

There have been several complaints made in the past 3 years to Court Administration and Judicial HR.

1. On February 20, 2015 a complaint was made to E [redacted] S [redacted] and T [redacted] R [redacted] in reference to inappropriate sexual comments and inappropriate behaviors. There had been several incidents that had unsettled the office. (Which are listed later in this complaint) - On February 19, 2015 I saw A [redacted] come back into her office after being called into Judge Staggs' office and she looked very upset. I asked her what was wrong, and she said that she was on her knees at Judge Staggs' desk checking computer cables for him when he asked her if he could take a picture of her on her knees kneeling in front of him to send to his wife. He then started telling her that there was nothing better than a woman on her knees and he wanted to show his wife that she was not the only one who would get on her knees for him. He then proceeded to make worshipping movements by bringing his arms up in the air and bowing down towards her. She immediately left his office. This was reported to R [redacted] A [redacted] who reported to E [redacted] S [redacted] and T [redacted] R [redacted]. The following day on February 20, 2015 they talked to A [redacted] at the Court. After their talk it was decided that the Cochise County Judicial System would start having annual Harassment training so that it could not be traced back to the JP3 employees.
2. Sometime in July or August of 2015, A [redacted] N [redacted], V [redacted] G [redacted] and myself were called and told to report to Court Administration regarding the problems that we have been having with Judge Staggs. I brought all my notes with me and was ready to sign a complaint regarding the sexual harassment and the unethical behaviors that he manifests. The complaint was never done as Court Administration could not guarantee that a position in the county would be found for us if the environment became intolerable due to retaliation.
3. On August 31, 2017 I put in a written hostile workplace complaint to HR this was after A [redacted] was told she could not return to the court for 5 days. After the confrontation we had in Judge Staggs office the atmosphere in the office was intolerable. I called in sick and drove to Bisbee to talk to T [redacted] R [redacted] and E [redacted] S [redacted] and told them that I wanted to put in a Hostile Workplace complaint, my husband was very upset and wanted me to document what was happening to me. I was told to give it a little more time that they were going to take care of it as they were working out details regarding A [redacted] N [redacted]. When I returned home my husband was very upset that they would not accept my complaint. Later that day, I contacted T [redacted] R [redacted] and told her that I would be emailing her a complaint, it was sent to HR later that night. I listed several witnesses and incidents but was told that the problem was with A [redacted] N [redacted] and not me and as she was no longer working there the issues would be resolved. I didn't agree and told them that he was clearly upset with me as he threw a binder at me and yelling and extremely angry. When there is retaliation occurring for whatever reason it not only affects the

person who is retaliated against it affects the whole office environment. Judge Staggs' retaliation against A N and C A has created an environment of fear which is unproductive at best and has caused health and anxiety problems in myself and others. My complaint was never investigated, none of the clerks were interviewed to find out what was really happening.

4. September – December 2017 - When C A took over as court manager he treated her rudely and in a demeaning manner. He blamed her for decreasing filings and money. He blamed her for 1 finding in the MAS audit. He blamed her for disorganization in the office. Once again, he tried to divide and conquer the office again pitting us against one another. He even called a meeting while she wasn't there to undermine her authority as Court Manager. He would talk unkindly about her behind her back and blamed her for court shortcomings long after she was gone. She stayed for three months and then asked to return to her position in Sierra Vista.

December 2017 to January 2018 - Judge Staggs offered the court manager position to several people, when he was unsuccessful in recruiting anyone he offered me a temporary assignment pending the outcome of the election. I turned the position down initially, HR talked with me and told me that I should take it because otherwise I would be doing the work without the pay. I did take the position with a contract that I could go back to my former position of Court Specialist if it didn't work out. When I accepted the position, he told me that he would not offer me the position permanently until I had proven my loyalty to him and that I would have his back to which I replied that I am loyal to my job and the position and if he was ethical there should not be a problem. To which he was a little put off and stated he was a good boss.

5. January/February 2018 - Justice court manager came to train me as A and C left with little notice. While she was there the Judge accused me of not putting enough time in and falsifying my time card in front of 1. He was so demeaning and belittling that she has refused to come back to the court when he is there. A complaint was made to Court Administration and Judge Conlogue about this. Judge Ambrose the Presiding JP and Judge Conlogue the Presiding Superior Court Judge came down to talk to him about this. He again interrogated me about what they may be coming to talk to him for and told me that he wanted me to vouch that there were no problems in the court. Since they have come to talk to him his conduct has not changed. He routinely comes into my office or has me go to his office and shut the door and raises his voice at me to the point that the other girls in the office have said they fear for me. And now he has accused me of helping Sara Herman with her complaint, which is not true. He is repeating his pattern of harassment and has made the comment to me "Are we at war?". He keeps the book "The Art of War" on his bookshelf and refers to it.
6. March 20, 2018 - a complaint was made to HR about him having his gun out on his desk. He gets very agitated when one of his political opponents, Layne Nelson, comes in to observe court proceedings. He had been leaving his bullets, loaded magazine and gun out on his desk. March 8, 2018, he came into my office extremely upset that Layne Nelson was in the courtroom and questioned me as to why

the clerks had not warned him as we have been told to give him a "heads up" when he is there. He had yelled at me and chastised me for several minutes when suddenly he said "I just want to punch a hole in this wall.... I hate Layne Nelson! I hate him! In front of my competition! I can't believe I let them make a fool of me! He's my competition!" He kept saying this over and over pacing in my office. He then turned to the filing cabinet and made a punching movement towards it but pulled the punch at the last minute. At this point I stood up and folded my arms and told him he needed to take some time off and he agreed. The clerks could hear his raised voice and were very worried because we knew he still had his gun in his office and his agitation was obviously escalating. Court administration contacted Court Security who was going to come the next day to talk to him about his conduct with his gun. He has in the past made comments that he had his gun ready to shoot a defendant because he thought they were dangerous and court security had left the room while the defendant was signing papers with the clerk A N . This was reported to R A Court Security at the time, this happened sometime in 2017.

March 21, 2018 - When the head of Court Security T S i told him he should keep his gun locked up and could provide a gun lock box, he declined the offer and said he would lock it up in his desk. After I left that day at 4:00, he immediately began to call the clerks in separately and interrogate them as to who it was that had complained about him. He spoke with everyone but me. The clerks shared with me his conversation with them and later he confronted me and interrogated me and asked me if I was the one who had made the complaint. He made the comment that he didn't understand why someone was so upset that he had a gun, "Don't they know they will be safer in here with me than with a defendant." He told me that I should feel safer that he has a gun. He said that he did not understand why his staff would do this to him and why they did not follow the chain of command. I denied having knowledge per HR and did not share with him the facts of the complaint to protect the person or persons who were legitimately frightened by his behavior. He then said not to worry because he was going to get to the bottom of this and find out for himself. I learned later that he had gone to Superior Court and demanded to know who had put in the complaint. He ended up in HR and the information was not given to him. After this he added 2 new policies. 1 – Staff is not allowed to use his door to the courtroom and must walk around through jury room door. 2- No one is allowed into the courtroom until 5 minutes before court proceeding and a clerk must be present.

Judge Bruce Staggs has violated the following Judicial Canons

Canon 1. A judge shall uphold and promote the independence, integrity, and impartiality of the judiciary and shall avoid impropriety and the appearance of impropriety.

1. Judge Staggs gives preferential treatment to those who have shown political support to him in his previous and current election campaign. He keeps political books in his office which he routinely refers to because he tells us he has a hard time remembering people by their names but can remember addresses. He has notes by people's names and addresses and comments to Defendants in court referencing whether they signed his petition, allowed him to put up signs or campaigned for him. When he received his complaint from Sara

Herman he asked the staff to write a statement saying there was no political materials in his office. At the time he brought us in, the only thing was the nail files, which he pulled out and asked, "do these say re-elect?" but we have seen these things before in his office. Several law enforcement and members of the public have commented on his political comments from the bench.

2. Judge Staggs instructed the court me to do "free" background checks for people to see if they are eligible to vote. He encourages people to come to the court and he will help them. He has even gone into the lobby to help people fill out the voter registration forms that he gives them and then scans them in and sends them to the county recorder's office and mails in originals. He stopped an employee meeting to assist a potential voter and instructed me to check their record for him while the employees waited until he was done helping the person. When a complaint was filed with Human Resources an email was sent advising to discontinue handing out registration forms from the court. Judge Staggs was very angry about this and went "straight to the top" to ask Judge Conlogue's opinion. He was told neither himself nor the clerks were to help with registration forms. Judge Staggs said he disagreed with it, but he would personally take all the registration forms out of the court. He then started standing in the middle of the road when talking politics with people, so he would not be on county property.
3. Judge Staggs routinely makes the comment that if a Law Enforcement Officer uses a radar for speeding tickets he will automatically find them guilty of speed.
4. Judge Staggs has an office policy that military and veteran's get an automatic 50% reduction in fines.
5. Judge Staggs gives preferential treatment to members of his church. (Mormons). He refers to his title of Sunday School President in Minute Entries to Defendants. (See CR20080027)
When members of his church come to court on business, he has brought them into his office before hearings to talk with them. (CV20180076)
6. Judge Staggs gives preferential treatment to his family members. A nephew and his ex-girlfriend (CR20150004 and CR20150029) were arrested, and he was heard calling his wife and asking her to find out what they wanted him to do regarding a bond or release. Another family member was a victim in a criminal damage case and he talked directly with them to find out information on the case. Another family member V V (CV20170257 -) had a forcible detainer and when it was not served, he was angry with the clerks and told them it was unacceptable that he was put in that embarrassing situation. The clerks explained that it had not been the courts responsibility to ensure service before and he replied he did not care as this was family. He was so upset he began raising his voice and throwing case files and pens across his desk. He was so angry D : S : and myself were in tears. He then went to the Sheriff's Dept and instructed them to change their Posting Procedures so that court would not be put in that position again. This had never been an issue before in a Forcible Detainer case. He later spoke with V V , City Clerk/Acting City manager during a City Council Meeting where he discussed the facts of the case and asked if his staff had returned her phone call regarding the case because he would handle it if not. V V apologized to me when I did return her call and told me she did not mean to get me in trouble.
7. Judge Staggs was involved in City politics with : a City Councilman. came to the court to request voter information from Judge Staggs voter registration lists. He printed off voter registration information on one of the potential city council candidates in an attempt to disqualify the candidate for having a residence outside of city limits.
8. Judge Staggs asked several people to sign his nomination petition while at court. He asked me to sign his petition in front of A N the Chief Clerk but when he received Sara Herman's complaint he angrily denied several times to me that he did this. He also had the constable circulating petitions for him. August 2017 - When the Constable came in to give him a stack of signatures, he immediately rushed him out of the

court and they stood in the middle of the public road talking. The constable handed him the petitions and Judge Staggs took them directly to his truck.

Rule 1.2. Promoting Confidence in the Judiciary

9. 10/26/2016 Judge Staggs wanted us to call a victim and tell her that her husband was getting out of jail and that he has no money and to ask her if she wants him to come home... I told him that as a victim we shouldn't be asking her to let him come home. Judge Staggs said, "I'm trying to be the Good person here and he says he has never done this before."
10. 10/27/16 - Judge Staggs frequently asks us to turn off the recording system so that he can talk to defendants off the record. On this date he asked me to turn off the recorder to talk to the [redacted] about their daughter's situation. This is a common occurrence so that he can talk off the record. This was an underage teenage girl had been having sexual relations with a 20+ yr. old man [redacted]. Judge asked them personal questions and asked them if they had gone to their Bishop about the incident.
11. 2017 to present – Judge Staggs began excusing officers after pronouncing guilty verdicts but before sentencing. After the officer has left (Feb. 19, 2018) he then reduces the fine, suspends the sentence or sets aside the judgement of guilty in the interest of justice and finds them not guilty. The officers have become upset and are now staying until after sentencing.

Rule 1.3. Avoiding Abuse of the Prestige of Judicial Office

12. Judge Staggs daily routine is to ask people in court to write comments and put them in the comment box he had installed. He asks the clerks and security guard to obtain the comments, photo copy them and uses them in his campaign book to show people the good job he is doing. The negative comments are not kept. He doesn't show anyone the negative comments and keeps the good ones for his book. Defendants try to gain favor with him by writing good comments, and it appears that it does work as notations are kept. This is not impartial. Although asking for feedback is good business practice, when the comment box was purchased it was clearly understood that the comments would be used for his campaign. It appears to defendants that this is a way to gain favor with the Judge. The Judge also gains from this by public perception of the comments in his campaign. This does not pass the appearance of impropriety requirement.

Canon 2. A judge shall perform the duties of judicial office impartially, competently, and diligently.

Rule 2.2. Impartiality and Fairness

13. (A) Judge Staggs shows favoritism to supporters of his by bringing people into his office and helping them with their case.
3/5/18 – [redacted] Order of Protection. Judge Staggs is a friend of [redacted]. When [redacted] got an Order of Protection against his wife it was granted. His wife requested a hearing. Before the hearing Judge Staggs talked with [redacted] in his office to "find out what was really going on". This is not impartial and is also ex parte communication.
- (B) A [redacted] P [redacted] was a supporter of his in the last election and helped him by putting up signs in her yard and campaigning for him. M [redacted] C [redacted] who has several speeding tickets and criminal cases was the defendant in a theft case with A [redacted] P [redacted] being the victim. Judge Staggs was very familiar with the neighborhood problem from talking with her during the campaign. The sentence Judge Staggs gave M [redacted] C [redacted] in that case was the

maximum allowed by law. He was overheard saying that he must be tough on M to keep his promise to Ms. Another Defendant who has the same type of charges and several cases has not been given the same hard sentences even though he is a repeat offender. His mother is listed as a supporter for him in his political book.

Rule 2.3. Bias, Prejudice, and Harassment

14. December 2014 to present - Judge Staggs refers to female court staff as Babe or "woman". He tells us to "Get to work woman! Let's go woman! Let's get a woman's point of view. Come on woman! He once said to me sometime in 2015 "Woman! I broke the zipper on my robe, you need to fix it for me!" We have all told him we feel it is disrespectful to be addressed that way to which he just laughs and told the Chief Clerk in front of his wife that he thinks we are being hard on him, after all he doesn't mind it when he is called a "man". He smacks his wife's behind when they leave the office, which is embarrassing to the clerks. We have asked him several times to not refer to us in that way, but he still occasionally laughs and says "Sorry.... Just kidding
15. 2/2015 -Judge Staggs is not impartial to members of his church (Mormons). He wrote a minute entry in reference to being a Sunday School President and LDS members being good people. CR20080027
16. 8/1/16 I asked the girls in the office if they liked my new shirt – Judge Staggs overheard our conversation and stated, "At least you are wearing one and chuckled".
17. Feb. 2018 - Judge Staggs was in his office and I had come in and when he asked me to turn around, I thought I had something on the back of my pants. He then said comments about my weight loss and embarrassed me by saying my pants were too big and that I needed to buy new ones.
18. December 2014 and January 2015 Judge Staggs kept announcing in court that my husband had run against him in the election. He introduced me to his wife as "this is the one whose husband ran against me." I then told him that I would hope that he wouldn't hold my husband's bid for Judge against me. He told me that he was "annoyed" that Tony did not call him after he had given me a message for him to call. I told him that I gave Tony the message to which he said, "Well...he didn't call me, and I wanted Tony to endorse me for Judge".
19. January 2015 to present - Judge Staggs nicknamed my daughter who had broken her ankle and was in a wheel chair "crip" and he also had nicknames for the court clerks – Party girl 1 and Party girl 2. I repeatedly asked him to not do that as it was hurtful, but he just laughed and said it was just a joke – I told him I did not think it was funny. He also calls clerks derogatory names like air head. He asks the clerks if they need to be talked down to – because "If that what it takes to get them to do their jobs he can do that"
20. January 2015 - Judge Staggs came to my desk after one of his first forcible detainers which took over 2 hours. I said I had a headache and suddenly Judge Staggs came up behind me and placed his hands on my temples and started rubbing and massaging and said, "This will make it feel better". I said "Oh, Oh no! Thanks, but No".
21. 1/22/2015 I was going to go get some sodas on break and Judge Staggs said he wanted his full of ice. A N and I were talking about chewing ice, Anita asked me if I knew what it means when you have the urge to chew ice. I said yes, it means that you're anemic, Judge Staggs immediately broke in and said with a weird grin that he heard that it means you are sexually frustrated and that he compulsively chews ice but is not sexually frustrated. A explained about being low on iron and he again explained what he had heard, while moving so close to my chair that I felt uncomfortable. I was appalled, and I could tell that A was very uncomfortable and embarrassed and left to go to her office.
22. February 2, 2015 V A and I were in A's office talking about criminal procedures and Judge Staggs walked in with Peanut M & M's handed them to me and said, "Who's your Daddy?" to which I replied, my

Daddy is at my house grading my driveway. He then said "Who's your Sugar Daddy?" to which I replied, my Sugar Daddy is at school teaching Math. He then said, "Then I guess I'm your peanut M & M supplier" It was embarrassing the way he would bring me M & M's and tell the clerks in the office that they were for me only, that I didn't have to share if I didn't want to. I thought that by answering him this way he would stop his behavior. I went to A and told her that it made me uncomfortable when he comes up behind me and touches me, brings me candy and makes suggestive remarks. A did talk to him and I reported it to R A the Justice Court Administrator.

23. February 19, 2015 - I saw A come back into her office after being called into Judge Staggs Office and she looked shell shocked. I asked her what was wrong, and she said that she was on her knees at Judge Staggs' desk checking computer cables for him when he asked her if he could take a picture of her on her knees in front of him to send to his wife. He then started telling her that there was nothing better than a woman on her knees and he wanted to show his wife that she was not the only one who would get on her knees for him. He then proceeded to make worshipping movements by bringing his arms up in the air and bowing down towards her. She immediately left his office. This was also reported to R A, E : Si g, T R .
24. February 25, 2015 - I had to work until 5:50 due to a late start on an Injunction case. After we were done, Judge Staggs said he appreciated my staying late and then he told me to put an extra hour down. I said no 6:00 was fine. I do not believe a Judge should tell me to falsify my time sheet.
25. March 2, 2015 - Judge Staggs kept coming to my desk and asking me questions and talking. I had let the court manager know I was unable to get my work done because he was always at my desk talking. A talked to him about it and he immediately came out and told D N : to file for me and then came over and leaned over me and whispered in my ear "I asked her to help you and she hasn't done it!" He startled me to begin with and I moved away from him and told him that we are all busy. I spoke with A about it and she said she would talk to him about not invading my space.
26. March 3, 2015 - While walking towards the credit card machine I was bumped into by Judge Staggs, he apologized and said "Oh...don't file a sexual harassment case on me."
27. March 20, 2015 - Judge Staggs asked if I would like to have / 's job. I told him no I did not need the added stress. He said that he is a good boss to work for and that we would work well together and reminded me about the income increase and better retirement benefits.
28. March 23, 2015 - I told A that Judge Staggs was making me very uncomfortable as he keeps putting his hands on me and standing very close to me. I also called and spoke with R A and T R about this. A said she would talk to him about it.
29. March 26, 2015 Judge Staggs told me he does not like push back and said he is concerned because I do not want to do what he says. I told him that I would do whatever he likes within the limits of the law. He seemed okay with that answer because he stopped being pushy and told me that he would rather I go to him directly when there is a conflict than go through A but she is the office manager and he will defer to her, but that doesn't make him any less of a man to go through A .
30. March 2015 - I heard "Oh my God!" from V G , and then "JUDGE!!" from A N . I walked to the window of A 's office where V was viewing an interaction between Judge Staggs and A . Judge Staggs was on his hands and knees in front of A with his butt towards Anita. He was wiggling it back and forth saying this is how my wife does it. Apparently, A was cleaning out her shredder and was on her knees when Judge Staggs walked by and saw her. He went into her office and started making comments about her being on her knees again for him. She immediately got up, but he was in front of the door way. He then began to demonstrate how ' his wife dusts their bed while wiggling his butt at

A A 's face was beet red and she kept asking him to get up. She finally told him he needed to go to his office, which he did while laughing.

31. June 2017- D : S : came to me saying she did not want to come into court early in the morning to do prisoner paperwork anymore. D had a shoulder problem and Judge Staggs had insisted that he could help her with it from a Chiropractor standpoint. She was hesitant, but he insisted that she come into the Chief Clerk office where the video monitors were, so he could make sure no one would catch them. She told me she felt awkward but did not know how to decline. When he saw R A coming into the building he hurried her out of the office. I told her she needed to tell the Chief Clerk, but she did not want to because she did not want to start trouble.
32. March 2017 Judge Staggs keeps announcing in open court about how good I look and told the people in the courtroom that I had lost 50 pounds and then says, "Isn't that right Chris?" I was appalled and after court was finished I asked him to never embarrass me like that again, to which he responded that he was only paying me a compliment.

Rule 2.5. Competence, Diligence, and Cooperation

33. October 2017- Judge Staggs directed C : A : and myself not to do warrants as the county was not going to get any more money from JP3. He is very upset that the Board of Supervisors would not approve a position from the General Fund.
34. Although Judge Staggs has been a Justice of the Peace for 3 ½ years he should be familiar with the Judicial Canons requirements. He is responsible for evaluating each employee with the Cochise County Annual Evaluation form regarding the employees conduct concerning each individual Judicial Canon.

Rule 2.8. Decorum, Demeanor, and Communication with Jurors

35. April 2018: Judge Staggs frequently throws things across his desk when frustrated with court staff. He leaves his Art of War book out with pages marked with post it notes. He has asked me "Are we going to War?" He leaves his gun out on his desk with bullets next to it when he is upset, and the clerks are nervous because of his erratic behavior. He has threatened to punch the walls of my office and filing cabinet when Layne Nelson a political opponent showed up in the courtroom. A complaint was made to Human Resources about his behavior and the gun and he called each clerk and security officer into his office separately to interrogate them and try to find out who put in the complaint. When he was unable to he went to court administration and to Human Resources to question them. He has not been able to find out who initiated the complaint and has now banned all personnel from his office and has locked the court room doors to stop political opponents from going in without his knowledge.

Rule 2.9. Exparte Communications

36. 11/2/16 - : : came in to file a forcible on his property. The Judge came to the lobby and brought him into his office where they were talking prior to the hearing while the paperwork was being processed by the clerk.
37. 12/20/16 - Judge stood outside the door and spoke with the Plaintiff in small claims case : . Judge said to "Keep me apprised about what is going on with this case without getting into the particulars." He then told the plaintiff to go after the contractor's license and insurance and you'll get cash instead of a piece of paper judgment.

Canon 4. A judge or candidate for judicial office shall not engage in political or campaign activity that is inconsistent with the independence, integrity, or impartiality of the judiciary.

Rule 4.1. Political and Campaign Activities of Judges and Judicial Candidates in General

- 38. 2015 to present: Referencing campaign support from bench
- 39. July 2017: Asking court employees for signatures for his nomination petition in the workplace
- 40. August 2017: Assisting public with voter registration applications, directing staff to do free records checks, using court equipment to scan and email voter registration applications.
- 41. 2018: Handing out political paraphernalia to campaign supporters from the court.

An independent, fair, and impartial judiciary is indispensable to the United States legal system. As an Elected Official there are few limitations for a Judge. This makes The Judicial Code of Conduct even more essential as it provides a standard for ethical conduct and behavior. Several complaints against Judge Bruce Staggs have been brought to the Cochise County Court Administration and the Cochise County Judicial Human Resource Office, but the response has been that little could be done as the Judge is an Elected Official. Judge Staggs told me and Sara Herman that the Presiding Judge has agreed to protect him. This, along with the authority that the Title of Judge mandates, discourages employees and the average citizen from disagreeing or reporting his misconduct as a Judge - especially when repercussions are not only possible - but have become habitual. This makes the Judicial Commission crucial to the Integrity of the Judicial System as a whole, crucial to judicial employees and crucial to the public trust. Judge Staggs' actions are not mere mistakes due to inexperience, but actions that are re-occurring due to his character weakness and a distinct and measurable lack of integrity. Judge Staggs has continuously, willfully and repeatedly violated numerous rules and requirements as outlined above. Some of these violations when considered individually may seem only slightly concerning, some are clear violations, however, when evaluated collectively with the time span and escalation of incidents - the misconduct constitutes abuse and corruption of the Judicial Office. Judge Staggs' actions have shown that his personal relationships and feelings have and do influence his judicial conduct and judgment. His lack of dignity and courtesy to those he deals with - along with his improper retaliation against those who oppose or disagree with him - has destroyed both employee morale and public confidence in the integrity and impartiality of the judiciary as a whole.

In order to replace confidence in the Judicial System and to protect myself, I am coming forward to ask for an investigation into Judge Staggs' conduct. The decision to come forward at this time was not made without careful consideration, trepidation and a fear for my wellbeing. I humbly and respectfully ask that the Commission take appropriate action in this case.

Humbly and Sincerely,

Christina M. Edmiston
Acting Court Manager
Benson Justice Court #3

2018-143



JUDGE BRUCE STAGGS
JUSTICE OF THE PEACE #3
520-586-8100

126 W. 5TH ST., STE #1
BENSON, AZ 85602
FAX: 520-586-8117

STATE OF AZ Plaintiff VS Defendant	CASE NUMBER: CR20080027	MINUTE ENTRY & ORDER
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The Court is in receipt of Defendants 2/12/15 motion to have fines reduced. This case was adjudicated on 04/10/08 though a Plea Agreement that Defendant negotiated and signed. Court has not received a single payment on this case. Court believes that Defendant is not taking this case seriously.

In February of 2011 Defendant sent in a motion that stated "*The reason for this letter your honor is to see if at all possible to waive any (if all) the late fees charged on top of the ticket. I have yet to make a payment on the ticket; however, I will be making a large payment very shortly and if all late fees are waived the ticket will be paid off and I will be able to get a valid driver's license. Your honor, I assure you I have definitely learned my lesson with paying my fines on time...this is an occurrence that will surely never happen again.*" The Court had mercy and on 2/24/11 lifted the suspension on your license. Defendant's response to this mercy has been to continue to, as he stated in his letter "yet to make a payment". Defendant's promise of "...I will be making a very large payment very shortly" has yet to come true to this day.

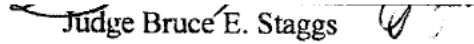
It has been 70 months since this case was adjudicated. If Defendant had only made the slightest effort of paying \$13.15 a month ($70 \div \$918.68 = \13.15) this case would had of been closed this month. The Court is aware of homeless unemployed people who make more than \$13.15 payments a month towards their fines.

Defendant has made excuse of being busy due to being a full time college student, an employee making minimum wage and a Mormon. The majority of people paying fines are employed, many are students and many are church goers. The Mormon's the Court are associated with are good people that live up to their responsibilities. The Court knows because He is the Sunday School President at an LDS ward.

Defendant also stated in the February motion "*Your honor, I assure you I have definitely learned my*

lesson with paying my fines on time...this is an occurrence that will surely never happen again." It is the Courts opinion that the lesson hasn't been learned even partially much less "definitely".

Defendant has made motion and tried to negotiate with the Court that if fine is reduced that the balance will be paid it immediately. The time for negotiating is past. The Defendant already negotiated down a much more serious criminal offense of an underage person being in possession of alcohol. Due to the Defendant making no effort whatsoever in the past to pay fines owed along with not following through with promise to make a large payment, the Court doesn't trust that this will occur in the future. Due to the previous conduct of the Defendant, the Defendant's motion to reduce the fine is denied. When the fine is paid the suspension of the Defendant's driver's license will be lifted.


Judge Bruce E. Staggs
Benson Justice of the Peace #3

2/12/15
Date

April 16, 2018

February 4, 2015

Wednesdays at that time were known to be when defendants could appear on their warrants. On this particular day, a defendant came in on several warrants. I would like to add that I was the criminal clerk for that day. As the defendant was explaining her story as to why she had not taken care of her cases, you could clearly see Judge Staggs getting frustrated and not knowing what to do. So he called a recess and went into his chambers and asked not just my opinion but also our Chief Clerk and Supervisor what he should do? We had suggested that because of her history that it may be best for her to just spend some jail time and pay off all of the cases. After getting our thoughts he went back into court. He went on to explain to the defendant that, "against his Staff's recommendation, he would give her more time." I was floored that he even brought us into the conversation. Things that are said in chambers, should stay there. This person in particular is not exactly a model citizen and quite frankly can't be trusted. So at this point I'm scared for not only myself but the other Staff members as well. I did report this back to the chief Clerk and Supervisor.

February 19, 2015

My cubicle was right next to the Judge's office. I saw A had went into his office and the only thing I could hear is, "I like a woman on her knees." Can I take a picture and send it to my wife? A had explained to me that she was on the floor trying to fix something on his hard drive and this is why I heard what I had heard.

February – March 2015

On several occasions he had called me woman to the point I had enough. The last time I told him my name is V and not woman. He told me that, that is what he calls his wife. I then had to explain that I am not his wife and that I don't want to be called woman.

V I G

To whom it may concern,

On September 10, 2017, Judge Bruce E. Staggs called my personal cell phone and left a message. I did not pick up the phone due to my recent resignation from my job at the Benson Justice Court. The message was "Hey Sara this is Judge Staggs if you got a moment could you give me a call. My cell is [redacted]. I just got a couple of things to discuss. Anyway have a great evening I hope you're doing well. And I'll just be awaiting your call. Thank you very much later bye." At this point I had no idea why he had called and was terrified to call him back. One reason I left the court was due to his behavior. He was erratic, unethical, and sexually fueled. It made for an awkward environment and I needed to be out of that environment. I left with the intention of never talking to that man again. So the fact that after my employment with the county I didn't think there would be a reason for him to call me at home ever again.

Apparently I was wrong. I was worried if I didn't call him back there would be retaliation. I was concerned because why would a judge be calling me. On September 11, 2017 I returned his call after a night of unsettled sleep and a day of anxiety ridden pacing. He was glad that I had called and informed me that A [redacted] N [redacted] was no longer court manager. C [redacted] from JP5 had taken over as court manager and I had asked him if A [redacted] was OK. He informed me that she had been moved to JP5 due to her printing out a paper for her husband. Her husband was thinking of running for Judge this coming election year and they were wondering what was needed to run. I thought this as strange due to the fact that Judge Staggs had printed campaign information in the past at the court as well as keep his campaign binder in his office to see who did what for him when they had a case. He had went on to explain that he was hurt by it and proceeded to go into his office to call Judge Conlogue. He informed me that he had called Judge Conlogue to inform him of what had happened and that Judge Staggs wanted to be protected. Judge Staggs then informed me that Judge Conlogue had told him that he would look into the situation and be protected.

Judge Staggs then went on to ask me if anything bad had ever been spoken of him in the office. I informed him that we had not spoken ill of him however there had been some policies that the clerks did not agree with and voiced frustration but by the end of the day we all had work to do and it would get done the way it needed to per policy. He then informed me that he was putting in end to that and that no one would be able to speak ill of him at all including policies at the court again. I then informed him that I believed that wouldn't be possible due to freedom of speech. He had gotten agitated and continued to explain that it was a policy he was putting out there and that C [redacted] would agree with him. In his agitated state he then said that he wouldn't have anyone not even his court manager speak ill of him again. I then told him that A [redacted] N [redacted] had never spoken ill of him, in fact, all she was trying to do is to make sure that he was ethical and moral and followed the judicial code for ethics. There were many situations that he had us do things that was not ethical in the judicial code of ethics. However they were done because no one wanted to be insubordinate. He did calm down after I had said that to him and soon after the call had ended.

If there is anything further that is needed feel free to contact me

Sara Herman

CHRISTINA M. EDMISTON

JUDGE BRUCE E. STAGGS

MAY 24 2018

Judge Staggs wrote up a statement in his own behalf and had D Ni sign it when she did not write one for him. She felt put on the spot and pressured and was afraid not to sign the statement he had prepared for himself. He did not give her a copy of the statement she signed. Previously he had also asked her to pull certain cases to see if he was lenient or not. She pulled one case and then told him that she was uncomfortable continuing to research the list as it appeared it was for a political reason that he wanted them. Judge Staggs came to her soon after this and showed her that she had put a dismissal code of 43 on a charge ARS 28-4135A which is an insurance violation. He verbally reprimanded her and told her that she could get charged with a 3rd degree misdemeanor for doing that. When I came into work the next day, May 2, 2018, he told me about the verbal warning and told me to call Ni F from Court Administration and find out how to document a verbal warning. I was told by Court Administration - N F to put it in an email to HR and the Judge. When I did so, He became very upset and said, "I didn't tell you to do that, D is the nicest person here". I told him that N said you had also talked to her and told her you wanted to move forward as well with the verbal warning. He denied telling me to go forward with it. I found out later that during this time between questioning his research request and her signing the statement, he changed his mind and decided not to go through with the verbal warning.

May 8, 2018 – Judge Staggs was off this day and when I arrived to work at 7:00 in the morning, there was a document on the printer that said, "Chris's Involvement", (see attached). He feels that I was involved in the complaint that Sara Herman put in and I have told him repeatedly that I was not. I forwarded this note to Human Resources and Court Administration. The tension in the office has been very tense and stressful since the complaint as he feels I was involved in Sara Herman's complaint. As he has been so erratic I have been hesitant to be alone with him, I spoke to HR and Court Administration about not going into his office with the door shut for my evaluation and they both told me that it shouldn't be an issue, just tell the Judge you feel more comfortable in your own office. I was never given any indication from them that it could appear insubordinate.

May 11, 2018 – The Judge came into my office about 3:15 and said, "I need you to come into my office for your evaluation." I asked him if we could do the evaluation in my office and he said "NO", I asked again, and he asked me why. I told him because I would feel more comfortable and there are windows in my office (He frequently comes to my office and shuts the door when he wants to have a private conversation and so I did not feel this was out of the ordinary and HR and Court Administration did not advise me that it could be potentially a problem). He became upset and said something I didn't catch and turned and went to his office and shut the door. I was upset about this confrontation and went outside the court and called HR and told Ti Ri what had transpired, and she told me to hang in there, it will be ok and that I was doing a good job. I went back in and tried to continue to work. As I was returning from the file room, the Judge was waiting for me standing in the middle of the clerk's office area just staring at the floor. I asked him a question regarding a case I was working on and he said, "You need to clock out and go home for the day and HR will be here Monday to do your evaluation!" I said, "You're going to do this right here?" to which he replied, "You bet I am, I need witnesses!". I went to my office and called Ti R in HR. She told me she had just spoke to Judge Staggs and I was to leave for the day and that she will be there on Monday for my evaluation. I spoke with her again a little later and she stated that she would discuss my insubordination on Monday. I was not insubordinate with him or disrespectful, I simply asked if I could have my evaluation in my office because of my apprehension of going into his office alone, to which he became extremely irate. I

CHRISTINA M. EDMISTON

JUDGE BRUCE E. STAGGS

then contacted Court Administration, N F and she told me that she told the Judge to send me home because she could hear from his tone that he was very angry with me. After I left he asked D F if he had ever yelled at her, bullied her or said anything sexual to her, she said that his voiced was raised and she hesitated. He then asked her, "What? I see that you're hesitating, just say it!" She said to him, "You are very intimidating". He became irritated with her answer and turned and left her cubical.

May 14, 2018 – Judge Staggs arrived at court at 9:15 or so and shortly thereafter T R from HR arrived for my evaluation. During my evaluation Judge Staggs told me that if he could he would give me all 1's because I deserved them, but he didn't want to be too hard on me. He brought up the Judicial complaint from Sara Herman several times during my review, he pulled it out and read from it and stated that "I am not a vindictive person, I have never touched any woman in this court" which is not true – please see attached statement from Dr S and refer to the information that I provided previously. (I have attached a copy of my review and previous reviews that he has signed where I have received very good evaluations.) I was told that I could write a response within five days and I sent that response to HR on May 18, 2018 which is also attached. I was also told during this review that no one could exceed standards in adhering to the Code of Conduct and that is why he gave me an achieve standards rating. I have attached the three other clerk's evaluations where he approved them with an exceed standards rating. Judge Staggs evaluation of me was biased and based on the Judicial Complaint he received on April 24, 2018. I felt belittled, berated and humiliated by the whole evaluation experience.

May 15, 2018 – I heard Judge Staggs telling someone on the phone – "I self-reported that... it's going to be ok... they can't use that." This is the first I heard that he had self-reported. I am not sure "what" he self-reported, but on February 22, 2018 during pre-trial conferences I heard him tell the county attorney _ that he was very upset about Layne Nelson requesting his state emails for budget information and political activity.

I have also included several minute entries showing concerning patterns with his attitude towards women, religion and military.

Exhibit 1- Sara Herman letter

Exhibit 2- V G letter

Exhibit 3- B F letter

Exhibit 4- D S letter

Exhibit 5- Minute Entry CR20080027 (Religion)

Exhibit 6- Minute Entry TR201604449 (Military)

Exhibit 7- Minute Entry TR201701914 (Women)

Exhibit 8- Email T R HR 03-16-2015 regarding Judicial Code of Conduct Evaluations

Exhibit 9- Chris Edmiston Employee 2018 Evaluation and Response

Exhibit 10- Chris Edmiston 2 previous Employee Evaluations

Exhibit 11- Employee Evaluations 2018 (D S, D F and D N)

Exhibit 12- Email to T R & N F ef not wanting to write statement for Judge Staggs.

Exhibit 13- Paper found on printer May 8, 2018 labeled "Chris's Involvement"

Exhibit 14- Hostile Work Environment Complaint sent August 31, 2017

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Sara Herman

April 16, 2018

February 4, 2015

Wednesdays at that time were known to be when defendants could appear on their warrants. On this particular day, a defendant came in on several warrants. I would like to add that I was the criminal clerk for that day. As the defendant was explaining her story as to why she had not taken care of her cases, you could clearly see Judge Staggs getting frustrated and not knowing what to do. So he called a recess and went into his chambers and asked not just my opinion but also our Chief Clerk and Supervisor what he should do? We had suggested that because of her history that it may be best for her to just spend some jail time and pay off all of the cases. After getting our thoughts he went back into court. He went on to explain to the defendant that, "against his Staff's recommendation, he would give her more time." I was floored that he even brought us into the conversation. Things that are said in chambers, should stay there. This person in particular is not exactly a model citizen and quite frankly can't be trusted. So at this point I'm scared for not only myself but the other Staff members as well. I did report this back to the chief Clerk and Supervisor.

February 19, 2015

My cubicle was right next to the Judge's office. I saw A had went into his office and the only thing I could hear is, "I like a woman on her knees." Can I take a picture and send it to my wife? A had explained to me that she was on the floor trying to fix something on his hard drive and this is why I heard what I had heard.

February - March 2015

On several occasions he had called me woman to the point I had enough. The last time I told him my name is V and not woman. He told me that, that is what he calls his wife. I then had to explain that I am not his wife and that I don't want to be called woman.

V Gr

To Whom It May Concern:

This letter is being sent on the behalf of Chris Edmiston the Court Manager of the Benson Justice Court.

There was an incident that I witnessed when I _____ was present at the Benson Justice Court between Chris Edmiston and Judge Bruce Staggs.

She (Chris Edmiston) was entering the Payroll for the employees at the Benson Justice Court and I (_____) was helping her through the system because she had not been familiar with it. When it came time to figure her (Chris Edmiston) time sheet, she was over on hours and was trying to figure out how to enter them for herself.

The time sheet for Chris Edmiston was given to Judge Staggs for a signature of approval. He proceeded to question her about the total number of hours that she was claiming. She explained to him that she had come in for a few hours on the Martin Luther King holiday and had stayed late several days during the week. This is when the discussion began to get loud and the argument from Judge Staggs projected at Chris Edmiston started to become out of hand.

He proceeded to question her on the hours as if she had not actually worked the hours she was claiming. Questioning her integrity and honesty of the hours she was claiming. She told him again the days on which she had worked and the days she had come in. She explained to him that the overtime she worked was going to be claimed as Comp Time but would be taken on the Friday of that week, so it would not build up.

At this time Judge Staggs became very irritated with her about the situation and then signed the time sheet as if he was approving what she had put down. He was still very argumentative about this so Chris Edmiston told him she would just take the time from her vacation instead of causing so much confusion. Judge Staggs' comment to her was "I signed it"! But we will contact T R the Judicial Human Resources Director to make sure her time had been put into the payroll system correctly. The last comment to me from Judge Staggs was "By the look on your face you don't look like you know what you are doing either"!

I left that court upset feeling like I had just been called "stupid" in a nice sort of way. As to date I have been back to the Benson Justice Court to help Chris Edmiston but it was only when Judge Staggs was not present.

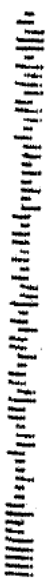
Sincerely,



PHOENIX, AZ 850
03 MAY 2015 PM 11:1

Chris Edmiston

85527-



April 30, 2018

My name is D [redacted] and I am a Court Assistant at the Benson Justice Court. I have worked there since April of 2016 and in October 2017 I left due to the friction in the court after Judge Staggs had A [redacted] the Court Manager removed. I returned in December of 2017 when Chris Edmiston became the Interim Court Manager.

I am writing this regarding a Judicial Complaint that Chris Edmiston has submitted and wish to have my testimony to be added. During my time of employment at the court Judge Staggs has said and done numerous inappropriate things to me. I have finally found the courage to discuss these things.

On several occasions he has commented on a pair of pants that I wear that have zippers from the calf down to the ankle, it does not show my skin as there is material behind the zipper. He would tell me "You're unzipped, you're unzipped" and finally I had had enough and said "Yep", to which he replied, "I wonder if I would get the same reaction if I was unzipped." This made me extremely uncomfortable.

In 2016 I went to the Doctor to get a birth control implant, and he asked me why I needed birth control unless I was running around, he then told me that my husband should put a GPS tracker on me. Also, in 2016 he called me into his office and said that I was violating policy by not going to him with issues that I might have with him. He mentioned that I was making it a hostile work environment by not saying good morning to him first thing every day. He made me so upset that I started to cry. I didn't know that it was against policy not to say good morning every day.

I am not sure of the date, but it was in June of 2017. I was having severe neck and shoulder pain and was seeing a specialist for it. This incident happened in the morning before the other employees arrived, as I had come in just a few minutes early. Judge Staggs asked me how my neck was doing, and I said that it felt tight and like it needed to be popped. He told me to come into the court managers office. I didn't want to, but wasn't sure how to say no. He set a chair for me in front of the security monitors, he stood behind me and watched the monitors and looked through the window to make sure no one was around. He then proceeded to rub my shoulders and adjusted my neck all the while watching to see if anyone was coming. He then saw that the security officer had arrived and said, "Well we better get out of here, so no one thinks anything." I was embarrassed and told Chris Edmiston about it as I didn't want to be alone with him anymore and she had told me to tell the Chief clerk about it.

Around the middle of August 2017 there was a forcible detainer that involved the cousin of the Judge. He was very upset with me and said that I was handling the case wrong in regards to the service of the detainer. He told me to call the Sheriff's dept. and ask them their procedure and when I told him what I was told, he became very angry and started yelling and told myself, A [redacted] and Chris that we were all doing it wrong.

In December of 2017 I found out I was pregnant with my fourth child and the Judge has repeatedly said rude remarks to me about it. I've had a very difficult pregnancy and he complains about the time I've had to take off and that I am not getting my work done. He once said, "What's wrong with you are you sick with THAT!" all the while throwing his arms in the air manically and pointing at my stomach. On another occasion I made a comment about having to walk too far and he said, "So I take it you're not going to do the deposit either because you're pregnant and can't walk that far?"

On March 20, 2018 I came into talk to Chris Edmiston regarding the Judge having his gun out on his desk and his erratic behavior escalating as of late. On a previous occasion he showed me his gun and unloaded it in front of me and insisted that I hold it, which I did not. After this was reported to Human Resources and Court Administration and the head of security came down to talk with him the next day. He was extremely upset, and he started interrogating everyone to find out who had turned him in over the gun. He has told numerous people that he will get to the bottom of it. This only makes his aggression and anger towards all of us in the court even more frightening and concerning.

The inappropriate things he says to me are uncalled for and irresponsible. He has made me feel very inferior with all his demeaning actions. In conclusion I would like to add that I fear for the safety of the clerks at the Benson Justice Court due to Judge Staggs' issue with women in general and his retaliatory behavior.

Dl St
Court Assistant, JP#3

JUDGE BRUCE STAGGS
JUSTICE OF THE PEACE #3
520-586-8100



126 W. 5TH ST., STE #1
BENSON, AZ 85602
FAX: 520-586-8117

<u>STATE OF AZ</u> Plaintiff VS Defendant	CASE NUMBER: CR20080027	MINUTE ENTRY & ORDER
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The Court is in receipt of Defendants 2/12/15 motion to have fines reduced. This case was adjudicated on 04/10/08 though a Plea Agreement that Defendant negotiated and signed. Court has not received a single payment on this case. Court believes that Defendant is not taking this case seriously.

In February of 2011 Defendant sent in a motion that stated *"The reason for this letter your honor is to see if at all possible to waive any (if all) the late fees charged on top of the ticket. I have yet to make a payment on the ticket; however, I will be making a large payment very shortly and if all late fees are waived the ticket will be paid off and I will be able to get a valid driver's license. Your honor, I assure you I have definitely learned my lesson with paying my fines on time...this is an occurrence that will surely never happen again."* The Court had mercy and on 2/24/11 lifted the suspension on your license. Defendant's response to this mercy has been to continue to, as he stated in his letter "yet to make a payment". Defendant's promise of *"...I will be making a very large payment very shortly"* has yet to come true to this day.

It has been 70 months since this case was adjudicated. If Defendant had only made the slightest effort of paying \$13.15 a month ($70 \times \$18.68 = \13.15) this case would had of been closed this month. The Court is aware of homeless unemployed people who make more than \$13.15 payments a month towards their fines.

Defendant has made excuse of being busy due to being a full time college student, an employee making minimum wage and a Mormon. The majority of people paying fines are employed, many are students and many are church goers. The Mormon's the Court are associated with are good people that live up to their responsibilities. The Court knows because He is the Sunday School President at an LDS ward.

Defendant also stated in the February motion *"Your honor, I assure you I have definitely learned my*

lesson with paying my fines on time...this is an occurrence that will surely never happen again." It is the Courts opinion that the lesson hasn't been learned even partially much less "definitely".

Defendant has made motion and tried to negotiate with the Court that if fine is reduced that the balance will be paid it immediately. The time for negotiating is past. The Defendant already negotiated down a much more serious criminal offense of an underage person being in possession of alcohol. Due to the Defendant making no effort whatsoever in the past to pay fines owed along with not following through with promise to make a large payment, the Court doesn't trust that this will occur in the future. Due to the previous conduct of the Defendant, the Defendant's motion to reduce the fine is denied. When the fine is paid the suspension of the Defendant's driver's license will be lifted.

Judge Bruce E. Staggs
Benson Justice of the Peace #3

2/12/15
Date

Judge Bruce E. Staggs
Justice of the Peace
Benson Justice Court #3
(520) 586-8100
Fax: (520) 586-8117



126 W. 5th Street
Suite #1
Benson, AZ 85602
BensonJusticeCourt
@courts.az.gov

<p><u>State Of Arizona</u> Plaintiff</p> <p>VS</p> <p>_____</p> <p>Defendant</p>	<p>CASE NUMBER:</p>	<p>MINUTE ENTRY & ORDER</p>
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On January 26, 2017 Defendant motioned this Court for a reduction of fines.

On December 16, 2016 Defendant was cited for violation of ARS 28-2153 A, No Current Vehicle Registration. This is a civil violation. The fine for this violation is \$535.00 plus \$36.60 in Court Security fees and a \$40.00 one-time Payment Order fee.

This Court has a policy that if proof of vehicle registration is provided, the base fine of \$535.00, will be reduced to \$175.00. This Court is willing to give the Defendant until March 1, 2017 to provide proof of registration.

This Court wishes to thank the Defendant for being part of the armed services and doing his part to protect the freedom of this great nation. In the interest of justice, due the fact that the Defendant is in the military, this Court is willing to give the Defendant a 50% reduction in whatever fine is paid.

Judge Bruce E. Staggs
Benson Justice of the Peace #3

January 26, 2017
Date

Judge Bruce E. Staggs
Justice of the Peace
Benson Justice Court #3
(520) 586-8100
Fax: (520) 586-8117



126 W. 5th Street
Suite #1
Benson, AZ 85602
BensonJusticeCourt
@courts.az.gov

<p><u>State Of Arizona</u> Plaintiff</p> <p>VS</p> <p><u>B</u> <u>W</u> Defendant</p>	<p>CASE NUMBER:</p> <p>TR 2017 01914</p>	<p>MINUTE ENTRY & ORDER</p>
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Mr. ,

It has come to my attention that your wife
social media:

published the following on

My husband just went to court, to show proof of insurance he didn't have in the car the day he was pulled over, but we have had insurance. Also, our card said as much. However despite showing the insurance identification card it clearly shows that we are/were covered, Judge Staggs sent him to our local DMV Wanna Be place so he could pay them 15\$. 3\$ for report, 12\$ for a convenience fee, to prove IDK what, since financial responsibility had already been proven.

There was nothing on the report, btw.

I'm just not sure if there's any reason for him to have to obtain a report from that DMV. I never did this in Tucson, it makes me feel that the court and the OVERPRICED DMV are in cahoots. Is this typical for Benson Arizona/Cochise County? Does the judge hold stock in this private DMV?

What's going on here?

Mr. so you have correct information I thought I would share with you Arizona Revised Statutes.

You were cited with violating ARS 28-4135 A which carries a fine of \$965.00 along with \$76.60 in Court security and Payment Order fees. ARS 28-4135 A states as follows:

**ARS 28-4135 Motor Vehicle Financial Responsibility Requirement: Civil Penalties:
Evidence at Hearing**

A. A motor vehicle that is operated on a highway in this state shall be covered by one of the following:

1. A motor vehicle or automobile liability policy that provides limits not less than those prescribed in section 28-4009.
2. An alternate method of coverage as provided in section 28-4076.
3. A certificate of self-insurance as prescribed in section 28-4007.
4. A policy that satisfies the financial responsibility requirements prescribed in article 2 of this chapter.

ARS 28-4137 contains a remedy for the violation of ARS 28-4135 A. ARS 28-4137 states as follows:

ARS 28-4137 Reduction Or Waiver Of Penalty; Rules

A. The court may reduce or waive the penalty imposed for a violation of section 28-4135 if the person subject to the penalty presents to the court proof of both of the following:

1. The person has not been found responsible for a violation of section 28-4135 within the past twenty-four months or not more than one violation within the past thirty-six months as evidenced by the person's driving record.
2. The person has purchased a six month policy of insurance that meets the requirements of section 28-4009.

B. The supreme court may adopt rules for the court as necessary to implement this section.

Your wife stated "*I never did this in Tucson*". I would imagine that Tucson would follow State law but since I was not there I cannot speak to the facts. What I want you to know is it is my responsibility as a Justice Peace, representing Precinct # 3 which Benson is a part of, to follow Arizona State law. For this reason you were directed, as required by State law, to get a copy of your driving record from MVD for the last 36 months and to prove that you had current insurance. Since you provided this proof, the \$935.00 fine was suspended.

Please note that ARS 28-4137 A states "*the court may reduce or waive the penalty imposed ...*". I know of multiple courts that don't waive the fine completely. Even though drivers are required to carry proof of insurance in their vehicle, I do not feel that it is fair to punish a person so severely with a \$935.00 fine when they don't carry their insurance verification, as required.

ARS 28-3169 B contains a remedy for a Defendant of not having a driver's license in their immediate possession when they are stopped. ARS 28-3169 states as follows:

ARS 28-3169 Possession And Display Of Driver License; Defense

A. A licensee shall have a legible driver license in the licensee's immediate possession at all times when operating a motor vehicle. On demand of a justice of the peace, a police officer or a field deputy or inspector of the department, a licensee shall display the license.

B. A person who is served a complaint for violating this section is not responsible if the person produces in court or the office of the police officer or field deputy or inspector of the department a legible driver license or an authorized duplicate of the license issued to the person that was valid at the time of the alleged violation of this section.

As a Judge, I feel that if Arizona State law requires ARS 28-3169 A to be dismissed should a Defendant provide proof that they had a license at the time of the citation, and thus not be responsible to pay any fine, I feel it is only fair that should a Defendant not have proof of insurance on them at the time the citation, that they shouldn't have to pay any fine.

Mr. , I would like to be able to simply dismiss the insurance violations as I do license violations however I cannot do this per ARS 28-4137. For this reason you were required to provide a driving record from MVD for the last 36 months and prove that you had current insurance. I realize it is an inconvenience for a Defendant to have to go to MVD to get a certified copy of their driving record but that is what is required by State law if the Defendant doesn't either want to pay the fine or take the time and effort to prepare and go to trial. If I was in a Defendants position that was required to obtain an MVD report in order to have the fine suspended, I would feel much better paying a \$15.00 fee than \$935.00 fine. I would also respect that the current Judge has a fair policy in place, for the people in their jurisdiction, instead of making them pay a \$935.00 fine.

I just wanted to take the time to advise you of the current State laws, which a Judge has the responsibility to follow, and the policies in place at Benson Justice Court #3.

It is my belief that people need to be responsible when they post on social media. When incorrect information is posted many people, the public in this case, are misled. My goal is to make Benson Justice Court #3 the best Court in southern Arizona. The post which your wife put on social media disparaged Benson Justice Court #3 and hurt its reputation which is not good for the community. I would hope that with this information made known to you that perhaps your wife's post could be corrected and more accurate information disseminated to the public by her.

Judge Bruce E. Staggs JJ
Benson Justice of the Peace #3

July 7, 2017
Date

Arizona Superior Court In Cochise County – Court Administration

P.O. Box 204, Bisbee, AZ 85603



From:

Sent: Monday, March 16, 2015 9:25 AM

To:

Subject: Performance Development Self Assessment - Due No Later than 3/27/15

Importance: High

Good morning,

Last week I forwarded a memo out to all of you on Judge Conlogue's behalf announcing the court's plan on Performance Development. During the month of April, supervisors/managers will be conducting performance reviews for all classified and unclassified employees. Temporary employees are excluded at this time.

To help start the review process, I am asking that each of you read the Code of Judicial Conduct for Employees and complete the attached Self Assessment form based on the Code of Conduct. This self assessment form is not meant to be a "got cha" or anything of that nature - what we want is for employees to honestly assess themselves for the period of this past year (April 2014 – March 2015).

Looking forward, we want all employees to clearly understand the Code of Conduct as well as the Mission and Values of the courts in Cochise County, and have a better understanding of what is expected of you. Please complete your self assessment form and submit to your supervisor no later than Friday, March 27th.

Exhibit 8

Cochise County Court Administration~Rule 11 Liaison

P.O. Box 204

Bisbee, Arizona 85603-0204

(

*I will never say goodbye to you my Father
because I know this is not the end for us to see each other.*

He didn't tell me how to live; he lived, and let me watch him do it.

The greatest gift God gave me was YOU..... My Dad...

From:

Sent: Wednesday, March 25, 2015 3:16 PM

To:

Cc:

Subject: REMINDER: Performance Development Self Assessment - Due No Later than 3/27/15

Importance: High

Please let me know if you have any questions. I send you the attachments in a separate email. For some reason it appears those of you on the state system never received my initial email.

T | R

Judicial Human Resources Director

Edmiston, Chris

From: Edmiston, Chris
Sent: Friday, May 18, 2018 8:30 AM
To: 'Ri', Ti
Subject: Response
Attachments: SKM_C364e18051808460

Ti ,

Here is my response to my evaluation.

Thank you,

Chris

May 18, 2018

In response to my Employee Assessment Evaluation - Monday, May 14, 2018.

Regarding my 1-point evaluation on Honest and Collaborative: I do not agree that I barely meet the performance standards. I am the first one to admit my mistakes, I do express my feelings and opinions. I hold myself accountable for my personal integrity and I feel that I have proven my trustworthiness so much so that I have been asked to take on the position as Interim Court Manager under difficult circumstances.

Judge Staggs wants me to express my true feelings and opinions and when I get the courage to do so he becomes angry and accuses me of not following policies. Policies that he referred to in my evaluation that have not been written down and passed on to the clerks. I feel that I have been working with my colleagues to try and train myself. I constantly solicited feedback from my colleagues and the clerks in the office to improve court performance and my knowledge of my position. I recall on a few occasions when I spoke to Judge Staggs about my insecurities at trying to learn everything regarding this new position. He stated that I was doing a good job, it takes time to learn new things. I have also been told by Human Resources and Court Administration that I am doing a good job. Judge Staggs has in the past requested me to come to him with a solution not a problem. As of late he refuses to talk to me and talks to the other clerks about what he wants done instead of coming to me, which undermines my authority and lowers my confidence and it is intimidating. I can only assume that this is why he marked me down under collaborative. I again do not feel that I should have been marked down in these areas.

Judge Staggs refused to give me a list of specifics even though he read from a two-page list. Many things that he brought up were regarding other clerks' performances, two previous court managers and a former employees Judicial Conduct Complaint. When I expressed my true feelings about this, Judge Staggs became aggravated and angry and therefore Human Resources had to step in to control the situation.

He pulled the Judicial Conduct Complaint out of his drawer and referenced it three times during my evaluation even though I have repeatedly told him that I had nothing to do with it. I feel that this is why he gave me such a poor evaluation.

Chris Edmiston



COCHISE COUNTY COURTS EMPLOYEE ASSESSMENT

ADMINISTRATIVE INFORMATION

EMPLOYEE NAME: Chris Edmiston

POSITION: Interim Court Manager

DEPARTMENT: Benson Justice Court #3

DATE OF REVIEW: 05/11/2018

REVIEW PERIOD START DATE: 07/01/2017

REVIEW PERIOD END DATE: 06/30/2018

SIGNATURES AND APPROVAL

Supervisor Signature: _____

DATE: May 14, 2018

DIRECTOR SIGNATURE: _____

DATE: May 14, 2018

EMPLOYEE SIGNATURE: _____

DATE: May 14, 2018

By signing here, the employee acknowledges that he/she participated in the completion of this assessment, reviewed the Code of Conduct with his/her supervisor, and participated in an assessment discussion with the supervisor named above. The employee further acknowledges having been provided a copy of the completed assessment. Signing does not constitute agreement or disagreement with the supervisor's final assessment.

This employee assessment has been created as an extension of our mission and vision.

MISSION OF THE COCHISE COUNTY COURTS

We provide fair, impartial, and timely justice in all matters brought before the Courts.

VISION OF THE COCHISE COUNTY COURTS

Our vision is to enhance the public's trust and confidence in the Court by being accessible and understandable and providing the highest quality of services.

SECTION ONE

CORE VALUES - WE ARE:

HONEST - INNOVATIVE- COLLABORATIVE

EFFICIENT AND EFFECTIVE

COURTEOUS AND SERVICE-ORIENTED

Please rate how often the employee displays behaviors consistent with the following descriptions of the Cochise County Courts Core Values.	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards Developmental 1 Point	Unacceptable 0 Points
Honest: Holds self and others accountable for integrity & trustworthiness in all activities; Admits mistakes; Expresses true feelings and opinions	┐	┐	X	┐
Innovative: Explores and implements new skills, technologies and/or advances in field to improve quality & efficiency; Proactively initiates resource savings & reductions; demonstrates excellent fiscal management; Creates a service-minded culture through innovative solutions	┐	X	┐	┐
Collaborative: Works with others to achieve optimum results Shows initiative by routinely seeking to improve relationships with constituents & colleagues; Consistently solicits feedback from supervisor, colleagues and/or supervisees to improve individual performance.	┐	┐	X	┐
Efficient and Effective: Is extremely efficient, work productivity rate is at the highest level; Produces high quality work that is recognized beyond the department and/or the institution; Shows mastery of skills and expertise and has ability to instruct others; Demonstrates continuous improvement in self and inspires others toward it.	┐	X	┐	┐
Courteous and Service-Oriented: Recognizes those in need and offers assistance before being asked. Always responds to others in a prompt, helpful, and positive manner; Seeks to resolve all questions and provides assistance promptly Assesses whether an issue is specific or systemic & initiates a resolution; Understands the culture & history of constituents & anticipates future needs.	X	┐	┐	┐
Comments: Specifics gone over in detail with Ms. Edmiston				

SECTION TWO

ETHICS

Adhering to the Arizona Code of Judicial Administration, Code of Conduct for Judicial Employees is a fundamental, essential component of successful employment. Please rate the employee's adherence with the Code of Conduct.

	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards (Developmental) 1 Point	Unacceptable 0 Points
Canon 1. A judicial employee shall uphold and promote the independence, integrity, and impartiality of the judiciary and shall avoid impropriety and the appearance of impropriety.	┐	⊗	┐	┐

Comments:

Canon 2. A judicial employee shall perform the duties of judicial employment impartially, competently, and diligently.

┐	⊗	┐	┐
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Comments:

Canon 3. A judicial employee shall conduct activities outside of judicial employment to minimize the risk of conflict with the obligations of judicial employment.

┐	⊗	┐	┐
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Comments:

Canon 4. A judicial employee or candidate for judicial department office shall not engage in political or campaign activity that is inconsistent with the independence, integrity, or impartiality of the judiciary.

┐	⊗	┐	┐
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Comments: All ethics questions were graded 2 points because it is this Department Heads opinion that you cannot exceed adherence to the Code of Conduct. You can either adhere to the Canons or you break the Canons.

RATING FACTORS

THE FOLLOWING ARE CONDITIONS THAT SHOULD BE CONSIDERED WHEN ASSESING THE EMPLOYEE'S PERFORMANCE:

JOB KNOWLEDGE: In depth knowledge of all requirements of the job is required. How well does the employee understand all phases of the job as defined by the performance standards set for the position?

QUALITY OF WORK: Accuracy and neatness. Does the employee produce a high-quality work product? Is quality of work a priority for the employee?

PRODUCTIVITY: Consider employee's ability to prioritize and organize work effectively to meet assigned deadlines. Were assignments timely completed and appropriate follow-up implemented? Is the employee a self-starter?

DEPENDABILITY: Employee needs little or no direction. To what extent can the employee be relied upon to carry out instructions; and the degree to which the employee can work with limited supervision?

ATTENDANCE: Attendance and punctuality are very important in maintaining a normal workload and efficient schedule. Employees are expected to report to work regularly and be ready to perform their assigned duties at the beginning of their assigned work shift. Is the employee absent frequently? Are the absences affecting his/her performance? Does this pattern constitute a hardship on the work environment?

RELATIONS WITH OTHERS: Consider employee's abilities to maintain a positive and harmonious attitude in the work environment. How well does the employee relate to the supervisors, co-workers and the broader Judicial/County community?

COMMITMENT TO SAFETY: To what extent has the employee adhered to the recommended safe work practices, participated in safety training programs; and contributes to the recognition and control of hazard in his/her work area.

SUPERVISOR ABILITY: In the evaluation of this factor, consider the employee's ability to organize, plan, train, delegate and control the work of subordinates in an effective manner.

LEVELS OF PERFORMANCE

THE EMPLOYEE'S PERFORMANCE SHALL BE RATED IN ONE OF THE FOLLOWING CATEGORIES:

EXCEED PERFORMANCE STANDARDS: An evaluation resulting from overall performance, which is significantly above the performance standards of the position.

ACHIEVES PERFORMANCE STANDARDS – PROFICIENT: An evaluation resulting from overall performance, which fully meets the performance standards of the position.

ACHIEVES PERFORMANCE STANDARDS – DEVELOPMENTAL: An evaluation resulting from overall performance, which barely meets the performance standards of the position.

BELOW PERFORMANCE STANDARDS: An evaluation resulting from performance, which fails to meet the minimum performance standards of the position. The supervisor must contact the Division of Human Resources to initiate a Performance Improvement Plan, which must be completed jointly by the employee and the supervisor.

SECTION THREE

POSITION RESPONSIBILITIES, PRIMARY DUTIES:

In this section, rate the employee's overall performance of the following position specific job duties.	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards (Developmental) 1 Point	Unacceptable 0 Points
1. Monitoring the monies coming in and out of the court COMMENTS: Ms. Edmiston has a good knowledge of the finances of the court, as she should for the period of time she has been here. This is reflective of the recent audit that we went through with the only finding that checks that were paid and not cashed were not followed through on. This should have been done by the previous 2 Court Managers	┐	✗	┐	┐
2. Turning in reports to the State and County COMMENTS: Statistical and financial reports have not been filed in the required time period. Ms. Edmiston apparently did not have all the required permissions to be able to file some of the reports	┐	✗	┐	┐
3. Training the staff and keeping the court organized. COMMENTS: As Court Administration is aware, Benson Justice Court #3 is understaffed. Ms. Edmiston is in the act of learning the position of Court Manager but is also having to train 2 new employees	┐	✗	┐	┐

FUTURE GOALS Summarize the positive traits and/or strengths this employee contributes to the organization and his/her notable professional accomplishments for the rating period. In addition, note any areas this employee can improve in and/or goals and objectives you would like him/her to pursue (these shall be documented in more specific detail in a goal setting session at the beginning of the performance period).

GOALS	OBJECTIVES	HOW THE GOAL WILL BE REACHED
1. Gain the trust of the Department Head and support the Department Head	Have the staff recognize the authority of the Department Head and when they do they will be more likely to follow the directions of the Department Head	Supporting the Department Head in front of staff instead of questioning or worse, not agreeing, with the Department Head in front of court staff
2. Embracing current court policy and making the court more efficient and productive with enhanced policies	By following current court policy and instituting the new policies that are enacted, the court will be more efficient and productive	Being open to change. Being willing accept the need for new policies, being willing to implement them and then enthusiastically supporting said new policies
3. Learn the budget	Learn how to prepare and monitor the budget to have a better grasp on expenditures and planning	Have Ms. Niltza Flores train Ms. Edmiston in the budget

EMPLOYEE COMMENTS (OPTIONAL): ATTACH ADDITIONAL SHEETS, IF NECESSARY. INFORMATION MUST BE SUBMITTED WITHIN 5 BUSINESS DAYS.

Will review and submit comments regarding ~~and~~
statements on review within 5 days.

June 16, 2017

Case # 18-143

To Whom It May Concern:

I would like to submit Chris Edmiston's last evaluation for your review. As you can see on page (6), Chris' previous and future goals were to successfully learn to team build. The objective was Training and Communication -with the employees she has been supervising. I have been coaching her and training her in management techniques that I have learned in my management training through AGTS Inc.

The following is a list of areas of responsibility that Chris has mastered and now oversees and trains in the Benson Justice Court. She is the first line supervisor for all complaints in these areas.

Financial

Daily Cash/Clerk Reconciliation
Monthly Cash Reconciliation
Prepares, Validates & Collects Tax Intercepts
Financial Audit Coordinator
NCourt-Credit Card Liaison
Bond Reconciliations
AOC Point of Contact for transmission errors
MVD Point of Contact for data transmission errors

Criminal

Oversees In-Custody Defendants
Superior Court Felony Liaison
DPS Criminal History Liaison

Civil

Civil Lawsuits
Orders of Protection
Forcible Detainers
Writs of Garnishment

The following are areas of training that Chris and I have been working on together.

Supervision and Temperament Type
Effective Interpersonal Communication
Performance Management
Group Problem Solving
Valuing & Managing Diversity
Time Management for Supervisors

Discipline & Corrective Action (Chris has been handling discipline and corrective action under my supervision. She handles verbal warnings and sits in with me during official disciplinary actions.)

Employee Evaluations (Chris is solely responsible for supervising all civil case processing and has been assigned the responsibility of performing evaluations for the civil clerks.)

She handles all Employee and Public responsibilities in the absence of the Court Manager. Payroll, employee leave approval, Inter-government communications and public complaints. She is very resourceful and capable of handling any situation that may arise.

Chris has shown herself to be a valuable asset in the current economic environment. The Benson Justice Court will be unable to increase their employees to handle the rising workload. Chris has shown herself to be a highly performing, motivated and loyal employee – she continues to challenge herself and maintains a high work ethic. She is currently performing the duties of a Justice Court Supervisor and should be compensated for the work that she currently provides for Cochise County.

Sincerely,

Exhibit 10



COCHISE COUNTY COURTS EMPLOYEE ASSESSMENT

ADMINISTRATIVE INFORMATION

EMPLOYEE NAME: CHRIS EDMISTON	POSITION: COURT SPECIALIST	DEPARTMENT: BENSON JUSTICE COURT #3
DECEMBER 28, 2016 DATE OF REVIEW	JANUARY 1, 2016 REVIEW PERIOD START DATE	DECEMBER 23, 2016 REVIEW PERIOD END DATE

SIGNATURES AND APPROVAL

SUPERVISOR SIGNATURE: _____	DATE: 12/28/16
DIRECTOR SIGNATURE: _____	DATE: 12/29/16
EMPLOYEE SIGNATURE: _____	DATE: 12/28/16

By signing here the employee acknowledges that he/she participated in the completion of this assessment, reviewed the Code of Conduct with his/her supervisor, and participated in an assessment discussion with the supervisor named above. The employee further acknowledges having been provided a copy of the completed assessment. Signing does not constitute agreement or disagreement with the supervisor's final assessment.

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SECTION ONE

CORE VALUES – WE ARE:

HONEST
 INNOVATIVE
 COLLABORATIVE
 EFFICIENT AND EFFECTIVE
 COURTEOUS AND SERVICE-ORIENTED

Please rate how often the employee displays behaviors consistent with the following descriptions of the Cochise County Courts Core Values.	Always	Frequently	Less often
Honest: Holds self and others accountable for integrity & trustworthiness in all activities; Admits mistakes; Expresses true feelings and opinions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Innovative: Explores and implements new skills, technologies and/or advances in field to improve quality & efficiency; Proactively initiates resource savings & reductions; demonstrates excellent fiscal management; Creates a service-minded culture through innovative solutions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaborative: Works with others to achieve optimum results Shows initiative by routinely seeking to improve relationships with constituents & colleagues Consistently solicits feedback from supervisor, colleagues and/or supervisees to improve individual performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Efficient and Effective: Is extremely efficient, work productivity rate is at the highest level Produces high quality work that is recognized beyond the department and/or the institution Shows mastery of skills and expertise and has ability to instruct others Demonstrates continuous improvement in self and inspires others toward it	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Courteous and Service-Oriented: Recognizes those in need and offers assistance before being asked Always responds to others in a prompt, helpful, and positive manner Seeks to resolve all questions and provides assistance promptly Assesses whether an issue is specific or systemic & initiates a resolution Understands the culture & history of constituents & anticipates future needs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: This evaluation was completed under the assumption that "Always" means "Always or Almost Always", in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.			

SECTION TWO

ETHICS

Adhering to the Arizona Code of Judicial Administration, Code of Conduct for Judicial Employees is a fundamental, essential component of successful employment. Please rate the employee's adherence with the Code of Conduct.

Canon 1. A judicial employee shall uphold and promote the independence, integrity, and impartiality of the judiciary and shall avoid impropriety and the appearance of impropriety.	Always	Frequently	Less Often
Rule 1.1 Compliance with the Law	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 1.2. Promoting Confidence in the Judiciary	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 1.3. Abuse of Position	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

Canon 2. A judicial employee shall perform the duties of judicial employment impartially, competently, and diligently.	Always	Frequently	Less Often
Rule 2.1 Giving Priority to Ethical Duties	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.2 Impartiality and Fairness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.3 Bias, Prejudice, and Harassment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.4 External Influences on Court Duties	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.5 Competence, Diligence, and Cooperation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.6 Assistance to Litigants	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.7 Reserved			
Rule 2.8 Professionalism	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.9 Communication with Judges	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.10 Statements on Pending and Impending Cases	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.11 Personal Interests	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.12 Reserved			
Rule 2.13 Employment of Relatives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.14 Disability and Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.15 Duty to Report	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

This evaluation was completed under the assumption that "Always" means "Always or Almost Always", in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.

Canon 3. A judicial employee shall conduct activities outside of judicial employment to minimize the risk of conflict with the obligations of judicial employment.	Always	Frequently	Less Often
Rule 3.1 Outside Activities in General	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 3.2 Use of Nonpublic Information	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 3.3 Solicitation for Outside Activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 3.4 Gifts and Extra Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 3.5 Reimbursement of Expenses and Waivers of Fees or Charges	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: This evaluation was completed under the assumption that "Always" means "Always or Almost Always", in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.			
Canon 4. A judicial employee or candidate for judicial department office shall not engage in political or campaign activity that is inconsistent with the independence, integrity, or impartiality of the judiciary.	Always	Frequently	Less Often
Rule 4.1 General Activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 4.2 Personal Staff, Courtroom Clerks, and Managers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 4.3 Elective Judicial Department Office	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 4.4 Elective Office in General	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 4.5 Workplace Activity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 4.6 Political Pressure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 4.7 Judicial Campaign Activity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 4.8 Political Discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: This evaluation was completed under the assumption that "Always" means "Always or Almost Always", in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.			

SECTION THREE

POSITION RESPONSIBILITIES, PRIMARY DUTIES:

In this section, rate the employee's overall performance of the following position specific job duties.	Meets Expectations	Needs Improvement
1. DAILY MONEY RECONCILIATION COMMENTS: MAINTAINS ACCURATE AND TIMELY RECORDS	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. SUSPENSIONS AND TAX INTERCEPT DOCUMENTATION COMMENTS: CITATIONS, SUSPENSIONS AND DAILY WORKLOAD HAS INCREASED DURING THIS YEAR.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. SUPERVISE DAILY OPERATIONS UNDER DIRECTION OF MANAGER COMMENTS: UNDERSTANDS AND WORKS WITH COURT CLERKS TO MAINTAIN MAS REQUIREMENTS	<input checked="" type="checkbox"/>	<input type="checkbox"/>

PREVIOUS GOALS Summarize the positive traits and/or strengths this employee contributes to the organization and his/her notable professional accomplishments for the rating period. In addition, note any areas this employee can improve in and/or goals and objectives you would like him/her to pursue for the next rating period (these shall be documented in more specific detail in a goal setting session at the beginning of the performance period).

PREVIOUS GOALS	Objectives	HOW GOAL WILL BE ACHIEVED
1. SUCCESSFULLY LEARN TO TEAM BUILD	TRAINING & COMMUNICATION	EDUCATION AND COACHING W/ MANAGER
2 .LEARN CRIMINAL CASE MANAGEMENT	NEW TRAINING	DAILY PRISONER CASE MANAGEMENT
3.		

Chris successfully mastered criminal case management. She was reassigned from criminal back to money and front office supervisory duties as she has shown her real value in this area. Team building is always a challenge and this goal will remain the same this next year.

FUTURE GOALS Summarize the positive traits and/or strengths this employee contributes to the organization and his/her notable professional accomplishments for the rating period. In addition, note any areas this employee can improve in and/or goals and objectives you would like him/her to pursue for the next rating period (these shall be documented in more specific detail in a goal setting session at the beginning of the performance period).

FUTURE GOALS	Objectives	HOW GOAL WILL BE ACHIEVED
1. SUCCESSFULLY LEARN TO TEAM BUILD	TRAINING & COMMUNICATION	EDUCATION AND COACHING W/ MANAGER
2. TIME MANAGEMENT	WORK ON EFFECTIVE PRIORITIZATION OF DUTIES	REVIEW AND EVALUATION W/ MANAGER

EMPLOYEE COMMENTS (OPTIONAL): ATTACH ADDITIONAL SHEETS, IF NECESSARY. INFORMATION MUST BE SUBMITTED WITHIN 5 BUSINESS DAYS.



COCHISE COUNTY COURTS EMPLOYEE ASSESSMENT

ADMINISTRATIVE INFORMATION

Chris Edmiston	Court clerk	Benson Justice Court #3
EMPLOYEE NAME:	POSITION:	DEPARTMENT:
04/27/2015	July 1, 2014	April 27, 2015
DATE OF REVIEW	REVIEW PERIOD START DATE	REVIEW PERIOD END DATE

SIGNATURES AND APPROVAL

SUPERVISOR SIGNATURE: _____	DATE: 4/27/15
DIRECTOR SIGNATURE: _____	DATE: 4/28/15
EMPLOYEE SIGNATURE: _____	DATE: 4/27/15

By signing here the employee acknowledges that he/she participated in the completion of this assessment, reviewed the Code of Conduct with his/her supervisor, and participated in an assessment discussion with the supervisor named above. The employee further acknowledges having been provided a copy of the completed assessment. Signing does not constitute agreement or disagreement with the supervisor's final assessment.

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SECTION ONE

CORE VALUES -- WE ARE:

HONEST
INNOVATIVE
COLLABORATIVE
EFFICIENT AND EFFECTIVE
COURTEOUS AND SERVICE-ORIENTED

Please rate how often the employee displays behaviors consistent with the following descriptions of the Cochise County Courts Core Values.	Always	Frequently	Less often
Honest: Holds self and others accountable for integrity & trustworthiness in all activities; Admits mistakes; Expresses true feelings and opinions	✓	┐	┐
Innovative: Explores and implements new skills, technologies and/or advances in field to improve quality & efficiency; Proactively initiates resource savings & reductions; demonstrates excellent fiscal management; Creates a service-minded culture through innovative solutions	✓	┐	┐
Collaborative: Works with others to achieve optimum results; Shows initiative by routinely seeking to improve relationships with constituents & colleagues ; Consistently solicits feedback from supervisor, colleagues and/or supervises to improve individual performance	✓	┐	┐
Efficient and Effective: Is extremely efficient, work productivity rate is at the highest level; Produces high quality work that is recognized beyond the department and/or the institution; Shows mastery of skills and expertise and has ability to instruct others; Demonstrates continuous improvement in self and inspires others toward it	✓	┐	┐
Courteous and Service-Oriented: Recognizes those in need and offers assistance before being asked; Always responds to others in a prompt, helpful, and positive manner; Seeks to resolve all questions and provides assistance promptly; Assesses whether an issue is specific or systemic & initiates a resolution; Understands the culture & history of constituents & anticipates future needs	✓	┐	┐
Comments: This evaluation was completed under the assumption that "Always" means "Always or Almost Always", in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.			

SECTION TWO

ETHICS

Adhering to the Arizona Code of Judicial Administration, Code of Conduct for Judicial Employees is a fundamental, essential component of successful employment. Please rate the employee's adherence with the Code of Conduct.

Canon 1. A judicial employee shall uphold and promote the independence, integrity, and impartiality of the judiciary and shall avoid impropriety and the appearance of impropriety.	Always	Frequently	Less Often
Rule 1.1 Compliance with the Law	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 1.2 Promoting Confidence in the Judiciary	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 1.3 Abuse of Position	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: This evaluation was completed under the assumption that "Always" means "Always or Almost Always", in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.			
Canon 2. A judicial employee shall perform the duties of judicial employment impartially, competently, and diligently.	Always	Frequently	Less Often
Rule 2.1 Giving Priority to Ethical Duties	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.2 Impartiality and Fairness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.3 Bias, Prejudice, and Harassment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.4 External Influences on Court Duties	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.5 Competence, Diligence, and Cooperation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.6 Assistance to Litigants	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.7 Preserved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.8 Professionalism	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.9 Communication with Judges	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.10 Statements on Pending and Impending Cases	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.11 Personal Interests	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.12 Preserved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.13 Employment of Relatives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.14 Disability and Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rule 2.15 Duty to Report	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: This evaluation was completed under the assumption that "Always" means "Always or Almost Always", in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.			

Canon 3. A judicial employee shall conduct activities outside of judicial employment to minimize the risk of conflict with the obligations of judicial employment.	Always	Frequently	Less Often
Rule 3.1 Outside Activities in General	✓	┐	┐
Rule 3.2 Use of Nonpublic Information	✓	┐	┐
Rule 3.3 Solicitation for Outside Activities	✓	┐	┐
Rule 3.4 Gifts and Extra Compensation	✓	┐	┐
Rule 3.5 Reimbursement of Expenses and Waivers of Fees or Charges	✓	┐	┐

Comments:

This evaluation was completed under the assumption that "Always" means "Always or Almost Always"; in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.

Canon 4. A judicial employee or candidate for judicial department office shall not engage in political or campaign activity that is inconsistent with the independence, integrity, or impartiality of the judiciary.	Always	Frequently	Less Often
Rule 4.1 General Activities	✓	┐	┐
Rule 4.2 Personal Staff, Courtroom Clerks, and Managers	✓	┐	┐
Rule 4.3 Elective Judicial Department Office	✓	┐	┐
Rule 4.4 Elective Office in General	✓	┐	┐
Rule 4.5 Workplace Activity	✓	┐	┐
Rule 4.6 Political Pressure	✓	┐	┐
Rule 4.7 Judicial Campaign Activity	✓	┐	┐
Rule 4.8 Political Discrimination	✓	┐	┐

Comments:

This evaluation was completed under the assumption that "Always" means "Always or Almost Always", in other words there are no habitual issues and the employee strives to maintain themselves in a manner compliant with the Judicial Code of Conduct.

SECTION THREE

POSITION RESPONSIBILITIES, PRIMARY DUTIES:

In this section, rate the employee's overall performance of the following position specific job duties.	Meets Expectations	Needs Improvement
1. Daily money reconciliation	✓	┐

COMMENTS:

Money is accurately and timely accounted for.

2. Credit Card Transactions	✓	┐
-----------------------------	---	---

COMMENTS:

Monthly recurring payments always done accurately and timely.

3. Training	✓	┐
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COMMENTS:

Understands and works with office clerks to maintain MAS requirements.

FUTURE GOALS: Summarize the positive traits and/or strengths this employee contributes to the organization and his/her notable professional accomplishments for the rating period. In addition, note any areas this employee can improve in and/or goals and objectives you would like him/her to pursue for the next rating period (these shall be documented in more specific detail in a goal setting session at the beginning of the performance period).

COMMENTS:

Chris is very accurate in daily reconciliations. She maintains and expects high standards from others. She is very good at follow through with instructions given to her. Chris is always willing to help others when their assigned areas become backed up.

GOALS	OBJECTIVES	HOW GOAL WILL BE ACHIEVED
1. Successfully learn to team build	Training & Communication	Education and coaching w/manager
2. Learn criminal case management	New Training	Daily prisoner case management
3.		

EMPLOYEE COMMENTS (OPTIONAL): Attach additional sheets, if necessary. Information must be submitted within 5 business days.



COCHISE COUNTY COURTS EMPLOYEE ASSESSMENT

ADMINISTRATIVE INFORMATION

EMPLOYEE NAME: _____

POSITION: COURT CLERKDEPARTMENT:
BENSON JUSTICE COURT #3

DATE OF REVIEW: _____

REVIEW PERIOD START DATE: _____ REVIEW PERIOD END DATE: _____

SIGNATURES AND APPROVAL

Supervisor Signature: _____ DATE: _____

DIRECTOR SIGNATURE: _____ DATE: 5/14/18

EMPLOYEE SIGNATURE: _____ DATE: _____

By signing here, the employee acknowledges that he/she participated in the completion of this assessment, reviewed the Code of Conduct with his/her supervisor, and participated in an assessment discussion with the supervisor named above. The employee further acknowledges having been provided a copy of the completed assessment. Signing does not constitute agreement or disagreement with the supervisor's final assessment.

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SECTION ONE

CORE VALUES – WE ARE:

HONEST - INNOVATIVE- COLLABORATIVE

EFFICIENT AND EFFECTIVE

COURTEOUS AND SERVICE-ORIENTED

Please rate how often the employee displays behaviors consistent with the following descriptions of the Cochise County Courts Core Values.	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards Developmental 1 Point	Unacceptable 0 Points
Honest: Holds self and others accountable for integrity & trustworthiness in all activities; Admits mistakes; Expresses true feelings and opinions	☒	┐	┐	┐
Innovative: Explores and implements new skills, technologies and/or advances in field to improve quality & efficiency; Proactively initiates resource savings & reductions; demonstrates excellent fiscal management; Creates a service-minded culture through innovative solutions	☒	┐	┐	┐
Collaborative: Works with others to achieve optimum results Shows initiative by routinely seeking to improve relationships with constituents & colleagues; Consistently solicits feedback from supervisor, colleagues and/or supervisees to improve individual performance.	☒	┐	┐	┐
Efficient and Effective: Is extremely efficient, work productivity rate is at the highest level; Produces high quality work that is recognized beyond the department and/or the institution; Shows mastery of skills and expertise and has ability to instruct others; Demonstrates continuous improvement in self and inspires others toward it.	☒	┐	┐	┐
Courteous and Service-Oriented: Recognizes those in need and offers assistance before being asked. Always responds to others in a prompt, helpful, and positive manner; Seeks to resolve all questions and provides assistance promptly Assesses whether an issue is specific or systemic & initiates a resolution; Understands the culture & history of constituents & anticipates future needs.	┐	☒	┐	┐
Comments: 				

SECTION TWO

ETHICS

Adhering to the Arizona Code of Judicial Administration, Code of Conduct for Judicial Employees is a fundamental, essential component of successful employment. Please rate the employee's adherence with the Code of Conduct.

	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards (Developmental) 1 Point	Unacceptable 0 Points
Cannon 1. A judicial employee shall uphold and promote the independence, integrity, and impartiality of the judiciary and shall avoid impropriety and the appearance of impropriety.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: has always been very ethical to uphold the judicial canons.				
Cannon 2. A judicial employee shall perform the duties of judicial employment impartially, competently, and diligently.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Canon 3. A judicial employee shall conduct activities outside of judicial employment to minimize the risk of conflict with the obligations of judicial employment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Canon 4. A judicial employee or candidate for judicial department office shall not engage in political or campaign activity that is inconsistent with the independence, integrity, or impartiality of the judiciary.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				

RATING FACTORS

THE FOLLOWING ARE CONDITIONS THAT SHOULD BE CONSIDERED WHEN ASSESING THE EMPLOYEE'S PERFORMANCE:

JOB KNOWLEDGE: In depth knowledge of all requirements of the job is required. How well does the employee understand all phases of the job as defined by the performance standards set for the position?

QUALITY OF WORK: Accuracy and neatness. Does the employee produce a high-quality work product? Is quality of work a priority for the employee?

PRODUCTIVITY: Consider employee's ability to prioritize and organize work effectively to meet assigned deadlines. Were assignments timely completed and appropriate follow-up implemented? Is the employee a self-starter?

DEPENDABILITY: Employee needs little or no direction. To what extent can the employee be relied upon to carry out instructions; and the degree to which the employee can work with limited supervision?

ATTENDANCE: Attendance and punctuality are very important in maintaining a normal workload and efficient schedule. Employees are expected to report to work regularly and be ready to perform their assigned duties at the beginning of their assigned work shift. Is the employee absent frequently? Are the absences affecting his/her performance? Does this pattern constitute a hardship on the work environment?

RELATIONS WITH OTHERS: Consider employee's abilities to maintain a positive and harmonious attitude in the work environment. How well does the employee relate to the supervisors, co-workers and the broader Judicial/County community?

COMMITMENT TO SAFETY: To what extent has the employee adhered to the recommended safe work practices, participated in safety training programs; and contributes to the recognition and control of hazard in his/her work area.

SUPERVISOR ABILITY: In the evaluation of this factor, consider the employee's ability to organize, plan, train, delegate and control the work of subordinates in an effective manner.

LEVELS OF PERFORMANCE

THE EMPLOYEE'S PERFORMANCE SHALL BE RATED IN ONE OF THE FOLLOWING CATEGORIES:

EXCEED PERFORMANCE STANDARDS: An evaluation resulting from overall performance, which is significantly above the performance standards of the position.

ACHIEVES PERFORMANCE STANDARDS – PROFICIENT: An evaluation resulting from overall performance, which fully meets the performance standards of the position.

ACHIEVES PERFORMANCE STANDARDS – DEVELOPMENTAL: An evaluation resulting from overall performance, which barely meets the performance standards of the position.

BELOW PERFORMANCE STANDARDS: An evaluation resulting from performance, which fails to meet the minimum performance standards of the position. The supervisor must contact the Division of Human Resources to initiate a Performance Improvement Plan, which must be completed jointly by the employee and the supervisor.

SECTION THREE

POSITION RESPONSIBILITIES, PRIMARY DUTIES:

In this section, rate the employee's overall performance of the following position specific job duties.	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards (Developmental) 1 Point	Unacceptable 0 Points
1. Handling civil case files efficiently COMMENTS: The civil cases have filings are higher and have been increasingly harder to get through in a timely manner.	┐	✕	┐	┐
2. Defensive Driving School Module COMMENTS: I is very efficient in handling DDS module and correcting errors.	✕	┐	┐	┐
3. Front window COMMENTS: Fills in at the front window when other clerks are at lunch or vacation/sick.	✕	┐	┐	┐

FUTURE GOALS Summarize the positive traits and/or strengths this employee contributes to the organization and his/her notable professional accomplishments for the rating period. In addition, note any areas this employee can improve in and/or goals and objectives you would like him/her to pursue (these shall be documented in more specific detail in a goal setting session at the beginning of the performance period).

GOALS	OBJECTIVES	HOW THE GOAL WILL BE REACHED
1. Maintaining a clean desk	To obtain organizational tools to get caught up on the civil processing.	To prioritize case management
2. Suspension processing	When time allows to process FTA/FTP suspensions	Set time aside each day to process at least 20 suspensions
3. Civil purging	When time allows to pull Civil cases and purge	Set time aside each day to process at least an hour of purging

COMMENTS: has proven to be an essential part of the court. She has vast knowledge of most areas of the Case management system. She has learned certain aspects of the criminal part of the court and is very willing to help in that area when needed and she is also able to help out in other areas when needed.

EMPLOYEE COMMENTS (OPTIONAL): ATTACH ADDITIONAL SHEETS, IF NECESSARY. INFORMATION MUST BE SUBMITTED WITHIN 5 BUSINESS DAYS.



COCHISE COUNTY COURTS EMPLOYEE ASSESSMENT

ADMINISTRATIVE INFORMATION

EMPLOYEE NAME: _____

POSITION: _____

DEPARTMENT:
BENSON JUSTICE COURT #3

DATE OF REVIEW: _____

REVIEW PERIOD START DATE: _____ REVIEW PERIOD END DATE: _____

SIGNATURES AND APPROVAL

Supervisor Signature: _____ DATE: _____

DIRECTOR SIGNATURE: _____ DATE: 5/14/18

EMPLOYEE SIGNATURE: _____ DATE: _____

By signing here, the employee acknowledges that he/she participated in the completion of this assessment, reviewed the Code of Conduct with his/her supervisor, and participated in an assessment discussion with the supervisor named above. The employee further acknowledges having been provided a copy of the completed assessment. Signing does not constitute agreement or disagreement with the supervisor's final assessment.

This employee assessment has been created as an extension of our mission and vision.

MISSION OF THE COCHISE COUNTY COURTS

We provide fair, impartial, and timely justice in all matters brought before the Courts.

VISION OF THE COCHISE COUNTY COURTS

Our vision is to enhance the public's trust and confidence in the Court by being accessible and understandable and providing the highest quality of services.

SECTION ONE

CORE VALUES – WE ARE:

HONEST - INNOVATIVE- COLLABORATIVE

EFFICIENT AND EFFECTIVE

COURTEOUS AND SERVICE-ORIENTED

Please rate how often the employee displays behaviors consistent with the following descriptions of the Cochise County Courts Core Values.	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards Developmental 1 Point	Unacceptable 0 Points
Honest: Holds self and others accountable for integrity & trustworthiness in all activities; Admits mistakes; Expresses true feelings and opinions	☑	┐	┐	┐
Innovative: Explores and implements new skills, technologies and/or advances in field to improve quality & efficiency; Proactively initiates resource savings & reductions; demonstrates excellent fiscal management; Creates a service-minded culture through innovative solutions	☑	┐	┐	┐
Collaborative: Works with others to achieve optimum results Shows initiative by routinely seeking to improve relationships with constituents & colleagues; Consistently solicits feedback from supervisor, colleagues and/or supervisees to improve individual performance.	☑	┐	┐	┐
Efficient and Effective: Is extremely efficient, work productivity rate is at the highest level; Produces high quality work that is recognized beyond the department and/or the institution; Shows mastery of skills and expertise and has ability to instruct others; Demonstrates continuous improvement in self and inspires others toward it.	☑	┐	┐	┐
Courteous and Service-Oriented: Recognizes those in need and offers assistance before being asked. Always responds to others in a prompt, helpful, and positive manner; Seeks to resolve all questions and provides assistance promptly Assesses whether an issue is specific or systemic & Initiates a resolution; Understands the culture & history of constituents & anticipates future needs.	☑	┐	┐	┐
Comments: 				

SECTION TWO

ETHICS

Adhering to the Arizona Code of Judicial Administration, Code of Conduct for Judicial Employees is a fundamental, essential component of successful employment. Please rate the employee's adherence with the Code of Conduct.

	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards (Developmental) 1 Point	Unacceptable 0 Points
Canon 1. A judicial employee shall uphold and promote the independence, integrity, and impartiality of the judiciary and shall avoid impropriety and the appearance of impropriety.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

Canon 2. A judicial employee shall perform the duties of judicial employment impartially, competently, and diligently.

	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--	-------------------------------------	--------------------------	--------------------------	--------------------------

Comments:

Canon 3. A judicial employee shall conduct activities outside of judicial employment to minimize the risk of conflict with the obligations of judicial employment.

	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--	-------------------------------------	--------------------------	--------------------------	--------------------------

Comments:

Canon 4. A judicial employee or candidate for judicial department office shall not engage in political or campaign activity that is inconsistent with the independence, integrity, or impartiality of the judiciary.

	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--	-------------------------------------	--------------------------	--------------------------	--------------------------

Comments:

RATING FACTORS

THE FOLLOWING ARE CONDITIONS THAT SHOULD BE CONSIDERED WHEN ASSESING THE EMPLOYEE'S PERFORMANCE:

JOB KNOWLEDGE: In depth knowledge of all requirements of the job is required. How well does the employee understand all phases of the job as defined by the performance standards set for the position?

QUALITY OF WORK: Accuracy and neatness. Does the employee produce a high-quality work product? Is quality of work a priority for the employee?

PRODUCTIVITY: Consider employee's ability to prioritize and organize work effectively to meet assigned deadlines. Were assignments timely completed and appropriate follow-up implemented? Is the employee a self-starter?

DEPENDABILITY: Employee needs little or no direction. To what extent can the employee be relied upon to carry out instructions; and the degree to which the employee can work with limited supervision?

ATTENDANCE: Attendance and punctuality are very important in maintaining a normal workload and efficient schedule. Employees are expected to report to work regularly and be ready to perform their assigned duties at the beginning of their assigned work shift. Is the employee absent frequently? Are the absences affecting his/her performance? Does this pattern constitute a hardship on the work environment?

RELATIONS WITH OTHERS: Consider employee's abilities to maintain a positive and harmonious attitude in the work environment. How well does the employee relate to the supervisors, co-workers and the broader Judicial/County community?

COMMITMENT TO SAFETY: To what extent has the employee adhered to the recommended safe work practices, participated in safety training programs; and contributes to the recognition and control of hazard in his/her work area.

SUPERVISOR ABILITY: In the evaluation of this factor, consider the employee's ability to organize, plan, train, delegate and control the work of subordinates in an effective manner.

LEVELS OF PERFORMANCE

THE EMPLOYEE'S PERFORMANCE SHALL BE RATED IN ONE OF THE FOLLOWING CATEGORIES:

EXCEED PERFORMANCE STANDARDS: An evaluation resulting from overall performance, which is **significantly above** the performance standards of the position.

ACHIEVES PERFORMANCE STANDARDS – PROFICIENT: An evaluation resulting from overall performance, which **fully meets** the performance standards of the position.

ACHIEVES PERFORMANCE STANDARDS – DEVELOPMENTAL: An evaluation resulting from overall performance, which **barely meets** the performance standards of the position.

BELOW PERFORMANCE STANDARDS: An evaluation resulting from performance, which **falls to meet** the minimum performance standards of the position. The supervisor must contact the Division of Human Resources to initiate a Performance Improvement Plan, which must be completed jointly by the employee and the supervisor.

SECTION THREE

POSITION RESPONSIBILITIES, PRIMARY DUTIES:

In this section, rate the employee's overall performance of the following position specific job duties.	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards (Developmental) 1 Point	Unacceptable 0 Points
1. Civil Traffic Clerk COMMENTS: processes the civil traffic hearing requests in a timely manner.	✗	┐	┐	┐
2. Financial clerk COMMENTS: processes the incoming mail in payments and Ncourt promptly. Balances the daily deposit precisely.	✗	┐	┐	┐
3. Trainer to other clerks COMMENTS: takes the initiative to train new employees thoroughly and sufficiently.	✗	┐	┐	┐

FUTURE GOALS Summarize the positive traits and/or strengths this employee contributes to the organization and his/her notable professional accomplishments for the rating period. In addition, note any areas this employee can improve in and/or goals and objectives you would like him/her to pursue (these shall be documented in more specific detail in a goal setting session at the beginning of the performance period).

GOALS	OBJECTIVES	HOW THE GOAL WILL BE REACHED
1. Financials	To learn the process of filing the monthly treasurer's report.	Work with court manager to achieve goal.
2. Warrants	To have a better understanding of warrant processing.	Training with Field Trainer.
3.		

EMPLOYEE COMMENTS (OPTIONAL): ATTACH ADDITIONAL SHEETS, IF NECESSARY. INFORMATION MUST BE SUBMITTED WITHIN 5 BUSINESS DAYS.



COCHISE COUNTY COURTS EMPLOYEE ASSESSMENT

ADMINISTRATIVE INFORMATION

EMPLOYEE NAME: _____

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Comments:				
Canon 2. A judicial employee shall perform the duties of judicial employment impartially, competently, and diligently.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Canon 3. A judicial employee shall conduct activities outside of judicial employment to minimize the risk of conflict with the obligations of judicial employment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Canon 4. A judicial employee or candidate for judicial department office shall not engage in political or campaign activity that is inconsistent with the independence, integrity, or impartiality of the judiciary.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				

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Collaborative: Works with others to achieve optimum results Shows initiative by routinely seeking to improve relationships with constituents & colleagues; Consistently solicits feedback from supervisor, colleagues and/or supervisees to improve individual performance.	☑	┐	┐	┐
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Comments: 				

SECTION THREE

POSITION RESPONSIBILITIES, PRIMARY DUTIES:

In this section, rate the employee's overall performance of the following position specific job duties.	Exceeds Standards 3 Points	Achieves Standards Proficient 2 Points	Achieves Standards (Developmental) 1 Point	Unacceptable 0 Points
1. Front Window Clerk COMMENTS: is an extremely gifted customer service representative. She has a wonderful attitude that shows to the customer that she cares about their situation.	✗	┐	┐	┐
2. Record Searches COMMENTS: completes record searches in an accurate and timely manner to ensure that the agency or individual receives the information promptly.	✗	┐	┐	┐
3. Correspondence COMMENTS: docket and complies the correspondence for review and then ensures that the customer receives their answer from the Judge in a timely manner.	┐	✗	┐	┐

FUTURE GOALS Summarize the positive traits and/or strengths this employee contributes to the organization and his/her notable professional accomplishments for the rating period. In addition, note any areas this employee can improve in and/or goals and objectives you would like him/her to pursue (these shall be documented in more specific detail in a goal setting session at the beginning of the performance period).

GOALS	OBJECTIVES	HOW THE GOAL WILL BE REACHED
1. Address corrections	Update addresses in AZTEC when they are received from defendants before the case goes before the Judge.	Use a colored highlighter as an indicator that the address has been changed.
2. Computer skills	To become more familiar with word, e-mail, and scanned document process.	Training in 2018 for Word and Outlook.
3. Civil case initial processing	To become more familiar with the beginning processing of Small claims, forcible and civil suits.	Training in June 2018 for these goals.

EMPLOYEE COMMENTS (OPTIONAL): ATTACH ADDITIONAL SHEETS, IF NECESSARY. INFORMATION MUST BE SUBMITTED WITHIN 5 BUSINESS DAYS.

Edmiston, Chris

From: Edmiston, Chris
Sent: Tuesday, April 24, 2018 3:09 PM
To: 'F' N
Cc: 'R' T
Subject: Statement

Good Afternoon,

I will not be writing a statement on the Judge's behalf regarding a complaint that he received from the Judicial Commission.

Thanks,

Chris Edmiston
Court Manager
Benson Justice Court #3

Edmiston, Chris

From: Edmiston, Chris <[REDACTED]>
Sent: Tuesday, April 24, 2018 3:22 PM
To: Edmiston, Chris
Cc: [REDACTED], [REDACTED]
Subject: RE: Statement

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you Chris

Court Division Director

Cochise County Superior Court – Court Administration
100 Quality Hill, Bisbee, Arizona 85603



From: Edmiston, Chris <[REDACTED]>
Sent: Tuesday, April 24, 2018 3:09 PM
To: [REDACTED], [REDACTED] <[REDACTED]>
Cc: [REDACTED], [REDACTED]
Subject: Statement

Good Afternoon,

I will not be writing a statement on the Judge's behalf regarding a complaint that he received from the Judicial Commission.

Thanks,

Chris Edmiston
Court Manager
Benson Justice Court #3

Chris's involvement

1. Did tell me about Ms. getting the CDs but not about Sara getting the records
2. Asked to testify about allegedly taking out my gun

igned my petition on 6/30/2018 when Layne was given 5 pallets of cinder blocks.. Statement of Organization was in printer on 08/02/2018.

Subject: RE: Complaint

From: R , T

To:

Date: Friday, September 1, 2017 8:29 AM

Thanks Chris. I will be in touch soon.

T R

Judicial Human Resources Director

Arizona Superior Court in Cochise County – Court Administration

P.O. Box 204, Bisbee, AZ 85603



From: Chris Edmiston [mailto:]
Sent: Thursday, August 31, 2017 7:27 PM
To: R T
Subject: Complaint

Here is my complaint, if there is something more that I have to do, please let me know.

Please advise me of my next steps in this regard.

Thank you,

Chris

Hostile Work Environment Complaint

There have been numerous incidents in the past; these are the most recent ones.

Two weeks ago:

There was an issue with a forcible detainer not being served and the hearing was going that morning and it happened to be the cousin of the Judge. He was upset that the court didn't tell her all of her options for service. I said when I was filing a forcible as a landlord I was never told the options as they are in the directions. He was yelling at Dr. [redacted] that she was doing it wrong. He then told Dr. [redacted] to call the Sheriff's dept. and ask them their procedure on service; and when she came back with the answer he wasn't happy. I again told him that it is in the instructions for a forcible and he stated that it is wrong and started stating statutes. He was yelling at Dr. [redacted], Al [redacted] and I about why we aren't doing it correctly and we were getting heated trying to get our point across. He said he would be calling his Mentor and asking her. The next day I went in and told him that I was sorry if he felt I was being disrespectful to him yesterday and he replied that we "attacked" him and he didn't sleep that night. He said he is sick and tired of me telling him that Judge Knoblock did it this way. I said that it was the way it has always been done. He then banged his fist on the desk and said this is Bruce E. Staggs' court from now on and he is going to start taking charge.

One week ago:

He was questioning why [redacted] the Court Manager from [redacted] was in Al [redacted]'s office with the door closed. I told him that she was helping Al [redacted] on financial documents and he said isn't she here to help us and said yes, but Al [redacted] needed help doing something on the financials. He said; don't tell Al [redacted] that I asked you.

Dr. [redacted] came to me and was upset because the Judge had just asked her to write a procedural manual for how to process the money, because you don't know if you and Chris will be here next week. I took that as a threat.

He wanted to know if I was going to sign up to take the Court Manager class. I told him no, as I will be retiring in a five or so years and I don't feel that I should have to go and then repay the \$2000. He said he appreciated my honesty and please don't tell Al [redacted] we discussed this.

August 30, 2017

After arriving at work, Judge Staggs asked me if I was going into court with him today and I said yes, I'm the criminal clerk, and he said he didn't know that, I told him that I've been doing it for two weeks, I thought he knew. I went back to my desk and about 5 min. later he came out and asked about my position in the court, what my duties were. He wanted to know what I did when Vi [redacted] Gr [redacted] and Sara Herman were with the court (they are no longer there). I explained this to him and then he asked me why I didn't tell him I was moving clerks around. I stated that I didn't realize I needed to as I had talked it over with the Al [redacted], the court manager. He said that he wants to be in the know and I apologized. He then asked me what Al [redacted] does and told him her position and said that lets talk to her and we can tell you what everyone does, he didn't want to do that. He stated that he didn't know that I didn't do civil anymore (I haven't for almost a year) and he didn't know that I was doing criminal now

and how come no one had told him. We had a meeting 3 weeks ago where it was brought up and he was at that meeting and I have been doing criminal full time since.

When A arrived I had a conversation with and told her I didn't understand why he was questioning me about my position and do I need to clarify it further. She then asked me to come in and speak to the Judge with her. As soon as we walked in she said that we needed to talk, I approached his left side of the desk and stood, she sat down. He picked up a binder and slapped it against his desk and turned toward me and said "I'm tired this". I asked him to not yell at me and he said he wasn't yelling, and I said, you are. He said he was just tired of me going to my court manager when he had already ended the discussion. I said that I didn't understand what he was getting at with all the questions about my position. I asked him if I was in trouble and he stated no, I appreciate all the hard work you do...you're the work horse here. He then went on with no one telling him about the changes and we reiterated about the meeting.

The conversation went in a different direction and A asked him why he keeps going to the clerks with issues and not to her and why he has asked the clerks not to tell her what was being said. He looked at me and asked me if he had ever told me that and I said yes, last week, but I couldn't recall what it was about. He started to slam his fist down on the desk and stopped and said I have never told you that. Whenever he doesn't remember something he puts the blame on me and says that he never said that. At this point I was extremely upset and trying not to show my emotions to him, he then asked me to leave as he wanted to talk to A alone.

I left and had a hard time composing myself, I felt verbally attacked and emotionally drained. I then went into court for arraignments and didn't discuss anything with him. After arraignments I left and went back to my desk as an AOC employee was installing a scanner. I heard the Judge say that he needed to speak with me and I told him, not right now. He was in speaking A in her office. I then had to go in for a OP and after that was thru he said I wasn't yelling at you...I said Ok and then I said I am tired of all of this, I don't like being put in the middle. He said he was sorry, but this isn't the first time his raised his voice to me.

Towards the end of the day he called me in his office and told me to shut the door and told me that the A was taking some time off, I was surprised as it hadn't been discussed. He said that Judge Conlogue called him and told him she would be gone till Tuesday, so you're in charge. I said what you mean; he said again you're in charge. I said ok, but I don't understand. As I was leaving the room he said, "Now you can change anything you want around here for the next few days".

I then approached him before I was leaving I told him I needed to ask him a question, he was in the jury room, again he said to shut the door. I asked him if A was in trouble and he stated no, she just needed some time, she has never been written up or a verbal warning. I told him that I am very close to leaving my position here as I can't take all the stress. The conversation went in a different direction and I told him that I didn't understand all the tension with her. He said because she is taking the food off of my plate and that it is disrespectful. I asked him what the difference was when my husband ran, and he said it's different you didn't work for me then. I said, what about the others that are running against you, he just said it's because she is his chief clerk. I then said that it was different when my husband was running as I was not allowed to talk about it all. She doesn't talk about it; why do you keep bring up your campaign. He said he doesn't, to which I said, that when you pulled us individually into your office to tell us about her husband running for office, you told me that you thought it was ok to talk politics in the office to which I replied it's against the code and you said you don't have a problem with the

employees talking politics. You've even asked me to sign your petition and spoke about your campaign and I have told you over and over to stop. He then got a little angry and said I have never asked you to sign my petition and have never said that about politics. I said then you must be calling me a liar. He said no, but that I had misunderstood him. I started to end the conversation and stated that I needed to leave, and he followed me into the court room and back and said I'm sure that you will have a nice relaxing week next week as I won't be here.

8/31/17

I have been nervous and apprehensive around him for a long time, but since the chief clerk's husband has entered the race for Judge of JP3, Judge Staggs and made it a mission to intimidate, belittle and try and have the clerks take sides in his endeavor to retaliate against her. I feel that my job is in jeopardy from his comment to De [redacted] and I feel that he is trying to pit me against A [redacted] by telling me not to tell her certain things that pertain to her job. I am intimidated by him and afraid to go to work now, as I am not sure of where his temper might lead as he yells at me for no legitimate reason and I'm not sure what kind of mood he is going to be in. I come home most nights in tears because of what I am going thru at work, I'm not sleeping well and have stomach issues. These are not the only incidents where he has shown his temper and I have tried to stand up for myself, but it has come to the point where I'm afraid to go to work now as I don't know what I am walking into and am nervous about being alone in the same room as him.

Christina Edmiston
Court Specialist
Benson Justice Court #3

August 2, 2018


Resp
18-143
8/8/18

Commission On Judicial Conduct
1501 West Washington St., Suite 229
Phoenix, AZ 85007

Re: Supplement Document to Case #18-143

In reviewing the answer to the Complaint that I previously sent in, I realized that I did not include contact information for the people that I referenced.

Respectfully,

Judge Bruce E. Staggs 
Benson Justice of the Peace #3

Resp
2018-143

JUL 18 2018

July 16, 2018

Commission On Judicial Conduct
1501 West Washington St., Suite 229
Phoenix, AZ 85007

Re: Case # 18-143

Dear members of the Commission,

As instructed I have reviewed the allegations and am filing my written response with regards to each allegation made by the interim Court Manager of JP-3 is that the association signed, Christina Edmiston.

The commission has instructed me to focus in particular on the following allegations and as such I will address them first.

You questioned her and other court employees about their involvement in the complaint filed against you by Sarah Herman (see CJC Case No.18-077), and pressured her and others to sign a written statement about political binders no longer being located in your office.

On page 2 of the Complaint, Ms. Edmiston describes the events surrounding when I received Complaint No. 18-077. When I came into my office on Tuesday, April 24, 2018 and opened the complaint I was extremely appalled by the false allegations from Sara Herman. There were 3 staff members present in the office at the time, Christina Edmiston D N and D F. I immediately called Chris into my office. I showed Ms. Edmiston Exhibits 5A & 5B from the Complaint, which were pictures of the voter binders that I was accused of accessing prior to preparing for cases and Exhibit #8, a picture of a clipboard with a petition on it. I had Ms. Edmiston view my bookcase and asked her if she saw the binders or clipboard. I then proceeded to open each and every single drawer and cabinet in my office and as I opened each one I asked Ms. Edmiston if she saw any of the exhibits. While I did not open and close the drawers slowly I certainly did not jerk them open nor did I slam them shut. Ms. Edmiston then stated I was scaring her. I apologized if I was and informed her I had just received a complaint alleging that I was using these binders to pre-determine my judgments in court and I was conducting political activity in the court. I informed Ms. Edmiston the reason for my actions was for her to be able to document that the exhibits were not present in my office when I received the Complaint. I also stated that I would appreciate it if she could write a statement that the exhibits weren't present when I received the Complaint.

I then called in Ms. F and repeated the same. I then called in Ms. N and repeated the same.

Following this I realized that I hadn't opened my restroom or closet and called each of them back in to verify that I didn't have any of these exhibits present there either.

The next morning Ms. N was the 1st employee that I saw (she is the front office receptionist) and asked her if she had considered my request to sign a statement. She stated that she would but stated she didn't know

what to say. I told her just a simple statement that no political materials were present. On Monday, April 30, 2018 I inquired of Ms. N[redacted] if she had changed her mind about writing a statement. She said she hadn't but really didn't know what to write and requested assistance. I assisted her with a short simple statement stating the facts. Ms. N[redacted] signed it on April 30, 2018. I never thought to give her a copy of it nor has she ever asked for one. I am attaching this as **Exhibit # D-1** as proof.

My motivation for calling employees into my office was solely to document that I didn't have any political materials present due to the serious allegations contained in Complaint No. 18-077.

I did not "pressure" any of the employees to sign a statement. I asked Ms. Edmiston, Ms. F[redacted] and Ms. N[redacted] one time, and one time only, to sign a statement, immediately following having them confirm that there were no political items my office. I followed up once with Ms. N[redacted] one week later. I couldn't possibly have "pressured" Ms. Edmiston due to the fact that she was off from Wednesday, April 25, 2018 through Tuesday, May 1, 2018 for her daughter's wedding. She returned on Wednesday, May 2, 2018. This is confirmed by Ms. Edmiston's own statement on page 2, paragraph 2, 6th sentence, "*I have been off for the past week since that happened....*". This is also proved by Ms. Edmiston's time sheet. I am attaching this as **Exhibit # D-2** as proof.

I have never questioned my staff about any of their involvement in the Complaint No. 18-077 due to the fact, as stated clearly in my response to Ms. Herman's complaint, I truly believe that the facts support that the person behind the complaint is A[redacted] N[redacted], not Ms. Herman and not the staff.

That you discussed Ms. Herman's complaint during Edmiston's employee evaluation, and retaliated against her on your belief that she was behind the complaint. You are directed to review Rule 2.16 (B) of the Code and discuss whether or not you have complied with this rule in your response.

On 05/11/2018 an annual evaluation was attempted to be held with Ms. Edmiston, as required by Cochise County. Prior to the evaluation with Ms. Edmiston the evaluation was gone over in detail with N[redacted] F[redacted], the Court Division Director. Suggestions were given which were then incorporated into the evaluation. When it was time for the evaluation I went to Ms. Edmiston's office and requested her to come into my office for the evaluation. She declined stating that she wanted to do it in her office. I again instructed Ms. Edmiston to come into my office. She again declined stating that she preferred to have the evaluation in her office. A 3rd time I instructed Ms. Edmiston to come to my office to which she replied that she wanted it to be done in her office as she had a window and felt safer doing it in her office. I replied, "*Ah Chris, I can't believe this*" and left her office. I contacted T[redacted] R[redacted] in HR immediately. When I couldn't contact Ms. R[redacted], I left a message informing her of the situation and stated that I felt that I was now in an unsafe working environment (I have found out later that Ms. Edmiston was on the phone with Ms. R[redacted]). I contacted Ms. F[redacted] and informed her of the situation. I informed her that due to now feeling that I was in an unsafe working environment that I wanted to request that Court Administration be present on Monday morning, so the evaluation could be performed. I felt that Ms. Edmiston was being insubordinate and asked if I could send her home the remaining two hours in the day. Following a long wait on hold I was instructed to tell Ms. Edmiston to clock out and go home. This instruction was given in front of other staff members, so they could witness it. Later Ms. R[redacted] contacted me, and we had a long discussion regarding the situation. Ms. R[redacted] stated that she and Ms. F[redacted] would come to Benson Justice Court the following Monday to perform the evaluation. On Monday Ms. R[redacted] presented

without Ms. F . Prior to the evaluation the contents of the evaluation were gone over in detail with Ms. R , who agreed with the documentation. I questioned Ms. R if the sheet with specific details of the integrity of Ms. Edmiston needed to be attached to the evaluation. She instructed me not to supply them, that going over orally would suffice.

The evaluation was given to Ms. Edmiston and I explained in detail as to the grades that were given her. For "Core Values" Ms. Edmiston was informed that she needed improvement in the "Honest" and "Collaborative" categories. Ms. Edmiston asked for a copy of the specifics and I informed her that they were not being supplied. The specifics gone over in detail are attached as **Exhibit # D-3** as proof.

Ms. Herman's complaint was not discussed but it was referenced when going over the "Honest" category. I reviewed the long-standing office policy with Ms. Edmiston, that was in place prior to me becoming the Judge, that whenever someone requested records that the Judge be informed so the file could be researched to see if there were problems with the case. When Ms. (requested CD's in Ms. Herman's complaint Ms. Edmiston followed policy and informed me, yet when Ms. Herman, a former employee and close friend of Ms. Edmiston requested paper records, Ms. Edmiston failed to inform me. I related that it would be inconceivable that the average person wouldn't believe it was of a more serious nature especially when the CD's of the case were requested just days earlier. When asked why this important event was not reported, Ms. Edmiston stated that I knew that the CD's were requested earlier. I related that it was even more inconceivable that if a close personal friend of Ms. Edmiston and former employee officially requested records on a case, that questions weren't asked as to why, and it wasn't reported as required by office policy. I then pulled out the complaint packet and waved it and said that it was more serious as proved by the fact that Ms. Herman did indeed make a complaint.

For "Ethics" it was explained to Ms. Edmiston that there was no way that she could possibly exceed standards as you either conform to the Judicial Code of Conduct, or you don't. Discussion of the form was held with both Ms. R and Ms. F and both agree with my opinion and concede that that the new form needs to be improved and it is in its trial stages.

For "Positional Responsibilities" it was explained to Ms. Edmiston that she was a brand new interim court manager and didn't even know the position, thus she couldn't possibly know the job to exceed standards. The positive comments reflect that this wasn't being held against her.

The Commission has instructed me to comment on:

RULE 2.16. Cooperation with Disciplinary Authorities

(B) A judge shall not retaliate, directly or indirectly, against a person known or suspected to have assisted or cooperated with an investigation of a judge or a lawyer.

I want the Commission to know that I did not retaliate against Ms. Edmiston with the evaluation that I made. I know it was an honest and candid evaluation backed up by documentation as to Ms. Edmiston's areas that needed improvement. I discussed it with both Ms. R and Ms. F prior to giving it and they both agreed with it.

Note: It is concerning to me that Ms. Edmiston has submitted Employee Assessments, Exhibit #11, for I [redacted] with only my signature on it. Ms. Edmiston did all the evaluations on 05/08/2018 and had the employees sign them and she signed them. I went over these evaluations with Ms. R [redacted] on 05/14/2018 and didn't want to sign off on them because I don't believe an employee can exceed the standards for "Ethics", as described above. Ms. R [redacted] stated that since the employees had the review and signed them that they shouldn't be changed and instructed me to just sign them, so I did.

That you questioned Ms. Edmiston and other court employees about your current opponent during hours and that you threw a binder across the desk at Ms. Edmiston.

At the bottom of page 2 and going into page 3 Ms. Edmiston alleges the above. As previously stated on page 18, #13, in my answer to Complaint No. 18-077, I became aware that Mr. Layne Nelson (husband of my previous Court Manager A [redacted] N [redacted]) was running against me when I found a Statement of Organization in the printer on August 2, 2017. Mrs. N [redacted] insisted on coming to my home that evening to discuss Mr. Nelson's reasoning for running against me. After discussing this with my wife, even though we didn't want to do so, we allowed Mr. and Mrs. Nelson into our home. They informed us that Mr. Nelson had no hope of winning and just wanted to put his name out for when I retired. They reminded me that previously when I was running that I made the statement I would only run for 2 terms. They also informed us they knew that a Deputy Jacob Kartchner would also be running and stated that Mr. Nelson would be doing me the favor by running, because they would split the vote in the Primary. While we didn't agree with Mr. Nelson's wanting to run against me, it was decided after much conversation, that Ms. Nelson and I could act professionally in the office, until the primary election was over.

The next day I had discussion about informing the staff. Ms. Nelson agreed that the staff had to be notified however she didn't want to accept responsibility of informing them, so it fell upon me. I called each of my staff into my office individually and informed them that Mr. Nelson was be going to be running against me. They are all greatly surprised and asked why. I informed them that I didn't agree with Mr. Nelson running against me and felt betrayed. I informed each of the staff that it could turn into a very stressful situation however Ms. Nelson and I going to do our best to act professionally. I informed them that we were not to talk about politics. I later found out that Ms. N [redacted] was very upset that, instead of informing the staff as a group, that I notified each of them individually.

On 8/22/2017 Ms. N [redacted] and I attended a Justice of the Peace quarterly meeting in Bisbee, Arizona. Ms. N [redacted] and Judge Ward got into a disagreement where Ms. N [redacted] was challenged on the amount of funds it would cost to purchase scanners. During the trip home Ms. N [redacted] made it very evident that she felt I didn't support her in front of Judge Ward. I informed her that I would support her when she was in the right however I knew that Judge Ward had recently researched the cost of scanners, had shared that information with me, and that her estimates as to the cost of scanners was inaccurate as they cost a lot more.

Ms. N [redacted] was silent the rest of the way back to the Court. Due to her attitude the next day I called her into my office to discuss our working relationship. Ms. N [redacted] revealed that she didn't trust me anymore and felt that I was going to "stab her in the back". My response was that if I was going to "stab her in the back" I would already have reported her for utilizing court resources to print out the Statement of Organization and/or had

made a complaint. Due to Ms. N[REDACTED]'s feelings I recognized that professionalism had been lost in our relationship, and that stress in the office would only continue to mount, until the primary election August 2018. On 08/23/2017 I requested a meeting with Judge Conlogue, Presiding Superior Court Judge of Cochise County. I am attaching **Exhibit # D-4** as proof.

On 8/24/2017 I met with Judge Conlogue and I informed him of the entire situation and asked for his advice. He stated he would take this under consideration. On 8/5/2017 Judge Conlogue emailed me and stated that that he had already come up with an idea but needed to do research on it and would get back to me. He advised me to take no further action. I am attaching **Exhibit # D-5** as proof.

During the month of August 2017, without my authority, Ms. N[REDACTED] began delegating many of her duties to other staff members, mostly to Ms. Edmiston, to limit the interaction between Ms. N[REDACTED] and myself. This is also alluded to by Ms. Edmiston in her Exhibit #14. When I questioned staff members regarding this delegation of duties, this also upset Ms. N[REDACTED]. On 08/30/2017 Ms. N[REDACTED] stormed into my chambers, accompanied by Ms. Edmiston, and began angrily questioning me as to going behind her back, questioning the staff as to their duties, and thus undermining her authority. I responded to this direct attack and insubordination by slapping the file I had in my hand on my desk and immediately dismissing Ms. Edmiston. Ms. N[REDACTED] and I then had a heated conversation regarding her making policy and job description changes, without authorization, and about her insubordination. Ms. N[REDACTED] made it very clear that she didn't care for me questioning the staff as to their new duties without informing her. Following that heated discussion Ms. N[REDACTED] said she was going to report this to HR and left work. I sent an email to Judge Conlogue advising the altercation and requested an opportunity to discuss it with him. I am attaching **Exhibit # D-6** as proof.

Side note: On page 2, continuing on to page 3 Ms. Edmondson alleges that I threw a binder across my desk and stated, *"He immediately banged the file on his desk, began to raise his voice at me and yelled saying, When I tell you not tell Al[REDACTED] about our conversations that is exactly what I mean! He threw a binder across the desk while yelling this at me.* On page 4, #3 the allegation changes from throwing the binder across the desk to throwing it at her when Ms. Edmiston stated; *"I didn't agree and told them that he was clearly upset with me as he threw a binder at me yelling and extremely angry".* In Exhibit 14 that Ms. Edmiston submitted in the Complaint titled, "Hostile Work Environment Complaint", on page 2, paragraph 2, the allegation changes to not include a binder being thrown when Ms. Edmiston stated: *"He picked up a binder and slapped it against his desk and turned toward me and said I'm tired of this".* Finally on page 11, #35, Ms. Edmondson alleges that the one incident of throwing a binder across my desk has now become frequent and stated *"Judge Staggs frequently throws things across his desk when frustrated with court staff".*

I categorically deny the allegation that I threw a binder across my desk, much less threw a binder at Ms. Edmiston.

On Tuesday, September 5, 2017, I left for the annual Justice of the Peace Conference. On September 8, 2017, the last day of the conference, Judge Conlogue contacted me by telephone advising me that Ms. N[REDACTED] had been removed from the Benson Justice Court and was reassigned to the Sierra Vista Justice Court. I am attaching **Exhibit # D-7** as proof.

Ms. Edmiston alleges on page 3, paragraph 1, *"When she came out she left soon after and he called me into his office and said A[redacted] is taking some time off and now you can change anything you want to around here ...at least for the next few days"*. In Exhibit 14 that Ms. Edmiston submitted in the Complaint titled, "Hostile Work Environment Complaint", on page 2, paragraph 5, Ms. Edmiston stated: *"Towards the end of the day called me in his office and told me to shut the door and told me that A[redacted] was taking some time off, I was surprised as it hadn't been discussed. He said that Judge Conlogue called him and told him she would be gone until Tuesday, so you're in charge.... As I was leaving the room he said, 'Now you can change anything you want around here for the next few days'"*.

These are totally false unsupported allegations. I couldn't possibly have made these statements as I was in Prescott at the annual Justice of the Peace Conference. I didn't know Ms. N[redacted] was going to be taking time off, much less be reassigned. This is proved by the exhibits above.

Since receiving this Complaint I have contacted HR regarding the time that Ms. N[redacted] took off. HR informs me that at that time Ms. N[redacted] had over 100 Comp Time hours, which is well over the amount authorized. Ms. N[redacted] was instructed by Judge Conlogue, through HR, to take time off to reduce the Comp Time. Ms. N[redacted] was only in the court intermittently from 8/31/2017 through 9/10/2017.

I wanted to advise the Commission members of the above events to disprove Ms. Edmiston's multiple false allegations.

1. I was not conducting political activity by informing the staff that Mr. Nelson was running against me.
2. I was not attempting to "divide and conquer".
3. I did not inform Ms. Edmiston that she could change anything she wanted to.
4. Ms. N[redacted] took more than five days off for excessive Comp Time that she accrued, not because I asked for her to take time off.
5. I was not "adamant" that Ms. N[redacted] be removed. I went to Judge Conlogue advising him of the situation and asked his advice.
6. I never once asked to have Ms. N[redacted] removed from Benson Justice Court although I was very relieved when it was done.
7. I could not possibly have advised Ms. Edmiston that Ms. N[redacted] was taking time off or had been removed, as I was at the annual Justice of the Peace Conference when it occurred.

That you engaged improper political activity, including asking court employees to sign your nomination petitions during court hours, had Ms. Edmiston perform background checks on potential voters, and solicited political support from litigants (i.e., asking if they would display a yard sign) while you are on the bench.

On page 3, 2nd paragraph Ms. Edmiston makes the allegation I have solicited petition signatures at the court. I deny this allegation. I have **never** asked a clerk under my supervision to sign one of my petitions. The minimum signatures I needed to get on the ballot was 60 and the maximum was 596. I turned in the maximum in 2018 just as I did in 2010 and 2014. R. A [redacted] a member of the security team did sign my petition. I am not sure where it was signed but I know it was not at the court. A sergeant that works at the Willcox jail signed a petition at the Garlic Festival in Dragoon. To stay separate from law enforcement I have not asked one police

officer, deputy, nor DPS trooper to sign my petition. As the Commission members are aware petitions are public record and can be checked. I can assure you that none of my clerks or law enforcement personnel signatures will appear. I do not have any political yard signs up at any law enforcement personnel residences. Even when asked by a clerk here at JP-3, to sign my petition, I declined to allow her to do so. I submitted a signed statement, Exhibit #D-B in the Herman Complaint #18-077, from that employee as proof.

On page 3, 3rd paragraph and on page 7, #2 the allegation is made that I assist people with voter registration forms and authorized a free records search. I want the Commission to know that that voter registration forms were present in the court when I took office. Before I took office, these voter registration forms were handed out to the public when they were requested. Previously when a person inquired about registering to vote I have informed them that voter registration forms were available at the court, as a public service.

We are a small town and as such I have interactions with many constituents. When they are concerned about their record and approach me outside the court I inform them they can search records on Public Access or come into the court to inquire about any warrants or previous convictions. I do recall that during a staff meeting a person came into the court requesting to be informed if he had a felony conviction. I don't even recall who this person was. I became aware of this requested search because the entire staff was in a staff meeting and a clerk had to be excused to go to the front window to serve the person. The staff member came back and informed me what the person was there for. I gave the approval to do the search, at that time, so the person didn't have to come back. That is all. I never gave instruction that the person did not have to fill out a records research form nor did I give instruction to do a free search. At that time I wasn't even aware of the policy regarding a records search, as I was never involved in them and had never given authorization to have them performed, as the clerks automatically handle the matter. All I knew at the time about records searches is that the Court Manager and I were to be informed whenever a search was requested.

When the check revealed that he didn't have a felony he requested a voter registration form. Ms. Edmiston has alleged that I helped the man fill it out the form. This I deny, and I believe that this is supported by Ms. Edmiston's own words as she stated *"He then told me the man would return it to the window when he was done ..."*. If I helped him fill the voter registration form, it would have been completed. Why would he then later have to return it to the window?

I was not aware that any complaint was made to HR regarding this incident. In early August 2017 HR did send out information regarding political activity in the court. I questioned T1 R in HR regarding voter registration forms being present in the court. On August 10, 2017 the Presiding Superior Court Judge of Cochise County, Judge Conlogue, sent me an email where he stated he was going to request an Ethics Advisory Opinion. Within the hour I returned an email to him inquiring about voter registration forms being present the office. Judge Conlogue immediately replied and, due to his succinct answer, I informed Judge Conlogue that I was immediately removing all voter registration forms from out of the office. All voter registration forms were immediately removed from the court and, to this date, no voter registration forms are present. Ms. Edmiston claims I went *"... straight to the top to ask Judge Conlogue's opinion"*. This is a false allegation. The email that Judge Conlogue sent to me, dated August 10, 2017 at 1:36 PM, clearly indicates that Ms. Romero forwarded my concerns to Judge Conlogue. I am attaching **Exhibit # D-8** as proof.

Side Note: Upon receiving this complaint, I have taken time to contact the other Limited Jurisdiction courts in Cochise County. The other courts have a policy that should a person make a simple inquiry, for themselves, for the above information they are not required to fill out a Records Request Form or pay a fee. The information is supplied as a public courtesy. If any copies or transcripts made, then a Records Request Form has to be filled out and a \$28.00 fee is charged.

On page 4, 2nd paragraph Ms. Edmiston states: *"He has from the beginning of his term talked to people from the bench about if they did or did not allow him to put up signs in their yards. On 2/26/16 he commented to Ms. that he came in a couple times the gate was locked and you wouldn't let me in".*

I deny this false unsupported allegation.

I have taken the time to listen to the hearing on February 26, 2016 regarding case [redacted]. Nothing whatsoever is stated on record regarding yard signs or the gate being locked. Upon listening to the CD another hearing the week before was cited. I listened to the hearing of February 19, 2016 also, and once again, nothing whatsoever is stated on record regarding yard signs or the gate being locked. I then researched my walking list for 2014 and noted that Ms. [redacted] instructed me not to call her again. Upon looking the address up on Google Maps I recognized the property. I was given Ms. [redacted]'s name and phone number by a [redacted] who lives in Dragoon, Arizona. Ms. [redacted] informed me that Ms. [redacted] was a good person and knew a lot of people because she was a mail carrier. I went to the residence and not finding Ms. [redacted] I left a business card and emery board. I then called her and informed her that Ms. [redacted] said "hi". I asked if I could meet with her and she gave me a date to return. I subsequently returned on 4 separate occasions and each time, not finding Ms. [redacted] I called her and made another appointment. On the last occasion she instructed me that she was tired of me calling and not to call back. I apologized that I bothered her by making multiple calls and promised not to call back. Ms. [redacted]'s gate was never locked and I never placed a yard sign on her property. I am attaching **Exhibit # D9** and **Exhibit # D-10** which are CDs of the hearings on both February 19, 2016 and February 26, 2016 for your review. I am attaching **Exhibit # D-11**, a copy of my walking list with a note, "Don't call", as proof of my interaction with Ms. [redacted].

That you have engaged in acts of sexual harassment and have created a hostile work environment. This includes the alleged comments made to A [redacted] N[redacted] about her being on her knees before you, your alleged demonstration of how your wife looks when she is on her knees, allegedly referring to your clerks as "woman," allegedly embarrassing Ms. Edmiston about her weight loss, calling employees and/or their family members by a pet name (i.e., "Crip", "Party Girl", etc.), allegedly touching Ms. Edmondson and D [redacted] S [redacted], allegedly making inappropriate comments to Ms. S [redacted] about her birth control and her subsequent pregnancy, and being angry with court staff on multiple occasions.

On page 4, #1 and again on page 10, #23 Ms. Edmiston describes an incident of 02/19/2015 where alleged it is alleged that when Court Manager A [redacted] N[redacted] was on her knees checking computer cables that I made sexual comments. I deny that I made any statements of this nature. I recall this incident occurring, but the statement did not come from me. V [redacted] G [redacted]'s desk was right outside my door and she came into my office while Ms. N[redacted] was on her knees and she made the comments. Ms. G [redacted] is a very opinionated and

outspoken person and, on multiple occasions, used rough language in the Court. I truly don't know how to defend this. I can only ask the Commission members to:

1. Question why Ms. N herself, has never made a complaint about this incident.
2. Question the fact that with the holidays and being gone to New Judge Orientation for 2 weeks in January, I was at the court only approximately 35 working days, when this event occurred. I would suggest that for someone to make a remark such as this they would have to have a longstanding relationship and be pretty comfortable in their working relationship.
3. Take into account that Ms. G and I never got along whatsoever at the court. She even posted on Mr. Nelson's campaign site that I was "Looney Tunes". I am attaching **Exhibit # D-12** as proof.
4. Take into account the 5/10/2018 letter that Ms. I wrote regarding my conduct, leadership and professionalism. This even addresses the underlying current of negativism that was being promoted against me by staff in leadership positions. I am attaching **Exhibit # D-13** as proof.
5. Take into account the letter from Ms. regarding my conduct. I am attaching **Exhibit # D-14** as proof.
6. Take into account the 5/5/2018 letter from I regarding my character. I am attaching **Exhibit # D-15** as proof.
7. Again, I ask, as I requested in Complaint #18-077, the Commission to interview the 5 male individuals that I come into contact on a regular basis in the court. They are as follows:
 - a. R A who was my security guard until mid-December 2017. I interacted with him every single work day.
 - b. Cl H, who is my current security guard. I interact with him every single day.
 - c. J B, who is a Probation Officer upstairs, who comes down for coffee almost every single day.
 - d. El S, who is a Probation Officer upstairs, who comes down for coffee almost every single day.
 - e. Judge Trevor Ward, JP-4. I interact with Judge Ward every 2-3 days and many times we have long discussions.

I've gone to each of these individuals and have asked them if they have ever heard me swear, tell a dirty joke, make a sexual comment, or say anything racial in nature. They all answered "no". On one occasion I even called one of the Probation Officers into my chambers asking him to watch his language because he embarrassed Ms. Edmiston. I invite you to contact each and every one of the individuals above. It is my sincere feeling that if a man does not interact with other men in this manner, that same man would not act that way in front of ladies.

On page 9, #14, Ms. Edmiston states: "*Judge Staggs refers to female court staff as Babe or 'women'. He tells us to 'Get to work woman! Let's go woman! Let's get a woman's point of view. Come on woman! He once said to me sometime in 2015 'Woman! I broke the zipper on my robe, you need to fix it for me!'*".

I affirm this allegation in part and deny it in part. I have commonly referred to my wife as "woman" in our personal life and she also refers to me with pet names, but they are never used in any derogatory manner. When I first started I, on more than occasion, used this expression, as it was a habit however it was never used in a condescending manner much less in an ordering manner. As Ms. G stated in Exhibit 2, she advised

me in February-March of 2015 that she didn't want to be addressed as "woman". It was said in a very forceful manner. I had a discussion with Ms. N and then I apologized to Ms. G, with Ms. N present, and it never happened again. I also spoke to all the staff and apologized to them if I had offended anyone. No one advised me that I had. I will admit that I slipped several times due to long standing habits are hard to break, but when it did occur, I immediately apologized and we all laughed because of the uncomfortable position that I put myself in from habit and due to the fact, the staff knew I was doing my best. I cannot remember when the last time it occurred. It certainly hasn't happened in 2017 or 2018. Ms. Edmiston alleges: *"We have asked him several times to not refer to us in that way, but he still occasionally laughs and says 'Sorry...Just kidding'"*. This is a false statement. They have not asked me several times. I was informed one time, and one time only, and since have taken action on it to the best of my ability.

The teeth on the zipper on my robe has disengaged on several occasions. The zipper teeth separate for about an inch or two, approximately 2/3's the length towards the bottom. When this occurs, I can't unzip it to take it off because the zipper stops where the teeth have come open. I have asked staff to hold on to the end of the zipper and with them holding tension, with several quick motions I am able to get the teeth to re-engage, and then I am able to completely unzip the zipper and take off the robe. I have never ordered any staff to assist nor have I referred to them as "woman" when seeking their assistance.

I have never referred to any staff members as "Babe" and deny this false unsupported allegation.

Page 9, #17, Ms. Edmiston makes allegations that I have made negative comments about her weight loss. I have never made any negative comments about her weight loss. Ms. Edmiston has commented on her weight loss on multiple occasions. This is how I know the amount weight she has lost. I have never informed her that her *"pants were too big"* just to make a statement. In fact, just this last week discussion was started by her regarding her taking in her court purchased uniform tops because they are now too big. I told her we would order more when we order uniform tops for our new employee, R. Ms. Edmiston is conducting research through Administration if the court can pay the cost of embroidering her name, as we recently heard from another employee in another department, that County policy won't allow any payment for embroidering. On 07/13/2018 Ms. Edmiston informed me that her mother was successful in taking in her uniform tops.

On page 11, #32 Ms. Edmiston states: *"Judge Staggs keeps announcing in open court about how good I look and told the people in the courtroom that I had lost 50 pounds"*

I affirm this allegation in part and deny it in part.

Following holding a trial, after the defendant had left, the Prosecutor, , her assistant, , a Trooper, Ms. Edmiston and I were chatting, having idle discussion. Ms. Edmiston knows these people very well as they've been associated with the court before Ms. Edmiston was hired on 03/26/2007. Ms. Edmiston brought up the subject of two daughter's weddings, for which she was determined to lose a lot of weight, and the weight loss was mentioned. I complimented Ms. Edmiston and stated, *"I'm so proud of Chris. She has stuck to her diet and has lost 50 lbs."* When we left the courtroom, Ms. Edmiston informed me that I embarrassed her by making the comment. I was totally surprised at this as we were having the weight discussion and she knows the people so well. I apologized if I embarrassed her. I have never made any

comments on my own about her weight loss since. Not in, or out of, the courtroom. It is a totally false allegation that I "keep" announcing it. Ms. Edmiston's allegation that it was done in "open court" is very misleading as the average person would think it was in the middle of a trial.

On page 9, #19 Ms. Edmiston states: *"Judge Staggs nicknamed my daughter who had broken her ankle and was in a wheelchair 'crip'."*

I affirm this allegation in part and deny it in part.

I did make that comment when she first rolled into the court after her accident. All the staff were joking with her and kidding with her about her accident, however I did not hang a nickname on her nor continue to call her "crip" after that. I was never informed that offense was taken and reading the Complaint is the 1st notice that I've received.

On page 9, #19 Ms. Edmiston states: *"... he also had nicknames for the courts clerks - Party girl 1 and Party girl 2"*.

I deny this unsupported allegation.

Ms. Dr. S had a Halloween party and the staff that attended was commenting on how wild it was. I made the comment that I didn't know that Ms. Scott was such a "party animal". I did not hang a nickname on her nor did I ever call her that when I was addressing her.

On page 9, #20, Ms. Edmiston alleges that I touched her in January 2015 and stated *"Judge Staggs came to my desk after one of his first forceful detainers which took over 2 hours. I said I had a headache and suddenly Judge Staggs came up from behind me and placed his hands on my temples and started rubbing and massaging and said 'This will make you feel better'. I said 'Oh, Oh no! Thanks, but No.'"*

I categorically deny this false unsupported allegation.

As the Civil Clerk, where Ms. Edmiston's sat at her work station, was within 14' of the Criminal Clerk, Ms. Vi G, with a clear line of sight and no obstructions. There is a clear window between where Ms. Edmiston sat and the Court Managers office.

Ms. Edmiston has shown bias and prejudice to me and has resented me being the Judge ever since I have taken office. I previously documented this in the Sara Herman Complaint No. 18-077.

1. Page 18, #12, Ms. Edmiston was extremely upset when I started moving into chambers within 2 hours of Judge Knoblock leaving. I was later informed by Ms. N that Ms. Edmiston immediately started looking for other employment.
2. Page 19, 4th paragraph, Ms. Edmiston has disparaged me for policies I have instituted and changes that I have made.

3. On page 17, under response to allegation #5 Ms. Herman stated: *"His conduct has been in question even before he first took office"*. How could Ms. Herman know about any conduct prior to me taking office except by gossip from the staff that were present prior to me taking office?

It is my belief that the average person would consider it inconceivable that, with this bias and hostility exhibited by Ms. Edmiston, since the start of the working relationship and also the shortness of that working relationship (1 month), that I would place my hands on Ms. Edmiston and massage her temples.

Again, I categorically deny this false unsupported allegation and that it ever happened.

On page 11, #31 Ms. Edmiston alleges I had inappropriate contact with Ms. D S in June of 2017 and stated, *"D S came to me saying she did not want to come into court early in the morning to do prisoner paperwork anymore. D S had a shoulder problem and Judge Staggs had insisted that he could help her with it from a Chiropractor standpoint. She was hesitant, but he insisted she come into the Chief Clerk office where the video monitors were, so he could make sure no one would catch them. She told me she felt awkward but did not know how to decline. When he saw R A come into the building he hurried her out of the office. I told her she needed to tell the Chief Clerk, but she did not want to because she did not want to start trouble"*. Ms. Edmiston also submitted Exhibit #4 where Ms. S alleges this incident.

I affirm this allegation in part and also categorically deny it in part.

In June of 2017 Ms. S was having major shoulder and neck problems. She had gone to multiple medical physicians with no relief. One day I asked her if she ever tried Chiropractic, as I am a retired Chiropractor. At that point she was open to anything and I referred her to my brother, . I set up a free consultation for her to see my brother, in order to determine if Chiropractic care could assist her, with her pain. Ms. S went to him, was examined, underwent care and had some definite progress. One day Ms. S came in and stated she had done too much, that it had flared up her condition. She stated she felt like she needed to receive care again. She was in greatest pain that I had seen her in to date, and since I knew she was safe to adjust, I offered to do so. I still have an active Chiropractic license in the State of Arizona. Ms. S immediately accepted the offer and I performed an adjustment. She experienced an immediate decrease in pain. The Chiropractic adjustment was performed in my office and not in the Chief Clerks office as I will explain.

The Criminal Clerk is assigned to come in at 7:00 am to prepare paperwork for prisoners as JP-3 is assigned, by Administrative Order, to see prisoners at 7:30 PM in the morning. I am attaching, **Exhibit # D-16** as proof.

"Ms. S stated in Exhibit #4, page 1, 5th paragraph the following 2 statements that she alleges happened in June of 2017: *"This incident happened in the morning before the other employees arrived as I had come in just a few minutes early"* and she also said *"He then saw that the security officer had arrived and said, 'Well we better get out of here, so no one thinks anything'"*.

The allegation that Ms. Edmiston and Ms. S have made above are totally false statements. They have both forgotten when Ms. Edmiston quit being the Criminal Clerk and Ms. S then became the Criminal Clerk.

Ms. Sara Herman, Complaint #18-077, was the Criminal Clerk and resigned effective 6/02/2017. Ms. Edmiston then began covering the Criminal Clerk duties. I am attaching time sheets for Ms. Edmiston for the entire month of June 2017. Please note the dates, the start hours of 7:00 am and also note the comment signed by Ms. N indicating the Ms. Edmiston is taking over the duties of the Criminal Clerk. I am attaching, **Exhibit # D-17** and **Exhibit # D-18** as proof.

I am also attaching time sheets for Ms. S for the entire month of June 2017. Please note the dates and the start hours of 8:00 am. I am attaching, **Exhibit # D-19** and **Exhibit # D-20** as proof.

Ms. S was hired originally on 04/04/2016 and resigned the first time effective 11/05/2017. She resigned due to not being able to get along with the newly assigned interim Court Manager, , who wouldn't put up with her poor attitude. When she resigned, Ms. S was the Civil Clerk.

I am attaching time sheets for the entire month of October for both Ms. Edmiston and Ms. S that show that Ms. Edmiston was still coming in at 7:00 am as the Criminal Clerk and Ms. S is still coming in at 8:00 as the Civil Clerk. I am attaching, **Exhibit # D-21**, **Exhibit # D-22**, **Exhibit # D-23** and **Exhibit # D-24** as proof.

When Ms. made the decision to return to JP-5, Ms. Edmiston was appointed as the interim Court Manager and a joint decision was made to re-hire Ms. S. Ms. S started employment again on 12/18/2017 and was immediately assigned to be the Criminal Clerk due to her previous training and due to the fact that Ms. Edmiston was assuming the duties of Court Manager. I am attaching time sheets for December and January for both Ms. Edmiston and Ms. S that show that both Ms. Edmiston and Ms. S are now coming in at 7:00 AM. I am attaching, **Exhibit # D-25**, **Exhibit # D-26**, **Exhibit # D-27** and **Exhibit # D-28** as proof.

I have submitted the above information to prove that both Ms. Edmiston's and Ms. S allegations are totally false and are fabricated. Ms. S was never alone in the Court with me in June of 2017. I did not force a Chiropractic adjustment on Ms. S. The adjustment couldn't have occurred in the Court Managers office as Ms. Edmiston was present in the Court. Ms. S could not have asked not "to come into court early in the morning to do prisoner paperwork anymore", because she hadn't even begun those duties yet. When Ms. S does assume the duties of the Criminal Clerk when she is re-hired, she is still not ever alone with me, as Ms. Edmiston made the decision that she wanted to continue to come in at 7:00 am and leave at 4:00 pm. The time cards prove all this.

I wish to bring to the Commission members attention that following receiving the Sara Herman Complaint No. 18-077 I inquired of HR if an exit interview had been performed with Ms. Herman. I was informed unless an employee makes known there are problems or concerns, an exit interview is not performed. Ms. Herman did not make known any issues and an exit interview wasn't performed. When Ms. S submitted her resignation, I contacted HR and informed them that I wanted an exit interview performed. I am attaching, **Exhibit # D-29** as proof.

An exit interview was performed with Ms. S on June 4, 2018. I have inquired of HR to get a copy of it, but per order of the Cochise County Superior Court Administrator, they will not release it to me as it is part of the employees HR record. I was verbally informed by HR that Ms. S mentioned 3 concerns with regard to:

zippers on her pant legs, birth control patch and decline in moral at the office since Ms. N was removed. Nothing whatsoever was mentioned regarding being forced to receive a Chiropractic adjustment or making disparaging remarks about Ms. S being pregnant. In Ms. S resignation the reason stated for her leaving employment was *"I have a high-risk pregnancy which has come with several complications"*. I am attaching, **Exhibit # D-30** as proof.

As stated, the time cards prove that this allegation could never occurred, but if it had and Ms. Edmiston had been made aware of a serious allegation of this nature, it would have been her responsibility, as a leader, to have immediately gone to the Court Manager, A N. It is inconceivable to me that Ms. Edmiston would not have told Ms. N because they are so close, and she was constantly informing Ms. N of each and every little thing that ever happened in the office.

In Exhibit #4, paragraph 3, Ms. S stated: *"On several occasions he has commented on a pair of pants that I wear that have zippers from the calf down the ankle, it does not show my skin as there is material behind the zipper. He would tell me 'Your unzipped, your unzipped' and finally I had enough and said 'Yep', to which he replied, 'I wonder if I would get the same reaction if I was unzipped'"*.

I do affirm this allegation.

I have a dress code in the court. It is my belief that we all need to be professionally dressed. I set the example and I always wear a white shirt and tie. I got tired of the staff wearing low-cut blouses and ordered in 5 uniform tops for each clerk. They wear a different color on each day. I do not believe in casual Fridays for the staff to be sloppily dressed. The previous Judge allowed casual Fridays. I have a policy that allows the Clerks to wear jeans on Friday however the jeans cannot be faded nor have holes in them. On Fridays, Ms. S would intermittently wear the jeans with the zippers as she described. When Ms. S did wear them they were always unzipped, and I would comment about them being unzipped, because I felt they looked unprofessional and sloppy. Finally, after more times than I can remember indirectly advising Ms. S to zip them up, I did make the comment, something to the effect, "I wonder what people would think if I walked around unzipped". This was not meant as a sexual comment, just the fact of being unzipped is inappropriate for clothing attire. In retrospect I should have informed her that if she wasn't willing to dress to code, that she would be sent home to change, as the Court Manager was made other employees do.

In Exhibit #4, paragraph 4, Ms. S stated: *"In 2016 I went to the Doctor to get a birth control implant, and he asked me why I needed birth control unless I was running around, he then told me that my husband should get a GPS tracker on me."*

I categorically deny these false unsupported allegations

One morning Ms. S came into the office with a bandage on her arm which I estimate was approximately 3" x 5". I inquired as to how she had hurt herself. Ms. S responded that she had gone to the doctor and gotten a birth control implant. I had never even heard of a birth control device being able to be implanted nor had I ever seen one. I asked how it worked and we had a short discussion about it. That is all. I would never ask

someone an intimate question such as why they felt they needed birth control. It is none of anyone's business. I inquired about the bandage, solely out of concern that Ms. S might have had an accident.

In Exhibit #4, last paragraph, Ms. S stated: *"In December 2017 I found out I was pregnant with my fourth child and the Judge has repeatedly made rude remarks to me about it. I've had a very difficult pregnancy and he complains about the time I've had to take off and I'm not getting my work done. He once said, 'What's wrong with you are you sick with THAT!' all the while throwing his arms in the air manically and pointing at my stomach. On another occasion I made a comment about having to walk to far and he said, 'So I take it you not going to do the deposit either because you're pregnant and can't walk that far?'"*

I categorically deny these false unsupported allegations and deny that they ever happened.

My wife and I were not blessed to be able to have children. Our only child was adopted. We attempted to adopt three Mexican boys over a five-year period. In the end we had all the paperwork done except for one final signature, for the youngest boy, then 10 years old. The mother decided he was old enough to start washing cars at the border and we lost him from our home. To me any child, **no matter what**, is a fantastic blessing. When I was in practice and my pregnant patients would complain about their size or that they were fat I would always point to their abdomen and state "that is not fat, that's a beauty bulge". I made that statement multiple times to Ms. S when she complained about being big. I inquired about her condition almost every day to show concern. I never once made a negative comment about her pregnancy. I never once complained that she was missing work. I did have discussions with Ms. Edmiston that I was concerned so much time was being missed due to the fact we are so far behind in the office. In the 2012 fiscal year Benson Justice Court #3 terminated 5,670 cases. In the 2017 fiscal year Benson Justice Court #3 terminated 7,643 cases, with the same number of staff. We have begged for an additional employee and have been denied. During this time Ms. Edmiston was just taking over as intern Court Manager, with no Court Manager experience, she was training 2 new employees and Ms. S was missing a lot of work. I was very concerned. We have not done our suspensions since November 2017 because we don't have the staff. Court Administration has just assigned a person from their staff for the sole purpose of doing our suspensions. The only way Ms. Scott could know that I was concerned about the hours being missed was through Ms. Edmiston informing her.

One day Ms. S complained about having difficulty walking 25' to my office and made a statement of concern about being able to take the bank deposit. I immediately turned to Ms. Edmiston and gave her direction to make the assignment to another staff person, to make the bank deposit.

Again, I categorically deny these allegations and deny that they ever happened.

That you brought your gun to court, displayed it before court employees which made them nervous, and made inappropriate comments about using your gun.

On page 5, under #6 and going on to page 7 Ms. Edmiston makes allegations regarding my conduct with my firearm. I admit and deny this allegation in part. I have never displayed my gun to court staff. I have never bragged about shooting a defendant. I carry my firearm concealed in a pocket holster. I have a current Arizona

Concealed Weapons Permit,
carry it in the Court.

The Presiding Cochise County Superior Court Judge is aware that I

The complaint states that on March 21, 2018 I was visited by the Chief of Security, . I can't confirm the date, as I never documented it, but I don't dispute it. Mr. informed me that someone made a complaint regarding my firearm. He asked me if I ever left my firearm out where it could be seen. I informed him that when I sit at my desk, in chambers for long periods of time doing reports, the firearm can become uncomfortable. When it becomes uncomfortable I take the firearm out of my pocket, along with the magazine, and place it on my desk underneath either my phone or on the bottom shelf of a 3-tier file. When I did this the firearm was always in its holster. Attached is a picture of my phone stand, **Exhibit # D-31**. Attached is a picture of my 3 tier file, **Exhibit # D-32**.

Mr. advised me that perhaps this is not the best practice and that Court Administration would be happy to provide me a safe to keep it in. I told Mr. that it wasn't necessary for Court Administration to spend funds on this. I committed to Mr. that I would make sure that I would never again take the firearm out and have it visible on my desk. Should I ever become uncomfortable I would place it in a locked desk drawer. Since receiving this complaint I have reached out to Mr. and a gun safe has been delivered to the court. It is not in working order as it is missing the lock but, following ordering a lock, installation is planned. Attached is a picture of the gun safe, **Exhibit # D-33**.

Following Mr.'s visit I called each staff member individually into my chambers and apologized to each of them if I had offended them, in any way, by them seeing my firearm on my desk. Each of the clerks I spoke to informed that an apology wasn't necessary as they had never seen my firearm out. I apologized to Mr. Cl H, court security and he also stated that he had never seen my firearm. I contacted my former Court Security, R. A, and he also stated that he had never seen my firearm out. Due to the schedule I was not able to talk to De S or Christina Edmiston. The next morning, I was able to speak to Ms. S when she came in early for prisoners. She informed me that yes, she had seen the firearm on my desk once, and that while it didn't offend her, it would be "CYA" to not have it seen.

I never had the conversation with Ms. Edmiston because it was reported to me, by two of the staff members that I had apologized to, that immediately after me speaking with them and going into court that Ms. Edmiston questioned them about Mr. being here and also about my personal discussion with each of them. I later informed Ms. Edmiston that I felt she exceeded her authority by questioning the staff regarding my private conversations with them. I was then later informed that Ms. Edmiston tearfully apologized to staff members for questioning them about the matter.

My staff all knew I had a firearm. This was made know when we went through an active shooter scenario. We have had conversations about what should happen should there be an active shooter scenario and should a shooter either acquire a keycard to get in the inner court space or if a staff member gives up the code under duress. I don't believe that informing my staff that I am willing to use a firearm to defend the court and their lives is inappropriate.

We did have one high risk security incident here at that Court. Court Security was suspicious of a Defendant in plainclothes that was armed and claimed that he was with law enforcement. Upon research the Defendant turned out to be a prohibited possessor. Prior to the Defendant returning to court again, DPS contacted Security and informed us that the Defendant was a high risk. Just prior to the Defendant returning a planning discussion was held with Security, DPS, Sheriff's Department next door and staff regarding the heightened security. I made it known that I had a firearm and that I was willing to use it to protect the Court. Court Security is not armed with firearms here. Following the court hearing, DPS officers escorted the Defendant to Tucson, to retrieve other firearms. Between getting out of the car and entering the house the Defendant broke away and barricaded himself in his house. This turned out to be a dangerous individual, and while nothing occurred when he was here at the court, I later felt relieved that we were proactive and took precautions. I do not believe that my conduct in making known to Security, Law Enforcement and to my staff, that I was armed and willing to protect the court, was it anyway unprofessional.

That you have prejudged speeding cases involving the use of radar.

On page 7, #3, Ms. Edmiston states "*Judge Staggs routinely make the comment that if a Law enforcement Officer uses a radar for speeding tickets he will automatically find them guilty of speed*". I deny this accusation and state that it is false. I admit I've had previous conversations with my staff and stated that a radar charge is very hard to defend should an officer testify as to the following:

1. Date, time, location, identity and jurisdiction
2. Testify to and submit the officers training and certification for radar
3. Testify to and submit the annual calibration of the radar unit
4. Testify to performing a pre and post shift tuning fork test
5. Testify to if other vehicles were present that could influence the radar reading
6. Testify to if there were any visual obstruction present

I have all the above on checklists that I use at each and every trial. I'm attaching **Exhibit # D-34** and **Exhibit # D-35** as proof.

That you give preferential treatment to military/veterans, members of the Mormon faith, and your family. When addressing this allegation, you should also address the comment you made in the February 12, 2015 minute entry in CR 2008 0027 regarding your religion.

I deny these allegations and state that they are false.

On page 7, #4 Ms. Edmondson alleges "*Judge Staggs has an office policy that military and veteran's get an automatic 50% reduction in fines*". I deny this allegation. Ms. Edmiston has submitted Exhibit #11 as documentation to support this false allegation. Just because I write 1 Minute Entry and state I am giving a 50% discount does not establish that I am partial and have a policy that all veterans automatically get a 50% discount. Upon adjudication I inquire about everyone's individual ability to pay. Should a veteran, or anyone else for that matter, state that they have financial difficulties I take that into account when they are sentenced. This is definitely allowed under the Fair Justice For All Rules. I give great honor to veterans and the sacrifices they have made to allow us the freedom we have in this country. When it becomes known to me that they are

veterans I thank them, in open court, for their service. I however do not show partiality by automatically giving veterans a 50% discount in every instance.

On page 9, #15 Ms. Edmondson stated "*Judge Staggs is not impartial to members of his church (Mormons). He wrote minute entry in reference to being a Sunny School President and LDS members being good people.* While I have not seen very many members of the LDS faith, I do hold them just as accountable as any other person. I do not show them partiality. I believe that my Minute Entry on Case #CR 2008 0027, State of Arizona versus , accurately proves this. Mr. presented a motion on February 12, 2015 to have his fines reduced. In a motion to the Court Mr. Ivey stated "*Judge, I am a full-time college student at Pima Community college, a full-time employee at RadioShack, make a minimum wage and I am a Mormon which I attend a Latter-day Saints church in Tucson, so you only imagine how busy my schedule is and how crucial it is for me to be able to drive.*" In my Minute Entry I simply informed Mr. I did not accept his excuses. When he stated that he was a Mormon I took judicial notice and simply informed him that he could not use that as an excuse and advised him that I know this, as I am LDS and at that time served as a Sunday School President, which is a very busy calling. I would have held Mr. just as accountable if he had stated he was a member of any faith whether it be Catholic, Protestant, Presbyterian, Jewish, etc. I do not believe that anyone can use any religion as an excuse for not making any effort whatsoever to be responsible and pay their fines. For 7+ years, from December 31, 2007 to February 13, 2015, the Defendant had paid nothing whatsoever on his fines. On the next day, February 13, 2015 the Defendant paid \$500.00 and his license suspension is lifted. On June 5, 2015 the Defendant paid the remaining \$341.68 and the case was closed. How is holding anyone accountable to pay their fines showing partiality?

While people don't automatically declare their religion, I know of 2 LDS people that I have held accountable and thus not shown partially:

1.
 - a. Issued a Fail to Pay Warrant on 01/09/2015,
 - b. Found guilty of theft on 02/12/2015,
 - c. Issued a Fail to Pay Warrant on 11/17/2015,
 - d. Issued a Fail to Pay Warrant on 08/16/2016,
 - e. Advised if a \$100.00 payment not made each month will result in arrest warrant.
 - f. Allowed to take traffic school months after she should have but ordered the payment of the suspension fee and late fee for Defensive Driving School.
2.
 - a. Issued an Order of Protection against him on 03/03/2018,
 - b. Found guilty at trial of ARS 13-2810, Interfering with Judicial Proceedings (7 counts). Fined \$4,745.60,

I'm attaching **Exhibit # D-36** through **Exhibit # D-43** as proof.

On page 7, #6, Ms. Edmiston stated, "*Judge Staggs gives preferential treatment to his family members. A nephew and his ex-girlfriend () were arrested and he was heard calling his wife and asking her to find out what they wanted him to do regarding a bond or release.*" I deny this allegation. No documentation has been submitted to support this false allegation.

It has not been possible for me to show partiality or impartiality towards any members of my family as none of them have come before me. I have two brothers and two sisters that live in . I have multiple nieces and nephews and cousins that live in . I have a sister that lives in and also have several nieces and nephews that live there. None of them have ever received a citation nor have had any civil cases in Benson Justice Court #3.

My wife does have family that live here in Benson. Ms. Edmiston referenced case #'s and the defendant being one . Mr. is my wife's 2nd cousin. I have never gone to dinner, gone to an event, socialized, played sports, played cards, etc. with Mr. . When I was going to annual family reunion I would see Mr. there but interaction was very limited. I haven't gone to her family reunion for 10+ years.

In case # , Mr. was arrested on 12/31/2014 and cited for ARS 13-2904 A1/ARS 13-3601, Disorderly Conduct/Domestic Violence. On 01/01/2015 Court records show Mr. was seen by the week-end Judge, Gerald Till, for an Initial Appearance and released on his own recognizance. Attached is The Determination of Release Conditions and Release Order signed by Judge Till, **Exhibit # D-44 & Exhibit # D-45**, as proof. On 01/07/2015 I arraigned Mr. and he pled not guilty and was set for a Pre-Trial Conference.

In case , Mr. was arrested on 01/23/2015 and cited for ARS 13-2810, Interfering With Judicial Proceedings. On 01/24/2015 Court records show Mr. was seen by the week-end Judge, Leslie Sansone for an Initial Appearance and released on his own recognizance. Attached is The Determination of Release Conditions and Release Order signed by Judge Sansone, **Exhibit # D-46 & Exhibit # D-47**, as proof. On 02/04/2015 I arraigned Mr. and he pled not guilty and was set for a Pre-Trial Conference.

On June 5, 2018 the Court received a motion from the Prosecutor requesting that Mr. be allowed to enter Adult Diversion on both cases. This was granted.

On February 12, 2016 both cases were dismissed due to Mr. having successfully completed Adult Diversion.

The allegation that I called my wife "... to find out what they wanted him to do regarding a bond or release" is totally false as proven by the fact that Judge Till and Judge Sansone, not I, performed the Initial Appearance and released Mr. in both cases on his own recognizance. I didn't even know Mr. was going to be given an Initial Appearance or had received one, until later when I arraigned him. As such I couldn't possibly have called my wife to obtain any instructions regarding a bond or release conditions.

On page 7, #6 Ms. Edmiston stated, "Another family member V. V. (I had a forceful detainer and when it was not served, he was angry with the clerks and told them it was unacceptable that he was put in that embarrassing situation". Ms. Edmiston further stated, "He then went to the Sheriff's

Department and instructed them to change their Posting Procedure so that court would not be put in that position again". Ms. Edmiston also describes this in Exhibit 14, page 1, under "Two weeks ago:"

I have no family relation to Ms. V . Ms. Vi 's husband is my wife's 1st cousin. I wish to state I have never gone to dinner, gone to an event, socialized, played sports, played cards, etc. with . I have seen them at family reunions however, as I stated previously, I haven't gone to one of her family reunions in 10+ years. I have seen them at family funerals. In 2017 and I routinely had contact with her on a bimonthly basis when City Council meetings were held. Just recently she became the , and I still have contact with her on a bimonthly basis when Benson City Council meetings are held. Since receiving this Complaint I have spoken to M T , who is in Sheriff's Department front office, and to Sgt. R Wi who, until just recently, was in charge of the squad. Neither of them, have any recollection of this event having ever occurred. I can assure you Sgt. W would not allow me to speak to him in a forceful manner nor dictate any policy to him whatsoever. I have taken the time to speak to Ms. Vi and she denies any ex parte communication between us at the at Benson's City Council meeting.

That you engaged in ex parte communications on 10/26/2016 (see page 8, paragraph 9 of the complaint) and on 3/05/18 (see page 8, paragraph 13 of the complaint).

On page 7, #5, on page 8, #9 and on page 8, #13 Ms. Edmiston alleges that I engaged in ex parte communication.

I deny these totally false unsupported accusations.

When there is domestic violence charge and one of the parties is taken into custody, if there is any physical abuse and based upon the PC statement, I usually give the exclusive use of the residence to the victim. I allow the defendant to return one time escorted by law enforcement. The Defendant almost always questions this and pleads to be able to return to the residence. I inform them that the only way I'll change the condition is if the victim should contact the court and advise me that their safety is not at risk. On occasion I have had staff contact the victim and inform them of this. Should the victim come in, the hearing for the change of conditions of release is always put on the record. I do not get on the phone with any victim and I definitely don't discuss the case with them. All I discuss with them, on the record, is the conditions of release.

Side Note: I have discussed this with 2 Limited Jurisdiction judges and 1 Superior Court judge of Cochise County and they do not believe that if all that is discussed, is conditions of release, that this would rise to ex parte communication. Of the 3, 2 of them used to discuss the conditions of the release with the victim however now have a policy of requiring the victim to make a motion and then consider said motion in chambers, just so ex parte communication can't be claimed. I have made a decision, after receiving this complaint and discussion with the other Judges, to make a policy to have the victim submit a written motion for any future changes of conditions of release. While I won't be able to see the body language of the victim, ex parte communication can't be claimed.

As to having ex parte communication with Deputy [REDACTED], this is a totally false accusation. On page 8, #13 Ms. Edmiston stated, "*Judge Staggs is a friend of Deputy [REDACTED]*". I wish to state I have never gone to dinner, gone to an event, socialized, played sports, played cards, etc. with Deputy [REDACTED]. He is a member of the LDS faith, as I am, however we worship at totally separate congregations and our meeting houses are in separate towns. I've had contact with Deputy [REDACTED] on 3-4 separate occasions in church at what are called Stake events, when multiple congregations meet together. When this occurs, our interactions are very brief, just to shake hands, say "hi", and basically ask how life is going. I have had these same interactions with other LDS Troopers, Trooper [REDACTED], Trooper [REDACTED], Trooper [REDACTED] and Trooper [REDACTED]. My interaction with Deputy [REDACTED] is on a professional basis. Whenever I walk through the Sheriff's Department I always stop and talk to any Deputy present and ask how they are doing. Sometimes my discussions with Deputy [REDACTED] are a little longer because we talk about his dog, as he is also a Canine Officer. Just like other Law Enforcement, I've had occasions to speak to Deputy [REDACTED] behind closed doors in my chambers. When any Law Enforcement officers come in, we do not discuss cases that have not been adjudicated, nor do we engage in any ex parte communication. Communications that usually occur are about inquiries into cases that have already been adjudicated, and about my policies and what my views are. I've met with Parole Officers, Benson PD, Sheriff's Deputies, DPS Officers, Sergeants, Lieutenants and even the Sheriff himself comes in and we have discussions behind what was previously open doors and now is behind closed doors. On page 8, #13 Ms. Edmiston stated, "*Before the hearing Judge Staggs talked with Deputy [REDACTED] in his office to 'find out what was really going on'*". This allegation is purely speculation. I don't recall if I did, or didn't, have a discussion with Deputy [REDACTED] prior to a hearing. I don't keep a record of when Law Enforcement comes into my chambers. It is almost always impromptu. They know they can come any time and if I'm not busy I'll see them. I know as a Judge I am supposed to be very observant and to avoid the appearance of any impropriety that a party might suspect to show partiality, however I never thought that as a Judge I would have to be very observant to avoid the appearance of impropriety from my own staff members.

Ms. Edmiston alleges impartiality and stated on page 6, #1 "*Judge Staggs gives preferential treatment to those shown political support to him in his previous and current election campaign*" and on page 9, 1st paragraph "*He was overheard saying that he must be tough on Mr. [REDACTED] keep his promise to Ms. [REDACTED]*". This was also alleged in the Complaint that Sara Herman made, Case #18-077. I believe I've already addressed this issue and even submitted a signed statement from Ms. [REDACTED] to prove that this did not occur in Exhibit # D-15 above.

That your self-report to CJC Case No. [REDACTED] of improper use of court resources was motivated by your opponent's request for your email records.

On page 14, 3rd paragraph, May 15, 2018 Ms. Edmiston stated: "*I heard Judge Staggs telling someone on the phone I self-reported that ...it's going to be okay they can't use that*". I want the Commission members to know that when I submitted my self-report I was aware that Mr. [REDACTED] had made a request for my personal emails. I also want the Commission members to know that I was not motivated by his request because I had no intention whatsoever at that time of disclosing those emails. Judge Joseph Knoblock had shared with me Griffis vs Pinal County. It states in the opinion:

5 The court of appeals, relying on *Salt River Pima-Maricopa Indian Community v. Rogers*, [168 Ariz. 531, 815 P.2d 900](#) (1991), reversed the superior court's judgment, holding that personal e-mails are not "public records

or other matters" under Arizona's public records law and, therefore, need not be disclosed. *Griffis v. Pinal County*, 213 Ariz. 300, 309 ¶ 33, 311 ¶ 42, [141 P.3d 780](#), 789, 791 (App.2006). The court of appeals, like the superior court, did not review the content of the disputed e-mails. *Id.* at 313-14 n. 14 ¶ 50, 141 P.3d at 793-94.

I asked multiple Judges about this opinion and also talked to _____ of AOC. Following these consultations I was under the understanding that my personal emails could not be considered business related and thus would not have to be disclosed. With this knowledge and with the now understood fact that the use of the State computer, even though it did not cost the State any monies, I was in fact using court resources and following a long discussion with a Commission member, I made the decision to self-report.

During my discussion with Mr. _____ I was encouraged to contact the Cochise County Attorney's office for advice. I did which resulted in me personally delivering all the business-related emails to the Mr. _____ of the Cochise County Attorneys Civil Division. Mr. _____ insisted however that I turn over all of the emails. During discussion I advised Mr. _____ that I had self-reported. He asked if it was by email or by letter. When I informed by email, he demanded not only the self-report but also the Commissions response. Eventually the County Attorney, Brian McIntyre, got involved. Mr. McIntyre explained to me that *Griffis vs Pinal County* could be interpreted differently and to err on the side of caution, they felt that I needed to voluntarily disclose my personal emails along the self-report and Commission answer. I know and respect Mr. McIntyre and as such I did disclose my personal emails, along the self-report and Commission answer.

Due to the above I want to stress that the self-report was not motivated by Mr. _____'s request for my email records, because at that time of the self-report, I had no intention whatsoever of disclosing them.

That you engaged in improper independent investigation (see Rule 2.9 (C) of the Code) when you reviewed comments that a defendant's wife had posted on social media and issued a minute entry about it (minute entry dated July 7, 2017 in TR 2017 01914).

My wife brought to my attention a negative statement put on Facebook by Ms. _____, the wife a defendant, Mr. B T. W. Mr. W was cited for violation of ARS 28-4135 A, Motor Vehicle Financial Responsibility Requirement. A remedy for ARS 28-4135 A is contained in ARS 28-4137 which requires the defendant to obtain a copy of the defendant's driving record that shows no more than one violation in the last 36 months and no violations in the last 24 months and also requires the defendant to purchase six months of insurance. Mr. W was advised of this and he complied with ARS 28-4137. This resulted in the waiving of the penalty, on July 5, 2017, as allowed by ARS 28-4137.

I never engaged in improper investigation, as the negative post was brought to my attention. I never went to the Facebook page of either Mr. or Mrs. W either before or after, becoming aware of the negative post.

The facts are the case was dispositioned and dismissed on July 5, 2017. The letter I wrote to Mr. W was on July 7, 2017.

How could anyone, especially a trained court personnel of over 11 years, make a claim that:

1. A judge would go to the Facebook page of a defendant's wife to research a no insurance charge? What information could possibly be documented from that source?
2. How could a judge engage in ex parte communication if the case as already dismissed?

My sole motivation in communicating with Mr. W was to give him "correct information" in hopes that Ms. W's post could be corrected, more accurate information disseminated" to the public and Benson Justice Court's reputation would be upheld.

I will now address in order the allegations that Ms. Edmiston made on page 4-6, #'s 1-6.

#1. Previously answered.

#2. I have no knowledge of this. I've spoken to T R who has stated to me that Ms. N, Ms. Edmiston and Ms. G were not called to Court administration but that they had requested a meeting.

#3. These allegations are addressed below on pages 34 -36.

#4. I deny that I ever treated Ms. rudely or in a demeaning manner. I welcomed her presence on September 11, 2017, as she was very well-qualified. Ms. began to make immediate changes in attempt to conform JP-3 to JP-5. These abrupt and major changes caused a lot of tension in the court especially between her and both Ms. Edmiston and Ms. S to the point that Ms. S resigned less than 2 months later, on 11/5/2017. Because of the rebellion I had to exercise authority and inform Ms. that further across-the-board changes could not be made unless we discussed them as a collective group first. This was proposed in the hope that if the entire staff discussed the changes, and then were involved in coming up with new policies, that perhaps the clerks as a team would embrace the new policies and not reject them wholesale. I'm attaching **Exhibit # D-48 & Exhibit # D-49**, as proof.

Ms. Edmiston states, "December 2017 to January 2018 - Judge Staggs offered the Court manager position several people, when he was unsuccessful in recruiting anyone who offered me a temporary assignment pending the outcome of the election."

I categorically deny the false unsupported allegation.

When Judge Conlogue removed Ms. A N from JP-3 the agreement was made with Ms. N that if either I, or Mr. N, lost the election then Ms. N would be able to come back as the Court Manager of JP-3. Due to this an interim Court Manager position was created. Judge Conlogue arranged to have from JP-5 take over as interim Court Manager. The agreement was made with Ms. that she could stay at JP-3 until the election was determined and become the permanent Court Manager if she chose or she could return to her position at JP-5, anytime she wanted. Ms. eventually made the decision to return to JP-5. Ms. 's last day at JP-3 was 12/15/17.

Court Administration first looked to the retiring Court Manager from JP-4 to take over. This was considered but the position was declined by her. Court Administration then turned to the retiring Court Manager of JP-

1. The deal that was struck with her is that she would work 20 hours a week at JP-3 and that Court Administration would assist us with personnel to handle the other 20 hours of management ship duties. The position was initially accepted and then was declined.

Court Administration then proposed Ms. Edmiston take the position. I was in opposition to it due to Ms. Edmiston's attitude and resistance to change. We were down one Clerk because Ms. Scott had resigned on 11/05/2015. A new clerk was supposed to start on 12/04/2017 and thus had to be trained. Another Clerk, Ms. [redacted] was still learning her job. I wanted a trained person, with experience, that could take over. I expressed my views to Judge Conlogue. I also informed Judge Conlogue that Ms. R [redacted] Ms. F [redacted] and Ms. A [redacted]. I'm attaching **Exhibit # D-50**, & **Exhibit # D-51**, as proof. In the end, because Court Administration did not have an employee they could spare with the qualifications of a Court Manager, Ms. Edmiston became the interim Court Manager.

#5. Ms. Edmiston and the Court manager from JP-6, [redacted], were going over payroll and discussing Comp Time. I just had extensive training with T [redacted] R [redacted] from HR regarding Comp Time. Ms. R [redacted] had sent me the form "Compensation For Hours Worked In Addition To The Regular Work Schedule". I put together 3 Comp Time examples and they were approved by her, indicating I had a clear understanding of what the Comp Time rules on. When I saw that both Ms. Edmiston and Ms. [redacted] were not figuring correctly I advised them of the rules. I wasn't able to get my points across and finally just left the room. I'm attaching **Exhibit # D-52**, **Exhibit # D-53**, & **Exhibit # D-54**, as proof.

A few days later Judge Ambrose called and made an appointment for both him and Judge Conlogue to come and visit JP-3. Judge Ambrose would not discuss the matter only to say that they have heard there are some major challenges occurring at JP-3. They came they informed me that multiple allegations had been made that I did not support my Court Manager and questioned the Comp Time incident above. I showed them the documentation I had. When I showed them Exhibit # D-48 & Exhibit # D-49 along with Exhibits # D-52 through # D-54 in #4 and #5 above, that indicated that I fully supported Ms. [redacted] in her attempts to make changes to JP-3, they stated that they felt very comfortable that I was doing my job as a Department Manager and they departed with no concerns. Just as Ms. Edmiston has made false unsupported allegations in this Complaint she made false unsupported allegations to Court Administration.

#6. Previously answered.

I will now address in order the allegations that Ms. Edmiston made #'s 1-41.

#1. Previously answered.

#2. Previously answered.

#3. Previously answered.

#4. Previously answered.

#5. Previously answered.

#6. Previously answered.

#7. Ms. Edmiston stated, "*Judge Staggs was involved in City politics with [redacted] a City Council. [redacted] came to the court to request voter information from Judge Staggs voter registration lists. He printed off voter registration information on one of the potential city council candidates in an attempt to disqualify the candidate for having a residence outside of city limits.*"

I deny these false unsupported allegations.

Not only I am the Justice of the Peace of Cochise County but I'm also the Benson City Magistrate. As such, I speak to the Mayor and Councilman periodically in my chambers. We've had many discussions when they have stopped by. I do not live in the City of Benson and therefore cannot vote for any city candidate. As such I have no reason to attempt to disqualify any candidate.

#8. Previously answered in part. The Constable, [redacted], did collect signatures and endorsements for me. During the 4th of July festivities in 2017 Constable [redacted] obtained a voter petition form and endorsement form from my booth, unbeknownst to me. Constable [redacted] came into my chambers and informed me he was there to deliver petitions. I informed him that I could not do any political activity at the court and left the court property to discuss it with him. On page 7, #8, Ms. Edmiston stated "*.... he immediately rushed him out of the court and they stood in the middle of the public road talking. The Constable handed him the petitions and Judge Staggs took them directly to his truck*". I believe this is exactly what the Rules require me to do. Mr. [redacted] gave me 1 Partisan Nomination Petition with 5 signatures on it along with 1 Endorsement form with 10 signatures. When I came back into the court, due to severe tension and mistrust that was between me and Mrs. N [redacted] I informed her what happened. Ms. N [redacted] got very indignant and stated that I was breaking the Rules by having the Constable gather signatures. I informed her that he did it on his own and not at my direction. I have checked with the Constable Association and it doesn't appear that there are any rules restricting a Constable collecting signatures for a Judge. Notwithstanding that, I want the Commission to know that I did not turn in any of the signatures that Constable [redacted] collected. The Cochise County Elections Director, [redacted], can attest to this. Attached is **Exhibit # D-55, Exhibit # D-56 & Exhibit # D-57**, as proof. Please note where I have folded Partisan Nomination Petition back on itself to show that it has not been signed by Constable [redacted] and thus could not have been turned in. This also can be documented by the Elections Director of Cochise County, [redacted].

#9. Previously answered.

#10. Ms. Edmiston stated: "*Judge Staggs frequently asks us to turn off the recording system so that he can talk to defendants off the record*". Ms. Edmondson alleges that this case, [redacted], was heard on 10/27/2018. This Order of Protection was actually heard on 10/28/2016. I am attaching **Exhibit # D-58 & Exhibit # D-59**, as proof.

I deny the false unsupported allegation that I "frequently" go off the record to have discussions with parties "off the record".

I have listened to the complete hearing of case # _____ The recording continues from the initial calling of the case, throughout its entirety to when the hearing was completed, with no going off the record.

My policy is when I go into court the clerk uses the gavel and the security officer announces me and has everyone rise. The record is turned on and I call the case. If we have multiple hearings back to back, such as arraignments or civil traffic trials, the record keeping running until the last case. When I state "*This concludes our hearings. Court is adjourned*" and then use the gavel, this is the signal for the clerk to turn off the record. When we have individual hearings such as restraining orders, evictions or criminal trials, when I go into court the clerk uses the gavel and the security officer announces me and has everyone rise. The record is turned on and I call the case. The record stays on throughout the entire file list for some reason there is a recess which happens very infrequently. If there is a recess the record is turned off and I leave the bench. When I come back in, I am announced again, and the record is turned back on. I have never had the record shut off to talk to a party or parties "off the record", about the particulars in a case, that should have been heard on the record.

#11. Ms. Edmiston stated: "*Judge Staggs begin excusing officers after pronouncing guilty verdicts but before sentencing. After the officer has left (February 19, 2018) he then reduces the fine, suspends the sentence or sets aside the judgment guilty in the interest of justice and finds them not guilty. The officers have become upset about staying until after sentencing*".

I categorically deny this false unsupported allegation.

Ms. Edmiston does not cite a case number however she does cite a date of February 19, 2018. February 19, 2018 was a federal holiday, President's Day, and of course the court was closed. Just in case the wrong year was cited I looked at February 19, 2017 and this was a Sunday. Checking on February 19, 2016 revealed this was a Friday. 5 cases were heard that day. The 1st was case # _____ which was an Arraignment for a Mr. _____ regarding a parole violation. The 2nd was case # _____ for a Ms. _____, regarding a feed lien. The 3rd was case # _____ for a _____, regarding a garnishment hearing. The 4th & 5th cases, # _____, were for Orders of Protections for a _____, which Judge Trevor Ward heard telephonically. February 19, 2015 was a Thursday and no hearings were heard that day.

In a criminal trial I do release the officers following their testimony. This is because we have a small town and only have limited coverage from law enforcement. I've spoken to the following:

1. Benson Chief of Police: Chief _____ informs me that their entire force consists of 14 officers. At any one time from 8:00 AM to 5:00 PM, occasionally they have 3 patrol officers on duty, but it is usually only 2. These 2 officers are responsible to cover 42 square miles.
2. DPS Sergeant: Sgt. _____ informs me that there are 6 Troopers on his squad. DPS covers Interstate 10 from mile marker 297 east to mile marker number 324 (27 miles), State Route 90 from mile marker 290 south to mile marker 302 (12 miles) and State Route 80 from mile marker 291 south

to milepost number 309 (18 miles). At any one time from 8:00 AM to 5:00 PM, they only have 2 Troopers on duty and during several hours only one Trooper, due to shift change.

3. Sheriff's Sergeant: Sgt. _____ informs me that the Sheriff's Department covers approximately 650 square miles. He has a total of 6 Deputies on his squad. At any one time from 8:00 AM to 5:00 PM, they have only 2 deputies on duty.

The Prosecutor, Ms. _____, almost always begins her witness testimony with the testimony from the law enforcement officers. Following examination, cross examination and re-examination of the law enforcement officer, I ask both parties if they have any intention of calling back the officer. If both parties don't anticipate calling back the officer I inform the law enforcement officer that they are free to leave or are free to stay. This is **solely** due to the limited coverage of law enforcement officers in my jurisdiction.

A DPS detective, _____, recently asked to speak to me privately in Chambers. He was very upset. He stated that Ms. D. _____ S. _____ the employee that made allegations in this complaint, was going to the officers of the Benson Police Department and spreading the false information to all the officers, regarding the allegation cited in #11 above. Trooper _____ was employed many years at the Benson Police Department. He took the time to check the dispositions of all his cases and did not find this allegation to be true. He then researched all the dispositions and found out none of them were changed.

Ms. Edmiston alleges that I'm changing "guilty" verdicts therefore a case would have to be a criminal proceeding. Ms. _____ is the assigned Prosecutor in Benson that sees 98-99% of the criminal cases. Occasionally another Prosecutor will appear but only if Ms. _____ has to remove herself from that case for personal/professional reasons. I encourage the Commission to interview Ms. _____, to disprove this false unsupported allegation.

- #12. Ms. Edmiston stated: "*Judge Staggs daily routine is to ask people in court to write comments and put them in the comment box he had installed. He asks the clerks and security guard to obtain the comments, photocopy them and uses them in his campaign book to show people the good job he is doing. The negative comments are not kept. He doesn't show anyone the negative comments and keeps the good ones for his book. Defendants try to gain favor with him by writing good comments, and it appears that it does work as notations are kept.*" Ms. Edmiston also alludes to this on page 3, 2nd to the last paragraph.

I deny this false unsupported allegation.

A comment box was bought originally to collect comments regarding the very limited parking situation here at the Court. Mr. _____, County Supervisor, who left office 12/31/2016, made it possible to have a parking lot installed across the street. He did this as one of his last acts prior to leaving office. Prior to approval Mr. _____ wanted to get input from the community, so a comment box was purchased. I have attached **Exhibit # D-60 & Exhibit # D-61**, as proof. I ask the Commission to note the 2/10/2016 date on one of the comments, thus also lending weight that this comment box was not purchased for re-election purposes.

My goal is to make Benson Justice Court #3 the best it can be. I believe this is a people's court and I have the distinct honor of being placed in charge of it. I constantly ask input from the public to help us become a better court. My script is as follows: *"There is a comment box in the lobby just outside the doors, on the left, when you leave. I invite each of you to leave your comments. I would like to know how you been treated by the Court staff and what your experience has been. Please let me know what we've done professionally and what you feel we can do better to improve this Court. All comments can be anonymous. My goal is to make this the very best Court in southern Arizona."*

In the Sarah Herman Complaint No. 18-077, on page 4, paragraph 3, I discussed in detail why the comments that have been collected, have not been used for my campaign. I am attaching, **Exhibit # D-62**, as proof of both the positive and negative comments. There are 80 positive comments and 7 negative comments. The negative comments are first in order, with only one directed at me personally, for not taking testimony and ruling on a property issue (which I have no jurisdiction over) in an Injunction Against Harassment hearing.

#13. Previously answered.

#14. Previously answered.

#15. Previously answered.

#16. Ms. Edmondson stated, *"8/1/16 I asked the girls in the office if they liked my new shirt - Judge Staggs overheard the conversation stated, 'at least you are wearing one and chuckled'."*

I deny this false unsupported allegation.

#17. Previously answered.

#18. Ms. Edmiston stated, *"December 2014 January 2015 Judge Staggs kept announcing in court that my husband had run against him in the election. He introduced me to his wife as 'this is the one whose husband ran against me'."*

I don't recall that Mr. Edmiston has ever been in the courtroom since I have taken office. How could I or why would I make a statement such as this if he wasn't in the courtroom?

I can only recall Mr. Edmiston coming to the court to see his wife once, maybe twice, since I've been in office. I was concerned about this and have assured Ms. Edmiston on multiple occasions that he is welcome to come to the court. I didn't know Mr. Edmiston before the election but was on a friendly basis with him during the political process. I hold no hard feelings against him. Why would I? I won the election.

While I don't recall how I introduced my wife to Ms. Edmiston years ago, it is not beyond the realm of possibility that I might have introduced Ms. Edmiston to my wife for the 1st time stating something to affect,

"This is Chris Edmiston. She's the wife of Tony Edmiston that ran against me in the Primary Election." I really don't know, but what I can assure you, whatever was said it was not said derogatorily.

#19. Previously answered.

#20. Previously answered.

#21. Ms. Edmiston stated, *"A [redacted] N [redacted] I were talking about chewing ice, A [redacted] asked me if I knew what it means when you have urge to chew ice. I said yes, it means that you're anemic, Judge Staggs immediately broke in and said with a weird grin that he heard that it means you're sexually frustrated and that he compulsively chews ice but is not sexually frustrated."*

I deny this false unsupported allegation.

Being a licensed physician, I am well aware that constantly chewing ice can be considered one of the indicators that a person can be anemic from an iron deficiency.

#22. Ms. Edmiston stated, *"February 2, 2015 [redacted] A [redacted] and I were in A [redacted] s office talking about criminal procedures and Judge Staggs walked in with peanut M&Ms to me and said 'Who's your Daddy?' to which I replied, my Daddy is at my house grading my driveway. He said then said 'Who's your Sugar Daddy?' to which I replied, my Sugar Daddy is at school teaching Math. He then said, 'Then I guess I'm your peanut M & M supplier'".... I went to A [redacted] and told her that it may me uncomfortable when he comes up behind me and touches me, brings me candy and makes suggestive remarks."*

I deny these false unsupported allegations and categorical deny ever touching Ms. Edmiston.

Prior to going on her diet, Ms. Edmiston consumed major quantities of peanut M & M's. When I found out she liked M & M's so well, whenever I would go to Costco, I would buy a large 3-pound bag of M & M's. I one occasion I bought 10 bags when they were on sale. Ms. Edmiston was constantly coming into my office, wherever she got stressed, asking for M & M's. I was constantly dispersing them not only to her, as she alleges, but to the entire staff. Due to this, for Christmas, the staff bought me a M & M airplane dispenser that you spin the propeller and M & M's come out. I have attached **Exhibit # D-63**, as proof.

I don't recall the specifics of any conversation that was held way back on February 2, 2015, but whatever was said, it certainly wasn't to embarrass, be suggestive in anyway or to set her apart from the rest of the staff.

#23. Previously answered.

#24. Ms. Edmiston stated, *"February 25, 2015 - I had to work until 5:50 due to a late start on the injunction case. After we were done, Judge Staggs said he appreciated my staying late then he told me to put in extra hours them. I said no 6:00 was fine. I do not believe a Judge should tell me to falsify my time."*

I don't recall the specifics of an event way back on February 25, 2015. I was on the job less than 3 months. Ms. Edmiston did not report to me but reported to the Court manager A N and thus any direction regarding a timecard decision would have been Ms. N's.

I deny this false unsupported allegation of advising Ms. Edmiston to submit a false time card.

- #25. Ms. Edmiston stated *"March 2, 2015 - Judge Staggs kept coming to my desk and asking me questions and talking. I had to let the Court manager know I was unable to get my work done because he was always at my desk talking. A talked to him about it and he immediately came out told D N to file for me and then he came over and leaned over me and whispered in my ear 'I asked her to help you and she hasn't done it!' He startled me to begin with and I moved away from him and told them that we were all busy. I spoke with A about it and she said she would talk to him about not invading my space."*

I deny this false unsupported allegation.

I don't recall the specifics of an event way back on March 2, 2015. Being a brand-new Judge, with no background of a judge, attorney or law enforcement, I can guarantee that I was not idly standing around talking to staff. Initially I was putting in 80-90 hours a week, arriving at the court at 5:30-6:00 AM and not leaving until 11:00-12:00 AM.

- #26. Ms. Edmiston stated, *"March 3, 2015 - While walking towards a credit card machine I was bumped into by Judge Staggs, he apologized and said 'Oh... don't file sexual harassment case on me.'"*

While I don't recall the specifics of an event way back on March 3, 2015 is not beyond the realm of possibility, due to the hostile attitude of Ms. Edmiston, that I could have made this comment, however I don't recall it.

- #27. Ms. Edmiston stated, *"March 20, 2015 - Judge Staggs asked if I would like to have A's job. I told him no. I did not need the added stress. He said that he's a good boss to work for that we worked well together and reminded me about income increase and better retirement benefits"*.

I deny this false unsupported allegation.

- #28. Ms. Edmiston stated, *"March 23, 2015 - I told A that Judge Staggs was making me very uncomfortable as he keeps putting his hands on me and standing very close. I also called and spoke with R A, T R about this. A said she would talk to him about it."*

I categorically deny these false unsupported allegations. I have never put my hands on Ms. Edmiston.

It is inconceivable that should a serious allegation of a superior placing their hands on an employee be reported directly to the Justice Court Administrator and to the HR Manager, that it would not have been addressed immediately in March of 2015. The Court manager, who answered to me, certainly would not have been the person to handle the matter.

- #29. Ms. Edmiston stated, "March 26, 2015 Judge Staggs told me he does not like pushback and he is concerned I do not want to do what he says. I told him I would do whatever he likes within the limits of the law. He seemed okay with that answer because he stopped being pushy and told me that he would rather I go to him directly when there's a conflict than go through A. , but she is the office manager he will defer to her, but that doesn't make him any less of a man to go through A. ."

I don't recall the specifics of an event such as this way back on March 26, 2015. Ms. Edmiston has always been resistive to any change whatsoever. I was a brand-new Judge, with less than 4 months of experience. Everything in the office went to the Court Manager with regard to the employees. The chain of command was the Clerks, who reported to Ms. Edmiston as the Court Specialist, who reported to Ms. N. as the Court Manager, who reported to me. Ms. N. and I made an arraignment that because I had so much to learn that I would focus on learning the law and being in Court and I would trust her to oversee the Clerks and manage the administration aspects of the Court.

I have always had a policy, wherever I've been a manager, that should an employee have a problem with another employee that they go to that employee first to work out the challenge. If they cannot work it out themselves that is when they have approval to go up the chain of command. I expect as a Department Head, even though there is a chain of command, if I give direction to employee, they need to follow it. When T. R. was present at Ms. Edmiston's evaluation and this topic of following my directions was discussed the example was used, "If the Department Head says to start printing everything on green paper, you need to print everything on green paper". Ms. Edmiston was always resistive to my directions and instead of following my directions, incessantly went to the Court Manager, Ms. N. , to get approval as to, whether or not, to follow my directions. This created a lot of tension between not only us but also with Ms. N. because I was directing her Clerks what to do.

- #30. Ms. Edmiston stated, "March 2015 - I hear 'Oh my God!' From V. G. and then 'JUDGE!!' from A. N. . I walked to the window of A. 's office where V. was viewing an interaction between Judge Staggs and A. . Judge Staggs was on his hands and knees in front of A. with his butt towards A. . He was wiggling it back and forth saying this is how my wife does it. Apparently, A. was cleaning out her shredder and was on her knees when Judge Staggs walked by and saw her. He went in his office and started making comments about her being on her knees again for him. She immediately got up, but he was in front of the doorway. He then began to demonstrate how his wife dusts their bed while wiggling his butt at A. . A. 's face was beet red and she kept asking him to get up. She finally told him he needed to go to his office, which he did while laughing".

I categorically deny this false unsupported allegation.

In one sentence Ms. Edmiston states I am on my "hands and knees... with his butt towards A. " and "wiggling it back and forth" and in the very next sentence states that I "walked by and saw her" and "went in his office and started making comments about her being on her knees". In the next sentence she states, "She immediately got up, but he was in front of the doorway". Which is it? if Ms. Nelson immediately got up how could I be in front of the doorway in my office? I read this to my wife and one of her many comments was, "I don't even have a duster"

We have a large industrial shredder in the office that is 31" high X 20" wide X 19" deep. Since I have been here it has always been in the same position, just inside the file room. This is due to the fact that it is so large. An employee, [REDACTED], who is on loan from Court Administration to assist us with our suspensions and purging's because we are so behind (we haven't done suspensions since November 2017), has been using this shredder extensively in the last 3 weeks. It is very old and is on its last legs. Since Mr. [REDACTED] has been using it so much it is making a lot more grinding and rumbling noises than it usually does. On July 11, 2018 I used this as an excuse to start a conversation about the shredder and the need to get another one. I asked Ms. Edmiston how long it had been here, and she answered since before she started. Another longer tenured staff member, D [REDACTED] F [REDACTED], was standing nearby and I asked her how long it had been here, and she answered she didn't know but it had come over from the other building where court was at when the Court moved to this location. A plaque on the County Complex outside states that it this building was dedicated on June 17, 2004, so the shredder is more than 14 years old. When I came here as a Pro Tempore, on December 4, 2014, that was the only shredder that was present in the entire office. Last year we purchased shredders at 6 of the workstations with enhancement funds. The shredders fit underneath the clerk's desks and make us more efficient and so the clerks don't have to walk into the file room when they have to shred.

The reason I given the above explanation is that this alleged incidence could not have possibly have occurred in Ms. N [REDACTED]'s office because the shredder has always been located in the file room and it was the only one in the office at that time. This shredder has a large bin for the shredding's that is accessed by opening the front door. To not make a mess when emptying the shredder, the bin is lined with a large a plastic bag. All you do is open the door, tie the plastic bag, lift out the bag, put another plastic bag in the bin, slide the bin back in place again and close the door. It is done quickly, almost effortlessly, and there is no mess that necessitates that someone would ever have to get on their knees to clean out the shredder. I have attached **Exhibit # D-64 & Exhibit # D-65**, as proof.

#31. Previously answered.

#32. Previously answered.

#33. Ms. Edmiston stated, "October 2017 - Judge Staggs directed C. [REDACTED] A [REDACTED] and myself not to do warrants as the county was going to get more money from JP 3. He is very upset that the Board of Supervisors would not approve a position from the General fund."

I deny this false unsupported allegation.

When Ms. A [REDACTED] took over for Ms. N [REDACTED] as Court Manager, one of the changes that she implemented was the discontinuance of issuing Failure To Pay warrants and instead just started turning the cases over to collections. JP-5 Court in Sierra Vista does not issue Failure to Pay warrants but has a policy of turning them over to collections. Over the last 5 years JP-3 has grown tremendously with the same number of staff and for this reason we have asked for an additional staff member during the budget cycle the last 3 years. Just this year the Cochise Board of Supervisors finally approved for us to get an additional employee however they say we must get approval from Judge Conlogue in order to pay for it with enhancement funds. We have not done our suspensions since November 2017. For this reason, Court

Administration has assigned Mr. _____ to assist us with suspensions. I was informed on July 11, 2018 that Mr. _____ has issued over 350 suspensions. Mr. Gonzalez has purged over 650 cases that he then shredded.

#34. Previously answered.

#35. Previously answered in part on page 15 & 16.

Ms. Edmiston stated, *"He leaves his Art of the War book out with pages marked with post it notes. He has asked me "Are we going to war?"*".

I deny the false unsupported allegation regarding anything to do with "The Art of War". I deny ever making a statement "Are we going to War?".

On my book shelf I have 10 personal books which are as follows:

1. The Story Of The Constitution
2. The Best Of Success
3. Understanding The Arizona Constitution
4. Understanding The Arizona Constitution, 2nd edition
5. The Art of War For Managers
6. The Art Of War
7. The 5th Agreement
8. The 4th Agreement
9. The Mastery Of Love
10. My Religious Scriptures

I also have on my desk, The Four Agreements, that are flip cards.

I have attached **Exhibit # D-66** & **Exhibit # D-67**, as proof.

My goal each day is to read at least 15 minutes out of my Scriptures and read 1 of the flip cards from The Four Agreements, in order to, start the day off positively.

The 2 Art Of War books were purchased for me by Dr. _____, who was my formal partner in Chiropractic. They are both brand-new and I have only flipped through them. I have never quoted them, nor do I have them marked with post-it notes. They have never even been notated in. I am open to anyone examining them, to collaborate the above statements, as to the books being brand-new.

Ms. Edmiston stated, *"He has threatened to punch the walls of my office and filing cabinet when Layne Nelson a political opponent showed up in the courtroom"*.

I deny this false unsupported allegation.

Previously on page 2 - page 4, I discussed Ms. Edmiston's evaluation. When Ms. Edmondson refused to have her evaluation performed in my office on May 11, 2018, I attempted get ahold of Ms. Ti _____ Ri _____,

Manager of HR. When I couldn't get a hold of Ms. R I contacted Ms. N F , Court Division Director. I explained the situation, informed Ms. F of what I felt was Ms. Edmiston's insubordination and informed her that I felt that by Ms. Edmiston stating she felt safer in **her office**, that I was in an unsafe working environment. Because of Ms. Edmiston's claim of feeling "unsafe" I wanted to send her home and requested that both Ms. R and Ms. F be present on Monday, May 14, 2018, to assist me with the evaluation. After a long wait on hold I was given direction to send Ms. Edmiston home and told that both Ms. R and Ms. F would be present Monday morning.

Only Ms. R showed up for the evaluation. The situation was discussed in detail, as was the evaluation. For the first time, it was related to me that Ms. Edmiston had notified Ms. R that she was scared to be in an office alone with me for her evaluation because I had stated I wanted to punch a hole in the wall. I expressed my amazement that Ms. R had not contacted me regarding Ms. Edmiston's fears, prior to the evaluation. Ms. R cited HR confidentiality. Had I known about this whole situation prior to the evaluation, it could have been handled in a much different manner and Ms. R or Ms. F could have been here.

I related to Ms. R and later to Ms. F that I had been in Ms. Edmiston's office a few days before her evaluation, I don't know the exact date was. I made the statement to Ms. Edmiston that when I received Sarah Herman's Complaint, No. 18-077, that I was so upset that *"I wanted to just scream and punch the wall"*. Apparently, this statement prompted Ms. Edmiston to contact HR.

On page 5 & 6, #6, Ms. N stated, *"March 8, 2018 he came into my office extremely upset that Layne Nelson was in the courtroom and questioned me as to why the clerks had not warned him as we have told him to give him a 'heads up' when he is there. He yelled at me and chastised me for several minutes and then suddenly said 'I just want to punch a hole in this wall... I hate Layne Nelson! I hate him! In front of my competition! I can't believe I let them make a fool of me! He's my competition!' He kept saying this over and over pacing my office. He then turned to the filing cabinet and made a punching movement toward it but pulled the punch at the last minute."*

I deny the allegation that the above occurred in this manner and I have never said that I "hate" Layne Nelson. I affirm that I have instructed my Clerks to inform me when Mr. Nelson is in the court room, as he now commonly is, during hearings. This instruction was given so I can be prepared, composed and not be caught off guard and show emotion when I go into the courtroom and suddenly realize that Mr. Nelson is present. It is very stressful having him in the courtroom, looking for any slight mistake I might make, in order to use it against me in the election. Since Ms. N has been removed from my office I have not spoken one word to her. The only words that Mr. Nelson and I have spoken since, was when there was a trial regarding a semitruck negotiating a very tight curve, which resulted in its rear trailer wheels going into the oncoming traffic's lane. Mr. Nelson's current profession is that of a truck driver. I took judicial notice that I know he commonly travels this route, and I asked him a question. It has not been possible for Mr. Nelson to make a "fool of me" because we've had no conversations and no interactions. Mr. Nelson has been present at political events, at Benson Chamber of Commerce events and at Benson City Council events, that we at both attended, but we've had no interaction whatsoever.

Both Ms. R and Ms. F can confirm that the reason that Ms. Edmiston was scared to come into my office for the evaluation was because I had threatened to punch the wall, and this apparently alarmed her. I received the Sara Herman Complaint, No.18-077 on April 24, 2018. The initial attempt for Ms.

Edmiston's evaluation was 2 ½ weeks later, on 05/11/2018. I affirm that I did want to, scream and punch the wall when I received the Complaint, but the fact is, I never did. I certainly never did in her office 2 weeks later. I was not in an angry state. I was composed when we had the conversation. I simply made a statement of how I felt 2 weeks earlier and Ms. Edmiston used it as another excuse for another allegation.

- #36. Ms. Edmiston stated, "11/2/16 - _____ came in to file a forcible on his property. The Judge came the lobby and brought him into his office where they were talking prior to the hearing while the paperwork was being processed by the clerk".

I do not affirm or deny this unsupported allegation as I don't recall the specifics of any conversation that was held 21 months ago back on November 2, 2016. I do know that I've had Mr. _____ in my chambers visiting on multiple occasions. I know Mr. _____ very well. My relationship with him is as follows. My parents and his grandparents were very close friends. My parents bought the _____ home in _____ when I was a freshman in high school. In the last 10 years I have come to know Mr. _____ very well. He lives less than a quarter-mile from me. He is in our congregation of the church and in 2016 he was the 2nd counselor in the Stake Presidency of the LDS church. Just this last month he become the Stake President. I look up to him a lot and respect him. It's an honor to have him come into my chambers. If I was going to engage in ex parte communication I certainly wouldn't do it in my Chambers. Ms. Edmiston states _____ who is the manager of his rentals. If ex parte was going to occur certainly his manager, who would know all the facts about the contract and what was going on currently with regards to the renter, would have been invited. I'm shocked that after all the allegations that Ms. Edmiston has made so far that she isn't claiming that ex parte communication was occurring instead of just inferring it.

- #37. Ms. Edmiston stated, "12/20/16 - Judge Staggs stood outside the door and spoke with a Plaintiff in a small claims case _____ i. Judge said to 'Keep me apprised about what's going on with this case without getting into the particulars'. He then told the plaintiff to go after the contractor's license and insurance and you'll get cash instead of a piece of paper judgment".

I deny this false unsupported allegation of ex parte communication and giving advice.

I don't recall the specifics of an event that allegedly took place 19 months ago on December 20, 2016. In Cochise County we have Alternative Dispute Resolution that all Small Claims cases must go to before being heard at trial by me. The only input that I have on Small Claims is to sign the "Order of Referral To Alternative Dispute Resolution" my clerk puts it on my desk. I have yet to answer a motion on a Small Claims Case and I've only heard 1 or 2 trials because the majority are settled at Alternative Dispute Resolution. Looking at the file this case was settled without going to trial. I saw this file on 12/20/2016 when I signed the Order for the case be referred to Alternative Dispute Resolution and once again on 03/22/2017 when I signed the Stipulated Agreement.

Ms. Edmiston alleges that the plaintiff was in the lobby on 12/20/2016. The file shows I signed the Order of Referral to Alternative Resolution on 12/20/2016. The file also shows the Order of Referral to Alternative Resolution was mailed to the parties on 12/22/2016. If the plaintiff was at the Court, and I spoke to her in the lobby, I would have just handed the Order to her instead of my staff having to mail the Order on 12/22/2016.

In the interest of full disclosure, I have checked my political records and I did have a sign posted, not only at the plaintiff's residence, but also at the residence of her father next door.

#38. Previously answered.

#39. Previously answered.

#40. Previously answered.

#41. Previously answered.

I will now address the allegations in Ms. Edmiston's Hostile Work Environment Complaint

This document is not signed or dated however an email that is accompanying it indicates it was sent to HR, on August 31, 2017.

Two weeks ago.

Previously answered on pages 17-18 of my answer to this Complaint.

One week ago.

I deny the false unsupported allegation that I gave any threats to either Ms. Edmiston or Ms. S.

Ever since I've been here I have requested that detailed Office Procedure Manual be made up for each of the duties of every single Clerk. I have checked with all the other courts in Cochise County and it amazes me that not one court has a detailed manual of both job descriptions and exact procedures that Clerks have to follow to perform their duties efficiently. It is my belief that when a Clerk is trained they should have a detailed manual as a resource because not everything is remembered during training. Having a manual can also hold the Clerk responsible for their duties. During the multiple discussions I had with Ms. N regarding this topic, I continually got push back and resistance to creating a detailed Office Policy due to the time entailed to create it and then then to manage it. Ms. N used the excuse that the duties and procedures continually change due to the rules and laws continually changing.

As previously discussed on page 4 and page 5, during this time period in August 2017, there was great stress in the office due to Ms. N delegating her duties to other clerks, so that we would have as little interaction as possible between us. Because Ms. N wanted the interactions limited I began questioning the Clerks as to their new duties. Because new duties were being assigned to staff (in the case of Ms. S learning to process monies) I wanted staff to begin to write detailed descriptions of the processes they were learning so they could go into an Office Procedure Manual.

During this time Court Administration had announced a new program for training Clerks for management ship positions. The Court Managers in both JP-1 and JP-4 had announced their retirements. If Mr. Nelson was successful in his bid to un-seat me, of course Ms. N could no longer continue to be the Court Manager. This program was announced for any staff to submit application to take this course. Court Administration did not want to train any person that was not going to stay long-term, so the application stated that if the employee

did not stay for 2 years, they would have to pay a fee back to Cochise County in the amount of \$2,000.00. This was not secretive, and anyone could apply, so with there would be no reason for me to instruct Ms. Edmiston not to talk to Ms. N about applying. I have attached **Exhibit # D-68** & **Exhibit # D-69**, as proof.

August 30, 2017

Previously discussed on page 5 and page 6 of my answer to this Complaint regarding Ms. N storming into my chambers accompanying by Ms. Edmiston, accusing me of going behind her back and questioning the staff as to their newly assigned duties.

The alleged discussions that Ms. Edmiston claims we had in the last 2 paragraphs of page 2 and the 1st paragraph of page 3, couldn't have possibly have occurred that day, as proved by the e-mail exchanges that had with Judge Conlogue, that I submitted as Exhibits # D-4 through Exhibit # D-8.

August 31, 2017

I believe the facts speak for themselves as to any retaliation against Ms. N. This is supported by a complaint never being made against her, allowing her husband and her to come to our home to hear their reasons for running, not writing her up for infractions, making the effort to work professionally with her during August 2017, waiting weeks to approach Judge Conlogue and never asking to have her removed.

Ms. Edmiston's personality is that if you even raise your voice in annoyance, you are yelling at her. Even if the annoyance is because of another person, you are yelling at her. Every time I approach Ms. Edmiston when staff is not following procedure she states: "*I don't want to talk about it right now as I can see you are upset*". The only time I have raised my voice, to what I would consider a yell, is on 2 occasions. When I finally got took action with Ms. G for disrespecting me in the courtroom, threatening to remove her as the Criminal Clerk, and when Ms. N stormed in my chambers with Ms. Edmiston. When it occurred it definitely wasn't screaming, attacking or vindictive in nature.

I did a search on the internet for: *What is the difference between raising your voice in annoyance and yelling?* Two replies caught my attention which are as follows:

1. *The difference between yelling and raising voice is huge. Yelling means shouting in loud and sharp voice when someone loses his temper. On the other hand, raising voice means taking a positive stand against the idea which you don't agree to. Raising your voice is speaking loud and clear (with emphasis), to point something out, mostly in a discussion.*
2. *Yelling requires raising your voice. Raising your voice does not mean you are yelling, but it won't matter if the person receiving your message is put off or upset by your tone. So, the difference cannot be determined by you alone, as the speaker. The volume will sync to your emotion, if you don't use your efforts to control it.*

I would suggest I fall in the #1 category and Ms. Edmiston falls in the #2 category.

Conclusion

My relationship with Ms. Edmiston has been very tumultuous since the first day I started at Benson Justice Court. It is my belief that there is a deep-rooted resentment, bias and prejudice that I can only attribute to the fact that I prevailed over her husband in the 2014 Primary election. Why else would it have started since the very first day?

I don't believe that this deep-rooted resentment, bias and prejudice is due to my management style because, for the first 2 years Ms. N had total control of the administrative side of the Court, as I was in a steep learning process. Ms. Edmiston has proven that she is not open to change but wants to do everything the way her mentor, Ms. N, has taught her. I have supplied documentation in Exhibit # D-51 that Ms. J, Ms. R and Ms. F felt that Ms. Edmiston had a poor attitude when change was suggested.

As previously related, the first sign of this was the deep resentment evidenced by Ms. Edmiston being profoundly disturbed by my beginning to move effects into Judge Knoblock's Chambers, just hours after he gave his final goodbyes. I asked her how long was I required to wait: days, weeks, months? Her reply was she didn't know but only waiting just 2 hours was disrespectful. I was later informed by Ms. N that Ms. Edmiston immediately began searching for other employment and continued to do so on it off for the next couple of years. Ms. Edmiston has not been able to find other employment because as she had stated *"It's very difficult for an older woman to find new employment above minimum wage"*.

In Ms. Edmiston's Complaint she has submitted 41 separate issues from page 6 through page 12. I believe that resentment, bias and prejudice is evidenced by the fact that 16 of those issues (#'s 12, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, & 38) date all the way back to either December 2014 & January - March 2015. The earliest issue being in December of 2014, even before I started my term. 5 of the issues are from 2016 (#'s 9, 10, 16, 36 & 37). Ms. Edmiston has apparently kept track of every single issue she feels she can make a case against me. What motivation would a person have to do this, starting from the very first day, except to use this against someone in the future?

I believe the most serious allegation is that of sexual misconduct, followed by retaliation, followed by ex parte communication.

I do not have any documented proof to submit to defend the sexual misconduct that was alleged by Ms. Edmiston on Page 4, #1, on page 10, #23 and Ms. G's statement, Exhibit #2. This was a comment made by Ms. G and not myself. All I can ask is that the Commission members take into the account #'s 1-7 that I listed on page 9 of my answer.

The second sexual misconduct that was alleged by Ms. Edmiston on Page 10, #30 has many inconsistencies in her allegations, as I noted above on page 28-29, #30, and is proven untrue due to the fact that Ms. N didn't even have a shredder in her office.

I ask the Commission members to take into consideration and ask themselves why this second serious allegation of being on my knees and "wiggling my butt" is not also mentioned in Ms. G's statement, Exhibit #2. This is a much more serious allegation, yet Ms. G doesn't even address it.

I have conclusively proved through the time cards that the alleged "forced Chiropractic adjustment" and rubbing Ms. S's shoulders, page 11, #31 and Exhibit #4, couldn't have possibly occurred in the manner as Ms. Edmiston and Ms. S factiously claimed.

The other touching allegations and sexual comments: page 9 #20, #21 #22 and on page 10 #26, #28 are totally unsupported and undocumented. I categorically deny they have ever occurred.

I did not retaliate against Ms. Edmiston on her evaluation.

Ms. Edmiston's annual evaluation was initially gone over in depth with Ms. N F, the Court Division Director. Ms. F gave some suggestions as to how the evaluation could be improved and these changes were incorporated. Just prior to meeting with Ms. Edmiston, the evaluation was gone over in detail with Ms. T R, HR Manager. Both of these professionals knew the attitude of Ms. Edmiston and her resistance to any change whatsoever, as documented in Exhibit # D-51. I had their full cooperation and support with the evaluation marks that Ms. Edmiston received, because they were aware of Ms. Edmiston's conduct and I had documentation to back the evaluation up.

I have conclusively proved that I did not offer the Court Manager position to several people as Ms. Edmiston alleges on page 5, #4. The e-mails that I sent to Judge Conlogue also proves that not only I, but Ms. R, Ms. F, and Ms. J all were of the opinion, that Ms. Edmiston had a bad attitude and was resistant to change, as documented in Exhibits # D-50 and # D-51.

I did not make a statement that "I hate Layne Nelson" nor did I make a motion to punch either the wall or the filing cabinet as Ms. Edmiston alleges on page 5 & 6, #6. I believe that by me revealing to both Ms. R and Ms. F, at the time of Ms. Edmiston's evaluation, that I had previously made the statement "*I wanted to just scream and punch the wall*", I am able to disprove Ms. Edmiston's allegations on March 20, 2018.

If an event that Ms. Edmiston alleges occurred on 03/20/2018, why did she wait almost 2 months until just before the evaluation on May 11, 2018, to inform HR that she was scared to come into my office? She had been in my office on multiple occasions, in private discussion, between 03/20/2018 and 05/11/2018.

I have not done ex-parte communication as Ms. Edmiston alleges on page 7, #6, page 8 #13, page 11 #'s 36 & 37.

I have conclusively proved, by the Conditions of Release paperwork, signed by Judge Till and Judge Housh (), that I didn't see my wife's 2nd cousin when he had his two Initial Appearances, thus I couldn't have contacted any family member regarding conditions of release.

Ms. will confirm that we did not talk about her eviction.

Neither Deputy nor discussed their cases with me. Just because I am speaking to a person in my Chambers does not mean that ex parte communication is happening. This is all conjecture on Ms. Edmiston's part and she has not one shred of evidence or documentation to support her false allegations and suppositions.

I did not have any political materials in my Chambers when this Complaint was received as Ms. Edmiston alleges, Page 6, #1. I have conclusively proved this by calling 3 staff members into my office immediately upon receiving the complaint. I have obtained a signed statement from Ms. D N attesting to this.

Of note is that on page 7, #1, Ms. Edmondson stated, "At the time he brought us in, the only thing was the nail files, which he pulled out and asked, 'do these say re-elect?'" yet on page 2, 1st paragraph, Ms. Edmiston stated, "I did see two binders on their side over by his refrigerator that could have possibly been those books, but he did not direct me to that area" perhaps attempting to sow a seed of doubt that the binders could have been present. Of note also is that not only was Ms. Edmiston not willing to sign a true statement but e-mails prove she also actively sought to persuade Ms. N and Ms. F not to sign one.

I do not perform free background checks nor am I assisting voters to fill out voting registration forms as Ms. Edmiston alleges, page 7, #2.

I have conclusively proved by Exhibit # D-8, that I did not go "straight to the top to ask Judge Conlogue's opinion", regarding the voter registration forms present in the Court.

I do not find defendants automatically guilty of speeding if radar is used as Ms. Edmiston alleges, page 7, #3. The forms that I have made up and use with every criminal and civil trial prove that I don't automatically find a defendant guilty of speeding if radar is used. Why would one go to the trouble of making up forms such as these, if there is no plan to use them?

I do not give preferential treatment to Mormons as Ms. Edmiston alleges, page 7, #5. The sentencing that I have given and the ways that I hold members of the LDS church accountable, prove that I don't give preferential treatment to them.

I do not turn off the recorder to have discussions with parties, as Ms. Edmiston alleges, page 8, #10. I have conclusively proved through the recording of case # that I didn't give instruction that the recorder be turned off.

I do not change my rulings as Ms. Edmiston alleges, page 8, #11. I have conclusively proved through the calendar and the record that I did not dismiss a law enforcement officer on 2/19/2018 and then change the verdict from guilty to not guilty. Again, the Prosecutor, can attest directly to this. (This allegation is being circulated extensively to hurt my re-election)

I do not use the comment box for political process as Ms. Edmiston alleges, page 3, 2nd to the last paragraph page and page 25, #12. Ms. Edmiston uses the date of July 2017 to present. This is not true. I have conclusively proved that the box was used as far back as 2/10/2016 to gather information as to the parking problem that we had here at the Court. While I had intentions to show potential voters the comments, following instructions from Mr. George Riemer, I did not institute that strategy.

With the exception of the allegation of sexual comments to Ms. N on her knees with the computer, I have been able to irrefutably disprove all the above allegations listed on page 38, 39 and this page by the documented facts that I have presented to the Commission.

It is my belief that I have shown the lack of integrity and truthfulness on Ms. S's part, by proving the totally false allegations surrounding the Chiropractic adjustment through the documentation contained in the time sheets, and thus have discredited not only her, but Ms. Edmiston. Neither the above allegation or the allegations about negative comments about her pregnancy were mentioned in Ms. S's exit interview. Because of being able to discredit Ms. S, due to proving her lack of truthfulness, it is my belief that I could deny my statement to Ms. S. "I wonder what people would think if I walked around unzipped" because she has no documentation and it is a "she said, he said". Notwithstanding this, I did make the statement, I do admit to making the statement and affirm it.

It is my belief that I have also shown the lack of integrity on Ms. Edmiston's part by proving these false allegations and thus have discredited her. If she is willing to misrepresent the facts above how is one to believe her other allegations?

Ms. Edmiston knows the duties of all the other Clerks in the Court and does know them very well. She is truly a wealth of knowledge and truly is an asset to the Court with regards to that knowledge. She however has a poor attitude with regards to my authority and is very resistive to change. I truly believe that Ms. Edmiston has shown a lack integrity with regards to the allegations that I have been able to conclusively disproved through documentation.

I believe 4 major components are at play here:

1. Ms. Edmiston harbors deep resentment that I beat her husband in the 2014 Primary Election.
2. Ms. Edmiston is very loyal to Ms. A. N. Ms. N. is her mentor and has trained her in every aspect of the Court since the first day she was hired.
3. Ms. Edmiston has a false perception that I am the one **solely** responsible for Ms. N's removal from JP-3.
4. I believe there is a political component to this also. When I first received the Complaint, I thought that it was a direct consequence due to the evaluation that I had given to Ms. Edmiston on May 14, 2018. However, upon doing my timeline I note that Ms. Edmiston submitted this Complaint on May 1, 2018. Ms. Edmiston's "Hostile Work Environment Complaint" was submitted on August 31, 2017 to HR. Just as I previously questioned why the Sarah Herman Complaint, No. 18-077, was submitted 9 months after she left employment, the same question cries to be answered as to why Ms. Edmiston waited a total of 8 months, following no action being taken on her "Hostile Work Environment Complaint", to submit this Judicial Complaint. The Primary election is on August 28, 2018. Ms. Edmiston is supporting Mr. N. and public records indicate that she signed his petition.

I want to thank the Commission members giving me this opportunity to defend myself against these 41 allegations. I have gone through an enormous amount of stress since first receiving this Complaint. I have lost sleep and have actually lost over 20 lbs. in the last month. I have even gone so far as to questioning why I want this job and whether if it is worth it, if a staff member is able to make these unfounded allegations. I do not believe that they will stop in the future. When a Judge goes to make a mistake, especially a new Judge, the staff is supposed to direct and advise them, not look for ways to report the Judge.

I know I am not perfect. I know that I need to improve my communication skills. I know I need to be a better manager with the staff here. I know that I need to grow and improve and am willing to do whatever it takes to be the best Judge that I can be. I always want to bring honor to the bench.

As you know I have made mistakes. I am always willing to accept responsibility for my mistakes and am willing to do whatever it takes to resolve those mistakes and grow from the process.

I also know that I am a good Judge to the people. I know the people in my jurisdiction respect me, as evidenced by the comments that have been filled out. I know that I want to be the best Judge for them. I know that I always do my best to be a professional. I know that I always do my best to continue to learn and grow.

I will await the Commission's findings on this matter and pray that they in their esteemed knowledge can see to the truth of these matter.

Respectfully,

Judge Bruce E. Staggs
Benson Justice of the Peace #3

2018-143

To whom it may concern,

I am a Court Clerk at Benson Justice Court #3 and have been employed as such for the last 21 years.

On April 24, 2018 Judge Staggs called me into his office. He showed me pictures of Exhibits 5A, 5B, and 8 which were 2 binders and a clipboard with a petition on it.

On April 24, 2018 these binders and clipboard were not present on Judge Staggs bookcase nor were they on his desk.

Judge Staggs opened all his desk drawers, and both cabinets and drawers of his two credenzas. Judge Staggs also opened his closet and bathroom doors.

I, Donna Naegle, do affirm that the binders or clipboard with a petition (Exhibits 5A, 5B, and 8) were not present in Judge Staggs office on April 24, 2018.

Respectfully,

D. Naegle

April 30, 2018
Date

2018-143

TIME SHEET - JUSTICE COURT PRECINCT 3

NAME: Chris Edmister

*Sick for family members (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). ** Enter letter plus hours (example - B 4.25): B = Bereavement leave pursuant to Judicial Merit Rule 15; J = Jury Duty; E = one hour off for voting (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); W = leave without pay (explain here)

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

Date: 5/4/18

☐ Manager's ☐ Supervisor's ☒ Judge's Signature:

Date: 5/4/18

The following are the incidences regarding the integrity of Ms. Edmiston:

In front of other staff members you have openly and also privately with the Department Head, questioned Judge Conlogue's decision to remove A N from JP-3.

In front of other staff members, on more than one occasion, you have undermined, questioned and resisted the Department Head on policy change, after it has been implemented. Specific examples are:

The policy of separating case numbers the case type, case year and case number so it is easier to read and more importantly easier to file. Example

The policy of stapling the Defendants case history on the top, on the left side of the file.

The policy of turning up the volume of phones, stating that the volume irritates you. On more than one occasion the Department Head has questioned you on the staff's phones being turned down. This results in the volume's being turned up for a very short period of time, and then they go down again, following your example.

The policy of checking the "Warr Original Charges" box on the Judges Worksheet. It has been explained in detail, on to many occasions to count, that this box is to be checked if a Defendant has failed to appear on original charges and as a result has later had a warrant issued for their arrest. This informs the Judge that not only does the Defendant have to be Arraigned on the original charges but also on the failure to appear charge of ARS 13-2506 A2. The staff has the ability to leave the original charge(s) off the document or to cross them off, but they have failed to do so in the past. This single issue has caused a tremendous amount of confusion to the office staff, that you have passed on to them, to the point that the Department Head, finally exhausted of the constant discussion of this matter, has authorized the "Warr Original Charges" to be changed to "1st Appearance" to satisfy you. This authorization was given weeks ago and the form, to this date, still has not been changed.

The above are just some more serious examples undermining, questioning and resisting the Department Head on policy change, after it has been implemented. What is more concerning is that more than one staff member has reported back to the Department Head that the Department Head has been disparaged on multiple occasions and policies have been ridiculed, when the Department Head is not present.

In front of other staff members, on more than one occasion, you have undermined and questioned the Department Head as to decisions to:

Lift a Defendants license suspension.

Reduce a Defendants fine.

Allow a Defendant to take Defensive Driving School, when the Defendant does not immediately take the class.

In front of non-staff members you have undermined and questioned the Department Head on policy, after it has been made. Specific example is:

Keeping the courtroom closed, until clerks are present, to allow all parties to enter at once.

You have questioned staff members regarding private conversations that the Department Head has had with them.

You did not follow policy and inform the Department Head when public records were requested.

When the Department Head informs you of a policy not being followed by the staff you get very defensive and state you don't want to address the matter at the time, because you feel the Department Head is agitated or angry.

When the Department Head is speaking to an employee and giving direction regarding policy, you eavesdrop from your office and rush into the Department Heads office uninvited, to be part of the conversation.

In general, the Department Heads experience with you indicates that you don't fully support the authority or the policies of the Department Head. You are very resistant to **any** change whatsoever. You have stated on multiple occasions "*This is the way we have always done it*". This resistive attitude permeates down to other staff members which causes discord within the staff. As a result, there isn't unity in the direction of the court, staff don't feel they have to follow policies, the court is not as efficient as it can be and there is great tension between the Department Head and the Court manager. The trust, which is essential between a Department Head and Court Manager, has been lost and needs to be repaired.

Staggs, Bruce

From: Staggs, Bruce
Sent: Thursday, August 24, 2017 8:47 AM
To: Conlogue, James
Subject: RE: Meeting

Thank you

From: Conlogue, James
Sent: Thursday, August 24, 2017 8:45 AM
To: Staggs, Bruce
Subject: RE: Meeting

Works for me. I'll be here.

From: Staggs, Bruce
Sent: Thursday, August 24, 2017 8:43 AM
To: Conlogue, James <
Subject: Meeting

I don't feel comfortable by video or over the phone as the conversation could possibly be overheard. If it is alright with you I will call right when Pre-Trials are over today and find out if it is still convenient for you.

Is that ok?

Bruce

From: Conlogue, James
Sent: Thursday, August 24, 2017 8:13 AM
To: Staggs, Bruce <
Subject: RE: Meeting

I have time this afternoon. I hate to see you drive all the way to Bisbee for a second time this week but you are welcome to come this afternoon after your pre-trials if you wish. Friday and Monday afternoon don't look good and I start a jury trial next Tuesday.

It's completely up to you but we can try to speak on the phone or by video if you would like to avoid the drive. Please let me know what you prefer.

From: Staggs, Bruce
Sent: Wednesday, August 23, 2017 7:58 AM
To: Conlogue, James <
Subject: Meeting

Judge Conlogue,

Per our discussion is there any afternoon you are available this week or Monday for me to come down and talk? Today at 2:00 pm I have Warrant Court but it is usually short. Thursday I have Pre-Trials that last until 3:00. Friday and Monday nothing is on schedule in the afternoon.

I will be awaiting your reply.

Respectfully,

Judge Staggs



Judge Bruce Staggs
Justice of the Peace, JP-3
Magistrate, City of Benson
126 W. 5th Street, Suite #1
Benson, Arizona 85602
(520) 586-8100
(520) 586-8117 fax

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Staggs, Bruce

From: Staggs, Bruce
Sent: Monday, August 28, 2017 10:18 AM
To: Conlogue, James
Subject: RE: JP3

Thank you so much.

Thank you also for giving me time on Friday. I came away feeling much better. Even if nothing happens, just knowing that you are willing to look for a possible solution, speaks highly of your leadership.

Bruce

From: Conlogue, James
Sent: Monday, August 28, 2017 7:40 AM
To: Staggs, Bruce
Subject: RE: JP3

The action and the ramifications will be mine. I need to speak with a couple of people and then I'll be in touch.

From: Staggs, Bruce
Sent: Friday, August 25, 2017 4:19 PM
To: Conlogue, James
Subject: RE: JP3

Thank you for looking into this matter.

I came away from the conversation not planning to take any action because of fear of it being perceived as retaliation. Also I was hoping, as discussed, if any suggestion were to be made it hopefully would be made by Administration so to not have political ramifications.

Again, thank you.

Bruce

From: Conlogue, James
Sent: Friday, August 25, 2017 1:27 PM
To: Staggs, Bruce <
Subject: JP3

Judge Staggs,

I came up with an idea after our meeting yesterday. I have several people researching it and I need the weekend to think it through. Please do not take any action regarding our discussion until you hear from me. I'll be in touch early next week.

Jim

Staggs, Bruce

From: Staggs, Bruce
Sent: Wednesday, August 30, 2017 11:24 AM
To: Conlogue, James
Subject: Office Tension

Judge Conlogue,

Had an altercation in the office this morning with A that I need to advise you about.

I know you are in the middle of a jury trial and are very busy. I don't believe that this is an emergency and has to be discussed immediately but A is on her way down to HR to discuss this with T.

Bruce



Judge Bruce Staggs
Justice of the Peace, JP-3
Magistrate, City of Benson
126 W. 5th Street, Suite #1
Benson, Arizona 85602
(520) 586-8100
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2018-143

James L. Conlogue
Presiding Judge
Division V



Superior Court
Cochise County

P.O. Drawer CJ
Bisbee, Arizona 85603
(520) 432-8480
Fax (520) 432-8488

MEMORANDUM

TO: A N
FROM: James L. Conlogue, Presiding Judge
DATE: September 8, 2017
SUBJECT: Temporary Assignment

Due to the friction currently existing between you and Judge Staggs, you are temporarily assigned to Justice Court, Precinct Five until further notice. Your current salary and benefits shall remain the same. The Judicial Merit Rules shall continue to apply throughout your employment in the Judicial Branch. Your work hours shall be from 8:00 a.m. until 5:00 p.m. on all court days. You shall be subject to the direct supervision of _____ and Judge Dickerson. The previous offer related to the temporary assignment is withdrawn. This temporary assignment is effective September 10, 2017 and you shall report to Justice Court, Precinct Five on Monday, September 11, 2017 at 8:00 a.m.

I, A N , acknowledge receipt of this Memorandum:

Anita Nelson

September 8, 2017
Date

xc: Judge Staggs
Judge Dickerson
Judge Ambrose
T R

2018-143

Staggs, Bruce

From: Staggs, Bruce
Sent: Thursday, August 10, 2017 3:56 PM
To: Conlogue, James
Subject: okay to ask undiscoverable times in his car Voter Registration Issue

Based on your reply I will immediately have the voter registration forms removed out of the office.

Bruce

From: Conlogue, James
Sent: Thursday, August 10, 2017 2:54 PM
To: Staggs, Bruce
Subject: RE: Voter Registration Issue

This means I'm uncertain. It's absolutely clear that we must keep politics out of the court. However, I need guidance on whether the voter registration activities violate the Code of Conduct.

From: Staggs, Bruce
Sent: Thursday, August 10, 2017 2:39 PM
To: Conlogue, James
Subject: Voter Registration Issue

Judge Conlogue,

Do I take from your email that perhaps no voter registration form should be in the Court?

If this is true please let me know and I'll instruct the staff to get rid of them immediately. They were here before I took office.

I will be awaiting your reply.

Bruce

From: Conlogue, James
Sent: Thursday, August 10, 2017 1:36 PM
To: Staggs, Bruce
Cc: R, T, <
Subject: Voter Registration Issue

Judge Staggs,

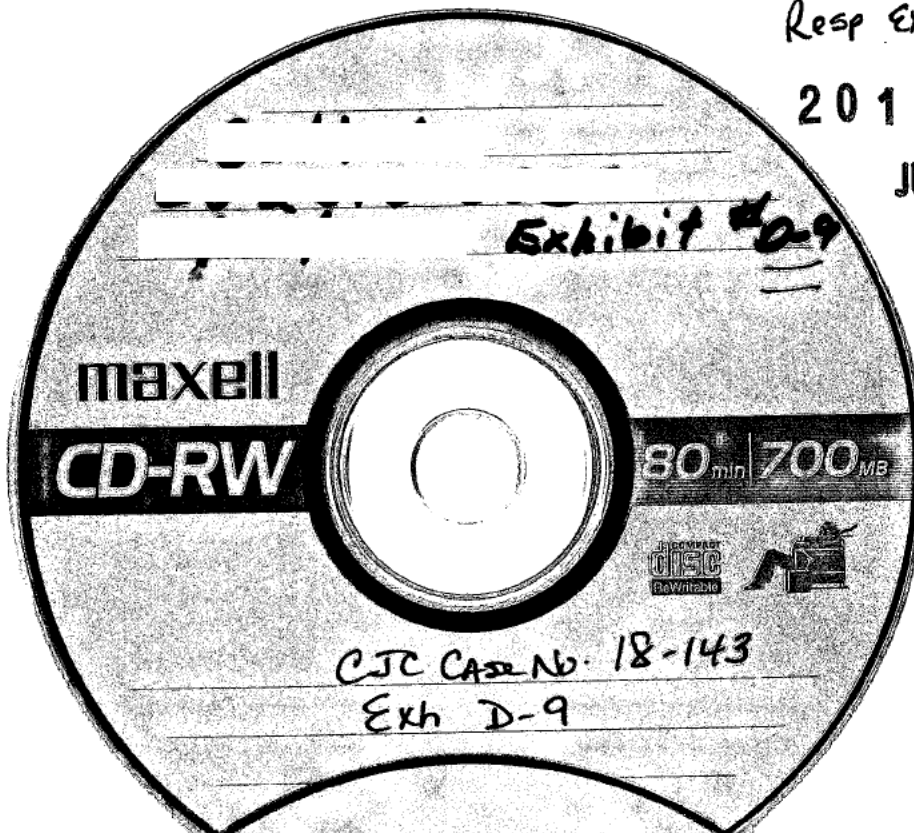
T R forwarded to me your question regarding voter registration. I requested an Ethics Advisory Opinion on the issue. In making the request I did not include any name or identifying information. I'll let you know when I receive any information regarding the request.

Jim

Resp Exh D-9 & D-10

2018-143

JUL 18 2018



District: JP 3

Registrant List

2018-143

Exhibit # 0-11

03/04/2014

10:29:22AM

Name	Registration Date	Birth	Status
Residence Address	Phone	Year	Party Perm EV

02/09/2007

PND

A

REP

A

Y

IND

A

Y

REP

A

Y

PND

A

Y

REP

A

Y

REP

A

Y

REP

A

Y

REP

A

Y

REP

A

Y



Exhibit
#0-12

2018-143

Like Comment Share



and 15 others

and 8 others shared this

What is running for?

Yesterday at 6:38 PM · Like · Reply

Superior court judge division one

Yesterday at 7:43 PM · Like · Reply · 1

running too?!?

14 hours ago · Like · Reply

He is running for superior court and I am running for .

13 hours ago · Like · Reply · 2

Write a reply...



Write a comment...



Thanks, but I am supporting **Bruce Staggs**. He has done an awesome job!

10 hours ago · Like · Reply · 😊 1

V **G**

I'd be curious to know what he has done that is so awesome?

3 hours ago · Like · Reply

Everyone that I know that has had contact with him has found him to be more than fair. NO bias for relative, friend or religion.

1 hour ago · Like · Reply

V **G**

Well having worked for him for the worse 6 months ever, that would be more farther than the truth. I have seen it first hand and know this is not a person mentally capable to be a judge and we need to bring in someone that has more of a legal background. I could tell you much more which is actually illegal but I won't bash on here.

58 minutes ago · Like · Reply

The fact that you have started "mud slinging" not only says a lot about you-but your candidate of choice. Thank you for letting others in on this early!

29 minutes ago · Like · Reply · 😊 1

V **G**

Don't bring the candidate into this as he had nothing to do with this. The same goes for you as well too, the fact that you support this guy shows a lot about your character as well.

7 minutes ago · Like · Reply

V **G**, when exactly did you work for him? Illegal, you say? I don't expect you to explain because we both know that is a lie. We want fact. Not fiction

6 minutes ago · Like · Reply

Thank you. I take that as a compliment of the highest order.

5 minutes ago · Like · Reply

Write a comment...



The fact that you have started "mud slinging" not only says a lot about you-but your candidate of choice. Thank you for letting others in on this early!

29 minutes ago · Like · Reply · 😊 1

V G

Don't bring the candidate into this as he had nothing to do with this. The same goes for you as well too, the fact that you support this guy shows a lot about your character as well.

7 minutes ago · Like · Reply

V G , when exactly did you work for him? Illegal , you say? I don't expect you to explain because we both know that is a lie. We want fact. Not fiction

6 minutes ago · Like · Reply

Thank you. I take that as a compliment of the highest order.

5 minutes ago · Like · Reply

V G

😂 How would you know if it was a lie if you weren't there? Do tell. I for one have no reason to lie. What do I gain from it?

4 minutes ago · Like · Reply

Write a reply...

V G

Anyone will be better than the Looney tune that's in there now!

3 hours ago · Like · Reply

, so sorry I can't make the meeting I will be up in PHX at GOP Headquarters prepping for the State meeting.

1 hour ago · Edited · Like · Reply

Thanks I understand, tell I hi for me.

1 hour ago · Like · Reply

Write a reply...

Judge Bruce Staggs

May 10th, 2018

RE: Judge Bruce Staggs

To Whom It May Concern:

It has come to my attention that a complaint has been filed against the Honorable Judge Bruce Staggs. In response, this letter addresses Ms. A N's unprofessional behavior, which I observed during my tenure at the Benson Justice Courts. On a consistent and regular basis Ms. N engaged in unprofessional work place practices from October 2016-December 2016. In and out of the office, she openly criticized Judge Bruce Staggs. She did this whenever Judge Staggs was not present. Ms. N would regularly engage other court workers to influence them and undermine the authority of Judge Staggs. Her behavior cultivated an environment of disrespect, enmity, and hostility towards the Judge and degraded organizational good order and discipline. Judge Staggs was unaware and had no knowledge of her activities. Judge Staggs always and consistently maintained the utmost professionalism. He is unbiased, fair and promoted equal opportunity within our organization. He is a consummate professional and consistently promotes himself in a professional manor during my tenure. He is a strong leader, sets a professional standard and is an example for all to follow.

Please feel free to contact me if you have any further questions.

Very Respectfully,

In regards to the allegations against Bruce Staggs, I would like to convey my opinion and my personal experiences during my time of employment at the Benson Justice Court. During my employment, Mr. Staggs always held himself in a professional and courteous manner. Mr. Staggs was, in my opinion, the embodiment of a professional individual. He regularly enforced policy standards while in court, as well as the office atmosphere. He was continuously establishing a good rapport while in the presence of the public, in his chambers, and off county property. Mr. Staggs has always impressed me by his character, diligence and work ethics. I have stated before that now, and in the future I will strive to be the type of employer Bruce Staggs was to me. Mr. Staggs is both admired and respected by fellow Cochise County employees as well as myself. He consistently demonstrated an ability to be empathetic towards everyone around him.

To conclude, I would like to restate my strong recommendation that Mr. Staggs has continuously been a model judge and employer. If there is any further information or questions that I can assist in, please do not hesitate to contact me.

May 5, 2018

To Whom It May Concern,

Judge Bruce Staggs is our next door neighbor and a great one, too. Loves and respects his wife and does not drink or smoke and I have never heard him use profanity, and is always willing to serve his fellowmen.

When he was first elected a Justice of the Peace, we asked him if some day we could go listen to one of his cases and He said it was fine with him. About two years ago, (his wife) and I went to his court room to listen to one of his cases but the defendant didn't show or was late, so he invited us to his office to show me what his office was like, on the way to his office he introduced me to his staff, in fact, A N was in her office, a long time acquaintance, we visited for a minute or so and proceeded to Judge Staggs office where we visited for a few minutes till his case show up. We went back to the Court room. At no time did we discuss any Court cases. As a matter of fact, I have a daughter that is a Justice of the Peace in Phoenix, and a Son in Law that is a Superior Court Judge in Phoenix also. I know that Court cases are not to be discuss at any time.

Sincerely,

FILED

IN THE SUPERIOR COURT OF THE STATE OF ARIZONA
IN AND FOR THE COUNTY OF COCHISE

2017 MAY -9 AM 11:04

ADMINISTRATIVE ORDER NO. 2017-002

MADE
CLERK OF SUPERIOR COURT

IN RE: INITIAL APPEARANCE TIMES FOR JUSTICE COURTS IN COCHISE
COUNTY

Pursuant to Rule 4.1, Arizona Rules of Criminal Procedure, the undersigned hereby assures the following fixed times each weekday for conducting initial appearances in each of the County's Justice Courts:

Justice Court, Precinct One	10:00 a.m.
Justice Court, Precinct Two	8:30 a.m.
Justice Court, Precinct Three	7:30 a.m.
Justice Court, Precinct Four	10:30 a.m.
Justice Court, Precinct Five	10:30 a.m. (in person)
	11:30 a.m. (by video)
Justice Court, Precinct Six	11:00 a.m.

The initial appearance calendar on weekends and holidays shall commence at 8:00 a.m.

Each Justice of the Peace retains the authority to schedule initial appearances at times other than those set forth above, depending on the particular circumstances of each case and the availability of necessary parties. Each Justice Court shall provide law enforcement and necessary parties, including any victim, with the best notice possible under the circumstances if any initial appearance is to be conducted at a time other than the times set forth above.

IT IS ORDERED rescinding Administrative Order 2015-003.

DATED at Bisbee, Arizona, this 24 day of May, 2017.

James L. Conlogue, Presiding Judge

2018-143

BENSON JUSTICE COURT #3 **TIME SHEET**

EMPLOYEE NAME:
CHRISTINA EDMISTON

For the Period: 6/17/17

Beginning: 6/4/17					Ending: 6/17/17				
Day	Date	Time In	Time out	Reg Hrs.	COMP +/-	Hol	Vacation	Sick	Daily Total
SUN	6/4/17								
MON	6/5/17	7:00 1:00	12:00 5:15	8	1.25 1.88				9.25
TUE	6/6/17	7:00 1:00	12:00 4:30	8	.50 .75				8.5
WED	6/7/17	7:00 12:45	12:00 5:00	8	1.25 1.88				9.25
THUR	6/8/17	7:00 1:00	12:00 4:30	8	.50 .75				8.5
FRI	6/9/17	7:00 1:00	12:00 5:00	8	1.00 1.50				9
SAT	6/10/17								
SUN	6/11/17								
MON	6/12/17	7:00 1:00	12:00 6:00	8	2.00 3.00				10
TUE	6/13/17	7:00	5:45	8	2.75 4.13				10.75
WED	6/14/17	6:45 1:00	12:00 5:00	8	1.25 1.88				9.25
THUR	6/15/17	6:45 1:00	12:00 5:00 6:00	8	1.25 3.38				9.25
FRI	6/16/17	7:00 1:00	12:00 4:00	8					8
SAT	6/17/17				19.15 12.75				99.75 99.15
PAY TOTALS				80					

I Hereby Certify That This Record Is True and Correct

Employee's Signature

6/16/17

Date

6/16/17

Date

Court Manager

Department Head

6/16/17

Date

2018-143

BENSON JUSTICE COURT #3 **TIME SHEET**

EMPLOYEE NAME:
CHRISTINA EDMISTON

For the Period: 7/1/17

Beginning: 6/18/17					Ending: 7/1/17				
Day	Date	Time In	Time out	Reg Hrs.	COMP +/-	Hol	Vacation	Sick	Daily Total
SUN	6/18/17								
MON	6/19/17	7:00	12:00	9					9
TUE	6/20/17	7:00	10:00	3		5 admin			8
WED	6/21/17	7:00	6:00	11					11
THUR	6/22/17	7:00	5:00	10					10
FRI	6/23/17	6:00	12:00	2.00	3.50 comp time 3.25 calculated 1.5 Reg + 5.00 calculated Reg.				10.5
SAT	6/24/17				10.25				
SUN	6/25/17								
MON	6/26/17						8		
TUE	6/27/17						8		
WED	6/28/17						8		
THUR	6/29/17						8		
FRI	6/30/17						8		
SAT	7/1/17								
PAY TOTALS					35.0 40	10.25 8.50 5.00 admin	40		88.50 90.25

I Hereby Certify That This Record Is True and Correct

Employee's Signature

Date

6/23/17

Court Manager

Date

7/3/17

Department Head

Date

7/3/17

Comp
calculated
at
Different Rates
5.25
3.5 hrs @ 1.5
5.0 @ reg comp
10.25

2018-143

BENSON JUSTICE COURT #3 **TIME SHEET**

EMPLOYEE NAME: D S

For the Period:

Beginning: 6/5/2017					Ending: 6/16/2017				
Day	Date	Time In	Time out	Reg. Hrs.	COMP +/-	Hol.	Vacation	Sick	Daily Total
SUN									
MON	6/5/17	8:00	1:00	8.50					8.50
		2:00	5:30						
TUE	6/6/17	8:00	9:30	1.50				6	7.50
WED	6/7/17	8:00	1:00	8.50					8.50
		2:00	5:30						
THUR	6/8/17	8:30	1:00	7.50					7.50
		2:00	5:00						
FRI	6/9/17	8:00	1:00	8					8
		2:00	5:00						
SAT									
SUN									
MON	6/12/17	8:00	1:00	6	<1.50>		1.50		7.50
		2:00	3:00						
TUE	6/13/17	8:00	1:00	8.50					8.50
		2:00	5:30						
WED	6/14/17	8:00	1:00	8					8
		2:00	5:00						
THUR	6/15/17	8:00	1:00	8					8
		2:00	5:00						
FRI	6/16/17	8:00	1:00	8					8
		2:00	5:00						
SAT									
TOTALS				72.50	<1.50>		1.50	6	80

I Hereby Certify That This Record Is True and Correct

Employee's Signature 06/16/17
Date

Court Manager 6/16/17
Date

Department Head 6/14/17
Date

2018-143

BENSON JUSTICE COURT #3 **TIME SHEET**

EMPLOYEE NAME: D S

For the Period:

Beginning: 6/19/2017					Ending: 6/30/2017				
Day	Date	Time In	Time out	Reg. Hrs.	COMP +/-	Hol.	Vacation	Sick	Daily Total
SUN									
MON	6/19/17	8:00	1:00	8					8
		2:00	5:00						
TUE	6/20/17	8:00	10:00	2		6 admin			8
WED	6/21/17	8:00	11:30	3.50				4.50	8
THUR	6/22/17	9:00	5:00	8					8
FRI	6/23/17	8:00	1:00	8					8
		2:00	5:00						
SAT									
SUN									
MON	6/26/17	8:00	1:00	8.9	X				9
		2:00	6:00						
TUE	6/27/17	8:00	5:00	8.9	X				9
WED	6/28/17	8:00	1:00	7.75					7.75
		2:00	4:45						
THUR	6/29/17	8:00	1:00	8					8
		2:00	5:00						
FRI	6/30/17	8:00	1:00	8.25	1.75				8
		2:00	5:00		2.43				
SAT				69.50	2.43				
TOTALS				69.25	2.43	6		4.50	81.75

I Hereby Certify That This Record Is True and Correct

Employee's Signature

06/30/17
Date

Court Manager

7/3/17
Date

Department Head

7/3/17
Date

82.43

2018-143

2018-143

Christina Edmiston

***Sick for family members (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). ** Enter letter plus hours (example - B 4.25): B = Bereavement leave pursuant to Judicial Merit Rule 15; J = Jury Duty; E = one hour off for voting (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); W = leave without pay (explain here)**

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

Date: 10/19/17

☐ Manager's ☐ Supervisor's ☐ Judge's Signature:

Date: 10/10/17

2018-143

TIME SHEET - JUSTICE COURT PRECINCT 3

Print Full Name: **CHRISTINA EDMISTON**

***Sick for family members (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). ** Enter letter plus hours (example - B 4.25): B = Bereavement leave pursuant to Judicial Merit Rule 15; J = Jury Duty; E = one hour off for voting (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); W = leave without pay (explain here)**

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

Date: 11/2/17

☒ Manager's ☐ Supervisor's ☐ Judge's Signature:

Date: 11/24/17

TIME SHEET - JUSTICE COURT PRECINCT 3

Print Full Name:

*Sick for family members (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). ** Enter letter plus hours (example - B 4.25): B = Bereavement leave pursuant to Judicial Merit Rule 15; J = Jury Duty; E = one hour off for voting (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); W = leave without pay (explain here)

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

☒ Manager's ☐ Supervisor's ☐ Judge's Signature:

Date: _____

Date: 10-19-17

2018-143
TIME SHEET - JUSTICE COURT PRECINCT 3

Print Full Name:

****Sick for family members (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). ** Enter letter plus hours (example - B 4.25): B = Bereavement leave pursuant to Judicial Merit Rule 15; J = Jury Duty; E = one hour off for voting (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); W = leave without pay (explain here)** _____

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

☒ Manager's ☐ Supervisor's ☐ Judges's Signature

Date:

Date: 11-2-17

2018-143

TIME SHEET - JUSTICE COURT PRECINCT 3

Print Full Name: Christina Edmister

Sick for family members** (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). * Enter letter plus hours (example - B 4.25):** **B = Bereavement leave** pursuant to Judicial Merit Rule 15; **J = Jury Duty**; **E = one hour off for voting** (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); **W = leave without pay** (explain here)

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

Date: 12/28/17

☐ Manager's ☐ Supervisor's ☒ Judge's Signature:

Date: 12/28/17

TIME SHEET - JUSTICE COURT PRECINCT 3

Print Full Name: Christina Edmister

*Sick for family members (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). ** Enter letter plus hours (example - B 4.25): B = Bereavement leave pursuant to Judicial Merit Rule 15; J = Jury Duty; E = one hour off for voting (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); W = leave without pay (explain here) _____

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

Date: 1/11/18

☐ Manager's ☐ Supervisor's ☒ Judge's Signature:

Date: 1/11/18

2018-143

TIME SHEET - JUSTICE COURT PRECINCT 3

Print Full Name:

*Sick for family members (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). ** Enter letter plus hours (example - B 4.25): B = Bereavement leave pursuant to Judicial Merit Rule 15; J = Jury Duty; E = one hour off for voting (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); W = leave without pay (explain here) _____

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

Date: 2/28/17

☒ Manager's ☐ Supervisor's ☐ Judges's Signature: (

Date: 12/28/67

TIME SHEET - JUSTICE COURT PRECINCT 3

Print Full Name:

***Sick for family members (max 15 days per year pursuant to Judicial Merit Rule 9.2B.1). ** Enter letter plus hours (example - B 4.25):** **B** = Bereavement leave pursuant to Judicial Merit Rule 15; **J** = Jury Duty; **E** = one hour off for voting (request must be made prior to election and the court may specify what hour you may be absent pursuant to Judicial Merit Rule 15.3); **W** = leave without pay (explain here) _____

[illegible]

I hereby certify that this is true and correct. Employee's Signature:

☐ Manager's ☐ Supervisor's ☐ Judge's Signature:

Date: 1/12/8

Sick leave can not be used until 90 days.

2018-143

Staggs, Bruce

From: Staggs, Bruce
Sent: Friday, June 1, 2018 8:23 AM
To: R , T
Subject: Exit interview

T ,

I would like to request that an exit interview be made on each employee that leaves Benson Justice Court #3 to determine if the employee has any issues that need to be addressed.

Please advise.

Respectfully,

Judge Staggs



Judge Bruce Staggs
Justice of the Peace, JP-3
Magistrate, City of Benson
126 W. 5th Street, Suite #1
Benson, Arizona 85602
(520) 586-8100
(520) 586-8117 fax

CONFIDENTIALITY NOTICE: This e-mail may contain privileged or confidential information and is for the sole use of the intended recipient(s). If you are not the intended recipient, any disclosure, copying, distribution, or use of the contents of this information is prohibited and may be unlawful. If you have received this electronic transmission in error, please reply immediately to the sender that you have received the message in error and then delete it.

2018-143

D S

5/21/18

To whom it may concern:

I regret to inform you that I will be leaving my position with the Benson Justice Court effective June 4, 2018. I have a high-risk pregnancy which has come with several complications. At this time, I feel it is best that I concentrate on my pregnancy and health.

I have appreciated both being part of the Benson Justice Court as well as the opportunities that have been provided to me during the last several years.

Please let me know if I can be of assistance during the transition. You can reach me at the above address if you have any questions or need any further information.

Sincerely,

D S

Exhibit # D-31

2018-143

1:03

av, July 2

VIZIO

Holo

BRUCE TACOS

Exhibit # 0-32

2018-143



Exhibit #0-33

2018-143



Civil Traffic Trial Checklist

Exhibit # 0-34
2018-143

DATE: July 10, 2018

CASE NUMBER: TR

TROOPER:

DEFENDANT:

DEFENSE ATTORNEY: N/A

VIOLATION DATE:

VIOLATION TIME:

LOCATION:

CHARGES: ARS § 28-701 A, Speed Not Reasonable & Prudent T-1, 70 mph in a 55 mph zone

- ☐ Convened Court ☐ Advised of the order of the proceedings ☐ Called case ☐ Change of plea requested to responsible
☐ Exhibits marked ☐ Read the Complaint ☐ Maximum penalties ☐ Defensive Driving School allowed

STATE

Witness 1: _____ Witness 2: _____ Witness 3: _____

- ☐ Swearing in of Officer ☐ Officer testimony (☐ Date ☐ Time ☐ Location ☐ Identity ☐ Jurisdiction)
☐ Defense cross-examination ☐ Officer rebuttal testimony ☐ Judges questions of Officer
☐ Swearing in of other State's witness ☐ State's Witness testimony ☐ Defense cross-examination State's witness
☐ State's witness rebuttal testimony ☐ Judges questions State's witness

Exhibits ☐ None Offered ☐ Offered ☐ Objection ☐ Admitted ☐ Not admitted ☐ State rests

DEFENSE

Witness 1: _____ Witness 2: _____ Witness 3: _____

- ☐ Swearing in of Defendant ☐ Defendant testimony ☐ Judges questions of Defendant
☐ Swearing in Defense witness ☐ Witness testimony ☐ Judges questions of witness

Exhibits ☐ None Offered ☐ Offered ☐ Admitted ☐ Not admitted ☐ Defense rests

- ☐ Officer rebuttal testimony

CLOSING STATEMENTS

- ☐ State closing statement (if attorney present) ☐ Defense closing statement ☐ State last say (if attorney present)

CONCLUSION

Read statute/elements ☐ Preponderance of evidence ☐ Summarize each parties evidence ☐ Explain why

JUDGEMENT/VERDICT

- ☐ Responsible ☐ Not responsible ☐ Default Judgment Defendant didn't appear ☐ Case dismissed Officer didn't appear

SENTENCING

- ☐ Base fine amount \$ _____ ☐ Court fees ☐ \$36.60 ☐ \$76.60 ☐ Payment Order ☐ 3 months ☐ 6 months
☐ \$ _____ payment required each and every month ☐ Suspend fine
☐ Base fine reduced to \$ _____ plus fees contingent upon _____

WARNING FOR FAILURE TO COMPLY

- ☐ Order To Show Cause Summons ☐ Collections ☐ MVD notified ☐ Tax intercept

- ☐ APPEAL (14 calendar days from today) ☐ QUESTIONS ☐ CONCLUDE HEARING

Bruce Staggs
Justice of the Peace JP-3

July 10, 2018
Date

Defendant: _____

Case #: TR 2018 0001

Location: ☐ I-10 ☐ State Route: ____ ☒ Milepost: ____ ☐ Other: _____

Defendant direction traveled: ☐ N ☐ E ☐ S ☐ W **Officer location:** ☐ Median ☐ Shoulder

Speed: Posted speed limit: 55 mph Visual estimated speed: mph Radar speed: 70 mph

Pacing speed: ____ mph Defendant admitted speed: ____ mph

Radar: Officer certified for radar: ☐ Y ☐ N

Certification submitted: ☐ Y ☐ N ☐

Unit annual calibration up to date: ☐ Y ☐ N

Tuning fork test pre/post shift: ☐ Y ☐

Other vehicles present: ☐ Y ☐ N

Visual obstructions: ☐ Y ☐ N ☐

Notes: _____

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

From:

Exh. 6.4 #0-36
#315 P.002/003

2018-143

BENSON JUSTICE COURT PRECINCT #3 126 W. 5TH ST., BENSON, AZ 85602 (520) 586-8100

State of Arizona, Plaintiff, vs. Defendant.	Case No. J -0203 Officer: Agency: DR#: COURT: 0203	Misdemeanor Arrest Warrant Failure to Pay Rule 26.12 (No FDR needed)
--	--	---

Address: _____
Sex: _____ Wgt: _____ Hgt: _____ Eye: _____ Hair: _____ Race: _____ D.O.B: _____ SSN#: _____
Purge: _____ 1/2020 _____ AZ Ext: _____ Adjacent Counties: _____ X _____
DL#: _____ State: AZ Bond Amount: _____

TO ALL PEACE OFFICERS OF THE STATE OF ARIZONA

An order has been entered in this Court stating that the above named Defendant

FAILED TO PAY
and is ordered to show cause why such default should not be treated as contempt.

Original charge(s): .

I have found reasonable cause to believe that such offense(s)/violations(s) were committed and that the accused committed them, and reason to believe that the accused will not appear in response to a summons, or that a warrant is otherwise appropriate. **YOU ARE THEREFORE ORDERED TO ARREST** the accused and bring him/her before this Court to answer the charges. If this Court is unavailable, or if the arrest is made in another county, you shall take him/her before the nearest or most accessible Magistrate/Justice of the Peace in the same county as the arrest.

[X] Defendant may be released if a \$1329.00 CASH ONLY bond is posted by or on behalf of the accused. _____

DATED: January 09, 2015

JUSTICE OF THE PEACE

CERTIFICATE OF EXECUTION

I certify that I

arrested _____ at _____ on _____

and presented him before Judge _____

Date: _____ Agency _____

2018-143



JUDGE BRUCE STAGGS
JUSTICE OF THE PEACE #3
520-586-8100

126 W. 4TH ST., STE #1
BENSON, AZ 85602
FAX: 520-586-8117

<u>STATE OF AZ</u> Plaintiff VS _____ Defendant	CASE NUMBER :	JUDGMENT
--	---------------	----------

The Court, having taken this matter under advisement, comes now with a Judgment.

ARS reads:

The elements of the Statute are:

Testimony of the Defendant stated the following:

Victim testified

Exhibits entered into evidence clearly showed

Due to testimony of the Defendant

_____ The State having met its burden of proof, it is the finding of the Court that the Defendant, _____, is guilty of ARS

Defendant and victim will be advised of a Sentencing Hearing.

COPY

Judge Bruce E. Staggs *BS*
Benson Justice of the Peace #3

2/12/15
Date

Exhibit #0-38
2018-143

BENSON JUSTICE COURT PRECINCT #3 126 W. 5TH ST., BENSON, AZ 85602 (520) 586-8100

State of Arizona, Plaintiff, vs. Defendant.	Case No. Officer: Agency: COURT: 0203	Misdemeanor Arrest Warrant Failure to Pay Rule 26.12 (No FDR needed)
--	--	---

Address:
Sex: Wgt: Hgt: Eye: Hair: Race: D.O.B: SSN#:
Purge: AZ Ext: Adjacent Counties: X
DL#: State: AZ Bond Amount:

TO ALL PEACE OFFICERS OF THE STATE OF ARIZONA

An order has been entered in this Court stating that the above named Defendant

FAILED TO PAY
and is ordered to show cause why such default should not be treated as contempt.

Original charge(s): **A.R.S.**, a class **ONE misdemeanor**

I have found reasonable cause to believe that such offense(s)/violations(s) were committed and that the accused committed them, and reason to believe that the accused will not appear in response to a summons, or that a warrant is otherwise appropriate. **YOU ARE THEREFORE ORDERED TO ARREST** the accused and bring him/her before this Court to answer the charges. If this Court is unavailable, or if the arrest is made in another county, you shall take him/her before the nearest or most accessible Magistrate/Justice of the Peace in the same county as the arrest.

[X] Defendant may be released if a \$ **CASH ONLY** bond is posted by or on behalf of the accused. /

DATED: **November 17, 2015**

JUSTICE OF THE PEACE

CERTIFICATE OF EXECUTION

I certify that I

arrested _____ at _____ on _____

and presented him before Judge _____

Date: _____

Agency

If subject is fingerprinted use AZAFIS PRINT TYPE 09 and enter ARS CIVIL CODE: CAZCR26-12 in the offense field.

COPY

BENSON JUSTICE COURT PRECINCT #3 126 W. 5TH ST., BENSON, AZ 85602 (520) 586-8100

State of Arizona, Plaintiff, vs. Defendant.	Case No. Officer: Agency: COURT: 0203	Misdemeanor Arrest Warrant Failure to Pay Rule 26.12 (No FDR needed)
--	--	---

Address:

Sex: Wgt: Hgt: Eye: Hair: Race: D.O.B: SSN#:
 Purge: AZ Ext: Adjacent Counties: X
 DL#: State: AZ Bond Amount:

TO ALL PEACE OFFICERS OF THE STATE OF ARIZONA

An order has been entered in this Court stating that the above named Defendant

and is ordered to show cause why such default should not be treated as contempt.

Original charge(s): A.R.S. , a class ONE misdemeanor

I have found reasonable cause to believe that such offense(s)/violations(s) were committed and that the accused committed them, and reason to believe that the accused will not appear in response to a summons, or that a warrant is otherwise appropriate. YOU ARE THEREFORE ORDERED TO ARREST the accused and bring him/her before this Court to answer the charges. If this Court is unavailable, or if the arrest is made in another county, you shall take him/her before the nearest or most accessible Magistrate/Justice of the Peace in the same county as the arrest.

[X] Defendant may be released if a \$ CASH ONLY bond is posted by or on behalf of the accused.

JUSTICE
COURT

DATED: August 16, 2016

JUSTICE OF THE PEACE

CERTIFICATE OF EXECUTION

I certify that I

arrested _____ at _____ on _____

and presented him before Judge _____

Date: _____

Agency _____

If subject is fingerprinted use AZAFIS PRINT TYPE 09 and enter ARS CIVIL CODE: CAZCR26-12 in the offense field.

STATE OF ARIZONA vs. _____

CASE NO. _____

CONTINUED FROM PAGE 1

STANDARD CONDITIONS OF RELEASE

During the pendency of this case Defendant will:

1. Appear to answer and submit himself/herself to all further orders and processes of the Court having jurisdiction in this case;
2. Not commit any criminal offense;
3. Notify the Court of any change of address and not leave the state without the permission of the Court; and
4. If released during an appeal, prosecute the appeal with due diligence.

OTHER CONDITIONS OF RELEASE

☒ Defendant will comply with each of the following conditions of release:

- ☐ Not initiate contact of any nature with the alleged victim(s), witnesses and/or arresting officer(s)
- ☐ Not return to the scene of the alleged crime ☐ Defendant may return once escorted by law enforcement
- ☐ Not drink alcoholic beverages
- ☐ Not possess any drugs without a valid prescription
- ☐ Not possess any weapons
- ☐ Not drive without a valid driver's license
- ☐ Maintain contact with attorney

☒ _____

☐ _____

ACKNOWLEDGMENT BY DEFENDANT

I understand the standard conditions and all other conditions of my release checked above, and the forfeitures and penalties applicable in the event I violate them.

I agree to comply fully with each of the conditions imposed on my release and to notify the Court promptly in the event I change the address indicated below.

Date _____

Defendant's Signature _____

Address _____

Tel. No. _____

DATED: 12/22/15 TIME: 10:45 ☒ am ☐ pm Signature: _____

☒ Justice of the Peace ☐ 1 ☐ 2 ☒ 3 ☐ 4 ☐ 5 ☐ 6 ☐ Pro Tempore ☐ Superior Court ☐ IA Master

WARNING AND CONSEQUENCES OF VIOLATING THIS ORDER ON REVERSE SIDE

2018-143

Nov. 15, 2016

RECEIVED

NOV 15 2016

Honorable Judge Staggs
of Justice Court #4

BENSON JP #3

RECEIVED
I would like to ask that the court would allow me to attend traffic school for this citation. I just started working again after being unemployed and trying to get caught up. I apologize to the court for missing my court date it was an oversight on me.

I would greatly appreciate if the court will grant me my request so I can recover and continue to stay employed.

Thank You for your time and consideration on this subject.

Sincerely

Upon payment of
\$75.00 suspension fee
will ok to take
Defensive Driving School
Has to pay late fee
for Defensive Driving
School
11/28/16

Adopted by Administrative Directive No. 2013-03

Judge Bruce E. Staggs
Justice of the Peace
Benson Justice Court #3
(520) 586-8100



Exhibit #0-43
2018-143
126 W. 5th Street
Suite #1
Benson, Arizona
Fax: (520) 586-8117

CRIMINAL JUDGMENT WORKSHEET

Date: July 3, 2018

CASE NUMBER:

STATE OF ARIZONA

STATES ATTORNEY:

VS

DEFENDANT:

DEFENSE ATTORNEY: N/A

☐ INTERPRETER NEEDED

OFFICER DEPUTY TROOPER:

ADDRESS:

PHONE NUMBER:

VIOLATION DATE:

DATE OF BIRTH:

VIOLATION TIME:

LOCATION:

CHARGES:

CASE DISPOSITION

- | | | | |
|---|---|--|-------------------------------------|
| <input type="checkbox"/> DEFENDANT DIDN'T APPEAR | <input type="checkbox"/> TRIAL IN ABSENTIA | <input type="checkbox"/> NOT GUILTY | <input type="checkbox"/> GUILTY |
| <input type="checkbox"/> PLEA AGREEMENT | <input type="checkbox"/> CHANGE OF PLEA TO: | <input type="checkbox"/> GUILTY | <input type="checkbox"/> NO CONTEST |
| <input checked="" type="checkbox"/> TRIAL HELD | <input type="checkbox"/> NOT GUILTY | <input checked="" type="checkbox"/> GUILTY | <input type="checkbox"/> NO CONTEST |
| <input type="checkbox"/> SENTENCING AND RESTITUTION HEARING SET FOR _____ | | | |

SENTENCING

- | | | | | |
|--|--|----------------------------------|---|--|
| <input checked="" type="checkbox"/> BASE FINE AMOUNT: \$ _____ | <input type="checkbox"/> COURT FEES | <input type="checkbox"/> \$36.60 | <input checked="" type="checkbox"/> \$76.60 | <input type="checkbox"/> SUSPEND FINES |
| <input type="checkbox"/> IF MONTHLY PAYMENT MADE EACH AND EVERY MONTH FINE SUSPENDED TO \$ _____ PLUS FEES | | | | |
| <input checked="" type="checkbox"/> GAVE PAYMENT ORDER | <input checked="" type="checkbox"/> \$ _____ PAYMENT REQUIRED EACH AND EVERY MONTH | | | |
| <input type="checkbox"/> PROBATION | <input type="checkbox"/> NUMBER OF PROBATION MONTHS _____ | | | |
| <input type="checkbox"/> SCREENING & COUNSELING | <input type="checkbox"/> ADVISED TO MAKE SCREENING APPOINTMENT IN 5 DAYS | | | |
| <input type="checkbox"/> JAIL | <input type="checkbox"/> AMOUNT OF DAYS _____ | | | |
| <input checked="" type="checkbox"/> WARNING FOR NON-COMPLIANCE | <input type="checkbox"/> ADVISED OF POST CONVICTION RIGHTS (Rule 32) | | | |
| <input checked="" type="checkbox"/> ADVISED OF APPEAL RIGHTS | <input checked="" type="checkbox"/> ADVISED OF SETTING ASIDE JUDGMENT RIGHTS | | | |

SPECIAL CONDITIONS / COMMENTS: _____

Judge Bruce E. Staggs
Benson Justice Court #3

July 3, 2018
Date

2018-143

COUNTY OF COCHISE - STATE OF ARIZONA

STATE OF ARIZONA vs. Defendant	CASE NO.	DETERMINATION OF RELEASE CONDITIONS AND RELEASE ORDER
--------------------------------------	----------	---

☐ Video Initial Appearance
 ☐ Interpreter Required
 ☐ Spanish
 ☐ Other _____

Defendant shall appear as indicated:

In Custody Date: _____ Time: _____
 Out of Custody Date: _____ Time: _____

<input type="checkbox"/> <u>Justice Court 1</u> 207 N Judd Dr Bisbee AZ 85603 520-432-9540	<input type="checkbox"/> <u>Justice Court 2</u> 1012 North G Ave Douglas AZ 85607 520-805-5640	<input checked="" type="checkbox"/> <u>Justice Court 3</u> 126 W 5 th St Suite 1 Benson AZ 85602 520-586-8100	<input type="checkbox"/> <u>Justice Court 4</u> 450 S Haskell Ave Willcox AZ 85643 520-384-7000
<input type="checkbox"/> <u>Justice Court 5</u> 100 Colonia de Salud #108, Bldg C Sierra Vista AZ 85635 520-803-3800	<input type="checkbox"/> <u>Justice Court 6</u> PO Box 317 201 N Central Bowie AZ 85605 520-847-2303	<input type="checkbox"/> <u>Superior Court</u> PO Box CK Bisbee AZ 85603 520-432-8570	<input type="checkbox"/> <u>Other</u> *See Below

* _____

Court Name	Address
------------	---------

For: ☐ Arraignment
☐ Preliminary Hearing
☐ Pretrial
☐ Trial
☐ Sentencing
☐ Probation Hearing
☐ Other _____

☐ Defendant shall be held without bond:
☐ pursuant to AZ Const, Art 2, Sec 22
☐ probation violation,

☐ Defendant shall be released, provided that Defendant complies with the standard conditions of release and all other conditions checked below.

☒ Own Recognizance: The Court finds that it is not necessary to impose additional conditions to assure Defendant's appearance as required.

☐ Appearance Bond/Secured Appearance Bond: \$ _____
☐ Cash Only
☐ Or the defendant may be released third party as provided below.

☐ Defendant shall be released on his/her own recognizance unless picked up by the _____ County authorities within _____ hours
☐ days
☐ of this order
☐ of release on local charges.

☐ Third Party Custody - (Attach copy of driver's license or photo ID) Defendant will be placed in the custody of:
 Print Name _____
 Address _____
 Street and Mailing Address; City, State and Zip Code _____
 Home Phone _____ Work Phone _____

Who Agrees

a. to supervise Defendant in accordance with the conditions of this order,
 b. to use every effort to assure the appearance of the Defendant at all scheduled Court hearings,
 c. to notify the Court immediately in the event Defendant violates any conditions of release or disappears.

Signed (Custodian): _____

RELEASE CONDITIONS AND RELEASE ORDER CONTINUED ON PAGE 2

Page 1 of 2

2018-143

STATE OF ARIZONA vs _____

CASE NO. _____

CONTINUED FROM PAGE 1STANDARD CONDITIONS OF RELEASE

During the pendency of this case Defendant will:

1. Appear to answer and submit himself/herself to all further orders and processes of the Court having jurisdiction in this case;
2. Not commit any criminal offense;
3. Not leave the state without the permission of the Court; and
4. If released during an appeal, prosecute the appeal with due diligence.

OTHER CONDITIONS OF RELEASE

☒ Defendant will comply with each of the following conditions of release:

- ☐ Not initiate contact of any nature with the alleged victim(s): _____
- ☐ Not return to the scene of the alleged crime ☐ Defendant may return once escorted by law enforcement
- ☒ Not drink alcoholic beverages
- ☐ Not possess any drugs without a valid prescription
- ☐ Not possess any weapons
- ☐ Not drive without a valid driver's license
- ☐ Maintain contact with attorney
- ☐ Notify the Court of any change of address
- ☐ _____
- ☐ _____

ACKNOWLEDGMENT BY DEFENDANT

I understand the standard conditions and all other conditions of my release checked above, and the forfeitures and penalties applicable in the event I violate them.

I agree to comply fully with each of the conditions imposed on my release and to notify the Court promptly in the event I change the address indicated below.

Date _____ Defendant's Signature _____

Address _____

Tel. No. _____

DATED: _____ TIME: _____ ☒ am ☐ pm Signature _____

☐ Justice of the Peace ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☒ Pro Tempore ☐ Superior Court ☐ IA Master

WARNING AND CONSEQUENCES OF VIOLATING THIS ORDER ON REVERSE SIDE

COUNTY OF COCHISE - STATE OF ARIZONA

STATE OF ARIZONA vs. Defendant	CASE NO.	DETERMINATION OF RELEASE CONDITIONS AND RELEASE ORDER
--------------------------------------	----------	---

☒ Video Initial Appearance
 ☐ Interpreter Required
 ☐ Spanish
 ☐ Other _____

☒ Defendant shall appear as indicated:

In Custody Date: _____ Time: _____
 Out of Custody Date: _____ Time: _____

<input type="checkbox"/> <u>Justice Court 1</u> 207 N Judd Dr Bisbee AZ 85603 520-432-9540	<input type="checkbox"/> <u>Justice Court 2</u> 1012 North G Ave Douglas AZ 85607 520-805-5640	<input checked="" type="checkbox"/> <u>Justice Court 3</u> 126 W 5 th St Suite 1 Benson AZ 85602 520-586-8100	<input type="checkbox"/> <u>Justice Court 4</u> 450 S Haskell Ave Willcox AZ 85643 520-384-7000
<input type="checkbox"/> <u>Justice Court 5</u> 100 Colonia de Salud #108, Bldg C Sierra Vista AZ 85635 520-803-3800	<input type="checkbox"/> <u>Justice Court 6</u> PO Box 317 201 N Central Bowie AZ 85605 520-847-2303	<input type="checkbox"/> <u>Superior Court</u> PO Box CK Bisbee AZ 85603 520-432-8570	<input type="checkbox"/> <u>Other</u> *See Below

* _____

Court Name	Address
------------	---------

For: ☒ Arraignment
 ☐ Preliminary Hearing
 ☐ Pretrial
 ☐ Trial
 ☐ Sentencing
 ☐ Probation Hearing
☐ Other _____

☐ Defendant shall be held without bond:
☐ pursuant to AZ Const, Art 2, Sec 22
☐ probation violation,

☒ Defendant shall be released, provided that Defendant complies with the standard conditions of release and all other conditions checked below.

☒ Own Recognizance: The Court finds that it is not necessary to impose additional conditions to assure Defendant's appearance as required.

☐ Appearance Bond/Secured Appearance Bond: \$ _____
☐ Cash Only
☐ Or the defendant may be released third party as provided below.

☐ Defendant shall be released on his/her own recognizance unless picked up by the _____ County authorities within _____ hours
☐ days
☐ of this order
☐ of release on local charges.

☐ Third Party Custody - (Attach copy of driver's license or photo ID) Defendant will be placed in the custody of:
 Print Name _____
 Address _____
 Street and Mailing Address; City, State and Zip Code _____
 Home Phone _____ Work Phone _____
 Who Agrees _____

a. to supervise Defendant in accordance with the conditions of this order,
 b. to use every effort to assure the appearance of the Defendant at all scheduled Court hearings,
 c. to notify the Court immediately in the event Defendant violates any conditions of release or disappears.

Signed (Custodian): _____

RELEASE CONDITIONS AND RELEASE ORDER CONTINUED ON PAGE 2

2018-143

STATE OF ARIZONA vs. _____

CASE NO. _____

CONTINUED FROM PAGE 1STANDARD CONDITIONS OF RELEASE

During the pendency of this case Defendant will:

1. Appear to answer and submit himself/herself to all further orders and processes of the Court having jurisdiction in this case;
2. Not commit any criminal offense;
3. Not leave the state without the permission of the Court; and
4. If released during an appeal, prosecute the appeal with due diligence.

OTHER CONDITIONS OF RELEASE*includes testing*

- ☒ Defendant will comply with each of the following conditions of release:
- ☒ Not initiate contact of any nature with the alleged victim(s): _____
 - ☐ Not return to the scene of the alleged crime ☐ Defendant may return once escorted by law enforcement
 - ☒ Not drink alcoholic beverages
 - ☒ Not possess any drugs without a valid prescription
 - ☒ Not possess any weapons
 - ☐ Not drive without a valid driver's license
 - ☐ Maintain contact with attorney
 - ☒ Notify the Court of any change of address
 - ☐ _____
 - ☐ _____

ACKNOWLEDGMENT BY DEFENDANT

I understand the standard conditions and all other conditions of my release checked above, and the forfeitures and penalties applicable in the event I violate them.

I agree to comply fully with each of the conditions imposed on my release and to notify the Court promptly in the event I change the address indicated below.

Date _____ Defendant's Signature _____

Address _____

Tel. No. _____

DATED: _____ TIME: _____ ☐ am ☐ pm Signature _____

☐ Justice of the Peace ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☒ 5 ☐ 6 ☒ Pro Tempore ☐ Superior Court ☐ IA Master

WARNING AND CONSEQUENCES OF VIOLATING THIS ORDER ON REVERSE SIDE

Staggs, Bruce

From: Staggs, Bruce
Sent: Thursday, September 21, 2017 8:20 AM
To: Conlogue, James
Subject: Court Manager

Judge Conlogue,

I wanted to give you an update regarding the recent court manager switch. Changes in procedure have already started and I can see the value of them. I know that Benson Justice Court will be a much better Court because of it.

Personally the stress has decreased dramatically and the work environment is improved significantly for me. I cannot imagine what would have occurred or what it would have looked like had you not taken the action that you did. I just wanted to take a moment and express my thanks to you for the intervention that you took and your leadership. It is most appreciated.

If ever I may be of service to you please do not hesitate to ask.

Respectfully,

Bruce



Judge Bruce Staggs
Justice of the Peace, JP-3
Magistrate, City of Benson
126 W. 5th Street, Suite #1
Benson, Arizona 85602
(520) 586-8100
(520) 586-8117 fax

CONFIDENTIALITY NOTICE: This e-mail may contain privileged or confidential information and is for the sole use of the intended recipient(s). If you are not the intended recipient, any disclosure, copying, distribution, or use of the contents of this information is prohibited and may be unlawful. If you have received this electronic transmission in error, please reply immediately to the sender that you have received the message in error and then delete it.

Staggs, Bruce

From: Staggs, Bruce
Sent: Monday, September 25, 2017 10:04 AM
To: C A ; Edmiston, Chris; N , D ; Ft ,
D S , D ; C , Ki
Subject: Staff Meeting

Dear Staff,

I felt we had a very productive staff meeting on 9/22/2017. As you all aware we're going to a reorganization in Benson Justice Court #3. As such policies **WILL** be changing. I ask you all that when new policies are presented that you take the time to thoroughly analyze the policy before coming to a snap decision whether it will, or will not, work. Just because we've done things a certain way the past doesn't mean that is most effective to continue doing those things in the future. At the same time I know that we're doing many things that are working and we will continue to do them.

From this point on **ALL** policies will be presented and discussed among the entire staff, at staff meetings, prior to any implementation. It is my professional opinion that any new policies or changes to existing policies will have the best chance of succeeding only after educated input and thorough discussion, from all staff members. It is also my professional experience that when all staff are directly involved in discussion regarding new policies or changes to existing policies, implementation is much more effective.

As a Department Director I really do not want to hear about problems. Should you have a challenge, first discuss it among your coworkers and then come **prepared** to a staff meeting with multiple solutions. We will discuss it as a group and then the decision will be made if we want to modify existing policy or add a new written policy.

I want you all to know that I completely value your opinions due to the previous experience and trainings you have all received.

I look forward to growing with you and becoming a much more efficient staff.

Respectfully,

Judge Staggs



Judge Bruce Staggs
Justice of the Peace, JP-3
Magistrate, City of Benson
126 W. 5th Street, Suite #1
Benson, Arizona 85602

Respectfully,

Bruce

From: Staggs, Bruce

Sent: Wednesday, November 15, 2017 11:43 AM

To: James Judge Conlogue

Subject: Court Manager

Judge Conlogue,

I spoke to E S yesterday regarding the Court Manager position and we came to the consensus that I should speak with you directly.

C's last day at JP-3 is on 12/15/17 and the options I'm being presented are not viable in my opinion and are not in the best interests of JP-3.

Could I please sit down with you in the near future? I am available late today, tomorrow and mid to late Friday afternoon if you are available to sit down.

Do you have any openings this week?

Respectfully,

Bruce



Judge Bruce Staggs

Justice of the Peace, JP-3

Magistrate, City of Benson

126 W. 5th Street, Suite #1

Benson, Arizona 85602

(520) 586-8100

(520) 586-8117 fax

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Staggs, Bruce

From: Conlogue, James
Sent: Thursday, November 30, 2017 12:32 PM
To: Staggs, Bruce
Subject: RE: Court Manager

I'm in trial next week but I could meet on Thursday, December 7 at 4:00 p.m.

From: Staggs, Bruce
Sent: Thursday, November 30, 2017 11:08 AM
To: Conlogue, James
Subject: Court Manager

Judge Conlogue,

I am once again requesting to speak to you regarding this situation.

I will alter my schedule to meet yours.

Currently I am free the following times:

Friday 12/01/2017 - Any time after 10:00 am

Monday 12/04/2017 - Late morning or anytime in the afternoon

Tuesday 12/05/2017 - Late afternoon

Wednesday 12/06/2017 - Gone to Mesa for the DUI Jury Trial training

Thursday 12/07/2017 - Late afternoon

On Friday 12/08/2017 I am leaving for vacation cruise. My wife scheduled it before any of this situation occurred. The cruise and airline tickets are non-refundable or I would cancel the trip.

We are under staffed and under trained. Not only do I have C leaving on 12/15/2017 and will be without a Court Manager but we have a new employee coming in on 12/04/2017 that has no training whatsoever and no Court Manager to train her.

While I have been writing this e-mail T and N called informing me that will not be taking C's place. They are proposing Chris to be an interim Court Manager. Talking with C she has previously expressed strongly that Chris should never be a Manager due to attitude and resistance to change. It was my understanding that this was discussed with T and N and they both were of the same opinion yet now it is being proposed that Chris be the interim Court Manager.

If you are not available during court hours I don't mind making myself available to discuss it after court hours.

COMPENSATION FOR HOURS WORKED IN ADDITION TO THE REGULAR WORK SCHEDULE

STATEMENT OF POLICY: This policy establishes guidelines to compensate non-exempt employees for work performed in addition to the regular work schedule. Employees covered by the Federal Fair Labor Standards Act, A.R.S. § 23-391, or any other relevant laws, shall be compensated in the manner mandated therein, and in conjunction with the applicable provisions of these policies. It is the policy of Cochise County to provide Compensatory Time as the primary compensation mechanism for hours worked in excess of the hours normally scheduled, in lieu of Paid Overtime, as described below.

SCOPE/COVERAGE: This policy applies to all County employees except where expressly provided otherwise. This policy does not cover Elected Officials, contractors, contract employees or volunteers. This policy is not intended to constitute a contract of employment or a guarantee of the benefits or policies stated in it. The county may unilaterally revoke or revise this policy, without prior notice, at any time for any reason.

CRITERIA/REQUIREMENTS:

1. Authorization

- a. When a supervisor determines it is necessary, County employees may be required to work hours in addition to their regular work schedule, or to work days not normally included in their regular work schedule.
- b. Employees who refuse or fail to perform an assignment outside the regular work schedule may be subject to disciplinary action up to and including dismissal.
- c. An employee may work hours in addition to his/her regularly scheduled hours only when preauthorized to do so by his or her immediate supervisor or Department Director. An employee who works any hours in excess of their scheduled hours without prior approval may be subject to disciplinary action up to and including dismissal.
- d. Supervisors shall plan work schedules so that each non-exempt employee's total work hours for each work week does not exceed the 40-hour limit. It is the Department Director's responsibility to determine budgetary implications of all Compensatory Time or Paid Overtime.
- e. As a matter of policy, supervisors are encouraged to limit the earning of Compensatory Time or the payment of Overtime. In order to do that, supervisors shall, when feasible, direct employees to take off the same number of hours during the same work week equal to the number of hours worked in addition to the regular work schedule.

2. Accrual of Compensatory Time or Paid Overtime

- a. It is the policy of Cochise County to provide Compensatory Time in lieu of Paid Overtime as the primary mechanism for compensation of hours worked in excess of forty hours in the work week, unless Paid Overtime is expressly provided for in

advance. Compensatory Time shall be at a rate of one-and-one-half hours for every additional hour worked over forty hours in a work week.

- b. Non-exempt employees shall earn Compensatory Time, in lieu of Paid Overtime, in most cases. When employees are required to work hours in addition to their regularly scheduled hours in response to a bona fide emergency or other exigent circumstances, a Department Director may request that the County Administrator authorize Overtime Pay in lieu of accruing Compensatory Time. In these situations, the employee shall be notified that Overtime Pay has been authorized.
 - i. "Exempt" employees are not eligible to accrue Compensatory Time or receive Paid Overtime.
 - ii. Employees, who are eligible to accrue Compensatory Time under the provisions of the Fair Labor Standards Act, are referred to as "non-exempt" employees. Only non-exempt employees are eligible to accrue Compensatory Time or receive Paid Overtime.
 - iii. The earning of Compensatory Time or Paid Overtime occurs only when a non-exempt employee is pre-authorized to physically work for the County in excess of the 40-hour limit for the applicable work week. If the employee has over 40 compensable hours in the work week but did not physically work more than 40 hours, any hours above 40 will be compensated at a straight time rate. For example if the employee had taken Annual Leave or Sick Leave during the work week, and did not physically work more than forty hours, Compensatory Time would not be applicable for that work week.
 - iv. In calculating the hours within a work week during which an eligible employee is actively working, the following shall be excluded from Compensatory Time or Paid Overtime calculations:
 - a. Time physically away from work such as Annual Leave, Sick Leave, emergency leave, holidays or other leave during which the employee does not physically work.
 - b. Hours during which an employee serves in an On-Call capacity.
 - c. A non-exempt employee may perform unpaid volunteer work with the County, provided that the volunteer duties are different from the ones usually performed by the employee. Such work shall be performed without compensation, is entirely at the discretion of the employee, and is excluded from Compensatory Time or Overtime compensation calculations. See Election Worker Policy for specific guidance for employees working a countywide election.
 - d. County law enforcement personnel who voluntarily perform similar duties for a non-County employer shall be considered to be working for a separate employer. Hours worked in such employment shall be excluded from County Compensatory Time or Overtime compensation calculations.

2018-143

- e. Any other time legally excludable under federal statutes or regulations.
- v. Employees hired after April 1, 2012 shall not accumulate more than 40 hours of Compensatory Time. Employees hired on or before March 31, 2012 shall not accumulate more than 40 hours, except that employees engaged in public safety shall not accumulate more than 80 hours of Compensatory Time. Employees who have reached these limits shall not be assigned additional hours in excess of the 40-hour limit per work week, without prior approval of the County Administrator, except as provided below.

Type of Function	Maximum Compensatory Time Accrual
Public Safety, hired on or before March 31, 2012	80 hours
Public Safety, hired on or after April 1, 2012	40 hours
All other categories	40 hours

Comp Time Examples:

1. If an employee were to put in the regular 8 hours, Monday - Wednesday and then puts in 10 hours on Thursday and then puts in 6 hours Friday the employee gets credit for a total of 40 hours in week #1. The employee then works the regular 40 hours the next week in week #2. The employee is paid for a total of 80 hours of work for the 2 week work period. No Comp time is earned.
2. If an employee were to put in the regular 8 hours, Monday - Thursday and then works 10 hours on Friday it has to be turned in as 42 hours in week #1. The employee then works the regular 40 hours the next week in week #2. The employee is paid for 80 hours of work for the 2 week work period. The employee is also given credit for the extra 2 hours they worked in week #1 as Comp time. They won't be paid for it but they will be given 3 hours off in the future instead of being paid overtime. $2 \text{ hours} \times 1.5 = 3 \text{ hours}$.
3. If an employee were to put 45 hours in week #1 and 35 hours in week #2 it has to be turned in as 45 hours the 1st week and 35 hours in week #2. The employee is paid for 75 hours of work for the 2 week work period. The employee is also given credit for the extra 5 hours they worked in week #1 as Comp time. They won't be paid for but they will be given 7.5 hours off at sometime in the future. $5 \text{ hours} \times 1.5 = 7.5 \text{ hours}$. The 5 hours they missed in week #2 can be paid for if they have sick or vacation time accrued.

22

Exhibit #0-55

Partisan Nomination Petition

2018-143



I, the undersigned, a qualified elector of the county of Cochise, state of Arizona, and of (here name political division or district form which the nomination is sought) JP-3 and a member of the Republican party or a person who is registered as no party preference or independent as the party preference or who is registered with a political party that is not qualified for representation on the ballot, hereby nominate Bruce E. Staggs who resides at P. O. Box 176, St. David, AZ 85630 in the county of Cochise for the party nomination for the office of Justice of the Peace to be voted at the primary election to be held August 28, 2018 as representing the principles of such party, and I hereby declare that I am qualified to vote for this office and that I have not signed, and will not sign, any nomination petition for more persons than the number of candidates necessary to fill such office at the next ensuing election. I further declare that if I choose to use a post office box address on this petition, my residence address has not changed since I last reported it to the county recorder for purposes of updating my voter registration file.

Signature	Printed name	Actual residence address, description of place of residence or Arizona post office box address, city or town	Date of signing
1.			6/16/17
2.			7-10-17
3.			7-10-17
4.			7-28-17
5.			7-28-17
6.			
7.			
8.			
9.			
10.			

on page 34



Re-Elect Bruce Staggs

Justice of the Peace, JP-3

2018 Candidate Endorsement

I am pleased to endorse Bruce Staggs as my 2018 candidate for the Justice Of The Peace JP-3.



Signature	Printed Name	Address or business affiliation	Date of Signing
1.			6/9/17
2.			6/9/17
3.			6/23/17
4.			6/22/17
5.			6-23-17
6.			7-10-17
7.			7-10-17
8.			7-10-17

Exhibit # D-57
2018-143

political division or district form which the
no party preference or independent as
on the ballot, hereby nominate **Bruce E.**
nimation for the office of **Justice of the**
of such party, and I hereby declare that
on for more persons than the number of
to use a post office box address on this
poses of updating my voter registration

ace of residence ity or town	Date of signing
	6/16/17
	7-10-17
	7-10-17
602	7-28-17
	7-28-17

over
180
24

for Circulators

must be qualified to register to vote in this state and, if not a resident of this
gnature.
scription of residence location shall be included on the petition.

ired to be a resident of this state but who is otherwise qualified to register to
hereby verify that each of the names on the petition was signed in my presence on
who resides at the address given as their residence on the date indicated. I further
te is seeking nomination, or the signer is a member of a political party that is not
ed as independent or no party preferred.

Signature of Circulator

Typed or Printed Name of Circulator

Circulator's Actual Residence Address
(If no street address, a description of residence location shall be included
on the petition)

City or Town and Zip Code

Petitioner/circulator remains solely responsible for ensuring this form complies with law.

sible for ensuring this form complies with law.

ORDER OF PROTECTION

[] Amended Order

Case No. J-203-

Court ORI No. AZ002033J

County COCHISE

State AZ

Former Case No.

PLAINTIFF

First Middle Last

And/or on behalf of minor family member(s) and other Protected Person(s): (List name and DOB.)

PLAINTIFF IDENTIFIERS

Date of Birth of Plaintiff

V.

DEFENDANT

First Middle Last

Defendant/Plaintiff Relationship ROMANTIC OR SEXUAL
RELATIONSHIP (CURRENT OR PREVIOUS)

Defendant's Address :

DEFENDANT IDENTIFIERS

SEX	RACE	DOB	HT	WT
EYES	HAIR	Arizona Prohibits Release of Social Security Numbers		
DRIVER'S LICENSE #		STATE	EXP DATE	

CAUTION: [] Weapon Alleged in Petition

[X] Estimated Date of Birth

WARNINGS TO Defendant: This Order shall be enforced, even without registration, by the courts of any state, the District of Columbia, any U.S. Territory, and may be enforced by Tribal Lands (18 U.S.C. § 2265). Crossing state, territorial, or tribal boundaries to violate this Order may result in federal imprisonment (18 U.S.C. § 2262). As a result of this order, it may be unlawful for you to possess or purchase a firearm or ammunition pursuant to federal law under 18 U.S.C. § 922(g)(8) and/or state, tribal, territorial, or local law. If you have any questions whether these laws make it illegal for you to possess or purchase a firearm, you should consult an attorney. **Only the Court, in writing, can change this Order.**
This Order is effective for one year from date of service. VERIFY VALIDITY (call Holder of Record):

COCHISE COUNTY SHERIFF'S OFFICE - (520)432-9502

THE COURT HEREBY FINDS:

That it has jurisdiction over the parties and subject matter.

[] Defendant received actual notice of this Hearing and had an opportunity to participate.
Additional findings of this Order and warnings are set forth on the next page(s).

THE COURT, finding reasonable cause to believe that Defendant may commit an act of domestic violence or has committed an act of domestic violence within the past year (or good cause exists to consider a longer period), **HEREBY ORDERS:**

NO CRIMES. Defendant shall not commit any crimes, including but not limited to harassment, stalking, or conduct involving the use, attempted use, or threatened use of physical force that would reasonably be expected to cause bodily injury, against Plaintiff or Protected Persons.

[X] **NO CONTACT.** Defendant shall have no contact with **Plaintiff** except through attorneys, legal process, court hearings, and as checked: [] Phone [] Email/Fax [] Mail [] Other:

[X] **NO CONTACT.** Defendant shall have no contact with **Protected Person(s)** except through attorneys, legal process, court hearings and as checked: [] Phone [] Email/Fax [] Mail [] Other:

2018-143

Case No. J-203-_____

THE COURT FURTHER ORDERS:

☐ RESIDENCE. Plaintiff is granted exclusive use and possession of the residence listed below.

☐ LAW ENFORCEMENT STANDBY. Defendant may return once with a law enforcement officer to obtain necessary personal belongings. Neither law enforcement nor this protective order can resolve conflicts over property, title, furniture, finances, real estate, or other ownership issues.

PROTECTED LOCATIONS. Defendant shall not go to or near the Plaintiff's or other Protected Person's:

☒ Residence (leave blank if confidential):

☒ Workplace (leave blank if confidential):

☒ School / Other:

☐ FIREARMS. Pursuant to A.R.S. § 13-3602(G)(4), the Court finds that Defendant poses a credible threat to the physical safety of the Plaintiff or Protected Persons. Therefore, Defendant shall not possess, receive, or purchase firearms and shall surrender same within 24 hours of service to: _____

OTHER ORDERS. _____

10/28/2016

Date

Judicial Officer

BRUCE E. STAGGS

Printed Name

Warning

This is an official Court Order. If you disobey this Order, you will be subject to arrest and prosecution for the crime of interfering with judicial proceedings and any other crime you may have committed in disobeying this Order.

ADDITIONAL WARNINGS TO Defendant: Violations of this Order should be reported to a law enforcement agency, not the Court. Both parties must notify this Court if an action for dissolution (divorce), separation, annulment or paternity/maternity is filed. This is NOT a parenting time (visitation) or custody order. You must file those requests separately in Superior Court. If you disagree with this Order, you have the right to request a hearing, which will be held within 5 to 10 business days after your written request has been filed in the Court that issued this Order. Nothing the Plaintiff does can stop, change, or undo this Order without the Court's written approval. You must appear in Court to ask a judge to modify (change) or quash (dismiss) this Order. **Even if the Plaintiff initiates contact, you could be arrested and prosecuted for violating this protective order. If you do not want the Plaintiff to contact you, you have the right to request a protective order against the Plaintiff. However, orders are not automatically granted upon request. Legal requirements must be met.**

PCO Codes: 1,2,4,5,8.

Exhibit # 0-60
2018-143

PLEASE LET US KNOW HOW YOU
FEEL ABOUT THE PARKING
AVAILABILTY AT THE BENSON
SERVICE CENTER.

PLEASE LET US KNOW HOW YOU
FEEL ABOUT THE PARKING
AVAILABILTY AT THE BENSON
SERVICE CENTER.

“ ”

Exhibit #0-61

2018-143

PLEASE LET US KNOW HOW YOU
FEEL ABOUT THE PARKING
AVAILABILITY AT THE BENSON
SERVICE CENTER.

Handwritten responses on the left side of the form:

- Line 1: U
- Line 2: V
- Line 3: U
- Line 4: A
- Line 5: U
- Line 6: (blank)
- Line 7: (blank)
- Line 8: (blank)
- Line 9: (blank)
- Line 10: (blank)
- Line 11: (blank)
- Line 12: (blank)
- Line 13: (blank)
- Line 14: (blank)
- Line 15: (blank)

PLEASE LET US KNOW HOW YOU
FEEL ABOUT THE PARKING
AVAILABILITY AT THE BENSON
SERVICE CENTER.

Handwritten responses on the right side of the form:

- Line 1: (blank)
- Line 2: (blank)
- Line 3: (blank)
- Line 4: (blank)
- Line 5: (blank)
- Line 6: (blank)
- Line 7: (blank)
- Line 8: (blank)
- Line 9: (blank)
- Line 10: (blank)
- Line 11: (blank)
- Line 12: (blank)
- Line 13: (blank)
- Line 14: (blank)
- Line 15: (blank)

2018-143

COMMENTS

Handwritten notes on lined paper:

Top line: $\sqrt{\quad}$ $\sqrt{\quad}$

Second line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Third line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Fourth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Fifth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Sixth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Seventh line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Eighth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Ninth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Tenth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Eleventh line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Twelfth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Thirteenth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Fourteenth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Fifteenth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Sixteenth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Seventeenth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Eighteenth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Nineteenth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Twentieth line: $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$ $\sqrt{\quad}$

Name: (optional) _____

Telephone: 4

May we post this comment in our lobby notebook ☒ Yes ☐ No

COMMENTS P.2

COMMENTS P.1

[illegible][illegible]

Telephone No. _

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are some faint, dark smudges or marks on the paper, particularly near the top center and bottom right, which appear to be ink or pencil marks. The overall appearance is that of a clean, unused piece of stationery.

Telephone No:

COMMENTS

Name _____

Telephone No. _____

Handwritten musical notation on a five-line staff. The notation includes various notes, rests, and bar lines, with some notes marked with 'x' or 'h'.

Telephone No:

COMMENTS:

Name:

Telephone No:

COMMENTS:

Name:

Telephone No:

--

This image shows a single sheet of white paper with horizontal black ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper appears to be a standard notebook or legal pad style.

Telephone No: _____

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

Telephone No:

COMMENTS

[Handwritten signature]

Name:

Telephone No:

COMMENTS

V J UU a 0

V a J V

1 1 1 1 1 1 0

0

Name:

Telephone No: ()

COMMENTS

0-0-1

Name:

Telephone No:

[illegible]

Telephone No: .

1975-1976

Telephone No:

1. 1. The first part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 2. 2. The second part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 3. 3. The third part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 4. 4. The fourth part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 5. 5. The fifth part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 6. 6. The sixth part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 7. 7. The seventh part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 8. 8. The eighth part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 9. 9. The ninth part of the paper is a review of the literature on the topic of the impact of the environment on human health.
 10. 10. The tenth part of the paper is a review of the literature on the topic of the impact of the environment on human health.

Telephone: () _

May we post this comment in our lobby notebook ☒ Yes ☐ No

COMMENTS

Name _____

Telephone No. _____

1. 1. 1. 1.

0 - 0

Telephone No:

Handwritten musical notation on a five-line staff. The notation includes various notes, rests, and bar lines, with some notes appearing to be beamed together. The handwriting is somewhat stylized and appears to be a sketch or a first draft.

Telephone No:

~~CONFIDENTIAL~~

CONCLUSIONS

Telephone No:

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- Line 2: A small 'i' and a '1'.
- Line 3: A small 'u'.
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- Line 18: A small 'u'.
- Line 19: A small 'u'.
- Line 20: A small 'u'.

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PLEASE LET US KNOW HOW YOU
FEEL ABOUT THE PARKING
AVAILABILTY AT THE BENSON
SERVICE CENTER.

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May we post this comment in our lobby notebook ☐ Yes ☐ No

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May we post this comment in our lobby notebook ☒ Yes ☐ No

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Judge Bruce Staggs
Benson Justice Court
126 W 5th Street, Benson AZ 85602

Dear Judge Staggs,

Best Regards,

**The Honorable Justice of the Peace
Bruce Staggs**

Your Honor:

This image shows a single sheet of white paper with horizontal black ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper appears to be a standard notebook or worksheet page.

COMMENTS

Name: (optional) _____

Telephone: _____

May we post this comment in our lobby notebook ☐ Yes ☐ No

[The page contains faint horizontal lines and scattered small marks, suggesting it was part of a ledger or form.]

~~ok~~ ☒ Yes

COMMENTS

Name: (optional) _____

Telephone: _____

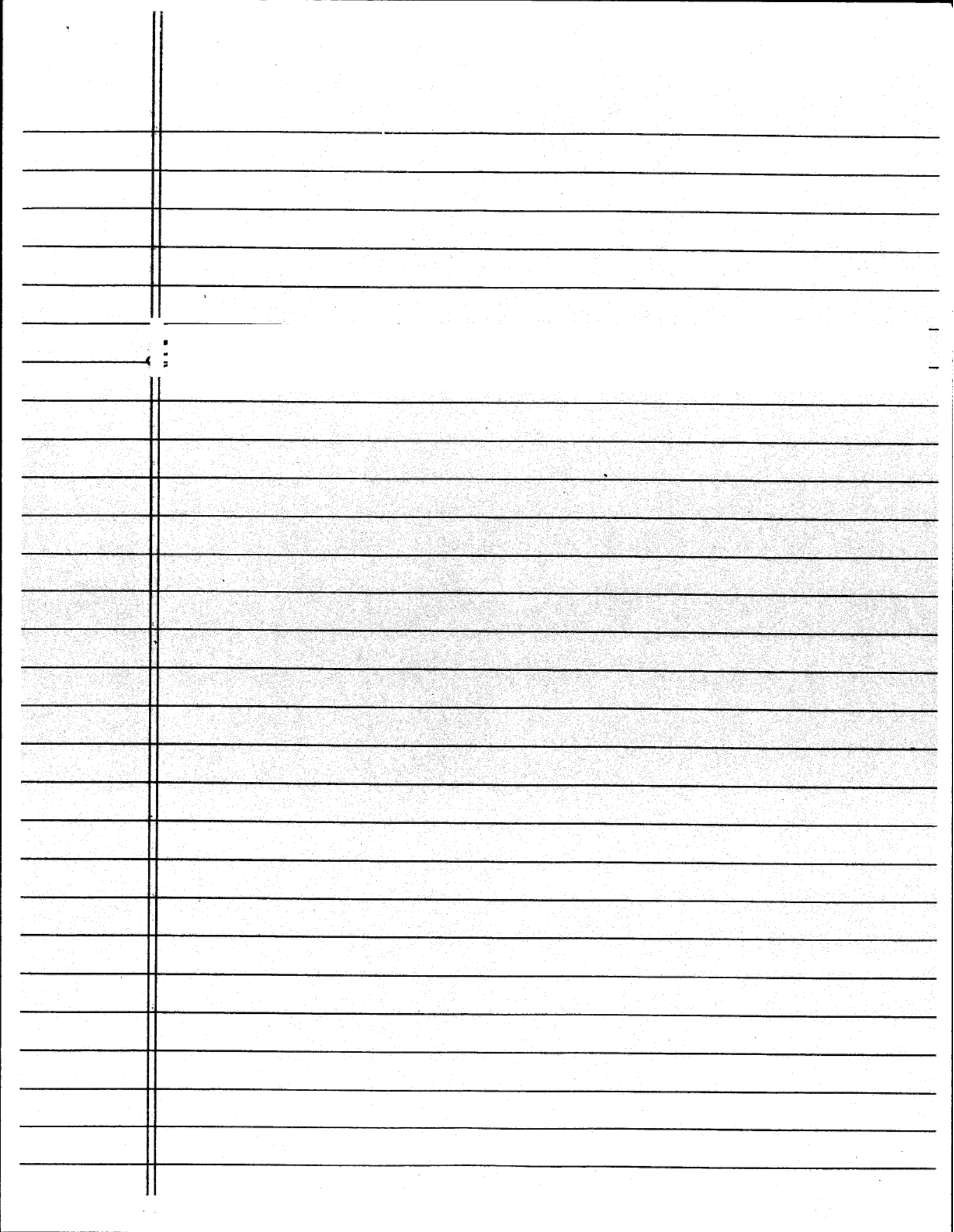
May we post this comment in our lobby notebook ☐ Yes ☐ No

COMMENTS

This image shows a blank sheet of white paper with horizontal black lines. There are two short vertical lines near the top left corner, forming a small rectangular area. A single curved line is drawn in the upper middle section. The rest of the page is filled with evenly spaced horizontal lines, typical of notebook paper.

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Telephone No:



COMMENTS

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Telephone No.: _____

COMMENTS:

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This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are some faint, dark marks and smudges scattered across the surface, particularly near the top edge, which appear to be artifacts from scanning or handling the paper. The overall appearance is that of a clean but slightly worn piece of stationery.

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This image shows a blank sheet of white paper with horizontal black ruling lines. The lines are evenly spaced and run across the width of the page. There is a small dark mark or smudge near the top left corner.

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COMMENTS:

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Exhibit # 0-63

2018-143



Exhibit # 10-44

2018-143



Exhibit #0-65

2018-143

ALL PIONEER

Fellowes

POWERWORD® 304-1

ON/OFF

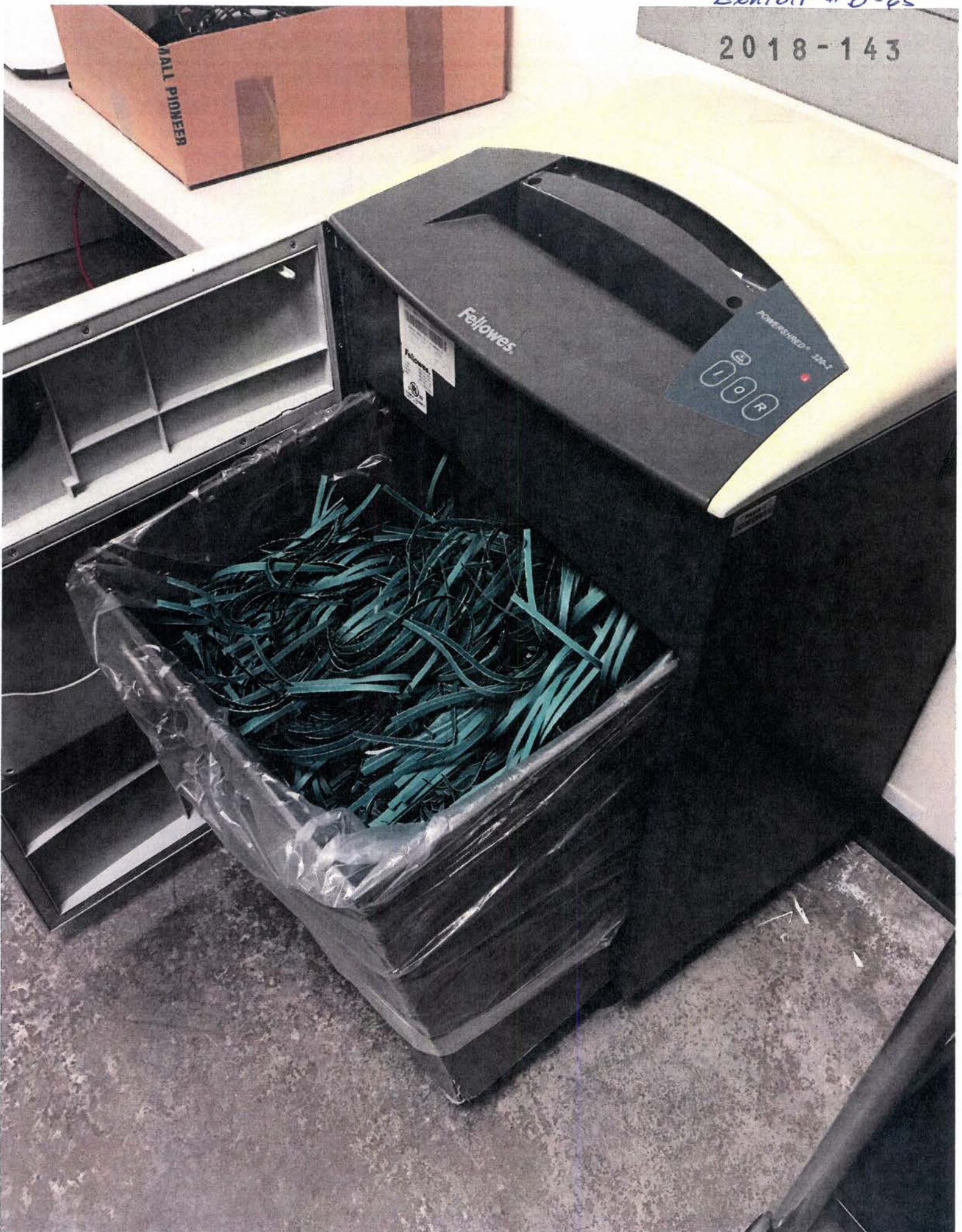


Exhibit # 0-46
2018-143

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2nd Edition
MICHAELSON and MICHAELSON

THE ART OF WAR

RUIZ & RUIZ * THE FIFTH AGREEMENT

DON MIGUEL RUIZ THE FOUR AGREEMENTS

DON MIGUEL RUIZ THE MASTERY OF LOVE



2018-143

Illustrated by:

Christian Clayton

Christinea Johnson

Lori Koelod

Nicholas Wilton

Roxana Villa



The material on these cards is based on text from the books *The Four Agreements* (© 1997 by Miguel Angel Ruiz) and *The Four Agreements Companion Book* (© 2000 by Miguel Angel Ruiz and Janet Mills), published by Amber-Allen Publishing, Inc., San Rafael, CA

Cover Art: Nicholas Wilton

www.zocolo.com

Designer: Ashley Parsons

YOUR BEST WILL DEPEND ON WHETHER
YOU ARE REFRESHED IN THE MORNING OR
TIRED AT NIGHT. YOUR BEST WILL BE
DIFFERENT WHEN YOU ARE HAPPY AS OPPOSED
TO UPSET, OR HEALTHY AS OPPOSED TO SICK.
UNDER ANY CIRCUMSTANCES, SIMPLY DO
YOUR BEST, AND YOU WILL AVOID SELF-
JUDGMENT, SELF-ABUSE, AND REGRET.



Arizona Court Leadership Programs

Registration Information: www.azcourts.gov/clia

ARIZONA COURT SUPERVISOR (ACS)

At this time there is no cost to attend these classes. Classes are held at the Judicial Education Center in Phoenix and travel is on own. Participants will need a user license, for some of the online classes, which is provided through the Education Services Division.

Participants must first apply for admission to the ACS program. Admission requires approval by their manager.

Once admitted, participants register online for calendared classes. Participants will also receive a one-year license, per user, to access the library of online self-paced classes.

- Online instructor-led classes will repeat at least twice per quarter.
- Face-to-face classes will be offered at least once per calendar year.
- Self-paced classes can be taken throughout the calendar year.

ACS

CERTIFICATES

ARIZONA COURT MANAGER (ACM)

At this time there is no cost to attend these classes. Classes are held at the Judicial Education Center in Phoenix and travel is on own. Participants who want the National Center for State Courts (NCSC) ICM Certified Court Manager certificate pay a \$50 per class fee to the NCSC.

Participants must first apply for admission to the ACM program. Admission requires approval of their department head—typically the presiding judge, chief probation officer, juvenile court center director, clerk of the court or superior court administrator.

Once admitted, participants register online for calendared classes. Registration opens 2 months prior to class date. Only program participants receive notification of classes.

- The six NCSC ICM classes are scheduled once every 12-16 months
- The AZ Plus classes are scheduled once every 12-16 months

ACM & ICM CCM

ARIZONA COURT EXECUTIVE (ACE)

At this time there is no cost to attend these classes. Classes are held at the Judicial Education Center in Phoenix and travel is on own. Participants who want the National Center for State Courts (NCSC) ICM Certified Court Executive* certificate pay a \$50 per class fee to the NCSC.

Participants must first apply for admission to the ACE program. Admission requires approval of their department head—typically the presiding judge, chief probation officer, juvenile court center director, clerk of the court or superior court administrator.

Once admitted, participants register online for calendared classes. Registration opens 2 months prior to class date. Only program participants receive notification of classes.

- The six NCSC ICM classes are scheduled once every 12-16 months.
- The AZ Plus classes are scheduled once every 12-18 months.

ACE & ICM CCE*

*NCSC Certified Court Executive (CCE) requires completion of all 12 ICM courses. Completion of the CCE enables participants to apply for the NCSC Fellowship program without attending the 3-week residential program. Completion of the CCM enables participants to apply for the NCSC Fellowship program with the 3-week required residential program. For more information on NCSC ICM programs: <http://www.ncsc.org/Education-and-Careers/Certification-Programs.aspx> revised 8-24-15

LETTER OF AGREEMENT - TUITION REIMBURSEMENT

I, _____, agree to the following:
(Employee Name)

In return for the Office of the Court Administrator agreeing to pay my tuition and per diem costs of \$2,000.00 for the Arizona Court Manager Program (ACM), I agree to continue employment with Cochise County for a period of time of no less than twenty-four calendar months from the first of the month following the end of instruction. The twenty-four months will commence as of September 1, 2017, and end August 31, 2019.

I understand and agree that this agreement may be modified to provide for normal promotions and other non-disciplinary position changes at the election of my department head and Cochise County. Should I choose to end my employment with Cochise County before August 31, 2019, I agree that I will reimburse Cochise County on a pro rata basis for the tuition and training costs specified above that have been paid on my behalf by the Office of the Court Administrator.

I understand and agree that nothing in this Letter Agreement constitutes a guarantee of my continued employment by Cochise County beyond the normal provisions of County policy and Judicial Merit Rules as applicable.

A fully executed copy will be placed in your personnel file located within the Office of the Court Administrator, and a copy will be sent to the Payroll Department.

Employee

Date

, Court Administrator Date

Exh. b. #0-71

RESP EXH D - 71

2018-143

DEC 12 2018

December 12, 2018

I, C: C, have been accused of being a spy by Chris Edmiston.

This accusation is absolutely untrue and false. Judge Staggs has NEVER asked me to do anything except my job and drive safely.

I take offense to Ms Edmiston's accusation to Judge and myself and find the vicious rumor to be humiliating, rude, disrespectful and unsubstantiated to both Judge and myself.

I have treated all employees and superior staff with respect and kindness and feel this action a great act of harassment.

Judge Staggs' character and demeanor have ALWAYS been professional and proper. I have never been asked to spy on anyone by Judge Bruce Staggs.

Respectfully,

C: C:

Resp Exhibit #0-72

Staggs, Bruce

From: B , M
Sent: Monday, September 17, 2018 4:39 PM
To: County Department Heads; County Elected Officials
Subject: Fair Tickets

2018-143

DEC 12 2018

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Everyone,

Thank you for your patience, we have the tickets ready. Please let me know if you plan on picking them up or if you would like me to inter office them.

Thank you,

M B
Administrative Assistant
Cochise County Board of Supervisors
1415 Melody Lane, Building G
Bisbee, AZ 85603
520-432-9200 phone
520-432-5016 fax

Public Programs...Personal Service
www.cochise.az

Regular	Active	Leave	Total Regular Status Employees
0100 - Board of Supervisors	10		10
0200 - Treasurer	15		15
0300 - Assessor	33		33
0400 - Recorder	6		6
0500 - Elections	3		3
0600 - County Attorney	32	4	36
0700 - Clerk of the Superior Court	31	1	32
0810 - Court Administration	18	1	19
0820 - Superior Courts Div 1 - 4	15		15
0830 - Court Security	18		18
0850 - Mandatory Judicial Services	2		2
0910 - Justice Court 1	5		5
0920 - Justice Court 2	7		7
0930 - Justice Court 3	6		6
0940 - Justice Court 4	6		6

0950 - Justice Court 5	14		14
0960 - Justice Court 6	4		4
1000 - Constable - Sierra Vista	3		3
1050 - Constables - Other	1		1
1100 - Adult Probation	37		37
1200 - Juvenile Court Services	37	1	38
1300 - Public Defender	19		19
1310 - Indigent Defense Coordinator	2		2
1350 - Legal Defender	10	1	11
1400 - General Government	10		10
1500 - Procurement	4		4
1600 - Finance	10		10
1710 - Heavy Fleet Management	11		11
1750 - Fleet Management	9		9
1800 - IT/Communications	18		18
1900 - Development Services	16		16
2100 - Facilities Management	33	2	35
2200 - Human Resources	6		6
3000_3100 - Sheriff/Sheriff Administration	22		22
3000_3200 - Sheriff/Sheriff - Investigations	12	1	13
3000_3300 - Sheriff/Sheriff - County Jail	57	3	60
3000_3400 - Sheriff/Sheriff - Patrol	73	1	74
3600 - Emergency Services	1		1
4010 - Highway Dept Administration	4		4
4020 - Highway Dept - Engineering	5		5
4030 - Highway Dept-Highways/Streets	50	2	52
4110 - Flood Control - Admin	4		4
5000_5000 - Health Dept/Health Administration	12		12
5000_5200 - Health Dept/Nursing & Community Svcs	8	1	9
5000_5220 - Health Dept/Jail Medical Services	7	1	8
5000_5300 - Health Dept/Environmental Health	6		6
5000_5500 - Health Dept/Nutrition	16		16
5000_5800 - Health Dept/Tobacco	9		9
5000_5900 - Health Dept/Bio-Terror	2		2
6000_6100 - Cochise Aging & Social Services/AAA	5		5
6000_6400 - Cochise Aging & Social Services/Public Fiduciary	8		8
6600 - Housing	4	1	5
7000 - Solid Waste	44	1	45
8000 - County Library District	12		12
9000 - School Superintendent	7		7
Grand Total	840		840

Resp Exhibit #0-73

Staggs, Bruce

From: Bt M
Sent: Friday, September 21, 2018 4:02 PM
To: Staggs, Bruce
Subject: RE: Fair Tickets

2018-143

DEC 12 2018

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Glad to hear and likewise. (22)

M Bt
Administrative Assistant
Cochise County Board of Supervisors
1415 Melody Lane, Building G
Bisbee, AZ 85603
520-432-9200 phone
520-432-5016 fax

Public Programs...Personal Service
www.cochise.az

From: Staggs, Bruce
Sent: Friday, September 21, 2018 3:34 PM
To: Bt M
Subject: Fair Tickets

Ms. B

Received the Fair tickets today.

Thank you very much.

Have a safe and enjoyable weekend.

Respectfully,

Judge Staggs



Judge Bruce Staggs
Justice of the Peace, JP-3
Magistrate, City of Benson
126 W. 5th Street, Suite #1

Resp Exhibit #074

2018-143

From: "Downie, Margaret" ·
Subject: RE: Commenting On An Open Case
Date: August 7, 2018 at 4:37:36 PM MST
To: Bruce Staggs <Bruce@Brucestaggs.com>

DEC 12 2018

Judge Staggs: Only the Commission on Judicial Conduct is bound by confidentiality restrictions regarding judicial conduct complaints. Both complainants and judges are free to discuss judicial complaints and Commission proceedings. Specifically, Commission rule 9(c)(3) states:

"Unless otherwise ordered by the commission, complainants, respondent judges and witnesses or other individuals involved in complaint investigations are not prohibited from disclosing the existence of proceedings or from disclosing any documents or correspondence served on or provided to those persons."

Margaret H. Downie
Staff Director
Arizona Judicial Ethics Advisory Committee

-----Original Message-----

From: Bruce Staggs ·
Sent: Thursday, August 02, 2018 10:26 AM
To: Downie, Margaret
Subject: Commenting On An Open Case

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Judge Downey,

I would like to receive an opinion if any Judicial Canons are broken by a Judge responding to questions from the public regarding a complaint being made against a Judge, before the Judicial Commission has ruled on it, due to the Judicial employee complainant revealing contents of the complaint to the public.

Benson is having a JP-3 Candidate forum on 8/10/2018. I have been informed that this is going to be brought up and I want to know if I am able to respond. On another JP-3 candidates website lengthy discussion has been held to include "Judge Staggs has 42 formal complaints filed against him with the Judicial Board in Phoenix as we speak. I believe they're waiting to see who wins before they suspend or terminate him". Also on the website is my self report letter, to the Judicial Commission.

Respectfully,

Judge Staggs

PS I am respectfully requesting that the response be made to my personal e-mail address.

Judge Staggs

Sent from my iPhone

ONLINE www.bensonnews-sun.com

JP3 judge under review

Disputes complaints by current, former employees

By Terri Jo Neff

For the Benson News-Sun

BENSON — Justice of the Peace Bruce Staggs has confirmed he is the subject of two open complaints filed earlier this year with the Arizona Commission of Judicial Conduct (CJC).

Justices of the peace are elected to four-year terms within a defined area of the county to handle criminal misdemeanors, forcible detainers and evictions, orders for protection, and search warrant orders. They also set court budgets, ensure compliance with court rules, and manage their courthouse staff.



Staggs, who was elected to the Precinct 3 post in November 2014, won a three-candidate Republican primary in August and is on the Nov. 6 ballot against Benson businessman Del Thola. He was informed in April that a former employee of the Benson Justice Court filed a misconduct complaint with the CJC.

A few weeks later a current member of the judge's staff filed a 41-item complaint about misconduct alleged to have occurred

See **DISPUTE**, Page 4

DISPUTE

Continued from Page 1

from late 2014 to early 2018. Nearly one-half of the items involve issues within the first two years of Staggs' term.

The judge recently met with the News-Sun to share his detailed written responses to the CJC on allegations such as case-handling errors, improper political activity, ethical issues, and a hostile work environment.

"My integrity and character have been challenged in both the complaints," Staggs said. "I have been able to supply written court documents to conclusively disprove the majority of both complaints."

However, Staggs intends to wait until the commission's review is complete before he publicly comments on matters directly related to his staff.

Staggs noted in his CJC response that he made some mistakes on the bench early on and has had to correct a few rulings during his term. One such case is mentioned in the CJC complaints.

In the case, Staggs held a misdemeanor trial and convicted a man who'd not been properly arraigned on the charge.

"The oversight was noted that very same day," Staggs said,

adding that he issued an order that corrected the mistake. "Should the CJC discipline me for failing to arraign the defendant, I will respectfully accept this, as I did make the mistake.

The News-Sun confirmed the defendant did not serve additional jail time due to the error.

Staggs also expressed frustration to the CJC about some allegations related to employee relations. He noted the court's human resource department in Bisbee did not share information although it directly impacts operations for which he is responsible.

He also noted one of the complaints included photographs taken inside his chambers by someone who violated his privacy by searching through items in the room. The judge's chambers are not accessible to the public, Staggs said.

One of the CJC complaints mentions last year's transfer of Benson Justice Court's longtime manager to another justice court. The transfer order by Presiding Judge James Conlogue of the Cochise County Superior Court came after the court manager's husband announced his candidacy against Staggs.

The News-Sun has confirmed the former court manager did not submit either complaint and that Staggs was not involved in the transfer order.

A CJC staff attorney has

been appointed to the two complaints but the agency does not comment on the status of complaints, according to Arizona Supreme Court spokeswoman Heather Murphy.

The majority of complaints to the commission don't involve misconduct, according to CJC reports. Of the 330 complaints to the CJC in 2017, 289 were dismissed and 35 were dismissed with a non-public advisory letter issued to the judicial officer.

The CJC issues a non-public advisory letter if they find the alleged conduct doesn't rise to misconduct but feel a reminder or clarification needs to be provided to a judicial officer.

Misconduct serious enough to warrant discipline was found in only six cases of those 2017 cases, three of which resulted in public reprimand. The other three resulted in public censure. There hasn't been a judicial suspension or removal from office since 2014, Murphy said.

Staggs announced earlier this year he received a CJC non-public advisory letter after he self-reported some of his election activities. He also revealed to the News-Sun he received another advisory letter related to his handling of a court hearing.

The existence of those complaints wouldn't have been known by the public had Staggs not disclosed them.

2018-143

DEC 12 2018

December 12, 2018

Commission On Judicial Conduct
1501 West Washington St., Suite 229
Phoenix, AZ 85007

Re: Case # 18-143, Comp Supp 2

Dear members of the Commission,

On November 26, 2018, I received the additional allegations that Ms. Christina Edmiston had filed against me. As I stated in my reply to the initial complaint, Page 42, paragraph 2, sentence 4, referring to future complaints, I stated: *"I do not believe that they will stop in the future"*. This has now been proven a true statement on my part. If my count is correct, Ms. Edmiston has now added 63 separate unsupported allegations to her previous 41-count original complaint to the Commission and the "Hostile Work Environment Complaint" that she filed with Cochise County Human Resources Department and e-mailed on August 31, 2017.

As instructed, I have reviewed the allegations. I am choosing to only address the 6 allegations that the Commission has instructed me to respond to as I feel that any competent professional can see the continued hostile work environment that Ms. Edmiston has actually perpetuated, since even before I took office, is still ongoing. I will speak to the 6 unsupported allegations in order:

1. Page 1, allegations of rude and abrupt behavior toward Ms. Edmiston on June 11, 2018 and June 12, 2018.

I categorically deny these false and unsupported allegations and that they occurred. I have shared my experiences with other elected officials to get their input and counsel. One made a statement that I will never forget and that is: *"Don't ever feed the bear"* by saying or doing something that someone can use against you. Ever since I have been aware of this complaint and even more so since May 11, 2018, when I attempted to go over an annual evaluation with Ms. Edmiston and she claimed that she feared to be alone with me, I have been **very** careful in my communication and association with her. I very seldom go into her office and don't ask her into my chambers. If I need to speak to Ms. Edmiston personally, I do so as much as possible in the doorway of her office or when other witnesses are present. Being careful to not "feed the bear" I have **never** once referenced or mentioned the complaint she has made against me. Having to act like this complaint has never occurred has created even additional stress and made for a totally false relationship. Due to Ms. Edmiston's unsupported and false allegations of sexual misconduct and fear to be around me, I have **never** once met with Ms. Edmiston behind closed doors since May 11, 2018. Not being able to discuss court business behind closed doors, that is essential between a Judge and Court Manager, has been discussed with Ms. Edmiston by Tim R. from HR. As such I have effectively been operating without a Court Manager since May 11, 2018, as I greatly fear to even speak with Ms. Edmiston, much less put myself in a position of being alone with her. Court Administration is aware of this and is sending in competent personnel, on a weekly basis, to train staff and to perform many of the essential duties of the Court Manager. Ms.

Edmiston has taken my managing the Court on my own and making decisions and changes in policy, without her input, personally. Ms. Edmiston considers my making decisions and handling policy decisions alone to be undermining her authority and to be retaliatory in nature. This is not true. I have the full support of Court Administration which is proven by them sending in skilled personnel on a weekly basis. While my relationship with Ms. Edmiston has definitely changed because of fear and lack of trust on my part, I have been very careful in my communication with Ms. Edmiston to not be rude, alter the tone of my voice or be unprofessional in any nature. After examining the 41-count complaint only a totally naive person would know that should they be rude, alter their voice, be unprofessional in any nature or worse be retaliatory, that another complaint would immediately ensue. Every change I make is first cleared by Court Administration. Notwithstanding being as careful as possible, an additional 63 count complaint has ensued.

2. Page 2, allegations of being short with Ms. Edmiston when answering questions on or about August 1, 2018.

Same answer as #1 above.

3. Page 4, allegations that you requested another employee, Ci , to spy on Ms. Edmiston.

I categorically deny this false and unsupported allegation. It has never happened. I have never asked an employee to "spy" on another employee. I am attaching a statement from Ms. C C stating that I have never asked her to spy on Ms. Edmiston. See Exhibit #D-71 as proof.

4. Page 4, allegations that you gave all employees except Ms. Edmiston a ticket to the Cochise County Fair, and only gave certain employees gifts from the judicial conference.

Every year the Cochise County Fair sends 4 tickets to each Judge for their personal use. I have never used mine and always give them out to the staff. C C had never been to the Cochise County Fair as she moved here just prior to obtaining employment. R B's husband was and is still out of work due to a workman's compensation head injury. Both Ms. B and Ms. C live on their income alone and cash is sparse. Ms. B and Ms. C are our newest employees. As such I offered my personal tickets to Ms. B and Ms. C. There was no malice meant towards Ms. Edmiston. Every year Cochise County sends each department tickets for employees. Since I have been in office, Benson Justice Court #3 has received 6 tickets each year. I knew these tickets would be coming in. When Ms. Edmiston complained that she wasn't offered one I took the time to inquire of, Ms. M B who was in charge of distribution of tickets, and was assured that 6 additional tickets would be coming in. See Exhibit #D-72 as proof. Ms. Edmiston then took to social media to describe the event and complain that she wasn't offered any tickets. When the tickets arrived I e-mailed Ms. B and thanked her. See Exhibit #D-73 as proof. What Ms. Edmiston failed to mention is that when the 6 tickets came in, she was the recipient of all of them. Ms. Edmiston failed to put on social media the fact that she received all 6 tickets.

When my wife and I went on a Cruise in December 2017, Ms. Edmiston asked us to bring her back a spoon to add to her spoon collection. What Ms. Edmiston fails to mention is that we not only brought her back a spoon

from the Miami airport but from every cruise port we stopped in, at our own personal expense. While we brought back something for everyone, no other employee got multiple gifts.

What Ms. Edmiston fails to mention is that when we got Spa gift certificates for Christmas for each employee last year she got a higher denomination as the Court Specialist.

What Ms. Edmiston fails to mention is that each Christmas she got something extra as the Court Specialist.

What Ms. Edmiston fails to mention is that when we've had a staff meetings at lunch in the past, I have always personally pay for pizza. Ms. Edmiston has a gluten intolerance and always orders a large gluten free pizza. Because no one else eats it she is allowed to take it home. No other staff gets a special pizza.

What Ms. Edmiston fails to mention is that I bought 10, 3-pound bags of Peanut M & M's because she loves them so much and distributed them to her much more often than anyone else when she was stressed.

I have done many things attempting to heal the hostile work environment that Ms. Edmiston has created, since before I even took office, to no avail.

The Justice of the Peace Conference was September 6, 7 and 8, 2018. At these conventions vendors give out free promotional items with their logos on them. I brought back multiple items. In the items were 3 water bottles. Due to their financial situations, due to being the newest employees and also due to my knowledge that they are outdoors people, I offered the water bottles first to Ms. B. and Ms. C. D. N. was offered the other water bottle due to the fact that she works out upstairs every week. What Ms. Edmiston fails to mention is that other little things were brought back that the entire staff could choose from. There was no malice meant towards Ms. Edmiston that she was not offered the water bottles first.

5. ***Page 4, allegations that you called Ms. Edmiston on September 21, 2018 to request she lift a defendant's suspension and take him out of collections as you were "talking to him on the street." Please address any Rule 2.9 implications (ex parte communication and independent investigation) related to this allegation.***

Once again Ms. Edmiston makes a totally unsupported false allegation as she has in the past. She does not list a Defendants name or a case number and as such I can't speak with any certainty as to this event. We have a standing policy that should someone have a suspended license, if they pay 50% of the existing fine, their license suspension will be lifted. If they can't pay the 50% the staff is allowed to lift the suspension if they can pay 25%. Any amount less than this, the Defendant has to speak to me. Please note that Ms. Edmiston has stated that I instructed that the case be taken out of collections. While it is possible that a Defendant with a non-adjudicated case have a suspended license, the **only** way a case can be in collections is if it has already adjudicated. As such ex-parte communication cannot possibility occur with regards to the lifting of a suspension or taking the case out of collections. Defendants make motions all the time to Judges, post adjudication, for payment order extensions, payment reductions, counseling extensions, requests for credit for time served, community restitution, etc. The Prosecutor is never involved in these post-adjudicated motions.

These motions are answered all the time by Judges and are not ex-parte, nor does any independent investigation occur, because the case has already been adjudicated.

6. Page 5, that on October 17, 2018, you told the security officer, C [redacted], that it was all Chris' fault that a story on the complaints against you were in the paper.

I deny that I have ever told the security officer, C [redacted] Hi [redacted], that it was "all Ms. Edmiston's fault" that the story came out on the front page of the paper.

When I was informed that the paper was going to be running the story I informed my staff, Mr. H [redacted] included, that it was going to be happening. I did not do this to complain about Ms. Edmiston but out of respect for my staff, so they would be prepared on how or if they even wanted to address any questions, and not be "blindsided" or caught unaware.

Prior to October I did have discussion with Mr. H [redacted] and other men in the court regarding this complaint. These discussions were held when I was writing my answer to the original 41-count complaint. I referenced Mr. H [redacted] and the other men in my reply to Ms. Edmiston's original 41-count complaint on page 9.

This 41-count complaint went public and was discussed in detail very negatively on social media and it also came out on the front page of the local newspaper. It was definitely used against me in the election. Only 3 parties had knowledge of it, Ms. Edmiston, myself and the Commission. I didn't release it to the public and I know the Commission didn't. A debate was scheduled for August 10, 2018 and it was brought to my attention that questions could be asked regarding the complaint. It was always my assumption that all aspects about a complaint were confidential and couldn't be spoken about to the general public until the case was resolved.

On August 2, 2018 I advised the Commission of the debate and asked an opinion stating:
"I would like to receive an opinion if any Judicial Canons are broken by a Judge responding to questions from the public regarding a complaint being made against a Judge, before the Judicial Commission has ruled on it, due to the Judicial employee complainant revealing contents of the complaint to the public".

On August 7, 2018 Ms. Downie answered back stating:
"Judge Staggs: Only the Commission on Judicial Conduct is bound by confidentiality restrictions regarding judicial conduct complaints. Both complainants and judges are free to discuss judicial complaints and Commission proceedings. Specifically, Commission rule 9(c)(3) states:

"Unless otherwise ordered by the commission, complainants, respondent judges and witnesses or other individuals involved in complaint investigations are not prohibited from disclosing the existence of proceedings or from disclosing any documents or correspondence served on or provided to those persons." See Exhibit #D-74 as proof

From that point on whenever I have been asked about the complaint I have answered questions regarding the complaints existence, confirmed that it has been filed, that over ½ the allegations are from 2014-2016, that I believe that it is politically motivated, that I have answered the complaint, that I have written court documents that disprove the serious allegations and that I will speak to the specific allegations at a later date when the Commission renders their findings.

The above is supported by the article in the paper that stated:

"A few weeks later a current member of the judge's staff filed a 41-item complaint about misconduct alleged to have occurred from late 2014 to early 2018. Nearly one-half of the items involve issues with the first two years of Staggs' term.

The judge recently met with the News-Sun to share his detailed written responses to the CJC on allegations such as case-handling errors, improper political activity, ethical issues, and a hostile work environment.

"My integrity and character have been challenged in both the complaints," Staggs said. "I have been able to supply written court documents to conclusively disprove the majority of both complaints."

However, Staggs intends to wait until the commission's review is complete before he publicly comments on matters directly related to his staff." See Exhibit #D-75 as proof.

When the Commission renders their opinion the news reporter plans on another story and this is when I will be willing to discuss the individual allegations.

Comments


In Ms. Edmiston's 41-count complaint she has alleged sexual misconduct on page 4, #1, and on page 10, #23 & #30. In my answer on page 9, #1, I questioned that if these two serious allegations had ever occurred then why didn't Ms. N ever make a complaint regarding them previously. As the Commission is aware, a recent complaint has also been made against me by . I wish to point out that no where in I complaint does I allege that any comments were made by me to about her being on her knees or about an incident of me getting on my hands and knees and "wiggling my butt" at I . I believe this is additional proof that these serious allegations **never** occurred.

Closing

As I stated above, the 63 new allegations are all totally unsubstantiated. As such, even though I have been informed that I can address all of them, I am choosing in the interest of time of both myself and the Commission, to only address the 6 that I have been instructed to comment on. Staff members are writing statements that will speak to the hostile work environment that they have witnessed that Ms. Edmiston has created not only for me, but for the entire office. These will be submitted when they are written.

I will await the Commission's findings on this matter and pray that they in their esteemed knowledge can see to the truth of these totally false allegations and the hostile work environment that Ms. Edmiston has created.

Respectfully,


Judge Bruce E. Staggs
Benson Justice of the Peace #3

Attachments: [Resignation Letters.PDF](#)

From: Bruce Staggs
Sent: Wednesday, August 29, 2018 7:02 AM
To: Elliott, April
Subject: Judicial Complaints

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Ms. Elliot,

I apologize that I don't have the case numbers in the subject line above as they are at the Court.

I have received the resignation letters of both Sara Herman who submitted the first complaint and of Denise Scott that wrote a statement for Ms. Edmiston in the 2nd complaint.

Both of these resignation letters don't mention any problems whatsoever and totally contradict the statements that were made in the complaints.

If it is not too late I would like to have them added to the files.

Respectfully,

Judge Bruce Staggs

D S

5/21/18

To whom it may concern:

I regret to inform you that I will be leaving my position with the Benson Justice Court effective June 4, 2018. I have a high-risk pregnancy which has come with several complications. At this time, I feel it is best that I concentrate on my pregnancy and health.

I have appreciated both being part of the Benson Justice Court as well as the opportunities that have been provided to me during the last several years.

Please let me know if I can be of assistance during the transition. You can reach me at the above address if you have any questions or need any further information.

Sincerely,

D S