

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 10-230 and 10-259

Complainant: James Haas

Judge: Frank Johnson

ORDER

After reviewing the allegations, the commissioner's response, and the recordings of the hearings, the commission finds that the commissioner's conduct in this case violated the Code of Judicial Conduct.

Rule 2.8 of the code requires judges to be patient, dignified, and courteous. The commissioner voluntarily reported two occasions when he lost his temper and behaved improperly. A public defender then subsequently filed a more detailed complaint alleging the commissioner lost his temper, made improper statements, and behaved inappropriately on several occasions. He provided the relevant recordings of the hearings showing the commissioner berated defendants, attorneys, and individuals in the courtroom gallery. The commission concluded that the commissioner's behavior was egregious and unacceptable.

Accordingly, the judge is hereby reprimanded for his conduct pursuant to Rule 17(a), and the record in this case, consisting of the complaint, the judge's response and this order, shall be made public as required by Rule 9(a).

Dated: March 18, 2011

FOR THE COMMISSION

Louis Frank Dominguez
Commission Chair

Copies of this order were mailed to the complainant and the judge on March 18, 2011

This order may not be used as a basis for disqualification of a judge.

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State of Arizona Commission on Judicial Conduct 1501 W. Washington Street, Suite 229
Phoenix, Arizona 85007

COMPLAINT AGAINST A JUDGE

Your name: Frank A. Johnson **Judge's name:** Frank A. Johnson, self-report **Date:** 9/9/10

Instructions: Use this form or plain paper of the same size to file a complaint. Attach additional pages, as needed. Please describe in your own words what the judge said or did that you believe constitutes judicial misconduct. To help us understand your concern, be specific and list all of the names, dates, times and places where the conduct occurred. Include only copies of original documents or court recordings that are relevant to your allegations. Print or type on one side of the paper only, and keep a copy of the complaint for your files.

My name is Frank A. Johnson, and I am a Commissioner with Maricopa County Superior Court. I have been employed by Maricopa County for 15 years, and have been a Commissioner for the past 5 years, with a record of being fair, patient, and reliable. I have been assigned to the Probation Violation Court for the past 2.5 years, a demanding calendar situated in the basement of the Fourth Avenue Jail. Unfortunately, after almost two and a half years of no windows, loud slamming jail doors, the commotion of a fast paced criminal calendar, I lost my temper. Most recently, on September 1, 2010, the courtroom was particularly busy. I found myself getting agitated at the noises made mostly by the gallery of people in the back of the courtroom. After a difficult sentencing, a family member of the defendant was motioning to the defendant, standing up in the back, and appeared to be coming through the gates towards the bench. I stood up and used poor judgment by saying that if he wouldn't heed my bailiff's directive to leave the courtroom then I would throw him out myself. I ripped off my robe, stormed out of the courtroom, and contacted security. I was visibly upset, and I am tremendously sorry and regret the way in which I acted. The other incident occurred a couple of months ago, involving a defense attorney, Dan Raynak. Mr. Raynak represents a defendant charged with molesting my daughter, and it has been a contentious case. Mr. Raynak was retained on a case that was set in my courtroom. He did not file a Notice of Appearance or a Notice of Change of Judge, nor did he make any attempt to notify my division that he would be appearing. Inside the courtroom, he was asked by the Public Defenders if they could appear for him for the sole purpose of transferring the case to the other probation Commissioner. Mr. Raynak refused. Seeing him made me uncomfortable, and agitated. Instead of taking a recess and having my staff take care of the situation, I yelled at Mr. Raynak in front of a full courtroom, stating that I just couldn't believe he had the nerve to appear in front of me knowing I am the victim. Mr. Raynak complained to the Presiding Criminal Judge Doug Rayes. Judge Rayes called me into his office and rightfully reprimanded me for my actions. Things settled down until several other problems arose in my personal life including the victimization of my daughter again. I did not take the proper outlet for my emotions and it culminated into an avalanche of emotion in court on September 1. Please understand that I am in no way making excuses for my actions. I know the duty I have not only to the members of the bench, but to the people as a public figure. I acted in a manner unbecoming of our profession. I take full responsibility, and I am embarrassed. I have taken steps to ensure that this type of behavior will not happen in the future, including seeing a counselor on a weekly basis. If the commission decides I need further counseling, I am willing to take any classes that are deemed necessary. I am confident that I will return to my calm and patient Judicial-like demeanor that I once possessed.

OFFICE OF THE PUBLIC DEFENDER
MARICOPA COUNTY

2010-259

OCT 07 2010

JEREMY D. MUSSMAN
Deputy Director

JAMES J. HAAS
Public Defender

DIANE J. TERRIBILE
Administrator

October 5, 2010

Mr. Keith Stott
Executive Director
Commission on Judicial Conduct
1501 West Washington, Suite 229
Phoenix, Arizona 85007

RE: Complaint against Maricopa County Superior Court Commissioner Frank Johnson

Dear Mr. Stott:

As required by Ethical Rule 8.3(b) of the Arizona Rules of Professional Conduct, the Office of the Maricopa County Public Defender hereby informs the Commission on Judicial Conduct that Maricopa County Superior Court Commissioner Frank Johnson has violated the rules of judicial conduct in ways that raise a substantial question as to his fitness for office. As demonstrated by the audio/video records submitted with this complaint, Commissioner Johnson has repeatedly violated Canons 1.2, 2.3, 2.4, and 2.8 of the Arizona Code of Judicial Conduct.

In the enclosed video clips, Commissioner Johnson is heard and seen raising his voice and making rude, condescending, demeaning and even threatening comments to people in the courtroom. On two occasions, he left the bench threatening to personally eject someone from the courtroom.

Video 1: September 1, 2010 - 10:40:40 – 10:42:02 a.m.

Following a disposition hearing in the case of *State v. Nancy Lynn Holloway*, as Ms. Holloway was being processed by the court before being transported back to jail, an attorney asked the court to call another case. Commissioner Johnson made the following comments:

“Yeah, we can try that. I’m about tempted to call Ms. Holloway’s case back again now that she’s upset me so much, with all her antics and all her (unintelligible) antics here that hopefully won’t affect the rest of the cases today. But I’m not sure, Ms. Holloway, you may have put yourself in a situation here where *the rest of the chain might suffer because of your stupidity.*”

When Ms. Holloway started to respond, Commissioner Johnson waved his hand at her and said, “Shut up!”

LAW FIRM

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As Ms. Holloway was being escorted from the courtroom by a deputy, Commissioner Johnson said, "Get her outta here, please. Get her outta here." He then said, "If you ever come in front of me again, you're gonna be revoked."

When Ms. Holloway mistakenly walked toward the wrong door and had to be redirected by the deputy, Commissioner Johnson said, "Why don't you write her up for an escape charge, Deputy? Go ahead."

Finally, when Ms. Holloway was out of the courtroom, Commissioner Johnson stated, "Now that that *piece of work* is out of the courtroom, it's not going to affect the rest of the calendar."

Commissioner Johnson's comments to and about Ms. Holloway were outrageous, unbecoming to a member of the bench, and potentially dangerous. Commissioner Johnson intentionally put Ms. Holloway in fear for her safety by telling the other inmates present in the courtroom that they may suffer because of her actions. The fact that Commissioner Johnson waited until Ms. Holloway was out of the courtroom to tell the inmates that they would not so suffer is a clear indication that Commissioner Johnson's intent was to place Ms. Holloway in fear of what may happen to her when she got back to jail. And, despite his retraction of the comment, he may still have placed her in danger. His conduct was inexcusable for a judge, no matter what the provocation.

Video 2: September 1, 2010 - 10:38:19 – 10:38:46 a.m.

As an attorney began to make his argument, Commissioner Johnson interrupted and addressed the following comments to a person in the gallery of the courtroom:

"Can you please leave the courtroom? Apparently you can't read the sign there that says you can't communicate with inmates. Do you want me to throw you out or do you want me to have him throw you out? Okay, I'll throw you out."

Commissioner Johnson then left the bench and went through a door behind the bench, presumably to personally physically eject the person from the courtroom.

Video 3: July 1, 2009 - 02:25:00 - 02:28:25 p.m.

As he starts a proceeding, Commissioner Johnson had the following exchange with an unidentified person in the gallery of the courtroom:

"Sir, are you trying to say something to me? Why do you come into a courtroom and start mouthing off like that?"

(Unintelligible response)

"Okay, well, why don't you step outside and look at the calendar before you come in here and start mouthing off?"

(Unintelligible response)

“You can step outside or I’ll hold you in contempt. You got two seconds to step outside.”

(Unintelligible response)

“One thousand one!”

(Unintelligible response)

After a pause, Commissioner Johnson gets up from the bench and says, “I’ll walk him out then.” He then left the bench and walked toward the person in the courtroom, returning a short time later.

A few minutes later, when the person apparently comes back into the courtroom, Commissioner Johnson says, “I’m looking at the *circus* back here that just came back in the courtroom.”

Video 4: May 17, 2010 - 08:37:42 – 08:42:05 a.m.

As Commissioner Johnson is hearing a matter, he appears distracted and has a couple of brief asides with a member of his staff. When he finishes the matter at 8:41 a.m., the following exchange occurs:

Commissioner Johnson: “Mr. Raynak, you got some nerve to come in here. I’m the victim of a case involving my daughter, you represent the defendant. You’re trying to come in here to violate victims’ rights under the constitution. Sir, you’re getting reported to the Bar and I’m moving your case over to Commissioner Mulleneaux. Please get out of my courtroom. You know that I’m a victim of a case where you’re representing the defendant. You got some balls to come in here and appear in front of me and get me all shaken up like this.”

Attorney Dan Raynak: “I’m not here to get you shaken up, I was going to ask that it be...”

Commissioner Johnson (interrupting): “You got some nerve even showing your face in my courtroom, sir. I’m the victim in a case that’s being prosecuted by the county attorneys. I want the Victim Advocate notified of this, and some repercussions are going to be made from this.”

As he stands and leaves the bench, Commissioner Johnson mutters, “Some nerve.”

Violations of Judicial Canons

Judicial Canon 2.8 requires that “A judge shall be patient, dignified and courteous to litigants, jurors, witnesses, lawyers, court staff, court officials, and others with whom the court deals in an official capacity . . .”

Canon 1.2 provides that “A judge shall 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.” Comment 5 to this canon states that “Actual improprieties include violations of law, court rules, or *provisions of this code*. The test for appearance of impropriety is whether the conduct would create in reasonable minds a perception that the judge *violated this code* or engaged in other conduct that reflects adversely on the judge’s honesty, impartiality, *temperament*, or fitness to serve as a judge.” (Emphasis added.)

The Preamble to the Arizona Code of Judicial Conduct states that “Judges should maintain the dignity of judicial office at all times, and avoid both impropriety and the appearance of impropriety in their professional and personal lives.”

Commissioner Johnson clearly falls far short of the aspirations of the Preamble and has repeatedly violated the above-cited Canons. His violations of the rules of judicial conduct raise a substantial question as to his fitness for office, and we are therefore required to inform the appropriate authority under ER 8.3(b) of the Arizona Rules of Professional Conduct.

We ask the Commission to take appropriate action.

Sincerely,

James J. Haas
Public Defender

Attachments: 2 CDs containing files in Windows Media format named Video 1-4
2 CDs containing files in FTR format as follows:

Video 1 = FTR File – JAILBC48_20100901-1040_01cb49c21ef0ed20
FTR File – JAILBC48_20100901-1041_01cb49c22ce1a6e0

Video 2 = FTR File – JAILBC48_20100901-1038_01cb49c1cae608a0

Video 3 = FTR File – JAILBC48_20090701-1425_01c9fa57b73f0870

Video 4 = FTR File – JAILBC48_20100517-0837_01caf59c37648bc0

Frank A. Johnson

NOV 29 2010

Commission Members
Commission on Judicial Conduct
1501 West Washington Street
Suite 229
Phoenix, AZ 85007

Re: Case 20 10-259

Dear Commission Members:

I must begin with a heartfelt apology. I am distraught over the way I acted in the incidents alleged in the complaint against me. After reading my comments, I am embarrassed. At the time these words were spoken, I did not realize the impact that they made. I understand that there will be consequences for my actions, and I hope that after reading this letter you will better understand the pressures I was under. I make no excuses for these incidents, but I offer some insight into my character as an explanation. Over the past year I have dealt with many issues.

First, and probably the most distressing, is finding out that my daughter had been molested by a cousin on her mother's side. She disclosed this information in October of 2009, the defendant was formally charged in November of 2009. The molestation occurred over at least a four year span. It began around my daughter's tenth birthday, May 2005, and the last incident was just months before I found out. The defendant was charged with eight counts of Child Molestation and one count of Sexual Conduct with a Minor. As a family, we have struggled to deal with the situation, but it has been tiresome. My daughter's emotions and flashbacks fill our house on a regular basis. To complicate matters, her mother's side of the family has all but abandoned her. We have been working with a counselor for her, but getting a 15 year-old girl to open up about things of this nature is difficult at best. I harbor guilt that I was not aware of the situation and did not protect my daughter. (Her mother and I are divorced.) Furthermore, the case has taken over a year to resolve. The case has taken that long because defense counsel, Dan Raynak, insisted that the Maricopa County Attorney's Office be removed from the case because of my position. I felt it is my fault that the case dragged out as long as it has, creating more pain for my daughter. We almost have closure in the case; sentencing for the defendant is set for December 3, 2010.

The second issue I deal with on a daily basis is physical pain caused by a vascular malformation I have in my left leg. I am in constant pain. The pain is exacerbated by the fact that there are mounds of scar tissue in the back of my leg, when I sit down; it is like sitting on a rock. In Probation Court, it was not uncommon for me to spend hours at a time sitting at the bench with no break. I have had over 25 surgeries over the course of several years at Swedish Hospital in Denver, Colorado.

I also have lingering feelings of guilt over the death of my father in 2007. I never gave myself an opportunity to grieve. Only after seeing a counselor did I recognize this. I blame myself for not being able to do more to help him when he was sick. I do understand now that there was nothing I could do. This sense of guilt led to feelings of frustration.

Another situation that caused incredible frustration is the actions of one of the Public Defenders, Kristi Adams. Ms. Adams has been an attorney in Probation Violation Court for many years. My wife is also a Deputy Public Defender assigned to the Probation Violation Division. Ms. Adams and my wife had a prior contentious situation where my wife felt like Ms. Adams and another Deputy Public Defender created a hostile work environment for her. It was years before the two of them could have a civil conversation. The outcome of the investigation by the Public Defender's Office is unknown because they will not reveal that information. When I took over for Commissioner Roberts, Ms. Adams was assigned to my courtroom. I made every effort to put my feelings about what happened aside. For over a year, things ran smoothly. However, Ms. Adams' tried to enlist other attorneys to keep a log of my actions on and off the bench in hopes of getting me in trouble. She was heard by another judicial officer to say, "I'll get Johnson one way or another." There was also a threatening letter left anonymously at my judicial assistant's desk. Several people confirmed that the handwriting matched hers. I want to stress that I do not blame Ms. Adams for my actions; however her actions caused me a significant amount of stress which again led to my frustrated outbursts.

My ultimate downfall was that I was too proud to ask for help, and wanted to be a team player. The burn-out rate is extremely high in Probation Court. Court lasts all day - the first calendar runs from 8:00 in the morning to 10:00 or 10:30. The second calendar runs from 11:00 until 1:00 or 1:30 in the afternoon. The final calendar starts at 2:00 and is the time reserved for Witness Violation Hearings. Often there is little time for lunch. On an average, 50 defendants appeared before me each day. Of those, it was not unusual for me to sentence 20 or more defendants. The pace of the calendar, and the amount of time spent preparing for the cases are exhausting. Prior to being rotated to Probation Violation Court, the calendars were split between three judges. Each judge worked two days and had the third day off to recuperate. With the budget problems, the assignment was reduced to having only two commissioners handling the work of three. During this time, commissioners had been rotated before they reached the two year mark because of the strain; however I spent almost two and a half years on the bench in that court. I should have realized that I was burnt out and asked to be rotated.

Please understand that I realize that I have no excuse for how I comported myself in these incidents. I have explained my circumstances to you because I would like you to understand the pressure and stress that I was under at the time. I let my frustration manifest itself in the worst way of all; I took it out on those I was appointed to serve. Thank you for allowing me the opportunity to explain each of the episodes.

VIDEO ONE:

Again, in reading over the transcript that has been provided, I cannot believe that those words came out of my mouth. My comments are reprehensible. They were said out of frustration. The statements made were directed to a defendant who would not following proper court procedure and was acting in a way that I felt was disrespectful. I do take offense to Mr. Haas' comment that I "intentionally put Ms. Holloway in fear for her safety." My comments, though disrespectful themselves, were never malicious. After my telling Ms. Holloway that she had put me in a bad mood, I did direct the comment to the rest of the defendants that "[this is] not going to affect the rest of the calendar." The assumption that Mr. Haas makes that retracting my statement is evidence that I intended "to place Ms. Holloway in fear when she got back to the jail" is misguided. I retracted my statement because I knew what I had said was inappropriate and I wanted to assure the rest of the defendants that I would remain fair and impartial to them regardless of how Ms. Holloway acted. I have spoken with the deputy assigned to my courtroom during this incident and he assured me that Ms. Holloway was never in danger.

VIDEO TWO:

Once more I regret how I acted. Probation court is noisy, distracting, and fast paced. In this incident, a defendant's boyfriend was pacing back and forth in the gallery, and making a small scene. One of the goals of probation court is to rehabilitate defendants and help them to be able to follow rules. It was in this vein that I expected the visitors in the back of the courtroom to follow the rules that the bailiff instructed them on every morning, and to not disrupt the proceedings. The probation violation courtroom is full of hustle and bustle. As I am trying to concentrate on a matter in front of me, there are attorneys talking amongst themselves, and to their clients. Sometimes the defendants are seated in the courtroom only steps from my bench. Sometimes the defendant's are out of custody and the doors constantly swing open as people go outside to talk to their attorney, then come back and talk to their family, then back out again to talk to the attorney. This doesn't include the spectators that come and go as cases are called, those that need to leave to feed the parking meter, and those that need to take a break. After each defendant is sentenced they move just feet to my left and sign their paperwork. At the same time, there is conversation between them and the bailiff about the paperwork. During the middle of a hearing, the clerk passes up paperwork that needs to be signed before the defendant can leave. In-custody defendants are taken in and out of the courtroom during the proceedings. The chains attached to their legs scrape across the tile floor, and the jail door slams behind them. Some days, the confusion is too much. That is what happened on this day. For lack of a better phrase, I just "lost it." While it appears that I left the bench to be confrontational, I really left the bench to get security and to take a minute to calm down. I now realize that the way I perceived these actions in my head are much different than the perception of those who watched it. In the end, I was just as rude and disrespectful as Ms. Holloway and her boyfriend. I am embarrassed.

VIDEO THREE:

This incident involved an intoxicated gentleman bursting through the doors of the courtroom trying to figure out if he was in the right courtroom by yelling to whoever would listen. The courtroom was full of energy, noise and disorder. The intrusion simply added one more thing to the confusion. I did not feel that this type of intrusion in a dignified proceeding was appropriate. I made the situation worse and less dignified by my words. Instead of being understanding and having court staff help him; I stood up and confronted him in a manner unbecoming to a judicial officer. I was rude and intolerant. I should have handled the situation in a calmer manner. I can only go back to the frustrations in my professional situation and personal life which resulted in my short temper. Again, I am seen leaving the bench to make sure that security had the man leave the courtroom. I certainly do not think that my actions were appropriate.

VIDEO FOUR:

This incident is distinctly different from the other three. I previously presided over contentious hearings with Mr. Dan Raynak in Probation Violation Court. Because of his repetitive and well known belligerence to opposing counsel, I had asked that he not come back into my courtroom for any more hearings. Commissioner Mulleneaux generously agreed to handle any cases in which Mr. Raynak was involved. There were several cases in which Mr. Raynak's client was assigned to my courtroom. Mr. Raynak never came into the courtroom to ask that the case be transferred; it was done internally by judicial staff. In the situation in Video 4, I do believe that Mr. Raynak's intent was to incite me. Mr. Raynak had many other options to get his case transferred to the other courtroom. He could have, and in my opinion should have, avoided the situation. He admitted in the video that he was only appearing to ask that the case be transferred to Commissioner Mulleneaux. That was easily done by contacting either my judicial assistant or Commissioner Mulleneaux's assistant. Further, Mr. Raynak never filed a Notice of Appearance that would have notified my staff that he would be appearing and my staff could have handled it without my having contact with him. One of the public defenders who knew of the situation approached Mr. Raynak and explained that it probably was inappropriate for him to appear and that he would be happy to stand in for Mr. Raynak to get the case transferred to Commissioner Mulleneaux. Mr. Raynak refused. It also speaks volumes that Mr. Raynak presented a class at the Arizona Public Defender's Association conference entitled "Pushing the Boundaries of Ethical and Zealous Representation." It also makes sense that Mr. Raynak sought to get the reaction that he did as evidenced by the fact that he used this same video to try to show that my relationship with the Maricopa County Attorney's Office was so close that they could not be fair in the prosecution of my daughter's molester – his client.

However, the actions of Mr. Raynak are no excuse for how I reacted. Mr. Raynak clearly won that round. The old adage, "two wrongs don't make a right," has never taken on a greater meaning. I should have taken the high road and acted more professionally. Instead of confronting Mr. Raynak, I should have excused myself and taken a short break. My court staff

would then have been able to resolve the situation. I understand that as a judicial officer, I am held to a higher standard because of my service to the public, and my position of authority.

During this occurrence, I indicated to Mr. Raynak that I was a victim in the case, and I understand that the Conduct Commission is questioning my status as a victim. The commission has asked for me to explain why I consider myself a victim. My plain reading of the Victim's Bill of Rights establishes me as the victim, as my daughter was a minor at the time she was molested, and is still a minor. According to the case information at the County Attorney's Office, my wife and I have been designated as my daughter's representatives and have been afforded all victims' rights associated with this case. Crime Victims' Rights are set out in the Arizona Constitution and the Arizona Revised Statutes. A victim is defined as "a person against whom the criminal offense has been committed, including a minor..." Section 13-4403 talks about a victim's inability to exercise his/her rights. Subsection (C) states that ..."*if the victim is a minor or vulnerable adult the victim's parent, child or other immediate family member may exercise all of the victim's rights on behalf of the victim.*" (Emphasis added.)

I am confident that since September 10, 2010 my demeanor on the bench has been without question. Prior to that, I do not believe that there are any other incidents that rise to this level of unprofessionalism.

In my time on the Bench, I have attained the respect of many attorneys, and was often told that my best asset to the profession was my temperament and demeanor. Unfortunately, I cannot say that I have honored that in the circumstances on which you judge me. I stand before you the way defendants stood before me. I hope that you will understand that I take full responsibility for my behaviors, and have taken action to change my behavior. I agree that my demeanor and temperament has been not only an embarrassment to me, but to the Bench.

Things are getting back to normal: My current assignment is in Juvenile Court, handling guardianships, delinquencies and adoptions. Since I was rotated to juvenile, I feel a weight has been lifted off my shoulders. I have regained my patience, and have not had the stresses that I explained to you at the beginning of my letter. The defendant in the case where my daughter is a victim is almost over. The defendant has pleaded guilty to a stipulated sentence, and one that we approved. I have been getting treatment for my leg condition with a local surgeon. The new treatments are easier to bear, and the prognosis is good. I have been working with a counselor to alleviate the thoughts I harbor about my father's death. I have left the stresses of Probation Court, and with that, I have no contact with Ms. Adams. Juvenile Court is a much better fit for my personality. The hearings are conducted one at a time and I do not have the distractions during those hearings that I had in Probation Court. I get regular breaks so that I am not sitting for long periods of time. I also have ample time to prepare my files without feeling rushed.

I have made serious attempts to understand my stressors, and deal with them in a dignified manner. To this end, I have been working with a psychiatric nurse practitioner, Shelley Berger-Dooley. She has prescribed and adjusted the medication I was taking to help alleviate some of the frustration. It has made a significant difference. I also sought the services of a counselor, Larry Zeger. I meet with Mr. Zeger weekly. I am working on ways to recognize

triggers for the outbursts. We are also addressing anger management issues and how to change my reactions to attain a more positive result. In the one on one therapy, we discuss the issues I alluded to in the beginning of my letter, in hopes that I may come to terms with them and move forward.

Please know that I am shamed and mortified. I am disappointed that my conduct of the past few months overshadows the positive affects I have had on many other defendants. I accept responsibility for my inappropriate responses to stressful situations. I have made successful attempts to change my thought pattern and my behavior. I understand that there will be repercussions. Not a day goes by that I don't think about what I have done, and berate myself. I believe that the steps I have taken will ensure that I remain calm and dignified on the bench. I intend to continue my counseling for a long time. I feel like my anger issues are more in control, but I would not be averse to continuing to learn how to change my reactions. I would like to continue on the Bench and regain the respect my peers once had of me. I am certain that I can.

Sincerely,

Frank A. Johnson