

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 20-280

Judge: Jessica Quickle

Complainant: Megan Spielman

**NOTICE OF COMPLETION OF EDUCATION REQUIREMENTS
OF REPRIMAND ORDER**

On June 11, 2021, the Commission issued a public reprimand to Judge Quickle for violating Rule 2.8(B) of the Code. The reprimand order also required Judge Quickle to complete two educational trainings - Leadership for Judges and Mindfulness for Judges offered by the National Judicial College. Judge Quickle completed the Mindfulness for Judges course in November 2021. On September 17, 2021, the Commission modified the reprimand order related to the educational component to allow Judge Quickle to complete an alternate training, as the Leadership for Judges course would not be offered until November 2022, which was outside the one-year requirement. Pursuant to that order, the Commission's Executive Director approved alternate training that addressed concepts of management, leadership, and communication. Judge Quickle subsequently completed three trainings offered by Dale Carnegie – Disagree Agreeably (completed February 2022), Managing Conflict in the Workplace (completed February 2022), and Self-Awareness: Leading with Emotional Intelligence (completed March 2022).

The Commission now deems the educational training component of the reprimand order issued on June 11, 2021 to be satisfied. This order shall become part of the public record in this matter.

Dated: May 24, 2022

FOR THE COMMISSION

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

Copies of this order were distributed to all appropriate persons on May 24, 2022.

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 20-280

Judge: Jessica Quickle

Complainant: Megan Spielman

**ORDER GRANTING RESPONDENT JUDGE'S REQUEST TO MODIFY
EDUCATIONAL REQUIREMENT OF REPRIMAND ORDER**

The respondent judicial officer filed a Request to Modify the Educational Component of the Reprimand Order issued on June 11, 2021. Specifically, Respondent requested to either eliminate the requirement to attend the Leadership for Judges course or to allow Respondent to complete an alternate course, due to scheduling conflicts when the course is next offered by the National Judicial College. Respondent did not request to modify the portion of the order requiring her to attend the Mindfulness for Judges course, and Respondent is registered to attend that course at its next offering.

After careful consideration of Respondent's request, the Commission granted the request to allow Respondent to select and complete an alternate course. The alternate course must be approved by the Commission's Executive Director, be conducted in-person, and address concepts of management, leadership, and communication.

Commission members Roger D. Barton, Barbara Brown, and Delia R. Neal did not participate in the consideration of this matter.

Dated: September 17, 2021

FOR THE COMMISSION

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

Copies of this order were distributed to all appropriate persons on September 17, 2021.

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 20-280

Judge: Jessica Quickle

Complainant: Megan Spielman

ORDER

The complainant alleged a superior court judge engaged in improper demeanor both on and off the bench.

On September 11, 2020, La Paz County Superior Court Judge Jessica Quickle was presiding over a dependency matter that was conducted remotely, via Zoom. At some point during the hearing, Judge Quickle lost her connection to Zoom. A court clerk, S.H., advised the attorneys and parties that the judge had been disconnected, and the hearing was paused while Judge Quickle attempted to get reconnected. Upon rejoining the hearing, Judge Quickle stated in a sharp tone, "I am incredibly unhappy because this is going to be a pain. So, I do not understand why I was thrown off Zoom on my laptop, my iPad, and my phone." Her comments were heard by the attorneys and litigants, and the clerk felt embarrassed and belittled by the comments.

On October 16, 2020, Judge Quickle became upset that parties and lawyers for a scheduled matter had been allowed into the courtroom prior to a designated time. Judge Quickle yelled at the clerk, S.H., that these individuals were not to be in the courtroom prior to a designated time. After learning that another court employee had allowed the parties to enter, Judge Quickle went to speak to the elected Clerk of the Court, Megan Spielman, about the incident. In the process, the door to Judge Quickle's office slammed shut in front of other clerks and the public. While Judge Quickle denied deliberately slamming the door, other court employees believed that she had slammed the door intentionally. Court employees also overheard Judge Quickle yelling at Ms. Spielman regarding the matter.

The Commission's investigator interviewed six court employees who confirmed these incidents, and they also confirmed a pattern of Judge Quickle yelling or using an angry, rapid-fire tone with individuals during the time she has been on the bench. The employees reported feeling disrespected by the conduct and that there is tension in the court due to the behavior. However, all the employees

reported a recent improvement in the judge's demeanor. Judge Quickle disagreed with some of the employees' perceptions of her conduct, but stated she had "... re-evaluated my interactions with staff and other elected officials, as well as my overall demeanor with the goal of avoiding any further misunderstandings or hurt feelings."

Judge Quickle's conduct violated Rule 2.8(B) of the Code of Judicial Conduct 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 . . ."

Accordingly, Judge Jessica Quickle is hereby publicly reprimanded for her conduct as described above and pursuant to Commission Rule 17(a). The Commission also orders Judge Quickle to complete the following trainings offered by the National Judicial College: Leadership for Judges and Mindfulness for Judges. Judge Quickle shall complete the two courses within one year and provide proof of completion to the Commission. Judge Quickle may apply for scholarships from the National Judicial College for these courses.

The record in this case, consisting of the complaint and any supplements, the judicial officer's response and any supplements, and this order shall be made public as required by Commission Rule 9(a).

Dated: June 11, 2021

FOR THE COMMISSION

/s/ Louis Frank Dominguez

Hon. Louis Frank Dominguez
Commission Chair

Copies of this order were distributed to all appropriate persons on June 11, 2021.

Comp
2020-280
SEP 21 2020

St H
La Paz County Superior Court
Courtroom Clerk
09/13/2020

To whom it may concern,

I, S H , am writing this statement regarding the behavior of the Presiding Judge, Jessica L. Quickle of the La Paz County Superior Court. On September 11, 2020 at approximately 3:13 p.m. while in the process of Judge Quickle conducting a Court Trial, she lost connection from Zoom. I received a Skype message from her Judicial Assistant, S W , to advise me of the issue as I was working in another program preparing myself for Court for September 14, 2020. I informed the parties of the issue and we stopped the proceedings from continuing until we regained connection with Judge Quickle.

For about five minutes we waited for Judge Quickle to regain connection so that I may admit her into the proceedings via Zoom, but she was having issues regaining connection from her iPad. In that time, she had called her Judicial Assistant, S W , and screamed at her over the phone inquiring as to the reason she was "kicked off" of Zoom. Finally, at approximately 3:18 p.m. Judge Quickle called into Zoom on her phone. At that time Judge Quickle proceeding to yell at me, accuse me and interrogate me as to the reason I "kicked her off" of Zoom.

I advised Judge Quickle that I was unaware of the reason she lost connection from Zoom and stated that it could have been a connection error with her internet. Judge Quickle than began to state how "irritating and annoying" this would be because it would disallow her to view exhibits as they were being presented as she had to call back in to Zoom telephonically. I tried offering Judge Quickle a solution to end the Zoom meeting and allow all parties to rejoin to see if that would resolve her connection issue for her iPad. Judge Quickle then continued to yell at me further.

This is not the first time I have been disrespected and mis treated by Judge Quickle. These actions were done in the presence of several other parties and it was extremely embarrassing, and I felt incredibly belittled to have been spoken to that way in none other than a professional setting. When working in the presence of Judge Quickle, you can't help but feel in a constant state of panic and stress. When coming to work, it should be a place to feel safe, secure and happy.

There have been several incidents due to the amount of stress I endure from working in the presence of Judge Quickle. I have also had to take a day off work from a verbal altercation Judge Quickle and I had with one another in our Clerks office, in the presence of other Clerks. That incident caused me high levels of stress and anxiety.

I hope this statement puts in to perspective the character of Judge Quickle and I thank you for your time.

Sincerely,

S H

Signature

Date

S H
La Paz County Superior Court
Courtroom Clerk
10/16/2020

To whom it may concern,

I, S H , am writing this statement regarding the behavior of the Presiding Judge, Jessica L. Quickle of the La Paz County Superior Court. On October 16, 2020 our Court was scheduled to conduct a Court Trial for a Family Law Case. Prior to the hearing commencing the parties arrived at the Court house at approximately 8:30 a.m. to confer with their Clients to discuss a possible settlement.

At approximately 8:40 a.m. Judge Quickle arrived at the Courtroom and as she was coming on to the bench to log in for the hearing she began to yell at me and telling me that "You are not to let anyone in this Courtroom until 15 minutes prior to the hearing starting." I attempted to tell Judge Quickle that it was not me that let the parties in to the Courtroom early and she continued to speak over me and yell at me accusing me of letting the parties in. I then raised my voice in a calm and stern manner and advised her again that I was not the one that let the parties in to the Courtroom early.

Judge Quickle then asked me who had let them in. I informed her that I believe it was our Bailiff, M S , but I was not sure. Judge Quickle then got off the bench and went in to her Chambers where I could hear her open her other door that leads in to the Clerks Office. I was advised by the two Clerks, A R and T: H , that Judge Quickle came out of her office door into the Clerk's Office to speak with Megan Spielman. However, Megan Spielman was in her office with our M S . Judge Quickle then proceeded to slam her door in an angry manner in front of A R and T H . Also, there were customers in our lobby at the time this occurred. I then heard Judge Quickle call the Clerk of the Court, Megan Spielman, and you could hear her yelling at her on the phone.

As Judge Quickle was on the phone with Megan Spielman, the Judicial Assistant S W , informed Judge Quickle that it was her that allowed the parties to enter the Courtroom early. Judge Quickle then proceeded to say to S W , "Well then it is you that I have a problem with."

Sincerely,
S H:

Signature

October 16, 2020
Date



Superior Court of Arizona County of La Paz

1316 Kofa Avenue
Parker, Arizona 85344
(928) 669-6134 TDD (928) 669-8400 Fax (928) 669-2186

RESP (Quickle)

2020-280



JUDGE
JESSICA L. QUICKLE

DEC 21 2020

December 17, 2020

VIA USPS - PRIORITY MAIL

Hon. Louis Frank Dominguez, Chair
Hon. Christopher P. Starling, Vice Chair
Hon. Gus Aragon
Hon. Barbara J. Brown
Hon. Michael J. Brown
Hon. Joseph C. Kreamer
Ms. Denise K. Aguilar
Mr. J. Tyrell Taber
Mr. Christopher Ames
Mr. Roger Barton
Ms. Colleen Concannon
Arizona Commission on Judicial Conduct
1501 W. Washington Street, Suite 229
Phoenix, Arizona 85007

Re: Complaint dated September 13, 2020, and supplement dated October 16, 2020
(Case No. 20-280)

Dear Chair Dominguez, Vice Chair Starling, and Members of the Commission:

This letter responds to a complaint filed by Ms. S H , a Deputy Clerk of the La Paz County Superior Court, on September 13, 2020, and supplemented on October 16, 2020.

Regarding the technology failure that occurred during a trial on September 11, 2020, I am attaching a recording of the trial, along with text messages between myself and my Judicial Assistant, Ms. S W , and an email to the Clerk of the Court, Hon. Megan Spielman and her Chief Deputy, R A . On that day, I was conducting the afternoon session of the second full day of a dependency trial involving multiple parties using Zoom when I was unexpectedly disconnected. I attempted to reconnect to Zoom using the link provided by my Judicial Assistant on my laptop computer, iPad, and iPhone, but I was unable to do so.

Because I was at a remote location outside of the courthouse, I contacted my Judicial Assistant and asked her to have the courtroom clerk, Ms. S H , explain to the parties that I was disconnected from Zoom and to recess the proceedings until I was able to reconnect.

The La Paz County Superior Court does not have a Court Administrator or an IT department, so I sent an email to Ms. Spielman, who assists with those functions, and her Chief Deputy, Ms. A , to inform them of the issue.

I have reviewed the relevant portion of the recording, beginning at approximately 3:17:46 and ending at 3:18:31, along with the enclosed text messages and my email. I am at a loss to understand Ms. H 's description of my behavior. After listening to the recording, reviewing my written communications from that day, and searching my own memory, I do not believe that I yelled at Ms. H , my Judicial Assistant, or anyone else involved in the September 11 proceeding. I do not doubt that I was frustrated by the technology failure, and perhaps Ms. H misunderstood that frustration to be directed at her.

Ms. H was promoted to courtroom clerk shortly after I joined the Court in January 2019. As best I can recall, the only incident between myself and Ms. H that might fit her description of a "verbal altercation" occurred approximately a year ago. My recollection of that event is that, after witnessing Ms. H yell at my Judicial Assistant through an open door to my chambers and in front of a customer, I calmly and politely informed Ms. Hale that it was inappropriate and unprofessional for her to yell at my Judicial Assistant.

Ms. H 's supervisor, Hon. Megan Spielman, later informed me that Ms. Hale had requested a following this incident, and Ms. Spielman also told me that she felt that it was inappropriate for me to address Ms. H 's behavior because I was not Ms. H 's supervisor. We agreed that in the future I would report such incidents directly to Ms. Spielman rather than addressing them directly with Ms. H .

Several months later, Ms. H stopped me as we were leaving court, apologized to me for this incident, and informed me that . In response, I expressed my concern for , and I apologized to her if anything that I had done caused her to suffer any distress. I also informed Ms. H that I have an open-door policy and am always willing to listen and discuss issues, and I encouraged her to feel free to let me know in the future if anything I said or did upset her or hurt her feelings in any way and that we could invite Ms. Spielman into these discussions if that would make Ms. H more comfortable. The matter has never come up again, and since that time, neither Ms. H nor Ms. Spielman has raised directly with me any concerns about my demeanor toward Ms. H or anyone else.

Regarding Ms. H 's supplemental complaint, on October 16, 2020, I arrived at the courthouse sometime around 8:30 a.m. I had a full-day family law trial scheduled to begin at 9:00 a.m. that day. I started to proceed into my courtroom to log into eBench and Zoom, but upon opening the door to the bench, I discovered that the parties and their attorneys were in the courtroom engaged in settlement negotiations. I immediately closed the door leading from my chambers onto the

bench and went and asked my Judicial Assistant to please have the parties go to the law library so that I could go out onto the bench and log into my computer. She did so. After the parties left the courtroom, I went back out onto the bench and asked Ms. H if she had opened the courtroom, and she stated that she could not remember and inquired why I was asking. I then reminded Ms. H that the courtroom is not supposed to be opened until 15 minutes prior to the start of a hearing. Ms. H then raised her voice at me and told me that she believed it was the court security officer who opened the courtroom.

I then went to Ms. Spielman's office to discuss the issue with her, but she was in a meeting with the court security officer, so I returned to my chambers, called her on the telephone, and asked her to address the matter. There is a door that goes from my chambers into the Clerk's Office, and it slams automatically unless you remember to hold it to keep it from slamming. I may not have remembered to hold the door that day, but I was not intending to slam it either. I have asked Ms. Spielman to find out if the door can be adjusted so that it does not slam.

My policy regarding opening the courtroom 15 minutes prior to the start of a proceeding has been in place since we converted to "e-Bench" in 2019, and it is also an essential part of how I implement the pandemic protocols mandated by the Chief Justice, as explained in the attached emails. Although I certainly was concerned with the failure to follow a long-standing policy that I view as essential to the proper functioning of my courtroom and the safety of myself and other participants, I do not believe that I expressed my concern in an unprofessional way, and I must respectfully disagree with Ms. H's characterization of other conversations to which she was not a party and for which she was not present.

The La Paz County Superior Court is a very small, very busy court, and the position of courtroom clerk is one of the most stressful positions at the Court due to the high volume of cases and hearings we handle daily. I am concerned about the strong feelings that Ms. H describes in her complaint and have asked Ms. Spielman to meet with me to discuss the situation and what I can do to address it. I take this matter very seriously and am committed to doing whatever I can to ensure that every person feels valued, appreciated, and secure in his or her position in the La Paz County Superior Court, including re-evaluating my interactions with court staff in-person and remotely, and working with Ms. Spielman to find effective ways to address any future employee issues that might arise at the Court.

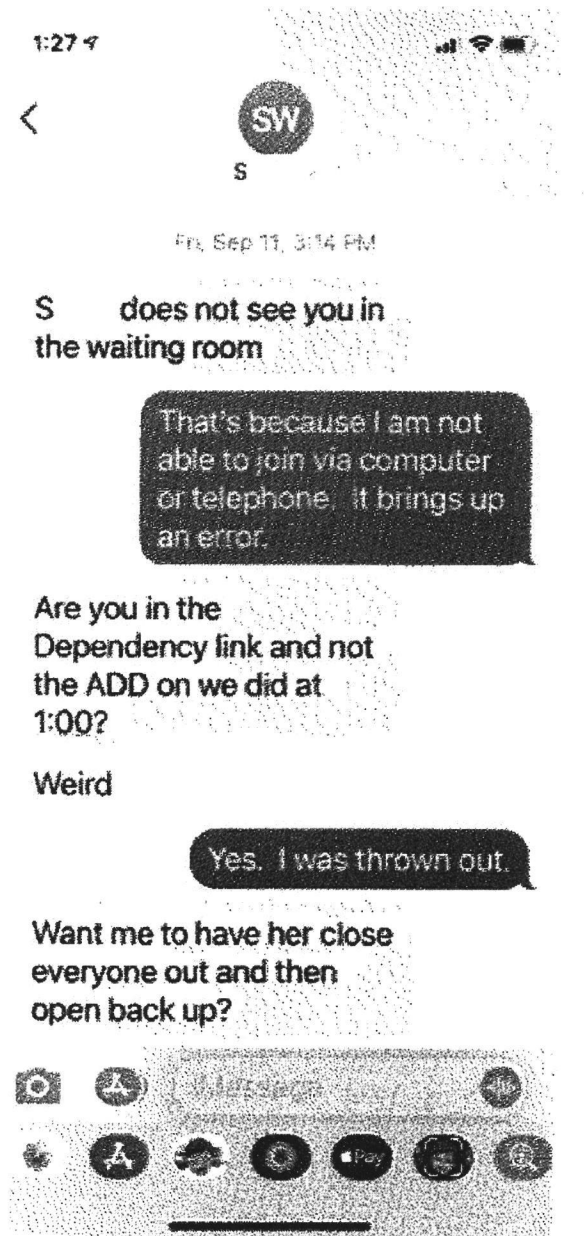
I thank the members of the Commission for their service, and welcome any comments or advice they may wish to share.

Sincerely,

Jessica L. Quickle
Presiding Judge

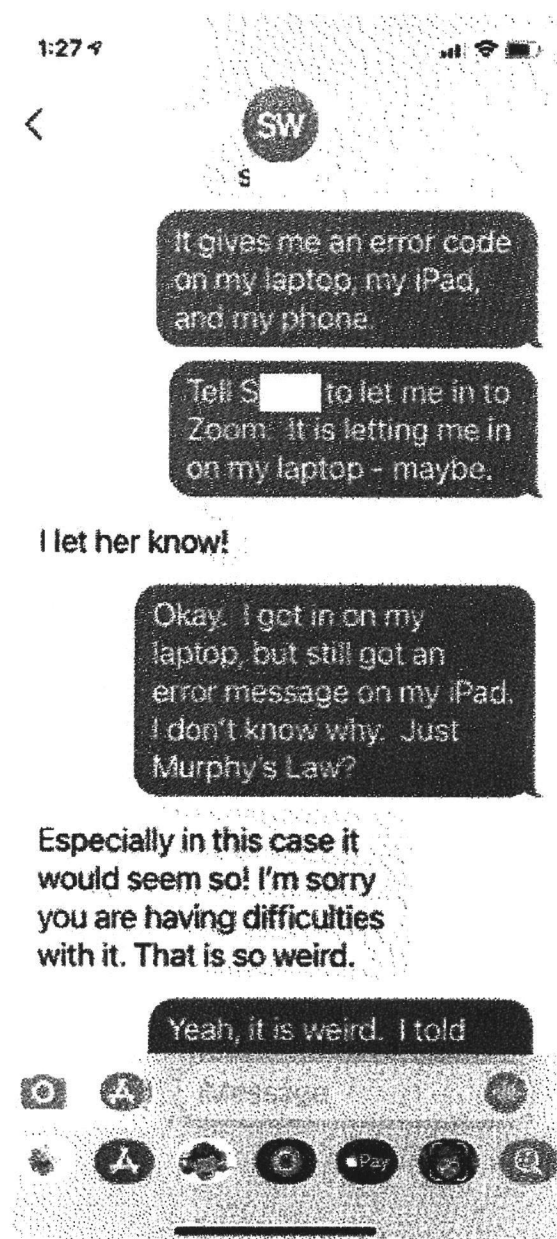
Enclosures: Recording of Sept. 11, 2020 trial in Case No. _____
Text messages between Jessica Quickle and S _____ W: _____, Sept. 11, 2020
Email from Jessica Quickle to Hon. Megan Spielman and R _____ A _____,
Sept. 11, 2020
Email from Jessica Quickle to Hon. Megan Spielman, R _____ A _____, and S _____
W _____, October 16, 2020
Email from Jessica Quickle to Hon. Megan Spielman, October 8, 2020
Email from Jessica Quickle to Hon. Megan Spielman, April 4, 2020
Email from Jessica Quickle to Hon. Megan Spielman, November 30, 2020

From: Jessica Quickle
Sent: Wednesday, November 25, 2020 1:50 PM
To: Jessica Quickle
Subject: Text Message Conversation with JA 9-11-20 page 1



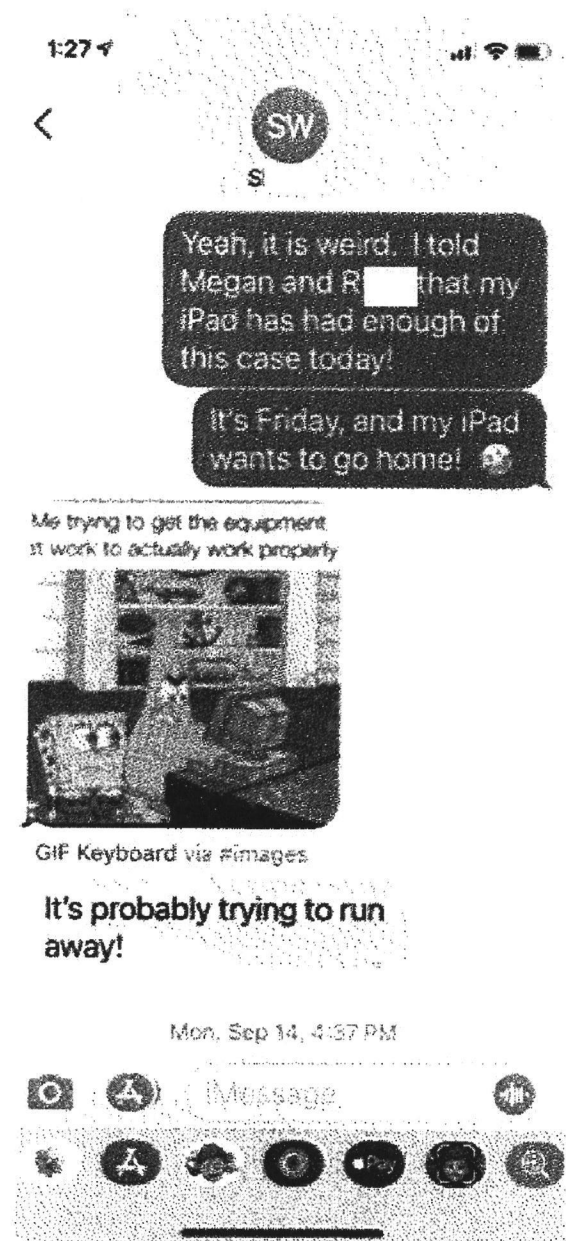
Sent from my iPhone

From: Jessica Quickle
Sent: Wednesday, November 25, 2020 1:52 PM
To: Jessica Quickle
Subject: Text Message Conversation with JA 9-11-20 page 2



Sent from my iPhone

From: Jessica Quickle < >
Sent: Friday, December 4, 2020 1:48 PM
To: Jessica Quickle
Subject: Text Message Conversation with JA 9-11-20 page 3



Sent from my iPhone

Quickle, Jessica

From: Quickle, Jessica
Sent: Friday, September 11, 2020 3:22 PM
To: Spielman, Megan; R; A
Subject: Zoom Issues

Importance: High

We are in the middle of the dependency hearing and I get thrown out of Zoom. I cannot rejoin on my phone, iPad, or laptop. I am now on the telephone, which presents a huge issue because I cannot control my courtroom and I cannot see any exhibits. It gave me an error code 505 and told me to call a "Zoom administrator." No one else was thrown out. It is not my internet. My internet is working just fine. Please find out why this happened as soon as possible. I will not be able to rule on objections, etc.

Thank you for your prompt attention to this issue.

Jessica L. Quickle
Presiding Judge
La Paz County Superior Court
1316 Kofa Ave.
Parker, AZ 85344
Office: 928-669-6134
Facsimile: 928-669-2186

Quickle, Jessica

From: Quickle, Jessica
Sent: Friday, October 16, 2020 8:59 AM
To: Spielman, Megan; A ; R ; W ; S
Subject: Courtroom Procedures

The courtroom should not be opened for any reason prior to 15 minutes before a scheduled hearing, nor should it be opened any later than 15 minutes prior to a scheduled hearing, without my prior authorization.

We do not have meeting spaces available for attorneys and their clients in our courtroom due to the pandemic. Parties are directed to make an appointment with the clerk's office several days prior to their hearing/trial to address set up, audio/visual equipment, etc. I realize that they often do not do this, but due to the pandemic and the restrictions it brings, we cannot accommodate this failure on their part.

I need to get on the bench and log into my computer prior to the hearing. I try to do it right before the 15 minute timeframe because it will kick me out after 15 minutes of inactivity. I also often get materials prepared on my bench for the hearings, and plug in my iPad for Zoom usage. If there are parties in the courtroom prior to the 15 minute mark, I cannot do these things ahead of time without creating issues. Instead, I have to enter the courtroom and we have an awkward lull in the proceedings for about 10 minutes while I get things set up.

I generally try to arrive no later than 8:30 to accomplish this, but sometimes I am a few minutes later. I do not want to hear the parties discussing issues in the courtroom with their clients, etc., before the hearing, and it is awkward for the Court and the parties if the judge appears on the bench prior to the hearing to set things up.

Attorneys should meet with their clients well in advance of their trials/hearings.

Please inform all employees of this as needed. Thank you in advance for your cooperation.

Sincerely,

Jessica L. Quickle
Presiding Judge
La Paz County Superior Court
1316 Kofa Ave.
Parker, AZ 85344
Office: 928-669-6134
Facsimile: 928-669-2186

Quickle, Jessica

From: Quickle, Jessica
Sent: Thursday, October 8, 2020 8:52 AM
To: Spielman, Megan
Subject: Opening of Courtroom for Hearings

Megan:

We need to make sure that D and/or M are here no later than 15 minutes prior to the beginning of any court proceeding so that the doors can be opened and persons screened. The doors are currently not being opened until 5 minutes prior to hearings, and this is resulting in the hearings beginning 5-10 minutes late. This is unacceptable, especially when I have a full calendar, and especially when there is a trial, such as the trial today.

Please inform Mr. S and the courtroom clerks that the courtroom should be ready and opened 15 minutes prior to hearings. This is the way it was pre-COVID-19, so I am not sure what has changed.

Thank you.

Jessica L. Quickle
Presiding Judge
La Paz County Superior Court
1316 Kofa Ave.
Parker, AZ 85344
Office: 928-669-6134
Facsimile: 928-669-2186

Quickle, Jessica

From: Quickle, Jessica
Sent: Tuesday, April 7, 2020 11:04 AM
To: Spielman, Megan
Subject: RE: Key to Grand Jury/Training room.

During the COVID-19 pandemic, all meeting rooms/law library, etc., belonging to the Court are closed to the public. Attorneys who are present in the courtroom with their client for an essential hearing may use the defendant meeting room and/or the law library to meet with their client should the need arise, but no one can utilize those rooms outside of that very limited purpose until further notice. This is necessary for the safety of court personnel.

Thank you.

Jessica L. Quickle
Presiding Judge
La Paz County Superior Court

DISCLAIMER: This communication does not constitute legal advice and should not be construed as such. The information contained in this e-mail message may be privileged and confidential, and is intended only for the use of specific individuals and/or entities to whom it is addressed. If you are not one of the intended recipients, any dissemination, distribution, or copying of this communication is strictly prohibited. If you received this communication in error, please immediately notify the sender by return e-mail, delete and/or destroy any copies.

Quickle, Jessica

From: Spielman, Megan
Sent: Monday, November 30, 2020 12:20 PM
To: Quickle, Jessica
Subject: RE: Door from my Chambers to Clerk's Office

Hi Judge!

I think we may have covered this on Wednesday after you sent this email, but they cannot address the speed of your door. I might have to talk to Maintenance about this so I will have to get back to you.

With regard to the key card access they installed, everything tested just fine on Wednesday before they left, but as Monday would have it, they had to take mine and yours off line. The vendor will be back here on Wednesday to fix it.

The door lock buttons are really cool and work great. Next time you're here, Megan or I can show you.

I'll keep you posted!

*Megan Spielman, Clerk
La Paz County Superior Court*

From: Quickle, Jessica
Sent: Wednesday, November 25, 2020 3:36 PM
To: Spielman, Megan
Subject: Door from my Chambers to Clerk's Office

Megan:

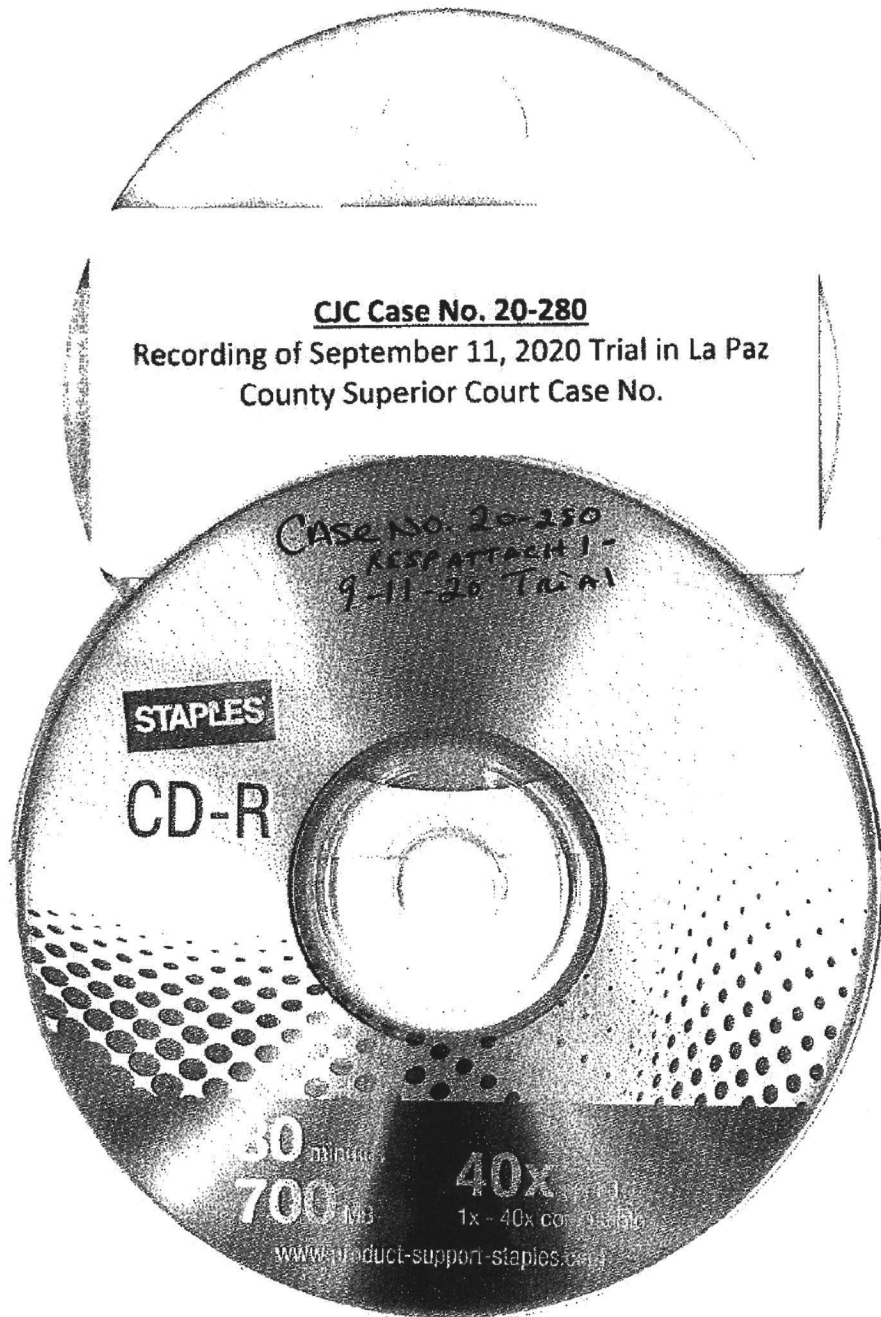
Pursuant to our conversation yesterday, were they able to fix the door from my Chambers to the Clerk's Office to keep it from slamming?

Thanks.

Jessica L. Quickle
Presiding Judge
La Paz County Superior Court
1316 Kofa Ave.
Parker, AZ 85344
Office: 928-669-6134
Facsimile: 928-669-2186

Resp Attach 1 -
9-11-20 Trial

2020-280
DEC 21 2020





Superior Court of Arizona County of La Paz

1316 Kofa Avenue
Parker, Arizona 85344
(928) 669-6134 TDD (928) 669-8400 Fax (928) 669-2186

Resp Supp 1
2020-280
MAY 19 2021

JUDGE
JESSICA L. QUICKLE

May 14, 2021

VIA USPS - PRIORITY MAIL

Hon. Louis Frank Dominguez, Chair
Hon. Christopher P. Starling, Vice Chair
Hon. Gus Aragon
Hon. Barbara J. Brown
Hon. Michael J. Brown
Hon. Joseph C. Kreamer
Ms. Denise K. Aguilar
Mr. J. Tyrell Taber
Mr. Christopher Ames
Mr. Roger Barton
Ms. Colleen Concannon
Arizona Commission on Judicial Conduct
1501 W. Washington Street, Suite 229
Phoenix, Arizona 85007

Re: Complaint dated September 13, 2020, and supplement dated October 16, 2020
(Case No. 20-280)

Dear Chair Dominguez, Vice Chair Starling, and Members of the Commission:

This letter is intended to serve as a supplemental response to my original response of December 17, 2020, to a complaint filed by Ms. Si H, a Deputy Clerk of the La Paz County Superior Court, on September 13, 2020, and supplemented on October 16, 2020. This letter responds specifically to matters that Ms. April Elliott requested that I respond to, numbered in the order in which she numbered them in her letter of March 18, 2021.

Item 1 - Regarding the incident between myself and Ms. H in late 2019, I would respectfully refer you to my description of that incident in my response dated December 17, 2020, which represents my best recollection of the event and the outcome.

Item 2 - As the Presiding Judge of the La Paz County Superior Court, I have had contact with other elected officials regarding various issues over the past two and a half years, but I honestly do not recall "yelling" at anyone or "insulting" them. I admit that I have firmly disagreed with the positions of other elected officials when it comes to transporting inmates to and from court

hearings, providing security for court proceedings when necessary, and the resumption of jury trials during the COVID-19 pandemic in a manner that keeps the public and court employees safe. I believe my assertiveness on these matters is essential to fulfilling my duties.

Item 3 - I have had to recess hearings and leave the bench to get documents from my chambers or from my Judicial Assistant when they are not in the electronic file, but this has only happened a few times over the past few years in cases where the document is needed to proceed with the hearing, such as the lodged and executed plea agreement for a change of plea in a felony criminal case. I generally obtain these documents from my Judicial Assistant, and while it is necessary to inform staff that the documents are missing from the file, I do not recall doing so in an abusive way.

Item 4 - Whenever there is a request for emergency relief, the La Paz County Superior Court Clerk's Office notifies my Judicial Assistant, and after she obtains the paperwork from the Clerk's office, she forwards the paperwork to me for review pursuant to the applicable rules and law. I can only recall one case where I did not hold a hearing due to a lack of jurisdiction, so I issued a written order denying the request due to a lack of jurisdiction. I understand how a litigant waiting in the Clerk's Office and expecting a hearing might become impatient, but to hold a hearing without jurisdiction would be inappropriate.

Item 5 - Unfortunately, I cannot locate a record of a defendant with the last name of ' who appeared before me in our court, but I have had to remind attorneys of their duty to inform the court if their client requires a reasonable accommodation prior to their hearings. Even when they fail to do so, I have always managed to provide any necessary accommodations. For example, although I do not recall the defendant's name or the exact date, I do recall an occasion last year where a hearing-impaired defendant appeared for an arraignment, and because he did not use sign language, upon learning that he was literate, I recessed court and quickly typed up a "script" of the proceeding so that he could fully participate without the need for a continuance. I am committed to protecting the rights of all persons appearing before me.

Items 6 through 8 - Mr. S was a contract employee who served as a bailiff for jury trials only prior to Ms. Spielman hiring him as the Chief Bailiff to help us with court security in 2020. Mr. S became inexplicably aggressive with me when I attempted to ask him a question before a court hearing one day. I do not recall the exact date. Ms. Spielman later confronted me about this incident at Mr. S's request, and when Mr. S admitted to her that he behaved aggressively toward me, she apologized to me. I have no information about any of the other incidents alleged by Mr. S in his interview, but I am frankly very concerned about my security and that of my staff after reading that interview, in which Mr. S not only calls me a variety of names that I will not reproduce here, but also implies that it is difficult for him to do his job because he does not like me, which is plain. For the Commission's convenience, I am enclosing a transcript of Mr. S's interview prepared by the office of my attorney, Mr. Ed Novak.

Item 9 - The courtroom clerks determine when I take the bench for hearings by calling me out if I am in my chambers, or by admitting me into the Zoom session if proceedings are being conducted remotely. I would respectfully direct you to my prior response with respect to the opening of the courtroom fifteen minutes prior to all hearings.

It may be helpful to the Commission to provide some general background on myself and on the operation of the La Paz County Superior Court during the last two years.

Prior to serving in my current position as Presiding Judge of the La Paz County Superior Court, I was a successful solo practitioner with a general law practice in Parker, Arizona, representing clients in multiple areas of the law, including criminal defense, family law, juvenile dependency and delinquency, probate, and some civil litigation. Several members of the La Paz County community asked me to run for superior court judge in early 2018, and I was elected in November 2018. I am the first woman to hold this position in La Paz County.

La Paz County is one of only a few counties in Arizona where there is only one Superior Court judge and that judge also serves as the Presiding Judge of the La Paz County Superior Court. La Paz County utilizes the services of a few visiting judges, most of whom are retired and reside in other counties, to assist with handling conflict cases as needed, but it has no full-time pro tem judges or commissioners. The La Paz County Superior Court also has no Court Administrator, and the Clerk of the Court assists the Presiding Judge with court administration.

When I first took the bench in January 2019 there were more than 1000 open cases in the La Paz County Superior Court, with the largest number being felony criminal, family law, and civil cases. I attended all the mandatory training programs required for new general jurisdiction and juvenile dependency judges, as well as the quarterly Presiding Judges meetings, the annual judicial conference, and the annual judicial leadership conference, while working seven days a week to get the backlog of cases under control. I have been able to resolve most of the backlog during my two years on the bench, and we now have less than half that number of open cases. I still routinely work six days a week to stay on top of my case load.

The La Paz County Superior Court was a "paper" court when I began, and by working closely with the Clerk of the Court, Megan Spielman, and the Chief Deputy Clerk of the Court, R A , the court was almost entirely "paperless" by the end of 2019. While the transition to "paperless" was not easy, it was a task that proved to be invaluable, particularly when the COVID-19 global health pandemic drastically reduced court operations beginning in March 2020, necessitating the use of electronic filing, telecommuting, and remote hearings to continue to serve the public and provide the community with access to justice.

Learning to be a judge, transitioning to a "paperless" court, becoming familiar with the extensive changes to the Arizona Rules of Family Law Procedure that became effective in January 2019, and the changes to the Arizona Rules of Probate Procedure that became effective in January 2020, along with figuring out how to implement the continuously changing requirements for running a court during the COVID-19 pandemic in an attempt to ensure the safety of court

employees and the public has been no easy task for me or the employees, and it has resulted in a great deal of work and a steep learning curve for all of us. Simply put, this has been a difficult time for everyone, and it is perhaps unsurprising that some employees have misunderstood or maybe even resented me somewhat through the process. It is also likely that in my effort to accomplish all these tasks during the COVID-19 pandemic that I was more impersonal than both staff and I would prefer.

Although I remain concerned about the strong feelings expressed about me in the interviews of several court employees, my sense is that things are running more smoothly on a day-to-day basis than they have before. I also have re-evaluated my interactions with staff and other elected officials, as well as my overall demeanor with the goal of avoiding any further misunderstandings or hurt feelings. I remain committed to finding effective ways to address the concerns of employees while ensuring the smooth and efficient operation of the court.

I thank the Commission for its time and consideration of this matter.

Sincerely,

Jessica L. Quickle
Presiding Judge

Enclosures: Transcript of Interview with M S

Christine	Okay. My name is Christine Berg. I'm an investigator. I'm working on behalf of the Arizona Commission on Judicial Conduct. Today is October 28, 2020. It is 3:00 p.m. I am on a Zoom videoconference with M St. Is that correct?
M	Correct.
Christine	Okay. And we are having a virtual Zoom conference so that I can meet quasi-face to face. The video portion of it will not be retained, but the audio portion will. And, M, I want to make sure that you're aware that this is being recorded and it's being recorded with your permission.
M	Yep. Yes.
Christine	Okay. Thank you. So, I guess, in, you know, I don't want to put anything to you or whatever, but do you – if you could just explain to me what your position is.
M	Okay. I retired from the in 2012. I got hired as a part-time bailiff in 2012/2013. I've been in that position since that time. And in around the beginning of the year, I went part-time as a Chief Bailiff, and then I'm full-time Welcome to the Job, as a full-time Chief Bailiff trying to incorporate the security rules that the Supreme Court has initiated.
Christine	Okay. Well, congratulations on your retirement.
M	Well, that was 2012, but –
Christine	Been there, done that. Wow.
M	Yeah.
Christine	So, so you're familiar – you're familiar with the interview investigative process. So, thank you.
M	Yeah. Uh-huh.
Christine	So, do you know why I'm conducting this interview today?
M	Yes.
Christine	What can you tell me about it?
M	It's because of Judge Quickle's demeanor and actions in the courtroom.

Christine	And how would you describe that?
M	Well, first I want to give you – I need to give you a history about me. So, maybe my answers will be a little bit more effective.
Christine	Okay.
M	<p>So, as you know, I retired after 28 years with I worked with judges, attorneys throughout my life. When I got hired part-time at the Superior Court, I interacted with judges, attorneys, from outside the county and with inside the county. So, I had a pretty understand-, good understanding how they should conduct themselves, how I should conduct myself, how everybody should conduct themselves in the court or, you know, with staff.</p> <p>So, in regards to Judge Quickle, I didn't know her too much when she was elected. I'm just going to say some stuff and you can put it down or you, you can do what you want to do with it.</p> <p>But, it's – I think it's all related.</p>
Christine	Okay.
M	<p>So, when I first got hired on and she was elected to judge, I was warned by an individual that had a close working relationship with her that she was going to not be good for the courts, that her demeanor and her attitude towards employees was not going to be suited and you're probably going to find yourself in this position. Well, lo and behold, we're in this position.</p> <p>And so, I'm going to specifically talk about certain incidences I've had with her and what I've observed happening to the court clerks in the courtroom. Would that be okay?</p>
Christine	Yep.
M	<p>Okay. So, I took notes and the notes started back in January '16 and I don't really know how to describe certain incidences, but on the face, they might not seem important, but I think in a whole they are how she treats her workers. I don't know if it's control or just wanting to know things or, or – I'm not really sure what it is.</p> <p>But I had an issue with her, I was the bailiff. We had a court procedure going on and there was a judge via Zoom and he was conducting whatever it was, a dependency whatever. We had the county attorney there, some other attorneys there. So, he was on the Zoom conducting a hearing. And I get a call from Megan Spielman, the clerk, and she wants, she wanted to know – the judge was calling her asking her what are those – this was her exact words and I'm going to repeat this phrase throughout this interview a</p>

	<p>couple times. She wanted to know, what the people were doing in her courtroom. And I said, well, Judge Newman is having a hearing. And she said, okay. So, about four minutes later after that, I got another callback from her that said, you need to go talk to the judge to tell her what's going on. I said, okay. By the time I got up from my chair to go talk to her, I could hear her coming. I could hear her -- people were starting to exit the courtroom, the hearing was over, and I could hear her coming. And when I went out through the law library and I saw her, you could tell that she was not happy. She was stern. I met her in the law library and she said, what are these people doing in my courtroom? And I said, well, the judge's hearing has run over. And I said, do you want me to stop the hearing and tell you that you can, you know, to come to your hearing? And she said, before I saw her, she said, she kind of yelled, where's my bailiff? And people could see that she wasn't happy. I was a little confused about the whole comment about what these people are doing in my courtroom because this won't be the first time I'll use this language.</p>
Christine	Okay.
M	<p>So, I said to her, and, and I want to tell you that I don't take any guff from anybody, whether they're a superior court judge or anything. As long as you do it in a respectful manner, I'm good with it. But if you treat me with disrespect, no matter who you are, I'm going to be respectful, but I'm going to put my foot down and I'm going to tell you that either through my facial expressions or what I say to you that what you're doing is wrong now.</p> <p>So, I snapped back at her and I said, do you want me to stop the hearing? And she said, I was just in here trying to find out what was going on. And I said, well, the judge is having a hearing. You're, obviously, you could have talked to your JA and she could have told you that Judge Newman's hearing was running over.</p> <p>So, the whole thing was blown out of proportion. Megan got involved in it. It was such a small, little thing about what are people doing in my courtroom. As the judge, you should know that hearings run over.</p> <p>So, she later came in -- and remember these words -- she later came in and apologized. That's her MO throughout my time with her, is that I don't if the right word is flies off the handle, becomes irritated, but she then comes back and apologizes.</p> <p>So, we got over that --</p>
Christine	Okay. Can I, can I interrupt you for a second.
M	Yes.

Christine	So, so, I don't know the layout of that facility, but is it a shared courtroom or does she have her own courtroom that she lends out or ...
M	No. It's just one big courtroom and we have a law library within the courtroom. We're so small. I'll give you an example. Our metal detector is in the courtroom.
Christine	Okay.
M	You walk through the doors, it's the metal detector and then to the left it's the law library. Then you have some offices for the computers and such. My office is in the back corner. Then you have the, where the attorneys can meet with their clients. So, it's pretty small.
Christine	Okay.
M	In regards to that.
Christine	So, so, they share the courtroom?
M	No. When you say, share, what do you mean by share?
Christine	Well, the other judge was conduct-, --
M	Well, we do have judges that come in that want to appear in person, but they're usually doing it -- since the pandemic -- by Zoom. So, yes, the court is shared by other judges that they have on the retainer for, you know, cases that they can't see.
Christine	So, did she have a -- was it that she had another hearing and she needed the courtroom or she just was upset because somebody was in her courtroom?
M	Somebody was in her courtroom going past the time of her hearing.
Christine	Okay. What --
M	Meaning that -- so, her hearing was --
Christine	[Unintelligible] [00:10:05]
M	Yeah. Her hearing was, like, at -- we'll just say it was at 10:30. Well, his hearing started at 10:00, but it ran over.
Christine	I gotcha. Okay.
M	It was pretty simple dynamic to look at her JA and say, hey, what -- well, I don't even know if you have to ask that. But you can see that he's still on the Zoom. He's still conducting business. And that's why I said to her,

	because I was irritated that she kind of embarrassed me in front of the other people and I said, did you want me to stop the hearing so your hearing can start at 10:30?
Christine	Right.
M	We know that was a smartass comment. But it got the point across because she said, well, all I did was come and ask about what these people were doing in my courtroom. And, I really don't know how to respond to that anymore. But she said that on a couple occasions.
Christine	Okay. Okay. I got that.
M	So.
Christine	Okay. So, so, I just wanted to understand the dynamics. Okay. So, what, what else has gone on?
M	<p>Okay. Another incident in the summertime, we had about 20 kids that were going to come in the courtroom and I made the decision, because of the heat, to bring them in. Now, this wasn't during the pandemic. This was prior to all the rules set by the AOC.</p> <p>So, I made the decision to bring them in and she called Megan again, wanted to know what all those people were doing there. Now, she knew that the kids were coming in. It was probably about 15 to 20 minutes early, but it was hot outside and we had about 20 kids to get through the process.</p>
Christine	Okay.
M	So, she became angry about that.
Christine	Okay.
M	And then once Megan explained to her that it was hot, Mike said to bring them in, we brought them in and life goes on. But she got irritated about that.
Christine	Okay. So, so, just to clarify that. She's calling Megan 'cause Megan is your boss.
M	Megan is the court administrator plus the elected court clerk.
Christine	Right.
M	So, she is the court administrator. She has a lot of hats.

Christine	Okay.
M	<p>Let's see. Judge also complained that the doors were open early. That's when she said, she complained that the doors were open early, and I told her that we had 30-some kids to be brought in and processed. It was my decision and that was that.</p> <p>I do have a note. It's really kind of -- during a trial, when I had a jury there in front of me, in a condescending tone, she looked at me and said, doesn't the jurors know their numbers? And it wasn't a, you know, a nice question. It was a condescending question in front of all the jurors and all the people in the courtroom, and it put me on the spot. And I had -- my explanation to her was they knew their original numbers. They didn't know their numbers that they were given to after their original numbers. And that process went. But I didn't like how she confronted me in front of everybody in the courtroom over numbers. It made no sense at all.</p>
Christine	Okay. So, I'm, I'm assuming -- and correct me if I'm wrong -- you know, when they're there for voir dire or whatever, they, they get their number. And then, once they get seated, then they get a different number and so --
M	Yes. The prob-, -- I'm right in the desert.
Christine	I was going to say, that's [unintelligible] [00:13:35]. It sounded like thunder.
M	I live right in the desert while they go out.
Christine	That's okay.
M	Anyway, we had to change the numbers, but it was almost like, why doesn't your jurors know the numbers? Well, you know, it was just really uncalled for. Nothing substantial, but you need to combine everything that I'm saying.
Christine	Was that, was that on the FTR?
M	If it was picked up, of course, yes. Then I can't tell -- and, I can't tell you, you know, I can't tell you --
Christine	She hits the button or w-, why are you --
M	Well, I don't, I don't know if -- I would imagine it was on the FTR because it was during the, a trial.
Christine	Okay.

M	The beginning of a trial. But I can't tell you what --
Christine	Now, now, you said it was embarrassing for you. Did you see any reaction from the jurors?
M:	I didn't concentrate on that. I concentrated on asking, responding to her question.
Christine	Okay.
M	Because I was embarrassed and I didn't care -- I was embarrassed --
Christine	Okay.
M	-- that is seemed like it was, you know, why doesn't your jurors know their numbers, when it was obvious that their numbers were changed and the conversation went on. It's really kind of tiny in the bigger picture of things, but it's just something that was there that bothered me.
Christine	Okay.
M	I also have in my notes that the judge is rude, condescending and arrogant and demeaning, generally speaking. When I first started there, they had a JA named J F . And prior to Judge Quickle coming in, my relationship with the JAs and the judges were pretty open. I could come into the office. I could go into the judge's office at any time, present myself and talk to them and tell them what was going on in court; what they wanted; asked them what they liked; what they didn't like; what time did they want to open. What ti-, did they want, you know, the attorneys there. Did you want to meet? So, I always had an open door policy with all the judges.
Christine	Right.
M	And it helped the processes of the court working in a good order. So, when she came aboard, J F was there, and I could tell the first couple of weeks of J being there and the judge being there that there was something different about J . And later [unintelligible] [00:16:11] J left and she used to, you know, she used to just get upset.
Christine	Okay.
M	You know, she was very quiet demeanor. So, none of them, you know, none of them -- all the girls, you know, they don't talk back. They don't, you know, they just sit there and, and take it. So, she sat there and took it. And I talked to her on numerous occasions that she didn't know how long she

	was going to last. So, we talked about other jobs. And, she, ultimately, was let go and I can't tell you for what because I'm not sure.
Christine	Okay.
M	I think she got into a conflict with the judge over something, but I think she gave up. I think the coming into work every day working for Judge Quickle, I think she just gave up.
Christine	Okay.
M	<p>I think -- from seeing her and talking to her and being there every day, she just kind of went, I'm done. And then, one day, they let her go and we got a new JA.</p> <p>And I had gone in there to tell the judge something, thinking about I could treat her like the other judges. I could go in, talk to them, you know, give and take. And I learned early on that I was not allowed to go into her office any more. And, you know, you only have to tell me that once, and then I'm just, you know, I'm just shutting down. I'm not, I'm not going in your office anymore. And, to this day, I don't go into the JA's office, which leads right to her office. I don't go in there anymore. And good, bad or indifferent, it's just her, how she conducts herself. For whatever reason, she doesn't want anybody going in her office and talking to her. She wants them to go to the JA first. Hey, I'm good with that. It's just that I had worked there for eight years with very intelligent, smart judges throughout the state, and none of them have ever acted like her. None of them. Judges that have more education than her, have more experience than her, were more open and, than her. So, I stopped going in her office, and that was that.</p>
Christine	Okay. You -- I want to interrupt you for just a second. You're talking, like, in the beginning, you talked about you don't know if it's control or what it is. And then, you know, you just referenced all these other judges and you mentioned more educated than her, like --
M	Mm-hmm.
Christine	-- am I understanding correctly, like, you don't know what to characterize it as?
M	Well, I'm going to characterize her at the end.
Christine	Okay.
M	But I'm, I mean, I'm giving you little tidbits, but I'm not a psychiatrist, so all I know is that whatever I was doing stopped and she kind of cocooned herself off into her little room until the time she wants to fly open the door

	into the clerk's office or if she wants to pick up the phone and, you know, tell Megan that something's going on. So, I knew right off then that – so, I retired and I said, I'm not going to work anymore. I want to work someplace where I'm happy.
Christine	Mm-hmm.
M	Everybody's happy. And I don't want to work with something that I'm not happy. So, in one of my notes, I wrote, I don't know if I want to be the bailiff anymore. So, that kind of tells you the processes in my head that was going on.
Christine	Mm-hmm.
M	So, Megan, you know, I talked with Megan and she said, we have one, you know, we got to keep our site on security for the courtroom, so we have to rise above her. I said, okay, fine. And we moved on. So, I made that note in my notes.
Christine	Okay.
M	So, I did say the staff is different with Quickle and I made the, to be – in a bad work environment, I put that down. And, let's see, what was my other – okay. So, on this – well, on the – when I talked about the court, when she came in and wanted to know who were the people in the courtroom.
Christine	Yeah.
M	I actually do have the date, but that was to who was in the courtroom. That was on June 2, 2020. And that was Matt Newman on the, via Zoom. And that's what I, my notes, as I explained to you because Megan wanted me to send her a little offshoot about what had happened in the courtroom.
Christine	Okay.
M	So, pretty much what I said to you is what, in my – what my notes are.
Christine	Okay.
M	And that she just wanted to know. And judge – I note, I put a note that Judge Quickle came to my office and apologized later that afternoon. Judge Quickle said she just wanted to know why her 10:30 hearing was, wasn't started. That could have easy been resolved by the JA.
Christine	Right.

M	<p>But she didn't need to walk down the, you know, outside and come confront me on what the people were doing her courtroom.</p> <p>Let's see. Let's see. I can't tell you -- I told you about J. So, let's see. So, this latest of a complaint. We hired a temp taker -- he takes people's temperatures, but now we have an automatic temp taking thing, but he's still there. And he processed during the COVID, he takes their temperature. And, I've got to tell you since I've run the courtroom and since the temp taking guy's been there, we have never been late, never been late for a hearing. The rule was that the doors open at five minutes to court, and they're processed in. And we've never been late, not once.</p> <p>So, to my surprise, she sent an e-mail to Megan complaining in a roundabout way that we, meaning me and my temp taker, made the courtroom proceedings late.</p>
Christine	Okay.
M	<p>And that's just a lie. I don't even know, I don't even know how to describe it that she would say such a thing. I've done a lot of things, but I've never made the courtroom late. The doors are always open.</p> <p>So, she sent a, kind of a smartass e-mail about open the doors from now on at a quarter 'til, period, and process them in. So, we changed our ways and they're coming in at a quarter 'til-, we open the doors at a quarter 'til now and they, they are processed in. But she just was a lie. The courtroom --</p>
Christine	Wait, wait.
M	-- had never been -- the courtroom has never been late. She insinuated that. And I told Megan that's just a bald face lie. It's not true.
Christine	What --
M	The court has never been late.
Christine	What day was that? Did she provide a specific --
M	<p>Yeah. I have the -- I don't have it here, but there's an e-mail from her to Megan and there' -- I think I responded to Megan through an e-mail that said, basically -- I couldn't call the judge out and say that she just lied -- so, I just said in a roundabout way, you know, we'll listen to you and the court -- we've never made the courtroom late. Never, never, never. So, when she said that, she could have said a lot of things, you know. But she said that we -- her hearings weren't starting on time. And, what's funny about her, and me and the temp guy, we laugh about it because even though we are opening the doors at five minutes 'til or after she said quarter 'til, she'll come on the bench at nine and 10 and 15 minutes later. And we're, like -- so, we</p>

	<p>went all through this for her to come back on the bench not at the starting time.</p> <p>So, in saying that, she controls the courtroom. That's fair enough for us. Tell us what you want and we'll do it. But that was a lie. I talked to the clerks. I talked to my temp taker. I talked to everybody and not one person ever said we were late for a hearing --</p>
Christine	I got --
M	<p>-- that people -- we said, she said people were outside her courtroom not able to get in. Well, that's just a lie.</p> <p>And I have video, I have a video of the recordings of the courtroom --</p>
Christine	Yeah.
M	-- on the outside. And if somebody wanted to, they could research it and go, tell us when these people were ever late for your hearings. And you'd see that the people coming in were always on time. So, I don't know why she said that. I don't know if it's control. I don't know if she loses it for a little bit and then regroups. But that was just wrong
Christine	So, I, I guess I was just trying to ask, like, was it one specific inci- inci- instance or then all of a sudden she just called up Megan and said, he's not opening the court on time. Or did she refer to one specific hearing?
M	Good question. On this particular e-mail, it seemed -- if you read it, it seemed like she was insinuating that we had made the court late before, and that never, never has happened, because if we did, if she's complaining about a hearing going over, she would have been on the phone with Megan saying, what's wrong with your people? They're not letting, they're not letting the people in the courtroom.
Christine	Okay.
M	It did not happen. The courtroom was never late. And, period, never late. But she insinuated that and then gave us orders to --
Christine	Change the time.
M	-- change the policy. And, and then she got -- okay, so, about two weeks ago -- it wasn't me, but her JA gave permission for two attorneys and their clients to come into the courtroom at about 8:30 before their hearing started at 9:00 to try to come to a resolution in the marriage to come to a split with the parties and stuff, so.

Christine	Okay.
M	<p>The JA, without permission from the judge, I guess, told them that they could come in because she came to me at about 8:30 and said, hey, M I, I'm letting these attorneys in to meet with their clients so they can try to come up with an agreement. And I said, great, I'll let them in. I'll screen them. Well, I let them in and I screened them, and all hell broke loose.</p> <p>She wanted to know what all these people were doing in the courtroom. The court started, and blah, blah, blah and blah, blah, blah. Called Megan. And the JA actually was listening the judge confront Megan about it and the JA had to go, whoa, whoa, it wasn't M It wasn't the chief bailiff. It was me. It was me. It was me. I let them in. Well, as soon as she heard that, she kind of went from 100 degrees down to fu-, 10 degrees.</p>
Christine	Mm-hmm.
M	So, she kind of went to, okay, the JA did it. Okay. Well, I can't have people coming in and blah, blah, blah. So, that happened.
Christine	Okay.
M	Once again, about people in her courtroom.
Christine	Okay.
M	Just amazing to me. I think that's what we want to do. We want to get them together so they could figure out the stuff before they hit the judge.
Christine	So, so, do you think because you've touched on the people in her courtroom and, and control and stuff, like, like, these incidents. Is it, I mean, and maybe it's just with respect to you. Is it just about the, the courtroom, like, managing the courtroom? Or what do you think sets her off?
M	<p>Well, you know, I said to Megan, I said, so, does she have a problem with me? And she says, well, I've asked her, I've said, Megan said, I've asked her, what's your problem, if you have a problem with Mike, what it is, what is it? And she doesn't say anything. She doesn't say anything.</p> <p>And, I'm not sure, yeah, I'm not going to say that. I, I can't say that, but how she treats the girls really bothers me. And, like, I said, I know a bully, and she's a bully. And she might - it's, it's so - you know, I escorted her out yesterday, and the other gir-, it's just strange to be in this position knowing that she acts this way. And, I believe Megan has tried to counsel her and tell her, you know, you need to stop treating people this way.</p>
Christine	Uh-huh.

M	<p>And, she – I, I don't know – I've heard she has . Don't know if that's true or not. She . But there's something definitely going on with her because she's not, she doesn't treat people very well on occasions. And there's times that she's so nice and she – but not too much with me anymore. I guess, with Megan and – I'm able to hear her interaction with the, the clerks in the front of the office.</p>
Christine	Mm-hmm.
M	<p>And so, I can't really tell you about what particular goes one between her and the clerks. But I can see the aftermath of her after she opens up the door and slams it and, I guess, yells. I mean, she'll never yell at me because I'll stop her. I've told the girls, yet last week, I said, listen, stop being afraid of her. When she comes in and she's disrespectful like that, you need to – you don't need to be, you don't need to be disrespectful to her, but you need to stop her. Because these girls – I hate to say this – but they seem like they live in fear.</p>
Christine	Yeah.
M	<p>They live in fear. I don't know, I mean, when she comes into a room, it's not a pleasurable feeling. So, and I don't know – and the girls are a lot younger, so they take things a little bit more emotionally. Megan is the nicest person you could meet. Megan will go out of her way to treat you with respect and she, she broke Megan. She broke her. I went into Megan's office and she was ready to quit being the court administrator. She said, I've had enough. I mean, she was literally broken. Of months and months of calling her, telling her whatever she was going with the girls and Megan, she was completely broken. So, if you've ever been gone into an office and you've seen somebody broken, Megan was broken. The judge broke her. So, I just went, wow. So, I said, keep it together. So, don't leave on me on this.</p> <p>And so, the last incident where she came out and slammed the door, I had just come out of Megan's office and the girls were sitting back and, and one of the girls said, she just slammed the door in front of customers. And that's when I got on the girls and I said, dammit, you don't have to take it. Just tell her, just look at her and say, Judge, you don't have to – do not talk to me that way. Do not. Go to my boss. Go for – they just need to tell her – somebody needs to tell her, get your shit together, stop treating people bad.</p> <p>So, and I've treated people bad in my career. And I've got in trouble for it. So -- and when I judge her, I'm only judging her based upon my other experiences with the other judges. So, and they have all been great. But her, she's got a block wall with something. And, I don't know if she's happy at her job. And what's the oxymoron is that she does really good on the bench. I mean, when I listen to her on the bench, she seems – I've made this</p>

	<p>comment before – I don't want to say it, but I'm going to say it. She treats the defendants and counsel better than she treats her own employees. Period. There's no doubt about that. That's it.</p> <p>And – but I think she's created a hostile work environment. I think that she does not show professionalism and she meets – and I've looked at the Arizona Code of Judicial Conduct – and she is not patient. She is not respectful. She is not courteous. And, and what's really weird is that, at times, she can be respectful. At times, a little thing can set her off and sometimes a big thing cannot set her off. So, it's really strange to figure out who you're going to meet this day.</p> <p>In the back of my head, I keep getting this from the person that told me this, you're going to have problems with her. He says, you're going to have problems with her. There's just no doubt about it. So --</p>
Christine	And that would have been somebody that worked with her before she was a judge?
M	<p>Oh, yes. A very close, very close relationship. Her boss. And he warned me and I think other people kind of knew. I think Megan told me about an incident where she called the sheriff and left a voicemail, and then a really nasty voicemail. And so, they called Megan, the Sheriff's Department, the captain to say, what's with your judge? What's with your judge calling up over here, yelling at us? Too bad you didn't, too bad they didn't keep the voicemail.</p> <p>But, Megan seems to be always putting out fires for her. That's what I'm kind of getting. And, well, that day when I saw Megan it got too much for her, and it's just not right. And the girls --</p>
Christine	But --
M	-- like I said, are young and it's just not right.
Christine	Well, I have a question about – I want to talk about, and I'll use a term that you might know. I don't know how else to describe it. I want to talk about selective enforcement or whatever, but, like, selective – does she have, like, selective choice on who she does this to? And, and is there – you're saying no. And then, even --
M	No.
Christine	-- her – does it impact -- okay, I'm going to say something else, like, ways to find out resources or whatever, right. Like, does it impact the court system or the ability to use, to do their job? Right? Like --

M	Oh, yeah. Oh, yes. Oh, I see the girls every day, yes. They struggle every day. The, the girls are the hardest working bunch of girls I've seen. Nice --
Christine	How do they struggle? Like, what's the, what's --
M	Well, you struggle when the door opens and they go into a -- they, you know, it's almost, like, my abusive husband or wife is coming home and you go like this. So, they're all, they all hunker down and go 'cause when she opens the door, it goes right into their clerk's office.
Christine	Uh-huh.
M	So, they're all a little -- I wouldn't say a little intimidated. They're a lot intimidated by her. So --
Christine	Okay. So you're --
M	-- intimidates them.
Christine	For people that can't see this, you're making, like, a scrunched up, almost like --
M	Yeah.
Christine	And as you're making this demonstration, like a shell shocked or you're trying to --
M	Yeah. Yes. The girls --
Christine	Because there's something coming your way.
M	Yes. I, I -- now, I've had discussions with Megan year-, months ago, months and months ago about, you know, I said, how long can you keep this going? How long before, you know, it's not good because I was seeing it and I think everybody struggled. Her chief deputy, broken, broken. R , smart gir-, smart lady, tough lady, broken. They all hold their tongue and they don't stop her. And I, I'm wondering if she's -- it's like a bully or if they stopped her and said, stop, don't talk to me that way. And I wish they would and wish they would say, don't talk to me that way. And if you want to talk to me that way, you go to my boss.
Christine	Right.
M	So, it's a classic case of -- she is so -- the judge is so up and down, up and down, up and down, you don't know who you're going to get. You don't know who you're going to get. It's just --

Christine	But, but in the courtroom, she's fine.
M	On the bench, I see no issues with her. I think she goes out of her way to be polite or goes out of her way on the bench.
Christine	So --
M	I, I've said it before, she has -- I've never seen her go off on the bench. It's all behind the bench.
Christine	So --
M	I mean, I don't know it's the J-, --
Christine	So, it's controllable.
M	Pardon?
Christine	It's controllable.
M	Well, that's a good question. Is it controllable? When she gets in her ways, is it controllable?
Christine	Well, I mean, 'cause I'm just thinking about the court process, you know, with defendants and attorneys and arguing and stuff like that, that, that would seem to potentially provide a stressful environment or whatever. Well, you did mention the juror incident, like, don't they know their numbers. So, you know, I'm just, I'm just, you know, and I'm, and I'm getting to is it intentional? Is it unintentional? Is it, you know?
M	I think it's intentional. I think she, I think she's a bully. I don't know how to describe it. She's -- and I think she's worse with the girls. You know, the things that I've had with her, but I think she might know that I might come back, I might snap back at her. So, you know, but with the girls, she seems to have free reign because nobody stops her.
Christine	Okay.
M	So, if you let her keep doing it, then she's just going to keep doing it more. But sometimes, I think it is uncontrollable. Sometimes, I think that she just goes and just doesn't think and then, because why -- the reason why I say that is because if she comes back later and apologizes, then she realizes what she's doing. Then, she goes, oh, I got to go apologize.
Christine	So, so, some of it could be like we all do something gets stressful and we just, you know, blow, and then come back and say, wow, I'm really sorry.

	It was this, that or whatever. So, talking that out to more normal. And then the other stuff is, is the control or the bully or whatever you want to call it.
M	Well, I'll call it everything in your judicial area and she doesn't have -- she just -- I don't know. I don't know how to describe how she treats the girls. I'll say the girls.
Christine	Okay.
M	And, you know, me, I'll only take so much and then, you know, I try to keep my distance from her now, and it's hard to do. I hated starting this job with this hanging over my head, but I don't take anything away from any of the girls or whoever brought this complaint. And it was a long time coming and --
Christine	Why didn't you make a complaint?
M	Well, I was part-time and --
Christine	There's no answer to that. I'm just asking. Right? Because --
M	No, no, no, no, no.
Christine	[Unintelligible] [00:41:44]
M	Well, I'm a little -- I got to tell you. I'm a little tougher. I'm a little tougher. I've been around. The girls haven't been around the block. I'm a little tougher than they are. So, if it got to the point where it was really, just directly at me, or I actually witnessed a verbal abuse of one of the girls, I probably would have.
Christine	Okay.
M	But with me, you know, these incidents that I tell you, you know, on just -- if you take them separately, you might be looking at it, like, well, you know, it's just a judge exerting her authority. And, you know, that's nothing to it. But, I think there's more to it than that and I'm going to go back to what I see with the girls. They might not be able to voice it to you or I don't know, but they're very intimidated every day when they come it. It's a good day, I think, when the girls, when the judge isn't there. And that's a bad thing. This whole thing is bad. It makes the girls, you know, second guess their work. It makes Megan be on, you know, what's going to happen next, her chief deputy. So, everybody's waiting for that phone call. Everybody's waiting for that, what's going to be next. And that is just so wrong in such a high stress a court, anyway, as it is with the pandemic, with the processing of people, with the face mask wearing. She just hasn't been, you know, more forgiving with stuff, so.

	And I've met all sorts of supervisors in my life and she's an odd one. I can't figure her out.
Christine	I have a question about some people have told me that, like, recently it's been a little better.
M	Well, that's the oxymoron with her, is that today was good, but I don't know about tomorrow. And then I can't tell you if she's, if she's doing this on purpose because she knows through the grapevine that somebody has written a complaint about her. I can't tell you --
Christine	But --
M	I can't tell you if she knows.
Christine	Okay.
M	Because I -- that comment was made by Megan to me that she's just really nice and I don't know what's going on. And so, but, but it's happened before where she'll go on stages of being okay. But then there are stages of her not. So --
Christine	Okay.
M	-- you can't do both. It, it actually makes it worse for the people that work with her to have somebody nice for a couple of weeks and then mean for a couple days. It'd just be better if you were just constantly mean.
Christine	Okay. So, so, just so I understand, like, is it, is it more mean than nice and, and it seemed that some other people were describing a larger more recent period of just general niceness. Like, like, maybe she was tipped off or something as opposed to a fluctuating --
M	Well, I think it, I think the, I think if you -- the girls are saying that whoever you -- I'm only going to -- I think they're saying this because they don't know how to describe her when they say that she's been nice. I mean, that is just such a weird thing to say is that when somebody has highs and lows, which she does obviously, you know, how do you describe it? For days, she can be good, for weeks. But in saying this, now, she could know, and she could be changing her demeanor. I can't tell you if she knows 'cause I don't know.
Christine	Right.
M	If she did, this would be a good -- if she did know, then this is a reason why she's kept it together. But just three or four days ago, she talked about the court doors not opening and writing the e-mail, so, I think it's always there with her. And I think the girls just go, wow, they're, they're just so lucky that she didn't go off today. Or it, it's -- she didn't go off for a week, so,

	<p>wow, it's just, you know, it's fantastic. But that's how, that's not how life is.</p> <p>She needs to be more respectful, more courteous, and she – as we speak now, I've done inter-, I've done internal investigations. What I see now is a hostile work environment – period. And she's a bully. And I would look at her and go, Judge, you've got to change. You can't do this. You can't do this, Judge.</p> <p>Nobody wants to be in this position. I don't want to be in this position. I just started my job. And then I'm thrust into this. But I don't have a problem saying this to you because I feel bad for the girls. I can walk away right now and go, up yours, you're an idiot. And walk away. But those girls have to work. So they're, they feel, you know, trapped. So, and we're only going to get – the courtroom's only going to get busier with the new court security people we have coming in. So, the stresses are going to go up, not down for her, with the Judge. So, that's how I look at it with her.</p> <p>And it is an oxymoron that she does really good on the bench, and then so bad with the people around her. So.</p>
Christine	Okay. Alright. Anything else that you think that, that I need to know or anybody in specific that I should talk to?
M.	Just the girls in the office. I don't ha-, --
Christine	Is there anything, said anything to you, like, wow, the judge is in rare form today, or anything, like, defendants or jurors or anything like that?
M	Say that again?
Christine	Has any of the, you know, like, jurors or attorneys or litigants been like, oh, the judge is in rare form, or, you know, been affected aside from the court staff. You know what I'm saying?
M	No. No. Like I – her, her time on the bench is always seemed respectful, other than that one incident and --
Christine	With the jury numbers?
M	You can always tell the – you can always tell the tension in the air when she's around. And because you don't know when she's going to complain about something. You don't know when she's going to complain about a big size L or a little size l or a misspoke, you know, missed word or – you not, you don't know. And that's the problem with the judge. If she was like that all the time, then people would know I'm getting a shithead every day.

	And I'm not, I know what I'm getting. Not, oh, wow, you were really nice today. You know, so, yeah.
Christine	Okay.
M	It just doesn't make sense for her.
Christine	Okay.
M	<p>She doesn't maintain patience and dignity and courtesy to her employees, not at all. As I was reading some of your -- I reviewed some of the, what they're supposed to be doing and how they're supposed to conduct themselves in your rules, you know. And a judge shall be patient, dignified and courteous to staff. No. No. No.</p> <p>So, I got to ask you, if your courtesy, if you're nice to your staff for 50% of the time, and the other 50% of the time, you're not. So, or 25% of the time you're not and 75% of the time you are, it's really kind of confusing with the staff. That's, you know, that's what I'd like to say.</p> <p>And, I'm a worried, I'm a little worried about what's going to happen next.</p>
Christine	In --
M	I'm worried that if she doesn't know, that when she finds out, she'll be hell on wheels. So, I'm worried about that when she finds out.
Christine	Meaning violence? Meaning yelling --
M	No, that she'll be that -- if she doesn't know, I think she's going to be crushed. I don't know how else to put it. I think if, I mean, 'cause we're trying to walk around every day normal having this back in our head as we're ready to tell on you, you know. It shouldn't be that way. We should be able -- you should be able to go, or, you know, I don't know.
Christine	I, I --
M	I don't know.
Christine	<p>I, I, I kind of hear what you're saying. Like in talking to some of the other people, it's kind of an uncomfortable situation because of the rank and you probably understand this from the . . . Like the rank and the authority, but yet a person is inhabiting that and you want to be able to like to talk to the person, but sometimes you can't talk to the person because of authority and how does that marry itself, right? And so, you know, one other thing that you said is that, I mean I'm not saying right or wrong or whatever, but you know, you've been in a lot of calls that it is uncomfortable if she's going to be crushed, that's gonna be probably really hard for her to take, but</p>

	<p>you know, sometimes people don't recognize how they're affecting other people. Like I don't even know, I don't even know what to call it so it's a very uncomfortable position for everybody and I don't know what the Commission is going to do with that. Like you mentioned, you know, if half the time you're this and half the time you're that and the conduct, if the rule is the rule is the rule, then what do they do with it, right? You know, that's not my interpretation. I don't interpret that and so that's for them to do. All I'm to do is gather, is there any percent that goes above whatever line has been laid out and then they make the determination on that, right? So it's the court deciding on the court, right?</p>
M	Yeah.
Christine	And so, you know, kinda like the Supreme Court or whatever is making the decision on what was done just in a different area. Instead of a ruling it's on conduct, right, so...
M	<p>Mmm hmm. So I put this down on a note, "up and down, don't know what you're gonna get one day from the other, girls are scared of her, afraid of their jobs, young girls and don't know how to speak up for themselves." Even when I looked at them and I said, "You know you need to speak up. You need to stop her. When she comes in and jumps your shit, you need to stop! Don't talk to me that way, Judge. Go talk to my boss." And then let the chips fly. They're not gonna get fired for that. They're not gonna say, you know, and I'm going to go back to being a bully because I try to use the less invasive term with her, you know. She's just a bully and sometimes I think she knows what she's doing and it's calculated and I don't want to say this, but she can lie. She can absolutely lie. She can absolutely – we'll have a story and then she'll say something totally different after she complained about it, she'll just, it's actually just a lie. When she said the court, we were making the court late, it's a lie. I don't even know how to describe it other than a lie and I said it when Megan confronted me on it, I said, "That's a lie. That is totally...." And I said, "That is so bonkers for a judge to say that. That it's just not true." And then she had other incidents where, and I just can't remember them and maybe Megan can, but she can just lie or have a total different look of what reality happened.</p>
Christine	Okay, well...
M	Totally different.
Christine	<p>Okay, well, let's talk about that for a second because I don't know when you're saying lying, that's a pretty strong word, right, and I don't know what the Commission is going to do with that word, but what you just said and kind of elaborated, witness stories, versions of events, everybody has their own perception, right? So we have perception and then we have outright</p>

	lying. I mean we're not talking about omission. We're talking about intentional lying so is it both?
M	I think it's a lie when I ask the other people, "Has the courtroom ever been late since you've been here?" And they say, "No." And she insinuates that. That's a lie. That's not her perception.
Christine	What I'm trying to say is that she's lying, like she knows...
M	I see what you're...
Christine	...she was lying or...
M	Instead of exaggerating.
Christine	Correct.
M	Yeah. Well, that's a good one. Is she, uh, I don't know. I don't know...
Christine	Because to me, and I don't know, right, because a judge lying like that is a problem. That's a huge problem I would think.
M	What if I said to you the courtroom has never been late?
Christine	Well...
M	And she said it was?
Christine	Okay, well, I'm just trying to, because you brought up both subjects, you brought up perception and then a lie and you talked about details with the camera and stuff like that so I'm trying to understand, am I just investigating a bully or am I also investigating a liar? Or do we have a perception problem or you don't know?
M	No, I think you're investigating a bully, hostile work environment and somebody that skews the truth when confronted. When confronted with the truth, she skews it then to make it her truth because some of the things she said and I just wish I could remember, and hope one of the other persons you interview, are just not true. Some of the things she says is just not true. So that's a good question.
Christine	_____ [57:04] to misinterpretation?
M	No, and I think controlling, and her controlling, the way she wants to control everything in her courtroom and I get that. I totally understand a judge wanting to know what's going on in her courtroom. Totally get it, but in saying that, you just can't be a bull through a china shop to get the responses that you want because, you know, I think she skews the truth a little bit and

	I think I would be backed up by, I think I'd be backed up by Megan on that and her Chief Deputy and maybe the other girls. She skews the truth a little bit. She makes it the worst(?) [57:51]. She wants it to be.
Christine	Controlling the environment in the courtroom versus controlling the outcome? Like the narrative, the outcome of the narrative or the result of the, trying to control the presentation of the outcome or whatever?
M	As soon as she gets push back, I think I, as soon as she gets a push back, then the mistruths or her perception kind of goes away, you know, so, you know, I'm not a psychiatrist, but I think she's got some problems. I think she's got some problems so I think I can say that after being around for such a long time and witnessing other judges come and go. She's got, I don't know if it's an actual mental problem or she's just, she's just a mean lady at times, but you can't be that way as a judge. You can't treat your people that way as a judge. I'd rather have her be mean to the defendants and counsel than be mean to the girls because they're just trying to make their \$15 an hour and go home! And I know what she's done with S . I know S 's taken the brunt of it, being her, with the court clerk.
Christine	Why do you think that is?
N.	You know, I'm gonna go back to it because, you know, a bully, you know, a bully will continue to attack you if you don't fight back and I'm telling you, if one of the girls, I'm telling you the girls are just really nice and they're afraid and I think that maybe S got the brunt of it because she was an easy target and if you don't go, you know, stop, you can't talk to me that way, a bully's gonna continue to do it. Now what I want to get out is that when she hears this, a normal person would know their limitations, would know what they're doing is wrong. A normal person would go, "Man, I seem to be apologizing a lot after I go off" or "Did I just make that girl cry?" or Megan comes into me and says, "You want me to talk to you as the clerk or do you want me to talk to you as a friend?" And she says, "As a friend." And then Megan tells her, "You can't talk to people this way. You can't do that. You can't do that. You can't do that." So I think in the end, like I'm not a psychiatrist so I'll stay away from that, but I will describe her and there's no doubt in my mind she's a bully and she goes after the people that she thinks she can intimidate. That's what she does. And I see it in the girls. If I didn't see it in the girls, then I would be like, "Okay, well, everything's good." But when the girls are crying, I mean, you know, there's a problem. There's a problem. And I've worked - I worked for the and I've never seen a girl cry over a treatment from a superior. Never, never! Never in my life have I seen something like that. And I worked with Sam Vederman. He was the judge and it's like night and day. I worked with Matt Newman. Night and Day. I worked with the judges that come in from out of town. Gary Landau. Night and day. It's like who is this broad and does she think that she's running a

	<p>five-story courthouse in the middle of New York City? It's not. It's in La Paz County. We have one little courtroom and we all need to try to get along and I've said this. The girls bust their ass for this lady and they don't even, she doesn't even realize the things that they do for her to get her through the day and she's just a bully. And I'm surprised she doesn't see it. And I don't know if Megan mentioned it to you, but I'm gonna mention it to you. So it's a small town and one of the girl's mom works with Judge Quickle's spouse and Judge Quickle tells her spouse that tells the lady, she calls the court clerks little bitches. So Judge Quickle's telling her spouse I work with little bitches and her spouse is telling (which is phenomenal), she's telling the girl's mother who works for the court [1:03:12]. So when a judge says I got these little bitches, you know, I don't know. I don't know if she's just an angry person. Like today I interacted with her. She wanted her temperature taken and I just feel so, I just want to look at her and go, "You know, you need to stop your shit and get your shit together." Because I don't want to walk around knowing that I'm ready to talk about you while I'm out here having nice conversations with you. I don't like that.</p>
Christine	<p>I understand. I know this is uncomfortable and we're trying to get this done as, you know, as quickly as we can, but we want to make sure that we get all the information, right, so that it is unbiased and the Commission has enough information to substantiate it or unsubstantiated it or whatever. That they're able to make a decision, right, because I think the worse thing could be that this has happened and then like you said, nothing happened or not enough, right? We want to make sure that this is done right the first time, right?</p>
M	<p>Yes, yes, yes, yes.</p>
Christine	<p>So we gotta just hang in there a little bit longer.</p>
M	<p>Yeah. No, I'm - like I told you before and you could probably tell by me, I'm good because I won't allow her to do it, but the girls just can't do it. They just can't speak up and go, you know, stop and I've never seen a woman break other women like that. I don't know what to tell you. I don't know. I've never seen a judge be able to do that. So I don't know what she's doing with them on a, every day with her emails and her stuff, but I've never seen women so broken because of her. And I can't get into the nitty gritty because I don't know exactly what she's doing to them, but apparently it's how she talks to them, how she yells at them, what she says to them, and you know, her Chief Deputy, she just got, she's broken too. I don't know what to tell you. And the judge should realize what's going on. She should know her demeanor is affecting these girls. I don't know when she had a last conversation with the clerks, a nice conversation. I have no clue. She goes right from the clerk's office into Megan's office and starts in on her. So I have no bias against the judge. I wish this would have never have happened. I wish she wouldn't yell at the girls. I wish they wouldn't be</p>

	<p>crying, but I'm not going to allow it and so if I see it, I'm not going to allow it and that's just that and that's why I think maybe she picks on them more because she might know that I'm gonna come back at her because when I confronted her in the library about you want me to stop the hearing, she said to me she said to Megan that she didn't like my tone. Now, you gotta realize what she just said. She's busting everybody's chops and making them curl up into balls, but she doesn't like my tone. And my tone was, "What do you want me to do? Stop the hearing and start yours?" So yeah, do I think she has a little issue with me? Yeah, probably and it doesn't matter to me what she does or what she requests. I'm not making anything up and I don't have any bias against her. I wish this wouldn't have happened, but she's gotta know her limitations and she has to know what she's doing so she just has to realize it. If she doesn't realize it, she's got more problems than we think. If she's not realizing what she's doing...if she's like hey, this complaint's coming and she goes oh my...see, this is her Oh my god, I can't believe this. What?! What?! I mean come on. See, that would be kind of a lie or misperception. She's gotta know something. She's gotta know how she's treats people. If she doesn't, she's got major issues so that's my ending on that and I hope I didn't talk too much, but I wanted to get it all out...</p>
Christine	No, no, I appreciate it.
M	...and deal with it.
Christine	<p>Like I said, it's a very difficult situation and I'm just trying to, you know, not necessarily make judgment on others, but in some way, you know, make some sort of evaluation and, you know, I appreciate your wanting to help and, you know, help the Commission get to the bottom of whatever is or isn't going on so just if you can maintain the confidentiality. I know it's probably _____ [1:08:21] stuff like that and then I'm going to finish up my investigation and then I don't know what's going to happen. I'm going to hand it over and that's that so...</p>
M	<p>Yeah. No matter what happens, I think she's still going to be there. I don't think the Commission is going to remove her. I'm already ready for that. I just want the Commission to know that if she doesn't change based upon what they suggest and she stays the same or she gets worse, than they've created a situation that's -- meaning a bully will continue to be a bully if she just gets (<i>sound of slapping wrist</i>).</p>
Christine	<p>Well, let me ask you this. So the situation you're just describing, let's just say that this gets finished and the stuff continues, would you come forward and make another complaint? Would you feel comfortable in doing that to let them know there wasn't a change?</p>
M	<p>Oh, yes! If she gets admonished or she's told to get her stuff together, but there's a lot of talk among us that her personality, we think she might leave.</p>

	<p>She might, as soon as she's notified of this, because it would be pretty shocking to me if tomorrow I went to work and I was confronted with a complaint from Megan and the girls and I was like, "What?!" I would probably leave because I mean if I had no idea this was coming, I think, there is talk that she could leave as soon as she finds out. Because, listen, I'm not ignorant to the fact that it would hurt my feelings. I mean even though she's a bully and it shouldn't hurt her feelings, she's gonna go, "What?! M ? S ? Megan? R ?" I mean she's gonna go, "What? Well, why didn't they tell me? Well, why didn't they tell me?" You know, so I'll be able to work there and once this is out in the open with her, I think it's a whole different ballgame about complaints so I have no issues now that once this gets open and she realizes what the people around her are feeling, and she doesn't change, then I would be the first one, me personally if she violated my space and I thought she was disrespectful and inconsiderate in the courtroom with me, I would write a complaint, but I'd write a complaint to Megan and then Megan could determine what she wanted to do with it.</p>
Christine	Okay.
M:	<p>It's just a bad situation to be in and I know it takes a lot so I'm good with no matter what happens and even at the minimum, if she's counseled and told she can't act this way, she's probably gonna be a little pissed off about, you know. I don't really know how you go on after this to be honest with you. Maybe in a courthouse that has ten levels, you know, but a small...so when the Commission takes this into effect, they really have to realize we're not talking about a courtroom. We're talking about a little family. We are and it's different from the big city. They have to realize that girls are going to stay there and work even under extreme circumstances just to keep their job. But darn it, I wish they would speak up, but so between me and you, I wish they would speak up and I wish they would just stop and so that's why I think she kind of doesn't do me too much, but she does the girls and she picks on them so they just need to speak up. And if you were a cop, then you know about bullies.</p>
Christine	Yeah, well, and I also know that you and I have a different life experience than they do, right, and one of the things that we get trained on is confrontation and dealing with difficult people, right, so our response is automatically going to be different, right?
M:	Yes.
Christine	So if we all acted the same way...
M	Yes.

Christine	...I don't know how that would be, right? So we have to some sort of balance so...
M	Yes.
Christine	...because, you know, people can talk about the way cops are, right, very direct and all that and sometimes you need, right, so we've all heard it so, but I appreciate what you're saying so, alright, well...
M	Okay.
Christine	I appreciate the time. I'm going to go ahead...it's 4:12...I'm going to go ahead and end the call.
M	Oh! Alright.
Christine	Yeah, we were chatting.
M	Okay. Sorry if I rambled.
Christine	That's okay. I appreciate the _____ [13:19] information and I'll just continue on with my investigation and I can't tell you what's going to happen from here, but hopefully, things will change.
M	Okay, alright.
Christine	Okay.
M	Thank you, Christine.
Christine	You're welcome. Alright, bye.
M	Bye.

END OF RECORDING