



# Full Court Press



Newsletter of the District of Columbia Courts

October 2012

## Making our DC Courts a great place to work

One of the guiding principles at the DC Courts has been that the effective administration of justice depends upon highly-qualified court personnel committed to public service. In order to recruit and retain this caliber of employee, the Courts have made a commitment to make this a great place to work. Over the last year, we have launched a number of initiatives that will only become more robust as we continue to receive feedback from all employees and seek to strengthen our workplace.

### Enhancing our communication

Starting with this issue of *Full Court Press* we want to create a space in which we communicate regularly with all employees. One of our goals in the Courts has been to improve our internal communication based on employee feedback that we have received through surveys and our strategic planning forums, which more than 500 employees attended.

You may have noticed some changes already. We're trying to post more relevant information on the intranet and to make it more attractive by adding features such as a newsfeed, which allows us all to see recent news about the Courts.

We want to continue listening and also communicate more effectively. In that vein, we would like to share with you some of the initiatives currently under consideration.

### Work-life balance: Flexible Work Arrangements

We have received feedback and requests for more flexible work arrangements. We are pleased to share that there is currently a committee considering various alternatives.

One of our challenges is that the Courts' needs are unique compared to other government agencies. Given the nature of our interactions with the public, implementing alternative

work arrangements is not an easy task. We look forward to the results of the committee as they explore a potential implementation model.

In the meantime, we would like to remind everyone that the Courts currently allow for some work flexibility—including compressed and flexible schedules—on a case-by-case basis and based on business needs. To explore this option, we encourage employees to raise the topic with their managers and contact the Human Resources Division to learn more about the application procedures.

### Child Care Center

We have also received questions regarding child care. The Juror & Witness Child Care Center is currently underutilized by the public and we have launched a process to explore how we could make it work more effectively for our employees. A feasibility study is underway and we expect to see the recommendations in the next few months. Please complete the online survey to provide your input to the study. Meanwhile, we would like to remind everyone that the Child Care Center is available for employees on an emergency basis up to 12 times a year and that the Courts, through the Work-Life Balance Committee, offer back-up child care services.

On a final note, look for information on the townhall that the Executive Team will be conducting in December. This will be a great time to hear more about the Courts' initiatives and share your voice. We are proud of our Courts and all of the employees, and thank each and everyone for their public service.

### *DC Courts Executive Team*

*Anne B. Wicks, Executive Officer*

*Cheryl Bailey, Deputy Executive Officer*

*Julio Castillo, Clerk of the Court of Appeals*

*Duane Delaney, Clerk of the Superior Court*

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***Open To All Trusted By All Justice For All***

# Roy W. McLeese sworn in as Court of Appeals judge

*Caije Murphy, Executive Office Intern*

On Friday, September 21, 2012, Roy W. McLeese III was sworn in as a judge on the DC Court of Appeals. His familiarity with the Court and with DC case law is well-known. He served as law clerk for Justice Antonin Scalia on the Supreme Court, as well as Deputy Chief of the Appellate Division in the US Attorney's Office for the District of Columbia, and then Chief of that division.

The Ceremonial Courtroom of the Historic Courthouse was filled beyond capacity. Family, friends and judges from both DC and federal courts were among those who gathered to witness the memorable event, as well as US Attorney General Eric Holder. DC Court of Appeals Chief Judge Eric T. Washington welcomed guests. He highlighted Judge McLeese's journey through to the celebrated moment. Then three people who have known the judge for years – in very different ways – spoke of his character, his intellect and generosity.

The first speaker was David Fein, US Attorney for Connecticut and long-time friend of Judge McLeese. He spoke of his friend's generous nature and keen intellect, though mentioning that they once got lost while walking the judge's dog in the neighborhood where he has lived for over 20 years. Next, Judge Florence Pan of the DC Superior Court spoke, having worked for the judge previously. She spoke of an excellent teacher and mentor, whose comprehensive knowledge of DC case law was widely respected. She also spoke of his unparalleled ability at Words With Friends. Lastly, the judge's wife, Virginia Seitz, gave her view of Judge McLeese as a husband, father and friend. She said she had never met a finer person, nor imagined that anyone could be as good a father.

Judge James E. ("Jeb") Boasberg — a US District Court judge and formerly a DC Superior Court judge — swore in the judge, as his daughter Miranda held the Bible standing by his side. The judge's son, Roy, helped his father on with his robe, which was a family heirloom, having been the robe worn by his wife's father, Judge Collins Seitz.

By the end of the ceremony the audience had a better knowledge of Judge McLeese, his intelligence, commitment to justice, and caring nature to friends, families, and colleagues. They had a sense of his true kindness and compassion for others, his ability to remain calm



*Roy McLeese (right) is sworn in as his daughter holds the Bible.*

under pressure, and his reputation for never having lost his temper. The speakers all mentioned his modesty and how he is not one to speak of his talents, and thus how he must have been uncomfortable with the ceremony which was so full of praise. The DC Courts family is honored and pleased to have Judge Roy W. McLeese III join the DC Court of Appeals bench.

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# Federal Benefits OPEN SEASON begins Nov. 12

The Federal Benefits Open Season will begin November 12 and continues through December 10, 2012. The following programs will be participating:

- 1) Federal Employees' Health Benefits (FEHB);
- 2) Federal Employees' Dental & Vision Insurance Program (FEDVIP);
- 3) Flexible Spending Accounts (FSAs).

Even if you are completely satisfied with your current FEHB or FEDVIP plan, please review your 2013 plan brochure and make sure you are aware of all the changes made within your plan, including changes in premiums, coverage offered, and participating providers. If you take no action, your current FEDVIP and/or

FEHB will continue automatically for 2013. You will be subject to any changes in premiums and benefits.

**The maximum contribution for a Health Care Flexible Spending Account (HCFSA) has been reduced from \$5,000 to \$2,500 for 2013.** The contribution for a Dependent Care Flexible Spending Account (DCFSA) remains \$5,000. **To participate in FSA in 2013, you must re-enroll.** If you are currently enrolled in FSA, your current enrollment will not automatically continue into 2013.

There will be no rate changes for the Ameritas Dental/Vision plans. The court-sponsored Ameritas plan will have an open season during the same period. If you are currently enrolled, your membership will automatically continue.



*Mark your calendars! FEHB and FEDVIP representatives will be participating in the DC Courts' Open Season Fair on Friday, November 30, 2012, in the Atrium of the Moultrie Courthouse from 10:00am to 1:30pm.*

## Open Season quick guide

Program	Change Permitted	How to enroll	Effective Date
FEHB	Enroll, cancel, or make a change to your FEHB enrollment.	Complete SF2809 which can be found on the OPM website. The completed forms can be dropped off or mailed to the Human Resources Division, 616-H St, NW-Gallery Place. You may also fax your completed forms to (202) 879-4254 or email to <a href="mailto:Benefits@dcsc.gov">Benefits@dcsc.gov</a> .	01/13/13
FEDVIP	Enroll, cancel, or make a change to your FEDVIP enrollment.	Visit <a href="http://www.benefeds.com">www.benefeds.com</a> or call 1-877-888-FEDS (3337)	01/01/13
FSAFED	If you are currently enrolled in FSA, your current enrollment will not automatically continue into 2013. <b>To participate, you must <u>re-enroll</u>.</b>	Visit <a href="http://www.FSAFEDS.com">www.FSAFEDS.com</a> or call 1-877-372-FEDS (3337)	01/01/13
Ameritas	Enroll, cancel, or make a change to your Ameritas enrollment.	Complete the Ameritas Dental and Vision Enrollment Form (under Forms and Employee Resources on the intranet). The completed forms can be dropped off or mailed to the Human Resources Division. You may also fax your completed form to (202) 879-4254 or email to <a href="mailto:Benefits@dcsc.gov">Benefits@dcsc.gov</a> .	01/01/13

# Employee Recognition & Awards Ceremony

Congratulations to all the employees who were recognized in the 31st Annual Employee Recognition & Awards Ceremony! The ceremony provides an opportunity to thank all court employees for their dedication and commitment and also honor employees with special recognition awards.

Employees who have been with the courts for 10, 20, 30 and 40 years were recognized with length of service awards. The project winners of the 2012 Management Training Program were also recognized during the ceremony.



Eleanor Proctor with Chief Judge Washington (left) and Chief Judge Satterfield (right)



Mercedes Johnson with the chief judges

This year the following employees were recognized with Special Employee Awards:

- *Unsung Hero Award* - **Eleanor Proctor** (Family Court Social Services Division)
- *Public Service Award* - Graphics & Reproduction Unit, Administrative Services Division (**Glenda Bailey-Price and Johnny L. Brown**)
- *Management Achievement Award* - **Mercedes Johnson** (Human Resources Division)
- *Management Achievement Award* - **Derrick Monroe** (Civil Division)
- *Enterprise Award* - **Employee Recognition & Awards Ceremony Committee**



Glenda Bailey-Price and Johnny Brown with the chief judges

# ony: congratulations to all the awardees!



Derrick Monroe with the chief judges



The Management Training Program's winning team: LouEthel Green Williams, Takisha Bland, Stefanie Lea and Kathryn Brunson-Dennis (not pictured).



The Employee Recognition & Awards Ceremony Committee with Executive Officer Anne Wicks

## Chief Judge Lee F. Satterfield takes oath of office for second term



During the 2012 Employee Recognition & Awards Ceremony, Chief Judge Lee F. Satterfield took the oath of office for his second term as chief judge. He did this, he said, because he wanted to share the special occasion with all court employees. The response was a standing ovation.

Following remarks and a special recognition for the second-term appointment by US District Court Judge Emmet Sullivan, Chair of the Judicial Nomination Commission, Chief Judge Satterfield took the oath of office, administered by Chief Judge Eric T. Washington, as his wife Pam Satterfield held the Bible.

# New Southwest Balanced and Restorative Justice (BARJ) Center for juveniles

The Superior Court's Family Court Social Services Division opened its new Southwest Balanced and Restorative Justice Drop-In Center (BARJ), a multi-faceted facility including a probation office, learning lab and a vocation training center for juveniles.

The ribbon-cutting ceremony and official opening was attended by a number of dignitaries, including Councilmember Tommy Wells, Deputy Mayor Paul Quander, Deputy DC Attorney General for Public Safety Andrew Fois, Advisory Neighborhood Commissioner Ron McBee and 1<sup>st</sup> District Metropolitan Police Department Commander Daniel Hickson.

Terri Odom, Director of the Family Court Social Services Division and Chief Judge Lee Satterfield kicked off the ribbon-cutting ceremony.



*Ribbon-cutting ceremony (from left to right): Councilman Tommy Wells, Chief Justice Lee Satterfield, Family Court Social Services Director Terri Odom and Family Court Deputy Presiding Judge Hiram Puig-Lugo.*

“At this center, we have juvenile probation officers who really care about our youth,” said Chief Judge Satterfield. “And we have a community that wants to see these kids succeed and exceed people’s expectations. What we have here today is a coming together of positive forces, all working for the good of the community.”

The BARJ Drop-In Center is an alternative to detention for youth living in the Southwest quadrant of the city who are awaiting trial and need a higher level of supervision, and also youth on probation who are at risk of having their probation revoked because they are not complying with court-ordered conditions.

The new facility is the third BARJ Center in the city, serving as a national model for the restorative justice approach, encompassing education, rehabilitation and service, with a focus on the youth, community and victim.

## Congratulations to the Management Training Program Class of 2012



The DC Courts recently recognized 12 employees at the Management Training Program graduation ceremony, held in the Ceremonial Courtroom of the Historic Courthouse.

The graduates each spoke to the audience briefly, expressing pride in their accomplishments, a sense of true camaraderie with peers in their class, and appreciation for the managers who allowed and encouraged their participation in this valuable program.

*Congratulations to the Management Training Program Class of 2012: Tanesha Anderson, Takisha Bland, Kathryn Brunson-Dennis, Sherman Bunch, Karen Cooper, Benee Easley, LouEthel Green-Williams, Joy Jefferson, Stephanie Lea, Angela Mojica-Madrid, Janelle Neuman and Erika Thompson.*

## Drug Court graduation and cookout commemorate National Recovery Month

In commemoration of National Recovery Month, Drug Court participants who have successfully completed the program were recently recognized in a commencement ceremony and cookout. Mayor Vincent Gray gave opening remarks, congratulating the participants and encouraging them to continue on their journey of recovery. Judge Frederick Weisberg, who presides over the Drug Court, also addressed the graduates and handed out the diplomas. The graduates expressed particular gratitude to the Judge and their Pre-



*Mayor Vincent Gray (right) and Judge Frederick Weisberg (center) congratulate a participant.*

periodic drug testing, community supervision, and use of appropriate sanctions and other rehabilitation services.

trial Services Agency (PSA) case workers. Drug Court is a special program designed to reduce recidivism and substance abuse among nonviolent substance-abusing defendants. The program also strives to increase defendants likelihood of successful habilitation through early, continuous, and intense judicially-supervised treatment, mandatory

### The power of Yoga classes

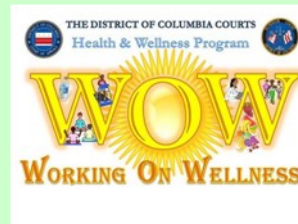


*Karima Azzouz*

Back pain is a common condition that affects many people. Karima Azzouz, Spanish staff interpreter at the Interpreter's Office, had been struggling with back pain for over 20 years. She tried to relieve the pain through a number of treatments, including extensive physical therapy, but always with mixed results. The pain was so strong at times that she simply had to take leave.

Discussing treatments with her doctor, the suggestion of trying yoga came up. Yoga is a gentle physical activity that helps to strengthen joints and muscles, increasing balance and flexibility, and thus creating many health benefits. Karima decided to give it a try, since the Courts were offering yoga classes. "I really noticed a difference, it's amazing," says Karima.

The fact that the Courts were offering classes several times a week during lunch time was truly an incentive for Karima. "It was so convenient, at lunch time and here at the office, that this is really what got me started. It would have been harder to try it otherwise." Karima has been one of the many people to experience the benefits of yoga, easing her back pain – and the need to constantly use her personal days.



Yoga classes at the Courts are held every **Tuesday and Thursday from 12:30-1:15pm and 5:30-6:30pm in Conference Room 3300 (Moultrie).**

For more information contact **Willard Stephens**: [willard.stephens@dcsc.gov](mailto:willard.stephens@dcsc.gov).

# Kave Reviews



Ms. **Anntinette Williams**- [Criminal Division]

I just wanted to take the opportunity to thank and complement you for your assistance this morning. As I indicated to you, I have been very impressed with the new system for coordinating community service for DC Superior defendants. I have had several defendants who have entered into DPAs or DSAs since the new system was put into place, and I have been very pleased with the professionalism of the staff, and the clarity with which they explain the community service requirements and procedures. On every level, this is a vast improvement over the old community service system. Thank you again.

*Anntinette Williams*

I recently sought the assistance of Mr. **Alan Baylor** [Deputy Clerk I, Probate Division]... Mr. Baylor greeted us from his desk as we walked off the elevators and quickly helped us figure out that we were using the wrong number (he found the foreign number since the original will was filed in Maryland) and within 48 hours, we had copies of the file in our possession!

Mr. Baylor's attention to details, extensive knowledge and commitment to customer service should be applauded and rewarded. He is an incredible representative of your office and the DC government. I do not often take the time to write an email commending the efforts of an individual but I could not pass up an opportunity to commend Mr. Baylor's initiative and effort.

In a letter of commendation received from Michael Orton, Assistant Attorney General at the Office of the Attorney General for the District of Columbia, **Nolean Smith** (Family Court Courtroom Clerk) was commended for her outstanding service to the public. According to the letter, public servants such as her make the Superior Court a "better and safer place to conduct business, while improving [Court employee's] reputation within the community as fair, competent and honest civil servants."



*Nolean Smith*



## *DC Courts at Adams Morgan Day*

Gorgeous weather, great entertainment, and a diverse crowd of Washingtonians made for a successful Adams Morgan Day celebration. DC Courts were well represented as 14 of our own court employees volunteered throughout the day to share information with the public about our divisions, services, and programs. Approximately 300 festival attendees of various nationalities interacted with DC Courts staff.