

Judiciary Times

Summer 2006

The newsletter of the New Jersey Judiciary

Winner of Astra Awards for Newsletter Writing from the N.J. Communications, Advertising and Marketing Association

Judiciary's Visitation Program Succeeds In Supporting Courts throughout New Jersey

Launched at the dawn of the 21st century, a Judiciary program, designed to encourage best practices and to provide support and feedback to courts throughout the

state, now is operating successfully in all trial court divisions. The Conference of Vicinage Chief Probation Officers has joined the Civil, Criminal and Fam-

ily Divisions in implementing a visitation program in which teams of experts spend a day or more in the vicinages (New Jersey's 15 court districts) to help with the implementation of uniform practices approved by the Judicial Council and the Supreme Court and to help solve problems. The

Continued on page 12



Institute for Court Management (ICM) Graduates—March 2006 Judiciary graduates (approximately left to right, not by row) are: Maria Waldman; Dawn Brevard-Waters; Angela Blackmon; Giuseppe Michael Fazari; Michael Vuocolo; Stephanie Hawk; Barbara Ryan; Angela Watson; Jody Chase; Louise Pelosi; Edgar Sepulveda; David Eberhardt; Phyllis Hornstra; Jennifer Scott; Michael Shannon; Hiram Alvelo-Soto; Victor Blum; Dori Bryant; Susan Sasser; Kevin M. Brown; Steven Somogyi; Jane Carey; Sandra Rodriguez; Toyia Walker; John McCarthy, III; Gina Barry; Kathleen Obringer; Pamela Rogers; John Italiano; James Kelly; Margot Revera; Kenneth Kerwin; Gwendolyn Jenkins; Jennifer Perez; Frank Carr; Judith Irizarry; Joan Morisky; Bonnie Kennedy-Sinacore; Barbara Sopronyi; Arlette Anderson; Gerry Gabler; Terry Mapson-Steed; Kevin Kristian; John Reilly; Frances Fina; Thomas Hambrose; Margaret Murawski; Thomas Bowers; Elaine Stoebenau; Mary Kate Baehr; Lori Cooper; Kevin M. Wolfe; James Grazioli; Mary Morina; Nina Thomas; Sandra Terry; Vanessa Hendrickson; Leigh Easty; Clare Turnbull; Patrick Bucco; Alfred Federico; David Rutkin; Lois Diamond; David Broselli; Donald Rucker; Kathleen Moody; Edward Trueblood; Saul Hernandez; John Brodowski; Scott Volk; Andy Myers; Rick Alston. Missing from photo: Dennis Cassidy; Gayle Maher; Audrey Rigsbee Alston. Photo by David Beverly.

Behind the Scenes with The Administrative Council

What makes the New Jersey Judiciary tick?

Many people, with expertise in a variety of fields, work together to make the state's court system a model of justice at its best. Judges, probation officers, clerical staff, attorneys, computer analysts, accountants, interpreters, security specialists and many others provide services that help hundreds of thousands of people each year solve problems and resolve conflict within the protection of the law.

An important part of this process is the Administrative Council

Continued on page 14

Inside...

Bergen's Criminal Justice Week	2
TCA History	4
Law Day Roundup	6-10
Somerset's New Facility	15

Bergen Drug Court Team Participates In Criminal Justice Week at Community College

by Laura A. Simoldoni
EEO/AA Officer/Ombudsman
Bergen Vicinage

Bergen Vicinage staff participated in programs about Drug Court during Bergen Community College's Criminal Justice Week in March.

On March 22, Bergen Vicinage Drug Court Coordinator Barbara Morgan moderated a panel discus-

sion at the college titled, "The Facts Are In. Drug Courts Work!" The panel was composed of the following Drug Court team members: Court Services Supervisor 2 Charlette Dunlap; Senior Probation Officer Nilda Diaz; Jonathan Lausell, Treatment Assessment Services for the Courts (TASC) evaluator; Probation Officer Chris Del Gandio; and Assistant Prosecutor Lucia Donahue.

Morgan began the program by describing Drug Court as a highly specialized team process that functions with the Superior Court Criminal Division to address non-violent drug-related cases. The Drug Court program came to the Bergen Vicinage in 2002. Drug Court program participants are made up of nonviolent criminal defendants who have substance abuse issues. The head of the Bergen Drug Court Team is Judge Lois Lipton. Judge Lipton leads a team of court personnel including a Drug Court coordinator, probation officers and substance abuse

evaluators along with attorneys and treatment providers. The team works together to support and monitor a participant's recovery.

The panel discussed the rigorous treatment program that all participants must complete. Panel members also discussed their specific roles within the Drug Court team and how their education and experience assist drug court participants and the team. A question and answer session followed the panel discussion. A number of audience members requested the Drug Court team members to return in the near future for additional seminars.

The program is part of a continuing partnership between vicinage staff and the college. Each year the Bergen Vicinage Minority Concerns Committee partners with Bergen Community College's Cooperative Education & Career Development Office to provide public education seminars during Criminal Justice Week.

Judiciary Times is prepared by the Office of Communications, the Administrative Office of the Courts, for employees of the Judiciary and volunteers who work with the court system.

The Chief Justice of the New Jersey Supreme Court is Deborah T. Poritz. The Acting Administrative Director of the Courts is Judge Philip S. Carchman.

Please e-mail short news articles saved as Word documents in plain text without formatting, as well as photos and/or suggestions to: Linda.Holt@judiciary.state.nj.us or send disk, photos and paper copy to: Editor, *Judiciary Times*, Office of Communications, PO Box 037, Richard J. Hughes Justice Complex, Trenton NJ 08625-0037. Submissions are subject to editing, and not all can be published.

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Thanks to the other Judiciary staff who contributed articles, information and photographs.

Union Vicinage Minority Concerns Offers Program On Understanding Child Support

by Sharon Cosby
Court Services Supervisor 2
Union Vicinage

Union Vicinage judges and staff held a program to explain child support to the public on April 5. Participating in the program were members of the Union County Minority Concerns Advisory Board and representatives from the Probation, Family and Finance Divisions in the Judiciary and the Division of Family Development

in the executive branch. The evening event was held in the courtroom of Assignment Judge Walter R. Barisonek.

Guests learned how the New Jersey child support program locates obligors, establishes paternity, establishes and enforces support and medical orders, and collects child support payments. Participants received informational packets, and refreshments were served.

Continued on page 10

“Gangs...What You Need to Know” Topic of Vicinage 13 Program

by Christine L. Murzdeck
Vicinage 13 EEO/Ombudsman Unit

On May 11, the Vicinage 13 Advisory Committee on Minority Concerns, representing Somerset, Hunterdon, and Warren Counties, co-sponsored a community education program with the Somerville Citizen’s Advisory Committee titled, “Gangs...What You Need To Know.”

The evening seminar featured a presentation on gang history, prevention and awareness. Assignment Judge Graham T. Ross opened the program by thanking the audience for taking an active interest in the lives of youth. He asked those in attendance to share the experience and message with their communities.

Judge Paul W. Armstrong, chair of the Vicinage 13 Advisory Committee on Minority Concerns, explained that the committees sponsoring the event noted a high level of concern throughout the vicinage over the increasing gang presence throughout the state. He noted that gangs “cross all ethnic, racial, socioeconomic, gender and geographic boundaries.”

The presentation was given by Lt. Edwin Torres, New Jersey Department of Law and Public Safety, Juvenile Justice Commission, and Officer Ahmed Mackey, Somerset County Sheriff’s Office School Resource Officer/Gang Unit.

“Things have changed in New Jersey,” stated Lt. Torres. “I grew up in this state at a time when people talked about the gang situation in Los Angeles, and I thought it was crazy. New Jersey is beginning to follow that same pattern 20 years later.”

Torres stated that there has been significant growth in gang presence from 2001 to 2004, and to date, all counties in New Jersey have reported gang activity. He indicated that 17 percent of homicides in New Jersey are connected to gang activity. “Last year, 22 out of 32 homicides in Trenton were gang related,” stated Torres.

Audience members witnessed a dynamic presentation complete with video and audio effects. The presenters used some of today’s influential hip hop music to demonstrate the impact it has on some of today’s youth.

Officer Mackey acknowledged that while music, television and video games are not directly responsible for illegal actions taken by youth, “they do desensitize kids to what is right and wrong.”

The two presenters offered information on major gangs in the area as well as smaller groups and organizations that are based on racial hatred.

The audience learned that underneath the umbrella of these gangs are smaller divisions known as “sets.” The sets may identify and name their groups based on the turf that they occupy.

Advice for Parents

The presenters provided information on the colors and hand symbols associated with the three major gangs. Gang members typically wear clothing in their group colors, including sports team logos. At times, they will substitute the letters for those sports teams to spell something gang-related. Mackey suggested that parents and youth professionals take note of a child’s fixation with specific team clothing.

“Ask the child to name a player on that team,” he said. “Ask him or her where the team plays. If they can’t give the right answer, there may be a problem.” In addition, “watch for kids flashing hand gestures or symbols” which may be another sign of gang involvement.

Lt. Torres advised that female gangs are the fastest growing group in New Jersey, and that they tend to be the most violent. Technology has also amplified the spread of gang activity nationwide. Gang members use community-themed Web sites to communicate with other gang members throughout the country. Members post photos and videos online, some of which contain images of very

young children and babies dressed in gang attire. Torres advised that their young minds are influenced at a very early age from the adult gang members in their lives.

Daniel J. Puntillo Jr., executive director of Middle Earth and co-chair of the Somerville Citizen’s Advisory Committee, led an audience question and answer session. Middle Earth is a non-profit, community-based agency in Somerset County that provides services to at-risk adolescents.

Members of the audience expressed concern over what particular gang sets might be found throughout the vicinage. Lt. Torres advised that while Vicinage 13 does not have an overwhelming gang crisis, there has been a gang presence in the area. He advised that measures should be taken to ensure that gangs do not become an uncontrollable problem in the vicinage communities.

Questions from the audience reflected a motivation to take action in the areas of gang prevention and awareness. Lt. Torres and Officer Mackey advised that concerned adults should reach out to youth organizations in the area or to the New Jersey Juvenile Justice Commission to inquire about holding an awareness presentation at the schools. Parents also should consider joining parent/teacher organizations, he said.

“The best thing that you can do is stay involved in your children’s lives. Speak with your kids, know where they are, know who their friends are,” stated Lt. Torres.

Approximately 130 people attended the forum, the highest number for any public education seminar held by the vicinage. Audience members were from Somerset, Hunterdon, Warren, Middlesex, Union, Morris, Sussex and Mercer Counties. These individuals included judges, court personnel, law enforcement, parents, superintendents of schools, principals, teachers, school security staff, clergy, social workers, community organizations and other members of the public.

Trial Court Administration: An Evolving Profession, Part II

by Charles E. McCaffery
Trial Court Administrator, Ret.
Atlantic/Cape May Vicinage

The profession of trial court administration plays a major role in the smooth operation of the justice process but has a relatively short history in New Jersey. Charles E. McCaffery, who served in court administration from 1982 to his retirement at the end of last year, described the evolution of trial court administration before 1980 in Part I of this article which appeared in the Winter 2005-2006 edition of Judiciary Times. In Part II which appears below, McCaffery describes the growth of the profession after 1980.



In Part I of this article, I described the evolution of the administration of New Jersey Courts until 1980.

Over the next 10 years significant changes occurred in the structure and management of the New Jersey court system. The vicinages increased to 15; the state court structure was realigned with the establishment of a Family Division within Superior Court; and the court management system was expanded to include presiding judges and division managers for the Civil/Equity, Criminal and Family Divisions.

During this period the next generation of court administrators arrived on the scene. Most came from the New Jersey system. Some were recruited from other states. Court administrators met

regularly on a statewide basis and became involved in state-level committees and the development of statewide policy and procedures. During this period, Dr. Ronald Stupak, a noted lecturer and author on courts in the United States, coined the phrase “an evolving profession” to describe court administration’s status.

During the early 1990s the growth of court administration in New Jersey continued. The trial court administrators formed a statewide conference that worked to identify and implement a number of cost efficiencies in the vicinages. At the same time, some administrators from New Jersey became involved in the formation of a regional association for court management, the Mid-Atlantic Association for Court Management (MAACM). Court administrators from Delaware, Pennsylvania, Maryland, the District of Columbia, Virginia and New Jersey developed an annual educational conference which has averaged 400 attendees each year since 1993. More than 100 court managers from the superior and municipal courts in New Jersey attend every year. Court administrators from New Jersey have taken a leadership role in planning and presenting educational programs for MAACM.

The efforts to unify the statewide court system in New Jersey became a reality on Jan. 1, 1995 when all costs and personnel were transferred to the state budget. While case coordinating responsibilities continued to be important for each of the trial court administrators, the demand for technical skills in the business aspects of the courts (finance, human

resources and technology) continued to grow during this decade. Full-time managers and staff with such skills were recruited and hired to improve the courts’ management of cash, personnel and labor issues, and computerization.

Statewide policies and procedures were established for these areas. In 1998 the trial court administrators and the administrative office directors formed an Administrative Council to improve communication and their working relationship on statewide issues. The majority of the work of this group has focused on the standardization of statewide policies, procedures and practices in conjunction with the efforts of Chief Justice Deborah T. Poritz and the three administrative directors who have served under her since 1996, Judges James J. Ciancia, Richard J. Williams and Philip S. Carchman.

Leadership and the fostering of it have been paramount in court administration in New Jersey during the past 20 years. In the 1970s and the 1980s the Institute for Court Management offered its training programs to a limited number of people. In recent years, a number of these programs have been presented cost effectively in New Jersey to a broader number of New Jersey court managers. These programs, in concert with MAACM’s educational programs, have fostered the training and development of a much larger number of court managers and administrators than ever before. A number of the current trial court administrators in New Jersey began their careers as division managers in the 1980s and 1990s.

Continued on page 10

Judiciary Receives Bronze Telly Award For Groundbreaking Domestic Violence Video



The New Jersey Judiciary's training video, "Domestic Violence: The FRO," has received a Bronze Award from the 27th Annual Telly Awards, a national award program founded in 1978 to honor

outstanding professional TV commercials, videos and film productions. Bronze Awards are judged in the 7.0 to 8.9 range on a 10-point scale.

The production was the result of teamwork by the Judiciary's Family Division and Office of Communications.

The third in a series of training videos for judges and staff, the

production was funded by a STOP Violence Against Women grant. Staff involved in the production included: Christine Hepner, an administrative specialist in the Family Division, who, as project manager for the videos, developed the concept, wrote the grant application and produced the video; and William Mecca, video coordinator in the Office of Communications, who directed, narrated the video and handled all aspects of post-production. Hepner and Mecca co-wrote and co-edited the script. Linda Brown Holt, manager of communication services, is project manager in the Office of Communications for all video productions.

In addition, Diana Bodeen, an attorney with the Passaic Vicinage, and Gina Bellucci, an attorney with the Family Division, were extensively involved in the production.

In 2004, the Judiciary received a Bronze Award for the first video in the series, "Domestic Violence: The Abuse."

The Telly Awards program recognizes the highest standards of excellence in videography. The contest receives some 12,000 entries each year from all 50 states and several other countries.

Recent winners included MSNBC, NASA, Oracle, Philadelphia Eagles Television Network, TBS, Boeing, J. Walter Thompson, Miramax Films, the Mayo Clinic, Target and Readers Digest. The statuette presented to winners and finalists is designed and manufactured by the same company that produces the Oscars.

Astra Award for Newsletter Writing

Judiciary Times received a silver Astra Award for newsletter writ-

Bergen Starts Jury Program

What comes to mind when you open your mail at home and find a jury notice?

Aside from doing the right thing and fulfilling your public duty by participating in the justice system, do you look upon jury service as an opportunity to learn something new? Bergen Vicinage Volunteer Coordinator Nola Steele discussed this learning opportunity with General Operations Manager John Italiano, Jury Manager Lourdes Pintos and Ombudsman Laura Simoldoni and proposed providing educational seminars for jurors.

Steele then developed the "Lunch and Learn" seminar series. The series began in January and takes place every week from 12:30 p.m. to 1:30 p.m. in the Jury Room. Some of the topics presented included, "Identity Theft," "Stress Relief," "The Surrogate's Office" and "Elder Law." Jurors also learn about volunteer programs in the vicinage.

--Laura A. Simoldoni

ing during the annual awards ceremony of the New Jersey Communications, Advertising and Marketing Association (NJ-CAMA) in March. The organization represents the state's top advertising and marketing agencies and practitioners.

The newsletter was selected on the basis of specific articles by Linda Brown Holt, editor and writer for the quarterly newsletter, and Janet Bastien, author of the Tech-KNOWLEDGE-y column that appears in each issue. The publication is produced by the Office of Communications, Winnie Comfort, director.

The writers were recognized for personalizing and presenting complex legal and technical subjects to a wide range of readers.

Originally developed as a newsletter for the Judiciary's 10,000 judges and staff, the publication is now available to a global audience through the Internet. Judiciary Times won an Astra Award in 2004 in the same category.

Law Day 2006

New Jersey Courts Celebrate Liberty Under Law...

New Jersey's courts played a major role this spring in the celebration of Law Day 2006.

Congress declared May 1 the official day to celebrate the rule of law, but observances take place throughout May with thousands of programs in schools and communities nationwide. This year's theme was, "Liberty under Law: Separate Branches, Balanced Powers."

In New Jersey, Law Day activities took place throughout the state. The following is a compendium by vicinage of some of the observances:

Bergen

On May 1, the Bergen Vicinage Minority Concerns committee hosted more than 100 students from Bergen County schools for Law Day. Kevin Stevens, a student at Lyndhurst High School, was selected the first place winner of the 2006 Bergen Vicinage Minority Concerns Law Day Essay Contest. The theme of the essay contest was, "How do the separate branches of government ensure liberty for all Americans?" Yun Ah Baek, a student from Memorial Middle School in Little Ferry, was selected the first place winner of the 2006 Bergen Vicinage Minority Concerns Law Day Poster Contest. The theme of the poster contest was, "Separate Branches, Balanced Powers."

The program began in the courtroom of Bergen Assignment Judge Sybil R. Moses. Minority Concerns Committee Chairperson Betty Williams and Vice Chair Margaret McLaughlin welcomed the students. The students observed a video presentation from Chief Justice Deborah T. Poritz regarding the Law Day theme.

Nola Steele, vicinage volunteer coordinator, discussed the various divisions that encompass the vicinage and showed a video regarding the

Bergen Vicinage. Judge Joseph S. Conte discussed the role of the Judiciary, and a question and answer session followed. The Bergen County Sheriff's Department offered a short program on the role of the Sheriff's K-9 unit and on alcohol awareness.

The Ridgefield Park High School Chorus sang throughout the program, and awards were presented. Assignment Judge Moses presided over the swearing-in of new citizens.

Law Day was extended to Law

Continued on page 7

Judicial Jeopardy Challenges Young Minds As Burlington Vicinage Celebrates Law Day

by Donna Mazzanti
Administrative Specialist 4
Burlington Vicinage

The answer is: Interactive! Educational! Fun!

And the question is: What is Judicial Jeopardy?

Trial Court Administrator Jude Del Preore took on the role of Alex Trebek as the Burlington Vicinage hosted local high school students as part of a Youth and Government Law Day event. The court partners with the Family "Y" of Burlington to sponsor a multi-day program which had over 120 local high school students competing for prizes in this highly interactive Judicial Jeopardy game.

You could feel the intensity in the room as the students were answering in the Final Jeopardy Category, "U.S. Constitution – 14th Amendment." The answer was: Provision used by the courts to strike down laws which treat people differently for arbitrary or unfair reasons, race, natural origin or gender.

The second phase of this program involves these same students participating in a job shadow program with judges and court staff, culminating in a luncheon for all.

Each Law Day, Assignment Judge John A. Sweeney reads the Law Day Proclamation to the public, judges, attorneys, invited guests and court personnel. The backdrop of the Olde Courthouse, carrying a rich history, the posting of colors provided by the local Willingboro High School JROTC unit and patriotic music selections by teachers from the Special Services School District created an atmosphere among attendees to celebrate democracy and underscore this year's Law Day theme, "Separate Branches, Balanced Powers."

To celebrate this year's Law Day, a variety of events were sponsored for the educational enlightenment and enjoyment of the Burlington County community. The vicinage hosted local seventh and eighth grade students in the popular event, Juror for the Day. The program has been improved not only to allow the students to understand the virtual juror experience, but also to lead the students through voir dire to a recreation of courtroom drama through to verdict.

Judge John L. Call presided with assistance from the offices of

Continued on page 10

Law Day 2006

...Separate Branches, Balanced Powers

Continued from page 6

Month at the Bergen Vicinage with a number of school tours and presentations taking place throughout May.

Essex

More than 3,000 students participated in Essex Vicinage's annual mock trial program during Law Day observances May 1. A judge and two lawyers visited each participating school to lead the students through a mock trial. Each fact pattern specifically highlighted important issues related to the 2006 Law Day theme. In preparing for the mock trial program, teachers discussed current events relating to the theme, such as the Patriot Act, with their students.

In addition to the mock trial program, the Vicinage Law Day Committee also organized a poster and writing contest. More than 100 students from local schools submitted posters, essays and poems capturing their thoughts and perceptions of the theme.

Assignment Judge Patricia K. Costello was on hand to present awards to the winning students during a luncheon. Joining her in congratulating the students were Shoshana Schiff and Jennifer Carrillo-Perez from the Essex County Bar Association. In addition, Fred Alworth, president of the Essex County Bar Association, offered remarks about Law Day.

Attendees received the 2006 Law Day booklet which featured the winning artwork and essays. In addition, students from the Montclair High School Mock Trial Team were acknowledged for winning the Vincent J. Apruzzese Mock Trial Finals. This competition is sponsored each year by the New Jersey State Bar Foundation.

The Law Day celebration provides Essex County teachers with an oppor-

tunity to introduce their students to the American legal system. All Law Day activities are co-sponsored by the New Jersey State Bar Foundation and made possible through funding from the IOLTA Fund of the Bar of New Jersey.

Hudson

New Jersey Attorney General Zulima Farber was the principal speaker at the Hudson Vicinage's Law Day observances May 1.

Other activities at the event included the presentation of the Liberty Bell Award to Martha Z. Lewin, a flag ceremony by the Dickinson High School Air Force Junior ROTC Color Guard, entertainment by Judiciary Voices in Unity, a vocal group of Judiciary and county employees, a videotape presentation by the Chief Justice, and an award ceremony for the vicinage essay contest, art contest and high school mock trial competition.



Mercer

Mercer Vicinage Superior Court and the Advisory Committee on Minority Concerns, in partnership with the Mercer County Bar Association, hosted this year's Law Day events. Inspired by the theme, "Separate Branches, Balanced Powers," Mercer offered a variety of activities with participation of all three branches of government. On May 1, courthouse personnel and visitors enjoyed a display showcasing winning entries of the sixth-grade essay and poem contest and first-grade art contest. A video message from Chief Justice Deborah T. Poritz, a history of Law Day and a proclamation from President George W. Bush were also on display.

Assignment Judge Linda R. Feinberg welcomed Acting Administrative Director Philip S. Carchman, Assemblywoman Linda R. Greenstein (14th

Continued on page 8



Scenes from Law Day--Celebrating Law Day in Essex (upper left) are (left to right): Presiding Judge Donald J. Volkert Jr. of the Criminal Division; Assignment Judge Patricia K. Costello; Judge Joseph Cassini III of the Criminal Division. Above, the Junior ROTC Color Guard marches in the Burlington Vicinage, while Judiciary Voices in Unity, a group of Judiciary and county employees, presents a choral program (left) in the Hudson Vicinage.

New Jersey Courts Celebrate Liberty Under Law...

Continued from page 7

district) and Director of Criminal Justice Gregory Paw as guest speakers at the Law Day Luncheon on May 3. They shared experiences and thoughts on the interdependence of the branches of government and the effect of shared powers in dealing with difficult issues of economic, social and moral importance. The 2006 Mercer County Professional Lawyer of the Year and Mock Trial Competition winners were acknowledged during this event.

The Law Day high school seniors program was offered at Mercer County Community College on May 4. The program included "Hey, I'm 18!" which covers rights and responsibilities of young adults. In keeping with the theme, students reviewed and observed the application of a statute related to a drinking and driving scenario, and a breathalyzer demonstration.

The Law Day Expungement Seminar was offered at the Mercer County Board of Social Services on May 5. The audience included caseworkers and social workers who assist clients in re-entering the job market or seeking to improve access to educational opportunities.

On May 10, members of the public seeking legal assistance benefited from free 15-minute consultations with attorneys from the Mercer

County Bar Association at the Law Expo in the Quakerbridge Mall. Court information tables included information on court services, forms, Internet services, volunteer programs and job opportunities.

Seventh graders visited the courthouse on May 11. The Law Day court tour program focused on how citizens and members of the public participate in government. Students were introduced to Judiciary careers and the jury process. The New Jersey State Police offered "Internet Safety Tips" and the Prosecutor's Office Chief of the Megan's Law Unit offered a brief history of Megan's Law.

Monmouth

The Monmouth Vicinage celebrated Law Day 2006 with a month-long series of events including a formal Law Day ceremony and several community outreach programs. A formal commemoration of Law Day was held in the historic Hall of Records General Equity courtroom in Freehold on May 1. Guest speakers included: Assignment Judge Lawrence M. Lawson; Monmouth Bar Association President-Elect John F. DeBartholo; and former New Jersey State Bar President Thomas R. Curtin, who delivered the keynote address.

During the ceremony, the Mon-

mouth Bar Association Abraham J. Zager Professionalism Award was presented to William H. Burns Jr. In addition, a portrait was unveiled of Judge Marshall Selikoff, Monmouth Vicinage Superior Court-Retired. The program included the presentation of the Honorable Daniel J. O'Hern Mock Trial Award to the Academy of Health and Allied Sciences, this year's county champion, by retired Supreme Court Justice O'Hern.

In addition, Assignment Judge Lawson presented plaques to the winners of the Law Day 2006 essay and poster contests sponsored by the Monmouth Vicinage Advisory Committee on Minority Concerns.

The Superior Court continued its Law Day celebration with community outreach programs held throughout the county. Staff participated in an Asian Heritage Fair held at the Manalapan High School, an education program for students, a court information session located at the courthouse, and a law information fair held in downtown Freehold.

Morris/Sussex

Under bright blue skies, Morris County Superior Court held its annual Law Day celebration May 4. New Jersey Supreme Court Justice Jaynee

Continued on page 9



Part of the Mercer Vicinage's Law Day exhibit.



Monmouth Law Day Contest Winners--With Assignment Judge Lawrence M. Lawson are (left to right front row): Matthew Avena, Danielle LaVasseur, Chelsea Ramadhin, Mark Rinder; (back row) Natasha Noel, McKinley Tretler and Lindsay Arensman..Cathy Liu, not pictured, was also a contest winner.

...Separate Branches, Balanced Powers

Continued from page 8

LaVecchia delivered the keynote address on the Separation of Powers Doctrine. Led by Assignment Judge B. Theodore Bozonelis, the celebration featured the Morris County Sheriff's Office Honor Guard as well as remarks from Morris County Freeholder Director Margaret Nordstrom, Morris County Bar Association President Mitchell Cobert, Morris County Bar Foundation President Mark Blount and Court Ombudsman Kim Daniels Walsh. Held for the first time on the front grounds of the courthouse, the program was open to all employees and the public.

This year, 23 eighth-grade students from Dover Middle School were recognized for participation in the Vicinage Minority Concerns Committee Mentor Program.

In addition, the Bar Foundation President Mark Blount acknowledged and congratulated the winners of the county mock trial competition, West Morris Mendham High School, who were also in attendance.

The featured vocalist for the event was Tiffany Brantley. Ms. Brantley, an eighth-grade student at Dover Middle School, performed "The National Anthem" and "God Bless America." Plans are already underway for Law Day in May 2007.

Passaic

The Passaic celebration was held May 5. Some 175 sixth, seventh and eighth grade students participated. These students were selected as the result of a poster contest held in early March. The contest winners and their classmates were invited to the courthouse to celebrate. Activities included a discussion of the three branches of government with Judge Stephen H. Womack, Assistant Prosecutor Bruno Mongiardo and Assemblywoman Nellie Pou (35th district). After the discussion, students participated in a mock trial and pizza lunch.

In addition to the program for students, Judge Robert J. Passero swore in 22 new citizens from Peru, Jordan, Jamaica, India, Australia, Yugoslavia and other countries. The new citizens learned about the jury system, passport guidelines and voter registration.

The teachers, students and new citizens alike had very good things to say about this year's Law Day. Law Day 2006 was a definite success, thanks to the assistance of the Passaic County Bar Association; the Passaic County Minority Concerns Committee; the EEO/AA Advisory Committee; the nine mock trial Superior Court judges and their law clerks; Passaic County Technical Institute; Kirk L. Nixon, trial court administrator; Thomas Jindracek, assistant trial court administrator; Karen Brown, Passaic County clerk; Assistant Prosecutor Mongiardo; Freeholder Eleasa Evans; and Sohail Mohammed, an immigration lawyer.

Union

The Union Vicinage hosted its annual Law Day Program May 1 in the courtroom of Assignment Judge Walter R. Barisonek. This year marked the first time all Union County middle school students were invited to compete in an essay, poster and spoken word/rap/poetry contest. Previously, the competition was only open to middle school students in the city of Elizabeth.

Students placed first, second and third in each category. The winning schools were Charles J. Hudson and Alexander Hamilton, Elizabeth; Burnet Middle School, Union; and Florence M. Gaudineer, Springfield. Also, an award was presented to Oratory High School, winners of the Union County Bar Association Mock Trial Award.

The annual program is co-sponsored by the Superior Court of New Jersey, Union Vicinage Minority Concerns Committee, the Bar Foun-

ation of Union County, the Asian Pacific American Bar Association, the Garden State Bar Association and the Hispanic Bar Association. As a group, members of these organizations judged the Law Day contests.

Judge Thomas N. Lyons, former co-chair of the Union Vicinage Minority Concerns Advisory Board, received a plaque of appreciation from Judge Frederic R. McDaniel, current co-chair. Judge Lyons was lauded for his leadership of the board from 2000 to 2005.

Wayne Eastman, associate professor, Rutgers University School of Business, was the keynote speaker for the event along with Niles Dwyer, an eight-year-old student from Piscataway and a member of the New Jersey Orators, Inc., Somerset County. New Jersey Orators, Inc., is a non-profit organization whose mission is to improve the public speaking skills of New Jersey students ages seven to 18 years. The organization's motto is, "A generation that learns to listen, reason and persuade can shape the future."

Musical selections were performed by the Terence C. Reilly Jazz Ensemble, Terence C. Reilly School, Elizabeth. Staff volunteering as hosts to the event were: Anthony Pinnix, Criminal Division; Joseph Sterenczak, Family Division; Cynthia Manning, Daljit Singh, Joan Kelly, Joan Maleski and Quanda Cook, Finance Division; Carmen Rivera and Jennifer Lescano, interpreters; Lenard Horton, Giovanni Santibanez and William Sosa, Probation.

Contributors to this article include: Laura A. Simoldoni, Shazeeda Samsudeen, Joseph F. Davis, Judith Irizarry, Theresa Romano, Kim Daniels Walsh, Renita McKinney, Sharon Cosby.

Trial Court Administration

Continued from page 4

From 1967 through October 2005, a total of 52 men and women have served as either an administrative assistant to the assignment judge or a trial court administrator in New Jersey's 15 vicinages.

Three other individuals have served in an acting capacity for periods of time. Approximately one-half of the court administrators in New Jersey have gradu-

ated from the Institute for Court Management's Court Executive Development Program.

Today court administration meets the dictionary definition of a profession, "a body of qualified persons of a specific occupation or field," and remains an important part of the continued development and success of the New Jersey court system.

Burlington Vicinage Celebrates Law Day

Continued from page 6

the prosecutor and public defender. Local educators have praised this program and continue to endorse its educational opportunities. Presiding Judge of Municipal Courts Bonnie L. Goldman, Burlington's Ombudsman Nancy Gramaglia and Trial Court Administrator Jude Del Preore conducted a panel discussion for local high school students.

Billed as "A Survival Guide for Teens Turning 18," the discussion highlighted relevant topics that this age group encounters or will encounter in the not-so-distant future.

In other Law Day activities, Assignment Judge Sweeney presented the State of the Courts address at the Burlington Bar Association's Law Day Dinner. In addition, vicinage employees, joined by Bar Association members, held a Law Day Information Fair at the Moorestown Mall.

The vicinage's newly activated Advisory Committee on Minority Concerns held two community workshops to tackle frequently requested information on child support, small claims, domestic violence and many other pertinent topics.

More than 210 entries from area fourth and fifth grade students were received in response to this year's Law Day art contest. Three students, along with their classmates, teachers, administrators and parents were invited to participate in an awards ceremony followed by an interactive Judiciary courtroom program. Assignment Judge Sweeney, along with Bar Association President Rocco Minervino, presented medals, plaques, prizes and savings bonds to the lucky winners.

Lastly, the vicinage participated in a Senior Expo in June, sponsored in partnership with the Burlington County Sheriff's Department.

Planners of this year's Law Day extend thanks to the Burlington County Law Day Committee, the Burlington County Superintendent's Office, the Burlington County Bar Association, the Family "Y" of Burlington and a host of others. Special thanks go to the New Jersey State Bar Foundation and funding through the IOLTA Fund of the Bar of New Jersey.

And, to pique your interest and keep you reading until the end of this article, the Final Jeopardy response was: What is the Equal

Union Vicinage Program

Continued from page 2

After Assignment Judge Barisonnek welcomed guests, Liz Domingo, trial court administrator, introduced the first panel of experts who spoke on the establishment of child support. Speakers and their topics were: Marlene Gaines, assistant division manager, Family Division, "How to Apply for Child Support;" Eileen Kelly O'Brien, supervisor, Board of Social Services, "The Role of the Board of Social Services;" Claudia Molina, master probation officer, Family Division, "The Uniform Interstate Family Support Act (UIFSA);" and Norman Epting, hearing officer, "The Hearing Process – Part I."

Raymond Reynolds, vicinage assistant chief probation officer, introduced the second panel of speakers who covered the enforcement aspects of child support. Reynolds spoke on "Case Processing in Probation." Other experts and their topics were: Veronica Christian, supervisor, Finance Division, "Financial Procedures;" Jennifer Edward, court services supervisor 2, Probation Division, and Alexander Figueroa, administrative specialist, Division of Family Development, "Enforcement Tools;" Norman Epting, hearing officer, "The Hearing Process Part II;" James Roach Sr., probation officer, "Bench Warrants;" and Shirley Houston, court services supervisor 2, Probation Division, and Tina Whitehead, court services supervisor 2, Call Center, "Contacting the Child Support Office."

During the question and answer session, members of the public present expressed their appreciation and asked for future programs on child support.

Ocean Vicinage Celebrates Wellness Day

by Ann Marie Fleury
Ombudsman
Ocean Vicinage

On April 21, the employees of the Ocean Vicinage had the opportunity to “spring” into healthy living, celebrating Wellness Day. Staff members from Community Medical Center and Kimball Hospital, both of the Saint Barnabas Health Care System, provided medical screenings and information throughout the day.

Tables were set up in the jury assembly area, providing ample space to conduct blood pressure checks, balance tests, as well as skin damage, glucose and bone density screenings. Staff members from the medical facilities were on hand to provide information and brochures regarding the many programs offered, including self-defense for women and girls,

organ donation, the Tobacco Dependency Program, birth education, the Regional Cancer Center and support services, rehabilitative services, cardiology services, physician referral services and nutritional services.

Informative hourly workshops were also offered and well-attended, including “Postural Awareness and Back Health,” presented by Richard Aiken, and “Heart Health,” presented by the Chest Pain Center of Community Medical Center.

Wellness Day provided vicinage employees access to information and services in a “one-stop” location, with giveaways and raffles, supplied by the hospitals, completing the experience to raise awareness for healthy living. This is the third year Ocean has celebrated Wellness Day, which was coordinated by the Human Resources Division.



“Dance of the Dragon”--As part of its Law Day programs, Monmouth Vicinage employees distributed court information at an Asian Heritage Festival celebration held on May 6 in Manalapan High School. Sponsored by the Manalapan Township Mayor’s Art Council, cultural programs included the Kun Opera, a Malaysian cultural exhibition, a Chinese puppet show, knotting and brush painting, Chinese Opera face painting, Dragon, Lion and Bharatanatyam Dances, performances by the Huaxia Performing Arts and the N.J. Youth Asian Dance and Drum Troupes, Chinese calligraphy, paper cutting and Tai Chi. Court staff pictured from left to right (front): Karley M. Allyn; (second row): Carmen Flores, Taposi Chatterjee, Sharon Daniels, Millicent Garland, Mindy Dinburg; (back row): James Chung, Lauren Viggiano and Sheri Bouldin. Not pictured: John Smack and Jennifer Shee (AOC). As a result of this outreach, more than 10 attendees signed up to be court volunteers.

Monmouth Builds Leadership Foundation

by Terry Mapson-Steed
Human Resources
Division Manager
Monmouth Vicinage

The Monmouth Vicinage is proud of its commitment to staff training and development. Recently, vicinage staff enthusiastically embraced several different approaches to leadership development. Information on these different tracks follows:

The Monmouth Vicinage’s team leaders and supervisors participated in an exclusive Management/Leadership Program. The vicinage expanded the five-day Management/Leadership Program, offered by the Office of Development and Training (OD&T) from the central office, to encompass a 12-month curriculum. This enhanced training package was customized to address specific needs of the vicinage. It included presentations on “Making Transitions and Understanding Your Role,” “Time Management and Delegation,” “Motivating Staff,” “Ethical Leadership,” “Adult Learning and Leadership,” and “Evaluations and Progressive Discipline.”

The concluding seminar incorporated exercises to review and reinforce all previous program materials. Fifty-five vicinage team leaders and supervisors graduated from the program.

The vicinage also encouraged five supervisors to follow another path to leadership by completing the initial level requirements of the Certified Public Manager program.

Staff have praised the program, especially the structured exercises for hands-on applications of management techniques, interaction with personnel from various state agencies and lessons in practical solutions to public sector issues.

Judiciary's Visitation Program Works...

Continued from page 1

Municipal and Finance Divisions also have visitation programs

"The visitation program provides a unique opportunity for self-critical analysis as judges and staff from throughout the state provide expertise and feedback to assist other vicinage trial courts in identifying and resolving issues relevant to implementing statewide standards and best practices," said Judge Philip S. Carchman, acting administrative director of the courts.

"We are a unified, statewide and collegial Judiciary committed to working together to best serve the public," he noted. "Judges and staff devote extraordinary time and effort in serving on visitation teams to ensure that we fulfill our mission as a judiciary."

The program includes planned, day-long visits to vicinages by teams of experts representing the four trial court divisions. Some divisions have several teams. Family, for example, has four representing the major docket types in this division (for example, Children in Court cases). Probation Services has two teams representing the northern and southern parts of the state. Civil and Criminal, on the other hand, each have one team. Special Civil also has a team that has visited four counties.

In Civil, Special Civil, Criminal and Family, the teams are composed of judges and staff. In Probation Services, the teams include vicinage chief probation officers and staff. Visitations for the Civil, Criminal and Family Divisions follow a similar format. Before a team visit, the judges and staff complete and submit a questionnaire about their implementation of each approved standard and write to the team pointing out any problem areas. Judges and staff who plan to meet with the team consult with their own presiding judge to make certain everyone understands the issues being addressed.

"We go into court on a high-volume day and observe arraignments and pre-trial conferences," said Criminal Presiding Judge Albert J. Garofolo of Atlantic/Cape May. "It's very helpful to meet with all the [vicinage] team leaders, who know best what's going on. Members of the visitation team talk to all people who have a role in the court, including judges, staff, public defenders, private counsel. We get an inside and outside view of how the court is functioning."

Judge Garofolo said his team meets with representatives of the prosecutor's office and even private counsel who offer "a valued perspective. Ultimately," he continued, "we meet with all the judges and share what we've seen and heard." The day ends with the presentation of a basic evaluation to the assignment judge and trial court administrator.

After several weeks, the assignment judge receives a full report and has the opportunity to make comments.

The process is somewhat different for Finance, Municipal Courts and Probation Services.

Under the guidance of the Conference of Finance Division Managers, Finance's visitation program started in the Burlington Vicinage in 2004. Round one is expected to be completed early this fall, according to Shelley R. Webster, assistant director of Management Services. So far, the visitation team has recommended "49 good ideas" to the conference as a result of visits to 11 vicinages.

In addition to making recommendations to improve the delivery of service, promote best practices and develop uniform standards, the Finance visitation team recognizes areas of superior performance, acknowledges staff contributions and makes recommendations for changing practices to improve internal controls over Judiciary assets, Webster noted.

Visitations play an important part in the Municipal Division as well. "All 532 Municipal Courts must be visited annually," said Bob Smith, assistant director of Municipal Court Services.

The program provides for an annual standardized review and analysis by vicinage management of each Municipal Court's non-courtroom administrative practices and procedures in about 45 different areas. In addition to annual visits by Municipal Division managers and staff, there are also regular visitations in all municipalities in which a judge and an administrator observe in-court activities and practices.

In Probation Services, the emphasis is on helping clients achieve success.

"Our focus is directed to individual clients and their successes rather than on case flow," said Robert Sebastian, assistant director of Probation Services. "We are concerned primarily with changing behavior and the direction of people's lives."

In order to glean this information, the visitation team, composed of vicinage chief probation offi-

Continued on page 13

...To Support Trial Courts in New Jersey

Continued from page 12

cers and Administrative Office staff, must pore over countless case notes. The division's work follows the guidelines of Probation Services' groundbreaking Outcomes Based Standards adopted in December 2000. These standards call for a client-centered approach in which outcomes are measured by the individual's ability to comply with the court's order to live as a law-abiding and constructive citizen.

"We read and reread the case notes compiled by probation officers before we even set foot in the vicinage," said Gayle Maher, chief of Juvenile Supervision Services. "We're looking for results such as the client got a job or is completing school."

A typical Probation Services visitation may start with a meeting with the assignment judge, trial court administrator and vicinage chief probation officer. Then the team may split up, and members meet sepa-

Atlantic County Criminal Courthouse Hosts Festive Multi-Cultural Day

Multi-Cultural Day was celebrated Feb. 16 at the Atlantic County Criminal Courthouse with "Music, the Universal Language" and "Foods from around the World."

Members of the Mays Landing Courthouse Human Relations Committee developed the program to honor and celebrate different cultures and to invite participation by everyone in attendance.

Music was provided by the choir and band from the William Davies Middle School in Hamilton Township under the direction of Donna Berchtold and Andrew Seigel. The student show included music from Latin America, South Africa, Italy, Israel, Canada, Russia and Germany, the National Anthem in Vietnamese and English, a gospel-inspired song and a tribute to service men and women stationed overseas. Students and teachers provided background on each musical presentation and joined staff in sharing foods from many cultures.

Assignment Judge Valerie Armstrong and Trial Court Administrator Howard Berchtold thanked the Human Relations Committee, the students of the William Davies Middle School and the staff at the Criminal Courthouse for an unforgettable Multi-Cultural Day.

rately with intake or core services officers. The team then may meet together with supervisors of adult and juvenile programs.

After a working lunch, which includes discussions with judges, the team collects and summarizes information to provide a verbal report to vicinage leadership at the end of the day. "We want to make sure there are no surprises when the final report is sent a few weeks later," Sebastian said.

Probation Services has completed round one of visitations, including additional visits to two vicinages with specific concerns. An example of an improvement made as a result of the visitation process was a more unified approach to how the Comprehensive Automated Probation System (CAPS) is being used throughout the state to track probationers' progress.

The team process has many benefits for judges and staff who participate.

Judges and staff who host visits are increasingly receptive, understanding and welcoming, according to Judge Garofolo.

"For the team members, it's a learning experience," he added. "I've seen every [Superior Court] courthouse in the state through this process, and I like having the opportunity to talk with other judges. Everywhere I go I see a judge do something that I like and would consider adapting myself."

Team members also have the satisfaction of helping the Judiciary identify and embrace court-approved standards and procedures.

"We owe much to the judges and managers who have volunteered to serve on these visitation teams across all divisions," Jack McCarthy Jr., director of Trial Court Services, said. "It's tough work on top of their already substantial workload, yet they persevere to further the important task of judicial unification. The program is quite effective and provides useful technical assistance as well. The reports from these teams give the Judiciary Management and Operations Committee a solid sense of where we are and how various standards are working."

In five years, the program has evolved from a good idea into an important tool for self-examination, collegiality and improvement.

"The visitation process is a win-win for everyone," Sebastian said.

--Linda Brown Holt

(Editor's note: Articles on the visitation process also appeared in the Spring 2002 and 2003 editions of Judiciary Times.)

Behind the Scenes with the Administrative Council

Continued from page 1

cil, composed of senior administrators representing the state's 15 court districts (vicinages) and the central offices. Council members include trial court administrators (TCAs) from the vicinages and the five directors and the deputy administrative director from the Administrative Office of the Courts (the Judiciary's central offices). The assistant to the acting administrative director staffs council meetings.

Collecting input from court staff through a number of fully staffed committees, the Administrative Council makes its recommendations to Judge Philip S. Carchman, administrative director of the courts, who in turn makes policy recommendations to the Judicial Council which is composed of leading judges representing key components of New Jersey's court system. The Judicial Council has responsibility to develop policies on all matters involving the trial courts and to make recommendations to the Supreme Court to improve the quality and efficiency of court programs and administration.

While the Administrative Council has 21 members, its pool of active participants is actually far larger. More than 75 senior administrators from throughout the state are active members of the council's five committees. Those committees are Education and Training, Finance, Human Resources, Management and Operations.

"The Administrative Council has been streamlined in recent years to encourage genuine discussion about issues," said Theodore Fetter, deputy administrative

director of the courts. "Those issues may include the focus of next year's staff college, reviewing and making recommendations on HR policy or reorganizing child support procedures."

Formed in 1998 following the creation of the Judicial Council, the Administrative Council, or "Admin Council" as it is popularly known, began with 19 members and grew to more than 30 members as more input was sought from division managers. The group was honed to its present size following a Judiciary leadership retreat in 2005 when a stronger committee structure was proposed as a way to increase input from content experts in the vicinages.

The council meets monthly during the court year in the Hughes Justice Complex in Trenton. The council is led by a chair and a chair-elect, who begin a one-year appointment each July 1.

Collins Ijoma, Essex Vicinage TCA, is Administrative Council chair for the current court year, succeeding Mike O'Brien, Camden Vicinage TCA. While the Administrative Council is a dynamic organization with participation from all members, the chair adds his or her own personality and interests to leadership.

"Mike O'Brien's style has been to encourage the committees to do their work freely and thoroughly, so the council gets discussion items that already have been vetted," said Fetter.

As the incoming chair, Ijoma said he would like to see the council focus on the implementation of e-filing in mass tort, child support and other cases.

"In terms of the way we do business, I'm hoping that members will buy into the notion of holding at least half of our meetings outside the AOC," Ijoma said. "This would allow the vicinages to showcase some of the initiatives and ideas they are proud of."

Everything in Administrative Council, he added, is based on the Judiciary's strategic plan.

"It's the essence of consensus management," Ijoma said. "We talk and talk and talk and talk. It takes time to reach fruition. A lot of the things in the background have been around for a while. My successor may bring some of my plans to fruition!"

What started eight years ago as a way for TCAs and directors to share information with each other has evolved into an important policy-recommending tool to help the Judiciary serve the public effectively and efficiently.

"We now think systemwide, as one organization," noted Ijoma. "It's not just about our respective vicinages and conferences. We're realizing the promise of unification, and that is good."

--Linda Brown Holt

AOC Holiday Party Scheduled for Dec. 14

It's not too early to think about the Judiciary Central Office Holiday Party! Dec. 14 has been set as the date for the annual event.

The planning committee hopes to make this year's event as memorable as previous events. Additional details will be included in the next edition of *Judiciary Times*.

More than 60 Somerset Staff Relocate to New Facility

by Robert Levine
Operations Supervisor
Hunterdon/Somerset/Warren Vic.

More than 60 employees and managers in Vicinage 13 have moved to the newly renovated and furnished first floor of 40 N. Bridge St., the Somerset County office building adjacent to the main courthouse in Somerville. Construction on the 18,000 square foot project began in April 2005. Court Administration, the Equal Employment Opportunity/Affirmative Action (EEO/AA) and Ombudsman Offices and the Civil, Human Resources, Information Technology, and Municipal Divisions moved to their new home the following October.

The new facility includes a spacious, naturally lit public lobby, waiting area and customer service space. Large windows provide an open, inviting atmosphere in offices and common work areas. Modern conference rooms and over 2,000 square feet of classroom space make the new facility a "hub of vicinage activity" according to Eugene Farkas, Vicinage 13's trial court administrator. Farkas said that the new facilities are "truly professional, facilitate coordination among the management team, improve the accessibility of the TCA and promote a positive attitude in our employees."

Adriana Calderon, vicinage EEO/AA officer and ombudsman, said that the new offices "heightened the level of service" by providing a "welcoming place" with a location that supports the confidential nature of her function. Calderon said that the complex logistics of moving five court

divisions into the facility over a single weekend worked "smoothly and effortlessly" thanks to the people in the Operations Division, Information Technology and Somerset County Facilities and Services.

The Municipal Division staff "love it here," according to Bob Gardner, division manager. "The quieter environment with more efficient, larger work and file spaces allows division personnel to concentrate on the needs of the municipal courts they serve," he said. In addition to new offices, the Information Technology Division "gained much needed space for computer build-up and storage and a more readily accessible file server room," said Joe Lagomarsino, Information Technology Division manager.

The Civil Division represents the largest group to move to the new building. With the Civil and Special Civil Part staff in a single, centralized area, the division manager's vision of a fully integrated organization has been realized. The integration provides one-stop customer service. As a visitor passes through the glass-enclosed reception area, with its customer-accessible computer work stations, and into the division offices, the state-of-the-art filing system and modern workstations bathed in natural lighting provide an inviting atmosphere of quiet industriousness.

The improved surroundings, according to Mary Braunschweiger, the division manager, "have had a positive impact on staff morale which is clearly apparent in better customer service. Employees appreciate the opportunity to have a brand new work

environment." Centralization of the division promotes teamwork, improves economy of scale and enhances employees' abilities to serve their customers. "Many staff members look forward to broadening their involvement and responsibilities" said Braunschweiger.

The Human Resources Division nearly tripled its work area in its move from offices on the top floor of the Historic Courthouse to 40 N. Bridge St.. A large, glass-front reception area invites visitors into the division from the wide, well-lit hallway.

"Individual offices for professional staff, better filing systems and more room for staff and customers have increased productivity and enhanced confidentiality and service for vicinage employees" said Naomi Byank, the vicinage HR manager. "There is even room to display benefit brochures and other materials."

The relocation of court administrative and case management offices from the main courthouse to 40 N. Bridge St. is a key step in the vicinage's long range facilities plan to address expanding case loads and the requirement for additional judges and courtrooms.

Tech-KNOWLEDGE-y

Continued from page 16

wealth of information supporting the work of courts.

Internet and Internet-based technologies are allowing us to weave the web of justice wider yet tighter with the law and courts more open and accessible to our customers. Technology can help courts ensure equal access and equal justice and remain, as described on the D.C. courts' Web site, <http://www.dccourts.gov/dc-courts/>, "Open to all, trusted by all, justice for all."



Tech-KNOWLEDGE-y

All the World's a Web

by Janet Bastien, Project Manager, Information Technology

"It would appear that we have reached the limits of what it is possible to achieve with computer technology, although one should be careful with such statements, as they tend to sound pretty silly in five years," said John von Neumann, an American mathematician, who probably feels quite silly if he is looking down on the Internet Revolution, which he totally missed, having passed away in 1957.

In the first five years of this millennium alone, world Internet usage grew by more than 183 percent, according to Internet World Stats at www.internetworldstats.com, which bases its figures on sources such as the Nielson ratings and United Nations data. We access the Internet from wherever we are, using our thin laptops and our even thinner cell phones.

Clearly, court technology is evolving to keep pace with public demands and societal changes.

The New Jersey Judiciary's Web site has earned several awards over the past five years from the National Center for State Courts, from "Justice Served" (a group of court management and justice consultants), as well as the Eagleton Institute and others (check out all our awards at <http://www.judiciary.state.nj.us/awards.htm>.)

Our Web page changes as we conduct more and more court business over the Internet. Did you know that about 80,000 New Jersey parking and traffic tickets are paid

online every month via the ATS Web payment screens of NJMC Direct? Or that more than 1.25 million civil cases have been filed electronically by 128 firms in New Jersey through the Judiciary Electronic Filing Imaging System (JEFIS), which allows attorneys statewide to file pleadings and other documents electronically via the Internet?

Today, all 50 states have a presence on the Internet, posting information and services for their on line constituents. Want to find out what's going on in Florida, Arkansas or even Guam? A simple way to check out how we stack up against other state court systems is to go directly to the National Center for State Courts (NCSC) at www.ncsconline.org. Here, you will find a link to each state or U.S. territory's courts Web page. Court geeks will like the site's court technology blogs, newsletters and continual updates of technology projects. Check it out to stay abreast of trends and changes in court technology. The NCSC also lists all government and legislative sites (American and international) as well as law firms, law schools and law libraries.

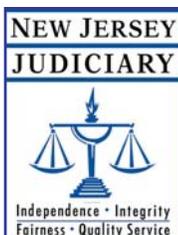
Over a century and half ago, when Chief Seattle of the Suquamish nation stated that "man did not weave the web of life," he could not possibly have dreamed that his nation would indeed be part of a different kind of Web, surely the largest ever spun. At www.tribalresourcecenter.org, you will find the Web site of the National Tribal Justice Resource Center, where

there is ample information on the tribal justice systems in the United States. According to text on the site, the center is "the central national clearinghouse of information for Native American and Alaska Native tribal courts, providing both technical assistance and resources for the development and enhancement of tribal justice system personnel."

If you want to think globally, check out Court Technology Forum at www.courttechforum.com, whose tagline is, "The Largest Court Technology Forum in the World." There, courts from across the globe post their technology advancements and share ideas through their many forums ranging from court reporting and case management to "High Tech Court House" and "Mixed Bag." A post from Down Under announces the Australians' first "phantom" courtroom, where a recent change in procedure now allows electronic case management until the matter is ready for oral evidence.

For people who wish to represent themselves in court without a lawyer, there are forms and instructions at the New Jersey Judiciary Web site, njcourtsonline.com. Additional background can be found at www.selfhelpsupport.org, another Justice Served award winner and a national clearinghouse of information relating to self-representation. While its mission is to support pro se litigants, the Web site also provides libraries, best practices, topical listservs and a

Continued on page 15



Mission Statement of the New Jersey Court System

We are an independent branch of government constitutionally entrusted with the fair and just resolution of disputes in order to preserve the rule of law and to protect the rights and liberties guaranteed by the Constitution and laws of the United States and this State.