

# COCHISE COUNTY ATTORNEY'S OFFICE



Funding Request  
FY 2026 - 2027

## VOCA Grant Funding Subsidy



Subsidy for the VOCA Grant  
Funding Reduction in the  
amount of \$ 10 ,369

# Cochise County Attorney's Office Victim Witness Program's mission statement

The Cochise County Attorney's Office Victim Witness Program's mission statement is to preserve and protect crime victim's rights to justice and due process by providing information, assistance, compensation and advocacy. To safeguard victim's rights, to maintain the privacy and dignity of victims and witnesses of those impacted by crimes committed in Cochise County by sustaining and enhancing the coordination, cohesiveness, productivity and effectiveness of services delivered by program staff.

Arizona Constitution, Article 2, Section 2.1.

## *Victims' Bill of Rights*

- A) To preserve and protect victims' rights to justice and due process, a victim of crime has a right:
1. To be treated with fairness, respect, and dignity, and to be free from intimidation, harassment, or abuse, throughout the criminal justice process.
  2. To be informed, upon request, when the accused or convicted person is released from custody or has escaped.
  3. To be present at and, upon request, to be informed of all criminal proceedings where the defendant has the right to be present.
  4. To be heard at any proceeding involving a post arrest release decision, a negotiated plea, and sentencing.
  5. To refuse an interview, deposition, or other discovery request by the defendant, the defendant's attorney, or other person acting on behalf of the defendant.
  6. To confer with the prosecution, after the crime against the victim has been charged, before trial or before any disposition of the case and to be informed of the disposition.
  7. To read pre sentence reports relating to the crime against the victim when they are available to the defendant.
  8. To receive prompt restitution from the person or persons convicted of the criminal conduct that caused the victim's loss or injury.
  9. To be heard at any proceeding when any post conviction release from confinement is being considered.
  10. To a speedy trial or disposition and prompt and final conclusion of the case after the conviction and sentence.
  11. To have all rules governing criminal procedure and the admissibility of evidence in all criminal proceedings protect victims' rights and to have these rules be subject to amendment or repeal by the legislature to ensure the protection of these rights.
  12. To be informed of victims' constitutional rights.
- (B) A victim's exercise of any right granted by this section shall not be grounds for dismissing any criminal proceeding or setting aside any conviction or sentence.
- (C) "Victim" means a person against whom the criminal offense has been committed or, if the person is killed or incapacitated, the person's spouse, parent, child or other lawful representative, except if the person is in custody for an offense or is the accused.
- (D) The legislature, or the people by initiative or referendum, have the authority to enact substantive and procedural laws to define, implement, preserve and protect the rights guaranteed to victims by this section, including the authority to extend any of these rights to juvenile proceedings.
- (E) The enumeration in the constitution of certain rights for victims shall not be construed to deny or disparage others granted by the legislature or retained by victims.

# The Duties of Victim Services

“To preserve and protect victims' rights to justice and due process”

Arizona Constitution Article 2, Section 2.1, Victims' Bill of Rights

A.R.S. Title 13 Chapter 40 Crime Victims' Rights

- Right to be notified
- Right to be heard regarding release
- Right to be heard regarding Plea offers
- Right to confer with the prosecutor
- Right to restitution
- Right to be heard at Sentencing

# Cochise County Victim Service Department

Victim Services currently has 3 full-time advocates  
A part time Victim Compensation Coordinator  
A full-time Department Manager



**Jillian Nunes**

Victim Services Program  
Manager



**Mary Borquez**

Victim Advocate



**Tiffani  
Marquez**

Victim Advocate



**Shannon  
Hamer**

Victim Advocate



**Alejandra  
Moran**

Victim Compensation  
Coordinator

# Victim Services Caseloads

Felony Advocates  
Cover 2 Felony  
Superior Court  
Divisions



Mary Borquez,  
Felony Advocate

**187** active victim cases



Tiffany Marquez,  
Felony Advocate

**168** active victim cases

Covers 6 Justice  
Courts and 1 Juvenile  
Superior Court  
Division



Shannon Hamer,  
Misdemeanor and  
Juvenile Advocate

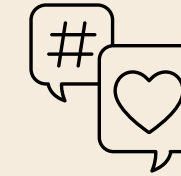
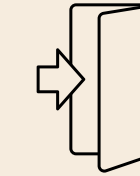
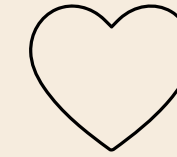
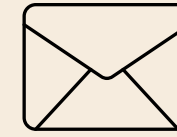
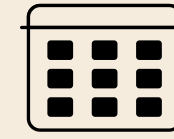
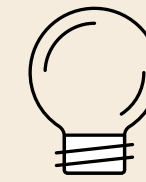
**1,019** active victim cases

Assists crime victims  
across Cochise  
County in navigating  
the process of  
obtaining financial  
assistance for losses  
directly resulting  
from a crime



Alejandra Moran,  
Victim Compensation  
Coordinator

# Jillian Nunes, Victim Witness Program Manager



- Prepare and maintain annual reports, including any applicable year-end amendments
- Develop and submit budget requests for upcoming fiscal years
- Track and maintain time records for advocates and volunteers
- Provide coverage for victim notifications regarding criminal case proceedings
- Assist with victim advocacy during criminal hearings and interviews
- Transport victims or witnesses involved in criminal cases to proceedings as needed
- Support victims and witnesses with applications for victim compensation when applicable
- Collaborate with local agencies, including law enforcement and family advocacy centers
- Connect victims and witnesses with appropriate community resources and referrals

Overview of  
services  
provided by  
the CAO  
Victim  
Services  
Department

**1,387 cases**

The Victim Service  
department is  
currently working on  
~1,387 active victim  
cases.

**13 cases**

Victim Services also serves  
victims of misdemeanor  
cases that go straight to  
sentencing, with 13 active  
victim cases

# Community Responses to Victim Services

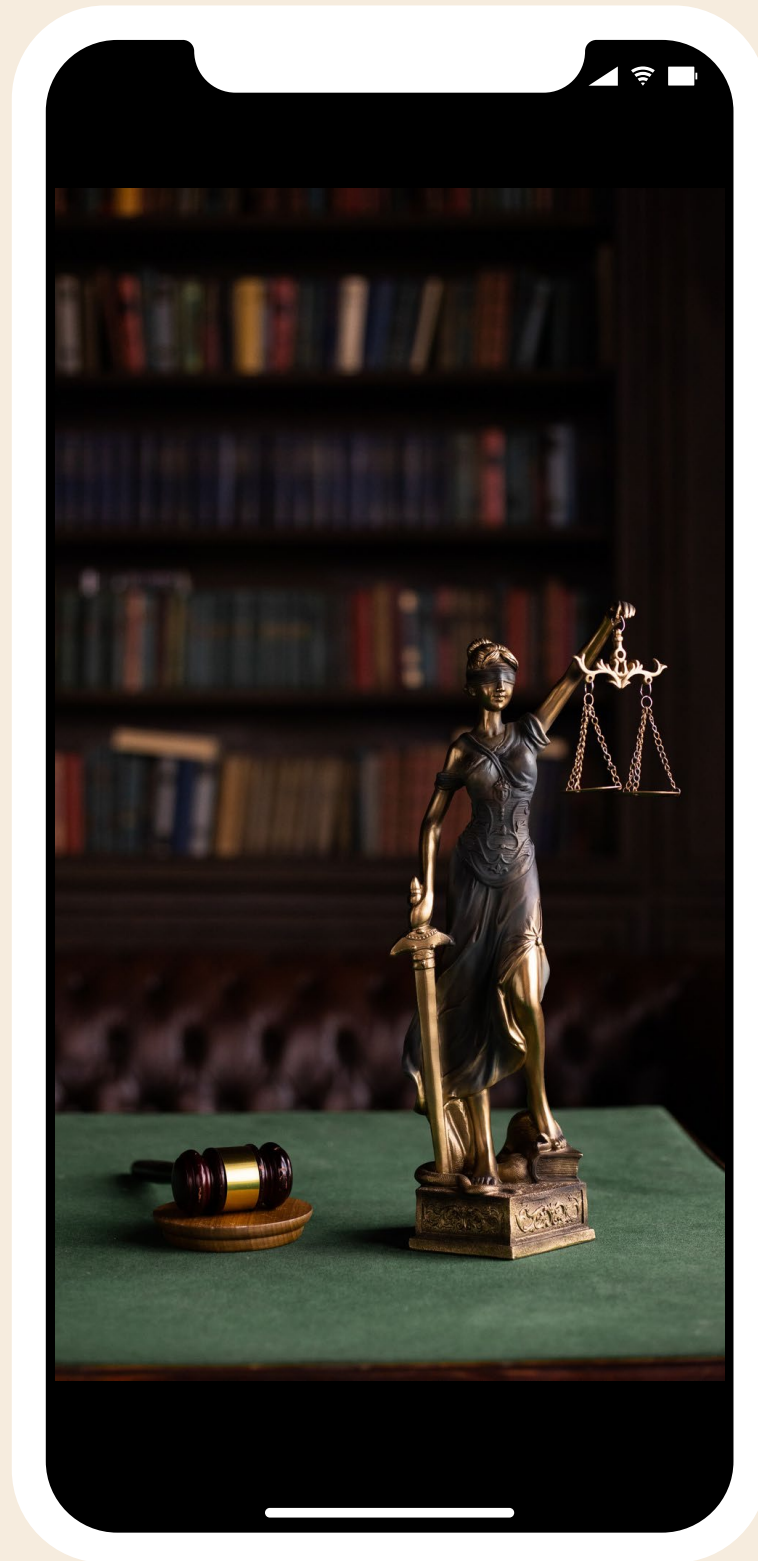
Please feel free to add additional comments here:

Big time shout out to everyone that worked on this case. Mary has been very caring and helpful.

Please feel free to add additional comments here:

Thank you Mary for your compassion, communication, and your awareness in seeing our need & responding with the utmost readiness. We are grateful for your knowledge, patience, & perseverance in helping our family through the difficult process of being victim. We appreciate you so much!

# Community Responses to Victim Services



“Navigating the court system can be isolating and overwhelming, especially in DV-related matters. It was my first time. I’m deeply grateful for Shannon Hamer and Josh Jones who showed up with professionalism, compassion, and genuine care during one of the hardest periods of my life.

Their ability to listen, explain, and treat me like a human being, not just a case, not just a number, made an immeasurable difference. I will never forget them. At a time when I had little faith left in the process, felt alone, their conduct (along with the professionalism of the judge on my case) reminded me that the system can still function with integrity.”

# Community Responses to Victim Services

Good Afternoon Tiffani,

I just wanted to reach out and thank both you and Michael for working my case and trying. Through the entire process you guys were the only ones who communicated with me and were very professional and helpful. I really appreciate that and it helped more than you know.

Thank you again for both of your guy's time and help.

The victim advocates “were amazing during every court proceeding. They sat with me and even sometimes in front of me to make me feel safer from when the defendant was in the court room.”

“they both listened to everything I had to say, and they both checked on me all throughout the year of the hearings taking place. I appreciate everything they did for me and have nothing but good things to say.”

# The purpose of the VOCA funding is to promote efforts that:

- Respond to the emotional, psychological or physical needs of crime victims;
- Assist victims to stabilize their lives after victimization;
- Assist victims to understand and participate in the criminal justice system; or
- Restore a measure of security and safety for the victim.



**VOCA**  
Victims of Crime Act

# VOCA Grant covers various victim services such as:

Cochise County Victim Services also receives funding from a Victim Compensation Grant, a Victims Rights Grant and the General Fund

**01** Court appearance

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**02** Transportation

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**03** Notifications

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**04** Interviews

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**05** Informing victims of their rights pursuant to the Statute

# VOCA Funding Overview

Federal fiscal year October to September

VOCA Grant  
Funding

10 / 20 23 – 9 / 20 24

And

10 / 20 24 - / 20 25

**\$112,530**

(required 25% match for the  
Grant was \$28,133)

VOCA Grant  
Funding

10/2025 – 9/2026

**\$96,667**

(required 25% match for the  
Grant was \$24,167)

VOCA had a  
decrease in federal  
funding

The decrease totals  
\$15,863, which is more  
than the CAO Funding  
Request of \$10,369

Based on correspondence received April 9, 2026, VOCA may only be funded at 32% for the upcoming federal fiscal year. At that rate, the amount would be ~\$31,000

Subsidy for the  
VOCA Grant Funding  
reduction in the amount  
of \$ 10 ,3 6 9

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# Thank You

Lori Zucco, County Attorney

Kenny Reeves, Chief of Staff

Jillian Nunes, Victim Services Program Manager

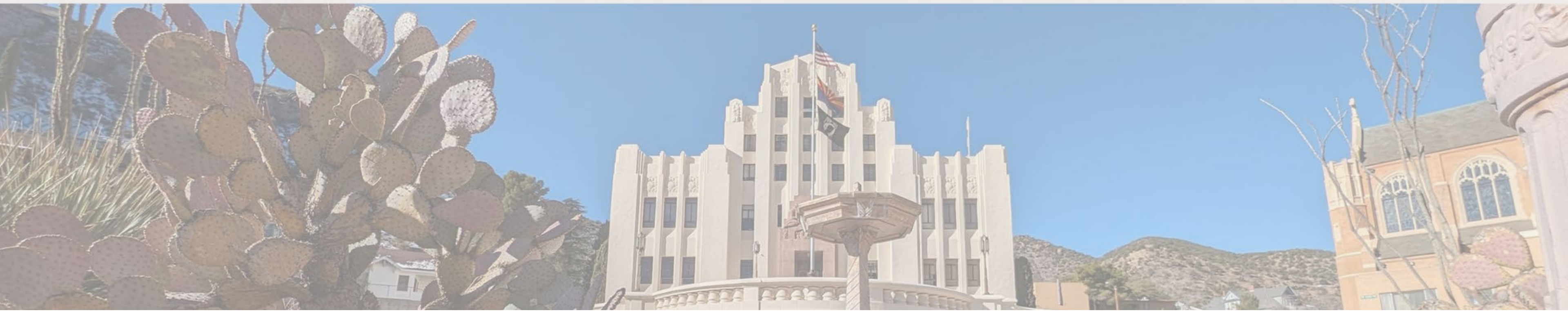


# COCHISE COUNTY ATTORNEY'S OFFICE

Funding Request  
FY 2026-2027



*Distinguishing the classification and market  
for Civil Deputy County Attorneys apart  
from Criminal Deputy County Attorneys and  
Deputy Public Defenders/Legal Advocates*





# Civil Deputy County Attorney Reclassification Funding

## Total Funding Request Amounts:

- Civil Deputy County Attorney III - \$18,622 .00
- Civil Deputy County Attorney IV (two) - \$30,038 .00

**TOTAL - \$48,660**

# Market Values

Civil vs. Criminal

3 Civil Deputies

10 Prosecutors  
12 Defense  
Total 22 attorneys

## Proposed Civil Attorney Markets

Position	Minimum	Median	Maximum
Civil Deputy	\$115,000	\$130,000	\$145,000
Senior Civil Deputy	\$130,000	\$145,000	\$160,000

## Criminal Attorneys FY2026

Position	Minimum	Median	Maximum
Criminal Attorney III	\$88,757	\$110,946	\$133,135
Criminal Attorney IV	\$97,714	\$122,142	\$146,570
Criminal Attorney V	\$103,998	\$133,186	\$156,001



# Real Civil Market (examples)

## Previous Civil Deputies

### Former Chief Civil

Resigned from the Cochise County Attorney's Office as the Chief Civil Deputy in 2024 making \$132,668 and accepted a position at the Pinal County Attorney's office to be a line attorney for mid \$140,000's commuting from Sierra Vista.

\*Now Chief Civil Deputy making significantly more

### Former Civil Deputy

Resigned from the Cochise County Attorney's Office as a Civil Deputy in 2023 making \$110,637 and accepted a position on Fort Huachuca for ~\$150,000's now making \$165,000 + \$18,000 in bonuses/overtime

### Former Civil Deputy

Resigned from the Cochise County Attorney's Office as a Civil Deputy in 2025 making \$110,249 and accepted a position at the Yavapai County Attorney as a Civil Deputy for ~\$152,000

# 2025 Arizona Hourly Rates

As of 2025, the average hourly rate for a lawyer in Arizona was \$324

For Criminal practice, the average was \$126.

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Practice areas handled by the Civil Division, the average ranged from \$316 for Administrative law to \$507 for Contracts.

Criminal - \$126

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Administrative - \$316

Appellate - \$377

Business - \$380

Civil Litigation - \$360

Civil Rights and Constitutional Law - \$315

Contracts - \$507


Employment Labor - \$389

Government - \$361

Tax - \$451

# The Cost of Hiring Outside Counsel

## Indigent Defense Contract Attorney rates

Case Type	Effective July 1, 2025
Felony - First Degree Murder	\$100/hour 
Felony - Case Representation	\$1,000/case \$100/hour after 10 hours
Felony - ERC case	\$500/ERC case
Probation Violation	\$400/case
Misdemeanor	\$250/case
Appeal	\$75/hour, all cases limit \$3000 without approval
Rule 32	\$75/hour plea cap: \$1125, trial cap \$2250
Juvenile Delinquency	\$500/case
Guardian Ad Litem	\$75/hour
Domestic Orders	\$50/hour with cap of 5 hours
Juvenile Dependency	1st year: \$1200/case
	2+ years: \$500/year
	Severance: \$500/case

## Civil Contract Attorney starting hourly rates

Pierce Coleman, PLLC	\$350/hr. per attorney
Timothy LaSota, PLC	\$375/hr. per attorney
Snell & Wilmer, LLP	\$400/hr. per attorney
Rusing & Lopez, PLLC	\$600/hr. per attorney



# Dylan Hendel

- Longest serving Civil Deputy (18months)
- Dylan represents some of the County's most important clients:
  - Board of Supervisors (served during interim)
  - Elections
  - Sheriff
  - Risk Management
  - Assessor
- Client Satisfaction
- Dylan's 2-year ALAP program expires October 2026, crucial to retain him and his institutional knowledge

# Bert Whitehead

- 15 years of experience as an attorney
- Bert has extensive litigation experience to include
  - Conducted numerous Jury Trials
  - Conducted well over 100 bench trials
  - Prepared/filed 6 Civil Appeals
- Bert represents some of the County's most important clients:
  - Human Resources (served during interim)
  - Development Services
  - Treasurer
  - Assessor
- At the time Bert was hired the position had been open and unfilled for 18 months – two headhunters – retention is crucial
- This position was funded by the BOS at \$100,000 the CAO found the other \$25,000 to hire Bert





# Daniel Restrepo

- Danny was a 4th year Associate at Fennemore Craig, P.C.
- Danny took a \$58,000 pay cut when joining CAO
- Danny represents some of the County's most important clients:
  - School Superintendent
  - Procurement (including jail construction contracts)
  - Title 36 (Mental Health)
  - Special Districts
- Danny is a contract specialist - retention is crucial



# Civil Deputy County Attorney Reclassification Funding

Total Funding Request Amounts:

**TOTAL - \$48,660**



# Thank You

Lori Zucco, County Attorney

Kenny Reeves, Chief of Staff

Jonathan Pinkney, Chief Civil Deputy County Attorney

Dylan Hendel, Deputy Civil County Attorney

Bert Whitehead, Deputy Civil County Attorney

Daniel Restrepo, Deputy Civil County Attorney