

Judicial Advisory Committee

Goodyear City Hall - La Jolla Vista Conference Room, 2nd Floor
1900 N. Civic Square
Goodyear, AZ 85395



Tuesday, September 9, 2025

3:00 p.m.

Meeting Minutes

CALL TO ORDER

Committee Chair Sheri Lauritano called the Judicial Advisory Committee Meeting to order at 3:05 pm.

ROLL CALL

Present: Boardmember Robert Jones; Vice Chairman- Judge Craig Jennings; Chairman- Attorney Sheri Lauritano; Boardmember Mitchell Mankosa; Boardmember - Judge John Burkholder; Lyman Locket

Absent: Boardmember Ginny Boyle; Boardmember - Attorney Jill Rhodes

Staff Human Resources Director Lyman Locket; Court Administrator Crystal Whelan; HR Analyst
Present: Anna Rios

BUSINESS

1. APPROVE MINUTES

Approve the draft minutes for the Judicial Advisory Committee meeting on August 12, 2025.

One correction to the August 12, 2025 Judicial Advisory Committee Meeting minutes was noted that the motion for Boardmember Judge Craig Jennings' election as Vice Chair was seconded by Boardmember Judge John Burkholder.

MOTION BY Boardmember - Judge John Burkholder, **SECONDED BY** Boardmember Mitchell Mankosa

AYE: Boardmember Robert Jones, Vice Chairman- Judge Craig Jennings, Chairman- Attorney Sheri Lauritano, Boardmember Mitchell Mankosa, Boardmember - Judge John Burkholder, Lyman Locket

Passed - Unanimously

2. Review and discussion of evaluation materials.

Lyman Locket gave an orientation to the Committee on the Q12 Employee Engagement Survey results for the Municipal Court. With 19 total responses, representing 100% staff participation, the third annual Q12 survey indicated positive changes across all areas. Boardmember Mitchell Mankosa requested clarification on the positive shift, and Mr. Locket reported that the court has emphasized team building and cohesiveness. Crystal Whelan highlighted the intentional cultural changes under Judge Manuel Delgado, including a collaborative restatement of the mission and vision with staff input, the lean initiative that included a wish list project which produced 160 items prioritized through an impact-effort matrix, and improvements such as revised forms, automation, and educational opportunities. Boardmember Robert Jones sought clarification on the “best friend at work” survey question (Q10). Ms. Whelan explained that many answered based on a personal interpretation, noting the need for further education on its workplace meaning. Mr. Locket emphasized that this is a key Gallup item requiring education. Boardmember Jones also asked about comparisons with other departments. Mr. Locket confirmed that the Court is improving across all questions and moving in a positive direction. Committee Vice Chair Craig Jennings confirmed with Mr. Locket and Ms. Whelan that the action plan items were selected by the court staff rather than HR.

Mr. Locket provided an overview of the surveying of attorneys, defendants and court staff. A total of 91 surveys were distributed, resulting in 12 attorneys, 18 staff, and 5 defendant surveys completed. Vice Chair Jennings stated that overall, defendants tended to be more appreciative in their feedback, while one attorney provided some negative scoring but did not provide comments to elaborate. Boardmember Jones asked whether these surveys were more effective than prior versions. Committee Chair Sheri Lauritano noted that the staff survey data showed improvement, although the small number of attorney and defendant responses made it difficult to draw firm conclusions. Mr. Locket confirmed that the staff surveys remain the most reliable source of feedback.

Ms. Whelan noted that in addition to the materials provided for evaluation, the Committee may observe court sessions in person and on September 10, 2025 there would be a good docket for observation. Ms. Whelan informed the Committee that the caseload is divided between Judge Delgado, 6 pro temp judges, and the hearing officer. Boardmember Jennings indicated that the addition of a hearing officer has allowed Judge Delgado more time to work with Ms. Whelan on employee engagement.

Committee Chair Lauritano asked if there are other items for consideration or questions. Vice Chair Jennings discussed Judge Delgado's community outreach activities. Ms. Whelan indicated that Judge Delgado participated in elementary school mock trials, Girl Scout programs, groundbreaking ceremonies, and university mentorship.

3. Discuss the evaluation procedural, scheduling, and logistical considerations.

The Committee confirmed that the interview with Judge Delgado is scheduled for September 30, 2025. The Committee will have 30 minutes for preparation at 3:00 p.m., followed by the interview at 3:30 p.m. The Committee reviewed questions from the November 2022 judicial interview and selected eight for the interview with Judge Delgado.

INFORMATION ITEMS

Comments, Commendations, Report on Current Events and Presentations by Board, Commission or Committee Members, staff or members of the public. The members may not propose, discuss, deliberate or take any legal action on the information presented pursuant to A.R.S. § 38-431.02.

FUTURE MEETINGS

The next meeting is scheduled for Tuesday, September 30, 2025 from 3:00 - 5:00 pm.

ADJOURNMENT

MOTION BY Boardmember Mitchell Mankosa, **SECONDED BY** Vice Chairman- Judge Craig Jennings Motion to adjourn.

AYE: Boardmember Robert Jones, Vice Chairman- Judge Craig Jennings, Chairman- Attorney Sheri Lauritano, Boardmember Mitchell Mankosa, Boardmember - Judge John Burkholder, Lyman Locket

Passed - Unanimously

There being no further business to discuss, Chairman Shari Lauritano adjourned the meeting at 3:56 p.m.

Respectfully Submitted by:

Anna Rios, HR Analyst

Lyman Locket, Human Resource Director

Date: _____

Date: _____

Approved at the Judicial Advisory Committee Meeting held on _____, 2025.