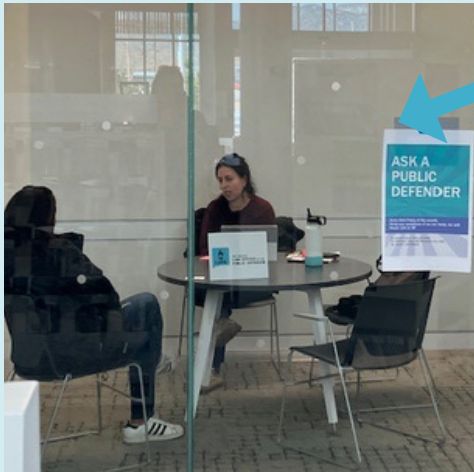




## Defending outside the (jury) box

### Client advocacy wherever we can



#### Libraries

A new outside-the-courtroom program in Albuquerque is hosting LOPD office hours at a public library about once a month. For the first day, pictured here, attorney Yarrow Allaire meets with a client about addressing DWI warrants for her daughter. Three other people visited, mostly about eviction issues.

"I think it is always nice to meet people where they are at, in a space that is maybe a little more comfortable than our office or than a courtroom," she said.

District Defender Matt Chavez said he hopes to take the library program to two additional libraries to better serve clients.

Albuquerque attorney Jonathan Ibarra explains stats to a TV news reporter before filming.

#### Media



#### Leadership

Deputy Chief Cydni Sanchez joins a public defenders of color panel during an NAPD leadership workshop in Texas.



### Chief's message

We are halfway through the 2023 New Mexico Legislative Session. This time with lawmakers is important not only because they craft LOPD's budget but also because they grapple with many issues that impact the court system and our clients. We have many hands on deck analyzing bills, often within just 24 hour deadlines, and visiting with legislators to provide our perspective and advocate for resources and protect our clients' rights.

More ↓





## Chief's message cont.

While it is tiring, it is a daily reminder of all the ways that being a public defender and doing this work is important. Each of us as public defenders makes a real difference. That is inspiring to me, and it helps keep me going. Being at the legislature also reminds me that not all of our work is in the courtroom or Zoom meetings. Each of us here can bring something important to the table for our clients and for our mission.

This edition of the newsletter looks at some of the new and different ways we are doing public defense. It looks at the ways we are taking our work out of our offices or out of our normal duties, to show up for our communities, to let people know we are here for them even when the court case ends. Thanks to all of you for what you do.

- Ben

**Conferences** From left, Liz Holmes, Ray Conley, Cydni Sanchez, Julpa Davé, and Ibukun Adepoyu represent LOPD at a recent leadership training in Texas.

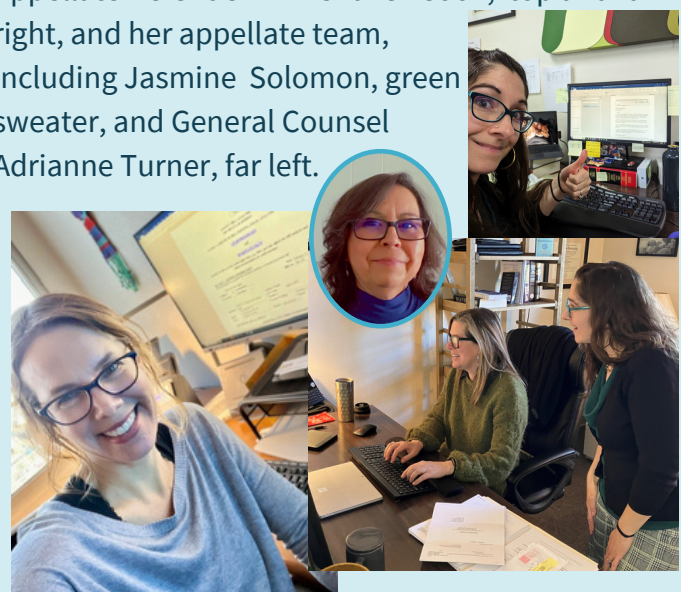


**Recruiting** Programs Administrator Julie Kitch and attorney Graham Dumas show off the LOPD table at a recruiting fair at the UNM SOL.

**Legislation** During legislative sessions, a team of LOP attorneys and staff work to provide in-depth analysis of bills that could impact the criminal court system. Judy Gonzales, center, is the hub for receiving bills that are sent to Appellate Defender Kim Chavez Cook, top and far right, and her appellate team, including Jasmine Solomon, green sweater, and General Counsel Adrienne Turner, far left.



**Community** The Hobbs team gathers monthly for coffee with community members. This coffee conversation focused on Restorative Justice.







# MLK Jr. Day of Service



Albuquerque office volunteers at the Roadrunner Food Bank

From left, Anna Nassif, Izzy Allinder (Jayme Leadmon's friend), Jayme Leadmon, Molly Mahoney, Kate Thompson, Mitha Nandagopalan, Liz Holmes.



Hobbs office volunteers worked at a food bank and at Habitat for Humanity's Re-Store



Joy Applewhite



# Pay range revamp?

The Human Resources Department is reviewing department pay ranges. Pay ranges provide guidelines for the department and hiring managers to ensure employee pay is competitive, equitable, and complies with laws and our policies. The last time that the LOPD's pay ranges were adjusted was in July of 2020 and each range was generally increased by 4%.

The HR team is collecting and analyzing pay data from other similarly situated organizations within New Mexico and surrounding states to determine if adjusting pay ranges in relation to changing economic and competitive conditions and Legislative pay increases is appropriate. HR will present the information to the Deputy Chief Public Defenders and the Chief Public Defender, whose approval is required. Please note that salary range adjustments are made to the structure, not individual employee pay. If any employee's pay rate is affected by changes to a pay range, they will be notified directly.

There is information about pay ranges and other related matters outlined in Section 10.12.4 of the New Mexico Administrative Code (NMAC), titled pay, which is linked [here](#). The LOPD's FY2023 Compensation and Classification Plan also contains information about how pay is administered. The plan is available [here](#) and on our [website](#).

HR will provide additional information and announcements and they hope to implement the new pay ranges no later than March 31, 2023.



## Hey baby

Hobb's secretary Sunnie Calliste's baby, Avery Calliste, turns three months old this week.

## Timing matter\$

HR is working to streamline the department's performance evaluation process to make it easier, more efficient, and as beneficial as possible.

By implementing a unified time frame for evaluations, all final evaluations for career employees will be due on May 1st every year -- in time for processing before any potential legislative pay increases are enacted. This timing makes it more likely that any performance-based increase can capitalize on a legislative increase, should one arise. Currently, evaluation timeframes are based on hire date. Probationary employees, who receive 1 opening, 2 interim, and 1 final evaluation, will continue to be evaluated by their 1 year anniversary date. Stay tuned for more details and training opportunities. HR anticipates the beginning date for all career employees' new rating period will be May 2, 2023.

## Active shooter training in Las Cruces



The Las Cruces Office hosted an active shooter training course in January. Investigator Ruben Leyva said employees "were able to engage in two drills that presented them with different scenarios. In the first scenario, staff were to lock-down and barricade themselves in a safe indoor space in the event of an active threat. The second scenario provided staff with an opportunity to practice a building evacuation in the event of an active threat in the lobby area."



# Welcome CLIP students

2023 Spring Semester students and Externs in the Albuquerque Office



Grace Kienzle



Erin Fitz-Gerald



Blade Allen



Logan Rice



Hannah Stephens



Annika Cleveland



Jacqueline Martinez



Alyssa Aragon



Griffin Arellano



Isabella Montoya

# Welcome to the LOPD team!

Bianca Ybarra	Public Defender
Brittany Hudson	Public Defender
Charles Castillo	Investigator
Tanya Chavez	Senior Secretary
Valeria Sanchez - Guevara	Legal Associate
Hope Moreland	Public Defender
Charles Stoll	Public Defender
Endalecia Flores y Griego	Secretary
Yvette Feay-Cazier	Public Defender
Alexander Steinbach	Public Defender
Randall Towns	Public Defender
Alondra Paz-Melgar	Legal Associate
Candice Serrano	Clerk
Debbie O'Dell	Chief Financial Officer
Deirdre Ewing	Public Defender
Francisco Hernandez	Investigator
Kathryn Franchini	Public Defender
Yosha Lee	Senior Secretary
Kiarah DeShane	Senior Secretary
Rashan Lawrence	Investigator
Maria Ortiz	Secretary
Santana Dominguez	Secretary
Luke Griffin	Secretary
Mercedes Hyder	Senior Secretary
Miriam Perez	Legal Associate
Ruben Leyva	Investigator
Shylah Gonzalez	Law Clerk
Mary McCleary	Public Defender 4
Amy Florez	Secretary 1
Vanessa Zamora	Senior Secretary
Nicole Rogers	Investigator 2

# LOPD Anniversaries

Celebrating 1, 5, 10,  
15, 20+ years

DECEMBER  
JANUARY  
FEBRUARY

## 15 years

Christina  
Gutierrez-Baca

Mary Barket  
Addie Hume

## 10 years

Julpa Davé  
Sarah Peretti-Rodriguez

Liz Holmes  
Suzie Castillo

## 5 years

Graham Dumas  
Nansi Singh  
Patricia Patterson

## 1 year

Imad Awad  
Brianna Champ  
Richel Tapia  
Nancy Garcia

Tania Shahani  
Cristina Savery  
Reina Archuleta  
Gordon Lazar  
Sabrey Blakeney



# Frankie Rae the Pig

Social Work Director KC Quirk adopted her as a baby. While she's no longer a baby, she still gets babied.

