

# CITY COUNCIL REPORT



Meeting Date: January 27, 2026  
General Plan Element: Provide for the orderly government and administration of the affairs of the City  
General Plan Goal: Appoint Officials

## **ACTION**

### **Associate City Judge Reappointment**

Consider the recommendation of the judicial Appointment Advisory Board (JAAB) to reappoint Statia Hendrix, Associate City Judge (Judge Hendrix) to an additional four-year term effective March 8, 2026.

## **BACKGROUND**

In accordance with Scottsdale Revised Code, Section 9-2(a). City Council shall appoint, and may remove for cause, the city judge, associate city judges and judges pro tempore, as the City Council deems necessary.

The Judicial Appointment Advisory Board (JAAB) shall make recommendations to the City Council, as provided in Division 13, Article V of city code, relating to the initial appointment or reappointment of the city judge and associate city judges. As established in Section 9-2 (b) of the Scottsdale Revised Code, through adoption of Ordinance 4079 on April 30, 2013, reappointment term lengths for all city judges was amended to four years.

Judge Hendrix was originally appointed as the Associate City Judge on March 9, 2012 and will conclude her fifth and current term on March 8, 2026.

The Council-appointed JAAB completed a comprehensive review of Judge Hendrix's application for reappointment (Attachment 1) and with a 6-1 vote recommended reappointment for another four-year term. A copy of the letter from JAAB Vice-Chair Judge Joseph Kiefer, conveying the JAAB's recommendation to the Honorable Mayor and City Council Members is attached (Attachment 2).

The JAAB undertook a very thorough process in considering this matter, including an independent survey of attorneys, defendants, witnesses, jurors, and court staff; reference checks with attorneys who regularly appeared in her court; and received letters from several community members. The JAAB also heard public comments, which included several statements on behalf of Judge Hendrix, and conducted a public interview with the judge.

Action Taken Approved on consent

## City Council Report | Associate City Judge Reappointment

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Judge Hendrix, in her interview, highlighted her motivations and goals for reappointment. She values working with skilled court staff and attorneys. Courtroom 1, handling many criminal arraignments, pleas, and post-adjudication reviews, managed 554 reviews by November 30. Specialty Court rulings and victims' motions led to 5,396 motions handled by the same date. Despite a heavy load, efficiency remains high. Judge Hendrix aims to sustain this work, enhance early victim participation, and strengthen partnerships with treatment providers.

After public comments and interviews, the JAAB reviewed all received information. Co-workers praised Judge Hendrix's work ethic, demeanor, efficiency, and expertise, especially in domestic violence cases, which are critical to Scottsdale City Court. Judge Hendrix is a recognized expert in this field. Judge Hendrix received survey scores ranging from satisfactory to very good. Some comments indicated a perceived bias in certain cases, though this view was not universal. Judge Hendrix expressed a commitment to follow the law fairly and is interested in addressing perceptions of bias by identifying specific circumstances. She made note of the fact that there was a very limited number of surveys submitted in comparison to the number of people she sees in her courtroom. The JAAB recommends that Judge Hendrix consider the feedback and continue to address any concerns raised during the reappointment process.

The Board noted that the statistical data report prepared in November shows that Judge Hendrix had satisfactory to very good survey responses in the areas of legal ability, integrity, communication skills, judicial temperament, and administrative performance.

Two other reference documents are included for Council's review and consideration:

- Summary Statistical Data Report for Judge Statia Hendrix (Attachment 3); and
- Judge Hendrix's Reappointment Process Timeline (Attachment 4)

An audio recording of the December 15, 2025 meeting is available to City Council Members and the public to hear the public comments, Judge Hendrix's interview and all discussions held by JAAB about their reappointment recommendation to City Council for Judge Hendrix to serve another term. The recording is available on the JAAB Website at [City of Scottsdale – Judicial Appointments Advisory Board \(scottsdaleaz.gov\)](https://www.scottsdaleaz.gov/jaab). The DRAFT minutes are also available for your review (Attachment 5).

A member of JAAB, Human Resources Director Monica Boyd, and Judge Hendrix will be available during the Council meeting should the Council wish to hear from them regarding this potential reappointment or reappointment process.

### **Compensation**

Scottsdale Revised Code Section 9-2 provides that the City Council will determine the compensation of the City Judge and all other judges of the City Court. As approved by City Council on May 3, 2005, with an effective date of May 1, 2005, Associate City Judge salary amounts are set annually in

conjunction with City Council’s annual budget review process. As such, Judge Hendrix’s salary is presently set for the current fiscal year and will be determined by City Council for fiscal year 2026/27 through the budget development process.

## **ANALYSIS & ASSESSMENT**

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### **Community Involvement**

The Council-appointed JAAB is a seven-member board made up of judges, attorneys, and Scottsdale citizens. The current board members are John Gilbert (Chair), Judge Joseph Kiefer (Vice-Chair), Judge Suzanne Marwil, Tricia Schafer, Carol Ann Petren, and Helene Weitzenkorn.

Judge Hendrix’s reappointment process included the following steps:

- August 25, 2025 – Judge Hendrix received a letter from staff, on behalf of the JAAB, inviting her to apply for reappointment.
- September 3, 2025 – Judge Hendrix submitted her application for reappointment.
- September 18, 2025 – In response to the JAAB’s request for any information related to Judge Hendrix, a letter from the AZ Commission on Judicial Conduct was received confirming that Judge Hendrix has not been publicly disciplined for judicial misconduct.
- September/October 2025 – An outside firm conducted a survey of citizens, legal community and staff on Judge Hendrix’s performance. (See Attachment 3 for survey results report)
- November/December 2025 – Solicitation of public comment was conducted. (No public comments were received)
- December 15, 2025 – The JAAB completed their extensive process in considering Judge Hendrix’s reappointment which included a review of the judge’s application for reappointment and the judicial survey results, reference checking, a public hearing to invite community input, and an interview with Judge Hendrix. Based on all the information the board gathered, the JAAB voted (6-1) to recommend Judge Hendrix’s reappointment to the City Council.

## **OPTIONS & STAFF RECOMMENDATION**

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### **Recommended Approach**

The Council appointed JAAB makes recommendations to the City Council on the retention of the Presiding and Associate City Judges based on a thorough review process. The JAAB has voted 6-1 to recommend to Council that Judge Hendrix be retained as Associate City Judge and be reappointed to a four-year term, effective March 8, 2026.

## **RESPONSIBLE DEPARTMENT(S)**

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Human Resources

**STAFF CONTACTS (S)**

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Autumn Asmus, JAAB Board Liaison – Human Resources, [aasmus@scottsdaleaz.gov](mailto:aasmus@scottsdaleaz.gov)

**APPROVED BY**

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*Monica Boyd*

January 12, 2026

\_\_\_\_\_  
Monica Boyd, Human Resources Director

\_\_\_\_\_  
Date

480-312-2615, [mboyd@scottsdaleaz.gov](mailto:mboyd@scottsdaleaz.gov)

**ATTACHMENTS**

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1. Judge Hendrix's Application for Reappointment
2. JAAB Recommendation Letter from Judge Joseph Kiefer (Vice-Chair)
3. Summary Statistical Data Report for Judge Hendrix
4. Tentative Timeline of Judge Hendrix's Reappointment Process
5. DRAFT Meeting Minutes – December 15, 2025, JAAB Public Meeting



**City of Scottsdale**  
**APPLICATION FOR REAPPOINTMENT AS**  
**ASSOCIATE CITY JUDGE**

**A. PERSONAL INFORMATION**

1. Full name: Statia Danette Hendrix
2. Office address: 3700 N. 75th Street  
Scottsdale, AZ 85251
3. Message phone number: (480)312-7027

**B. PROFESSIONAL BACKGROUND AND EXPERIENCE**

4. Summarize your tenure as Associate City Judge, including dates served and the nature and volume of your caseload.  
I have served the court since March 2012. My current caseload consists of a wide range of offenses that directly impact community well-being and public safety. I also preside over a specialty court dedicated to domestic violence. (see attached).
5. Why are you seeking reappointment as Associate City Judge?  
I am genuinely fulfilled in this position. My experiences on the bench have deepened my understanding of both the law and the human impact of judicial decisions. In addition, I have a strong desire to continue the initiatives of the DV Specialty Court.
6. What two or three aspects of your performance or contributions as Associate City Judge are you most proud of during your present term?  
I have played a key role in our court's collaboration with DV treatment providers; getting the best services and accountability for DV offenders. I manage a heavy DV docket that requires making decisions on complex factual and legal matters each day.
7. What have you done as Associate City Judge to further your professional development and to prepare yourself for a subsequent term on the bench?  
Each year I attend the mandatory judicial conference. Over the last three years I have served as faculty in the area of DV. In addition, my service with CIDVC allows me to participate in the rule/policy making decisions on behalf of DV victims in Arizona.
8. Describe any additional experience, accomplishments or awards that you would like to share with the Board.  
I am dedicated to serving this community in a way that helps to build public trust. The goal is to create an environment where all parties can have access and feel heard. The increased rates of compliance and completed treatment are the results.

**C. CONDUCT AND ETHICS**

9. List and describe any sanctions imposed upon you by any courts or judicial oversight bodies for violation of any rule or procedure or for any other professional impropriety.

none

10. Are there any other issues pertaining to judicial conduct or ethics that should be disclosed to the Board?

none


The undersigned hereby authorizes the Committees of the State Bar of Arizona, all Bar Associations, references, employers, credit reporting agencies, business and professional associates, and all governmental agencies to release to the Scottsdale Judicial Appointments Advisory Board and the City of Scottsdale any information requested by said Board in connection with the processing of my application for reappointment as Associate City Judge.

I certify that all the information provided herein is true and complete to the best of my knowledge. I agree and understand that omissions, misstatements, and falsifications may be cause for rejection of this application or may otherwise impact my continued employment with the City of Scottsdale. I give the Judicial Appointments Advisory Board and the City of Scottsdale the right to investigate and verify any information obtained through the application process. Permission is granted and I release from any and all liability any employer, agency, or individual assisting the Board or the City of Scottsdale in providing relevant, job related information or survey data that will assist with this process.


I understand that I may be required to successfully complete an alcohol/drug test as part of the reappointment assessment process.

My signature below acknowledges my understanding and agreement with the above.

Date: September 3, 2025

  
\_\_\_\_\_  
(Signature)

Submission of this application expresses my willingness to accept reappointment to the judicial position applied for in this application if tendered by the Scottsdale City Council.

  
\_\_\_\_\_  
(Signature)

4. (continued)

This specialized docket involves not only adjudicating legal issues but also addressing the complex dynamics of intimate partner violence. The volume of the DV caseload is consistently high, requiring careful case management, prompt decision-making, and clear communication with the parties and our court partners. The DV Workgroup has created both policy and procedure to ensure victims' safety, hold defendants accountable, and provide access to appropriate intervention services.

*S. Hendrix*



**Human Resources**

9191 E. San Salvador Drive  
Scottsdale, AZ 85258

PHONE 480-312-2491  
FAX 480-312-7960  
WEB [www.ScottsdaleAZ.Gov](http://www.ScottsdaleAZ.Gov)

December 30, 2025

The Honorable Mayor Lisa Borowsky  
Members of the Scottsdale City Council  
3939 North Drinkwater Boulevard  
Scottsdale, Arizona 85251

RE: Reappointment of Honorable Statia Hendrix as Scottsdale Associate City Judge

Dear Mayor Borowsky and Members of the City Council:

On December 15, 2025, the Scottsdale Judicial Appointments Advisory Board (“JAAB” or “Board”) convened to consider the application of Judge Statia Hendrix for reappointment to a four-year term as Associate Judge of the Scottsdale City Court. Judge Hendrix has served on the City of Scottsdale bench for nearly 18 years and will complete her current term as Associate City Judge on March 8, 2026. Her original judicial appointment began on March 9, 2012.

The JAAB undertook a very thorough process in considering this matter, including an independent survey in the form of statistical analysis and comments from attorneys, defendants, witnesses, jurors, and court staff who interacted with Judge Hendrix. The Board also conducted reference checks with attorneys who practiced in front of the judge over the past year and received letters from several community members. Finally, the JAAB heard public comment, which included several statements on behalf of Judge Hendrix, and conducted a public interview of the judge.

Upon the conclusion of the public comment and interview, the JAAB deliberated and reviewed all the information received. Co-workers and staff provided several positive statements regarding Judge Hendrix’s work ethic, demeanor, efficiency, and experience, especially in the area of domestic violence cases. The domestic violence calendar is especially challenging and serves a vital role in Scottsdale City Court operations. Judge Hendrix is a recognized expert in this field.

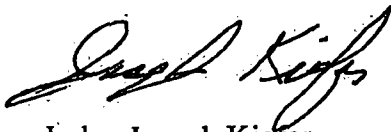
Some of the survey results and comments were less favorable than other input. Some respondents indicated a perception that Judge Hendrix may favor one side over another in certain proceedings, but this perception was not universal. This feedback was discussed with

the judge, and she noted a strong desire to faithfully follow the law and implement it fairly in all proceedings. She acknowledged some awareness of the perception and stated an interest in further addressing it, ideally through identification of specific circumstances that may lead to this view. While most of the information the JAAB received from survey statics and comments is general in nature, the Board encourages Judge Hendrix to consider the feedback provided through this reappointment process and continue to identify ways to address any perceived concerns.

After extensive and careful deliberation, the board voted 6-1 in favor of recommending Judge Statia Hendrix for reappointment as an Associate Judge in the Scottsdale City Court.

I extend my thanks to my fellow JAAB members for their service, with a special thank you and well done to all of the staff that expertly supported our efforts. We all appreciate the opportunity to help our community and the City of Scottsdale. If you have questions or need further information, please feel free to contact me.

Respectfully,

A handwritten signature in cursive script, appearing to read "Joseph Kiefer".

Judge Joseph Kiefer  
Vice Chair  
Scottsdale Judicial Appointments Advisory Board

Enclosed

# **Reappointment Report for Judge Hendrix**

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## **Report for the City of Scottsdale**

**Conducted by**

**David Swindell, Ph.D.  
Independent Consultant**

**Updated  
November 25, 2025**

In September 2025, the City of Scottsdale’s Human Resources Department commissioned this survey and report to provide feedback from different groups on the performance of City Court Associate Judge Statia Hendrix. I surveyed these different groups to collect feedback on five general categories: legal ability, integrity, communication skills, judicial temperament, and administrative performance.

The surveys began going into the field on October 10, targeting four primary groups: attorneys with cases in front of the court between January 1 and August 31 of this year, defendants that appeared before the judge during that time, city staff that worked with the City Court (including city judges and *pro tem* judges), and law enforcement officials that were tied to cases before the City Court. The City of Scottsdale provided the contact information for these groups. The survey was in the field just over five weeks and participants received follow-up reminders to encourage their participation.

The table below reports the response rates for the different groups and the overall effective response rate. I sent out 1,513 invitations to participate in the survey: 1,234 by email and 273 by postal mail. After removing bounced emails, erroneous emails, refusals, and returned postal mail, the survey netted 183 completed and usable respondents for an overall response rate of 13.7%.

### Survey Targets and Response Rates

Group	Respondents	Delivery Mode	Number Sent	Undeliverable	Net Distribution	# of Responses	Net Response Rate
Attorney	<b>Total</b>	<b>All</b>	<b>176</b>	<b>9</b>	<b>167</b>	<b>33</b>	<b>19.8%</b>
	Private Attorneys	Email	165	9	156	28	17.9%
	Prosecutors	Email	11	0	11	5	45.5%
Defendants	<b>Total</b>	<b>All</b>	<b>998</b>	<b>132</b>	<b>866</b>	<b>61</b>	<b>7.0%</b>
		Email	725	74	651	61	9.4%
		Post	273	58	215	0	0.0%
City Staff	<b>Total</b>	<b>All</b>	<b>80</b>	<b>4</b>	<b>76</b>	<b>60</b>	<b>79.0%</b>
	Court Employees	Email	55	2	53	47	88.7%
	Peer & <i>Pro Tem</i> Judges	Email	25	2	23	13	56.5%
Law Enforcement	City Police	Email	253	2	251	29	11.6%
<b>Grand Total</b>	<b>All Respondents</b>	<b>All</b>	<b>1,507</b>	<b>147</b>	<b>1,360</b>	<b>183</b>	<b>13.5%</b>
Email		Email	1,234	89	1,145	183	16.0%
Post		Post	273	58	215	0	0.0%

## Interpreting the Results

This is the first report I have generated for the City as a consultant doing data collection related to Judge Hendrix for reappointment. Therefore, there are no historical data from previous efforts against which to compare these results. The results table below is only for this survey cycle. The layout is similar to the reappointment reports conducted for the City on previous City Court judges.

The top line of the Results table indicates the name of the judge being reviewed, the total number of responses to the survey, and the date of this report preparation.

The bulk of the table presents the results of feedback from the participants in the survey rating the judge on a 5-point scale. The judge's performance includes the five general categories of Legal Ability, Integrity, Communication Skills, Judicial Temperament, and Administrative Performance. Each of these general areas include several specific characteristics about which the survey asked respondents to rate the judge. The survey did not ask all groups to rate the judge on every characteristic, as not all respondents interacted with the judge in ways that would have provided insights into all the characteristics.

The survey asked respondents to assign a rating to the characteristics on the following scale:

UN = Unacceptable	(0 points)
PO = Poor	(1 point)
SA = Satisfactory	(2 points)
VG = Very Good	(3 points)
SU = Superior	(4 points)

The Results table below reports the mean scores for the judge on each characteristic across the respondents within each group. At the bottom of each of the five general category areas, the table presents a summary mean score for all the characteristics in that section.

Following the Results section is a section reporting qualitative responses from the survey participants concerning the judge. The Comments table breaks down the different groups of respondents and presents their statements verbatim as provided on their surveys. Comments that included information that could be used to identify a respondent are excluded in order to protect the confidentiality of the participants.

I hope this information is useful to the City in their reappointment review of the judge. I am happy to provide further insight into the results below or the methodology I used in collecting the data for this report.

Judge Hendrix

Total Surveys: 164

Prepared: November 3, 2025

	Attorneys					Tot	Mean	Defendants					Tot	Mean	Staff					Tot	Mean	Law Enforcement Officials					Tot	Mean
	UN	PO	SA	VG	SU			UN	PO	SA	VG	SU			UN	PO	SA	VG	SU			UN	PO	SA	VG	SU		
<b>I. Legal Ability</b>																												
Legal reasoning ability	6	9	4	4	10	33	2.1																					
Knowledge of substantial law	5	9	4	5	9	32	2.1																					
Knowledge of rules of evidence	4	10	4	5	9	32	2.2																					
Knowledge of rules of procedure	4	5	10	5	9	33	2.3																					
Knowledge of laws pertaining to sentencing	2	2	10	7	9	30	2.6																					
Keeps up to date	2	5	6	4	10	27	2.6																					
<b>Legal Ability Summary</b>	<b>23</b>	<b>40</b>	<b>38</b>	<b>30</b>	<b>56</b>	<b>187</b>	<b>2.3</b>																					
<b>II. Integrity</b>																												
Conduct free from impropriety	6	4	6	2	13	31	2.4																					
Equal treatment regardless of race	3	1	10	3	14	31	2.8	3	5	7	9	27	51	3.0	0	1	0	11	43	55	3.7	0	0	1	3	19	23	3.8
Equal treatment regardless of gender	4	5	5	3	14	31	2.6	3	5	10	4	29	51	3.0	1	0	1	7	46	55	3.8	0	0	1	3	19	23	3.8
Equal treatment regardless of economic status	2	1	8	3	13	27	2.9	3	5	11	5	26	50	2.9	0	0	2	7	46	55	3.8	0	0	1	2	19	22	3.8
Avoided prejudging outcome of case	6	10	2	3	11	32	2.1																					
Basic fairness and impartiality	9	7	2	3	11	32	2.0	10	6	8	7	25	56	2.6	1	0	1	8	45	55	3.7	0	0	0	4	19	23	3.8
Exhibits personal integrity																												
<b>Integrity Summary</b>	<b>30</b>	<b>28</b>	<b>33</b>	<b>17</b>	<b>76</b>	<b>184</b>	<b>2.4</b>	<b>19</b>	<b>21</b>	<b>36</b>	<b>25</b>	<b>107</b>	<b>208</b>	<b>2.9</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>42</b>	<b>224</b>	<b>275</b>	<b>3.8</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>12</b>	<b>76</b>	<b>31</b>	<b>3.8</b>
<b>III. Communication Skills</b>																												
Clear & logical oral communication/directions	4	9	3	4	12	32	2.3	6	5	9	8	29	56	2.9	1	0	2	13	40	56	3.6	0	0	1	4	18	23	3.7
Clear & logical written decisions	5	8	3	3	11	30	2.2																					
<b>Communication Skills Summary</b>	<b>9</b>	<b>17</b>	<b>6</b>	<b>7</b>	<b>23</b>	<b>62</b>	<b>2.3</b>	<b>5</b>	<b>5</b>	<b>9</b>	<b>8</b>	<b>29</b>	<b>56</b>	<b>2.9</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>40</b>	<b>56</b>	<b>3.6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>18</b>	<b>23</b>	<b>3.7</b>
<b>IV. Judicial Temperament</b>																												
Understanding & compassion	4	5	9	4	10	32	2.3	8	6	7	14	19	54	2.6	1	0	7	7	37	52	3.5	0	0	2	3	18	23	3.7
Dignified	5	3	9	3	12	32	2.4	5	6	9	8	26	54	2.8	0	0	2	11	39	52	3.7	0	0	1	4	18	23	3.7
Courteous	4	4	9	5	10	32	2.4	7	5	7	9	26	54	2.8	1	0	5	8	38	52	3.6	0	0	2	3	18	23	3.7
Is accessible																												
Conduct that promoted public confidence in the court & judge's ability	8	5	4	4	11	32	2.2	7	6	7	7	26	53	2.7	0	0	3	10	39	52	3.7	0	0	1	3	19	23	3.8
<b>Judicial Temperament Summary</b>	<b>21</b>	<b>17</b>	<b>31</b>	<b>16</b>	<b>43</b>	<b>128</b>	<b>2.3</b>	<b>27</b>	<b>23</b>	<b>30</b>	<b>38</b>	<b>97</b>	<b>215</b>	<b>2.7</b>	<b>2</b>	<b>0</b>	<b>17</b>	<b>36</b>	<b>153</b>	<b>208</b>	<b>3.6</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>13</b>	<b>73</b>	<b>92</b>	<b>3.7</b>
<b>V. Administrative Performance</b>																												
Punctuality in conducting proceedings	1	3	10	6	12	32	2.8	3	5	7	10	29	54	3.1	0	0	1	11	39	51	3.7	0	0	1	6	16	23	3.7
Maintenance of proper control over courtroom	1	2	10	6	13	32	2.9	4	4	6	9	28	51	3.0	0	0	1	8	42	51	3.8	0	0	1	4	17	22	3.7
Promptness in making rulings & rendering decisions	2	0	10	6	11	29	2.8																					
Hard worker	3	3	6	4	10	26	2.6	3	7	2	10	23	45	3.0	0	0	2	7	46	55	3.8	0	0	1	1	16	18	3.8
Respectful treatment of staff														2	2	1	10	41	56	3.5								
Cooperation with peers														2	1	4	9	39	55	3.5								
Cooperation with staff														2	1	4	9	39	55	3.5								
Efficient management of calendar	1	1	9	5	12	28	2.9							0	0	2	9	37	48	3.7	0	0	1	3	14	18	3.7	
Respectful treatment of law enforcement officials																					0	0	0	5	18	23	3.8	
<b>Admin. Performance Summary</b>	<b>8</b>	<b>9</b>	<b>45</b>	<b>27</b>	<b>58</b>	<b>147</b>	<b>2.8</b>	<b>10</b>	<b>16</b>	<b>15</b>	<b>29</b>	<b>80</b>	<b>150</b>	<b>3.0</b>	<b>6</b>	<b>4</b>	<b>15</b>	<b>63</b>	<b>283</b>	<b>371</b>	<b>3.7</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>19</b>	<b>81</b>	<b>104</b>	<b>3.7</b>

UN=Unacceptable, PO=Poor, SA=Satisfactory, VG=Very Good, and SU=Superior

**JAAB REAPPOINTMENT TIMELINE**  
**Associate City Judge Statia Hendrix**  
**Current Term Expires March 9, 2026**

*Updated October 6, 2025*

<u>Tentative Dates</u>	<u>Description</u>
<b>Reappointment Application Process</b>	
August 19, 2025	Staff to send letter and application on behalf of JAAB apprising incumbent judge of process for reappointment.
August 19, 2025	Staff to send email to City Court Administrator requesting list of individuals appearing in Judge Hendrix's courtroom from Jan. through Aug. 2021.
September 1, 2025	Deadline for Judge Hendrix to file formal application for reappointment with Human Resources.
September 1, 2025	Deadline for receiving lists of jurors, defendants, attorneys, and public defenders who have appeared in Judge Hendrix's courtrooms from specified dates above.
<b>Reappointment Process - Before JAAB Public Hearing</b>	
September 8, 2025	Send letter to the AZ Commission on Judicial Conduct.
September 22, 2025	Deadline to get court data info to our outside survey contractor - David Swindell, PhD, Director & Associate Professor at Arizona State University
September 29, 2025	David Swindell to distribute/email surveys to the list of identified jurors, defendants, attorneys, and public defenders.
October 6, 2025	Distribute due diligence interview assignments to JAAB members. (Due by 10/24/25)
October 20, 2025	<u>Publish notice of scheduled public hearing on reappointment for public comment. Must run once a week for 2 weeks. <a href="mailto:ganlegpubnotices4@gannett.com">ganlegpubnotices4@gannett.com</a></u>
October 27, 2025	Deadline for submission of completed surveys from the jurors, defendants, attorneys, and public defenders to David Swindell.
November 1, 2025	Request eScribers for reappointment meeting and confirm attendance close to meeting date.
November 3, 2025	Compiled survey results/reports due to HR.
November 10, 2025	Initiate Background Check (30 days prior to JAAB meeting)
November 24, 2025	<u>Post agenda and calendar on City website. <a href="https://www.scottsdaleaz.gov/admin">https://www.scottsdaleaz.gov/admin</a> (2 weeks prior)</u>
December 3, 2025	Survey results data and other public hearing meeting materials distributed to JAAB and copies sent to Judge Hendrix and Court Administrator. At least 5 business day prior.
Depending on Council Date/December 2025	<u>Submit item to Agenda Planner for Council (for actual appointment) - <a href="http://apps/chps/agendaPlanner/Submit.aspx">http://apps/chps/agendaPlanner/Submit.aspx</a> 30 days out</u>
<b>JAAB Public Hearing and Interview Process</b>	
Thursday, December 11, 2025, 6:00pm - 8:00pm (per board direction on 9/5)	<b>JAAB conducts public hearing</b> on reappointment application, reviews survey data and develops interview questions (Executive Session). Conducts interview with Judge Hendrix and formulates recommendations. Inform Judge Hendrix of the outcome.

December 18, 2025	Written recommendation for the reappointment from the JAAB Chair to City Council, due by 12/18.
<b>Post JAAB - City Council Reappointment Process</b>	
December 2025/January 2026	Notify Judge Hendrix of the when her reappointment will be posted on City Council Agenda.
December 2025/January 2026	Council Action Report and supplements due to the City Clerk's office by 12 noon two weeks prior to the council meeting.
Last 2 weeks of January or 1st week of February 2026	City Council action on reappointment of which will be on 'consent' and not the 'regular meeting' agenda.



**DRAFT MINUTES**

**City of Scottsdale  
JUDICIAL APPOINTMENTS ADVISORY BOARD  
Regular Meeting**

**Monday, December 15, 2025**

**North Corporation Yard, Wrangler Room  
9191 E. San Salvador Drive  
Scottsdale, AZ 85258**

**PRESENT**

**Board Members:**

John Gilbert, Chair  
Judge Joseph Kiefer, Vice-Chair  
Judge Suzanne Marwil  
Tricia Schafer  
Carol Ann Petren  
Helene Weitzenkorn  
Jeanne Beasley

**Staff:**

Stephanie Heizer, Senior Assistant City Attorney  
Marianne Bayardi, Presiding City Judge  
Monica Boyd, Director of Human Resources

**Call to Order**

Chair Gilbert called the meeting to order at 6:05 p.m.

**Roll Call**

Members present as listed above.

**Possible Executive Session**

None called at this time.

**1. APPROVAL OF SEPTEMBER 5, 2025, JUDICIAL APPOINTMENTS ADVISORY BOARD MEETING MINUTES**

**a. Regular Meeting Minutes**

Board Member Petren recommended the following changes: that the sentence beginning "Board Member Witzenkorn asked Ms. Rhodes" on page 3 be its own paragraph; that "a" be added before "probable cause standard" on page 4; that the double period be removed later in that paragraph; that one of the "to gets in the last sentence of page 4 be removed; that "respecting" be changed to "respected" in paragraph 4 of page 5; that "she rolled my eyes" on page 5 be changed to "she rolled her eyes"; that "who" be added on page 7 between "an attorney" and "came to court"; that "Weitz" on page 12 be changed to "Weitzenkorn", and that sentence be made into a new paragraph; that "with" be stricken from the first sentence of paragraph 5 on page 16; that "Board Marwil" be changed to "Board Member Marwil" on page 17; that the sentence starting with "Board Member Beasley asked him" on page 18 be made into a new paragraph; that the sentence starting with "Mr. Jann said he gets along" on page 20 be made into a new paragraph; and that "outbursts" be changed to "outburst" on page 21.

Board Member Schafer stated she voted against the recommendation of Jacqueline Kochis-Chapman, but on page 23, the minutes indicate she voted for it. The minutes should reflect a vote of 6 to 1, and that she was a dissenting vote.

BOARD MEMBER MARWIL MOVED TO APPROVE THE SEPTEMBER 5, 2025, JUDICIAL APPOINTMENTS ADVISORY BOARD MEETING MINUTES AS AMENDED. BOARD MEMBER SCHAFFER SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR GILBERT, VICE-CHAIR KIEFER, AND BOARD MEMBERS BEASLEY, MARWIL, PETREN, SCHAFFER, AND WEITZENKORN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**b. Executive Meeting Minutes**

BOARD MEMBER MARWIL MOVED TO APPROVE THE SEPTEMBER 5, 2025, JUDICIAL APPOINTMENTS ADVISORY BOARD EXECUTIVE MEETING MINUTES. BOARD MEMBER WEITZENKORN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR GILBERT, VICE-CHAIR KIEFER, AND BOARD MEMBERS BEASLEY, MARWIL, PETREN, SCHAFFER, AND WEITZENKORN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**2. PUBLIC COMMENT**

Judge Jim Blake, a retiree of the Scottsdale court system, spoke about his history with Judge Statia Hendrix. He felt she was a fine judge and highlighted her ethics, compassion, knowledge, work ethic, and management skills. He thought she should be retained.

Mr. Chris Phelps indicated he submitted a letter in support of Judge Hendrix, who he said was loved and supported by staff. He spoke about her dedication to domestic violence (DV) issues. Judge Hendrix is willing to analyze data to run an efficient courtroom, and he requested that she be retained as a judge. In response to Board Member Kiefer's request for clarification, he specified that the data used by Judge Hendrix included case standards, time standards, and

information about how overdue cases are. Time standards are a useful guide in determining whether courts are run effectively.

Judge Patricia George remarked that Judge Hendrix was available for any questions she had. She detailed her professional history with Judge Hendrix and spoke about the commitment needed to manage a DV docket. She wanted to continue to serve with Judge Hendrix and urged the Board to recommend her for reappointment. Responding to a request for more information about DV cases, she went into greater detail about the types of dockets Judge Hendrix routinely handles, including new cases and review hearings.

Judge Marianne Bayardi stated she submitted a letter of support. She spoke of the efficacy of handling DV cases quickly and serving justice, both of which Judge Hendrix does. This ensures that people are held accountable and allows families to move on with treatment. Judge Hendrix, she continued, uses review hearings to ensure people stay involved in the DV program, which is important to both offenders and victims. She discussed Judge Hendrix's hard work and great representation of the community, and she encouraged the Board to reappoint her.

**3. DISCUSSION OF JUDICIAL SURVEY RESULTS ON ASSOCIATE CITY JUDGE STATIA HENDRIX**

Senior Assistant City Attorney Stephanie Heizer cautioned the Board to hold as much of the discussion as it can during open session, but she confirmed that personnel matters can be discussed in executive session. It was determined that the Board would go into executive session to discuss the survey results.

BOARD MEMBER MARWIL MOVED TO ENTER INTO EXECUTIVE SESSION TO DISCUSS THE JUDICIAL SURVEY RESULTS REGARDING ASSOCIATE CITY JUDGE STATIA HENDRIX. BOARD MEMBER SCHAFFER SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR GILBERT, VICE-CHAIR KEIFER, AND BOARD MEMBERS BEASLEY, MARWIL, PETREN, SCHAFFER, AND WEITZENKORN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**EXECUTIVE SESSION WAS HELD FROM 6:34 P.M. TO 7:24 P.M.**

**4. DISCUSSION OF OTHER RECORDS AND INFORMATION RELATED TO JUDGE HENDRIX'S PERFORMANCE OR REAPPOINTMENT**

Chair Gilbert received confirmation that this item pertains to discussion of the records used to assess Judge Hendrix's performance as well as the due diligence performed by the Board members.

Vice-Chair Kiefer mentioned that he received much more feedback when speaking on the phone to people versus emailing them, and most of that feedback was positive. Each Board member relayed their experience with feedback, with the consensus being that the reviews were mixed, with some people not wanting to provide any specific input, but there were generally more positive than negative comments. Board Member Marwil discussed the many ways she offered for people to get in contact with her to provide their feedback and the ways which produced the best results.

VICE-CHAIR KIEFER MOVED TO ENTER INTO EXECUTIVE SESSION TO DISCUSS THE OTHER RECORDS AND INFORMATION RELATED TO JUDGE HENDRIX'S PERFORMANCE OR REAPPOINTMENT. BOARD MEMBER BEASLEY SECONDED THE MOTION, WHICH

CARRIED SEVEN (7) TO ZERO (0). CHAIR GILBERT, VICE-CHAIR KEIFER, BOARD MEMBERS BEASLEY, MARWIL, PETREN, SCHAFFER, AND WEITZENKORN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**EXECUTIVE SESSION WAS HELD FROM 7:35 P.M. TO 8:27 P.M.**

**\*\*\* BREAK FROM 8:28 P.M. TO 8:35 P.M. \*\*\***

**5. DISCUSS QUESTIONS FOR INTERVIEW OF JUDGE HENDRIX**

Following a discussion where each Board member listed the questions they felt should be asked of Judge Hendrix, it was decided by consensus of the Board that the following questions would be asked and in the following order:

- Question 12 (page 2) asked by Board Member Schaffer
- Question 2 (top of page 1) asked by Board Member Petren
- Question 3 (page 2) asked by Vice-Chair Kiefer
- Question 9 (page 2) with the substitution of the word "biased" for "stern", asked by Chair Gilbert
- Question 15 (page 2) asked by Board Member Marwil
- Question 4 (bottom of page 1) asked by Board Member Beasley

It was further decided that Judge Hendrix will be informed of the number of questions that she will be asked before they begin so she can gauge her time appropriately.

BOARD MEMBER MARWIL MOVED THAT THE CHOSEN QUESTIONS WOULD BE ASKED IN THE ORDER DETERMINED BY THE BOARD. BOARD MEMBER SCHAFFER SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR GILBERT, VICE-CHAIR KEIFER, AND BOARD MEMBERS BEASLEY, MARWIL, PETREN, SCHAFFER, AND WEITZENKORN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**6. INTERVIEW OF JUDGE HENDRIX**

Chair Gilbert indicated that the Board would ask Judge Hendrix six questions.

Board Member Schaffer asked Judge Hendrix about the reasons she wanted to be reappointed and personal goals she hoped to achieve.

Judge Hendrix spoke about the importance of working with dedicated, talented court staff and the professionalism of the attorneys with whom she interacts. Courtroom 1 has a very busy docket, but systems are in place to accommodate the special nature of DV offenses, some of which she then discussed. Of all the courtrooms, she noted, hers saw the most criminal arraignments and changes of plea, and it hears all post-adjudication reviews. Through November 30, her court heard 554 reviews. She believed some of the comments written by defendants were based on their interactions in the program.

Judge Hendrix said one of her responsibilities in Specialty Court is to make rulings on filings pertaining to these cases, as well as to provide a forum for victims' motions. Courtroom 1 ruled on 5,396 such motions through November 30 of the year. Despite the caseload, Courtroom 1 continues to adjudicate criminal matters efficiently and meet time standards. She felt that that work needs to continue, adding that she chose this type of work, and that is why she sought reappointment. Regarding her personal and professional goals over the next term, Judge

Hendrix thought the court could do better at capturing victims' participation earlier in the process. She spoke about increasing the scope of the partnership with four treatment provider agencies.

Board Member Petren asked Judge Hendrix what she considered to be her greatest area of opportunity and how she compensates for it.

Judge Hendrix responded that she is very distractable, and she is consistently working to keep her focus on the person in front of her. Other courtrooms may be more lax with letting people talk, but she keeps her courtroom quiet, something she believes is appreciated by those involved in the cases being heard.

Vice-Chair Kiefer inquired about continuing education courses taken by the judge.

Judge Hendrix replied that she teaches annually at the judicial conference and at new judge orientations. She keeps herself knowledgeable about rule changes and new cases, helping to expand the judiciary's knowledge of the rules. She mentioned she was a longstanding member of the Court Interpreter Program Advisory Committee, and she regularly teaches court staff. Through this she tries to incorporate information about procedural due process.

Vice-Chair Kiefer asked specifically about what she has done to work on her courtroom operations and demeanor.

Judge Hendrix responded that she is conscious of her demeanor and temperament the entire time she is on the bench. She believes how people are treated in court matters, and she tries to be patient, clear, and respectful. Defendants need to feel valued just as much as anyone else in the room. She felt that she would not get the compliance she did if she did not treat everyone well.

Chair Gilbert asked whether Judge Hendrix was surprised that she has a reputation of being biased in favor of the prosecution.

The judge replied that that has been commentary for 14 years, but she did not feel that she was biased. She said she cannot change what people feel about her. She said bias is informed by action. While recognizing that something she does is being perceived as bias, she said she has not been told which behaviors are causing that perception. She wanted to know specifics about those behaviors.

Chair Gilbert provided a general example of prosecutors being able to do anything while defense attorneys' objections are interrupted.

Judge Hendrix noted that not one attorney in 14 years has written a complaint to the presiding judge, the City manager, the City Council, the mayor, or the Arizona Judicial Commission, nor have any of her decisions been reversed by an appellate court. She expressed willingness to listen to specific examples or recordings of any poor behavior. She stated she works hard to listen to both parties and allow each to make the arguments they want to make. She pointed out that prosecutors are sometimes mad at her for being too lenient with defendants. She does not try to be popular; she tries to do the job correctly. She guaranteed that there is no poor treatment happening in her courtroom.

Board Member Marwil inquired whether Judge Hendrix believed there were times when her temperament was less than it should be in the presence of the public, and what steps she has taken to prevent those occurrences.

Judge Hendrix replied that there are no perfect judges, and she believed there are always other opportunities to be better and express herself in a different way. The focus of her work is listening to people and trying to address their questions and needs. She spends more of her time with defendants than anyone else, helping them get the resources they need. She stays with defendants to ensure compliance long after their defense attorneys leave. She said she cannot run her courtroom by hoping people like her. She added that she took more than 1,000 pleas this year, so the number of complaints against her is very small, though she recognized their concerns.

Board Member Marwil asked about instances where Judge Hendrix felt emotional responses to litigants or attorneys in her courtroom and what steps she would take after those interactions to achieve her goal of treating everyone with the same modicum of respect and due process.

Judge Hendrix acknowledged that, though some attorneys have certain feelings towards her, she has no feelings towards them. She described herself as an emotionally mature person who does not talk to anyone off the record. Any outburst she has would be captured on the record, but that has not happened. She controls any emotional impulses she has while on the bench, and she cannot try changing things to make attorneys feel better about her. She felt there was nothing she could do to change the opinion of someone who made up their mind about her long ago. She again requested specific examples of poor behavior.

Board Member Petren wondered whether Judge Hendrix has given thought to why there is a perception that she is biased or rude to certain people, even without having specific examples.

Judge Hendrix recognized that each time the issue of her reappointment has come up, there have been between 10 and 20 strong negative comments. She thought the many positive comments that are received do not receive the same weight as the negative ones. She posited that people may think she is rude because she is direct or that her court orders are specific. She did not see those as rude behaviors but as fair and clear communication. She contested that no complaints are ever directed at her, only to this Board every four years. She said she has trouble reconciling the positive comments made by court staff, defendants, and attorneys with the negative ones made by certain attorneys. Her job is not to react to every complaint but to get on the bench, listen, be mindful of things that might suggest impartiality, and be thoughtful and transparent in her rulings. She reiterated that none of her rulings have ever been reversed on substantive issues, though one case was remanded for procedural reasons. Nobody has captured audio of any behaviors and reported them to her boss.

Board Member Beasley asked whether Judge Hendrix projects an image of fairness in her rulings as well as her treatment of prosecutors and defense lawyers.

Judge Hendrix believed most people would say yes, though some would say no. DV cases are very sensitive matters, and it is important that everyone is heard. She always states the reasons for her rulings, including when she modifies release conditions or denies motions altogether. Defendants regularly tell her they do not agree with her decisions, but they understand her positions. She described how she includes exactly what she considered when making her decisions on bench trials, both for transparency and to help out any possible appeal judges.

Board Member Beasley inquired whether she was concerned with the number of appeals filed on her cases.

Judge Hendrix indicated that everyone has a right to appeal, and anyone who feels that a decision rendered was wrong should appeal. She stands by her decisions, though.

Judge Hendrix noted that in past hearings, she felt she did not adequately give her opinion on the comments she received. She thanked the Board for performing its duty with respect to this process.

A brief discussion ensued where Judge Hendrix was informed she could remain in the room until the Board moved to go into executive session.

**7. DISCUSSION OF AND REAPPOINTMENT RECOMMENDATION REGARDING JUDGE HENDRIX**

Vice-Chair Kiefer stressed that Judge Hendrix is involved with an important, specialized calendar, and she is very knowledgeable of her role. There has been a mix of feedback, particularly from the legal side, and there is disagreement about how she handles defendants compared to how she handles the prosecution. He believed there were more positive comments from defendants who believed Judge Hendrix handled their cases well, and staff's comments were overall favorable.

One member thought Judge Hendrix made a compelling case that she has the ability to cancel out background noise and assess comments by their source, integrity, and validity. The Board must sort through the noise to evaluate a candidate who has worked tirelessly for 13 years.

VICE-CHAIR KIEFER MOVED THAT THE BOARD ENTER INTO EXECUTIVE SESSION FOR DISCUSSION OF AND REAPPOINTMENT RECOMMENDATION REGARDING JUDGE HENDRIX. BOARD MEMBER PETREN SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR GILBERT, VICE-CHAIR KEIFER, BOARD MEMBERS BEASLEY, MARWIL, PETREN, SCHAFFER, AND WEITZENKORN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

**EXECUTIVE SESSION WAS HELD FROM 9:38 P.M. TO 10:22 P.M.**

BOARD MEMBER MARWIL MOVED THAT THE JUDICIAL APPOINTMENTS ADVISORY BOARD RECOMMEND REAPPOINTMENT OF STATIA HENDRIX TO THE CITY COUNCIL AS AN ASSOCIATE CITY JUDGE. BOARD MEMBER SCHAFFER SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ONE (1). VICE-CHAIR KEIFER AND BOARD MEMBERS BEASLEY, MARWIL, PETREN, SCHAFFER, AND WEITZENKORN VOTED IN THE AFFIRMATIVE. CHAIR GILBERT VOTED IN OPPOSITION.

Vice-Chair Kiefer offered to write the formal letter of recommendation to the City Council using the motion as it was voted on and approved.

**8. UPCOMING REAPPOINTMENT TIMELINE**

Ms. Boyd said the next judge to come before the Board will be Judge George. Vice-Chair Kiefer and Board Members Schafer and Marwil noted that their terms are expiring, and this will be their final meeting.

9. **FUTURE AGENDA ITEMS**

No additional items were suggested.

**ADJOURNMENT**

CHAIR GILBERT MOVED TO ADJOURN THE MEETING. BOARD MEMBER MARWIL SECONDED THE MOTION, WHICH CARRIED SEVEN (7) TO ZERO (0). CHAIR GILBERT, VICE-CHAIR KEIFER, AND BOARD MEMBERS BEASLEY, MARWIL, PETREN, SCHAFFER, AND WEITZENKORN VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 10:27 p.m.

Recorded and transcribed by eScribers, LLC.



**Scottsdale City Court**  
Marianne T. Bayardi  
*Presiding Judge*

3700 N. 75<sup>TH</sup> Street  
Scottsdale, Arizona 85251  
Phone: 480-312-2442

Chris Phelps  
*Court Administrator*

**To Whom It May Concern:**

I am honored to recommend Judge Statia Hendrix for retention as Associate Judge of the Scottsdale City Court. Since November 21, 2022, I have had the privilege of working with Judge Hendrix in my role as Court Administrator.

Since 1997, I have served numerous boards and interview panels, screening and selecting judicial positions in both Ohio and Arizona. These experiences have reinforced my belief that judicial selection panels play a vital role in ensuring that deserving judges continue to serve. Judges are entrusted with one of the highest ethical responsibilities in our society: to preserve public confidence while upholding the integrity of the judiciary.

In my evaluation of judicial merit, fairness and impartiality are paramount. Judge Hendrix exemplifies these qualities. She consistently demonstrates the highest standards of ethical conduct and a deep passion for serving on the bench. Since my tenure in Scottsdale, I have not received a single complaint from the public or any litigant appearing in Judge Hendrix's courtroom. On the contrary, her courtroom staff hold her in the highest regard and truly enjoy working alongside her. She applies the rule of law evenly and is deeply committed to ensuring access to justice for all.

Judge Hendrix has also played a pivotal role in advancing technology within the court system. Most recently, she has led the testing of our virtual court platform with the Maricopa County Jail. This initiative has the potential to eliminate the need to transport prisoners from the jail to Scottsdale City Court, enhancing safety for officers and litigants while saving time and resources for both the court and the Maricopa County Sheriff's Office.

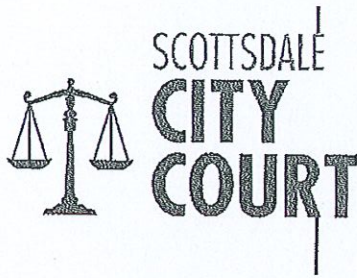
Equally important is Judge Hendrix's renowned passion and advocacy in the area of domestic violence. Judge Hendrix's vision of the Domestic Violence Workgroup has brought together prosecutors, private attorneys, victim advocates, public defenders, and service providers to create a docket that meaningfully addresses the unique challenges of domestic violence cases. Her dedicated monitoring of these cases helps guide litigants through counseling and education, breaking cycles of violence and fostering safer communities.

Judge Hendrix has served the City of Scottsdale with integrity, compassion, and an unwavering commitment to the Arizona judiciary. Her approach to the bench, combined with her leadership in court technology and her effective Domestic Violence Docket, makes her an invaluable member of the judiciary.

Based on my 34 years of judicial experience, I wholeheartedly and respectfully recommend that Judge Statia Hendrix be retained as Associate Judge for the City of Scottsdale.

Sincerely,

Chris Phelps



**Scottsdale City Court**  
Marianne T. Bayardi  
Presiding Judge

3700 N. 75<sup>TH</sup> Street  
Scottsdale, AZ 85251

PHONE 480-312-2442

Marianne T. Bayardi  
Presiding Judge  
City of Scottsdale  
3700 N. 75<sup>th</sup> Street  
Scottsdale, Az 85251  
480-312-7604

December 9, 2025

Scottsdale Judicial Appointments Advisory Board  
c/o Autumn Asmus  
City of Scottsdale Human Resources Department

RE: Reappointment of Judge Statia Hendrix

Dear Judicial Appointments Advisory Board Members:

I am writing in support of the reappointment of Judge Statia Hendrix. I have worked with Judge Hendrix for nearly 4 years. During that time, I have observed her to be an extremely hard worker in a very busy courtroom. She is prompt, diligent and thoughtful. In addition to regular cases and dockets, she presides over the Domestic Violence Court (both pre-adjudicated and post-adjudicated matters) and has done so since its inception in 2016. She is a DV expert in the Arizona judiciary. Judge Hendrix established the Domestic Violence Workgroup which includes defense attorneys, prosecutors and treatment providers. The group meets regularly to address issues related to the DV Court, best practices, etc. Under Judge Hendrix's leadership, both the Scottsdale DV Court and its DV Workgroup are models for other courts seeking to establish or improve their own DV Courts throughout the state. She never shirks bearing a heavy load.

Judge Hendrix serves as an active member of the Arizona Supreme Court Committee on the Impact of Domestic Violence and the Courts. She regularly teaches and trains on DV within the City Court and beyond at the Arizona Judicial Conference and Limited Jurisdiction New Judge Orientation. Judge Hendrix also engages and mentors staff with a kind heart and a helpful outlook.

As you know, we have 4 criminal judges at the Scottsdale City Court. What you may not know is that we are a close and collegial group. We often take time to discuss issues and best practices with one another. Judge Hendrix is always willing to engage and provide well informed, practical input, often playing "devil's advocate" regardless of which side of an issue that may be. Moreover, she is willing to look at court processes and procedures and offer suggestions for improvement. She truly cares about the Court, court staff and the public we serve.

For these reasons and more, I recommend the reappointment of Judge Hendrix to another 4-year term as Associate Judge. If you have any questions, I am happy to address them at your meeting on December 15<sup>th</sup>.

Sincerely,

Marianne T. Bayardi  
Presiding Judge  
Scottsdale City Court