

STATE OF ARIZONA
COMMISSION ON JUDICIAL CONDUCT

Inquiry concerning	)	Case No.	24-246
)		
Judge Raymond P. Schumacher	)	ORDER	
)		
Mesa Municipal Court)		
State of Arizona)		
)		
Respondent)		

The Commission on Judicial Conduct (the “**Commission**”) initiated formal proceedings against Judge Raymond P. Schumacher (“**Respondent**”) on August 20, 2025, by filing a Statement of Charges pursuant to Rule 24, Rules of the Commission on Judicial Conduct (the “**Commission Rules**”). The formal proceedings were prompted by Respondent’s request for a formal hearing following the Commission’s issuance of an informal, public reprimand pursuant to Commission Rule 23(b)(2). Respondent filed an answer to the Statement of Charges on September 8, 2025.

A hearing was held on January 8, 2026, before the Commission.¹ The Commission was represented by Brian A. Bohan, Disciplinary Counsel, and Respondent represented himself.

¹ Commission member Roger D. Barton did not participate in the consideration of this matter.

The Commission has jurisdiction over this matter pursuant to Article 6.1, Sec. 4 of the Arizona Constitution.

FINDINGS OF FACT

1. Respondent served as a municipal court judge in Mesa Municipal Court beginning in 2019. Because he did not seek reappointment by the Mesa City Council, his last day as a judge at the court was June 30, 2024.

2. Respondent was serving in his capacity as a judge at all times relevant to these proceedings and was subject to the Arizona Code of Judicial Conduct (adopted 09/01/09, amended 01/01/22) (the “Code”) as set forth in Arizona Supreme Court Rule 81.

3. On or about April 17, 2024, while in his chambers, Respondent asked his assigned clerk (Clerk #1)² to press on his back, purportedly to alleviate back pain. Clerk #1 was disturbed by the request and did not want to comply, but she agreed to do so because she was uncertain as to how she could decline. Clerk #1 pressed on Respondent’s back with her fist.

4. Clerk #1 immediately reported the incident to her supervisor and the court’s presiding judge, stating that the request had made her feel uncomfortable, but that she had complied with Respondent’s request because it would have been awkward to reject it. The court immediately reassigned Clerk #1 to other duties where she would not interact with Respondent, and it also advised Mesa’s Human

² Based on the stipulation of the parties at the formal hearing, the parties agreed to refer to the clerks by pseudonyms, with their true names being filed under seal.

Resources Department of the incident. Human Resources advised Clerk #1 not to have any contact with Respondent.

5. Respondent was told later in the day that Clerk #1 had been reassigned, but he had not been informed why she was reassigned nor was he told not to contact her. Earlier that day, Respondent sent a text message to Clerk #1's private cellular phone and also sent her a message via the Teams messaging app asking her if she was busy because he wanted to talk to her about the reassignment, which he thought she would be unhappy about. Clerk #1 did not respond.

6. At the end of the day, on April 17, 2024, Respondent went to a different floor of the building, looking for Clerk #1. Respondent entered a conference room where Clerk #1 was meeting with Clerk #2. Clerk #1 was seated with her back to the door.

7. Respondent came up behind Clerk #1, put his hands on her shoulders, and made jovial statements to Clerk #2 about why they were "taking [his] girl," and whether they heard him on the floor above stomping his feet about her being reassigned.

8. Clerk #1 froze initially, and then eventually said something about being currently in a meeting in order to get Respondent to leave. Respondent's hands remained on Clerk #1's shoulders until he left.

9. Clerk #2 asked Clerk #1 in Spanish if Clerk #1 was ok, and Clerk #1 said she was not. It was clear to Clerk #2 that Clerk #1 was distressed by Respondent's actions in touching her shoulders.

10. Respondent admits he should not have acted as he did, and he acknowledges the physical contact was in violation of city policy. Respondent apologized to the presiding judge for what he had done. Respondent was placed on leave and did not seek reappointment when his term ended.

11. Presiding Judge Umpleby described Respondent as a dedicated and good judge. The Commission accepts this as true.

12. Respondent rarely took time off from work.

13. Respondent had taken time off the week before the incident, reportedly because he was in extreme pain.

14. Respondent could have taken sick leave on April 17, 2024. He had sick time available and other judges were available to cover his work. Presiding Judge Umpleby had made this clear to Respondent.

15. Respondent was concerned that his health issues could cost him his job. However, Presiding Judge Umpleby had assured him his job was secure.

16. There was a clear, substantial power imbalance between Clerk #1, a young, relatively new clerk, and Respondent.

17. City of Mesa policies did not permit the unauthorized touching of other employees.

18. During the hearing, Respondent apologized to Clerk #1.

CONCLUSIONS OF LAW

1. The two unwanted touching incidents violated the following provisions of the Code:

a. Rule 1.1 (Compliance with the Law), which states: “A judge shall comply with the law, including the Code of Judicial Conduct.”

b. Rule 1.2 (Promoting Confidence in the Judiciary), which states: “A judge shall act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety.”

c. Rule 1.3 (Abuse of the Prestige of Judicial Office), which states: “A judge shall not abuse the prestige of judicial office to advance the personal or economic interests of the judge or others, or allow others to do so.”³

MITIGATING AND AGGRAVATING FACTORS

Commission Rule 19 sets forth a number of factors to consider in determining the appropriate sanction for Code violations. The Commission finds as follows regarding relevant aggravating and mitigating factors.

³ The Commission does not find that Respondent violated Rule 2.3(B) (Bias, Prejudice, and Harassment), which was in the Commission’s Statement of Charges. That rule states in part: “A judge shall not, in the performance of judicial duties, by words or conduct . . . engage in harassment, including but not limited to . . . harassment based upon . . . sex, gender” Although Respondent’s failure to respect the power imbalance between Clerk #1 and himself is deeply troubling, the record does not clearly establish a violation of Rule 2.3.

Aggravating Factors

1. The nature, extent, and frequency of the misconduct.

Respondent, who was clearly in a much more powerful position than Clerk #1, and exercised authority over her, engaged in unwanted touching not once, but twice, in the same day. These two acts were sufficient to compel Clerk #1 to seek help and also brought her to tears. While the first touching was requested by Respondent, the second touching occurred without any communication; Respondent came up from behind Clerk #1 and put his hands on her shoulders while not even addressing her. The fact that the second incident was without warning and that Respondent acted without feeling the need to seek even a semblance of consent is a significant aggravating factor.

2. The judge's experience and length of service on the bench.

Respondent is an experienced judge with no history of misconduct, which would normally be mitigating. However, as a veteran judge, Respondent should have understood the imbalance of power that exists between judges and staff and the impact that this has on how he should manage those relationships and interactions. And he knew or should have known his actions were inappropriate. This is an aggravating factor.

3. Whether the conduct occurred in the judge's official capacity or private life.

Respondent's conduct occurred in his official capacity, which is an aggravating factor. *See In Re Peck*, 177 Ariz. 283, 288 (1994) ("We must treat official conduct even more strictly than improprieties in a judge's private life because it goes to the very integrity of our judicial system.").

4. The nature and extent to which the acts of misconduct injured other persons or respect for the judiciary;

Respondent's conduct directly caused harm to Clerk #1.

5. Whether and to what extent the judge exploited his or her position for improper purposes.

Respondent enjoyed an imbalance of power concerning Clerk #1, as a male judge with years of experience over a female clerk who was in her first career job. Respondent exploited the imbalance of power by asking Clerk #1 to press on his back. Clerk #1 felt unable to refuse. The second unwanted touching was unsolicited and without warning.

6. Whether the judge has recognized and acknowledged the wrongful nature of the conduct and manifested an effort to change or reform the conduct.

Respondent apologized to Clerk #1 during the hearing and has acknowledged that he shouldn't have touched her. However, it was clear that he has failed to truly appreciate the impact of his conduct on Clerk #1 and is unable or unwilling to recognize the extent of his behavior's impropriety. Judge Umpleby even testified that Respondent appeared oblivious to the distress he had caused

Clerk #1. The contrast between that and Respondent's hyperawareness of his own distress—both as it relates to the physical pain he was experiencing that day and the reputational damage to which he believes his reprimand by this Commission has unfairly subjected him (see discussion of Mitigating Factor #4 below)—makes this factor particularly aggravating.

Mitigating Factors and Factors that do not apply

1. Whether there has been prior disciplinary action concerning the judge, and if so, its remoteness and relevance to the present proceeding.

Respondent has no prior history with the Commission. This is a mitigating factor.

2. Whether the judge complied with prior discipline or requested and complied with a formal ethics advisory opinion.

Not applicable.

3. Whether the judge cooperated fully and honestly with the Commission in the proceeding.

Respondent participated fully in the formal hearing. However, the Commission does not afford great weight to this factor as the Code requires a judge to cooperate and be candid with the Commission. This factor is slightly mitigating.

4. Whether the judge was suffering from personal or emotional problems or from physical or mental disability or impairment at the time of the misconduct.

Respondent's defense to the charges in this case, and his arguments and testimony at the hearing, focused almost exclusively on his pain level on the day in question, the underlying medical condition responsible for it, and his outrage at the description of the charges in the Charging Statement. It is not entirely clear whether Respondent's position is that his physical pain in some way justified his request that Clerk #1 press on his back, thus lessening its actual impropriety, or should be considered a mitigating factor because it impaired his judgment so significantly that he was unable to appreciate the impropriety of the request at the time. While accepting as fact that Respondent was experiencing a great deal of pain leading up to the first unwanted touching, however, the Commission has concluded that Respondent's pain neither justifies his conduct nor mitigates his culpability.

First, his desire to obtain some respite from his pain cannot in any way justify subjecting Clerk #1 to the distress that she suffered as a result of his request, which she felt powerless to refuse. Clerk #1 had an absolute right to be free of requests for physical contact from Respondent, and Respondent's desire for personal relief for himself did not in any way lessen that right. Respondent had no right to place his well-being before hers. Indeed, Respondent's exclusive focus on the severity of his discomfort that day, when

contrasted with his refusal or inability to accept or appreciate the degree of discomfort experienced by Clerk #1 as a result of his actions, is more aggravating than mitigating. (See discussion of Aggravating Factor #6 above.)

Second, if Respondent's pain was severe enough to impair his judgment about right and wrong, he should not have been present at court. It was clear that Respondent could have taken the day off; the Presiding Judge had encouraged Respondent to take time off as necessary, assuring him that they would have sufficient coverage. Instead of using his sick leave, Respondent chose to be in court that day and remain there. Had he exercised better judgment, he would not have been in his chambers.

As to the second incident, the testimony was that Respondent was jovial about how he did not want his clerk reassigned. Also, he went to another floor for the specific purpose of finding Clerk #1. His pain had apparently subsided enough that he could joke with Clerk #2, and Respondent has not claimed that his touching of Clerk #1's shoulders was somehow related to a need for pain relief. The pain Respondent was experiencing in no way mitigated Respondent's culpability for the second touching.

PROPORTIONALITY

Commission Rule 5 describes the purpose of Arizona's judicial system as follows:

The purpose of the judicial discipline and incapacity system is to protect the public and to maintain high standards for the judiciary and the administration of justice. Any disciplinary remedy or sanction imposed shall be sufficient to restore and

maintain the dignity and honor of the position and to protect the public by assuring that the judge will refrain from similar acts of misconduct in the future.

The goal of judicial discipline “is not to punish but, rather, to impose sanctions to protect the public and foster judicial integrity.” *Peck, supra*, 177 Ariz at 287.

The Arizona Supreme Court has held that in determining a “proper and proportionate” sanction, it is helpful to examine prior judicial misconduct cases. *Id.*

Meaningful proportionality analysis is difficult because there is no reported Arizona decision with a similar fact pattern. However, the closest staff could find were the following:

- *In re Ackel*, 155 Ariz. 34 (1987) (overruled in part on other grounds by *In re Jett*, 180 Ariz. 103 (1994)). The Commission determined that a justice of the peace committed willful misconduct by making sexually suggestive remarks to a female litigant applying for a protective order in his court. The judge hugged the young woman and asked her to have a drink with him. This occurred on two different occasions, one of which was tape-recorded by the woman. The Supreme Court censured the judge, who later resigned and agreed not to seek judicial office again after new allegations of sexual harassment came to light.

- Case No. 20-307 in which Respondent Eisele resigned as part of a stipulated agreement involving other cases as well. Respondent was alleged to have engaged in improper conduct that fell under the umbrella of sexual harassment, including an unwanted touching of a subordinate in the form of a kiss.

Though the Commission has concluded that the record in this case, unlike the records in the above two cases, does not establish sexual motivation (see note 1, *supra*), Respondent’s touching of Clerk #1 was nevertheless unwelcome and

was an outgrowth, at least in part, of an inappropriate degree of informality that Respondent had allowed to develop in his relationship with Clerk #1.

Here, the aggravating factors far outweigh the mitigating factors. Respondent's conduct illustrates a lack of professional boundaries, violating both City of Mesa policy and the Code of Judicial Conduct. The conduct was unacceptable and inconsistent with the standard expected of a judge. The sanction must be sufficient to protect the public and restore confidence in the judiciary's integrity. This requires a public sanction.

In conclusion, there has been testimonial evidence of two incidents of unwanted touching. These unwanted incidents violated three provisions of the Code: Rule 1.1 (Compliance with the Law), Rule 1.2 (Promoting Confidence in the Judiciary), and Rule 1.3 (Abuse of the Prestige of Judicial Office).

The weighing of the aggravating and mitigating factors supports a public reprimand.

It is therefore ordered that the previous order for a reprimand of Raymond P. Schumacher, dated February 4, 2025, is vacated.

It is further ordered that Raymond P. Schumacher is publicly reprimanded for his conduct described above and pursuant to Commission Rule 17(a).

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Dated: April 13, 2026

FOR THE COMMISSION

/s/ Christopher P. Staring

Hon. Christopher P. Staring
Commission Chair

Copies of this order were distributed to all
appropriate persons on April 13, 2026.

1 Ray P. Schumacher
2 Respondent

3 Email:

4
5 STATE OF ARIZONA

6 COMMISSION ON JUDICIAL CONDUCT

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9 Inquiry concerning
10 Judge Raymond P. Schumacher
11 MESA MUNICIPAL COURT
12 Defendant.

Case No: 24-246

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PROPOSED FINDINGS OF FACT

14 The Commission on Judicial Conduct conducted a hearing on January 8, 2026 at
15 the request for hearing made by Respondent pursuant to Rule 24 for the Rules of the
16 Commission on Judicial Conduct. Respondent was prepared to call an expert regarding
17 the medical findings and results as well as witnesses who could testify to the nature and
18 extent of Respondent Judge's physical/medical situation. However, disciplinary
19 counsel, Brian Bohen, was not contesting the information previously submitted in
20 writing so those matters, specifically the medical results and findings from
21 Neo7Bioscience, the letter from Carlos Flores and text messages, as well as the letter
22 from Robert Fisher are stipulated to and uncontested.

25 Based on the uncontested stipulations to the documentary evidence and testimony
26 from the hearing, Respondent proposes the following Findings of Facts.

1 **FINDINGS OF FACTS**

2 Respondent was a Municipal Court Judge in the city of Mesa from December 2,
3 2019 through June 30, 2024.
4

5 Respondent after receiving the second Pfizer Covid vaccine in the spring of 2021
6 began to experience extreme pain. Respondent went to many medical providers and
7 treatments including having body cavity injections in an attempt to relieve the pain. All
8 medical attempts to resolve the issue were unsuccessful.
9

10 Respondent's pain level began to climb again in the month of March 2024 and
11 Respondent began missing more days from work. Carlos Flores observed Respondent's
12 pain level sky rocket during this time. Mr. Flores checked in on Respondent almost
13 daily during a ten-day time span and observed that Respondent was also beginning to
14 develop tremors in his hands.
15

16 Respondent did not come to work the week of April 8, 2024, through April 11,
17 2024, because of the extreme physical pain. Respondent was also having extensive gene
18 testing including testing of his DNA, RNA, and urine, with Neo7Bioscience the week of
19 April 8, 2024 thru April 11, 2024.
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22 The findings from Neo7Bioscience confirmed the presence of the synthetic
23 MRNA as well as the production of the spike protein three years after the second covid
24 injection. There were additional medical findings from the testing which were
25 consistent with an aberrant response to the MRNA vaccine.
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1 The conclusion from Neo7 Bioscience was that the mRNA covid vaccine
2 contributed to significant biological and immunological alterations in Respondent
3 relating to chronic pain and inflammation.
4

5 Respondent returned to work on Monday April 15, 2024. In the early morning
6 hours of April 15, 2024, Carlos Flores had communicated both verbally through a phone
7 conversation and in a text message for Respondent to go to the hospital because of the
8 pain Respondent was experiencing.
9

10 Respondent after completing the morning calendar on April 15, 2024, ran into
11 Judge Umpleby as he was leaving the bench. Because Respondent was in a lot of pain
12 the conversation with Judge Umpleby was very brief and was about getting coverage for
13 Respondent's afternoon docket. After this brief encounter with Respondent, Judge
14 Umpleby contacted Respondent's close friend and attorney, Grace Myers because of
15 Respondent's condition.
16
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18 Grace Myers had observed Respondent on many occasions with extreme physical
19 pain including visits to his home when Respondent was for the most part, at least on
20 those days, confined to the bed. Ms. Myers testified that she was contacted on several
21 occasions previously by judicial members out of concern for Respondent's physical
22 condition.
23

24 Grace Myers drove from her home in Scottsdale to the Mesa Municipal court to
25 check on Respondent. After a brief discussion, Ms. Myers convinced Respondent to go
26 to the hospital. As Ms. Myers was driving Respondent to the Chandler Emergency
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1 room, Respondent having been through the medical process and with no medical
2 answers, requested to go home instead. Ms. Myers testified that she had wanted
3 Respondent to go out of state to the Cleveland Clinic since Respondent was not finding
4 answers locally.
5

6 Ms. Myers testified and confirmed that Respondent's life consisted of going to
7 work and to home. That Respondent had essentially ceased all other life activities
8 because of the ongoing medical/physical situation. Ms. Myers referred to Respondent's
9 only real activity of going to work as "his life line".
10

11 Respondent returned to work the morning of Tuesday April 16, 2024. However,
12 someone from the Court had determined that Respondent was not able or was not
13 coming to work on Tuesday and shut down Respondent's division. It was unclear who
14 made that determination, however, this was confirmed in a text exchange between clerk
15 1 and respondent on the morning of April 16, 2024.
16
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18 On Tuesday morning April 16, 2024, Judge Umpleby and Respondent had a
19 conversation in Respondent's chambers. The conversation was not about court matters
20 rather it was limited to Respondent's concern of not being able to continue with his
21 judicial position or losing his judicial position because of the ongoing physical issues.
22

23 On Wednesday morning April 17, 2024, clerk 1 was in Respondent's chambers.
24 Per Clerk1 she was putting her lunch in Respondent's fridge. Respondent's pain had not
25 subsided and Respondent asked if Clerk 1 could "press" into his back as hard as she
26 could and pointed to a specific spot with a pen/pencil.
27
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1 Clerk 1 used her fist and pressed into Respondent's back for a few seconds and it
2 was not more than 30 seconds. Clerk 1 testified that Respondent asked her to press on
3 his back because he was having a lot of pain. When asked how she felt she stated
4 "awkward". She said she was staring at the wall and kind of laughing cuz she couldn't
5 believe she was doing it. Clerk 1 testified that she did not believe this was sexual in
6 nature.
7
8

9 Clerk 1's specific testimony on this touching incident is as follows:

10 CROSS EXAMINATION BY RESPONDENT

11 Q. Did you know that I was having pain that day?

12 A. Yes

13 Q. You could tell?

14 A. **I couldn't tell but everyday you were in pain.**

15 Q. And on that day I asked you to push on my back, didn't I?

16 A. Yes

17 Q. And you used just one hand, right?

18 A. Yes

19 Q. You used your fist?

20 A. Yes

21 Q. And you pushed on a specific spot with your fist?

22 A. Correct

23 Q. You didn't like move to other spots or other places?

1 A. No, because you were specific about with where on your back you
2 wanted me to touch you.

3
4 Q. Did I take a pen or pencil and say, can you press here as hard as you
5 can and I pointed to a spot

6 A. Yes

7
8 Q. Is that what happened?

9 A. Yes

10 Q. And is that what you did?

11 A. Yes

12
13 Q. And that lasted for a few seconds, well it lasted around 30 seconds
14 or less?

15 A. I don't recall exactly how long but if the stipulation is 30 seconds, I
16 won't disagree.

17
18 Q. Did we talk about other stretches I should do?

19 A. Possibly

20

21

22 DIRECT EXAMINATION BY MR. BOHAN

23 A. He asked me to touch his back because he had a lot of pain in his
24 back.

25

26 Q. Do you remember what he said exactly?

27 A. I don't recall the exact wording

28

1 Q. Why did you do it?

2 A. I mean, I didn't, I didn't know how to say no and you know in a
3 way even though he wasn't my direct boss, you know he's still my
4 boss and I don't know, I just felt weird saying no. It was just easier
5 for me to do it then to say no.
6

7 Q. What did it feel like when you did it?

8 A. Awkward

9 Q. Did you have an out of body experience?

10 A. Um, like I was pretty much just standing behind him like pressing
11 into his back and I was just like staring at the wall, kind of
12 laughing, cuz I couldn't believe that I was doing that.
13
14

15 Q. Anything else?

16 A. No
17

18 *****

19 Q. Did you think the first incident was sexual in nature, non-sexual in
20 nature, or you don't know?
21

22 A. **I didn't think it was sexual**

23 After Clerk 1 pressed on Respondent's back there was a conversation about other
24 stretches or things Respondent could do. Clerk 1 was also the morning calendar clerk.
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1 Clerk 1 reported the touching incident and she was transferred from division 304
2 to Arraignment court on the 2nd floor. Respondent was not made aware of the transfer
3 nor was Respondent aware that there was any issue.
4

5 That near the end of the day, Respondent learned that there was a clerk rotation
6 and that would be returning to 304 and Clerk 1 was going to Arraignments.
7 Respondent sent clerk 1 a text asking if she was busy as well as sending the same
8 message in teams.
9

10 Respondent went to the second floor and saw clerk 1 with clerk 2 in an office
11 area. Clerk 1 was in a chair with her back to Respondent, and Clerk 2 was in a chair
12 facing directly at Respondent. The door was open and anyone walking by this area or
13 entering the room could see the individuals inside.
14

15 Because of Clerk 1's position of having her back to the Respondent and in a
16 lower position in a chair, Respondent when he reached the area placed his hands on
17 Clerk 1's shoulders and made a brief statement in a light hearted manner about the clerk
18 rotation while directly looking at Clerk 2. Clerk 2 observed Respondent place his hands
19 on Clerk 1's shoulders. Respondent did not communicate with clerk 1 nor did
20 Respondent ever see clerk 1 except from the back. Respondent left the room without
21 ever engaging or having a conversation with clerk 1. Respondent was in the room for a
22 very brief period of time that covered the amount of time necessary to complete the
23 statement.
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1 Respondent only learned that there was an issue at the end of the day around 5
2 p.m. on April 17, 2024

3 Respondent returned to work on Thursday April 18, 2024 and conducted a jury
4 trial for another division at the request of the parties. On Monday April 22, 2024
5 Respondent was placed on leave pending an investigation.
6

7 8 9 **CONCLUSIONS OF LAW**

10 Respondent will set forth reasons and arguments regarding whether there should
11 be any findings of misconduct below. However, Respondent is requesting that this
12 Commission not necessarily simply adopt conclusions given the manner of the filing of
13 the complaint and the information contained therein.
14

15 It took almost two years before Respondent could finally address the incidents
16 that occurred on April 17, 2024, and the only possible way of doing so was to request a
17 hearing. While the Commission maybe confining the rulings based on what has been
18 described as “two touchings”, all such matters must be commenced with a formal
19 written judicial complaint. The judicial complaint in this matter, which is part of the
20 record and available to the public, had many untrue and unfounded allegations against
21 Respondent. If there are matters that are proven to be false and the falsity is of an
22 extreme prejudice, simply ignoring the truth is detrimental to the respondent.
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26 The complaint was completely devoid of Respondent’s ongoing medical/physical
27 issues, even though much of that information was submitted and known well prior to the
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1 complaint being submitted. Respondent is requesting that the factual findings
2 incorporate the history as set forth in this filing.

3
4 The formal Complaint mentioned things like “massaging” and “rubbing” when
5 none of that was true nor did the hearing produce such testimony. Even counsel Brian
6 Bohan wrote in pleadings/filings prior to the hearing that Respondent Judge asked clerk
7 to “rub” his back and she did. There was no “rubbing” nor was their any “massage”
8 given by clerk 1 to respondent.

9
10 Respondents description of the touching incident has never changed and is
11 precisely word for word with the cross examination and responses elicited from Clerk 1.
12 It took a formal hearing to have that accomplished. The formal complaint referred to
13 this version of events, which was Respondent’s and true version, as being somewhere in
14 the middle of the truth. In other words, the public was told that this Judge was lying.
15 This bell unfortunately cannot be un-rung, the damage has been done.

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18 This is not a matter of semantics. Claiming that there was a back rub or massage
19 that took place is extremely and drastically different than how the touching took place as
20 set forth in the cross-examination. Moreover, clerk 1 specifically testified that she did
21 not believe that this was of a sexual nature. Yet the formal complaint lets the public
22 know that this conclusion was basically up in the air, even though Respondent said many
23 times this was not sexual in any way.

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26 The complaint also falsely alleged that Respondent was performing a shoulder
27 massage on Clerk 1 and that this information was confirmed by an unbiased 3rd party
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1 witness. This is contrary to the evidence at the hearing and when Clerk 1 was
2 specifically asked during cross examination about “rubbing” and “massaging” she
3 confirmed that neither one of those things took place.
4

5 It is Respondent’s position that this Commission clearly has the evidence before it
6 to conclude that this matter was not sexual in nature and that there was no “rubbing” or
7 “massaging” that took place as alleged in the complaint. Respondent is requesting that
8 the Commission address this with just a short sentence or two as the Commission deems
9 appropriate.
10

11 As to the incidents, it is hard to reconcile how this is violation of Rule 1.2, 1.3, or
12 2.3(B). As mentioned above, clerk 1 was aware of Respondent’s daily pain, pressed
13 with her fist for up to 30 seconds because of the pain Respondent was experiencing,
14 believed it was not sexual in nature, and albeit she testified that she felt awkward she
15 also stated that she was staring at the wall, kind of laughing. Clerk 1 then had a
16 discussion with Respondent about other things Respondent could try to alleviate the pain
17 and demonstrated some of these things against a wall. Morning calendar was conducted
18 and clerk 1 was the clerk for morning calendar. Clerk 1’s demeanor never changed in
19 the presence of Respondent.
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23 The physical pain Respondent was experiencing at the time was extreme and
24 Respondent was seeking relief. Respondent was not doing this for some sort of personal
25 gain, nor was Respondent trying to exploit his position or authority over clerk 1 as has
26 been suggested. Respondent was not thinking Judge/clerk, young/old, male or female,
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1 but relief from the pain. Clerk 1 testified that on one occasion she entered the chambers
2 to discuss a work matter and observed Respondent in tears from the pain. This is not
3 exploitation, rather it is a humbling experience that is hard to explain unless you are
4 actually in this position. There is not a sense of power because of your position but of
5 weakness and if anything, outright humiliation.
6

7 Respondent did place his hands on Clerk 1's shoulder when entering the room
8 on the 2nd floor. A light-hearted statement was made about the transfer, (referred to as
9 jovial during the hearing). Respondent never communicated with Clerk 1 nor was
10 Respondent going to attempt to communicate with Clerk 1 in that setting because
11 Respondent truly believed that Clerk 1 would be upset about the rotation given her
12 written and verbal communications about not wanting to work in another division.
13 When the statement and all words used in that room were said, Respondent left the
14 room. The totality of all the words spoken in that room, did not, and could not add up to
15 30 seconds.
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19 The Pfizer covid injections destroyed Respondent's life over the past five years.
20 There are no answers. Respondent has exhausted all the medical care here locally
21 including alternative medical treatments at exorbitant costs in an attempt to find a
22 solution. The last consisted of an enormous cost of almost \$40,000.00 for the testing
23 and 90 injections through Neo7Bioscience. Respondent's pain created a life of solitude
24 and all activities ceased with the exception of work. Ms. Myers description and
25 sometimes tearful testimony of the effect this has had on Respondent's life was true to
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1 the core. She testified that Respondent's work was his only "life line" after ceasing all
2 other life activities. Ms. Myers testified that if Respondent believed that he could go to
3 work that somehow he thought that he could be ok.
4

5 Attorney Bohan has suggested that Respondent was oblivious to the harm
6 caused to clerk 1. As already mentioned above, Respondent had no idea there was an
7 issue nor could Respondent have known there was an issue since Respondent had no
8 further communication or contact with Clerk 1. Clerk 1's demeanor remained as it
9 always had in the Respondent's presence. When Respondent went to the 2nd floor and
10 was in the room for a very brief period of time, Respondent only observed Clerk 1 from
11 a back view and Respondent did not have any communication with Clerk 1.
12
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14 Respondent has always been forthcoming about what happened and provided any
15 and all information requested. It was Respondent who initially disclosed all the text
16 messages and even disclosed the contents of the text messages sent by Clerk 1 to
17 Respondent on Superbowl Sunday. Respondent has always agreed to do whatever was
18 necessary, to take whatever test was necessary, and even offered to take multiple
19 polygraphs if necessary. This was never sexual in nature and both incidents did not last
20 for more than a total of 60 seconds.
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23 Given the nature and circumstances surrounding the events that occurred on April
24 17, 2024, Respondent is requesting that the Commission find that this does not rise to
25 the level of judicial misconduct. However the Commission finds, Respondent is
26 respectfully requesting that the Commission make findings on the things Respondent
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1 addressed above that were highly inflammatory, contrary to the evidence, and frankly
2 untrue and defamatory statements about what occurred.
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5 Respectfully submitted this 11th day of February 2026.
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9 /s/ Ray P. Schumacher

10 Respondent
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Dated this 31st day of January 2024

Honorable Ray P. Schumacher
Judge of the Mesa Municipal Court

Brian A. Bohan (Bar # 014342)
Disciplinary Counsel
Arizona Commission on Judicial Conduct
1501 West Washington Street, Suite 229
Phoenix, AZ 85007
Telephone: (602) 452-3200
Email:

**STATE OF ARIZONA
COMMISSION ON JUDICIAL CONDUCT**

Inquiry concerning)	
	)	Case No. 24-246
Judge Raymond P. Schumacher)	
	)	PROPOSED FINDINGS OF
Mesa Municipal Court	)	FACT, CONCLUSIONS OF LAW,
State of Arizona	)	AND RECOMMENDATIONS
)	
Respondent)	

Disciplinary Counsel submits these proposed findings of fact and conclusions of law pursuant to the directive of the Presiding Member at the conclusion of the formal hearing which occurred on January 8, 2026.

Disciplinary Counsel requests the proposed Finding of Facts and Conclusions of Law be accepted in their entirety.

COMMISSION ON JUDICIAL CONDUCT

Brian A. Bohan
Disciplinary Counsel

The Commission on Judicial Conduct (“Commission”) commenced formal proceedings against Judge Raymond P. Schumacher (Respondent) on August 20, 2025, by filing a Statement of Charges pursuant to Rule 24, Rules of the Commission on Judicial Conduct (“Commission Rules”). This occurred due to Respondent requesting a formal hearing following the imposition of a reprimand pursuant to Commission Rule 23(b)(2). Respondent filed an answer to the Statement of Charges on September 8, 2025.

A hearing was held on January 8, 2026, before the full Commission.¹ The Commission was represented by Brian A. Bohan, Disciplinary Counsel, and Respondent, Judge Raymond P. Schumacher, represented himself.

The Commission has jurisdiction over this matter pursuant to Article 6.1, Sec. 4 of the Arizona Constitution.

FINDINGS OF FACT

1. Respondent served as a municipal court judge in Mesa Municipal Court beginning in 2019 and did not seek reappointment by the City Council. His last day at the Mesa Municipal court was June 30, 2024.

2. Respondent was serving in his capacity as judge at all times relevant to these proceedings.

3. As a judge, Respondent is subject to Arizona Code of Judicial Conduct in effect as of the date of the incident (adopted 09/01/09, amended 01/01/22) (hereinafter Code) as set forth in Arizona Supreme Court Rule 81.

¹ Only Commission member Roger D. Barton did not participate in the consideration of this matter.

4. On or about April 17, 2024, while in his chambers, Respondent requested that his court clerk (Clerk #1²) press on his back purportedly to alleviate back pain. The clerk did not want to do so but agreed because she did not know how to say “no.” Clerk #1 did press on Respondent’s back with her fist.

5. Clerk #1 immediately reported the incident to her supervisor and the presiding judge, stating that the request made her feel uncomfortable, but she complied with Respondent’s request as it would have been awkward to reject it. The court immediately re-assigned Clerk #1 to other duties on another floor of the building where she would not interact with Respondent and advised Human Resources of the incident. Clerk #1 was advised by Human Resources not to have any contact with Respondent.

6. Unaware as to why Clerk #1 had been reassigned, Respondent attempted to contact Clerk #1 through the phone, which went unanswered.

7. At the end of the day, on April 17, 2024, Respondent went to the different floor, looking for Clerk #1. Respondent entered a conference room where Clerk #1 was in a meeting with Clerk #2. Clerk #1 was seated with her back to the door.

8. Respondent entered the conference room, came up behind Clerk #1 and put both of his arms on both of her shoulders. Respondent did so in front of Clerk #2, and made jovial statements to Clerk #2 about why they were “taking my girl?” and did they hear him stomping his feet about her being reassigned?

² Based on the stipulation of the parties at the formal hearing, the parties agreed to refer to the clerks by pseudonyms, with their true names being filed under seal.

9. Clerk #1 did not move initially, and eventually said something about being currently in a meeting to get Respondent to leave. Respondent's hands remained on Clerk #1's shoulders until Respondent left.

10. Clerk #2 asked Clerk #1 in Spanish if Clerk #1 was ok, and Clerk #1 indicated no, she was not. Clerk #2 testified that it was clear that Clerk #1 was distressed by Respondent's actions in touching her shoulders.

11. Respondent admitted he should not have engaged in such conduct, and he acknowledged the physical contact was in violation of a city policy. Respondent apologized to Judge Umpleby for what he had done. Respondent was placed on leave and did not seek reappointment when his term ended.

12. Presiding Judge Umpleby described Respondent was a hardworking, dedicated, good judge.

13. Respondent rarely took time off from work.

14. Respondent had taken time off the week before, reportedly because he was in extreme pain.

15. Respondent could have taken time off on April 17, 2024. He had sick time available and other judges were available to cover his work.

16. Respondent was concerned that his health issues could cost him his job. However, Presiding Judge Umpleby assured him his job was secure.

17. There was a clear power imbalance between a young, relatively new clerk and an older, seasoned judge.

18. The City of Mesa had a policy which did not permit unauthorized touching of other employees.

19. The two unwanted touchings, both the first incident in chambers and the second on a different floor, were violations of this policy.

20. Judge Umpleby testified that he saw Clerk #1 crying, yet Respondent seemed oblivious to what was going on around him.

21. During the hearing, Respondent apologized to Clerk #1 for any harm he caused.

22. Respondent testified he was in great pain, but also stated "it ok to do this? No." and Respondent is "not saying (his actions were) justifiable."

CONCLUSIONS OF LAW

1. Respondent's conduct in twice having unwanted touchings with Clerk #1 violated not only City of Mesa's policy, but violated the following provisions of the Code, specifically:

a. Rule 1.1 (Compliance with the Law) which states, "A judge shall comply with the law, including the Code of Judicial Conduct."

b. Rule 1.2 (Promoting Confidence in the Judiciary) which states, "A judge shall act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety."

c. Rule 1.3 (Abuse of the Prestige of Judicial Office), which states, “A judge shall not abuse the prestige of judicial office to advance the personal or economic interests of the judge or others, or allow others to do so.”

d. Rule 2.3(B) (Bias, Prejudice, and Harassment), which states in part, “A judge shall not, in the performance of judicial duties, by words or conduct . . . engage in harassment, including but not limited to . . . harassment based upon . . . sex, gender . . .”

MITIGATING AND AGGRAVATING FACTORS

Commission Rule 19 sets forth a number of factors to consider in determining the appropriate sanction for Code violations. The Commission finds as follows regarding relevant aggravating and mitigating factors.

Aggravating Factors

1. The nature, extent, and frequency of the misconduct;

Respondent’s unwanted touching happened not once, but twice, in the same day. These two unwanted touchings were sufficient to compel Clerk #1 to seek help and also brought Clerk #1 to tears. While the first touching was requested and complied with due to the disparity in power and experience, the second touching occurred without any communication. Respondent came up from behind Clerk #1 and put his hands on her shoulders while not even addressing Clerk #1. Significant weight is accorded to this factor.

2. The judge’s experience and length of service on the bench;

Respondent is an experienced judge with no history of misconduct, which would normally be mitigating. However, as a veteran judge, Respondent knows the

imbalance of power that exists between judges and staff, and knows the inappropriate nature of his actions. This is an aggravating factor.

3. Whether the conduct occurred in the judge's official capacity or private life;

Respondent's conduct occurred in his official capacity, which is an aggravating factor. *See In Re Peck*, 177 Ariz. 283, 288 (1994) ("We must treat official conduct even more strictly than improprieties in a judge's private life because it goes to the very integrity of our judicial system.").

4. The nature and extent to which the acts of misconduct injured other persons or respect for the judiciary;

Respondent's conduct directly caused harm to Clerk #1.

5. Whether and to what extent the judge exploited his or her position for improper purposes;

Respondent had an imbalance of power over Clerk #1 as a male judge with years of experience over a female clerk who was in her first adult job. Respondent violated the boundaries, and policies, in these unwanted touchings. Respondent exploited his position by asking Clerk #1 to press on his back. Clerk #1 testified she was not able to say "no." The second unwanted touching was unsolicited, when he said something to the effect of "why are your taking my girl?"

6. Whether the judge has recognized and acknowledged the wrongful nature of the conduct and manifested an effort to change or reform the conduct;

Respondent apologized to Clerk #1 during the hearing, yet did not seem to acknowledge the wrongfulness of his actions. Judge Umpleby testified that Respondent appeared oblivious to the harm caused to Clerk #1. This theory is supported by the evidence and testimony presented in the hearing. Respondent explained that he acted based upon the pain he was experiencing. The pain Respondent suffered did not justify two unwanted touchings to Clerk #1. Respondent's remedy for any physical issue was to leave for the day to deal with any physical issue outside the workplace environment and engage medical professionals.

Mitigating Factors and Factors which do not apply

1. Whether there has been prior disciplinary action concerning the judge, and if so, its remoteness and relevance to the present proceeding;

Respondent has no prior history with the Commission. This is a mitigating factor.

2. Whether the judge complied with prior discipline or requested and complied with a formal ethics advisory opinion;

Not applicable.

3. Whether the judge cooperated fully and honestly with the Commission in the proceeding; and

Respondent participated fully in the formal hearing. However, the Commission does not afford great weight to this factor as the Code requires a judge to cooperate and be candid with the Commission. This factor is slightly mitigating.

4. Whether the judge was suffering from personal or emotional problems or from physical or mental disability or impairment at the time of the misconduct.

It is not possible to know the level of pain someone is enduring. Respondent has presented documentation of pain and the inability of medicine to help him with this pain. There was testimony which suggests Respondent felt a great deal of pain leading up to these two unwanted touchings. This physical impairment would be slight mitigation as to the first unwanted touching. However, the testimony as to the second unwanted touching was that Respondent was jovial about how he did not want his clerk reassigned. Also, he went to another floor, to find Clerk #1. This suggests at least a temporary break from pain during the second unwanted touching. Overall, this factor is slightly mitigating.

PROPORTIONALITY

Commission Rule 5 describes the purpose of Arizona's judicial system as follows:

The purpose of the judicial discipline and incapacity system is to protect the public and to maintain high standards for the judiciary and the administration of justice. Any disciplinary remedy or sanction imposed shall be sufficient to restore and maintain the dignity and honor of the position and to protect the public by assuring that the judge will refrain from similar acts of misconduct in the future.

The goal of judicial discipline "is not to punish but, rather, to impose sanctions to protect the public and foster judicial integrity." *Peck, supra*, at 177, *Ariz* at 287. The Arizona Supreme Court has held that in determining a "proper and proportionate" sanction, it is helpful to examine prior judicial misconduct cases. *Id.*

Meaningful proportionality analysis is difficult because there is no reported Arizona decision with a similar fact pattern. However, the closest staff could find were the following:

- *In re Ackel*, 155 Ariz. 34, 745 P.2d 92 (1987), and CV-88-0002-SA (January 26, 1988). The Commission determined that a justice of the peace committed willful misconduct by making sexually suggestive remarks to a female litigant applying for a protective order in his court. The judge hugged the young woman and asked her to have a drink with him. This occurred on two different occasions, one of which was tape-recorded by the woman. The Supreme Court censured the judge, who later resigned and agreed not to seek judicial office again after new allegations of sexual harassment came to light.
- Case No. 20-307 in which Respondent Eisele resigned as part of a stipulated agreement involving other cases as well. Respondent was alleged to have engaged in improper conduct that fell under the umbrella of sexual harassment, including an unwanted touching of a subordinate by kissing the clerk.
- Finally, a Reprimand was ordered in Case No 23-389 where Respondent admitted to asking his staff members to donate money they had with them to a litigant who was homeless. Respondent Staggs went to the bank during the lunch hour to reimburse staff members who donated. Respondent Staggs was given a reprimand for the abuse of power by making a request, no matter how noble, when there was an imbalance of power and staff would not have the ability to say "no". Similarly, in this case, Clerk #1 testified that she agreed to press on Respondent's back with fist, because she did not know how to say "no".

The aggravating factors far outweigh the mitigating factors. Respondent's conduct illustrates a lack of professional boundaries, violating both the City of Mesa policy and the Code of Judicial Conduct. The conduct was unacceptable and inconsistent with the standard expected of a judge. Respondent did not keep his position as a judge based upon this conduct. The sanction must be sufficient to protect

the public and restore confidence in the judiciary's integrity. The second unwanted touching was done in the public workspace of the courthouse, and the sanction should be public as well.

RECOMMENDATIONS

In conclusion, there has been testimonial evidence of two unwanted touchings. These unwanted touchings resulted in four violations of the Code. They are Rule 1.1 (Compliance with the Law), Rule 1.2 (Promoting Confidence in the Judiciary), Rule 1.3 (Abuse of the Prestige of Judicial Office), and Rule 2.3(B) (Bias, Prejudice, and Harassment).

The weighing of the aggravating and mitigating factors support a public reprimand.

It is therefore ordered that the previous order for a reprimand of Raymond P, Schumacher, dated February 4, 2025, remains in effect.

COMMISSION ON JUDICIAL CONDUCT

Hon. Christopher P. Staring
Commission Chair

Respectfully submitted,

Dated this 9th day of February, 2026.

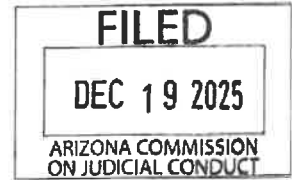
COMMISSION ON JUDICIAL CONDUCT

Brian A. Bohan
Disciplinary Counsel

A copy of this pleading was provided to Respondent, via email, this 9th day of February, 2026 to:

Hon. Raymond P. Schumacher, Respondent

A copy of the pleading in .pdf format and in Word format was sent via email on February 9, 2026, to the Chair of Commission, Hon. Christopher P. Staring.



Brian A. Bohan (Bar # 014342)
Disciplinary Counsel
Arizona Commission on Judicial Conduct
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Email: *bbohan@courts.az.gov*

**STATE OF ARIZONA
COMMISSION ON JUDICIAL CONDUCT**

Inquiry concerning)) Judge Raymond P. Schumacher)) Mesa Municipal Court) State of Arizona)) <p style="text-align: right;">Respondent)</p>	Case No. 24-246 JOINT PREHEARING STATEMENT
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Disciplinary Counsel and Respondent, after conferring, hereby submit this prehearing statement prepared pursuant to the Case Management Order dated November 21, 2025.

I. Agreements Reached by the Parties

These agreements are based upon Respondent’s admissions in his Response to the Complaint, to certain facts as alleged.

A. Stipulated Facts

1. The Commission has jurisdiction of this matter pursuant to Article 6.1, § 4 of the Arizona Constitution and the Rules of the Commission.

2. Respondent served as a municipal court judge in Mesa Municipal Court beginning in 2019 and did not seek reappointment by the City Council. His last day at the Mesa Municipal Court was June 30, 2024.

3. As a judge, Respondent is subject to Arizona Code of Judicial Conduct (effective 09/01/09, last amended 01/01/25) (hereinafter Code) as set forth in Arizona Supreme Court Rule 81.
4. At all times relevant to this Statement of Charges, Respondent was a judge at the Mesa Municipal Court.
5. Respondent asserts he was in extreme pain from complications from the COVID vaccine. He withdrew from his friendships and only attended work. Disciplinary Counsel does not intend to contest these facts.
6. On the week of April 8, 2024, Respondent asserts he could not go to work because he was in such extreme pain and went for medical testing. Disciplinary Counsel does not intend to contest these facts.
7. On Monday April 15th, 2024, Respondent returned to work. Judge Umpleby contacted Respondent just as Respondent was leaving the bench and called Grace Myers who then drove to the court. Grace Myers then took Respondent to Chandler Regional Hospital and Respondent told her to just take him back to the court because he knew there was nothing they could do for him medically. On Tuesday, April 16, he returned to work, as he was assigned to cover a trial for another judge later in the week. Disciplinary Counsel does not intend to contest these facts.
8. On or about April 17, 2024, while in his chambers, Respondent requested that his Clerk 1¹ touch his back to alleviate back pain. Clerk 1 did so.
9. Clerk 1 immediately reported the incident to her supervisor and the presiding judge, stating that the request made her feel uncomfortable, but she complied with Respondent's request as it would have been awkward to reject it. Clerk 1 also advised Human Resources of the incident. The court immediately re-assigned Clerk 1 to other duties where she would not interact with Respondent.
10. At the end of the day, Respondent later saw Clerk 1, unaware of the reason that she had been re-assigned. He put his hands on her shoulders in front of Clerk 2 and made some statement about "taking my girl." Clerk 1 reported that she was distressed by Respondent's actions in touching her shoulders.

¹ The identities of Clerk 1 and Clerk 2 are known to Respondent. Given the sensitive nature of the allegations of this complaint, the clerks are not identified by name.

11. Respondent, in his interview with an investigator from the City of Mesa Human Resources, admitted he should not have engaged in such conduct, and he acknowledged the physical contact was in violation of a city policy. Respondent was placed on leave and did not seek reappointment when his term ended.

B. Stipulated Code of Conduct Violations

1. None.

II. Facts/Code Violations in Dispute

A. The Parties Positions Regarding Facts in Dispute

1. Commission
 - a. In the morning of April 17th, Respondent asked Clerk 1 to rub his back. Clerk 1 did so for about 30 seconds.
 - b. In the afternoon, Respondent, in front of another employee, put his hands on Clerk 1's shoulders and began to message them.
2. Respondent
 - c. In the morning, Respondent asked Clerk 1 to press on his back in a specific spot. Clerk 1 did so for about 30 seconds.
 - d. In the afternoon, Respondent, in front of another employee, put his hands on Clerk 1's shoulder and patted them.

B. The Parties Positions Regarding Code Violations in Dispute

1. Commission
 - a. Respondent's conduct described in paragraphs 11-14 in the Statement of Charges violated the following provisions of the Code, specifically Rule 1.1 (Compliance with the Law) which states:

"A judge shall comply with the law, including the Code of Judicial Conduct."
 - b. Respondent's conduct described in paragraphs 11-14 in the Statement of Charges violated the following provisions of the

Code, specifically Rule 1.2 (Promoting Confidence in the Judiciary) which states:

“A judge shall act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety.”

- c. Respondent’s conduct described in paragraphs 11-14 in the Statement of Charges violated the following provisions of the Code, specifically Rule 1.3 (Abuse of the Prestige of Judicial Office), which states:

“A judge shall not abuse the prestige of judicial office to advance the personal or economic interests of the judge or others or allow others to do so.”

- d. Respondent’s conduct described in paragraphs 11-14 in the Statement of Charges violated the following provisions of the Code, specifically Rule 2.3(B) (Bias, Prejudice, and Harassment), which states in part, “A judge shall not, in the performance of judicial duties, by words or conduct . . . engage in harassment, including but not limited to . . . harassment based upon . . . sex, gender . . .”

2. Respondent

- a. Respondent’s conduct described in paragraphs 11-14 in the Statement of Charges did not violate the following provisions of the Code, specifically Rule 1.1 (Compliance with the Law). Respondent did not act in any way with a sexual intent, but rather a response to overwhelming pain.
- b. Respondent’s conduct described in paragraphs 11-14 in the Statement of Charges did not violate the following provisions of the Code, specifically Rule 1.2 (Promoting Confidence in the Judiciary). Respondent did not act in any way with a sexual intent, but rather a response to overwhelming pain.
- c. Respondent’s conduct described in paragraphs 11-14 in the Statement of Charges did not violate the following provisions of the Code, specifically Rule 1.3 (Abuse of the Prestige of Judicial

Office). Respondent did not act in any way with a sexual intent, but rather a response to overwhelming pain.

- d. Respondent's conduct described in paragraphs 11-14 in the Statement of Charges did not violate the following provisions of the Code, specifically Rule 2.3(B) (Bias, Prejudice, and Harassment). Respondent did not act in any way with a sexual intent, but rather a response to overwhelming pain.

III. Pending Discovery Disputes

None.

IV. Final Witness Lists & Summary of Anticipated Witness Testimony

A. Commission

1. Hon. Stephen Umpleby

Judge Umpleby is expected to testify to all relevant facts as stipulated by the parties, including but not limited to: Clerk 1 reported an unwanted touching, an investigation ensued in which Respondent admitted to asking Clerk 1 to touch his back, and at the end of the day, put his hands on her shoulders and asked why you are "taking my girl?", a written letter summarizing the investigation was completed, and Respondent had available sick time which could have been used if necessary.

2. Clerk 1

Clerk 1 is expected to testify to all relevant facts as stipulated by the parties, including but not limited to: Respondent closed the door to his office and asked her to rub his back, which she agreed to only because to say no would have been awkward. Immediately afterward, she reported the conduct to her supervisor and Human Resources. At the end of the day, after being reassigned to a new location on a different floor, Respondent, in front of Clerk 2, came up from behind Clerk 1 and put his hands on Clerk 1's shoulders and started massaging Clerk 1's shoulders in front of Clerk 2, asking her why they were "taking his girl?" Both of these contacts with Respondent were unwanted and made Clerk 1 uncomfortable.

3. Clerk 2

Clerk 2 is expected to testify that at the end of the day on April 17, 2024, after Clerk 1 had been reassigned to the 2nd floor, Respondent came up behind Clerk 1, put his hands on Clerk 1's shoulders, and started to massage them, asking Clerk 2 something to the effect of "why are you taking my girl?" It was clear to Clerk 2 that Clerk 1 was made uncomfortable by this conduct.

4. Respondent

In addition to submitting to cross examination, Respondent is expected to testify to all relevant facts as stipulated by the parties, including that he twice initiated physical contact with Clerk 1, in violation of Mesa City Court Policy.

B. Respondent

1. Respondent

Respondent is expected to testify to all relevant facts as stipulated by the parties (and as described above in Section IV. A. 1.). Additionally, Respondent is expected to testify to the pain he was experiencing which prompted the request for Clerk 1 to press on his back, and his dedication to his job. Respondent is expected to testify to his history of physical pain, and to facts relevant to the factors bearing on whether discipline should be imposed (such as the seriousness of the transgression, the facts and circumstances that existed at the time of the transgression, and other factors included in the "Scope" section of the Code) and to facts relevant to mitigating factors set forth in Rule 19 of the Commission's Rules.

2. Grace Myers

Grace Myers will testify to the health conditions of Respondent at the time of the incident.

V. Stipulated Final Exhibit List

The parties stipulate to the admission of the following exhibits at the hearing:

1. Complaint dated June 24, 2024, submitted by Judge Umpleby
2. Reprimand Order

3. Response to Complaint, which includes a letter from Respondent to the City Attorney
4. Mesa Management Policy, Policy Number 308, titled Workplace Discrimination and Harassment
5. Letter from Neo7 Bioscience regarding Respondent's medical condition
6. Letter dated March 18, 2024, from Carlos Flores regarding Respondent's health condition at the time of the incident
7. Letter dated March 1, 2024, from Robert Fischer explaining pain treatments of Respondent
8. Text #1 from Carlos Flores instructing Respondent to go to the hospital
9. Text #2 from Carlos Flores instructing Respondent to go to the hospital

VI. Objections to Witnesses or Exhibits

None.

VII. Remaining Issues

None.

Dated this 19th day of December, 2025.

COMMISSION ON JUDICIAL CONDUCT

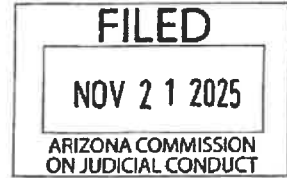
By: /s/ Brian A. Bohan
Brian A. Bohan
Disciplinary Counsel

By: /s/ Raymond P. Schumacher
Raymond P. Schumacher
Respondent

Original of the foregoing filed this 19th day of December 2025, with:

Clerk of the Commission
Arizona Commission on Judicial Conduct
1501 West Washington Street, Suite 229
Phoenix, AZ 85007

Arizona Commission on Judicial Conduct
1501 West Washington Street, Suite 229
Phoenix, Arizona 85007
Telephone: (602) 452-3200



**STATE OF ARIZONA
COMMISSION ON JUDICIAL CONDUCT**

Inquiry concerning)
) Case No. 24-246
Judge Raymond P. Schumacher)
) **CASE MANGEMENT ORDER**
Mesa Municipal Court)
State of Arizona)
)
Respondent.)
)

The formal charges in this case were filed on August 22, 2025. The Respondent filed an answer on September 8, 2025. A telephonic Status/Scheduling Conference was held on October 29, 2025. In order to manage the matters under consideration, this schedule is established pursuant to Commission Rule 27(b).

IT IS THEREFORE ORDERED,

1. **Priority.** The parties shall treat this judicial disciplinary proceeding as a priority matter and are hereby put on notice that the deadlines and dates set in this order shall be continued, extended or otherwise delayed only upon a showing of good cause. No filing shall extend the deadlines set forth in this order without the prior approval of the Chair.

2. **Applicable Rules.** The Rules of the Commission on Judicial Conduct shall govern these proceedings. All references to time in the rules or in

this order shall be computed in accordance with Rule 6(a), Arizona Rules of Civil Procedure.

3. Correspondence, Filing and Exchange of Documents.

Correspondence and all original motions, pleadings or other legal documents required by this order or permitted by commission rules shall be filed electronically with the commission's clerk and served simultaneously on the other party by electronic mail.

4. Recording Proceedings.

The public hearing in these proceedings shall be recorded by an official court reporter selected by the commission clerk, unless the parties agree to record the proceedings digitally using court recording software. All other meetings or conferences, with the exception of any settlement conferences, shall be digitally recorded unless an official court reporter is requested by a party. The fees and expenses of a court reporter so requested shall be paid by the requesting party. A court reporter shall not be present during deliberations of the hearing panel.

5. Discovery.

All discovery shall be completed in accordance with Commission Rule 26.

a. Witness Lists.

The parties shall make initial disclosure and shall exchange lists of witnesses and exhibits as provided in Commission Rule 26(a).

b. **Completion of Discovery.** Pursuant to Commission Rule 26(d), the duty to provide timely discovery is ongoing and both parties must supplement their initial discovery exchanges in a timely manner.

6. **Motions.** All motions regarding discovery and any other prehearing motions, including motions in limine, shall be filed by email with the commission clerk. Parties are directed to expedite this proceeding by delivering or emailing copies of all motions to the other party and the Chair on the same day the motions are filed. Responses to motions shall be filed no later than five (5) days after receipt of the motions. No replies to responses are permitted unless approved by the Chair. If authorized, replies shall be filed within two (2) days of the order permitting same.

7. **Joint Prehearing Statement.** Counsel for the parties shall meet personally before the prehearing conference to discuss and attempt to resolve in good faith, to the extent possible, all pending matters. Counsel for the parties shall prepare and file with the commission clerk by 5:00 p.m. on December 19, 2025, a joint prehearing memorandum setting forth the substance of all agreements reached; each party's position regarding each issue in dispute; each party's position on any pending discovery disputes; a final list of witnesses each party will call to testify at the hearing, together with a brief statement of each witnesses' expected testimony; a final list of exhibits that each party will offer at the hearing; any objection either party has to the witnesses and exhibits to be

called or offered by the other party; the course and status of any settlement discussions; and any other issues the parties deem appropriate.

8. **Exhibits.** Exhibits that the parties intend to use at the hearing shall be delivered to the commission's office at least five (5) business days before the January 8, 2026 hearing. All exhibits must be pre-numbered, clearly labeled in the bottom right-hand corner as "Petitioner's" or "Respondent's" exhibits and scanned as individual .pdfs that can be emailed to the commission clerk. One original copy plus an individually scanned copy of each proposed exhibit is required.

9. **Hearing.** Notice also is given that a hearing on the statement of charges in this matter is set for Thursday, January 8, 2026 at 1:00 p.m. in Hearing Room 109 at the Arizona State Courts Building, 1501 W. Washington Street, Phoenix, Arizona, 85007. This is a firm hearing date, and absent extraordinary cause, no continuance will be granted. The Chair has scheduled one afternoon for the hearing. The parties should anticipate a roughly equal division of the allotted time for presentation of each party's case by direct or cross-examination, and any opening or closing remarks of counsel. The parties should have this schedule in mind when anticipating the presentation of evidence.

10. **Recommendations.** The commission may request the parties to provide proposed findings of fact and conclusions of law for consideration and adoption before concluding deliberations. In that event, the Chair shall issue an

order directing the parties to file such proposals with the commission clerk. The Chair's recommendations shall be filed pursuant to Commission Rule 28(a).

11. If the parties wish to modify or amend the deadlines established in this order, they may make a request to do so by filing an appropriate motion with the presiding member within three (3) days of this date.

Dated this 21st day of November, 2025.

FOR THE COMMISSION

/s/ Christopher P. Staring
Hon. Christopher P. Staring
Chair of the Commission

Copies of this document were electronically sent this 21st day of November, 2025 to:

Hon. Raymond P. Schumacher, Respondent

Brian A. Bohan, Disciplinary Counsel
Commission on Judicial Conduct
bbohan@courts.az.gov

By: /s/ Kim Welch
Kim Welch, Commission Clerk

September 7, 2025



Commission on Judicial Conduct
1501 W. Washington Street, Suite 229
Phoenix, Arizona 85007

Dear Commission:

This is my reply/response to the complaint filed. In addition, I am attaching to this letter, a letter from Neo7 bioscience regarding the medical/molecular findings regarding my situation and a letter from Carlos Flores. You have already previously incorporated my prior letters and I will present additional information at the time of the hearing.

As previously disclosed, I did not come to work the prior week because of the extreme pain and I also did the blood work for the molecular and gene testing through Neo7 Bio Science as a hopeful means to an end of the pain. Upon returning to work on Monday April 15, 2021, Judge Umpleby contacted an attorney and a friend of mine to let her know of my physical condition. She arrived at the court and then we headed to the emergency room in her vehicle. Very early that morning I had also spoken to a friend and received text messages informing me to go to the hospital. The text messages and the letter have already been disclosed to Mr. Bohan.

Sincerely,

/s/ Ray P. Schumacher

Ray P. Schumacher



John A. Catanzaro, N.M.D., Ph.D.
CEO and Co-founder | Neo7Bioscience
February 17, 2025

RE: Molecular Analysis Findings Related to COVID mRNA Vaccine Injury and Complications
Patient: Ray Schumacher

To Whom It May Concern,

This letter formalizes the molecular analysis findings regarding injuries and complications associated with the COVID-19 mRNA vaccine in the case of **Ray Schumacher**.

Following comprehensive molecular profiling, the analysis revealed the following key findings indicative of vaccine-related pathology:

1. **Dysregulated Immune Response:** Elevated inflammatory markers, including IL-6, TNF- α , and IFN- γ , indicate sustained immune activation consistent with an aberrant response to mRNA vaccine components.
2. **Mitochondrial Dysfunction:** Molecular assays demonstrate mitochondrial stress and bioenergetic deficits, evidenced by abnormal oxidative phosphorylation and ATP production pathways, suggesting vaccine-induced cellular metabolic impairment.
3. **Endothelial Injury and Coagulation Abnormalities:** The presence of circulating endothelial damage markers (e.g., VCAM-1, ICAM-1) and dysregulated coagulation factors (elevated D-dimer, fibrinogen abnormalities) point to vaccine-induced endothelial dysfunction and pro-thrombotic state.
4. **mRNA Persistence and Spike Protein Expression:** Molecular sequencing confirms the prolonged presence of synthetic mRNA and spike protein beyond expected degradation timelines, which may contribute to ongoing inflammatory and autoimmune sequelae.
5. **Neurological and Autoimmune Markers:** Autoantibody profiling and cytokine analysis suggest neuroinflammatory and autoimmune responses, correlating with reported symptoms of neurological impairment and systemic immune dysregulation.

Based on these findings, the COVID-19 mRNA vaccine has contributed to significant biological and immunological alterations in **Ray Schumacher** related to his symptoms of chronic pain and inflammation. These results and the findings should be considered in the context of appropriate medical and legal proceedings.

Please acknowledge receipt of this letter and advise on any necessary next steps.

Sincerely,

John A. Catanzaro, N.M.D., Ph.D.

John A. Catanzaro, N.M.D., Ph.D.
CEO and Co-founder | Neo7Bioscience

March 18, 2024

RE: RAY SCHUMACHER

To the Judicial Commission:

I have known Ray Schumacher for just over 3 years. I became acquainted with him through Bethel church. We have remained close friends since that time.

I am one of the very few who know what Ray has gone through over the years. For at least 2 years Ray went to weekly healing rooms for prayer for a physical healing. As time passed, it began to break him down not only physically but emotionally as well with no answers as to the cause of his physical condition. The pain was constant. It was like a roller coaster, it would go down for a little while and then surge again for unknown reasons.

Around the first week of March 2024, the high pain returned and things really started to go down-hill from there. Ray was not sleeping many nights and when he did sleep it was perhaps 2 maybe at most 3 hours. I spoke with Ray every single day either on the phone or in person during this time. I started to observe his hands shaking and what I would describe as tremors. This was usually after a night of no sleep. Ray would take over the counter anti-inflammatory medication until his stomach lining would break down to the point that he would begin to bleed. He started missing more days at work and took off the second week of April for in depth testing with a company in hopes of an answer.

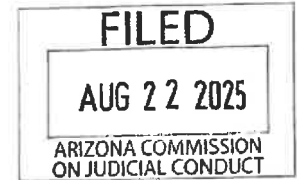
Ray's pain had skyrocketed and I saw him almost daily during a ten-day span. He was determined to go back to work, however, on his first day back on Monday April 15, 2024, he returned home before noon. I had reached out to the brothers in the men's group and we were praying for Ray daily. I discussed with Ray during these days to go to the hospital to get help with the pain so that he could at least get some rest. In the early morning hours of April 17, 2024, I spoke again with Ray and he was breaking down emotionally.

I know about the situation at the court and what transpired. Ray shared the details including all of the written documentation/texts with me. To my disbelief, the incident that occurred on April 17, 2024, was the reason for his non-renewal as a judge. We all now know the reason for Ray's suffering was the Pfizer vaccine and it continues to cause him issues to this very day.

Sincerely,

Carlos Flores

Brian A. Bohan (Bar # 014342)
Disciplinary Counsel
Arizona Commission on Judicial Conduct
1501 West Washington Street, Suite 229
Phoenix, AZ 85007
Telephone: (602) 452-3200
Email: bbohan@courts.az.gov



**STATE OF ARIZONA
COMMISSION ON JUDICIAL CONDUCT**

Inquiry concerning)
) Case No. 24-246
Judge Raymond P. Schumacher)
) **STATEMENT OF CHARGES**
Mesa Municipal Court)
State of Arizona)
)
Respondent)

Pursuant to Commission Rule 24(a), Disciplinary Counsel hereby files this Statement of Charges against former Mesa Municipal Court Judge Raymond P. Schumacher (hereinafter Respondent) setting forth the Commission's jurisdiction and specifying the nature of his alleged judicial misconduct.

JURISDICTION

1. The Commission on Judicial Conduct (hereinafter Commission) has jurisdiction of this matter pursuant to Article 6.1, Sec. 4 of the Arizona Constitution and the Rules of the Commission.

2. This Statement of Charges is filed pursuant to Rule 24(a) of those rules (Commission Rules).

3. Respondent served as a municipal court judge in Mesa Municipal Court beginning in 2019 and did not seek reappointment by the City Council. His last day at the Mesa Municipal court was June 30, 2024.

4. As a judge, Respondent is subject to Arizona Code of Judicial Conduct (effective 09/01/09, last amended 01/01/25) (hereinafter Code) as set forth in Arizona Supreme Court Rule 81.

PROCEDURAL BACKGROUND

5. On June 28, 2024, the Commission received a complaint regarding Respondent's conduct from the Hon. Stephen Umpleby, Presiding City Magistrate, Mesa Municipal Court. See Exh. A. The complaint was assigned Case No. 24-246.

6. Respondent was forwarded the complaint in Case No. 24-246, and was asked to respond.

7. Respondent provided a response to the Commission on October 30, 2024. See Exh. B.

8. On February 4, 2025, the Commission publicly reprimanded Respondent for violating Rules 1.1, 1.2, 1.3, and 2.3(B) of the Code. See Exh. C.

9. On February 17, 2025, Respondent requested a formal hearing under Commission Rule 23(b)(2).

FACTUAL BACKGROUND

10. At all times relevant to this Statement of Charges, Respondent was a judge at the Mesa Municipal Court.

11. On or about April 17, 2024, while in his chambers, Respondent requested that his court clerk rub or press on his back purportedly to alleviate back pain. The clerk did so.

12. The clerk immediately reported the incident to her supervisor and the presiding judge, stating that the request made her feel uncomfortable, but she complied with Respondent's request as it would have been awkward to reject it. The court immediately re-assigned the clerk to other duties where she would not interact with Respondent and advised Human Resources of the incident.

13. When Respondent later saw the clerk, unaware of the reason that she had been re-assigned, he put his hands on her shoulders in front of another co-worker, made a squeezing or massaging motion, and asked why they were "taking my girl?" The clerk reported that she was distressed by Respondent's actions in touching her shoulders.

14. Judge Schumacher, in his interview with an investigator from the City of Mesa Human Resources, admitted he should not have engaged in such conduct, and he acknowledged the physical contact was in violation of a city policy. Judge Schumacher was placed on leave and did not seek reappointment when his term ended.

VIOLATIONS OF THE CODE OF JUDICIAL CONDUCT

Respondent's conduct described in paragraphs 11-14 violated the following provisions of the Code, specifically:

15. Rule 1.1 (Compliance with the Law) which states, "A judge shall comply with the law, including the Code of Judicial Conduct."

16. Rule 1.2 (Promoting Confidence in the Judiciary) which states, "A judge shall act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety."

17. Rule 1.3 (Abuse of the Prestige of Judicial Office), which states, "A judge shall not abuse the prestige of judicial office to advance the personal or economic interests of the judge or others, or allow others to do so."

18. Rule 2.3(B) (Bias, Prejudice, and Harassment), which states in part, "A judge shall not, in the performance of judicial duties, by words or conduct . . . engage in harassment, including but not limited to . . . harassment based upon . . . sex, gender . . ."


REQUESTED RELIEF

WHEREFORE, Disciplinary Counsel hereby requests the Commission find Respondent in violation of the Code as alleged above; publicly reprimand Respondent or recommend to the Supreme Court that Respondent be censured, suspended, or removed from judicial office; that attorney's fees and costs be assessed against Respondent pursuant to Commission Rule 18(e); and the Commission or Court grant such other relief as is deems appropriate.

///

Dated this 22nd day of August, 2025.

COMMISSION ON JUDICIAL CONDUCT


Brian A. Bohan
Disciplinary Counsel

Copies of this document were electronically served this 22nd day of August, 2025 to:

Hon. Raymond P. Schumacher, Respondent

Brian A. Bohan, Disciplinary Counsel
Commission on Judicial Conduct
bbohan@courts.az.gov

By: /s/ Kim Welch
Kim Welch, Commission Clerk

EXHIBIT A



250 E 1st Ave
Mesa, Arizona 85210

Comp

JUN 28 2024

2024-246

June 24, 2024

Confidential
Arizona Commission on Judicial Conduct
1501 W Washington Street, Suite 229
Phoenix, AZ 85007

Re: Judge Raymond Schumacher

Members of the Commission,

Please see the attached executive summary relating to Judge Raymond Schumacher and an allegation of workplace misconduct that occurred on April 17, 2024, at the Mesa Municipal Court. As the executive summary raises potential violations of the Code of Judicial Conduct, I have forwarded it to this Commission for review.

Additionally, I write to inform the Commission that Judge Schumacher was placed on leave on April 21, 2024, and has not returned to his judicial duties since that time. He has subsequently decided not to seek reappointment by City Council. As such, his term as a judicial officer in Mesa will end on June 30, 2024.

If you have any questions or need additional information, please contact me at the information provided below.

Sincerely,

Stephen Umpleby
Presiding City Magistrate
Mesa Municipal Court
480-644-4647

v

480.644.2255 (tel)
480.644.2927 (fax)

Stephen Umpleby
Presiding Judge

Dear Judge Umpleby,

As you know, the City retained this firm to investigate an allegation of workplace misconduct relating to Mesa Municipal Judge Schumacher. I began investigating the matter, including conducting several interviews and reviewing documents, and have made preliminary findings. However, I have been informed that Judge Schumacher has chosen not to move forward with his reappointment for another term on the Mesa Municipal Court, which negates any need to continue expending resources on further investigation. Nonetheless, I also understand that for the integrity of the Mesa Judicial Department, you would like to have an executive summary of my findings in order to present to the Arizona Commission on Judicial Conduct. To that end, here is an executive summary:

On the morning of April 17, 2024, a court specialist reported that she entered Judge Schumacher's office at approximately 7am. She claimed that Judge Schumacher was there, asked her to close the door, and informed her that he was having bad back pain and asked if she would rub his back. She claims to have obliged only because she felt awkward rejecting the request. Upon leaving his office, she immediately reported the situation to her supervisor and the presiding judge.

The court promptly and appropriately removed the court specialist from the situation and sent her from the third floor (where Judge Schumacher's office is located) to the second floor, where she would no longer be required to interact with, or work with, Judge Schumacher. In the meantime, the court sought guidance from City HR relating to appropriate next steps.

Later in the day, Judge Schumacher became aware that the court specialist was being reassigned, but the judge was not yet told why. Upon learning of the reassignment, he reached out to the specialist both via Teams as well as her personal phone (text) to ask if she was busy. With guidance from City HR and her chain of command, the specialist did not respond. Within the hour, Judge Schumacher came down to the second floor looking for her. The specialist was sitting in an office speaking with the Lead Court Specialist (LCS). According to both the specialist and the LCS, Judge Schumacher came up behind the specialist and placed his hands on her shoulders and began to massage them, stating, "so you're taking my girl?" or "how could you guys take my girl?" The specialist reported that she was greatly distressed by his contact and tensed up. The specialist's account was virtually identical to the LCS's account, who observed the specialist's look of discomfort. After the judge left, the LCS asked the specialist, "are you OK?" The specialist responded that she was not. The matter was reported immediately. In fact, the LCS went home that afternoon and handwrote an exact account of her observations. She stated that based on her observations, it was clearly the type of occurrence that she knew she was going to need to remember with exactness.

The specialist was appropriately allowed to stay home for the next few days on a paid LOA, while the City worked to remove Judge Schumacher from the environment so that the matter could be investigated.

These are the key allegations that have been investigated. As an aside, thus far the investigation has revealed that the City and judicial department acted promptly and appropriately to protect the court specialist when it became aware of the situation, and that she has experienced no negative consequences or other adverse actions in her employment.

As it pertains to the initial back rubbing incident, Judge Schumacher reports that he did not ask the specialist to shut the door or that he asked her to rub his back generally, but rather, that he was having immense back pain and asked her if she would press really hard on a certain spot on his back, and that it was not longer than a few seconds. He is adamant that there was no sexual intent, for which this investigation makes no express finding whether there was sexual intent or not. However, even taking Judge Schumacher's version of the events as true (and the truth is likely somewhere in the middle), this conduct violated City Management Policy 308, which specifically notes that "physical contact such as touching..." violates the workplace conduct policy, particularly given the power differential and significant age gap (the judge is 60 and the court specialist is in her early 20s) between the judge and the specialist.

As it pertains to the afternoon massaging incident, Judge Schumacher reports that he placed his hands on the specialist's shoulders and squeezed or patted, but does not recall doing much more than that. His description of the situation is materially different than the specialist's account, which was verified by an unbiased third party. Again, even if his description of the encounter was accurate, his physical contact with the court specialist violated City Management Policy 308 and was extraordinarily inappropriate conduct in the workplace particularly given the power differential. The judge acknowledges that he should not have touched the court specialist, and that he knows better than to do that. Although to him these touching incidents may have been innocent and without any sexual intent, his intent is immaterial to the determination of a Policy 308 violation.

It is also important to note that the investigation thus far has revealed that over the course of approximately five months, Judge Schumacher and the specialist engaged in both verbal and text communication that would lead any reasonable observer to conclude that they were friendly with each other, which is likely why the judge felt comfortable asking the specialist to rub or press his back and why he felt comfortable later that day placing his hands on her shoulders. Of course, no amount of familiarity would justify a municipal court judge acting the way he did on April 17, 2024 toward a court specialist, and as noted, his conduct is highly inappropriate and a violation of policy. But the investigation has not revealed a pattern, or otherwise grooming or predatory behavior, on the part of the judge.

In fact, many of the friendly text messages between the judge and specialist were actually instigated by the specialist and were at times during off-work hours. Indeed, any objective observer to the text messages would likely come away believing that the court specialist enjoyed the friendly, and even flirty, relationship in which she appears to be a more than willing participant with the judge. Tellingly, although this investigator requested from the court specialist all of her text messages between her and the judge for the entirety of her time working with the judge (from the end of October 2023 through mid-April 2024), the records demonstrate that the court specialist deleted text messages that painted her in a questionable light. For example, this investigator reviewed a copy of the cell phone company records for Judge Schumacher's phone, which shows that on Super Bowl Sunday, there were three text messages from the specialist to Judge Schumacher, and one return message by the judge. Both the specialist and the judge deleted that particular text chain from their phones. The judge admitted that the specialist (without prompting) had sent him a text that said she had straightened her hair for Super Bowl Sunday; a second text asking if he liked it; and a third text with a somewhat provocative image of herself to show him her what she had done with her hair. Based on his recollection (because again the text chain was

deleted by both of them), the judge responded approximately 45 minutes later with words "something like, 'beautiful Mia, it looks both good straight and/or curly.'"

Although the specialist's questionable and perhaps even deceptive conduct (i.e., erasing text messages) provides important context to the situation, it does not in any way excuse Judge Schumacher's behavior. Indeed, it demonstrates a significant lack of judgment; at the very least, he should have drawn professional boundaries with the specialist given their power differential and he should have also considered reporting the situation to HR or court administration.

Please let me know if you need additional information for any report you deem is necessary to the Arizona Commission on Judicial Conduct.

Sincerely,
Justin Pierce

Justin S. Pierce



2812 N. Norwalk, Suite 107
Mesa, AZ 85215

7730 E. Greenway Road, Suite 105
Scottsdale, AZ 85260

Office: 602-772-5507
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EXHIBIT B

October 25th, 2024

Commission on Judicial Conduct
1501 W. Washington Street, Suite 229
Phoenix, Arizona 85007

Resp (Schumacher)
OCT 30 2024
2024-246

Dear Commission:

I am responding to the recent letter regarding a judicial complaint filed against me by Judge Umpleby. I am attaching to this letter my letter to City Attorney Jim Smith and Judge Umpleby dated May 28, 2024, which I am incorporating as reference to provide more information to this situation. I will attempt to not repeat everything that was set forth in that letter.

It truly saddens me to see that a judicial complaint was filed against me in this matter especially when the full context of the surrounding circumstances of my situation was completely omitted. As referenced in my attached letter, after starting with the Mesa Municipal Court on December 2, 2019, things were going in great direction for me with the Court. I was so delighted and happy to be in that position and believe I had an immediate impact on the court in a very positive way. I developed a team concept approach in my division that worked extremely well with all of the clerks in division 304.

Things changed drastically for me personally and professionally after receiving my second Pfizer covid injection in the spring of 2021. That evening I had what felt like electrical impulses in my hips and lower back. I had no idea that this was from the vaccine since I was only told about possible side effects of soreness in my arm and what was described to me as possible flu like symptoms. This feeling went on for about a week and then I started to experience pain. By July 2021, the pain was extreme. Judge Umpleby was newly appointed to the bench and he was aware that I was enduring quite a bit of pain. On the day that I was to do my interview with the judicial advisory board for the end of my two-year term, Judge Umpleby came to my office to chat. However, there was not much of a conversation as I simply sat in pain. I will never forget what Judge Umpleby did for me that day as he graciously sat with me the whole time until I had to leave for my interview. This became my new norm and new identity. As I mentioned in my attached letter, I withdrew from everyone and everything. I am more than willing to discuss openly and in person the extent of my physical condition and how it affected my life. Some of the details are very personal and rather embarrassing and I prefer to discuss it in person rather than condensing it to writing in this response.

Mesa operates on a 4-day work week. The week of April 8, 2024, I was not able to come into work due to my physical condition. As I mentioned in the attached letter, I took this as vacation time instead of sick time. I had received notice from the City of Mesa that I needed to take 80 hours of vacation time before the end of the year. I had not taken any real vacation time for three years due to my physical condition. When I did take vacation time because I was informed to do so, I would still work from home by accessing my work computer.

The pain I was experiencing in my body was not structural or muscular. Rather it was a result of among other things an inflammatory response from the vaccine. I rarely had upper back pain with the inflammatory responses and when I did, it would be on my right side only and it was sharp. With no relief in sight after three years, I agreed to have testing done with a bioscience company. I did this the week of April 8, 2024. This was extensive gene testing where they look at your blood DNA exome, blood RNA transcriptome and the presence of proteins in the urine. The test results showed that I was suffering from what is sometimes referred to as a cytokine storm (pro-inflammatory responses). In other words, my body kept producing the spike protein from the vaccine with no shut off valve. The other findings were cell metabolism dysregulation, improper innate immunity response, an imbalance in sympathetic and parasympathetic nerve activity, and a promotion of cell proliferation. Although the testing was done in early April, the results of this testing were not available until late May 2024 which I disclosed to Judge Umpleby and City Attorney Jim Smith.

Of the many genes that were misfiring because of the vaccine, the company selected 10 genes and developed personalized peptides. I started with three injections per week in and am currently doing five injections per week; four peptide injections and 1 immune therapy injection. This is not covered by insurance and the total cost for the testing and treatment is just under \$40,000.00. I am also taking four different enzymes to remove the spike protein from my body.

Please refer to the attached letter for the events that occurred on April 17, 2024. The only thing that I would add is that it was Judge Umpleby who contacted my friend about my condition on Monday April 15, 2024. She immediately called me and then drove down to the court house to take me to the emergency room.

Mr. Pierce's letter (complaint) referenced that I "went looking" for clarification, after completing my afternoon docket around 4:30 p.m. on April 17, 2024, I was informed by a lead clerk that they had moved and that I was getting back as a clerk. I was not aware of, nor was I informed that there was an issue. I have had a great working relationship with all of the clerks that have worked with me in division

304. Clerks were often frustrated when rotated out of my division and they would express this to me verbally. I also had many clerks inform me that they wanted to work in my division. was no different as she expressed both verbally and in writing that she did not want to be in any other division. Like the clerks before her, I thought she was probably upset about being moved out of my division. I had no other intent other than to see if she was ok.

Of concern is that the investigation was discontinued on the claim that I chose not to move forward with my reappointment. First and foremost, I welcomed a full investigation of every clerk that ever worked for me as well as communicating with any and all prosecutors or defense counsel that have ever appeared in front of me. I did not want to lose my position. I had already been approved by the judicial advisory board and was up for the consent agenda by counsel. After this incident I was removed from the consent agenda. I met with City Attorney Jim Smith and his assistant and informed them that if they had any concerns that I would be willing to provide them with any information, including taking a polygraph or multiple polygraphs about what happened. Mr. Smith's assistant consulted with outside counsel to see if they could extend me only for a year as I suggested instead of four-year term but was informed that city code prevented them from doing so.

Mr. Pierce also wrote in his letter that "and the truth is likely somewhere in the middle" when referencing my description of what occurred in my chambers. I have no idea how he came to that conclusion, however, any reference that this was somehow sexually motivated in any way is disparaging. Of interest is that I requested a copy of any written complaint against me and specifically made a request to Mr. Pierce in an email and one was never produced. I am learning for the first time that there was something in writing. I was advised not to speak with anyone at the court regarding this situation.

Mr. Pierce also wrote that because and I had this friendly relationship is why I felt comfortable asking her to push on my back. If it had been any of the clerks I had worked with, , or etc., I would have made the same request. This doesn't make it ok nor am suggesting that it was right under the Mesa city policy. At that moment I wasn't thinking Judge/clerk, male/female, young or old. I was just worn out physically and emotionally from suffering over the past three years and wanted the pain to stop. I never gave it a second thought. All I could think about was how am I going to get through this day. I spent the entire noon hour on the day of the incident reciting verses in a mantra fashion so I could get through my afternoon. Mesa city court does not have a judicial assistant position or a bailiff. The clerks serve these roles as well in a quasi-capacity. was my primary clerk at the time and I had no idea that she was no

longer in her position until I was informed at the end of the day. Under normal circumstances, I would have noticed right away.

The clerks are situated in an open area outside the chambers. Almost all my conversations with [redacted] occurred in this general area or in the court room. A lot of times there were group discussions involving several of the clerks. The text exchanges were almost exclusively as a result of these open discussions. The messages were not flirtatious and I was more than willing to provide them.

The letter from Mr. Pierce also paints an inaccurate picture when he discusses deleted text messages. After learning how to screen shot a text message, uploading and saving them to my computer, I emailed them to Mr. Pierce. I did this in stages since I am not tech savvy. He sent me the following email after receiving the text messages on April 26, 2024.

Got it, thanks. I'll go back and put them in order. From my quick perusal it looks like there are some periods where the text messages are more regular (i.e., a lot of back and forth over several days) and then there are some larger time gaps. For example, from December 18 to January 4 there's just a "Merry Christmas" text, and I'm assuming maybe it's because it was around the holidays and there just weren't messages during that time (maybe she or you were off for the holidays)? Other examples of times where there aren't messages are February 17 to 27, and then on February 27 there are a few messages, and then nothing again until March 9. The messages on the 9th are about UFC, and then another few texts on the 12th about coming into work and then nothing until March 20 (more than a week). So overall, from February 17 to March 20 it looks like there weren't a whole lot of texts, other than the texts about the UFC stuff and a few other texts. Is that right? Are these 7 screenshots the last of them so now I have a complete record of the text messages between you and [redacted] going back to October? I just need to make sure I'm not missing anything as I review the full context of any back and forth between you two. Please let me know if I have everything or if you're still compiling and sending screenshots.

I sent the following reply that same day letting him know I would compare my messages from my Verizon records.

I will pull up my records from Verizon to verify. You should have all of the text messages that I have. I will go over them again to make sure I captured them all. Verizon records for messages is not on the billing statement but I should be able to pull them up when I get back

There was a total of six text messages sent on February 11, 2024, which was also Superbowl Sunday. Five from [redacted] and one response from me. The first message from [redacted] was that she straightened her hair for the Superbowl. The second text was that she would send a photo and the third text was a photo of her hair straightened. The photo

was not provocative in any way and I am not sure why it was described in this fashion. The fourth text was my response to the effect it looks great curly or straight or beautiful curly or straight. The fifth text message was from [redacted] saying thank you, and the sixth text message was from [redacted] saying we will see if the Niners win.

As I explained to Mr. Pierce I have no idea why the photo was sent and only speculated that she wanted affirmation. What I didn't do is attempt to hide this in any way. I made every effort to retrieve these messages but could not since I did not save things to the cloud. Instead, I printed out the text message information from Verizon and compared them to the messages that were already provided. When I saw that a total of 4 text messages were missing, I provided a copy of the Verizon information to Mr. Pierce and explained the context of the messages. I have no idea what text messages [redacted] sent and did not send to Mr. Pierce to put her in a different light. I did not report [redacted] to HR as suggested in the letter because there was no need to do so.

I feel awful if I hurt or made [redacted] feel uncomfortable in any way. I have always had a great relationship with all my clerks and I was always protective of my staff and would do anything for them. That is why I was hopeful that Mr. Pierce would have spent some time communicating with all of them. I guess for me the most distressing part of all of this was not only losing my position, but that someone would try to suggest that there was some sort sexual intent involved or to paint me in that light.

What has happened to me since being vaccine injured goes well beyond my work environment. It has literally destroyed my life over the past three plus years. I am more than willing to meet with you to discuss and answer any questions or concerns you may have for me.

Sincerely,

Ray P. Schumacher

May 28, 2024

Jim Smith
City Attorney

Judge Stephen Umpleby

I was sworn in as a Mesa City Magistrate in December of 2019. Things were going well at the court and then we were hit with the covid pandemic in March of 2020. I volunteered to be at the court every day to conduct the order of protection and injunction against harassment hearings. The court was completely empty on the third floor with perhaps a clerk or two and the presiding judge, Matt Tafoya. I also volunteered to handle any change of plea agreements and sentencing from other divisions at this time. In addition to my own motion queue in 304, I handled the motion queue in 305 and assisted in many other divisions as well.

Once the court was able to resume with trials, division 304 was the busiest jury trial division for quite some time. We consistently kept our cases and calendar moving in a very efficient manner and things were running smoothly.

Shortly after the covid 19 vaccine rollout, I was hesitant to take the vaccine as many of my family members, friends, as well as some acquaintances in the medical community had advised against it. Since I was a Judge in the court system, I felt especially conflicted if I didn't take the vaccine.

Within weeks of taking the second Pfizer shot, my body developed extensive inflammation throughout my entire pelvic region. There were no medical answers and I was in pain 24 hours a day, 7 days a week, 365 days a year. I withdrew from all my activities and friends and cut off all socialization because of the pain I was in. This was not missed by my colleagues at work because more often than not my door remained closed. The pain would rise and fall on occasion but it was constant and it made my life hell. Previously, I led an extremely active life style and did some form of exercise 7 days a week. I now had no life outside of court. Notwithstanding my medical condition, I did everything to ensure that my work did not falter.

This went on for 3 years until I finally started to pursue a different medical route with naturopathic doctors. They were convinced the covid vaccine attributed to this and I began a process of taking four different products to remove and unbind the spike proteins from my body. I have been working with a bioscience company for extensive gene testing to determine the exact cause of the issues. Recently, they extensively analyzed at

least ten different genes showing that my body was completely misfiring and producing inflammation and was out of balance due to this vaccine.

My situation really didn't allow me to take real vacation time, so when I did take vacation time, I would still work my cases and motion queue from home. I was not able to work the week of April 8, 2024, due to my physical condition and took the week off as vacation even though really this should have been sick time. This was also when I had my gene testing done with a bioscience company.

I did come to work on Monday April 15, 2024, however it was not physically possible for me to finish the day. Judge Umpleby did see me that morning and said that they would find coverage for the afternoon calendar. He commented that this was the worst he had ever seen me. A dear friend of mine traveled down from her home in Scottsdale to the court and she began to drive me to the emergency room. Realizing that they would probably only provide me something for pain, I went to my home. I returned to work the next day on Tuesday since I did not have a jury trial that day, although I was in immense pain. I was planning on taking the rest of the week off, however, I was previously committed to handle a rather contested DUI jury trial in Judge Lawler's division that Thursday and the parties had requested that I preside over the trial. (I did conduct the jury trial that went all day and into the early evening) Throwing all pride out the window, Judge Lawler did come to my chambers on Tuesday and I was in tears from the pain. As she often did, she advised I get some mental health help to cope with the pain. Judge Umpleby also stopped by my chambers, and I told him that I didn't want to lose my job if this physical condition persisted. His response was "you won't lose your job you are one of the hardest worker's here".

I came to work on Wednesday as well and sometime around 10 a.m. my clerk was in my chambers. The extensive pain in my hip often causes my back to spasm which it did this morning. I grabbed a pencil and pointed to a spot on my back and asked if she could push there as hard as she could. She pushed on that area with her fist or her knuckle for a period of what I believe was 30 seconds. Subsequent to that, we had a brief conversation about the pain or discomfort she experienced in her shoulder from doing certain weight lifting activities. She also recommended and showed me a certain back stretch that I might try to relieve the pain.

I did my afternoon docket and was informed by a lead clerk that they had moved a former clerk of mine back to 304 and this other clerk was moved to division 203. I was not aware of, nor was I informed that there was an issue. I believed this clerk was probably upset about being moved out of my division. At around 4:30 p.m. after I finished my afternoon docket, I walked down to the second floor and saw her in an office talking with another lead clerk. Her back was towards me and I walked up behind her and put my hands on her shoulders and remember saying something to the effect you took my clerk.

I was not in the room more than 10 to 15 seconds at most. Subsequent to that around 5 p.m., I was informed that this clerk had filed a complaint for an unwanted touching. I have been open and honest about my actions. There was no ill will or ill intent in my actions. Nor was there any improper motive of any kind. I have had a great working relationship with all of the clerks that have worked with me in division 304.

The past 3 years have been the worst of my life. The constant physical pain took its toll on me and I can assure you that if it wasn't for this situation, none of this would have happened. I do not want to allow what happened to bring an end to my judicial position.

I believe I have been a valuable asset to the Mesa City Court. I can assure you that I did not let my condition affect my work since I spent all my energy and resources in maintaining a very balanced court room. I believe my fellow judicial colleagues who are aware of my work would say the same. My accomplishments that I have done for the court speak for themselves and I know that the lawyers who practice in front of me would echo the same.

Fortunately, the new medical approach of attacking the effects from the covid vaccine and the supplements to unbind the spike proteins are working. I will also be starting the injections of the peptides once the design is completed to reverse the damage caused by the vaccine. I have attached a pertinent portion of the report from the bioscience company to show the gene testing results, the number of issues created in my body as result of the vaccine, and the proposed personalized peptides for treatment. Please do not share this report with others. I am requesting that you review it for as long as you need to and then destroy it.

I just want to get back to work and contribute to the court. My identity has been completely stripped and stolen over the past 3 years. Since I was 15 years old and started working, I have never been terminated from any position, nor has there ever been any complaint of any kind whatsoever. I always managed to thrive to move up into management positions and always had a great working relationship with my colleagues. As a practicing criminal defense attorney for over 25 years, I had an impeccable reputation among the judges, prosecutors, and defense bar without a single bar complaint. This is highly unusual given the amount of court appointed work I had done in the public defender's office as well as the court appointed representation I had done in the Phoenix Municipal Court and the Mesa Municipal Court.

Notwithstanding my contribution to the court, my legal acumen, and judicial accomplishments, I was told that because of what happened on this isolated day, that I would not be reappointed. I was told that if I simply walk away that I could control narrative and that if I chose to come before the board this would get out and that I would have reporters at my door, etc. I don't want to control a narrative. We as judges should

not be “controlling the narrative” but should stand for the truth, which I know I have done. There have been things that have been said surrounding this situation that are completely untrue or have been intentionally or unintentionally taken out of context. I have not been able to read anything or see a report, nor have I been able to communicate with anyone. What I was told is that the finding will not be of a sexual nature. While there was absolutely no sexual connotation or motivation of any kind, things I was informed of, or asked, provided a hinting in that direction which is unconscionable and completely out of my character.

I have offered several viable alternatives to this situation and I have been advised that there isn't any. For the first time in three years I am almost completely pain free and able to live life again, and now I'm told to leave a profession that I love. I understand the appointment process and that my next term would be for four years should I be confirmed by the council, which I was told would not happen. I was already unanimously approved by the board before this incident. Since this happened I was removed from the consent agenda.

I am hopeful that you will take this letter into consideration.

Judge Ray Schumacher

EXHIBIT C

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 24-246

Judge: Raymond P. Schumacher

Complainant: Stephen Umpleby

ORDER

The Complainant alleged a municipal court judge inappropriately touched a court employee.

Judge Raymond P. Schumacher requested that his court clerk rub his back to alleviate some back pain in his chambers. His clerk immediately reported the incident to Human Resources, stating that the request made her feel uncomfortable, but she complied with the judge's request as it would have been awkward to reject it. She was then reassigned. When he later saw the clerk, unaware why she had been reassigned, he put his hands on her shoulders in front of another co-worker and asked why they were "taking my girl?"

Judge Schumacher admitted he should not have engaged in such conduct, and he acknowledged the physical contact was in violation of a city policy. He was placed on leave and did not seek reappointment when his term ended.

The Commission found that Judge Schumacher's conduct, as described above, violated the following provisions of the Code of Judicial Conduct:

Rule 1.1 (Compliance with the Law) which states, "A judge shall comply with the law, including the Code of Judicial Conduct."

Rule 1.2 (Promoting Confidence in the Judiciary), which states, "A judge shall act at all times in a manner that promotes public confidence in the independence, integrity, and impartiality of the judiciary, and shall avoid impropriety and the appearance of impropriety."

Rule 1.3 (Abuse of the Prestige of Judicial Office), which states, "A judge shall not abuse the prestige of judicial office to advance the personal or economic interests of the judge or others, or allow others to do so."

Rule 2.3(B) (Bias, Prejudice, and Harassment), which states in part, "A judge shall not, in the performance of judicial duties, by words or conduct . . . engage in harassment, including but not limited to . . . harassment based upon . . . sex, gender . . ."

Accordingly, Judge Raymond P. Schumacher is hereby publicly reprimanded for the conduct described above and pursuant to Commission Rule 17(a). The record in this case, consisting of the complaint, the judicial officer's response, and this order shall be made public as required by Commission Rule 9(a).

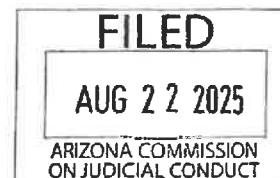
Dated: February 4, 2025

FOR THE COMMISSION

/s/ Christopher P. Staring
Hon. Christopher P. Staring
Commission Chair

Copies of this order were distributed to all appropriate persons on February 4, 2025.

April P. Elliott (Bar # 016701)
Executive Director
Arizona Commission on Judicial Conduct
1501 West Washington Street, Suite 229
Phoenix, AZ 85007
Telephone: (602) 452-3200
Email: *aelliott@courts.az.gov*



**STATE OF ARIZONA
COMMISSION ON JUDICIAL CONDUCT**

Inquiry concerning)	
	)	Case No. 24-246
Judge Raymond P. Schumacher)	
	)	NOTICE OF INSTITUTION
Mesa Municipal Court	)	OF FORMAL PROCEEDINGS
State of Arizona)	
)	
Respondent)	

To Judge Raymond P. Schumacher

You are hereby notified that the Commission on Judicial Conduct has instituted formal proceedings against you in accordance with Rule 24 of the Rules of the Commission on Judicial Conduct ("Rules") to inquire into the charges specified in the attached Statement of Charges. You are also notified that a hearing will be held before the Commission to determine whether these charges constitute grounds for judicial discipline as provided in Article 6.1, § 4, of the Arizona Constitution and the Rules.

You are further notified that:

1. Brian A. Bohan, Attorney at Law, will act as disciplinary counsel for the Commission in this matter, to gather and present evidence before the Commission on the charges.
2. You have the right, pursuant to Rule 25(a), to file a written response to the charges made against you within 15 days after personal or electronic service of

this notice upon you, or within 20 days of the date this notice is mailed. An original signed copy of the response must be filed in the Commission's office by 5:00 p.m. on the required date.

3. Upon receipt of your response, or upon expiration of the time in which a response may be filed, the Commission will open and maintain a public file containing the Notice of Institution of Formal Proceedings, the Statement of Charges, and all subsequent pleadings filed with the Commission. This file and the formal hearing in this case shall be open to the public in accordance with Rule 9(a).

4. You have the right to be represented by counsel, to examine and cross-examine witnesses and to require the issuance of subpoenas for the attendance of witnesses or for the production of any evidentiary matters necessary for your defense.

Dated this 22nd day of August, 2025.

COMMISSION ON JUDICIAL CONDUCT



April P. Elliott
Executive Director

Copies of this document were electronically served this 22nd day of August, 2025 to:

Hon. Raymond P. Schumacher, Respondent

Brian A. Bohan, Disciplinary Counsel
Commission on Judicial Conduct
bbohan@courts.az.gov

By: /s/ Kim Welch
Kim Welch, Commission Clerk

24-246
Judge's Req for Hrng after RO
2/17/25

From: Ray Schumacher <[r.schumacher@courts.az.gov](#)>
Sent: Monday, February 17, 2025 8:37 PM
To: Commission on Judicial Conduct <CommissionJudicialCo@courts.az.gov>
Subject: Hearing request in Case No. 24-246

Caution! This message was sent from outside your organization.

I received a letter last week in the above case number and called in and spoke with an individual about this matter. I was informed that I could make a request for a hearing by sending an email to this address. I will call tomorrow, 2/18/2025 to confirm that my email was received. Thank you

Ray Schumacher

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

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Judge: Raymond P. Schumacher

Complainant: Stephen Umpleby

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Dated: February 4, 2025

FOR THE COMMISSION

/s/ Christopher P. Staring
Hon. Christopher P. Staring
Commission Chair

Copies of this order were distributed to all appropriate persons on February 4, 2025.