

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 25-562

Judge:

Complainant:

ORDER

May 19, 2026

The Complainant alleged a justice of the peace had poor demeanor with staff, delegated judicial duties to staff, and was incompetent.

The role of the Commission on Judicial Conduct is to impartially determine whether a judicial officer has engaged in conduct that violates the Arizona Code of Judicial Conduct or Article 6.1 of the Arizona Constitution. There must be clear and convincing evidence of such a violation in order for the Commission to take disciplinary action against a judicial officer.

The Commission reviewed all relevant available information and concluded there was not clear and convincing evidence of ethical misconduct in this matter. The complaint is therefore dismissed pursuant to Commission Rules 16(a) and 23(a).

Copies of this order were distributed to all appropriate persons on May 19, 2026.

CONFIDENTIAL

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

FOR OFFICE USE ONLY

Comp

2025-562

COMPLAINT AGAINST A JUDGE

Name:

Judge's Name:

Instructions: Use this form or plain paper of the same size to file a complaint. Describe in your own words what you believe the judge did that constitutes judicial misconduct. Be specific and list all of the names, dates, times, and places that will help the commission understand your concerns. Additional pages may be attached along with copies (not originals) of relevant court documents. Please complete one side of the paper only, and keep a copy of the complaint for your records.

I, _____ was an employee with the Court for _____ in the positions of _____ until I felt compelled to resign as a result of the misconduct of Judge _____. I had no work-place issues or discipline issues until after Judge _____ was elected to the bench full time in _____ to the _____ County Courts. Several incidents Judge _____ has indicated that he is my boss and I will do what he tells me to do because he is my boss. I came to fear Judge _____ and his demeanor towards me. The fear of respect was implemented on to me. My Mental health was in jeopardy. Understanding that Judge _____ is the Elected Official, however his behavior has been in a matter of dictatorship, instead of leadership and upholding his title with honor and integrity.

The final straw was Judge _____ continued delegation of his judicial duties to me.. I am not a lawyer and I do not have legal training beyond my work experience at the court . Nevertheless, when motions in cases were presented to Judge _____ for ruling , Judge _____ required that I review the motions and tell him how to rule on the motion or to identify other procedural or substantive legal issues. When I expressed my concern, Judge _____ accused me of " _____ " and not " _____ " Judge _____ then wrote me up alleging that I was insubordinate.

Per Arizona Judicial Code of Conduct: Canon 2: A judge shall perform the duties of judicial office impartially, competently, and diligently.

Canon 2 Rule 2.2 Impartiality and Fairness. This rule requires a judicial employee to perform their duties fairly and impartially. A clerk who attempts to interpret the legal merits of a motion would violate this by failing to remain neutral and impartial.

Canon 2 Rule 2.4 External Influences on Court Duties. This rule prevents a Judicial employee from allowing personal interests to influence their duties. Interpreting a motion is a judicial function that must be PERFORMED BY THE JUDGE to avoid improper influence and outcome of case.

Canon 2 Rule 2.6 Assistance to Litigants. Authorizes court employees to provide procedural information, but prohibits from giving legal advice or interpreting the law. Clerk interpreting a motion would cross the line by providing information to practicing law with authorization.

Canon 2, Rule 2.9 Communication with Judges This rule states that a judicial employee shall not communicate personal knowledge about the facts of a pending case.

I ultimately resigned my employment after _____ on _____ due to Judge _____ behavior. In addition, a total of _____ employees resigned within a _____ period. _____ resigned on _____ after _____ resigned after _____ on _____ with final date of _____ and I resigned on _____ after _____ of service. It has been a toxic and hostile work environment in the past.

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FOR OFFICE USE ONLY**2025-562****COMPLAINT AGAINST A JUDGE****Name:****Judge's Name:**

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To be clear, my concerns and the basis of my complaint are Judge lack of knowledge on policy and procedure and his delegation of judicial duties and responsibilities to me and other staff members.

Date:
To:
From:
Reference: Written letter of Reprimand

On _____ you presented a case to me where a Defendant was requesting to subpoena witnesses for his case. The case was improper in that addresses were not provided to subpoena the witnesses. Knowing this, you still submitted the case without bringing any mention of the deficiency. When I signed it and presented back to you, immediately you commented “_____” knowing it was improper. When I asked you why you made that assumption, you said the address were not provided for subpoenaing witnesses. I started to explain that you were incorrect, and that I had read the case, saw that addresses were not provided, and while I was explaining this you turned your back and started to do other tasks. I requested you to stop your other tasks and pay attention to what I was explaining. You firmly said you were listening, and I still requested you to stop your other tasks and give the same attention to me, as you gave with your explanation of the issue. I then informed you that I had addressed this issue prior and somehow it was remedied with _____. This exchange took place in front of other employees, one of which was a new employee and was not conducted in a professional manner on your part.

Later in this day I called you into chambers and discussed the issues with you. I expressed the following topics which I identified as issues:

1. The exchange that occurred initially was in front of other employees and was unprofessional conduct.
2. Your presentation of the case, knowing it was improper, and without any effort to bring attention to the recognized deficiency, and still submitting the case with the intention of checking if the case was reviewed or not by myself was insubordinate.
3. Your behavior and disregard of professionalism in immediately commenting “_____” and making this incorrect assumption and commenting this in front of other employees.
4. Your continued disregard of professionalism and disrespect with your conduct while I was explaining that I in-fact have read the case, and your actions of turning your back and doing other tasks while I was addressing you. To the point, I had to tell you to stop doing other tasks and pay attention.

Your responses included the following:

1. It's your (the judges) job to catch these things, you're the judge, it's not my job.
2. You (the Judge) get paid much more than I do to do this, it's your job.

3. Your position is that I'm (the Judge) to catch these errors and return the case back to you with direction.

I addressed with you that I disagreed with your position of your responses. Not only are you a but you are also

On I had a meeting in chambers with you and

I provided you with a copy of your job description with highlighted portions relevant to the issues at hand. I directed you to review your job description provided, then when I return from vacation (that you were to bring your position and thoughts to me in a meeting to see if you still held the same previous position in handling the case.

As of this date you have not initiated the meeting as directed showing further insubordination, lack of care, and lack of motivation.

My findings are the following:

1. Pursuant to _____ You directly were insubordinate when you had knowledge that a case you presented was not proper and you did not notify the Judge of the issues. Instead, you were using the case as a test to see if the Judge had reviewed it or not, evident by your immediate response of “ ”
 - a. This action was insubordinate, not proper for a person in your position, who is training other employees, and this action does not support teamwork with-in the organization.
2. Pursuant to _____ Your position of “ ” and “ ” is in direct violation of your position demonstrating a Neglect of Duty.
 - a. Review your job description (provided.)
 - i. **Purpose of the Job** - Leading assigned staff – Solves problems and is able to determine solutions for difficult situations, may conduct research of legal rules. This position trains other staff and resolves errors.
 - ii. **Essential Duties and Responsibilities** – Provides on the job training to new employees and instructs staff on proper work procedures
 - iii. **Position Description – Written Communication Duties** – This position creates or edits documents, internal memos, emails, reports and court documents.
 - iv. **Skills Required** – Active listening; communicating diplomatically; problem solving; establishing and maintaining cooperative working relationship with judges' effectively communicating in written and verbal forms
 - v. **Abilities Required** – read and understand legal and court documents and extract relevant information
 - vi. Any other pertinent portions of the job description.

Attached is the Position Description for job title:

This written letter of discipline is to bring this to your attention, correct your knowledge and understanding of your position, correct your behavior of handling of these types of situations, and correct your personal position taken on cases like this in the future to assure you are training staff properly, as well as identify areas for you to do better.