

TO EFFICIENTLY PROVIDE INDIGENT CLIENTS
WITH EFFECTIVE LEGAL REPRESENTATION



1999 ANNUAL REPORT
THE LAW OFFICE OF JULIANNE M. HOLT
PUBLIC DEFENDER
THIRTEENTH JUDICIAL CIRCUIT
HILLSBOROUGH COUNTY

"Public defenders stand alone , armed only with their wits, training, and dedication. Inspired by their clients' hope, faith and trust, they are the warriors and valkyries of those desperately in need of a champion. Public defenders, by protecting the downtrodden and the poor , shield against infringement of our protections and, in reality, protect us all."

Hightower v. State

THE COMMUNITY COALITION INITIATIVE

As the Public Defender for Hillsborough County, Julianne Holt assures that effective, quality, legal representation is efficiently provided to each of the indigent persons her Office is appointed to represent. Beyond that, at Ms. Holt's direction, the Office of the Public Defender has taken additional efforts to identify the causes of criminal behavior in an attempt to reduce the rate of repeat offending and promote positive change in the lives of those who are "at risk" of entering or reentering the Criminal Justice System.

The Public Defender Community Coalition Initiative (CCI) seeks to affect such positive change by encouraging and establishing cooperative and collaborative efforts between the Office of the Public Defender and other governmental agencies, community organizations, treatment programs, schools, and universities.

Though CCI was implemented to improve the

disposition of individual cases and address public safety concerns through prevention and intervention strategies, the CCI also represents Ms. Holt's belief that the Office of the Public Defender can play a larger and more versatile role in both the Criminal Justice System and the community than it has in the past.

The concept of the Public Defender Community Coalition Initiative (CCI) is that persons represented by the Office of the Public Defender *and* the community are *both* best served by providing indigent criminal defendants not only with quality, in-court legal representation, but by also using other government agencies and programs, and the resources available in the community at large, to provide them with the opportunities, treatment and "know how" they need to lead productive and crime-free lives.

Among others, the objectives of the CCI are to encourage and implement:

- *Disposition and sentencing alternatives that promote or enable positive change for clients and their families.*
- *Sentences that include treatment components offered as alternatives to incarceration.*
- *The use of mitigation summaries to provide an accurate psychosocial history of the client at sentencing and disposition hearings in order to provide a more complete understanding of how certain variables contribute to patterns of criminal behavior.*
- *Continual analysis of all relevant programs, laws, procedures, and policies in order to implement the most up-to-date and effective prevention and treatment efforts available.*

The following are examples of CCI cooperative efforts and projects:

- *Representatives of the Office of the Public Defender and the Department of Juvenile Justice (DJJ) are able to identify first time juvenile offenders through the efforts of the Juvenile Assessment Center (JAC), which provides assessments of juveniles "at risk," determines their needs and provides referrals as needed. The Office of Public Defender is also currently assisting with the development and creation of an Adult Assessment Center that would offer similar services.*
- *Through its Social Services Unit, the Office of the Public Defender attempts to improve its representation of juveniles who are charged as adults. To do so, a Public Defender social services coordinator first obtains and reviews all available educational, mental health and DJJ records; the coordinator is then available and able to assist the Assistant Public Defender representing the juvenile client at hearings, trials or sentencings in an effort to obtain juvenile rather than adult sanctions, including any appropriate treatment.*
- *The Social Services Unit the Public Defender's Office is able to provide a comprehensive assessment of a client's mental health and/or substance abuse history for the purpose of linking the client to an appropriate and available treatment program.*
- *The Office of the Public Defender has worked closely with both the Tampa and Hillsborough County "Weed and Seed" Programs. Though these Programs initially focused mainly on enforcement (weeding), efforts have now been directed to the "seeding" of new programs for youth "at risk" and families in need, and several sites have been identified for implementation of after school programs.*



Law Offices of JULIANNE M. HOLT

Public Defender

Thirteenth Judicial Circuit of Florida
Courthouse Annex
Fifth Floor - North Tower
801 East Twiggs Street
P.O. Box 172910
Tampa, Florida 33672-0910

In 1993, we undertook the responsibility of providing quality, efficient and effective legal representation for the majority of the individuals who find themselves charged as defendants in the Hillsborough County criminal justice system. Since then, our office has undergone many transitions, all of which have benefitted both the taxpayers of our community and our clients.

Between October 1, 1998, and September 30, 1999, our office handled over 67,000 separate cases, involving more than 40,000 clients. Despite this huge caseload, through constant reflection, reevaluation and change, we have been able to achieve and maintain the highest standards of personal and organizational commitment, integrity and professionalism.

The creation and implementation of new departments, as well as innovation within established programs, has enabled us to address the increasingly specialized needs of our clients, forge successful partnerships with other members and agencies of the criminal justice system, and use taxpayers' dollars productively and efficiently.

Our office has also participated in the concept and creation of "user funding" programs, which ensure accountability of offenders, while also ensuring that they are treated on an individual, case-by-case, basis rather than with the traditional "wholesale" approach. Based on our mission, our goal is simple: ***prompt resolutions reduce recidivism.***

I take this opportunity to thank all of the men and women who serve the citizens of this county and who, day-in and day-out, protect the rights that each of us treasures.

We are committed to this community and we accept our constitutional mandate. The substantial efforts of each member of our team, involving hundreds of volunteer hours and diverse community service, come from their hearts. Though no one can be certain what changes will take place in our community during the next millennium, our citizens can be assured that the Hillsborough County Public Defender's Office will continue to meet the needs of our community and our commitment to integrity, innovation and leadership.

We are committed to excellence, and the citizens of Hillsborough County deserve nothing less than our very best. Thank you for allowing us to serve you.

A handwritten signature in cursive script that reads "Julianne M. Holt".

Julianne M. Holt
Public Defender

A lifelong resident of Tampa, Julianne M. Holt was first elected Hillsborough County Public Defender in September, 1992. As an elected official, Ms. Holt is committed to balancing her responsibility for the effective and efficient representation of clients with her obligation as a citizen to the Hillsborough County community as a whole. Through her hiring practices, she has brought diversity and minority representation to the Public Defender's Office. Additionally, Ms. Holt has participated in the creation and development of social service programs for both the local and state-wide community, and has assisted in the creation of legislation addressing community concerns about the rising crime rate.



Ms. Holt attended South Texas College of Law where she graduated Summa Cum Laude. She is also a graduate of Leto High School and the University of South Florida. Prior to her election to the Office of Public Defender, Ms. Holt had her own law practice where she handled both criminal and civil cases.

Ms. Holt is presently a member of many professional associations, including: the American, Florida and Hillsborough County Bar Associations; Hillsborough County Association of Criminal Defense Lawyers, the Association of Trial Lawyers of America; the Tampa Bay Inns of Court, and serves on the Board of Directors for the Florida Association of Criminal Defense Lawyers. In recent years, she has acted as the president for the Hillsborough County Association of Criminal Defense Lawyers and has served as the secretary and parliamentarian for the Tampa Bay Inns of Court.

Ms. Holt's personal commitment to serving the community is demonstrated by her numerous professional and community activities at both the local and state level. She has previously served under gubernatorial appointments. Ms. Holt is a current member of the Hillsborough County Association of Women Lawyers Mentoring Program. She is a Juvenile Justice District board member, and has previously chaired the Juvenile Justice Council. She is a member of the DUI Counter Attack Board of Directors and the Circulo Cubano Board of Directors. She currently chairs the Board of Directors of the PACE Center for Girls and the Anti-Drug Alliance. Ms. Holt is presently an Adjunct Professor at her alma mater, the University of South Florida.

Her dedication has not gone unnoticed by her community. In 1991, she received a certificate of recognition for her work with pro-bono criminal appeals. She received the **Hispanic Women in Government Award** in 1994 and in 1997, was named a "**Woman of Distinction**" by the Girl Scouts of America. In 1999, she was a finalist for the **J.C. Penny Golden Rule Awards**, which recognizes outstanding volunteer service. Most recently, Ms. Holt received the **Hank Warren Memorial Award** presented by the Human Rights Council, which stated that: "*Ms. Holt has devoted much of her career to improving the quality of life of those who are less fortunate.*"

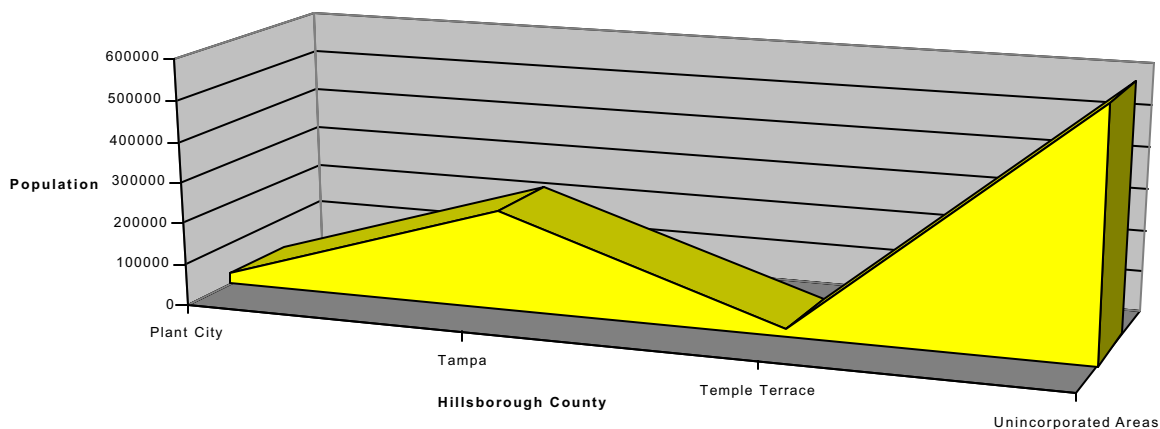
HILLSBOROUGH COUNTY



Each of Florida's sixty-seven counties belongs to one of twenty Judicial Circuits.

Hillsborough County alone is the Thirteenth Judicial Circuit, and is one of the largest single-county judicial circuits in the state. Each judicial circuit has a Court Administrator, Clerk of the Court, Sheriff, State Attorney, Court Judges and Public Defender, all of whom work together to form a comprehensive court system.

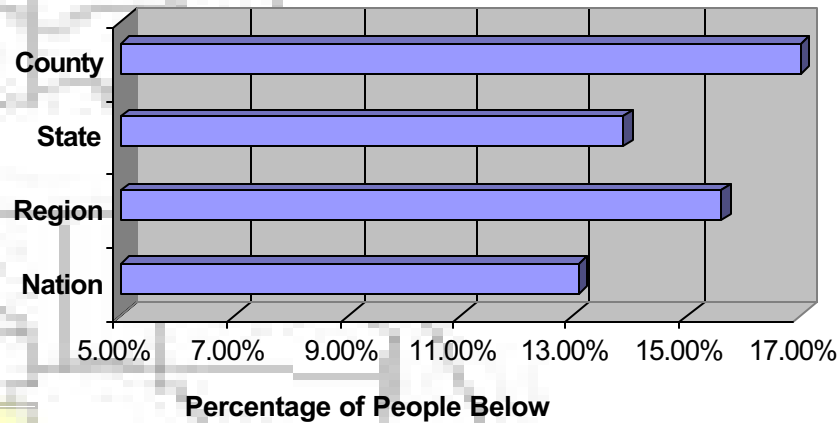
The Thirteenth Judicial Circuit (Hillsborough County) is the fourth most populous in the State and has the fifth-largest case load*.



More than 27% of Hillsborough County's population resides within the Tampa city limits.

** According to statistics submitted by the Florida Public Defender Association.*

Hillsborough County spans 1,072 square miles and is home to approximately 942,000 citizens. Of these citizens, *17% live below the poverty level.*



The Public Defender's main office is located in the Court House Annex in Downtown Tampa. To better serve our clients in Eastern Hillsborough County charged with misdemeanor or traffic offenses, the Public Defender also maintains a fully staffed office at the Plant City Courthouse.

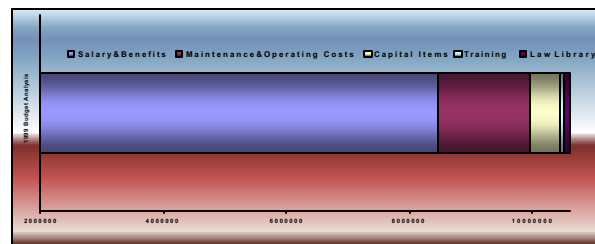
O P E R A T I O N S

In 1963, the United States Supreme Court decided the case of *Gideon v. Wainwright* in which Clarence Earl Gideon, an inmate in the Florida prison system, filed a petition challenging his felony conviction because he had been denied the right to have an attorney represent him at his jury trial. Prior to the *Gideon* decision, defendants who could not afford to hire an attorney did not have the right to have one appointed for them unless the charge was a capital crime, like murder.

When it ruled in the *Gideon* case, the Supreme Court said that the Sixth Amendment's guarantee of right to counsel is as fundamental and essential to a fair trial in state court as it is in federal court. Thus, *Gideon's* conviction, which followed a trial in which Gideon defended himself without the assistance of counsel, was obtained in violation of the Sixth and Fourteenth Amendments to the United States Constitution. As a result of the *Gideon* decision, state courts were required to provide counsel to individuals who were charged with serious offenses and did not have enough money to hire private counsel to represent them.

One of Ms. Holt's primary goals as Public Defender is to maximize fiscal responsibility to ensure our clients receive the highest quality representation available, as well as assure the competent use of taxpayer dollars.

In fiscal year 1999, the office operating budget was \$10,600,000. Funds received from the State are used for salaries, training and training-related travel, capital purchases and office supplies, as well as the law library. County funding pays for additional salaries, data processing costs, court reporting services, expert witness, specific case-related travel, and telecommunications costs.



As a “not-for-profit” agency, the money we receive from the County and State government is the only source of funding. In addition to salaries, basic maintenance and operating costs, these funds allow us to provide training for our staff and expert witnesses to assist our clients.



Items like trial exhibits factor into the cost per case. Here, one of our attorneys presents a photograph taken with the Office's digital camera as an exhibit for trial.



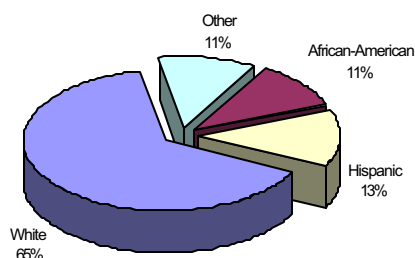
Preparing for trial requires attorneys to spend many hours in our law library. The library must be updated regularly to ensure that our attorneys have access to the latest case law and legal research.

D I V E R S I T Y

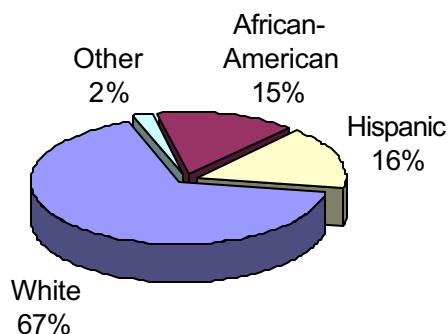
We represent citizens of many diverse backgrounds. The staff of the Public Defender's Office is as diverse as the individuals that call Hillsborough County "home."

Currently, there are 80 attorneys and 90 support staff personnel working for the Public Defender's Office. Our support staff includes administrative staff, human resources, information technology, investigative, social services and clerical support personnel. Our practice of effective recruiting, combined with proactive employment procedures, ensures that the office is a representative of our community.

Public Defender's Office



Hillsborough County



New Assistant Public Defenders are administered an oath of Office by a circuit judge before they begin practicing law.

LEADERSHIP

Samantha Ward, our Felony Bureau Chief, has been a member of our staff for six years. She graduated from Florida State University College of Law. Among her many accomplishments, she is Board Certified in Criminal Trial Law. Ms. Ward is a member of the American Bar Association, the Florida Bar Association, the Hillsborough County Bar Association, the Florida Association for Women Lawyers and the Tampa Bay Inns of Court, and has previously served as the Vice President of the Hillsborough County Association of Criminal Defense Lawyers and as the chapter representative for the Florida Association of Criminal Defense Lawyers. Currently, Ms. Ward is an active member of the Hillsborough Association of Women Lawyers, serving on their mentoring committee. She is also on the Board of Directors for the Florida Association of Criminal Defense Lawyers and the Florida Public Defender Association. In 1997, she was an adjunct professor at the University of South Florida. She remains active in her community as a member of the Brandon Chamber of Commerce.



Theda James is the Misdemeanor and Juvenile Bureau Chief and has been with the Office for seven years. Ms. James attended the University of Florida College of Law. She has previously worked as a State Attorney in Miami, Florida, serving under former State Attorney (and current U.S. Attorney General) Janet Reno. Additionally, she has worked for the State of Florida Attorney General as well as the Federal Public Defender's Office. Ms. James is a member of the Florida Bar Association, the Hillsborough County Bar Association, the George Edgecomb Bar Association (GEBA), the Hillsborough County Association of Criminal Defense Lawyers, the Tampa Urban League, and the Juvenile Assessment Center

Advisory Committee. Currently, Ms. James chairs the Hillsborough County Bar Association Availability of Legal Services Committee. She has also served as the co-chair of the Appellate Practice Section. Recently, she has acted as the Chair - person on committees for the Hillsborough County Bar Association as well as cochairing their Appellate Section. Ms. James has been presented with various awards for her dedication, including: the Hillsborough County Bar Association Pro-Bono Award for her work in Teen Court; the Teen Court Recognition Award; an Outstanding Volunteer Service Award from the Tampa Urban League; and the John Dixon Wall Award from the Hillsborough County Bar Association.

John Skye acts as the Special Projects Counsel. He is the acting supervisor of the research department, as well as supervisor of "Jimmy Ryce Act" litigation within the Office. Previously, Mr. Skye served the Office as the Special Litigation Bureau Chief and Senior Litigation Specialist. Since 1994, Mr. Skye has acted as defense counsel in more than 15 murder trials in many of which the State was seeking the death penalty. Mr. Skye is a member of the Florida Bar, the United States District Court, the Middle District of Florida, the United States Court of Appeals for the Eleventh Circuit and the Hillsborough County Bar Association. Mr. Skye's diligence in the practice of law was rewarded by the Hillsborough County Bar Association in 1996. He received the James Kynes "In the Trenches" Award for Excellence in Criminal Litigation.



LEADERSHIP



Michael Effner has served as the Chief Information Officer for the Office for five years. Since graduating from Colorado State University, Mr. Effner has worked for the U.S.D.A., Walt Disney World, Boeing Computer Support Services (where he was named Employee of the Year in 1988), and Johnson Controls World Services, Inc. His work has been the subject for various industry case studies. Mr. Effner was a participant in the 3COM Customer Service National Advisory Council. He is currently a Masters Candidate at the University of Phoenix in their business program. Since working for our office, Mr. Effner has been appointed as the Chief Information Officer for the State of Florida Public Defenders for the State CIO Council. Mr. Effner also serves on the Tax Watch "Blue-Ribbon" Committee and is member of the Tampa Bay CIO Council. Mr. Effner remains active in his community with the Apollo Beach Chamber of Commerce.

Glenn Fulgueira is the Chief of Support Services; he oversees the operation and direction of the investigative, social services and translation departments. Before working for our office, Mr. Fulguiera was an administrator for the State of Florida Department of Business and Professional Regulations Division of Hotel and Restaurants. Mr. Fulguiera is a University of Tampa alumnus, and a member of their civic group. He is an active member in many community groups, including: Tampa Gold Shield; the Boys and Girls' Club of Tampa; the Centro Austriano Club; the United Way of Tampa; the Florida Sheriff's Boys and Girls' Ranch; the MacDonald Training Center; the Police Benevolent Association and the Fire Fighters of Tampa and Hillsborough County. Additionally, Mr. Fulguiera is active in the sports and recreation associations throughout the state and county: he is a member of the Governors' Council on Physical Fitness and Amateur Sports; a board member for the City of Tampa Friends of Tampa Recreation and the Police Athletic League. Mr. Fulguiera recognizes the impact of participation in local community organizations, and is a member of the "Rough Riders" crew which participates in, and helps to sponsor events like, the Gasparilla Parade and Kids' Fest. He is also active in the West Tampa and Ybor City Chambers of Commerce.

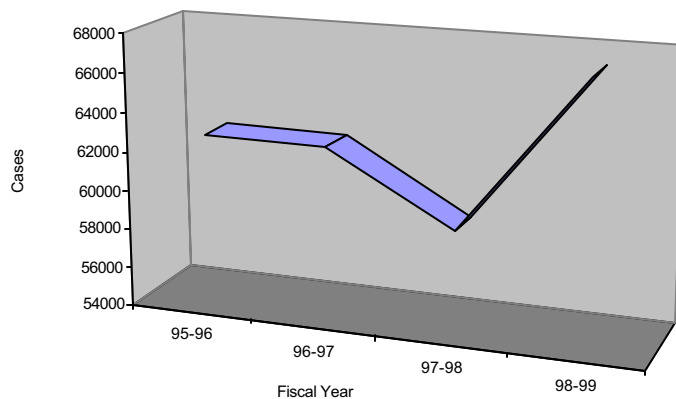
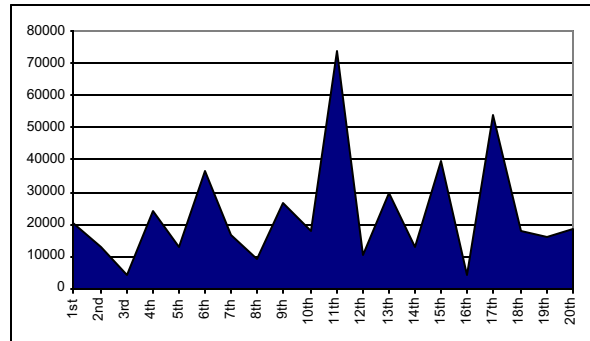


Daniel Raysin is the Director of Human and Fiscal Resources; in this capacity, acts as the personnel services director and the director of finance and accounting. Mr. Raysin has extensive experience in this area, with more than 13 years of experience as an accounting manager. Most recently, Mr. Raysin was employed with the South Florida Baptist Hospital in Plant City, Florida, as their Director of Patient Fiscal Services. While working in the health care system, Mr. Raysin was an active member in the American Guild of Patient Account Managers and the American Health Care Access Managers. In addition to his finance background, Mr. Raysin is completing his certificate in Human Resources Management at the University of South Florida. Currently,

Mr. Raysin is the Public Defender's Office representative for both the Hillsborough County Human Rights Council and the Affirmative Action Council. Additionally, he serves on the Tax Watch "Blue-Ribbon" subcommittee and the Hillsborough County Purchasing Steering Committee.

REPRESENTATION

The Hillsborough County Public Defender's Office has one of the highest case loads in the State, ranking 5th among twenty other public defender offices in 1998.



In fiscal year 1998-1999, the Office of the Public Defender was appointed to 67,230 cases. We expect the growth to continue.

On average, each Assistant Public Defender handled 638 cases between January and December, 1999.

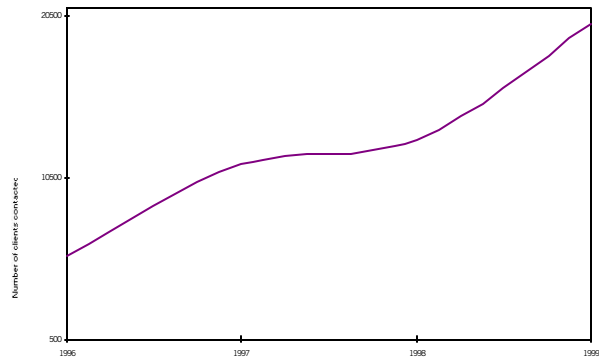
Challenged by yearly increases in caseload, our employees have found ways to be more productive, and to work "smarter." This includes upgrading technology, restaffing some units and increasing the responsibilities of the support staff and the attorneys. By consistently improving our technology, work processes and support staff, we have made it possible for attorneys to handle greater caseloads, without compromising the quality of their representation.



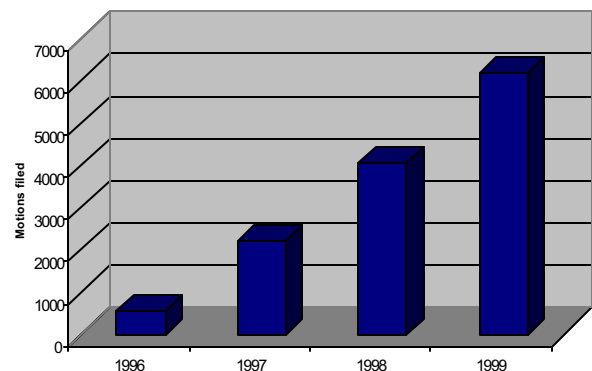
REPRESENTATION

The Office represents approximately 75% of the criminal cases filed in Hillsborough County. Our commitment to our clients ensures that each client receives the best legal representation possible. Each Assistant Public Defender is expected to adhere to the high ethical and professional standards established by Ms. Holt and the senior attorney management staff.

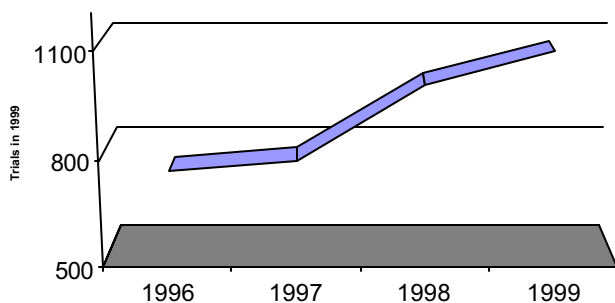
Consistent with the Rules of Professional Conduct for attorneys, our Assistant Public Defenders are expected to contact their clients regularly. Thus, our attorneys make regular trips to the Hillsborough County Jails and set office appointments daily. In these appointments, attorneys keep the client informed of the case status. Under Ms. Holt's administration, the total numbers of clients contacted by our attorneys increase every year.



Second, after discussing the facts of their case with the client, the attorney assigned files appropriate motions on appropriate legal issues. Filing such motions ensures that all of the facts in the case are brought to the attention of the Court. In 1999, we filed more than 6,200 motions on behalf of our clients. These motions ranged from bond matters to issues as complex as death penalty issues.



Continually, Assistant Public Defenders are challenged to take appropriate cases to trial. Our attorneys tried more than 2,050 Misdemeanor, Juvenile and Felony cases during 1998 and 1999, a total which is predicted to increase annually. In addition to trying more cases than in previous years, our senior attorneys make time to mentor and assist newer and less experienced attorneys. This ensures that all assistant public defenders continue to receive training and feedback from their supervisors and enhance or improve their own trial skills.



REPRESENTATION

Our commitment to our clients is evident in all aspects of our representation.

Each person arrested in Hillsborough County has the opportunity to speak with an attorney within 72 hours of his or her arrest.

Our Intake attorneys are present at all Preliminary Presentation (P.P.) Court hearings.

At P.P. Court, our attorneys represent individuals concerning the setting of bond and seek their release in appropriate situations. They also speak with the client regarding the facts of the case and may facilitate the case closure at that hearing.

These services benefit our clients by ensuring that:

- All individuals have immediate access to a lawyer.
- Individuals who qualify for bond or release are identified early.
- Individuals are given the opportunity to dispose of their case immediately.
- An Assistant Public Defender is present shortly after arrest and is available to photograph injuries, identify mental health or substance abuse issues, and provide prompt contact with possible witnesses.



This type of early intervention has a positive effect on the system as a whole. They expedite case progress in the system and thereby saves attorney, judge and prosecutor time. Additionally, those individuals qualified for release are removed from the jail population, reducing the need for new or bigger jails. Moreover, releasing qualified individuals reduces the burden on the taxpayers who would otherwise spend \$68.00 per day to keep them in jail.

The Public Defender's Office realizes the special needs of Juveniles in the court system, and has developed a new unit to serve them.

Ms. Holt has always been proactive and involved in the area of juvenile justice. She is especially interested in decreasing the number of juvenile defendants who are prosecuted as adults.

When the State Attorney chooses to prosecute juveniles in adult court, they face many of the same sentencing options as adults.

In seeking ways to better serve our juvenile clients, Ms. Holt developed a

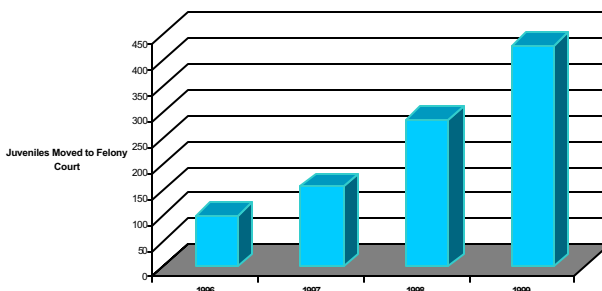
"Vertical Representation" unit in 1999. The unit deals exclusively with juvenile clients charged in adult court.

The attorneys at work in the Vertical Representation unit are experienced in the issues of juvenile law and the special concerns facing juveniles in the adult system.

Though still a "prototype" we expect our "VR" unit to have state-wide influence, as more agencies realize the importance of this special need.

The number of juveniles to be transferred from Juvenile court to Felony court has increased dramatically over the past 4 years.

The chart below depicts the number of juveniles moved from juvenile court to felony court for prosecution:



R E P R E S E N T A T I O N

The Support Services department assists attorneys in all aspects of the case.

Investigators contact and interview witnesses; process servers hand-deliver all subpoenas to witnesses; social services coordinators arrange treatment in appropriate cases; and a translator assists attorneys and investigators in communicating with non-english speaking clients and witnesses.

We strive to provide the necessary services for our clients in every aspect of the case.

Support Services assisted attorneys on more than 4,600 cases in 1999. Their help allows the attorneys more time for trial preparation and personal interaction with clients.



Jerry McDonald accepts the Investigator of the Year Award at the 1999 Florida Public Defender Association awards banquet. Mr. McDonald was named the top P.D. investigator in the state. He was recognized for his tireless effort and dedication to the attorneys he works with and the clients he serves.

Our commitment to finding appropriate treatment options for our clients caused Ms. Holt to develop a comprehensive “social services team,” dedicated to finding drug treatment, mental health counseling or mitigating evidence on behalf of our clients.

The Social Services department addresses the issue of rehabilitation and alternatives to incarceration for many of the clients. Working side-by-side with attorneys and defendants, the coordinators find drug counseling and mental health care for appropriate clients.

The social services team is composed of coordinators who assist attorneys in working with local drug rehabilitation agencies like DACCO, ACTS, and Operation PAR, or mental health facilities such as MHC or Northside, to ensure that all clients have available a wide range of services to meet their particular needs. This office also employs mitigation specialist who concentrates on finding mitigating evidence and witnesses in death penalty cases.

IN 1998 AND 1999 THE
SOCIAL SERVICES UNIT
ASSISTED 3050
INDIVIDUALS. 1100 OF
THOSE CLIENTS WERE
SENTENCED TO
TREATMENT PROGRAMS.

The unit has a combined 25 years experience in the areas of substance abuse counseling, juvenile justice issues, mental health issues and training. **Heidi Hanlon** heads the social service unit. Ms. Hanlon has a Masters of Science in Rehabilitation Counseling, which includes specialties in the counseling of persons with mental health, substance abuse and / or physical disabilities. **Dana Greco-Tilton** is the Forensic Specialist in substance abuse. She has a Graduate Certificate for Substance Abuse and Addictions Counseling. **Carolyn Fulguiera**, BSW, is the Office mitigation specialist. She works closely with the attorneys to gather mitigating evidence and witnesses for death penalty cases. **Patti Gordon** works closely with attorneys on Juvenile cases - often becoming involved with the client even before formal charges are filed. She has a bachelors degree in criminology and a history with the Department of Juvenile Justice as a case worker. **Isabel Maroney**, BSW, is the newest addition to the social services team. She previously worked with Mental Health Care, Inc., and thus brings a great deal of knowledge concerning mental health treatment and options to the Office.

LEADERSHIP & INNOVATION

Under Ms. Holt's leadership, the Hillsborough County Public Defender's Office has gained a statewide reputation as an innovator and leader in the areas of technology and human resources. Her commitment to cutting edge technology and business practices responds to the needs of the citizens in Hillsborough County and has positive impact state wide.

- The **automated case management system**, brought on-line in 1994, allows for the efficient and accurate management of more than one million case records.
- The **video conferencing project**, a cooperative effort between Hillsborough County law enforcement and the Public Defender, is a ground-breaking effort. It will save participating agencies and the entire community money for years to come.
- Additionally, our attention to productivity has earned the recognition of the **Davis Awards Committee**. Employees' outstanding achievements in making the Public Defender's Office a more productive and cost effective agency have been rewarded by the award committee for three consecutive years.



The winners of a 1999 Davis Productivity Award for automating many standard office procedures that were previously performed manually (like keeping timesheets and submitting expenditure request forms).



We are committed to offering the best training programs possible for our staff. Each new employee receives "hands-on" computer training.



Our human resources department is responsible for the successful implementation of a comprehensive training program for all new employees. This includes initial training upon employment and continuing education related to computer, job specific, sexual harassment, ethics and safety courses.

Ms. Holt created the position of Training Director to ensure that each of our attorneys receives a level of intensive training specific to the requirements and obligations of an Assistant Public Defender. Our Training Director, Lisa Campbell, is also responsible for the formulation and implementation of our continuing legal education program, which consists of seminars, guest speakers, and performance reviews.

T E C H N O L O G Y

The Video Conferencing Project is a cooperative effort between Hillsborough County law enforcement, the Court Administrator and the Office of the Public Defender.

In order to conduct business more efficiently, the Hillsborough County Public Defender's Office and Sheriff's Office have completely restructured the way in which we conduct our client contacts and depositions. Video conferencing allows all of the agencies involved to turn travel-time and other types of "downtime" into productive hours spent providing services for our clients.

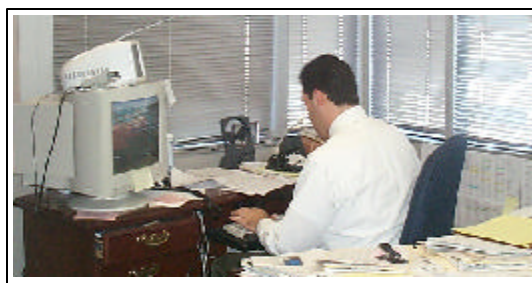
Video Conferencing allows our attorneys to conduct interviews with incarcerated clients without traveling to the jails by using their computers. Hillsborough County law enforcement officers can also be deposed via the

teleconferencing system, saving Hillsborough County money and law enforcement time. This achievement provided an opportunity for partnership and cooperation. The tri-agency service district led by the Public Defender's Office recognized the impact this new technology could make in the way we do business and has dramatically improved the ways in which we meet with and provide service for our clients. It has also improved the working conditions for the Public Defenders and Law Enforcement personnel involved: by increasing safety and decreasing time away from our offices and the courtroom.

- **The initial start up cost of the teleconferencing project was \$360,000: \$180,000 provided by the State of Florida and \$180,000 granted by the Board of County Commissioners.**
- **The first year of the system's implementation showed a cost savings of \$48,000**
- **In coming fiscal years, we should see returns of as much as \$400,000 (annually) as the jail continues to expand their system and acquire more video conferencing units.**

The costs of employee hours and benefits using the previous methods of deposition and client contact were far less cost effective. The initial costs incurred for video conferencing were more than justified and were quickly returned, not only through dollars and cents, but in attorney and officer safety, as well.

Our Video Conferencing system was recently highlighted by Bay News 9, in an in-depth feature on our efforts.



One of our attorneys prepares to video conference.

C O M M U N I T Y

We believe that successful communities are those communities with involved and dedicated citizens. Participation in community service activities will increase the awareness of the concerns and needs of the public. Community involvement also provides a forum in which members of our Office are able to educate the community on the role of the Office of the Public Defender and promote our spirit of cooperation and caring.

Under Julianne Holt, the Office of the Public Defender enthusiastically promotes community service. The office recognizes the importance of community involvement and participates in more than 40 different events annually.

Assistant Public Defenders donate additional time and energy to Bay Area Legal Services or the Teen Court program in the form of “pro-bono” work.

In 1998, the Florida Supreme Court commended Ms. Holt and her staff for their dedication by presenting the Chief Justice’s Tobias Simon Law Firm Commendation Award for outstanding contribution in community service projects.

Since 1996, our office has participated in more than 122 community service events. In 1999, members of the Public Defender staff participated in community service events 1082 times - an average of six events per employee. Along with their community service participation, attorneys donated 383 hours to pro-bono work.



The Public Defender's face painting booth at a local picnic fund-raiser was a big hit with the area's children!



Ms. Holt meets with local girls during "USF Summer Leadership Day."



In October, P.D. staff participated in the Red Ribbon, Say-No-To-Drugs walk and KIDS'Fest at the Tampa Aquarium. These volunteers helped the local kids learn to do the "Y.M.C.A."

S E R V I C E



You will often find Public Defender's Office employees "Painting Their Hearts Out" in the local event in which volunteers scrub, prime and paint homes for elderly citizens in need and incapable of performing the job on their own.



Competition was fierce at the 1999 Bowling for Kids' Sake, a fund-raiser for the Boys' and Girls' Clubs of Tampa Bay. Groups from Bay Area organizations and businesses come together for some friendly competition and a worthy cause.

Recent Events

- Affirmative Action Breakfast Fund-raiser
- Desoto Elementary "Adopt a School" Project
- Martin Luther King Parade
- USF Criminal Justice Expo
- Big Brothers and Big Sisters' "Bowling for Kids' Sake"
- DACCO Breakfast Fund-raiser
- Special Olympics
- HCBA Rose Sale to benefit Deaf Services
- March of Dimes Walk-a-thon
- Law Enforcement Torch Run
- HAWL "Gift Basket" to benefit the Spring
- Kiwanis Fund-raising Luncheon
- Tampa Lighthouse for the Blind "Beep-ball Classic"
- Public Guardian Silent Auction
- SERVE School Project
- Desoto Elementary "Weekly Reader" Donation
- Camp Sparks donation drive
- Boys' and Girls' Club Mentoring
- Centre for Women "Festival"
- Apollo Beach Golf Tournament
- Bay Area Legal Services Donations
- PACE Benefit Bake-Sale
- Red Ribbon "Say No to Drugs Walk"
- Kids' Fest
- PACE Coupon Book Sale
- Police Memorial Run
- United Way Pledge Drive
- Education in Action
- MacDonald Training Center plant sale
- Foster Angel Gift Drive

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