



# Pima County Attorney Laura Conover & The People's Office

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Year Two Review  
2022





Photo by C. Conover, Age 9

Although we look forward to all the potential goals and challenges of 2023, we think it's important to reflect on 2022 and provide a report to the people of Pima County from their County Attorney's Office.

Inside this report, you'll find updates on each unit within our diverse agency, a By-The-Numbers look at some of the data highlights from the year, but also a photo display from almost every corner of the 9,200 square miles of this gorgeous Old Pueblo and beyond.

On the one hand, 2022 has been another hard year. This winter, Covid, flu, and RSV hit our offices hard enough that it was sometimes challenging to achieve continuity of operations - but we did. The homicide spike persisted during most months of the year. Our Homicide Panel teamed with the TPD Homicide Unit and other area law enforcement to work our way through 126 homicide presentations in our committed goal of bringing closure to families. And then there's the reality of people without homes living on the streets and while our concerns and attention must include helping them build a future, businesses are suffering. We have reported data on our very high rate of prosecution when accountability is

appropriate, but we are also working with social service providers and neighborhoods to keep our eyes focused on the human realities these people are living.

*En la otra mano* – on the other hand – despite the heaviness of the world and the volume of the workload, extraordinary things have happened:

- In a dramatic 11th hour ruling, the Arizona Court of Appeals ruled in favor of PCAO and continued reproductive health care statewide.
- Fourteen attorneys have returned to serve our community at the Pima County Attorney's Office, bringing a total of 221 years of high-level trial experience with them.
- Our summer law clerk program attracted more than 50 applicants. We accepted 17 of them to join us, six of whom came to live in Tucson IN THE SUMMER from Texas, California, Washington, and Pennsylvania.
- We specially deputized tribal prosecutors from the Pascua Yaqui Tribe to better serve victims thanks to an intergovernmental agreement that is now looked at as a national model, with the Tohono O'odham Nation to follow soon.
- And, and, after two previous attempts at the Arizona legislature to sweep all of our diversion funding, we officially launched the birth of Adult Restorative Justice, a first in the State of Arizona, with a nod of deference to our tribal models.

If we can do all this in a pandemic and during a crime spike that began before our arrival, then we have come to believe we can do anything.

The warriors of peace and soldiers for justice that fill the 20 floors of the Legal Services Building are capable of everything and anything. Send them good vibes tonight.

Feliz año nuevo,

**Laura Conover**  
Pima County Attorney



**14**  
former PCAO attorneys return,  
bringing **221**  
years of experience



**126**  
Homicide Panel decisions made,  
addressing a backlog of cases



**18,463**  
free gun locks distributed

**4,500+**  
calls for  
Victim  
Services



From Jan. 1, 2020 through September 2022,

**79.3%** of **9,128**



cases of shoplifting, organized retail theft, trespass, and possession of dangerous drugs, narcotic drugs and drug paraphernalia (both felony and misdemeanor) have been charged by PCAO



**7**  
jury trial wins in  
the week of Aug. 1-5



Photos by Tony Callego

County Attorney Conover is joined by law enforcement partners in making a Public Service Announcement.

## Make the Call Campaign

County Attorney Laura Conover was joined by Tucson Police Chief Chad Kasmar, Pima County Sheriff Chris Nanos and others for a public service campaign to encourage quick action when an overdose is happening. The “[Make the Call](#)” campaign includes videos,

social media and bus posters to remind people that Arizona’s Good Samaritan Law provides protection from minor drug charges if they call 911 for help, as well as promoting the availability of free Narcan to help prevent opioid deaths.





*Pascua Yaqui Chairman Peter Yucupicio addresses the Board of Supervisors.*



*Partners in creating agreement with Pascua Yaqui Tribe.*

## Pascua Yaqui Agreement

On November 15, an historic Intergovernmental Agreement was approved by the Pima County Board of Supervisors.

The Pima County Attorney can now specially deputize a Pascua Yaqui prosecutor to assist in trying cases to better serve Yaqui victims, thanks

to a landmark IGA between Pima County and the Pascua Yaqui Tribe. The agreement was hailed by Pascua Yaqui leaders as a model for the nation, and the PCAO team later visited the Tohono O’odham Nation to offer improved service to O’odham victims as well.

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## Abortion Law in Arizona

The status of abortion law in Arizona went from the Pima County Attorney’s Office to the state Court of Appeals at the end of 2022, where the panel sided with Planned Parenthood of Arizona and PCAO, preventing a mid-19th century near-total ban on legal abortions from going into effect.

The Dec. 30 ruling put into effect a recent law providing legal abortions up to 15 weeks into pregnancy, rather than the 1864 ban.

The court battle came to PCAO after the repeal of Roe v Wade because a 1973 injunction was in place at the time.

Unlike 1973, when the Pima County Attorney sided with the Arizona Attorney General’s Office in favor of criminalizing abortions, the People’s Office joined Planned Parenthood of Arizona in pursuit of clarity for Arizonans and the continuation of safe and legal abortion services.

Protection for reproductive health care will remain in place as litigation continues.



Photo by Tony Gallego

PCAO staff at employee appreciation event.

## Recognizing Commitment

After a two-year hiatus from in-person celebrations because of COVID precautions, we were able to recognize the incredible contributions of many who work at The People's Office. Two days of Employee Recognition events allowed us to thank and congratulate scores of dedicated employees who had marked milestones of 25, 20, 15, 14, 10, 8 and three years of service to Pima County residents.



Photo by C. T. Revere

A floor of the Legal Services Building with a year of paper files

The same floor after going paperless

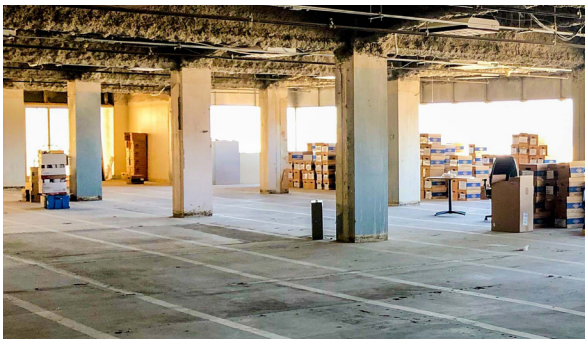


Photo by Tony Gallego

## Paperless - and More Effective

The paperless future at the Pima County Attorney's Office is finally here. After considerable preparation, our office has switched to the online case management system that is already used in more than half the prosecutor's offices in the nation and three-quarters of prosecutor's offices in Arizona: **Prosecution by Karpel**. This platform will help us manage the tremendous amount of information associated with prosecuting crimes in Pima County, ending our reliance on paper files stored in box after box, filling entire floors of the Legal Services Building.

This change allows us to find improved uses for significant floor space while better managing an ocean of information.

We can't wait to update you about the plans for some of that now available space.



Photos by Tony Gallego

The lawyers and support staff who work in the Civil Division of the Pima County Attorney's Office are the difference between a District Attorney's Office and this office. We are the people's attorney and the law office that represents all Pima County departments and officials. Work performed in many units within Civil supports the community in many vital ways.

## Health Law Unit

Each month in 2022, PCAO's Health Law Unit filed an average of 306 petitions for court-ordered mental health evaluations, 90 of which were scheduled for Civil Commitment hearings in Superior Court. Civil Commitments are necessary to protect some of the most vulnerable citizens of Pima County - those with significant mental health challenges. Additionally, the unit won four cases at the Arizona Court of Appeals, and our petition for review by the Arizona Supreme Court was granted on a fifth. We successfully dismissed a sixth case as moot and are awaiting the Court's decision on a seventh. Attorneys in the unit provided training and updates on the Civil Commitment process to community partners, including law enforcement, the Veterans Administration, and behavioral health professionals.



Civil Chief Sam Brown with County Attorney Conover.

## Tort Unit

Attorneys working in the Tort Unit defend against frivolous and excessive claims made against Pima County and your tax dollars. While many tort cases are resolved in the County's favor through pre-trial motions, our attorneys also do the work needed to settle difficult and often emotional cases when appropriate, including cases in which the liability is clear or where the outcome of litigation is difficult to gauge. As we like to say, we are the People's Attorney.

This year, the Tort Unit opened 50 new matters consisting of 38 claims and 12 civil suits. During this time, the Unit also defended 32 lawsuits that sought a combined \$2.43 billion. Four of those cases, which collectively sought damages totaling nearly \$550,000, were settled for a total of \$72,000. Five other cases, seeking a combined \$32 million, were



Photo by Tony Gallego

Civil Chief Deputy Sam Brown

dismissed following successful pre-trial motions by the Tort Unit. Tort lawyers also provide legal advice to Pima County departments, including the Sheriff's Department, Transportation Department, Pima Animal Care Center, the Health Department, and Risk Management.

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## Business Transaction Unit

This unit within the Civil Division also helps protect taxpayers and County leaders by providing general legal advice, property agreements, resolutions, and legal support to 18 Pima County departments, the Library District, Stadium District, the Board of Supervisors, County Administration and our own office.

Accomplishments of this Unit in 2022 include:

- Advising County Administration on the economic development project that brought the American Battery Factory and 1,000 well-paying jobs to Pima County.
- Finalizing agreements to facilitate the development of the Teatro Carmen performance hall, the Titan Missile Museum and other cultural and historic sites and attractions.

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## Tax Unit

The attorneys in our Tax Unit opened 190 tax lien foreclosure and excess proceeds cases in 2022 and closed 306 cases in a stalwart effort to close cases left over from previous years. They resolved tax appeals on nine real and personal property cases with full cash values exceeding \$2 million each and eight more with real cash values less than \$2 million each. Tax appeals can be taken when a property owner believes the full cash value of their property is greater than the market value.



## Land Use Unit

The PCAO lawyers who handle land use cases have litigated dozens of zoning code enforcement cases in 2022, including continuing work on one case that has been ongoing for four years. Highlights include:

- Representing the Pima County Department of Environmental Quality in a successful suit to prevent a wedding venue from operating as a residential property.
- Wrapping up an eminent domain action by Pima County to acquire sewer easements along a railroad right-of-way.
- Resolving an inverse condemnation action by a local property owner seeking damages from the County for telecommunications equipment

Photo by Tony Gallego



*Residential construction in Pima County.*

- placed along a County right-of-way.
- Prevailed in a summary judgment motion concerning a dispute over the meaning of “accessory building” in the zoning code in a case where a property owner wanted to build an “accessory building” on property without a main building.

## Employment Unit

The Employment Unit of the Civil Division at PCAO protects taxpayers by defending Pima County in federal and state court on employment-related litigation, among other workforce related responsibilities. The past year was a successful one for the unit, as it handled 21 appeals of employee terminations that went before the Merit Commission and another 18 appeals that went to the Arizona Superior Court. Lawyers in the Unit also responded to 19 charges of discrimination before the Arizona Attorney General’s Office Civil Rights Division and the U.S. Equal Employment Opportunity Commission. The unit regularly provides advice to the Human Resources Department and all other departments throughout County government related to disciplinary matters and legal compliance with state and federal requirements. The Unit has several lawsuits pending and through September had saved Pima County taxpayers just under \$1 million in demands.

## Public Safety Support Unit

This newly minted unit merged two previous units within the Civil Division. In addition to providing legal advice to the Sheriff’s Department and to the Constables, it is responsible for working with other partner law enforcement agencies seeking forfeiture of property, weapons, cars, and cash from drug trafficking investigations and prosecutions. In the first six months of 2022, their work led to \$266,791 in assets being seized for use in crime prevention efforts. The unit also conducted training sessions for both the Counter Narcotics Alliance and the Pima County Sheriff’s Department on the extensive changes to the forfeiture statute enacted last year. They will have provided more than 100 hours of instruction in 2022 for new Sheriff’s Department and Corrections Officer academies covering such subjects as Constitutional law, search and seizure operations, criminal justice administration, civil processes, and rules of evidence and civil liability.



Stock Image

*Voters made their selections in 2022 elections.*

## Elections Team

Elections continued to be the focus of much public attention in 2022 and PCAO attorneys represented the People in five federal lawsuits, 14 challenges in the Arizona Superior Court, and three appeals to the Arizona Supreme Court. Our attorneys also went to the Ninth Circuit Court of Appeals seeking to protect Pima County's ability to use machine tabulation of ballots rather than relying solely on hand counting each ballot. A ruling on that argument is still pending. With nearly a half-million ballots tabulated in Pima County following the contested 2020 general election, a hand count would not have been possible while meeting the statutory deadline for certifying the election. The Team continues to provide advice and direction to various departments and elected officials to help protect the County and to ensure free and fair elections.

## Public Records Team

The Pima County Attorney's Office Public Records team handled an unprecedented number of requests for information in 2022, with media and interested members of the community asking for information about numerous high-profile cases and other high-interest work in the office.

As of December 29, the Public Records Request Team had opened 181 new requests, closing 125 of them with responses. In between each request and subsequent response, a team of dedicated staffers review all the requested materials to ensure that sensitive information pertaining to victims, defendants and the general public are legally protected from disclosure, including untold hours of body-worn camera footage taken by law enforcement.

This time-consuming process helps promote justice and public safety while ensuring transparency in the activities of The People's Office.



Stock image

The prosecutors and support staff in the Criminal Division hold people accountable for behavior that harms the public and provide justice to victims and communities. They also seek non-punitive solutions when treatment or diversion are appropriate.

## Homicide spike continues to challenge PCAO

The spike in homicide cases that began with the onset of the COVID-19 pandemic continued in 2022, with our Criminal Division filing homicide charges against 80 people related to 91 homicides in Pima County. Even as the number of new cases mounted, our team of criminal prosecutors and law enforcement

continued to meet every Monday to also address the backlog of 144 homicides dating back to 2017 this administration inherited when we took office in early 2021. In 2022, the Homicide Panel moved forward on 126 cases helping survivors find some modicum of peace.



CSIU Chief Brad Roach

Photo by Tony Gallego

## Review of challenges to previous cases

Increasing the office's resources for reexamining previous criminal cases in which claims of innocence or illegal sentences have been made was a significant reform we've undertaken at the County Attorney's Office. Recently, the Conviction and Sentencing Integrity Unit came under new leadership with the arrival of longtime Tucson attorney Brad Roach. With Roach at the helm, the renewed look at older cases benefits from his prior experience both as a criminal prosecutor in this office and 17 years in private practice as a criminal defense attorney.

## Keeping Children in the Juvenile System

The People's Office remains committed to treating child offenders as children by keeping them in the juvenile court system rather than prosecuting them as adults when Arizona law allows that discretion. When children are booked into adult jail on mandatory charges based on their offense, our Juvenile Court prosecutors provide background information to the Criminal Unit, which oftentimes results in the offenses being returned to the Juvenile Court system. The combination of deferring criminal proceedings and removing juveniles from the adult criminal justice system, unless legally required to keep them there, has resulted in a 50 percent reduction in juveniles in the adult system compared to the two prior years, factoring in an overall reduction in the juvenile caseload.

New programs for Mental Health Diversion and Pre-Adolescent Diversion provide further opportunities for PCAO to keep children out of the adult system.

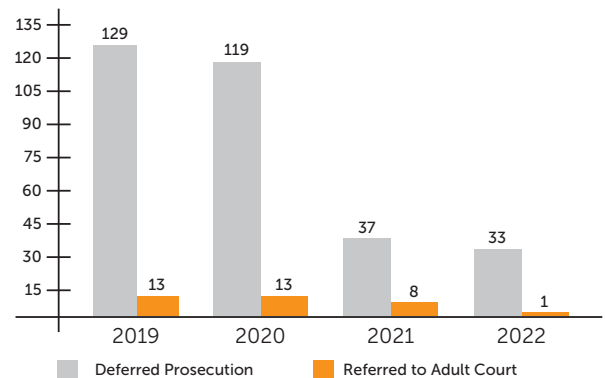


Photo by Peter Gonzales



PCAO leadership and visitors observe a High School Enrichment Academy class taught by prosecutor Victoria Otto (far right).

## Learning never stops at PCAO

It's well-stated that learning is a lifelong pursuit and at PCAO this includes training programs that range from inspiring students considering careers in law to veteran prosecutors and civil attorneys wanting to stay on top of their profession.

Photo by Tony Gallego



Photo by Tony Gallego



Clerks head to active shooter training (above).

Vicki Otto teaching (left)



Photo by Kate Spaulding

County Attorney Conover with students from Pima County Teen Court.

The High School Enrichment Academy completed its second year here in the Pima County Legal Services Building, targeting students from schools educating traditionally underserved communities and giving them a behind-the-scenes look at the work of the justice system. In addition to teaching students about careers in law, this program also builds bonds between students and attorneys that can truly be helpful.

PCAO also offers classes that teach staff

attorneys the ropes as they prepare for careers as prosecutors, or when they are ready to move from prosecuting misdemeanors in Justice Court to taking on felony cases in Superior Court.

It almost goes without saying that, given the nature of our work, our lawyers and staff are repeatedly exposed to stressful and traumatic events. We strive to mitigate the impact this can have on employee mental health with flexible work schedules and free counseling.

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## MISDEMEANORS

# Criminal activity, social ills rose in 2022

The lingering effects of the COVID pandemic, including economic hardship, mental illness, and substance dependency, made 2022 a challenging year throughout Pima County, just like the rest of the nation. Property crime, open drug use, domestic violence and other crimes prompted significant concern throughout communities. Much of the activity associated with “street crime” falls under the misdemeanor category and the Pima County Attorney’s Office takes these offenses seriously. Through early November of 2022, when our

method of tracking offenses changed with the launch of Prosecution by Karpel, our office prosecuted 94 percent of the misdemeanor crimes under our jurisdiction, issuing charges for 7,926 of the 8,453 offenses brought to our office. While PCAO prosecutes all felony cases in Pima County, we only handle misdemeanors occurring in unincorporated parts of Pima County. Misdemeanors committed within the boundaries Tucson, South Tucson, Marana, Oro Valley, and Sahuarita are the responsibilities of those jurisdictions.

# Specialty Courts provide alternatives to prosecution

We welcomed Nahrin Jabro to our team in June, when she began directing the Specialty Courts program that provides alternatives to criminal prosecution for qualified candidates. A pair of Department of Justice grants fund the **Consolidated Misdemeanor Problem Solving (CMPS) Court**, which requires participants to attend treatment sessions for mental health and substance use disorders. The CMPS Court has helped 33 people avoid prosecution between October 2019 and October 2022. Those participants averaged 6.5 contacts each with law enforcement prior to entering the CMPS program, which saw the number of contacts drop to 1.7 each.

Another program, the **Drug Treatment Alternative to Prison (DTAP)** program, also assists people facing incarceration to avoid prison by providing employment services, access to housing and behavioral health and substance abuse services that change the trajectory of their lives. DTAP participants graduate after completing treatment programs that address substance use disorder, gain stable housing and employment, and achieve 365 days of sobriety. In 2022, 24 participants graduated DTAP by completing the program.

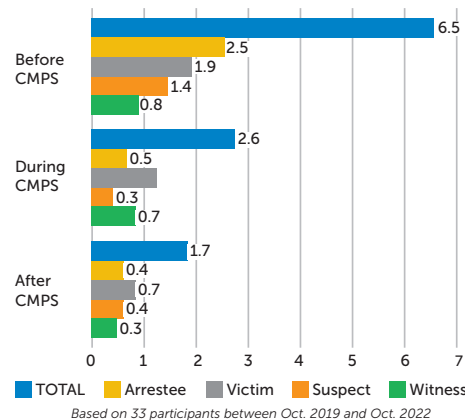
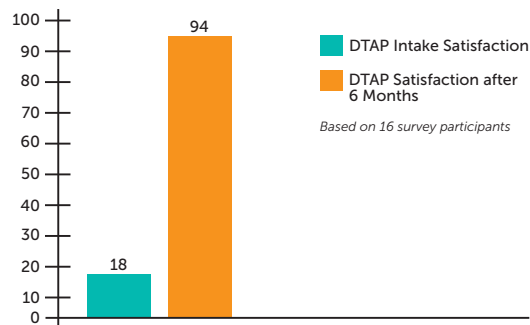
The **Supportive Treatment and Engagement Program (STEPs)** provides eligible low-level offenders the opportunity to have their case dismissed if they complete at least 30 days of treatment for a substance use dependency. In 2022, 39 percent of STEP eligible defendants completed the program. Many in the program also have received assistance with housing and other resources needed to focus on their treatment.

Photo by Gerry Loew



Specialty Courts Director Nahrin Jabro

All of these programs benefit from collaboration with judges, attorneys, probation offices, behavioral health providers, evaluators and law enforcement.



# Community Outreach



Photos by Tony Gallego

*PCAO staff and neighbors at a clean-up at Amphi Neighborhood Park.*

This year we committed to expanding community outreach in Pima County. We hired a fulltime Community Outreach Coordinator, Sofia Blue, and started to reach out to areas of the county that have too often been overlooked. This involved visits to rural areas, including Ajo, Sells, and Why. We also focused on listening and collaborating with our business

community, opening lines of communication with the Tucson Metro Chamber, Hispanic Chamber of Commerce, Tucson Crime Free Coalition, ALTO (the asset-protection and crime-prevention group representing Walgreens), the Arizona Organized Retail Crime Association, and the International Sonoran Desert Alliance in Ajo.







County Attorney Conover at the Community Safety Awards.



Conover presents David Garcia with a Safety Award.

Early in the year we held our first-ever Community Safety Awards at Mission Garden where we honored champions of safety nominated by their neighbors in Pima County. Here are the people who were recognized:

- **Cory Saunders**, who lost his life attempting to help a distraught neighbor who had set his home ablaze and then came out firing a weapon;
- **David Garcia**, who led a community effort to keep streets and sidewalks in South Tucson clean in pursuit of public safety in the community;
- **Drew Berryhill**, who helped make Dunbar Pavilion safe for local families to use;
- **Robert Phillip Owens**, who produced face shields for first responders during the COVID pandemic and took masks and other supplies to the Navajo Nation; and
- **Stileda Rose**, who helped the most vulnerable in her community get COVID vaccines.

We have strengthened our ties and relationships with the communities south of Broadway by partnering with Sunnyside Neighborhood Association, Sunnyside Unified School District Foundation, Valencia Middle School, and the Walgreens on 12th and Ajo. Non-profits have played a strong role in our strategy to reach populations often overlooked. Boys to Men Tucson, I AM YOU 360, YWCA Racial Justice Project, Goodwill Industries, Fresh Start International, and many others help us connect with the people who make a difference in public safety. Our staff are involved in volunteer efforts for back-to-school, Halloween, resource fairs, clothing and food donation drives, and on the Tucson Juneteenth Committee. On many weekends, we have a team assisting neighborhoods with trash cleanup and establishing connections that are so important for our community.



# Community Outreach



Photos by Tony Gallego



Out in the community to promote public safety at Sugar Hill Resource Fair (top)



Laura at Badges and Backpacks event at TCC (above)

Laura with volunteers at Juneteenth (middle right)



McGruff joins PCAO's community outreach team at a Homicide Survivors event (right).



Photos by Tony Gallego

PCAO Victim Services team at Sexual Assault Awareness Month kickoff event in April 2022.

## The Heart of The People's Office

The Pima County Attorney's Office Victim Services Division exemplifies why we call ourselves "The People's Office."

The 26 well-trained professionals who comprise Victim Services work with members of the community who have been victims of crime, directly or indirectly, with the goal of helping them heal and obtain justice.

Divided into three focus areas, Victim Services provides advocacy for crime victims, financial compensation for losses incurred, and a volunteer force that assists with outreach and providing services.



Laura with TPD Assistant Chief Monica Prieto and Tucson Mayor Regina Romero (right).



*Courthouse Dog Arrow*



*Courthouse Dog Blake*

Photos by Tony Gallego

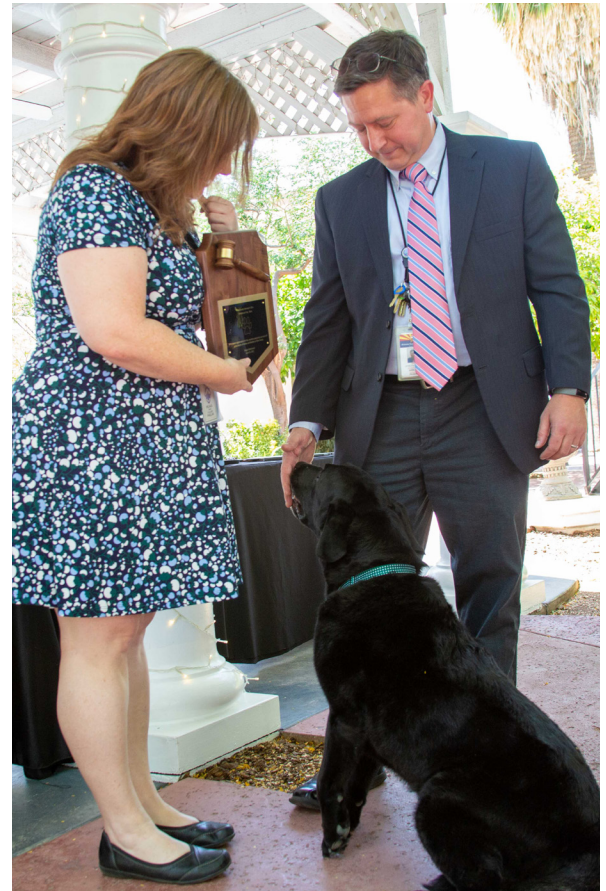
The Advocacy program features 22 full-time staff members who are assigned an average of 60 to 70 cases each. In a truly unique approach in Arizona, our advocates respond to crime scenes along with law enforcement and a lead prosecutor. They continue to advocate for the victims throughout the criminal investigation and legal process.

Stars among our advocates are two full-time specially trained dogs that provide comfort and support to crime victims, including during difficult and emotional trials.

The numbers are staggering. Halfway through 2022, advocates had assisted more than 4,500 victims, providing services to them at a rate of 10 times for each victim. Those numbers and the associated services add up to healing that cannot be measured.

For many victims, the crimes against them come at a financial cost as well. Arizona's Crime Victim Compensation Fund, established by the State Legislature, makes county attorney offices throughout Arizona responsible for making decisions about compensating crime victims in their respective jurisdictions. The program is funded by court-ordered victim restitution and state and federal grants.

By midyear, our Victim Compensation Board awarded nearly \$360,000 to 169 victims.



*Courthouse Dog Blake at his retirement event.*

The past year has brought a lot of personnel changes to the Detective Division. Chief Keith St. John retired after serving the citizens of Pima County for over 44 years, and veteran detective Fabian Pacheco was tapped to succeed him. The division brought on three new detectives in 2022, adding nearly 100 years of law enforcement experience to PCAO. The Detective Division completed over 5,400 work requests in support of our trial teams, and detectives worked on several high-profile investigations including a case for which crucial witnesses were transported from out of state to Tucson for trial. Other accomplishments include:

Photo by Tony Gallego



Fabian Pacheco

- Passing a Compliance Audit by the Arizona Department of Public Safety
- Investigating Primary Election voting violations
- Conducting a comprehensive assessment of the safety and security of the Legal Services Building

- Over fifteen Special, Administrative, and Internal investigations completed.

## 88-CRIME

88-CRIME is more than a seasoned partner in promoting justice in our community, receiving anonymous tips about crimes. The program also joins us in promoting public safety by building stronger relationships with law enforcement and community groups. PCAO's Chief of Detectives oversees 88-CRIME and in 2022, with the retirement of Keith St. John, we promoted Fabian Pacheco to head that unit. Fabian has deeply enhanced our bilingual outreach, providing the opportunity to reduce hesitation by Spanish speakers - particularly those fearing deportation - to report crimes.

In 2022, the program received more than 2,500 tips resulting in more than 80 arrests and the seizure of weapons, stolen property and illegal drugs, generating approximately \$38,000 in rewards. This year the folks at 88-CRIME averaged more than one outreach event per month in addition to appearing on radio and being featured

Photo by Tony Gallego



88-CRIME Board Chair Dave Azuelo and Director Babette McDonald.

on local television news programs. Through Dec. 8, 2022, we handed out more than 18,000 gun locks at community events, reducing the risk of accidental discharges in the homes of gun owners.

# Core Values

## **INTEGRITY**

We are honest with the public and committed as Officers of the Court to the oath we took, the Constitution, and Rules of Ethics.

## **COURAGE**

We are fearless, empowered to step outside of our comfort zone, strong in vulnerability, and anchored by integrity.

## **RESPECT**

We have a sincere regard for all workers, everyone who makes the Office operations possible, and the people of Pima County, including those who are incarcerated and those who have suffered harm.

## **EMPATHY**

We value all employees and everyone in the community for who they are. No one is disposable.

## **DIVERSITY**

We are inclusive and involve people from different social and ethnic backgrounds and beliefs; the Office reflects the community it serves.

## **COMMUNITY TRUST**

PCAO is accessible and responsive; the disenfranchised are invited to talk to us about their ideas and concerns related to community safety.

## **PROFESSIONAL EXCELLENCE**

We are building a culture of pride in high quality work; everyone in the Office is a professional with a job worth doing well.

## **JUSTICE, INCLUSIVITY & EQUITY**

We invest in all staff and attorneys. We value and respect each other's differences. We are committed to rooting out racial discrimination within the criminal justice system.

## **COMMUNICATION & TRANSPARENCY**

We value authenticity and candor over harmony. We solicit feedback from employees when appropriate. We are direct and expect the same in return.

## **ACCOUNTABILITY & HEALING**

PCAO is a safe place where employees can take ownership of their mistakes and move forward.



County Attorney Conover listens along with reporters at the Fresh Start Expo press conference at Tucson Convention Center.

## Connect with PCAO and stay informed!

- Visit our newly redeveloped website at [www.pcao.pima.gov](http://www.pcao.pima.gov)
- Follow us on social media! <https://www.facebook.com/PimaCountyAttorney>
- Twitter & Instagram: [@pimacountyatty](https://twitter.com/pimacountyatty)
- Like and subscribe to our YouTube channel: <https://bit.ly/PCAOonYT>
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**Pima County Attorney**  
Laura Conover