

HEATHER C. TACKITT, B.A., J.D.

CoreTSolutions, LLC

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CREDENTIALS

- **Juris Doctorate** **Northwestern California University School of Law** (July 2013)
Prior Law School units completed:
*1993 to 1996 - *University of California, Hastings College of the Law; 72 units*
*Summer 1996 - *Golden Gate University School of Law; 6 units*
* Fall 1997 - *San Joaquin College of the Law; 7 units*
-- *I am not a licensed attorney in California or any other State.*

- **Bachelor of Art, Sociology** **California State University, Fresno 1991**

SKILL SET/SPECIALTY AREAS

- Alternative Dispute Resolution
- Evaluations and Investigations –Interviewing witnesses & evidence summary
- Family Law; Probate Law; Welf. & Inst. Code;
- Employment Law and Employment Mng./relations
- Collaborative Team building management style
- Strong public speaking and teaching skills
- Accounting and Business Mng. experience
- Case management & deadline compliance
- Legal Research, Analysis and Writing
- Grant and Business Plan research and writing
- Long Term and Short Term Goals/Division planning
- Developing and maintaining local and statewide contacts
- Working knowledge of Union/Labor negotiations

CAREER ACHIEVEMENTS

- **California Association of Superior Court Investigators (CASCI) - Board of Directors, 2005-2009**
CASCI is a statewide non-profit organization specializing in Probate Court Investigation training and was recently accepted as an AOC approved training provider.
 - **2011 Golden Quill Award recipient – Elected Child and Elder Advocate of the Year by statewide Court Officers, presented by CASCI Board of Directors.**
 - **As VP and President of CASCI;** lead representative with Legislature and Courts; grant writing, accounting and all Non-profit compliance.
 - **Guest Lecturer for CASCI**
 - **Ombudsman Conservatorship and Guardianship Reform Act 2007 (AB 1363).**
 - Worked with Legislative and Judicial Assembly.
 - CASCI Representative at stakeholders meetings with California legislature.

- **ADMINISTRATIVE OFFICE OF THE COURTS, State of California - I have worked with the Administrative Office of the Courts in the capacity of guest lecturer and consultant.**
 - **From 2005 to present** - I have been an A.O.C. guest lecturer at the annual *Center for Families, Children and the Courts* statewide trainings. I have taught in the areas of Mediation, Grandparents Rights, Probate Guardianship Investigations, and Family Law and Probate Law investigation techniques (i.e. collateral acquisition, including HIPAA regulations, CLETS access, elder abuse, child abuse, and domestic violence laws.) The most recent presentation was April 2011, Los Angeles.

- **From 2006 to present** - I was assigned to a collaborative working group under the direction of the A.O.C.'s *Probate and Mental Health Committee* to help draft the Cal. Rule of Court regarding Minimum Standards of Education and Training for all Probate Court Investigators. I was also a consultant in the development of the AOC Probate Court Investigator trainings.
- **Publications:** <http://academic.research.microsoft.com/Author/35052124/heather-c-tackitt>
- **Lectures Provided by Heather C. Tackitt, JD**
 - **TESTIFYING IN COURT**
 - California Association of Superior Court Investigators – Region 3: August 2009, Sacramento California
 - California Association of Superior Court Investigators - Annual Statewide Conference, May 2006, Ventura Ca.
 - California Association of Superior Court Investigators – Annual Statewide Conference , May 2008, Fish Camp CA @ Tenaya Lodge
 - **PROBATE GUARDIANSHIPS** – Basic Elements
 - Administrative Office of the Courts - April 2005 Los Angeles CA
PROBATE GUARDIANSHIPS; DIFFERENT PATHS TO JUSTICE - Probate Court or Juvenile Court – Pr.C. Section 1513 (c)
 - California Association of Superior Court Investigators – PIRT; March 2010, Fresno CA.
 - California Association of Superior Court Investigators – May 2010, San Francisco CA.
 - **GRANDPARENTS RIGHTS IN CALIFORNIA** (and) *Legal Advice or Education? Assisting parties.*
 - Administrative Office of the Courts – April 2006
 - **ADVANCED MEDIATION TECHNIQUES & CUSTODY EVALUATIONS** (Family Law) –
 - Administrative Office of the Courts – April 2007 Los Angeles CA.
 - Administrative Office of the Courts – April 2011 Los Angeles CA

CAREER EXPERIENCE

- **January 1, 2015 to current - CoreTSolutions, LLC, Owner : Private Mediation, Investigations, Court Consulting, Expert testimony / Case Evaluations** - 5070 N. Sixth Suite 155, Fresno CA. 93710. Office Cell (559) 400-5425; Email CoreTSolutions@att.net Web: www.CoreTSolutions.webs.com
 - *Listed on Central Valley Mediator panels, including Fresno County Superior Court and Kings County Superior Court.*
- **06/01/1997 to 09/11/12 -- MADERA COUNTY SUPERIOR COURT FAMILY COURT SERVICES; SENIOR MEDIATOR / INVESTIGATOR**
 - **Served as Acting Director from 01/99 to 09/01.** In that capacity, I trained, managed, and evaluated multiple mediators/investigators and clerical staff at FCS. I implemented policies to meet deadlines, avoid continuances and decrease caseloads within the Family Law and Probate Law division.
 - **Lead Trainer for all new hires** – focus on mediation techniques, investigation protocols, and legal compliance including HIPAA regulations.

- **Assuring legal compliance of all custody templates regarding all health, safety, and welfare statutes;** mainly child, elder and family violence statutes; specifically FC Section 3044- Rebuttable Presumption against Joint Custody for perpetrators of domestic violence.
- **Created and implemented the new Pb.C.§ 1513 (c) screening process** of all Probate Guardianships.
- **Created proposals for FCS Director and the Court Executive Officer** to manage unavoidable social changes such as population growth of the elderly and various social epidemics such as expanding violence (domestic, child abuse, elder abuse and related health concerns) and substance abuse (i.e. methamphetamine and the direct correlation with other crimes.)
- **Completed Strategic Plan for Director** to prepare for mandatory legislative changes, which includes human resource needs/analysis and extensive budget analysis for multiple divisions of the court. The policy suggestions always include the affected divisions and incorporate new policies to make the divisions work more effectively and cohesively.
- **Track statistical information** of each case; issues, time investment, court outcome and more.
- **Developed multi-agency communication network to decrease caseloads** or make the process more effective and time efficient for the Superior Court and the families.
- **Developed and maintained an extensive local community and statewide resource base**, which includes contacts in a majority of the California Superior Courts, the AOC, California Legislature, law enforcement, child protective agencies, and adult protective agencies.
- **Give monthly lectures that educate parties about all court procedures.**
- **Established the website link for the FCS Office**, outlining the court process to help our court users through on-line resources.
- **Developed the Probate Trigger system training protocol**, which can be used by clerical divisions and the Probate Division.
- **Created a procedure to “package” cases for referrals to the District Attorney and/or local law enforcement and A.P.S./C.P.S.** in order to streamline criminal cases that originate in the Family Law and Probate Law Investigations unit.
- **In my 15 year Court career, I assisted over 2400 families and have testified in approximately 170 cases.**

Daily Assignment Duties –

- Meet with parties to mediate disputes or investigate issues before the court, in both Family Law and Probate Law assignments; consisted mainly of interviewing witnesses, collecting evidence, and summarizing such for bench officers.
- Primary court officer responsible for screening all Guardianship cases, filing initial immediate report and tracked the progress of the court ordered CPS WIC 328 reports; All maintained on *Excel* and *PowerPoint*.

➤ **1993 – 1996 LAW INTERNSHIPS:**

- **June to September 1996: Equal Employment Opportunity Commission**, 350 The Embarcadero Suite 500 San Francisco, Ca. 1-800-669-4000 -- Regional Director/Supervisor, William Tamayo -- Interviewed parties and witnesses, reviewed evidence, conducted Federal and State Employment Law legal research and analysis, and authored recommendations to supervising attorneys.
- **June to September 1995: Law Office of Katherine Hart and Steve Crawford, Criminal and Employment Law** – Attorney Hart Address: 1600 Fulton St #120, Fresno, CA 93721 Phone:(559) 256-9800 . Attorney Crawford, currently at 192 North 11th Street Grover Beach, CA 93433 (805) 458-6312 Ph. (559) 298-9900. I conducted legal research in the areas of criminal “three strikes” law and employment law. Created trial preparation documents and assisted with general office duties as necessary.
- **June to September 1994: Law Office of Robert Yarra, Immigration Law**, 1250 Fulton Mall, Fresno, CA. 93724 Ph. (559) 441-1214. **Legal Assistant** - with general office duties and created a computerized client / case management system. I also assisted with various legal research assignments.

➤ **Career prior to attending Law School:**

- **May 1991 to May 1993 Commercial Tire and Agriculture Supply** Ph. (559) 233-3153 - 2879 S. East Ave. Fresno, CA. 93724-- **Accounting Assistant.** In a multi-million dollar agricultural operation, I managed daily accounts receivable and payables while also assisting with audits. GAAP was applied daily. I was also assigned to work directly with Corporations regarding all business operations. I also managed the CEO's calendar and coordinated all sales meetings and trainings for staff.

REFERENCES

- **Dr. Lynn Bundy, PhD.** Cell – 559-706-0834 - Retired – Director of Family Court Services 2001-2012
- **Michelle Ruiz, Madera County Superior Court, Court Clerk/Judge assistant :** Bass Lake Division of Madera Court Civil Division - Cell (559) 593-5541- email ruiz.familia@yahoo.com
- **Diana Bernardi, Sr. Court Analyst for Madera County Superior Court** - Cell (559) 960-4295, email bernardidm1959@yahoo.com
- **Pauline St. Germaine, Madera County Superior Court, Criminal Division Manager** – Cell (559) 474-3027 email casey_jean87@hotmail.com
- **Rebeca Castillo, Social Security Administration** – Cell (559) 871-4501 email rebeccastil9@gmail.com
- **John Garvin, Attorney at Law - Madera Law Center** 1925 Howard Road, Madera Ca. 93637 Ph (559) 661-4000
- **Sgt. David Jones, Children's Hospital of Central California, Security Director** -- Cell: (559) 269-2971 email daveylaw@sbcglobal.net
- **Sgt. Lloyd G. Pratt, California Highway Patrol, Central Division** - Cell: (559) 223-6226 email lpstime@aol.com
- **JoAnn Morris MS, Fresno County Superior Court; Probate Manager** – 1130 O Street Fresno CA 93720 Ph. (559) 457-1888 or direct (559) 263-8764 jmorris@fresno.courts.ca.gov
- **Scott C. Stanley, CPA & CFO of TechAg, PO Box 98 Buttonwillow CA. 93206** sstanley@techag.com Office Ph. (661) 323-4744, Cell (661) 619-6283

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