

Speaker Resumes
NAPCO Webinar • Friday, December 19, 2025; 3 PM (EST)
The Importance of Character in Leading

Hon. Pamela S. Gates

...is the Presiding Judge of the Arizona Judicial Branch in Maricopa County (Greater Phoenix) having been selected for that position by the Arizona Supreme Court in July 2025. Presiding judges in Arizona serve as the top administrative judge over all courts, judicial officers, and court employees in their respective counties. There are 15 counties in Arizona.

Prior to her chief presiding judgeship, she was the Associate Presiding Judge for the Courts in Maricopa County and served as the Superior Court's Presiding Civil Judge, Associate Criminal Presiding Judge, and Associate Presiding Judge for its downtown Family Court. Chief presiding judges in Arizona oversee case assignments, court calendars, financial management, and coordination over the judiciary's strategic agenda. They also monitor the performance of the courts to ensure that cases are processed in a timely manner.

During her 16 years with the Superior Court, Judge Gates has chaired Arizona's Task Force on Jury Data Collection, Policies, and Procedures and co-chaired the committee tasked with improving access to justice and reforming the Court's resource center. Her committee work also includes the Advisory Committee on the Rules of Evidence, the Steering Committee on Arizona Case Processing Standards, the Task Force on the Arizona Rules of Criminal Procedure, the Committee on Superior Courts, the Committee on Time Periods for Electronic Display of Superior Court Case Records, Data Quality Standards Committee, Commercial Court Review Committee, the Court Leadership Institute of Arizona, Our Courts Arizona, Arizona Task Force to Supplement Keeping of the Record by Electronic Means, National State Court Remote Jury Pilot Group, and the Superior Court Records Retention Schedule Revision Committee. Pam also served on the Jury Committee and chaired the Court's Data Integrity Committee.

Judge Gates was appointed by Arizona Governor Jan Brewer to the Superior Court in October 2009. Prior to becoming a judge, Judge Gates worked as a partner at Bryan Cave LLP. Judge Gates has a Juris Doctorate with distinction from the University of Iowa College of Law (1996) and a Bachelor of Science, Cum Laude, Political Science and History from Drake University (1993).

Hon. Paula M. Carey (ret.)

... served as the Chief Justice of the Massachusetts Trial Court from July 2013 to January 2022 when she retired from full-time service. She was appointed by the Massachusetts Supreme Judicial Court to her position overseeing the statewide trial court. Prior to that time, she had served as the Chief Justice of the Probate and Family Court beginning in October 2007. She was appointed an Associate Justice of the Norfolk Probate and Family Court in 2001 where she began her career as a jurist..

In her role as Chief Justice of the Trial Court she partnered with the Court Administrator in the oversight of the Mass. Trial Court, which is comprised of seven court departments with 385 judges, 6,400 court staff, including Probation and Security, and 99 court facilities. They jointly directed the implementation of Strategic Plan 3.0, which targets priorities such as user experience, judicial excellence, operational excellence and diversity, equity and inclusion. She served on the Council of State Governments Working Group and on Governor Baker's Opioid Task Force and has worked on National Initiatives in the areas of Substance Use disorders and Behavioral Health.

Prior to her appointment to the bench in January 2001, Chief Justice Carey was a partner in the firm of Carey & Mooney, PC, where she specialized in domestic relations matters. She has lectured and authored material for numerous publications and educational programs in the area of domestic relations, diversity equity and inclusion as well as substance use disorder and behavioral health both as a practitioner and as a judge. She is a graduate of the New England Law School located in Boston, MA.

Chief Carey retired in January 2022. She remains actively involved in many of the initiatives she spearheaded during her time as Chief Justice. She is a member of the Board of Directors of the National Association for Presiding Judges and Court Executive Officers (NAPCO) and served on the National Judicial Task Force to Examine State Courts' Response to Mental Illness.

Raymond L. Billotte

... is the Administrator for the Judicial Branch of Arizona in Maricopa County, serving as the senior executive officer for the nation's fourth largest trial court. Previously, he served as the District Court Administrator in the 5th Judicial District of Pennsylvania (Greater Pittsburgh) from 1996-2012 and the 46th Judicial District of Pennsylvania (Clearfield) from 1985-1992.

Mr. Billotte holds a master's degree of Public Management from Carnegie-Mellon University and is a 1991 Graduate Fellow of the Institute for Court Management's (ICM) Court Executive Development Program. During his tenure with the courts, he has led numerous successful court improvement projects, including caseload management revisions, jury reform, strategic planning, jail population reduction strategies, and the use of evidence-based practices in both pre-trial and post-adjudicative phases of the criminal justice system. Additionally, he has served as a consultant with USAID addressing criminal justice reforms in the Mexican states of Oaxaca and Chihuahua and has served on numerous state and national court management committees addressing the use of technology in the courts, preservation and transcription of court records, professional development of court managers, and juror diversity.

Mr. Billotte has served as Vice President of the National Association for Presiding Judges and Chief Executive Officers (NAPCO) twice, once in 2016 when the Annual Conference and Academy Day was held in Cleveland, Ohio, as well as the following year (2017) when the Arizona Judicial Branch in Maricopa hosted the conference in Scottsdale, Arizona. He also serves as NAPCO's Chief Financial Officer.

David Yamasak

... is the Court Executive Officer and Clerk of Court for the Superior Court of California, County of Orange (Greater Santa Ana), a position he has held since December 2016. It is a unified trial court, ranking as the fifth largest in the nation with 140 judicial officers, 8 locations, 1500 employees and 500,000 annual case filings. He has over 34 years of experience in the California Judicial Branch, including Chief Executive Officer (2008-2016) in Santa Clara County Superior Court; Assistant Executive Officer (1998-2008), Director of Criminal Operations (1993-1998), and Coordinator of Criminal Operations (1992-1998) in San Diego County Superior Court; Administrative Operations Manager (1988-1992) in North County Municipal Court in Vista CA; Senior Administrative Assistant (1987-1988), Legal Research Assistant (1986-1987) in Los Angeles Municipal Court; and Deputy Clerk II (1985-1986) in San Diego Municipal Court.

During his various positions within the California court system, Mr. Yamasaki has served on numerous committees, commissions, and task forces with the Judicial Council, California's judicial system governing board, and as a member of the Council itself. Additionally, he also serves on the Executive Committee of the National Association of Presiding Judges and Court Executive Officers (NAPCO).

Mr. Yamasaki has a B.S. degree in Criminal Justice Administration from San Diego State University, and M.A. Degree in Public Administration with an emphasis in Judicial Administration from the University of Southern California.

Gordon Griller

... is the former Executive Director of the National Association for Presiding Judges and Court Executive Officers (NAPCO). He served pro bono in that role for eight years 2016-23. From June 2006 – February 2024, he worked as a Principal Court Management Consultant with the National Center for State Courts. His consulting engagements were wide-ranging, including caseflow management, court operations improvement, reengineering, court facility studies, strategic planning, efficiency analyses, systems and procedures, organizational development, and leadership development programs for presiding judges, chief administrative officers, and program professionals in general, limited, and specialized courts.

Prior to his service with the Center, Mr. Griller held numerous private and public positions dedicated to trial court improvement and reform, including Vice President of Justice Practices for the State and Local Solutions Group at Affiliated Computer Systems (ACS), a division of the Xerox Corporation; the first Administrator of Trial Courts for the Judicial Branch of Arizona in Maricopa County (Greater Phoenix); Court Administrator for the Superior Court in Maricopa County; the first Judicial District Administrator of the Second Judicial District of Minnesota in Ramsey County (Greater St. Paul); and Court Administrator of the Municipal Court of Hennepin County, Minnesota (Greater Minneapolis) prior to the unification of Minnesota's state and local trial courts. He began his career in trial courts in 1972.

In his 50+ years working with state and local trial courts, Mr. Griller has served as President of the National Association of Trial Court Administrators where he co-chaired a Special Merger Commission in the 1980s that created the National Association for Court Management (NACM), the largest professional association in the world dedicated to the improvement of trial court administration. He is a recipient of the National Center's *Warren E. Burger Award* for outstanding contributions to court administration, the National Conference of Metropolitan Courts' *Tom C. Clark Award*, NACM's *Award of Merit*, the Institute for Court Management's *Star Award*, the Justice Management Institute's *Ernest C. Friesen Award* for vision, leadership, and sustained commitment to excellence in the administration of justice, and in 2023 he received the inaugural *Gordon (Gordy) Griller Award for Excellence in Court Leadership* which is presented annually by NAPCO to a person or persons who demonstrate leadership, innovation and a life-long commitment to access to justice for all.

Gordy holds a B.A. Degree in Political Science from the University of Minnesota, and a M.A. Degree in Public Administration from the Hubert H. Humphrey School of Public Affairs at the University of Minnesota (Minneapolis).