

The Condition of Probation

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- Probation Summer Olympics
- Probation Employment Task Force
- Recipes

The Chief's Corner

By Bill Burke

1 It certainly does not seem like it, but this edition marks the end of our third year of publication of *The Condition of Probation*. I would like to take this opportunity to thank each of the individuals and, collectively, the Editorial Board for their contributions and commitment to share information about our efforts both internally and with our external, partners, stakeholders, and community. Well done, everyone.

Budget Update

The primary focus of this article is to provide an update on the Department's and Marin County's, budget situation. I would encourage readers to think of the information provided below as what is known at a particular point in time and, as in the case of the current Special Session called by the Governor, could change between the writing of this article and publication. More than

ever we all realize the interconnectedness and interdependencies between local, state, and national/global economic developments that can affect our ability to serve the Court and community.

While the information shared below appears daunting it is perhaps equally important to recognize that the County's proactive approach to these challenges will help to mitigate impacts in both the short and the long term.

The State

The State budget situation continues to fluctuate wildly and frequently. Additionally the long overdue adoption of a State budget equated to approximately \$3M in additional revenue losses to Marin County. The majority of this reduction fell to two programs with total elimination (\$1.6M) of Mentally Ill Offenders Grants split roughly evenly between adult (Mental Health/Sheriff) and juvenile (Probation). Adult MIOCR has been cut to pre-grant

Continued on pg. 2

Workload Analysis

By Mike Daly

In the May edition of *The Condition of Probation*, Kevin Lynch informed you about our efforts conducting a workload analysis of our Department. A lot has happened in the last six months.

The three Divisions participating in this study, Administrative, Juvenile and Adult have all completed their time studies. The time studies involved staff noting the job function they completed every fifteen minutes. An analysis of this data is being completed by Justice System Assessment and Training (JSAT) from Boulder, Colorado. They are ready to distribute their report to the

Project Oversight Team during November.

The final step in Phase One will be for JSAT to make a third on-site visit to discuss their findings and offer suggestions to streamline our processes. This collaborative effort will include input from selected staff with an eye toward concentrating on functions that are proven to work and other general efficiencies in order to better serve our population.

As everyone knows, the budget deficit is a looming issue for all of us in the County/State. We are all going to have



to be creative and use our resources wisely and to the best of our ability. The silver lining of all of this is that the timing for this workload analysis could not have come at a better time. We are going to analyze what we do, how we do it and how we can do it better or more efficiently while getting solid advice from one of the leading corrections institutes in the United States. We have very experienced and creative staff that will help us through this process and I look forward to working on this challenge.

Mission Statement

The mission of the Marin County Probation Department is to reduce the impact of crime in the community by providing accurate and comprehensive information to the courts, by providing community based sanctions and treatment for offenders, and by working cooperatively with law enforcement agencies and community organizations with similar objectives.

Chief's Corner (from pg. 1)

service levels. However, we have been able to continue its PORTAL (MIOCR) program at a reduced level of service. Continuing PORTAL services was not just a matter of good fortune. Rather, it was the result of anticipated revenue reductions, an internal prioritization of evidence-based or "what works" services, and a whole lot of work by staff and partners (Mental Health), and Board/CAO support in preserving this effective, vital program.

The Probation Department also experienced State reductions in the Juvenile Justice Crime Prevention Act (JJCPA) surpassing \$80K and Juvenile Probation and Camp Funds at \$60K plus. Again, we had *anticipated* these reductions and planned accordingly.

The State budget, however, addressed neither structural problems in its budgeting process nor mid-year revenue shortfalls at the State level. As a result, the Governor convened a Special Session of the legislature, beginning November 5 and concluding by month's end, to address the projected revenue shortfalls. The Governor's "November Revise" is complicated and makes many assumptions. The take away message is that further mid-year reductions in State funding to counties could occur. The most obvious area in play for our Department include Juvenile Justice Crime

Prevention Act (JJCPS) and Juvenile Probation and Camp Programs (JPCF).

Also of note are the State elections results. Proposition 6, the Save Neighborhoods Ave, failed to pass. This proposition would have guaranteed funding for juvenile Probation related programs (JJCPA, JPCF) at previous levels and created more limited new funding opportunities. The failure of Prop 6 makes threats to existing services and prevention efforts more challenging. Other ballot measures present yet to be determined impacts on local services.

Marin County

At the time that we published our last edition of *The Condition of Probation* (August, 2008) the Board of Supervisors had adopted a County budget that took into consideration several factors including anticipated long term local budget shortfalls and challenges. In developing the FY 2008-2009, the Board also set aside a contingency fund and plans to mitigate State revenue reductions for FY 2008-2009. The adopted budget called for our Department to reduce expenditures by approximately 4%. Coupled with anticipated 10% reduction in selected state funded juvenile programs and services, this resulted in a number of Probation

Department impacts including the dis-allocation of four (vacant) positions, re-engineering of resources and delivery of services, significant reduction in some budget line items, and other actions.

Because we anticipate a multi-year fiscal challenge County leadership is adopting a very proactive, strategic approach that will allow us to consider future challenges and long-term restructuring of county services. Throughout November and December the County will review potential adjustments resulting from reduced State revenue allocations, develop budget projections and plans to balance the FY 2009-2010 budget, consider long-term restructuring processes for the next 3-5 years that address our local structural imbalance, and review spending priorities.

All of the preceding information leads to a recognition that, while we cannot precisely *predict* the future, it is our collective responsibility to *prepare* for the future. Some factors favor us. For example, as we near completion of the initial phase of workload analysis (see related article on page one) we will be better positioned to make responsible decisions and respond to the upcoming challenges. Given a great deal of local, state, and national uncertainty we are still well situated in many ways to deal with these challenges.

Probation Employment Task Force

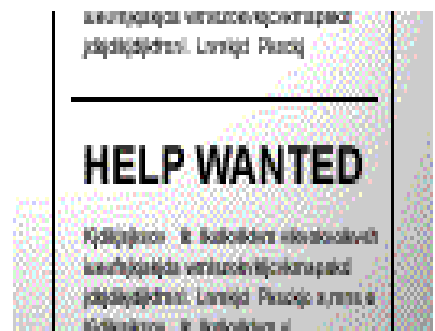
By Cynthia Fix



The newly formed Probation-Employment Taskforce conducted their first meeting September 30th. The mission of this taskforce is to improve the

employment outcomes for probationers. Employment is one of the primary criminogenic factors connecting to successful rehabilitation. When employed, a probationer's risk of recidivism is reduced. Conversely when unemployed, the risk of reoffending is greater. The Marin Employment Connection along with Community Action of Marin, Goodwill Industries and Marin City Community Development Corporation were present and each agency spoke about what services they offer. We are planning an event in January 2009, for probationers who are unemployed or seeking new or

more rewarding employment. Stay tuned for more information on this very exciting collaborative effort.



Alumni Update ... Dee Deibel

By Steve Blair

It is with great pleasure that I write this article about Dee Deibel. When I began working at Juvenile Hall Dee worked both in the old girls unit and in the central reception area. Dee personified the word "class." She had a soft spoken elegance and was always dressed to "the nines." Her style with the public and probation staff was to always deal with them in a refined manner.

Dee was born in Brownville, PA, and has volunteered most of her life working with the developmentally disabled and retired people. She later decided to "try out" volunteering at Juvenile Hall in the early 1960's. When Dee began volunteering at the Hall she already had a good start on her own family with her husband Bob, whom she married in 1944, two daughters and a son. Her children all attended Terra Linda High School and she now has a beautiful granddaughter.

Sadly, Dee's husband passed away earlier this year but Dee fondly recalled her travels with Bob which included Puerto Rico, Venezuela, Nassau, Bahamas, Cuba, France, Italy, the Netherlands and the British Isles. When asked which one she would like to return to she replied "I'd go back to them all."

After volunteering for several years Dee was hired part-time in the office working the switchboard, doing secretarial work and also working directly with the kids. "Things were different back then," Dee explained, "The kids were let out to attend church on Sundays, smoking cigarettes was allowed, kids were allowed to participate in co-ed activities such as roasting marshmallows in the fireplace."

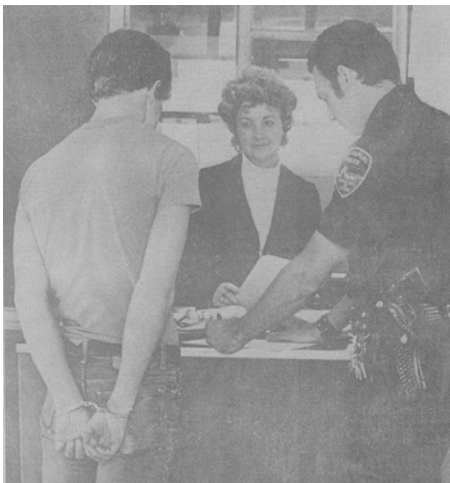
Dee fondly recalled various field trips including one with Mike Vargas, veteran probation officer. "Mike and I used to take kids out to Fort Cronkhite." She said she was wondering why people were looking at her in a funny way, so she turned around and saw that the kids were all "flipping the bird" toward other motorists.

One time a boy showed up at Juvenile

Hall and told Dee that he wanted to come in, she recalled, "the boy showed up with a beer in one hand and a cigar in the other and said he didn't want to live at home." There are many, many stories Dee can share, but the following epitomizes her spirit: "I was in the control room one day and a young man was waiting to be booked. He told me, I can jump this counter, hit you over the head, take your keys and get out of here." I replied 'Oh yeah? Well I have a black belt.'" with that, the young man sat down and was resigned to staying a while.

When asked of her favorite things at juvenile Hall she replied, "Anna Lee's cookies on Fridays." Dee summed up, "It was a lot of fun. I couldn't have picked a better job."

During Dee's tenure, she worked for the following Chief Probation Officers: Walter H. Busher, Jim Brewer, Jim Soustart, Ron Baylo, Mike Robak and Bill Burke. She also worked under the following Superintendents: Dave Fogel, Ira Okum, Eric Yarkin, Rick Des Rosiers and Steve Blair.



This picture of Dee (center) from a *Marin Independent Journal* article, dated July 8, 1975, "Booking for a Juvenile:

Calling All Alumni!



If you know a retiree of our Department who would like to receive the newsletter but is not, please have them call Karen or Kevin at 415-499-6659 to give us their contact information (we prefer e-mail addresses, but will mail copies if that is more convenient). We have added a section on what you are up to. If you are interested in sharing what you are doing, we would like to include that in all future editions as a regular feature. Please contact us with pictures, adventures, news or just catching up.

Today's Draw: Chris Perine

By Cynthia Fix

Chris Perine. (known as "CP"), was born and raised in Oakland, California. Chris was a very active youngster and an accomplished athlete. He started with little league baseball and football in grammar school, from middle school on he concentrated on basketball. Chris was often elected Team Captain which is not a surprise to any of us who have worked and spent time with him.

In Chris' senior year of high school he was elected by the Vice Principal to be the Master of Ceremonies at his graduation. This was a huge complement for CP and a life changing event for him. He was loved by everyone and the Vice Principal told him that if he had a son he would want him to be just like Chris. That year his team won the championship in the Oakland Athletic League.

Chris attended Santa Rosa Junior College and focused on general education and athletics. His second year he earned All State and All American Team honors in basketball. Chris received a basketball scholarship to

Chapman College in Southern California where he focused on Psychology and American Multi-Cultural studies. After one year he transferred to Sonoma State University and received his Bachelor of Arts. While at Sonoma State University, Chris' team won the Northern California Athletic Conference Championship in basketball and was elected to the All Sportsmanship Team. He also received the honor of Male Athlete of the Year.

Chris is a team player and what he has learned on the field and court he practices in his daily life. Chris began his career at



Chris Perine

Training Update

By Kevin Lynch

This fiscal year's training program is now well underway, and the focus continues to be many of the themes we trained on last year. All sworn staff are now required to undergo Weaponless Defense training, and to pass a basic skills test indicating their competency in the techniques. We will also continue the emphasis on improving the quality and consistency of our court reports in both Adult and Juvenile Divisions. The Department is also in the process of investing in another CPR/First Aid in-house instructor so we can expand the capacity to train all staff in this area.

Two new courses that we offered this year relate to diversity. During the last week of October our Department contracted with the Burns Institute to pro-

vide training for Juvenile Hall and Juvenile Division staff on issues of disparate minority representation in the juvenile justice system. This was a challenging and engaging training in which Burns Institute staff pored over data related to detentions and decision making within our Department and made recommendations on how to develop a plan to reduce DMC in Marin County's juvenile justice system.

Two days after that event, Jean Comer of Custom Training conducted a course called "Diversity: Beyond Race and Gender," in which the topic of how to deal with diversity in a work environment was discussed.

As indicated in the course description, this offering "... explores the impact of personal value systems, socialization, media and generational affiliation on individual attitudes

the Marin County Probation Department in 1991 as an extra hire Group Counselor I. In 1994 he became a permanent hire and successfully promoted to Group Counselor III. He was then promoted to a Deputy Probation Officer II and was assigned to the Adult Division where he remains today. During his tenure he has been assigned to the Administrative Caseload, Supervision Unit and is currently assigned to the Parole Unit. In March of 2006, Chris was honored as the Marin County Employee of the month.

Chris is quite a family man. He loves spending time outdoors with his family fishing and camping. He also loves to travel across the country to visit his extended family in the southern United States. Chris enjoys reading history, watching his kids grow and playing basketball to stay in shape. Anyone who is lucky enough to know and work with Chris knows that he is a kind, sincere and all around great person. The Marin County Probation Department is very fortunate to have such a dedicated and wonderful individual in their midst.

about other people: the learners identify historical changes that impact the experience of diversity here in this culture. While there is a discussion of gender, cultural, racial, and societal issues, the focus of *this* discussion is not what one might expect. *Difference* itself is generally the issue that divides people, more than skin color, cultural background, class, religion, or gender. The course allows participants to engage in dialogue that leads to greater appreciation and understanding of difference while, at the same time, hones communication skills."

The intent of these courses was to integrate the ideas and efforts of the Department's Diversity and Communication committees.



Winning Recipes

At our department picnic this year, our very own Abby Dennett, Deputy Probation Officer, won both first and second place for the most delicious and unique dips. The dip that won first place was *“The Cilantro Cream Dip”* and second place was *“Marshmallow Cream Dip.”*

Marshmallow Cream Dip:

- One jar of marshmallow cream
- 8 oz. cream cheese (softened)
- Extra Creamy Cool Whip (optional)

You **MUST** use an electric mixer for these ingredients. Hand mixing or a blender will not work for this recipe.

There is no cooking involved in this recipe.



Our food contest judges: Lucy Brown, My Tran, Terry Wright and Steve Blair

Cilantro Cream Dip:

- 1 (8 ounce) package cream cheese, softened
- 1 tablespoon sour cream
- 1 (7 ounce) can tomatillo salsa
- 1 teaspoon freshly ground black pepper
- 1 teaspoon celery salt
- 1/2 teaspoon ground cumin
- 1 teaspoon garlic powder
- 1 bunch fresh cilantro, chopped
- 1 tablespoon fresh lime juice

Combine all ingredients into a blender or food processor. This dip is very tasty on tacos, burgers, fish, chicken, or as a dip with vegetables or tortilla chips.

2008 Summer Olympics Comes to the Probation

Department

By Cynthia Fix



In September the Probation Department celebrated their annual potluck picnic at McNear’s Beach with the Summer Olympics as the theme. An informal survey was taken and without a doubt, this was one of the best, relaxing and fun picnics most of us can remember. Many gold metals were won in a vari-

ety of events. The food was delicious. Abby Dennett was our 1st place winner in the recipe contest for both the dip and dessert. The volleyball team had a blast and four members went home with the gold. Jesus Contreras took the gold in tennis. We must not forget the egg toss. Chris Perine and Darnell Roary are the champs!! Mike Daly and Sean Crimmins gave them a run for their money, though. Many of us played cribbage for the first time and learned some new card games. Tori Creighton, Jessica Fort, and Martha Grigsby stepped back in time enjoying the hula hoop. The probation kids had a great time. Thanks in part to Tori who waded through the instructions to get the bean bag toss set up, Tim Farrell who organized the egg walk, and the goody bags put together by Susana Tabunut.

A huge thanks to the picnic committee for putting on such a great event!



Martha Grigsby at the egg toss contest



Tori Creighton having fun with the Hula Hoop

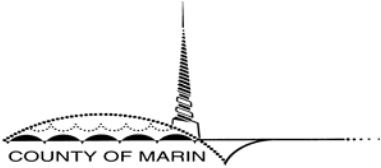
Refer to page 6 for more photos of this year’s event.

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*Marin County Probation Department Newsletter
Editorial Policy*

The Condition of Probation is published quarterly by the Marin County Probation Department. The purpose of this newsletter is to provide a forum for communication and the sharing of information. *The Condition of Probation* publishes articles and information related to Mission and Departmental operations & activity. Articles submitted may be edited for content, clarity, or length.

Editorial Board Members

Bill Burke, Michael Daly, Steve Blair, Kevin Lynch, Michele Boyer, Cynthia Fix, Neva Smith, My Tran, Matt Murphy, Alisha Krupinsky, Matt Perry, Sean Crimmins, Nancy Hillman, and Abby Dennett

2008 Summer Olympic Probation Department Pictures



Tom Watson, Kuo Lew and Ivonne VanBuuren play Scrabble



Kevin Lynch and Eric Olson



Dave Cole and his daughter Summer



Jeana Reynolds and Cynthia Fix



Susana Tabunut, Teresa Torrence-Tillman and Joanne Buckwalter



Cynthia Fix on the tennis courts