

The Condition of Probation

Probation Department Retirements

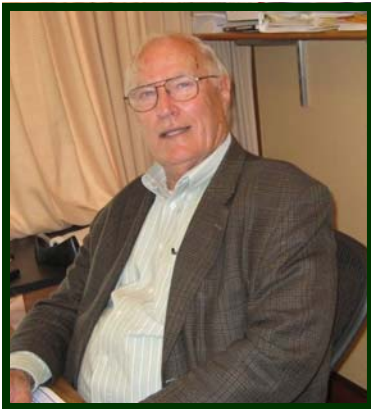
By Michele Boyer, Alisha Krupinsky, and Cynthia Fix

The Condition of Probation

- Chief's Corner 1
- Placement Parent Support Group 2
- Future Trends in Funding 4
- Probation Department Goes the Extra Step 7

The Probation Department has experienced more turnover in the past three to four years than it had in the previous 10. Until now, that turnover has been reasonably spread out, so we have been able to absorb the loss of staff, both operationally and emotionally. However, in the span of one month, Sylvester Tracy, John Graves, and Rebecca Said all made the decision to retire, taking with them almost 90 years of service to our Department and the County of Marin. The impact of this loss of knowledge, personality, and history will be tremendous for our Department. We want to dedicate this edition of *The Condition of Probation* to Sylvester, John, and Rebecca, and would like to share a little bit about their careers. They will be missed, and we wish them all of the best!

Continued on pg. 5



John Graves



Michael Daly presenting a plaque honoring Rebecca Said



Sylvester Tracy

The Chief's Corner

By Michael Daly

I am pleased to announce that I have appointed Mariano Zamudio as Chief Deputy of the Marin County Probation Department. Mariano has been with Marin County for about 10 years, and has served the Probation Department for five of those years. He brings to us 28 years of government service that include being a Los Angeles County Deputy Sheriff, a police officer, and a human resources employee in Marin

before transferring to our Department to serve as Chief of Administrative Services. He has also received his Juris Doctorate, which coupled with his administrative ability and years of experience have really strengthened our management team. Congrats to Mariano!

Due to the budget situation over the last two years, as well as some retirements, the Department has undergone tremendous changes in personnel. On a posi-

tive note, we have promoted some talented people into management, which should position the future for this Department. We have excellent staff and more promotions will be following into 2010.

From a legislative standpoint, probation departments statewide had some long overdue legislation passed which will

Continued on pg. 3

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.



Several of our staff have said that it seems like we are doing more training than we have ever done before. This is our "busy" season, as we want to have most

of our staff's minimum hours completed by March 31, 2010 (40 hours for probation officers and 24 hours for group counselors). This appears to be a reachable goal, as most staff are well on their way to completing that already, and there are still plenty of classes being

offered after the New Year. The focus of this year's training program continues to be the implementation of evidence-based practices and improvement of field-work skills. In addition to already scheduled trainings, staff can look forward to the following training opportunities, which are in development:

Implementing Evidence-Based Practices

This will be Phase II of the Workload Analysis project. We will continue to work with Brad Bogue and Justice System and Training (J-SAT), to develop strategies and opportunities to implement the practices that were identified in Phase I last year.

Conducting Field Searches

This will be a continuation in a series of training opportunities in which staff will develop and improve their skills in field work. This particular course will cover the techniques to be used in conducting methodical and effective searches of residences and other locations.

Field Training Scenarios

As a follow-up to trainings in Weaponless Defense, use of OC, field radios, and search techniques, this course will provide the opportunity to demonstrate the ability to weave these skills together during field work simulations.

Out of Home Placement Parent Support Group

By Jeana Reynolds

Every three years Children and Family Services and Juvenile Services engage in the process of Peer Quality Case Review (PQCR) with the goal of improving outcomes for the children we serve in placement. In April 2009, each agency chose a focus area, and Juvenile Services selected to explore family engagement as a way to reduce recidivism and re-entry into the system. We identified strengths and barriers of our individual programs in order to improve these systems and best utilize existing resources to meet the common goal of protecting and supporting families in Marin.

One outcome of this process with Juvenile Services was to create support groups for parents who have children in out-of-home placements. Our hope is that in bringing parents together, we can develop a working relationship with them that translates into gaining new skills and knowledge about parenting.

This will improve the chance that when their children are returned home, they are better prepared to cope with the changes their children have made. Overall, it is hoped that this will reduce their likelihood of re-entry into our system.

The support groups are facilitated by Angela Arenas, MFT (Community Mental Health, CSOC) and Jeana Reynolds, MFT (Juvenile Services-PORTAL). Deputy Probation Officers Eric Olson and Mike Vargas, who are assigned to Juvenile Services' placement unit, are also present at the beginning of the group to answer parents' questions related to their children's placement, and how they are progressing. This also gives our placement officers an easier opportunity to make the required contact with the parents. Four group meetings, held in October and November 2009, were described by the

participants as a great success, and feedback from the families has been very positive. They have expressed their appreciation for the opportunity to meet with other parents with similar situations and share their difficult experiences, to receive face to face reports of their children from the officers, and to be given the opportunity to strategize around the ultimate return of their children to their homes communities.

The groups are held in Spanish and English (Spanish on the first Monday of the month and English on the Third Monday) at the Wellness Center in the Canal. The location has proved to be a safe and comfortable environment for the families, and the goal is to continue this ongoing support to facilitate success.

Newsworthy items in Personnel

By Kevin Lynch

CONGRATULATIONS TO MARIANO!

In November, Mariano Zamudio was named Chief Deputy Probation Officer. Since 2004, Mariano had been the Department's Director of Administrative



Mariano Probation's Chief Deputy Probation Officer

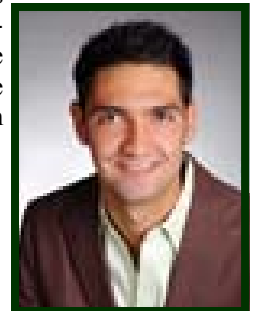
Services. Mariano's education, set of skills, and work experience is as broad as it is unique, and ideal for what our Department needs. His academic accomplishments include a Juris Doctorate, a Bachelor of Science in Public Administration, a Law Clerk certification, and an Advance POST certificate. He is also a graduate of the Chief Probation Officers' of California (CPOC) Command College and USAF Officer's School. Among his varied professional endeavors, he has successfully served as a police officer, deputy sheriff, DA investigator, personnel analyst, and adjunct faculty member at a Public Safety Training Center. Perhaps most importantly, Mariano possesses excellent interpersonal skills which have earned him rave reviews from staff he has overseen in his capacity as Director of the

Administrative Services Division. The Department is very fortunate to have someone as skilled, experienced, and capable as Mariano in the position of Chief Deputy Probation Officer.

HIP-HIP-HOORAY TO JESUS!

Jesus Contreras was named Employee of the Month for the County of Marin in October.

Jesus Contreras



The Chief's Corner (from pg. 1)...

hopefully enhance public safety and be seen as a cost effective measure. SB 678 was signed by the Governor this summer, which allocates federal dollars to each probation department in California to develop evidence based programs in their communities. These practices will hopefully decrease the rate of persons entering the state prison system. By using evidence based programs/practices that have been proven to work in the field of corrections, probation departments statewide can play a key role in enhancing public safety. The Marin County Probation Department is in a good position to start with this program, in large part because the past two Chiefs, Mike Robak and Bill Burke, stressed the need to implement evidence practices into our daily operations. We look forward to this implementation in 2010.

SB 431 is an additional bill that will hopefully enhance public safety throughout California. This bill essentially states that if a person is convicted of a crime, he/she will be supervised by the

probation department in the county where he/she resides, as opposed to the county where the crime was committed. Since a number of out of county residents have committed their crimes in Marin County, their respective counties will now be charged with supervising them. Previously, local probation departments and law enforcement agencies were at times unaware of high risk individuals with active probation conditions residing in their jurisdictions. Consequently, this modification will improve this awareness, in addition to overall public safety.

I would be remiss not to mention that both of these bills were co-sponsored by our very own State Senator Mark Leno. Senator Leno has worked very hard with the Chief Probation Officers of California (CPOC), and these two legislative bills were some of the biggest accomplishments in the field probation in decades. Thank you Senator Leno!

BEST OF LUCK TO SEAN!

On a not so cheery note, Deputy Probation Officer Sean Crimmins will be leaving the Department in December. Sean has worked for the Department since 2001, and has been a great asset in each of his assignments. Sean spent most of his career in the Department's felony investigation unit, where he was dependable, cool and composed, and well-respected. He will be missed!



Mike Daly and Teresa Torrence-Tillman presenting Sean with a plaque

Future Trends in Funding

By Kevin Lynch



The dire fiscal future of publicly-funded services presents a significant challenge for managers. In the Marin County Probation Department, and in almost every public agency across the country, managers are struggling to identify which services, practices, and products can be eliminated, and which must be protected at all costs. If it were not occurring at such a rapid rate and causing such significant disruption, the economic crisis might provide the opportunity for an interesting study in assessing what public agencies value and how choices are made. Unfortunately, it is a daunting and often painful exercise that does not allow much time for reflection, as the demand to create multiple budget reduction scenarios is unforgiving.

One trend that is becoming apparent during this crisis is the increase in funding through grants, primarily from the federal government. This is, of course, largely due to the intended purpose of the stimulus package, the largest in our country's history since the Great Depression more than 70 years ago. The federal government's hope is that the grants offered through the stimulus package will tide local governments over until a financial recovery can create more stable financial footing for public services. These grants, in addition to being intended to increase employment opportunities, are also designed to implement only specific practices, services, or programs; they are "categorical," meaning they allow local jurisdictions to use the funding for specific purposes and/or expenditures. This creates a great deal of potential for misunderstanding, as some public agencies such as ours will likely eliminate or reduce some services (primarily non-mandated ones) while expanding in other efforts that are the targets of available grants.

Our Department will have an increase in efforts, despite the gloomy budget picture, as a result of the categorical

funding provided from the following four grants.

- SB 678 aka "*California Community Corrections Performance Incentive Act*"

Adult Services: \$269,625 (to be expended within three years)

This is a non-competitive program that is available to probation departments for programs, services, or practices that support the use of evidence-based practices. The goal of the program is to reduce the number of felony probationers who are sentenced to prison, either for a violation of probation or commission of a new law violation while on probation for a felony offense. Probation departments are now in the process of preparing plans for how they will expend these funds. A planning meeting is scheduled for December, after which the Marin County Probation Department will draft its own plan for how to spend these funds.

- Teaching Pro-Social Skills aka *Aggression Replacement Training (ART)*

Juvenile Services and Juvenile Hall: \$17,976

This is a non-competitive grant opportunity offered to those probation departments interested in expanding or initiating their capacity to conduct cognitive-behavioral interventions for youth at risk of delinquency. Our Department already conducts these interventions both in Juvenile Hall and at County Community School/Phoenix Academy (the continuation programs for some of the youth on probation). This grant will allow us to increase the pool of available facilitators, and provide opportunities for other youth to participate. Training for the new pool of facilitators is scheduled for February 2010, and planning for additional groups will begin soon.

- Disproportionate Minority Contact aka *DMC*

Juvenile Services and Juvenile Hall: \$125,000

Marin County's application ranked fifth out of all applicants for this competitive grant, and was therefore approved for funding. The Probation Department will work with The Burns Institute to continue last year's efforts of reviewing policies, procedures, and practices that may contribute to over-representation of youth of color in our juvenile justice system. This is a three-year grant. Year one will focus on issues internal to the Department. The focus of future years will be the expansion of efforts in collaboration with partner agencies in law enforcement and the schools.

- SB 81 aka "*Youthful Offender Block Grant*"

Juvenile Services: \$638,412

This non-competitive grant program is available to probation departments for services to those high risk youth who might otherwise be placed at the Division of Juvenile Justice (formerly California Youth Authority). The Department is expending these funds in support of its evidence-based treatment programs, including PORTAL, ART, and Family Connections, and in purchasing an automated risk/needs assessment system.

While our Department is in better shape than many others, we will still face significant reductions in our services. It will be important for our Department to maintain sufficient infrastructure to be able to reap the benefits of the grants described above. This will be a fine balancing act, and will likely appear incongruent to an uninformed observer, as the Department will have significant funding in some activities, while making significant reductions in others.

Probation Department Retirements (from pg. 1)...



JOHN GRAVES

In 1978, John began his career with the Probation Department in Juvenile Hall as an Extra Hire employee. He came to us with a Bachelor of Arts in Social Sciences, with a minor in Geography, in addition to a Master's Degree in Theology. Previously, John was an ordained minister with the Presbyterian Church. He remained a pastor for the church until 1988. Along with working at Juvenile Hall, John worked at the Honor Farm, (a detention facility for adults who went to work during the day). In 1984, John became a full-time employee of the Department, and transferred from the Honor Farm to the misdemeanor investigations unit. He spent the bulk of his career in the Adult Division working parole, felony investigations unit, OR's, diversion, and bank caseload. Eventually, he returned to investigations, where he spent the three years preceding his retirement.

John said he didn't really have a favorite assignment, and noted that each of his assignments had its ups and downs. He remarked, "Misdemeanor investigations was the easiest, and parole could be very challenging." In his parole assignment, John drove all over the Bay Area, including cities such as Richmond, Windsor, Redwood City, and all

of Marin County. In parole, John particularly enjoyed the people he worked with, and having the opportunity to explain the criminal justice process to them and help them improve their lives. John said that in the 31 years he worked with the Department, there wasn't a day that went by where he didn't learn something, which was his favorite aspect of being a probation officer. He explained, "There is so much to learn in all the different aspects of the job."

John had several particularly memorable moments in his time with the Department. He noted that while in the parole unit, he worked one particular day for 15 hours - beginning at 8:00am, driving to a town just north of Ukiah to see a parolee, finally ending work at 11:00pm.... and the next day was Thanksgiving! He also remembered a highly publicized case where he wrote the pre-sentence report on a bomb manufacturer. He recalled the scrutiny his report was under, and that it received some criticism. However, the Judge adopted all his recommendations, which he was proud of because he knew the report fair and unbiased. John also loved the fact that he never had to make a decision alone, as he'd always felt supported by fellow staff and his supervisors.

Now that John is retired, he plans on spending time with his three children, three grandchildren, and with his wife, Ann, who are all in the Bay Area. He also is writing a book entitled, Why Conservatives Should Be Ashamed of Themselves. John is certainly a man of many interests and abilities, who will make the most of his retirement.

REBECCA SAID

Rebecca began her career with the Probation Department on June 6, 1988, in the adult supervision unit. After ap-

proximately two years, she transferred to the felony investigations unit, where she learned from, "the best, the Guru of DSL (Cliff Dunn)." Rebecca later transferred to OR's, where she remained for two years. She also worked in the juvenile intake unit, and as a juvenile court officer. Rebecca noted that of all her assignments within the Department, juvenile intake was her favorite.

Despite the fact that Rebecca had numerous remarkable moments within the Department, there were three particular memories she shared as her most memorable. Her most celebrated memory involved her work on the highly profiled Jim Mitchell murder case during her assignment in the felony investigations unit. She recalled receiving over 100 character reference letters, including one from the Mayor of San Francisco.

One of Rebecca's most bittersweet memories occurred during a transport of three juveniles, in which she was accompanied by Deputy Probation Officer Janene Conner. As they were transporting the youths, and engaged in conversation with them, she reflected that it was poignant and interesting to see the effect one can have on people without being heavy handed or authoritarian in any way.

Rebecca also recalled an incident in which a juvenile threw a picture at Commissioner Mary Grove as she was seated on the bench. Rebecca explained that she and Deputy Probation Officer Ulises Ramirez tried to pin him down, and as a result of this event, the Juvenile Court was assigned a bailiff.

Continued on pg. 6

Probation Retirements (from pg. 5)...

On September 10, 2009, the Department said goodbye to our friend and colleague, Rebecca Said. Rebecca accepted a fellowship with the Judicial Counsel of California and California State University, Sacramento, to implement administrative programs for the Superior Court. She has moved to San Luis Obispo, and is working on several projects including, but not limited to the following: streamlining the criminal court system; developing a mediation program; and investigating the feasibility of a domestic violence court. Rebecca has also completed law school and is waiting to hear her results from the California Bar Examination.

We will miss you Rebecca. Good luck in your new ventures!

SYLVESTER TRACY

Sylvester began his probation career in 1971 as a Group Counselor at the Juvenile Hall in San Francisco. The following year proved to be a busy one for Sylvester, as his first son was born, he transferred to the Marin County Juvenile Hall, and he enrolled in graduate school all at once! Sylvester worked

around the clock, participating in school during the day, and working nights in the Juvenile Hall. Sylvester's tenacity paid off, and in 1973 he earned his Master's Degree in Social Work. Although his initial goal was to become a clinical social worker, he soon realized that working with kids in detention was where he would have the most "impact," and that the Juvenile Hall is a "labor of love" for him. In 2003, Sylvester was promoted to a supervisor in the Juvenile Hall, which is where he remained for the six years preceding his retirement.

In discussing remarkable moments from his career, Sylvester recalled an incident that particularly affected his philosophy on interacting with the youth in his care. He explained that while working in the Junior Unit, (which was a dorm like setting), he had to reprimand a young man for negative behavior. As Sylvester walked away, the young man said, "That Sylvester is all right, but he sure does make me mad." Sylvester believes this was the best compliment he could have received from a child, and feels that you have to give respect to earn respect. Sylvester sees the Juvenile Hall as, "a huge opportunity to do good," and acknowledges that there



are a lot of teachable moments there if staff just take the time. For Sylvester, treatment of juveniles begins at the Juvenile Hall, and he hopes that his philosophy catches on. Sylvester feels good knowing that in his 38 years with Marin County, he positively impacted children. He was devoted to what he did, did the best job that he could, and made a difference in the lives of many.

Now that Sylvester is retired, he plans on spending time with his three granddaughters, one grandson, and four children. He specifically expressed the importance of being involved in their, "teachable moments," and sharing his values with them as they grow. Ultimately, Sylvester plans to, "relax and enjoy the moment." He is definitely looking forward to creating his own schedule of family and leisure time.



On the Look Out!

We need your scrumptious, yummy recipes for future Newsletters. We're not picky—just hungry! So send us your secret recipes for any delicious foods: appetizers, desserts, entrees, salads, and any thing else is welcome. We have also 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.

Probation Department Goes the Extra Step

By Kevin Lynch



Yes, the clipart above is intended to show that the Probation Department is “tooting its own horn.” The Department has been making a concerted effort to become a more visible presence in the community by becoming involved in a variety of initiatives and activities, both internally and externally. The following is a list of examples of those efforts from the past three months:

- In September, staff from the Probation Department were a presence at the 12th Annual Marin City Blues, Soul, and Jazz event.
- In October, staff participated in the County’s recognition of Domestic Violence Awareness Month, which included a proclamation from the Board of Supervisors recognizing the efforts of a variety of public and private non-profit agencies working to reduce domestic violence in Marin.
- Also in September, the Department’s Diversity Committee got into the spirit of Hispanic Heritage Month, and put on an event with food, games, and activities designed to highlight Hispanic culture.



Staff enjoying a delicious lunch



Don taking a swing at the piñata!



Hugo and Fredi playing a game

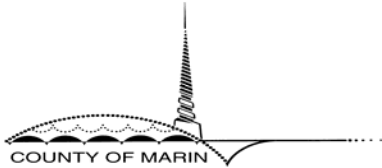
**MARIN COUNTY PROBATION
DEPARTMENT**

3501 Civic Center Drive Rm. #259
San Rafael, California
94903

Phone: 415-499-6599

Fax: 415-499-3787

E-mail: Probation@co.marin.ca.us



The Condition of Probation

*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

Kevin Lynch, Neva Smith, Matt Perry, and Abby Dennett

Recipe of the Quarter: Pumpkin Crumble

By Barbara Kob

Ingredients:

- 1 Large can Pumpkin
- 3 Eggs
- 3/4 Cup nonfat dry milk
- 1 1/2 Cups reduced fat milk
- 1 Tsp. cinnamon
- 1/2 Tsp. allspice
- Yellow cake mix
- 1 Cup chopped pecans or walnuts
- 1/3 Cup butter
- 1/3 Cup brown sugar

Directions:

- Butter a large 9 X 12 pan.
- Mix together: pumpkin, eggs, milk, cinnamon, and allspice.
- Pour mixture into 9 X 12 buttered baking dish.
- Add ½ of the yellow cake mix and lightly mix together with a small spoon.
- Top with nuts.
- In small bowl melt butter and brown sugar.
- Drizzle over walnuts evenly.
- Bake at 350° for 40 to 50 minutes until the knife comes out clean.

My family loves pumpkin, whether in pies, Thai food, bread, etc. -- so when I found this recipe, I added it to our repertoire of recipes featuring this famous squash. We like to serve it warm with either fresh whipped cream or vanilla ice cream. Everyone who has eaten it has requested a copy of the recipe, and we've made it with fresh pumpkin from the garden as well.

