

The Condition of Probation

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The Limited Arming Pilot Project Makes its Debut

By Mariano Zamudio

The supervision of offenders placed on probation has become an increasingly hazardous job. Offenders are more often drug-involved, which increases their unpredictability; more often gang-involved, which increases their usage of guns and potential for violence; and they face lengthier sentences, increasing the risk of their resistance to being arrested and incarcerated. While Deputy Probation Officers are expected and trained to defuse potentially violent confrontations, it is recognized that officers may be placed in situations where they must defend themselves. Sworn officers of the Marin County Probation Department are exposed to risk of serious injury or death during the course of their jobs.

California law allows sworn officers of the Probation Department to carry firearms with the authorization of the Chief Probation Officer. Authorizing officers to carry firearms carries potentially serious consequences for the public, the officer, and those under supervision. This project seeks to implement a limited arming policy, in accordance with California law, in an effort to increase officer safety and enhance community safety. This limited arming implementation approach is strictly a voluntary one, as no Deputy Probation Officer will be required to be armed.

For many years prior to this project, our Department has danced on the periphery of arming, if you employ a minimalistic perspective; at times arming a sole Deputy Probation Officer who partici-

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Chief's Corner

By Michael Daly

We are hopefully through the midway point of our long term county restructuring process that is projected to go through fiscal years 2014-15. The County of Marin is going through what all other counties throughout the state are experiencing. The increased costs associated with pension obligations, escalating medical costs as well as sharp declines in property tax revenues have necessitated significant cutbacks to many county services.

Since fiscal year 2007-2008, the Probation Department has cut 17.5 positions totaling over \$1,500,000. That figure for our Department represents a 23% reduction in net county costs. For this upcoming year, all Departments were asked to demonstrate a 5% reduction in

net county costs, which equates to a \$400,000 cut for the Probation Department. The good news is that the proposed reductions were made in such a way where no one will lose their job next fiscal year, as long as these are the only cuts our Department would face. However.....

If you haven't heard, the state is in a wee bit of a budget crisis itself. I think Governor Jerry Brown has proposed a realistic way to right the ship over the long term but time will tell if that is really going to occur. The Probation Department receives nearly \$2,000,000 from the state through a variety of grants. The Governor has proposed to solve this issue with an election so the people can vote on his proposal to save much of our

Probation funding as well as funding for other key social services. We will find out by March 11th if the Governor has the legislative backing to put these issues before the people with an election.

Throughout all of this internal restructuring and working with our other criminal justice partners on efficiencies, the mandates and responsibilities that this Department is responsible for continue and we are still providing excellent service. The line staff and front line Supervisors drive the Department. I want to take the time to thank those people as well as our clerical support team. We will make it through these tough times together!

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.



Promotions to Deputy Probation Officer IV

By Kevin Lynch

Matt Murphy, Jeff Virzi and Janene Conner were recently promoted to the position of Deputy Probation Officer IV.

Matt Murphy has worked for the Department for 25 years, starting in Juvenile Hall and then serving in the Adult Division and now in the Intake Unit of the

Juvenile Division. Jeff Virzi is a 14 year employee, and he too has worked across all three Divisions of the Department. Jeff maintains a high-risk caseload in the Field Services Unit of the Adult Division. Janene has worked in the Juvenile Division of the Department for al-

most 9 years, and is assigned to the medium risk caseload of the Supervision Unit. She also facilitates the Aggression Replacement Training program at County Community School.

Congratulations to Matt, Jeff and Janene !



Matt Murphy



Janene Conner



Jeff Virzi

Recipe of the Quarter:

Chocolate Covered Oatmeal Raisin Cookies

By Alisha Krupinsky

Ingredients

- 3/4 cup butter, softened
- 3/4 cup granulated sugar
- 3/4 cup firmly packed dark brown sugar
- 2 large eggs
- 1 1/2 teaspoons vanilla extract
- 2 cups all-purpose flour
- 1 teaspoon baking soda
- 1 cup uncooked quick-cooking oats
- 3/4 teaspoon salt
- 11 oz. bag of Nestle Raisinets

Ingredients

Beat butter and sugars at medium speed with an electric mixer until creamy. Add eggs and vanilla, beating until blended.

Combine flour, soda, oats, and salt in a small bowl; gradually add to butter mixture, beating well. Stir in chocolate covered raisins. Drop by tablespoonfuls onto lightly greased baking sheets.

Bake at 350° for 8 to 14 minutes or until desired degree of doneness. Remove to wire racks to cool completely.

Teri Taketa-Graham's Retirement

By Nancy Hillman

After 28 years with our Department, Teri Taketa-Graham retired last November from her position as Secretary with Juvenile Services. Teri specialized in all aspects of Juvenile Probation but was a one-woman show with the Placement Unit. She made sure all services were coordinated and handled administrative clerical needs. Teri also assisted with processing petitions and dispositional reports.

Nita Lagleva-Gibson, H&HS Senior Public Health Nurse, said "Teri was the central connect for health services for the kids in placement." She added, "She was a great support person and definitely a great resource at Juvenile Services. There is nothing you couldn't

ask Teri..."

Teri will be most missed for her wicked wit and generous heart. She was truly our Probation angel! If anyone ever needed assistance, Teri was the go-to person. Her knowledge of Juvenile Probation was immense.

Lynn Estrada, Teri's partner in crime (pun intended) and office mate, said, "Teri was amazing to work with. She was very supportive and always had my back. She has the biggest heart of anybody I have ever known. I miss her so much!"

In November, Teri was sent off in retirement with big party which over 60 friends and co-workers attended. This

is a true testament to the type of person she is.

Teri recently said about her retirement, "If I'd known a couple years ago what I know now, I would have retired much sooner!" She is loving her new life and is filling her days reuniting with old friends, volunteering at the Marin Humane Society, along with another recent retiree, Karen Willig, and caring for her dogs, cats, fish, birds, lizards, turtles and, her newest additions, frogs. Teri is enjoying traveling with her husband, Mike, and recently returned from a trip to Gualala on the Mendocino coast.

We wish Teri all the best in her retirement!



Darnell Roary, Teri Taketa-Graham, Nicki Kuhn and Mike Daly



Teri Taketa-Graham with Fredi Bloom and Michele Boyer



Teri Taketa-Graham with Nancy Boggs



Teri passing along her "wand" to Ken Corley

The Limited Arming Pilot Project Makes its Debut (from pg. 1)...

pated in the Marin County Sheriff's COPE (Coordination of Probation Enforcement) team. We currently have one such Deputy assigned, Rosie Alvarez.

If credit is to be given for our foray into the arming world, it goes to the Department's Safety Committee. For many years now a cadre of regulars has staffed a monthly gathering where everything in regards to safety is discussed and enhancements implemented. Significant progress has been made possible by the relationship forged over time by line staff and Department managers. The genesis of this limited arming project can be attributed to not one issue, action, or discussion, but rather to an ongoing awareness and realization of the importance of officer safety throughout our entire Department. This is particularly important now as we are substantially increasing our presence in the field.

In the recent past, we have been training field officers in weaponless defense, the use of Oleoresin Capsicum (OC) spray, law enforcement radios, field safety tactics, and other related processes or procedures. Many policies have been written, trained on and implemented, all in the name of improved officer safety. This limited arming pilot project is the natural next step.

When a thorough review of this issue was undertaken, we discovered that nearly 80% of California probation departments are currently armed, with Bay Area departments coming in at 65%. This is certainly a reflection of the times we live in. In addition to our perspective on the increased vulnerability, relative to the normal course of the nature of probation work, along comes the State to compound our concerns. What is being discussed in the Legislature is what they call "realignment." Simply put, the state may "realign" the responsibilities for the soon to be released state prison inmates and parolees, and shift them to local government.

That's us! This practice has been pretty much accomplished already at the juvenile justice level, practically eliminating the Department of Juvenile Justice. The adult system is poised to take a similar step forward toward abrogating their responsibility, justified wholly by budgets and the fact that local Probation "does it better."

So where are we with this Limited Arming Pilot Project? I would characterize our progress as in the early to mid stages of implementation. We are in no rush. That is to say, we will be ready when we are ready. We are being very careful and deliberate. To accomplish this initiative, we are employing a project management format approach, supported by an Arming Committee of line staff and managers across both field divisions. Additionally, we have an Executive Arming Committee whose task is to make arming recommendations to the Chief Probation Officer, review project deliverables for quality, evaluate policy recommendations from the Arming Committee, and undertake other related processes, as set out in the soon to be revised Arming Guidelines promulgated by CPOC (the Chief Probation Officers of California).

To be part of this voluntary Pilot Project, Deputy Probation Officers applied and were selected based on field readiness criteria. Officers have to be fully trained in field tactics, equipment and

policies and procedures. Additionally, they must have been favorably evaluated by their supervisor in the context of competency with evidence-based approaches to their case work. The goal is to have fully trained field officers that can function as effective change agents, while employing officer safety field techniques. This way we only need to train on the additional tool, the firearm.

Once selected for the pilot project, Deputies will undergo a limited psychological evaluation for the sole purpose of determining fitness relative to carrying a firearm. They will also consent to an update to their background investigation. A favorable result to both these evaluations is necessary to be included in the subsequent arming selection process. Basic and more advanced firearms training will round out the requirements necessary, before the Executive Arming Committee can make the arming recommendation to the Chief Probation Officer. It will then be the Chief's decision, which is his alone to make, whether the candidate is suitable.

Those armed Deputy Probation Officers will be closely monitored as they go about the business of the supervision of high risk offenders, ensuring safety for both themselves and the community we serve.



The County of Marin is making a strong effort to inform the public about its services through "Connect," a media presentation that highlights certain programs and departments in the County and explains what they do.

Check Us Out!

The attached "youtube" link is a 15 minute episode that covers the Marin County Probation Department, and includes interviews with Mike Daly, Teresa Torrence Tillman, Darnell Roary and Angela Arenas.

<http://www.youtube.com/watch?v=gfhblZxQJgE>

Today's Draw....Phillip Brown

By My Tran

Phillip Brown, affectionately known as Uncle Phil, attended Sonoma State University and later transferred to San Jose State University, where he completed his Bachelors of Science in Criminal and married his wife Nancy. Phil is a member of the Alpha Phi Alpha Fraternity, Inc.

While at San Jose State, he completed an internship with the Santa Clara County Probation Department and was offered a full-time position as a Juvenile Probation Officer. However, the position was frozen due to the impact of Proposition 13.

Phil and his wife Nancy, also a graduate of San Jose State University, relocated to Atlanta, Georgia where Phil attend Morehouse College and received his Masters of Divinity. While in Atlanta, Phil and Nancy opened a group home for juvenile delinquents and wards of the court. Phil is proud that the young men that came through his group home went on to be self sufficient and successful in a variety of fields including butchers, electricians, masonry, and plumbing.

Upon relocating to California, Phil

worked as a Social Worker for San Antonio Youth Project in conjunction with the Alameda County Probation Department. He also worked as a Group Counselor for Solano County Probation Department until he and his wife pursued their entrepreneurial spirit and opened a vocational counseling business, Trinity Vocational Rehabilitation, Inc. They both worked as Vocational Consultants while raising their three children. Phil has worked at Our Family in Napa as a substance abuse Counselor/Supervisor. He also worked at Center Point in San Rafael as a Vocational counselor and facilitator of their outpatient treatment Program.

Phil has been with Marin County Juvenile Hall for ten years. He is a gifted counselor and has spent most of his life offering his skill to individuals of diverse backgrounds and experiences. He also enjoys the relationships he has developed with colleagues and other staff members within the county. Phil enjoys working with the youth and lending a listening ear.

Phil is proud of the love and respect his children show to others. He is extremely proud of his children and



wife's academic accomplishments. His wife is pursuing her Ph.D in Criminal Justice and one of his daughters is a graduate of Spelman College. His other daughter is attending Clark Atlanta University. Phil hops his son will transfer to Morehouse College.

Phil enjoys fishing, dancing, spending time with family and friends. He looks forwards to Sunday morning Church service followed by the family brunch which includes his signature waffles, eggs, hash browns, bacon, sausage, mimosa, and good company.

Phil recommends everyone live by Rule #6 "Don't take life so seriously" and Rule #13 "Don't make the mistake of letting yesterday use up too much of today."

Probation Works with Partners to Curb Gang Violence

By Matt Perry

On Thursday, February 3, 2011, the Marin County Probation Department partnered with the California Highway Patrol, Marin County Sheriff's Department, Novato and San Rafael Police Departments to conduct unannounced probation searches on gang members in the Novato and San Rafael area of Marin County.

The Probation Department reported that after a lengthy operation, approximately 27 identified gang members were contacted resulting in two arrests. The majority of offenders contacted were found to be in substantial compliance with the condi-

tions of their probation.

This effort was the first this year where both Juvenile and Adult Probation officers worked together with local law enforcement to conduct routine unannounced home visits. This type of operation was a result of the most recent shooting in the city of Novato and the overall increased gang violence in Marin County.

Deputy Probation Officer IV Jeff Virzi led the joint operation. Deputy Virzi said, "The Marin Probation Department will continue to promote public safety by working with local agencies in holding

offenders accountable and at the same time reducing the risk of future victims and criminal behavior."

Prior to beginning the operation, a detailed briefing was held which was attended by the Marin County District Attorney Edward Berberian, the Sheriff, Robert Doyle, the Chief of Police for Novato Joseph Kreins, the Chief of Police for San Rafael Matthew Odetto and the Chief Probation Officer Michael Daly. Their presence and support underscored the importance placed on this type of operation in the county-wide effort to curb gang violence.

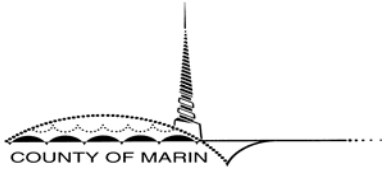
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*Marin County Probation Department Newsletter
Editorial Policy*

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

Michael Daly, Neva Smith and Kevin Lynch



News from the Bleachers

The Marin County Softball League is about ready to begin. The question remains...will the Violators take home the first place trophy two years in a row? Players get out to the batting cages and swing those bats! Fans gear up for an exciting year, prep your vocal cords for some loud cheering! Mascot Millhouse will be running laps for preparation! Violators get ready to defend our title!



**Back row: Don Carmona, Gary Trent, Mike Daly, Al Charmatz, Darnell Roary, and Dave Cole
Front Row: Steve Marthinsen, Hugo Araica, Cate McDonough, Jennifer Saldana, Lindsey Lara,
Melissa Davis, and Nick Petrucela**