

The Condition of Probation

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County's "Thrive Across America" Competition Comes to a Close ... but the Department's Wellness Initiative Does Not!

By Kevin Lynch



The County's "Thrive Across America" event was very successful in the Probation Department, where three different teams enrolled and competed over the summer to complete the most hours of exercise. 54 teams of County employees participated in this event, and Probation teams did well, finishing in 8th, 21st, 22nd and 39th place (see related article).

Although the competition coordinated through the County has ended, the Probation Department remains committed to promoting physical fitness and well-being. The Department will have the second round of body fitness testing on September 24, where staff will have the chance to have their body fat measured. Some staff are continuing to use the "P90X" tapes for exercise, some routinely use the gym located at Juvenile Services, and others participate in the periodic "wellness" events offered by both the County and our Department. This emphasis on

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Chief's Corner

By Michael Daly

What's in a Survey?

"The County's workforce is our greatest asset, representing 70% of the annual budget as well as the primary face of local government within our community. During the past 6 years, the County has surveyed the workforce on a biennial basis to measure the levels of employee engagement. Having an engaged workforce positively impacts a wide range of outcomes like customer satisfaction, quality of services, employee retention, and overall performance. When employees develop a strong level of engagement with an organization, they will utilize behaviors benefi-

cial to the organization's performance. Assessing the employees' experience in the workplace has become a standard within the business world as a key indicator of an organization's ability to deliver results. Employee survey data provides the organization with the information needed to transform employee opinions into targeted actions. It enables leaders to focus human capital initiatives, prioritize systemic change, inform work unit interventions, and align employees with business strategies."

These are the words from Marin County's Human Resource Director Joanne Peterson in her explanation of why the

county conducted a survey of all employees earlier this year. I could not agree with her more. I have always said that "a happy employee is a productive employee" so let's support each other to do the best we can.

While gearing up for this most recent County wide survey, Joanne Peterson put out an email to all employees encouraging participation. She asked that we strive for a 60% return rate. I thought to myself, "60%?!?...That was a "D" even where I went to high school. We can, and will, do better than that." After Joanne had sent that email, I forwarded it to the whole Probation Department stating that 60% was a "D" and that we are an "A" Department. I asked that everyone participate in this survey so we can find out what we do

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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.

New Hires Within the Probation Department

Donna Aggio (Office Assistant III)

I was born in San Francisco, CA, and currently reside in Santa Rosa, CA. In 2005, I got my BS in Criminal Justice & Psychology from Sonoma State University, and then an MS from California State University, Sacramento in 2010. I enjoy spending time with friends and family (especially my nieces & nephews), traveling (latest adventure was to the Azores Islands), anything outdoors- (hiking, camping, horse-back riding, going to baseball games).



Elida Contreras (Office Assistant III)

I was born in Santa Rosa California. From age 2 to 8 years old I lived in Mexico. When I moved back to the States I quickly learned the language. I graduated from Piner High School in 2000. In 2006 I started as an extra hire in the Adult Probation Department working different desks. In 2010, I continued as an extra hire in the Juvenile Division and was recently hired as an Office Assistant III. I have a wonderful son and a daughter. I enjoy traveling and spending time with family and friends.

Fidelia Contreras (Office Assistant III)

My name is Fidelia Contreras. I was born in Mexico and moved to California when I was 14 years old. After graduating from High School I landed a full time Job at Hewlett Packard and started attending the Santa Rosa Junior College full time to start a career in Electronics. I obtained a Certificate in Electronics in 1998. After obtaining my Certificate, I worked as a Production Engineering Support Technician for nearly 14 years.

In December of 2011, I decided to change my career path and was very excited to be starting my new journey as an extra-hire Office Assistant III with the Marin County Probation Department. Five months later I became a full time Office Assistant III and I feel very proud fortunate to be part of the Probation Family. I truly enjoy my job and love the passion and professionalism of the people I'm surrounded by in this department.

Finally, I would like to share that I love spending and time with my husband and two kids and enjoy attending my kids' activities and sports events.



Brook Herman (Office Assistant III)

On a hot summer day in July Brook Hermann came into the world, and it hasn't been the same since. After spending her youth wreaking havoc on the streets of Sonoma she met her husband and moved to Arizona for a little motorcycle adventure that has lasted to this day. Brook skidded back into Petaluma to settle down and start a family. Today Brook spends her time crafting and riding bikes with her daughter and husband, following her favorite soccer star around northern California and is about to celebrate her 15th wedding anniversary.

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New Hires Within the Probation Department (from pg. 2)...



Liv Lauchenauer (Administrative Services Technician)

Liv Lauchenauer has lived in Marin County since Middle School. She comes to the Probation Department with over 15 years of experience as an administrative assistant, starting her career with Fair Isaac Corporation in San Rafael in 1997. Liv started working for the County in 2007 as an Administrative Services Technician in the Nutrition Wellness Program for Health and Human Services. In her free time she enjoys spending time with her husband of 12 years and her 2 daughters. They enjoy hiking, camping and going to Pacific's baseball games.

Sheri McNear (Office Assistant III)

Originally from Southern California, Sheri McNear worked for the U. C. Berkeley Men's Basketball for several years before leaving to attend U. C. Berkeley as a full-time student. She graduated with high honors with a double major in Rhetoric and Art History. After raising two children in Marin County, Sheri completed Sonoma State University's Paralegal Program. Before coming to the Probation Department, Sheri worked for Marin County's Health and Human Services Department as a Payroll Clerk, and then in the Office of Human Resources. Sheri enjoys being at Juvenile Services and her walks on the walking paths nearby.



Tara Miller (Office Assistant III)

Tara Miller was born in San Bernadino County on George Air Force Base and raised in the town of Taft, California. She joined the United States Air Force upon graduation from High School where she spent six years as an Administrative Specialist, having lived in Alabama and Germany. She has over seventeen years of experience as an Administrative Professional and just recently graduated with her Associates of Arts Degree in Criminal Justice from Ohlone College. Tara enjoys music, traveling, attending sporting events, and spending time with family. She has been married almost twenty years and has a daughter who is a Sophomore at the University of Kentucky and a son who is a Senior in High School. She is very excited to be a new employee with Marin County Juvenile Probation.

Cindy Thai (Office Assistant III)

Cindy Thai was born in San Francisco and has remained in the Bay Area ever since. After having worked on cruise ships as a singer, she attended cosmetology school and worked in the salon industry for four years. After leaving the salon industry, she then went to work for Whistlestop as the Office Manager. Cindy has been with Probation since January 2012.



Today's Draw: Jay Everidge

By My Tran

In this edition, it was a great pleasure to learn more about Deputy Probation Officer Jay Everidge. Jay is a Bay Area native who was raised in Petaluma, California. He attended Casa Grande High School studied at the local junior college before moving to attend California State University, Sacramento, where he earned his Bachelor's Degree. After college, Jay returned to the Bay Area.

Jay was interested in the field of Probation growing up as his father is a retired Probation Officer with the County of Marin. Jay started his career in Probation in 1999 as an extra-hire in Juvenile Hall. Since that time, Jay has worked in various assignments throughout the Department. While in the Juvenile Division, Jay worked in the Intake Unit and Supervision Unit. After he gained experience working with the youth and their families, he

ventured over to the Adult Division where he was an Investigating Officer for several years. In this assignment, he prepared presentence investigation reports and was assigned to a Felony Court. Jay says that learning Determinate Sentencing Law and presenting cases in court was one of the most interesting and rewarding aspects of his career.

Jay is into adventure and thrives off of excitement, so he is currently assigned to the Adult Division Field Services Unit. He enjoys his new assignment as he is able to work with the defendants in the community and build connections with other agencies and people in the community.

Jay enjoys residing in Marin County, which he loves for its beauty, and feels living and being surrounded by the positive influences here adds to the quality of his life. Jay is an avid



mountain biker and feels lucky to be surrounded by trails to venture on. In his spare time, he also loves to golf with his father and spend time with his nieces and nephew. He also enjoys his family vacations to Hawaii and Spring Training in Arizona.

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



well as well areas that we may need some work. A goal of 100% participation was set, and that would give us a clear picture of where the Probation Department stands in terms of our staff's level of engagement.

As time went on during the survey response period, it was clear that the message was being delivered. One Supervisor even suggested that we compete against each other by Division for highest percentage of participation with the winner getting a pizza! I said

that was fine and that was all it took. I clearly underestimated either how hungry these folks are and/or the competitive edge. The Probation Department came in with 95 out of 95 employees reporting. When this result was reported out at a County Department Head meeting, I stated I was happy with that, but would be happier once I knew what the results indicated. Well, the results came back and the Probation Department had the best scores in the County. I am really proud of this Department, and how much progress has been made on improving staff involvement and engagement. For those of you reading this news who know the history of our Department, this turnaround is very satisfying. I will not say it is "surprising" or "remarkable," because it is the result of hard work on everyone's part.

While I am happy to take a moment and appreciate our progress, this is not

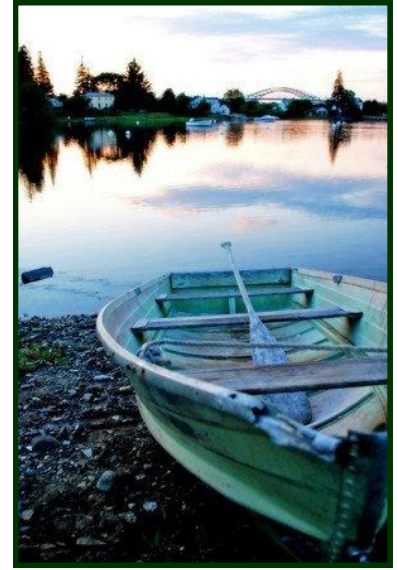
to say that we don't have plenty to work on. Although our scores on the measures most important exceeded those of other Departments in the County, there were still issues that will require some attention. The Human Resources has tasked each Department to develop an action plan to respond to the needs identified in the survey that require attention. For our Department, these needs differ in each of the Divisions, and the Division Directors are working onrafting those plans now. We will likely weave them into the Department's ongoing strategic plan effort.

I am hoping that this finding will make us work harder to fulfill our Mission, strive for continuous improvement and maintain that hunger to be the best.

Vacation Photos



Abby Dennett's pictures from her trip to Cape Cod. Left: Lovely home in Province Town Mass. At the tip of Cape Cod. Center: Historic mansion in Newport RI. Right: Boat is docked on Dennett Street in Portsmouth NH.



Mike Daly and his wife went to the Country Music Festival in Nashville and he couldn't help but take this photo!

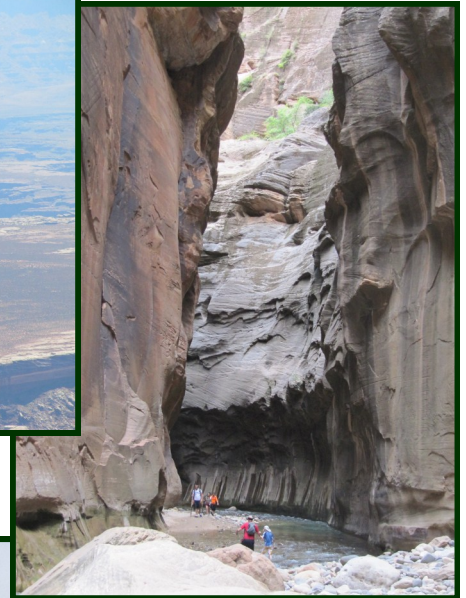


John Dury zip-lining through Ecuador!



Left: Michele and Molly Boyer on top of Vernal Falls. Center: Michele and a friend at Glacier Point. Right: Michele and Molly Boyer at Yosemite





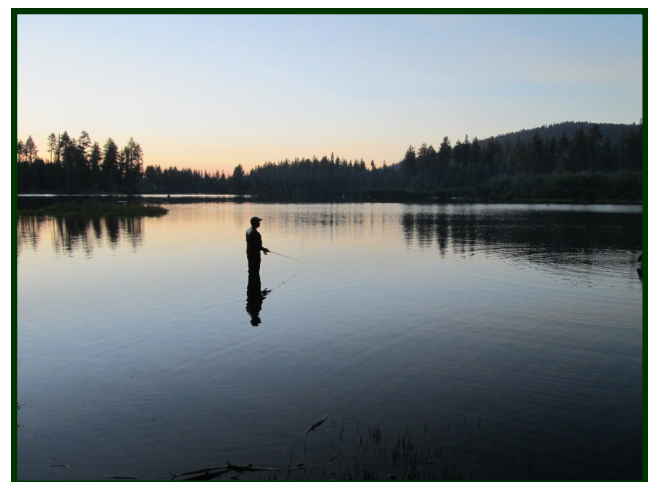
Kevin Lynch and his family travelled through the Southwest, visiting Zion and Canyonlands national parks, among other places



Cate enjoyed some time spent in Maine. Above: a view while enjoying evening Lobster Dinner in New Harbor Maine. Right: Long Cove, Maine



Dave Cole and his wife Liz at Lake Tahoe. They were on top of Heavenly at 9,000 feet overlooking the lake. They went for their 10th wedding anniversary



This is a photo of Nita Gibson-Lagleva's husband, Steve Gibson (who works at Marin County Sheriff's Dept). It was taken at Manzanita Lake at Mt Lassen. He was determined to catch the fish that he had not caught all day. So, as the sun goes down, his family still waits for him for dinner.

County's "Thrive Across America" Competition Comes to a Close ... but the Department's Wellness Initiative Does Not ! (from pg. 1)...

wellness is key, as improved wellness has a "ripple effect" of positive outcomes, including less use of sick leave, increased officer safety and higher "emotional morale."

Congratulations to the following Probation Department teams (in order of overall finish) and their members that participated in "Thrive Across America":

Tenacious Ten

Janene Conner Jeana Reynolds
Heather Donoho Selina Johnson
Angela Arenas Michele Boyer
Marissa Wertheimer Nuvia Urizar
Jennifer Saldana Heather Damato

Tenacious Ten!!

Back Row: Jeana Reynolds, Jennifer Saldana, Heather Damato, Janene Conner, Marissa Wertheimer. Front: Michele Boyer, Selina Johnson, Nuvia Urizar, Angela Arenas.

Slimpossible

Alisha Krupinsky Laura Shaer
Cate McDonough Wardell Anderson
Elizabeth Carranza Scott Dumont
Samantha Klein

Team PC 186.22

Matt Perry Lucy Brown
Jeff Virzi Susana Tabunut

Can't Touch This

Kevin Lynch Mike Daly
Mariano Zamudio Dan Daniels
Steve Blair Don Carmona



What is Up with the Cultural Responsiveness Committee?

By Kevin Lynch

In 2007, the Probation Department established the "Cultural Responsiveness Committee" to address issues related to diversity both externally and internally. The reality of an organization in which many of the clients served are minorities made it an imperative for the Department to have a place where such issues could be considered. Some of the efforts that have been made in the past involved the following:

- Facilitating events that celebrated a

variety of ethnic heritages

- Bringing in speakers on issues related to diversity
- Creating a policy statement for the Department on the topic
- Analyzing the ethnic and gender breakdown of staff in the Department

By far, however, the most important effort undertaken by this group of staff was to research, advocate and help to

implement the Juvenile Division's Disproportionate Minority Contact (DMC) initiative. This group laid the foundation for it by contacting the Burns Institute and arranging for training on the subject to raise awareness of the issue and how it is manifested in Marin County.

The group continues to meet and has a whole new set of efforts underway. Among those are to:

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The Violators

By David Cole

The days are becoming shorter and the sun is cooling off, thus the end of summer is near, as is the Violators Softball season. The team had a great run at bringing the trophy back to the Probation Department, but in the end, fell two wins short. This was a very competitive year within the league, as four teams were all tied for 2nd place at the end of regular season play.

The Violators had an amazing group of players this year, some new and some returning. Cindy Thai, office assistant in Adult Probation, joined the team this year and took place behind home plate. Cindy's enthusiasm and team spirit was welcomed and treasured by all. Another new face in the field was that of Andy Richker, office assistant in Adult Probation. Andy had a stellar bat, with a season batting average of .595, seven runs scored and eleven RBI's. With statistics like these, Andy earned himself the "Rookie of the

Year" award. Charlie Dresow and Katie Meseroll (soon to be Dresow) took the field with the Violators for the second straight season. Charlie and Katie battled back and forth with whose batting average was higher. In the end, Charlie ended the season with a huge average of .712, 19 runs scored, and 18 RBI's. Omar Padilla, Group Counselor, and Scott Dumont, Adult DPO, also hit the field for their second seasons. Scott was a team player, filling in wherever he was needed. He had a great glove at third base and made some great catches in left field. Scott's bat was a big part of the team's overall average this year, with a batting average of .707, 19 runs scored and 19 RBI's. Omar made softballs cry in fear when he stood at the plate. Omar's bat led the team in all batting areas. He had a batting average of .739, 24 runs scored, and 28 RBI's earning himself the "Big Bat" award for 2012.

Veterans of the Violators were in full

force this year. Al Charmatz took the mound and pitched great all season long. He was also a clutch hitter at the plate, advancing runners into scoring position and driving in RBI's. Al is a cherished commodity on the team, playing the most difficult and dangerous position on the field. Don Carmona played both third base and short stop for the team this year. Don had the game of his life against CDA in early August. Don had a true vacuum like glove at short stop, not letting a single ball get past him. Truly amazing to watch! The Chief, Mike Daly, chased down ball after ball in left field, making some out-of-this-world catches. Being modest Mike, he will deny this, but Mike played a solid left field and made opposing players think twice about hitting the ball his way. Lindsay Lara, a team member for a number of years now, played first base all season long. Lindsay's ability to catch anything thrown in her direction was astonishing!! Almost every game she would end up sliding into a base or finding some other way to get dirty and cause herself some sort of injury. Lindsay will be recovering from all of her bumps and bruises until we take the field again next year. This type of play earned Lindsay the "Band Aide Ball" award for 2012. Jay Everidge suffered through the pain of an injured shoulder to play this season. Jay played most every position in the outfield and made some great catches. Jay also had one of the farthest hit balls this year, forcing him to touch all four bases for a solid home run! Susana Tabanut also took her place behind the plate this year. Susana made some great run stopping catches at the plate and was hitting the ball hard when she stepped in the batter's box. Cate McDonough played both right field and catcher this season. Cate had a great catch in right field on a very cold and windy evening. To this day, some are still wondering how she made the play. This was not Cate's only claim



Back row: Jay Everidge, David Cole, Cindy Thai, Mike Daly, Al Charmatz, Andy Richker, Charlie Dresow, Don Carmona, Scott Dumont

Front Row: Cate McDonough, Lindsey Lara, Susana Tabanut, Katie Meseroll, Omar Padilla

The Violators (from pg. 8)...



Coach David Cole watching the team!

to fame this year. Cate started off the season struggling at the plate, but with a little instruction, a lot of heart, and the will to hit the ball, Cate went from a batting average of .090 to .350. This swing in average was impressive and earned her the "Most Improved Player" award. Marvelous job Cate, keep it up for next year!

The team also had a few players show up in a time of need and I would like to acknowledge them. These players were called in at a time when the team was short players and close to having to forfeit the game. Without these individuals, the Violators win record would not have been as good as it was at seasons end. Thanks to Grant Beatty for coming out on short notice and doing a great job at third base as well as at the plate. In the one game Grant played, he had three hits at four plate appearances and drove in an RBI. Matt Soldavini filled in on four games and ended the season with a batting average of .364. Matt was willing to play whatever position we stuck him at and played great at all positions.

Josh Lowery made a brief appearance at one game, utilizing his speed around the bases. Josh is a hopeful for recruitment for the 2013 season. Unfortunately, due to an injury, Gary Trent was only able to play the first game of the season and had to throw in the towel. In that one game, Gary went four for five and had three runs and two RBI's. Just imagine what he could have done if he were able to play all season. The team missed Gary out there and is hoping for his return in 2013! A special thank you is due to Melissa Davis. Melissa was a great assistant coach and was a huge part of helping with line ups, sending emails, and took the field for a few games. Melissa ended her season with a great batting average of .333.

No team would be complete without the support of the fans. The Violators would like to say thank you to all those who braved the cold or hot, windy or still, evenings at McGinnis Park. Tori

Creighton, Alisha Krupinsky, Tim Farrell, Teri Taketa-Graham, Neva Smith, Al's dog Myles Davis, Laura Shaer, Charlene Brown, Scott (Cindy Thai's friend), The Cole Family, The Beatty Family, Nancy Hillman, Susana's two sons, and the spirits of Steve Shapiro, Vinnie Nahmens and Millhouse for looking over the players and insuring their safety and victory!!

The Violators are looking forward to the 2013 season and would like to extend an open invitation to all who may be interested in playing softball next season. We have a great time playing together and socializing after the games. Keep an eye out for emails coming in March to sign up to play!! We look forward to taking the field with you!! Until next time.....GO VIOLATORS!!!



Cate McDonough, Mike Daly and Dave Cole

Scott Dumont taking the ball deep!



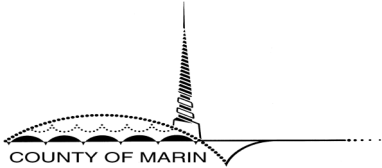
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The Condition of Probation

***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

Michael Daly, Kevin Lynch, Neva Smith, Nancy Hillman, Abby Dennett, and Alisha Krupinsky

What is Up with the Cultural Responsiveness Committee?
(from pg. 7)...

- Update the Committee's charter statement
- Advocate for funds in the Adult Division to be dedicated to fund drug and alcohol treatment services for Spanish speaking probationers
- Contract with a consultant to conduct training on the issue of cultural competency and the Latino immigrant experience (tentatively scheduled for November 5)

Another event planned for October 5 where a group of staff will meet to discuss books, films or other media that relate to issue of diversity and our criminal justice field. Some examples of what will be discussed are the film *Sin Nombre*, books such as The New Jim Crow and Don't Shoot. Something close to a book club event, the idea is to share with one another opportunities to learn more about how our system affects people of color, or just about some of the experiences of people from other cultures. This is open to any and all staff in the Department, not just those participating in the Committee. We encourage you to come and attend, even if you do not want to participate in the Committee on an ongoing basis.

Staff who have been taking part regularly in the Culturally Responsiveness Committee include:

Kevin Lynch., Juvenile Division

Nuvia Urizar, Juvenile Division

Marissa Wertheimer, Juvenile Division

My Tran, Adult Division

Elizabeth Carranza, Adult Division

Terry Wright, Adult Division

Lee Lancaster

Juvenile Hall



Summer of Peace at Pickleweed Park

For the second year in a row, Probation Department staff provided food and drinks at a June event in Pickleweed Park in an effort to encourage families to sign-up for summer programs for youth. Department staff who helped out included:

Matt Murphy, Kuo Lew, Kevin Lynch, Jeff White, Jeana Reynolds, Michele Boyer, Lee Lancaster, David Fahy, Angela Arenas (not pictured) Nuvia Urizar, Jennifer Saldana, Melissa Davis