

The Condition of Probation

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We all lost a friend and colleague this past December. Steve Shapiro was special man; he was a servant to his family and friends, the community, and the Marin County Probation Department. A life long Marinite, he was a graduate of Terra Linda High School and Sacramento State University. Steve worked in all divisions of Marin County Probation, spending much of his career in Adult Probation. He gained the respect of judges, district attorneys, public defenders, private attorneys, and clients. Steve was a fair man, a compassionate man and he loved his job. After working 10 years in Adult as a Deputy Probation Officer, he was promoted to Supervisor for the Investigations Unit. Then, in 2008, he transferred to Juvenile Services where he supervised the Supervision Unit. In 2011, Steve sought out an opportunity to transfer to Juvenile Hall. Probation retiree Teri Taketa-Graham said fondly, "Steve's infectious laugh and his grin will be emblazed in my mind and heart. I



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Chief's Corner:

By Michael Daly

In this edition of our newsletter, I chose to write about an email that Supervisor Matt Perry wrote to his staff on February 9, 2012, that really caught my eye. So many things raced through my mind as I read the email that I could hardly contain myself with excitement, pride, gratitude, and hope. This email captures many of the qualities we have been pushing as a team, and I was so impressed by it I wanted to share it with our readers:

Good afternoon

I have been thinking about all the good work everyone contributes to in this unit. I have yet to receive any type of sustained complaint from a member of the public, law enforcement or our

partner agencies which is not surprising. I was reviewing the 500+ pages of field sheets submitted just for 2011 last year. This does not include the operations we have conducted, or assistance we have provided law enforcement as well. The total number of contacts we potentially have made just last year may be somewhere around 2,500 I think conservatively. You will notice on the white board I have written "BE PROUD!, 888 days worked incident free" The words "sustained complaint" didn't sound as good on the grease board. I will change this number every day to reflect your good work.

Thank you for everything you do,

Matt

I was **excited** that a Supervisor was praising his staff in such a significant way that reflected an ongoing outstanding achievement of dedicated public service. Employee recognition, often times more than promotions, perks or pay raises, is what makes civil servants go.

I feel a tremendous amount of **pride** in our organization, and that is due primarily to the staff who do the challenging work day in and day out. I have been working in our Department for nearly 22 years and the criminal justice changes that have taken place over the past five years are stunning, with issues such as the implementation of evi-

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Mission Statement

The mission of the Marin County Probation Department is to further justice and community safety and to hold offenders accountable while promoting their rehabilitation

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

dence-based practices, developments in technology, increased field presence and corrections reform. Our staff's adaptation to these changes has been impressive.

I am **grateful** that staff have the maturity, sense of responsibility, and sense of duty to help craft policies and procedures and follow them. Involving our staff in the development of many integral policies and practices would not be possible if we did not have quality staff. The best example of this is the line staff who have participated in the Department's Safety Committee, where rank in the organization is not relevant to input into the creation of these rules for how we will ensure the safety of ourselves and the public while we conduct our tasks. We have had many new elements of safety equipment as it relates to our field-work and all of our staff have stepped up and embraced these responsibilities with great respect.

Lastly, I am **hopeful** for our future. The work that has been done lately in all aspects of this Department, particularly the field units, has been extraordinary. While we have successfully absorbed some of the challenges we face, plenty of them still lie ahead. I am confident, however, about our Department's capacity to meet them, and any others that we do not know about yet.

These were my "racing thoughts" I had when I read that email. However, what I really wanted to share was the responses I received from staff when I asked the question as to how/why do you think you were able to accomplish this impressive feat. Here is what I got back:

"I simply feel that a main reason for this is because we have taken the values, principles and skills we developed working behind our desks as rehabilitators and carried it over into the

field. We have maintained that role no matter who we deal with or on what level. You will see this privately in our offices or during a multi jurisdictional offender sweep. Our field unit is made up of a lot of well balanced individuals. Thanks for the recognition."

"We believe each of us to be professional and caring human beings who together are a team; a team that believes in our Department's mission statement and values. Therefore we believe in going the extra mile to serve and guide, with dignity, those we are entrusted to supervise and hold accountable."

"Marin Probation Department has been able to achieve these outstanding numbers because our administration has provided staff with great leadership, support, trainings, and all the necessary tools to effectively manage our case loads as well as partner with our community resources to develop quality programs and monitoring to aid in the recovery and reduction of recidivism for our clients."

"As a DPO with Marin County Probation Department I can say with conviction that I am proud to be a member of this organization!"

"We have a great team who works very hard."

"The Department has made a conscious effort to equip and train deputies for an expectation that includes increased field work. Staff have responded positively and participated as well by being active participants in the safety committee as well. Also

we have implemented and held ourselves accountable with the use of the field sheets to make sure deputies are safe at the end of the day when they return from the field. Lastly, the day to day work of each officer has helped contribute to the current streak we are on right now with no incidents."

I chose to write to the people I report to as well and I let the entire Department know about this email as well. Here it is:

Dear Judge Boren and Board of Supervisors,

I received this email below and thought I would share. "Field Sheets" are delivered to the Supervisor by a deputy probation officer indicating persons on probation they will be contacting that day and their locations. The rest of this email is self explanatory. As you know, the Probation Department has taken on an emphasis of working in the field. The training, equipment and policies and procedures implemented over the last three years or so has been dramatic. It has all been done collaboratively with line staff. What I am most proud of is the professionalism the deputy probation officers have shown on a consistent basis. We treat people with dignity and respect. You don't compile these types of numbers with luck. All of California is watching how effective Probation can be during realignment. We are off to a great start.

I am grateful to be able to lead such wonderful employees that serve our public so well. I am excited to come to work each day and take pride in our accomplishments. I hope you do too!

The Passing of a Colleague (from pg. 1)...

will always miss my funny, caring, and loyal friend.”

Steve also loved his family, raising three boys, Noah, Dylan, and Jordan with his wife Marie. Dylan and Jordan are in college and Noah is heading

to high school soon. His boys followed in his foot steps and are accomplished athletes. At any given time you could see the articles Steve had proudly posted in his office regarding his sons' athletic feats. You could just tell how proud he was of each of them.

Steve was also infamous for being the barbeque master for the Department softball team, The Violators. He was even able to fend off the team mascot, Millhaus, from the aroma of dogs on the grill!

Steve's passing was a shock to everyone who knew him. We miss him very much. On January 20th, a dedication ceremony took place in front of Juvenile Hall where a Sango Kaku (Coral Bark) Japanese Maple was planted in Steve's memory. Please be sure to come by and see this beautiful remembrance of this special man.



Steve's family plants some flowers around the tree dedicated to his memory.

Congratulations to our Newest Supervisors



At the beginning of the year, DPO IV Matt Murphy was promoted to Supervisor and assigned to Juvenile Hall. With 27 years of experience covering all three divisions in the Department, Matt is expected to bring some new skills and knowledge to an already talented pool of staff currently working at the Hall. Matt's last assignment was as the Juvenile Court Officer and the IV in the Intake Unit and as such he is prepared to assist in anyway necessary in bringing the two divisions even closer together in their daily operations. Matt has 10 years of previous experience working at the Hall but notes, "it's a new world there now, but with a little help from staff, I should pick it up pretty quickly." Matt says that he is very happy in his new assignment and would like to thank all those supportive of his efforts to date.

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The Never Ending Carousel of Change



As previously warned there were more staff changes. When the carousel stopped this is where everyone landed!

| STAFF | WENT FROM | WENT TO |
|------------------|-------------------------------|------------------------------|
| Matt Murphy | Juvenile Services DPO | Juvenile Hall Supervisor |
| Dave Cole | Juvenile Hall Group Counselor | Adult Division DPO |
| Kevin Coleman | Juvenile Hall Group Counselor | Juvenile Services DPO |
| Michele Boyer | Adult Division Supervisor | Juvenile Services Supervisor |
| Alisha Krupinsky | Juvenile Services Supervisor | Adult Division Supervisor |
| Wardell Anderson | Juvenile Services DPO | Adult Division DPO |
| Jesus Contreras | Adult Division | MCSO |
| Cynthia Fix | Adult Division DPO | Adult Division Supervisor |

Newly Hired Deputy Probation Officers

This has been a busy time for the Probation Department. With the numerous legislative changes, retirements and vacancies, the Department has had a need for additional Deputy Probation Officers. Seven new Deputy Probation Officer positions were sworn in. They originated from existing Juvenile Hall staff, extra-hire staff and outside partner agencies. Please welcome the new faces and smile at the familiar!



Scott Dumont

Scott Dumont was born in San Francisco and raised in Marin County. He graduated from San Marin High School in 2003. He attended Eastern Oregon University and graduated with a B.S. in Sociology with an emphasis on Social Welfare in 2009. After graduating college, he started working for the Marin County Probation Department as an Extra-Hire Group Counselor at Juvenile Hall, until recently being hired as a Deputy Probation Officer.

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A New Director for Juvenile Services

By Kevin Lynch

Darnell Roary's announcement last fall that he would leave his position as Director of Juvenile Services surprised most of us. I had contemplated briefly applying for the position after Nicki Kuhn retired in 2010, but was happy in my previous position as Probation Analyst. When the Director assignment became available again, I felt the urge to confront a new challenge and so I applied for, and was awarded, the position. I would like to take this opportunity to introduce myself to staff and readers, and to give an idea of the challenges I anticipate, and the strategies I expect to employ to address them, while in my new assignment.

Prior to working for the Probation Department, I worked in the San Francisco County Jail as a Case Manager for the Own Recognizance Project, a free bail program designed to relieve overcrowding in that jail system. During that time, I also completed graduate work in Social Welfare (UC Berkeley) and Public Administration (Cal State Hayward). While the role of Director of a Division is new to me, the field of juvenile justice is not. I began my career in this Department as an intern with the Juvenile Division, and I served as a Deputy Probation Officer for 9 years before assuming the Probation Analyst position. I worked primarily in the Intake Unit of the Division, but I also was the first Deputy Probation Officer assigned to the Juvenile Drug Court program. During my assignment as the Department's Analyst, my tasks as the training manager, tracking outcomes and managing the program side of the Juvenile Division's grants, kept me in the loop about most issues in this Division.

Some of the most important issues I expect to confront as the Juvenile Division director involve the changing nature of the justice system in California. I expect "realignment," where the State is transferring increasing responsibilities to the counties for managing both juvenile and adult offenders, to only continue and to present greater challenges for our Department, particularly in the detention of high risk, violent offenders. Assembly Bill 12, which provides additional services to youth who have been placed in long term residential care, will require a significant change in how we work with those youth. We are also in the midst of several shifts in terms of information technology, moving from one case management system to a new one, while simultaneously implementing new systems for detention and risk/needs assessments. Finally, the ethnic disparity of the youth and families we serve is only increasing, as crime rates for some youth go down, but for others, primarily Latinos, appears to be going up.

Fortunately, the County and our Probation Department are well positioned to deal with these challenges, and whatever else might be coming our way. First and foremost, the Juvenile Division staff is committed, well-trained and prepared to deal with the challenges described above. I am fortunate to work with a group of professional and dedicated employees. It will not surprise people who know me well that I also expect to apply my comfort with data analysis, support for use of evidence-based practices, and



Kevin Lynch

belief in training, to address whatever the Juvenile Division faces. I also am interested in improving our Department's relationships with community-based service providers, and seeking partnerships with others that can create better outcomes for the youth, families and communities we serve.

I am very pleased and happy with my new position as Juvenile Division Director, and I plan to give back to the County, our Probation Department, and the community of Marin my complete dedication and effort.

Newly Hired Deputy Probation Officers (from pg. 4)...

Vania Calderon was born and raised in San Francisco. She lived in El Salvador, where her parents are originally from, for 2 years during her childhood. She attended McAteer High School in San Francisco and received her BA in Criminal Justice from San Francisco State University in 2010. She worked at Leaders in Community Alternatives as a Case Manager and was then assigned to incorporate a pre-trial program in Marin County Adult Probation by merging it with the Own Recognition release program. Vania has volunteered at Martinez Juvenile Hall as a mentor and interned for the Adult Domestic Violence Unit since 2009. She then briefly worked as a Group Counselor in Marin County Juvenile Hall and was just recently hired as a Deputy Probation Officer.



Vania Calderon



David Cole

David Cole was born and raised in Marin County. He spent his high school days surfing, attending sporting events, and following car racing. While putting himself through college, David worked a wide range of jobs. After graduating with a Bachelors degree in Sociology from Sonoma State University, David started working extra-hire at Marin County Juvenile Hall in 2004. Two years later, he became a full-time Group Counselor at Juvenile Hall. David has been married to his wife for ten years and they have a beautiful five year old daughter. David and his family enjoy spending time at the beach, camping, attending sporting events, and traveling. He is very excited to be starting his new journey in the Adult Division and working with all of his new co-workers.

Jennifer Saldana was born in Napa County and raised in the town of Sonoma. She graduated from Sonoma State University with a degree in Human Development. She then worked for five years at a girls' probation camp at Sonoma County Juvenile Hall. From there, Jennifer worked extra-hire at Marin County's Juvenile Hall and Juvenile Services when she was recently hired full-time as a Deputy Probation Officer at Juvenile Services' Intake Unit. Jennifer loves spending time with her husband and three kids and enjoys attending all her kids' various sporting events. She also enjoys triathlons and adventure races, such as Tough Mudder. Jennifer is very happy to be working for the County of Marin.



Jennifer Saldana

Newly Hired Deputy Probation Officers (from pg. 6)...



Cate McDonough

A bi-coastal hybrid, Cate McDonough, was born in San Francisco and raised both in the Peninsula and Connecticut. She returned to San Francisco and majored in sociology with an emphasis in criminology at the University of San Francisco. Cate gained valuable experience as an assistant teacher for the Patten University Program teaching inmates in San Quentin Philosophy and Ethics. Cate began her career with Marin County Probation in 2007 and worked diligently as an extra-hire in Juvenile Hall and the Adult Division, and is now a proud full-time member of our team. Cate is dedicated to serving her community. She currently serves on the Board of Directors for the Spinsters of San Francisco, a community oriented social and philanthropic organization founded in 1929. Cate participates on many of our Department's committees, and she loves the professional, passionate and confident people she works with. Cate is excited to finally be a part of our team and is looking forward to growing and developing with the Department in the years to come!

Kevin Coleman was born and raised in Marin County and attended Tamalpais High School. He graduated from College of Marin with an Associate's degree in Physical Education. Kevin then went to UC Berkeley and graduated with a degree in Sociology. Kevin is married and has two beautiful daughters. He is very excited about furthering his career with the Department and enjoys being surrounded by a great group of people. During his leisure time, Kevin enjoys spending time with his family, stamp collecting and traveling.



Kevin Coleman



Laura Shaer

Laura Shaer grew up in Daly City. She worked with the Parks and Recreation Department for four years as a recreation leader. Laura worked with at-risk youth and ran deterrent programs such as the Junior Giants Baseball program. Laura graduated from San Francisco State University with a Bachelor's Degree in criminal justice. She worked with Leaders in Community Alternatives, a provider of Electronic Monitoring and GPS Tracking programs. That is where she was introduced to the Marin County Probation Department when she was a lead case manager doing county parole and the OR pretrial program through LCA. Laura enjoys mentoring and counseling. She has always had a passion for helping people during difficult times and is looking forward to her career as a Deputy Probation Officer.

A Fond Bon Voyage to Mrs. Betty Jackson

By Teresa Torrence-Tillman



Betty Jackson and Teresa Torrence-Tillman

Probation Supervisor, Mrs. Betty Jackson, retired on January 28, 2012 after serving the Marin County Probation Department for 30 years. A native of North Carolina, Mrs. Jackson graduated from North Carolina Central University in Durham, North Carolina, with a BA degree in Sociology/Criminology. She completed an internship program at Duke University and received a certificate in Vocational Rehabilitation counseling.

Mrs. Jackson married her husband Ernest and moved to Newport News, Virginia. It was here she began her probation career with the Newport News Probation Department as a juvenile detention counselor in the Detention Center. She later worked in the Outreach Detention Center as an Out-

reach Counselor, supervising a caseload of 7-10 youth on home detention. Mrs. Jackson said it was in Virginia that she realized that working in the field of probation was her career goal.

After 3 years her husband received military orders from the U.S. Coast Guard, transferring them to San Francisco, California. Once she moved to California, it did not take long for her to realize she wanted to continue to pursue her career in probation work.

She began her career with Marin County as an extra hire Group Counselor in the Juvenile Hall and as an extra hire Correctional Counselor at the Honor Farm. She also worked extra hire with the Probation Department's Work Furlough Program. After three months as an extra hire Group Counselor, Betty was hired as a full time Group Counselor. While at the Hall, Betty was instrumental in creating the "Store Program" for the youth in detention. This program, still in operation, allows juveniles to purchase items from the Hall "Store" using behavioral points earned during their Hall stay.

It was while working at the Hall, Betty decided to further her career goals in probation work. She completed an

internship as a Juvenile Probation Officer. After about thirteen years as a Group Counselor, a Deputy Probation Officer position opened and she was hired as a Deputy Probation Officer II. She worked the Intake and Supervision Units, supervising youth in Marin City, Tiburon, Mill Valley, Redwood High School, San Andreas School, Oracle Independent Studies, and County Community School. Betty also served on the SARB hearings (School Attendance Review Board) for Tamalpais High School.

In 2004 Betty was promoted to Supervisor and transferred to the Adult Division. There, her first assignment was the supervision Deputy Probation Officer's assigned to the Supervision Unit. She was later transferred to supervise the Adult Division Parole and Intensive Supervision Unit. Betty sat on the Parole Board as the Probation representative and facilitator until her retirement this past January.

Mrs. Jackson states she has "now accomplished her career goals. It has been a pleasure to have worked for the Marin County Probation Department all these years." Her retirement plans include rest and relaxation and traveling with her family... wherever.



Betty Jackson, Cynthia Fix and Selina Johnson



Mike Daly and Betty Jackson



Beverly Hodges and Betty Jackson



Employee Recognition Party January 2012



**Abby Dennett and
Melissa Davis**



Lucie Brown with her husband Dave



**Angela Arenas and
her husband Ricardo**



**Mike Daly and Jesus
Contreras**



Scott Dumont and his mother



Heather Damato and Jennifer Saldana

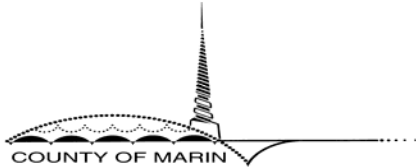
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The Condition of Probation

*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

Abby Dennett, Nancy Hillman, Alisha Krupinsky, Kevin Lynch and Mike Daly

Congratulations to our Newest Supervisors (from pg. 3)...

Cynthia Fix was recently promoted to Probation Supervisor. Cynthia began working for the Probation Department in an administrative support position for the Juvenile Division in 1995. She left the Department in 1998 for 3 years and she worked as a court clerk in Marin County Superior Court. In 2001, Cynthia returned as a Deputy Probation Officer and has worked in a variety of assignments in the Adult Division. Cynthia brings a wealth of enthusiasm, experience and knowledge about evidence-based practices to her new assignment.

