

The Condition of Probation

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Things for Teens and Toys for Kids

By Michele Boyer

The Central Marin Police Department, with Officer Patty Monge at the helm, held their 12th annual "Things for Teens and Toys for Kids" and it was a great success! This year resulted in the largest number of toys, clothing and miscellaneous items collected thus far. This can be attributed to the collaborative efforts by public agencies, businesses and community groups.

Gifts were delivered to 169 children/teenagers within the Central Marin area. Through our collective efforts, enough gifts were collected for 175 children/teenagers for Child and Family Services, and gifts for 40 youth thru Adopt-a-Family Marin.

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Jeff White and Michele Boyer take a break to pose for a picture!

Chief's Corner

By Michael Daly

Well 2014 is in full swing and the Department is in good shape. This year will be interesting for me as I was elected President of the Chief Probation Officers of California (CPOC). This is a role whereby I will be asked to attend meetings with the Governor's office, CDCR officials, other statewide associations among our criminal justice partners, legislators and lead all statewide CPOC meetings throughout the year.

I will say one thing about CPOC that I had no idea of prior to becoming a Chief Probation Officer for the County of Marin in 2009. The level of legisla-

tive interaction and direct involvement CPOC has with key legislators to protect what we have and advocate for what we need as a profession is an everyday effort. Think what you want about politics and how things get done but either you are in the game or you are standing on the sidelines. I have been on the legislative committee since 2009 and am just about feeling comfortable with how things work in Sacramento. I should have paid closer attention to my civics classes 30 years ago!

CPOC has been led by our Executive Director Karen Pank for the last several

years now and she is a very respected person in Sacramento. She was recently recognized by the California State Association of Counties (CSAC) for the "Circle of Service" award for her knowledge and implementation of AB109. She is a very bright woman and skilled advocate who understands politics and has built strong relationships in Sacramento. Karen and I will be working side-by-side for all of 2014. It is only February but my contact with Karen is at least twice weekly outside of our weekly executive committee meet-

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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.

Wellness in the Workplace

By Janene Conner

Although it is not a very easy thing to do, incorporating health and wellness into our daily life is very important for work life balance and overall health. Fortunately, the County of Marin recognizes the importance of supporting staff's efforts to accomplish this with a Wellness Initiative in full swing. Part of this initiative includes "Thrive Across America." This is a fun and easy 16 week program (January 21- March 18) that will take employees on a computer based virtual tour of the country, visiting stops such as national parks, wildlife preserves, and historical landmarks as they log physical activity time. It is open to all employees, even if they are not Kaiser Permanente members. This year's program is open to employees AND their families so everyone in your circle can reap the benefits. Employees can choose any daily activity such as walking, swimming, dance, gardening and much more to compete. While employees can participate on an individual basis, Thrive Across America is even more fun and exciting when employees compete in teams. Our Department has 39 active participants that have formed five highly competitive teams:

- Thin it to Win it
- Victorious Secret
- Fantastic Ten
- Graveyard Night Crawlers
- We Don't Heal as Quick Anymore.

Alisha Krupinsky is our Department's "Wellness Ambassador" for the County and she helps keep the Probation Department informed of all the wellness activities and opportunities the County has to offer. Also, the Juvenile Division had started a Wellness campaign and as a way to tap into staff's interests around wellness, a wellness survey with a variety of questions was administered to all Department staff. Fifty-five staff participated in the survey and nearly 79% agree that wellness is an important activity that should be incorporated into the workplace. Additionally, 89% are interested in participating in some fitness activity during work hours and 76% during their lunch break. When asked what type of fitness activities most interested staff, walking, hiking and gym activities ranked the highest. Many people continue to be very interested in the Body Fat Measurement activity that our Department offered a few years back.

Although 43% of staff participates in activities outside of work, the results clearly indicate an interest and a support of opportunities for some sort of wellness program in the workplace.

According to Society for Human Resource Management, when wellness programs are implemented correctly by using thorough, company-specific research and planning, they have win-win potential for both the employer and the employees. Wellness can benefit employers by:

- Lowering health care costs.
- Reducing absenteeism.
- Achieving higher employee productivity.
- Reducing workers' compensation and disability-related costs.
- Reducing injuries.

Improving employee morale and loyalty. Although not everyone is interested in incorporating wellness in the workplace, many are and our Department is taking the lead in this innovative idea.

Things for Teens and Toys for Kids **(from pg. 1)...**

Redwood High School and The Village Concierge served as collection points. Larkspur and Corte Madera Fire Departments, along with Marin County Probation, were involved with the program. Fire personnel and Probation staff assisted at The Village with soliciting, plus they sorted toys and delivered gifts. Probation staff who participated at the collection points included, Liv Lauchenauer, Jeana Reynolds, Jeff White and Michele Boyer. There were many more who participated by donating money and gifts.

This program has grown significantly

over the past twelve years and is a good reminder of how working together can result in fantastic outcomes.

Patty Monge with Briana and Emma Lauchenauer. The Lauchenauer girls, with their parents, helped to collect toys.



Team Building with Paintball

By Michele Boyer

On Thursday, February 13th, the staff assigned to Michele Boyer's Intake Unit of the Juvenile Division had the opportunity to spend an afternoon at Petaluma Playland. This occurred subsequent to a similar outing by Alisha Krupinsky's Medium Supervision Unit from the Adult Division last November. The purpose of this outing was to foster team spirit through a shared activity which, in this case, consisted of engaging in a game of paintball. The staff really enjoyed getting out of the office and spending time with each other. David Cole, Medium Risk Adult Supervision said "it was great to get out of the office and interact with fellow staff in a different setting. This team building event allowed us to get to know our peers on a more personal level."

It was surprisingly interesting to observe the opposing strategies of the different teams. While some chose caution over valor by defending their own territory others operated far more aggressively. The entire staff demonstrated their ability to work together and effectively as a team. They provided backup to each other as needed and all the while cheered each other on. When Sandra Mancilla was asked about her experience she stated "despite the muddy and smelly playing

field, the activity brought us together in a fun, messy, and smelly way. While some hesitated to participate or were a bit nervous, once we were there, we really got into our competitive mode and wanted to defeat the opposing team. We came together to develop attack strategies and we attacked! We switched up the teams a few times, but when we broke up into supervisors & IVs versus all, everyone really came together (we weren't going to lose to the supervisors and IVs!). We also discovered Martha is a closeted paintball pro and nicknamed her "twinkle-toes" as she moved around like a ninja. When it was all over, we retold some of the plays, but Michele got her second wind and was ready for Round 2. Overall, it was a great experience and we all expressed our gratitude to each other for being awesome people to work with." The general feeling from everyone involved in both events is that the camaraderie was amazing and a great time was had by all.



Victoria Lau, Martha Grigsby, Michele Boyer and Selina Johnson



Mike Vargas, Martha Grigsby and Thabiti Terry



Andrew Guidi, Chris Tom, Lulu Duran, David Cole, Laura Shaer, Wardell Anderson and Alisha Krupinsky



Michele Boyer, Tony Raitano, Victoria Lau, Martha Grigsby, Thabiti Terry, Sandra Mancilla, Mike Vargas, Selina Johnson, Janene Conner and Heather Donoho

Youth Working for Change Celebrates Its Employers

By Kevin Lynch

Most of us probably remember our first job. No matter how successful we were at it, it was likely a challenging and difficult adjustment to make. Once we made it, however, for many of us it was a transformative experience, and helped speed up our maturation process into self-sufficient adults. Many youth in the juvenile justice system face even greater challenges in making this adjustment, often because they lack the support and structure necessary to become successful in employment. One of the best ways to change this sad fact is to connect youth with the working world through a supportive program like "Youth Working for Change." Marin's job training and assistance program has been operational in the Juvenile Division of the Probation Department since May of 2012. This program is a collaborative effort of the Marin Employment Connection and the Probation Department. Dan Daniels and Luis Luciano are the Employment Development Counselors who assist youth from the juvenile justice system to explore employment opportunities, and they also recruit and support employers who provide jobs for participants. For some participants in the program, it means taking part in job skills training, while for others it may be enrolling in an internship opportunity. Some of the youth referred to "Youth Working for Change" are ready for employment without need for training or an internship, and Dan and Luis' role is to assist them in the application and interviewing process. Dan and Luis also spend a good deal of time trying to help the participants maintain their employment. Since its inception, the program has helped 74 youth.

While Dan and Luis have done a great job working with the youth referred to them, the real heroes are the employers who have agreed to take on the participants. Without experience in the real world of employment, participants

would not be able to develop the skills intended to assist them in becoming self-sufficient, positive members of our community. The employers at the site where the youth are working are key elements to the program's success. On January 27, 2014, Marin Employment Connection and the Probation Department held an event to express the appreciation these employers deserve. Stories were told about some of their successes and challenges, certificates of appreciation were handed out, and rounds of applause were given. This was a small gesture to those members of the community who have agreed to extend help to youth who are looking for some help to make changes in their lives. A list of some of the employers who have taken part in the program is shown below.

- Marin TV
- Cameron Salon
- Gap
- Image for Success
- IT Source
- Café Verde
- Benissimo Restaurant
- Corte Madera Parks & Recreation Department
- Staples
- Marin City Community Services District
- Dynamic Solutions
- Alcohol Justice
- Santa Margarita Children's Center
- Rising Sun Energy Center
- Ignacio Auto Services
- Educational Tall Ships
- AJ Janitorial Services

Having a program like "Youth Working for Change" available for youth in the juvenile justice system is ideal, as they often lack support and guidance in facing in successfully overcoming the challenges to finding and keeping a job. This is a good strategy because employment often provides opportunities to meet pro-social peers, to experience real-life rewards and consequences and, most importantly, earn some cash! The County of Marin looks forward to continued success from this valuable program.



Dan Daniels and Jose Varela at the YWC Employer Appreciation Event

Today's Draw: Kevin Lynch

By Michele Boyer

Kevin Lynch is the director of the juvenile division for the department. He was born and raised in Berkeley California. His father loved to travel and as a result the family spent nearly every summer of Kevin's childhood on the road. Over 10 summers, Kevin's family camped throughout California, in Alaska, Canada, all across the United States, and spent one full year camping in Europe. Kevin split his college years between UC Santa Barbara and UC Santa Cruz, where he played for the basketball team. After college, Kevin worked some office jobs but then got the same travel bug that his father had. Kevin spent time in Nicaragua, Spain and then joined the Peace Corps where he worked in Costa Rica for two years. After his return from Costa Rica, Kevin began his career in criminal justice. He worked first in the San Francisco County Jail system with the Own recognition (OR) program. While working there, he completed two mas-

ters' degrees, one in public policy and another in social welfare. While at Berkeley completing his social welfare degree, Kevin began an internship with the Marin County probation department. He has been with the department as a full-time employee since 1998.

What Kevin enjoys most about his position in the department is the ability to be creative. "Unlike many other organizations, this department is willing to take chances, and to be creative, all in the effort of being more effective," Kevin said. Kevin enjoys looking at problems and figuring out new ways to solve them.

He appreciates that this department lets him use different ways to do that. Examples of this are the investments this department puts into staff development, training and encouraging career growth.



When not at work, Kevin enjoys the company of his family, exercise and travel. When Kevin finds time to think about retirement he imagines himself traveling. Until then, Kevin must settle for periodic travels during the year. The next adventure for Kevin and his family will be this summer when they leave for an extended trip to Italy and Greece.

Recipe of the Quarter: **Crock Pot Chicken Taco Chili**

By: Alisha Krupinsky

There is nothing like a lazy Sunday when you have a meal cooking all day in the crock pot and the aroma of food is in the air, or coming home from work on a weeknight and having dinner ready when you get home. Chicken chili is an easy to make yet healthy meal. It's so easy to make and it is great over rice, or with multi-grain chips, topped with low fat cheddar cheese or low fat sour cream. Though it taste great the first night it makes a lot and tastes even better the next day!

Ingredients:

- 1 onion, chopped
- 1 16-oz can black beans
- 1 16-oz can kidney beans
- 1 8-oz can tomato sauce
- 10 oz package frozen corn kernels
- 2 14.5-oz cans diced tomatoes w/chilies
- 1 packet taco seasoning
- 1 tbsp cumin
- 1 tbsp chili powder
- 24 oz (3-4) boneless skinless chicken breasts
- chili peppers, chopped (optional)
- 1/4 cup chopped fresh cilantro

Combine beans, onion, chili peppers, corn, tomato sauce, cumin, chili powder and taco seasoning in a slow cooker.

Place chicken on top and cover.

Cook on low for 10 hours or on high for 6 hours. Half hour before serving, remove chicken and shred. Return chicken to slow cooker and stir in.

Top with fresh cilantro and garnish with sour cream and cheese.

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



ing calls every Friday morning. I look to learn as much as I can in this role as President, to serve the interests of CPOC to the best of my ability and better our Department and others throughout the state.

As much as I am excited to take on this new role at CPOC, it would not be possible if the Department was not in good shape. So getting back to my opening line of this article, I want to thank eve-

ryone in the Probation Department for being so professional, so hardworking and representing our field at the highest level. I get so many compliments about all of you from all over the state. As the leader of this organization, I am so proud. Thank you all for allowing me to enter into this new role with CPOC and I will do my best to make you proud too.

Congratulations to the New Probation Operations Specialist

By Michele Boyer

As of January 2014, Alisha Krupinsky who has been a member of the Marin County Probation Department for nearly 15 years was promoted to Probation Operation Specialist. She is now responsible for training, tracking outcomes and implementing officer safety policies, procedures and practices for the entire Department. Previously, Alisha has worked in all three divisions of the Department.

She began her career at Juvenile Hall as an extra-hire Group Counselor. After three years, Alisha was promoted to Deputy Probation Officer and was assigned to the Juvenile Division where she worked in the Intake Unit, then Supervision and later as a court officer. In 2011, Alisha became a Supervisor and was in charge of the Juvenile Division

Intake Unit. After about one year, she transferred to the Adult Division where she oversaw the officers in the Medium Risk Unit. Alisha has thrived as a Supervisor. When she initially arrived in the Adult Division, most of the officers under her guidance were new. Alisha's staff not only excelled in their training but in order to achieve complete cohesion, she conducted activities that helped her team bond. Alisha has also become a firearms instructor which was a long time goal for her and she is well respected by her colleagues.

Even as Alisha is looking forward to the challenges of this new position and she will be sorely missed as a Supervisor; it was something she really loved. Alisha has acquired a broad range of experience in all divisions of the Department.



She is committed to the twin goals of staff development and officer safety, so this new job will be a perfect fit for her.

Congratulations to Alisha Krupinsky!

On the Look Out!



Mike Vargas will be retiring this April. His retirement party is on April 28th, and pictures will be in the next newsletter!

It's almost softball season again. Look for information regarding league signups. Don't want to play? That's fine, there are lots of opportunities to be a part of the fun by joining the cheering section!

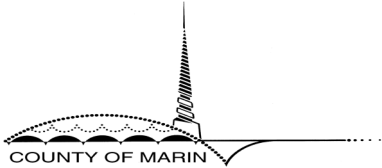
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***Marin County Probation Department Newsletter
Editorial Policy***

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, Kevin Lynch, Matt Perry, Nancy Hillman, and Ali-sha Krupinsky

Goodbye and Congratulations

By Nancy Hillman

Congratulations goes out to Wardell Anderson on his new job with the San Francisco Probation Department as a Supervisor. He will work in the Adult Division and will lead a team of PRCS (AB 109) officers and also be responsible for the Department's training programs. Wardell started his career with Marin County Probation in 2001, and has worked in the Juvenile Investigations Unit, Supervision Unit, Juvenile Drug Court, and his last assignment, with the Adult Medium Risk Unit. Wardell says he looks forward to his new position with the San Francisco Probation Department. He also continues to look forward to spending time with his son, playing golf and snowboarding. Wardell, you will be missed!



Wardell and his son on their trip to Disneyland

Wardell on a teambuilding hike for the Medium Risk Adult Unit.

