

The Condition of Probation

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Realignment report

Can you believe that the largest criminal justice shift in the history of our great state is over three years in the making? Did the sky fall? No. Did we see our crime rates sky rocket? No. As a matter of fact, the county jail has less people in jail on a daily average than before Realignment! I do have to give a huge thank you to all of the criminal justice partners here in Marin who have helped steer this from a policy perspective over the last three years and an even bigger shout out to the troops on the ground delivering services and keeping the community safe. The front line supervisors and the line staff have developed policies and procedures, forms, protocols, adjusted to new pro-

grams and services and entered into an unprecedented level of collaboration and team work. As Chair of the Community Corrections Partnership, this has been a joy to watch knowing that the Probation Department had a major role in all of this.

In addition to a Deputy Probation Officer with a reduced caseload size, the probationers in this

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M-TAY Lift Off

By Kevin Lynch

Chief's Corner

By Michael Daly

grams and services and entered into an unprecedented level of collaboration and team work. As Chair of the Community Corrections Partnership, this has been a joy to watch knowing that the Probation Department had a major role in all of this.

An important piece to the success of any program is proper funding. For the last three years, county administrators from urban, suburban and rural counties did their best to come up with a fair allocation for each county. This is a very complex area that will always have some feeling happy and others short-changed. Marin has been on the happy end of the things for three straight years. What recently occurred was something I have been wanting since the beginning, certainty in funding for consecutive years. The last meeting with the Realignment

Allocation Committee (RAC) produced a formula that Marin will receive approximately 5 million dollars a year for the next three years. We can now scale up programs and services to better serve our population. The Community Corrections Partnership met in October to report out this important piece of information and discuss how we should proceed. Most of the comments involved addressing housing, mental health and substance abuse treatment.

I am excited about the future of criminal justice in Marin. We are so fortunate to have policy makers on the same page and line staff that are so dedicated to serve. Please look at our three year report from this link listed below.

[Marin County Realignment Report](#)

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.

Juvenile Division Tackles New World

By Kevin Lynch



The field of juvenile probation is changing dramatically. That statement may sound over-the-top or exaggerated to some, but how else can you explain a situation in which:

- The number of felony and misdemeanor arrests of juveniles in California has dropped 57% from 2008 to 2013¹
- Use of detentions in juvenile halls, ranches, camps and state institutions has dropped 41% from 2009 to 2013²
- Laws are being passed which will impact the use of punitive or traditional approaches to delinquency (e.g., a series of laws which impose restrictions on existing truancy practices³, and new legislation impeding the ability to make the argument for wardship probation⁴, and Assembly Bill 12, also known as "Extended Foster Care")

Marin County appears to be at the forefront of these changes, as the number of referrals to the Juvenile Division dropped 56% between 2008 and 2013. Our Department has responded to this reduction by re-allocating positions to the Adult Division, and creating some pilot assignments to test out non-

traditional roles for Juvenile Division staff. The best examples of this were assigning Deputy Probation Officers Ken Corley (at Marin's Community School) and Kevin Coleman (at Talmalpais High School), and Mental Health Practitioner Rebecca Leacock (at Madrone High School) to work with youth who are not formally referred to the Probation Department, but are at risk of being referred.

One of my favorite lines is, "*The best way to predict the future is to create it.*" The Juvenile Division of the Marin County Probation Department is taking that line to heart and embarking on a process of examining what our role can be in this "new world." While there will always be a need for deputy probation officer staff to enforce conditions of probation and to provide investigative reports and recommendations to Juvenile Court, it is also clear that the demand for those services is dropping. A workgroup comprised of 11 staff from the Juvenile Division will be meeting over the next six to eight months to discuss what other approaches our Division might take/use in addition to the traditional roles of a juvenile deputy probation officer. Some ideas that have been suggested are to work in more preventative type roles and environments addressing issues such as

truancy or to support schools by working with at-risk youth, regardless of whether they are on probation or not. This workgroup will use input from staff, results from the recent County survey of employees, and their own ideas to create a plan to best deploy our skills, expertise and resources as we move forward.

Chief Mike Daly has asked all of his staff to consider the question "what does 'great' look like?" The Juvenile Division plans to respond to that request by developing new ideas to help youth in our County remain safe and healthy. In no way will we shirk our primary role and responsibility as deputy probation officers, but we believe that the new laws and trends in our field create more opportunities for us to contribute in a variety of ways. The Juvenile Division looks forward to the challenge of greeting the "new world."

1. <http://oag.ca.gov/sites/all/files/agweb/pdfs/cjsc/publications/candd/cd13/cd13.pdf?>
2. http://bscc.ca.gov/s_fsojuveniledetentionprofile.php
3. AB2141, AB2195, AB1643, SB1111
4. <http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?>

Sweet Deal

By Nancy Hillman

On October 22, 2014, Chief Probation Officer Michael Daly forwarded an email from District Attorney A.J. Brady to the Probation Department inviting us to participate in Operation Gratitude, a non-profit located in Southern California that ships items to deployed troops abroad. The focus this time of year is leftover Halloween candy, along with toothbrushes, toothpaste and dental floss. It didn't take long for boxes at all three divisions to fill up!

Juvenile Hall teacher, Bart Jones, and Katya McCulloch, Program Director of Team Works Art Mentoring Program, worked with the kids to make homemade greeting cards with messages of thanks.

In total, we collected 61 pounds of goods and two big boxes were shipped off to Operation Gratitude on November 7th. It was a sweet deal and wonderful to see so much participation for such a good cause.



Just a portion of the candy, cards and toothbrushes collected!

M-TAY Lift Off (from pg. 1)...

program will have access to a Case Manager who will work with them to identify and remove obstacles to change. The M-TAY program expects to collaborate with a variety of service providers that work with this population and also to encourage probationers to enlist people who are close to them to provide positive support and participate in their process of making changes in their lives. Finally, the M-TAY program expects to offer not only structure in the form of sanctions for violations but also rewards and encouragement for achievements. Staff selected to operate this exciting new venture are as follows:

- Probation Supervisor, Eric Olson
- Deputy Probation Officer, Elizabeth Carranza
- Case Manager, Rebecca Leacock

- Mental Health Supervisor, Jeana Reynolds

Resources for this program have come from two primary sources. The Juvenile Division's reduction in workload has allowed the Department to transfer several staff to the Adult Division. Over the past several years, three Deputy Probation Officer positions have been re-allocated to the Adult Division. The need for this has been primarily due to the increased workload incurred as a result of California's realignment. Another source of resources for the M-TAY program has come from SB 678, which provides probation departments in California with funding for services such as those envisioned in our program.

In an era in which criminal justice in

California is de-emphasizing incarceration, the Marin County Probation Department is seeking balance in its approach to adult offenders by expanding its offering of services and support. Complying with terms and conditions of probation can be challenging when a person is dealing with basic needs such as maintaining sobriety, mental health and housing. While public safety and accountability remain important goals for our Department, they can be achieved through a variety of means. M-TAY is only one example of our Department's efforts to enhance public safety by providing rehabilitation and support of basic needs. *The Condition of Probation* looks forward to the chance to report on the progress of M-TAY in a future edition.

Adult Division Gets Long Overdue Support

By Mariano Zamudio



As a result of the ever increasing demands on the Adult Division of our Department, the County Administrator's Office recently agreed to add a second Director position for this Division. Teresa Torrence-Tillman and her staff have waged a valiant effort to keep up with the onslaught of additional demands but the workload has become too great for one Director to manage. Although final plans on how the additional Director will be deployed, the Department is likely to assign one Director to focus on operational issues and the other to have purview over administrative ones. A number of recent developments have combined to create an unsustainable situation for the management of this Division and the need for an additional manager. These developments include the introduction of new programs, Department initiatives and laws.

One issue that has taxed the capacity of

the Adult Division Director position has been the imminent introduction of new programs such as the Marin Turning Around Youth program ("M-TAY") (see article in this edition for a description of M-TAY) and the pilot introducing restorative justice into the adult criminal justice system. Both of these programs are long-standing goals of our Chief and are on the cusp of becoming operational. They will require significant oversight from the Director to ensure proper implementation. They have also contributed to the need for re-assignment of 3 full-time Probation staff from the Juvenile Division to Adult over the last several years. These moves have further expanded the Adult Division's number of staff to far exceed that of the other Divisions of the Department.

The most important Department initiatives over the last five years have been the enhanced presence of deputy pro-

bation officer staff in the community and the implementation of the arming program. While the Directors have not had direct oversight of these initiatives, they are increasingly becoming responsible for these efforts, as the practices move from being new concepts and practices to becoming the norm. As the largest division in the Department, the Adult Division Director has the greatest span of control among the three and therefore the greatest exposure for liability. The importance of successfully managing these efforts cannot be overstated, as any problems around staff operating in the field or with the use of their firearms could have devastating consequences for the Department.

By far, however, the largest contributing factor to the need for increased managerial infrastructure in the Adult

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Adult Division Gets Long Overdue Support (from pg. 3)...

Division has been the continuing evolution of California's criminal justice system. Clearly, the realignment legislation is the "800 pound gorilla" driving up workload in the Adult Division. While the pure number of offenders added to the supervision workload is not that great, the impact of this law is far greater than simply the number of additional people who must now be supervised. The law also requires that probation departments manage what is known as the "Community Corrections Partnership," which is a collaboration of community corrections agencies and which must approve funding requests related to AB109 issues. The complexity and severity of issues facing the AB109 offenders, including their level of threat to public safety, has also raised the need for the development of

a host of new services and intensity of supervision, all of which must be monitored and managed under the auspices of the Probation Department. Finally, as if Realignment were not enough, the recent passage of Proposition 47 only adds to the fun of being in this maelstrom of change in adult corrections. This ballot initiative reduces the penalties and severity level of multiple law violations and it will have tremendous impact on California criminal justice system.

The attention that realignment has placed on the field of probation in California is intense. It is absolutely imperative that our Department get this right, in order to earn the trust of our partner justice agencies and the public

at large, in our ability to successfully implement the substantial changes described above. We are tremendously grateful to the County Administrator's Office for concurring with our assessment of the need for an additional position to do that. This added resource will help to ensure that our Department is able to successfully usher in a new era of community corrections in Marin County.

Juvenile Hall Organizational Development

By: Matt Perry

By now if you have read the previous articles regarding the adult and juvenile divisions you get the sense that the entire field of probation is changing dramatically. With declining numbers and increased responsibilities in both divisions, the Marin County Juvenile Hall is also adapting to change.

While juveniles will continue to commit crime in Marin County and deputy probation officers will monitor conditions of probation, the Juvenile Hall remains a resource for the community and the Department. We will remain to be the safe, secure option when a minor is at risk of harming themselves or someone else.

Like the rest of the state and the country, our numbers have certainly dropped over the last several years. With the use of a structured, risk based detention scale we only detain the highest risk youth that are brought to the institution. Despite a lower average daily population, we continue to see

some of the more challenging minor's placed in our facility. It is a testament to our staff, and the relationships they create with the youth, that we are still able to maintain a safe institution in this more challenging milieu.

To adapt to some of the changes in the size of the population, Juvenile Hall has taken on some functions to help our sister division, Juvenile Services. Some Juvenile Hall staff have suggested other ways to help as well. You may see Juvenile Hall play an even greater role going forward to help the Department such as appearances at the new Marin Community School, increased transportation help for deputy probation officers or an increase in drug and alcohol testing assistance.

Staff continue to present some great ideas for our Division to assist. It is this spirit and forward thinking that will help us as we will get together in the new year to discuss organizational issues as a division.

As a result of the employee survey that was taken earlier this year, we received feedback from employees about areas of concern and where we are doing extremely well as a division. While we will certainly celebrate our successes, we will also discuss strategies to improve as well. The Juvenile Hall management team has discussed areas that it would like to begin to improve upon based upon the survey results. These areas will be a starting point for the conversation to further discuss areas that are just as important to the rest of the Division. I look forward to working together as a division as we move "forward in excellence."

What is Wellness?

By: Janene Conner

The University of California at Davis' Student Affairs website provides a variety of definitions of "wellness," including:

- "... an active process of becoming aware of and making choices toward a healthy and fulfilling life."
- "... a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity."
- "... a conscious, self-directed and evolving process of achieving full potential."
- "... more than being free from illness, it is a dynamic process of change and growth."

When one thinks of wellness in these terms, it is apparent that striving for complete wellness is about seeking the best quality of life. Everything we do and everything we feel impacts our sense of wellness; it is not simply a function of how much exercise we get or our diet. Our degree of wellness, or well-being, directly affects our decision making and thus our actions and interactions. As a result, it will have a deal

of influence on all areas of our lives, positively or negatively, depending on our choices.

According to the UC Davis website on the subject, there are seven different aspects to achieving complete wellness, including

- Emotional
- Intellectual
- Occupational
- Physical
- Social
- Environmental
- Spiritual

Many of these ideas we are familiar with and likely practice, especially spiritual and physical wellness. However, some dimensions may be new ideas we have not considered or explored. I found these dimensions to be particularly enlightening.

Occupational wellness is about enjoying your occupational endeavors and appreciating your contributions. This dimension of wellness encourages personal satisfaction and enrichment in one's life through work.

Environmental wellness encourages you to respect the delicate balance between the environment and yourself. Respect for other living things in our environment is just as necessary as respect for the physical environment itself.

Emotional wellness relates to understanding your feelings and coping effectively with stress. It is important to pay attention to self-care, relaxation, stress reduction and the development of inner resources so you can learn and grow from experiences.

Intellectual wellness involves having an open mind when you encounter new ideas and continuing to expand your knowledge. It encourages active participation in scholastic, cultural and community activities.

It is interesting to recognize and think more deeply about how all of these

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Juvenile Hall Kitchen Gets a New Freezer

By: Frank Neas

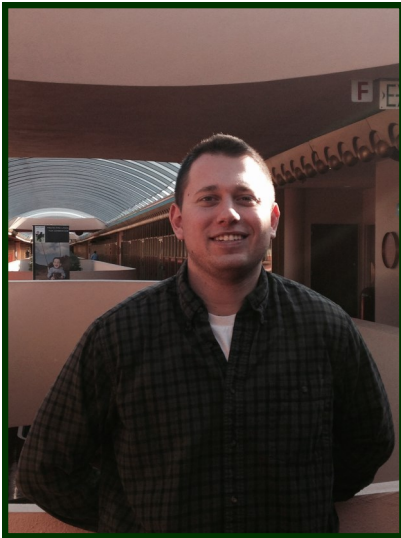
Juvenile Hall received a \$20,000 grant from the 2013 National School Lunch Program Equipment Assistance Grant through the California Department of Education. This is the second part of the awards that were first given out as part of the 2009 Equipment Assistance Grant Act for which we received a \$5,000 award that we used to purchase badly needed new convection ovens.

The maximum grant amount to apply for was \$20,000. It was not expected that since we received an earlier award we would get the full amount, if any. But we scored well enough to get the full grant amount as requested. We will use the funding to replace the walk-in freezer which is very old. The current freezer near as we can figure is over 40

years old. The new unit will save the county a great deal in energy costs.

New Hires Within the Probation Department

Megan Gness was born and raised on the outskirts of Woodland, California. After graduating high school, she attended California State University Chico. While attending school, Megan played for the Women's Lacrosse team as the goalie for all four years. After graduating with a Bachelor's Degree in Criminal Justice, Megan worked an array of jobs while she actively pursued a position within her field of study. Megan enjoys spending time with her family, friends, and playing pick-up games of lacrosse or softball. She is very excited to be a part of the Probation team and is grateful to have this amazing opportunity.



Megan is assigned as a Deputy Probation Officer to the medium risk unit of the Adult Division.



Andrew is assigned as a Deputy Probation Officer to the medium risk unit of the Adult Division.

Andrew Guidi was born and raised in Marin County, California. He fondly remembers running through the halls of juvenile services as a child where his mother would drag him to work. Andrew graduated from the University of San Francisco with a major in sociology and a minor in criminal justice where he focused on issues such as race in the juvenile justice system and community re-entry for state parole applicants. Andrew looks forward to continuing to be a part of the probation family and is excited to work with such a dedicated group of people.

Outside of the office, Andrew is an avid martial artist and finds it extremely difficult to turn down Mexican food. He is fortunate enough to call Mt. Tamalpais his backyard and spends time with his german shepherd when he is not feeding his chickens.

Mark Messner graduated from California State University Hayward and started his probation/parole career as an intern with the Contra Costa County Probation Department where he worked with juveniles in the placement diversion program. This transitioned into employment as a group counselor. Mark was then hired full-time where he worked as a probation assistant in an intensive drug unit. Mark was then hired as a DPO II with the Alameda County Probation Department where he was involved in supervising adult offenders and working in the field with Oakland Police. Mark was then hired by the U.S. Probation/Parole Office. Mark began his federal career in 1990, where he conducted presentence investigations and supervised federal probationers and parolees. In 1995, Mark was promoted to special offender specialist, where he provided intensive field supervision to high risk offenders. Mark also helped develop the probation office's first safety program. Mark was also a defensive tactics and search and seizure trainer. In 2010, Mark was promoted to a supervisor, where he supervised officers conducting intensive supervision. In addition, Mark has also supervised the federal home detention program. Mark was also certified by the FBI as a defensive tactics instructor in 1995 and, in 2014, was certified by the Federal Law Enforcement Training Center, in South Carolina. Mark retired from federal service in October 2014. Mark enjoys fishing, martial arts and traveling.



Mark is assigned as a Deputy Probation Officer to the high risk unit of the Adult Division.

The Carousel of Change Continues

STAFF	WENT FROM	WENT TO
Chris Tom	Adult Medium Risk DPO	Adult AB109 Officer
Cynthia Fix	AB109 Supervisor	Adult Medium Risk Supervisor
Dave Cole	Adult High Risk DPO	Adult AB109 Officer
Elizabeth Carranza	Adult High Risk DPO	Adult M-TAY DPO
Eric Olson	Adult Medium Risk Supervisor	AB109 Supervisor
Thabiti Terry	Juvenile Services Supervision DPO	Adult Medium Risk DPO
Yalile Cintron	Juvenile Correctional Officer	Juvenile Services Intake DPO

Spartans Prepare for Glory

By Elizabeth Carranza

The high risk supervision unit completed a difficult challenge with true teamwork

Before the sun rose on Sunday, October 26th, the high risk supervision unit made their way to Ione, CA to participate in the Spartan Race as a team building activity. Little did we know, this race would create strong bonds and countless stories for years to come. This challenging race consisted of 4.8 miles of obstacles, such as climbing 10 foot walls, muddy barbed wire crawl, tractor tire drag and pull, sand bag hill carry and the popular fire jump. The unit worked together to successfully complete every challenge

or to at least assist in completing the grueling sanction of 30 burpees if the obstacle was absolutely impossible for a team member.

The Spartan Race truly showcased the very best in each team member especially in the following ways: Lucie Brown climbed a 20 foot rope and rang the bell with pride, Josh Davis pounced over those 10 foot walls without breaking a sweat, Melissa Davis sped through the muddy barbed wire crawl and no one saw her coming, Jennifer Saldana swiftly ran up a hill carrying a heavy sand bag without a flinch, Jeff Virzi scaled the rocky hills as if stairs were assisting him in



Melissa Davis, Jennifer Saldana, Elizabeth Carranza, Jeff Virzi, Lucie Brown and Josh Davis before the race.

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Spreading Holiday Cheer

By Kevin Lynch

The holidays are supposed to be an opportunity to take time to appreciate life, family and the positive things happening in the world. For some families, however, this can be a difficult time, particularly if they face challenges in their life, such as the loss of a loved one, deprivation due to poverty, or anxiety around an impending issue. For people in this situation, the holidays can be very painful, as they watch others around them celebrate, seemingly without a care in the world.

Unfortunately, a significant portion of the families that are served in the Juvenile Division experience some feelings of isolation and sadness. In recognition of this fact, several staff took it upon themselves to spread holiday cheer by collecting contributions for food for needy families that are receiving services from either the Probation Department or Mental Health and Substance Use Services (MHSUS). Angela Arenas, Mental Health Practitioner from MHSUS, Hugo Araica, Deputy Probation Officer, and Juan Colonia, Youth Outreach Specialist for the Partners for Success program with Canal Welcome Center, collected \$660 in cash contributions from staff in a variety of agencies to help out with the food drive. The downtown San Rafael Safeway

provided a significant discount to allow the purchase of 25 turkeys, plus \$25 gift cards for groceries, for the families. Angela, Hugo and Juan, along with three youth who volunteered to help with the effort, then drove for 5 hours across Marin County delivering the food to the identified families. Angela reported that the gratitude and happiness of the recipients of this generous gesture was profound.

Providing one-time support like this obviously will not solve all of the problems that these families face, but it does give some relief for a family struggling to be able to celebrate the holidays. However, the real impact of an effort like this is that it expresses the care and compassion of the many people who work for, and with, the Juvenile Division of the Probation Department. The Probation Department greatly appreciates the efforts that Angela, Hugo and Juan, and their three volunteers, made to do this. It would not have been possible without the personal contributions from County employees in multiple agencies. This is the kind of compassion, commitment and dedication that makes me proud of the people I work with every



Juan Colonia, Angela Arenas and Hugo Araica out delivering turkeys for the Thanksgiving holiday.

day. It also helps some of the families we serve to feel the kindness, generosity and hope, rather than the pain, that the holidays are supposed to provide.

Spartans Prepare for Glory (from pg. 7)...

the process, and I had no problem lifting and flipping those heavy tractor tires. The bottom line is, as individuals, we each did a good job but as a team we were unstoppable. I believe that for the entire unit, this was the best teambuilding event that we could have done. Due to the great response, the unit may participate in the Spartan

SUPER race next year. Spartans, are you up for the challenge?

The team post race minus all of the mud!



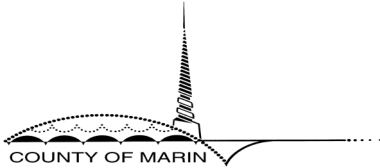
**MARIN COUNTY PROBATION
DEPARTMENT**

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

Phone: 415-499-6599

Fax: 415-499-3787

E-mail: Probation@marincounty.org



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

What is Wellness? (from pg. 5)...

wellness concepts are interwoven and encompass the most complete definition of wellness. Naturally, regular exercise and healthy eating habits will support all of these wellness dimensions. As many of us spend the majority of our precious time at work, it would seem to serve us well to strive for occupational wellness. Getting the most out of your work and being happy in the work place will most definitely contribute to one's wellness. Additionally, recognizing workplace stress is important and how to manage it is crucial in achieving occupational wellness.

Intellectual wellness is also very important, not only on a personal level but also in the workplace. We live and work in an ever-changing environment and having the awareness and ability to keep an open mind and adapt to these changes will enhance one's well-being.

On some level, most of us are constantly seeking wellness, whether we are aware of it or not. The old adage that "no one is perfect" is one that I particularly appreciate; I believe that striving to be your best is always a worthy endeavor. Understanding all of the different dimensions of complete wellness, beyond just exercise and diet, helps us recognize the power we possess over our own individual well-being, and thus satisfaction, while on this planet.

New Hires Within the Probation Department (from pg. 6)...

Aldonza Leal has been with Marin County Probation Department for two years. In 2012, she started working at Juvenile Hall as an extra hire, and in 2013 she started working as Deputy Probation Officer Extra Hire. Aldonza has worked in both the intake and the supervision units in the Juvenile Division. Aldonza was born and raised in Guatemala City, and she migrated to the US when she was fifteen years old. Aldonza obtained two associate degrees in Political Science and Liberal Arts. In 2005, Aldonza transferred to San Jose State University as a Political Science major. However, she decided to change her major to Criminal Justice. She graduated from San Jose State University with a Bachelor of Science in Criminal Justice. While she was at San Jose State University, Aldonza worked as a criminal investigator intern for the Office of the Public Defender in Santa Clara County. In addition, Aldonza became a member of AmeriCorps Bridging Borders for three terms, and volunteered her time working with students living in disadvantage communities in San Jose. Aldonza found this experience very rewarding, as she was able to help others. In the future Aldonza wants to continue growing personally and professionally, and obtain her master's degree in Administration of Justice.



Aldonza is assigned as a Deputy Probation Officer to the supervision unit of the Juvenile Division.