



The Condition of Probation

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Torch Run and Northern California Special Olympics

By Lindsey MacQuarrie

On June 16, 2016, our very own Michele Boyer ran in the Marin Law Enforcement Torch Run carrying the Flame of Hope, representing Law Enforcement Officers and Staff across our regions to the 2016 Summer Games Opening Ceremony at UC Davis, that were held June 24 – 26, 2016. Patty Monge, retired Central Marin Police Agency officer, has been participating and spearheading fundraising for this event since 1986. Michele Boyer has been running in the Torch Run for about 25 years now. There were a total of 32 participants. Local agencies that participated were: San Rafael Fire Department, Mill Valley PD, Novato PD, Central Marin Police Agency, Fairfax PD, District Attorney's Office, Probation, San Rafael PD, and Sausalito PD. As a team, they raised \$2,500! This is an amazing event that brings our local agencies together for a great cause, while promoting wellness and comradery.



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Chief's Corner

By Michael Daly

In our last newsletter, we introduced you to 14 new employees. A quick look at them revealed that 13 out of 14 were either females, minorities, or both, and that four of these fine individuals were born outside the United States. We have a very rich mixture of employees and in fact we are the department with the most diverse workforce in the County. I will say that as rich as these backgrounds are, ongoing work is needed to nurture and truly benefit from this diversity. Being diversified is one of our strengths, but it takes work to ensure that we weave that diversity in a way that makes us a great organization, both to work for and to work with. Every organization has a culture and one

must work hard to maintain the positive aspects of that culture. Our Department does that through a variety of ways, including onboarding, training and a process called organizational development.

One of the best ways in which we inform newcomers about our culture is to have them go through an onboarding process. We took this idea straight out of the Dominican Leadership academy program that the County of Marin initiated several years ago. Onboarding is a process in which all new staff have the opportunity to connect with their colleagues from every key area of the Probation Department. It is a great way to meet co-workers from all of the Divisions and get a general understanding of who does

what and where it is located. Part of my piece in the onboarding process is to introduce everyone to the concept of servant leadership at the front end of their participation in the program. I tell everyone that I would like for them to adhere to the principles of servant leadership and to listen to the four CD's that I give to them. This is a critical element to our Department's positive culture, and I want to impress on new staff both my philosophy and my expectations of everyone who works here. At the end of the onboarding process, I meet with all staff again and review servant leadership with them and what they got out of listening to

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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)...

those CD's.

Another important component to maintaining a healthy culture is achieved through training. A fun way to understand each other better and provide better customer service is to understand each other's personality types. We offer Colors training to everyone and that helps staff identify personality traits so others understand you better and vice versa. Not everyone is the same and knowing what "color" someone is, whether it is gold ("rules are very important!"), orange (risk-takers), green ("I'd like to see the data on that statement") or blue (relationships are important), will help with communication. Some even put a sticker on their office door indicating their color. It helps! Emotional intelligence is another fantastic training that allows us to understand and appreciate each other. I have asked that all of our employees attend this training as it allows someone to understand others and situations more acutely. That is a must in the people business!

Finally, another step we are taking to keep our culture on a positive note is through a process we call "organizational development (OD)." We have periodically conducted these events since the days of Bill Burke's tenure as our Chief. The Department selects a topic of interest, such as change, implementation of evidence based practices, development of our mission statement, etc. and then dedicates time to meeting, talking about it and developing actions steps towards accomplishing something related to that issue. While I have been pleased with the tangible products of these events, I am most impressed by the process of having staff, from all levels and from all divisions, meet and come together to discuss what will help our organization remain healthy, functional and effective. I am particularly pleased with the prospect of this year, as we have drafted several graduates from the County Leadership program to help us bring this event to fruition, including identifying the topics to be addressed (leadership, accountability and staff development),

and the selection process for the consultant who will assist us in the process. This is about ownership, teamwork and being fully invested in where you work. We expect this OD process will begin sometime in the fall of this year, and I am very excited to get it going.

Maintaining a positive culture in your department is ongoing work; it is also a process, not an event, as the work never ends. Onboarding, training and OD are all ways our Department has tried to address the challenge of maintaining a positive culture. We use these to ensure we don't forget that we are in the people and customer service business, and that to be effective we need to work together as a team. By taking the time to do onboarding, conduct training that is relevant and effective to team building, and having periodic OD events, is what contributes to making us be one of the best probation departments in the State.

Summer of Peace BBQ



As we have done routinely since 2012, the Probation Department assisted the City of San Rafael with their summer camp kick-off event that took place on June 11. Every year, our Department provides, prepares and serves food to the people who come to Pickleweed Park to hear about the various opportunities for summer programs for youth in the Canal. This is always a fun event, as we team up with our partners from Public Health, the City of San Rafael, Canal Welcome Center, and Catholic Charities, to encourage families to consider enrolling their children in some of the great programs that are offered. Staff from all three Divisions usually participate, and it is a great way to both see, and be seen by, the communities we serve.



Employee Recognition Picnic



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Employee Recognition Picnic (from pg. 3)...



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Juvenile Division Implements Fugitive Search Team (FST)

By Kevin Lynch

Recently, a high risk juvenile offender left home without permission, and was on the run from both his parent and Probation staff. In years past, our Department would have relied on local law enforcement, time, and luck that he would be apprehended. Thanks to some great thinking from a group of Deputy Probation Officer (DPO) staff, those days of "I hope he gets caught soon" are over.

Senior DPO Rosie De Alvarez, in collaboration with Deputy Probation Officers Tony Raitano and Jeff White, approached me several months ago with a plan to create a "Fugitive Search Team" (FST) to give our Division capacity to locate and detain youth who

abscond from their probation orders. Their proposal was detailed and well thought out; it gave due consideration to issues such as officer safety, the techniques and resources to be used in this effort, and when to apply this capacity and when it was not appropriate to do so. The only thing that exceeded their plan for FST was the execution after it was approved and implemented. Within several weeks, they apprehended nearly everyone who had been on our list of youth who had absconded. Since its inception in June, FST has investigated and conducted operations in regards to a total of six youth, and they have apprehend three high risk youth who had absconded, all in a matter of less than two months. The team's success so far has vastly exceeded my

expectations for it.

Adding FST creates a level of accountability that was really missing from our Division. This sends a message to the community, the Court and our law enforcement partners that we are doing our part to enforce probation orders and not letting youth absconders get away as easily as they have in the past. For me, the best part of this was that the idea of creating this team came from our staff, without prompting or solicitation from a manager. This is a perfect example of the great things that happen when we let the staff who know and do the work, come up with an idea, ask for the support and tools they need, and we let them do it.

The Carousel of Change Continues

STAFF	WENT FROM	WENT TO
David Cole	COPE Officer	Adult AB109 Officer
Don Carmona	AB109 Jail Assignment	Adult Parole Officer
Hugo Araica	Juvenile Services Supervision DPO	COPE Officer
Lonnie Morris	Adult Parole Officer	Adult Restitution Officer
Lucie Brown	Adult Investigations Unit	AB109 Jail Assignment
Matt Murphy	Adult AB109 Officer	Juvenile Services Intake DPO
Melissa Davis	Adult Medium Risk DPO	Adult Investigations Unit
Sandra Mancilla	Juvenile Services Drug Court DPO	Juvenile Services Placement DPO
Trevor Lilian	Adult Medium Risk DPO	Adult High Risk DPO

New Hires Within the Probation Department

Cindy Ayala was born in Los Angeles and immigrated to the province of Quebec, Canada when she was 4 years old. She was raised in a small town called Boisbriand, right outside the city of Montreal.

She studied Criminology, Drug Prevention & Rehabilitation, and graduated with a Bachelor in Arts-Sciences from the University of Montreal. She continued studying Criminology and Restorative Justice at a postgraduate level and knew that she was wanted to work with offenders and victims of crime to help them heal, grow and move forward in their lives in a positive way.

In 2005, she began exploring the criminal justice field by facilitating workshops in multi security level correctional facilities across Quebec and also began working with female ex-offenders in a halfway house to help them reintegrate into society.

Her career in the Restorative Justice field began in 2006, when she began working for the Church Council on Justice and Corrections, a non-profit that promotes education on restorative justice. She became President of the organization and in 2013, moved to the capital city of Ottawa to work with the Restorative Justice Division at the National Headquarters of Correctional Services Canada. A year later, she joined the Collaborative Justice Program, a restorative justice program offered at the Ottawa Courthouse.

Over the years, she's become a true advocate for Restorative Justice and she is excited about the opportunity to join the Marin County Probation Department and District Attorney's office in developing a Restorative Justice Program. She is quadri-lingual, bicultural, and describes herself as a globetrotter and someone who is very close to her family. She is thrilled to now be working and living in Marin County. She's looking forward to exploring her new surroundings and getting to know her new coworkers.



Brenda Godoy was born and raised in the San Francisco Bay Area. She graduated from San Francisco State University in 2014 with a B.A. in Criminal Justice and a minor in Counseling. After she graduated, Brenda began working for Seneca Family of Agencies as a Mental Health Counselor for youth ages 7 to 18. She was then introduced to a piece of what probation does, by working for Leaders in Community Alternatives – a GPS monitoring company - within the Marin County Probation Department. From there, she began working as a Probation Officer Assistant with San Francisco Adult Probation. While in San Francisco, she was given the opportunity to also work for Marin County Juvenile Hall as an Extra-Hire Juvenile Corrections Officer I.

Brenda spends her extra time with family, friends and her two dogs Teddy and Grizzly.

She is extremely happy and excited for the opportunity she's been given to work with Marin County Probation!

Vacation Photographs



The best time to fish on Lake Manzanita, California is at sunset. Juan Colonia took this amazing photo of Nita Lagleva-Gibson's family fishing at sunset!



Angela Arenas and her husband at Mount Kilimanjaro, the highest mountain in Africa.



Heather Damato landing in Dublin Ireland



Sun setting across Eagle Lake with the Lauchenauer family



The Perry family explore the ghost town of Metropolis, NV.

Alisha's son trying out his artsy photography skills while camping in Mendocino.

The Road to a Good Life

By My Tran

Mr. Kuo Lew packed up his government office and officially retired in July of 2016. Kuo Lew came to our Probation Department after an extensive work history in the private sector. He has worked in multiple arenas, including the trades, finance, counseling, and management. Kuo Lew began his career as an extra-hire Deputy Probation Officer with us in 1999 and became a full time DPO in 2000. Over the course of his 17-year career with our Department, Kuo worked in Own Recognizance, Diversion, and the AB109 Supervision Unit, but he spent the majority of his career working in the field as a DPO assigned to the County Parole program. In his last few

years of his career, he dedicated his time learning Felony Investigations by preparing presentence reports for the Courts. He was a creative writer who often used very descriptive vocabulary to make his points. Kuo was a very dedicated worker who showed up early in the morning, got his work done, and left at the end of the day. He was very reliable and we could always count on him to complete a short set report, assist in an arrest, or provide moral support to both peers and probationers. Kuo was also always great at providing financial advice to his peers. He should become a retirement specialist as he had his retirement plan down perfect!

For Kuo's retirement event, he hosted his own party at the Probation Department. The room was filled with Chi-

nese lanterns and décor. He provided his yummy "junk food and white rice," as he calls the food he likes to eat. Kuo always joked with co-workers when they were ill and told them to eat "white rice and junk food." "Junk food" to Kuo was tortilla chips, cookies, candy, etc. His agenda in retirement is to seek further learning and challenges, and to remember that "Life is Good."

The Probation Department will dearly miss Kuo and we wish him all the best in his retirement.



Celebrating Kuo Lew with lots of red, gold and best wish for his retirement



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Juvenile Hall Says Good By to Nurse Alice Clawson

July 7 1927 ~ March 20, 2016

Alice Clawson, a 50 year resident of Marinwood, passed away on Sunday, March 20th, at the age of 88 at her son's home in Fairfield, California, after a short battle with cancer. Alice was born in Switzerland and began her nursing career overseas before coming to the United States by way of a ship from Paris in 1951.

Alice worked at the old French hospital in San Francisco and

Kaiser as well for over 30 years. After retiring from Kaiser she worked at the juvenile hall as a nurse through the end of 2015.

She had a wry sense of humor and a laugh that would light up the room. She was proud to serve in the Relief Society for the Church of Jesus Christ of Latter-day Saints and faithfully served as a visiting teacher.



50th Year of the United States Police and Fire Championships

By Anthony Nunez

June 18th 2016, was the day that peace officers and fire fighters from all over the nation joined together for a week of gruesome competition in a variety of different sporting events. These sporting events ranged from baseball and golf to billiards and corn hole, with everything in between. Not only was this the time to prove your athletic ability in front of

your brothers and sisters, but it was the time to come together in support of each other. It was the time to share stories and build friendships, while taking a break from our stressful duties as public safety officers.

I had the pleasure of playing baseball with the San Diego Police Department. Even though we did not come out on top and

bring home a medal, it was an experience that I will never forget. I highly recommend others in our Department to join in the future. These events are a great opportunity for all to network, and create relationships with agencies you usually don't have contact with. I look forward to participating in the future.



From left to right (some players are missing): Fernando Vina (ex-major league ball player), Zack Madrigal (CDCR - Sacramento), Gary Huizar (SDPD), Hunter Greenwood (Sacramento PD), Stephen Batista (CDCR – Mule Creek), Jordan Vina (SDPD), Paul Yi (SDPD), Anthony Nunez (Marin County Probation), Jorge Vina (CDCR – Mule Creek).

Torch Run and Northern California Special Olympics (from pg. 1)...

On May 21, 2016, Lindsey MacQuarrie volunteered her time to assist and cheer on our Northern California Special Olympics (NCSO) athletes at the Marin Games, Regional Competition, held at Novato High School. The athletes participated in aquatics, tennis, and track and field. Lindsey has volunteered at this event for the past two years. Between the regional events, Lindsey and other Probation Officers volunteer their time at fundraising events such as Tip-A-Cop at local restaurants and Bagging For Bucks at local grocery stores to support NCSO. Lindsey says, "I look forward to this event every year! The athletes participate with such passion and excitement. My face is in pain by the end of the event because I am smiling every single minute I am there."



Employee Recognition Picnic (from pg. 4)...



Today's Draw: Lindsey MacQuarrie

By My Tran

The Today's Draw article for this edition is Lindsey MacQuarrie, a Deputy Probation Officer assigned to the Juvenile Division. Lindsey was born in Santa Rosa, California and raised in Marin County, where she grew up in the home where her mother was born and raised. After high school, Lindsay studied at College of Marin and received two Associates Degrees in Psychology and Liberal Arts. She completed her studies at Sonoma State University with a Bachelor's in Psychology.

One of Lindsey's first jobs was brewing a variety of coffee specialties at local coffee shops. Prior to joining our Department, Lindsey was with the YMCA and employed as the Youth Court Assistant Coordinator from 2011 until 2014. Lindsey has been with the

Probation Department for almost three years and has experience working as a Juvenile Correctional Officer in Juvenile Hall, Medium Risk caseload in the Adult Division, Juvenile Drug Court, and is currently assigned as a Juvenile Intake Officer.

Lindsay has aspirations to promote in the Department by building strong relationships with community members in a county where she was raised and hopes to become a homeowner. In her spare time, she enjoys hiking the beautiful trails that Marin has to offer, spend time with her large family, attending music concerts, and playing on the Department's softball team. Lindsey's favorite famous person is the actress Natalie Dormer due to her quick wit and the fact that she is a strong and intelligent woman.



Lindsay is very grateful to be able to work in the county where she grew up. She is young and brings energy and motivation to the Probation Department. Lindsey is always quick at helping others and is a great addition

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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.

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