

The Condition of Probation

Above and Beyond Award

By Michael Daly

The Condition of Probation

Chief's Corner	1
Above and Beyond Award	1
Teresa Torrence-Tillman Retires	2
Collaboration in Time of Need	3
New Hires	4
Violators Update	8
Today's Draw	9
On the Look Out	9

In an effort to recognize examples of the exceptional work that staff do in the course of their jobs, the Marin County Probation Department has initiated the "Above and Beyond Award." This is an employee recognition program that is designed to acknowledge and reward particular efforts that stand out beyond the existing "GEM" ("going the extra mile") practices already in place throughout the Department. Each quarter, all employees in the Department will have the opportunity to complete a brief form describing a co-worker's actions in a particular incident or event that they believe exemplifies excellent public service, and goes above and beyond what would be considered sufficient and competent. Although what behavior or actions that are considered worthy of this award may be subjective, it should be some-



Continued on pg. 8

Chief's Corner

By Michael Daly

The Chief Probation Officers of California all gathered for our May meeting and thoroughly reviewed the Governor's May Revise. I am happy to report that the Governor's office supports the efforts of probation departments throughout California. It is hard to believe that Realignment, the largest criminal justice ever in California, is almost five years old. I believe that is sufficient time to state this has been a relatively successful process. I believe we are near the end of the federal oversight mostly concerned with overcrowding of our state prison system and insufficient health care for persons incarcerated in our prisons. To that end, the Department of Finance continues to fund efforts that will lessen the population in our state prisons and rewarding individual probation departments that do this well.

Prior to Realignment, The Legislature had

an idea from Senator Mark Leno. Mark wanted to reward individual probation departments that would introduce evidence based practices and programming that would alleviate the percentage of county probationers that fail and end up in state prison. The legislation he introduced in 2009 was SB 678. Because of former Chiefs Mike Robak and Bill Burke, Marin County Probation Department was already practicing Evidence Based Practices and our rate of people failing probation and ending up in prison was and still is quite low when compared to other counties. Over the course of the following several years, our Department has been labeled a "high performing county" in this area and we have been rewarded financially for our efforts. The money that we have obtained from the state has been used for housing, drug and alcohol treatment, a bed at our local detox, a Recovery Coach who helps

navigate services/transportation and smaller items such as incentive gifts for people who are doing well. These may include bus passes, tickets to a movie, groceries or gift cards to Target. It is equally important to have a matrix system that identifies behavior that will result in incentives as well as behaviors that merit a sanction. "678 money" as we call it, has provided a great boost for our people on supervised probation and I am happy to report that we are once again a "high performing county" for fiscal year 16-17 and are scheduled to receive approximately 1.4 million dollars, our highest total ever!

In speaking with my staff and in coordination with the Marin County District

Continued on pg. 2

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)...

Attorney's Office, we have decided to hire a full time Restorative Justice Coordinator who will work primarily in the Adult Division. We hired Cindy Ayala, who is bi-lingual and bi-cultural, who comes with a great deal of experience in the field of restorative justice. She will

administer a program aimed at providing diversion level services for persons charged with lower level crimes in the adult system. She will also offer restorative services to persons currently on probation and the victims of their crimes. This is a really exciting time for all of this

to happen! My vision and dream come true will be for restorative justice principles to be fully embedded in our criminal justice system. We will start here in Marin and hopefully will be the example everyone can look to.

Teresa Torrence-Tillman Retires

By Alisha Krupinsky

On Friday, March 11, 2016, we threw a party for Teresa Torrence-Tillman, who decided to retire after 36 years with the Marin County Probation Department. Teresa said her party was "fantastic" and everything she wanted it to be! With friends, family, probation co-workers and co-workers from other agencies, one could tell Teresa was loved. The night was full of stories, good food, some dancing and a photo booth!

Teresa started her career in North Carolina working in what was the equivalent to California Youth Authority. She worked there for two and a half years. She started with

the Marin County Probation Department in 1981, working at the Honor Farm (a custodial program that has since been closed) as a correctional counselor. She eventually transferred to the Adult Division, where she spent time working in the investigations, supervision and parole units. Teresa was promoted to a supervisor and made the transition to the Juvenile Division, where she supervised the placement unit and the first rendition of the "intensive supervision unit." Teresa promoted again to the Director of the Adult Division where her biggest challenge and success the AB109 unit, which was responsible for the imple-

mentation of California's criminal justice realignment. This was a huge accomplishment, as this was



Mr. Jackson, Teresa Torrence-Tillman and retiree Betty Jackson



Laura Flores, Liz Hafeman, Anthony Nunez, Andrew Guidi and Hugo Moreano helping celebrate!

Meloni Page and honoree Teresa Torrence-Tillman



Stephen Raab, Ivonne vanBurren, My Tran, Tori Lemos and Eva Wihardja pose outside the photo booth.

Continued on pg. 7

Collaboration in Time of Need

By Megan Gross

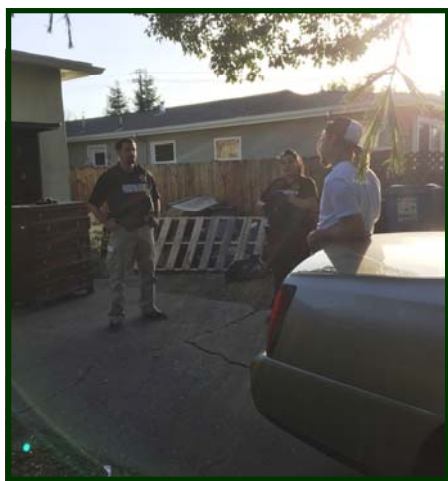
The opioid abuse issue is one that is having a significant impact across the country. One drug in particular, fentanyl, is becoming a focal point for this epidemic. Fentanyl is 80 to 100 times more potent than morphine and 40 to 50 times more potent than heroin. It is typically used for pain after surgery; it is a synthetic opioid analgesic with a rapid onset and a short duration of action. Seizures of fentanyl in possession by unprescribed recipients have increased sevenfold nationally in the past few years.

The [Marin County Probation Department](#) and the [Marin County Department of Health and Human Services](#) recently noted a wave of overdoses of fentanyl here in our community. In 2014, there were 10 accidental deaths and 450 non-fatal emergency room visits attributed to drug overdoses. Accidental overdose deaths have risen steadily over the past two decades but peaked at 27 in 2013. Due to this recent influx of overdoses, the Probation Department determined that imme-

diately action was necessary. On the night of April 13, 2016, the Probation Department, in collaboration with the [Marin County Sheriff's Office](#), U.S. Drug Enforcement Agency and Novato Police Department, contacted 22 probationers during a compliance check in San Rafael, Novato and San Anselmo. Officers searched 27 rooms and provided psycho-education to probationers regarding the dangers of fentanyl. Educational material was also distributed to alert the public of the dangers of prescription pill abuse. All probationers were found to be in compliance. The multi-jurisdictional operation was intended to promote public awareness and community safety, while upholding compliance with those currently involved in the criminal justice system.

The Probation Department is not alone in these efforts to raise awareness about the dangers of opi-

oid abuse. RxSafe Marin developed a community initiative dedicated to saving lives and reducing harm from prescription drug misuse and abuse. The initiative collectively joined forces with community activists, Marin County Health and Human Services, the Probation Department, the District Attorney's Office, the Sheriff's Office, the Public Defender's Office and Marin County Office of Education, all with the objective to carry the initiative with their respective clientele. Marin is being proactive, partly because of the grassroots [RxSafe Marin](#) initiative and recognition by the Marin County Board of Supervisors that prescription drug abuse is at a crisis level. The Probation Department continues to work collaboratively with our partner agencies to promote educational awareness and safety within the community.



Deputy Probation Officers Nunez and Duran bring drug awareness to the streets



A great example of Police, Probation and Sheriff Collaboration

New Hires Within the Probation Department

Andre Anderson was born in Vallejo, but was raised in Richmond, California, with his great-grandmother. She taught him the importance of preparation, hard work and respect. His upbringing has completely supported his development and that is why he was able to obtain his bachelor's degree in Criminal Justice from the University of Phoenix in 2014. Previous to working for Probation, Andre worked at the Marin County Superior Court for 11 years in many different departments such as Criminal, Traffic, Jury and Civil Divisions. He hopes his previous experiences with the Court and his current experiences with Probation will help him achieve a successful career in Marin County Probation Department as a Probation Officer. Andre is also the proud father of two sons, ages are 23 and 11. He has a soft spot for sushi and likes to frequent Discovery Kingdom with his younger son throughout the year. Andre is currently a support staff assigned to the adult division and you can see him at the reception counter!



Leonel Ceja was born in Washington. He moved around a lot as a youth but eventually he and his family settled in Santa Rosa, California, where he was raised. After high school, he attended one semester at the Santa Rosa Junior College but decided he wanted to pursue a life in the military. He joined the Marines and was enlisted for 6 years. While in the Marines he was able to take college courses. His most rewarding moments in the military were training and being a leader of Marines. He also helped develop and implement a counseling and mentoring program in his unit during a time where the suicide rate in the military was at a high point. He eventually transferred to Sonoma State University and earned his degree in Spanish and Psychology. Leo wanted to pursue a career where he could continue to help others. He felt law enforcement would be a good fit. During his last semester in college he did a research project on probation and he felt probation was the perfect fit. He started his career as a Probation Assistant at the Day Reporting Center in Sonoma County. He is very excited to learn and grow as a Juvenile Deputy Probation Officer assigned to the supervision unit. In his free time, he enjoys being outdoors. He looks forward to hiking, hunting, camping and going to the lake with his wife and family this summer.

Kristi Grant was born and raised in Orange County, California. She spent her free time at the beach and spending time with her family. Kristi eventually made her way up north to attend college at San Francisco State where she studied Criminal Justice. Upon graduation, Kristi moved to Boston and furthered her education at Boston University. Her heart always remained in Northern California and eventually moved back to start her career in the criminal justice field. Kristi eventually got her foot in the door with Marin County Probation in the clerical division. Kristi now spends her free time with her husband and daughter exploring the wine country. Kristi is extremely excited to be hired by the Probation Department working in the adult division medium risk unit and she looks forward to her future with Marin County.



Elizabeth Hafeman was born and raised in the beach town of Oceanside, California. She spent most of her adolescence dedicating her time to softball, volleyball, and junior lifeguards. Once graduated from high school, she decided to attend college at San Francisco State University where she pursued her passion in criminal justice. During her four years at SFSU and exploring San Francisco, Elizabeth knew the criminal justice field would be the path she needed to be in to help make a difference. Elizabeth was first introduced to the field of Probation while working for LCA, an ankle bracelet monitoring company where she was given the opportunity to work directly with probation officers. It was then she knew probation work would be the perfect job for her. Elizabeth looks forward to growing with Marin County Probation and playing a role in turning people's lives around for the better. Her first assignment is in the adult investigations unit.

New Hires Within the Probation Department (from pg. 4)...

Trevor Lilian graduated from California State University, East Bay, with a B.S. degree in Criminal Justice Administration in 2009. Prior to graduating, Trevor was selected to serve as a student intern for the United States Probation Office for the Northern District of California. As an intern, he assisted with preparation of presentence investigation reports and job readiness skills for defendants. He was hired full-time with the federal probation system in 2010 and promoted to U.S. Probation Officer by 2011. During his career, he completed a multitude of complex federal presentence investigations ranging from mass-scale fraud to gang-related homicides. Furthermore, Trevor was selected to serve on the U.S. Probation Office's search and seizure team where he specialized in evidence collection and co-managed the cyber crime monitoring program. Trevor fills his leisure time with family and is very excited for the new opportunity to serve Marin County. Trevor has been assigned to the adult division working a supervision case load.



Hugo Moreano was born in Lima, Peru, and raised in Terra Linda in Marin County, California. After graduating high school, Hugo attended Santa Rosa Junior College, where he started his education in Fire Science. Hugo got accepted with Kentfield Fire District as a Volunteer Firefighter and he was fortunate enough to get promoted to Resident Firefighter. While working as a Firefighter, Hugo decided that he would like to make a bigger impact in people's lives by helping change them instead of saving them. After four years working with Kentfield Fire District, Hugo decided to continue his education but this time in Criminal Justice. While working on his degree Hugo knew he wanted to work for his community, so he worked for Marin Community Clinics as a Certified Enrollment Counselor. Once Hugo earned his degree in Criminal Justice, his goal was to work for the Marin County Probation Department. He accepted a position with Redwood Community Health Coalition as a Project Coordinator in order to work and help Probation Departments with Medi-Cal services. He then got the opportunity to be an Extra-Hire Office Assistant for Marin County Probation Department Adult Division. That opportunity introduced him to all the professional and amazing people that work with the Marin County Probation Department. This has allowed him to transition easily to the medium risk supervision unit in the Adult Division. Hugo enjoys spending time with his wife and daughter and he is excited to start his dream job working for the Department. He always wanted to work for the community and he was always willing to help.



Gina Muzio was born and raised in the Bay Area. She graduated from San Francisco State University with a degree in Criminal Justice Studies. While in college she became a student intern with the United States Probation Office for the Northern District of California. After interning for close to a year she obtained the position of United States Probation Officer Assistance and then worked her way up to becoming a United States Probation Officer. Gina was employed with the United States Probation Office for a little over five years during which she worked in both Supervision and Presentence Investigations and was involved in multiple programs including the Computer Internet Monitoring Program, Student Internship Program and the Reentry (Drug) Court.

Outside of the office, Gina enjoys attending 49er games, trying new restaurants with friends and spending time with her family. She is excited for this new opportunity and looks forward to working for Marin County Probation, with the high risk unit in the Adult Division.



New Hires Within the Probation Department (from pg. 5)...



Jan Syvilay was born in a very small town of Houay Xai located in Laos. She has three sisters, one brother and is the baby of the family. In 1981, her family immigrated to the United States and settled in New York. After a few years, her father was really unhappy with the extreme winter months and could not stand the massive amount of snow. So in 1986, her family moved from New York and settled in Richmond, California. Her family was very excited to be living in California and they arrived just in time for the Loma Prieta earthquake. Jan has spent most of her childhood growing up in Richmond. She graduated from Richmond High School and later went to San Francisco State University graduating with a Bachelor's of Arts in Criminal Justice. After graduating from San Francisco State University, she was offered a job at the Marin County Sheriff's Office as a Sheriff Service Assistant. During her assignment at the jail, she had the opportunity to meet many Deputy Probation Officers. Jan became attracted to the Probation Department because their focus was to help change people's lives. Jan is very excited and grateful for the opportunity to work for the best Department in Marin County, with her first assignment in the medium risk unit of the Adult Division. In Jan's spare time she enjoys trips with her husband, playing with her two dogs, Pinterest and watching the DIY channel on TV.

Jaime Torres was born in El Salvador and immigrated to San Francisco with his family when he was 4 years old. He was raised in San Francisco's Mission District which provided him with the inspiration to give back to his community and pursue a career in the Criminal Justice field. Jaime attended Sacred Heart Cathedral Preparatory then San Francisco State University where he obtained a B.A. in Criminal Justice. During his last semester, he obtained an internship with the San Francisco Juvenile Probation Department where he worked alongside a deputy probation officer. This experience opened the door to working at a group home then various other employment opportunities in the Criminal Justice field. After a few years in the workforce, Jaime continued with his education and attended San Jose State University where he obtained a Master's Degree in Sociology, concentration in Criminology. This opportunity provided him with the inspiration to pursue teaching and eventually he became a full-time Criminal Justice Instructor at Carrington College in San Leandro. Ultimately, a career in law enforcement was calling and he is now very happy and excited to be with the Marin County Probation Department assigned to a supervision caseload in the Juvenile Division. Outside of work, Jaime is an avid San Francisco Giants and San Francisco 49ers fan. He enjoys spending time with family and friends, loves movies and food, and runs half marathons with his father.



Antonio Vergara was raised in Salinas, California. After graduating from Salinas High School, he attended California State University, Fresno. He attained his Bachelor's Degree in Criminology in 2012 while graduating with honors. He then proceeded to attain his Master's Degree in Criminal Justice via an online program through the University of Cincinnati. In January of 2014, he was hired as a Probation Officer with County of San Joaquin. While working in San Joaquin County, Antonio had the opportunity to work in the Minimum Supervision Unit, Adult Investigations Unit and Intensive Programming Unit. During his free time, Antonio enjoys hiking, attending sporting events, and spending time with his family and friends. Antonio is excited to be working for Marin County Probation Department starting in the medium risk unit of the Adult Division. Antonio hopes to experience the various units of the Department throughout his career.

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

Christina Winn joined the Adult High Risk Unit on April 11, 2016. She graduated from Bakersfield College with an Associate of Arts Degree in psychology, and she studied sociology and criminal justice at CSU Northridge, and CSU Bakersfield, where she graduated with a Bachelor of Arts Degree. Christina began exploring the criminal justice field by working in group homes in the Bakersfield and Los Angeles areas during her college years. She began working for the Kern County Probation Department as a Juvenile Correctional Officer in 2003, and promoted to the first line of supervisory staff in institutions before becoming a Probation Officer in 2006. During her career in Kern, she supervised adults on various case-loads including general supervision, high restitution, Interstate Compact, and she collected DNA samples. In 2012, she moved to Northern California to be close to her family, and she was employed by the Sonoma County Probation Department as a Deputy Probation Officer (DPO). While in Sonoma County, she supervised moderate risk juveniles during her first year and was promoted to a DPO III supervising high risk and sex offenders in the Juvenile Division. Christina is also a mother to a daughter and a new-lywed. When she is not working, she enjoys good reads, exploring Northern California and spending lots of time with her family.



Pompey James Festejo III was born in Solano County and was raised in Vallejo and Benicia. At a young age he grew up playing sports. At Benicia High School, he was a three sport athlete lettering in football, basketball, and golf. He later earned an athletic scholarship to attend San Jose State University, playing football. Pompey completed graduate classes in sports management and received a bachelor's of science in health science while minoring in kinesiology. Outside of work, Pompey enjoys long walks on the beach, exercising and being with family. His favorite hobbies are riding his Harley, eating, dancing, cooking, playing basketball and enjoying life. On his days off he loves to drink his cup of tea and reminisce on all the things he should be thankful for. Pompey has enjoyed the past year working for the Probation Department and is very blessed with the opportunity to work for Marin County as a Juvenile Corrections Officer at the Juvenile Hall.

Cecilia Jovel was born in El Salvador and grew up in Marin County. She graduated from Dominican University of California with a major in Business Administration. When she is not at work she loves spending time with her son Nicholas. They enjoy fishing, hiking, cooking and just being silly. They love their pet Pepe the fish.

Cecilia enjoys working with this great group of people and hopes to continuing to be a part of making an impact in the life of our youth. Cecilia can be found at the Juvenile Hall as support staff at the front desk.



Teresa Torrence-Tillman Retires (from pg. 2)...

by far the greatest shift in criminal justice policy any of us have seen. Teresa was right at the forefront of it during her tenure as the Adult Division Director.

In her retirement, Teresa has several travel plans lined up. The first is a two week trip to North Carolina for a family reunion. She plans on enjoying time spent with her grand-kids as well. Teresa has a list of hobbies that she plans to get back

into now that she has some time; arts, crafts and sewing. She also plans to do some volunteer work giving back to the community but where is yet to be determined.

We wish Teresa safe travels and lots of relaxation in her retirement. She will be greatly missed within the Probation Department but we are excited to hear about her new adventures!



Nuvia Urizar and Michele Boyer wishing Teresa a happy retirement

Above and Beyond Award (from pg. 1)...

thing that members of the community we serve would likely recognize and understand as excellent public service. The Chief, in coordination with the Chief Deputy and an administrator from an outside agency, will review the submissions to ensure they meet the criteria described.

At our Department meeting at the end of March, we honored our first Above and Beyond recipient, Elizabeth Caranza. Elizabeth had been working hard to get items donated to make holiday baskets for her clients who are doing well. She wanted to remind her clients and their families that the Marin County Probation Department really cares and wants them to succeed. In her search, she made contact with Costco and they agreed that some of her client's efforts deserved to be celebrated. Costco agreed to donate 30

turkeys to Elizabeth for her to give to the deserving families she works with.

The only glitch was how to store 30 turkeys with no notice. Elizabeth couldn't turn down such a generous donation and she couldn't let that many turkeys go to waste. Elizabeth contacted her supervisor and the two of them spent a Friday afternoon hand delivering turkey to clients on Elizabeth's caseload as well as to various sober living houses, Mill Street and New Beginnings. Thirty turkeys were successfully distributed throughout Marin County at the end of a Friday workday with the Friday commute traffic. Just yet another example of Elizabeth's hard work, dedication and huge heart!

We hope to one day have our wall filled with award pictures!



Violators Update



Violators softball is in full swing! One-game have been played thus far and the team is looking great with a 1-0 standing. Probation beat the District Attorneys team 13-4! Come on out and support the team!

All games start at 6pm at McGinnis Park

Tuesday	May 31st
Thursday	June 9th
Wednesday	June 15th
Wednesday	June 22nd
Wednesday	July 13th
Tuesday	July 19th
Thursday	July 28th
Wednesday	August 3rd
Wednesday	August 10th

Today's Draw: Alisha Krupinsky

By My Tran

Alisha Krupinsky, *Director Adult Services*, was born in St. Louis, Missouri. At age one, her family relocated to Novato, California where she went to elementary school. In middle school, her family relocated and landed in Petaluma, California.

Alisha studied psychology at Sonoma State University and her first job out of college was at the Marin County Juvenile Hall. She worked as a Group Counselor for three years and became a Deputy Probation Officer in 2002. She was assigned to Juvenile Services and worked in Intake/Investigations, Supervision, and Intensive Supervision. In 2012, she was promoted to Supervisor and was assigned the Intake/Investigation Unit in Juvenile Services. Four years ago, she made a big leap and journeyed to the Adult Division as

a Supervisor in Medium Risk. She got promoted to Probation Operations Specialist and now is the Director for the Adult Division. She loves her job and is really happy being the Director.

Alisha has been married for 22 years and has twin boys in high school. In Alisha's free time, she loves to volunteer at the boys' school or sports teams. Her boys are involved various sporting activities. Whenever she has alone time, she enjoys reading.

She loves working for the Marin County Probation Department due to staff having such a passion for their work and dedication towards the mission statement of the department. Alisha is very eager to provide tools and equipment to better ease the daily duties of staff and is excited about the new technology that continues to arrive within



the department.

Alisha is very organized and hard working. She is a "Go-to" person. Whenever, you want the job done, you ask Alisha.

On the Look Out!

Summer time is just right around the corner. That brings fun adventures, activities and amazing photo opportunities! Share your vacation and summer activity photos with Alisha Krupinsky for a future newsletter!



The Department picnic is scheduled and is always a fantastic time. More information will be distributed soon but mark August 11th on your calendar. Fun photos will be in the next edition of the newsletter.

MARIN COUNTY PROBATION DEPARTMENT

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

Phone: 415-473-6599

Fax: 415-473-3787

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, Liv Lauchenauer and Alisha Krupinsky

