

The Condition of Probation

The Condition of Probation

Chief's Corner	1
Restorative Justice	1
Management Principles Seminars	2
2017 Ranger Cadet Program	3
Personnel Movement	4
Team of the Quarter	5
Today's Draw	6

The Marin County Probation Department's Restorative Justice Program for Adults

By Cindy Ayala

The Marin County Probation Department launched a Restorative Justice Program for Adults in November 2016. It is a new and exciting initiative Chief Mike Daly has been dreaming about for years, and one I, the program coordinator, have been looking forward to undertake.

Restorative Justice is a victim-sensitive response to criminal offending, which through engagement with those affected, aims to make amends for the harm caused to victims and communities and which facilitates offender rehabilitation and integration.

The Department's Juvenile Division had been using Restorative Justice for years, and it was time to provide an option for adult offenders/probationers and the victims of their crimes too.

It has been 6 months since the Restorative Justice Program was launched and I am pleased to say it has been doing very well! We have received a total



Continued on pg. 5

Chief's Corner

By Michael Daly

State and Local budget

Well it is that time of the year again where budgets become the dominant talk amongst the Chief Probation Officers across California. At our statewide meeting in May, we received good news from the Governor's office. Our main funding sources for adult and juvenile services were not cut and our concerns regarding the implementation of foster care reform were heard. We are working with the state for continued funding while we implement this significant

reform. I would like to highlight Juvenile Division Director Kevin Lynch, Supervisors Janene Conner, Selina Johnson and Jeana Reynolds, Deputy Probation Officers David Fahy, Yuliana Valenzuela and Sandra Mancilla for our local reform efforts. Kevin and his group have been in the forefront of implementing foster care reform in Marin County and have been recognized by state officials for their plan and creativity.

On the local front, our County Administrator has asked all departments to work on what a 5% reduction scenario would look like in each department for fiscal year 17-18. I will be working with all staff to solicit input with this effort. I am confident we will always have the resources to meet our obligations to the Court and the Marin community. Life is comforting when you have such committed and hard working staff. I am grateful for that fact every day.

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.

Management Principles Seminar

By Mariano Zamudio

In our Department, we strongly believe in preparing our employees to be the future leaders of our organization. While we invest a great deal of time in coaching, evaluating, and presenting growth opportunities, the area around management principles deserves greater emphasis, given how important it is to our future leadership. We have assumed that the requisite knowledge and skill sets will be absorbed over time through our role modeling and staff's keen observation skills. On the contrary, I have noticed that for many of our newly promoted managers there have been periods of frustration, struggles and false starts, requiring intensive, albeit short term, support and guidance from me and from other seasoned managers. These stressful moments in real time, with real situations, could have been ameliorated had relevant managerial trainings been provided on the front end. Since we can't predict who is going to be promoted through the competitive process, the training has been made available to those that are interested in their professional growth. This realization was the genesis for the Management Principles Seminar that I have created.

The seminar consists of four 4-hour sessions, covers management skills, issues and topics, and is open to any and all staff in our Department. It is presented in an interactive open format, ensuring an energetic exchange of ideas. A fifth session consists of a problem solving exercise for the group where the principles learned are put to the test to solve a real life Probation Department challenge. The first such exercise will deal with proposing 5% budget reduction scenarios as requested by the County Administrator. To date, 40 staff from a variety of levels and classifications within the Department are participating in the sessions. Participants have affectionately named the series "Mariano University" or "Mariano U." Once this set of sessions is complete, the cycle resets and we start over with session number one again, allowing for more

staff to participate. The topics covered in a complete iteration are:

- Department Mission: Unit Responsibilities, Divisions
- Senior Deputy Role, Supervisor Role, Manager Role, Chief Deputy Role, Chief Role
- New Programs, Equipment, Training, Personnel, Budget
- Goal Setting, Coaching and Evaluation: Career and Personal Growth
- Hiring Process: Exam Planning, Interviewing, Selection
- Promotional Process: Testing, Review, Evaluation, Selection
- Probationary Period
- Classifications, Salary Surveys, Temporary Promotional Pay
- Assignment and Co-lateral Duties: Notice, Selection
- Labor/Management Relations
- Discipline: Corrective, Formal Discipline, Termination
- Fact Finding Inquiries, Internal Investigations
- Personnel Files, POBR, Brady, Pitchess Motions
- Grievances and Lawsuits: County Counsel, Human Resources
- Workman's Compensation: Accommodations, ADA, Exceptions

As I prepared the lessons and gave deeper thought to the result of providing this training, I found several other important benefits and reasons to provide these materials. The first reason to do this is to foster a greater understanding of why management makes certain decisions. Giving a "behind the scenes" look at management will help provide that insight. For example, some staff experience stress around the employment test period, also known as the probationary period, and frequently misperceptions develop around how and why those decisions are made, this due to a lack of knowledge about the purpose and process.

A second reason to offer the seminar is to provide a forum for Chief Daly and I to hear from our staff about how our management practices are experienced. I have already



heard from staff in only the first three seminars we have conducted on how our practices have been interpreted and experienced, and this is valuable information for us to know.

The final, circling back to the premise of this article, and most important reason to offer this seminar, is to prepare our future leaders for the tasks they will assume down the road. While there are never any guarantees, it would not surprise me in the least if a future Supervisor, Director, Chief Deputy and even Chief are among those staff who are attending this seminar. Known as "succession planning" in some quarters, I believe it is in fact just common sense; if you want your organization to thrive not just now, but well into the future, you need to start preparing tomorrow's managers today.

2017 Ranger Cadet Program

By Kevin Lynch



The National Park Service Rangers concluded their third, and most successful, Marin County version of their Ranger Cadet program. More youth (16) enrolled than the two previous years, and all of them successfully completed the program. These youth spent their spring break from school learning what it takes to be a National Park Service Ranger, taking part in a variety of activities including becoming First Aid/CPR certified, conducting a mock search and rescue, and learning how to operate GPS equipment. The

program takes place in beautiful Marin Headlands, and the youth were very active every day, hiking to different destinations, and even rappelling down a cliff at one point. The participants had to get up early every day to ensure they arrived at "0800," and they slept well every night, as they worked very hard. One of the youth described this week as "the best thing I have done in my life...ever!" All appeared engaged and happy at the end of the week, and some have

already to be asked to be considered for next year's edition. As an added bonus, the National Park Service have arranged for graduates of the program to have an opportunity to participate in a summer job program with the Conservation Corps.

While the obvious goal of the Ranger Cadet program is to provide youth from disadvantaged communities with the chance to get exposure to a vocation, there was an ulterior goal at work as well. Most of the young people in the program have had very little, or only adversarial, interactions with front line law enforcement. In addition, the Rangers often only have an interaction with young people during a contact, which can be tense at times. This program offers a chance for both sides to interact with one another in a fun, sustained, non-stressful environment, and to get to know one another as people. My guess is that folks from both groups left with a better understanding of one another.

The Probation Department greatly appreciates the National Park Service's willingness to extend this resource to youth in our community.

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!



Personnel Changes

By Kevin Lynch

<i>WHO?</i>	<i>FROM WHERE?</i>	<i>MOVING WHERE?</i>
David Fahy	Juvenile Division Placement Unit	Adult Division Medium Risk
Lindsey MacQuarrie	Juvenile Division Intake Unit	Adult Division Investigations
Heather Donoho	Adult Division Supervision	Juvenile Division Intake Unit
Melissa Davis	Adult Division Investigations	Adult Division High Risk
Jeff Virzi	Adult Division Admin Supervisor	Adult Division Special Programs Supervisor
Nuvia Urizar	Adult Division Special Programs Supervisor	Adult Division Admin Supervisor
Fidelía Contreras	Adult Division Legal Process Specialist	Juvenile Division Legal Process Specialist

Help Wanted!

Extra!! Extra!! Read all About it!!!



WE need YOU to be on the newsletter committee!

Write and/or edit articles, take pictures! Just join!

The Marin County Probation Department's Restorative Justice Program for Adults (from pg. 1)...

of 16 referrals so far, and this number includes diversion and post-conviction type of cases. From vandalism to burglaries, DUIs and battery causing injuries; we have been working with a variety of offenses and levels of seriousness.

To date, 17 victims have been contacted and 11 victims have agreed to participate. Both the person who caused harm and those who have been harmed can benefit from this kind of process. The victim and offender are helped by a facilitator to communicate with one another. Questions are asked, information exchanged and an agreement may be crafted between them. The process is about humanizing justice and redressing the harm

done to the victim while holding the offender accountable. This process also looks at facilitating the offender's rehabilitation by helping them find ways to make amends and addressing the root causes of their behavior.

Here are some quotes from participants:

"Knowing what I have done keeps me sober" – Person who committed an offense

"I don't want to hurt anyone else. I hope that his view of the world hasn't been tainted. There are good people out there. What happened does not define what the world is like. It was a bad day. I made a bad decision" – Person who committed an offense

"I was anxiety ridden and fearful after the incident. I'm glad I heard from him and am relieved to know that what I thought had happened, did in fact happen. He answered many questions" – Person who was harmed

Restorative Justice believes in change, accountability, healing, restoration, and that we all have a right to participate in our own healing and transformation.

The Restorative Justice program shares the same mission and values of the Department of Probation and we are all excited to have this service available to those impacted by crime.

Stay tuned for more updates!

The Team of the Quarter - RE-ENTRY POD Team

By Lucie Brown

The Re-Entry Pod Team consists of Marin County Deputy Sheriffs, a Deputy Probation Officer, Mental Health workers and various other community based agency personnel. The deputies created a housing unit (C-Pod) within the Marin County Jail with the primary focus on skill development and re-entry of inmates into the community. All of the inmates in the Re-Entry Pod are provided with services as needed. The goal of the program is for those housed in the pod to reintegrate into the community, improve public safety and reduce recidivism thus, reducing costs.

Any inmate who demonstrates exemplary behavior and exhibits a willingness to make changes in their lives can submit an application to the jail deputies. After which they are interviewed by a Re-Entry Pod committee in order to be found suitable. All of the inmates in the Re-Entry Pod must participate in the structured programming. Some of the programs available in are Early Recovery Skills, Educa-

tion and Engagement class, Mindfulness, Seeking Safety, Thinking For Change, Anger Management, Makin' It Work, and many others. These inmates are also able to receive Food Handler's and Baking certificates.

AB109 inmates and those inmates on probation also have daily access to probation services through the Deputy Probation Officer assigned to the re-entry team. Currently, Lucie Brown is the

assigned Officer. The probation officer frequently visits the Re-Entry Pod and works not only with AB109 inmates but any inmate seeking services and support.

On May 9, 2017, the Marin County Board of Supervisors recognized the Re-Entry Pod Team as the Outstand Employee Team of the Quarter. Great job to the entire team!



Today's Draw: Andrew Guidi

By My Tran

In this newsletter edition, it is a great pleasure to present Andrew Guidi, Deputy Probation Officer. Andrew began his career with the Marin County Probation Department as an intern while studying Sociology and Criminal Justice at the University of San Francisco. Andrew was born and raised in Marin County. He grew up with law enforcement in his family background and decided to take the same interest for his own career.

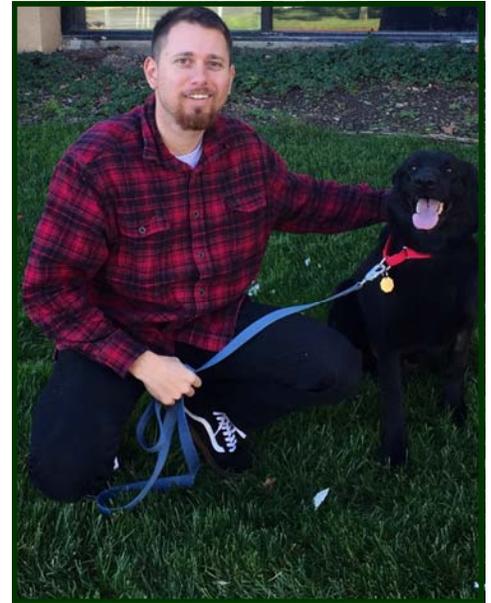
After graduating from college, Andrew was hired as an extra-hire Deputy Probation Officer and supervised Medium Risk offenders. During his time learning the ropes of probation, he found himself really enjoy being a Probation Officer. Andrew became a regular hire Probation Officer in August of 2014. He is currently assigned as a Supervision Deputy in the High Risk Unit. What he loves most about his job is being part of the Wall of Change committee and organizing the celebration every year. One person that he always

admired in the Probation Department was Teresa Tillman (retired Director) for her passion to help others.

When he is not checking on his offenders, he loves spending time in the outdoors. He enjoys exploring on Mount Tamalpais, mountain bike riding, and being in Lake Tahoe. Recently he adopted a German Shepherd named "Lola" from the German Shepherd Rescue program and spends a lot of time outdoors with Lola.

A tradition for Andrew is to attend the Truckee Rodeo each year. He has not ridden a bull before; however, finds entertainment watching bull riding. Last year, he was able to attend the CMA Country Music Festival in Nashville, Tennessee. Andrew had such a great experience he would like to attend the festival each year.

Andrew is a great team worker who has a calm, quiet, and respectful characteristic. He is very thoughtful and



methodical in his work and always tries to find the best solution to help his offenders change their behavior and better their lifestyles.

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, Liv Lauchenauer and Alisha Krupinsky