



The Condition of Probation

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Probation Department's 2016-2017 Organizational Development Initiative

By Kevin Lynch

In December of 2016, our Department conducted the first session of this year's Organizational Development (OD) initiative. A group of 28 staff, from all three Divisions, both line and management staff, and a variety of classifications, convened for an all-day session at the Embassy Suites in San Rafael. The goal of that event was to talk about the three issues that had been selected by staff as being important in order to remain a strong, vibrant, healthy and effective place to come to work every day. Those issues are:

- Staff accountability
- Staff development
- Leadership

Staff who participated in OD meeting have volunteered to participate in three workgroups specific to each issue that was dis-



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Chief's Corner

By Michael Daly



The County of Marin started to formally recognize its employees many years ago under an initiative created by the late great Supervisor Hal Brown. The Employee of the Month Committee was formed and every month, a panel of select county employees would vote on all applicants who were submitted to be considered for the Employee of the Month award. There would be only one winner per month and that person would be recognized by the Board of Supervisors in an open meeting. The winner would also receive a free parking spot for the month, \$100, and a poster to be displayed in the cafeteria highlighting their award. It is a huge honor to receive the Employee of the Month, as you are selected from over 2000 county employees.

Fast forward to 2016. The Probation Department actually had three people, Tony Raitano, Michele Boyer and Rosie de Alvarez, that were selected to

be Employee of the Month over the course of the year. It was great having members of the Probation Department flood the Board of Supervisors Chambers applauding their achievements.

Only one person is selected to be Employee of the Year for the County of Marin, and for 2016 that person is Rosie de Alvarez. Rosie was selected for her dedication to her work, and for her being willing to take on additional roles beyond her normal work duties. These roles included things such as assisting the FBI task-force with the human trafficking crisis, being a range instructor for our Department's arming program, serving as the vice president of her union, acting as the president of the Marin Chapter of Latino Peace Officers and leading

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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)...

the Marin County Organization of Latino Employees. While she was doing all of this, she was also completing her Master's work at Dominican University.

Rosie had many colleagues from our Department as well as the Sheriff's Department on hand at the Board of Supervisors to watch her receive her award on February 14th. Rosie's husband and two children were present as well. During her acceptance speech, Rosie addressed all the people who have supported her

throughout her career, and helped her earn this achievement of being recognized as the Employee of the Year for 2016.

When I spoke, I mentioned to the Board of Supervisors that because of Rosie's trusted relationships in the community, I have asked her to represent the Probation Department in many of our community meetings to talk about immigration issues. Rosie is an excellent representa-

tive of our organization and well deserving of the Employee of the Year award. We are all proud of her accomplishment. Congratulations to Rosie!



Dave Fahy Wins Award

By Kevin Lynch



David Fahy is a Senior Deputy Probation Officer assigned to the Placement Unit of the Juvenile Division. Dave was honored with Rite of Passage's "Community Partner of the Year" award in 2016. This plaque was given to him in recognition of his efforts in collaboration and coordination with their residential group home based in Minden, Nevada.

Early in 2016, I conducted a tour of several of our group home providers and when I met with ROP staff, they were effusive in their praise and respect for Dave's work. ROP's Program Manager stated that what they appreciate about Dave is his responsiveness, and his ability to both represent the child's interests and needs, and also still respect the program's philosophy and rules. This can be a challenging tight rope to walk at times, given the needs of the population of juvenile probation youth in foster care.

It is encouraging to have a staff person that our Department values so much also be recognized by one of our partners. David's extraordinary efforts at managing his caseload, and creating

and maintaining excellent relationships with our partner agencies, are what helps establish our Department's excellent reputation.

Congratulations to David for being recognized with this award.



Parole Team

By Israel Jones

The Marin County Electronic Monitoring Program otherwise known as County Parole is an alternative custody program adopted in the late 1980s to address overcrowding in the Marin County Jail. The program operated in conjunction with the Sheriff's Honor Farm that closed after the new jail opened in November, 1994. The Adult Probation Department in partnership with the Sheriff's department currently manages the parole program. What separates County Parole from other alternatives to detention is that clients appear before a three panel board that includes a Sheriff Representative, a Probation Supervisor and a Citizen Board member appointed by the Superior Court before they are accepted into the program. In order for County Parole to be granted, clients must have a minimum 30 days or more sentenced and be found suitable by a majority vote. Depending on the applicant's circumstances, he/she may be accepted into a treatment program or be allowed to serve the jail sentence on electronic monitoring. Clients may also work or attend school while on County Parole but must adhere to a curfew.

We are fortunate to have two board members, Sue Hass and Wistar MacLaren who have served as the Citizen Representatives to the County Parole Board since 2001. Both were recently honored on their lengthy commitment to service to the County of Marin. Sue and Mac were honored by attendees from Probation, Sheriffs, and the Courts. The luncheon was an opportunity to highlight the extraordinary amount of time our Citizen Representatives have invested in serving our community. Some of the duties our board members perform are reviewing lengthy parole summaries, traveling to the Civic center weekly to



appear for Parole board hearings and reviewing status reports. However, the biggest role is the weekly sacrifice they make by preparing diligently for each hearing and serving the County of Marin with integrity.

From Sue Hass, "My experience on the Parole Board of Marin County has been both educational and rewarding. By reading over the applicants cases carefully and being sympathetic to the parole system, I feel that I can make a tremendous difference in a person's life by permitting parole instead of requiring incarceration when is isn't necessary. We, as a Board,

have respect for each other's opinion and I find that I learn something each week from my associates that makes me a better member of the Board."

The County Parole program has broadened its ability to manage clients throughout the years by utilizing the latest technology and equipment in supervising offenders. What has not changed is the commitment to providing alternatives to custody which decreases the jail population and can reshape lives.

Thanks!

New Hire Within the Probation Department

Samantha Rodriguez is a Bay Area native, first-generation Latina who joined the Probation Department on January 3, 2017 as an Office Assistant III. Prior to joining our Department, Samantha worked for various school districts within Sonoma County for 10 years supporting high-risk youth in various after school programs, as an instructional aid in the classroom and a translator for the Special Education Department. She is currently getting her bachelor's degree in Elementary Education and is expected to graduate in 2018.

When not at work, Samantha enjoys hiking, dancing, exploring new restaurants, baking, listening to live music, traveling to small towns in the area and spending time with her family, friends and two dogs. She played soccer for 15 years in Marin and Sonoma Counties and welcomes everyone that comes in contact with her with a smile.

Samantha is excited to be a part of the Department and the prospect of growing within the organization.



Probation Department Promotions - Janene Conner

By Cynthia Fix



Janene Conner began her career with the Marin County Probation Department in 2002. Her first assignment was in the Juvenile Division Intake Unit under the supervision of Nikki Kuhn. Janene remained in this assignment for many years, quickly taking on the court officer assignment which she found to be quite interesting. Approximately six years later, Janene was reassigned to the Juvenile Supervision Unit where she stayed for approximately three years. During this time, Janene was promoted to DPO IV where she became invaluable to her supervisors. Janene was then reassigned back to

Intake where she undertook the supervision of the AB12 population – extended foster care caseload. This is a specialized caseload to assist foster care youth beyond 18 years old where she monitored their education/employment and housing; more importantly, she supported their transition into adulthood. Janene loved this specialty caseload.

More recently, Janene moved out of her comfort zone and transferred to the Adult Division where she started out in the medium risk supervision unit. After quickly getting comfortable in the world of adult probationers, Janene was reassigned to Family Violence Court, where she has flourished.

In addition to her assigned DPO duties, Janene has participated in a variety of additional roles to support our Department's initiatives. Janene has been a proponent of leadership development within the Probation Department, and she has attended both a one day symposium at the St. Mary's Leadership program and the County's

Dominican Leadership program. Our Department's onboarding program and the introduction of coaching and mentoring staff were both introduced as a result of these programs. Janene is certified as a facilitator in both Motivational Interviewing and in Aggression Replacement Training for youth. Janene has been a consistent advocate and a participant in the Department's OD initiatives over the years as well.

Janene has sought and been given much feedback over the years from leaders in this Department, and she has utilized the variety of training opportunities to further her own personal development and career goals throughout her time with us. In January of this year, Janene was promoted to Probation Supervisor, and her first assignment will be in the Juvenile Intake Unit, where her career began.

**CONGRATULATIONS JANENE
ON YOUR PROMOTION!**

Probation Department Promotions - Donald Carmona

By Cynthia Fix

Congratulations to Don Carmona for his recent promotion to Probation Supervisor. Don will succeed Eric Olson as Supervisor of the Adult Division High Risk Unit.

Donald Carmona began his career with Marin County Probation Department in 2002 as an extra-hire Group Counselor in Juvenile Hall. Shortly thereafter, he was hired as a full time, regular hire, Group Counselor. In 2007, Donald was promoted to a Deputy Probation Officer I and was assigned to the Intake Unit at Juvenile Probation Services. Two years later Donald was reassigned to the Supervision Unit. His first assignment was a high risk Spanish speaking supervision caseload. With this assignment, Donald formed strong relationships with Marin County Department of Education, community based organizations and the community itself. He was later assigned to the Juvenile Drug Court Program.

In 2010, Donald stepped out of his comfort zone and requested a transfer to the Adult Division. He began in the Field Supervision Unit, supervising high and very high risk adult offenders. With a smaller caseload, Donald was able to develop positive working relationships with his probationers and

utilized evidence based practices resulting in many of his probationers turning their lives around. During his time in the Field Supervision Unit, Donald assisted in setting up and running check-in sites in Marin City, the Canal area located in San Rafael. This was particularly helpful to our clients who had no means of transportation or individuals who were employed during our Department's business hours. Donald also assisted in strengthening our Department's relationship with various local law enforcement agencies and community based organizations geared towards our adult population. Donald has participated in specialized gang operations, Sex Offender operations, and narcotics operations in cooperation with law enforcement and FBI Safe Streets Task Force. In some operations, Donald was the team leader.

In October 2011, Donald transferred to the newly formed AB109 Unit which was put into place to reduce the overcrowded California state prison system. Donald assisted in developing and implementing the policies and procedures for this unit. He created the supervision standards and obtained resources for the offenders, and working closely with law enforcement and community agencies. Much of Donald's work in



the AB109 Unit is now being utilized in the Adult Division. During his time in the AB109 Unit, Donald transitioned into the re-entry position in Marin County Jail. Donald worked closely with inmates in custody to have a viable case plan upon their release from custody.

Donald was recently assigned to the County Parole Unit as a supervision deputy. In this assignment Donald served as the secretary to the county parole board and supervised the parole participants who are serving the jail sentence in the community. Donald worked closely with the Parole Board, clients, supervision deputies, jail staff and, numerous community agencies.

Congrats

Our Department Loses Two Key Staff

By Kevin Lynch



In February of 2017, the Probation Department will say good-bye to Matt Perry, Director of Juvenile Hall and Michele Boyer, Probation Supervisor in the Juvenile Division. Matt will continue his career as Chief Deputy in Sonoma County's Probation Department, while Michele will be enjoying the next chapter of her life in retirement.

Matt Perry came to us from the Mendocino County Probation Department in 1999, and he has had an exemplary career ever since. Matt started out as a Group Counselor at Juvenile Hall,

then worked as a Deputy Probation Officer for both the Juvenile and Adult Divisions. When he was promoted to Probation Supervisor, Matt served as the Adult High Risk Supervisor, until he was promoted to the newly created Operations Specialist position. In that assignment, Matt was an integral part of our Department's significant shift towards developing a field presence that addressed issues of officer safety while also increasing the accountability of probationers. Matt helped to create the policies, procedures, capacity and training curriculum for armed officers. Matt finished his career with our Department as Director of the Juvenile Hall, where he has served since 2013. We wish Matt all the best as he takes his talent, experience and expertise to Sonoma County Probation Department as the Chief Deputy Probation Officer in their Adult Division.

Michele Boyer began her career with the County of Marin in 1986. After working for 10 years in Victim Witness with the District Attorney, Michele accepted as position as a Deputy Probation

Officer with our Department in 1996. Most of Michele's career was in the Adult Division, where she worked in a variety of assignments and positions. After doubting for a long time she would ever want to work in the Juvenile Division, she made the leap and never looked back. As the Supervisor for the Intake Unit, Michele has been a vital component to the Juvenile Division. Her commitment, friendliness, and positive attitude have had a great effect on everyone who has come across her, both co-workers and families. While very happy for her and her family, I am also sad as I know she will be missed.



Probation Department Promotions - Eric Olson

By Kevin Lynch

Eric Olson has been promoted to the Director of Juvenile Hall. Eric has been an employee of the Probation Department since 2004, and he began his career as a Deputy Probation Officer in the Juvenile Division. Eric worked in the investigations unit and then the supervision unit. Eric made quite a name for himself in the Placement Unit, where he worked tirelessly with some of the most challenging youth in our Department.

Eric made the bold move to transfer to the Adult Division, where he started out in the high risk unit. Eric was eventually promoted to Probation Su-

pervisor over the medium risk unit and then he had the demanding role as Supervisor of the AB109 Unit. This has been a high profile assignment given the large numbers of people scrutinizing the realignment legislation. Marin's experience with realignment has been positive, due in no small part to Eric and his staff's efforts to manage the caseload.

Eric is thrilled to take on the challenge as the Director of the Juvenile Hall. Eric stated "we have great staff here and we look forward to continuing to provide safety and security to Marin's youth."

He is excited about the challenges he will face in the years ahead.



Probation Department's 2016-2017 Organizational Development Initiative (from pg. 1)...

cussed at the December event. In January 2017, all three work groups convened separately and started coming up with plans and suggestions for improvements in these key areas. I expect that these workgroups will come up with ideas of significant changes to how we have operated in these domains up until now. The larger group will re-convene in the spring to discuss the accomplishments and then to brainstorm ideas for an OD topic for FY 17-18. The success of this effort rests in three important factors; a history of OD in the Department, our **AMAZING** facilitator, Madelyn Mackie, and line staff participation in the development of this process.

The Probation Department initiated the



OD process in 2008 under then Chief Bill Burke. Most every year since then, we have identified a topic of interest to the organization to be addressed over the course of the year and several meetings, events and/or working groups (please look over previous editions of our newsletters if you want to see examples of what we have covered in the past). These events are designed to make sure we take the time to tend to our organizational climate and culture, and to ensure we provide a forum for staff from all areas of the Department to have a voice and input in how we operate.

However, what is probably the most important aspect of this OD effort is the amount of input, control and direction line staff have had in its development. Starting with the selection of the topics, then the facilitator, and then the staff who would take part, line staff have been at or near the steering wheel of this OD the entire

time. This is unlike previous eras, when this process was fairly tightly controlled by the management team. Our Chief, Michael Daly, has consistently expressed his interest in giving line staff more participation in decisions and events that affect them. The Probation Department recognizes the importance our staff have, as they are what makes our organization strong, effective and a good place to work.

I look forward to hearing from all of the workgroups about what they come up with to improve our Department in regards to the three topics. I expect there will be many good ideas, and that our Department will benefit from the suggestions of the people who do the work and know best about what will make us a better organization, both for the people we serve and for those of us who come to work here every day.

Madelyn Mackie was the consultant our Department selected to help facilitate this process. After having collaborated with Suzie Cohen for several years on this effort, we were unsure how it would go after she decided to retire from her work as a consultant. After interviewing several potential candidates, the Department selected Madelyn to assist us this year. She has been nothing short of amazing, as she combines an infectious energy and enthusiasm, with an excellent ability to summarize and organize thoughts and ideas. There is no doubt that Madelyn's skill and expertise as a facilitator has helped our effort to be successful so far.

Probation Department's Annual Appreciation Party - Casino Night



Giuliana letting the dice fly!

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Probation Department's Annual Appreciation Party Casino Night (continued from pg. 7.)



Heather, Laura, Gina, Trevor, Anthony and Andrew all had a great time!



Eric and his wife ready to play at Casino Night



Ladies in black, Heather Do., Laura, Heather Da., and Lyndsey



Roulette had the big winners of the night



Dealers getting everything set to go!



Who is going to be the big winner?

Today's Draw: Yalile Cintron

By My Tran

Yalile Cintron is a Deputy Probation Officer in the Juvenile Intake Unit at Juvenile Services. She was born in Managua, Nicaragua and immigrated to the United States at the age of six. Her family located in San Francisco and eventually relocated to San Pablo, California where Yalile spent her childhood.

Yalile attended Richmond High School and earned an Associate's Degree at Contra Costa College. She continued her studies at Cal State Hayward and received a Bachelor's in Science in Sociology. While she was in school, she was a tutor for a program called Making Waves in Richmond and also volunteered her time at the Contra Costa County Probation Department. In 2005, she made her way to the Marin County Probation Department and was hired as a Bilingual Group Counselor in Juvenile Hall. In 2013, she was promoted to being a lead staff at Juvenile Hall and in 2014 she became a Deputy Probation Officer. She loved working

at Juvenile Hall as she was able to have direct contact with the minors on probation. Yalile also received great mentorship from other Juvenile Hall staff members like Mike Tito, Phil Brown, Kevin Coleman, Grady Livingston, and Chris Perine. She learned tremendously from these fellow co-workers and will carry their impact with her through her career.

On her leisure time, she enjoys spending time with her husband who is her high school sweetheart and their two children. She spends a lot of time at the swimming pool since her children are active on the swim team. One of her passions is to travel. She has traveled to Brazil, Costa Rica, Dominican Republic, New York, Nicaragua, and Puerto Rico. She plans to travel to more exciting tropical places around the country.

Her career goals are to continue to learn and grow within the Marin County Probation Department and to help



the Latino families that come through the Juvenile Justice System. Yalile is someone that shows determination and follows through with her motivation.

On the Look Out!



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

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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.

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