

The Condition of Probation

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Despite the fairly substantial reductions in crime rates in our State over the last decade, the California legislature has continued to push out a number of new laws that have impact on what we do. Foster care reform has been discussed in this newsletter in an earlier edition. Eric Olson, Juvenile Hall Director, has prepared a detailed description of the "room confinement" bill and its impact. (see page 2) Other laws are mentioned below:

Juvenile record sealing – AB 529 et al

2017 marks the third consecutive year in which the legislature has modified its approach to juvenile record sealing. It has been frustrating to see how this issue has been managed by the legislature, which is struggling to accommodate its interest in expanding the rights of juveniles to have their records sealed with long standing, core fundamental



Continued on pg. 6

Chief's Corner

By Michael Daly

One of the things I was least prepared for when I became Chief Probation Officer of Marin County was all the legislation that the Chief Probation Officers of California (CPOC) were involved in up in Sacramento. As you can see from some of the other articles in our newsletter, change is a constant in the world of probation and it usually is a product of legislation. It has been a fascinating time to be in the field of probation. I started in this field in 1990 when our society was still in the "war on drugs" and Three Strikes era. I have now lived through AB 109, Prop 47 and Prop 57,

all of which represent a significant change from those days in the early 1990s. What I have learned from all of this is to get my staff involved and educate them not only on the process of how legislation works but to also help me give feedback to CPOC. I now forward many legislative proposals to staff and have been doing that for years now. This has been eye opening for many of my staff (as in, "what are they thinking?!") but very beneficial as CPOC plays a large role in helping our legislators craft law. This process helps keep our staff engaged at a high level

and gives them a hand in helping craft their day to day activities.

With that said, this year has still more ballot initiatives that will have impacts on probation and public safety (if they get enough signatures to qualify) and there are bills being contemplated in the legislature regarding bail and mental health policies, just to name a few. My staff and I stand ready to provide input and help craft law that we see as good for public safety and the rehabilitation of the people we serve.

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.

SB 1143 the “Room Confinement Bill”

By Eric Olson

SB 1143, the “Room Confinement Bill”, went into effect on January 1, 2018. This has been a philosophical and programmatic shift for all juvenile halls in the state as it affects how problematic and unsafe behaviors are managed in the detention setting. Prior to the passage of this legislation, if a minor got in a fight or engaged in a behavior that compromised the safety and security of the institution, it was common practice that youth would be placed on some form of a detention program with minimal time out of their room beyond their mandated hour of large muscle group exercise. The length of the detention program could vary from a day or two up to a week or more. The youth would be isolated from the group, eat meals alone in their room, do their school work separately and would not participate in group therapeutic programming. They would spend most of their day isolated from the group with minimal contact with anyone other than correctional staff and attorneys. These detention programs were reserved only for those youth who committed the most serious in-custody violations, e.g. assault of staff or youth, attempted escape, or consistent problems with participating safely in the detention setting. Due to the security issue they presented, it was appropriate to remove them from the larger group. The problem was that, most times, youth were not provided with the services to assist them with changing their behaviors and getting to the issues that lead them to act out in an unsafe manner in the detention setting. SB 1143 will help our staff provide the youth with a path back to being in the full program provided they are

safe enough to return to the larger group.

SB 1143 still allows for the use of room confinement, but only under the following guidelines:

1. Room Confinement shall not be used before other less restrictive options have been attempted and exhausted, unless attempting those options poses a threat to the safety or security of any minor, ward or staff.
2. Room confinement shall not be used for the purposes of punishment, coercion, convenience or retaliation by staff.
3. Room confinement shall not be used to the extent that it compromises the mental and physical health of the minor or ward.

Under the legislation, youth who pose a threat to the safety and security of any youth or staff may be held for up to four hours in their rooms but, after four hours, staff must do one or more of the following:

1. Return the minor or ward to the general population.
2. Consult with mental health or medical staff.
3. Develop an individualized plan that includes the goals and objectives to be met in order to reintegrate the minor or ward to general population.

Finally, if the minor is going to be kept in their room beyond four hours, staff must do the following:

1. Document the reason for room confinement and the basis for extension, the date and time the minor or ward was

first placed in room confinement, and when he or she is eventually released from room confinement.

2. Develop an individualized plan that includes the goals and objectives to be met in order to reintegrate the minor or ward to general population.
3. Obtain documented authorization by the facility superintendent (Director) or his/her designee every four hours thereafter.

Staff at the hall have worked to implement the changes dictated by the legislation and are in interacting with youth on a different basis. There is more time spent coaching and counseling youth regarding their behavioral issues in the detention setting. It is becoming more common to give youth short time outs, or Behavioral Reflection Time, not necessarily in their rooms, coupled with a written assignment to help address problematic behaviors. The terms “EBT-Early Bed Time” and “TRG-Temporarily Removed from Group”, once a daily part of the lexicon and the points program at the hall, are no longer tools used to address behavior. Instead, staff are finding more rehabilitative ways to engage with youth around their behavioral issues without reflexively doling out room confinement as the only behavior management tool. Next up, the Juvenile Hall staff will be working on replacing the old points program with an incentive based behavior management system that is tied to a higher valued store program with the goal of promoting appropriate behaviors in Juvenile Hall.

Things for Teens and Toys for Kids Drive

By Laura Flores

Another successful year for the Things for Teens and Toys for Kids drive. The items gathered are gifted to the less fortunate youth around Marin County. On the weekend of December 9, 2017, and December 16, 2017, officers took to the Village at Corte Madera shopping center and raised awareness of the drive and encouraged shoppers to donate. The

group of volunteers was led by Corporal Aaron Damm, from Central Marin Police Authority, along with members from the Central Marin Police Department, local fire stations, Marin County Probation Department, a local Boy Scout's troop, and other various volunteers. Stuffed animals, games, and even cash donations were among the items collected. What better way of helping

the community and building a relationship between local law enforcement, fire department, and the community than to participate in the toy drive. Many children and teens need help for the holidays, and every year the community opens up to help, and it gets done with a little help from the volunteers to prompt that support.

Probation Staff Appreciation Holiday Party



Probation Department Promotions

By Kevin Lynch

Chris Tom

Chris has been a Deputy Probation Officer in the Adult Division since 2013. He has served in a variety of roles there, most recently in the AB109 Unit. Because he has been unfailingly reliable, professional and competent in all of his roles with our Department, Chris was selected to be promoted to the position of Senior Deputy Probation Officer. Chris will begin his role as a Senior DPO in the Intake Unit of the Juvenile Division.

Johnathan Grant

Johnathan began his career with our Department as an Office Assistant in 2016. Johnathan's skill set, which includes being personable, efficient, responsive and Spanish speaking, is perfect for what we are looking for in our DPO staff. He applied for and was granted a promotion to Deputy Probation Officer I, and he started his first assignment in the Medium Risk Unit of the Adult Division on February 6, 2018.



It is Starting to Feel Like an Airport Around here - Departures

By Kevin Lynch

John Dury

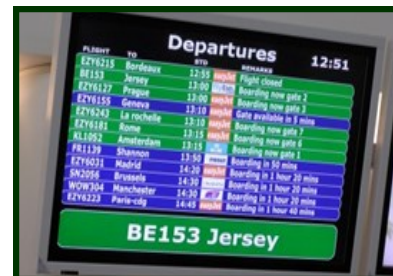
John was a Mental Health Practitioner with the PORTAL program since its inception in 2007. In the 10 years he worked for us, John served more than 200 families, nearly all of whom were Spanish speaking. John took his role very seriously, and he found his work supporting families with multiple challenges to be both gratifying and demanding. His particular passion was working with immigrant families and attempting to heal the divide between the parent and child. John worked constantly to assist parents in understanding their child's challenges, which often included gangs, drugs and alcohol and difficulties in school.

John retired in January of 2018 and is pursuing a new career as a chaplain. We thank John for all of his effort and accomplishments, and hope his next career is as satisfying for him as his work with PORTAL.

Rosie De Alvarez

Rosie began her career in our Department in 2007 as a Deputy Probation Officer with the Adult Division. Rosie served in a variety of roles there, including managing the sex offender caseload, acting as the Probation Department liaison to the Coordination of Probation Enforcement (COPE) Team and as a firearms instructor. In her final year with our Department, Rosie transferred to the Juvenile Division, where she worked in the Intake Unit. In that role, Rosie was able to increase her work in the area of Human Trafficking, and to get an idea of the challenges facing youth and families. In addition to her normal tasks associated with assignments, Rosie found time to be President of her union, the Marin County Organization of Latino Employees, and a founder of the Marin chapter of the National Latino Peace Officer's Association. It was her tireless efforts in all of these endeavors that contributed to her being named Marin County's Employee of the Year in 2016.

Rosie has accepted a position with the California Department of Corrections and Rehabilitation in what she expects will be a dream assignment for her. We wish her all the best.



Elizabeth Hafeman

Elizabeth started as a Deputy Probation Officer with our Department in February of 2016. She was with the Adult Division, and she spent time in both the Investigations and Medium Risk Supervision Units. Although not with our Department for very long, Elizabeth was well-liked, and she expressed interest and empathy with the probationers she worked with.

Elizabeth has accepted a position with the Ventura County Probation Department, where she is moving so she can be closer to family in southern California. We know she will do well in her career there, and plan to keep in touch with her.

It is Starting to Feel Like an Airport Around here - Departures (Cont.)

By Kevin Lynch

Pompey Festejo

Pompey worked as a Juvenile Corrections Officer starting in 2016. Pompey was a positive team member who helped keep our Juvenile Hall a safe place for the youth who are detained there.

Pompey got an opportunity to work as a Sheriff's Deputy with Sacramento County, which is the career path he has wanted to pursue. We wish him all the best in his new position.

Dan Daniels

While not an employee of the Probation Department, Dan gets special recognition in our newsletter because of all that he accomplished while in his assignment in the Youth Working for Change (YWC) program. Dan was an Employment Development Counselor for Health and Human Services who was co-located at the Juvenile Division to operate this vocational support program for young people. In fact, Dan was more than that; he was a tireless cheerleader and inspirational advocate for supporting youth

through employment.

While Dan has retired from County employment, do not expect to see Dan in a rocking chair any time soon. He is considering a variety of options for his post-Probation life, including increasing his work with the NAACP, and getting involved in local political campaigns. We fully expect Dan will bring the same vitality, enthusiasm and positive energy that he had with YWC to whatever endeavor he takes on.

It is Starting to Feel Like an Airport Around here - Arrivals

By Kevin Lynch

Luis Luciano

Luis is an Employment Development Counselor for the YWC program; Luis is replacing Dan Daniels. Unlike Dan, Luis is an employee of the Probation Department, as we moved the position formally from H&HS to our Department. We are very fortunate to have Luis join us, as he worked with H&HS prior to joining us and is very familiar with YWC. Luis will continue the work Dan began, which includes finding jobs and internships for young people, teaching employment soft skills, and helping to coordinate Marin County's "Career Explorers," a summer internship program for youth.



Corey Grayson

Corey joined the Probation Department in 2015 as a Juvenile Corrections Officer- Extra Hire. On October 23, 2017 Corey was sworn in as a Deputy Probation Officer. Prior to joining the Department, Corey worked with numerous high-risk youth and adults throughout the course of his career as a Case Manager for the Oakland Unified School District, a Mental Health Rehabilitation Specialist at Telecare Heritage Psychiatric Facility, and a Residential Program Director at Bay Area Youth Center.

Corey is a graduate of Saint Martin's University. He holds a Bachelor of Arts in Sociology and Cultural Anthropology, with a minor in Criminal Justice.

Corey is excited to be part of the Department, and looks forward to making a significant contribution as he grows professionally with the organization as well as be a valuable asset to the team.

Lilly Ramirez

Lily obtained her Bachelor's Degree in Criminal Justice from California State University, Sacramento. While pursuing her degree she interned at San Juan Unified School District where she performed one-on-one drug and alcohol treatment plans with high school students. While interning she worked for an after-school program in El Dorado Hills to enhance her experience working with minors. During the summer, before her last semester, she landed an intern position with the Marin County Probation Department. She was assigned to the AB109/MTAY Unit to provide support as well as shadowing the investigations and specialty court units. In March of 2016, Lily was given the opportunity to work as an Extra Hire Deputy Probation Officer with the Marin County Probation Department. She was given various assignments from Juvenile Intake to Felony Investigations and Medium risk supervision. She was then hired to a full-time position with the department where she continues with the Medium risk unit in the Adult Division. Lily is excited to further her experience with the Department throughout her career.



New Laws (continued from pg. 1)

By Kevin Lynch

principles of juvenile justice. Each year since 2015, the legislature has become aware of how their effort to attain that goal has gaps and creates issue elsewhere. While the details of the law are not worth elaborating here, the intent of the law is to move record sealing from being a privilege to being a right. Compounding the burden on probation department and Juvenile Courts is that the law seeks to ensure right to record sealing before a child turns 18, meaning subsequent referrals have to be addressed without considering the prior history.

Background Checks for Ammunition Purchases and Large-Capacity Ammunition Magazine Ban - Proposition 63

Among the many things that Proposition 63 requires is that probation departments conduct weapons searches for all de-

fendants convicted of particular offenses. The added burden affects the entire criminal justice system, but particularly the probation field. Departments must obtain affidavits from defendants in which they assert they do to possess firearms, and in some cases, probation department staff must go to the home to conduct searches to confirm this.

California Values Act – SB 54

In an effort to offset the federal government's increased interest in immigration enforcement, California has passed SB 54, also known as California Values Act. The major thrust of this legislation is that it prevents law enforcement from dedicating resources for the purposes of immigration enforcement, and it precludes agencies from sharing information with immigration officials (unless the investigation involves a criminal act).



Caption This!



You never know who you will be sitting with at a Marin County Board of Supervisors meeting. Send us your witty captions to Prob-socialmedia@marincounty.org by March 31st. We will post the winner on our Facebook page, www.facebook.com/MarinCountyProbation

Today's Recipe: Beef with Broccoli in an Instant Pot

Ingredients

2 tsp olive oil
 1 1/2 pounds of flank steak, sliced very thin against the grain
 1/2 cup diced shallots (about one whole shallot)
 2 cloves of garlic, minced
 1 tsp freshly grated ginger
 2/3 cup beef stock (or sub water)
 1/3 cup of low sodium soy sauce
 2 T plus 1 tsp honey
 3 1/2 cups of broccoli florets
 1/2 T arrowroot or your favorite thickener/flour (cornstarch also works well)
 scallions
 1/4 tsp salt
 crushed red pepper

Instructions

Whisk soy sauce, chicken stock, honey and fresh ginger together. Set aside.

Set Instant Pot to Sauté. When it's hot, add olive oil and shallots and sauté until they begin to soften and become fragrant. Add in garlic and cook an additional minute.

Pour stock mixture into the IP and add in sliced flank steak. Cover and lock your Instant Pot and set to manual/pressure cook for 12 minutes. When cook time is up, allow to naturally release for 5 minutes before finishing with a quick release.



Carefully take off the lid and remove 1 cup of the cooking liquid and make a slurry by whisking in 1/2 T of arrowroot starch. Mix until well combined and then return to pot. Set IP to sauté and stir until the sauce begins to thicken. Repeat slurry process if necessary. Stir in salt. Turn pot to keep warm.

Add in chopped broccoli florets and stir everything together. Place lid on IP and give the broccoli 5-10 minutes to steam from the heat of the pot.

When broccoli is to desired tenderness, garnish with some scallions, crushed red pepper, and additional grated ginger if desired.

Serve over rice, quinoa, or cauliflower rice.

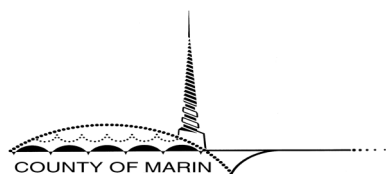
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The Condition of Probation

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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