



The Condition of Probation

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Wall of Change Celebration

By David Cole

On December 12, 2018, the Marin County Probation Department held its annual Wall of Change celebration where fifteen Wall of Change participants were recognized. The Board of Supervisor's Chambers was full, with many attendees having to stand. The Wall of Change Committee was pleased to see many Probation Department employees, both sworn and non sworn, along with many outside partners and community members. Michael Pritchard joined us once again as this year's master of ceremonies and did a wonderful job keeping the audience entertained with his humor and special way of touching on aspects of the participant's lives. The Committee invited three Wall of Change participants to share their stories: Tamiko, Tylor and Julian. The audience heard incredible life journeys and the amazing changes these



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Chief's Corner

By Michael Daly

I've always been a guy big on relationships. It doesn't matter what you do in life, the relationships you have drive your happiness and success. That's what I believe. When I was sworn in to be Chief Probation Officer of Marin, Governor Brown was sworn in as Governor shortly thereafter.

The relationship the Chief Probation Officers of California (CPOC) had with Governor Brown was exceptional. I felt that relationship when I was President of CPOC in 2014. Governor Brown had placed a tremendous amount of responsibility on the shoulders of probation departments across the state during his

tenure. As a matter of fact, the most significant criminal justice changes in California ever occurred from 2010-2018. You don't do that unless you have trust and confidence in your partners. Governor Brown felt that trust and so did we. What an exciting time to be a Chief!

And now here we are in 2019. Marin County's own Gavin Newsome is now the new Governor. One of the first things he did was to announce his intention to move the Department of Juvenile Justice over to Health and Human Services. Well, this was news to us. We immediately sprung into action

and inserted ourselves into the conversation. We will begin our new relationship with this Governor and build confidence and trust that will take us into the future. The Governor did retain some key people from Governor Brown's staff, so we are off to a good start.

The future is exciting and CPOC has a new strategic plan driving our future. We will work with Governor Newsome and hopefully create the same trusting bond that we had with Governor Brown. I can't imagine the ride getting any wilder than the last eight years, but we will be ready.

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.

The Technology (R)evolution

By Samantha Klein

When I arrived for my freshman year at college in 1992, I was alarmed by the requirement that I had to enroll in my classes in the computer lab on something called the intranet. And it wasn't that I wasn't tech savvy – I brought my own word processor to type my papers on and had an actual car phone (you had to plug it into the cigarette lighter to power it on). But despite my advanced tech gadget acquisition, the thought of typing important data into a screen and trusting that it would secure my seat in the classes I wanted was just a bit too far-fetched for me.

Fast forward twenty-six years and I feel lost without a phone in my pocket and the quick access it provides to a world of data and people. Artificial Intelligence (AI) formerly the thing of sci-movies is now a common feature in Superbowl commercials and we are barely phased at the thought of cars driving themselves in the near future. While that is the society we live in, here in the government sector, things move a bit slower.

Governments are notorious for being last to come to the table due to the often-high price of buying into technology solutions and the lack of knowledge and agility to make broad meaningful change in infrastructure. Improving technology, however, is a critical factor for us as we move forward in providing increasing levels of quality services in an environment of cyclical recessions and

increasing overhead costs that prevent healthy program growth in line with service need.

Over the past several years, the Probation Department has dedicated resources to the improvement of case management systems and devices that increase employee efficiencies and ability. However, development in these areas is expensive and not quick. Fortunately, technology has reached such a level that some solutions can be implemented quickly and efficiently. Greetly, a new reception kiosk solution which is being used in the Adult Division is one example of a low-cost easy implementation that is making a difference.

Greetly is an easy-to-use application that allows returning clients to alert their receiving party of their arrival directly through an I-Pad in the lobby – without having to check-in with reception. Currently, clients are able to check-in for appointments with their Deputy Probation Officer, for an AOWP Orientation and for an appointment with Leaders in Community Alternatives (LCA), our Electronic Monitoring contractor.

In place since the start of the new year, Greetly is checking in an average of 50 people per day. This creates an electronic acknowledgement of their visit and gets a picture of them to boot! This change has

reduced lines and wait times in the lobbies and has mitigated the stress on front desk staff who had been responsible to check-in all visitors and make contact with hard-to-find probation officers. Even better, this has allowed front desk staff to focus their time and energy on helping those clients that are coming up from Court for the first time, applying for alternative programs and just needing a bit more support in general.

The cost for this? Less than \$750 one-time cost to get three refurbished I-Pads and enclosures and a monthly cost of \$99. While the implementation of Greetly has not been as slick as its tablet interface, the service has more than paid for itself and each week we have been able to iron out the wrinkles. Soon, the use of the system will be as natural as checking out your own groceries at Safeway! Our goal is to continue to invest in tech solutions that can offset, automate and redirect the work that takes us away from the important jobs that can never be replaced by a computer – relationship building, intensive support services and responding to the everchanging needs of the criminal justice system.

Multicultural Center of Marin Community Gala

By Angela Arenas

On October 27, 2018, ten staff from the Marin County Probation Department attended the first annual community gala commemorating the launch of the Multicultural Center of Marin (formerly Canal Welcome Center).

Sponsored by the San Francisco and Marin Community Foundations, the event provided an opportunity to learn about the mission and goals of the Multicultural Center of Marin and their work serving diverse immigrant and low-income communities throughout the County. The evening was filled with community awards, live perfor-

mances, fabulous food and dancing.

Juvenile Services Director, Eric Olson, presented an award to Juan Colonia and his wife, Hanikkah Diaz, for their work and dedication becoming a resource family who opened their home to a probation youth. Their tireless commitment and work in the community has marked many lives and provided opportunities for positive change.



Wall of Change Celebration (continued)

three had made, all while their nominating Deputy Probation Officer stood by their side. After hearing these amazing life changing stories, our own Cindy Ayala presented on the Restorative Justice program. She explained the ins and outs of Restorative Justice and some stories to exemplify how beneficial this program is for both victims and probationers.

An updated film by Vincent Cortez was shown and, following the film, Vincent shared some insightful thoughts about working with the Probation Department and the Wall of Change. Chief Michael Daly then took an opportunity to recognize the Wall of Change Alumni, followed by the Hon. Judge Paul Haakenson, who presented this year's recipients with their awards. The celebration concluded with a group photo of this year's and years past recipients.

The Wall of Change committee would like to thank everyone for coming to the celebration and hope to see you all again in December of 2019!



Doing More with the Same

by Alisha Krupinsky

The Adult Division has been a whirlwind of change as we have taken on new responsibilities without an increase in staffing or funding. As an organization we pride ourselves in staying in the forefront of the criminal justice system. There are mandates that come our way but many times we take on a challenge because it is the right thing to do for our community.

In January 2018, Proposition 63 went into effect. The Proposition requires that upon conviction, the court shall immediately assign a probation officer to investigate whether the offender owns or possesses any firearms. The probation officer does the necessary investigation and provides the information to the court all within 14 days. We had an amazing team assigned to design this workflow

process.

In August 2018, we created a new caseload specifically for third-time DUI offenders. Previously, those convicted of a third DUI were on a conditional sentence with the courts. Public safety was a concern and Chief Daly worked with the judicial officers and decided those convicted of a third DUI within ten years should be held to a higher level of supervision. DPO Raitano currently supervises this caseload. He is making contacts in the field, checking interlocking devices, conducting probation searches, chemical testing and treatment is all being addressed.

Our latest project is designing a pre-trial program and caseload. Senate Bill 10, bail reform, will be on the ballot in No-

vember 2020. The voters will decide to reject or keep this signed bill into law because of referendum to put it on the ballot. Our Department wants to be ready with a pre-trial program in place. We are going to start slow and small but there is an amazing opportunity to provide some support for those in the first stages of the criminal justice system and accountability for those returning to the system.

All three of these new caseloads have been created and managed with existing staff and resources. Change can be overwhelming, but we have stepped up to the challenges presented and I am extremely proud of the work we have done. Lastly, our staff have been amazing, thinking outside of the box as they continue to impress me with their creativity and passion in continuing to serve our community.

Happenings at the Juvenile Hall

by Tori Lemos

Juvenile Hall has experienced a variety of changes, both legislatively and in our programming. There are a variety of new Title 15 regulations which came into effect in 2019, as well as modifications to several prior Title 15 regulations. The new regulations center on use of restraint devices for transportation movement within the facility, room confinement, Transgender and Intersex youth, screening for the risk of sexual abuse and suicide prevention. In addition to these new regulations, modifications to the current policies are focusing on important dynamics, such as using trauma informed and culturally responsive approaches to work with the minors in juvenile hall. In an effort to update and create the new policies needed, our Department has partnered with Lexipol. This company was founded in 2003 by Gordon Graham and Bruce Praet. The mission of the company is to help law enforcement agencies create sound, up to date, legally defensible policies.

Lexipol also assists with training staff on the new policies once created through daily training bulletins. The training

exercises are two minutes in length, scenario based and can be done through computer, tablets or mobile devices. We have just received our draft manual for Marin County Juvenile Hall and are now working with Lexipol to edit the manual to tailor it to our institution.

Aside from the legislative changes to the practices at Juvenile Hall, we have been changing our programming. Marin County Juvenile Hall continues to have Narcotic and Alcoholic Anonymous meetings two times a week and church services two times a week but new programs have also been added. Minors now participate in the Power Source program, instructed by Laura McDonnell, which enables them to learn to make better choices and decisions through self-reflection. The minors continue to enjoy the weekly "The Beat Within" writing program. This program allows the minors to discuss important topics using self-created poetry. In April 2018, a gardening program began in the Juvenile Hall. This program has been a monumental hit! The garden is an en-

closed outside area and is made of many beautiful container plants, flowers, succulents and vegetables. The master gardener responsible for this program, Laura McDonnell, spends time with the minors teaching them about the plants and how to tend the garden. The garden program is popular not just because of Laura but also because the garden area provides a calm, serene outdoor area for the minors. In an effort to teach the minors internal serenity, yoga is also brought in weekly by instructor Georgia Wright.

On the horizon, A.R.T. (Aggression Replacement Therapy) will soon be offered bi-weekly. Our mental health practitioners, Angela Arenas, Jeana Reynolds and Alexis Beebe have recently been trained in A.R.T. and we look forward to implementing this program in the spring. We also hope, in the relatively near future, to bring the internet and tablets into the class room in partnership with the Marin County Office of Education.

Exciting new changes are ahead. Stay tuned!!!

The Great Gatsby Themed Employee Celebration and Length of Service Acknowledgment Event



Probation Department New Hires!

Brendan Ward comes to the department with a social service background working the last seven years operating homeless programs for Catholic Charities Diocese of Santa Rosa. He held many roles doing direct service, program development and administration. He was born and raised in the suburbs of Philadelphia, Pennsylvania. After graduating from Albright College (Reading, PA) with a degree in Sociology. He spent two years as an AmeriCorps volunteer in rural Alaska and inner-city Philadelphia. He served as a Peace Corps volunteer doing environmental education in Madagascar. He met his wife, a Sonoma County native, while earning a Masters degree in Social Work from Monmouth University (Longmont, New Jersey). It was love that brought him to Northern California. Brendan is thrilled and honored to be given an opportunity to serve Marin County as a Probation Officer and join the Probation Department team. In his free time when he isn't changing diapers, Brendan enjoys running, biking/swimming, gardening and spending time with his family.



Jennifer Puckett grew up in Hong Kong and Switzerland, and returned to the US for college and law school. Jennifer worked as an Assistant District Attorney in Boston, and has been working in Restorative Justice in California for the past 5 years. In her free time Jennifer likes to travel, and to hike with her dogs, and spend time with family and friends. She also considers herself to be a Skee-Ball Champion and welcomes any challenges to her title.

Probation Department Promotions!



Heather Damato was promoted to Supervisor and is assigned to the Adult Special Program Unit

David Cole was promoted to Supervisor and he is assigned to the Adult Medium Risk Unit

Lourdes Duran was promoted to Senior Deputy Probation Officer and continues to work in the AB109 unit within the Adult Division.

Tony Raitano was promoted to Senior Deputy Probation and is assigned to the DUI caseload in the Adult Division.



Recent Moves in the Probation Department

STAFF	FROM	TO
Susana Cenicerros-Rodarte	Adult Medium Risk	Adult Investigations
Yalile Cintron	Adult Solo	Adult High Risk
Kevin Coleman	Juvenile Investigations	Adult Prop 63/1203.9
John Duong	Adult MTAY	Juvenile Supervision
Damon Evans	Adult High Risk	Adult AB109
Dave Fahy	Adult Parole	Juvenile Investigations
Megan Gness	Adult COPE Team	Adult High Risk
Johnathan Grant	Adult Medium Risk	Adult FVC
Corey Grayson	Adult Medium Risk	Adult High Risk
Andrew Guidi	Adult AB109	Adult High Risk
Trevor Lilian	Adult ADC	Adult AB109
Lindsey MacQuarrie	Adult Investigations	Adult ADC
Mark Messner	Adult High Risk	Adult AB109
Yuliana Miranda	Juvenile Placement	Juvenile Supervision
Tony Raitano	Adult AB109	Adult DUI
Carmen Vance	Adult 1203.9	Adult Medium Risk

Congratulation to our New Director

Well-deserved congratulations to Tori Lemos for her recent selection as Division Director for the Juvenile Hall! Tori was born and raised in Marin County. After graduating from Marin Catholic High School, she attended California State University Sacramento where she earned her Bachelor of Arts Degree in Psychology. After graduating, Tori returned to Marin County and worked as a drug treatment counselor in Novato. In 1998, Tori was hired by the Marin County Probation Department as a Group Counselor in Juvenile Hall. In 2000, she was promoted to a Deputy Probation Officer. Tori has worked in all three divisions of the Probation Department. In 2011, she graduated Golden Gate University with a Masters Degree in Public Administration. Tori resides in Novato with her husband John and their two dogs, Dozer and Barney. In her free time, Tori enjoys being with her family and friends and traveling.

Update on the Restorative Justice Program

by Cindy Ayala, RJ Program Coordinator

Can purposeful encounters between victims of crime and offenders bring healing and understanding? Many who have experienced restorative justice and its positive outcomes can answer the question with a definite "Yes."

To date, forty-eight people have completed our victim-offender dialogue program. It is striking to think of all the harm that has been identified and addressed in the past year. These cases involved crimes such as burglary, theft, fraud, vandalism, battery, embezzlement and more. Participants have much to say when it comes to how they've been impacted by what happened.

A few weeks after participants have completed their restorative process, we invite them to share their feedback

regarding their experience with the program. The satisfaction rates have been extremely high. All participants, except for one, indicated that they were "very" satisfied with the outcome of the process. One hundred percent of participants indicated they were treated fairly and all would recommend our program to a person in a similar situation.

It has been encouraging and very motivating to receive such positive feedback from participants. It has reaffirmed our belief that providing a platform for people to heal and repair the harm that was caused is vital for our community.

Our records show that only 2 individuals have reoffended after completing the restorative justice program and, while it is too early to accurately evaluate recidivism rates, we feel optimistic about our

results so far. Restorative justice can be very effective in the rehabilitation and reintegration of people who have committed criminal offenses.

We began this year with envisioning growth and working on new goals that aim to expand our services in any way possible. We are looking forward to working closer with our existing partners and creating new relationships with other stakeholders as we continue to explore new ways to serve our community.

Envisioning, Expanding, Exploring ... I think these are pretty good keywords to keep us focused throughout the year!

Marin County Youth Tour Pixar

by Jaime Torres



Last week, two Youth and Family Services therapists and DPO Jaime Torres accompanied five minors, including one from the Pathways Probation Youth, to Pixar Ani-

mation Studios in Emeryville. We began the tour in the main lobby which featured statues of Woody and Buzz Lightyear, The Incredibles, Cars, an awards display case with many Oscars and a giftshop. We then proceeded to the Coco and The Incredibles exhibitions (sorry no photography allowed) which featured various art, including story/concept boards and 3D sculptures. Many of these never made the movies. For Coco fans, we discovered the movie was originally a musical and the main character, Miguel, was named Marco. The Coco exhibition was everyone's favorite.

After the exhibitions, we toured the campus which included the following amenities for employees: beach volleyball, basketball, outdoor swimming pool, fitness center, pool tables, soccer field and complimentary cereal/fruit bars and selected beverages.

Overall, it was an awesome and unique experience for our Marin County youth! Many felt inspired and took lots of selfies with their favorite characters.

Just a Random Question...

What's your favorite movie?

Angela (JH): "It's *Good Will Hunting*."

Frank (JH): "Old: *It Happened One Night*; new: *Godfather*"

Gloria (JH): *Dirty Dancing*

Samantha (JH): *The Godfather*

Omar (JH): *Happy Gilmore*

Paul (JH): *The Godfather*

Henry (JH): *Heat*

Gary (JH): "*Heaven Can Wait*, the one with Warren Beatty."

Hugo (JSC): "*The Lion King*. I'm looking forward to the 2019 version."

Kenyetta (CC): "We watch so many movies but *The Lion in Winter* with Katharine Hepburn and Peter O'Toole." Editor's note: Original answer was "*The Outlaw Josey Wales* with Clint Eastwood."

Angie (CC): *Sicario*

Mark (CC): "It's hard to pick one, [but] one that comes to mind is *Rush Hour*."

Lucie (CC): "So hard to choose. I love anything with Diane Keaton. But my first official favorite movie for the longest time was *Top Gun*."

Mike (CC): "*Slapshot*, *Uncommon Valor* and I watched the end of *Con Air* the other day." Final answer: *Caddy Shack*.

Kristi (CC): "*Goodfellas* and *13 going on 30*. No judgment!"

Frank (CC): *Forest Gump*

Andre (CC): "Favorite movie? That's a tough one... I would say *Money Talks* or *Demolition Man*." "My childhood favorite was *Willy Wonka and the Chocolate Factory*, the original one."



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The Condition of Probation

Marin County Probation Department Newsletter Editorial Policy

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