

# The Condition of Probation

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## Wall of Change Celebration

By Dave Cole

I know it may be early, but I wanted to remind everyone who are recipients of our newsletter that our Wall of Change celebration is scheduled for December 4th at 2:30 p.m. at the Marin County Board of Supervisors Chambers, Room 330.

This is a celebration of the great work of our probation officers and how they assisted others in changing their lives forever. It is a packed event full of Marin County's criminal justice partners and our recovering community and their families. Come listen to some incredible stories of perseverance and gratitude.

Please RSVP to Giuliana Ferrer at [gferrer@marincounty.org](mailto:gferrer@marincounty.org) or call her directly at 415-473-7841. It is important to RSVP as we are serving food and drinks.



## Chief's Corner

By Michael Daly

I wanted to let all our readers know firsthand that Chief Probation Officers of California (CPOC) is going to be pushing for juvenile justice reform that we think will lead the nation in how we work with emerging adults in our field. The science behind brain development and the number of arrests and recidivism rates of emerging adults (those between the ages of 18-25) have spurred this historic and courageous movement for change in our juvenile justice system. What I am attaching to this article is a memo directly from CPOC to the general media and our stakeholders that lays out a framework of our proposal. Please feel free to contact me directly with any input

or thoughts as we go forward. As with most introductory legislative proposals, there will be strong opinions from all sides that we welcome.

### About the Elevate Justice Act Proposal

This proposal will elevate the juvenile justice system through trauma informed, developmentally appropriate, and evidence-based approaches serving young people in our communities. The Elevate Justice Act would require the development of individualized treatment and rehabilitation plans, utilize strategies to further limit the use of detention, expand probation practices

that address racial and ethnic disparities, raise the age for juvenile court jurisdiction to the age of 19, and further protect public safety by addressing the risk and need factors of young people with the age appropriate intensive services within the juvenile justice system.

### Specifically, the Elevate Justice Act will:

Elevate the age for juvenile court jurisdiction to include all teenagers allowing for 18 and 19- year olds the benefits of intensive rehabilitative programming within juvenile justice

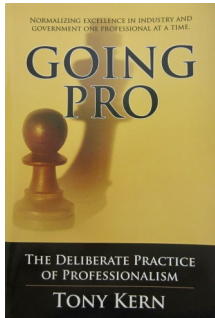
Continued on page 3

## 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.*

## Book Club - Going Pro

by Heather Donoho



The Marin County Probation Department is committed to excellence. Our Department does not want to settle for ordinary: after all, we are extraordinary individuals with a deep-seated desire to make a difference in the lives of the community members and clients that we serve! In order to feed this desire for excellence and to achieve our goals, most of the Department attended Gordon Graham's Real Risk Management training, an experience that left many of us wanting more. In our quest for excellence and self-growth, approximately eight of us formed a book club to discuss one of the many books Gordon Graham recom-

mended, *Going Pro The Deliberate Practice of Professionalism* by Tony Kern. The book club had its first meeting on October 24th, where we shared highlights from the reading as well as insights into how we can implement the suggested focal points into our own lives, both individually and as a department. A few key takeaways included reflective questions such as "who do we want to be as individuals," "what is our purpose?" "who do we want to be in the world?" and "how do we represent those answers here in the Marin County Probation Department?" Great discussions were had, and we hope to grow the book club even bigger by inviting other motivated employees to join us at future meetings. The book club is a place to share ideas and concepts inspired by reading, growing the department through transparency and



accountability, and bettering ourselves as individuals and public servants. We hope to see you at the next meeting! For more information, please contact Heather Donoho or Janene Conner.

## Probation Departments Participate in Tactical Team Competition

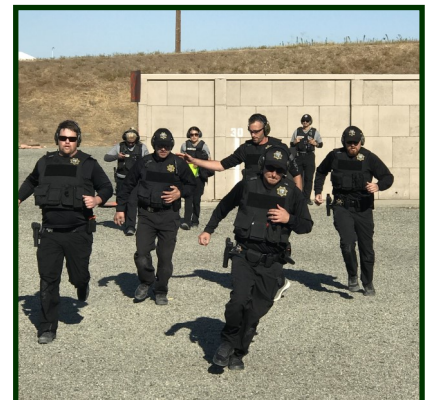
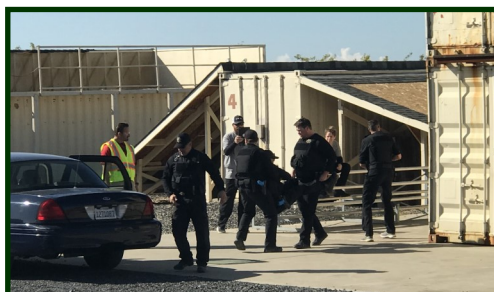
by Andrew Guidi

In October 2019, the Marin County Probation Department was again invited to participate in a tactical team competition hosted by the Butte County Probation Department. This is the third consecutive year that Marin Probation has competed in the event, with each year bringing new challenges to overcome.

Marin's Probation Officers competed with other departments from around the state while sharing and receiving information regarding tactics to better serve as public safety officials. The primary focus of this year's training was "combat casualty care" with an emphasis on rescuing injured officers and civilians. Competitors participated in an abundance of live-fire scenarios that incorporated obstacles such as body drags, tourniquet application under duress, and building clearances. Marin's team relied on the diverse skillsets of each member to push through the finish line.

The following day, Butte County Probation hosted classroom training facilitated by a trauma surgeon and sworn peace officer employed by the San Bernardino County Probation Depart-

ment. The classroom training explored the duties and responsibilities of probation departments during a potential active shooter situation to include different approaches to the application of life-saving measures. The Marin County Probation Department is thankful for the efforts of those in Butte County for organizing and hosting the event. It is our hope to share the information learned at the training with our Department in order to enhance our role in public safety.



## Chief's Corner (continued from pg. 1)

Give emerging adult 18 and 19-year olds the age appropriate services that address their risk and needs which better protects public safety and helps successfully rebuild lives toward a healthy pathway in our communities

Provide the benefits of record sealing to eliminate the added barrier to gaining employment or housing as well as the other barriers associated with having a felony conviction

Elevate and further evolve the juvenile justice system focused on rehabilitation for youth

Develop individualized treatment and rehabilitation plans based on specific risk and protective factors

Further limit detention by requiring the use of a risk-based intake assessment

Repurpose juvenile facilities to best address the programming and service needs of youth

Elevate safe communities by further incorporating evidence-based rehabilitative and restorative practices that address behavior to reverse the cycle of victimization in our communities.

Expand the use of restorative justice programming as a part of the individualized treatment and rehabilitation plans to reduce future victimization

### Background

A growing body of research on brain development indicates the adolescent brain is not fully developed until age 25. In fact, the brain of youth ages 18 and 19 years old are more similar to a 16-year old's brain than a 25-year old's brain yet they are treated the same in our criminal justice system.

A 2016 report from the Program in Criminal Justice Policy and Management from the Harvard Kennedy School notes that emerging adults comprise a disproportionately high percentage of arrests: In the U.S., emerging adults (ages 18 – 24) make up 10% of the U.S. population but 30% of arrests. *The same study also found that "when comparing youth who were prosecuted in the adult system to those retained in the juvenile system, the former had a 34% to 77% greater likelihood of being re-arrested for a crime. They were also more likely to be re-arrested for a more violent crime than those exiting the juvenile system."*

It was also reported that neurological research over the last two decades has found that brain development continues into early adulthood (mid-20s or beyond) and that adolescents are particularly prone to risky behavior. Specifically, research has shown that youths are:

Prone to be impulsive;

- More sensitive to immediate rewards and less future-oriented;
- More volatile in emotionally charged settings; and
- Highly susceptible to peer and other outside influences.

All of these factors have proven to be more pronounced for youth who have experienced trauma, which is estimated to be between 75 - 93% of all youth in the juvenile justice system.

Today, California probation departments have adopted an evidenced-based approach to serve youth and their families. Probation professionals are trained in trauma informed care, evidence-based

practices and as youth development experts in serving high risk and high needs youth. The juvenile justice system has had the success California sees today precisely because of age-appropriate programs and services probation has implemented. Since 2007, juvenile detention rates have fallen by 60% and felony arrest rates by 73%. 90% of youth under probation care and supervision are safely treated in the community and 67% of youth are diverted from the system not counting the many youth who never touch the system thanks to prevention and intervention efforts by probation and others.

By expanding these programs and services to emerging adults, we also will be increasing our ability to prevent future crime in communities. The Elevate Justice Act will enhance the safety of California's communities by focusing on supporting the rehabilitation of youth to address the behavior that brought them into the system and help address their needs to live safe and healthy lives in our communities. California is a leader in innovation and forward-thinking policy solutions, like Elevate Justice. Adopting this program will properly serve youth and prevent future victims. California has the opportunity to lead the nation as the largest state to implement such an historic research-supported approach to public safety policy.

This approach will help reduce the likelihood a young person will continue on in the criminal justice system and will give them the opportunity to be treated in the juvenile system with a trauma-informed and evidence-based rehabilitative focus.



**CHIEF PROBATION OFFICERS**  
— OF CALIFORNIA —



## **CAPIA Conference**

**By Tori Lemos**

The annual California Probation Institution Association (“CAPIA”) conference was held September 24th through September 27th in Pismo Beach, California. The conference is an opportunity to network with other Probation Department members who specifically work in the institutional setting, such as Juvenile Hall or Juvenile Camp.

In addition to meeting new people, the CAPIA conference offers several days of training on relevant topics. This year, the training focused on an update tied to the changes to Titles 15 and 24 regulations. The update was taught by representatives of the Board State of Community Corrections (“BSCC”) and provided clarification

related to the new policies enacted in 2018. Many of these regulations stem from two other focal points of the conference, trauma informed care and working with LGBTQ (Lesbian, Gay Bi-sexual, Transgender, Queer) youth. A large portion of the training was tied to understanding that youth in-custody often have experienced trauma in their lives before coming into a detention facility. Knowing this information, a portion of the training was tied to the techniques that work best for de-escalating youth and preventing further trauma.

The conference not only focused on the youth we serve but also the staff who

work with them. Motivational speaker, Coach Q, discussed the importance of self-care and wellness for those who work in high stress settings. Finally, no conference would be complete without the wise words of Gordon Graham. He ended our training discussing the importance of risk management and being prepared, blending humor with the realities of the profession we have chosen.

As great as the training and speakers are, the highlight is always getting to meet those in the same profession, learn from them and be able to have a network to turn to when questions and problems arise. CAPIA is always a wonderful experience and the 2019 conference was no exception!

## **Youth Reinvestment Grant Update**

**By Eric Olson**

As was referenced in prior newsletter articles, the Department was awarded the Board of State and Community Corrections (BSCC) Youth Reinvestment Grant (YRG) in June 2019. The goal of the funding received is to expand and develop programming that will prevent youth from entering the juvenile justice system by intervening earlier with the appropriate resources. The primary focus of these funds in Marin is to extend the School Works Initiative Pilot Program (which is up and running and opening cases at the 4 identified San Rafael City Schools sites) from 18 months to three and a half years. Further, our goal is to offer a similar intervention in both the Novato and Marin City school systems. Probation has met with both districts and we are in process of developing a model that works for each location.

The other arm of the BSCC YRG proposal involves the creation of a county wide early intervention referral portal that will dedicate funds to increase and expand local programs for intervention and diversion. The goal is to provide local law enforcement and school personnel the ability to connect at-risk youth to the resources they need without necessitating a referral to the Probation Department or a

booking into Juvenile Hall.

We have engaged other county departments, youth from our community and the Board of Supervisors in a process to determine what our needs are as a county and how to best serve our youth without operating in a siloed fashion or creating duplicative services.

Through the Request for Proposal (RFP) process, we hope to be able to fund the following kinds of services and create a growing network of pro-social support for youth not already in the juvenile justice system:

- Mentoring
- Restorative Justice
- Community Engagement/Volunteering
- Employment Training/Internships
- Pro-Social Outings and Adventures

We also understand that the removal of day-to-day “concrete” barriers is also a need that at-risk youth face regularly. We would like to be able to provide necessary intervention for needs such as:

- Removal of financial barriers to participate in school or community activities;
- Funding of critical care and personal items that will increase the likelihood of school attendance; and
- Enrollment in special activities, gym memberships and similar educational/vocational/physical programs that would provide targeted intervention and positive motivation to youth.

It has been a worthwhile process to convene with other stakeholders within the county and to compare our experiences and hear about what is available in Marin County; where the gaps are, and about approaches to prevention and early intervention for our county’s at-risk youth population. As we move forward, we will be engaging potential providers in a process to educate them about our focus with this funding and will look to begin funding supportive intervention and prevention services for our youth in the coming months.

## **Real (MB)TI**

**By Samantha Klein**

I was awarded my position here in the Probation Department based on my reputation with numbers. My role in the Department has grown over the past decade in many ways but one of the most fun and challenging for me has been helping keep us moving forward on the technology frontier.

While I have no actual training or education in technology, I seem to have a natural understanding and ability when it comes to computer programs. I'm also "married" to a techie who likes gadgets and knowing about things first. These two factors, coupled with the need to constantly make annoying processes more efficient has helped me push the Department to invest in technology.

For those of you who have been through one of my Meyers-Briggs courses, you may have a new understanding of how my high preference for iNtuition has helped me steer the direction of our Department. People like me, with a preference for iNtuiton, are good at seeing the big picture and looking for the opportunities in the patterns. The intuition preference allows me not to get bogged in the details of the actual what and how. This

is a great trait to have – up to a point.

At some point, things do have to get done and done well, preferably. I don't think it's any secret that I have been in over my head on the camera project. I could vision it. I was even smart enough to efficiently make sure that all the wiring was completed during our never-ending capital project. But now that the actual construction is done and it's down to the actual system procurement and set-up – so many details and requirements I just don't have it in me.

That's where Alex Yang comes in. Alex joined our department on September 24, 2019, as our first "IT Guy" (he's filling an "IT Person" vacancy – and, yes, I checked with him on pronoun preference). I won't spend too much talking about Alex himself – check out his profile in this issue – but I will tell you that if you haven't seen his office yet, it's totally tech-cool. Please take the time to come meet him and admire his anatomy of a keyboard key art.

In just two months, Alex has made a huge difference. He has taken the vision of a camera system to the next level and we will have a true professional level securi-

ty recording system. You can now see the stream of reception and interview room cameras on the monitors in the 266 staff area and additional monitors will soon be added to the 265/263 side. This is a necessary safety precaution that we have been wanting to have in place since doors opened in the Adult Division space back in July. Without Alex's knowledge, research and ability to work quickly with the County network team, we would still be trying to figure out how to get through our final technology hurdles.

Alex has set a high bar for himself in the first two months. However, there are so many different needs in our Department and I don't think he will run out of opportunities to show himself up. Liv and I seem to be saying "Ask Alex!" quite a bit these days (and quite excitedly as well). His presence has had a bit of calming effect on myself, as I now know that he will be adding the details missing from my iNtuiton crippled mind. He hasn't been through the Meyers Briggs course yet but I have a sneaking suspicion that, in addition to being able to offset my iNtuiton, he might also be the J to help with my P.

## **POBR and IA**

**By Adam Ponce**

Attending Peace Officer's Bill of Rights ("POBR") and Internal Affairs ("IA") training brought mixed feelings. No one wants to find themselves in a situation where they need knowledge of these topics, but still, the training presented information that is important to know. POBR is a law passed by Governor Jerry Brown in the 1970s in response to a series of controversies involving the California Highway Patrol. It guarantees peace officers certain rights regarding punitive or criminal action taken against them by their agencies. IA refers to the agency body that investigates alleged misconduct by their officers.

POBR activates when a peace officer is under interrogation by either a commanding officer or any public safety employee that could bring punitive action against the officer. POBR defines "punitive action" as "any action that may lead to dismissal, demotion, suspension, reduction in salary, written reprimand or transfer for the purpos-

es of punishment." The interrogator does not need to be employed by the same agency as the officer under investigation.

Under POBR, the department must inform the officer they are under investigation before the interrogation starts. The officer must be given the names of the investigators and enough information about the investigation to allow the officer to decide if they want legal representation. Officers under POBR must receive their constitutional rights if the investigation could result in criminal charges and/or a Lybarger admonition, which allows for an officer to be punished for insubordination by refusing to comply with the investigation. Additionally, officers under investigation may bring a representative of their choosing (it does not need to be a union representative or lawyer) and may bring their own voice recorder. Under POBR, the department may search an officer's assigned locker, providing the officer is present. Consent is not needed, although the officer under investigation may

give the department permission to search his or her locker in their absence. Barring both of those requirements, a locker may also be searched with a search warrant.

There are several primary POBR rights protecting officers during an interrogation: the interrogation must take place at a reasonable hour, it must be conducted on-duty unless there are serious reasons to do otherwise, officers must be compensated if the



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## Vacation Photos!

**Lindsey looking out from Castillo San Cristobol in San Juan Puerto Rico.**



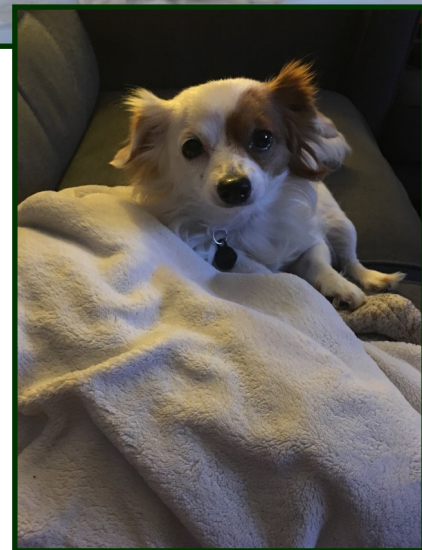
**Nancy's vacation on the Star Legend as it sails through the Panama Canal**

**Elston chilling in Jamaica!**



**Alisha's vacation to Iowa to watch some college football in the snow!**

**Samantha's gorgeous view from her couch on her staycation!**



## POBR and IA (continued from pg. 5)

interrogation occurs off-duty, and the officer cannot be fired for work missed while under interrogation. It should be noted that "a reasonable hour" may occur during an overnight shift if that is the officer's normal schedule.

Keep in mind that if you find yourself under an IA investigation, you are protected under POBR. None of us want to find ourselves in that kind of predicament, but it is good to be prepared in case that unfortunate day comes.

### Public Safety Officers Procedural Bill of Rights Act

Government Code Sections  
3300-3312



## **Employee of the Month**

**By Janene Conner**

On October 15, 2019, the Marin County Board of Supervisors recognized Luis Luciano as the Employee of the Month for October 2019. Luis, the Employment Development Counselor for the Juvenile Division, manages the Youth Working for Change Program, connecting youth to internships, employment and job readiness training. Additionally, Luis manages the annual Career Explorer Program, serving the community and the Marin County Departments. Most importantly, Luis is a role model and mentor to many of the youth he serves.

At the Board of Supervisors meeting, Supervisor Katie Rice read from Luis' nomination for Employee of the Month:

Luis' position requires specific characteristics such as confidence, passion, empathy, enthusiasm, authenticity, commitment, and tenacity, all which Luis possesses. He exemplifies professionalism in all that he does. Luis' ability to make everyone feel like they are his priority is unparalleled. He is a steadfast leader who genuinely wants to help improve systems, processes, organizations and, most importantly, the youth he serves. He spends much time reflecting on ways to improve the Youth Working for Change and Career Explorer's programs to yield the best

outcomes for youth. He continues to look for ways to broaden his scope, wanting to maximize his talent and skill. He cares deeply about his work and the people he serves.

The audience was full of many past and present colleagues of Luis', eager to be part of the celebration. Luis gave a heartfelt speech about his personal and professional path that included his own struggles. Luis' story was touching and inspiring and it gave insight to his own motivation in his service to others.

In his speech, Luis recognized past colleagues and friends who had supported his journey. Luis also gave a special recognition to his friend and past Employment Counselor, Bernadette Helson. It seemed clear that she had made a difference in Luis' life in the same way that Luis makes the difference for so many.

Luis is humble but confident; he stands out from the crowd, professional, but authentic and always ready to give of himself. It has been an honor to work with Luis as he settles for nothing less than doing his best. He is respected and liked by his peers and is



truly an inspiration and an asset to the Probation Department and the County of Marin. Congratulations, Luis!

## **Welcome Alex!**



Alex comes to the department with IT experience in the private and public safety sector. He graduated from UC Davis with a degree in Technocultural Studies and is a lifelong Bay Area resident. Alex is excited to bring his love of technology to the Department.

Alex is enjoying being a new dad and spending time with friends and family, whether it be backpacking, hiking, skiing and just having fun!

## FREE STUFF!!!

By Samantha Klein

We all love free stuff and who doesn't love things that support and make them feel better? EI Trainer Extraordinaire, Jaime Wolfe, rightfully called us out for not taking advantage of our County provided Employee Assistance Program (EAP). EAP is a free service that provides online and telephone resources for employees and family members in need. Have a traumatic event you need to debrief on? Feeling the weight of stress and anxiety from events in our world you can't control? Losing sleep over a stressed relationship? EAP provides connections to counseling and related support services to help you through the rough patches. Services are confidential and completely free – don't let them go to waste!

### *Need help?*

Call toll-free, 24 hours a day, seven days a week: 1-800-227-1060

TTY users call 711.

Or visit us at: [members.mhn.com](http://members.mhn.com)

and register with the company code: marin

You are entitled to 5 face-to-face sessions or telephonic or web-video consultations for problem-solving support per incident, per calendar year.

Separate limits apply for work-life consultations.



## 2019 Organizational Development Event and Marin

### Compass

By Mariano Zamudio

Consistent with our mantra of "Continuous Improvement" and our motto of "Forward in Excellence", our Probation Department holds, annually, and without fail, an Organizational Development Event. This has become an OD "event" and not an OD day, as we have come to understand that to effect meaningful change a sustained effort over time is necessary. As such, after the initial OD get together, committee work continues, and usually carries on until the next set of issues are identified at the subsequent year's OD Event.

This year's OD focus, which I am proud to be leading, is the newly minted County performance management initiative, Marin Compass. Interestingly enough, this program is designed, among other things, to foster a culture of continuous improvement and learning. Both these concepts are foundational within our Probation culture. Compass focuses on the organization moving the dial on a handful of the most important community priorities, by involving employees at all levels in decision making to continually improve services to those we serve. Since the Board of Supervisors' expectation is that our Department embrace, develop and implement Marin Compass, it stands to reason that our OD work focus on it. To date, we have had three major OD sessions, complete with an outside facilitator, off site

facilities, and robust employee attendance and participation. Each session has had forty to fifty participants with all levels of the Department represented.

Prior to engaging in this OD process, the Compass implementation plan was presented to the Board of Supervisors during their annual Budget Hearing, which was held in March of this year. During the hearing, I detailed our plan for the initiative, complete with timelines, milestones, deliverables, and a completion date. The deliverables include identifying Department "Strategies", "Objectives", and creating "SMART Action Plans" that are measurable and supported by data, aka "Performance Indicators." As of this writing, and consistent with the commitment made to the Board, we are on track to complete the final step of the plan, during our final OD session, by February 3<sup>rd</sup> of 2020.

Aside from getting the job at hand done, the OD team is also a vehicle by which we affirmatively engage our employees, personally, in the work of accomplishing our stated Department mission, vision and goals. The OD Team this year is a continuation of the learning opportunities that we value as we develop our employees to their fullest potential. It is, therefore, no coincidence that of the forty to fifty participants enriched by the OD experience, at least half of them are enrolled in my Management Principles Seminar, while the other half are graduates of the program. Employee engagement is magnetic, and em-

ployees have been drawn to learn as much about the workings of their Department as we are willing to share.

In 2017, I realized that as managers/leaders in this Department, we have an obligation to prepare our future leaders for the job of moving the Department forward into the future. We cannot assume that the requisite knowledge and skill sets needed will be absorbed over time through role modeling and staff observation. Additionally, we are to foster a greater understanding of why management makes certain decisions. Why we do what we do. While this is imperative for newly promoted leaders, I have found it equally important for all staff who are engaged, or seeking to be more engaged, in the workings of the viable organism that is our Department.

The Management Principles Seminar consists of four 6-hour sessions, covering 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 6-hour session, (approximately 30 total program hours), 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.

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## **2019 Organizational Development Event and Marin Compass** **(continued from pg. 8)**

This year the final seminar exercise became the first OD Event day around the Marin Compass implementation. To date, 68 staff from a variety of levels and classifications within the Department have participated in the sessions. That represents 58% of all Probation Department employees. Of those 68, 23 employees have “graduated” the program and have been formally presented as such at a Departmentwide meeting. Participants and graduates 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 and Vision: Compass Goals, Unit and Division Responsibilities
- Lead Staff, Senior Deputy Role, Supervisor Role, Manager Role, Assistant Chief Role, Chief Role
- New Programs, Equipment, Training, Personnel, Budget
- Goal Setting, Coaching and Evaluation: Career and Personal Growth
- Emotional Intelligence/Personality Inventory
- Diversity, Cultural Awareness
- Hiring Process: Exam Planning, Interviewing, Selection
- Promotional Process: Testing, Review, Evaluation, Selection
- Probationary Period: New Employee Work Test 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, Peace Officer Bill of Rights, Brady v. Maryland, Pitchess Motions
- Grievances and Lawsuits: County Counsel, Human Resources
- Workman’s Compensation: Accommodations, ADA, Exceptions

A final reason why we offer the seminar and encourage active participation in OD Events, is to provide a forum for Chief Daly and me to hear from our staff about how our management practices are experienced. We have heard from staff attending how our practices have been perceived, interpreted, possibly misinterpreted and ultimately experienced. This opportunity for clarification and indeed preemptive explanation, is a valuable interaction between us and our future leaders. We believe that engaged employees are happy employees.

## **Comings and Goings**

**By Alisha Krupinsky**

STAFF	FROM	TO
Kristi Grant	Solo	Pre-Trial Program

Anthony Nunez started with the Marin County Probation Department as an extras hire employee in 2013 and then transitioned to a full time employee in 2015. Anthony was a great asset to our Department. He started in the medium risk unit within the adult division, moved to high risk and eventually transitioned to the COPE assignment. Anthony was known for his love of softball and coached the Violators in their last winning season. Anthony has moved to another Probation Department closer to the city he grew up in. He will be greatly missed and we wish him nothing but good luck in his new position.



## **Creamy Butternut Squash Soup with Toasted Pecans**

2 Tbls. butter  
 ¾ cup chopped onion  
 1 butternut squash (~ 2 lbs.) (pre-cut, peeled, seeded chunks work perfectly)  
 1 can (14 oz.) reduced sodium chicken broth  
 1/3 cup orange juice  
 2 tsp. ground cinnamon  
 1 tsp. ground ginger  
 1 cup half-and-half (or opt for fat free)  
 6 Tbls. sour cream (or opt for fat free)  
 ¼ cup toasted chopped pecans

Melt butter in large saucepan on medium heat. Add onion, cook 3 minutes, stirring until slightly softened. Add squash and apple, cook and stir 1 minute. (Or, for more flavor, roast squash in oven until tender.)

Stir in chicken broth, orange juice, cinnamon and ginger. Bring to boil. Reduce heat to low, cover and simmer 25 minutes or until squash is tender, stirring occasionally. Cool slightly.

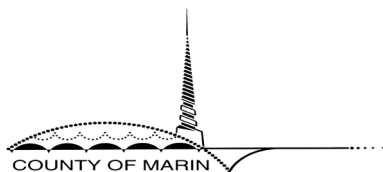
With the center part of cover removed to let steam escape, puree soup in batches in blender on high speed until smooth. Return pureed mixture to saucepan. Stir in half-and-half. Cook on low heat until heated through. Ladle into soup bowls and top each serving with a dollop of sour cream and chopped pecans.



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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.

#### **Editorial Board Members**

Michael Daly, Alisha Krupinsky, Lindsey MacQuarrie, Nancy Hillman, Sandra Mancilla, Johnathan Grant and Liv Lauchenauer