

THE PROBATION REPORTER

CHIEF'S BRIEF



NEWSLETTER COMMITTEE MEMBERS

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The Probation Reporter is published by the Humboldt County Probation Department. The purpose of this newsletter is to provide a forum for communication and the sharing of information. *The Probation Reporter* does not publish anonymous, politically oriented, or critical articles. Opinions expressed are those of the individual writer and do not necessarily reflect the position of the Humboldt County Probation Department. Articles submitted may be edited to meet space requirements. Submit stories or story ideas to the Editor or Committee Members.

Welcome to our final newsletter of the 2010 edition. Your all-volunteer editorial crew has once again put together an excellent collection of articles and other tidbits to keep you informed about recent department happenings and items of interest – Thank you all for your contributions and best wishes to you and yours throughout the holiday season!

Our management team is finally whole again after a series of promotions beginning in May of this year. My appreciation goes out to everyone who has helped carry that additional workload for the past 6 months. I am happy to announce that long-time Senior Probation Officer Morris “Moe” Pratton was recently promoted to Supervising Probation Officer over the Adult Field Supervision Unit. Moe’s 24 years of experience throughout the department, consistently above average performance evaluations, command of adult court processes and field practices, and the respect of his peers helped Admin in making this difficult decision. His calm and steady demeanor will undoubtedly be helpful in this time of great transition for his unit. The implementation of the STRONG assessment tool and JAMS case management system, as well as the continued development of the Evidence-Based Probation Supervision Program (SB678) and the training of new officers will be a challenge, but I’m confident he’s up to the task. We were certainly not lacking for proven capable leaders in this recruitment. I want to thank all of the other candidates for throwing their names in the hat and for their ongoing dedication to doing the important work of our department.

It seems that we’ve been in a constant state of change and implementation the past couple of years. It’s been challenging and we’ve all been stretched in ways we never imagined when we started with Probation. We’re also doing more with fewer resources, and I believe that because of our change efforts we’re fulfilling our role more effectively. Well done, everyone! I have to say, our staff has been remarkable through it all, and you continue to inspire me daily.

I generally discuss budget here, but see little point with so much being up in the air at the moment. More will be made clear, I’m sure, as the new Governor assumes office and releases his January proposal for next year’s budget. Suffice it to say that your admin team and managers are doing all that we can to prepare the organization to weather whatever comes our way, whenever that might be. As I said in our well-attended department meeting, if you have ideas that will make us more efficient, save or generate a few dollars, or improve our effectiveness with clients and families, don’t be shy and please share it with a manager.

In keeping with the title of this column, I’ll close until next time.

Chief Bill Damiano

FINAL FAREWELL FROM CATE ...



Thank you for taking the time today to honor my work as a 25 year team member of the Humboldt County Probation Department. It is with joy, gratitude, pride and melancholy, that I am ending this challenging and inspiring career. I am not just retiring from the coolest Probation Department in California, but leaving my Probation family as well. When I began at Juvenile Hall my son was eight. He is now 35 and has children of his own. My Juvenile Hall family was kept apprised of his milestones, and I shared in their personal joys and struggles. Many of us watched each other begin and end relationships, marry, have children, and watched our children grow. Some of us are now grandparents. We are family. On occasion a dysfunctional family, but fam-

ily, none the less. God willing, I will continue to serve the Probation Department as a Probate Court Investigator on a part-time basis, a position I find amazingly fulfilling at this time in my life. My deepest appreciation to my Chief, William Damiano; Directors: Tim Toste, Jody Green, Shaun Brenneman; and to my Supervisor, Kevin Samsel, for granting me this honor. During my tenure at Humboldt County Probation, one constant for me was our previous Chief, Douglas Rasines. **It was serendipity when "Ricko"** greeted me one Saturday morning for my first volunteer shift at the Humboldt County Juvenile Hall; a single mother, with a degree in theater arts, and history which gave me insight into

the struggles these adolescents may be facing.

Doug's tutelage, encouragement, and support, I believe, were significant to my advancement, creative opportunities, and success.

And I would be remiss if I failed to mention my husband, Andrew Camarda, who after a stressful day, difficult week, or atrocious month, always encouraged me to laugh, and relax, with the reminder that worrying the night away would not change one thing. Bill Damiano would simply recite a line from the film, *It's A Wonderful Life...* "Zuzu's petals..."

Lastly, my deepest gratitude goes to our clients-the lost kids, struggling parents, impaired adults, and the lonely elders, who remind me daily, "there, but for the grace of God, go I." There, but for the Grace of God, go us all.

Thank you,
Cate Halliday



HOLIDAY HAPPENINGS



*Almost too good to even eat.
Snowman Cake by
Steve Schmidt*

The Probation Department Annual Holiday Party was a huge success this year. Folks that attended enjoyed a beautifully catered meal by Kevin and Cynthia Samsel of Classic Catering. Salmon, prime rib, seafood, potatoes and salad were a few of the wonderful selections guests got to choose from. Dessert was provided by Steve Schmidt of **Cake Addict's Kitchen**. Steve made a fun and whimsical snowman cake that consisted of three delicious layers. In addition to a great meal, there was an over abundance of amazing raffle prizes and

several generous grand prizes as well. Congratulations to all you winners! For those willing to get up and dance, the band Backstreet provided musical entertainment throughout the evening. A big thank you goes out to all the volunteers on the Holiday Committee that made this amazing event happen. Thank you also to all those that came and shared the holiday spirit with their co-workers.

By: Jennifer Holcombe



*Movin' Groovin'
To the music...*



The Padula's won again... Who does Nate pay off to get his ticket pulled during the raffle?



THINKING FOR A CHANGE

In June of this year, as part of our Evidence Based Supervision Program, the Department hosted a instructor course for *Thinking For A Change* (the cool kids call it T4C) taught by the National Institute of Corrections. *Thinking For A Change* is an integrated cognitive behavioral change program for offenders that includes cognitive restructuring, social skills development, and development of problem solving skills. It is an established Evidence Based Practice that is be-

ing used in several communities throughout the country. Probation Officers from neighboring counties as well as six of our own officers learned to be instructors.

In September, the department offered its first class of *T4C*. The program was run by our own Duane Smith and Jennifer Holcombe (graciously on loan from Juvenile Intake). Armed with flip charts and some Target cards (incentives for attendance), the two officers worked with 7 probationers in a

group format.

The curriculum focused on learning new behavior skills, role playing to practice what they learned, and bringing back real examples from their lives.

On December 1, 2010, the Adult Division graduated its first class of *T4C*. Every student graduated the program. The feedback from the participants was positive with many expressing gratitude for being allowed to be in *T4C*. More sessions are being scheduled for the beginning of 2011.

By Shaun Brenneman

Adult Division
Director



Congratulations to Duane and Jennifer for a job well done



SUNSHINE



SNIPPETS....

Since our last newsletter, Sunshine has seen quite a few events. First, we recognized our Juvenile Corrections Officers that were injured while on the job. Two of the *injured JCO's have returned to work* with the third still in the healing process. We hope to have a speedy recovery for our missing co-worker. In addition, we have recognized two of our fellow employees who recently lost loved ones in the past few weeks.

Sunshine would like to also congratulate two retirees from the department; Alan Borchardt and Cate Halliday. Happy retirement to the both of you.

Sunshine hasn't been as active with their potlucks lately, but it seems like one should be just around the corner. Once the holiday season is over, we can sit back and celebrate the New Year with a gathering of some sort. As always, Sunshine welcomes dona-

tions; any time of year. Every little bit helps spread good cheer to our fellow co-workers. If you know of someone in need of a little sunshine, please contact me as soon as possible so I can start spreading the cheer .

"FRIENDS ARE THE SUNSHINE OF LIFE"

By: Jennifer Holcombe

THE SCOOP FROM HOME SUPE....BY KATHY DAVISON

1. Probationer information sheets are located on the door of the Home Supervision Officer.
2. Upon filling out the client information sheet, attach the minor's field sheet and referral history and give it to your supervisor, to be staffed at the next pop meeting. (Please be sure to check landline or cell phone) If the minor is Pre-Disposition circle either Home Sup or EM. (All Court commitments are done on EM)
3. Please do not promise any release time to the minor. Once the minor is staffed, I will do my best to get them released as soon as possible. However, equipment may need to be ordered. If you do not want the minor released immediately, you may consider holding onto the client information sheet for a future pop meeting, or communicate that information to me.

Good information to know:

- The family does not need a cell phone in order to have a cell unit in their home, the unit works as a cell phone itself. However, they still need to have a contact phone, where the minor can be reached day or night.
- The landline runs \$3.00 a day and the cell unit runs \$6.40 a day.



WHAT CAN JAMS DO FOR ME?

By: Jody Green, Division Director

Juvenile and Adult Case Management System – JAMS. Hopefully by now all staff have some idea of what JAMS is. The JAMS Online Help Guide defines **JAMS as “an application to track probation clients and the services they are provided. These services can start at the time a juvenile is arrested, an adult is convicted, or when prevention programs are used to deter criminal behavior. This is a full-scope system that records the entire life and history of the client, from juvenile to adult.”** Working with Debbie Damiano and the County Information Technology “IT” Department, the JAMS implementation team has been hard at work on tailoring Riverside JAMS to meet the needs of Humboldt probation. While “probation is probation” from county to county within California, there are distinct language and case processing differences amongst counties. One of the first challenges after receiving Riverside JAMS was to understand their language and processing intricacies. For example, **the word “case” in Riverside JAMS is defined differently than it is in Humboldt. And to make matters more complicated, within Humboldt the word “case” means something different depending upon the context in which you are using it. Is the “case” to which one is referring a client, a file folder, an adult complaint, a juvenile referral?** After nearly eighteen months of working on the system, we are nearing actual training of staff and implementation of the system.

Because the adult probation record keeping system is less cumbersome than the juvenile system, a decision was made early on to begin our JAMS implementation in the adult division. Implementation of JAMS in the juvenile

division should occur next spring. Adult Division Director Shaun Brenneman along with Debbie Damiano and Gitesh “G” Patel from IT have begun orienting and training staff on the system. One of the questions on the minds of staff in both divisions is “**what will JAMS do for me?**” Currently, our probation department employs multiple stand alone data bases that do not communicate with each other. When a new juvenile is booked into juvenile hall, for example, the correctional officer enters all of **the juvenile’s demographic information** along with information pertaining to the specific booking and related charges. Soon thereafter, a support staff in the juvenile division enters almost the exact same information into a separate system – DB Jr. This duplication of efforts is a waste of staff time and is inefficient. Redundancies such as this exist throughout the adult and juvenile division data systems. In addition to the inefficiencies

created by multiple data bases, the information – as appointment letters, face pages of court reports, and drug/sex offense registration documents. **Because JAMS “belongs” to us as opposed to an outside vendor, we are permitted to modify it to meet our needs as they arise.**

Over the past several years a trend has developed in the way government agencies receive funds from private and public funders. That trend is to require data driven and outcome based services in order to receive funding. It is not so much a trend anymore as it is a way of life in the budget world. Because we are a small, rural department, we have been behind larger probation departments when it comes to technology and infrastructure to produce and analyze data. Eventually, JAMS will allow us to generate a wide variety of data reports to utilize to apply for new funding and to guide our own internal practices. We will be able to track things such as outcome data from specific community programs (success/failure rates), juvenile crime trends, field versus office contact rates, and recidivism. JAMS will have a significant impact on most staff working in the department. And not all of it will be pretty! Change is often difficult even when it is a positive change. Implementation of a new case management system is a big event in the life of a department, and we will be asking for staff input at different stages in the process. We recognize there will be bumps and bruises along the way but **we’re confident JAMS will improve the way we do business.** If you have any burning questions about JAMS, please talk to a division director.



DETENTION MENTIONS

THE NEW TOILETS ARE HEAVENLY..BY TIM TOSTE

As you can see Craig Wilson really gets into his work. Craig retired from his position as Facilities Maintenance Manager in October 2009 after more than twenty-eight years of service. Craig was a fixture in Building Maintenance since April 1980 and was often seen around Probation and Juvenile Hall problem solving our most difficult issues with a smile and some comedic relief! Craig was kind enough to loan, well sell, his considerable skills and knowledge **to us for a few weeks to install "new to us" toilets** into the sleeping rooms of Juvenile Hall. Craig, while sturdy, is uniquely sized and therefore **"qualified" to "get into" his work by fitting** into the plumbing chases between each sleeping room in Juvenile Hall where he can access the other side of the wall where each toilet is attached.

The stainless steel toilets were left over after a partial destruction of the old jail and were languishing for years near the Building Maintenance yard. Craig tried for several years prior to his retirement to have these toilets installed in the Juvenile Hall, but due to staffing issues was only able to have three completed. Each sleeping room had to be slightly modified to allow the stainless steel toilets to match up with existing pipes and drains so it would take at least a

IN WITH
THE NEW



OUT WITH
THE OLD



full day to retrofit each room before one was completed.

As you can see from the photos the stainless steel commodes are a great improvement over the forty-year old original equipment that came with the building in 1970. It may not be very exciting people, but for those of us who work or have worked in Juvenile Hall it is quite an upgrade. **We're very appreciative of Craig's willingness to come back to work extra help and finish this project for us; I know it was one of the few things he wished he was able to complete prior to his retiring.**

Thank you Craig.

OFFICERS CUFFING CANCER

By: Dore Haws



Team #151 has been on a break before gearing up for Relay 4 Life 2011. Look forward to more fundraising events and of course, our team tee-shirt sale. There was a big response to the 2010 tee-shirts so, for those of you who were disappointed you did not purchase one, be on the look out next year.

If you are interested in being a Team Member for 2011, let Team Captain Dore Haws know, so you can be included in all the fun/planning that leads up to the actual relay event. As usual, we will also be recruiting participants for relay when the time comes. We had an excellent turn out for 2010 thanks to all the wonderful volunteers.

Thanks to everyone who made donations at the Department Meeting lunch on November 30th. A special thanks to those who participated in the raffle. Congratulations to Shaun Brenneman who won a Relay For Life blanket and Sherri McKenna who won a fleece lined Relay For Life sweatshirt. It will be a cozy winter for the both of them with their raffle winnings.

DETENTION MENTIONS(AGAIN)...SAFER WINDOWS

We recently completed the project in Juvenile Hall of replacing the metal mesh screens that cover “jealousy” or louvered-type windows opened by window cranks in each of the Juvenile Hall sleeping rooms. These metal mesh screens were added to cover the windows in each of the sleeping rooms in the early 1980’s by Building Maintenance as an after-thought following its 1970 construction due to an escape. A juvenile was able to get his body in between the louvered windows and wiggle through to the outside and eventually make it over the fence. Even after the first set of screens (there were subsequent layers added) a second incident occurred where someone from the outside was able to get to the window of a room and stick a straw through the open window and through the screen on the inside so the juvenile occupant could drink some beer. This issue necessitated adding additional cyclone fencing on the north side of what was then the General Wing (Redwood Wing). It was also the

start of a new policy in Juvenile Hall of closing all windows to sleeping rooms before dark. Windows are often open on warmer days since it is the only cooling system available when it’s humid and the air handler only pumps more humid air into the facility.

After several years of discussing, planning, sketching, brainstorming, reviewing different materials, and tearing apart a window frame to expose the mechanics of how the windows opened and closed we arrived at a solution. We discovered after having posed our dilemma to the Correction Standards Authority (CSA) there is a window covering used by many facilities that would serve our purpose and meet CSA Title 24 regulations. We needed something strong enough to withstand impacts of great force while not affecting the window it covered, to be able to see through and allow adequate natural light to enter the sleeping room, and be a fine enough mesh to make it less likely a minor could use it as a tie off point to harm him/herself. The material we used was manufactured to our specifications by a company in Pennsylvania and shipped here to be installed by O&M Industries as contracted out by Public Works. It may be difficult to see from the photos, but the old metal mesh screens show much larger holes which easily enabled minors to tie fabric to them. The new screens make it virtually impossible to thread



enough fabric through it to be strong enough to hold much weight making it much safer. The new screens also allow 28% of the natural light through it allowing for adequate light and fresh air to enter the sleeping room. Thank you to the CAO’s office for coming up with the funds to make the screen project happen and thanks to Tyler Holmes of Public Works for all of his work and creativity in coming up with solutions to our problem. We have a much safer facility.

By: Tim Toste

Division Director with help from Retired Rich Brazil





BY: KEVIN BAYLESS



WHERE IS PE.PP?

Many of you were familiar with the Probation Environmental Preservation Project (PEPP) as it had been until earlier this year. Prior to this year, PEPP had been a classroom program of both probation and non-probation students with a goal of inspiring them to explore careers in the environmental science and outdoor related careers.

For the past several years, PEPP had been co-located with the Cutten Community School on the beautiful redwood surrounded Glen Paul campus located in Cutten. However, at the end of the 2009-2010 school year, it was decided PEPP would be moved and absorbed into the recently built Eureka Resource Center (ERC).

Following the last day of school, the PEPP classroom and probation office were packed up and cleaned out. The **probation office, dating back to the days of PACE program, was closed and moved back the Probation Department's main office.**

At the beginning of the current school year, PEPP had a new look and feel. No longer were the students in the same class every day with the same teacher, instructional aide, and Ameri-Corps workers. Instead, the students were attending a rotating class schedule with different classrooms, teachers and school staff, much like a traditional high school program.

With no students specifically assigned to a PEPP class, this gave the PEPP probation officer the opportunity to interact with most of the more than one hundred students attending the ERC. Although, a majority of the students attending ERC are not on any form of probation, the probation officer has the opportunity to provide preventative services to these students through positive interactions and mentoring. By sitting in on various classes, including the Environmental Science class, and being present during school breaks, the students have opportunities to interact with the probation officer.

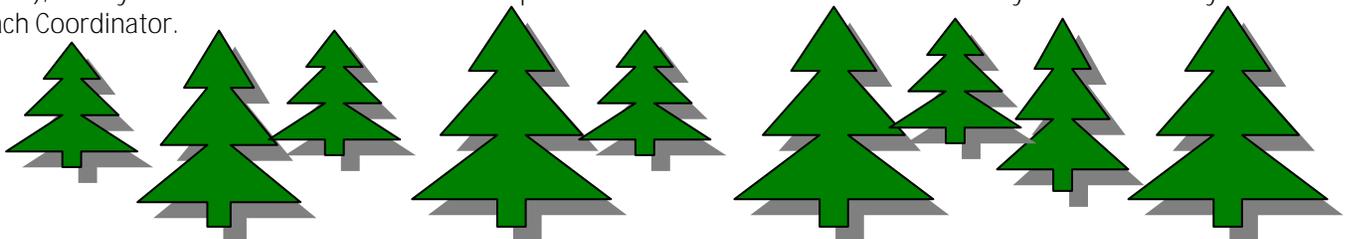
The presence of the probation officer on the campus has also resulted in an increased level of supervision of those students on probation, as any truancy or misbehavior can be acted on and/or be immediately reported to the **probationer's assigned probation officer.**

Another component of PEPP is the work crew. On Thursday mornings, the students meet at the school site and are transported by van to environmental work projects. Already this year students have done several projects with the **City of Arcata's Environmental Services Department and several litter clean ups in the Eureka area and surrounding communities.**

The students on the work crew not only get school credits for participating but they also receive a monthly paycheck. One student reported he averages about \$150 a month for his participation on the work crew. The students also gain valuable work experience. Last year several of our work crew members were able to obtain summer employment with the Youth Conservation Corps (YCC).

Another way PEPP encourages students to explore environmental careers is through the use of field trips. The students have already visited Freshwater Farms this year to learn about this local wetland nursery which provides wetland plants for projects throughout the western United States. Field trips currently in the planning stages are the HSU Marine Lab in Trinidad and the Campus Center for Appropriate Technology (CCAT) House on the HSU campus.

As many of you are aware, truancy has been found to be a key indicator of future delinquent behavior. In an effort to reduce the truant behavior of community school students prior to a referral to the School Attendance Review Board (SARB), this year the PEPP Officer has been partnered with the Court and Community Schools Truancy Outreach Coordinator.



This month we asked DPO Jackson Robbins for a recipe. He responded with this favorite winter warmer, just the thing for a rainy Humboldt County weekend. Add a crusty loaf of bread, and maybe a salad, and supper by the fireside looks like something from a home-for-the-holiday television spot.



CHOWDER (any kind - the Action-Jackson method)

I'm a winger when it comes to cooking so this isn't really a recipe but more of how I roll. I love chowder, and will pound a whole pot in a sitting or two. Base- **BACON**.

Start *brownin* as much as you want, while that's brownin toss in some **ONION**, and some **POTATO**, then *season*. Best time to add is when the rendered bacon fat is free and hot.

Toss what you added in the heavenly bacon grease and let it sit.

When it looks like it's going to be a pain to clean your pot cuz its so crusty on the bottom: *Deglaze*- I like a cheap **PALE BEER** "Highlife baby!" (or a cheap **WINE** if you're fancy).

Just get the goodies off the bottom, I usually use a whole can.

Then I'll add other goodies: **CORN** (fresh cut off a cob), **GREEN PEPPER**, **SPICY PEPPER**- what ever you want or just keep it simple- **MUSHROOMS**, whatever.

Then to the alcoholy- greasy-goodness, *season* again and *add* **CHICKEN STOCK** till you get the base to goodie ratio you like.

Bring to a boil. If you're throwing delicate things in there like **OYSTER MUSHROOMS**, wait till its boilin to add.

This is also when I like to *add* **FRESH HERBS**. I like **LEMON THYME**. Then *thicken*. Use whatever (Ed. note: cornstarch or flour work best if pre-mixed with some water to smooth.

Pureed vegies are a great way to thicken and add nutrition). Of course I like **HEAVY CREAM**- or **HALF & HALF**, **BUTTERMILK** or whatever- switch it up. I also like to use **WHOLE MILK** and then *add* **INSTANT MASH POTATO** for a thickening agent. It's hella good.

Let *boil* and *thicken* to your liking and there ya go- OH! and *season* again.



CONTINUED FROM PAGE 7...WHERE IS PEPP?

On Tuesdays and Thursdays, the Truancy Outreach Team is out in the community conducting home visits to meet with students and their parents to discuss why the students are missing school and what can be done to resolve barriers causing the student to miss school. The possible consequences of failing to attend school for both the student and their parent are also explained to them.

As with most of our programs, we must adapt to stay current with the changing times. Over the last few months, I have heard several coworkers and school staff say there is no PEPP program. Although, PEPP has significantly evolved this year, PEPP is still here and making an impact on student's lives and supporting student pursuit of careers in forestry or related environmental sciences.

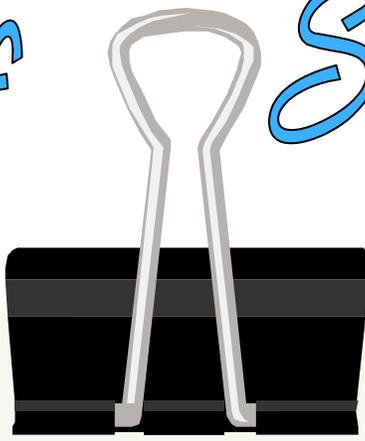


Chief Damiano & Alan at his retirement celebration. There were tons of food from every department that everyone feasted on.

A special cake made by Steve Schmidt for our local rail car fan.



Years of Service...



1 Year

Nathan Zink
Brian Corning
Crystal Perez
Dorothy Mederios
Cindy Mowrey
Thomas Halvorsen

2 Years

Jackson Robbins
Sammy Gentle
Jessica Jimenez

3 Years

Rebecca Younger
Dustin Asbill
Tim Jernigan
Jennifer Holcombe
Dore Haws
Brian Grossman

4

5 Years

Steven Schmidt
Karen Maynard
Kevin Bayless
John Robey
Robert Bisgrove

6-7 Years

Sara Quenell
Darren Ghisetti

9-10 Years

Barbara Boerger
Petrina Fennell
Eric Wheeler

11-12 Years

Paula Sargent

13 years

Tamara Hansen
Pam Johnson
Stephanie Smithson

15-17 Years

Kevin Samsel
Diana Cavinta

18-19 Years

Dolores Cano
Paula Swihart

20-22 Years

Mark Cory
Bill Damiano

24 Years

Tim Toste
Moe Pratton



New Hires...

Page Ludtke
Ben Duhem



New Retirees

Cate Halliday
Alan Borchardt

This is for the months of
July to December 2010