

Chief's Brief.....

Greetings and welcome to the first newsletter of 2012!

Here's wishing you all a happy and prosperous 2012. It's time to reflect back on 2011 to recognize all of our accomplishments this past year, as well as to look forward to the anticipated challenges of the new year.

Two thousand eleven was something of a roller coaster ride of a year for Probation. We successfully managed another round of budget cuts to Probation, narrowly escaping layoffs. Staff rolled up their sleeves and helped with the coverage and another restructuring of workloads to absorb the duties of newly vacant/frozen positions while weathering continuous unusually high referral numbers from the criminal courts. We also experienced one of the most significant shifts in state corrections policy in memory – **Governor Brown's 2011 Public Safety Realignment**. The shift of responsibility to counties for the jail housing and community supervision of "low level" offenders has changed the landscape of local corrections and felony sentencing forever more, and has required a rapid ramping up of adult services to meet the new workload demands. I applaud staff for their professional response to every one of those challenges, and for stepping up to ensure community safety in this landmark time.

Realignment, phase two of our Disproportionate Minority Contact grant and our receipt of the Evidence-Based Practices Program (EBPP) grant last year have brought abundant opportunities for Humboldt County Probation to put to the test what we've been focused on for so many years – improving local community safety through the implementation of proven-effective practices in corrections. We owe a great debt to our prior chiefs and other leaders in our department's history for their willingness to explore innovative programs and practices and make learning and growth as an organization a priority. Their unwavering support of the development of staff skills in motivational interviewing, individualized case management, cognitive behavioral group facilitation, and the use of validated risk-needs assessment tools have prepared us well for the challenges we are faced with today. All of these practices will be brought to bear in the coming year as defined in our local Community Corrections Plan, which was accepted and supported by the Board of Supervisors on January 10th. Likewise, the outcomes of our work with University of Cincinnati this coming year, and the additional capacity-building aspects of the EBPP grant will further reinforce these practices and provide much needed feedback about the effectiveness of what we are doing as we move forward.

Finally, the Governor's realignment legislation has impacts in every system in local government, not just in corrections and criminal justice. Our work can only be successful if the community supports are in place for those we are tasked with managing within the community. Humboldt County is fortunate to have forged excellent collaborative relationships across agencies, both in and outside of government. These linkages and partnerships will be critical to our success as we develop our community's response, seeking to preserve public safety through improving offender outcomes while they are under our supervision.

These are exciting times, full of possibilities. I am truly looking forward to what we will be able to accomplish together.

William Damiano, Chief Probation Officer



County of Humboldt

PROBATION REPORTER

NEWSLETTER COMMITTEE MEMBERS

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Jody Green, Division Director
Barbara Boerger, Editor
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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.





Detention Mentions

By Director Tim Toste.....



The population continues to be low in both the Juvenile Hall and Regional Facility. Since our last issue in August 2011, the JH average population has been 15.58 youth with a 26 bed-rated capacity, **while the RF average population was 9.14 residents within the 18 bed facility.** While it's nice to not be crowded in the JH, the low population in the New Horizons program makes everyone uneasy. **While it's a valuable program doing good work with its target population, we seem to be lacking the numbers to keep it any where near capacity.** We continue to market to other counties throughout the state, but it is a costly program that is not eligible for state or federal foster care funds like residential placement programs.

We recently had our biennial inspection by the Correction Standards Authority (CSA), and while we were directed to alter two of our policies, we were ultimately found to be in full compliance as deemed by our CSA field representative. Many thanks to the youth and staff in both facilities for doing some extra cleaning and painting to upgrade their appearances. Thanks to Mark Cory and Ray Watson for their assistance in revising the policies to meet compliance. I was invited by the CSA to be part of a workgroup to review and revise certain sections of Title 15 of the California Code of Regulations. I will be in Sacramento in February to take part of that endeavor for a few days.

Also scheduled for February is our biennial Institute for Medical Quality (IMQ) survey. The IMQ, a subsidiary of the **California Medical Association, will conduct a survey of any county's jail or juvenile facility's medical and mental health programs to provide a two year accreditation if IMQ standards are met or exceeded.** Humboldt's contracted medical provider, California Forensic Medical Group (CFMG), requests this survey for accreditation to ensure we meet or exceed all Title 15 mental and physical health standards. By CFMG and Humboldt County Mental Health Branch becoming accredited by the IMQ, it provides another level of protection against potential litigation and ensures our programs meet community care standards.

We've recently had meetings with representatives from Humboldt County Transitional-Aged Youth Collaboration (HCTAYC). Their focus for this coming year is youth in the juvenile justice system. *Continued Page 12*



Perogie Cassorole

Preheat Oven to 350 degrees.

12 Lasagna Noodles
 5 Pounds of Potatoes
 4 cups Shredded Cheddar Cheese
 2 Eggs
 Salt, Pepper to Taste
 1 Pound of Bacon sliced
 2 Onions Chopped
 2 TBS Butter
 Sour Cream
 Bunch of Green Onions

1. Boil Lasagna in lightly salted water for 8-10 or al dente.
2. Peel, Dice and boil potatoes until soft. Then mash and mix Cheddar Cheese into potatoes. In a separate bowl blend the cottage cheese, eggs, salt/pepper.
3. Dice Bacon and fry with cut up onions.
4. Layer Lasagna noodles into a 9x12 baking dish with potato/cheese, cottage cheese, and bacon/onion.
5. Top dish with extra shredded cheese and butter.
6. Cook for 45 minutes or until cheese is melted and bubbly.
7. Dish out and garnish with fresh green onions and sour cream.

Courtesy of: www.allrecipes.com



Juvenile Happenings

By: Jody Green, Juvenile Division Director

Despite the reduction in referrals over the past few years, we are managing to keep ourselves quite busy in the juvenile division. With the implementation of AB109, two of our journey level officers transferred to the adult division – Beverly Ford and Jackson Robbins. We miss their hard work, but thankfully we were able to replace them with experienced officers. With the sunset of PEPP, Kevin Bayless was reassigned to the South field caseload to backfill Ben Duhem who transferred to the community schools caseload after Barbara Boerger was promoted to senior to replace Beverly. **Congratulations to Barbara on her promotion! We also lucked out in snagging our “new guy”, Jason Schwerdt, from Shasta County Probation. Jason has several years of juvenile probation experience including time as an NCPC liaison. He was quickly nominated here to continue those liaison activities. Jason fits right in and is doing a great job. We are thankful to have him here. Jason’s current assignment is Eureka/North field. I also want to welcome back Tirzha Martiniez, HSU intern, from winter break. It’s good to have you back, Tirzha.**



One vacancy remains in the juvenile division – a diversion officer position in the juvenile intake unit. This position has **remained vacant since Verna McGaughey’s retirement June of last year. Workload issues in other units/divisions made the diversion position a lower priority for filling. Because of this, however, Jennifer Cory has been doing double duty. Thank you to Jennifer and the other intake officers who have pitched in and helped when needed. Hopefully, as things settle down with AB109 expansion, we will be filling this vacancy.**

PACT Caseplan 2.0 is on the way! I must recognize the hard work of NCPC Liaison Dore Haws on the new case plan. NCPC convened a small workgroup to help redesign the current case plan. Dore has been one of the most active members of **that workgroup; she’s worked diligently to make sure agreed upon changes were made and that the new product was functioning properly. Thank you Dore! The case plan is in the final stages of production, and I’m hoping it will roll out in the next few months. 2.0 looks like a huge improvement over the previous case plan. It’s taken awhile to get there, but I think it will be worth the wait.**

Things are moving forward with our Evidence Based Practices Program grant (EBPP). Our analyst should be on board by **the end of February just in time for the University of Cincinnati’s (UC) organizational assessment activities. UC will be conducting an assessment referred to as a “Correctional Program Checklist-Community Supervision Agency”. This assessment was developed to “assess correctional programs and are used to ascertain how closely programs meet known principles of effective intervention.” Staff people from UC will arrive here the week of March 5, and spend several days at the department evaluating not only our own probation practices, but those of the New Horizons program as well. The assessment involves review of policies and procedures, observation of groups, interviews with management staff, probation and correctional line staff, as well as interviews with youth and families. The greater purpose of the evaluation is to ensure the youth with whom we work are receiving the best services available. Once the assessment is complete, a report will be provided to us which will guide us in improving our services to youth and families. An assessment of this magnitude will require hard work and patience. Thank you in advance for your cooperation.**

We continue to move forward with our Disproportionate Minority Contact grant activities which you will hear all about **when you read Ken Blackshear’s DMC article. Additionally, we were selected to be on a “fast track” for completion of the Peer Quality Case Review and County Self Assessment. Previously these activities were held every three years. In the future, they will occur every five years, but Humboldt, along with several other counties was selected to complete their three year cycle one year early. Good times! These activities are described further in a separate article in this newsletter.**

The JAMS workgroup along with county IT programmer, Gitesh Patel, continues to toil away at JAMS. Our go-live date has **moved on us several times. We are now confident we will go live “this spring.”**



It's Peer Quality Case Review Time Again!

By Jody Green, Division Director

Staff from the Family Reunification Unit recently participated in the county Peer Quality Case Review (PQCR). This is an event that occurs every 3 years as part of the California Department of Social Services performance improvement project. Each county Child Welfare Department is required to participate along with their county Probation Department. Peers from other counties are invited to Humboldt to review selected foster care cases and offer feedback on services provided. This time our peer partners were placement officers from Marin and Placer counties. The PQCR is part of a larger County Self Assessment (CSA), and ultimately, a System Improvement Plan (SIP). The results of the PQCR and the CSA help us gain a greater understanding of how to improve services to youth and families in the foster care system. In the next few weeks, with the help of Social Services, a CSA report will be prepared and submitted to the State with the PQCR findings. The PQCR, CSA, and SIP are very labor intensive, and Brett Moranda and Kim Sousa were very involved in this project. Thank you to Brett and Kim and other FRU staff for you extra efforts on the PQCR.



Cont. Page 2.DETENTION MENTIONS....

One point of access to youth in our system is Juvenile Hall; therefore, they will come into JH to facilitate groups with detainees to gather some information regarding their experiences in the juvenile justice system and what **they might need to be successful. Stay tuned for how this develops. On to some staff updates. We've added two new extra help staff recently; welcome to Chris Rogers and Antony B-Hill. Extra help JCO Mike Le accepted a position with College of the Redwoods so we bid farewell and good luck to him. Cindy Mowrey returned to work light duty recently after six months medical leave. Dayna Wilcox continues as an Applied Suicide Intervention Skills Training (ASIST) certified instructor and is gearing up with her colleagues to offer another suicide intervention training. Dayna's efforts and skills are becoming well known throughout the county and is an often sought after collaborator to put on this valuable training. Last, but certainly not least, we congratulate Patrick Del Rosario and his wife who recently discovered they will have their first child this year.**



Holiday Party



Cake

Steve Schmidt, Supervising JCO made this delectable creation for all to enjoy. He is not only an extraordinary artist, but great baker, too.



DMC Comings & Goings

By: Ken Blackshear



The grant-funded Disproportionate Minority Contact program has completed Phase 1 (18 months) and we have been awarded funding for Phase 2 (15 months), which began in July 2011.

Phase 1 focused on building infrastructure in the Probation Department to give us the information and ability to identify and address any DMC issues. We hired retiree Ken Blackshear for ten hours per week to coordinate the efforts. We are contracting with the W. Haywood Burns Institute in San Francisco as the expert consultant required by the grant. Funds were used to help **modify the JAMS program to adapt it to our department's needs and to make reliable data more available for use in decision making.** JAMS is currently operational in our adult division and the **juvenile portion is progressing with an anticipated "go live" date in Spring.**

During Phase 1 we surveyed juvenile staff on DMC awareness and then held training on DMC issues in general and initial findings in our county. Our Cultural Awareness and Diversity Committee (CDAC) serves as the steering committee and has met regularly with our consultant to review and discuss data findings. Out of this, two target populations were identified for further focus: warrant arrests and VOP arrests, our two most common booking charges in Juvenile Hall.

We have also introduced DMC issues to the Multi-Agency Juvenile Justice Coordinating Council (MAJJCC), the Multi-Tribal Round Table, and LatinoNet as we prepare to engage community stakeholders as we transition to Phase 2 of the three-phase DMC program.

The focus of Phase 2 is stakeholder involvement, and the preparation of a county-wide plan to address DMC issues. MAJJCC will be the base for our stakeholder involvement. We will continue to report to them and MAJJCC members may participate in workgroups on particular DMC issues. CDAC will continue as the steering committee and remain the focal point of most of the work on DMC. A realistic and effective county-wide plan will require involvement beyond our own department.

During Phase 2 we will be offering additional training regarding DMC activities and the particular target groups that we identify. Additional target groups may be identified as the work continues. We plan a survey of staff to see what changes in knowledge or perception have occurred since we began. We will be delving deeper into the target groups and will implement responses to address identified issues. CDAC is currently working on a survey of minors who had a warrant issued and their parents. We will be involving staff in the development of a graduated response grid for **juvenile VOP's so that it is appropriate for the kinds of violations and minors that we deal with.**



Phase 2 will last 15 months ending Sep. 30, 2012. Phase 3 will be an additional 15 months and will focus on implementation of the county-wide DMC plan.



This year Santa had a special guest as he visited the Regional Facility to hand out gifts to the residents. Santa and his rather large Elf were able to bring smiles to the many residents during the “ Holiday season. Santa also visited the Juvenile Hall on Christmas day and handed out presents there as well. Thanks Santa for stopping by again this year.



Mike Tully (Santa) and Ray Watson (Elf)

Holidays around the Department



Every year the Kiwanis club has donated a beautiful Christmas Tree to the Juvenile Hall to bring Holiday Cheer to the minors during the Holiday season. With their support we are able to ensure the minors here on Christmas day have the experience of sitting around the Christmas tree and opening gifts. I would like to also send a special thanks to Supervising Juvenile Corrections Officer Dayna Wilcox for doing all the Holiday shopping again this year.

-Ray Watson, JH Manager-



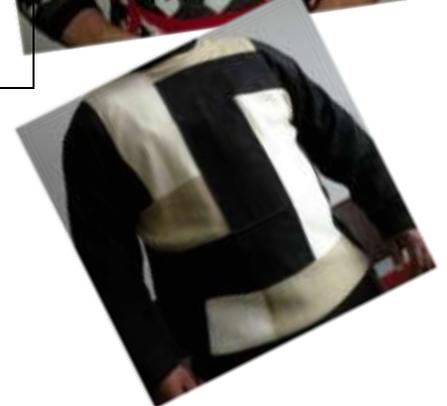
NOVEMBER

NOVEMBER



Sonya from Mental Health was the Winner... 2nd place was Jackson and 3rd place was Ray (he believes his every day sweater was "lovely") Yeah, no one really agreed.

ANNUAL COOKIE EXCHANGE...



There were over 20 participants in this year's cookie exchange from Our Ladies of Clerical and the Kitchen from JH, Mental Health Staff, PO's, and management. A scrumptious variety to meet everyone's taste buds. Plates were filled to the brim. This was a great start to the Holiday Season in the Probation Department.





OFFICERS CUFFING CANCER

By: Dore Haws



It's 2012 and Officers Cuffing Cancer will be gearing up for the July 14th Relay 4 Life event with some exciting fundraising events over the next few months. We got off to a great start with the 50/50 raffles; the Holiday Committee will take over sponsorship of the 50/50 raffle in March so you still have a chance to play and support the fight against cancer.

Everyone's reason to participate in Relay 4 Life is unique and often times personal. No matter why or how you choose to support Relay 4 Life, know that you are helping the American Cancer Society save lives. If you are interested in becoming an Officers Cuffing Cancer team member, be on the look out for information regarding our first team meeting in February.

Save the date! July 14, 2012 Relay For Life at College of the Redwoods!

BOWLING TRIVIA

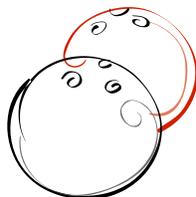


11TH ANNUAL BOWLING BONANZA IS

SATURDAY, FEBRUARY 25TH @ 7 PM



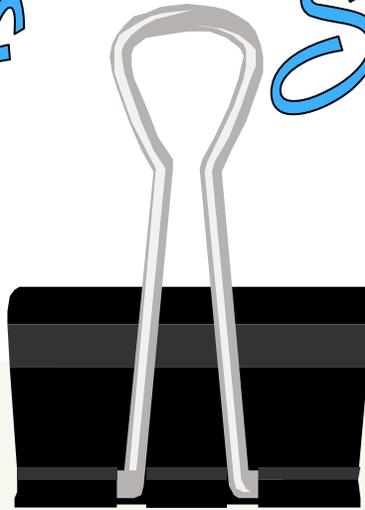
- What is the most difficult split?
 - 7-10
 - 1-10
 - 2-6
 - 3-5
- When someone bowls "Brooklyn", they:
 - Roll their first ball to the wrong side of the headpin
 - Bowl left-handed
 - Wipe their ball with a towel between every roll
- Of these which is a famous bowler?
 - Walter Ray Williams
 - Paul "Lucky Strike" Mall
 - Tiger Woods
 - Andy Kingpin
- If you get a gutter ball, you get _____ points? (one word)
- A perfect game in bowling is a score of _____?
 - 100
 - 400
 - 200
 - 300
- Bowling a strike followed by a spare (or vice versa) in the entire game is called?_?
 - Miracle
 - Dutch 200
 - Alley
 - Pouch
- Three strikes in a row is called a ____?
 - A buzzard
 - Big ears
 - Turkey
 - A sleeper
- A perfect game requires how many strikes?
 - 10
 - 12
 - 15
 - 9
- Which of the following spare combinations are aka "Woolworth"?
 - 7-10
 - 6-7-10
 - 5
 - 5-10
- It is legal for the ball to bounce out of the gutter and back into the lane to knock down the pins? True/False



ANSWERS.....1-A 2-A 3-A 4-0 5-D 6-B 7-C 8-B 9-D 10-FALSE



Years of Service...



APRIL*

Chris Petersen 10
John Sampson 11
Stacy Reyes 12

JULY

Barbara Boerger 10
Petrina Fennell 10

SEPTEMBER

Tamara Hansen 14
Paula Swihart 20

OCTOBER

Bill Damiano 23
Keith Wallace 13
Tim Toste 25
Moe Pratton 25
Kathy Davison 5
Diana Cavinta 18
Delores Cano 19
Brian Grossman 4
Dorothy Mederios 2
Cindy Mowery 2
Jayme Turner 5
Darren Ghisetti 7

NOVEMBER

Dore Haws 4
Crystal Perez 2
Jessica Jimenez 3
Pam Johnson 14
Brian Corning 2
Paula Sargent 15

DECEMBER

Steven Schmidt 6
Nathan Zink 2
Duane Smith 5
Sammy Gentle 3

Promotions & New Hires

Paula Sargent, Supervising PO
Barbara Boerger, Sr. PO
Brian Grossman, Sr. PO

Jason Schwerdt, DPO Juvenile Field
Alyssa Rempel, DPO Adult Intake
Nicole Ambrosi, DPO Adult Field

* These names were left off in the last edition



Adult Division Updates

By: Shaun Brenneman, Division Director

The last few months have brought big changes to the Adult Division. Beginning October 1, 2011, the department assumed responsibility for supervising a majority of the inmates being discharged from CDCR. In response, we created a new unit to handle the PRCS (Post Release Community Supervision) offenders and operate an adult electronic monitoring program to relieve jail population pressures. When fully staffed the Post Release Supervision (PRS) unit will have a Supervising Probation Officer, a Senior Probation Officer, 5 Deputy Probation Officers, and a Senior Legal Office Assistant.

In November, Paula Sargent left Adult Drug Court, when she was promoted Supervisor of the new PRS Unit. Similarly, Brian Grossman was promoted to Senior Probation Officer and moved from the Adult Field Unit –Hoopa to be the lead officer in PRS. Senior Probation Officer **Barbara Robie then moved to Drug Court to fill the vacancy left by Paula's departure**, and Senior Probation Officer Beverly Ford transferred from the Juvenile Division to replace Barbara in Prop 36. Not long after, Deputy Probation Officer Jackson Robbins transferred from the Juvenile Division into the Adult Field Unit. He will be working in the Hoopa area.

In December, two new deputy probation officers joined the department. Alyssa Rempel starts her career with us in the Adult Intake Unit and Nicole Ambrosi is working in the Adult **Field Unit. They have been welcome additions to the team. Nicole's arrival has allowed** Deputy Probation Officer Jesika Bradley to shift into the PRS unit where she will be carrying a caseload of PRCS offenders.

More changes are to come. In the upcoming months, we will open up the new Day Reporting Center at 404 H St, Eureka. It will house the PRS officers, Department of Health and Human Services (DHSS) staff, and an e-m program. The Reporting Center will open in March 2012. Keep an eye out for the upcoming open house and come by and check it out.



CJI Supervisor Leadership Academy (SLA) Training update

- By Michael Tully

As many of you may know, Supervising Probation Officer Kevin Samsel and I, along with 22 other Probation and Correctional Officers from northern California counties recently participated in the Supervisor Leadership Academy (SLA) presented in Red Bluff, CA. The SLA is a project of the U.S. Department of Justice's National Institute of Corrections in Partnership with the Crime and Justice Institute at Community Resources for Justice.

Our sessions were hosted by the SLA team of Tehama County Chief Probation Officer Richard Muench and North Coast Probation Consortium (NCP) Project Manager Julie Briggs. Tehama County provided a wonderful locale for training and recreational exploration on our down times. Although the Academy is being offered to counties throughout California, this was the first occasion for the SLA to be provided to northern California Probation Departments. Another Academy, being arranged for northern California counties, is expected to occur later this year.

The Academy consists of 2-day sessions each month for six months. Participation requires a firm commitment from individual participants, as well as, their Department. As we all know, frequent bouts of being out of the office is challenging, as the workload does not seem to disappear in our absence. It is therefore only appropriate to express our gratitude to those staff that covered office duties in our absence. Additionally, there were assignments and projects between sessions that required our supervisor's participation. **Thanks go to our respective supervisors for their input and reflective insight which added to our professional growth.** Also, thanks to Chief Damiano for his support and participation on the last session day's question and answer panel. **Our Chief shined among the panel of seven**

The title and focus of the training is "Cultivating an Evidence-Based Organization", which proved to be a pertinent and timely area of study in light of the changes and trends occurring in corrections at this time. There were many occasions to discuss and absorb the challenges and solutions facing other Probation Departments, as presented by our peers and instructors. Such experiences were expected and a design of the curriculum. If you wish to review the curriculum, it can be found at: http://cjinstitute.org/files/SLA_Curriculum_Guide508v3_Jan2011.pdf. Noted within the curriculum are citations for several excellent books and reading materials.

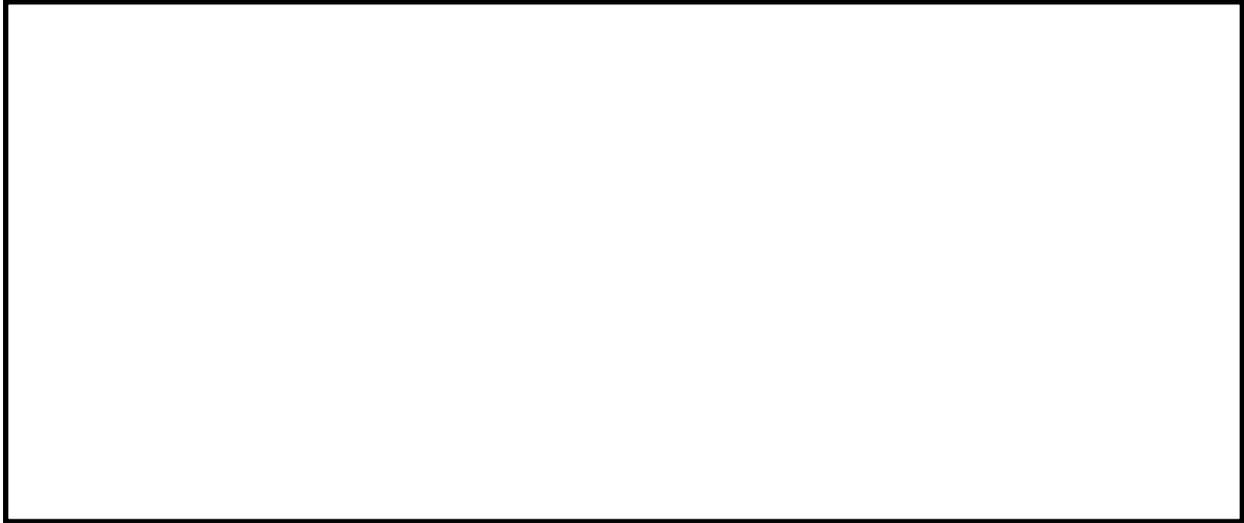
Kevin and I are appreciative to have had the opportunity to attend such a well constructed and invaluable training. Our continued contact with our SLA peers should prove to be a pleasant experience, as well as, an adjunct resource of experience and supportive ideas to confer with as we move forward in the business of organizational Evidenced-Based Practices applications. It is our intentions to bring forward to the Department, in more detail, some of the ideas and concepts we were exposed to via the SLA which we will present in subsequent Department Newsletters.





Humboldt County Probation Department

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“KNOWING IS NOT ENOUGH; WE MUST APPLY.

Will ing is not enough; we must do.”

~Johann Wofgang von Goethe~



“TRY NOT. DO, OR DO NOT.

There is no try.”

~Yoda~