

# THE PROBATION REPORTER

Volume 3, Edition 3

February 2005

## Message from the Chief

By Bill Burke

Happy New Year and congratulations to everyone for surviving the holidays! Winter has set upon us but the volume of work and productivity of staff remains high.

A quick (yet partial) list of activity and accomplishments since our Fall edition includes:

- Completion of the Juvenile Hall lighting retrofit
- Receipt of a 4-year \$950K California Endowment Healthy Returns Initiative Grant
- Expanded fiscal claiming and collections processes
- The introduction of Evidence Based Practices in several program areas in partnerships with DHHS, County Office of Education, and others
- Expanded partnership and agreements with Humboldt State University, Native American Tribes and service agencies, and outreach to Hispanic, African American and other minority groups and leadership
- Annual review of our Strategic Plan, 2004-2006

Bill Burke, Chief Probation Officer

Barbara Boerger, Editor

Vikki Bernstein

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These are only a handful of examples of accomplishments that do not even begin to address the daily efforts and accommodations by staff in all divisions and units who continue to sustain the quality of services to which our community has become accustomed. All of this in spite of significant reductions over the last several years. Great job/budget, everyone!

Attached to this year's State budget and legislative processes are a handful of priorities that remain high on Humboldt County's and the Chief Probation Officers of California's legislative platform this year: full restoration of Juvenile Justice Crime Prevention Act (JJCPA) funding; full commitment of Probation TANF funding; restoration of STC training fund for local corrections; and, legislation of supporting Proposition 36 funding for drug treatment, supervision of offenders and language cleanup.

All staff, the community and local community corrections stakeholders are understandably concerned about the 2005-2006 budget season. The season kicked off with Governor Schwarzenegger's State budget proposal on January 10. The Governor's proposal presents a mixed bag of opportunities and threats to local government and the Probation Department. On the upside, the Governor proposes to continue Probation TANF funding. On the downside, he proposes to reduce JJCPA funding by 75%, and there is no current proposal to re-institute training funding for probation departments and jails as referenced above.

Also of great concern is the Governor's efforts surrounding State correctional reform, juvenile justice reform, and a proposed assumption of responsibility for CYA parolees by counties. The Administration has referred specific proposals related to restructuring the Youth and Adult Correctional Agency to the Little Hoover Commission. Little Hoover will complete a review of those proposals by March 7 and refer to the legislature, which, in turn, has 60 days to consider the plan. If the legislature does not reject

the plan it becomes effective with reorganization following. While we are not opposed to structural reform, we are not interested unless given the resources to do the job properly and in the best interest of our communities. Between now and the Governor's May Budget Revise we can anticipate that there will be a great deal of lobbying by interest groups. Subsequent to that, we may be in for a very long budget season. It would be premature to begin to guess as to how this may impact our County. We will do our best to keep you informed of developments at key decision points.

Locally, we continue to aggressively monitor our various budgets as we await word on State, Federal, and County budget developments. I want to express our appreciation to all of our staff for the extra efforts that you have put into developing, monitoring, and expanding our budgets and claiming mechanisms. Such efforts are what continue to drive our ability to assure the rehabilitation of offending adults and youth and enhance public safety in these perilous fiscal times. I shudder to think about what condition the Department and community would be in had we all not committed ourselves to the directions we have taken during the last several years. Again, thank you!

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## **From the Desk of the Persistent Assistant**

**By Doug Rasines**

On November 12, 2004, the Probation Department was notified by The California Endowment (the Endowment) that Humboldt County had been selected as one of five sites statewide to participate in the Endowment's Healthy Returns Initiative (HRI). The Healthy Returns Initiative is intended to strengthen the capacity of probation departments to support system reforms that increase access to mental health and allied health care services for youth and families involved in the juvenile justice system.

The identification and awarding of this grant was several years in the making. In 2002, the Humboldt County Probation Department, along with 15 other probation departments, was invited to participate in a preliminary needs assessment and planning meeting convened by the Endowment in San Francisco. We have maintained contact with the Endowment since

that time. During the course of last year, the Endowment narrowed its focus to eight counties and, this past summer, contracted with the National Council on Crime and Delinquency to conduct weeklong site visits at each of the eight counties. This visit focused on, among other things, County readiness to move forward on the initiative's goals, local structures and formal collaborative processes and relationships, and attitudes amongst key stakeholders. The Endowment and the Annie E. Casey Foundation, centered in Baltimore, Maryland, then conducted a site visit with each of the counties in October 2004. Finally, in November of 2004, five counties were identified for the receipt of the HRI grant. The other counties are Los Angeles, Santa Cruz, Santa Clara, and Ventura. It is worth noting that Humboldt is the only rural, poor, truly Northern California Probation Department to have been selected.

In an era of ongoing budget crises, the selection of Humboldt to participate in this initiative speaks to the success and well-earned reputation of quality services offered to youth in our community, as well as collaboration and constructive attitude across interdisciplinary lines.

In determining Humboldt's readiness, the Endowment accepted input from key stakeholders. Our receipt of this grant could not have occurred without the support and participation of the following:

- Judge Dale Reinholtsen of the Juvenile Court
- CAO Loretta Nicklaus
- MHB Director Lance Morton
- Ken Blackshear, Community Services Director, UIHS
- Denise Jones, Asst. Superintendent for Student Programs and Services
- Jeanne Knoch, CFMG

The department would like to thank each of the above, their staff, and the organizations they represent for successfully supporting this effort.

The HRI grant will provide funding totaling \$950,000 over four years (March 1, 2005 through February 28, 2009). Each grant award can be up to \$250,000 in each of the first three years, and \$200,000 in the fourth year. Grant funds cannot be used to supplant county general funds.

The first six months of grant will be used as a planning period during which grantees will:

- Complete a community assessment to determine

## ***Persistent Assistant - continued from page 2***

assets and gaps in the health and mental health network,

- Develop memoranda of understanding or contracts with service network members, and
- Refine/revise the implementation plan and budget as necessary to incorporate planning results.

The Humboldt County HRI will be guided by several overarching principles:

- Services should be tailored to match the multicultural and multilingual diversity of our community.
- Youth will be provided strength-based, family centered services within their community whenever possible.
- Partnerships between county agencies and community-based organizations, including, but not limited to public and non-profit health care, social service and education providers is essential in effectively serving this high-risk population.
- The implementation of evidence-based practices will be emphasized throughout the juvenile justice health care system, incorporating outcome evaluation to ensure accountability of fiscal and resource management.
- The development of public policy designed to remove barriers to access and delivery of health care services for delinquent youth is essential for youth and family rehabilitation.

HRI staffing will consist of a Project Director, Clinical Services Coordinator, and a Family Resource Specialist.

The Project Director will have primary responsibility for overall grant program administration; will be responsible for administratively coordinating program evaluation; the development and implementation of MOUs/interagency protocols with county and community-based service providers; serve as lead for development of a department Cultural Competency Plan; serve as project liaison with State and Federal agencies.

The Clinical Services Coordinator will serve as program liaison with probation staff, institutional health and mental health care providers, and community-based health care providers; monitor and coordinate local service plans in support of the youth's stability in their home, school and community; the Clinical Services Coordinator will also assume responsibility for clinical supervision and oversight for health and mental health care activities

across probation systems.

The Family Resource Specialist will be responsible for facilitating client access and linkage to health care, mental health, social service and education services as recommended in the individualized family service plans.

The question of sustainability is critical to all grant programs. An initial assessment of HRI services and activities indicates that a high percentage will qualify for reimbursement under the umbrella of the Probation Department's Title XIX, Specialty Mental Health organization provider agreement with the Department of Health and Human Services. In addition, project staff will time-study service activities to leverage funding under several other Federal entitlement programs.

In summary, over the course of the grant period the Probation Department will work to identify and recommend system changes designed to enhance capacity-building in the community; increase community-based linkages to mental health and health care; and explore funding strategies for improving the scope and array of services available to youth and families involved in the juvenile justice system.

## **Strategic Planning Review 2005**

**By Bill Burke**

On Friday, January 21<sup>st</sup>, our Strategic Planning Team convened for the day at the Humboldt County Library to conduct our annual review of the Department's 2004-2006 Strategic Plan. All twenty staff participants from the creation of the Plan in December 2003 – January 2004 sat in again this year. As importantly, this year we were able to expand participation by staff by nine new members from a balanced variety of job classifications and assignments across the Department. Team members from last year served as mentors for the new folks.

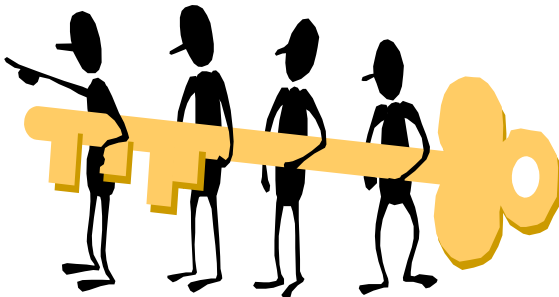
We were again fortunate this year to have Len Silvey and John Prince from the Board of Corrections available to facilitate the session. Len's experience with our Department goes back to the 1980s (exactly when is open to interpretation...and memory loss). He is widely respected for his knowledge and experience in this area and his participation over the last few years has been invaluable to us. John is our new STC Field Representative with the Board of Corrections.

*SP Review 2005 - continued from page 3*

It was a very active and engaging day for staff that incorporated many of last year's activities including SWOT (Strengths, Weaknesses, Opportunities, and Threats) an "Environmental Scan" on what's going on locally and statewide, a review of our accomplishments in 2004, explored ideas for how team members and other staff can increase involvement in Plan activities, and a detailed review of activity surrounding our three Strategic Goals. As we reviewed the Goals (Building Organizational Capacity, Develop Partnerships with Other Disciplines and the Community, and Staff Development) two things became apparent. First, we have accomplished a great deal relating to each of these goals in spite of a third consecutive year of budget and staff reductions. Second, nearly all of our accomplishments transcend, connect, or "thread" through more than one of our Goals.

Strategic Planning is an ongoing process and we continually add projects, at the appropriate time, to the Goals. At day's end we threw support behind an internal initiative relating to information technology (IT). We will be determining which Strategic Goal is the best fit for this project. (This is another example of an item that actually "threads" through all three of our strategic goals.) This project will focus on needs assessment, exploration of funding methods, implementation, and other issues.

In the near future, team members can look for distribution of material recorded from the meeting by BOC staff, team members (our "ambassadors") will present to all four Department Divisions, and additional Goal-related activity will continue. We look forward to expanded participation by staff from across the Department.



Facilitator Len Silvey discusses strategic planning with participants.



Wendy Rebik, Vikki Bernstein, Eric Surber, and Tamara Hansen hold a discussion during one of the day's exercises.



Paula Sargent records ideas during a brainstorming session.

# Juvenile Community Service Work Update

By Ken Evans

The first year and a half of the juvenile Community Service Work (CSW) program has been a resounding success! Over 4,000 hours have been logged in by clients to the benefit of the work sites, the community, and the clients. Three clients have been given permanent jobs at work sites due to their hard work and good attitudes. An unexpected benefit of the CSW program is that many work sites not only give our clients meaningful work, but also counsel them at the same time. The 51 work sites in Humboldt County have been working well, but more are always welcome. If you come across a non-profit or governmental agency that is in need of some young workers at no charge to them, please have them call Ken Evans @ 268-3322.



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## Detention Mentions

By Tim Toste

The Juvenile Hall population has done quite well in the past six months, averaging just slightly more than 22 minors per day in custody. Not only does the lowered population meet our department goal of staying within our Board rated capacity of 26 minors, it also reduces our extra help costs in the Juvenile Hall budget. The vast majority of the extra help cost savings is due to the staff limiting themselves to taking vacation days only when others on their shifts are working, and making doctor appointments on days off during the week so as to avoid replacement costs. While the Juvenile Hall used approximately \$110,000 for extra help last year, we are now on a pace to use much less this year. Assuming we don't have any unanticipated vacancies or leaves of absences and our population remains low; coupled with staff's continued judicious use of vacation and scheduled appointments, I believe we will stay within

the extra help budget this year. The Juvenile Hall staff are to be commended for being team players in these difficult times of staff reduction on the probation officer side of the department.

Extra help costs in the Regional Facility are on track to be significantly less as well. Last year the cost was approximately \$97,500 and we are now projected to use far less with the assumptions holding true as mentioned above for Juvenile Hall. The Regional Facility staff also are to be commended for the same judicious use of their benefit time in order to keep replacement costs low which has a positive impact on the overall Probation Department general fund allocation.

The Regional Facility population is still in a waning mode with thirteen current commitments. We have two residents from out of county. Since becoming a strictly 180-day program thirteen months ago, residents leave the program sooner than in past years which is a major contributor to the empty program beds. When residents remained in the program longer we seldom had empty beds for very long before another appropriate candidate was ordered to participate.

The New Horizons program within the Regional Facility recently began using Aggression Replacement Therapy (A.R.T., not to be confused with Public Health's Alternative Response Team (ART)), an evidence-based practice, which replaces the Equip method of service delivery. Though Equip is known as a promising practice, there is much more science behind the efficacy of ART and it is in line with the County's efforts to move toward programs proven to be successful if duplicated with fidelity.

We have hired several extra help staff since our last newsletter. Donna Nouriel and Cynthia Mitchell are two new extra help JCOs, and Frances Morgan is a new extra help Correctional Cook. While Sarah Geyer and Jeremy Bacon aren't new, they are returning to work for us as extra help JCOs. Sarah started with us several years ago taking a position as a deputy probation officer, a position she resigned from recently. Jeremy Bacon was unavailable for shifts for about five months while he completed the Police Academy at College of the Redwoods. We welcome them both back to Detention Services. Speaking of welcoming people back...we anticipate the return of Robert Falk from Iraq this month and he will likely resume his regular JCO position in Juvenile Hall in late February or early March. Unfortunately, this will mean that John Ehret's substitute appointment will end with Robert's return to work. John will stay on with us in an extra help capacity and we appreciate his good work and willingness to be a substitute.

## *Detention Mentions - continued from page 5*

We have had several staff adding to their families lately. Jen Gans gave birth to her second child, a baby boy, in January this year. Stephanie Duxbury is due to deliver her baby girl this April or March. Dan Keagy and Darren Ghisetti will be adding another child to their families in March as well. Stacy Reyes, New Horizons probation officer and ILS coordinator, will be adding a baby girl to her family in February or March. I'm sure the replacement costs for all the maternity leave will affect our projected extra help costs mentioned above, but it's worth every penny.

To aid in some of our training needs, volunteer Toni Martin developed a training for facility staff by adapting a training video with other material she researched and blended it with an interview with David Johnston, New Horizons clinician, into a training CD for use on the control room computer. This training is for juvenile corrections officers and details common mental health disorders. It shows how to identify or recognize such disorders in incarcerated youth, and gives specifications for appropriate measures if a mental health disorder is suspected. The training was certified by STC for four hours and can be used by JCOs in either facility to learn more about mental health disorders in youth and how to recognize them while helping staff meet their annual STC requirements. Many thanks go out to Toni for volunteering her valuable time and resources to complete this project. She is currently working on another CD training project for us that I'm sure will turn out equally as useful.

Lastly, I would like to remind all department and co-located staff to sign up for our fourth annual Bowling Extravaganza, which is scheduled for February 26<sup>th</sup> @ 7 p.m. at Harbor Lanes in Eureka (see page 9 for details). We are also planning on putting together a pocket billiards tournament in the near future, so keep an eye out for that information in the coming months.

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## **CHICKEN TORTILLA SOUP**

*from Probation retiree Joan Ormond.*

1 12 oz. jar of salsa verde (mild or medium)

3 cups cooked chicken – chopped – a rotisserie chicken works well

1 15 oz. can cannellini or pinto beans

3 cups (2 cans) chicken broth

1 tsp. ground cumin

- ✓ Combine above ingredients and simmer on stovetop for 10 minutes.
- ✓ Put into individual bowls and top with crushed tortilla chips, a dollop of sour cream, and chopped green onions.



*If you have a favorite recipe you'd like to share in this newsletter, please submit it to Barbara Boerger.*

## Deputy Probation Officers and Juvenile Corrections Officers

### Sworn In

By Vikki Bernstein

A swearing in ceremony was conducted by Presiding Judge Cissna in his courtroom on January 20, 2005 for eight Juvenile Corrections Officers (JCO) and four Deputy Probation Officers (DPO). Congratulations to:

- ❖ Tabitha Kuehne, DPO, Family Reunification Unit
- ❖ Beverly Ford, DPO, Juvenile Field Unit
- ❖ Jacob Hayes, DPO, Adult Field Unit
- ❖ Kathleen Ellion, DPO, Adult Field Unit
- ❖ Gabe Charlton, JCO, Juvenile Hall
- ❖ John Ehret, JCO, Juvenile Hall
- ❖ Stephanie Chavez, JCO, Juvenile Hall
- ❖ Ryan Blanchard, JCO, Juvenile Hall
- ❖ Nikki Kriger, JCO, Juvenile Hall
- ❖ Robert Bisgrove, JCO, Regional Facility
- ❖ Sara Peterson, JCO, Regional Facility
- ❖ Rebecca Breksa, JCO, Regional Facility



Judge Timothy Cissna performs the ceremony to swear in Deputy Probation Officers and Juvenile Corrections Officers.



The entire group after taking their oath. Congratulations DPOs and JCOs!!

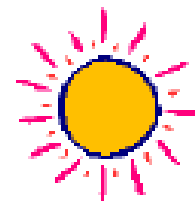
## Sunshine Fund Committee

By Paula Swihart

Over the last quarter the Sunshine Fund purchased flowers, memorials or other gifts for the deaths of three persons related to employees or who had been involved in the department; four illnesses; one for an employee who left the county; and two employees who retired.

Our fund is down to only \$395.31, which does not leave us very much money for any upcoming events this year. The Sunshine Fund has been a wonderful way to address the various events that have arisen over the years, so all staff are encouraged to donate \$12 for the year to sustain this vital, voluntary service.

It is time for a change of guard. I will need to leave the post of President, and John Stopkowicz is no longer able to be the Treasurer due to being out-stationed. Diane Williams has expressed a desire to take over this position. In addition, the Secretary and Vice President positions are also up for re-election. So, if anybody is interested, please come to our next meeting on February 22, 2005 at noon in the upstairs conference room.



## New Hires and Years of Service Anniversaries

By Paula Swihart

We would like to recognize our new hires: Jacob Hayes – July 2004, and Kathleen Ellion – January 2005. Welcome to Probation!

Also, we need to honor those employees who have celebrated Years of Service anniversaries with the Probation Department during the months of August 2004 through January 2005.

**1 year:**

Michael Zwiker

**2 years:**

Tabitha Kuehne

**3 years:**

Jan Macpherson

**4 years:**

Cheryl Kaska

**5 years:**

John Stopkowicz  
Barbara Benich  
Eric Wheeler

**6 years:**

Susan Jones  
Greg Werronen  
Paula Sargent  
Sandra Jordan

**8 years:**

Stephanie Smithson  
Verna McGaughey  
Tamara Hansen  
Angie Circe  
Pam Johnson  
Kay Lamb

**9 years:**

Betty Bowles

**10 years:**

Kevin Samsel

**11 years:**

Paula Dolf

**12 years:**

Diana Cavinta  
Jim Conroy

**14 years:**

Paula Swihart  
Tim Clohessy

**16 years:**

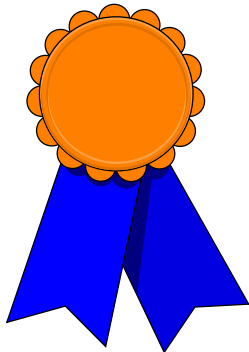
Cynthia Petersen

**17 years:**

Bill Damiano

**19 years:**

Cate Halliday  
Moe Pratton  
Tim Toste



## Relay for Life

By Mike Tully

When asked why relay, the American Cancer Society tells us the philosophy is that Relay For Life represents the hope that those lost to cancer will never be forgotten, that those who face cancer will be supported, and that one day cancer will be eliminated.

This year Relay for Life is celebrating its 20<sup>th</sup> year. It all started with one individual in the mid-1980s, Dr. Gordy Klatt, a Tacoma colorectal surgeon. Dr. Klatt had a desire to enhance the income of his local American Cancer Society office. He enjoyed running, and, in May 1985, Dr. Klatt spent a grueling 24 hours circling the track at Baker Stadium at the University of Puget Sound in Tacoma for more than 83 miles. Throughout the night, friends paid \$25 to run or walk 30 minutes with him. He raised \$27,000 to fight cancer. That first year, nearly 300 of Dr. Klatt's friends, family, and patients watched as he ran and walked the course.

While he circled the track those 24 hours, he thought about how others could take part. He envisioned a 24-hour team relay event that could raise more money to fight cancer. Months later he pulled together a small committee to plan the first team relay event known as the City of Destiny Classic 24-Hour Run Against Cancer.

In 2004, \$306 million was raised at 4,071 Community Sites. There were three Relay sites in Humboldt County, i.e., one in Southern Humboldt, a Youth Relay at Eureka High School and a Relay at College of the Redwoods. The combined Relays raised more than \$808,000 ranking us 10<sup>th</sup> in the top fundraising Relay events nationally and 2<sup>nd</sup> in the small population category (100,000 to 149,000). This averages out to \$5.77 for each person residing in Humboldt County. That's amazing! Humboldt County ranked 1<sup>st</sup> for most Cancer Survivors in attendance at the Relay event.

Last year, team #151 - Officers Cuffing Cancer and its helpers went into action and on the track. In our first year, the team raised \$2,167.08. Among 163 Humboldt County teams, that placed us in the 84<sup>th</sup> spot for fundraising. We're proud of that and thankful to all who contributed. And, as an added measure of our boundless energy, we recorded 72 miles in the 24-hour on the track event.

This year, it is estimated there will be 3 Million+ Participants at 4,400 Relays. Cancer Organizations in sixteen foreign countries have adopted Relay for Life as part of their community organization, volunteer development and fund-raising program.

## *Relay for Life - continued from page 8*

Relay for Life is a community event. Please join in. Monetary contributions are just one method of participation but Relay is really more than that. We encourage you take the opportunity to learn about ways of preventing cancer. And finally, consider utilizing this event to honor those who have died from cancer and extend support to those who have survived through their bout with this disease.



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## **4th Annual Bowling Extravaganza**

This year's Bowling Extravaganza is scheduled for February 26, 2005 at 7:00 p.m. at Harbor Lanes in Eureka. We plan on bowling three games again this year. The cost is \$3.50 per game, for a total of \$10.50 for each adult. Children under 16 are \$3.00 per game, for a total of \$9.00 per child. Bowling shoes are free for everyone. The bowling alley snack bar/grill will be open for those who develop a hunger during the evening. (No host beverages of your choice are also available only a few feet away!)

Anyone who wishes to participate, such as significant others, partners, spouses, children, etc. are welcome and encouraged to play. Each participant will need to pay in advance and there will not be refunds for those who cannot be there. Tim Toste will be making the final arrangements with Harbor Lanes on February 17<sup>th</sup> and will need payment by that date for all participants.

A sign up sheet is posted on Tim Toste's door at the main department. If you are outstationed, please call

him and he'll put your name on the sheet. A similar sheet is also posted in both detention facilities for their staff and co-located agency staff.

Get your teams of four together and get signed up soon! The better organized we are, the better off we'll be! We must be off the lanes by 10:00 p.m., so please arrive promptly at 7:00 p.m. so we can get started.

Please make your checks payable to Harbor Lanes and get them to Tim Toste by February 17<sup>th</sup> at the very latest.

**See you there!**

