



THE PROBATION REPORTER

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Message from the Chief

By Doug Rasines

The holidays are over and as we move forward into the new year I want to acknowledge and applaud the many extremely dedicated staff we have at the Department. Despite enduring on-going staff vacancies and extended absences across all divisions, it is through your collective efforts that the Department has maintained its ability to provide quality services to our clients and communities.

The Department continues with its strategic efforts in the areas of building organizational capacity, staff development, and enhancing partnerships. Accomplishments include:

- Further progress with the implementation of our Information Technology plan, including the deployment of hardware and software upgrades across the department, initiation of our database consolidation to allow for single point of data entry, planning for utilization of a document imaging system, and discussions with the Riverside County Probation Department about the importation of their newly developed case management system. I cannot say enough about the tireless effort (and no-doubt sleepless nights) that Debbie Damiano has put into this project. I would like to also thank Kim Kerr, Norm Reed, Sharon Hiney, Ron Vetter, Scott Josephson, Lucy Rudd and most recently Gitesh Patel from County Information Services for their assistance and support in helping bring this much needed plan to life.

- Adoption of new department work performance standards and promotional practice guidelines which are designed to bring greater objectivity and transparency to the agency's performance management practices.
- Development of a more comprehensive and targeted staff development training plan designed not only to build officer skill sets, but also enhance professionalism in the workplace.
- Completed management review of the Department's organizational structure, including workload/caseload audit and system trends analysis to more empirically determine organizational staffing needs moving into the future.
- Management worked collaboratively with senior officer staff to complete a review and updating of our departmental field officer safety policies, procedures, and curriculum for our officer safety in-service training program. Kudos to all who participated in this process.
- Thanks to the diligent work of Division Director, Bill Damiano, the Department was successful in obtaining an 18-month state Mentally Ill Offender Crime Reduction (MIOCR) grant. The nearly \$700K grant award will allow for the transition of our current Juvenile Drug Court (JDC) program to a more therapeutic mental health court model. Securing of the MIOCR grant was very timely as the grant currently supporting JDC was scheduled to end in March of this year.
- The Cultural Diversity and Awareness Committee continued with its planning to bring in community presenters to help inform staff about the mores, values and nuances of local cultures. Forms have been translated and protocols developed for non-English speaking clients. Work continues to embed an awareness that our client's success on probation and in the community at-large is heavily dependent on our ability to engage clients in an individualized and respectful process for providing probation supervision.
- Efforts continue toward the infusion of best

NEWSLETTER COMMITTEE MEMBERS

Doug Rasines, Chief Probation Officer
Barbara Boerger, Editor

Jody Green
Debbie Damiano
Kevin Bayless
Cate Halliday

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practices. This includes upcoming training in Motivational Interviewing; collaborative work with, Kevin Campbell, a nationally recognized consultant for his work in the area of building permanency for youth; on-going work with consultants from the Annie Casey Foundation and representatives from Child Welfare Services to implement Team Decision Making as part of the Family to Family model within probation services. (Special thanks to Stacy Reyes, Vikki Bernstein, Barbara Lahaie, Lisa Spinan, and Jana Rickerson).

- Beginning this month, as part of our Cal Endowment Healthy Returns Initiative, staff from Probation and Mental Health will be working with consultants from La Piana Associates in an effort to enhance our collaborative working relationship to better support the delivery of mental health services to youth and families involved in the justice system.
- Work has begun on a departmental as well as broader county facilities master plan. Ideally this would allow for (1) the consolidation of adult probation services at a downtown location in close proximity to the courthouse and jail and (2) the consolidation of juvenile probation services adjacent to the juvenile detention and court facilities. Defining available and realistic financing alternatives will be included in the planning process.

Some say “if you aren’t moving forward, you’re moving backward.” All I can say for sure is that at Probation we are definitely not standing still!

In the coming months, development of the county budget for FY 2007-08 will become a priority. As is always the case, county funding is strongly linked to budget initiatives at the state level. The Governor’s initial FY 2007-08 budget proposal appears present a solid foundation for probation services funding.

First, it is important to note that the JJCPA, Juvenile Probation and Camp Funding (the previous TANF funds), Standards and Training for Corrections (STC), and Mentally Ill Offender Crime Reduction Grants programs are proposed to continue at their current funding levels.

New budget and corrections reform proposals include the following:

New Adult Probation Services Funding

Funded at \$50 million in 2007-08 and \$100 million in FY’s 2008-09 and 2009-10 to target at-risk 18-25 year olds on probation modeled after the JJCPA program and designed to reduce the number of offenders entering the prison system as well as impact local offender recidivism.

Department of Juvenile Justice (old CYA)

The state proposes to begin shifting a segment of the DJJ juvenile population from state to local facilities/programs in order to get to a point where DJJ will only house the most serious and violent juvenile offenders. The state intends to provide funding and resources to support counties in order to accomplish this.

Local detention facility construction

- \$400 million with a 25% match for local juvenile detention facilities.
- \$4 billion for increasing jail capacity with a 25% match.

Proposed changes in the sentencing laws and parole reform may impact local jail populations, hence the bonds for construction funding. Probation could be looked to in helping to respond to potential jail crowding. We have been here before, and I feel confident that given adequate resources we have the ability to respond effectively.

This will probably be the last opportunity for state assistance in local juvenile facility construction. Given the age, size, and design/configuration of our current juvenile hall, Humboldt would be well positioned to receive a construction grant. It will be important that we make every reasonable effort to leverage funding to replace/expand the existing juvenile hall (possibly to 40 beds). Big issues remain, however, around the match requirement and long term operating/staffing costs associated with facility expansion.

Proposition 36 Funding

The Governor proposes bringing the total funding for SACPA in FY 2007-08 back to the original base of \$120 million. However, under the new funding plan half, if not all, of this allocation would require a local 10% match. We are working with County Alcohol and Other Drug Programs staff to identify impacts and the most responsive strategies for program continuation.

The next big budget announcement at the state level will be the release of Governor’s May Revise. I will keep you abreast as negotiations continue in the coming months.

Although many challenges and unanswered questions remain, one thing is certain, Probation programs remain a critical piece of the overall public safety equation. In addition, when necessary resources are provided, offenders have a greater chance to successfully turn their lives around when housed and rehabilitated in their own communities.



Family to Family Core Strategy: Team Decision Making

By Stacy Reyes

The Annie E. Casey Foundation's Family to Family initiative includes three principles that drive the work. These are:

1. Strong families lead to good outcomes for children
2. When children cannot remain at home, placing them in foster or relative homes helps them achieve permanence
3. Connecting families to neighborhood and community sources of support strengthens them and enhances their ability to care for their children.

In the seven years I have worked for probation I have seen work that strives to help youth stay at home, connect with relatives, and making more of a foster parent than just a placement. It therefore is no surprise to me that the Annie E. Casey foundation has chosen our Department to begin the project of implementing these principles in the realm of the Juvenile Justice System. As I mentioned in the last newsletter we are the only Probation Department in the United States working with the Annie E. Casey foundation in a special project to bring to life the four core strategies of Family to Family.

In this article I would like to specifically discuss the core strategy called Team Decision-Making (TDM).

Team Decision Making takes the above mentioned principles of Family to Family and provides a model of a facilitated meeting to reduce placement changes within our system.

In November 2006, the juvenile officers, seniors, and supervisors were provided a "readiness training" to explain the Family to Family principles and introduce them to the TDM model. From this training the protocol committee was developed in which several DPO I/II, seniors, supervisors, and the Director met to create a protocol for TDMs in probation. The committee agreed a step by step approach would be best, and designated a target group for the introduction of TDMs in probation. Team Decision Making meetings can occur at a few junctures in a case. These are the "front end" of a case when the risk of removal is imminent, when a "placement disruption" occurs, and at "reunification" of a youth with their family. Our protocol committee determined that beginning at the "front end" would be the most appropriate place to begin implementing TDMs.

During our protocol development, which raised many questions as well as a few eyebrows, our Technical Advisor from the Annie E. Casey foundation, Jana Rickerson, provided guidance and support. In January of 2007, Ms. Rickerson came to Humboldt to provide a special Court presentation about Family to Family principles and the Team Decision Making

model. On February 2, 2007, I spoke to the Juvenile Field Unit and introduced to them the initial target group for the "first 30 days".

1. The youth is a 602 ward
2. The youth is currently placed in the home
3. The case is in the Juvenile Field Unit
4. No petition pending

At the conclusion of 30 days or approximately 20 meetings later, the process and outcomes will be assessed to view our lessons learned. Bear in mind, at the end of the 30-day "test period" our momentum will not halt; as assessment of our process occurs, meetings will continue.

This implementation has in no way been a "one man band". Family to Family is a Department-wide implementation and thus I want to recognize the support, guidance, and encouragement from the following:

*Members of the protocol committee

*Probation Department Management

*Child Welfare Services branch of Health and Human Services, specifically Barbara LaHaie and her TDM team

*Our Annie E. Casey Technical Advisor, Jana Rickerson

*And each individual probation officer, staff, or community member that has forwarded their support of our Department implementing Family to Family.

THANK YOU!

The official word is we are open for "change"! I am ready, as your trained facilitator, to accept requests for TDM meetings in probation.



History of Probation – the 1970s and 1980s

By Doug Rasines

During the 1970s and 1980s significant changes in state laws and codes impacted Probation and the Court system. One of the first changes to occur was mandated staffing at the juvenile hall. With new requirements from the State the facility was no longer able to operate as it had previously on the “mom and pop couple system.” A juvenile hall Superintendent was required with child supervision staff working day, swing, and graveyard shifts. Axel Lindgren and Ned Seely were the first Juvenile Hall Superintendent and Assistant Superintendent. Increased staffing requirements escalated operational costs and a new classification of probation employees was devised, Juvenile Hall Group Counselors.

Case management services were required to include more of a rehabilitation aspect, and the department responded with programs and strategies that included:

- A risk/needs classification for juvenile offenders, including an intensive supervision program.
- Project New Leaf, a family counseling program in Juvenile Hall, was initiated by Probation Officer Tom Patmore.
- Y.E.S. services (Youth Educational Services) from Humboldt State were integrated into the Juvenile Hall Program.
- There was even a juvenile hall mascot, Juvi Von Humboldt, a German shepherd.

Other changes in law included A.B. 3121 (1976) which prohibited the secure lock-up runaways, incorrigibles and other 601 WIC youth (beyond parental control). This change in law led to the creation of two runaway homes (male and female) staffed by juvenile hall counselors on 23rd Street in Eureka. These shelters and programs were designed and implemented by Rich Brazil, who became the Juvenile Hall Superintendent after Mr. Lindgren’s retirement. The shelters proved to be very expensive, and only lasted a couple of years. The Department then had to design new strategies for working with runaway youth. This led to the planning of the Youth Service Bureau, and the creation of the Arcata and Eureka Police Department’s Diversion programs. These programs caught statewide attention along with Project New Leaf, which was published in the State Attorney General’s Crime Prevention Review. Probation Officer Bill Burke and the Eureka Police Department received the California Youth Authority Distinguished Service Award and the Probation Department received the CYA Program Services Award for the Eureka Police Juvenile Diversion Program in 1981. Also winning recognition was the Juvenile Hall Superintendent Jim Norton.

Juvenile Hall began to experience population pressure and overcrowding as early as 1976 and a priority release protocol

was implemented. The Juvenile Assigned Work Services Program (JAWS) was developed in 1986 as a detention alternative to help mitigate the overcrowding pressures. The JAWS program received the County Achievement Award from the National Association of Counties in 1987 for its value to the community as a responsible detention alternative.

New determinate sentencing laws for adult offenders changed significantly the manner in which pre-sentence investigation reports were prepared. The Department was one of the first in the state to implement a new adult offender classification system based on the Wisconsin Risk-Needs Classification model. This model was later refined and adopted statewide by the Chief Probation Officers of California. Supervising Probation Officer Gary Lozensky and Senior Probation Officer Doug Holien led these work efforts and became known statewide for their expertise.

In 1980, State Board of Corrections was authorized funding to create the Standards and Training in Corrections (S.T.C.), program in California for Probation and Jail personnel. Supervising Probation Officer Dave Lehman was designated the rural county representative to assist the Board of Corrections in implementing this statewide program. Juvenile Hall Superintendent Rich Brazil was key to designing and beginning the first North California Training Officers Association, N.C.T.O.A.

Proposition 13 passed just as Alan Campbell retired as Chief Probation Officer in 1981. This restructuring of property taxes hit the counties of California hard financially and led to some very tough times for the Department as well as probation departments throughout the state.

After Alan Campbell’s retirement Superior Court Judge John Buffington appointed Dave Lehman as Chief Probation Officer. Mr. Lehman was able to secure funding for the first Assistant Chief Probation Officer and appointed Mr. Rich Brazil as Assistant Chief in 1982. Mr. Lehman enjoyed working in the development of state legislation and was appointed as chairman of the Juvenile Court Law Legislative Committee by the Chief Probation Officers of California (CPOC). With the passage of Proposition 8, the Victims Bill of Rights in 1982, Mr. Lehman was able to work with Assemblyman Dan Hauser to write the legislation that implemented the Victims Bill of Rights throughout California. Following up on efforts to divert youth from the juvenile justice system Chief Probation Officer, Dave Lehman, and Juvenile Justice Commissioner, Antoinette Martin, helped to secure the funding and design of the Youth Service Bureau program which was administered by Redwood Community Action Agency.

Overcrowding in the Humboldt County Jail continued to become a significant problem. Mr. Lehman, at the invitation of the Humboldt County Board of Supervisors was authorized to design and implement jail overcrowding strategies and remedies. In what became a department-wide effort to maintain public safety while the County looked for funding for a new jail, County Parole and supervised pre-trial

release were expanded, Project Challenge – a day reporting program for adult offenders was implemented, and electronic monitoring devices were utilized to assist in the supervision of adult offenders in the community. These new strategies were some of the first in the state and nation. Rolling Stone magazine even published an article about the new program of electronic monitoring in Humboldt County. In this high profile public safety effort it became necessary to gain authorization to arm the deputy probation officers working evening and weekends intensively supervising high-risk offenders. In 1990, Assistant Chief Rich Brazil wrote some of the first policies and procedures for arming probation personnel. These policies and procedures, and program strategies were replicated in counties throughout California and were utilized in designing standards for probation departments throughout the state.

.....stay tuned for the last in this continuing series when we will take a look at Humboldt County Probation during “the modern era.”

Update from Juvenile Justice and Delinquency Prevention Commissions

By Antoinette Martin

On January 31st, a planning committee of commissioners met to develop recommendations to the full commission for action at the meeting of February 14, 2007 on priorities for the 2007-2008 years. It was clear that a first priority for the commissions would be to address the impact of methamphetamine on our community. With full awareness of the size of the problem, action plans to be considered by the Commissioners are: 1) development of a public awareness campaign to address the apparent complacency of the larger community toward this problem. 2) the need to involve a wide range of community members. 3) the clear need to develop accurate statistics as a basis for such a campaign and community mobilization. 4) the possible use of the Community Congress town meeting approach and 5) the possible use of the diversion program pioneered by Arcata Police Department as a model for study.

A second priority grows out of concerns about the needs of parents of out-of-control and mentally ill children for support and guidance in dealing with their situations. Education of parents, law enforcement, and other agencies about ways to give more support to these parents was one avenue considered.

The Commissioners want to express their gratitude to the public and private agencies who have shared their time and expertise. We were privileged to have had most recently, presentations by Mary Johnson from the Department of

Health and Human Services, Mental Health Branch about inpatient services and by Felice Pace and Yadao Inong on Yurok Social Services. In this continuing process of Commissioner education, on March 14th, Stacy Reyes of the Probation Department will be informing the Commissioners about the Family to Family Project. On April 11th, the Commissioners will have Craig Hill, of the Department of Health and Human Services, Mental Health Branch, presenting information on Alcohol and Other Drug Services to children and youth, with an emphasis on the impact of methamphetamine.

Lastly, the Commissions are actively seeking both adult and youth members to join us in working collaboratively on behalf of the youth of Humboldt County. If you are interested in membership, we invite you to attend our meetings held on the second Wednesday of each month at 7:00 p.m. and the United Indian Health Services Potowat Village. If you would like further information, please call Chairperson William Daniel at 822-8050.



The following employees had, or will have had, an anniversary for the time period of **December 1, 2006**, through **February 28, 2007**.

1 year

Terry Coddington
Sharon Erickson
Steven Schmidt

2 years

Kathleen Ellion

4 years

Julia Terrini

5 years

Dayna Wilcox
Robert Wenzel

9 years

Kay Lamb

12 years

Doris Echeveria
Jim McCue

15 years

Sherri McKenna

17 years

Tammy Robison

21 years

Cate Halliday



Sunshine Salutations

By Barbara L. Robie

Time flies when you're havin' fun!!! Another year has passed and we are already two months into 2007!

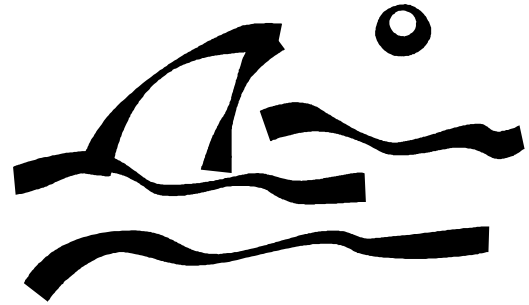
Let's review the events of 2006 from the Sunshine perspective. We recognized sixteen events from births (a whole lot a baby makings!), loss of loved ones, surgeries, and retirements. We spent nearly \$700 to support our co-workers in their changing moments. We attempted to individualize the gifts for each event by sending gender specific or keepsake items to the new parents. Habitat for Humanity, Hospice, and the American Cancer Society all received donations from the entire department in honor of those lost.

We organized seven social events including a BBQ, a silent auction, a pumpkin carving competition, a Mexican-themed fiesta, as well as a chocolate celebration. All of the potlucks were enjoyed by many and presented an opportunity to mingle with co-workers in a casual way. The potlucks are not funded through your donations, but are sponsored by committee members to provide an opportunity to have some fun.

This year we have new members, new ideas, and a new level of enthusiasm. We welcome any who would like to participate and encourage everyone with interest to come join the committee. There have been suggestions to provide a few weekend events during the summer to allow our families and partners to join our Probation family – possibly some Frisbee golf or a beach event, the ideas are flowing. Keep an eye out for the posters! Our next even will be a traditional Irish food potluck in March. Hmmm, may the luck of the Irish be with us!

We encourage all that have not yet donated to contribute the suggested amount of \$12 from line staff annually, while encouraging managers to contribute \$20 annually. For those who have given to the fund, THANKS! Feel really good yourselves for steppin' up and making a change for the better! If you would like to contribute bring your donation to the potluck, or call a member and we will come to you. Keep up the good work!!!!

At this time, members are as follows: Barbara Robie, Megan Gotcher, Cheryl Kaska, Tamara Hansen, Tim Toste, Janet Macpherson, Roni Bodeen, Nikki Kriger, and Paula Swihart



The JAWS Experience

By John Sampson

(Preface: The Juvenile Assigned Work Service (JAWS) program was developed as an alternative to incarceration. Youth assigned to the JAWS program are required to complete a specified number of days as part of a supervised community service work crew.)

First off, thank all of you who send me kids to work on the Juvenile Assigned Work Service (JAWS) crew. JAWS is a very rewarding job for me and the minors who work with me. It is very common for the kids to take a lot of pride in the work they do. Many of the kids, as you well know, have nothing expected from them on a daily bases, no chores or even household jobs. The kids that complete the JAWS program will walk away with a sense of accomplishment. I teach basic work ethics to the minors while we are out on a work detail. I try to teach responsibility and accountability....life skills that will help them hold down a job.

I am aware that many minors really enjoy working on JAWS. Some probation officers may see this as a bad thing. Don't view it that way. Try to see it as an educational tool and use it that way. I get to see the kids in a unique way while doing JAWS. They have to follow my directions, do the job right or go back and fix it. I demand respect and I give it back. I try my hardest to create a work like environment that they will soon have to participate in. When a minor successfully completes the JAWS program, I am placing my stamp of approval on that minor. Some of the kids I work with from between ten to twenty days. I get to know them pretty well. When a minor finishes that many days on the JAWS crew you can bet they have been tested. So, if your kids on your caseload tell you they had fun on JAWS don't take it bad. You can know that they displayed good work ethics, followed directions, worked hard, completed the job as directed, and displayed good citizenship.