



THE PROBATION REPORTER

Volume 3, Edition 2

November 2004

Message from the Chief

By Bill Burke

Holiday Greetings!!!

Once again it's that time of year to reflect upon the past year, appreciate what we have accomplished together and individually, and think of the future. On the individual staff level we have observed numerous life changes such as marriages, births, new hires, retirements, and on-going military commitments. On behalf of everyone in the Department I want to extend congratulations to those with happy news, good luck to those entering a new phase of their lives, congratulations on your successes, and a message of support for our staff currently in harm's way. Come home soon and safely, Andy and Robert.

Organizationally we have experienced continued budgetary and program challenges. The downside of this is that general fund budget reductions in 2004-2005 coupled with the failure of Measure L locally and state raids on local government funding will continue to confront the County with ongoing challenges and barriers to providing services to the community. We can also realistically anticipate that fiscal recovery is some distance away.

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More encouraging is the perseverance and professionalism of staff in continuing to do a solid job to the best of our ability. This coupled with the creativity of staff in developing alternative revenues and smarter ways of doing business has mitigated the impact on public safety and rehabilitation that would have otherwise occurred. I cannot express how much I appreciate *everyone's* efforts in this respect.

Whenever situations such as the ongoing budget crisis and other potential threats to funding and services exist we must also keep our eyes peeled for the opportunities that are hidden within crises. Rest assured that we will continue to pursue opportunities as they present themselves.

Management Team Changes

I am happy to announce that Shaun Brenneman has been promoted to Supervising Probation Officer with his assignment being the Juvenile Field Unit. Shaun most recently was assigned to the adult ADA program but also has extensive experience and success in adult and juvenile field programs. Shaun has also formally trained staff, informally become a "go to" guy amongst his peers, and has demonstrated initiative in volunteering for a variety of specialized assignments. Congratulations on your promotion, Shaun, and welcome to the management team.

Unfortunately, there was only one opportunity for promotion. Because of the quality of the field of candidates our decision was not an easy one. I would like to thank the other participants for their efforts and preparation in this process.

In addition to Shaun's promotion there will also be other supervisory changes. Tim Clohessy will transfer to Adult Intake, retaining training officer responsibilities in doing so. Barbara Benich will transport her years of experience in Juvenile Intake to the Family Reunification Unit, and Jody Green will exit Family Reunification to assume supervision of the Juvenile Intake Unit. I appreciate our supervisors' openness to take on

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new challenges and expand their knowledge and experience. This certainly falls within the letter and spirit of our Mission and Strategic Goals of Building Organizational Capacity and Staff Development and will strengthen the Department over the long haul. We appreciate everyone's support in making these, and other, transitions as smooth as possible.

Strategic Plan, 2004-2006

Speaking of Strategic Planning, we are preparing for our annual review of our three-year plan. This will include an administrative retreat followed by a one-day session on January 21. Activities will include, among other things, reviewing status of the three Strategic Goals: Building Organizational Capacity, Developing Partnerships with Other Disciplines and the Community, and Staff Development. This year's facilitator will again be Len Silvey of the Board of Corrections. Participants from last year will recall Len's breadth of experience in this arena and his deft facilitation of last year's two day session. We are once again pleased and honored to have Len's participation and technical assistance.

In developing the three year plan last January we felt it was important to involve some of our key stakeholders from the community including the Board of Supervisors, law enforcement, education, Health and Human Services, and the Juvenile Justice and Delinquency Prevention Commissions. This was extremely valuable in providing needed input and understanding. Our annual review will focus on monitoring our plan and, therefore, will include Probation Department staff only. Happily all 20 of last year's internal participants are still with us. This year we will expand the number of staff participants selected across divisions, classification, and job assignments. The new team members will be mentored by veteran participants. New members and mentors will be selected by year's end.

Last, on behalf of our management team I would like to send holiday greetings to all of our staff, volunteers, and readers.

From the Desk of the Persistent Assistant

By Doug Rasines

As the seasons change, the days become shorter, elections come and go, and the holidays quickly

approach us, it will be important that we continue to look for those "clouds with silver linings." Budget, budget, budget will continue to be the buzzword in the coming months as the county grapples to address its general fund balance sheet. At the department level we continue to focus efforts on quality assurance and regulatory compliance within our Title IV-E, P-SOC, TCM, SB 163 and TANF programs so as to ensure the sustainability of those critical funding streams. At the same time, we work diligently to enhance our fiscal and program linkages and partnerships with local tribal entities, as well as Child Welfare Services (Welfare Redesign), and Mental Health (Prop 63).

Despite ongoing budget woes, referrals across probation systems appear to be reaching a plateau and/or decreasing. I would like to think that this is the result of the long-term efforts and hard work that probation staff have been providing in assisting our clients to maintain more productive lifestyles while reducing the incidence and impact of crime in our communities. With the implementation of several prevention and early intervention evidenced-based practices (Incredible Years, Functional Family Therapy, Anger Replacement Training, Multi-Dimensional Treatment Foster Care, Parent-Child Interactive Therapy, and Family to Family) being rolled out by the Department of Health and Human Services, it is hoped that these promising downward trends in criminal and delinquent activity will continue. Going hand-in-hand with these efforts, the probation administrative team will strive to develop an effective organizational framework for implementing evidence-based principles within our probation supervision programs. Our budget (there's that word again) can no longer support programs and supervision practices that have not been proven to be effective. It is both fiscally and ethically appropriate that we focus our resources on those probation programs and practices which have been proven to positively change offender behavior and reduce offender recidivism.

So, as the New Year approaches, many opportunities for change (and improvements) appear on the horizon. Working together, I am confident we are up to meeting the challenges ahead. I wish you all a safe and happy holiday season.

Detention Mentions

By Tim Toste

After nearly a year, Detentions Services has recently reached nirvana by becoming fully staffed in both facilities. I say this because it is a rarity when we don't have at least one vacancy pending at any given time. Though a depleted extra help pool filled in admirably, it's good for all concerned to have the consistency of regular staff working. Many thanks to all those veteran staff for changing their schedules and working some overtime to fill the gaps in both facilities. It is very much appreciated.

There were two new hires for the Regional Facility. We welcome Sara Peterson and Robert Bisgrove to the fold. Three new staff were added to Juvenile Hall: Gabe Charlton, John Ehret, and Stephanie Chavez. John is a substitute hired behind Robert Falk who is still in Iraq. Stephanie was extra help with us before becoming a regular part time JCO. She recently increased to full time when Stephani Duxbury opted to voluntarily reduce herself to regular part time in order to spend more time with her toddler daughter. We have also added some new extra help staff recently. Briana Grappo is our most recent extra help JCO while Elizabeth (Betty) Paper and Neva Holladay are extra help cooks who bring needed relief to our Correctional Cook staff.

I should also note that Sara Peterson and Stephanie Chavez both recently completed their nearly four week ordeal of core training and received the number 1 and number 4 rankings, respectively, out of their class of 20 students. The margin between 1 and 4 was slim so they should both be congratulated for representing our department well. Please congratulate them on their success if you have the opportunity to see or meet them.

The department had our third annual BBQ (rumor has it that Shawn Burger will be barbecuing next year!) and Softball Extravaganza on August 28, 2004. It was another big success though about half of the attendees were non-ambulatory so rather than dividing up into teams we played "workups" for a couple hours before eating. We had a lot of fun and it was good to see people in a different light outside of work (see pictures on page 6). One of our more non-ambulatory staff suggested we do something that is less physical. We decided we would try and put together a pool tournament for department staff some time this winter. We will still have our annual

Bowling Extravaganza this winter as well.

Gulf Notes

By Jim McCue

As mentioned in our last newsletter, the Department has two members currently serving in the Gulf: JCO Robert Falk, and DPO Andy McLaughlin. Since the last newsletter, I have only had contact with Robert once, in an email thanking everyone who sent him items in the care package I mailed off in September/October. To date, I had yet to receive any more word from Robert, although I had emailed him on a couple of occasions since then. I was hopeful that it was just his very long (and odd hour) work shifts; he had mentioned in his last email that he was rotating 12-14 hour shifts, and didn't have a lot of "personal time" that wasn't spent sleeping or eating. Then, as I was closing this on the computer, who should walk up to the lobby door and buzz in, but Robert himself!

It turns out that he managed to finagle some leave time and hopped a plane back here to spend some time with family and friends, until he has to fly back to Iraq on November 29th. I was able to get some more information about his current posting, etc. while he was here. It turns out that Robert (and Andy McLaughlin) are currently stationed about 100 miles South/Southeast of Baghdad, and are still patrolling their immediate area, searching for insurgents and guerilla fighters.

At some point over the last month or so, Robert had an IED (I'm guessing that stands for Incendiary Explosive Device or Indirect Explosive Device) go off about three feet from his Humvee. Needless to say, the explosion was deafening, and Robert felt that his legs were on fire from the heat that it generated. Thankfully, Robert and the others in his vehicle were unharmed!

Robert also mentioned the prolific amount of children running around, making friends with the US troops, as well as the prolific amount of Roman Candles that can be bought for next to nothing. What can I say? He's young and someone (I believe it was him) was having a birthday! Robert also mentioned that Persian rugs are VERY inexpensive to get there, and that the quality is very good. Robert is hoping to bring home a few souvenirs from his travels, when he gets released from active duty in March and gets to return home for good.

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Currently, I am planning on sending him another care package of goodies, sometime around the end of November/beginning of December. Anyone wishing to contribute items to this endeavor should drop them by the Hall.



**PROBATION DEPARTMENT
HOLIDAY PARTY**

December 10th, 2004

**As Gary Larsen once said:
Dyslexics of the World Untie...**

Aoccdrnig to a rscheearch at Cmabrigde Uinervtsy, it deosn't mtttaer in waht oredr the ltteers in a wrod are, the olny iprmoatnt tihng is taht the frist and lsat ltteer be in the rghit pclae. The rset can be a taotl mses and you can sitll raed it wouthit porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe.

(Spuversior Vkiki Brneseitn had tihs on her door. The huamn mnid is so cool.)



WHERE: Red Lion Inn

AGENDA: 6:00 No Host Social Hour
7:00 Dinner
8:00 Raffle
9:00 Dancing

Entertainment provided by The Clint Warner Band

**Buffet dinner to include:
Prime Rib, Turkey, Mashed Potatoes,
Salad, and Dessert**

Last day to purchase tickets is December 7th

**\$10 per employee
\$25 per guest / retirees**

Tickets available from any Christmas Committee member

A raffle prize donation sign up sheet will be posted on Tamara Hansen's door

Rooms available for \$62 per night (room reservations need to be made no later than 11/23)

Raffle ticket prices: 1 for \$2, 5 for \$5, 15 for \$10

Grand Prize is a 2-night stay at Ireland's and a boat ride trip on the Rogue River

Get your tickets today!!!

Training Trivia

By Tim Clohessy

We are still at it. Most recently many of our deputies were trained and re-trained by our Adult Drug Court Substance Abuse Counselor, Neil Tarpey, in the area of "Addictions". Neil put together an overview and spent the better part of a full day enlightening the staff in attendance. A review of the evaluations of the course revealed that Neil did a great job. Many of our officers including some Juvenile Corrections Officers now have a more focused understanding of the nature, extent, and treatment of the disease of addiction. The Department, the training office, and the staff wish to thank Neil for a job well done. Now I hope we can convince him to offer the course again later in the year for some who missed the opportunity this time around.

During the fall we have also provided "CORE" training for several Juvenile Corrections Officers, and two of our new Deputy Probation Officers. All passed the courses and can now proceed with their careers in corrections. We are pleased to have them on staff, and they can now look forward to advanced officer training each year beginning July 1.

Our juvenile staff have recently participated in "Division 31 Case Planning" training. This course has provided them with a framework of understanding to bring the department into better compliance with Federal and State Requirements first to prevent juveniles from being removed from their homes, and second, when they must be removed, to do all they can to resolve the circumstances which resulted in their out of home placement.

With the holiday and vacation season arriving training will be limited over the next 2 months to "in-service" type courses and mandates. However in February in conjunction with the Administration of Justice program at College of the Redwoods, we will conduct our semi-annual course in "Management of Assaultive Behavior". This is a 3-day course required for all of our sworn staff every other year.

We are also moving. In December the training office will be moving to Probation's downtown location. Not much else but the location will change. However, during November, Mike Calvo, our Board of Corrections consultant retired and has been replaced by John Prince who has already visited Humboldt County and is helping us to certify local courses and trainers.

PEPP

By Eric Wheeler

This year, we at the Probation Environmental Preservation Project (PEPP) are fortunate to have new staff members to better serve the youth of the PEPP Program. This year the role of teacher's aide is played by Felicia Talamantes. Also new to the PEPP Program this year are two AmeriCorp Workers, Erin Carlton and Les Sharnberg. Erin is originally from Southern California and recently graduated from Humboldt State University with a degree in Art Education. Erin plans on becoming an art teacher. In addition to his service to the AmeriCorp and the PEPP Program Les is also a Rabbi and active in the local community. Among many of the lifetime accomplishments, Les has taught at the College of the Redwoods and served in Africa with the Peace Corp.

The activities that the PEPP students participated in the first Quarter are too numerous to mention in this article but I will highlight some of the more interesting activities.

Back by popular demand this year the PEPP Program toured the Simpson Timberlands. The tour included a guided nature walk and forestry practice talk; a Roundtable Pizza lunch and then an unsuccessful attempt to feed spotted owls some live mice.

Also back this year was a visit from Len Nielson from the Pacific Lumber Company. Len is a registered forester and he competes nationwide in lumberjack competitions. Len discussed the roles and responsibilities of his job while making chain saw carvings, cutting through log in a speed chop, setting chokers and throwing axes. The students were able to compete against each other and staff in a choker setting course.

The PEPP Program studied the history of logging in Humboldt County with a trip to Falk. Two students, one AmeriCorp Worker and I completed the 11 mile round trip hike to the top of the Headwater Reserve at Falk. Also during the study of the history of logging the students were treated to a old time lumberjack breakfast at the Samoa Cookhouse.

PEPP Students were encouraged to design and construct a piece of art for the Junque Arte Exhibit and Competition at the Morris Graves Museum. One Student finished a sculpture and won first place in the Junior Division. The piece is called "Open Arms" and will be displayed at the Morris Grave Museum through December 5, 2004. The piece is still for sale for \$200 dollars. Anyone who may be interested in having an

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award winning sculpture in their home or office may contact me for more details (hint, hint).

Last school year the PEPP Program finished the construction of the wheelchair accessible trail on the Glen Paul Campus. Once a sign is constructed and the trail is rid of the clutter from the trees a grand opening will be scheduled. I am hoping for an opening in early spring.

Lastly, the PEPP Program has begun a new project in conjunction with the Arcata Recycling Center. ARC has recently purchased a property adjacent to the recycling center. The property contains a garden area and fruit trees (both of which have been neglected). PEPP and ARC are creating a compost demonstration garden which will be open up to the public. The PEPP students and staff are preparing the garden and designing the property layout. Tentatively, the garden will have a vegetable garden, fruit trees, compost bins, an outdoor classroom for school groups and community speakers, garden sculptures from recycled items (Junque Arte) and a greenhouse made from used and recycled window panes.

Anyone who would be interested in checking out progress of the projects (BYOS, Bring your own shovel), or would like to accompany an activity (the best way to describe the program for people you may want to refer to the program is to get a first hand experience), can contact me at 445-7308 or by e-mail at ewheeler@co.humboldt.ca.us.



The Burgers and the Boeger discuss the finer points of baseball.



Andy (Cate Halliday's husband) waits for a throw to home, while Wendy Rebig shows her speed by catching up to Greg Werronen.

3rd Annual Baseball BBQ



Although Jody probably advised against it, Tim Toste decided to stick with his fish-themed baseball togs.



Perhaps unhappy with the pitches she received, Wendy Rebig could be heard muttering, "I've seen better arms on a chair."