



RCP

QUARTERLY

VOLUME II
ISSUE I
SUMMER 2015

GROUNDBREAKING

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RUCK CHALLENGE

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BY ANITA HENDRICKS AND TRICIA CHADWICK

MESSAGE FROM THE CHIEF

SUMMER 2015



IN THIS EDITION OF RCP QUARTERLY WE FEATURE THE WORK OF OUR BACKGROUND INVESTIGATION UNIT UNDER THE LEADERSHIP OF DIVISION DIRECTOR TONY CLUBB. OVER THE LAST FOUR YEARS WE HAVE HIRED NEARLY 600 NEW EMPLOYEES INTO OUR DEPARTMENT AND AS I VISIT OFFICES AND INSTITUTIONS THE COMMON THEME I HEAR FROM SUPERVISORS AND MANAGERS IS THAT OUR NEW EMPLOYEES ARE VERY BRIGHT, ENTHUSIASTIC AND HAVE TREMENDOUS TALENTS. SO AS WE ARE HALFWAY THROUGH CALENDAR YEAR 2015 WE REALIZE SPRING HAS COME AND GONE, SUMMER IS UPON US, FAMILY VACATION SEASON IS IN FULL SWING AND ANOTHER SCHOOL YEAR HAS COME TO AN END. WITH OUR STAFF VACANCY RATE HOVERING IN THE 24% RANGE THE END OF

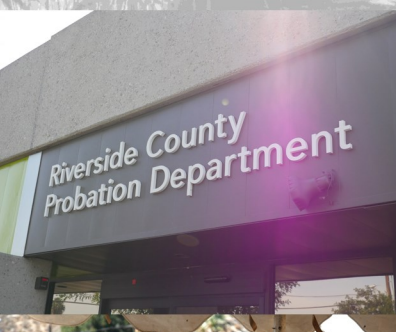
THE SCHOOL YEAR PROVIDES A NEW GROUP OF COLLEGE GRADUATES; EAGER TO DIVE INTO THE REAL WORLD AND PUT THEIR COLLEGE EDUCATION TO USE, NOT TO MENTION NEEDING TO PAY OFF THOSE STUDENT LOANS. SOME WILL COME OUR WAY BECAUSE THEY WENT TO SCHOOL WITH A MINDSET OF WORKING IN THE FIELD OF PROBATION. OTHERS, LIKE MYSELF 26 YEARS AGO, WILL JOIN OUR DEPARTMENT BECAUSE THEY WANT TO WORK WITH YOUTH OR HAVE A DESIRE TO HELP OTHERS. REGARDLESS, OPPORTUNITIES WITHIN OUR DEPARTMENT ARE ABUNDANT SO PLEASE SHARE THIS NEWS WITH FAMILY AND FRIENDS YOU THINK MIGHT ENJOY WORKING IN THE FIELD OF PROBATION. THE WORK OF OUR DEPARTMENT CAN BE LIFE CHANGING!

MARK A. HAKE
CHIEF PROBATION OFFICER



FROM LEFT: FIRST DISTRICT SUPERVISOR KEVIN JEFFRIES, DISTRICT ATTORNEY MIKE HESTRIN, COMMISSIONER WALTER KUBELUN, FORMER CHIEF PROBATION OFFICER ALAN M. CROGAN, CHIEF PROBATION OFFICER MARK A. HAKE, THIRD DISTRICT SUPERVISOR CHUCK WASHINGTON, ROBERT OATES OF THE BOARD OF STATE AND COMMUNITY CORRECTIONS, AND MANAGING DIRECTOR JEFF VAN WAGENEN OF THE ECONOMIC DEVELOPMENT AGENCY

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TONY CLUBB

PROBATION DIVISION DIRECTOR



I AM RCP

STAFF SPOTLIGHT

When we define an agency, we define the contents, mission, and values of the organization. Most importantly, we seek inside to take a closer look at the individuals that make the business a well-oiled machine. Each of us strives to embody the core values as set forth by the Riverside County Probation Department: Integrity, Accountability, Honesty, Commitment, Compassion, Image, Creativity, Excellence, Respect and Ethics. We each bring value to the department, in all capacities, as sworn and non-sworn employees. While we may differ in many ways, we are all dedicated employees. It is our desire to shed light on talented employees within the department and utilize this forum to share. This quarter, we spotlight Division Director Tony Clubb.

1. What motivated you to begin a career with the Riverside County Probation Department?

I became interested in the department after attending college and balancing work. Given my full work and school schedule, it took me seven years to obtain my Bachelor's Degree in Nutrition and Dietetics. As graduation approached my interest in pursuing a career within my field of study dissipated. Though I had a passion for the subject, I could not foresee a career nor face an additional several years of continued education. I have always had a passion to work in an environment conducive to helping the public but thrived on finding a career that offered more excitement. I had become familiar with the area of law enforcement and the criminal justice system from friends and family. Additionally, I worked in retail loss prevention for a large retail organization. Upon graduation from California State University San Bernardino I began my hunt for a new opportunity. A family friend that worked for the San Bernardino County Probation Department referred me to their volunteer program and advised me to try to get hired on as a Group Counselor (PCO) in order to gain experience. While participating in the volunteer program, I ran into an old friend that was currently working for the Riverside County Probation Department at Riverside Juvenile Hall (RJH) and he encouraged me to apply. In those days the applicant had to come downtown and look through a book of job postings to see if the job you were interested in was open. Once the position became available, I submitted an application and after several months was invited in for testing and an interview. Initially, I was not selected but after a few months was called and invited into backgrounds. I was offered a part-time position at RJH. It was a big decision at the time as I was giving up a full-time supervisor position with benefits to work part-time without benefits. However, it appears to have paid off.

2. How many years have you worked for the department and what path of assignments have you held?

I have worked for the department for 18 ½ years. I have held the following assignments: Group Counselor; Deputy Probation Officer (DPO) assigned to Juvenile Investigations, Supervision, and Project Bridge (Gang Unit); Senior Probation Officer (Senior PO) working for ARCNET (Narcotic Task Force) and VAW (Domestic Violence Caseload). In 2005, I promoted to Supervising Probation Officer (SPO) in Adult Services and was later assigned to the SAFE Task Force. I served as the Assistant Director (AD) in the dissolved Mid-County Division and at Riverside Juvenile Hall. In 2011, I was promoted to Division Director and assigned to the Juvenile Services Division. In 2014 I was transferred to the Division Director position in Human Resources. In addition to these assignments, I have also had the opportunity to be a K-9 handler, defensive tactics instructor and a firearms instructor.

3. Many people change careers during their lifetime; what motivates you to continue your career with the department?

I enjoy the variety of assignments and the opportunities the department has presented to me. Working with the department has allowed me to be a social worker, law enforcement officer, teacher and mentor.



4. Thinking back to when you first began with the Probation Department, did you set a career path goal?

I am of the mindset of setting short-term and obtainable goals. Upon seeing other staff promote, I became driven to reach my goals quickly. For example, when I worked as a Group Counselor my intent was to become a DPO. My goal was to experience a wide variety of assignments and work in an armed capacity. This mindset has served me well throughout my career within the department.

5. What do you enjoy about your position as Division Director of Human Resources? What are the challenges?

I enjoy the wide range of responsibility; no day is ever the same. One day you may be reviewing background investigations and the next you may be swearing in new employees at orientation or representing the department in a grievance hearing or even reviewing an Internal Affairs (IA) investigation.

6. What goals have you set out to accomplish in your current assignment?

My goal coming into the Human Resources Division was to gain a better overall understanding on how the business side of the department worked. I felt this assignment would make me a better manager/leader. Prior to my transition, I thought I had a good understanding of how backgrounds, IAs, discipline/pre-discipline, and other areas of personnel worked; however, it did not take long to learn how much I really did not know about the division. I owe so much to my team because they have helped me acclimate to my position and have educated me on the intricacies of the division.

7. What has been your most memorable assignment and why?

My most memorable assignment with the department was as a Senior PO with ARCNET. I believe that assignment shaped my career and leadership style more than any other assignment. I had the honor of working for Department of Justice Supervisor Tony Ybarra and learned a great deal about leadership and managing people from him. On one of my first days, he approached me and gave me memorable advice. He stated working in a narcotics assignment could easily corrupt an officer and the goal of making that arrest could cloud one's judgment. He followed this up with saying before taking action always ask yourself three questions: "Is it legal? Is it moral? Is it ethical?" He added if you hesitate in answering yes to any of these questions, re-evaluate. During this time I worked with fantastic individuals from several different agencies, I received specialized training and the assignment challenged me every step of the way. The friendships I developed with several of the team members have continued over the years. During this same time period, the department also sent me to defensive tactics instructor school as well as firearms instructor school. I believe the exposure to several different agencies and their practices as well as the extensive training I received has helped me to have an open-mind when discussing issues and possible solutions. It also helped me to understand the importance of training and re-training at all levels.

8. What (CORE VALUES) do you believe are most important to the success of our employees or interested job seekers?

I believe that all of the values are equally important. Having a good balance and possessing all of them will make an employee, or prospective employee, a true asset to the department. However, with regards to prospective employees, the number one reason for disqualification from the background process remains dishonesty. I always try to tell the applicants that being honest throughout the process and disclosing all of the details of events in their life will help the department determine if the person has learned from the experience and if they possess the qualities of a viable employee of the department. Often times a past life experience in and of itself would not disqualify an applicant if they are just open about what happened. However, when an applicant lies today, their integrity comes into question.

9. Based on your experience and/or current assignment, do you have any words of advice for staff?

People have told me that I am "lucky" and inquire as to how I have held such interesting and exciting assignments in the department. When asked for advice, I tell them I approach every assignment the same, whether I like the assignment or not, I always strive to do the best I possibly can. With my competitive nature, I try to excel in each assignment and position I have held. I feel this principle has led to the decision makers feeling comfortable placing me in many high profile assignments because they know I will represent best practices and apply myself in everything I do.

**10. Do you have any hobbies or outside interests you would like to share?**

My family has been a driving force to my success. My wife and children continue to push me to be the best leader and person I can be. I am also a martial arts enthusiast and have been involved off and on since my career began with the department. I believe in pursuing training outside of the department and engaging in a healthy lifestyle. As many of you know, I am a motorcycle owner and whenever I have the opportunity, I enjoy traveling and taking to the road.





Isha Jacks

In January 2015, the Public Relations Division launched the "Quarterly Lunch with the Chief" program to drive dialogue and interaction between employees and our Chief. Juvenile Services Division (JSD) Supervising Probation Officer (SPO) Isha Jacks was chosen to participate in the second round of Lunch with the Chief. SPO Jacks began her career with the Riverside County Probation Department in 1998 as a Group Counselor at Van Horn Youth Center. Approximately one year later, Isha was promoted to Deputy Probation Officer. Isha quickly climbed the career ladder and rose through the ranks, currently assigned as the SPO of the Placement Unit at JSD. Isha continues to demonstrate excellence in her professional capacity and has been responsible for the creation and implementation of several programs geared at enhancing placement programs within the county. Additionally, Isha serves on several interagency committees as a representative for the department.



SUPERVISING PROBATION OFFICER ISHA JACKS WITH CHIEF PROBATION OFFICER MARK HAKE

On May 19, 2015, the Chief met SPO Jacks at the newly renovated JSD office. Though Jacks had previously worked in the administration office with the Chief, she was thrilled to have the opportunity to share ideas, thoughts and conversation with him in a more personable setting. During lunch, discussion of generational changes was on the menu. Jacks noted conversation surrounded changes within the department, including the new and younger employees and the challenges and benefits they represent. Topics led into the immediate and emerging growth within the department, evolution of technology and leadership as it relates to the arena of probation, and training and development of mentoring programs. Jacks was pleased to learn the Chief had very similar ideals regarding mentoring and developing good managers and leaders within the department. Jacks believes each employee should consider participating in this opportunity. "Although some may think it is intimidating to talk to the Chief, he is a normal down-to-earth kind of guy who is interested in what you have to say. I think it is a great platform to express your concerns and ideas in a relaxed and open setting."



Note to Staff

If you would like an opportunity to personally discuss your accomplishments, ask questions and hear firsthand what it takes to run a progressive criminal justice agency, please advise your Division Manager. Each quarter, the chosen division will be announced via the RCP Quarterly and your quarterly lunch may be featured in a future edition of the department publication. Chief Hake is looking forward to this opportunity to get to know better the hardworking men and women that comprise the Riverside County Probation Department.

SOUTHWEST
SERVICES
DIVISION

A CHILD'S VOICE

RCP AND "VOICES FOR CHILDREN" EXPAND THE ROLE OF ADVOCATES FOR CHILDREN IN COURT



Voices for Children (VFC) is a private, non-profit organization that not only provides foster children with Court Appointed Special Advocates (CASA) volunteers, but works to increase awareness about the foster care system, and advocates for legal policies and practices that enhance the quality of life for foster children.

Recently, VFC's Board of Directors approved a contract to provide CASA services to Riverside County in response to a request from its Superior Court. Although this expansion would allow more volunteers to work with the foster children within our county, the agency needed office space where they could interview volunteers, conduct family meetings and meet with other interested parties. In February 2015, the Probation Department's Southwest Services Division offered VFC an office

in the Southwest Justice Center and, within the month, VFC representatives conducted their first order of business. In response to the department's welcoming attitude and participation, Sharon Lawrence, President and CEO of VFC, sent a letter which said in part:

"I can't tell you how grateful we are for your generous donation of an office in the Southwest Justice Center. As a result of your thoughtfulness we will be able to begin reinstating volunteers and training new CASAs. Our staff told me how welcoming you and the Probation Department were and I deeply appreciate the opportunity to work with such wonderful people. Thank you very much."

As the department strives to fulfill our mission, opening our doors to VFC illustrates our continued commitment to serving courts and changing lives. Our department's further pledge to protect the community may become even more of a reality as these young people now have the support of caring adults who will work with them and advocate on their behalf thus increasing their chances of future success.

"Every day in this country, 1,900 children become victims of abuse or neglect, and four of them will die—every day. Court Appointed Special Advocates (CASA) for Children is a network of 951 community-based programs that recruit, train and support citizen-volunteers to advocate for the best interests of abused and neglected children in courtrooms and communities."

Visit casaforchildren.org for more information

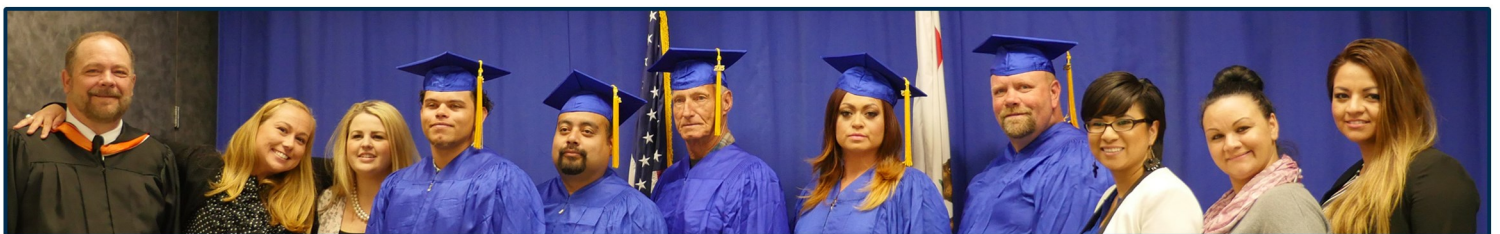
SUPERVISING PROBATION OFFICER
MATTHEW THOMPSON

FIELD
PROJECTS
DIVISION

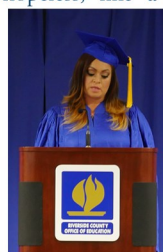
FREEDOM THROUGH KNOWLEDGE

THE DAY REPORTING CENTER SEES ITS THIRD GRADUATING CLASS RECEIVE THEIR GED CERTIFICATES

California Legislature



Freedom is offered through many forms. We experience a sense of freedom through different experiences and accomplishments. Perhaps the most important freedom we have is the ability to learn. It has been said that knowledge is key to change, to empowerment and is a freedom that can never be taken away. On May 22, 2015, several students attending the Day Reporting Center (DRC) experienced the rewards of their hard work, dedication and motivation to learn. The DRC along with the Riverside County Office of Education's Alternative Education Program and the California State Re-Entry Initiative (CSRI), held its third graduation ceremony where seven students received their General Educational Development (GED) certificates. The ceremony was attended by Chief Probation Officer Mark A. Hake, Riverside County Schools Superintendent Kenneth M. Young, Riverside County Superior Court Judge Becky Dugan, and other interested parties.

CLASS VALEDICTORIAN
BERNADETTE CHIFFER

Class valedictorian Bernadette Chiffer commented, "I had many dark obstacles in my life and I loved to run the streets. I surrounded myself with drug dealers, addicts, gangsters and prostitutes. I felt hopeless, like a failure and I wanted to die."

However, after working hard and dedicating herself to the recovery process, Bernadette now says, "I am a mother again. My family is back in my life. They never gave up on me. I am accomplishing my goals. I know what it feels like to experience joy." Through the combined efforts of individuals, partnering agencies and the application of the department's mission statement, the students were able to achieve an invaluable goal. Chief Hake congratulated the graduates on their success of obtaining their G.E.D. and reminded them that if they have been able to achieve this, they can achieve most anything.



FROM LEFT: SPO GILBERT PEREZ, ASSISTANT DIRECTOR LORI WILSON, SENIOR PO COURTNEY JOHNSON, OA III SARA HARTL, ALTERNATIVE EDUCATION TEACHER MALCOLM ANDERSON, DPO II ELIZABETH RHODES, CAROLYNN DEJAYNES OF THE MENTAL HEALTH DEPARTMENT, SENIOR PO MAGDA MICHEL, AND ASSISTANT DIRECTOR JASON BEAM WITH THE GRADUATING CLASS

SENIOR PROBATION OFFICER
COURTNEY JOHNSON



APPLICATION

APPLICATIONS ARE SUBMITTED ONLINE VIA THE JOB GATEWAY AT THE COUNTY OF RIVERSIDE'S HUMAN RESOURCES WEBSITE

ONLINE TEST

QUALIFIED APPLICANTS WILL BE ASKED TO TAKE AN ONLINE TEST

PROCTORED EXAM

APPLICANTS WHO PASS THE ONLINE TEST WILL BE INVITED TO A PROCTORED TEST

BREAKING PERCEPTIONS

RCP DISPELS COMMON MYTHS OF THE BACKGROUND PROCESS

A career is considered to be a person's life work. With a considerable amount of identity placed in pursuing a career, the foundation of one's life work should be built on a basis of integrity, accountability, honesty, commitment, compassion, creativity, image, excellence and respect. Considering a career in criminal justice requires commitment from an individual long before the application process begins. Peace officers are held to a higher standard than members of the general public. Their behavior both on and off the job should be a positive reflection of both themselves and the department. With the level of responsibility and public trust a sworn peace officer holds, it is imperative the Riverside County Probation Department maintains a high level of standard in regards to the hiring process.

Thorough procedures, tests and protocols are instituted to ensure only the most qualified applicants are hired. According to Riverside County Human Resources, it is estimated that one out of 70 applicants will successfully be hired as a Deputy Probation Officer. Subsequently, one out of 213 will be hired as a Probation Corrections Officer (County of Human Resources Recruitment Report, June 2015). Agencies run their applicants through a comprehensive series of tests and exams, each designed to narrow the field of applicants to advance only those most qualified. Included in this process is a complete and detailed background investigation.

This article serves to open the door into the background process for potential applicants and provide those who have successfully navigated the course, an in-depth perspective into not only why, but how, to maneuver through the process of becoming a member of a progressive criminal justice agency, the Riverside County Probation Department.

An applicant that successfully completes an online application and online test through the County of Riverside Human Resources Division will be invited to participate in a follow-up proctored test. Successful candidates proceed to an orientation presentation, immediately after the proctored test. The orientation, led by the Probation Officers and Probation Correction Officers that comprise the background unit, provide a detailed presentation of the background process, and an overview of job specific functions and responsibilities. At this time, background investigators provide specific information pertaining to completing the background packets, known as the Personal History Statement (PHS) and Personal Information Questionnaire (PIQ). Applicants that complete the PHS/PIQ packets will submit them to the background unit for continued consideration. Upon receipt of the packets the background investigators review each applicant's packet to ensure they appear to possess the department's core values and will be a viable fit for the agency. Successful candidates will be invited into the background investigation, Phase I of the process.

The background investigator will immediately delve into the PHS/PIQ packet and prepare for the initial interview with the applicant. The interview is an opportunity for the investigator to learn about the individual, gauge their integrity, honesty and sustainability as a member of the department. Time is allocated for the applicant to ask questions, learn more about the process and the department. The background investigator also makes contact with each applicant's references, past employers and other agencies with whom the applicants have applied. In addition, the investigator makes jurisdiction checks to each agency where applicants have lived, attended school or visit frequently. Upon successful completion of the background report the applicant is scheduled for a Computer Voice Stress Analysis (CVSA). All background packets are then reviewed by the Background Investigative management team and qualified applicants are moved to Phase II.

“**PEACE OFFICERS ARE HELD TO A HIGHER STANDARD THAN MEMBERS OF THE GENERAL PUBLIC**”



ORIENTATION

AFTER THE INTERVIEW, APPLICANTS GO THROUGH AN ORIENTATION WHERE THEY ARE INSTRUCTED TO COMPLETE A PHS AND PIQ

INITIAL INTERVIEW

AFTER REVIEW OF THE PHS/PIQ, QUALIFIED APPLICANTS ARE INVITED TO A BACKGROUND INTERVIEW

CVSA

IF SUCCESSFUL THROUGH THE BACKGROUND INVESTIGATION, APPLICANTS ARE ASSESSED BY VOICE STRESS ANALYSIS

COE

A CONDITIONAL OFFER OF EMPLOYMENT IS MADE IF THE CVSA RESULTS ARE SATISFACTORY

MEDICAL EVALUATIONS

A PSYCHOLOGICAL EVALUATION AND PHYSICAL EVALUATION ARE CONDUCTED

COMPLETION

The final portion of the process consists of the psychological and physical tests administered by the County Human Resources Occupational Health Management (OHM). Once the applicant has successfully passed Phase II, the background investigation is considered completed.

Given the volume of effort, investigation and work that our agency invests into an applicant's background, completion times may vary. Although the background investigators strive to guide applicants through the entire process and work to complete the background in a timely manner, there are various obstacles that could cause delay in the background process. Often the background process can be delayed by the lack of response from personal references, past employers or law enforcement agencies. The investigators continually make efforts to retrieve the necessary information in a timely manner in order to move the case into the next phase of the process. Finally, each investigator is mindful of the sensitive nature of the applicants past history throughout the background process. Our department recognizes that applicants can be rather vulnerable discussing personal issues; therefore, they must be confident that our department will protect their information pursuant to POST guidelines and department practice. Keeping that in mind, the Riverside County Probation Department is a non-disclosure agency and; therefore, cannot explain why particular applicants did not pass their background.

This formal background process is necessary to ensure a candidate will represent the department in a positive light, both personally and professionally. Our department realizes that as fallible beings, mistakes are part of life's journey. Background investigators do not normally focus on any one specific error in judgment, but rather pay close attention to the time frame, frequency and pattern of decision making. Our agency seeks signs of growth and maturity on the part of the applicants from their past experiences; healthy or otherwise. Each applicant is evaluated against our department's core values and guidelines established through the California Commission on Peace Officers Standards and Training. Our agency values each person as someone who is depending on our agency to help them realize their goal of beginning a career with the Riverside County Probation Department.

“OUR AGENCY SEEKS SIGNS OF GROWTH AND MATURITY ON THE PART OF THE APPLICANTS”

Being employed with the Riverside County Probation Department is a rewarding career; a career in which the candidate's ability to handle situations and demonstrate our core values will be necessary. A career in the law enforcement sector begins long before you apply for the position. If you believe you have what it takes to join our department, we encourage you to join our team. The bar must be set high to ensure we hire the most qualified individuals. The reward is fruitful and becoming a member of the Riverside County Probation Department offers a rewarding and lasting career.

ARTICLE SUBMITTED BY
SENIOR PROBATION OFFICERS TRICIA CHADWICK AND ANITA HENDRICKS



BREAKING THE CYCLE

STORIES FROM RCP'S INSTITUTIONS

THE ART OF EXPRESSION

"A painter should begin every canvas with a wash of black, because all things in nature are dark except where exposed by the light."
- Leonardo da Vinci

Society has defined art as an outlet of expression and in many ways offers freedom to the imagination. The act of creating art offers a portal of healing, living and communication. It requires the use of dexterity, creativity, careful planning, emotion and skill. Youth detained at Southwest Juvenile Hall (SWJH) were recently given an opportunity to participate in a program aimed at art education. The grant funded art program was facilitated through the Riverside Art Museum (RAM). Participating youth received six weeks of art instruction and were taught a variety of techniques and fundamental art skills. The youth translated the skills they learned into an art mural which now hangs in the dining hall at SWJH and complements the new library. Educational skills combined with art have merged to inspire youth to seek new worlds and create positive change.

The program has been very successful and the youth were happy to be given an opportunity to participate. One of the boys stated, "When I met with my attorney, I asked her to wait on requesting my release because I wanted to finish this project." The youth felt proud of the finished project and expressed their gratitude to the Riverside Art Museum for teaching them something they might never have had the opportunity to learn otherwise. Principal Ebon Brown, with the Riverside County Office of Education, was a collaborative partner and ensured the youth received three elective credits for completing the classes. The program has also received positive support from SWJH staff who look forward to having the RAM program return to the facility.

SUPERVISING PROBATION OFFICER

GRETCHEN SHIPES



STAFF APPRECIATION AT RIVERSIDE JUVENILE HALL

The Riverside County Probation Department believes that when you join the agency you are more than just an employee. Collaboration and teamwork are devised of dedicated individuals working towards a common goal. Riverside Juvenile Hall (RJH), Staff Appreciation Committee (SAC) acknowledges the hard work and commitment staff brings to our institution and believes it is vital to recognize them for their positive attitude, team work and dedication to the department's mission. Each employee, regardless of their assignment or position, plays a vital and necessary role in the successful operation of the facility.

On May 6, 2015, the SAC with assistance from supervisors and others provided a Staff Appreciation Luncheon at the institution. The event included a catered lunch, a video of the recent Annual Employee Recognition and Award Ceremony and an interactive game for employees. Additionally, members of the SAC team relieved employees, whose assignments might otherwise have prevented them from attending, so they could participate in the event. Throughout the year, RJH staff participated in various fund raising events to prepare for the luncheon. The event aims at recognizing the dedicated employees who, day in and day out, work diligently to make a difference in the lives of the youth detained at RJH.



STAFF WERE TREATED TO TACOS AND "AGUAS FRESCAS"

Thank you to our dedicated maintenance, kitchen, housekeeping, clerical and sworn staff; and a special thanks to the RJH Staff Appreciation Committee, Supervising Probation Officer Cross, Senior Correctional Officer Scott, and Probation Corrections Officers Medrano, Vivino, Boucard and Alvarado, for recognizing the amazing dedication of our employees with this special event.



PROBATION CORRECTIONS OFFICER I

LAURA ALVARADO



THE PROCESS OF CHANGE: IMPROVING BEHAVIOR THROUGH THE JUVENILE WORK PROGRAM

The Juvenile Work Program (JWP) based at Riverside Juvenile Hall is designed to be a preventive program and a vehicle by which youth can learn to recognize the correlation between negative behavior and consequences. The program consists of two components: The first consists of the youth's involvement in actual physical work, i.e., community service projects, and the second component aims at teaching valuable life skills. The community service work provides a productive, short-term work experience as a disciplinary measure, and gives youth an opportunity to learn the principles of accountability and responsibility through various clean-up and beautification projects within the community. Current work sites include the Western Riverside Animal Shelter, Adopt-A-Street program, Second Harvest Food Bank, Juvenile Services Division, and Hidden Valley Nature Center. The youth receive credit by demonstrating their ability to follow staff directives, exhibiting a positive attitude and performing their assigned work. Recently, youth participated in a community clean-up project held by Waste Management in the City of Moreno Valley. The youth, along with Moreno Valley residents, picked up trash in the eastern section of the city. They were able to compare firsthand the ugliness caused by careless littering with the beauty of an area devoid of such blight. As the event came to a close, coordinator David Marquez thanked everyone for their hard work. He reported a resident, who lived in the area, approached him to say that he and others were happy to see the Moreno Valley community and the County of Riverside working together to make their city beautiful again.

The secondary section of the program, the life skills segment, is designed to provide youth with the tools needed to make positive choices in life. Program topics focus on anger management, victim awareness, financial responsibility and substance abuse education. Volunteer guest speakers currently include individuals from Planned Parenthood, Safe House, Gateway to College, the Second Harvest Food Bank, park rangers, military recruiters and mental health professionals. JWP staff work diligently to maintain communication between the youth, family members, assigned probation officers and the community. JWP continues to seek ways to increase the number of youth participating in the program, give back to the community and ultimately improve and change lives.



FULFILLING OUR MISSION

Rewards in this profession are not commonly immediate. While databases and statistics measure the success of reporting from a business perspective, the tangible achievements of changing lives of the clients we serve cannot truly be known. As sworn peace officers, many of us entered into a profession with the Riverside County Probation Department to facilitate change in others, to hold a position of public trust and make an impact on our community. We, as individuals working tirelessly to fulfill the mission of our department, experience elation when we see the success of our clients first hand. It is in the simple words of those impacted we discover that a life has in fact been changed.



DEAR YOP-

When I first came in YOP I knew all the staff in here was going to help me out with everything to succeed in life that would make me a role model in the community and in my family. With all the YOP classes and going to school so I can have more opportunity in my life rather than being in the streets gang banging. I appreciate everyone who went hard in the paint.

I look back on the time when I was running the streets thinking it was for me but I figured it was not for me. Now I know I have my family support. I don't want any of my family to follow in my old ways. I want to be a good role model and to show them not to follow the wrong path. No matter how hard it is. When I entered in YOP I did not have any respect, integrity, honesty, or accountability because I thought it was all about gang banging. I did not go to school. I did not even listen to my mom or any one that tried helping me out on doing the right thing, because I was scared of making the right choices. But now, I know I've changed because I feel that I'm a better person. I did not even know how to read or anything but I'm learning little by little.

I already have plans and goals so when I get out so I won't be heading down the wrong path and I can make the right choices. I just want to make my grandmother and family proud of me. I'm doing this for me because I want to succeed more and be a leader not a follower. I'm going to go for school so I can graduate college to be a fire fighter. I had to be honest with myself and I realize I'm scared to get out because I know my friends are going to want me to go with them everywhere. It's hard for me to say no but that's the only thing I got to say is NO.

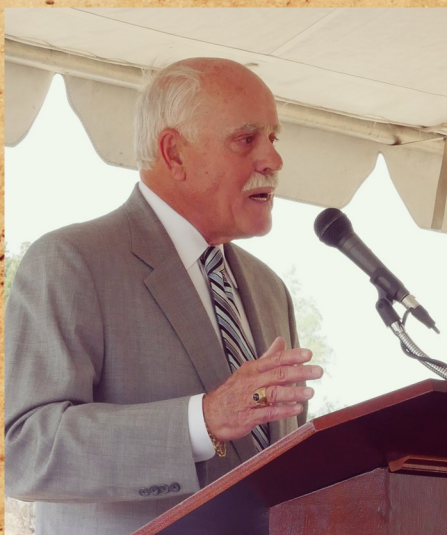
THANK YOU STAFF FOR HELPING ME OUT ON EVERYTHING.

- former YOP resident



ALAN M. CROGAN YOUTH TREATMENT & EDUCATION CENTER

On April 30, 2015, Riverside County First District Supervisor Kevin Jeffries and the Economic Development Agency held a ground breaking celebration for the Alan M. Crogan Youth Treatment and Education Center (YTEC). Former Chief Probation Officer Alan M. Crogan addressed the attendees and emphasized the need for tailored intervention within the juvenile delinquent population. According to Chief Crogan, the decision to create the YTEC facility was “not a labor of love, but a labor of necessity.” The future state-of-the-art facility was named in honor of the former Riverside County Chief Probation Officer whose foresight and tenacity resulted in the Riverside County Probation Department receiving \$24.7 million dollars in state funding for the project. This funding was designed to address the repercussions of Juvenile Justice Realignment which occurred years before Assembly Bill 109, Public Safety Realignment. In 2007, state policy-makers acted to reduce the number of youthful offenders housed in state facilities by enacting realignment legislation which shifted responsibility to the counties for all but the most serious offenders. Chief Crogan understood the value and need to create a therapeutic facility within a secure environment which would provide detained youth from Riverside County with mental health treatment, educational opportunities and reintegration services. Once complete, the 106-bed YTEC facility will provide secure in-custody mental health treatment, health care, education, transitional living and re-entry/re-integration services to youth. The project is scheduled for completion in the summer of 2016.





FROM LEFT: EXECUTIVE ASSISTANT **ANDRIA BARTKOWSKI**, ASSISTANT CHIEF PROBATION OFFICER **ROSARIO RULL**, EXECUTIVE SECRETARY II **ALLISON PATERSON**, CHIEF PROBATION OFFICER **MARK A. HAKE**, FORMER CHIEF PROBATION OFFICER **ALAN M. CROGAN** AND HIS WIFE, **LINDA**, DIVISION DIRECTOR **JASON BAILEY** AND ASSISTANT DIVISION DIRECTOR **DANIEL CASTANEDA**



FORMER CHIEF PROBATION OFFICER **ALAN M. CROGAN** WITH SUPERVISING FACILITIES PROJECT MANAGER **REBECCA MCCRAY**



FIRST DISTRICT SUPERVISOR **KEVIN JEFFRIES** OF THE RIVERSIDE COUNTY BOARD OF SUPERVISORS GIVES HIS REMARKS



MANAGING DIRECTOR **JEFF VAN WAGENEN** OF THE ECONOMIC DEVELOPMENT AGENCY WELCOMES THE AUDIENCE



THE PRESENTATION OF COLORS WAS PERFORMED BY THE **AIR FORCE JROTC UNIT CA-92** FROM ARLINGTON HIGH SCHOOL



THOSE IN ATTENDANCE APPLAUD AFTER FORMER CHIEF PROBATION OFFICER **ALAN M. CROGAN'S** ADDRESS



CONSTRUCTION SITE



ARTIST'S RENDERING





DEPUTY PROBATION OFFICER CORE CLASS 006

"Twenty-seven of us from eight different offices, spread across the county, 7300 square miles, became one team, united by a single spirit that is summarized by our class motto: "Aspire to Inspire." That spirit was alive in the classroom, the mat room, and the park as we rallied to overcome the obstacles we faced throughout the academy. Today marks the end of that phase of our career, and the beginning of a new one. I am certain that the same spirit will be present in all we do as we aspire to inspire justice in the courts we serve, confidence in the community we protect and change in the lives we serve."

- DPO CORE 006 NOMINATED SPEAKER **RICHARD OSBORNE**



KRISTEN ARVIE
STEPHANIE BARRERA
KARI BLECKERT
CLAYTON BRUMBAUGH
HIBA DIAZ
SAMANTHA DOMINGUE
CHRISTOPHER FOSTER
LESLIE GAYK
ROBERTO GUZMAN
MICHELLE JOHNSON
ELIZABETH KEAN
ASHLEY LOPEZ
IVAN MARTINEZ
RACHEL MCCLURE
GLORIA MEDINA
TESSA MORENO
RICHARD OSBORNE
MARIBEL PUGA
MICHAEL RIOS
CESAR ROMERO
KINDRA RUBIO
ERICA SMITH
CANG SOU
MEGAN SWANSON
EDDIE VELA
ALEXANDRA VROOMAN
CHRISTIE WILSON

On May 8, 2015, twenty-seven Deputy Probation Officers joined their family, friends and co-workers in the Deputy Probation Officer Core Academy 006 graduation ceremony held at the Moreno Valley Conference Center. The event highlighted the perseverance and dedication of the officers who successfully completed a six-week training course consisting of 237 hours of instruction, numerous tests, and several hours of physical and defensive tactics related instruction.

Each Core begins with the students selecting a motto that best represents them as a class, and academy 006 chose, "Aspire to Inspire." The officers were hired with our department because they possessed several, if not all, core organizational values of the Riverside County Probation Department. Nominated class Speaker, Cang Su concluded the ceremony with a heartfelt message to his fellow officers:

"Even though our assignments may change, our commitment never will. Never forget our commitment to serving courts, protecting our community and changing lives. We will never forget our commitment to the oath we will take. And last but not least, we will never forget our commitment to each other."

- DPO CORE 006 NOMINATED SPEAKER **CANG SOU**





FIELD
PROJECTS
DIVISION

THE TRANSITION & REENTRY UNIT

THE TRU PROGRAM AIMS TO IMPROVE MANAGEMENT OF THE REALIGNMENT POPULATION

The **Field Projects Division** is pleased to announce the department's most recent strategic approach at effective offender management for our realignment population. The TRU program utilizes a design modeled after the National Institute of Corrections (NIC) and cooperative partners. The Transition from Prison to Community (TPC) is a comprehensive systems approach to prisoner reentry. The process involves collaborative case

management commencing at the time of incarceration running through discharge. The single dynamic case plan assists offenders in preparing for incarceration, eventual release, community re-integration and targets short and long-term barriers. The process occurs in three phases: Institutional Phase, Release Phase and the Community Phase. The program will begin at Larry Smith Correctional Facility in Banning,

anticipating future expansion to other detention facilities in fiscal year 2015/2016. The design will rely upon established partnerships for effective case management and multi-disciplinary team collaboration.

SUPERVISING PROBATION OFFICER
GILBERT PEREZ



HUMAN
RESOURCES
DIVISION

WALKING INTO BETTER HEALTH

WELLNESS TAKES CENTER STAGE AT THE SOUTHWEST RIVERSIDE HEART AND GLOW WALK

Health consciousness should not be a goal; rather it should be viewed as a way of life. Working in a profession where much of our day is spent taking care of others, it is imperative that we focus on our own overall physical health. The County of Riverside has launched several campaigns aimed to raise health awareness for Riverside County Employees, including generating a partnership with the American Heart Association (AHA). On May 9, 2015, more than 3,000 walkers and 91

teams came together for AHA Southwest Riverside Heart and Glow Walk held at Lake Skinner. The purpose of the event is to increase awareness about heart and stroke disease and raise money for continued research. Registered walkers comprised 147 Riverside County employees including approximately 25 employees and family members from the Riverside County Probation Department. As of June 1, 2015, \$123,000 has been raised for AHA and the amount continues to rise! To date,

the Probation Department has 15 registered teams and 20 team captains. We have successfully registered 245 walkers, raised \$1,745 through probation department efforts and once again lead all departments in the county. We are looking forward to bigger and better showings of probation staff at the next two walks scheduled for Saturday, September 19, 2015, at Rancho Jurupa Park and Saturday November 21, 2015 at Civic Center Park in Palm Desert.



ADMINISTRATIVE SERVICES OFFICER
ANGELICA RODRIGUEZ



Blythe
CALIFORNIA

The Blythe Probation Office is seeking Deputy Probation Officers interested in working with a cohesive, highly trained and versatile team. This assignment offers exposure to a wide-range of assignments, and partnerships with local, county and state agencies. Deputy Probation Officers who have completed the Probation Department's Arming Academy are highly desired. Blythe offers an outdoor recreational wonderland and an affordable housing market. Outdoor activities along the beautiful Colorado River include boating, water skiing, jet skiing, and swimming. Blythe's 350 days of sunshine offer year round sporting activities. If you are interested in this remarkable opportunity please express interest to your Division Director.



RC P



2015-2016 TRAINING CATALOG

TRAINING UPDATE

County Mandated Training (COR Learning) Employee Harassment Prevention class recently changed the renewable requirement and is now required every four years.

Thank you to all staff who participated in the Staff Development 2015 Training Survey in March/April. The results have been extremely helpful in developing our new training year. The Staff Development Unit has placed suggestion boxes in every training room and welcome feedback and suggestions from all staff throughout the year!



CCPIA

Community Corrections Performance Incentive Act

EMPLOYEE OF THE QUARTER

Desert Services Division's Deputy Probation Officer (DPO) Alyssa Liu was selected as the Community Corrections Performance Incentive Act (CCPIA) Employee of the Quarter. This distinction is awarded to a Deputy Probation Officer or Senior Probation Officer assigned to a high- or medium-risk level caseload currently funded by either AB109 or CCPIA. DPO Liu was recognized for her extraordinary work performance during the 1st Quarter of 2015 (January – March).

Although DPO Liu was relatively new to realignment and adult supervision, she was always the first person to volunteer to help other probation officers and quickly “learned the ropes.” Alyssa promoted client participation in the Courage to Change Program, an interactive journaling process that provides high-risk offenders with an opportunity to identify and target risk/need areas allowing for positive change. Immediately upon receiving training in this program, DPO Liu audited her caseload to determine which clients needed to complete the two prerequisite journals. By the end of February, DPO Liu had facilitated these two journaling classes to over 25 clients.

Additionally, DPO Liu made referrals on behalf of her clients with the goal of connecting them to treatment services. A client from DPO Liu's caseload stated, “DPO Liu gave me the push in the right direction that I needed.” The same client shared that if it was not for DPO Liu, she probably would not have realized that she could be content without the use of illegal drugs. DPO Liu's efforts exemplify her overall commitment to others and the community she serves.



DEPUTY PROBATION OFFICER II ALYSSA LIU



DESERT
SERVICES
DIVISION

PROBATION COMMUNITY COLLABORATIVE

THE DESERT SERVICES DIVISION HELD AN EVENT TO CONNECT WITH LOCAL AGENCIES IN A BID TO EXPAND SERVICE TO CLIENTS

The role of the probation officer is unique. In this capacity, we have the ability to access the personal lives of our clients through home visits, assess their living situation and determine what resources would be most helpful to the individual and their family members. These efforts help to address and deter potential risk factors that may impact future criminal behavior. However, appropriate referrals can only be made through an awareness of available services within the community. As such, Desert Services Division staff hosted their first quarterly Probation Community Collaborative event on April 28, 2015, at the Indio Probation Office. The purpose of the event was to connect our probation

officers with community-based organizations and the services they provide. Our mission of “Changing Lives” cannot be done alone; in order to achieve our goals we must rely on the assistance of agency partnerships. Over thirty-two agencies were represented and included medical services, counseling providers, support groups, a credit union, the Workforce Development Center, faith-based organizations, and the Betty Ford Center, to name a few. The second half of the collaborative event was spent staffing actual client cases with the appropriate community-based organization and then making recommendations regarding services for the client and family. One

particular case was so unique that it caused the providers to think about what additional services they could offer the client and the community as a whole. One goal of the probation department is to bridge gaps for the clients we serve and help create opportunities for rehabilitation. We look forward to next quarter's event and expect participation to increase. If you know of an agency interested in partnering in this worthwhile endeavor, please email eporras@rcprob.us.





Riverside Veterans Court RUCK CHALLENGE



BAD MOTHER
SENIOR PROBATION OFFICERS KARINA LOWE
AND CHAZ MARIN



DEPUTY PROBATION OFFICERS FATIMA GUERRA,
HENRY PASSMORE, AND VANESSA CARRASCO



AN RCP RUCK CHALLENGE SHIRT



CHIEF MARK A. HAKE AND DEPUTY PROBATION
OFFICERS MANDEE WOODS, SEAN MICHEL,
SAMANTHA HURD, AND BRANDEE CONTRATTO



SERGEANT MAJOR COKER WITH SUPERIOR
COURT JUDGE MARK JOHNSON AND CANINE
BUDDY



CHIEF MARK A. HAKE WITH SPO DONALD
GARNETT



SERGEANT MAJOR COKER



SENIOR PROBATION OFFICER JESUS QUINTANA



Esprit De Corps:

First Annual Veterans Court Ruck Challenge

What turns a group of individuals into a team? Individuals bring their own experiences, ambitions, and motivations, which can upset unit cohesion and undermine progress toward achieving a goal. The United States Armed Forces discovered long ago that the way to create a team is to forge it in a crucible through physical challenges, which can only be accomplished through working together. This creates a sense of pride ... a sense of fellowship ... a sense of Esprit De Corps.

This was the motivation behind the First Annual Veterans Court Ruck Challenge, which was the brain child of the Honorable Judge Mark Johnson and brought to life by the diligent efforts of Deputy District Attorney Alberto Recalde, Retired Command Sergeant Major Gregory Coker and their planning committee. The idea was simple; gather supporters of the Riverside County Veterans Court together for a day of competition to raise money and awareness for the California Collaborative Justice Courts Foundation. Individuals would accept the 10 kilometer Ruck Challenge in teams of four, with males carrying 50 lbs and females carrying 35 lbs.

In a short time, word spread throughout the county as agencies assembled teams, raised money to obtain sponsorship and trained with their rucks to ensure victory. Sponsors included: Riverside Sheriffs Association (RSA), Riverside County Deputy District Attorney Association, Riverside Police Officers Association, County Of Riverside Veterans Services and LCA Monitoring Services who all donated money, volunteers and organized teams. Nurses from VA Loma Linda Hospital also donated their time in case any runner became injured. Additionally, the American Legion Riverside Post 79 donated the use of their hall and facilities for the event and award ceremony. Teams from the Riverside Police Department, Riverside Sheriff's Department, District Attorney's Office, the Public Defender's Office, the Superior Court, LCA, and the Probation Department registered for the event. Probation Juvenile Services Division was a Silver Sponsor and fielded four teams. Adult Services Division and Southwest Division fielded three teams under RSA Sponsorship. All told, over \$12,000 was raised by sponsors, runners and supporters.

On May 24, 2015, volunteers under the supervision of Sgt. Major Coker, began roping off the running course and converting the American Legion Hall and parking lot into the staging grounds for the event. As runners started to arrive, their packs were weighed by Senior Detention Cook Johnny Ortega, who not only arranged for the donation of bottled water, but also provided the scale which was used to make sure all runners carried the required weight. With their bags certified, runners checked in with the registration desk manned by volunteers, including Deputy Probation Officer Mayra Ortega. The Honorable Judge Johnson, clad in his Army BDU's, addressed the crowd which numbered over 130 participants. He thanked the sponsors for their support, the volunteers for their dedication and challenged the runners to keep up with him and Buddy, his faithful dog and Veterans Court Mascot.

When the horn sounded, runners started their 10k march through Fairmont Park, along the walking path shadowed by Mount Rubidoux, ending just past Ryan Bonaminio Park. Participants were supported by water stations manned by LCA volunteers and First Aid Stations staffed by VA nurses. Upon reaching the turn-around point, runners did an about face and marched back to the beginning where they were met with the cheers of their fellow participants and words of motivation provided by Sgt. Major Coker via loud speaker. Every participant that crossed the finish line was awarded a medal inscribed with the words, "Mission Accomplished." Among those who finished included three current Veterans Court participants and one recent graduate. They represented the Army, Navy, and Marine Corps and each held their medal with pride. One of the Veterans Court participants gained special honors, as he was not only one of the oldest runners to carry 50lbs, at the age of 73, but served with distinction in the United States Army Air Calvary during the Vietnam War.

So what turns a group of individuals into a team? It comes from working together to create an event, such as the Ruck Challenge which has never been attempted in Riverside County. It comes from walking along side your partners and strangers toward a common goal, despite the crushing weight on your back and pain in your feet. It comes from a sense of pride ... a sense of fellowship ... a sense of Esprit De Corps.



DEPUTY PROBATION OFFICER II
BRIAN QUIGLEY



BLYTHE

I hope your day was as fun as ours! Representatives from the Blythe Police Department came by and put on a demonstration. We showed the children our caged car and talked about the Indio transport process. At the court house, Judge Christian talked about becoming a Judge. Then back to the office for pizza and a tour of the office. We discussed drug testing and showed them our rapid tests and how to properly remove gloves. Then they all proceeded to make balloons out of their gloves. The kids were awesome and they loved their goodie bags. On behalf of Steve Foristel, Elisa Porras and the Indio Social Committee; thank you to all those who participated in today's Bring Your Child to Work Day. It was great to meet all of the guests!



JUVENILE SERVICES

We played Bean Bag Toss and Mad Gab at lunch time and enjoyed pizza, dessert and drinks. Each child enjoyed sitting with their parent. As the day drew on, the children became more engaged and demonstrated increased interest in being at the job site.



ADMINISTRATION

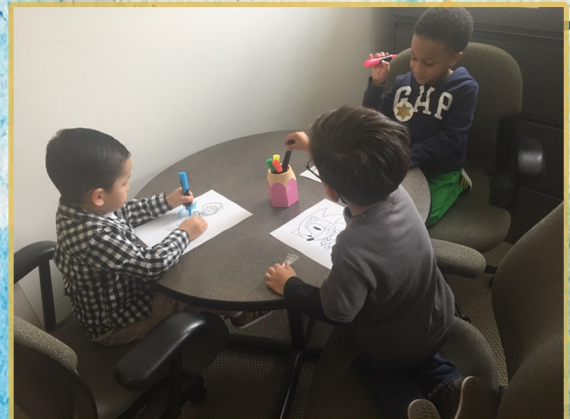
The children at the Human Resources Division created some special art work, took a tour of their parent's offices and enjoyed a pizza lunch. Chief Hake took time out of his busy day to show them his office and speak to them about his job duties. The day was topped off with a goody bag put together by Secretary Stephanie Lundy!

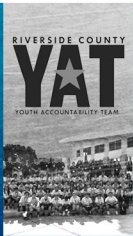


bring your CHILD TO WORK DAY

SOUTHWEST

The Southwest Services Division participated in "Bring Your Child to Work Day," with each office hosting a pizza lunch. The children were given tours of the office, played board games, saw where their parents work and met the Honorable Judge Mandio and Riverside County Sheriff Deputy Kuhn. The children had a lot of fun, and according to one child, got the chance to meet his "best-est buddies."





YOUTH
ACCOUNTABILITY
TEAM

12TH ANNUAL YOUTH IN GOVERNMENT DAY

THE YOUTH ACCOUNTABILITY TEAM INTRODUCES YOUTH TO THE ROLE THAT RCP PLAYS IN THE CRIMINAL JUSTICE SYSTEM

On April 9, 2015, members of the Desert Division Youth Accountability Team (YAT), Senior Probation Officer (SPO) Isabel Castillon, Deputy Probation Officer (DPO) Anthony Gutierrez, and Deputy District Attorney (DDA) AC Hester teamed up with Desert Division Deputy Probation Officers Marisol Riley and Joe Eric Torres, to provide five high school Youth in Government students an in-depth educational snap shot of the diverse day in the life of a probation officer. The students met two Riverside County Sheriff's Department's Coachella Valley Violent Gang Task Force Deputies, assigned to YAT, who spoke about the impact they have on youth when conducting gang interventions. Next, they heard probation personnel talk about the variety of assignments within the department. The students also toured

Indio Juvenile Hall and the Larsen Justice Center where they saw firsthand the critical role the probation officer plays in the courtroom setting. The Honorable Victoria Cameron took time out of her busy day to meet with the students in her chambers and answer their questions. The 12th Annual Youth in Government Day, sponsored by Fourth District Supervisor John J. Benoit, proved to be a rewarding experience for both staff and students. The event not only educates the students about the assignments and responsibilities of the individuals who work in probation, but serves as a reminder to probation staff of the vital role each plays to ensure the mission of serving the courts, protecting our community and changing lives, is accomplished.



DEPUTY PROBATION OFFICER II
JOE-ERIC TORRES



SUPERVISING PROBATION OFFICER
BARBARA BANDY



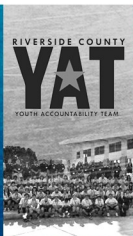
LEFT: DPO JOE-ERIC TORRES WITH TWO
DEPUTY SHERIFFS AND DEPUTY DISTRICT
ATTORNEY



MIDDLE: PARTICIPANTS LISTEN TO THE
HONORABLE VICTORIA CAMERON



RIGHT: FOURTH DISTRICT SUPERVISOR JOHN
J. BENOIT ADDRESSES THE AUDIENCE



YOUTH
ACCOUNTABILITY
TEAM

SKILLS TO SUCCEED

THE YOUTH ACCOUNTABILITY TEAM CONNECTS YOUTH WITH OPPORTUNITIES FOR THEIR FUTURE

Not everyone is afforded the means and/or capabilities to pursue a four year college degree so it is our responsibility, as a department, to ensure those youth are exposed to alternative opportunities that can prepare them for good careers and independence....Job Corps is one such opportunity.

On April 2, 2015, the desert Youth Accountability Team (YAT) members transported 15 youth to the Job Corps campus in San Bernardino. Job Corps is a no-cost education and vocational training program administered by the U.S. Department of Labor that assists youth between the ages of 16 through 24 to improve the quality of their lives by teaching them valuable skills in a variety of trades.

The youth were provided an in-depth tour by Job Corps personnel and learned that the campus offered a variety of vocational training options, including GED and high school diploma preparation. Assistance in completing the application paperwork is also available. For a short period of time, the youth ventured beyond the confines of their familiar neighborhoods and were exposed to an opportunity to expand their horizons. Their parents saw an opportunity for their children to become successful, employable adults.



SUPERVISING PROBATION OFFICER
BARBARA BANDY



Funded by Congress, Job Corps has been training young adults for meaningful careers since 1964. Job Corps is committed to offering all students a safe, drug-free environment where they can take advantage of the resources provided. Job Corps' mission is to attract eligible young people, teach them the skills they need to become employable and independent, and place them in meaningful jobs or further education.



KIDS & CRIME

INSIDE THE JUVENILE JUSTICE SYSTEM

THE COACHELLA VALLEY'S NEWS STATION KESQ AND CHANNEL 3 ABC ANCHORS FEATURED THE RIVERSIDE COUNTY PROBATION DEPARTMENT IN A FIVE-PART BROADCAST EXPLORING THE JUVENILE JUSTICE SYSTEM

In early April, KESQ News began to delve into the inner workings of the juvenile justice system as they developed a story on juvenile crime and delinquency in the Coachella Valley. News anchors Karen Devine and John White interviewed Chief Hake and spent several days talking to Riverside County Deputy Probation Officers (DPO), a Deputy District Attorney (DDA), youth, parents, law enforcement, school administrators and mental health professionals. What their investigation eventually revealed may have been different than what they initially planned to report.

Television cameras caught a glimpse of rooms and areas inside Indio Juvenile Hall as Division Director Chris Wright guided them through the facility. White interviewed a youth who had completed a one year commitment to the Youthful Offender Program. He heard firsthand, a story of the youth's initial hopelessness but eventual change for the better, as he progressed through the program and was eventually released home. Devine captured the enthusiasm both DPO Anthony Gutierrez and Senior Probation Officer Susana Hernandez emanated when they described their experiences teaching Parent Project classes. A crew followed Youth Accountability Team DPO Adrian Olvera and DDA Doug Gee as they contacted a youth in his home. They filmed as the youth and his mother expressed their gratitude for the early intervention the YAT programming provided and the support they received from the team members.



The first of the five-part series aired on May 11, 2015, and ran throughout the week. It culminated Friday evening with an in-studio town hall meeting where DDA Doug Gee, DPO Adrian Olvera and Riverside Sheriff's Office Captain Andrew Shouse answered questions from the viewing audience.

To see the entire series and watch probation staff explain how Riverside County Probation is working to fulfill its mission statement of "Serving Courts, Protecting the Community and Changing Lives," visit the department's Google Plus page at <https://plus.google.com/112062227032118363878/posts>.



KESQ ANCHORS KAREN DEVINE AND JOHN WHITE HELMED THE "KIDS AND CRIME" SERIES THAT AIRED ON CHANNEL 3



DPO ADRIAN OLVERA, DDA DOUG GEE, CAPTAIN ANDREW SHOUSE, AND ANCHORS JOHN WHITE AND KAREN DEVINE

HUMAN
RESOURCES
DIVISION

TOGETHER WE CAN HELP!

THE RIVERSIDE COUNTY EMPLOYEE CAMPAIGN PROVIDES OPPORTUNITIES FOR STAFF TO SUPPORT LOCAL NON-PROFITS



The Riverside County Probation Department (RCP) staff continues to demonstrate a strong commitment to "Changing Lives" as evidenced by their generous contributions during the 2014 Riverside County Employee Campaign.

Each year, the Riverside County Employee Campaign provides an opportunity for employees to voluntarily donate to non-profit charitable organizations. Employees are encouraged to contribute to any non-profit 501(c) (3) organization of their choice either through a one-time donation or by payroll deduction. Probation Department organizations receiving support included the Indio Juvenile Auxiliary, the KIC (Kids in Conflict) Foundation and the Baker-2-Vegas Team. This year, the Employee Campaign ran from September 9, 2014, through December 31, 2014. At a Board of Supervisors meeting on March 24, 2015, the Riverside County Employee Campaign Steering Committee presented a donation check in the amount of \$662,000.

Additionally, individual departments are encouraged to hold fundraisers with proceeds benefitting the campaign. Several fundraising events were held throughout the department. Through these events, and the generosity of donors and participants, the Probation Department raised a total of \$36,537 toward the county campaign. This amount represented a 27.6% increase in giving from the 2013 campaign. Our department, including 14 site coordinators who helped make this possible, were recognized at the Site Coordinator Appreciation Breakfast with the "Highest Percent Increase Award - Large Department."

If you are interested in volunteering as a site coordinator or becoming involved in the 2015 Employee Campaign, please advise your supervisor by July 31, 2015. The 2015 Riverside County Employee Campaign will kick off in September. Thank you to everyone who participated in this year's campaign and remember, "Together We Can Help!"



OFFICE ASSISTANT III JANE GAOIRAN WAS GIVEN A CERTIFICATE OF APPRECIATION. HERE SHE POSES ALONGSIDE ASSISTANT CHIEF PROBATION OFFICER ROSARIO R. RULL AND CHIEF DEPUTY PROBATION ADMINISTRATOR DOUG MORENO

OFFICE ASSISTANT III
JANE GAOIRAN



FROM LEFT: SPO ANTHON BAKER, SECRETARY II JACKIE STOLL, DIVISION DIRECTOR SHELLEY DAVIS, R&R TECH II KIZZY MOORE
TOP RIGHT: PROBATION STAFF AT THE EMPLOYEE CAMPAIGN COORDINATOR BREAKFAST
BOTTOM RIGHT: OA III ERIKA ALVAREZ, OA III SHANNON JARAMILLO, OA II TONI GOODRICH, PROBATION ASSISTANT MARIVEL OCEGUEDA

2014 SITE COORDINATORS

ERIKA ALVAREZ
JAMES BORJA
CRYSTAL FLANEGAN
JANE GAOIRAN
KIMBERLY GONZALEZ
TONI GOODRICH
SHANNON JARAMILLO
SCARLETTE LOPEZ
CYNTHIA LUNDY-RODGERS
SHARON LYNCH
JAIME MACLEAN
MARY MIXON
KIZZY MOORE
MARIVEL OCEGUEDA
CATHY PIECH
JODI RICHARDS
JACKIE STOLL
ERIC WILLMAN

2014 LANDMARK DONORS

MICKI AYBAR
ANTHONY BAKER
TONI GOODRICH
CHIEF MARK HAKE
RACHEL LIGTENBERG
STEPHANIE NEWBY

Quarterly Secretary Meetings

"Credibility and trust are the products of character and competence."

- Stephen M.R. Covey

Much of the department's business is seen only from an outside perspective. Peeling back the layers reveals the inner workings of a successful and progressive criminal justice agency, the engine. A Secretary plays a vital and supportive role in keeping an organization running smoothly and effectively. Secretaries are expected to undertake a variety of administrative tasks while projecting a professional demeanor and maintaining effective communication and interpersonal skills. As department policies and processes have evolved over time, so, too, have administrative obligations. Providing support services now goes beyond scheduling meetings, managing agendas and providing up-to-date information. As a way to keep apprised of changes and to ensure continuity in the delivery of services, the quarterly secretary meetings were established in September 2013 and continue to this day. The meetings serve to reach a department wide consensus among the secretarial units and provide the secretaries with a way to share and understand each other's assignments and tasks. Together, we have learned to earn the trust we deserve and to influence others with integrity.



FROM LEFT: STEPHANIE LUNDY, GAIL MOORE, CATHRYN PIECH, CARLA LEUNG-WO, ELIZABETH MARTINEZ-LEON, ANGELICA RODRIGUEZ, SHARALEE SNIFF, GERI WATSON, KELLY LOBO, JACKIE STOLL, AND KATHRYN GREEN

SECRETARY II

ELIZABETH MARTINEZ-LEON



ONE CAREER. ENDLESS OPPORTUNITIES.



SERVING COURTS • PROTECTING OUR COMMUNITY • CHANGING LIVES

RC | RIVERSIDE COUNTY P★ PROBATION D E P A R T M E N T

The Riverside County Probation Department employs a team of criminal justice professionals dedicated to serving courts, protecting our community and changing lives. Our department is seeking qualified men and women who embody our department's core values and a desire to become a member of a progressive criminal justice agency. For employment opportunities for Deputy Probation Officer I and Probation Corrections Officer I positions, please visit: <http://www.probation.co.riverside.ca.us/employment/positions.html>.



ADULT
SERVICES
DIVISION

A STEPPING STONE TO HOPE

THE MULTI-AGENCY DRUG TREATMENT PROGRAM KNOWN AS ROC CONTINUES TO FACILITATE IMPROVED LIVES FOR PARTICIPANTS

The **Recovery Opportunity Center (ROC)** has functioned as an intensive outpatient drug court treatment program since the late 1990's. The program is a joint effort between the Riverside County Superior Court, the Law Offices of Virginia M. Blumenthal (VMB), and the Riverside County Probation Department, Department of Mental Health, Offices of the Public Defender and the District Attorney's Office. This treatment approach is often used as an alternative to a lengthy prison sentence. Participants who graduate typically receive reduced or dismissed charges. During the 18-month program, offenders work on rebuilding their lives through evidence-based

methods of recovery and move through four components referred to as "Stages of Change."

On March 25, 2015, the Riverside based ROC program graduated eight individuals; one of the largest graduations to date. It is hoped that through continuing collaborative efforts, more drug offenders will be referred and willing to accept treatment, thus improving their quality of life, the communities in which they live, and the future of the ROC Program.

DEPUTY PROBATION OFFICER II
ASHLEY MIRANDA



LEFT: JUDGE COUNELIS WITH A GRADUATE
RIGHT: DPO II ASHLEY MIRANDA

ADULT
SERVICES
DIVISION

THE BATTLE IS NOT OVER

OUR VETERANS DESERVE THE VERY BEST CARE AND THE VETERANS COURT TREATMENT PROGRAM PROVIDES JUST THAT

In **January of 2012**, the Riverside County Superior Court established the Veterans Court Treatment Program. The program was created with the goal of providing services for veterans involved in the criminal justice system. The following agencies represent Veterans Court: Department of Mental Health, Veteran Affairs, Probation Department, Offices of the Public Defender and the District Attorney's Office. Treatment courts are not new to the criminal justice system, as Riverside County has long operated Drug and Mental Health Treatment Court Programs. What makes the Veterans Court unique is a full-circle approach: close supervision provided by all members of the team. On May 22, 2015, this circle came to a close for 18 participants who successfully graduated from the program.

The graduates represented each branch of the United States Armed Forces. Also in attendance

were special guest speakers Representative Mark Takano of the United States House of Representatives, 41st California District, and Assemblywoman Melissa Melendez of the California State Assembly, 67th District. Representative Takano, a longtime supporter of the program, addressed the graduates, highlighting just how far they have come and how much they have achieved. He called attention to graduate George Hunter, who not only is the program's youngest graduate, but also completed an internship through Representative Takano's office and was subsequently offered a fellowship within the federal government.

Assemblywoman Melendez thanked the graduates for their service and dedication to this country. She also praised the Court for being an example to other counties who have not yet established their own Veterans Court Treatment Program.

Graduate Troy Wynn, an army veteran who served honorably as a Ranger in the Special Forces, spoke of his fall from grace, how he hit rock bottom and lifted himself out of darkness through the support of the Treatment Team, specifically his attorney, Deputy Public Defender Monica Nguyen. Wynn expressed appreciation for the opportunity to redeem himself, gratitude for the treatment he received at New Directions for Veterans, and above all, gratitude for being alive.

The Riverside County Veterans Court is in its third year and continues to operate with the same simple goal: to provide services for veterans involved in the justice system. To that end, the Treatment Team continues to research new treatment methods and employ proven evidence-based practices so that veterans can come full circle and successfully reintegrate back into society.

DEPUTY PROBATION OFFICER II
BRIAN QUIGLEY



Statistics from the Judicial Branch of California

"According to government reports, there are 23,440,000 veterans in the United States and approximately 1.7 million veterans of Iraq and Afghanistan. The U.S. Department of Veterans Affairs estimates that as many as one third of the adult homeless population has served in the military. This population mirrors the general homeless population in that 75% suffer from substance abuse problems. Veterans are not more likely to be arrested than the general population, but there are significant numbers of veterans involved with the criminal justice system, many of whom struggle with mental health and/or substance abuse illnesses. A 2000 Bureau of Justice Statistics Report found that 81% of all justice-involved veterans had a substance abuse problem prior to incarceration, 35% were identified as suffering from alcohol dependency, 23% were homeless at some point in the prior year, and 25% were identified as mentally ill.

Veterans' Treatment Courts are responses to the growing trend of veterans appearing before the courts to face charges stemming from substance abuse or mental illness. Drug and mental health courts frequently serve veteran populations. Research has shown that traditional services do not always adequately meet the needs of veterans. Many veterans are entitled to treatment through the Veterans' Administration and veterans treatment courts help connect them with these benefits."

In December 2011, California courts reported that nine veterans' courts programs had been established throughout the state. Currently 12 programs are reported in operation:

Alameda County Superior Court
Los Angeles County Superior Court
Orange County Superior Court (national mentor court)
Riverside County Superior Court
Sacramento County Superior Court
San Bernardino County Superior Court
San Diego County Superior Court
San Mateo County Superior Court
Santa Barbara County Superior Court
Santa Clara County Superior Court (national mentor court)
Tulare County Superior Court
Ventura County Superior Court

PROMOTIONS

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DEADLINE TO SUBMIT ARTICLES FOR THE NEXT ISSUE IS
SEPTEMBER 1, 2015

EMAIL YOUR SUBMISSIONS TO
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