



RCP QUARTERLY

VOLUME II
ISSUE II
FALL 2015

CARE & CUISINE

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BY **CARI SHEPHERD**

FEATURED ARTICLE

A VISION FOR TOMORROW

MESSAGE FROM THE CHIEF

FALL 2015



BY THE TIME THIS EDITION OF RCP QUARTERLY REACHES YOU, OUR DEPARTMENT'S FISCAL YEAR 2015/16 SERVICE AND BUSINESS PLAN WILL BE HOT OFF THE PRESS AND AVAILABLE FOR REVIEW. WE UPDATE OUR SERVICE AND BUSINESS PLAN EACH YEAR TO CELEBRATE OUR ACCOMPLISHMENTS AND TO CLEARLY COMMUNICATE OUR TOP PROJECTS AND DIRECTION OF OUR DEPARTMENT. WITH AN ANNUAL OPERATING BUDGET OF \$127 MILLION, OUR DEPARTMENT IS A BIG BUSINESS AND WE HAVE AN OBLIGATION TO TAX PAYERS AND THE PUBLIC TO ENSURE OUR FUNDING IS WELL SPENT ON PROGRAMS AND SERVICES THAT WORK. WE ARE CONSTANTLY STRIVING TO IMPROVE. THE PUBLIC EXPECTS US TO DELIVER ON OUR MISSION OF SERVING COURTS, PROTECTING OUR COMMUNITY AND CHANGING LIVES. ALSO IN THIS EDITION YOU WILL SEE HIGHLIGHTS OF OUR STAFF DURING NATIONAL PRETRIAL, PROBATION, AND PAROLE SUPERVISION WEEK. THEIR SPIRIT OF GIVING BACK TO THE COMMUNITY DURING A WEEK WHERE MOST COMMUNITY CORRECTIONS DEPARTMENTS ONLY FOCUS ON THEMSELVES IS A TREMENDOUS TESTAMENT TO THE SELFLESS COMMITMENT AND DEDICATION OF THE STAFF OF THE RIVERSIDE COUNTY PROBATION DEPARTMENT.

Mark A. Hake

MARK A. HAKE
CHIEF PROBATION OFFICER

MARK A. HAKE
CHIEF PROBATION OFFICER

ROSARIO R. RULL
ASSISTANT CHIEF PROBATION OFFICER

STACY L. ADAMS-METZ
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INSTITUTION SERVICES

RONALD L. MILLER II
CHIEF DEPUTY PROBATION OFFICER
FIELD SERVICES

BRYCE S. HULSTROM
CHIEF DEPUTY PROBATION OFFICER
FIELD SERVICES

DOUGLAS E. MORENO
CHIEF DEPUTY PROBATION ADMINISTRATOR
ADMINISTRATIVE AND BUSINESS SERVICES



THE EXECUTIVE TEAM

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A VISION FOR TOMORROW

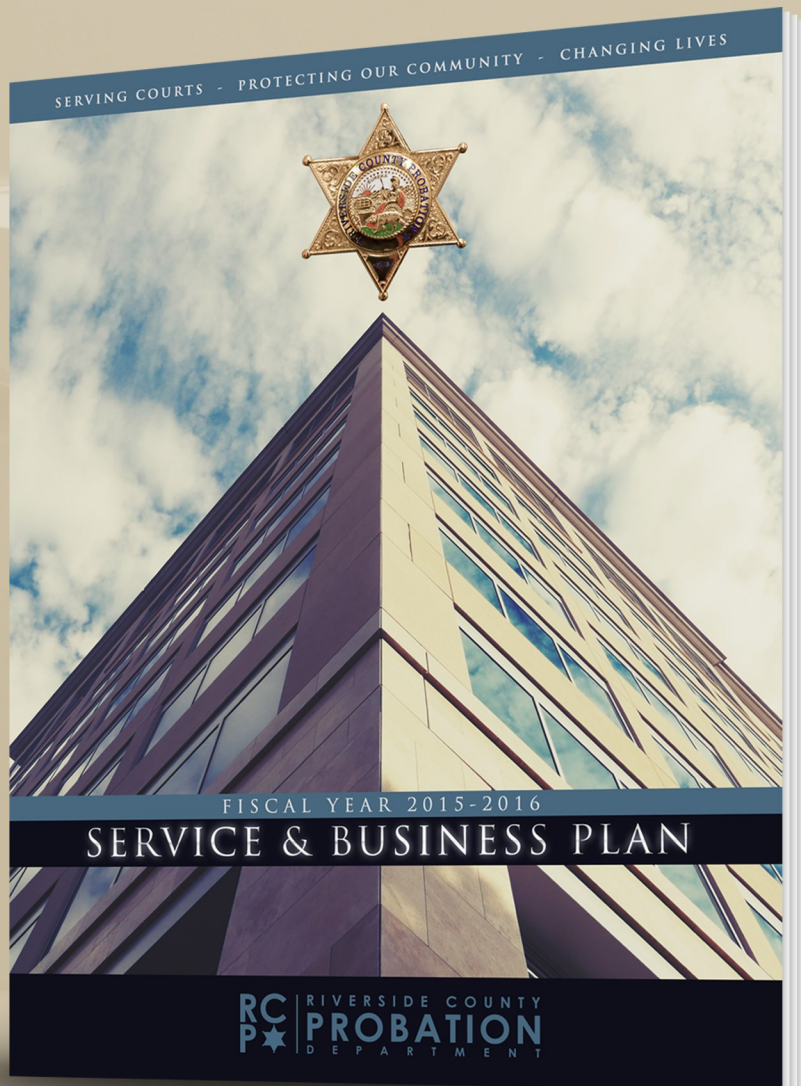
This issue of the RCP Quarterly focuses on the business perspective of the Riverside County Probation Department. While our department as a public entity might not be recognized as a business model in the traditional sense, our efforts are purpose driven, results oriented and mission-centric. Our mission statement, “Serving Courts, Protecting our Community and Changing Lives” allows us to remain progressive, build upon and improve our function within the community, and provide outcome measures to tell our story. We have a solid organizational infrastructure that enables us to successfully adapt to socio-economic, political and legislative changes affecting our business. Our organization plays an essential role within the criminal justice system and the results of our efforts are meaningful to our community, stakeholders, employees, clients and partner agencies. Whether we are providing early intervention services to our juvenile clients, crafting investigative reports, conducting risk analysis assessments, or operating juvenile detention facilities, each facet of our business must have measurable goals and quantifiable outcomes. Our organizational goals and outcomes are driven by our mission statement, communicated via our annually published Service and Business Plan, and achieved through our employees’ commitment to excellence in our daily operations.

- Senior Probation Officer Cari Shepherd



“I think leadership is service and there is power in that giving: to help people, to inspire and motivate them to reach their fullest potential.”

- DENISE MORRISON



SERVICE & BUSINESS PLAN COMMITTEE MEMBERS

ELISA PORRAS - MATTHEW HEWITT - JESSICA REYES - GILBERT PEREZ - BOBBIE ELLIS - CINTIA RIVAS - NAOMI DURLEY
SALVADOR GOMEZ - JOE-ERIC TORRES - OLIVIA SERNA - ERIC WILLMAN - EVELYN GUTIERREZ

Thank you to all of our employees who contributed to this year's Service & Business Plan



JOHNNY ORTEGA

SENIOR COOK - DETENTION



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 Senior Cook Johnny Ortega.

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

After leaving the Marine Corps in 2004, I sought a career that offered security to support my family and with the potential for personal growth. While job seeking, I came across the posting for a cook position at Riverside Juvenile Hall and thought it would be a good fit considering my past experience in food service.

2. How many years have you worked for the department? What is your current position and describe your responsibilities within your current role?

I have been employed by the department for 10 years and am currently a Senior Detention Cook at Riverside Juvenile Hall. My main function is to ensure meals are prepared and delivered to youth in a timely fashion. I am also responsible for ordering, working with various vendors, keeping in line with the United States Department of Agriculture requirements, assisting with the specific dietary needs of the youth and coordinating catering events within the department.

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

Overall, I've been happy with my assignments with the department. Although my worksite is Riverside Juvenile Hall, I am still able to work with outside vendors and am able to travel throughout the county when we are contracted for catering at various department functions. My assignment allows me the ability to work with others within the department, exposing me to various employees from all facets of our business. In addition, mandates and regulations are continuously changing and evolving, allowing me the opportunity to grow and learn.



4. What do you enjoy about your position as Senior Detention Cook at Riverside Juvenile Hall? What are the challenges?

By nature I am a problem solver, my assignment allows me the ability to improve efficiency more effectively. Ensuring meals are served and delivered on time, while handling deliveries, and planning catering all at once can be difficult. My personality, training and dedication assist me when my schedule becomes hectic.

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

Integrity and honesty are the two most important values someone should possess as an employee of the Riverside County Probation Department. These two values are instrumental to the success of our employees. Due to the confidential nature of the business and the clients we serve, we are all held to a higher standard. We are each a reflection of one another and have to ensure that we are only hiring and retaining the best of the best.

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

The department can be seen as a living and changing organism. People have to be willing to change. It may not be easy all the time; however, we have to maintain a positive attitude for ourselves and our colleagues. It is important to remember that we are all members of the same team and have to work together and motivate one another.

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

For the past few years much of my spare time has been occupied by my participation in the Baker to Vegas Relay Team. If I am not training physically, then I am usually working on fundraising or the planning and logistics of the run.





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. Adult Services Division will be the next division selected to participate. 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.

On September 11, 2015, Senior Probation Corrections Officer (Senior PCO) Eddie Lopez sat down for lunch with Chief Probation Officer Mark A. Hake. Senior PCO Lopez is currently assigned to Unit 2 at Riverside Juvenile Hall (RJH). For nearly 24 years, he has been employed with the Riverside County Probation Department, providing outstanding care and services to detained youth. Within his vast experience, he has worked a wide array of assignments in the institutions including, open units, court holding, transportation, detention control and duty officer.

Currently, in addition to his regular duties, Senior PCO Lopez coordinates and supervises physical and sports activities, and provides statistical updates regarding education services received by the detained youth. He also serves on several committees within the department including Positive Intervention Behavior Support, an agency collaborative in conjunction with Riverside County Office of Education, which aims to develop effective methods to motivate detained youth during school hours and curb negative behavior that results in suspension. Senior PCO Lopez is also involved on the Treatment Team housed at RJH and holds weekly status meetings to review individual needs of youth in our care and custody. Additionally, he will begin assisting in course instruction for Pepper Spray Training for the department and participating in the SB 124 Committee which is responsible for implementing innovational programming within the institution.

Senior PCO Lopez was excited for the chance to partake in conversation with Chief Hake. He looked forward to having time away from the distractions of the workplace and to communicate and share ideas with the leader of the department. Lunch was held at the Yard House where discussion topics included staff changes over the past two decades, increase in staff/youth ratio and the eventual implementation of Senate Bill 124 and its impact on juvenile institutions. In addition to thought-provoking conversation, at the conclusion of lunch, Chief Hake provided Senior PCO Lopez with an insightful tour of the Alan M. Crogan Youthful Treatment Center (AMC YTEC) construction site. Chief Hake's excitement and anticipation about the opening of the new center and its potential for making a difference in how we house youth within our community was evident to Senior PCO Lopez. The Chief also emphasized the benefit of taking part in the development of new programs such as AMC YTEC and the positive effect it can have on one's career.

Senior PCO Lopez values the time he was able to spend with Chief Hake and encourages RCP staff members, if the situation presents itself, to take advantage of the opportunity to sit down with the Chief. As each Lunch with the Chief attendee has noted, Chief Hake has "genuine concern for his staff."



BUSINESS OF SOLVING COMPLEX ISSUES WITHIN THE COMMUNITY

The Riverside County Probation Department has become proficient in offering unique responses and solutions to complex issues within our community. Our department's vision and mission-driven practices allow for flexibility and creativity to the programs and services we offer. The same can be said for the youth we serve. Individuals learn through various mediums and messaging styles and it has become our priority to offer services to our clients that assist in positively changing behavior.

RIVERSIDE COUNTY
YAT
YOUTH ACCOUNTABILITY TEAM

YOUTH
ACCOUNTABILITY
TEAM

A MEDIUM OF CHANGE

"ART IS OUR ONE TRUE GLOBAL LANGUAGE. IT KNOWS NO NATION, IT FAVORS NO RACE, AND IT ACKNOWLEDGES NO CLASS. IT SPEAKS TO OUR NEED TO REVEAL, HEAL AND TRANSFORM. IT TRANSCENDS OUR ORDINARY LIVES AND LETS US IMAGINE WHAT IS POSSIBLE."
-RICHARD KAMLER

The Riverside County Probation Department's Youth Accountability Team (YAT) has worked in partnership with the Riverside Art Museum (RAM) for the past three years. The team focuses on prevention and intervention of at-risk behavior in youth between the ages of 12-17. YAT based Probation Officers work closely with the youth and their families by providing educational tools, community based resources and work projects to improve the community.

Since 2013, YAT and the Riverside Art Museum have combined efforts to expose the youth to art as a positive medium of expression. The program aims to provide youth with a pro-social activity,

foster commitment and creative development. Over the course of 14 weeks, 18 youth were given lessons in drawing, painting and mural design. With the assistance of professional artists from RAM, the youth assisted in designing and painting an 8' x 12' mural displayed at the First Congregational Church. Supervising Probation Officer Fay Shaw visited the museum each Saturday to help monitor and encourage the young artists. A special note of thanks is given to Senior Probation Officers Lisa Mora and Evelyn Briceno, as well as Deputy Probation Officers Stephanie Luong, Virginia Salhani, and Evelyn Gutierrez for supporting and monitoring the youth on weekends during the project duration.

On July 2, 2015, the Honorable Judge Roger A. Leubs, YAT staff and Riverside Art Museum members, youth and their families met to unveil their mural "Garden of Paradise." The City of Riverside's Art Walk and RAM held a recognition ceremony to honor the completion of the project and present the participating youth with certificates.

The program continues to be a successful means to involving youth within the community and diverting further delinquent behavior. This partnership has proven to be an ingenious method of bringing resources and community together to improve the lives of those involved.



SUPERVISING PROBATION OFFICER
FAY SHAW



DETAILS OF "GARDEN OF PARADISE"



DESERT
SERVICES
DIVISION

1ST ANNUAL BADGES VS. KIDS BASKETBALL GAME

STAFF FROM MULTIPLE AGENCIES FACE OFF AGAINST 15 YOUTH IN A COMMUNITY-BUILDING BASKETBALL GAME

On Tuesday, August 4th, representatives from the Riverside County Probation Department's Desert Services Division, the Public Defender's Office, the District Attorney's Office, the Riverside County Sheriff's Department, the Indio Police Department and the Riverside County Mental Health Department took the game floor and competed against 15 kids in the Desert Division's 1st Annual Badges vs. Kids Basketball game. Youth on probation caseloads from the Indio and Palm Springs areas made up the "Kids" team and participated in a competitive, heart racing and friendly game of basketball against the "Badges."

The game was held at the Desert Recreation District facility and played in front of an audience of 100 onlookers, which included Probation staff, Court personnel and community members. The event provided a safe and fun opportunity for the youth, the agencies involved, and the community to connect with one another. Although the "Badges" team won the close game by one basket, the youth and their families were able to see the commitment the agencies share in working together to assist kids in succeeding and fostering positive relationships. "It was cool seeing the Judge cheering and my Probation Officer playing. When

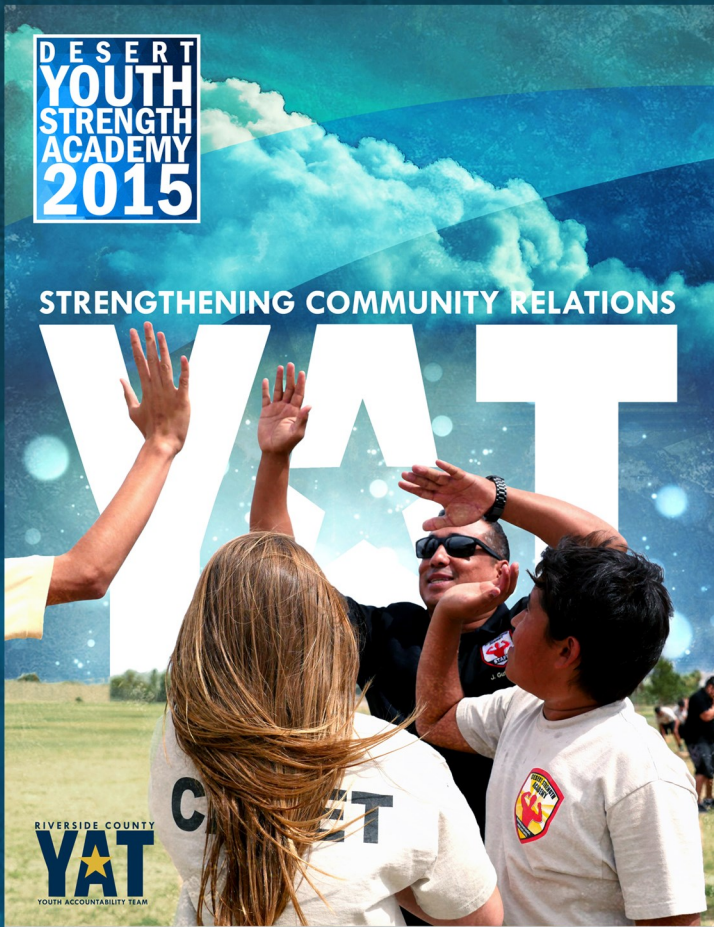
people cheered for us, it was cool because we were important. I will always remember it," commented one of the kids. After the game, participating youth received lunch and a restaurant gift certificate. This event demonstrates the inventive approach to the continuing improvement of relationships between law enforcement, the community and youth.

SENIOR PROBATION OFFICER
SUSANA HERNANDEZ



Desert Youth Strength Academy 2015

Building An Understanding



Opening the minds of youth to new ideas can have a rippling effect that impacts not only the individual but the family, the community and society. By providing an opportunity for youth and law enforcement to convene, the Desert Strength Academy began that process for change. During the week of July 6, 2015, the Coachella Valley based Desert Strength Academy (DSA) offered a week-long summer program for youth assigned to the Youth Accountability Team (YAT). This year's theme was based on strengthening the relationship between youth and law enforcement. The goal of the program is to offer at-risk youth an alternative positive environment during their summer break. The success of the program is a direct result of dedication from YAT staff and participating community agencies.

Each day, the youth spent much of their time focused on physical fitness and team building. Activities included programming, and educational and interaction models developed by community partners and probation personnel. YAT probation officers role modeled concepts focused on communication, understanding other points of view, self-discipline and teamwork. Youth were divided into teams consisting of Deputy Probation Officers, Coachella Valley Violent Gang Task Force Deputies, Deputy District Attorneys, Youth Outreach Counselors and School Resource Officers assigned to various school sites throughout the Coachella Valley. Programming also consisted of a K-9 demonstration in which youth learned the methodology behind training service dogs. A California Highway Patrol Officer discussed the consequences of driving while intoxicated and provided a demonstration simulating a firsthand experience of impaired coordination caused by alcohol intake. The youth were also given a presentation about helmet safety and received new helmets for bicycle and skateboard riding. Additionally, Southern California Coyotes led the youth in an NFL workout and a game of flag football. Members of the team shared personal stories, offered advice and gave encouraging words of support to the youth. Parents, youth and staff came together to conclude the week's event in a graduation ceremony held on July 10, 2015.

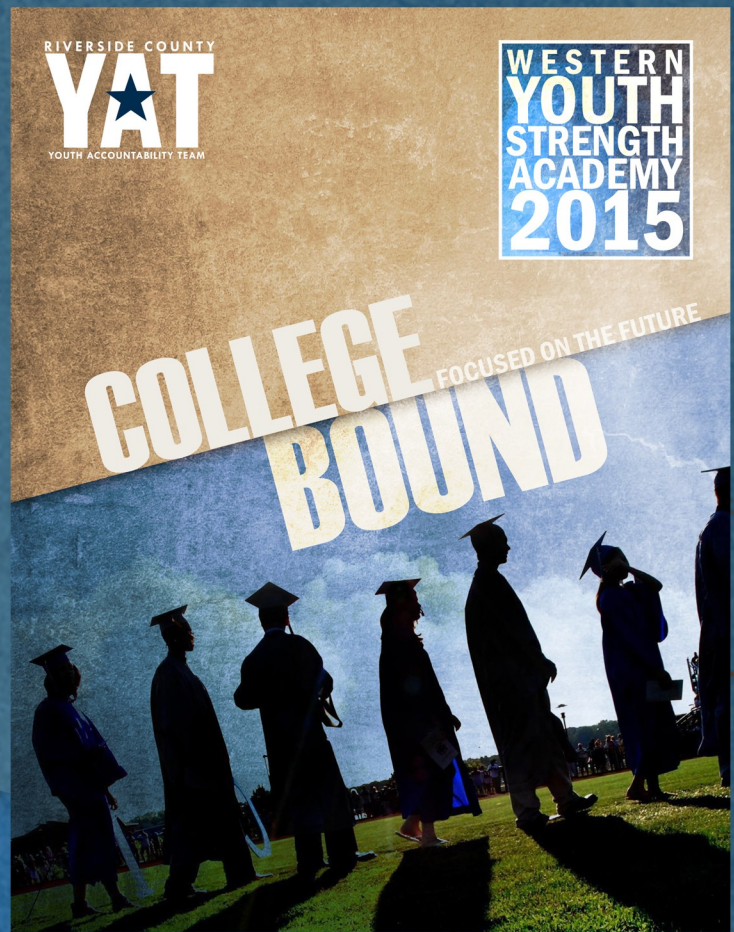
- Supervising Probation Officer Barbara Bandy



Riverside Youth Strength Academy 2015

Focused On The Future

During the week of July 27, 2015, the Western Riverside Youth Strength Academy offered a week-long summer program for youth assigned to the Youth Accountability Team (YAT). The program offered youth an opportunity to engage with local law enforcement and community groups, build confidence and morale, and interact with peers within their community. All events surrounded the topic of collegiate learning and the importance of higher education. Each team was broken into eight college teams which included: Cal Poly Pomona, California State University Fullerton, California State University Long Beach, California State University Santa Barbara, California State University San Diego, University of California Irvine, University of California Los Angeles and University of California Riverside.



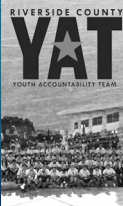
The week began with a presentation by the Honorable Judge Jorge Hernandez, from the Riverside County Superior Court. Judge Hernandez gave a heartfelt and inspiring speech on struggles he faced as a youth, his overcoming of obstacles, and achieving success by making good decisions and furthering his education. Additionally, Tony Ortiz, a Riverside Community College Outreach Specialist, provided youth with an interactive presentation aimed at making college and higher education attainable. Deputy District Attorney Evelyn Essenwenger provided the youth with an informative presentation on the dangers of criminal street gangs. During the presentation, DDA Essenwenger discussed the gang mentality, mode of operation and dangers posed by belonging and associating with members of a criminal street gang. The youth received a visit from Riverside County Sheriff's Officer Noyes and K-9 "Spike." Officer Noyes explained the use of K-9's in law enforcement, their training and the benefits to officers in the field. Cordell Thomas, Managing Director of the AXIS Foundation (focuses on After School Youth Programs), presented topics that surrounded money management, particularly while in college. The accomplished Daniel Stewart, Professor of Cultural Awareness, delivered an energetic presentation to the youth and discussed various topics related to cultural awareness, sensitivity, tolerance and acceptance.

The week concluded with a parent education component presented by Deputy Probation Officer Dominguez, and an insightful presentation by Deputy District Attorney Postil. DDA Postil focused on the issues surrounding young generations today, and the impact of family values and history as it relates to parenting. Chief Probation Officer Mark A. Hake took time to speak to the parents and youth. He commended parents and caretakers for taking time to support youth involved in the program and emphasized the importance of establishing goals, teamwork and overcoming adversity. "If you establish a goal, we have a team in place for you. The goal of our team is to see each of you become successful." Then, parents and family joined the youth in a graduation ceremony where teams of youth gave presentations regarding their selected college and displayed their work throughout the week.

Though the 2015 Western YSA program concluded, the information and words of wisdom shared during the week inspired the youth to get involved and invest in their future.

Participating agencies included: Riverside County Probation Department, Riverside County Sheriff's Department, Riverside Police Department, Riverside County District Attorney's Office, Murrieta Police Department, the Wylie Center, M.F.I. and Operation SafeHouse.





YOUTH
ACCOUNTABILITY
TEAM

USING TIME WISELY FOR THE SAKE OF OUR YOUTH

YAT YOUTH LEARN THE VALUE OF SERVICE AT MARTHA'S VILLAGE AND KITCHEN

During the long summer days, the Youth Accountability Team (YAT) is tasked with strategically planning activities to involve youth in positive, pro-social activities. Youth participated in a career event and college tour which provided them with information about professions in the Probation Department and the District Attorney's Office. Throughout the summer, YAT staff transported youth to Martha's Village and Kitchen

where they were able to complete community service hours and give back to those in need. Program Specialist Ray Lozano provided presentations aimed at educating the youth on the effect of drugs and alcohol on the body. The presentation included speakers who shared their experiences and recounted how drugs and alcohol left a lasting imprint on their life, and medical personnel shared stories of responding to medical

emergencies involving drugs and alcohol.

Thank you to the dedicated Youth Accountability Team members who made these summer activities possible: Deputy Probation Officers (DPO) Adrian Olvera, Marisol Riley, Anthony Gutierrez, Senior PO Isabel Castillon, Deputy District Attorneys Doug Gee and AC Hester, and Coachella Valley Violent Gang Task Force Deputy Claro Sanchez.



LEFT: YOUTH PREPARING TO HELP OUT AT MARTHA'S VILLAGE AND KITCHEN

MIDDLE: A VARIETY OF FOOD ON DISPLAY

RIGHT: (FROM LEFT) DEPUTY PROBATION OFFICER ADRIAN OLVERA, DEPUTY PROBATION OFFICER MARISOL RILEY, AND DEPUTY DISTRICT ATTORNEY DOUG GEE

SUPERVISING PROBATION OFFICER
BARBARA BANDY



ADULT
SERVICES
DIVISION

A SMALL ACT OF KINDNESS

OFFICERS OF ASD CAME TOGETHER TO PROVIDE A SAFE AND HAPPY ENVIRONMENT FOR OUR CLIENT'S CHILD

As probation officers, we attend various training courses throughout our careers. Each course is aimed at improving a function of our profession, streamlining efficiency and improving valuable skills. However, there are times when we face situations and circumstances that cannot be resolved through a textbook. These situations require the use of innovative ways to improve the lives of those we serve. We are fortunate to belong to a profession that allows each of us to apply the aptitude to go above and beyond the call of service and use our abilities as individuals to make a difference and effect change.

July 15, 2015 began as a normal business day at the Adult Services Division, until a female client reported to the office, with her six-year-old daughter in tow. To complicate matters, the defendant had missed her court hearing and a felony bench warrant had been issued requiring she be taken into custody. Senior Probation Officer

Chris DeCoudres, along with Deputy Probation Officers (DPO) Michael Smith, Bradley Sandifer and Fatima Guerra assisted with the defendant's arrest while DPO Brittany Cardoza and Jamia Spears entertained her child in an adjacent interview room. While awaiting the arrival of Child Protective Services (CPS), DPO Brittany Cardoza and Christie Wilson took the initiative in caring for the little girl as they made paper butterflies, hearts and crowns. When it was learned the little girl had not eaten all day, staff provided snacks for her while others pitched in to help with supervision and entertainment. Over the next few hours, the deputy pool was alive with the sounds of the child's squeals of delight and laughter, as she happily sang, "Let It Go" and other Disney songs for her audience of attentive caretakers. Officers joined in singing and maintained lively conversation to minimize the child's fear of being away from her mother. When the CPS social workers arrived, they remarked how cheerful and

resilient the child appeared to be; no doubt, in part, to the attention and care provided by probation staff.

The events of July 15, 2015, and actions of the probation officers of the Adult Services Division, provide an example of the exceptional service offered within our agency. We recognize there can be an emotional impact on the family of the clients we serve; and it is in these moments we have the opportunity to demonstrate compassion and understanding for their situation. Through their actions, these officers reminded us all, no act of kindness, however small, is ever wasted.

SUPERVISING PROBATION OFFICER
ISHA JACKS



FOLLOW US ON SOCIAL MEDIA!

For criminal justice news, community events, job openings, and more, join us on Facebook, Google +, Twitter and Youtube today!



@rcp_careers



12



BUILDING BRIGHTER LIVES

A YTEC UPDATE

Construction of the Alan M. Crogan Youth Treatment and Education Center (AMC YTEC) continues to progress at a rapid pace. The Department celebrated the groundbreaking on April 30th, and it has been amazing to see how quickly the new facility has taken shape since then. Construction of the facility is on schedule to achieve final completion on May 19, 2016.

March 2015

Pinner Construction Company, Inc. received Notice to Proceed and demolition of the existing 24,000 square foot Van Horn Youth Center (VHYC) began.



April 2015

Demolition of VHYC facility and excavation of the new building footprint was completed.



May 2015

Concrete footings were poured, reinforcing metal bar set in place and installation of the concrete foundation slab began.



June 2015

The foundation slab was completed. Erection of the concrete masonry unit (CMU) walls was started, and installation of the door frames began.



July 2015

CMU work continued, installation of domestic and fire water lines began, and door frame installation was completed.



August 2015

CMU walls were completed for approximately half the facility, and structural steel roofing beam installation began. At this point, construction is approximately 22% complete.



To prepare for the occupancy of the new facility, a transition team was selected and put into effect on July 9, 2015. In addition to working closely with the construction project team to ensure the new facility remains consistent with State requirements and the Department's vision, the team has been hard at work developing a detailed program statement, post orders, operational plans, supply orders, and a new uniform for the youth. The team also conducted a comprehensive 360 degree analysis of YOP to ensure effective evidence-based programs and services are offered to the youth. After careful consideration, the team determined that the name "Youthful Offender Program" does not adequately capture what is essentially at the heart of the program's mission: preparing youth for successful re-entry into their communities through rehabilitative programming and educational services. Therefore, YOP will be changing its name to Youth Treatment and Education Center (YTEC) effective October 1, 2015. Then, Riverside YOP will become Riverside YTEC, and Indio YOP will become Indio YTEC.

At present, YTEC youth receive services and are housed in units located at Riverside Juvenile Hall (Riverside YTEC) and Indio Juvenile Hall (Indio YTEC). Riverside YTEC will be relocated to the AMC YTEC facility when it is ready for occupancy, which is targeted to occur in August 2016. Indio YTEC will continue to house youth who reside in the eastern region of the county when committed to the program.

- Division Director Jason Bailey

ALAN M. CROGAN
YTEC
MAY 2016



BUSINESS OF CHANGING LIVES

The week of July 12, 2015, was proclaimed as National Pretrial, Probation, Parole and Community Supervision Week to honor the extraordinary work performed by professionals within this industry. As a tribute to this proclamation, Riverside County Probation Department employees chose to focus their attention on the needs of the community rather than have the spotlight placed on them. The efforts demonstrated during this week exhibited a level of compassion and generosity far beyond what is expected in our daily assignments. Your actions did not go unnoticed. Thank you for your commitment, creativity and dedication.



Fresh Starts

The Field Projects Division took donations for the Family Justice Center, a victims advocacy organization that works with RCP and the Riverside County District Attorney's office to help those who have experienced abuse.

This year, to celebrate National Pretrial, Probation, Parole, and Community Supervision Week, the Field Projects Division chose to assist the Family Justice Center, who provides services to victims of violent crimes, by collecting much-needed items for their three Riverside County locations. They chose to collect donations by opening a lemonade stand at the Hunter Park office.

Field Projects Division's "Fresh Start" lemonade stand served two purposes – first to provide some relief from the heat, but mostly as a symbol of our respective organizations' missions: to "Change Lives" and provide a "Fresh Start" for those we come in contact with. The Family Justice Center provides clothing, housing, counseling, and mediation services to victims. The Field Projects Division provides re-entry housing, day reporting centers, and the opportunity to remain in the community pending a court hearing. Via different means, we both aim to provide a "Fresh Start" to those in need.

During the course of the week, Field Projects Division collected two trucks full of clothing items, toys, games, movies, DVD players, a grocery gift card, water, stuffed animals and hygiene care packets. Having the opportunity to give to the Family Justice Center and knowing the donations would help provide a "Fresh Start" to victims in need was a fantastic way to show the community how much our staff care.



ABOUT THE RIVERSIDE COUNTY FAMILY JUSTICE CENTER

The Family Justice Center (FJC) is a safe place for victims of domestic violence, sexual assault, child and elder abuse. We're here when you need to discuss your options about safety, emotional well-being, and your legal rights as a victim of a crime. You can expect a one-on-one private consultation with an experienced advocate, who will serve as your guide to getting connected with a variety of available resources.

For more information, please visit www.rivcofjc.org or call (951) 955-6100



SPECIAL SERVICES DIVISION

In honor of Probation week, the Special Services Division collected much needed items to donate to the Riverside County Department of Animal Services. Throughout the week, the division collected items such as:

- 🐾 Clean Towels
- 🐾 Clean Blankets
- 🐾 Unopened Dog or Cat Food
- 🐾 New Dog or Cat Toys
- 🐾 Pet Carriers
- 🐾 Food/Water Bowls
- 🐾 Grooming Supplies
- 🐾 Slip Lead Leashes

Department of Animal Services

Promoting an environment of responsible pet ownership through progressive animal welfare initiatives, community outreach, and humane education in a culture of compassion, creativity, and integrity.

RC RIVERSIDE COUNTY
PROBATION
NATIONAL PRETRIAL
PROBATION
PAROLE
& COMMUNITY
SUPERVISION
WEEK
JULY 12 - 18 2015



FROM LEFT: DPO ISABEL CASTILLON WITH HER GRANDDAUGHTER RIANAH (FRONT), DEPUTY SHERIFF JUSTIN PITTINGER, DPO MARISOL RILEY, DPO ADRIAN OLIVERA, OA III MONA VIRGILIO, DEPUTY DISTRICT ATTORNEY DOUG GEE, YOUTH OUTREACH COUNSELORS CHRISTINA GRANILLO AND YESENIA REGLA, AND DEPUTY DISTRICT ATTORNEY AG HESTER

In honor of Pretrial, Probation, Parole & Community Supervision Week, the Desert Services Division Indio office donated board games, puzzles, soccer balls, and arts and craft supplies to two apartment complexes in the City of Indio in order to further meet our goals of serving the community and changing lives. The families and children in these developments cannot afford to participate in local community programs, so we brought activities, programs, education and fun to them and also provided a healthy snack. The items collected by the Division were given to each of the developments in order for the children to be able to use and enjoy throughout the summer. The children thoroughly enjoyed the interaction with the staff and the special attention they received as evident by all of their smiling faces!

DESERT SERVICES DIVISION



**RIVERSIDE COUNTY
PROBATION
DEPARTMENT**
**NATIONAL
PRETRIAL
PROBATION
PAROLE
& COMMUNITY
SUPERVISION
WEEK**
JULY 12 - 18 2015



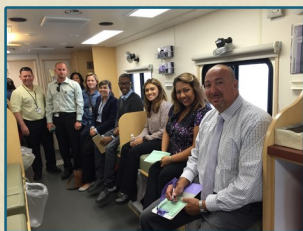
CORONA OFFICE
Operation Safehouse



BLYTHE OFFICE
Blythe Recreation Center



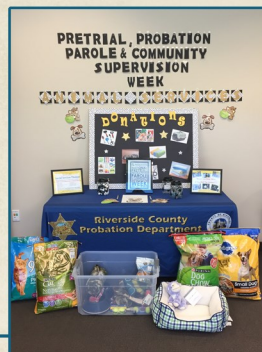
DESERT SERVICES
Fred Young Farm Labor Apartments and
Encanto Apartments



ADULT SERVICES
LifeStream Blood Bank



BANNING OFFICE
Carol's Kitchen & Job Pass Club



SPECIAL SERVICES
Department of Animal Services



FIELD PROJECTS
Family Justice Center



HUMAN RESOURCES
Feeding America



RIVERSIDE JUVENILE HALL
Operation Safehouse



**SPO CLIFF VASQUEZ WITH HIS
NEWLY ADOPTED PUPPY**



JUVENILE SERVICES
Operation Safehouse



PERRIS OFFICE
Alternatives to Domestic Violence



SOUTHWEST JUSTICE CENTER
The Community Pantry



SAN JACINTO OFFICE
Ramona Humane Society



MURRIETA OFFICE
Temecula Pantry



PALM SPRINGS OFFICE
"The Path" Housing Program



SOUTHWEST JUVENILE HALL
Temecula Valley People Helping People



INDIO JUVENILE HALL
Coachella Valley Rescue Mission



SOUTHWEST
SERVICES
DIVISION

THE DOORS OPEN AT THE TEMECULA DRC

"LEARN FROM THE PAST, PREPARE FOR THE FUTURE, AND PERFORM FOR THE MOMENT." -MIKE VAN HOOZER



On May 11, 2015, after extensive work and collaboration with numerous community-based organizations, the Temecula Day Reporting Center opened its doors. Prior to opening, newly assigned staff spent over a month at the Riverside DRC learning the intake process, daily operations, and how to network with our collaborative partners. Throughout this period, two major goals were developed for the Temecula DRC staff: create consistency in procedures for both DRC facilities, and mirror the successes of the Riverside DRC. Let's take a moment to look back and reflect on how far we have come to date.

In the relatively short time the Temecula DRC has been open, there have been several notable achievements. With the help of Riverside County Office of Education (RCOE) teacher, Peter

Ainsworth, three participants have graduated with their GED and several more individuals are on the cusp of obtaining that goal. One student is working on obtaining her high school diploma and commented on how much she is enjoying the learning experience.

In addition to the academic successes, participants have also completed several other life skill classes. A Parenting course, facilitated by Parent Project Partners Christine Lestage, Alicia Arredondo, and Shawn Harris, has four completions. Workforce Development Specialist III Kevin Caldwell facilitated a class which had five completions. Last but not least, Courage to Change, facilitated by Probation Specialist Tiffany Hoenig, Probation Officer Karen Wade and myself, has seen 19 completions. As we work in conjunction with our

participants, there is a sense of excitement over the many more accomplishments to come. We truly believe that with each accomplished goal, we are bringing hope to individuals and helping to break the cycle of recidivism. If you are ever in the Temecula area, feel free to come in and see all the good coming from the Temecula DRC.

SENIOR PROBATION OFFICER

ARMANDO CORTEZ

ADULT
SERVICES
DIVISION

BRIDGING THE GAP

ASD'S BRIDGE PROGRAM BRINGS OPPORTUNITY THROUGH STRATEGY

Creating programming aimed at improving the lives of those we serve is a founding theory for the Riverside County Probation Department. In an effort to reduce recidivism in young adult offenders, the Adult Services Division announces the launch of the Bridge Program. The Bridge Program came to fruition when the Honorable Judge Becky Dugan identified an underserved population of adult offenders who were between the ages of 18-23. This group of offenders is recognized for lacking maturity and insight into their behavior, is undereducated and oftentimes deals with moderate to substantial substance abuse issues. As a result of these factors, the prospects for employment opportunities lessen and the probability of this group engaging in future criminal behavior increases.

To address the unique needs of this population, the Riverside County Probation Department will pilot a new supervision strategy in which one probation officer will be assigned to oversee 15 young adult

offenders. The primary goal will be to effect behavioral change and divert future criminal activity. Incremental objectives include assisting offenders in remaining drug and alcohol-free, developing positive social skills and strong family relationships, facilitating educational and/or vocational goals and coordinating employment related activities. This group will be utilizing the Day Reporting Center as their main resource in fulfilling these objectives and achieving their goals. It is believed that with an enhanced level of supervision and mentoring, coupled with a connection to local resources (e.g. educational programs, vocational programs, and appropriate counseling), they will have the ability to overcome their challenges and successfully reintegrate into the community.

The program will be imposed by the court or become part of a negotiated agreement and incorporated as a condition of supervision. Offenders who are newly granted Formal

Probation and Mandatory Supervision are eligible for this program. Offenders currently supervised on Formal Probation and Mandatory Supervision are also eligible for this program, under differing conditions.

Various incentives will be utilized to bring about positive behavioral change. Additionally, upon successful completion of the program, a motion can be filed allowing the defendant to withdraw the original plea and enter a non-guilty plea. If granted by the Court, the motion may result in a dismissal or reduction of charges.

DEPUTY PROBATION OFFICER II

DANIEL ULRICH



New Horizons

There is no greater measure of success to an organization than to hear directly from the customer that the services provided had a positive impact and exceeded their expectations. In an on-demand society, particularly in the probation business, it is not common practice for an offender to take the time and initiative to personally express their gratitude toward their probation officer. These letters represent the appreciation many feel but few express. They signify the influence we have on those we supervise and encourage all of us to continue to provide the highest level of service to our clients.

Our profession as probation officers requires the aptitude and tenacity to be an active participant in our client's rehabilitative needs. Our clients may not understand the many roles we play in their treatment plan and can be resistant to change. Nonetheless, we must pursue best practices and be versatile in our approach to improve the lives of these clients. Senior Probation Officer (Senior PO) Kathy Atkins continues to demonstrate these actions on a daily basis. She sets goals, holds her clients accountable, provides positive reinforcement and is diligent in providing services. As a result of her perseverance, Senior PO Atkins was graciously thanked by one of her previous clients in a letter written to her on July 14, 2015. In part, the letter stated, "You told me that if I reported (which I had not done after my previous six terms in prison) that you would help me. You were true to your word. And ever since that day I have been moving forward." At the beginning of the client's term on Post Release Community Supervision, Senior PO Atkins personally transported him from the Veteran's Affairs Hospital and transported him to a treatment program where he has since thrived. He successfully completed his probation and stated, "This is my first time 'off-paper' in 13 years. Since 2002 I have been on probation or parole, mostly parole." The client wrote this letter not to boast of his success, but rather to thank Senior PO Atkins for committing to her role as an active participant in his rehabilitation. The client noted Senior PO Atkins' ability to demonstrate compassion and fairness by adding, "You never judged me or put me in a box like I was just another bad seed who should never be given a chance."

- Supervising Probation Officer Sherri Elmore

A Powerful Testimony

Jennifer,

It's not every day I receive a phone call from an adult offender who wants to tell me what an outstanding job his probation officer has done and how helpful the programs and services our department is providing have been to him. In fact, yesterday was the first time I have received one of those calls. Mr. W took the time to do that. He was very proud to share that he will be off probation next Monday and he gave all the credit for his success to you. Of course, I took the opportunity to ask him a few questions and he shared with me he had done 13 years of a 14 year sentence in state prison and had failed on parole 3 prior occasions. He is now 49 years old, is putting his family back together and has plans to work with others to help them improve their lives. What a powerful message and what a powerful testimony to the work you are doing every day. Simply saying thanks to you doesn't seem enough.

Last night, I was speaking about our department and the work we do to a group of citizens from Winchester and Homeland. I shared with them this story and the work we are doing. It had a tremendous impact on the audience in understanding the challenges our clients face and the role our department plays in the criminal justice system and how we impact our communities. So please know you not only made a difference in Mr. W's life, but your work is a perfect example of the mission of our department and I will be sharing this success with our stakeholders and community leaders at every opportunity.

Thank You,

Mark A. Hake
Chief Probation Officer



BREAKING THE CYCLE

STORIES FROM RCP'S INSTITUTIONS

RESTORING OUR YOUTH



On July 8, 2015, the Indio Juvenile Hall Dog Training Program (IJHDTP) celebrated its second graduating class. Youth and their dogs demonstrated their newly acquired skills in a ceremony filled with both laughter and tears but it ended happily with the adoption of all participating dogs. The operation of a dog training program within an institution can be challenging; however, the following excerpts from letters sent in support of the platform, clearly emphasize the value and impact of the program to those involved.

"The dog program has taught me to be responsible, patient, caring, and understanding. People see dogs as nerve-racking little creatures, but they deserve to be loved just like me and I'm pretty sure that is all they want. I did adopt one of the dogs, his name is Shorty and he is the best dog I've ever had. He is my best friend. I believe I'm his too. This program has motivated me to be the best that I can and to keep learning."



"I am one of the lucky people to adopt a dog from the IJH Dog Program. When I brought Grady home, he immediately won the hearts of my family. I want to thank the young man whose dedication to training helped make Grady an adoptable and lovable animal. Grady may not be the best looking dog to others, but what he lacks in looks he makes up for in obedience and loyalty. Grady is a Paw-sitive delight to have around."



"Stubs has been a great addition to our family. I remember when he first showed up to unit 4 he would have accidents when the youth would try to pet him. Stubs has been in my home for about 1 month now without any accidents. He is very playful with my kids. I want to thank the dog program at Indio Juvenile Hall for letting me take Stubs to my family."

SUPERVISING PROBATION OFFICER

MICHAEL BRINKMAN



A WALK IN THE PARK



It is our business to expose the youth under our care and supervision to the opportunities and beauty that lie beyond the often graffiti-ridden walls of their crime-filled neighborhoods. It is when we see alternatives to one way of life that we realize the opportunity to choose another. In early September, staff and youth from the Indio Youth Treatment and Education Center (YTEC) toured the renowned exhibits and botanical gardens of the Huntington Library in San Marino, California. Focused on beauty and art offered by the location, the youth seemed unaware of the miles they covered as they strolled through places like the European Gallery, the mansion in which Henry and Arbella Huntington once resided. They viewed famous paintings including "Little Boy Blue" and "Pinkie," and learned of the Gutenberg Bible and were amazed at its astronomical estimated worth. For lunch, they dined at a café surrounded by perfectly manicured gardens and mini lily ponds. Images of their interest and innocent curiosity were forever captured as PCO Ivan

Gonzales photographed their unique experience. They left behind their seemingly complicated world and experienced what Henry E. Huntington sought to achieve with his collections: revelations of the complexity of the human experience through rare books, manuscripts, art objects and botanical specimens. For one day, these youth were like any of the other tourists visiting the grounds; they were transported away from their familiar world and into one of beauty and cultural enrichment.

Probation Corrections Officer Ivan Gonzales and Senior Probation Corrections Officers Angelica Daniel and Laura Huerta know that such an endeavor is not quickly or easily planned. It is only through the dedication and careful attention to detail that opportunities like these come to successful fruition.

PROBATION CORRECTIONS OFFICER II
LAURA HUERTA



HEALING YOUNG HEARTS

Women Wonder Writers (WWW) is a non-profit organization aimed at implementing creative intervention and mentorship programs for at-risk youth through reading, writing and art. WWW's mission is to break the cycle of victimization and change the criminal justice system one program at a time by providing at-risk youth transformative tools to be their best future selves. WWW was created by Riverside County District Attorneys Debra Postil, Nikki Randolph and Kacey Sutton. WWW has partnered with the Riverside County Probation Department for several years through the Youth Accountability Team (YAT) program. The platform currently focuses on the female youth population at Southwest Juvenile Hall; however, the goal is to bring these types of services to the Alan M. Crogan Youth Treatment and Education Center.

On August 12, 2015, the YTEC transition team attended a charity luncheon hosted by the WWW organization. Erin Gruwell, the founder of the "Freedom Writers Foundation," told her story of being thrown into a classroom of students who were labeled "unteachable." In response to this challenge, Ms. Gruwell went above and beyond to help her students; including working two additional jobs to afford the cost of books. Her speech was nothing less than inspiring and demonstrated her ability to overcome obstacles and gain the trust of her students. The WWW organization is committed to changing lives through art. Since the program began, mentors at Southwest Juvenile Hall have noticed an increased interest amongst the youth in reading and art involvement. With the tools they have received, youth are able to channel thoughts and feelings into positive actions and away from negative behaviors.

For more information on the Women Wonder Writers, please visit their website:
www.womenwonderwriters.com



The County of Riverside is the 4th most populous county in California and employs thousands of men and women who provide vital services to residents. As residents of Southern California, we can appreciate the warm climate, access to beaches, mountains and deserts. However, we also experience potential disasters including floods, earthquakes and fires.

One of the most important services provided is Emergency Management. Riverside County Fire Department maintains the Emergency Operation Center (EOC) which responds to emergencies based on a four phase model: Mitigation, Preparedness, Response and Recovery. In a major disaster, it is assumed first responders will be overwhelmed in responding to emergencies. As county employees, we may be called upon to provide aid to our neighbors and co-workers during a disaster. Realizing the need for training, Riverside County Fire Emergency Management Department, in conjunction with the Federal Emergency Management Agency (FEMA), offers citizens and county employees a two-day training program to become a Community Emergency Response Team (CERT) Member. This is where community volunteers trained in CERT can step in and assist.

The CERT Training Program includes training in basic disaster preparedness, light search-and-rescue, triage and first aid, hazardous materials, possible electrical hazards and other safety risks. The final training exercise puts everything that was learned into action through a simulated earthquake disaster. Students play victims with varying levels of injuries while the rest of the class functions as a CERT Team responding to the incident.

The ultimate goal of CERT is to: **Do The Greatest Good, For The Greatest Number, In The Shortest Amount of Time;** and create a reserve of trained volunteers to supplement first responders. For more information or to register for CERT Training, please contact the Riverside County Fire Department, Office of Emergency Services at 951-955-4700, Monday-Thursday 7:00 am – 5:30 pm or visit the Riverside County CERT Website at www.rivcocert.webs.com.



IT DOESN'T HAVE TO BE DEEP TO BE DANGEROUS.

**PAY ATTENTION...
DROWNING PREVENTION**
A MESSAGE FROM THE RIVERSIDE COUNTY WATER SAFETY COALITION

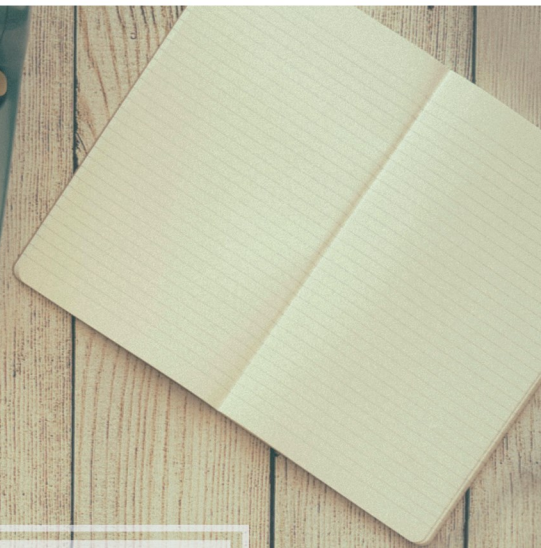
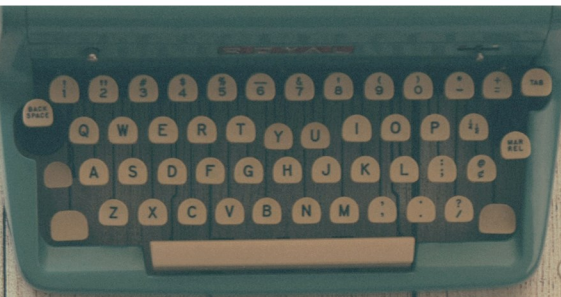
EVEN A SMALL AMOUNT OF WATER CAN BE DEADLY.

**SHALLOW WATER IN AN INFLATABLE POOL OR BATHTUB STILL POSES
A SERIOUS DROWNING RISK TO CHILDREN. SUPERVISE AT ALL TIMES.**

Our Department's vision is to provide the citizens of Riverside County with quality public safety services and an environment that is conducive to a safe, healthy and productive lifestyle. Our mission statement is "Serving Courts, Protecting the Community and Changing Lives." As a department, we feel a sense of duty or obligation toward our clients, community and agency partners. We are entrusted with the safety, security and rehabilitative needs of our clients and the community we serve. Simply stated, we are in the business of people. This statement also translates to include employees. By developing and cultivating a positive workforce we are able to provide innovative approaches to addressing the needs of our clients. Each employee contributes strength to the department's goal of improving our community. In the absence of a strong workforce, our department would be unable to carry out our vision and mission. It is for this reason; we commend each of you for your dedication, tenacity and personal investment in the Riverside County Probation Department.

Desert Services Backpack Giveaway

- DEPUTY PROBATION OFFICER **JOCELYN GUERRERO**

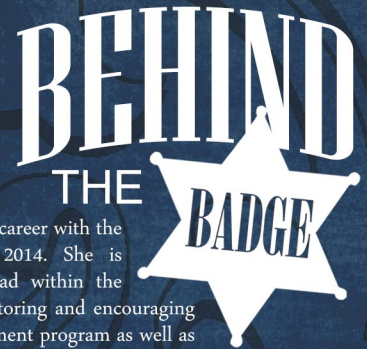


Write
for the Quarterly!

This is an invitation for department staff to submit articles for the October 2015 RCP Quarterly. We encourage you to submit articles related to programs, fundraisers, events and training conferences attended. Additionally, we welcome articles that describe particular programs related to fulfilling the mission of our department. Please obtain permission from your supervisor prior to submitting your article. To help us present your article in the best light, we ask that the length of your article be limited to a range of 450 to 800 words. We encourage you to include an image or picture to go along with your story. This is a great opportunity to present your staff, unit and division in their best light! We look forward to receiving your submissions and sharing in our department's accomplishments. Please continue to submit articles via email to Senior Probation Officer Cari Shepherd and Deputy Probation Officer Nadine Lundberg.



DEPUTY PROBATION OFFICER I

Rachel McClure

Deputy Probation Officer (DPO) Rachel McClure began her career with the Riverside County Probation Department in December 2014. She is currently assigned to the Level II Mental Health Caseload within the Southwest Services Division. Her assignment includes monitoring and encouraging client compliance within their individual mental health treatment program as well as ensuring Mental Health Court conditions are met. In addition to office and field contacts, DPO McClure assists her clients by participating as a member of their treatment team. When needed, physicians, counselors, clinical therapists, case managers, legal counsel and the probation officer meet with a client to re-establish goals and expectations. DPO McClure's assignment provides her with the opportunity to participate as a member of the Riverside Mental Health Court committee, whose purpose includes ascertaining clients' eligibility and suitability for Mental Health Court and guiding those in the program successfully through their grant of probation. Weekly meetings unite the Probation Department and treatment programs throughout the county. DPO McClure enjoys the opportunity to participate in her clients' transformation to become productive members of the community. In her role as a Probation Officer, she continues to discover the endless opportunities within the department and her ability to contribute positively to the lives of those with whom she is connected. In addition to her dedication to the department, DPO McClure has also found it rewarding to be involved with activities that stretch beyond supervision of clients. In 2014, DPO McClure connected with other members of the department who enjoy vocal performance. As a choir, they sang the national anthem at the Employee Recognition and Award Ceremony.

PCO CORE CLASS 005 | STRENGTH THROUGH DIVERSITY



PROMOTIONS

STACY BAXTER / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	RIVERSIDE JUVENILE HALL
RUBEN CORREA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
DAWNA DIETZ / SUPERVISING OFFICE ASSISTANT I ➤ BUSINESS PROCESS ANALYST I	IT MANAGEMENT DIVISION
HARRISON EGBULE / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	RIVERSIDE JUVENILE HALL
JANE GAOIRAN / OFFICE ASSISTANT III ➤ BUSINESS PROCESS ANALYST I	IT MANAGEMENT DIVISION
DENNIS GARCIA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	RIVERSIDE JUVENILE HALL
BRYON HANSEN / SUPERVISING OFFICE ASSISTANT I ➤ SECRETARY II	DESERT SERVICES DIVISION
TIFFANY HUMPHRIES / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
JUSTIN JONES / CORRECTION SENIOR FOOD SERVICE WORKER ➤ CORRECTIONAL COOK	YTEC
TYRONE JONES / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
SHERIF KHAFAGA / CORRECTION SENIOR FOOD SERVICE WORKER ➤ CORRECTIONAL COOK	YTEC
ATHENA KIELBASA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
BRANDI KRALL / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	YTEC
ANRI MEZA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	YTEC
KRISTOFER MEZA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	INDIO JUVENILE HALL
MILCA MEZA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	INDIO JUVENILE HALL
MARIO PINEDA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
SALVADOR RODRIGUEZ / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	YTEC
SHERYL ROSS / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	YTEC
NANCY SALCEDO / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	YTEC
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KIM VIVINO / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	RIVERSIDE JUVENILE HALL



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

EMAIL YOUR SUBMISSIONS TO
CESHEPHE@RCPROB.US AND **NLUNDBERG@RCPROB.US**



SERVING COURTS · PROTECTING OUR COMMUNITY · CHANGING LIVES

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