



RCP

QUARTERLY

VOLUME II
ISSUE III
WINTER 2015



2015 HOLIDAY GIVING

RCP STAFF DELIVERED GOODS AND CHEER TO THE COMMUNITY THIS PAST HOLIDAY SEASON
Pgs. 14-15

POLARIS AWARDS

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RCP'S COURT OFFICERS PROVIDE VITAL SERVICES TO THE RIVERSIDE COUNTY SUPERIOR COURTS. PGS. 11-13
BY **CARI SHEPHERD**

FEATURED ARTICLE

THE BALANCE OF JUSTICE

MESSAGE FROM THE CHIEF

WINTER 2015



THE HOLIDAY SEASON OF 2015 HAS PASSED AND I HOPE EACH OF YOU HAD AN OPPORTUNITY TO SPEND TIME WITH FAMILY, FRIENDS AND LOVED ONES. AS USUAL, ONCE AGAIN THE STAFF OF RCP TOOK THE OPPORTUNITY TO GIVE TO THOSE LESS FORTUNATE AND BRING SOME HOLIDAY CHEER TO THOSE IN NEED. OF COURSE, WE CANNOT FORGET THE VICTIMS OF THE TERRORIST ATTACK IN OUR NEIGHBORING COUNTY OF SAN BERNARDINO. OUR THOUGHTS AND PRAYERS HAVE BEEN WITH THOSE WHO LOST FAMILY, FRIENDS AND CO-WORKERS.

I HAVE OFTEN SAID THAT OUR MISSION STATEMENT, "SERVING COURTS, PROTECTING OUR COMMUNITY, CHANGING LIVES" IS THE DRIVING FORCE BEHIND ALL WE DO AS AN ORGANIZATION. AS WE BEGIN 2016, THIS ISSUE OF THE RCP QUARTERLY WILL BEGIN A 3-PART SERIES FOCUSING ON OUR MISSION STATEMENT

BEGINNING WITH OUR SERVICE TO THE COURT. AT THE CORE OF OUR AGENCY, WE ARE THE INVESTIGATIVE AND ENFORCEMENT ARM OF THE COURT. WE PROVIDE A VARIETY OF JUVENILE AND ADULT INVESTIGATIVE REPORTS TO THE COURT AND SUPERVISE 13,000 ADULTS AND 2,900 JUVENILES UNDER OUR JURISDICTION. ADDITIONALLY, WE ARE A CRITICAL PARTNER WITH SPECIALTY COURTS THAT INCLUDE DRUG COURT, MENTAL HEALTH COURT AND VETERAN'S COURT. IN THIS ISSUE, WE HIGHLIGHT OUR STAFF ASSIGNED AS COURT OFFICERS. THESE OFFICERS PLAY AN IMPORTANT ROLE WITHIN THE COURT SYSTEM OF RIVERSIDE COUNTY BY PROVIDING SERVICES TO OUR JUDICIAL PARTNERS. THE PROBATION DEPARTMENT'S PRESENCE WITHIN THE JUSTICE SYSTEM IS VITAL AND REMINDS ME OF A QUOTE MADE BY GEORGE WASHINGTON, "THE ADMINISTRATION OF JUSTICE IS THE FIRMEST PILLAR OF GOVERNMENT."

Mark A. Hake
MARK A. HAKE
CHIEF PROBATION OFFICER



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SANDRA CADY

OFFICE ASSISTANT III



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 Office Assistant III Sandra Cady.

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

I moved from New York in July of 1982, and my sister-in-law worked for the Department of Public Social Services. She suggested I apply to the County of Riverside since my work history included clerical work. I took her advice, applied, took the test and was hired within two months by the Probation Department.

2. How many years have you worked for the department; what past positions have you held?

I worked for Administration from October 29, 1982, through March 1983 and Riverside Juvenile Hall (RJH) from March 1983. I made the decision to stay home and care for my daughter in September 1988 and returned to RJH in 1989. I was promoted to Office Assistant III (OA III) on February 12, 1998, in the Adult Services Division, where I remain to date. Prior to my experience with the Department, I worked for Blue Cross-Blue Shield in Binghamton, New York and for Opportunities for Broome as a Secretary/Housing Advocate, and as an Administrative Secretary.

3. What is your current position and describe your responsibilities within your current role?

As mentioned above, I am currently the OA III at Riverside County Adult Services Division. My assignment includes the review of incoming and outgoing transfers pursuant to 1203.9 PC. Additionally, I am responsible for Summary Probation case transfers, new grants, referrals, requesting and returning files for the District Attorney, documentation, training and operating the California Law Enforcement Telecommunications System (CLETS).



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

I was very lucky to enter into a second career with the Probation Department at the age of 30. Given my history of employment with non-profit agencies, I have been fortunate with my assignment(s) in the Department and I truly enjoy clerical work.

5. What do you enjoy about your position as an Office Assistant III? What are the challenges?

I have enjoyed my assignments with the Probation Department. I spent three months at Administration and a total of 16 years at juvenile hall. I then came to the Adult Services Division where I have spent the last 17 years of my career. My persistence and dedication to the job have led me to train others to be thorough and consistent. My hope is that, as a Department, we continue to remain consistent with how we enter information into the systems we operate.

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

In order to be a successful member of the Department, I believe possessing the following values are necessary: Integrity, accountability, diligence, perseverance, character, competence and commitment. Not only are these values important to the success of our personal lives, they are necessary in our professional lives as well. You cannot have integrity without character; accountability without commitment; or diligence or perseverance without commitment and competence. Honesty and respect also go a long way in fulfilling our Department's Mission of Serving Courts, Protecting our Community and Changing Lives.

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

Not everyone completes a task in the same way, but what I have experienced is that if we all work together, we can get it done correctly. Care about the quality of work that you do and be a team player. Enjoy your assignments, I did; I really love my job and I get along with just about everyone I come across.

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

Of course, my main interest has been working for the Riverside County Probation Department Adult Services Division and with my co-workers. My interests outside of work include going to the movies, being with my significant other, traveling back east to visit family, and enjoying my grandchildren and great granddaughter.



2015 CPOC AWARDS

Each year, Chief Probation Officers representing departments throughout the state meet to honor outstanding employees and other individuals who have made significant contributions to the field of Probation. In keeping with this tradition, on December 10, 2015, the Chief Probation Officers of California (CPOC) recognized several Riverside County Probation Department staff, Indio Police Chief Richard P. Twiss and the Honorable Mark E. Johnson.



TIM FITZHARRIS AWARD

The Tim Fitzharris Award was presented to Indio Chief of Police Richard P. Twiss for his focused efforts and insight in establishing the Community Outreach and Resources Program (CORP) in Indio. In addition, Chief Twiss and his department have partnered with the Riverside County Probation Department in several community projects and continue to be a valuable resource in providing services to the City of Indio.



AFFILIATE EMPLOYEE OF THE YEAR AWARDS

Riverside County Probation Chief Deputy of Administrative Services, Doug Moreno, received the Affiliate Employee of the Year Award on behalf of the California Probation Business Managers Association (PBMA) for his work and commitment in creating strong fiscal futures for probation departments state-wide. Riverside County Probation Supervising Business Systems Analyst Nancy Mitchell was awarded the Probation Information Technology Managers Association (PITMA) Affiliate Employee of the Year Award for her efforts in redesigning and redeveloping their website.



DISTINGUISHED SERVICE CERTIFICATES

Senior Probation Officer Veronica Soto was acknowledged for her role as a court officer and her involvement in various community and charitable organizations. Christopher H. Wright was recognized for his dedication to the rehabilitative efforts offered to the youth in his care through his role as the Division Director of Indio Juvenile Hall. The Honorable Mark E. Johnson, Riverside County Veterans Court Judge, also received a Distinguished Service Certificate for his work in assisting veterans whose criminal involvement was in some way related to their military experience.

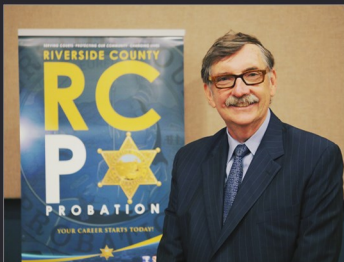


LEFT: CHIEF PROBATION OFFICER MARK A. HAKE WITH INDIO POLICE CHIEF RICHARD P. TWISS
RIGHT: CHIEF DEPUTY PROBATION ADMINISTRATOR DOUGLAS E. MORENO WITH CHIEF PROBATION OFFICER MARK A. HAKE

MANAGER & SUPERVISOR CONFERENCE

On October 8, 2015, Grove Community Church in Riverside was the site for the annual Manager & Supervisor Conference. The morning began with a continental breakfast followed by introductions led by Chief Probation Officer Mark A. Hake and Probation Director Tony Clubb. Consultant Gordon Graham facilitated the training and presented a series of topics on Risk Management in a dynamic and entertaining manner.

Mr. Graham is an accomplished professional who holds a teaching credential, a Master's Degree in Safety and Systems Management and a Juris Doctorate. In addition to his educational achievements, he spent 33 years as a law-enforcement professional. With the knowledge gained through his education and experience, as both a risk manager and attorney, he founded Lexipol, a company designed to standardize policies, procedures and training within law enforcement agencies around America. In 1995, Mr. Graham received the Governor's Award for Excellence in Law Enforcement Training, the highest tribute available in the critical mission of training police professionals. In 2005, he received the Presidential Award for Excellence from the International Association of Fire Chiefs (IAFC) for his lifelong work in improving firefighter safety and performance. In 2008, he received the lifetime achievement award from California Peace Officer Standards and Training (POST).



GORDON GRAHAM

Supervisors and managers play a key role in making certain an organization runs smoothly. Mr. Graham stressed that in order to be effective at managing risk, an organization needs to keep the lines of communication open, create a system to identify situations involving risk and effectively manage that risk. This conference served as an excellent educational forum to bring about discussion regarding a topic impacting not only the daily operation but the future of the organization. We thank Mr. Graham for his time and expertise.

- Deputy Probation Officer Nadine Lundberg

"THINGS THAT GO WRONG ARE PREDICTABLE,
AND PREDICTABLE IS PREVENTABLE."

- GORDON GRAHAM



• YAT • YOUTH ACCOUNTABILITY TEAM BARBEQUE

10 / 22 / 15



PALM DESERT

The third annual Youth Accountability Team (YAT) and friends of YAT barbeque took place on October 22, 2015, at the Palm Desert Civic Park. The event included individuals from various agencies throughout the desert including the Riverside County District Attorney's Office, Cathedral City Police Department, Riverside County Sheriff's Department including the Coachella Valley Violent Gang Task Force, and the Riverside County Probation Department. The highlight of the luncheon included a barbeque competition in which the two winners, Deputy District Attorney Doug Gee and Deputy District Attorney A.C. Hester made a clean sweep of the grill master competition with pulled pork and chicken wing dishes. Senior Probation Officer Isabel Castillon, Deputy Probation Officer Gilda Clarke, and Riverside County Sheriff Deputy Claro Sanchez also submitted tasty entries. The dishes were judged by a three person panel including Division Director Shelly Davis, Deputy Probation Officer Nadine Lundberg and Administrative Services Officer Lachelle Crivello. Supervising Probation Officer Barbara Bandy oversaw the festivities and helped to make it a successful event.

- Deputy Probation Officer Nadine Lundberg



2015 INTERAGENCY SYMPOSIUM

TRANSITION THROUGH CONNECTIONS: SERVING & SUPPORTING TRANSITIONAL AGED YOUTH

The 2015 Interagency Symposium held on October 22, 2015, at the Moreno Valley Conference Center brought together staff from various County of Riverside agencies who serve youth between the ages of 16-25. The purpose of the symposium is to provide an overview of services intended to assist this population in successfully transitioning into adulthood. The morning began with the Presentation of the Colors performed by the Riverside County Education Academy Color Guard. Riverside County Department of Public Social Services Director Susan von Zubern and Riverside County Office of Education Deputy Superintendent Paul Jessup welcomed the audience. Tasha Arneson, Ph.D., with the Riverside County Special Education Local Plan Area (SELPA) was the keynote speaker and presented an energetic and engaging discussion regarding treatment alternatives for children and youth who present behavioral challenges. The six agencies highlighted included Riverside County Probation Department, Riverside University Health System - Department of Behavioral Health, Riverside County Office of Education, Riverside University Health System - Department of Public Health, Riverside County Family Care Centers and the Riverside County Department of Public Social Services.

- Deputy Probation Officer Nadine Lundberg



RCP RECEIVES THREE CSAC AWARDS FOR INNOVATIVE PROGRAMMING

Each year, California State Association of Counties (CSAC) honors the most innovative programs developed and implemented by California Counties through Challenge Awards. These unique awards recognize the innovative and creative spirit of California county governments as they find innovative, effective and cost-saving ways to provide programs and services to their citizens. On October 27, 2015, the Riverside County Board of Supervisors recognized several Riverside County Probation Department programs and services. Chief Probation Officer Mark A. Hake, Chief Deputy Probation Officer Stacy Adams-Metz and Chief Deputy Probation Administrator Doug Moreno accepted the awards on behalf of the Department. Southwest Juvenile Hall Canine Program received the CSAC 2015 Challenge Award and the Juvenile Facilities Dashboard and the Law Enforcement Portal received Merit Awards. Congratulations to RCP CSAC Award Recipients!



SAVE THE DATE
FEBRUARY 25TH, 2016

EMPLOYEE RECOGNITION



&
AWARDS
C E R E M O N Y

THE BALANCE OF JUSTICE

by Supervising Probation Officer Cari Shepherd

DEPARTMENT 1

COURT IN SESSION
QUIET
SILENCIO

"Justice, of course, is a noble goal, but it is not a goal that can be achieved by the courts alone. It is a goal that can be achieved by the courts and the community working together."
Judge Victor Miceli
Through his vision and determination
this courthouse stands for justice generations
away ahead of us.





INTERIOR OF HISTORIC COURTHOUSE OF THE RIVERSIDE COUNTY SUPERIOR COURT

SERVING COURTS IS PART OF OUR MISSION STATEMENT, AND WITHIN THE HALLS OF THE RIVERSIDE COUNTY SUPERIOR COURT, OUR PROBATION OFFICERS TAKE THAT MISSION TO HEART.

Each day begins with preparation, research and organization as they ready files on calendar for the day. They meticulously organize information and familiarize themselves with the case prints, all of which is completed before court is called into session. These individuals become instantly versed with clients, cases and rulings of the Court. They increase efficiency in the courtroom, provide intelligence to the District Attorney's and Public Defender's offices and convey information back to Probation Officers in the field. They are our Senior Probation Officers working in the capacity of a Court Officer.



FROM LEFT: SENIOR PROBATION OFFICERS ADRIANNA DORADO, LETICIA QUINONES, NINA HIGGINS AND SUPERVISING PROBATION OFFICER KARINA LOWE



The Riverside County Probation Department employs approximately nineteen Court Officers throughout the County. Each day, these individuals report to their respective Court room, partake in behind the bench negotiations with Defense and Prosecutors and act as a balance of justice for the Department's clients. They often become specialized in the arena of probation supervision, court rules, plea negotiations and sentencing. Court Officers are perhaps the most valuable resource to clients regarding alternative programming and services offered through the Department. They act as the Probation Officer's advocate, intermediate for pretrial services, convey our recommendations to the Court and allow those of us in the field to continue the service to our clients. The specialized skill set required to be a proficient Court Officer includes the ability to be articulate and personable, hold strong negotiation skills, be well versed in services rendered to the probation population and problem solve. Riverside County Probation Department Court Officers are truly executing our mission of Serving Courts, Protecting our Community and Changing Lives and provide an invaluable service to our Department, Probation Officers, the Court and clients.

By Supervising Probation Officer Cari Shepherd

"The involvement and presence of a Probation Officer, in the person of Adrianna Dorado, in Drug Court is essential to the effective and efficient administration of justice, especially in our 'collaborative' court role. I regularly rely upon the Probation Officer for assistance in preparing every sentencing memorandum, contacting outside rehabilitation programs, and answering a variety of necessary questions, about which neither the prosecution nor defense would have the expertise or knowledge."

- Judge Steven Councilis, Department 42



RCP★ HOLIDAY GIVING 2015

HUMAN RESOURCES

RCP's Human Resources Division adopted a local family in-need referred by the Department of Public Social Services. The family consists of a grandmother caring for five children in ages ranging from 17 months to 16 years. Over the past month, the HR Division collected and donated several gifts for the family, including items of necessity. The HR team personally delivered the gifts to the family. The grandmother was overjoyed and expressed her gratitude to RCP for their thoughtfulness. The youth grinned from ear to ear, and our staff was filled with the gift of making one family's holiday a wonderful reality.



SOUTHWEST SERVICES

Support Staff from the Southwest Services Division came together to support teen moms from the New Beginnings Group Home. The new moms received gifts and clothes for their little bundles of joy.



FISCAL SERVICES + PUBLIC RELATIONS

Riverside County Probation Department's Fiscal and Public Relations Division partnered together to hold a Warm Coat donation to provide much needed items to the One Warm Coat organization. If you are interested in donating, please visit: www.onewarmcoat.org/donate for more information.



ADULT SERVICES

On December 17, 2015, the Adult Services Division (ASD) held a charity event including a blood drive sponsored by LifeStream. Our Department is dedicated to serving our community and those in need while supporting the mission of LifeStream to Give Hope, Give Life, Give Blood.

Thank you to the RCP Baker 2 Vegas Team for hosting a fundraising event filled with sweet treats and desserts for our donors!

SPECIAL SERVICES

On December 16, 2015, the Special Services Division Restitution Unit volunteered with the Riverside County Bar Association Annual Elves Holiday Giving Program, by wrapping gifts with other legal professionals. The Restitution Unit will also lend a hand by assisting with delivering gifts to families in need this holiday season!

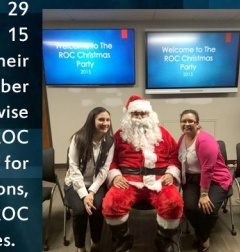


DESERT YAT

From Thanksgiving Eve to the week before Christmas, Desert Youth Accountability Team members delivered food baskets throughout the Coachella Valley to bring joy and show their support for families receiving services from YAT.

ROC (RECOVERY OPPORTUNITY CENTER)

On December 9, 2015, the Riverside Recovery Opportunity Center, also known as ROC, attempted to alleviate some of the stress the holiday season may sometimes bring, through its annual Holiday Celebration. Friends, relatives, and Riverside Drug Court staff, joined ROC participants for a night of food, raffles, and entertainment. ROC participants provided entertainment to their attentive guests by singing some of the season's most popular tunes: Jingle Bells, Grandma Got Run Over by a Reindeer, and Winter Wonderland; to name a few. Participants took the stage and shared messages of the importance of family, unity, and what it means to possess a true holiday spirit. Recognizing an opportunity outside of their general scope of duties, Adult Services Division (ASD) staff assumed the role of Santa and helped lessen the pressure of the holidays for ROC participants by providing gifts for their children. This year over 29 children, ages 6 months to 15 years, received gifts that their ROC participant family member might have not otherwise afforded. The Riverside ROC would like to thank ASD staff for their generous contributions, and their assistance, to ROC participants and their families.





DESERT SERVICES + DESERT YAT

On December 15, 2015, the Desert Services Division and the Desert Youth Accountability team members partnered together to continue a goal generated in July 2015 of strengthening the community relations between law enforcement and youth by participating in Target's Shop with a Hero Event. The partnership included Indio Police Department, the Desert Youth Accountability Team as well as staff from the Desert Division. As part of the Target & Blue campaign, this event pairs public safety officers with local youth for a day of holiday shopping and a chance to form strong positive relationships with law enforcement officials. This is the second year in a row that Probation Officers have participated in this heartwarming and worthwhile event.

BANNING

On December 17, 2015, members of Adult Services Division, Banning Office team, traveled to the Loma Linda Veterans Hospital to visit hospitalized veterans. Banning Probation staff distributed gift bags and Christmas themed stockings to the veterans as a means of providing comfort and as a token of thanks and appreciation. The gift bags contained items donated by probation staff and local merchants. The veterans were thankful for the visit and gifts, while probation staff enjoyed being able to express gratitude for their service to our country.



EXECUTIVE TEAM

What do you get the Chief for Christmas? Nothing. The Executive Team continued the tradition of forgoing a gift exchange to provide donations to U.S. Veterans. As a combined effort, the Executive Team contributed a monetary donation of \$465.00, and a cartful of needed items for the 6th Annual Christmas Celebration for U.S. Veterans. Community Connect sponsored the joyous festivities at March ARB on December 10, 2015. Assistant Chief Rosario Rull and Chief Deputy Stacy Adams attended the celebration along with a few of their family members. The celebration for the 75 veterans included a photo booth with Santa, a turkey dinner, and a wonderful gift bag for each veteran filled with items such as clothing, pocket sized games, gift cards to local restaurants, and other essentials. Cheer and good times were had by all.



RIVERSIDE JUVENILE HALL

Each year, staff from Riverside Juvenile Hall (RJH) gather together to wrap a variety of donated gifts for the detained youth in their care. Year after year, the committed staff within our institutions make it their personal mission to bring cheer and thoughtfulness to the youth. This year, staff from RJH were joined by Assistant Probation Chief Officer Rosario Rull. Not only do our institution staff go above and beyond each holiday, they often spend the holidays away from their own family to provide care to detained youth.

BLYTHE

On December 19, 2015, Blythe staff assisted with the Civil Servants for Santa event in collaboration with the California Department of Corrections Ironwood and Chuckawalla Valley State prisons, and numerous other local law enforcement and emergency response agencies. After a visit from Santa who arrived by helicopter, one hundred volunteers were able to take a child on a shopping spree. Afterward, the children and their parents enjoyed lunch, games, and pictures with Santa at the Blythe Recreation Center.

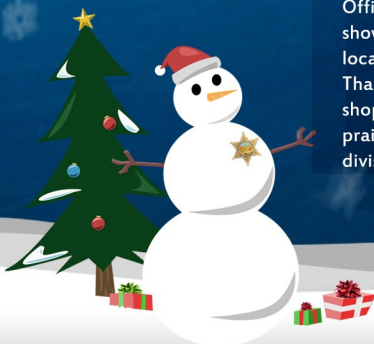


INFORMATION TECHNOLOGY

This year the Information Technology Management (ITM) Division adopted two families who were referred from their social worker at Department of Public Social Services. The first family included a mom who recently re-gained custody of her 16-month old son. Staff donated baby items including sippy cups, clothes, baby books and toys, as well as gifting mom with gift cards to buy new clothes. The second family included a 15-year old son who asked for a printer so he didn't have to walk to the library to print his homework. Staff donated a printer, \$75 gift card to staples, and clothes for him. In addition, his mother received clothes, shoes and a fragrance basket. Mother and son were very grateful to add presents under their modest Christmas Tree and the ITM Division is happy to assist two families in bringing a smile to their faces on Christmas morning.

DESERT SERVICES (JUVENILE)

Desert Services Division Holiday Shopping Program: As part of the Department's continued mission of "Changing lives", the Desert Services Division Juvenile Probation Officers sponsored a Holiday Shopping Program for youth who were in compliance and showing progress. The PO's personally accompanied the youth and their families to a local grocery store, who would have been unable to buy the necessary items for a Thanksgiving dinner otherwise. For Christmas, several youth were selected to go shopping for presents for their family members. Both events provided an opportunity to praise the youth and emphasize continued success. This event was funded by the division's Kids in Conflict (KIC) auxiliary funds.



DEPUTY PROBATION OFFICER II

William Pinney

William (Bill) Pinney grew up in Orange County and graduated from Cal State University Fullerton with a Bachelor's degree in Criminal Justice. He initially worked as an Emergency Medical Technician. In 2011, he accepted a position at Southwest Juvenile Hall as a Probation Corrections Officer (PCO). In this position, he was able to forge a rapport with many of the youth and learned to communicate with them on their level. He began to understand what caused these youth to make poor decisions and offered his best advice to help them realize there were other options.

In 2013, Bill was promoted to Deputy Probation Officer. Bill took his newly gained knowledge from the institution and transferred it to a juvenile supervision caseload at Juvenile Services Division (JSD). He was recognized as an efficient field deputy. After a year in the field, he was transferred to a juvenile placement warrant unit. In this capacity, Bill was able to further strengthen his skills as a DPO and with confidence built, entered and successfully completed the Probation Armed Academy in March, 2015. As an armed DPO, Bill is currently assigned to the Division of Juvenile Justice (DJJ) caseload comprised of youth recently released from DJJ. This caseload represents youth who would have been previously released on State Parole, but due to parole realignment, have been released to their originating counties and are now supervised by county probation departments. Routinely, the youth coming from DJJ are incarcerated for four to five years before being released home as young adults. Bill quickly learned the youth needed assistance in assimilating back into society. Many of them struggle with sobriety, adult responsibilities, and negative peer association. Bill has been tasked with making frequent probation contacts to provide support to these young adults in the hope that they will stay on the right track and lessen the chance of reoffending.

Bill quickly took on new challenges in order to gain experience, learned from each new assignment, and has come a long way in a short amount of time. He is now proving himself here at JSD and, based on his history thus far, we can expect a long and successful career from "Mr. Pinney."

- Supervising Probation Officer Michel Wilson

BEHIND THE BADGE



Women Wonder Writers Logo

EMPOWERING OUR YOUTH

WomenWonderWriters™

Women Wonder Writers (WWW) is a 501(c)(3) nonprofit organization which strives to break the cycle of victimization and make positive changes to the criminal justice system one program at a time. WWW accomplishes this by implementing creative programs for youth affected by abuse, trauma, victimization, hardships, family struggle or anything else that is inhibiting them from becoming their best future selves. WWW teaches accountability, empathy, critical thinking and self-expression through art, writing and public speaking programs. This group spends many hours with youth at Southwest Juvenile Hall. On December 3, 2015, WWW held a youth art show at the Riverside Art Museum themed "Transformation: The Colors of Change." One artistic and creative female youth from Southwest Juvenile Hall submitted her artwork in compliance with the theme's primary guidelines including: Your Authentic Self- designed to help youth discover who they are at their core; Perspective- created to show how negatives can be used as motivators for positive changes; and Inside/Out- a three dimensional piece designed to help youth become aware of the way they present themselves to the world. The female's story is depicted and showcased on the advertisement for the event. While she might present to the world as 'lonely, lost, faking happy,' on the outside, on the inside she is "resilient, loving, smart, strong, and guided by music." We congratulate this young lady and express our gratitude to WWW for the outstanding work they do.

DIVISION DIRECTOR

PATRICIA MENDOZA



SOUTHWEST
SERVICES
DIVISION

SOUTHWEST SERVICES CLERICAL WORKSHOP

SUPPORT STAFF FROM SOUTHWEST SERVICES DIVISION MET TO TEAMBUILD AND TRAIN

Each day our dedicated and professional support staff contribute to our department's mission of Serving Courts in a myriad of ways. Without their expertise and commitment, we would fall short of fulfilling that mission. Their continued development is essential to ensuring the department operates at a high level of effectiveness and efficiency. With this in mind, the Southwest Services Division held its First Annual Clerical Workshop on October 21, 2015, at the Perris Probation office. Guest Speakers included Director Martha Wardrup, Assistant Directors Renel Gaines and Micki Aybar as well as Supervising Probation Officers Scott Harvey and Matt Thompson. A variety of topics were discussed ranging from safety to personal effectiveness at work. Support staff from the Murrieta, Perris, San Jacinto and Southwest Justice Center offices were given a chance to interact with their peers by participating in group discussions and teambuilding activities. The workshop provided both a training opportunity and a chance for the division to recognize and appreciate the hard work and dedication displayed by each member of their support staff.



SOUTHWEST SERVICES DIVISION'S CLERICAL STAFF

SUPERVISING OFFICE ASSISTANT I
MONICA BASQUEZDESERT
SERVICES
DIVISION

INDIO PROBATION STAFF HONORED

TAMMY CODON AND JOSHUA MORA OF DSD ARE RECOGNIZED FOR THEIR OUTSTANDING WORK



On November 17, 2015, Office Assistant Tammy Codon and Deputy Probation Officer Joshua Mora of the Desert Services Division were honored by the Indio Sunrise Rotary Club at their 15th Annual Law Enforcement and Veterans Appreciation Day held at the Heritage Palms Country Club.

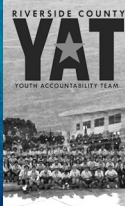
Tammy began working for the Department on October 2, 2003, and has since gained a vast amount of experience and knowledge in many of the different clerical functions required to do her job. She is considered a top performer and the "go-to" person in the clerical unit. Tammy is assigned to the juvenile unit and in this past year alone assisted with the processing of over 1,000 juvenile referrals! She is familiar with the myriad of juvenile court minutes and dispositions and can identify cases that require immediate action. Tammy's strengths include a willingness to lend a hand to do whatever it takes to get the job done and possessing the qualities that make her an exceptional role model.

Joshua began his career with the Department in October 2013. Since that time, he has supervised both medium and high-risk adult offender caseloads in the Eastern Coachella Valley. In addition to his primary assignment, Josh was selected to serve as a Division Safety Representative (DSR), which requires his participation in the Community Emergency Response Team (CERT) Program. His commitment to ensuring desert staff are prepared to deal with a variety of incidents was demonstrated when he developed several "active shooter" drills for both armed and unarmed staff. Josh also reached out to the Riverside County Office of Emergency Operations and coordinated a two-part classroom and hands-on fire extinguisher safety program for division personnel. His care and concern for those around him is not limited to staff in the Desert Services Division as evidenced by the fact Josh has served as the chairman of the California Forward Committee and as a probation representative to the Indio Community Outreach Program and the Coachella Valley Association of

Governments Homelessness Committee. By taking the initiative and transforming ideas and opportunities into action, Joshua is making an invaluable contribution to the department, local law enforcement and residents living in the Eastern Coachella Valley.

Congratulations to Tammy and Josh for being selected as recipients of these special awards and for all you do for the Desert Services Division.

DIVISION DIRECTOR
STEPHEN FORISTEL



YOUTH
ACCOUNTABILITY
TEAM

ADDRESSING SUICIDE PREVENTION

THE "SEND SILENCE PACKING" EXHIBIT INTRODUCED YOUTH TO SUICIDE PREVENTION AWARENESS AND RESOURCES



Suicide is the third leading cause of death among young people and is often the result of mental health conditions that affect people when they are most vulnerable. In many cases, the individuals, friends and families affected by suicide are left in the dark, feeling shame or stigma that prevents open dialogue about the issues dealing with suicide.

On October 14 and 15, 2015, Youth Accountability Team (YAT) members Julio Beltran, Isabel Castillon, Gilda Clarke, Doug Gee, Justin Pittenger and Marisol Riley took YAT youth from the Coachella Valley to the Send Silence Packing Exhibits at Mount San Jacinto College and the University of California, Riverside. In addition to viewing the exhibition, the youth were also given a guided tour of the college campuses to help foster their interest in higher education.

STUDENTS EXPLORING THE EXHIBIT AND
VISITING THE RESOURCE TABLE

Send Silence Packing is a nationally recognized travelling exhibition of over 1,100 donated backpacks, representing the number of college students lost to suicide each year. The program is designed to raise awareness about the impact of suicide and connect young people to resources as well as inspire action about suicide prevention.

The youth's participation in this event, as well as the opportunity they had to speak with experts in the area of suicide prevention, not only familiarized them with resources but assisted in opening a line of communication about the topic. The field trip clearly made an impact, as on the ride home, many felt comfortable enough to share stories of how suicide has affected them personally. Ongoing dialogue will continue during weekly programming.

SUPERVISING PROBATION OFFICER
BARBARA BANDY



TOGETHER WE CAN HELP 2015 RIVERSIDE COUNTY EMPLOYEE CAMPAIGN KICK-OFF

Each year, the Riverside County Employee Campaign provides an opportunity for employees to donate to non-profit charitable organizations. The 2015 Employee Campaign kicked off at the Board of Supervisors meeting on September 15, 2015, with the proclamation being read by Employee Campaign Chair, Purchasing and Fleet Director, Lisa Brandl. 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. Organizations receiving Probation Department support include: Indio Juvenile Hall Auxiliary, the KIC (Kids in Conflict) Foundation and the Baker-2-Vegas Team.

Last year, the County raised \$661,291 for the Employee Campaign, of which the Probation Department contributed over \$36,500 -- a 27.6% increase in giving from the 2013 Campaign. As a result, our department was recognized with the "Highest Percent Increase Award-Large Department" for this achievement.

This year, the ePledge system's "Continuous Giving" feature went into effect allowing annual donors to carry on their donations from year-to-year. The 2015 Campaign launched with a substantial start with over 189 Probation Department ePledge contributions amounting to \$34,400. Compared to previous years, the Probation Department is also gaining more donors, gifting in higher amounts and engaging in numerous fundraising activities. Although Campaign results will not be reported until spring of 2016, it appears the Probation Department will generate another generous increase in this year's giving.

Also introduced this year is the first Riverside County Employee Campaign 5K scheduled for February 20, 2016 at the Riverside County Fair and National Date Festival in Indio, California. All proceeds of the Date Fest 5K will benefit the 2015 Employee Campaign as well. For more information about the Employee Campaign 5K, please visit DateFest5k.org.



BUSINESS PROCESS ANALYST I
JANE GAOIRAN



PATRIOT RIDE

THE THIRD ANNUAL "PATRIOT RIDE FOR OUR HEROES" HELPS RAISE MONEY TO SUPPORT VETERANS AND LAW ENFORCEMENT PERSONNEL

On October 24, 2015, staff from Southwest Services Division, Desert Services Division and Indio Juvenile Hall volunteered at the third annual Patriot Ride for Our Heroes held in conjunction with the Patriot Weekend at the Riverside County Fairgrounds in the City of Indio honoring Fire, Military, Police and First Responders. This year's Grand Marshall was Fred "The Hammer" Williamson. Mr. Williamson, who played for the Oakland Raiders, Kansas City Chiefs and appeared in several movies, is an avid supporter of military and law enforcement. During his presentation, he advocated for supporting local charities and "giving back" to our communities as part of our commitment to support our brave men and women. Nearly 1,500 riders took to the streets of

Coachella Valley. The event was sponsored by the Coachella Valley SPIN, a non-profit organization servicing the Coachella Valley. The \$10,000.00 raised during this event will be used to help provide support services for veterans and local law enforcement.

One of the local recipients, Soldiers Organized Services (SOS), is a local, non-profit group that provides free rides to Marines, sailors and their families from transportation hubs to the Marine Corps Air Ground Combat Center in Twenty-Nine Palms. This organization provides bi-monthly on-site VA consultations, monthly medical events and serves as a central location for all social service information. They also partner

with the Salvation Army and Coachella Valley Rescue Mission to provide home improvements and furnishings to veterans in need. Soldiers Organized Services is supported by numerous local veterans groups.

The event was an outstanding success and a concerted example of agencies working together to help those who have so unselfishly given of themselves.

DIVISION DIRECTOR

MARTHA WARDRUP



NEW CLASSES AVAILABLE

STAFF DEVELOPMENT UPDATE

On July 1, 2015, a new training year began for the department. In an effort to be in compliance with our department's Service and Business Plan, and the County's mission to, "Improve the health and safety of Riverside County residents and promote in everything we touch, practices which achieve and sustain livable Riverside County communities," training classes for the coming calendar year center on the theme, Personal Development. Staff feedback from these classes has been beyond our expectations and makes us proud of the support we have from both our staff who have attended, and, of course, our Executive Team who care about our department's health and well-being. Please don't miss out on these outstanding courses available to sworn and non-sworn staff!

ENGAGING IN AND PRACTICING SELF-CARE FOR LAW ENFORCEMENT

This class explores various methods of self-care for law enforcement staff including how to deal with exposure to traumatic events, and how to address chronic stress and hyper vigilance. Through practice, this class will offer preventative and tangible measures that staff can use to have an excellent quality of life on and off the job. By engaging in and practicing self-care, law enforcement officers will be reminded of the importance of taking care of them in this challenging field. In addition, the course will offer stretches that individuals can use at their desk to relieve repetitive motion problems. Finally, the course will teach breathing techniques used to survive in combat type situations.

PSYCHOLOGICAL SURVIVAL IN LAW ENFORCEMENT

Since the 1950s, "stress" has evolved from an engineering term to a cultural construct. In 2007, stress was worth 9.4 billion dollars to Americans, who, unable to buy happiness, are trying to buy peace of mind. Today, law enforcement personnel, including probation employees, contend with rising stress levels. These stress levels take a psychological toll on an employee. Various factors, from case load to issues in personal lives, affect how probation employees handle their day-to-day duties. This course will inform probation employees how to manage various levels of stress created by their job and in their personal lives.

PERSONAL EFFECTIVENESS: STRATEGIES FOR LIVING WELL

The training focuses on individualized assessments and personal development content, ensuring participants know exactly how to capitalize on their current strengths and how to use their best skills to create even more rewarding lives. This is an uplifting course, an intangible skill builder, and a gentle and affirming morale booster.

STRATEGIC RESILIENCE & STRESS REDUCTION FOR THE WORKPLACE

This course will help each participant determine which events cause him/her stress and why. Each participant will then learn how to identify his/her own symptoms of stress so they can take action to reduce it, thereby increasing productivity at work and home.

SUPERVISING PROBATION OFFICER

NATALIE RIVERA



THE RCP PR DIVISION RECEIVES THREE CAPELLA AWARDS!

The annual awards recognize public relations tactics and programs that successfully incorporate sound research, planning, execution and evaluation. These awards represent the highest standards of performance in the public relations profession in the Inland Empire.

In 2014, the Riverside County Probation (RCP) Department Public Relations (PR) Division was formed to address a higher than average vacancy rate attributed to the Department's implementation of the Public Safety Realignment Act (Assembly Bill 109). The Division's initial goal was to create the position of Department Recruiter. The recruiting position, coupled with strategic planning, fortitude and vision, allowed the Division to gain momentum and define its role as a leader in government agency public relations. The PR Division coordinates, designs and implements communication strategies to share knowledge, and build trust and understanding between the agency, stakeholders and the public. In July 2014, the PR Division launched the release of the RCP Quarterly, a full-color magazine publication. Each quarterly issue features a graphically enhanced cover image, engaging copy and revised news-worthy articles that promote the Riverside County Probation Department's efforts. Authors and images are comprised of department employees. Since the date of inception, the PR Division has generated and launched several issues of the RCP Quarterly. With the creation of the division came a focused rebranding and marketing effort; included in this effort, was a strategically designed revision of the department's information gathering system and communication tactics.

In addition, the PR Division is also responsible for the creation and production of Department related video content. Understanding the need to communicate through different forums and mediums, the PR Division has been able to bring technological advances to the Department for positive use. Streamlining communication mediums has allowed the Department to communicate to a large-scale audience in a centralized fashion and capture public attention and support for the Department's rehabilitative efforts within the community. The PR Division is able to record the Department's history and create moments and experiences for our audience. This transformation into a digital communication era has brought a sense of pride, engagement and unity amongst our employees and provided a source of thoughtful, informative and engaging content to our public.

While a Public Relations effort within government agencies is not an unfamiliar concept, the division's ability to create an all-inclusive campaign, including rebranding, online, print and multi-media campaigns, has resulted in the Riverside County Probation Department becoming a leader in this arena. Many of our community partners have recognized the efforts of the Department and have taken an interest in the public

relations strategies utilized. A captive advertising and well-rounded communications campaign has resulted in a saturation of the market, and a current decline in the need for active recruiting. The efforts on behalf of the Department in this forum have allowed RCP to become an industry trend leader.

On November 18, 2015, at the Annual Public Relations Society of America Inland Empire Polaris Awards ceremony, the Riverside County Probation Department's Public Relations Division was honored with three Capella awards for areas of Community Relations surrounding the 2014 Pretrial, Probation, Parole and Community Supervision Week, Special Events and Observances surrounding the 2014 Employee Recognition and Awards Ceremony and in the Magazine Category for the RCP Quarterly Issues I thru IV. The event recognizes organizations that utilize public relations strategies and programs that successfully incorporate sound research, planning, execution and evaluation. These awards represent the highest standards of performance in the public relations profession within the Inland Empire. ♦

SUPERVISING PROBATION OFFICER
CARL SHEPHERD



THE CENTER STAGE DINNER THEATRE IN FONTANA



MASTER OF CEREMONIES CHRIS PEREZ, APR AND PRSA-IE PAST PRESIDENT
PHOTO COURTESY PRSA-IE



FROM LEFT: SPO CARL SHEPHERD, DPO NADINE LUNDBERG, MPS JAVIER SANTOS AND DIVISION DIRECTOR BETH STEVENS



FROM LEFT: CDPA DOUG MORENO, ASSISTANT CHIEF ROSARIO RULL, SPO CARL SHEPHERD, CHIEF MARK HAKE, MPS JAVIER SANTOS, DIRECTOR BETH STEVENS, AND DPO NADINE LUNDBERG
PHOTO COURTESY PRSA-IE



REFRESHMENTS SERVED IN THE LOBBY



STAGE AND DINING AREA

BREAKING THE CYCLE

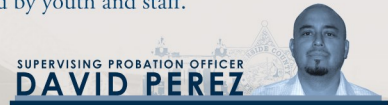
STORIES FROM RCP'S INSTITUTIONS

RESTORING OUR YOUTH

Many direct file youth in our juvenile hall security units are often plagued with the stress that surrounds the harsh reality that one day they may ultimately be walking a prison yard. The stress and misconceptions about prison life can manifest into their acting out or exhibiting negative behavior as they wait for a disposition to be made in their case or anticipate their actual transportation to prison. While there is a high level of violence and manipulative behavior inside prison, as glorified in many television shows, documentaries and movies, there are also programs to assist in their rehabilitation and opportunities which can prepare them for a better life upon their release.

To help quell some of the misconceptions about life in prison, on September 16, 2015, California Department of Corrections and Rehabilitation (CDCR) Parole Agent Kenny Davis and Correctional Lieutenant Imelda Martin visited Indio Juvenile Hall (IJH) to provide an educational program for youth. Their presentation addressed prison culture, programming opportunities and the consequences of negative behavior while incarcerated. The CDCR staff provided information regarding the visitation process, the role of the correctional counselor and how funds are dispersed for victim restitution. They also shared stories about inmates who had taken advantage of in-custody educational opportunities and experienced success in their rehabilitative efforts.

While they did not minimize the harshness of prison life, the presentation provided a real look at it from those who know first hand. Many youth were surprised to hear of opportunities in the prison system such as fire camps, educational and vocational programs. The information shared by Agent Davis and Correctional Lieutenant Martin was well received and much appreciated by youth and staff.



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RIVERSIDE COUNTY
PROBATION
DEPARTMENT



GIVING HOPE FOR THE FUTURE

HIGHER EDUCATIONAL OPPORTUNITIES PROVIDED AT YTEC

Barriers have been broken, opportunities have been presented and statistics are gradually changing. Studies show that many teens who become involved in the criminal justice system are not equipped with the tools necessary to navigate college. Providing support and strength to our youth in custody gives them a better sense of stability and the confidence to exert control over their lives. Staff at the Indio Youth Training and Education Center (YTEC), in conjunction with representatives from Riverside City College (RCC), are taking active steps to provide resources and assistance to youth who have an interest in attending college. To increase their motivation and expose them to the opportunities available, YTEC staff have arranged for the youth to tour campuses at the College of the Desert, La Sierra University and California State University, San Marcos.

Within the past two years, the Indio YTEC program has seen seven youth successfully complete the extensive process of applying to community colleges. Four youth became college students upon their release from YTEC and two youth now have supervised access to online classes. As a result of this educational service, one youth was released from YTEC with nine college credits and registered for the following academic semester. Currently, we are in the process of enrolling two youth in 2016 classes at RCC. We also have another student who has completed the summer session, is currently active for the fall term and has registered in two accelerated online classes for the winter term.

"I didn't think it was even a possibility to attend (college). I thought I would have to wait until I was released. I was really surprised; I was shocked, I was grateful. The first thing I did was call my mom. I told her I was going to have the opportunity to attend college while being housed here."

"If I am able to do it here, then I am definitely able to do it out there. I overcame my fear of starting college and I can say I am a college student. Now, that I started it, I can continue my education on my own."

"It has been challenging and interesting, but I am also learning. I proved to myself that I am a really smart kid and I could take any class I want, because I know I can do it. There really aren't challenges that can stop me but my fears and I am overcoming them with support."

"I would say take advantage of the help you receive here. You wouldn't know how to do it on your own. This is a good opportunity to get what you need to start off. Staff motivates me and I will show my appreciation by one day being successful by showing you guys how much you really impacted my life. I am thankful the opportunities were given to me because you wanted to make a difference in me."

There is often a misconception that at-risk youth do not care about their education and are incapable of going to college. The truth is-- many do care and want to learn. They long for adults who are willing to make the effort to understand their worth, help build their self-confidence and provide them with inspiration and guidance.

Despite the hardships and the odds against them, these youth are overcoming their fears and can proudly proclaim their status as college students.



Great opportunities to help others seldom come, but small ones surround us every day. ~Sally Koch

A MEANINGFUL TRADITION

RCP would like to take an opportunity to highlight the level of care and commitment Correctional Cook Linda Obritz has shown to the youth at Riverside Juvenile Hall and Southwest Juvenile Hall. As evidenced by the email she sent to Assistant Chief Rosario Rull, Linda is passionate in her efforts to further the Department's mission of changing lives.

I just wanted to tell you how happy I was to see you and to hear your kind words. I really appreciate your kindness and support. Thank you so much for volunteering to wrap gifts as we can use everyone's help. I enjoy having an opportunity to bring some normalcy to the lives of the youth whom we serve.

Fourteen years ago, I started a tradition here at Southwest Juvenile Hall to give the youth a small birthday cake on their birthday. The first youth to receive a cake was not fluent in English; however, I was able to have a Probation Corrections Officer translate for me. The youth mentioned he had never had a birthday cake. It was sad that he had to come to juvenile hall to get a cake. It moved me so much to realize how the power of one can make a difference in someone's life. Think how much we can do as a group! The tradition continues and we try to make the cakes with their favorite flavors. My heart goes out to the youth and their parents as they can't bring anything into the institution, but we can make holidays special for them.

I believe the kitchen staff in an institution can have an impact on morale both positively and negatively. I believe if you have the opportunity to make things better for those around you it is a responsibility. Sometimes, you need someone to believe in you when you cannot believe in yourself. I consider it a privilege to do whatever I can.

Linda Obritz
Correctional Cook



PROMOTIONS

JESUS BARBA / PROBATION SPECIALIST ➤ DEPUTY PROBATION OFFICER I
 RUSTI BOND / PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I
 CHRISTINA CANNON / OFFICE ASSISTANT III ➤ SUPERVISING OFFICE ASSISTANT I
 ARMANDO CORTEZ / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 CHRISTOPHER DECOUDRES / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 GEORGINA DURAN / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 AMANDA HARTMANN / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 COURTNEY JOHNSON / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 MARLENE KING / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 KARINA LOWE / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 LISA MORA / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 KARI MOUDRY / OFFICE ASSISTANT II ➤ OFFICE ASSISTANT III
 JOHNNY ORTEGA / SENIOR COOK ➤ CORRECTIONAL FOOD SERVICES SUPERVISOR
 MIRNA PINEDA / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 JEFFREY RICHARDSON / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 CARI SHEPHERD / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER
 VERONICA VELASCO / CORRECTIONAL SENIOR FOOD SERVICE WORKER ➤ CORRECTIONAL COOK

ADULT SERVICES DIVISION
 YTEC AFTERCARE
 DESERT SERVICES DIVISION
 SOUTHWEST JUVENILE HALL
 ADULT SERVICES DIVISION
 SOUTHWEST SERVICES DIVISION
 DESERT SERVICES DIVISION
 FIELD PROJECTS DIVISION
 YTEC
 SOUTHWEST SERVICES DIVISION
 SOUTHWEST SERVICES DIVISION
 SOUTHWEST SERVICES DIVISION
 RIVERSIDE JUVENILE HALL
 JUVENILE SERVICES DIVISION
 DESERT SERVICES DIVISION
 SPECIAL SERVICES DIVISION
 RIVERSIDE JUVENILE HALL

SPECIAL THANKS TO

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MARCH 1, 2016

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