



# RCP QUARTERLY

VOLUME II  
ISSUE IV  
SPRING 2016

## INTRODUCING IRIS

YTEC'S NEW UNIT PROVIDES INDIVIDUAL TREATMENT  
IN A STRUCTURED ENVIRONMENT TO ASSIST YOUTH IN  
CHOOSING THE RIGHT PATH FOR TOMORROW  
Pg. 21

## ERAC 2015

WE RECAP THIS YEAR'S EMPLOYEE  
RECOGNITION AND AWARDS  
CEREMONY  
Pgs. 12-15



FEATURE  
**A SENSE  
OF SAFETY**

WE TAKE A LOOK AT THE SPECIALIZED TEAMS THAT  
RCP EMPLOYS TO KEEP OUR CITIZENS SAFE PGS. 8-11

BY LARRY MEASE, SARAH MACKEY, JUSTIN MELLINGER, & DOMINICO NIEVA

# MESSAGE FROM THE CHIEF

SPRING 2016



THE RIVERSIDE COUNTY PROBATION DEPARTMENT PROVIDES A UNIQUE ROLE IN OUR LOCAL CRIMINAL JUSTICE SYSTEM AS IT IS OUR RESPONSIBILITY TO PROVIDE THE SUPERVISION AND SERVICES TO ASSIST OFFENDERS IN THEIR EFFORTS TOWARD A LAW ABIDING PRODUCTIVE LIFE. BUT ONE RESPONSIBILITY WE SHARE WITH OUR CRIMINAL JUSTICE PARTNERS IS OUR COMMITMENT TO PROTECTING OUR COMMUNITY. AS A MULTI-FACETED AGENCY, WE ACCOMPLISH THIS PORTION OF OUR MISSION THROUGH OUR PARTICIPATION IN MULTI-AGENCY TASK FORCES, EFFECTIVE COMMUNITY SUPERVISION, EARLY INTERVENTION PROGRAMS TO REDUCE RECIDIVISM AND THE OPERATION OF OUR SECURE JUVENILE FACILITIES WHERE WE NOT ONLY DETAIN COURT ORDERED YOUTH, BUT ALSO PROVIDE VALUABLE PROGRAMMING TO REDIRECT THEM FROM DELINQUENT ACTIVITY. AS YOU READ THIS ISSUE OF RCP QUARTERLY, I BELIEVE YOU WILL FIND MANY DEDICATED AND TALENTED STAFF, EACH WITH THEIR OWN UNIQUE SKILLS. COLLECTIVELY, THEY ARE RCP AND THEY ALLOW US TO FULFILL OUR MISSION OF SERVING COURTS, PROTECTING OUR COMMUNITY AND CHANGING LIVES.

*Mark A. Hake*

**MARK A. HAKE**  
CHIEF PROBATION OFFICER

SERVING THE COURTS, PROTECTING THE COMMUNITY AND CHANGING LIVES  
IT IS THE STATEMENT THAT FUELS OUR DAILY GOALS AND UPON WHICH CHANGE THRIVES.

IT IS NOT JUST WHAT WE DO BUT IS THE CENTER OF WHO WE ARE  
TO SEE THE POSITIVE AMIDST DEBRIS THAT STRETCHES NEAR AND FAR.

WE SERVE NOT JUST THE COURTS BUT ASSIST AND PROTECT  
THE PEOPLE WHOM OTHERS HAVE PUSHED ASIDE TO NEGLECT

WE AIM TO BUILD A COMMUNITY STRONG AND SECURE  
TO UNDERSTAND THE PATHS THAT OTHERS HAD TO ENDURE

TO ENFORCE, HOLD ACCOUNTABLE AND BE THE VOICE  
THAT REACHES SOMEONE AT A CROSSROADS OF CHOICE.

TO BE THE EYES FOR THE TEMPORARILY BLIND  
AND LEAD THEM TOWARD A POSITIVE ROAD THAT ALONE THEY CANNOT FIND.

IT IS WHEN THE DAYS ARE LONG AND THE ROAD IS ROUGH,  
WHEN CHANGE SEEMS IMPOSSIBLE AND WE THINK IT ISN'T ENOUGH.  
AND SUDDENLY, IT HAPPENS, THE MOMENT WE REACH THAT "ONE."

IT IS THEN THAT WE SHAKE OFF THE COLD AND CAN FEEL THE SUN  
IN THAT MOMENT, WHEN THE ROUTE CHANGES COURSE, WE KNOW WE PLANTED A SEED  
ALTHOUGH WE DON'T SEE THE FLOWER YET, KNOWING IT WILL ONE DAY SPROUT IS ALL WE NEED

WHEN THE DAY COMES TO AN END AND LIGHT FADES TO DARK,  
KNOW THAT ONE DAY YOU WILL PROVIDE THE MATCH THAT IGNITES THE SPARK.

AS A NEW DAY STARTS, THE MISSION STATEMENT IS ALWAYS CLEAR,  
REMAIN STRONG, REMAIN A TEAM AND HOLD THOSE VALUES NEAR.

*Poem by Deputy Probation Officer Jessica Muskatell*

## CONTENTS



4-5	"I AM RCP" STAFF SPOTLIGHT	SHARON LYNCH
6	ON THE UPSWING	TIM THOMPSON
	A TREMENDOUS BLESSING	VIRGINIA SALHANI
7	BEYOND RESTITUTION	CHERIE MEDINA
	A TIME TO GRIEVE	MIKE VILLALBA
8	A SENSE OF SAFETY	BETH STEVENS
9	A TEAM EFFORT	LARRY MEASE
10	CUTTING EDGE	SARAH MACKEY, JUSTIN MELLINGER, & DOMINICO NIEVA
11	PHOTOS FROM THE ARMING ACADEMY	
12-15	EMPLOYEE AWARDS CEREMONY RECAP	
16	BEHIND THE BADGE	JAIME MACLEAN
	COOKING UP CHANGE	CHERYL BENNETT
17	SPO CORE 001	NATALIE RIVERA
18	HELPING BUILD SAFER COMMUNITIES	ADRIAN OLVERA & ALFREDO TIGERINO
19	MISSION ACCOMPLISHED	DANIEL CAMPANA
	A HEROIC DEED	CARI SHEPHERD
	ASSISTING HOMELESS OFFENDERS	ROY RAMIREZ
20	BUILDING BETTER FUTURES	LINDSAY MOORE
21	INTRODUCING "IRIS"	
	LESSON BLANKETS	RUBEN CORREA
22	CANINE GRADUATION	RENEL GAINES
	CSAC VIDEO FEATURES CANINE PROGRAM	NADINE LUNDBERG
23	VICTIM AWARENESS	JAVON BARRINO
24	SJH'S SWEETHEART BAKE OFF!	ROB COLETTI
	PROMOTING THE POSITIVE	BARBARA BANDY
25	CHANGING LIVES THROUGH EFFECTIVE COMMUNICATION	ANNALY GALLEGOS
26	JJDPC AWARDS DINNER	CHIEF MARK A. HAKE
	DPO CORE 008	
27	PROMOTIONS	

# SHARON LYNCH

SUPERVISING OFFICE ASSISTANT I



## I AM RCP STAFF SPOTLIGHT

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

My career journey with RCP began shortly after I was laid off from Rockwell Collins in Diamond Bar, California, where I had worked for many years. I saw an advertisement in the newspaper announcing the County of Riverside was conducting onsite interviews for the position of Office Assistant (OA). When I arrived at the County Administrative Center (CAC), I was surprised to see so many people standing in line waiting to be interviewed for the position. “No way,” I thought, but I decided to stay and patiently wait for my opportunity. I am glad I did, because I later received a call from a representative in the Department of Mental Health’s Public Guardian Division, who offered me a position. Coincidentally, I learned that two of the Public Guardian staff were leaving to assume positions with the Probation Department as Deputy Probation Officers (DPO’s). One mentioned he was being assigned to the Perris office which interested me as I thought I would like to pursue a similar path. I asked if there were any openings for an OA in Probation and later got an opportunity to speak with Probation Division Director Dave Smith. The rest is history!

2. How many years have you worked for the department?

I have worked almost 15 years for RCP. I left for one year to work for the Department of Public Social Services (DPSS).

3. What is your current position? Describe your responsibilities within your current role.

My current position is Supervising Office Assistant I (SOA I) in the Southwest Services Division where I supervise a unit of six staff. My responsibilities include supervising, training, mentoring, mediating, motivating and counseling my staff; and filling in as an additional backup. I honestly enjoy my position as a supervisor. I appreciate supporting my colleagues and contributing to the success of our office operations.

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

I am not a person who likes to move unless it is beneficial; however, I accepted the promotion with DPSS for personal reasons. It was something I needed to do at that time. I have no regrets. I met some good people along the way and I still keep in touch with many of them today. While at RCP, I have been assigned to several divisions and subsequently worked in several offices within our department. I started in the Perris office, worked for a while in the Juvenile Services Division, then moved to Banning, the Southwest Justice Center, Temecula, Murrieta and back to the Perris office. When opportunities arise, I am determined to always take away something that will enhance my skills and work ethic.



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

Looking back, after my first assignment in the Perris office, I felt I possessed the necessary technical and leadership skills to take my career to the next step, and accepted a promotion with DPSS. Unfortunately, although I excelled in those areas, my personality was not quite ready to successfully navigate in the new position. That move, however, proved to be a valuable lesson. To have the courage to admit I was not ready for a promotion was a huge moment of self-awareness. I believe to go forward, you sometimes have to go back a few steps, so when the opportunity presents itself again, you will be ready. I learned to humble myself and become a better listener. This helped me see areas for improvement and subsequently made me a better employee. Over the years I have had many supervisors, some I considered good and others I thought were not so good. I've tried to learn from my experiences with all of them. I regularly ask for feedback from my peers on ways to improve as a supervisor. Today, I am striving to be one of the best SOA I's in our department.

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

I do not have a pressing career goal at the moment, but I would seriously consider advancing to another level if the opportunity presents itself. However, if it does not happen, I am okay. I am content with my current position.

7. What do you enjoy about your current position? What are the challenges?

As an SOA I, I supervise the activities of support staff that are responsible for a wide variety of functions in our department. I have enjoyed being a part of several campaigns related to employee engagement such as the American Heart Association, Employee Campaign, Take a Bite Out of Hunger, and Ride Share. I am involved in several community initiatives as well. Our office joined together to help a church in Mead Valley with food for Christmas and we made Easter baskets. We also supported Helping Hands, an organization for teen moms with small children who live in a group home. Additionally, I have participated in several fundraisers and events to support the Perris office.



8. What are some of the assignments you have held in the department, and do you have any memorable moments to share?

I think my most memorable experience occurred when I was assigned to the Banning office. We were a close working family. I learned so much working with such a positive and effective team. It is still so nice when I get a chance to see them at a conference or meeting. Our hugs are always genuine.

9. Based on your experience, do you have any words of advice for staff?

If I could provide any advice to staff, I would encourage them to not be too anxious for anything. Timing is everything... it may not happen when you expect, but when the time is right, the door opens.

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

I am married with three children, one grandbaby, and a dog (Bootz). I adore spending lots of my time with my family. I absolutely love, love, and love again, Disneyland. I also enjoy being near the ocean and although I don't want to get into the water, I enjoy the peace the ocean brings and the feeling of appreciation it creates for what "He" has done for me.



ADULT  
SERVICES  
DIVISION

# ON THE UPSWING

DPO TIM THOMPSON SHARES HOW ONE CLIENT HAS MADE BIG IMPROVEMENTS IN HIS LIFE

**Our communities are better protected when offenders work in mutually respectful relationships with their probation officers, receive services that assist in their rehabilitation and are taught skills that help them become contributing members of our society. Tim Thompson is an armed Deputy Probation Officer supervising a high risk realignment caseload.**

An individual I previously supervised walked into the office today and asked to meet with me. He had been on Post-Release Community Supervision (PRCS) for a drug offense but was also required to register pursuant to Penal Code 290 for a conviction he sustained in the early 1990's. For the year I supervised him, he complied with all of the conditions of his release and his case was closed out successfully on August 12, 2015. He said he stopped by to give me an update on what he had been doing since he had been off PRCS. He also wanted to thank me for treating him with respect and helping him "stay on a good path." He recently received a promotion at work and told me

he was able to move from the converted trailer he lived in while on supervision to a full studio apartment. He reported he was also caring for his elderly brother who is a war veteran. He maintained his sobriety while on supervision and stated he remains sober. He recently purchased a new car and has plans to visit family in Oklahoma now that he has the means and ability to travel. He said I was the only probation officer he ever had who treated him well and didn't judge him by his past. He felt our relationship was collaborative, not adversarial and he felt my type of supervision helped him to succeed without him feeling I was "breathing down his neck." (I contacted him regularly at his residence and other locations and he was also visited several times by Sexual Assault Felony Enforcement (SAFE) team). He was a hard worker, often working two to three jobs, but always made his appointments and fulfilled his probation obligations. I told him he should take the credit because he did the hard work. He didn't look at it that way and wanted me to know I made an impression on him and his life. He wanted me to know he is current on his registration and

remembers to renew it annually without failure. He said his life is much better and he has more money in his pocket than he knows what to do with. I told him hard work deserves reward and to treat himself to the things he has always wanted. I also told him I was proud of him and that I was here if he needed anything in the future. We finished our conversation and he left.

DEPUTY PROBATION OFFICER  
**TIM THOMPSON**FIELD  
PROJECTS  
DIVISION

# "A TREMENDOUS BLESSING"

RCOE'S MANAGERS' CONFERENCE FEATURES FORMER RCP CLIENT ANTONIO MARTINEZ AS GUEST SPEAKER

In February 2016, Chief Probation Officer Mark A. Hake attended the Riverside County Office of Education's (RCOE) Managers' Conference to proudly introduce an unlikely guest speaker, Antonio Martinez. Martinez, who was once known by his California Department of Corrections and Rehabilitation (CDCR) number and recognized by law enforcement for his criminal activities, was now being recognized for his accomplishments-- his regular and dedicated attendance at the Riverside County Probation Department's Day Reporting Center (DRC) where he obtained his GED. Chief Hake hailed the DRC as a true collaborative effort between the Probation Department, RCOE, Riverside University Health System - Behavioral Health, Veterans Affairs, Department of Public Social Services and other agencies. He also emphasized how critical the educational component of the program is to the successful rehabilitation of offenders by stating, "The higher the education level, the less likely they are to get into crime and the less prone they are to recidivism."

Forty-six year old Antonio Martinez had a long history in the criminal justice system beginning with his first stay in juvenile hall at age 11. He was committed to state prison at age 18 and over the course of 22 years, Mr. Martinez found himself in and out of prison, largely due to 23 parole violations. In 2012, he was released from prison once again, but this time under the supervision of the Riverside County Probation Department (not parole), under Post-Release Community Supervision (PRCS) and referred to the newly opened DRC. Initially, Mr. Martinez recounted being hesitant to participate, "My probation officer said I should go," he then smiled and corrected himself saying, "No, she said I HAD to go. Like everything else, I didn't think it would work." However, he soon found himself buying into the program. He received much needed support and encouragement from staff as he participated in classes and counseling sessions that focused on his addiction and other criminal behavior. He remembered first working with his assigned probation officer at the time, SPO Courtney

Johnson, and recalled thinking, "She was the last person I ever thought would get across to me." Doubtful as he was, Ms. Johnson continued to encourage him and he continued to make progress at the DRC. He soon realized it was, "the best decision I ever made in my life."

Mr. Martinez passed his GED the first time taking it, which in and of itself is remarkable; but adding to this incredible accomplishment was that fact that just prior to entering the GED testing room, he encountered an old friend who tempted him to get high. He was strong in his resolve to remain sober and refused the invitation. He gives credit to the dedication of his teachers and his probation officer in helping him avoid going right back to prison as he had always done in the past, stating "Probation was a tremendous blessing in my life."

DEPUTY PROBATION OFFICER  
**VIRGINIA SALHANI**

## BEYOND RESTITUTION

RCP staff gives their time to help a family in need feel true holiday wholeness

Our department is made up of various units, all necessary in fulfilling the department's mission of Serving Courts, Protecting our Community, and Changing Lives. Although we have come to expect the lives changed in that mission are those of our offenders, the Restitution Services Unit (RSU) is unique in that their role is to assist and change the lives of those victimized by crime.

One such example of this unit's commitment to victims occurred just prior to Christmas 2015. During a phone interview, Restitution Tech Linda Mosco-Kennedy learned the woman with whom she was speaking was not only dealing with the circumstances surrounding a domestic violence incident in which she was victimized but was faced with her inability to provide even a few small Christmas gifts for her two daughters, ages 9 and 16. Linda was so moved by the victim's situation, she enlisted the assistance of Sr. PO Cherie Medina to ensure this family, which had already been through so much, was given the opportunity to experience the true joy of the holiday season. Together, Linda and Cherie filled Christmas stockings with treats; and, with generous donations from the Riverside County Bar Association's Elves Program, delivered gifts and gift cards to a very grateful family.

The entire RSU continues to positively impact the victims they serve. On February 25, 2016, staff in the unit were recognized at the department's Annual Employee Recognition and Awards Ceremony for their kindness, competence and awareness of victims' issues, both as individuals and as a team. Their passion to serve courts, protect the community, and change lives by doing their part to help make victims whole, stands as a testament to the incredible people that they are.

SENIOR PROBATION OFFICER  
**CHERIE MEDINA**



## A TIME TO GRIEVE

Jamia Hensley's mindful approach to supervision yields positive results for a grieving client

On February 4, 2016, Deputy Probation Officer (DPO) Jamia Hensley met with a client at the Adult Services office aware that a warrant had been issued for his arrest. A violation of probation had previously been submitted after the client stopped reporting and several attempts to contact him had been unsuccessful. The client was upset and explained he was dealing with the death of his child and the funeral was set for the next morning.

DPO Hensley began engaging with the offender as she wanted to establish positive momentum and the motivation for him to comply in the future. She believed taking the offender into custody would be detrimental to his mental health and future success on probation based on the circumstances he was facing. With the assistance of Senior Probation Officer Chris Sanchez, the client was transported to Riverside Superior Court, where he appeared before the Judge who recalled the warrant. Following his Court hearing, the offender was transported back to the probation office where he expressed relief and gratitude for the efforts made by DPO Hensley and the Probation Department. He further voiced a desire to improve his life and to work diligently with DPO Hensley to ensure his future compliance with the conditions of his probation grant.

This is just one example of the work performed by our Deputy Probation Officers on a daily basis that is often unrecognized. It is important for all of us to remember the clients we supervise each have their unique set of circumstances and lives outside of their conditions of probation. DPO Hensley demonstrated empathy and understanding, and exemplified our role in engaging our clients. Her work that day could have a lasting, positive influence on the future success of that offender.

SUPERVISING PROBATION OFFICER  
**MIKE VILLALBA**



PHOTO: RIVERSIDE COUNTY DISTRICT ATTORNEY'S OFFICE

NATIONAL CRIME VICTIMS' RIGHTS WEEK

## VICTIMS' RIGHTS *Candlelight Vigils*



ALL VIGILS BEGIN AT 7 PM

**TUESDAY, APRIL 12**  
**PALM DESERT**

Palm Desert Civic Center Park  
43-900 San Pablo Avenue, Palm Desert, CA 92260

**WEDNESDAY, APRIL 13**  
**TEMECULA**

Harveston Lake Park (Harveston Center)  
40135 Village Road Drive, Temecula, CA 92591

**THURSDAY, APRIL 14**  
**RIVERSIDE**

Riverside County Historic Courthouse  
4050 Main Street, Riverside, CA 92501

\*Immediately after the Riverside vigil, all attendees walk to the DA's Office Memorial Wall\*

**DA'S OFFICE MEMORIAL WALL DEDICATION, 8-9 PM**

Riverside County District Attorney's Office Memorial Wall  
3960 Orange Street, Riverside, CA 92501

For additional information, please call the District Attorney Events phone line at (961) 955-9888  
or email at [DAEvents@rivcoda.org](mailto:DAEvents@rivcoda.org)



# A SENSE OF SAFETY



As a progressive law enforcement agency, the Riverside County Probation Department recognizes the courts are best served, the community is best protected and offenders' lives are most likely to be positively changed when the approach to their supervision is comprehensive and tailored. Comprehensive enough to address a wide spectrum of criminogenic factors and specifically tailored to meet the needs of the offender as time and circumstances dictate. Although armed probation officers carrying caseloads and those on task force teams may seem to represent the enforcement side of probation, their existence can also be perceived by the community as providing an extra layer of safety in the management of those offenders with a high propensity toward violence or those whose refusal to comply with their conditions of probation, put the safety of others at risk. As you will find by reading several articles in this RCP Quarterly, armed officers also forge important relationships with those they supervise. They respond to emergencies during their lunch breaks and work to protect children from being victimized by sexual predators. They speak to at-risk youth about the dangers of joining gangs and play on basketball teams in healthy competitions with those who, until that game, saw law enforcement as only individuals who arrested them or took their parents to jail.

Being armed does not negate the need to possess the critical skills expected of those who do not carry a weapon, but instead requires them to excel in those areas. One way, we as a probation department, fulfill our mission of protecting our community is our presence on multi-agency taskforce teams located throughout the county.

- BETH STEVENS  
DIVISION DIRECTOR





## A TEAM EFFORT

By Assistant Division Director Larry Mease

Multi-agency task forces are comprised of representatives from several different local, state, and federal law enforcement agencies. Representatives from these agencies work together, sharing resources, ideas, and very long days in order to accomplish their mission. The Riverside County Probation Department has a number of probation officers assigned to several multi-agency

task forces throughout Riverside County. Currently there are probation officers assigned to gang task forces (GTF), sex offender task forces known as the Sexual Assault Felony Enforcement/Internet Crimes Against Children (SAFE/ICAC), and the Post-Release Accountability Compliance Teams (PACT). Probation Officers on task force assignments serve a unique niche in the department, as they work side-by-side daily with law enforcement agencies.

Each task force officer brings something unique and important to the task force from his or her respective agency. The distinctive role that probation officers play on a task force is that they are the compliance arm of the Courts for

individuals under probation supervision. The Courts rely on probation officers to not only make appropriate recommendations that will meet the needs of the offender, but to ensure court orders are followed to minimize the risk to the community. Probation officers assigned to task forces provide information and resources to their teams that will ensure better compliance with court orders specific to task force operations. This partnership with other law enforcement agencies serves a dual purpose in accomplishing the mission of the individual task force and receiving assistance from our partners in accomplishing the department's mission of serving courts, protecting our community, and changing lives.



## GANG TASK FORCE (GTF)

Law enforcement officials throughout Riverside County developed a countywide regional strategy for combating the increased gang activity occurring in our communities. The strategy is to combine resources from local, state and federal law enforcement agencies to create eight (8) separate gang task force units across Riverside County. The strategy involves a three-prong approach involving prevention, intervention and suppression. The Riverside County Gang Task Force is committed to creating safe and secure neighborhoods free of violent crime and gang activity. This is done through a collaborative effort combining peace officers, probation officers, parole agents, federal agents, and prosecutors whose common objective is to provide targeted intelligence gathering, enforcement, investigation and vigorous prosecution of gang members engaged in criminal activity. The Riverside County Gang Task Force also collaborates with school districts, community organizations, and the District Attorney's Project Safe Neighborhoods program in providing education, intervention and prevention support.



# SEXUAL ASSAULT FELONY ENFORCEMENT (SAFE)

The Riverside County Sexual Assault Felony Enforcement/Internet Crimes Against Children (SAFE/ICAC) Task Force was implemented to help various law enforcement agencies increase their investigative response to individuals who utilize the Internet and other online communication systems to sexually exploit children. Probation officers from the Special Services Division are currently assigned to the team, along with members of the Riverside County District Attorney's Office, Riverside County Sheriff's Department and the Department of Homeland Security. In addition to ICAC investigations, the team is able to focus on detailed and proactive searches of registered sex offenders who are on formal probation in Riverside County, and the supervision of high risk sex offenders.



## CUTTING EDGE

by Senior Probation Officer Sarah Mackey and Deputy Probation Officers Dominico Nieva and Justin Mellinger

This past year, SAFE conducted weekend compliance checks in various regions of Riverside County; including Blythe, Thermal, Anza and Idyllwild. These weekend searches have allowed SAFE the ability to contact defendants who work full-time or live in rural areas of the county. Additionally, SAFE members have the training and tools that allow for a more comprehensive search of electronic devices.

For example, on August 29, 2015, SAFE conducted a probation search on a defendant living in Menifee. The defendant was on formal probation for Annoying and Molesting a Child and Sending Harmful Matter to a Minor.

During a search of the defendant's electronic devices, SAFE team members found the defendant to be in possession of thousands of images and videos of child pornography. An interview was conducted and the defendant admitted to actively trading child pornography. Additionally, the defendant admitted to molesting two previously unknown victims. The defendant has subsequently been federally indicted on new charges and remains in custody awaiting trial.

Most recently, on February 6, 2016, SAFE conducted a probation search on a defendant living in Idyllwild. The defendant is on formal probation for Possession of Methamphetamine, and is also a registered sex offender. According to the assigned probation officer, the defendant had been evasive regarding where he was living, but had recently reported a new address. During the search, two cellular telephones were located. The defendant admitted to owning both phones. During a preview of the phones, SAFE team

members discovered multiple images of child pornography along with images of a four-year-old child living in the home. The defendant was interviewed and admitted to possessing nude images of children on both devices. The defendant disclosed he had not told the home owners he was a registered sex offender following a federal conviction of Possession of Child Pornography. A referral to Child Protective Services (CPS) was made, and the child was forensically interviewed to rule out possible victimization. This investigation is ongoing.

SAFE relies heavily on information obtained from detailed contacts in the Juvenile Adult Management Systems (JAMS), as well as ongoing communication from the probation officers currently supervising registered sex offenders within the county. During the weekend compliance checks in 2016, SAFE has been able to conduct over 35 probation and parole searches and arrested 10 individuals. These searches have also generated multiple violations of probation and parole, as well as new law violations.





## ON THE RANGE

Photos From The Arming Academy



## POST-RELEASE ACCOUNTABILITY COMPLIANCE TEAMS

The primary mission of PACT is to immediately focus on "high-risk" and "at-large" Post-Release Community Supervision (PRCS) offenders that pose the most risk to public safety. PACT is dedicated to identifying and investigating "non-compliant" PRCS offenders, locating and apprehending "at-large" and "high-risk" realignment offenders and performing compliance sweeps. Through sustained, proactive and coordinated investigations, PACT is able to share information, serve warrants, locate and apprehend realignment violators and reduce the number of realignment offenders who abscond. The support of the PACT allows supervision probation officers more time and resources to engage with offenders and focus on case management.





CHIEF HAKE'S OPENING REMARKS

**EMPLOYEE  
RECOGNITION  
&  
AWARDS  
CEREMONY**



FLOWER DECOR ADDED SOME COLOR TO THE CONFERENCE CENTER



SECRETARIES SHARON RENFRO AND BRYON HANSEN TAKE A SELFIE



A CEREMONY PROGRAM AND SMALL GIFTS FOR AWARD RECIPIENTS



COMMITTEE MEMBERS FINALIZING THE CEREMONY PREPARATIONS  
FROM LEFT: CYNDI MALSED, STACY ZAPATA, CHRIS DECOUDRES,  
BRANDI KRALL, NADINE LUNDBERG, VIRGINIA SALHANI



AN IMPRESSIVE ASSORTMENT OF REFRESHMENTS,  
COMPLIMENTS OF RJH KITCHEN STAFF



DIRECTOR DAVE SEARING AND SPO ARMANDO CORTEZ



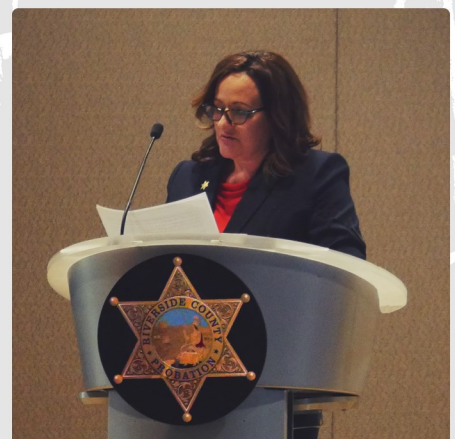
ADDITIONAL DECOR AT THE EVENT



DIRECTOR STEVE FORSTEL AND SPO CHRIS DECOUDRES  
SETTING UP PRIOR TO THE START OF THE CEREMONY



A CREATIVE DISPLAY OF FRUIT AND FLOWERS CRAFTED BY  
CORRECTIONAL COOK VIPA BUCHMANN



ADMINISTRATIVE SERVICES OFFICER LACHELLE CRIVELLO PRESENTS  
THE SPECIAL RECOGNITION AWARD TO THE RESTITUTION UNIT



## YEARS OF SERVICE

### — 15 YEARS —

AFSHIN ARNESON  
MICHELINA AYBAR  
RUSTI BOND  
MARYANN CHAVARRIA  
LEEANN CLARK  
CRISTINA DANIEL  
SHELLY DAVIS  
THOMAS HALL  
MATTHEW HEWITT  
LLOYD HOY  
DENNA HURST  
MARTIN JASSO  
LINDA LAMBERT  
MARITZA LEGGETT

RACHEL LIGTENBERG  
DAVID MEDRANO  
JULIE MEEKS  
ELISA PORRAS  
SHARON RENFRO  
ROBERT RIVERA  
NATHAN SANCHEZ  
DAVID SEARING  
SANDRA SUBIA  
LAVARRO TAYLOR  
KALIMA TRIBBLE  
DAVID VARGAS  
JULIUS WILLIAMS  
MICHEL WILSON

### — 20 YEARS —

MARIA BARAJAS  
ISABEL CASTILLON  
GREGORY NAGLE  
JOI SAUVE

### — 25 YEARS —

ERVIE GARCIA  
COLETTE HUDSON  
BRYCE HULSTROM  
ROBERT ORTEGA  
SHARALEE SNIFF

### — 30 YEARS —

PATRICIA MENDOZA  
LUZ TORRES

### — 35 YEARS —

SANDY JONES

## PROMOTIONS

### SWORN STAFF

#### PROBATION DIVISION DIRECTOR

TERESA DOLSTRA  
RUDY LOVATO  
DAVID SEARING

#### ASSISTANT PROBATION DIVISION DIRECTOR

PEDRO DOMINGUEZ  
PARIA JAIME  
SHELLEY VEDRODE

#### SUPERVISING PROBATION OFFICER

ROSA CASTELLANOS  
ARMANDO CORTEZ  
CHRISTOPHER DECOUDRES  
CRYSTAL DECOUDRES  
MELISSA DURAN  
NAOMI DURLEY  
BOBBIE ELLIS  
AMANDA HARTMANN  
TODD HOUGH  
COURTNEY JOHNSON  
MARLENE KING  
KARINA LOWE  
KRISTINE MANGER  
LISA MORA  
HERBERT MURRAY  
MIRNA PINEDA  
JESSICA REYES  
JEFFREY RICHARDSON  
JOI SAUVE  
CARI SHEPHERD

#### SENIOR PROBATION OFFICER

KATHLEEN ATKINS  
EVELYN BRICENO  
SHANNON CROSBY  
CHRISTOPHER DECOUDRES  
ADRIANNA DORADO  
NICHELLE EAGAN  
EVELYN GUTIERREZ  
ANITA HENDRICKS

#### SENIOR PROBATION OFFICER (CONT.)

KEONA HENDERSON  
SUSANA HERNANDEZ  
ADAM HOLLIDAY  
LINDA LAMBERT  
IDA MARIN  
TIFFANY MCELVENY  
JENNIFER NARITA  
CHRISTOPHER SANCHEZ  
CARI SHEPHERD  
TARA WILLEY

#### SENIOR PROBATION CORRECTIONS OFFICER

RUBEN CORREA  
HARRISON EGBULE  
DENNIS GARCIA II  
TIFFANY HUMPHRIES  
TYRONE JONES  
ATHENA KIELBASA  
BRANDI KRALL  
ANRI MEZA  
KRISTOFER MEZA  
MILCA MEZA  
MARIO PINEDA  
SALVADOR RODRIGUEZ  
SHERYL ROSS  
NANCY SALCEDO  
TINA STATON  
HEATHER TINOCO  
DAVID VARGAS  
STACY VAZQUEZ  
KIM VIVINO

#### DEPUTY PROBATION OFFICER I

MOLLY DURAN  
CHRISTINA FERBER  
ERICA GARCIA  
KARA MEYER  
RAINA PEREZ-DIAZ  
ELIZABETH SANTIAGO  
JEANIE SONG  
STEVEN SWANSON

### NON-SWORN STAFF

#### ADMINISTRATIVE SERVICES ANALYST II

ELIZABETH CASTILLO  
INGRID OUTLAW

#### BUSINESS PROCESS ANALYST I

DAWNA DIETZ  
JANE GAORAN

#### CORRECTIONAL COOK

JUSTIN JONES  
SHERIF KHAFAGA  
VERONICA VELASCO

#### CORRECTIONAL FOOD SERVICES SUPERVISOR

JOHNNY ORTEGA

#### MEDIA PRODUCTION SPECIALIST

JAVIER SANTOS

#### OFFICE ASSISTANT III

SHANNON JARAMILLO  
ELIZABETH PEREZ  
SIERRAH RICHARDSON  
ADILENE VELEZ

#### SECRETARY II

BRYON HANSEN  
TAMARA GREAVES  
LETICIA HARO  
SHARON RENFRO

#### SUPERVISING OFFICE ASSISTANT I

CHRISTINA CANNON  
DAWN DAVIS



# 2015 DIVISION EMPLOYEES OF THE YEAR



**LILJA WHITING**

SENIOR PROBATION OFFICER  
DESERT SERVICES DIVISION

"What does one call a dedicated, hardworking, conscientious, knowledgeable, helpful, and resourceful probation officer? You just call her Lilja. Lilja is experienced and knowledgeable about the individual cases, requirements, and available community resources. Over the past 18 years, Lilja has demonstrated her commitment to the department, clients, and the community of Blythe."



**JACKIE STOLL**

SECRETARY II  
JUVENILE SERVICES DIVISION

"Jackie is the pulse of all things related to the division. Jackie is kind, generous, thoughtful, and despite all stressors and challenges of her assignment, she has never wavered in her professionalism and always maintains a positive attitude. Her abilities and contributions are an important key to the success of the division." Jackie is a great asset to the division and the department."



**JERRY BRES**

SENIOR PROBATION OFFICER  
SOUTHWEST SERVICES DIVISION

"Jerry is very likeable, gets along with everyone, and is just an overall nice guy. Jerry is patient, thorough, and has a great interest in teaching others how to be better officers. His abundance of experience and knowledge has been instrumental. If you ask Jerry what he likes to do best, he's going to tell you he likes to work with the team."



**CHAZ MARIN**

SENIOR PROBATION OFFICER  
ADMINISTRATIVE & BUSINESS SERVICES

"Chaz is extremely dependable and responsible. I have no doubt in my mind that she can complete any task given to her. She pays attention to detail, is always professional, and has such a fun and vibrant personality that everyone enjoys working with her. She exudes integrity and passion for her job, her life, and her beliefs. She has consistently been a leader in our unit."



**PATRICIA ESTRADA**

OFFICE ASSISTANT III  
FIELD PROJECTS DIVISION

"Patricia fulfilled our department's mission in several ways this year. She was instrumental in implementing department-wide housing, clothing, and emergency supply procedures. Patricia's cheerful and upbeat demeanor positively influences those around her. Her hard work and dedication to her job inspire the rest of us in the office to achieve our department's mission of serving courts, protecting our community, and changing lives."



**STACY VAZQUEZ**

SR. PROBATION CORRECTIONS OFFICER  
RIVERSIDE JUVENILE HALL

"Stacy is the first point of contact for both youth and law enforcement that bring the kids to the facility. As such, Stacy embodies the spirit that we like to see in our employees. She is very positive and hardworking. She speaks to them on their level to let them know that they're in a safe place. Sr. PCO Vazquez is a leader in the institution."



**LEON REYNOLDS**

DEPUTY PROBATION OFFICER II  
SPECIAL SERVICES DIVISION

"Leon's commitment to excellence in providing the youth on his caseload, their families, and the community with the highest degree of service makes him more than deserving of this award. He is a true professional who thinks outside the box and collaborates extremely well with our partners. Officer Reynolds has integrity, creativity, and a passion for the job."



**MARIVEL OCEGUEDA**

PROBATION ASSISTANT  
ADULT SERVICES DIVISION

"Marivel is very charitable. During Probation Week, she coordinated food and clothing donations from the Banning office to our local food banks. She strongly believes in the work the department does in the community. We are so fortunate to have Marivel as a part of our team."



**PAOLA OLIVARES**

PROBATION CORRECTIONS OFFICER  
INDIO JUVENILE HALL

"Paola is a tireless worker whose positive attitude, professionalism, and dedication to our mission is displayed every day as she performs her duties. She is described by her peers as a quiet person, but always has a kind word for others. She's willing to share her story and give advice to youth who are often facing challenges. I consider Ms. Olivares part of our dream team."



**ROBERT DAVIAU**

SR. PROBATION CORRECTIONS OFFICER  
SOUTHWEST JUVENILE HALL

"Robert stepped up when we needed a leader, and he has done a fine job. Robert can be seen on a daily basis talking to the youth, encouraging them to make better choices, and talking them into staying in school. He truly believes that every youth can make better choices, and he proves it to them by sitting with them and talking to them."



**WILLIAM WAITE**

SUPERVISING PROBATION OFFICER  
ALAN M. CROGAN YTEC

"Billy's immediate impact on the Aftercare program was nothing short of sensational. He is an excellent supervisor who truly cares about his officers and the youth they serve. He is professional, courteous, and diligent in performing his duties." He has truly become a role model for supervisors."





## SPECIAL RECOGNITION AWARD

RESTITUTION SERVICES UNIT

ANEKA AMEZCUA • SUSAN CARDENAS • SUSAN CORDOVA • LINDA DINH  
TAMARA GREAVES • SANDY JONES • KIZZY MOORE • LINDA MOSCO-KENNEDY  
CYNTHIA SEVIER • GABRIELA TORRES • SCOTT WILCOX

SPECIAL SERVICES DIVISION



## HERO AWARD

JENNIFER SHERRELL • BRIAN WALSH • LINDA MOSCO-KENNEDY  
SOUTHWEST SERVICES DIVISION SPECIAL SERVICES DIVISION



## COMMUNITY SERVICE AWARD

WANDA STERLING  
DESERT SERVICES DIVISION



## VOLUNTEER OF THE YEAR AWARD

PAWS 4 HEALING  
501(C)(3) NON-PROFIT ORGANIZATION



## CHIEF PROBATION OFFICERS OF CALIFORNIA (CPOC) DISTINGUISHED SERVICE CERTIFICATES

VERONICA SOTO  
SOUTHWEST SERVICES DIVISION

CHRISTOPHER H. WRIGHT  
INDIO JUVENILE HALL

THE HONORABLE  
MARK E. JOHNSON  
RIVERSIDE COUNTY SUPERIOR COURT



## CHIEF'S AWARD

PUBLIC RELATIONS DIVISION

NADINE LUNDBERG • JAVIER SANTOS • CARI SHEPHERD • BETH STEVENS



### SPECIAL ACKNOWLEDGMENTS

GLENN, JOHNNY, SEAN, AND THE RIVERSIDE JUVENILE HALL KITCHEN STAFF / CATERING  
KRISTOFER MEZA / MUSIC  
BRANDON GUNZEL / SLIDESHOWS  
SIMONA KEAT / POPCORN

MANY THANKS TO OUR SPONSORS



## SENIOR PROBATION OFFICER

**Jaime MacLean****BEHIND  
THE  
BADGE**

There is no costume in which children dress up and play "Probation Officer" (PO) and most do not tell their parents or teachers they want to be PO's when they grow up; but Sr. PO Jaime MacLean always knew she wanted a job in which she could help others. "I have always been into the law and doing the right thing. I learned about the job of Deputy Probation Officer (DPO) in one of my college classes when we were given a list of possible career opportunities. Probation seemed like a great opportunity to do both. We (DPO's) have the unique opportunity to engage individuals at a very crucial time in their lives, to assist them with the motivation they need to change and provide them with the tools and resources to help them have better futures."

With a degree from the University of California, Riverside, in Psychology/Law and Society, Jaime launched her career with the Riverside County Probation Department in May of 2012. She started in the Adult Services AB109 Intake and Assessment Unit and over the next several years supervised offenders as both an armed and unarmed DPO. In January 2016, she was promoted to Senior Probation Officer. She is currently armed and supervising a high risk realignment caseload.

Jaime believes, "DPO's wear many different hats, and we have to see people as individuals. It is important to engage with each client and find ways to motivate them to believe change is possible. At the same time, we need to ensure their compliance with court orders, and hold them accountable."

According to Jaime, the most rewarding aspect of her job is observing a genuine change in the offender and knowing she helped them achieve their goal.

Every October, employees from each County department are asked to come together and contribute to various charitable organizations through the United Way Employee Campaign. These organizations provide essential services in our communities and across the United States. Here at the Juvenile Services Division (JSD), we believe the smallest act of giving can make the biggest change in the lives of others.

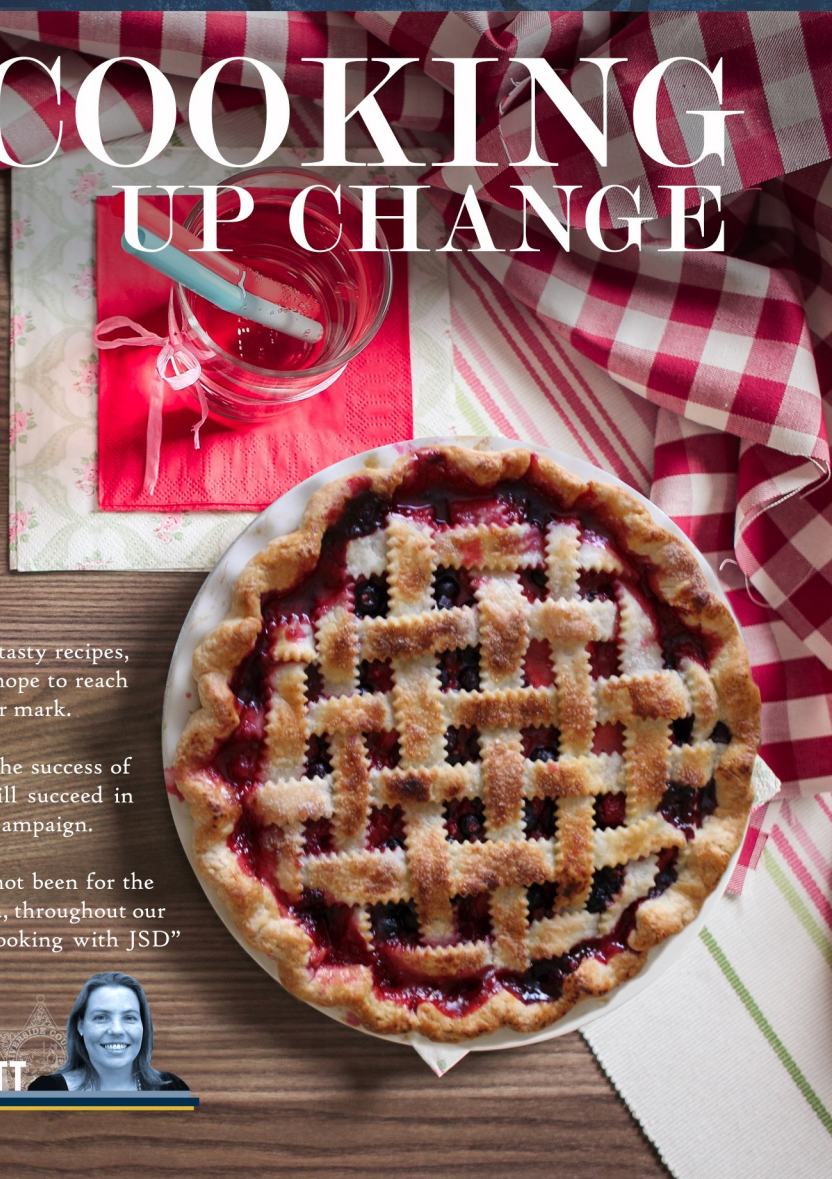
Change! Change! Change! That was our mantra for this year's campaign as we held our two fundraising events. We began by putting the "change" in "Changing Lives." Donation jars were placed throughout the office, asking staff to give their spare change - a nickel here, and a penny there - as a contribution to this worthy cause. Before long, change began pouring in, and in no time, our amazing team donated a total of \$85.55; getting us off to a good start.

For our second fundraiser, we decided to "turn up the heat," when JSD staff were asked to donate their favorite recipes. In a few weeks, a total of 150 recipes had been submitted; our biggest, and most exciting, fundraiser was born - the "Cooking with JSD" Cookbook. With so many tasty recipes, ranging from a delicious breakfast casserole to a decadent cheesecake, we hope to reach our goal of \$950 in sales. With the orders coming in, we are sure to reach our mark.

JSD's rally behind this year's Employee Campaign is inspiring. Between the success of our donation jars, and the potential profits from our cookbooks, JSD will succeed in raising slightly over \$1,000 in contributions to the United Way Employee Campaign.

We recognize however, that none of this could have been possible had it not been for the dedicated efforts and contributions of the staff here at JSD, and those of you, throughout our department, who have shown your support with the purchase of our "Cooking with JSD" Cookbook.

For your act of giving, we thank you.

**COOKING  
UP CHANGE**

## MOVING FORWARD, EMBRACING CHANGE

On the morning of January 25, 2016, Chief Hake addressed the newly promoted supervisors attending our department's very first Supervising Probation Officer (SPO) Core course. It was an exciting and proud day for all involved as we reached another goal in our department's Service and Business Plan. Additionally, we successfully developed 80 hours of customized, innovative and exceptional training for our first class of 19 attendees; all while meeting the requirements set by the Standards and Training for Corrections (STC) Division of the Board of State and Community Corrections (BSCC). Instruction included topics covering Management Theory and Process, Managing Personnel, Supervisory Skills, Laws and Standards, and Communication. On February 5, 2016, Chief Hake, Executive Team members, management and family members attended the graduation ceremony which celebrated the success of all 19 attendees, including one SPO from San Bernardino County Probation Department.

SPO Core Class 001 described the course as a success and enjoyed attending core in our own department as it allowed the course to be department specific, covering our own policies and procedures and meeting the needs of our staff. They noted our department's Public Relations Division Director Beth Stevens and Human Resources Division Director Tony Clubb were among the best of the instructors offered in the course. The students also received training from the county's COR Learning department, Human Resources Division, Employee Assistance Services, and several other preferred vendors.

The future of the department's Supervising Probation Officer Core course is very exciting as this is just the beginning!

★ ★ ★



CHIEF PROBATION OFFICER MARK A. HAKE



SENIOR PROBATION OFFICER AND CORE COORDINATOR CHAZ MARIN



CERTIFICATES OF COMPLETION FOR OUR NEW SUPERVISORS



STAFF DEVELOPMENT SUPERVISOR NATALIE RIVERA



RCP'S NEWEST SUPERVISORS GATHER FOR A FUN PHOTO



NEWLY PROMOTED SUPERVISING PROBATION OFFICER AND CLASS SPEAKER AMANDA HARTMANN SPEAKS TO THE AUDIENCE



FRONT ROW, FROM LEFT: NAOMI DURLEY • CARI SHEPHERD • MARLENE KING • CHRISTOPHER DECOUDRES • AMANDA HARTMANN • LISA MORA • BOBBIE ELLIS • MELISSA DURAN • COURTNEY JOHNSON • ARMANDO CORTEZ BACK ROW, FROM LEFT: DANIEL ZARATE • HERBERT MURRAY • TODD HOUGH • CRYSTAL DECOUDRES • KARINA LOWE • ROSA CASTELLANOS • JEFFREY RICHARDSON • MIRNA PINEDA • BOBBY WHEELER (SAN BERNARDINO COUNTY PROBATION DEPARTMENT)



# CDT

## COMMUNITY DIVERSION TEAM

### Helping Build Safer Communities

by Deputy Probation Officers Adrian Olvera and Alfredo Tigerino

**Juvenile crime in neighborhoods** can result in community members experiencing heightened fear that they, their families, schools, or businesses, will become victims of theft and/or violence. Further, communities with gang activity are disproportionately affected by theft, negative economic impact, vandalism, assault, gun violence, illegal drug trade, and homicide. Programs that address the issues facing at-risk youth can reduce their future involvement in illegal activities and provide better, safer communities for all of its citizens. The Community Diversion Team (CDT), a new innovative diversion program developed in collaboration with the Riverside County Probation Department and the Riverside County Office of Education (RCOE), is one of these programs.

The goal of the CDT is to help youth develop personal responsibility for their actions and reconnect them to their community and school districts; which ultimately provides youth with a new found resource to assist them in successfully navigating through life choices. The CDT's school-based program allows for a Deputy Probation Officer (DPO) assigned to a specific RCOE school site to contact youth frequently and directly, and assist with issues as they develop. DPO's observe the youth's interactions with peers and behavior in a social setting, while actively ensuring their compliance with conditions of probation, such as attending school and abstaining from the use of drugs. The CDT provides minors and parents with referrals to services such as anger management counseling, anti-substance abuse counseling, drug testing, gang awareness, mental health resources, community service opportunities, and Parent Project. The CDT's collaboration with school personnel allows key risk factors to be identified early on, with a team intervention

approach developed alongside the minor and family. The CDT recognizes the importance of home visits, which allows DPO's to connect with the families, allows minors to interact with the DPO in a different setting and opens dialogue between the parents and youth to discuss concerns or issues that are occurring at home, at school or in the community.

As many of the youth have never been outside their respective neighborhoods, field trips comprise another important component of the CDT and serve as positive reinforcement for good behavior.

On December 10, 2015, seven students and three chaperones participated in an experiential learning excursion to Homeboy Industries located in Los Angeles. Homeboy Industries provides job skills training, employment services, educational services, and a variety of social services free of charge to those formerly involved in gangs and previously incarcerated men and women. Full-time employment is offered for more than 200 men and women as they go through the 18-month program.

Students were given a tour by a young man named Marcos. Marcos advised he was shot several times while participating in gang activity but had managed to change his lifestyle with the help of the program. He is now employed and has an apartment with his wife and two children. When the students asked how he was able to make it out of the "lifestyle," Marcos advised it was only because of the support of positive people.

Another trip introduced the youth to a program called Breaking Down the Walls (BDTW) which exists to empower, unify, and engage schools; creating a positive and supportive culture built around trust and respect. The presenter's techniques unveiled curtains and revealed truths that immediately stimulated self-reflection and community-building among the youth. The youth learned to interact with a cross-section of their peers and found they did not live in isolation, but rather, within a community that depends on each of its members to thrive. Moreover, the youth learned from each other and became active participants in the positive development of their campus.

The youth took to heart the lesson that day and committed to applying themselves at their respective schools, ensuring a positive and supportive culture which makes everyone safer.



# MISSION ACCOMPLISHED

SWSD's Unit 75 Saves The Life of a Senior Citizen During a Lunchtime Scare

Our mission of "protecting our community" was fulfilled on January 14, 2016, when during a unit lunch, the Murrieta AB109 team was called upon by restaurant staff to assist with a medical emergency at the eatery. In the restroom, the team found a 92-year-old woman unresponsive in her wheelchair. Deputy Probation Officers (DPO's) Daniel Campana and Carmen Allmon assessed the victim's condition and moved her to the floor, where, with additional assistance from DPO Jack Hansen, they began administering CPR. DPO Sarah Amador called 911 while Supervising Probation Officer (SPO) Stacy Zapata maintained telephone contact with 911 dispatchers, relaying the victim's status until the emergency medical personnel arrived and relieved the officers. As a result of their efforts, the victim became responsive just prior to the paramedics assuming control of the scene. The Murrieta AB 109 team's quick response, their commitment to work as a cohesive unit and their ability to apply their classroom training into a real life situation protected this victim from further injury and possible death.



DEPUTY PROBATION OFFICER  
**DANIEL CAMPANA**



UNIT 75: (FROM LEFT) DPO'S JONALD ANGELES, JACK HANSEN, TESSA MORENO, SARAH AMADOR, SPO STACY ZAPATA, SR. PO MELISSA STONE, DPO'S CRYSTAL FLANEGAN, CARMEN ALLMON, EDDIE VELA, AND DANIEL CAMPANA



DPO II LEON REYNOLDS

# A HEROIC DEED

DPO II Leon Reynolds provided vital assistance in the aftermath of a traffic collision

The heroic efforts of probation officers happen even before their work day begins. On February 22, 2016, Deputy Probation Officer (DPO) Leon Reynolds, while driving in the City of Hemet, witnessed a traffic collision. Once the vehicles came to rest, he approached one vehicle in an attempt to turn off the engine and deter any further incident. He was able to put the vehicle in park and return the keys to the respective owner. DPO Reynolds then observed several children inside the vehicle, two of which complained of injury. He stayed with the victims, providing his jacket for warmth and offering comfort until first responders arrived on scene. In these moments, Riverside County Probation (RCP) extends gratitude to the outstanding efforts of staff. DPO Reynolds, thank you for your dedication to the community, for the heroic efforts of assisting people in time of need and for acting in a manner that helped keep those victims safe.



SUPERVISING PROBATION OFFICER  
**CARI SHEPHERD**

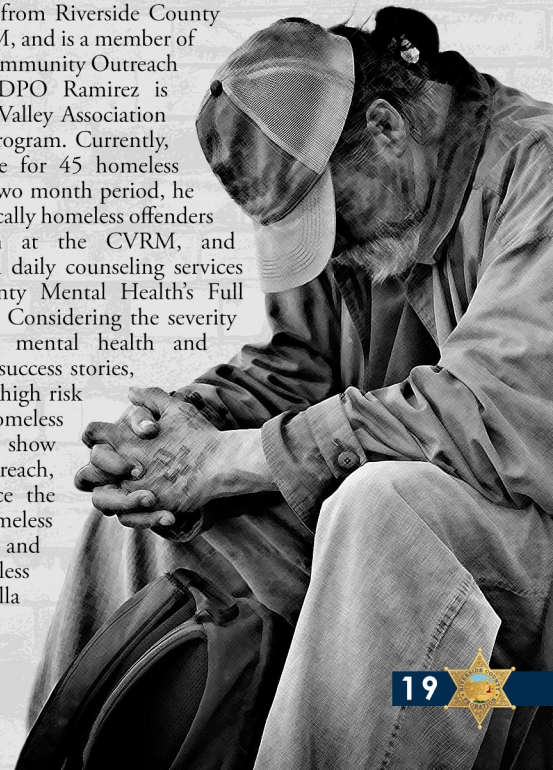
# ASSISTING HOMELESS OFFENDERS

By Deputy Probation Officer Roy Ramirez

Across the country, on any given night, hundreds of thousands of people experience homelessness; they sleep outside, find shelter in transitional housing programs or seek temporary refuge in emergency shelters. The Coachella Valley is no different; in fact, the year-round warm climate may create the perfect storm for homelessness. According to KESQ News sources, the desert communities have experienced a "Homeless Epidemic." To combat this "epidemic," the Desert Services Division initially developed a high risk caseload dedicated specifically to working with homeless offenders. This effort proved successful and resulted in the creation of a second, medium risk caseload. One goal of these specialized caseloads is to connect offenders with collaborative community resources and services to address their needs and help them secure stable housing. Additionally, by improving the lines of communication between probation officers and the homeless, the division hopes to reduce violations by assisting probation officers in locating offenders who have failed to report.

With a goal and vision in mind, Deputy Probation Officer (DPO) Roy Ramirez proceeded to build relationships with Riverside County Department of Mental Health, the Coachella Valley Rescue Mission (CVRM), Martha's Village, the ABC Recovery Center, Indio Police Department, Palm Springs Police Department, and the Riverside County Sheriff's Department. Collectively, these organizations are dedicated to assisting homeless offenders and work together as a link to needed services.

DPO Ramirez is routinely in the field with the Indio and Palm Springs Police Departments engaging with offenders by connecting them to services and ensuring they are in compliance with their conditions. He also meets weekly with staff from Riverside County Mental Health and the CVRM, and is a member of Indio Police Department's Community Outreach Resource Program. Lastly, DPO Ramirez is involved with the Coachella Valley Association of Governments Homeless program. Currently, DPO Ramirez is responsible for 45 homeless clients on his caseload. In a two month period, he assisted in placing two chronically homeless offenders into the housing program at the CVRM, and connected one offender with daily counseling services through the Riverside County Mental Health's Full Service Partnership program. Considering the severity of these three individual's mental health and substance abuse issues, their success stories, and the initial success of the high risk caseload, the fledgling homeless caseload concept appears to show promise. With continued outreach, the division hopes to reduce the overall number of homeless offenders on their caseloads, and combat the "Homeless Epidemic" in the Coachella Valley.



# BREAKING THE CYCLE

STORIES FROM RCP'S INSTITUTIONS

## BUILDING BETTER FUTURES YTEC | RIVERSIDE CAMPUS

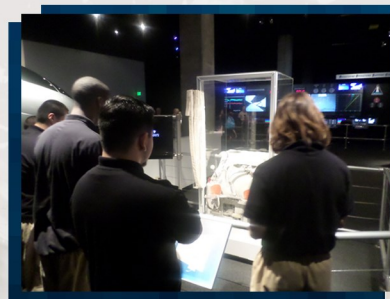
The youth at Riverside Youth Treatment and Education Center (RYTEC) continue preparing for a better future by furthering their education and learning important life skills. The current group has completed more school credits and received more high school diplomas than ever before in the program. RYTEC currently has five graduates and is actively working on adding others to the prestigious list.

To help ensure job readiness after graduating high school and the RYTEC program, youth also attend the "Youth Opportunity Center" (YOC) in Riverside, California. This program provides resume building services along with numerous helpful resources to assist them in finding jobs and starting their careers. To assist in expanding their knowledge of the world and opportunities beyond, six youth were selected to visit the California Science Center in Los Angeles, California. At the Science Center, youth visited the space shuttle *Endeavor* and the aquarium; and learned about some of the most technically advanced space toilets! One senior youth was amazed to learn that animals had actually flown in space and exclaimed, "I never knew they could send monkeys in space, it is crazy!" Another youth was astounded by the sheer size of the aircrafts hanging from the rafters.

Although the youth's main focus is on work—to improve themselves and their communities--the program also recognizes the importance of learning how to use leisure time in positive and healthy ways. On February 12, 2016, five youth were transported to Arlington Lanes in Riverside where they bowled against each other and Probation staff in a friendly competition. One youth said the outing helped him to, "imagine having fun in the community without shackles on."

Recent events included participation in a Black History Month celebration in the old dining hall. Residents viewed artifacts, exhibits and memorabilia; and ate yummy ribs, chicken, and collard greens. In addition, YTEC youth participated in an Easter dinner celebration. Approved family members sat down in the company of the youth and ate a warm, festive meal.

Riverside County Probation staff work diligently to develop programs for the YTEC youth which allow them to focus their time on earning an education and learning valuable life skills. Upon their release, our goal is to have prepared them to be productive members of their communities with better futures on their horizons.



Not only are the youth in the program focused on school, they are actively participating in community service and work projects both inside Riverside Juvenile Hall and outside in the community. Youth at the senior, junior, and sophomore levels are selected each day after dinner to deep clean the tables, chairs, and floors in the dining hall. Last month, the youth completed a project to showcase their artistic talent for the Riverside Department of Animal Services. The youth created pieces of art to be auctioned off with the money raised going to support animals at various shelters.



## YTEC | RIVERSIDE CAMPUS INTRODUCING "IRIS"

The YTEC Riverside Campus has developed a unit, in tandem with the Riverside University Health System - Behavioral Health and the Mentally Ill Offender Crime Reduction (MIOCR) Grant Program, which provides an individualized treatment plan for youth dealing with mental health issues. Offenders committed to the YTEC program will be screened by behavioral health staff and based on their assessed needs, may be suitable for the Intensive Re-Integration Services (IRIS) Unit. Youth eligible for the IRIS unit must fall under WIC 5600.3 (a) and meet established program criteria. As of January 21, 2016, the following evidence-based programs are provided to juvenile offenders in the IRIS Unit:

- **Aggression Replacement Training (ART)** – Focuses on developing individual skills to address aggressive behavior. The main goal is to reduce aggression by teaching pro-social skills and anger control techniques; and assist in making responsible and morally mature decisions.
- **Functional Family Therapy (FFT)** – Evidence-based family therapy intervention for the treatment of violent, criminal, behavioral, school, and conduct problems with youth and their families.
- **Moral Reconnection Therapy (MRT)** – A systematic treatment strategy that seeks to decrease recidivism among juvenile and adult criminal offenders by increasing moral reasoning. Its cognitive-behavioral approach combines elements from a variety of psychological traditions to progressively address ego, social, moral, and positive behavioral growth.
- **Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT)** – Evidence-based treatment for children and adolescents impacted by trauma and their parents or caregivers. Research shows that TF-CBT successfully resolves a broad array of emotional and behavioral difficulties associated with single, multiple and complex trauma experiences.
- **Seeking Safety** – Evidence-based, present-focused counseling model to help people attain safety from trauma and/or substance abuse. It directly addresses both trauma and addiction, but without requiring clients to delve into the trauma narrative.
- **Functional Family Probation Services (FFPS)** – Expands the target of intervention beyond just the youth. From the very beginning, FFP-trained workers consistently meet with families.
- **YTEC Enhanced Aftercare** – Upon successful completion of the YTEC program, youth are supervised by deputy probation officers who ensure that youth are abiding by their conditions of probation and continuing in a positive direction.

This new program is just one more example of RCP's commitment to protecting our communities by providing rehabilitative services to the youth under our care.



## SJH LESSON BLANKETS

Southwest Juvenile Hall's Unit 1 houses male youth who are awaiting court, pending placement, and/or serving custody time. Since these youth are detained at juvenile hall for only a short time, it is vital they are provided with programs that will bring positive change to their lives that will transcend their stay. The staff who work in Unit 1 are uniquely creative when it comes to facilitating programs for this particular population, that build character and morale. One such example of this creativity is Probation Corrections Officer Arianna Estrada's idea to provide the detained youth an opportunity to do something positive for the community by having them turn large pieces of cloth into soft warm blankets. Throughout the process, the Unit 1 youth worked as a team and produced over 20, handmade colorful fleece blankets which were donated to the children at Loma Linda Children's Hospital. The benefits of this project were several—the detained youth learned a skill, while also helping someone in need. It created a sense of pride and accomplishment in a group of youth for whom such feelings might be rare. One young man said, "I never thought I would be able to help someone while I was in juvenile hall." The blankets were a wonderful gift for some very deserving children, from other children who learned a lesson about giving.



## CANINE GRADUATION SJH

It was an exciting day for the Canine Support Teams (CST) Inc., as they introduced the 2016 canine graduates at their annual event! Although the youth at Southwest Juvenile Hall (SJH) have been involved with training dogs since 2009, each graduation is special and this one, which took place at Mentelone Meadows in Murrieta on Sunday, January 24, 2016, was no different. Two dogs, Adele and Zara, were scheduled to "walk," at the graduation; however, due to the fact Adele was not able to attend, Zara represented the graduating class.

In addition to acknowledging the dogs' accomplishments, the Canine Support Teams also recognized our own Probation Corrections Officer (PCO) Robert Taylor with a certificate of appreciation for his role as the Lead Staff for the Canine Program at Southwest Juvenile Hall. PCO Taylor made significant contributions to the success of the program by coordinating the weekly trainer visits, interviewing the youth interested in becoming trainers and assisting with the difficult task of deciding which youth will become the primary dog handlers. PCO Taylor is committed to ensuring the dogs' stay at Southwest Juvenile Hall is a



SR. PCO ROBERT TAYLOR WITH HIS WIFE LORETTA (LEFT) AND SPO GRETCHEN SHIPES (RIGHT)

positive experience not only for the dogs, but for the youth and staff. In 2013, CST began considering the dogs trained at SJH for referral to Chino Institute for Women (CIW) where, for four to six months, they receive more intense training in preparation of becoming full-fledged service dogs. Since 2013, six of the seven dogs trained, successfully transitioned to the CIW program.

This program has been extremely successful since its inception. Not only do the young men learn life skills and a trade, they learn about compassion, teamwork, and patience. Each youth who helps a dog graduate from this program receives a certificate acknowledging their participation in a basic dog trainer's course that they can take to any pet store and request further training which ideally can lead to employment. This program benefits the dogs, the youth, the incarcerated women at CIW, and the disabled.

Special guests at the event included Riverside County Third District Supervisor Chuck Washington, who assisted with the raffle, PCO Taylor's wife, Loretta; Chief Deputy Probation Officer Stacy Adams and her mother; Assistant Division Director Renel Gaines, and Supervising Probation Officer Gretchen Shipes. The event allowed the breeders, puppy raisers, clients of the Canine Support Teams, and friends in the community to gather for an event filled with food, raffles and celebration.



SR. PCO ROBERT TAYLOR WITH CANINE ADELE

ASSISTANT DIVISION DIRECTOR  
**RENEL GAINES**



## CSAC VIDEO TO FEATURE CANINE PROGRAM SJH

On February 4, 2016, California State Association of Counties (CSAC) video and technical specialists David Liebler and Michael Sweet came to Southwest Juvenile Hall to photograph and interview Canine Support Team, Inc. representatives Sally Wing and Brian Grasberger, along with participating institutional staff, for their upcoming February Challenge Award shoot. The two videographers were traveling state-wide to record programs that are making a noticeable impact on the lives of others. The canine program at Southwest Juvenile Hall has been identified as a positive example of a vocational program that serves to assist youth in developing future job skills and positive interactive skills with people and animals. The Canine Support Team travels to juvenile hall weekly, with their canines in tow, to teach youth how to become dog trainers. Supervising Probation Officer (SPO) Gretchen Shipes currently oversees the six-month program. Upon graduation, the dogs may go on to advanced training or become service dogs.

During the videotaping, a juvenile hall resident, who is currently working with the dogs, openly shared his positive feelings and experiences about the program. Chief Deputy Stacy Adams-Metz, Director Patricia Mendoza, Assistant Director Renel Gaines and SPO Gretchen Shipes attended the filming and answered many of the videographers' questions. Canines "PJ" (Phillip Joel) and "Humu," were more than happy to "star" in the video and pose for pictures.

The receipt of the CSAC Challenge Award further emphasizes the innovation and dedication of our institution staff as they continue to create programs that reflect our department's commitment to our mission of changing lives - the dogs are rescued and trained, the SJH youth learn hard work and responsibility, and the dogs that go to further training and become service dogs, serve the disabled.



FROM LEFT: (1) CHIEF DEPUTY STACY ADAMS-METZ WITH VIDEO SPECIALISTS DAVID LIEBLER AND MICHAEL SWEET. (2) SPO GRETCHEN SHIPES INTERVIEWS. (3) CANINE SUPPORT TEAM REPRESENTATIVES SALLY WING AND BRIAN GRASBERGER. (4) FROM RIGHT: AD RENEL GAINES, BRIAN GRASBERGER, DIRECTOR PATTY MENDOZA, CHIEF DEPUTY STACY ADAMS-METZ, AND VIDEO SPECIALISTS DAVID LIEBLER AND MICHAEL SWEET

DEPUTY PROBATION OFFICER  
**NADINE LUNDBERG**



# Victim Awareness

JUVENILE PROBATION OFFICERS USE A STRATEGY THAT HELPS PUT CRIME IN CONTEXT

As juvenile probation officers we consider ourselves successful when the youth we supervise remain free of subsequent criminal behavior, become good students and involve themselves in positive, prosocial community activities. To assist in the rehabilitative process, the Juvenile Services Division Supervision Unit is assigned to facilitate a Victim Awareness Program. The program emphasizes the impact an offender's crime has on his/her victims.

The program was recently improved to create an atmosphere where the youth are encouraged to assess their own opinions about crime and participate in the dialogue regarding how criminal acts can affect the victims. This allows the facilitators of the program to assist in the juvenile's growth and understanding of victimization by using the youth's own thoughts and feelings. The new program integrates self-reflective journaling into the learning process.

As part of the program, the youth are asked to watch current victim testimonials and news clips. After watching these videos, they are asked to write about their feelings and observations in their journals. If the youth fail to have any feelings or observations, they are asked to write why. This encourages dialogue among the youth and the facilitator. At the end of the program, the youth are given their journals and asked to review them so as to help them remember their feelings on crime and its effect on victims.

The following are some excerpts from the juvenile's journals after they watched the victim testimonial videos:

Regarding vandalism, Alexxis recorded feelings of sadness for the family who was victimized and stated, "My feelings are that I'm sad that happened because maybe those workers have a family to feed. Now with no money or job how are they going to provide for their family when they did nothing wrong." Dennis reported, "I saw little kids cleaning up a mess that they didn't do. I kind of felt bad because when we vandalized the school we didn't clean it up." Regarding domestic violence, Larissa stated, "I feel that abuse was not only victimizing the wife, but also the kids. It's scarring the children in different ways, it can teach the sons that abusing their wife is okay." In reference to kidnapping and assault testimonials, Luis stated, "... that little girl got snatched out of her own home....Later on they found the child's body. I bet their loved ones were really broken because they are not going to see her grow up." Edgar stated, "I feel these men turned this man into a vegetable. That is even worse than killing him.... They turned him into something he can't and will never recover from."

Throughout the rest of the class, four specific questions are posed: Who are the victims? How are these victims affected? How can offenders make amends for the crime they committed? What is a justifiable punishment for this crime? The last question provides the most interesting dialogue. The youth understand the effects of crimes on victims, but have difficulty determining how they can make amends for their crimes. Further, the youth's ideas regarding punishment for committing these crimes far exceed the punishment allocated to them under the Juvenile Court. The goal for this dialogue is to assist the youth in understanding there is no way to fully repay a victim for their actions, but there are different methods to make amends and progress towards educating others and positively impacting their community. Another goal of the program is to help the youth understand the opportunity they have been granted by the Juvenile Court. At the end of each class, the facilitator reads some of the journal entries which help guide the discussion. At the end of the program, the youth are asked to write a victim letter. The victim letter can be written to the victim of their specific crime or to anyone they believe they have victimized in the past.

As facilitators of the program, we strive to guide the juveniles in developing their own reasons for not re-offending. This process of self-reflection and inner resolution is the reward and protection to the community, if reducing victimization and recidivism is achieved.





On February 9, 2016, Southwest Juvenile Hall hosted its annual Sweetheart Bake Off, which included 12 entries from sworn and nonsworn staff. The judges responsible for selecting the winner and bestowing the prestigious title of "SJH Bake Off Champion" were Chief Probation Officer Mark A. Hake, Frank Buck (SJH Maintenance) and Elizabeth Anastasiadis (SJH Laundry). Also in attendance were Assistant Chief Probation Officer Rosario R. Rull and Chief Deputies Stacy Adams-Metz and Doug Moreno.

Entries included cakes and cookies as well as pies and pudding. Some chefs tried new recipes selected just for this occasion while others used old family recipes that have stood the test of time.

After the three judges tasted all of the delicacies, scorecards were submitted, tallied and just when the results were ready to be announced...they realized...there was a tie! Since the official rules state there can only be one champion, special guest judge Assistant Chief Rosario R. Rull was called upon to break the deadlock. She carefully savored both treats and without further delay, announced the winners:

*In third place, SJH Director Patty Mendoza with her Mandarin Orange Upside Down Cake!*

*In second place: SJH SPO Gretchen Shipes with her Mother-In-Law's Apple Pie!*

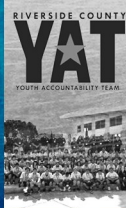
*In first place: Correctional Senior Food Service Supervisor Ruben Figueroa with his daughter Jessie's Chocolate Whoopie Pie with Peanut Butter Cream Filling!*



BAKE OFF WINNER RUBEN FIGUEROA WITH CHIEF DEPUTY STACY ADAMS-METZ AND PCO II ROB COLETTI

Congratulations to the winners and a big thank you to all those who entered and judged this great event. Until next year, keep working on those future winning entries!

BY PCO II ROB COLETTI



YOUTH  
ACCOUNTABILITY  
TEAM

## PROMOTING THE POSITIVE

DESERT YOUTH ACCOUNTABILITY TEAMS PROMOTE POSITIVE ACTIVITIES FOR YOUTH

It was a whirlwind of activity for the Desert Youth Accountability Teams (YAT) these last few months! Desert YAT staff assigned to Cathedral City incorporated the County of Riverside's Healthy Lifestyle goal to get the community moving with a positive social activity for YAT youth during their school vacation. YAT minors attended the Pound Fitness Class, a full-body cardio jam session which combines light resistance with constant, simulated drumming. The youth were shown a healthy way to utilize their excess energy in a fun and safe manner by banging a pair of neon green drumsticks on the floor and "rocking out" to some of today's popular music.

The Coachella, La Quinta and Cathedral City YAT staff participated in a variety of community service events. These were held at the Coachella Valley Rescue Mission and at Martha's Village and Kitchen. YAT staff and minors cleaned and reorganized food pantries and storage sheds, served food to the homeless and assisted in cleaning the industrial sized kitchen, all while learning the importance of giving back to their community.

The Cathedral City and Desert Hot Springs YAT staff hosted a Cops vs Kids basketball game coupled with a gang prevention presentation for YAT youth and kids from the Desert Hot Springs Boys and Girls Club. Following a 90-minute gang prevention presentation given by Deputy District Attorney Mike Tripp and YAT Gang Task Force Officer Claro Sanchez, it was time for some friendly games of basketball. The "Cops" team was led by team captain Sanchez, with assistance from PO Beltran and Desert Hot Springs Police personnel. The first game pitted the Cops against the middle school aged youth. Experience trumped youth and the Cops celebrated with the first victory. Game two was tougher for our law enforcement friends as the high school aged youth were victorious. After the two nail biting games, the Desert Hot Springs Boys and Girls Club provided lunch for all.

The January 2016 month wrapped up with the Indio and La Quinta YAT staff participating in a career day for middle school students in the Desert Sands Unified School District.

It takes a special team of committed staff to plan, execute and involve youth in programs that build relationships and improve the futures of our at-risk youth. Special thanks to YAT staff Julio Beltran, Isabel Castillon, Gilda Clarke, Doug Gee, Christina Granillo, AC Hester, Justin Pittenger, Yesenia Regla, Marisol Riley, Shawn Romero, Claro Sanchez and Mona Virgilio for their hard work and dedication to the youth of the Coachella Valley.



COPS VS KIDS BASKETBALL GAME

SUPERVISING PROBATION OFFICER  
**BARBARA BANDY**



## CHANGING LIVES THROUGH EFFECTIVE COMMUNICATION

By Deputy Probation Officer Annaly Gallegos

In 2009, California passed Senate Bill 678 also known as the Community Corrections Performance Incentives Act (CCPIA). This was created to allocate funds in an effort to reduce recidivism and improve current probation practices through the implementation of Evidence-Based Practices (EBP). EBP was pioneered in the medical field and refers to approaches and interventions that have been scientifically tested in controlled studies and proven effective.

One type of EBP, Motivational Interviewing (MI), suggests probation officers have an opportunity to influence the change process, which is a necessary component in reducing recidivism. MI is a communication technique used to engage clients in an unobtrusive, non-confrontational manner. The use of strategic questions and statements by the probation officer permits the client to find his or her own reasons for change. MI suggests a client is more likely to embrace long-term behavior change when the choice is made by them, as opposed to being told by an authority figure.

MI's fundamentals involve a combination of active listening skills and empathy developed through the use of reflections and encouraging statements. Utilizing empathy does not mean the officer is in agreement with the client's statements; it means the officer can appreciate the client's perspective. The use of MI helps the client to feel respected and validated, which builds the foundation for building rapport and collaboration. The information gathered during MI interviews provides the officer an opportunity to offer the client necessary tools and resources for success.

MI techniques must be used regularly in order to enhance the practitioner's skills, maximize proficiency, and achieve the most effective results. In order to ensure Riverside County Probation (RCP) Officers are trained and properly utilizing their MI skills, RCP conducts MI training for all Deputy Probation Officers. Furthermore, there are four MI coaches assigned to the Field Projects Division (FPD), specifically to conduct yearly follow-up interview observations and recordings. The recordings are audited by the MI Coaches in accordance with the behavioral coding system Motivational Interviewing Treatment Integrity (MITI). This process is a quality assurance component to ensure staff are using proper MI techniques. MI Coaches code the recordings and provide the officers with a coaching session to review any deficiencies. The MITI scores are rated on a scale of 1-5, with 5 being the highest score (Competent/MI Adherent). The goal is to develop and maintain an adequate level of MI adherence for all staff, which is a MITI score of 3.0. MI Coaches offer one-on-one training for anyone scoring below 3.0.

MI, through the implementation of EBP, has proven effective in increasing the probability of positive behavior change by supporting clients' autonomy and allowing for internal motivation to be the driving force. The only way to truly measure our success is via measurable, evidence-based programs. Improving outcomes (i.e. reducing recidivism) through the use of EBP protects our communities as it keeps them safer, reduces jail crowding, saves the tax payer the cost of incarceration, and makes positive changes in our clients' lives. The goal for the FPD is to effectively train MI techniques and maintain proficiency for the purpose of not only holding offenders accountable, but encouraging positive behavior change.



FROM LEFT: DEPUTY PROBATION OFFICERS ANNALY GALLEGOS, KRISTINA NACE, AND TAMMY OLIVARES (NOT PICTURED: GABRIELA HERNANDEZ)



# JJDPC

Juvenile Justice Delinquency Prevention Commission

The 34th Riverside County Juvenile Justice Delinquency Prevention Commission (JJDP) Annual Awards Dinner took place on March 8, 2016 at the Wedgewood Banquet Center in Riverside. The event recognized professionals and members of the community who have given their time and talent to the youth of the county, as well as young people who have turned their lives around by making positive changes in themselves and their communities. Probation Department staff from each of our juvenile institutions and one of our deputy probation officers received recognition for their outstanding work.

- CHIEF PROBATION OFFICER MARK A. HAKE



TOP: ASSISTANT DIRECTOR RENEL GAINES WITH PCO HOLLY RAYFORD  
BOTTOM: ASSISTANT DIRECTOR LARRY MEASE WITH SR. PO LORENA DOMINGUEZ

## DPO CORE CLASS 008

"LEADERS WHO MOTIVATE"

LAWRENCE ABEER COLLEEN ADAME ANTHONY ALLEN ROLANDO BENAVIDEZ FRANCINE BENNETTE LILIANA CHAVEZ JAMES ELLIS JENNIFER ESCALANTE  
CHRISTINA FERBER COLLEEN FREITAG ERICA GARCIA MAYRA GARCIA SERGIO GUZMAN ERICA HARRIS CHRISTOPHER MACHADO  
EFRAIN MELENDREZ KARA MEYER DIANA MIRANDA JOSHUA MORALES LINH NGUYEN JACOB NICHOLS SHANDA PARR GEORGINA PEREZ  
RAINA PEREZ DAVID RUIZ PAULINA SMYKOWSKA JEANIE SONG KEYONNA STANFORD STEVEN SWANSON ARLENE VILLA



# PROMOTIONS

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**LORENA DOMINGUEZ** / DEPUTY PROBATION OFFICER II ➤ SENIOR PROBATION OFFICER

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**SANDRA IRIQUI** / PROBATION ASSISTANT ➤ PROBATION SPECIALIST

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