



RCP QUARTERLY

VOLUME III
ISSUE III
WINTER 2017



CAREER DAY WITH CAL FIRE
FIREFIGHTERS FROM STATION 86 DROP BY INDIO JUVENILE HALL
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AN OVERVIEW OF LAST MONTH'S EMPLOYEE RECOGNITION AND
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FEATURE
BON APPÉTIT

MESSAGE FROM THE CHIEF

WINTER 2017



NEARLY 28 YEARS AGO, I STARTED MY CAREER WITH THE RIVERSIDE COUNTY PROBATION DEPARTMENT AS A PROBATION CORRECTIONS OFFICER AT RIVERSIDE JUVENILE HALL. LIKE MOST CITIZENS OF RIVERSIDE COUNTY, I HAD NO KNOWLEDGE OF A JUVENILE HALL ENVIRONMENT OR THE YOUTH WHO WERE CONFINED TO A JUVENILE HALL. NOW, AS CHIEF OF A DEPARTMENT WITH THREE JUVENILE DETENTION CENTERS, A SECURE JUVENILE TREATMENT PROGRAM AND THE SOON-TO-OPEN ALAN M. CROGAN YOUTH TREATMENT AND EDUCATION CENTER, I SEE THE OPERATION OF OUR JUVENILE INSTITUTIONS AS ONE OF OUR GREATEST RESPONSIBILITIES. IN THIS EDITION OF THE RCP QUARTERLY, WE WILL PROVIDE A GLIMPSE OF WHAT IT TAKES TO OPERATE THESE FACILITIES, WHICH IN MANY RESPECTS ARE SMALL CITIES. I HAVE OFTEN SAID WORKING IN A JUVENILE INSTITUTION IS A TREMENDOUS CHALLENGE AND RESPONSIBILITY BECAUSE OUR WORK IS NOT SIMPLY KEEPING THE YOUTH CONFINED, IT REALLY AMOUNTS TO CARING FOR SOMEONE ELSE'S CHILD. AND THIS ALSO AFFORDS US A UNIQUE OPPORTUNITY TO POSITIVELY IMPACT THE LIVES OF THE YOUTH AND THEIR FAMILIES WE SERVE.

Mark A. Hake
MARK A. HAKE
CHIEF PROBATION OFFICER



PCO CORE 008

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

EMPLOYEE RECOGNITION



&
AWARDS
C E R E M O N Y

RECAP



YEARS OF SERVICE



25 YEARS

MICHAEL BELKNAPP
CHRISTINA MARTINEZ
MICHELE MCMANUS
ELOY RODRIGUEZ
CINDY TRAYNOR

20 YEARS

JASON BAILEY
CYNTHIA LUNDY-RODGERS
LINDA MOSCO-KENNEDY
DONNA TUNELL

15 YEARS

ANA ACEVES
ELIZABETH ACUNA
SHARON ALBANO
JINDYANN ALI
ANDRIA BARTKOWSKI
VIOLA BECKER
PAULA BIRKINSHA
ALONIA BOUCARD
DULCE CENDEJAS
RENETTA CHARLES
REBECCA CLOYD
ARMANDO CORTEZ
JUAN DAMIAN
ANGELICA DANIEL
ESTEBAN DE LOS REYES
LORENA DOMINGUEZ
GEORGINA DURAN
NANCY FERGUSON
VIKKI FRIES
BRANDON FRITZ
DERRICK GOSS

DANIELE GUTIERREZ-SINGLETON
LISA HALE
TOBIAS HAMMER
SCOTT HARVEY
PATRICK HENNES
DAVID KILMER
MAXIMILIANO LARA
MELISSA LASCANO
ARTURO LOPEZ
KIM LUU
SHARON LYNCH
MARJEANA MARSHALL
DENNIS MARTINEZ
CHRISTOPHER MCSHAN
MARC MCELWEE
SUMMER MCGILL
CHANDRA MCKINLEY
CHERIE MEDINA
CHRISTOPHER MUNDEN
LETICIA NELSON
STEPHANIE NEWBY

LORIE NICHOLSON
KATHLEEN O'CONNELL
JIMMY OWENS
CHARLES J. ROBERTS
SHAWN ROMERO
SANDRA ROSALES
DELIA SANCHEZ
CHRISTY SANDERS
PAMELA SEARLES
CYNTHIA SEVIER
THOMAS SINGER
WAYNE SMITH
CLINTON TAYLOR
SHERMAN TAYLOR
CLIFTON VASQUEZ
SHELLEY VEDRODE
NANCY WATSON
ERIC WILLMAN
SUSAN WOODWARD



PROMOTIONS

ASSISTANT PROBATION
DIVISION DIRECTOR

JOSEPH DOTY
NATALIE RIVERA
LATOYA THOMAS

SUPERVISING PROBATION OFFICER

KATHLEEN ATKINS
DULCE CENDEJAS
JUDITH COUTURE
SHANNON CROSBY
IDA MARIN
SUMMER MCGILL
LETICIA QUINONES

SENIOR PROBATION OFFICER

JEROME BRES
AMBER CROTHERS
MEGAN DARBY
LORENA DOMINGUEZ
ANTONIO FIGUEROA
GEORG FREITAG
MATTHEW HEWITT
PIPER LEE-SCHULZ
JOSHUA LORETT
SARAH MACKAY
JAIME MACLEAN
DANIELLE MYBERGER
HENRY PASSMORE
JOHN PRECIADO
ROBERT RIVERA
LETICIA SANCHEZ
JOE-ERIC TORRES
GUILLERMO URQUIZA
AMANDA WHEELER

DEPUTY PROBATION OFFICER I

LAURA ALVARADO
JESUS BARBA
DANIELLA BARRAGAN
ALONIA BOUCARD
RANDY BUSH
KIRSTI COOPER
MIGUEL DEHARO
ANNA ESCOBAR
ALEX GONZALEZ VILLA
CAROLINA LUA
CAROLEE LUNA
MICAH MACHADO
MILCA MEZA
LINDSAY MOORE
ANTHONY NEGRETE
VERONICA OCHOA
DAVID OWENS
OLIVIA POMPA
ROBERTO RAMIREZ
NKEIRUKA THOMPSON

PROBATION SPECIALIST

SHEILA BREWSTER
SANDRA IRIQUI
AMANDA MACIEL
MARIVEL OCEGUEDA
LINDA RHINEHARDT
ADILENE VELEZ
LAURIE WINDEKNECHT

PROBATION ASSISTANT

MIGUEL LOPEZ
SABRINA MAYNARD

ACCOUNTANT I

DAISY BARRIOS

HOUSE MANAGER

DANNY BAKER

SENIOR COOK

VERONICA VELASCO

CORRECTIONAL COOK

VIPA BUCHMANN
COREY JIACOMA
LUIS TELLEZ

SECRETARY II

CYNTHIA MALSED
TAMARA WINN

SUPERVISING OFFICE ASSISTANT I

PATRICIA ESTRADA
BLANCHE MURAD MANTLE

OFFICE ASSISTANT III

KRYSTAL FRANZ-WILSON
MARIA MIRANDA
KARI MOUDRY



2016 EMPLOYEES OF THE YEAR



ADMINISTRATIVE &
BUSINESS SERVICES
VIRGINIA SALHANI



ADULT SERVICES
JAIME MACLEAN



DESERT SERVICES
CRISTINA KAYVON-PIERCE



FIELD PROJECTS
FAY SHAW



INDIO JUVENILE HALL
JUAN DAMIAN



JUVENILE SERVICES
TARA WILLEY



RIVERSIDE JUVENILE HALL
NANCY SALCEDO



SOUTHWEST JUVENILE HALL
MARIO PINEDA



SOUTHWEST SERVICES
NASTASHA BEAM



SPECIAL SERVICES
JESSICA MUSKATELL



PHOTOS

2016 SPECIAL AWARDS



SPECIAL RECOGNITION AWARD

JASON BAILEY • DANNY BAKER • MICHAEL BRINKMANN
DANIEL CASTANEDA • GLENN FRANCO • TONY GARCIA • LISA HALE
BRANDI KRALL • ANRI MEZA • SARA RHOADS • TAMARA WINN
ALAN M. CROGAN YTEC TEAM

LINDA DRAKE
SOUTHWEST SERVICES DIVISION



HERO AWARD

SARA CARRASCO
DESERT SERVICES DIVISION

SANISA KISSELL
RIVERSIDE JUVENILE HALL

SERGIO MACIAS
SOUTHWEST JUVENIL HALL



COMMUNITY SERVICE AWARD

SAL RODRIGUEZ
RIVERSIDE JUVENILE HALL



VOLUNTEER OF THE YEAR AWARD

LAURIE FLEMING
NEW LIFE OPEN BIBLE CHURCH



CHIEF PROBATION OFFICERS OF CALIFORNIA (CPOC) DISTINGUISHED SERVICE CERTIFICATES

HONORABLE SARAH CHRISTIAN
BLYTHE SUPERIOR COURT

DANIEL ULRICH
ADULT SERVICES DIVISION

LINDA DRAKE
SOUTHWEST SERVICES DIVISION

BECKY & ROMAN HERNANDEZ
INDIO JUVENILE HALL VOLUNTEERS
(NOT PICTURED)



CHIEF'S AWARD

JOHN J. BENOIT
RIVERSIDE COUNTY FOURTH DISTRICT SUPERVISOR



SUPERVISOR / MANAGER CONFERENCE

Transforming Minds, Business and Culture: RCP Rolls Out The Lean Management Model

By Senior Probation Officer Anita Hendricks

The Riverside County Probation Department (RCP) defines itself as a progressive criminal justice agency that believes in continuous improvement. To bring this statement to life, RCP held its annual Manager/Supervisor Conference at the Crestmore Manor in the City of Riverside. On October 12, 2016, Division Managers, Supervisors and members of the Executive Committee came together to launch department initiatives.

The day began with opening remarks from Chief Probation Officer Mark A. Hake who welcomed staff and Orange County Chief Probation Officer Steve Sentman. Riverside County Chief Executive Officer Jay E. Orr delivered information on the state of the county and the fiscal constraints facing departments operating within its jurisdiction. He provided an overview of solution focused initiatives, including the Lean Management Model and discussed not only the benefits of incorporating this model into government business, but the necessity of doing so in today's financial climate.

William Zizic, KPMG LLP-Justice and Security Director took a few brief moments to unveil his involvement with County of Riverside agencies, specifically his agency's role with RCP. He shared his gratitude and excitement about the ongoing partnership and discovery and how it relates to streamlining efficiency within the Department.

The highly anticipated guest speaker, Ken Flaherty, Senior Partner with EMS Consulting Group, has 20+ years of experience and specializes in operational excellence, transformation, strategy, and organizational management.

Ken began his career as an electro-mechanical engineer with the U.S. Navy, where he served 20 years as a Commander. During his time with the U.S. Navy, he advanced through senior director-level and program management roles and focused on building lean-centric organizations and centers of excellence for critical operations. Ken effectively created and spearheaded the launch of the Lean Six Sigma process improvement program that transformed supply and productivity within international distribution centers. Since that time, Ken has been an instrumental figure in the transformation and implementation of the Lean Initiative within the private and public sectors.



KEN FLAHERTY

The Lean Transformation Conference objectives were identified to assist management and supervisors with understanding conceptual differences between applying the Lean Program to their organization versus integrating the model into the business system. The desired expectation is to create a new problem solving culture, and identify what changes in their own thinking and behaviors are required so they can effectively support the organizational transformation. In conjunction with the educational component were training modules where management and supervisors were tasked with identifying areas of waste within the organization, in an effort to streamline various processes within their division and effectively support the organizational transformation.

Day one of the two day conference included an introduction to the Lean Initiative and how to strategically implement the model within the department's daily activities. The second day was designed to be "hands-on" and interactive with a focus on creating synergy within each division/unit by identifying opportunities to improve and streamline. Managers and supervisors were challenged with identifying waste in their own division's processes and gaining a practical understanding of how to frame an opportunity and provide a solution. Each division selected their highest priority and reported the findings to the group. Mr. Flaherty was able to form a nexus from the homework that explained how waste creates non-value in a business and emphasized a need for a shift in strategy. At the conclusion of the conference, attendees were provided with formulas and a roadmap allowing each division to execute a plan that will identify systems in place, eliminate those that are unnecessary and assist in devising a Lean systematic approach to generate a solution.

We are excited to announce the Lean Transformation Model was also introduced to senior level staff at the 2017 Senior Conference.

THE PARENT PROJECT

“Ten weeks??? And the class is three hours?” Holding the telephone, I use upbeat and positive language to inspire new recruits. “It goes by fast and there is a lot of great information.” I picture parents on the other end of the phone, with eyes squinted underneath furrowed brows, as they tentatively provide their information and register to attend. This may be their third or fourth parenting class and their exhaustion is palpable. When children are strong-willed, defiant, prone to violent behavior and do not respond to traditional parenting techniques, everything seems lost.

Although fatigued and on the verge of giving up, parents who are committed to the Parent Project have a genuine desire to facilitate change. As Unit One begins and introductions are made, parents walk in with apprehensive steps; wondering if the class will be run like a group therapy session. Sitting down, they silently peruse their newly purchased books, avoiding eye contact with one another. The room is quiet and uncertain as some fear the unknown and others are wondering if this will be the answer or another failure. Looking around the room, I can see the trials without triumphs, the skepticism and doubt, and I cannot help but smile. If they are willing to put in the effort, these parents are in for a pleasant surprise. They will see not only a positive change in their household, but a powerful change within themselves. Over the course of ten weeks, they will realize they are in control. They had been trying to control negative behavior without the necessary tools.

As probation officers assigned to the Youth Accountability Team (YAT), the Parent Project has assisted in strengthening community ties by allowing parents to connect with YAT and utilize the program as a resource to help their children. As Unit Two approaches, the parents who return are encompassed with an air of lightness. Prior to class, they begin to speak with each other and a mix of laughter and venting of daily frustrations fill the room. The remaining weeks seem to pass like a whirlwind. Parents learn how to stop engaging in negative communication patterns with their children, learn to construct supervision plans, become familiar with social media trends and internet safety. They also learn to identify current drug trends, signs of illegal drug use and symptoms, gang activity, and how to deal with violent youth. After the core concepts of the program are understood, it is time for the parents to find support in each other through self-led, structured groups. It is within this format that parents truly bond and seek resources to help one another. As parents, they realize they are in this battle together and want to see success among each other. Over the course of the program, the group undergoes a collaborative metamorphosis as pieces of themselves are shared with the group. As the class comes to a close, it is difficult to say goodbye to the group; however, the participants are now prepared to dive into uncharted waters because they have the necessary tools to survive the journey. Although my role as a facilitator lasts for just a 10- week period, these parents have gained the strength to become permanent facilitators of their own program within their homes.

As probation officers, we do not always see the fruits blossom from the seeds we have planted. However, the Parent Project provides a special opportunity for us to not only plant seeds, but to strengthen the soil from which they grow. I was recently contacted by a group of parents from a past class. They informed me that as a group, they continue to meet and talk for hours about the course, the tools they developed and share stories about how they are progressing with their children. The Parent Project is not just a course that offers valuable information, but a hand that reaches into the community and forges bonds among families who otherwise might not have met. Simplicity and the ease by which information is delivered are the program's greatest strengths. It is a program that empowers parents to find strength within as well as the courage to reach out for help and effect successful change, when only 10 weeks prior, they were plagued with uncertainty and hopelessness.

by Deputy Probation Officer Jessica Muskatell



JESSICA HOLSTIEN

SENIOR ACCOUNTANT



I AM RCP

STAFF SPOTLIGHT

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

Upon graduation from college, I knew I wanted an accounting career within the government sector. As a long-time resident of Riverside County, it was a great opportunity to find a position in my local area and be placed in the Temporary Assignment Program (TAP) with the department.

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

I have been with the county and department since August 2007. This August will mark 10 years with the Probation Department.

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

My current position is Senior Accountant within the Fiscal Services Division at Administration. I currently oversee the budget development and monitoring of special programs within Field Services. These include the Community Corrections Performance Incentives Act, Juvenile Justice Crime Prevention Act, and other funded programs. A few of my responsibilities include developing, monitoring, tracking, and reconciling revenues and expenditures to ensure compliance with all county, state and federal laws, regulations, policies and procedures. I perform a variety of detailed analyses and reports to managers and the executive team with the relevant information needed to make executive decisions.

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

While other departments are more specialized, Probation Fiscal Services offers a unique opportunity to gain experience in a wide variety of accounting functions. Due to the ever changing nature of Probation operations and the continuous introduction of new revenue streams, I have had the opportunity to learn about different programs and gain a different perspective of financial reporting. Each fiscal year, we are faced with different challenges. These challenges help develop individual and professional growth.

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

Initially, I did not have a career path, as I was still undecided about my future goals. However, during my Master of Business Administration (MBA) program, I was assigned a project involving setting career goals. At the end of the program, I concluded I enjoyed the work I do with the Probation Department. Over the years, my end goal has changed from retiring as a Forensic Principal Auditor with the Federal Bureau of Investigation (FBI) to retiring from the Probation Department in a management position.

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

My supervisors demonstrate a vast understanding of the inner workings of the department and operations at the county, state and federal levels. My goals are always to expand my knowledge and abilities so my supervisors can count on me as much as others count on them. Streamlining my work to reduce wasted time and increase productivity is always something I am trying to accomplish in my current position.

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

I truly enjoy the people I work with, which has been the highlight of the last 10 years. I also enjoy working with numbers; analyzing historical, current and future trends and how they impact the financial outcome of the department. The challenge of my position is the financial uncertainty that faces the county and working to ensure the department can continue to meet its mission with limited financial resources.

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

Excellence is one core value that always ignites me. I believe if you become complacent in any area of your life (professional or personal), you are hindering not only your growth, but the growth of those around you. I also believe honesty is important; growth only occurs when you have honesty within yourself to acknowledge weaknesses and improve on mistakes.

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

In one of my previous assignments, I was tasked with grant claiming for the Sexual Assault Felony Enforcement Team. This assignment gave me the opportunity to attend Steering Committee meetings where I learned about the Probation Department's impact on the community, offenders and sworn officers. It gave me insight and provided a new perspective on the Probation Department.

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

Always be inquisitive and trust your instincts. I have found it is better to be proactive and investigate inconsistencies than to be reactive and unknowingly contribute to the problem.

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

I really do not have much free time since I have two little girls (ages three and one). However, when I do have free time, I like working on crafts (Pinterest is addicting) and catching up on my recorded shows such as Vikings. I am secretly hoping that one of my girls will want to play softball (since that is how I paid for college). But if they choose not to and as long as they find their passion, I will be happy.



Embracing the Culture by Supervising Probation Officer Fay Shaw

In the past two years, Riverside County has made a proclamation to its residents and employees to embrace health and wellness, by improving our lifestyles for the better. Many staff have participated in the county-wide “healthy trails” online programs, which were self-paced and self-documented journeys of the steps taken to improve individual health. Many departments created teams and support systems to encourage each other to drink more water, increase physical activity, and to eat more fruits and vegetables. Numerous staff from the Probation Department eagerly participated. Last year, our department took another step forward and created a Culture of Health committee to promote wellness in the areas of physical, financial, and social health, as well as community involvement and career enhancement. Each division has a representative and they meet monthly to share ideas and information in all five categories, which are then posted or distributed within each office as a way to encourage everyone to improve their lives in many different ways.

This past year, the Field Projects Division encouraged friendly competition via challenges issued to staff. In the Spring, over the course of 12 weeks, 22 staff collectively lost approximately 50 pounds, drank at least 64 ounces of water a day over the course of 480 days and participated in some type of activity or exercise for more than 20 minutes a day within a period of 735 days. In September, another challenge was issued to complete 50 push-ups in 30 days. Following a prescribed number of push-ups each day, eight staff completed the challenge. Some staff commented on the first day, they could barely complete three push-ups, never mind 50. However, at the end of the challenge, those same staff completed 473 push-ups throughout the 30 days. That is commitment!! And of course, everyone is now stronger and more confident!

In addition to these challenges, efforts made by all staff increased over the past year. Folks are bringing healthy lunches to work and water bottles can be seen sitting on desks instead of sugary soda. More people are putting together walking groups and spending breaks or lunch hours going for a walk (or run) to exercise and de-stress. The culture of health and wellness appears to have been embraced and continues to grow, all in a very positive way.

On October 22, 2016, a small group of employees participated in the Palm Springs Tram Run, which is touted as being the most difficult 6K walk/run in the United States. It is a 3.7 mile climb on Tram Way, starting at Highway 111, to the end of the road, at the entrance to the actual tram. While extremely difficult, it was exhilarating to receive the finisher's medal at the top. Perhaps a challenge can be put out for others to join the group next year. While this run is definitely more challenging than most, there are numerous 5K walks/runs hosted throughout the Inland Empire. Getting out there with your family or friends to join hundreds of others is quite motivating. Everyone who participates aims for the same goal of being active and becoming healthier. This is what the Culture of Health is all about! Continued efforts to drink more water, eat more fruits and vegetables and move at least 20 minutes per day, are encouraged. If we can all commit to making these small but important changes, our Department and County goal of improving health and wellness can be accomplished, and we can all live healthier and happier lives.



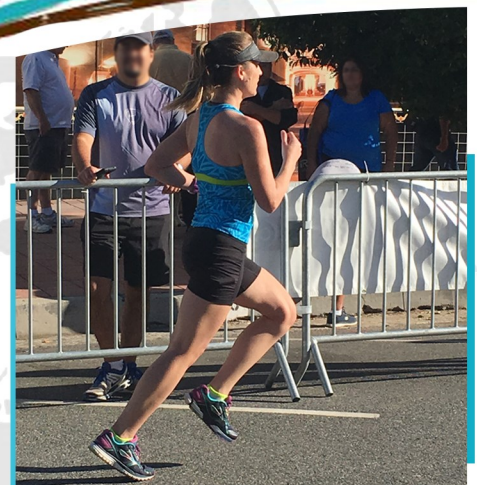
FROM LEFT TO RIGHT: JASON HUBER (SPOUSE OF CHAZ MARIN), CHAZ MARIN, FAY SHAW, CRYSTAL DECOUDRES, TAMMY OLIVARES AND LYNN CARPENTER (FATHER OF CHAZ MARIN)

39TH ANNUAL MISSION INN RUN RIVERSIDE, CALIFORNIA 2016



On your mark, get set, go!! The County of Riverside Culture of Health Program is on the move again. On November 13, 2016, several employees and their families participated in the 39th Annual Mission Inn Run in historic downtown Riverside. The run consisted of a 5K, 10K, and a half marathon. We had participants in every category taking on personal challenges to finish the race and beat their times from previous years. It was a great day to run with approximately 3500 other people through Fairmount Park and downtown Riverside. Special recognition goes to Deputy Probation Officer (DPO) Kylie Robbins from the Southwest Services Division as she placed 4th in her category with an amazing time of 1 hour 48 minutes in the half marathon. With family, friends, and of course, lots of fun, the event was a great example of what the Culture of Health is all about engaging in community events and staying active!

SENIOR PROBATION OFFICER
CHAZ MARIN



DPO KYLIE ROBBINS



FROM THE DESERT

Determination Results in a Touchdown for Success

The youth highlighted in this article was initially granted Deferred Entry of Judgment (DEJ), which was extended three times due to technical violations. In spite of these challenges, there was belief change was possible due to this young man's overall desire and dedication to completing DEJ successfully.

The youth was attending La Familia Continuation School because of a lack of high school credits. While attending La Familia, he played intramural sports; however, he was determined to play organized football. Unfortunately, La Familia did not offer football as a sports option. He then decided to "hit the books", and was able to earn enough credits to return to Coachella Valley High School and join their football team.

While conducting a routine visit during one of his practices, he ran over and seemed very excited that I was there. The coaches reported the youth is a hard worker, respectful, and coachable. This youth subsequently completed football camp and earned a spot on the Junior Varsity team. In addition, he now travels with the Varsity Team and contributes to the special teams. Through hard work and dedication, this young man has demonstrated he has the ability to be successful.

DEPUTY PROBATION OFFICER

MOISES BARRAGAN



The Courage to Change

On September 24, 2014, an offender was sentenced to a grant of Mandatory Supervision following a conviction of 69 PC (Felony Resisting or Deterring Officer), and released from custody on March 12, 2015. Initially, the offender experienced some struggles following his release; however, within the last year, his progress has improved dramatically. He completed a residential substance abuse program at Casa Las Palmas and received positive feedback from his substance abuse counselors. After completing the treatment program, the offender suffered a mental health crisis. Nonetheless, he recognized he was struggling with depression and contacted a mental health counselor for help. He admitted himself into the Crisis Residential Treatment program at a mental health facility in Indio and completed 14 days of treatment. The offender then decided to further his treatment and transferred to Milestones Sober Living where he continues to reside.

Probation has always received outstanding feedback from Milestones staff and the offender was recognized as an "All-Star" within their program. Right away, the offender enrolled at the Day Reporting Center (DRC) and has become an outstanding participant. He has already completed the Criminal and Addictive Thinking program, the parenting program, and finished three Courage to Change journals: Peer Relationships, Family Ties, and Responsible Thinking. He is also in the process of completing the anger management program, substance abuse education, and Wellness program.

This offender took advantage of the services provided at the DRC and also obtained Medi-Cal insurance and food stamps through the Department of Public Social Services. He recently completed the two week Peer Support Specialist training with Riverside University Health System-Behavioral Health and graduated with a 97% grade point average. The offender reported he is currently in the process of finding a Peer Support Specialist job at a non-profit organization and plans to obtain a job with Riverside County in the future. On September 28, 2016, the offender's probation supervision was successfully terminated. The offender subsequently informed Probation he is no longer interested in using drugs or returning to his old behavior. His only plan is to improve his future.

DEPUTY PROBATION OFFICER

MARCO SILVA



IROC/Drug Court Program Provides an Opportunity for Changing Lives

Indio Recovery Opportunity Center (IROC/Drug Court) is a collaborative effort of several agencies joining together to stop the abuse of drugs and drug-related criminal activity throughout the Coachella Valley. This 18-month, highly structured program is designed to promote self-sufficiency and return the participants to the community as productive, law-abiding and responsible citizens. In 2016, IROC participants were able to experience activities they were never able to enjoy while suffering through their addiction. These participants are very thankful for the program.

"I arrived at the IROC program broken, confused, scared and feeling helpless. I wanted change and was grateful for the opportunity, but was apprehensive on what the future would hold. As I got deeper into the program, I realized there was a better way to live and all my anxieties began to recede. The counselors, Commissioner Olson, DA, Public Defender and Probation Officer Liu all worked in unison to provide a path to freedom. It is a freedom from drugs, alcohol, lies, deceit, manipulation and criminal behavior. I was guided to a better way of thinking and how to cope with the struggles life can have. I feel grateful I found the IROC program. IROC is not just a drug and alcohol program, it is behavior modification that gets the core of various trauma's in life and how to cope with them properly. It not only leads to sobriety, but how to live "Clean and Sober." I have never before been part of such a complete program for living a life full of hope. This experience is more than I could have ever imagined and I will be forever grateful." — Current IROC Participant

DEPUTY PROBATION OFFICER

ALYSSA LIU



CAREER DAY with CAL FIRE



BY PCO II MICHAEL LANGLOIS

What does it take to become a professional firefighter? The youth of Indio-Youth Treatment and Education Center (I-YTEC) found out firsthand how much dedication is required when the entire crew from CAL FIRE / Riverside County Fire Station 86 in Indio participated in Career Day at Indio Juvenile Hall.

The day began at 1:15 p.m., when Division Fire Chief Dan Talbot and Captain Johnny Garcia of Fire Station 79 arrived at I-YTEC. They brought with them a ladder truck, engine apparatus, and a medic unit. Each vehicle was staffed with firefighters and paramedics, totaling 11 fire department personnel on the IJH/YTEC campus. With the fire personnel on stage, youth from both the I-YTEC girls and boys units took their seats. Also joining them were five detention youth who expressed an interest in learning more about firefighting careers. Further, I-YTEC school teachers and Principal Lucie Gonzalez with the Riverside County Office of Education (RCOE) were in attendance.

Division Director Martha Wardrup opened the program by speaking directly to the youth. She reminded them that with determination and commitment, change is possible. Chief Talbot then addressed the group, speaking to them about the requirements for becoming a firefighter. He spoke about his 31 years with the department and how every day is different. Being a firefighter requires dedication to the community as well as a commitment to oneself. He reminded them about the importance of completing their education, staying

out of trouble, and maintaining their health. Next, Captain Dave Hudson spoke about a firefighter's day including duties such as responding to an injury or accident, putting out fires, and having to live, cook and clean in the firehouse. He spoke about being part of a team and the importance of working together. Captain Johnny Garcia spoke on behalf of the Explorer program, which is open to youth between the ages of 14 and 21 who are interested in a career in the fire services.

After a question and answer period, it was time to split the youth into groups and take them outside. They had the opportunity to learn about the trucks and the importance of the equipment they carry, including the engine apparatus, hoses and nozzles. Several of the firefighters put on their "turn outs", breathing apparatus and helmets, and allowed the youth to see them geared up. Each youth (and some staff) were given the opportunity to display what they had learned by holding the hose and spraying high pressure water toward a target 100 feet away.

As the day was nearing completion, the medic unit was called out of the facility to assist with a choking victim. As they rolled out with lights on, the remaining firefighters cited the sudden call out as an example of the important service firefighters provide. The youth expressed appreciation for the opportunity to see and speak with firefighters and Station 86 went back into service.



CAL FIRE SPEAKERS



DIVISION CHIEF DAN TALBOT



CAPTAIN JOHNNY GARCIA



CAPTAIN DAVID HUDSON



YOUTH LINED UP TO USE THE FIRE HOSE



FIREFIGHTER DAVID FASNMYER SPEAKS TO THE YOUTH



FROM LEFT: CAPTAIN DAVE HUDSON, RCOE PRINCIPAL LUCIE GONZALES, DIVISION DIRECTOR MARTHA WARDRUP, DIVISION CHIEF DAN TALBOT



STATION 86 CREW



ART CREATED BY THE YOUTH FOR THE FIREFIGHTERS HANGS ON THE WALL WHILE CAPTAIN DAVE HUDSON EXPLAINS THE JOB



ORDER UP

BY JOHNNY ORTEGA

The Juvenile Hall kitchen staff throughout all our facilities work hard every day to meet the needs of our youth and staff. They plan special diet menus for the youth, transport meals to the units, and serve youth and staff in the dining hall. In addition, they have the honor of catering many department events such as: YTEC family & parent events at Riverside Juvenile Hall, Probation Corrections Officer and Deputy Probation Officer Core graduation events, the annual Employee Recognition and Awards Ceremony event, the Manager & Supervisors Conference, the Senior Conference, various symposiums, and many more. The kitchen staff volunteers for these events because they enjoy displaying their skills. They take pride in their work and it shows at all our events. We are thankful that our department allows us to cater these events and gives us a chance to meet staff in our department.

In this edition of the quarterly, our kitchen staff has graciously shared a few of their prized and family heirloom recipes for all staff to enjoy and to re-create at home.



RIVERSIDE JUVENILE HALL AND YTEC KITCHEN STAFF



CORRECTIONAL COOK NEMESIO CASTILLO



CORRECTIONAL COOK REBECCA BAAS



INDIO JUVENILE HALL KITCHEN



bonappétit!



recipes from rcp's kitchen staff



Santa Fe Chicken Salad

INDIO JUVENILE HALL

Luis Salazar
correctional food service supervisor

Ingredients:

10 (4 ounce) boneless skinless chicken breasts
3 lbs. mixed lettuce greens
1 oz. achiote paste (mixture of Annatto seeds, cumin seeds, oregano, allspice berries, salt, garlic & lime juice)
1 tbsp. olive oil (extra virgin preferred)
15 oz. house Ranch or roasted garlic vinaigrette dressing
Roma tomatoes cut in wedges
Fresh juice from an orange
A pinch of salt

Instructions:

1. Combine paste, olive oil and salt; add chicken breast to the mix and let marinade for at least 2 hours.
2. Grill the chicken breast on a low flame until done (165 F)
3. Slice the chicken, then place on a four ounce pre-served portion of lettuce mix on chilled plates. Use one chicken breast per serving.
4. Garnish each plate with three tomato wedges and top with the dressing of your choice.



Turkey Chili

INDIO JUVENILE HALL

john diener
correctional cook



Ingredients:

2 lbs. Ground turkey
1 Large diced onion
1 (4 oz.) can Roasted green chilis
2 cans Great Northern beans
2 (14oz.) cans of fat free chicken broth
2 tsp. Cayenne pepper
1 tsp. Dry oregano

Garnishes:

2 tbsp. chopped cilantro
2 oz . chopped scallions
4 oz . sour cream
4 oz. shredded cheddar cheese
Salt & pepper to taste

Instructions:

1. Lightly brown the onion and turkey in a deep skillet.
2. Add seasonings and remaining ingredients.
3. Simmer for 20 minutes.
4. Ladle into soup bowls and top with cilantro, chopped scallions, cheddar cheese and sour cream.



Beef Thai Soup

ALAN M. CROGAN YTEC

vipa buchmann
correctional cook

Ingredients:

3 lbs. diced beef chuck
2-3 whole garlic cloves
1 oz. sesame oil
1.5 gallons of water
2-4 packs of Rama rice white noodles

Add following to taste:

Granulated sugar
Beef broth paste
Dried red chili peppers
Vinegar
Fresh mint
Fresh cilantro
Fresh green onion
Fresh bean sprout
Fresh jalapenos
Pantai fish sauce
Chopped roasted peanuts with skin on

Instructions:

1. Boil meat with garlic cloves, sesame oil, and water. Cook until meat is tender.
2. Choose and prepare "to taste" items from the list above and set aside.
3. Bring a pot of water to boil; dip the Rama rice noodles 3 times in the boiling water until soft.
4. Serve your bowl of soup with the items of your choice and enjoy.



Pizza

ALAN M. CROGAN YTEC

sherif khafaga
correctional cook

Ingredients:

1 tbsp. sugar
1½ tsp. salt
1 envelope dry yeast
2 tbsp. olive oil
4 cups flour
2 cups water
Mozzarella cheese
Marinara or your favorite tomato-based sauce

Toppings:

Meats – Pepperoni, ground beef, sausage, chicken
Pineapple
Red onions
Green bell peppers
Tomato slices
Jalapenos

Instructions:

1. In a large bowl, combine water, salt, sugar, and yeast. In a mixer, combine the water mixture with flour and mix for three minutes. Then add olive oil and mix for three additional minutes. Remove dough from mixer. Cut the dough into four separate pieces equaling approximately 4 pizzas.
2. Roll the dough into four balls and place on a sheet pan. Cover with olive oil and a plastic bag. Let set overnight.
3. Remove dough balls from pan. With the use of flour, stretch the dough pieces into the shape of individual pizzas. Garnish with sauce, mozzarella cheese and toppings as desired.
Bake in 400 degree oven for 10 minutes.



Chicken Cheese Enchiladas

SOUTHWEST JUVENILE HALL

agustina lona
correctional cook



Ingredients:

Chicken breasts
Tortillas (Guerrero or any brand, thin corn)
Guajillo chiles (stemmed, seeded and deveined)
Chile ancho
Chopped garlic
Cloves
Whole black pepper
Chopped onion
Salt

Toppings:

Fresh cheese or panela
Shredded lettuce
Sliced radish
Sliced avocado
Hot salsa (optional)

Instructions:

1. Cook chicken breasts with garlic, onion, and salt (shred chicken when done cooking and cools down).
2. To prepare enchilada sauce: toast guajillo chiles and then soften them in hot water. Blend chiles with garlic, onion, cloves, salt, and whole black pepper. Heat oil in a heavy, medium saucepan. Strain the pureed guajillo salsa into the pan and simmer.
3. In skillet, heat oil and place each tortilla in oil for about 10 seconds on each side until soft and lightly browned. Remove tortilla and set aside. Now you are ready to roll chicken into tortillas, cover with salsa and add toppings as desired.



Coconut Macaroons

RIVERSIDE JUVENILE HALL

veronica velasco
senior cook

Ingredients:

2 14 oz. bags sweetened shredded coconut flakes

1 14 oz. can condensed milk

3/4 cup chocolate chips (optional)

Instructions:

1. Preheat oven to 350 F.
2. Line cookie sheet with parchment paper.
3. Using a bowl and sturdy spoon, mix coconut and condensed milk until well incorporated. This can be done in one or two batches (whichever is easier).
4. Form cookies into about the size of a golf ball by using a small scoop, spoon, or by hand. Compact the mixture when scooping/forming cookies. Place onto parchment paper and space evenly and far enough apart so that the cookies do not touch.
5. Bake for 15-20 minutes or until top and edges begin to turn golden brown.
6. Let cool and enjoy. For lasting freshness, keep in airtight container.
7. OPTIONAL: As a bonus, decorate by melting chocolate chips and drizzling on top of cooled cookies. Let chocolate set and dry before handling.

Note: Do not use chocolate syrup as it will not set and dry. If using the microwave, keep an eye on chocolate as it tends to burn easily.

Suggested method for melting chocolate: place about 1 inch of water in small pot and heat on stove top. Place chocolate chips in a metal bowl that will fit on top of pot. Be mindful that bottom of bowl does not touch flames or water. Stir chips until melted and desired consistency is met.



Sweet Mochiko Rice Squares

RIVERSIDE JUVENILE HALL

analyn passion
correctional senior food service worker

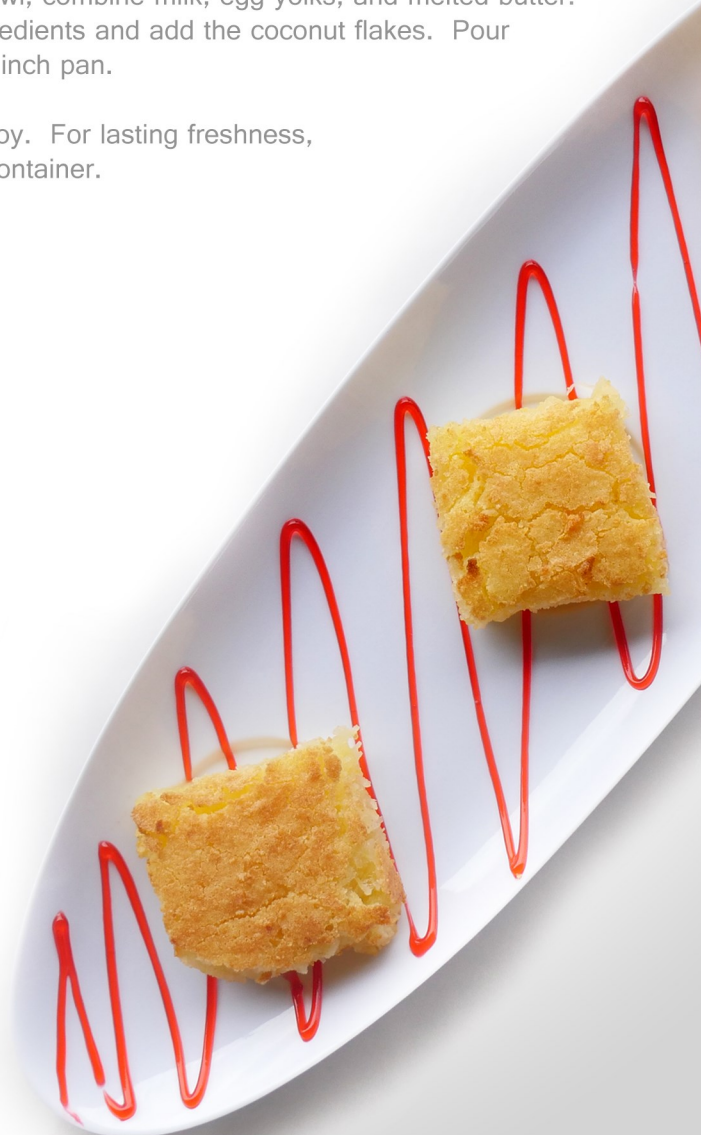


Ingredients:

2 Cups Mochico rice flour
2 Cups granulated sugar
2 Cups milk
4 Egg yolks
3/4 Cup butter (melted)
12 ounces coconut flakes (sweetened)

Instructions:

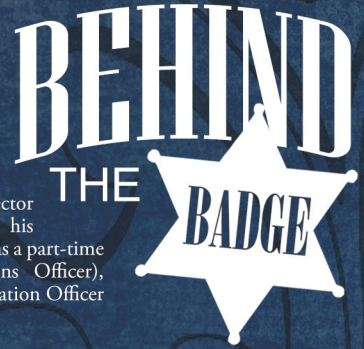
1. Preheat oven to 350 F.
2. Sift flour with sugar in a bowl and set aside.
3. In a separate bowl, combine milk, egg yolks, and melted butter.
4. Combine all ingredients and add the coconut flakes. Pour mixture into a 8X13 inch pan.
5. Bake for 1 hour.
6. Let cool and enjoy. For lasting freshness, store in an airtight container.



SUPERVISING PROBATION OFFICER

Michel Wilson

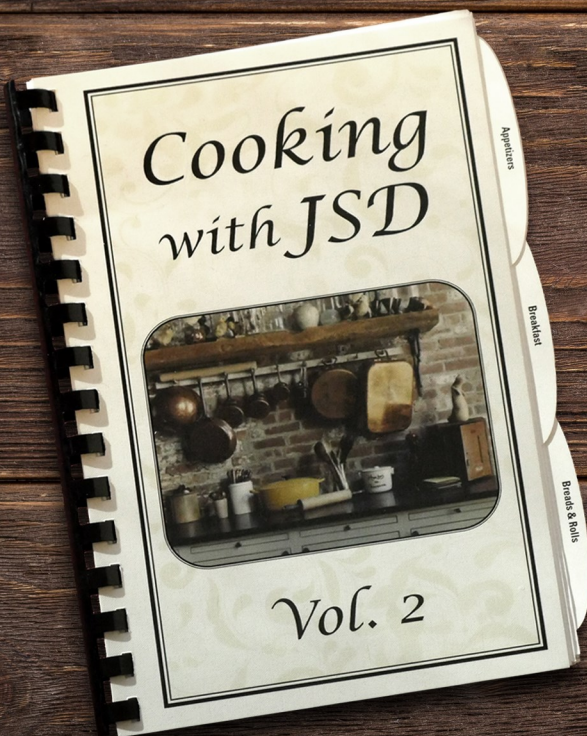
Supervising Probation Officer (SPO) Michel Wilson began his career with the Riverside County Probation (RCP) Department in 2000, after working for 10 years in the food and beverage industry. He felt a need for change and wanted more of a challenge, so at the urging of his uncle, retired Probation Director Michel Stachowski, he decided to take a look at RCP. With his bachelor's degree in hand, he began working for the department as a part-time Group Counselor (now known as a Probation Corrections Officer), subsequently promoted to Deputy, Senior and Supervising Probation Officer positions, and 17 years later, has made probation his career.



In thinking back over the memorable moments in his career, SPO Wilson recalls the importance of working with youth in the institutions and the actions taken by staff to make sure everyone stayed safe. Two assignments he found most rewarding involved task force assignments, CATCH (Computer and Technology Crimes High Tech-Unit) and the Gang Task Force in Moreno Valley. In those positions, he learned a new level of respect for the men and women who put their lives on the line for each other and those they are sworn to protect. He also thoroughly enjoyed his position as a defensive tactics and OC pepper spray instructor for 7 years, and believes his time training staff has likely been the highlight of his career. He states, "As much as this department has expanded, there is no shortage of young minds and spirits that need someone to guide them and give them the tools to be successful. I think that is the biggest responsibility a supervisor has. And therein, lays the challenge; balancing sufficient time to provide proper guidance."

As SPO Wilson's career progressed, he began to see this department was also a place where someone could make a difference in people's lives. Michel noted, "I really decided to make this a career after working with so many great people. I even made one of them my wife." His goals as an SPO are to keep staff safe and his superiors happy. SPO Wilson says he has stayed motivated over the years due to the camaraderie among staff. "We have a very unique job, with many hats, and there are not many ways to measure one's accomplishments or to measure the level of dedication needed to stay the course. We will never run out of clients, never run out of different ways to try and change lives, but we will always depend on each other to get us through to the end of whatever we are doing at that moment. Whether it's your office partner, another office helping you out, or senior, supervisor, or a manager taking time to give you advice, it really makes all the difference." As for advice to staff, SPO Wilson says, "Enjoy the small victories, enjoy the journey, stay safe and vigilant, and always remember to make time for yourself!"

When he does take time away from work, SPO Wilson loves to cook. He has been told his food is outstanding, but since he is his own worst critic, he is not sure. SPO Wilson says you can order either of the two cookbooks from JSD (Juvenile Services Division), which include a lot of his recipes and judge for yourself! In closing, SPO Wilson adds, "Keep up the great work, RCP!"

**ATTENTION STAFF!**

Interested in more recipes from RCP staff? Check out Juvenile Services' "Cooking with JSD", a cookbook featuring over 100 recipes for appetizers, pastas, seafood, and more, all submitted by JSD staff! Contact Cheryl Bennett to purchase yours. All proceeds will benefit the 2016-2017 Riverside County Employee Campaign!



RC P | HOLIDAY GIVING 2016

YTEC Youth Attend Holiday Sporting Events

For the third year in a row, the City of San Diego College Football Bowl Committee donated tickets to the Riverside County Probation Department for both the Poinsettia Bowl and the Holiday Bowl football games. Riverside Juvenile Hall-Alan M. Crogan Youth Treatment and Education Center (R-YTEC) attended the Poinsettia Bowl on December 21st while Indio YTEC (I-YTEC) youth went to the Holiday Bowl on December 27th.

Both groups received the full college football experience by tailgating before the game with hamburgers and bacon-wrapped hotdogs (thanks to the food service staff at RJH and LJH) as well as playing games of catch and bean bag toss. The experience continued inside the stadium where a pre-game tradition for the College Bowl games in San Diego is the unfurling of the Big Flag, one of the largest ceremonial American Flags in the United States that covers one entire football field when fully deployed. The marching bands performed their intricate field formations accompanied by their schools' mascots, cheerleaders, and flag twirlers while the Navy's Leap Frog Team parachuted down into the stadium from 20,000 feet above.

The location of the seats provided excellent viewing opportunities from behind the end zone and, unlike last year, the games remained competitive until the very end. The weather for the Poinsettia Bowl involved a lot of rain, but fortunately the youth were provided with rain ponchos to keep them dry. The Indio youth who attended the Holiday Bowl were treated to much nicer weather and, although they were prepared for a very cold night, many youth ended up not needing to use the knit caps and gloves provided.

For a majority of the youth who attended, this was their first opportunity to experience a major sporting event and, for some, it was their first time traveling outside of Riverside County. For the staff who attended, it was a great experience to be a part of changing lives by giving the youth a day to remember for years to come.

SUBMITTED BY SPO MICHAEL BRINKMAN

Carving Memories

During each day, we find small blessings. Too often; however, we overlook them and choose instead to spend our time paying attention to problems. Thanksgiving is a time for focusing on the good in our lives and giving to those who are less fortunate. More importantly is making memories that will last a lifetime.

This past Thanksgiving, the Alan M. Crogan Youth Treatment and Education Center (AMC-YTEC) Transition Team, Aftercare Deputy Probation Officers (DPO's) and the Riverside Juvenile Hall Kitchen Staff successfully obtained six donated turkeys from US Foods. The turkeys were delivered to families in need, including two families of youth in the Riverside (R-YTEC) Beta Unit, two families of youth in the R-YTEC Iota Unit and two families of youth housed in detention at Riverside Juvenile Hall.

Best of all, the families' reactions and gratitude were priceless. The mother of one youth began to cry when a DPO handed her a turkey and acknowledged how difficult it must be for her not having her child home for the holidays. These acts of giving allow us an opportunity to show empathy for others in need and recognize that we can make a difference. Heartfelt thanks go out to all who were involved in making this past Thanksgiving memorable.

SUBMITTED BY SENIOR PCO ANRI MEZA

Agencies Come Together to Bring Holiday Cheer to Families

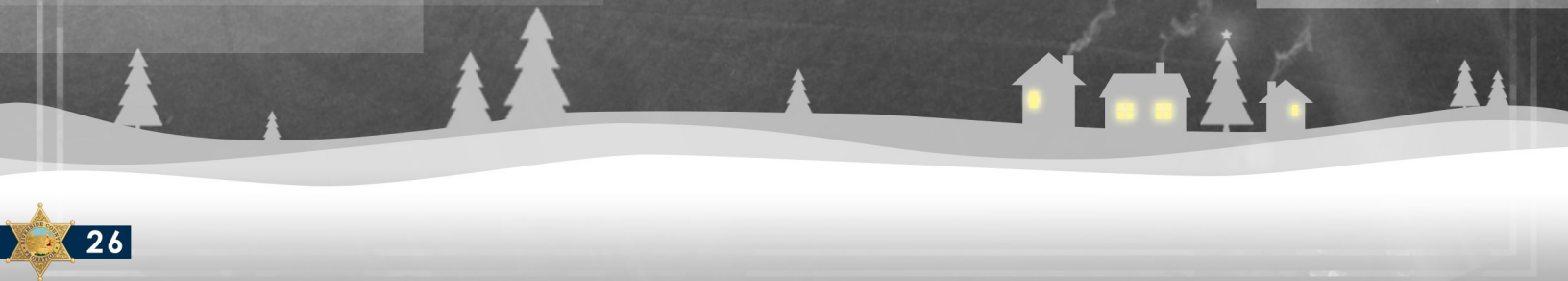
This past holiday season was made a little bit brighter for some needy families, through a partnership with the Riverside County Probation Department and the Riverside County Bar Association (RCBA).

The RCBA Elves Program was established in 2002 as an outreach to assist needy families in Riverside County during the holiday season. Overall, RCBA Elves raised more than \$10,000 in 2016 and assisted 45 families. The program offers the opportunity for people to become a "Shopping, Wrapping, Delivery or Money Elf." Probation Field Services answered the call for help by making referrals, and wrapping and delivering gifts for 15 of those families. A big thank you to all of the Probation employees below who participated in this endeavor! Many gave of their own time and resources.

Those who participated include: Restitution Technicians Aneka Amezcua, Susan Cardenas, Kizzy Moore, and Linda Mosco-Kennedy; Office Assistant Gabriela Torres; Probation Assistant Reynaldo Martinez; Deputy Probation Officers Hilda Favela, Norma Lemus, Michele Peraza, Micheal Rios, and Paulina Smykowska; Supervising Probation Officer Joi Suave.

*To participate in the 2017 RCBA Elves Program, contact Lachelle Crivello lcrivello@rcprob.us

SUBMITTED BY ADMINISTRATIVE SERVICES OFFICER LACHELLE CRIVELLO



THE FIRST ANNUAL A.R.T. CHALLENGE EVENT AT I-YTEC

BY PCO II LAURA R. HUERTA AND TONYA STRICKLAND, LMFT, SENIOR CLINICAL THERAPIST/I-YTEC

The Indio Youth Treatment and Education Center (I-YTEC) held the 1st annual Aggression Replacement Training (A.R.T.) Challenge on September 14, 2016. This event was a collaborative effort between Riverside University Health System-Behavioral Health and the Riverside County Probation Department. Staff took elements from the evidence-based A.R.T. program and created a fun, educational event. A total of 12 youth participated and three teams were formed. Each team came up with a name and banner and was also assigned a team coach. The names of the teams were, "Art Challengers", the "Kings of ART", and "Marvelous Magnificent Mmmmm's."

Coaches were comprised of Probation Corrections Officers (PCO) who are trained in A.R.T. and have had experience facilitating an A.R.T. group. PCO's Martha Moreno, Ivan Gonzalez and Michael Keecher served as team coaches, while staff from Behavioral Health and Probation were judges.

The event included three rounds and consisted of a series of questions honoring the fidelity of the A.R.T. program and allowed participants to display their acting abilities as they modeled program social skills. The goal was to highlight the importance of anger reduction skills and see how the youth were actually learning how

to use those skills. However, the outcome resulted in so much more. Youth worked together in a team setting, using pro-social skills, including communication and effective listening techniques. Youth practiced their public speaking skills as they stepped up to the microphone to give their responses. One youth used the microphone to thank staff for making him feel like he was in a regular high school setting. In the end, the "ART Challengers" took the medal. Ultimately, the day was a success. Next year's A.R.T. Challenge will include a competition between the Indio and Riverside YTEC programs.

INDIO YTEC PAINT NIGHT

This past September, Senior Probation Corrections Officer (SPCO) Angelica Daniel coordinated a paint night for youth at the Indio Youth Treatment and Education Center (I-YTEC). A local artist, Cecilia Cruz, volunteered to come in and provide the youth with an evening of painting. Art supplies were made possible by the local Kids in Crisis (KIC) fund. We wanted to make it an authentic paint night, so snacks and music were provided by the I-YTEC kitchen staff. The youth were thoroughly entertained the entire evening, and were very proud of their artwork. It turns out we have some extremely talented youth, who have just discovered a new pastime!



SUPERVISING PROBATION OFFICER

SUSAN WOODWARD



ENCOURAGING TOLERANCE AND KINDNESS IN INSTITUTIONS

BY PCO II LAURA HUERTA AND PCO II MICHAEL KEECHLER

Every day, we are surrounded by negative media, music, and daily stressors. These stressors can have an emotional impact on the youth and staff within our institutions resulting in strained communication and poor interpersonal relations between staff and youth alike. The month of October was designated as Anti-Bullying month. Our goal for the month was to improve peer relations between staff and youth by providing everyone with an opportunity to be kinder to one another.

Indio Juvenile Hall, this past October, was busy with weekly anti-bullying activities. Youth attended Prison Rape Elimination Act (PREA) and diversity presentations. The PREA presentation provided our youth with training and awareness on how to prevent, detect and respond to sexual assaults in our institutions. The goal of the diversity presentation was to help participants gain cultural awareness in an attempt to reduce bullying and harassment; to be mindful that each person is unique and we must be inclusive and tolerant of our cultural differences. The youth also participated in a poster making contest demonstrating the understanding of the concepts presented. Each youth was taught to stop and think before saying something that could be hurtful to others, and when differences occur, to disagree with others in a respectful manner. The commitment tree was another activity used to encourage tolerance and acceptance. The tree, displayed in the dining hall, stood over 8 feet tall and was constructed of cardboard and paper-mache. The leaves of the tree were made by youth and staff tracing their hands on colored construction paper. The hands were cut out and each individual then placed a positive message on their own "hand leaf." The completed tree was impressive, beautiful and boasted colorful diversity.

Throughout the month, youth were reminded everyone is different, and we should all be treated with dignity and respect. Compliment strips were created and placed in the units for youth to share with others who might need a little friendly note of encouragement. The youth celebrated the end of Anti-Bullying month with a drawing that included goodies and small prizes. Overall, Anti-Bullying month was a success. It provided youth and staff with training and opportunities to create positive peer relations.

HALLOWEEN UNIT DOOR DECORATING CONTEST

BY PCO II DIANA GUZMAN

It has been an annual tradition at Southwest Juvenile Hall (SJH) to go all out in the Unit Door Decorating contest for Halloween. The contest began on October 1, 2016, and allowed all the youth one month to create a "Spooktacular Masterpiece" showcasing how creative, spooky, and silly they can be.

On October 28, 2016, Division Director Shelly Davis, Supervising Probation Officer Gretchen Shipes-McCoy and House Manager Diana Luckett judged the entries based on the following criteria: creativity (originality, unique design, and creative use of decoration), arrangement (display, and placement of decorations), and overall appearance (color coordination, balance, and overall attractiveness). It came down to some last minute scrambling on Friday the 28th when youth in all three units were observed putting together the best door to represent their respective units. Judging was based on a point system ranging from 1- 5, (1 being the least) in each category. Each point sheet was added up and combined for a total number of points earned. All units waited on pins and needles to hear the announcement stating which unit had won the contest. The winning unit ...DRUM ROLL...coming in first place with a perfect score of 45 points was: Unit 1 (the girl's unit) with a "Scary Clown Carnival" theme. Unit Two (the security unit) came in second with a score of 30 points showcasing an "IT, The Clown" theme. Last, but certainly not least, was Unit Three with 17 points, showcasing a "Every Day is Halloween in Unit 3" theme.

The winning unit received the grand prize which included a pizza party, hot wings, and soda for the entire unit to share on Halloween. All youth took great pride in their work. The Halloween Unit Door Decorating contest allowed youth to develop their team building and leadership skill sets; skills that can be used throughout their stay here at Southwest Juvenile Hall.



KALEEN GUZMAN

1. When did you begin your career with the probation department; what assignments have you held to date and what is your current assignment?

I began my career with the Probation Department in October, 2015. So far, I have been assigned to Level II CCPIA and AB109 caseloads, adult investigations, and served as back-up court officer.

2. What did you learn from the time you spent with the Chief?

I learned quite a bit about Chief Hake; about his personal life and his experience in the department. What surprised me most is how personable the Chief is and how he makes an effort to know everyone within the department.

3. Did you learn anything new about Chief Hake or the department? Were you surprised about anything new you discovered?

The most surprising thing I learned about Chief Hake is he initially intended to go into teaching. He became a Probation Corrections Officer (PCO) to take a break from school. It really puts into perspective how decisions can alter the course of our lives.

4. Was there any particular topic of discussion you would like to share?

The Chief and I spoke at length about his philosophy on changing lives and seeing the bigger picture. We are not only changing the lives of those on probation, but their families, and our community as a whole. It is obvious he really wants to make a difference and I thought that was inspirational.

5. Did the Chief offer any advice which stood out to you?

The Chief gave me a lot of great advice for my future with the department. But what stood out to me most was when he said the best way to become an expert at something is by teaching it to others. I do not consider myself the best teacher so this gave me something to work on.

6. Did you find you had any career experiences in common with the Chief (i.e. job assignments, assigned locations, coworkers, job philosophy, etc.)?

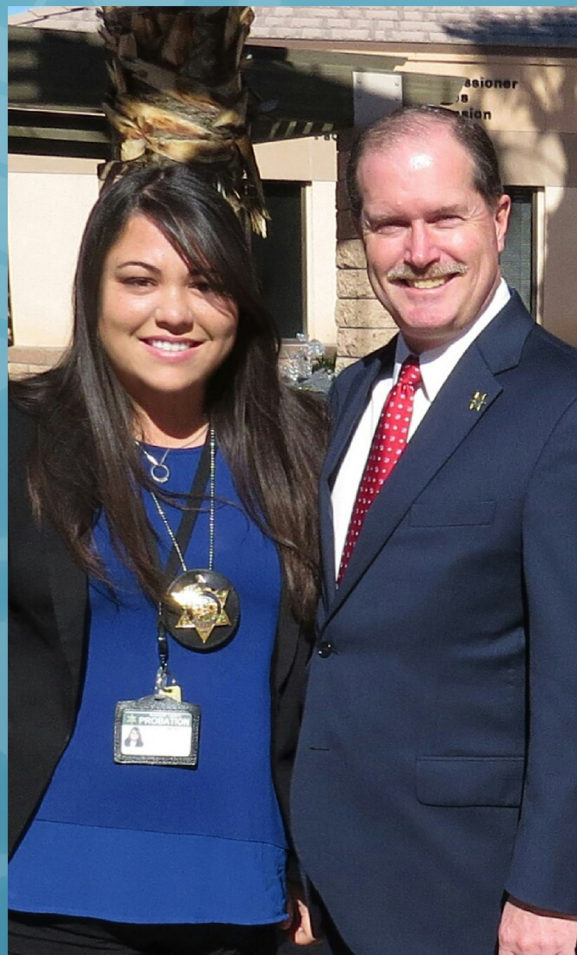
The Chief and I have not worked any of the same assignments. However, he worked in multiple juvenile assignments and, because I may soon be assigned to juvenile, he was able to offer advice on working with youth and where to start in relation to learning the new codes.

7. Did you discover anything personal you have in common with the Chief (sports, hobbies, etc.)?

I discovered that he and I both enjoy a nice slow-paced life away from the city. Chief Hake mentioned he used to commute from the Lake Arrowhead area and he loved living up there.

8. What do you think about the Lunch with the Chief opportunity?

At first, when I found out I was having lunch with the Chief I was very nervous! But after having lunch with Chief Hake, I came to realize he is very easy to talk to and there is a lot to gain from his experience and knowledge. I think the Lunch with the Chief opportunity was great. After you get over the initial intimidation factor, it is actually fascinating to "pick his brain" about all sorts of topics.





SUPERVISOR CORE 002

On the morning of October 17, 2016, Chief Hake addressed 19 supervisors attending our department's second Supervising Probation Officer Core class. The Core class consisted of both sworn and non-sworn personnel. Three of the supervisors were students from the San Bernardino County Probation Department.

The Core training consisted of 80 hours of customized courses that met 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. The Core classes were taught by instructors from our Department's Human Resource Division, County's COR Learning Center, Employee Assistance Services, and preferred vendors.

Participants in the SPO Core Class 002 described the course as a success. They enjoyed learning about managing personalities, resolving conflict, motivating staff, and the different type of communication techniques. They were appreciative of the experience and found the course to be very informative overall. As a result, some noted they felt more confident and believe they will be better supervisors as a result of attending this Core class.

On October 28, 2016, Chief Hake, Executive Team members, a representative from the San Bernardino County Probation Department, along with management and family members celebrated the success of all 19 attendees.

The end of this SPO Core training marks another successful accomplishment for our department. Congratulations to SPO Core Class 002!

- Supervising Probation Officer Dulce Cendejas



An Opportunity for Youth Empowerment

by Stacie Matthews, Riverside County Deputy District Attorney and YAT Team Member

Most students yearn for the first sign of Saturday morning, when they can turn off their alarm clocks and sleep-in to their heart's content. But for thirty-one students who participated in the Youth Accountability Team (YAT) program in southwestern Riverside County, they awoke early on a Saturday morning to attend the first ever Youth Empowerment Opportunity Fair. The fair was created and organized by members of the Murrieta YAT team, which include Senior Probation Officer Aracely Marks and Murrieta Police Corporal Matthew Mozingo, with assistance from Deputy District Attorney Stacie Matthews.

Throughout the six-hour event held on November 5, 2016, at The Young Entrepreneur Success (YES) Place in Murrieta, community leaders volunteered their time by sharing their personal and professional experiences as well as information about opportunities for youth within the community. They provided tools, support and motivation to inspire the youth to reach their full potential and help them deal with daily challenges. The various presenters shared messages of hope and survival by illustrating they had faced many of the same challenges when they were young and these teenagers were not alone in their struggles.

The fair opened with Kristen Fraser, Director of Marketing for Jersey Mike's Subs, dispelling common job interview myths and explaining how to properly prepare and present for a job interview.

The next presenters were Linda Harris, the founder of Operation Prom Dress, and her adult daughter, Hatti. This nonprofit organization provides formal attire for young women and men who might otherwise be prohibited from attending proms and other formal events due to the high cost of buying or renting the appropriate attire. Hatti shared her personal struggle as a teenager addicted to drugs and inspired students with her story of how she not only survived and became sober, but strived to further her education. As a high school student, Hatti was told she was not "college material"; but, she never gave up hope or belief in herself. With determination and hard work, Hatti attended and graduated college and will be opening her own charter school for underprivileged students in Los Angeles. Many students identified with her message of having obstacles to overcome, and she served as a shining example of what our youth can accomplish if they believe in themselves and never stop trying.

Denis Nurmela, business owner and founder of The Young Entrepreneur Success (YES) Place, spoke to the youth about how the YES Place helps teens and young adults start their own businesses by pairing them with successful business owners. Denis discussed how nonverbal communication, body language and facial expressions play a huge role in our perceptions of others and how we are perceived by others. Denis shared helpful hints on how to be successful in school and in life based on his extensive business experience. Students participated in an activity called mind-mapping where they identified their interests and talents by creating a diagram of circles. After creating the diagram, students partnered with each other to explore how to turn

those interests and talents into a legitimate business opportunity. In sharing their future plans, some students circles. After creating the diagram, students partnered with each other to explore how to turn those interests and talents into a legitimate business opportunity. In sharing their future plans, some students became emotional as they admitted out loud for the first time the goals they wanted to accomplish in their lives.

During the lunch hour, students learned about the numerous opportunities available through the Murrieta Fire Department Explorers and SAFE Alternatives For Everyone Police Activities League programs. Students headed outdoors to examine a fire truck up close and saw how firefighters use the various tools onboard to keep our communities safe.

The afternoon session kicked off with a presentation by Darryl Vidal who is a business owner, author and long-time karate instructor. Darryl appeared as a martial artist in the 1984 movie, "Karate Kid" and created the legendary one-legged kick performed by Ralph Macchio's character at the end of the movie. Darryl engaged students by having them participate in karate demonstrations, illustrating to them their mindset is the single most important factor in determining their success or failure. Darryl explained how they think about themselves determines how they act towards others, and those actions will determine how others perceive and ultimately treat them. In essence, what they think about themselves becomes a self-fulfilling prophecy. He encouraged students to push through what they believe they cannot accomplish in order to reach their true potential.

Mack White provided an inspiring story about his progression from being a teen gang member to a successful movie actor. Mack stated as a teenager without much parental support, he began associating with gangs while living in Texas and committed two aggravated robberies. While detained in a juvenile detention facility, Mack worked as a coach for the facility's juvenile football team. When the team played against a local high school, the game was filmed and a documentary created. Mack was interviewed for the documentary and found his passion for acting. Once released from custody, Mack vowed he would never return, and has been pursuing a new path ever since. Mack shared his life lessons about the misconceptions of gang life, the importance of family and the need to find one's true passion in life. Mack empowered students to realize they can change their lives by discarding their negative habits and encouraged them to discover their individual passions.

As the day came to an end, the students walked away with the mindset they would need to overcome their own personal obstacles and find a roadmap to uncover their true passions in life. Through this experience, many of these youth saw a glimpse of their own desire to change and the courage they already possessed to accomplish what they never could have dreamed. It was well worth sacrificing additional sleep on a Saturday morning to begin this exciting new journey. ♦

ADULT
SERVICES
DIVISION

RECOVERY HAPPENS

THE RECOVERY OPPORTUNITY CENTER CONTINUES TO FOSTER CHANGE ALONGSIDE THE COURTS AND RUHS

Recovery Opportunity Center (ROC), also known as Drug Court, is a joint program operated by the Riverside Superior Courts and the Riverside University Health System – Behavioral Health (RUHS-BH). It provides counseling and education, in lieu of custody, to individuals convicted of a narcotics related offense. ROC provides substance abuse education classes, individual and group counseling, and referrals to resources such as the Probation Department's Day Reporting Center and Alcoholics Anonymous/Narcotics Anonymous meetings while being taught accountability through incentives and sanctions.

On Friday, September 30, 2016, the RUHS-BH along with treatment and service providers from across Riverside County presented and sponsored Recovery Happens 2016. National Recovery

Month is a national observance held every September to educate Americans that substance abuse treatment and mental health services can enable those with mental and/or substance use disorders live a healthy and rewarding life. The day consisted of various events including, but not limited to, live music, free food, inspirational speakers, children's activities, a dunk tank and human foosball.

On Monday, December 12, 2016, ROC hosted a Christmas event for current participants and their families. In addition to singing songs such as Jingle Bells and Deck the Halls, the participants also recited Christmas poems and showcased their talents by playing songs on the piano. During the event, the participant's children were surprised with a Christmas story by Mrs. Claus. Following the story, Santa Claus greeted the children and

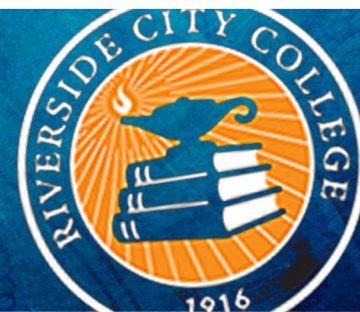
provided them with gifts donated by the Probation Department. It concluded with a dinner provided by the RUHS-BH with karaoke and raffles.

"The joy both events brought to the participants and their families were more life changing than anything I've ever seen. The changes in their lives can be seen not only through their daily actions but in their families as well. As much as we change the lives of the individuals we supervise, we also change the lives of everyone in their life, and in the midst of it all, they change our lives in return."

DEPUTY PROBATION OFFICER
PAULINA SMYKOWSKAADULT
SERVICES
DIVISION

BRIDGING THE GAP TO A COLLEGE EDUCATION

THE BRIDGE PROGRAM SHOWS YOUTH THE PROMISE OF A GOOD EDUCATION



The Bridge Program was created to help an underserved population of young offenders who had not yet been overly acclimated with the Criminal Justice System. The program offers an opportunity to help the offenders rehabilitate by providing services and resources not traditionally offered. It is the vision of The Honorable Judge Rebecca Dugan, as well as those associated with the creation of the program, to assist young men and women in becoming productive and responsible members of society. The Bridge Program participants are allowed access to programs and resources offered at the Day Reporting Center (DRC). Offenders see the value in the DRC and take advantage of the classes offered.

The Bridge Program recently assisted rehabilitation efforts by providing mentorship to an offender who was interested in becoming a college student. The offender had acquired his GED with the help of

the DRC and was looking for opportunities to further his education. Through facilitative discussion and with the assistance of Deputy Probation Officer Elizabeth Rhodes at the Riverside DRC, this offender made the decision to enroll in college with aspirations of one day working in the medical field.

On Friday, November 18, 2016, Deputy Probation Officers Jose Valdez and Lindsay Moore transported the offender to his first college campus tour at Riverside City College. The campus tour was an effort to motivate and encourage him in becoming an active college student. The tour was especially beneficial as he was shown the various school offices and organizations that provide resources for new and continuing students. Throughout the tour, the offender displayed a positive attitude and an eagerness to continue forward in the enrollment process. He met with an

enrollment counselor and was given a list of classes. On Thursday, November 24, 2016, the offender enrolled in two Winter Semester college courses and officially became a college student. He is scheduled to begin classes in January 2017.

The Bridge Program continues to provide offenders with an opportunity to earn a college education. As of December 28, 2016, three more offenders have taken an active role in becoming students at Riverside City College. Two of the three have been provided a campus tour and registered for the entrance exam. The Bridge Program has received positive feedback from the offenders who participated in the campus tours; they all stated without the assistance provided along the way, the likelihood of attending college would have been nearly impossible.

DEPUTY PROBATION OFFICER
JOSE VALDEZ

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