

RCP

QUARTERLY

VOLUME IV
ISSUE II
FALL 2017

A PUBLICATION OF
RIVERSIDE COUNTY
PROBATION
DEPARTMENT



A NEW PROBATION PARADIGM

RCP has a diversified strategy for setting clients on the right path. Equipped with an array of focused, cutting-edge programs, our staff are fast at work improving probation outcomes by offering the appropriate services to clients when they need it most
by RCP Staff

ALSO IN THIS ISSUE:

JJDPC JUDICIAL AWARD

THE HONORABLE JUDGE JACKSON IS RECOGNIZED
FOR HER EFFORTS BY THE JJDPC
Pg. 6

RESTORATIVE JUSTICE

GIVING VICTIMS A VOICE IS THE FOUNDATION
OF A NEW STRATEGY TO CURB DELINQUENT
BEHAVIOR IN YOUTH
Pg. 7



MESSAGE FROM THE CHIEF

FALL 2017



FULFILLING OUR MISSION OF SERVING COURTS, PROTECTING OUR COMMUNITY, AND CHANGING LIVES REQUIRES THE RIVERSIDE COUNTY PROBATION DEPARTMENT TO BE A HIGH-PERFORMANCE ORGANIZATION WITH CUTTING-EDGE PROGRAMS. IN THIS EDITION OF THE RCP QUARTERLY, WE FOCUS ON SEVERAL PROGRAMS OFFERED IN OUR JUVENILE INSTITUTIONS AND TO ADULTS AND JUVENILES UNDER OUR SUPERVISION IN THE COMMUNITY. BUT I'M REMINDED THAT PROGRAMS ALONE DON'T CHANGE LIVES; PEOPLE CHANGE OTHER PEOPLE'S LIVES. AND THAT IS WHY YOU WILL ALSO SEE HOW EMPLOYEES OF RCP ARE ENGAGED IN MAKING THESE PROGRAMS WORK AND EVEN GIVE BACK TO THEIR COMMUNITIES OUTSIDE OF THEIR EVERYDAY WORK RESPONSIBILITIES. TOGETHER, RCP STAFF WORK TO FULFILL OUR DEPARTMENT MISSION AND MAKE RIVERSIDE COUNTY A BETTER PLACE TO LIVE, WORK AND PLAY.

Mark A. Hake

MARK A. HAKE
CHIEF PROBATION OFFICER



YOUTH IN GOVERNMENT DAY AT CRESTMORE MANOR

CONTENTS



4-5	"I AM RCP" STAFF SPOTLIGHT	TIM WHITE
6	CPPCA JUDICIAL OFFICER OF THE YEAR AWARD	LAUREL COOK
7	BEHIND THE BADGE	ALBERTO LERMA
7	BRINGING A VOICE TO VICTIMS	CARI SHEPHERD
8	CONNECTING CLIENTS, COMMUNITY & DOGS	CRISTINA KAYVON-PIERCE
8	TAKING A BITE OUT OF CRIME	ANGEL RUIZ
9	TRANSFORMATION THROUGH WRITING	CARI SHEPHERD
9	NATIONAL NIGHT OUT	
10	RECOVERY OPPORTUNITY CENTER	PAULINA SMYKOWSKA
11	BRIDGE	MICHELE PERAZA
12	THE MEDIATION CLINIC	DAVE SEARING
13	FAMILY FUNCTIONAL PROBATION SUPERVISION	BOBBIE ELLIS
14	YOUTH DIVERSION TEAM	TIERNEY WATKINS
15	STEPPARENT ADOPTIONS	CAROL MECHANICK
16	WRAPAROUND	JENNIFER ATKINSON
17	RENDERING AID AT ALL LEVELS	ROSA CASTELLANOS
18	INNER AND OUTER STRENGTH	CRYSTAL SORIA
18	JUST BEGINNING	GODFREY SERAPHIN
19	PROMOTING EMPLOYMENT	LESLIE GAYK
19	THE ROAD TO SELF-SUFFICIENCY	ROY RAMIREZ
20	STANDING GUARD	GERMAN REGIN
20	LUNCH WITH THE CHIEF	SUMAN PRASAD
21	EMPLOYEE RECOGNITION AND AWARDS CEREMONY 2018	
22	BE A HERO	JANE GAOIRAN
23	PROMOTIONS	

TIM WHITE

STOREKEEPER



I AM RCP STAFF SPOTLIGHT

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

I decided to pursue a career with The County of Riverside after talking to a friend from a local hiking group. He explained how successful he had become, the security the County offered, how happy he was and the love that he had for his job. Wanting to relocate to the area, and achieve what my friend already had, I began my quest to secure a career in the County of Riverside. I knew nothing of Probation but was excited to try a different career path.

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

I have been with the Probation Department for a year and a half.

3. What is your current position?

My current position is Storekeeper for Indio Juvenile Hall (IJH). I work closely with the housekeeping, accounting and food service staff. I am responsible for receiving deliveries, storing received items, rotating stock, managing inventory, stocking supplies, storerooms and housekeeping areas, creating purchase orders, ordering supplies, processing purchases, asset management and maintaining the emergency supplies for the institution. I am also the Division Safety Representative for IJH.

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

I have had two successful careers in my life. I worked up the ranks at United Parcel Service from a young age. I was hired as a night unloader and car washer. I was promoted within a year to a delivery driver and then finished my career with UPS after 13 years in management. UPS employees work very hard, and hard work is rewarded. I learned about integrity, ethics, efficiency and professionalism as a result of my time at UPS. The next career path I chose was to operate an office supply and furniture business in the High Desert. I went in applying my organizational skills, and what I had learned from my experience dealing with successful companies while working at UPS. Without any previous business experience, I had to learn very quickly about profit, loss, accounting, procurement, vendors, bids, hiring and firing; basically everything involved with running a business as if it were your own. In the 20 years I was the operations manager, our sales had tripled. This hard work and good fortune forced us to move our operations from an industrial property to a storefront in order to offer a furniture showroom. Once again, I had to secure a new location, negotiate the terms with the developer, and then orchestrate the big move. It was very stressful and challenging, but the end result was so rewarding. I have been customer service oriented throughout my career, and will always cherish the experience of working with the public. I have made life-long friends of some of those customers. I feel confident that I will continue my career in Probation until my retirement. I am certain that I can bring benefit to the department with my diverse skillset from the private sector.

Continued on next page



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

I fell in love with the Coachella Valley and decided to relocate. I figured at my age I was no longer able to accelerate up the proverbial ladder. This is not true at the County of Riverside. After securing my position with the Probation Department, it became crystal clear that I possess skills and knowledge beneficial in many different positions within the agency. I now realize that I may grow my career within the department until I reach retirement age, which has allowed me to set goals to eventually return to a supervisory position, as I have done for more than 35 years of my life.

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

I accepted the Storekeeper position at IJH that had been vacant for many years. In a way this was a good thing, because it was a blank slate and allowed me to make it my own. My main goal was to develop a uniform ordering system for all dry goods, hygiene products and clothing. In doing so, I have reorganized the storerooms, which allowed me to maximize the space. I also identified and developed maximum and minimum quantities of the inventory here. I am currently organizing and creating the same inventory system for all of the holiday, craft and emergency supplies stored at IJH. Ultimately, my goal is to streamline the position, so that any qualified employee may walk in and take over without any uncertainty.

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

I have to say that the most enjoyment I receive from being Storekeeper at IJH is the people and the interaction I have with so many of the staff. IJH is very much like a family. Everyone here is friendly, eager to help, offer advice and give assistance. The biggest challenge I face, is keeping the inventory regulated with the ever-fluctuating population. Also, due to the age of the facility, we are very limited on storage space for inventory.

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

I believe that being ethical and honest are both extremely important in our success. I also feel being committed to your work and being held accountable proves equally important to any business.

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

Since being employed by the Probation Department, I have been assigned the following: Division Safety Representative, organizing the relocation of the division's Maintenance Department, the Emergency Action Planning Committee, the Employee Recognition and Awards Committee, as well as Asset Management and Inventory Control Group.

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

The only advice I have is to remember that you determine your own destiny.

Life is how you handle plan B, and understanding that things never go according to plan is half the battle.

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

My hobbies are traveling, camping, off-roading, hiking, swimming and cycling. I love to entertain my family and friends who come out to experience our great valley. Something I really enjoy is a great Sunday brunch outside with live music.



THE HONORABLE JACQUELINE C. JACKSON RECEIVES THE CPPCA JUDICIAL OFFICER OF THE YEAR AWARD

The Honorable Jacqueline C. Jackson, Riverside County Juvenile Presiding Judge of the Superior Court, was selected for the Judicial Officer of the Year Award given by the 2017 California Probation, Parole and Correctional Association (CPPCA). She was honored at the Annual Awards Ceremony in conjunction with the CPPCA 86th Annual Training Conference and Vendor Show held at The Queen Mary, Long Beach, CA on September 13, 2017.

Judge Jackson graduated from UC Hastings College of the Law and earned her undergraduate degree from UCLA. She served as a prosecutor in Los Angeles County and as a Deputy District Attorney in Riverside. She was appointed to the Riverside County Superior Court in December 2010 by former Governor Arnold Schwarzenegger.

Judge Jackson was chosen for the prestigious award for going above and beyond in her commitment to the youth of Riverside County and her strong sense of service to the community. She believes just a little service from each of us will make a huge difference for the whole community. She leads by example, volunteering throughout her career in various projects from participating in Los Angeles impoverished classrooms to teaching adults how to read and donating her time to preside over the Riverside Youth Court.

Congratulations to Judge Jackson on this well-deserved honor.

JJDPC

Juvenile Justice Delinquency Prevention Commission



FROM LEFT: JJDPC VICE-CHAIR LAUREL COOK, THE HONORABLE JACQUELINE C. JACKSON, AND SUPERVISING PROBATION OFFICER TONY GARCIA

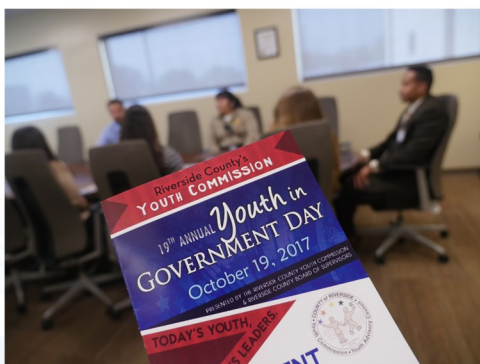
SUBMITTED BY JJDPC VICE-CHAIR LAUREL COOK

19TH ANNUAL YOUTH IN GOVERNMENT DAY by Supervising Probation Officer Cliff Vasquez

On October 19, 2017, sixteen Riverside County Probation staff members served as mentors to Riverside County youth at the 19th Annual Youth in Government Day. This event was presented by the Riverside County Youth Commission and the Riverside County Board of Supervisors. Youth in Government Day is organized to provide youth the opportunity to see how county government agencies work.

The event started at Crestmore Manor's Carriage House. Each of our staff met with our mentees while there. We then brought these youth back to our worksites to allow them to receive job shadowing. Probation staff from Juvenile Services Division, Riverside Adult Services Division, Southwest Services Division, the Youth Accountability Team and the Alan M. Crogan Youth Treatment and Education Center (AMC-YTEC) participated in the event. This was an extra special event for AMC-YTEC because in addition to acting as a mentor to three youth on that date, a youth from our Gamma Unit was a mentee. This youth is a senior in our treatment program. She was mentored by staff from Environmental Health.

Upon completion of the job shadowing, the mentees were returned to the Carriage House for the closing ceremony. All of the youth mentored were complimentary of our staff and expressed further interest in a career in probation after this event. I am certain our staff changed some lives on that day.



STAFF MET WITH YOUTH IN THE NEW ALAN M. CROGAN YTEC



ASSISTANT DIRECTOR DANIEL CASTANEDA STOPPED BY TO SPEAK WITH THE YOUTH



SUPERVISING PROBATION OFFICER CLIFF VASQUEZ GAVE A PRESENTATION



SENIOR PROBATION OFFICER

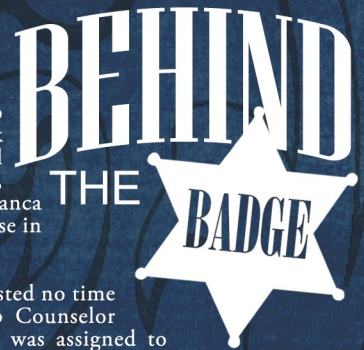
Alberto Lerma

Senior Deputy Probation Officer (Sr. DPO) Alberto Lerma always had an interest in working with at-risk youth. While earning his bachelor's degree in Criminal Justice at California State University, San Bernardino, Sr. DPO Lerma worked as a counselor at the Casa Blanca Home of Neighborly Service and at Operation Safe House in Riverside.

After graduating in December 2006, Sr. DPO Lerma wasted no time putting his diploma to use. He applied for a Group Counselor position with Riverside County Probation (RCP) and was assigned to Riverside Juvenile Hall in August 2007. (The Group Counselor position was later changed to Probation Corrections Officer, or PCO.) Sr. DPO Lerma moved into the field in 2011 and later held assignments in juvenile field supervision, adult field supervision, backgrounds and Quality Assurance (QA).

According to Sr. DPO Lerma, his current assignment at QA is the most challenging of his career because the responsibilities are so atypical of probation work; he now focuses on computers and data rather than people. He had to learn new skills that were outside his comfort zone, such as computer programming, the intricacies of the Juvenile and Adult Management System (JAMS), facilitating JAMS trainings, data collection, statistics, auditing and maneuvering through Excel spreadsheets. It's completely different than working in the field. Sr. DPO Lerma doesn't have to step in to break up fights or, as in his most memorable moment with RCP, have to help a court deputy physically restrain a combative minor in a courtroom while dressed in a suit and tie.

Honesty is the most important of RCP's core values according to Sr. DPO Lerma. "Our clients, their families, the community and the Court must always be confident in our absolute honesty," he stated. Sr. DPO Lerma's best advice for his fellow probation officers is to embrace the challenges that will come as they are moved into unfamiliar assignments. "Don't be afraid to learn something new," he advised. "In my 10 years with the department I have been in multiple assignments. These multiple assignments have helped mold me into the Sr. DPO I am today."



Bringing a Voice to Victims and Change to Youthful Offenders

Riverside County Probation Department Embarks on a Collaboration with Chapman University

by Supervising Probation Officer Cari Shepherd

Partnership and collaboration has long been utilized by the Riverside County Probation Department to promote opportunities and programs to clients which better enhance outcomes. Probation Officers are not only tasked with delivering services to clients, we also provide a voice to the victims of crime through a variety of outlets. In addition to rendering diversion services to youthful first-time offenders, the Riverside County Probation Department has ventured into executing services in an emotionally-based approach through other facets. In November 2016, David Dowling and Brett Brian from Chapman University, in partnership with the Riverside County Probation Department, put into motion the collaborative Restorative Justice Program. The program model is designed off of three key elements: To support the healing process of victims by providing a safe and controlled setting for them to meet; allow the offender to learn about the impact of the crime on the victim and to take direct responsibility for their behavior; and provide an opportunity for the victim and offender to develop a mutually acceptable plan that addresses the harm caused by the crime.

Restorative Justice Program in November 2016, approximately 24 cases have been mediated with several pending. To date, the success rate of the terminated cases remains at 90%, in that, of those who successfully completed the program

over the past six-months, not one youthful offender participant has been re-arrested or adjudicated. While the number of successful cases resulting from the program can be attributed to a variety of factors, one notable part of the experience has been the resolution that appears to happen from the mediation. The skilled and trained restorative justice facilitators render strategic communication strategies to attempt to resolve issues at the lowest level. When victims are able to express themselves in a controlled environment and their concerns are heard and addressed, the matter appears to have a tremendous impact and exists as an important part of the healing process for both the offender and the victim. Most impressive has been the grace of the victims' willingness to participate in the process. For the involved youthful offenders, the process allows the opportunity for them to learn about the effect their actions can have at a personal level, ultimately instilling a sense of personal accountability to refrain from making the same mistake in the future.

While the Chapman University partners are the glue to the program, Deputy Probation Officers (DPOs) Brittany Hill and Leon Reynolds have been instrumental in garnering relative cases for the platform. The process requires a strict review of incoming referrals. Upon review, the assigned restorative justice DPO will evaluate each referral for program eligibility and suitability. After selection, contact is made with the

youthful offender and their parent/guardian in an effort to obtain consent for participation. After consent is received, the victim is then contacted to obtain consent for participation. The dedication shown by the aforementioned DPOs with respect to obtaining partnership and viable cases for the Restorative Justice Program has been unmatched. As imagined, when victims receive a call after a significant amount of time from the offense, they are usually less than willing to want to participate, but it is with the care and knowledge of the program that these staff have been able to walk victims through the benefits of participation.

While the Restorative Justice Program remains in relative infancy, the powerful initial outcomes speak volumes to its potential future success. With the trend of more rehabilitative-based services being offered to juvenile offenders, it is believed the RJ program may be an excellent model of its kind, simplifying the process and associated costs to traditional court proceedings. Most importantly; however, is the nature of the emotional healing that occurs for both parties, suggesting that mediated communication can offer solace to victims and reflection to offenders. The Riverside County Probation Department would like to extend its gratitude to the Chapman University partners, David Dowling and Brett Brian, for their continued dedication to this unique program.



DESERT
SERVICES
DIVISION

CONNECTING CLIENTS, COMMUNITY & DOGS!

THE PALM SPRINGS OFFICE RECEIVES A LARGE DONATION OF PET SUPPLIES FROM SERRANO MIDDLE SCHOOL STUDENTS

During Probation and Parole week in July 2017, the Palm Springs Probation Office donated food and toys to the Palm Springs Animal Shelter, in addition to offering veterinary services (compliments of Dr. Mirona Petrus) to the homeless population with dogs at Sunrise Park in the City of Palm Springs. This inspired staff to continue their efforts with assisting the homeless population with pets in the areas they serve. A few weeks into this project, Deputy Probation Officer (DPO) Cristina Kayvon-Pierce received a call from her friend Ruth, a teacher at Serrano Middle School in Highland. Ruth explained another teacher, Erin H. and her Associated Student Body (ASB) students put together over 50 kits for the homeless dogs and cats. The ASB students from Serrano Middle School collected shoe boxes to store the items which included water bottles, dry food, wet food and treats. The students received a generous donation from Uptown Pets in Yucaipa to fill their kits with the necessary items. DPO Kayvon-Pierce and DPO Alfredo Garcia went to Serrano Middle School to pick up the homeless pet

kits to disperse in the Palm Springs area. They were greeted by the ASB students who graciously organized this effort. Once the kits arrived at the Palm Springs office, deputies were able to hand them out to homeless clients with pets. The clients were extremely grateful for the kits as were their companions. Often times, deputies take the kits with them in the field and hand them out as needed throughout the community. Many homeless clients know they can rely on staff for assistance with their pets, whether they are in need of food, water, leashes, collars or even veterinary services. This has been a great way for staff to connect with their clients and the community. During her field contacts, DPO Kayvon-Pierce often provides homeless clients with an overview and education on how to be a responsible pet owner and is able to coordinate the services for them, even offering transportation to anyone in need.

This is an ongoing project for the Palm Springs office as staff continues to donate items. They work

closely with the Palm Springs Animal Shelter to offer to spay/neuter pets free of charge for any homeless client who wishes to pursue these services. Since July 2017, numerous pets have benefited from the donations while the deputies have found a new way to connect with the clients.

We are very thankful to the students at Serrano Middle School for their generous donation.



DEPUTY PROBATION OFFICER

CRISTINA KAYVON-PIERCE

SOUTHWEST
SERVICES
DIVISION

TAKING A BITE OUT OF CRIME

THE MURRIETA OFFICE FUNDRAISES TO HELP HEMET PD'S K9 PROGRAM

Between July and August 2017, Deputy Probation Officer (DPO) Kristen Dixon spearheaded a fundraising campaign during Probation Week that would eventually extend into a month-long mission. DPO Dixon approached Unit 67, Murrieta Adult Probation, at the time led by Supervising Probation Officer Scott Harvey, and in an enthusiastic demeanor simply said, "I have an idea." She explained she wanted to do something special for Probation Week that could potentially assist the communities of Hemet and San Jacinto. DPO Dixon spoke to the unit about wanting to raise money for the Hemet Police Department, as the department's K9 Unit was in drastic need of a new K9 Police Dog.

During her presentation, she explained that several local law enforcement agencies recently experienced serious losses and hardships with their K9 Units while demand for the service of these specialized teams is on the rise. She detailed that in 2015, the Riverside County Sheriff's Department

lost their beloved K9 "Sultan" after he was shot and killed in the city of Hemet and that in 2016, the Moreno Valley Police Department's K9 "Dre" was stabbed during an apprehension and was medically retired.

The biggest issue for local agencies continues to be the high cost of maintaining a K9 Unit, which includes the cost of the dog and advanced training for both the handler and dog. DPO Dixon's words inspired Unit 67 to become involved with the cause and a massive fundraising drive was immediately underway.

The fundraising events that transpired included; a doughnut sale, snack sales, various raffles, an ice cream social, an amazing breakfast prepared by DPOs Janette Perez and Monica Farrell and a delicious BBQ lunch cooked by DPOs Chris Foster and Haniel Garcia. Unit 67 mastered the art of teamwork and creativity as DPO Caitlin Camilo weaved "thin blue line" bracelets that



became an instant selling success. The Murrieta Probation Office also hosted three events during which the Murrieta Police Department or the U.S. Border Patrol brought K9s. Many local businesses and organizations donated products for raffles and sales.

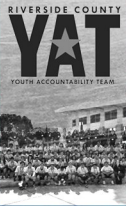
In the end, DPO Dixon's hard work helped raise \$1,775 (more than triple the original \$500 goal) to be donated to the Hemet Police Department to assist the agency in obtaining a new K9. While many contributed to the fundraising success, DPO Dixon had the initial vision to do something great. In essence, a winner's mentality defines DPO Dixon and at the time of handing the money to the Hemet Police Department, our entire community won.



SENIOR PROBATION OFFICER

ANGEL RUIZ





YOUTH
ACCOUNTABILITY
TEAM

TRANSFORMATION THROUGH WRITING

YAT'S SELF-EXPRESSION WORKSHOP FEATURED FILMMAKER CHRISTOPHER LANDON



Voltaire once said, "Writing is the painting of the voice," and it is with this sentiment, Riverside County Deputy District Attorney (DDA) Sharon Shuster created an event surrounding the written word. Over the past two months, Youth Accountability Team (YAT) youth were asked to produce a movie critique, to display their reactions to a movie of their choice in writing. In the early morning of September 23, YAT members, YAT youth and local students joined together at the Riverside County District Attorney's Office to celebrate in the final stage of the self-expression workshop. Riverside County District Attorney Michael Hestrin joined the event to welcome the youth and provided the audience with an overview of the District Attorney Office's mission and in-depth perspective of the Crime Prevention Unit. Supervising DDA Gerry Lopez took the stage to share his gratitude toward the youth for their participation in the creative self-expression workshop remarking, "We develop our youth on self-discovery." DDA Lopez shared his appreciation for the efforts of DDA Shuster and her creation of an event surrounding creativity, writing and expressiveness.

Creator of the workshop, YAT member DDA Shuster, expressed the significance of surrounding oneself with a positive peer group relaying, "show me your friends and I will show you your future." She shared of her own personal struggles during

high school and her ultimate success of overcoming, including graduating from UCLA; attributing much of her triumph to the support she received from her longtime friend and Hollywood director, screenwriter and producer Christopher Landon. Landon, who is best known for the film *Disturbia*, three of the *Paranormal Activity* films and *Scouts Guide to the Zombie Apocalypse*, also directed the recently released film, *Happy Death Day*. As a tribute to her friendship and to exemplify the value and importance of positive influence, DDA Shuster shared words and sentiments of encouragement offered to her from Landon. Merging the challenges of childhood into the success of adulthood, DDA Shuster reflected on her achievement as well as those of Landon.

As anticipation grew, Landon joined the event to share insight into his chosen career and the value of following his passion - horror movies. He noted writing was "something that has always been inside of me." He reflected on his childhood, which consisted of being raised within a Hollywood family and the escape he found in these films. "The real world was terrifying," Landon said, but he remarked that when he watched horror movies, a pastime and memory he shared with his father, he felt the movies provided him a safe place to put his fear. He recalled his upbringing as an intern and early screenwriter and recounted the doubts he faced, "I learned a lot from the good, but learned

more from the bad." After initially experiencing success in his field, Landon's career came to a standstill. During this time, he moved to Austin, Texas with the mindset that he had failed at the one thing he loved. It was in these moments of despair that Landon experienced feelings of being an "invisible man," ultimately inspiring him to create the box office hit *Disturbia*. He reminded the youth of the importance of not giving up on their goals, acknowledging that it would have made sense to stop during this down period in his life; however, he attributes the drive to move forward towards success to the inspiration offered by his friends. After sharing his inspirations and insights during a question-and-answer session with youth, Landon emphasized that, "Your imagination is the only thing that matters," adding "don't consider failure an option." DDA Shuster rejoined Landon in a presentation of awards for youth and a photo opportunity to capture the moment.

The Riverside County Probation Department, wishes to extend gratitude to DDA Shuster, the Riverside County District Attorney's Office Crime Prevention Unit, and Christopher Landon for their inspirational and unique approach to bringing creative opportunities to YAT youth. And while the physical element of the event has concluded, the inspiration from Landon's words and message remains strong.

SUPERVISING PROBATION OFFICER
CARI SHEPHERD



The Desert Indio Youth Accountability Team / Community Diversion Team and the Desert Services Division Juvenile Unit participated in the Indio National Night Out at the Indio Teen Center on October 3. The evening involved partnering with other community agencies to share information with our local families. In addition to music, a car show and food, the Indio Teen Center provided a great opportunity for families to meet with and build relationships with local law enforcement and learn about local community resources.



"Those who take part in [ROC] are presented with an opportunity to rebuild their lives and families in a way that would be difficult, if not impossible, to achieve from behind bars."

ROC

RECOVERY OPPORTUNITY CENTER

Nick had a normal life until the age of 20 when he was injured in a motocross accident and prescribed opiate painkillers. Nick became addicted and eventually turned to heroin. By 27, he was using a gram of heroin a day and selling drugs to support his habit. Nick was looking at multiple felonies after being arrested for possession of several kilos of methamphetamine, but was offered a second chance through the County of Riverside Recovery Opportunity Center (ROC). The program worked for Nick. He graduated in October 2017 and, like nearly 600 others who graduated from the program over the last 20 years, his life is back on track.

ROC, also known as drug court, is an 18-month program offered in lieu of incarceration for people facing drug or alcohol-related criminal charges. Those who take part in the program are presented with an opportunity to rebuild their lives and families in a way that would be difficult, if not impossible, to achieve from behind bars. In addition, clients who complete the program can have charges reduced or dismissed.

Though it's far better than being incarcerated, ROC is not a walk in the park for clients; there are a lot of rules and expectations. In the beginning, clients have to check in at the ROC by 7:30 a.m. during the week and submit to a drug or alcohol test, spend at least four hours a day in counseling sessions, participate in addiction therapy and agree to random home searches. "ROC is designed to push clients to their limits, to see how they react under pressure and use the tools learned in treatment," said Deputy Probation Officer (DPO) Paulina Smykowska.

Clients move through four phases in the ROC program; as they advance, less time is spent in therapy and learning sessions at the facility, and more time is spent working or at school. Even as clients spend less time at the ROC, they are monitored very closely by probation officers and therapists.

The requirements can be daunting to clients at first, but many, including Nick and fellow graduate Ian, end up with a great appreciation for the way the rules play into the success of the program. "Anybody with an addiction needs to be accountable," Ian said. "Having a routine was great. My life went from mayhem to productivity." Nick agreed. He was frustrated at first by the hours spent talking about his problems and being forced to live in a sober living facility. However, he stuck with it because he wanted his life back and everything fell into place over time.

Both men are now employed full time and once again have positive relationships with their friends and families. Ian, who hadn't been in his young son's life for several years due to his drug addiction, now sees him every weekend.

"I'm extremely proud of this program. I'm excited to come to work every day," DPO Smykowska said. "It's about more than just enforcing the law; it's about changing lives."

ROC is a collaborative effort of the Riverside County Probation Department, Department of Behavioral Health, Riverside Superior Court, Public Defender's Office and District Attorney's Office. There are ROC offices in Riverside, Indio, Blythe and Riverside County's Southwest area.

PAULINA SMYKOWSKA
DEPUTY PROBATION OFFICER ASSIGNED TO ROC



BRIDGE

"The Bridge Program is unique in that it gives intensive services to youthful offenders so that they can experience responsible, healthy and happy lifestyles."

- JUDGE DUGAN

The Bridge Program (BP) was established to support underserved 18 to 23-year-olds with low-level offenses who could benefit from increased supervision and access to resources. The goal of the program is to guide clients toward successful completion of probation while affecting positive, prosocial behavior in an effort to keep them from returning to the criminal justice system. Defendants are referred to the program by their Public Defender or the Judge; the program is imposed by the court or as part of a negotiated agreement and incorporated as part of the conditions of supervision.

The BP caseload is small, which allows the assigned Probation Officer (PO) to give more time and attention to each individual, resulting in a personable relationship with the client. Individuals come to rely on their PO for guidance, advice, motivation and accountability.

The program focuses a great deal on education. The BP had four participants earn their GEDs last graduation. Three of those individuals are currently enrolled at Riverside Community College. Seeing the clients complete their first semester of college was exciting because they have shared that they had never thought about attending college prior to being in the BP. Listening to them speak about college and the classes they are currently enrolled in is motivating and shows that the program can help clients accomplish things they never thought possible.

The Honorable Judge Becky Dugan, who helped develop the BP, saw the tight bond between the clients and POs as vital to the success of the program. Judge Dugan believes in giving clients an opportunity to participate in prosocial activities as part of the BP. Thanks to her kindness, six clients participated in the Veterans Ruck March earlier this year, five clients completed the Cancer Walk up Mt. Rubidoux in October and nine clients participated in the National Multiple Sclerosis Society MuckFest MS mud run fundraiser in November. The clients expressed gratitude to be able to participate in physical challenges for causes bigger than themselves.

A WORD FROM JUDGE DUGAN

"The Bridge Program is unique in that it gives intensive services to youthful offenders so that they can experience responsible, healthy and happy lifestyles. The probation dept. not only focuses on education and work, but provides mentors and role models so that the clients can learn how to have fun without getting high or playing video games. It appears to be highly successful. A big shout out goes to Michele Peraza, who makes sure they get to the practices and events on time and participates with them. She really leads by example."

MICHELE PERAZA
DEPUTY PROBATION OFFICER ASSIGNED TO THE BRIDGE PROGRAM



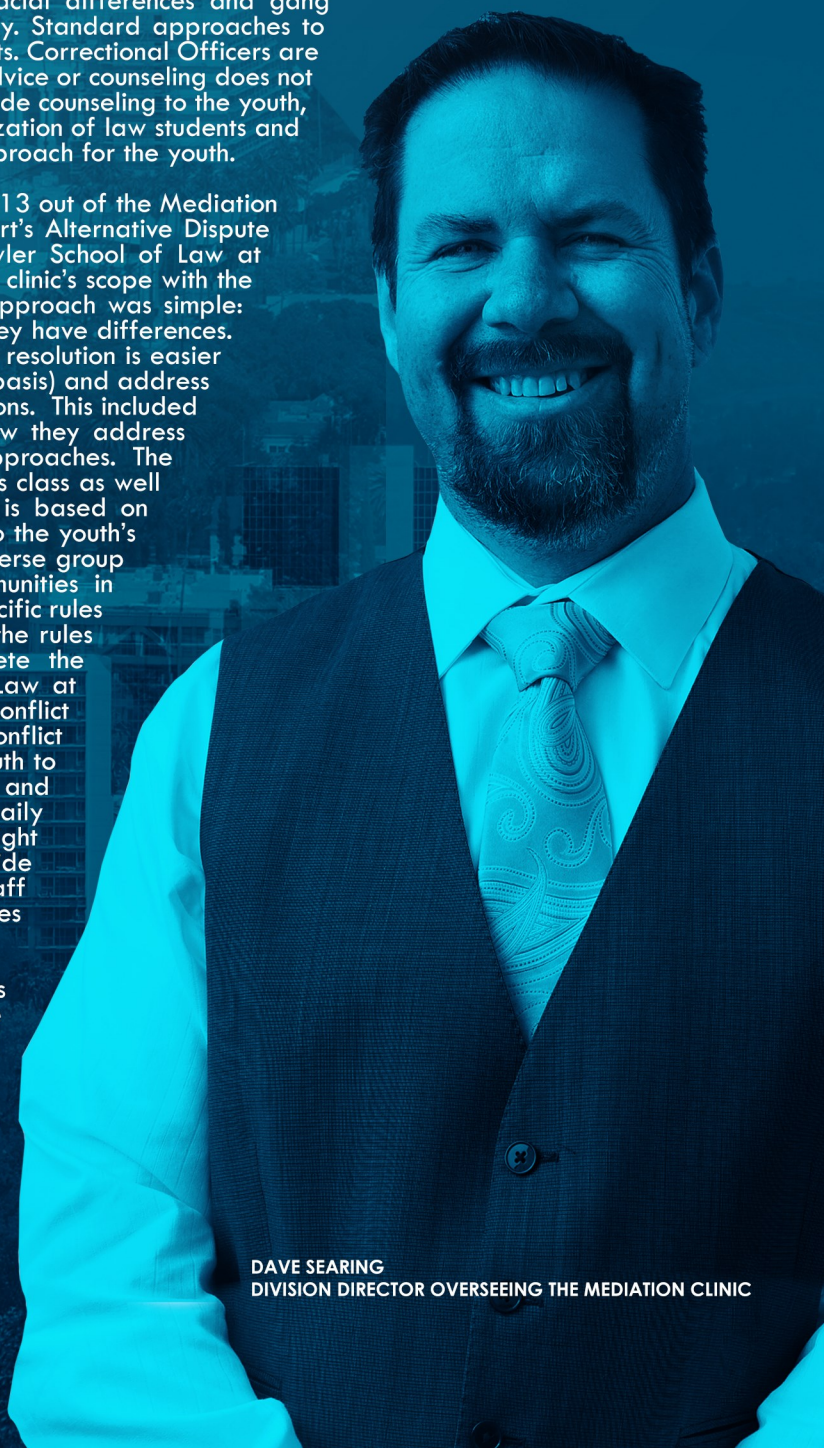
THE MEDIATION CLINIC

"There is no other program in the State of California that brings together a law school and youth detained in a juvenile detention facility, specifically focused on addressing improving youth behaviors both inside and outside of the detention setting."

The Mediation Clinic consists of law professors and students from Chapman University. They provide conflict resolution counseling to in-custody youth. Many youth in custody at Riverside Juvenile Hall (RJH) experience conflict due to racial differences and gang rivalries that begin in the community and continue in custody. Standard approaches to diffusing violence in the juvenile hall are met with mixed results. Correctional Officers are often viewed by the youth as "law enforcement," and their advice or counseling does not always have the impact it needs. Mental health workers provide counseling to the youth, but seeking their advice can be seen as a weakness. The utilization of law students and professors provide a much-needed, unbiased third-party approach for the youth.

The Juvenile Hall Peer Mediation Clinic originated in May 2013 out of the Mediation Clinic's existing relationship with the Riverside Superior Court's Alternative Dispute Resolution Program. Professor David Dowling from the Fowler School of Law at Chapman University had previously discussed expanding the clinic's scope with the Superior Court to provide services for RJH. Dr. Dowling's approach was simple: most parties in a conflict have more goals in common than they have differences. By focusing on common goals as opposed to the differences, resolution is easier to achieve. His group would speak to youth (on a voluntary basis) and address the youth's behaviors and mindsets that led to the confrontations. This included the discussion of ways in which the youth could change how they address conflict in their lives and reach common goals through new approaches. The program currently consists of both a six-week mediation skills class as well as one-on-one individualized counseling. The lesson plan is based on mediation courses taught in law school which are adapted to the youth's learning level. Youth participating in the program are a diverse group of males, many with deep-rooted ties to the gang communities in Riverside County. The participants are required to follow specific rules during the entire six-week program and youth who violate the rules are subject to dismissal. Youth who successfully complete the program receive a certificate from The Fowler School of Law at Chapman University. Mediators also offer individual conflict counseling and meet with youth weekly to explore areas of conflict and appropriate ways to deal with conflict. This enables youth to express themselves in a setting that is non-threatening and confidential. They are able to speak freely about their daily challenges and solutions to those challenges in a way they might not otherwise with staff members. Lastly, the mediators provide training to staff at RJH. The training is designed to help staff understand the mediation program and teach them techniques that are helpful when addressing youth with conflict crisis.

There is no other program in the State of California that brings together a law school and youth detained in a juvenile detention facility, specifically focused on addressing improving youth behaviors both inside and outside of the detention setting. The impact to the community is positive on many levels: the youth are taught alternate ways to address conflicts in their daily lives, that violence is not the solution to the majority of their conflicts and that understanding others is key to overcoming differences; the skills they learn can be applied in their daily life after they are released and will deter behaviors leading to further incarceration; and the law students are exposed to real people with real problems, giving them insight into human behaviors that ultimately lead to incarceration or court proceedings.



DAVE SEARING
DIVISION DIRECTOR OVERSEEING THE MEDIATION CLINIC



"Motivational interviewing techniques are at the core of the FFPS program, as they keep the families invested in the program."

FFPS

FUNCTIONAL FAMILY PROBATION SUPERVISION

Functional Family Probation Supervision (FFPS) is an intense, family-based intervention which offers a shift in philosophy and practice by focusing on providing structure and education for youth clients and their entire family unit. We, the Probation Department, understand that probation affects everyone in the home. FFPS concentrates on change in the home to sustain change in the client.

The Southwest Services Division implemented this program with a team of four FFPS Deputy Probation Officers (DPOs): Rolando Benavidez, Tabitha Jeffreys, Christopher Machado and Angel Turner. The team received specialized FFPS training and was excited to put the intense family intervention into practice. This type of heightened supervision is provided to the children who are considered to be at imminent risk. The caseloads of 15-20 minors allow the supervising PO to not only assist the families in meeting their needs, but also act as an extension of the family. FFPS prides itself on being customer-centric and assisting clients with overcoming obstacles that may otherwise prevent them from successfully completing probation. For example, a FFPS probation officer will transport a client to his counseling session or a client's mother to her Parent Project class.

In addition to the specialized FFPS training provided throughout the year, the FFPS team has weekly phone conversations with a FFPS consultant to discuss cases and devise plans to better assist the families and prevent the minors' probation from escalating. To stay in alignment with being an evidenced-based program, the FFPS program utilizes measures for the minors, parents and the Probation Department. After the information from the measures has been obtained, the FFPS DPOs then enter the data on a spreadsheet which is sent to a consultant to process and provide results.

Motivational interviewing techniques are at the core of the FFPS program, as they keep the families invested in the program. The program has gained a positive reputation in the Southwest Court and has become a viable option to keep a child in the home.

Ultimately, the FFPS goal is for our clients to have successful probation terminations and for their families to link themselves to community resources without a need for probation intervention. The FFPS team, the Southwest Services Division management team is honored to provide this type of service to our probationers and their families.

BOBBIE ELLIS
SUPERVISING PROBATION OFFICER ASSIGNED TO FFPS



"The YDT program allows for youth to work with law enforcement professionals, positive role models and mentors in hopes of keeping the youth out of the juvenile justice system."

YDT

YOUTH DIVERSION TEAM

The Youth Diversion Team (YDT) is a diversion program for first-time juvenile offenders who reside or attend school in the city of Corona. It is a partnership between the Riverside County Probation Department and the Corona Police Department that also works collaboratively with counseling agencies and school districts, primarily the Corona-Norco Unified School District. A probation officer and detective work together to intervene in the lives of at-risk youth and juveniles who engage in minor crimes before they escalate to committing major crimes.

The YDT program's intent is to curb juvenile crime and delinquency within the community by providing supervision, services and accountability. The goal of YDT is to reduce delinquent incidents on campus, in the community and at home. They aim to reduce the number of petitions filed, the number of juveniles placed in custody and truancy rates.

The eligible youth enter a six-month contract with the Corona PD, Riverside County Probation and their families wherein they must complete community service hours, attend a CHOICES class and complete an essay related to what they learned in the CHOICES class. CHOICES is a one-time class taught by a Riverside County Probation Corrections Officer that discusses the importance of making good choices, the consequences of making poor choices and daily life in juvenile hall. Counseling is also a requirement for some youth and their families.

Regular meetings are held with the youth and the youth's parents or guardians to ensure accountability with required assignments, school attendance, grades and behavior in the home and community. The youth's criminal offense is dismissed prior to being entered into the criminal justice system if the YDT contract is successfully fulfilled.

Referrals originate from juvenile petitions that occur in the city of Corona. The probation officer and detective review the petition to determine if the youth is a first-time offender and if the crime and circumstances of the crime are appropriate to be handled informally through juvenile diversion. If they are determined to meet the criteria, the youth and their family are scheduled for an initial interview to meet with the team. As participation is voluntary, as long as the minor and family are willing to participate and there are no major issues such as extensive drug history, then a contract is initiated with the family. If the family decides they do not want to participate in the contract, the petition is referred to Riverside County Probation Intake. The YDT program allows for youth to work with law enforcement professionals, positive role models and mentors in hopes of keeping the youth out of the juvenile justice system.

TIERNEY WATKINS
DEPUTY PROBATION OFFICER ASSIGNED TO THE YOUTH DIVERSION TEAM



STEPPARENT ADOPTIONS

"I had the pleasure of meeting incredible families with great big hearts and honorable intentions."

A stepparent or domestic partner who wishes to adopt a child of their spouse begins the process by filing a Stepparent Adoption (SA) petition. As part of the process, an investigative report is prepared for the court's review. The report can be completed by an outside agency, but is most often completed by the Probation Department. If the parental rights of the non-custodial parent have not been terminated or voluntarily relinquished, the family must also file a Freedom from Parental Custody and Control petition (FPCC) to ask that the parent's rights be terminated. In these cases, probation must prepare a separate investigative report for the court recommending the request be granted or denied. Probation is also responsible for the investigation of FPCC petitions in cases of Independent Adoptions.

When conducting these civil investigations, probation must interview the petitioner, the child's parents, the child and any collaterally-involved parties. In stepparent adoptions, probation represents the interests of the child, and if they are over 12, their consent is crucial. Additional factors evaluated by probation include the petitioner's age, the extent of bonding with the petitioner and the ability of the petitioner to provide proper care and guidance to the child. In FPCC petitions, probation serves as the neutral party ensuring the rights of all parties to a petition are upheld.

The process is fraught with twists and turns, and often becomes emotional. In one heart-wrenching case, an absentee natural father came into the office to sign a consent terminating his parental rights, but he struggled with mixed emotions over whether it was the right thing to do. He explained he did not want to terminate his rights, but likewise, did not want his teenage son to forever resent him for not supporting the son's desire to have his stepfather adopt him. With a suggestion by this officer, the natural father wrote a loving and meaningful letter to his son letting him know how much he loved and cared for him. So much so, that he respected his wishes and willingly signed the consent. In his letter, the natural father let his son know that for now, he would love him from afar, but if the day came where his son would like to build a relationship, he would still be there.

Over the last year, I have completed over 65 civil investigations. During the investigative process, I had the pleasure of meeting incredible families with great big hearts and honorable intentions. These civil investigations and subsequent adoptions improved the lives of children forever by giving them a stable and secure home that should facilitate a pathway to the child's emotional success. They also turned petitioners into legal "moms" or "dads" by formalizing the lifetime commitments they made to care for and support the child of their spouse or domestic partner.

CAROL MECHANICK
DEPUTY PROBATION OFFICER ASSIGNED TO STEPPARENT ADOPTIONS



“As a team, we not only support the family and youth but each other. We build each other up and strengthen the individual members to create a cohesive group.”

WRAPAROUND

Wraparound is a collaborative program between Probation and Mental Health developed to assist a population of high-risk children and adolescents. It aims to keep juvenile probationers with their families while offering individualized services developed in a family-centered, team planning process. The Wraparound team is comprised of a Probation Officer, Clinical Therapist, Behavioral Health Specialist, Parent Partner and a Registered Nurse. The team develops a plan and works with the family to keep them on track.

As a team, we not only support the family and youth but each other. We build each other up and strengthen the individual members to create a cohesive group. The Clinical Therapist is the facilitator of the team and leads the weekly meetings. The Behavior Health Specialist works closely with the youth to help them with their substance abuse issues, anger management and setting personal goals. The Parent Partner meets with the youth's parents weekly and assists them with parenting issues, housing and understanding the importance of self-care. The Registered Nurse helps any member of the family that requires medical assistance and continually provides the families with presentations and promotes healthy living.

As a team we continually strive to motivate our clients to move past juvenile probation and become productive adults by taking them on college tours, vocational school tours and job sites they have shown interest in. In addition, we help them through every phase of the job hunting process and provide clients with appropriate attire for job interviews when possible. Aside from the focus on school and employment, we aim to help elevate their mode of thinking and behavior by taking the youth on trips to museums, coordinating healthy workshops and facilitating participation in extra-curricular activities.

The Wraparound graduations and subsequent termination of probation for the youth are the highlights of this assignment. It is a rewarding experience when we are able to assist a family and help guide the youth into making healthy lifestyle changes - these are the moments the Wraparound Team aspires for.

JENNIFER ATKINSON
DEPUTY PROBATION OFFICER ASSIGNED TO WRAPAROUND



RENDERING AID AT ALL LEVELS

YAT Supporting Parents through Parent Project®

By Supervising Probation Officer Rosa Castellanos

The YAT program renders aide and service to the community in a variety of forms. Not only do we ensure our YAT youth receive intensive supervision, accountability and mentorship, we also work closely with parents and guardians. YAT teams recognize that a tremendous amount of a youth's success lies in the support and communication stemming from the youth's home life; as such, the YAT program has partnered with the Parent Project® to assist in the youth's success. The Parent Project® is a ten-week intensive course aimed at supporting parents raising difficult or out-of-control children. This program specifically educates and provides parents the tools necessary to address their child's difficult adolescent behavior. At times, YAT receive feedback from families, parents and/or youth they have worked with in some fashion, thanking them for their intervention.

Good Afternoon,

In April 2017, I emailed the Riverside County YAT Program, in search of a program that would help my 12-year old son's academic and behavioral issues. My son's academic performance was poor, as he was getting into fights at school, and being disrespectful and defiant towards his teachers, myself and his step dad. Officer Nelson reached out to me, in response to my email, and started the screening process of whether my son qualified as a candidate. Needless to say, we received an interview appointment in May 2017. After the interview, the team extended an invitation for my son to become a part of the YAT program. Due to familial circumstances, we were unable to take advantage of the YAT program. Coming from a long bloodline of Military Veterans and Law Enforcement, I knew some of what the YAT program had to offer. I wanted every opportunity possible to get my son back to being the "loving, caring, and good kid" we've all known him to be, and placed back on a positive goal driven path. Though we were unable to participate in YAT, Probation Officer Nelson knew how defeated and lost I felt after leaving the meeting that day, and without any hesitation, informed me about a parenting class that may be of benefit to my family and I. I still remember the consoling words she offered that day, "I am sorry you're going through this. I know your trying your best to guide him down the right path as best as you can, but even though he is not able to participate in the program, it doesn't mean all hope is lost. There is a ten-week class called The Parent Project®. It's an opportunity for parents to learn alternate forms of communication, effective ways to handle their child's negative behavior, and most importantly keeping consistency in the home." Without a second thought, I enrolled in the upcoming class which was scheduled to start a month later.

We experienced mixed feelings of excitement and uncertainty, as we arrived on our first day of our new adventure. I clearly remember walking into the building, making eye contact with both of the instructors, and their faces full with smiles from ear to ear, as they introduced themselves; Deputy Probation Officers (DPO) Muskatell and Buffington. Over the following weeks, we began to experience and appreciate how each of the instructors was able to demonstrate understanding, patience, kindness and openness. They taught our classes each week with such dignity, proficiency and confidence. In order to help us grow into better, affectionate, loving, and consistent parents. They made sure we were able to understand and incorporate concepts taught. Together, the instructors and parents built a high comfort level within our small, close-knit, but strong support group. We were able to share our parenting experiences openly, honestly, and confided in each other without feeling that we may be judged for our inconsistent and condoning choices as parents. I say we, because our instructors not only made me feel this way, but they also provided and supplied that same comfort level to each and every parent in our class.

As our last class session approached, we took pride in claiming perfect attendance! We made it to each and every class without fail, and not to mention all voluntarily. We wanted to be present in each class, and we wanted to be a part of each lesson each week. Depending on the outcomes with each homework assignments, some week's class sessions couldn't come soon enough. Regardless of our trials and errors while attempting to enhance our parenting techniques, we took each lesson to heart, mastered the homework, and participated as much as possible. Together we had moments of laughter, and even some moments of tears while we all grew together during this experience. I can honestly say that although, DPO's Muskatell and Buffington have provided us with handfuls of helpful tools and resources, along with a vast amount of confidence, encouragement, and support, we are going to truly miss being a part of such an amazing and inspiring group. Meeting together and seeing each other weekly, to share our stories of success and obstacles as we each learned and grew individually throughout the course. This is exactly the support and encouragement that we needed.

I am truly blessed to have been given the opportunity to be a part of it this group, and to have had such incredible instructors. I know that I will be walking away not only a better mother, but a better person. I don't even know where to begin in thanking the three most amazing people who helped me get this far. Deputy Probation Officers: Nelson, Muskatell, and Buffington.

Thank you for your time and attention.

BREAKING THE CYCLE

STORIES FROM RCP'S INSTITUTIONS

INNER AND OUTER STRENGTH

BY PCO II CRYSTAL SORIA

Physical trainer Dan Rathbun is no stranger to the Riverside County Probation Department. He is the department's Core Academy physical instructor to all the new Sworn Peace Officers. Dan, along with his partner Diana Gonzalez, operate a gym in Moreno Valley called Riverside Barbell. What is not known is that Dan and Diana have not only welcomed sworn staff to their gym, but they have also begun physically training youth from the Alan M. Crogan Youth Treatment and Education Center (AMC-YTEC) Omega Unit.

Omega is known as the Transitional Unit at AMC-YTEC. The youth in this group consist of high school graduates that have completed the majority of their program requirements and are

on their way to rejoining the community. Many of the youth within the unit have begun the process of enrolling in college and have also obtained employment. Living a balanced and healthy lifestyle is also taught within the unit.

The Omega Unit, along with a youth from Gamma (Female Unit,) participate twice a week in a rigorous course ran by Dan and Diana. The activities include strength, condition and endurance training. The majority of the exercises require the youth to work as a team and not as individuals. This has resulted in the youth encouraging one another and learning how to work together in groups. Every session is different; some days consist of weight training while others

include exercises with tires, ropes and even a fire hose. The gym has now become a highlight for the Omega Unit.

The youth have not only begun to build physical strength, but they've begun to build character as well. One youth was asked about his experience and he stated, "I have learned to push myself harder and learned how to work as a team." He also expressed that working out has become his new outlet in relieving stress. Another youth even disclosed a desire to continue attending the gym upon graduation of the AMC-YTEC program. The Omega youth appreciates the time and motivation Dan and Diana have provided the Unit.

JUST BEGINNING

BY PCO II GODFREY SERAPHIN

The Just Beginning Program (formerly known as the Baby Elmo Program) is a structured visitation program for incarcerated teen parents that teaches parenting skills while giving participants an opportunity to maintain contact with their children. Created by Georgetown University and the Youth Law Center, the inaugural Riverside County Probation session is being taught to male youth at the Alan M. Crogan Youth Treatment and Education Center (AMC-YTEC).

The five week classroom intervention targets the father-child relationship and aims to enhance the quality of interactions, foster secure attachments and maintain strong bonds. The goal of the

program is to help fathers to get to know their babies better, to learn how to talk to them and, most importantly, for fathers to have fun with their babies.

There are also play sessions after each class in which fathers are able to securely practice the bond-building exercises learned in the classroom. The play sessions take place in a very warm and inviting baby playroom, artistically painted by youth within the AMC-YTEC facility. After each play session, the facilitator and fathers discuss the positive interactions and how this can continue through to the next session.

Through the Just Beginning Program, teen fathers are given the ability and incentive to become competent, committed parents by providing the tools to communicate and build a positive relationship with their children in both the short and long term.

Though only male youth have joined the program at this time, staff would be glad to make the program available to female youth interested in participating.





FIELD
PROJECTS
DIVISION

PROMOTING EMPLOYMENT AT THE DRCs

RCP AND RCOE PARTNER TO ENHANCE CLIENTS' ACCESS TO EMPLOYMENT TRAINING

On August 14, 2017, Riverside County Probation Day Reporting Centers (DRCs) partnered with the Riverside County Office of Education to provide vocational education services to participants through an online-based curriculum designed for career and technical education. The online program is accessible not only at the DRCs, but also on the participant's home computer, personal cellular phone and/or tablet. The platform known as iCEV is designed to be user friendly regardless of technical computer skills. The main objective of iCEV is to provide learning on demand to allow a stress-free environment.

The programs offered through iCEV include Logistics, Hospitality and IT (Microsoft Office.) The Logistics and Hospitality programs offer various certifications within the program. Once enrolled in the Logistics program, the participant will have the opportunity to earn his/her forklift certification as well as American Heart Association Cardiopulmonary Resuscitation (CPR), First Aid and Automated External Defibrillator (AED)

certification. The participants in the Hospitality program will have the opportunity to earn a food handler's certification. All of the certifications are of no cost to the participants. Clients who wish to be enrolled in the vocational education program must possess a high school diploma or general equivalency degree, have consistent attendance and complete the Economic Development Agency's Workforce Development class.

On September 27, 2017, seven participants attended the first CPR, First Aid and AED certification class at the Riverside DRC. In addition, six participants have obtained their forklift certification. After obtaining certifications, the clients exuded confidence and were proud of what they had accomplished. This program has not only improved their self-esteem, but has increased their motivation to continue through other modules of the iCEV program. The participants' excitement has spread throughout the DRCs, sparking the interest of others wanting to enroll in the program. There are many clients who are now

working hard to finish their GED so they can enroll in the iCEV program. Currently, there are eighteen participants enrolled throughout the DRC locations.

The vocational education program has been a great addition to the DRCs by enhancing the culture of rehabilitation. The goal is to equip each person with the tools to be successful within the community, by providing them with certifications to add to their resumes to make them more marketable to potential employers. It is hoped this program will help the participants become successful in obtaining and maintaining employment, thereby reducing the recidivism rate and successfully reintegrating them back into the community.



DESERT
SERVICES
DIVISION

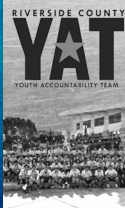
THE ROAD TO SELF-SUFFICIENCY

DESERT SERVICES AND INDIO DRC HOLD SUCCESSFUL JOB FAIR FOR CLIENTS

On September 6, 2017, the Riverside County Probation Department Desert Division partnered with the Indio Day Reporting Center (DRC) to hold a job fair to place employers who believe in offering second chances in the same room with our clients. With the help of five local businesses, we were able to link our clients directly with employers. Clients came prepared with resumes in hand and were dressed to impress. They were given an opportunity to discuss potential employment prospects, complete applications and participate in interviews.

Thirteen clients attended the event. Of the thirteen, two were able to gain immediate employment and several more are in the process of completing background checks. The success achieved with the job fair demonstrates how prepared our clients were to meet potential employers. They were comfortable and confident as they moved from employer to employer. All of the employers that participated responded well to our clients and were very impressed with their mindset and appearance. We are excited to see the program grow and better prepare our clients for integration in the very community we reside in.





YOUTH
ACCOUNTABILITY
TEAM

STANDING GUARD

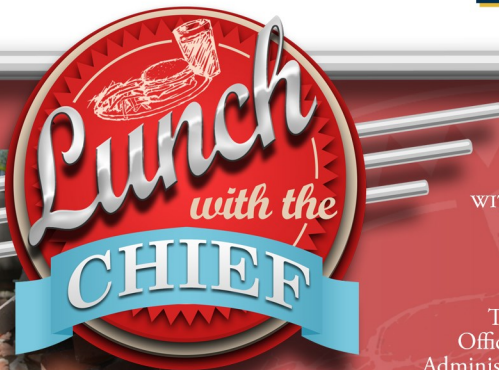
A VAL VERDE YOUTH ACCOUNTABILITY TEAM SUCCESS STORY

The Riverside County Probation Department's Youth Accountability Team (YAT) serves to provide a collaborative and integrated multi-agency approach to rapid and effective intervention with at-risk youth and less-serious juvenile offenders by providing necessary services to youth and their families. These teams are strategically located throughout the county within schools, school districts and law enforcement stations; YAT teams generally consist of a Deputy Probation Officer (DPO), a Sheriff's Deputy or Police Officer, a Deputy District Attorney and a Youth Outreach Counselor from a community-based organization. Referrals are generated not only when youth get arrested or cited for certain criminal offenses, but from relationships developed within the school districts and partnership with community based agencies. Perhaps most vital of all is the relationships developed within the school system, where a majority of incorrigible youth referrals are generated. After a referral is made and an initial meeting and assessment have been conducted with the youth and their family, treatment is immediately rendered. Each member of the team contributes a vital component to the success of the team and within a youth's life, and at times, these youth request for the team to share in their success after their case has been closed.

In February 2017, the Val Verde YAT received two referrals from the Val Verde Unified School District for youth attributed to chronic absenteeism, poor academics and consistent defiant behavior. In both cases, the youth had declining grades and several school interventions were made, with no improvement in their academic performance. Team members, DPO German Regin and Riverside County Sheriff's Deputy Sal Waltermire, worked extensively with both youth through the duration of their contract to identify areas of opportunity and interest. The team identified that one youth was interested in a military career, while the other was motivated to graduate high school, attend college and play college football. DPO Regin and Deputy Waltermire informed each youth of an exceptional opportunity to resolve credit deficiency through participation in the Sunburst Youth Academy, a funded military-style school program. Attending students are required to volunteer and are housed within the National Guard Joint Forces Training Base in Los Alamitos, CA. Within the program, youth are able to obtain a year's worth of credits (approximately 65) in a mere five and a half months. Students are taught military culture in a military-type setting and engage in sports and recreation each day after their academic time concludes. Upon first glance, most youth that have been given an offer to attend the

school experience thoughts of fear and insecurity; however, the team was able to assist both youth in identifying a strong connection and generate motivation for them that entrance into the Sunburst program was the only effective way of achieving their goals. As a result of the team's determination and the persistence of the youth to overcome and succeed, both began their education at Sunburst in July, 2017. The team conducted a visit with the youth a few weeks after entering the program and immediately noticed an extraordinary positive transformation. They are both currently excelling academically, physically, emotionally and mentally. They are scheduled to graduate from Sunburst in December 2017 and will return to Val Verde Unified School District in a better academic standing. It is hoped they will be not only better-performing students, but also healthier in all areas of their lives. Both youth completed their YAT contracts and were successfully closed. Most importantly was the message from the youth and their families in expressing gratitude toward DPO Regin and Deputy Waltermire for assisting them in their goals and attributed their successes to the support and guidance rendered through the YAT supervision and intervention.

DEPUTY PROBATION OFFICER
GERMAN REGIN



WITH **SUMAN PRASAD**
OFFICE ASSISTANT III

I began my career with Riverside County Probation in January 2015 through the Temporary Assignment Program. I started as an Office Assistant II assigned to the HR Unit in Administration. In January 2016 I was hired on as a full-time Office Assistant II and was promoted to Office Assistant III in July 2017. I am currently in the same assignment and unit.

At first, I was very nervous when I was informed that I was having lunch with the Chief. I see the Chief every day in the office, but was anxious about having lunch with him and wondered what we would talk about. As we started to walk toward Mission Inn, I realized he is very easy to talk with and learned a lot from him. I learned quite a bit about the Chief's personal and professional life during lunch. I learned how and why he decided to join the Probation Department and how much he enjoys spending time with his grandson. I was surprised that the Chief wanted to be a teacher, but went to work as a Probation Corrections Officer to take a break from school and ended up staying with Probation. I learned that he really enjoys his job and is very dedicated to the department. The Chief gave me great advice for my future with the department that there are always a lot of opportunities for growth. He stated that I can even move to different divisions within the Probation Department.

The Chief is very personable and easy to talk to. I enjoyed our conversation and would love to have the chance to sit and talk with him again.



EMPLOYEE RECOGNITION



& AWARDS CEREMONY

SAVE THE DATE

02 ★ 22 ★ 18





BE A HERO!

2017-2018 EMPLOYEE CAMPAIGN

The Riverside County Employee Campaign Steering Committee is calling all superheroes to action by providing an opportunity to donate to their favorite non-profit 501 (c)(3) organization(s) through the 2017-2018 Riverside County Employee Campaign.

On September 12, 2017, the 2017-2018 Riverside County Employee Campaign kicked off at the Board of Supervisors meeting. This year the “Be a Superhero” theme sets out to encourage Riverside County’s everyday heroes, its employees, to exercise their greatest super power—giving back to the local community. Last year, the County came together and raised \$777,663, surpassing the 2016-2017 Campaign goal of \$750,000. This year, the County aims to raise an all-time high of \$800,000. Accomplishing this goal will exceed the County’s ten-year high record of \$797,070 dating back to 2007.

Since 2013, the Riverside County Employee Campaign has seen an increasing trend in support from Probation staff. Last year, Probation contributed \$45,627 through payroll deductions and special events, surpassing the ten-year high record of the Department from the 2008-2009 Employee Campaign by 13%. Probation was also awarded and recognized for the Highest Participation Percentage for Large Departments in 2016-2017, with a 26% total participation rate.

While each department hosts several special events throughout the County to help raise more funds, Probation focuses on increasing awareness of the opportunity to give to any non-profit 501 (c)(3) organization through the Employee Campaign. This is why Probation has consistently focused on increasing participation each year. Each new donor gained yields the power to make a significant impact upon the community.

Additionally, Probation’s auxiliaries and support organizations, such as Indio Juvenile Hall’s Kids in Conflict (KIC) Foundation and Riverside County Probation’s Baker-2-Vegas (RCPB2V) Team have also seen the benefit from employees’ decisions to give through the Campaign. The County has provided a great means for its employees to donate to their favorite non-profit organization. By increasing awareness of the Employee Campaign and encouraging employees to give in any way they can, we can continue to fulfill the Department’s mission by Changing Lives.

In a time where help in the community is needed more than ever, it is a great time to stand together and exercise your greatest power – the power to give! Remember, “Together We Can Help!”

IMPORTANT DATES

NOVEMBER 28, 2017
#GivingTuesday

DECEMBER 1, 2017
Payroll Deduction Deadline

APRIL 28, 2018
Jurupa Valley Superhero 5k

NEW THIS YEAR

New this year is “Leadership Giving” opportunities. For those who can give more, Leadership Giving is a way to be a role model for others. Leadership donors demonstrate their belief that the health and welfare of residents of your community are worthy of a significant personal investment. The Riverside County Employee Campaign Leadership Giving Program was created to promote and recognize County employees who demonstrate an exceptional commitment to helping others. Each year, we honor those who give at the Emerging Leader and Landmark Society levels.

❖ LEADERSHIP GIVING

◆ Annual Leadership Giving Opportunities

- ◆ **Annual Emerging Leader Clubs:** Membership Certificate, thank you, and recognition in the County Leadership Giving Report
 - ▲ 500 Club: Contributions of \$500 - \$749
 - ▲ Cornerstone Club: Contributions of \$750 - \$999

- ◆ **Annual Landmark Leadership Society Memberships:** All membership levels receive a special invitation to the annual Landmark Giving Society Luncheon in May along with a signed and numbered limited edition print of a Riverside County Landmark identifying your membership level and recognition in the County Leadership Giving Report

- ▲ Bronze Member: Contributions of \$1000 - \$2499
- ▲ Silver Member: Contributions of \$2500 - \$4,999
- ▲ Gold Member: Contributions of \$5000 - \$7499
- ▲ Platinum Member: Contributions of \$7500 - \$9,999
Platinum Members also receive a limited edition Riverside County Employee Campaign lapel pin
- ▲ Executive Giving Circle: Contributions of \$10,000 or more
Executive Giving Circle: Donors at this level receive all recognition for Emerging Leaders and Landmark Leadership. In addition, they receive a framed watercolor art print from local award-winning artist, Don O'Neill.

BUSINESS PROCESS ANALYST I

JANE GAOIRAN



PROMOTIONS

EFREN CABOTAJE / SENIOR ACCOUNTING ASSISTANT ➤ ACCOUNTANT I	FISCAL SERVICES DIVISION
AMBER CROTHERS / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER	SPECIAL SERVICES DIVISION
ADRIAN GONZALEZ / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
BLANCA GONZALEZ / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
SARAH IBARRA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	RIVERSIDE JUVENILE HALL
CHASTITY MARIN / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER	SOUTHWEST SERVICES DIVISION
WENDY MCCOIN / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
TIFFANY MCELVENY / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER	RIVERSIDE JUVENILE HALL
LETICIA NELSON / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	ALAN M. CROGAN YTEC
SARA RHOADS / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	ALAN M. CROGAN YTEC
RUBEN RIVERA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	ALAN M. CROGAN YTEC
EDUARDO RODRIGUEZ / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	RIVERSIDE JUVENILE HALL
JULIE SKAGGS / STOREKEEPER ➤ HOUSE MANAGER	ALAN M. CROGAN YTEC
VERONICA SOTO / SENIOR PROBATION OFFICER ➤ SUPERVISING PROBATION OFFICER	RIVERSIDE JUVENILE HALL
EDWARD TIAGA / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	INSTITUTIONS PROJECTS DIVISION
OLIVIA WALKER / PROBATION CORRECTIONS OFFICER II ➤ SENIOR PROBATION CORRECTIONS OFFICER	SOUTHWEST JUVENILE HALL
ELIZABETH WORTHINGTON / PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	SPECIAL SERVICES DIVISION



SERVING COURTS · PROTECTING OUR COMMUNITY · CHANGING LIVES

RIVERSIDE COUNTY
PROBATION
D E P A R T M E N T

MARK A. HAKE
CHIEF PROBATION OFFICER

STACY ADAMS-METZ
CHIEF DEPUTY PROBATION OFFICER

INSTITUTION SERVICES

BRYCE HULSTROM
CHIEF DEPUTY PROBATION OFFICER

FIELD SERVICES

RON MILLER
CHIEF DEPUTY PROBATION OFFICER

FIELD SERVICES

DOUGLAS MORENO
CHIEF DEPUTY PROBATION ADMINISTRATOR

ADMINISTRATIVE AND BUSINESS SERVICES

JOSEPH DOTY
ASSISTANT DIVISION DIRECTOR
HUMAN RESOURCES

ALLISON TRENHOLM
EXECUTIVE SECRETARY
EDITOR

KEVIN SLUSARSKI
PUBLIC INFORMATION SPECIALIST
EDITOR

VIRGINIA SALHANI
SENIOR PROBATION OFFICER
DEPARTMENT RECRUITER

JAVIER SANTOS
MEDIA PRODUCTION SPECIALIST
GRAPHIC DESIGNER

RIVERSIDE COUNTY PROBATION DEPARTMENT
ADMINISTRATION AND EXECUTIVE OFFICE

P.O. BOX 1260
3960 ORANGE ST., SUITE 600
RIVERSIDE, CA 92501

PHONE: (951) 955-2830
FAX: (951) 955-9150
HOURS: MON-FRI 8AM-5PM

PUBLICATION
PRODUCED
BY **RCP** PUBLIC
RELATIONS
UNIT

