

RCP

QUARTERLY

VOLUME V
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A PUBLICATION OF
RIVERSIDE COUNTY
PROBATION
DEPARTMENT



ALSO IN THIS ISSUE:

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DESERT SERVICES DIVISION MET WITH SEVERAL
COMMUNITY-BASED ORGANIZATIONS TO HELP
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Create YOUR FUTURE

RIVERSIDE COUNTY
YAT
YOUTH ACCOUNTABILITY TEAM

THE ANNUAL YOUTH STRENGTH ACADEMIES IN THE DESERT
AND RIVERSIDE REGIONS TOOK YOUTH ON A JOURNEY OF
INTROSPECTION AND WELLNESS.

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MESSAGE FROM THE CHIEF

SUMMER 2018



AS SUMMER COMES TO A CLOSE, VACATIONS COME TO AN END, KIDS RETURN TO SCHOOL AND TRAFFIC ONCE AGAIN BUILDS ON OUR ROADWAYS, I LOOK BACK OVER THE LAST SEVERAL MONTHS AND REALIZE OUR DEPARTMENT NEVER SLOWS DOWN. OUR WORK TO SERVE COURTS, PROTECT OUR COMMUNITY AND CHANGE LIVES IS A NON-STOP, FULL-TIME JOB THAT REQUIRES INTEGRITY, DEDICATION AND EXCELLENCE IN ALL THAT WE DO. AS A DEPARTMENT WE ALSO RECOGNIZE OUR SUCCESS CAN INCREASE THROUGH COLLABORATIVE RELATIONSHIPS WHICH SERVE TO LEVERAGE RESOURCES WITH THE GOAL OF IMPROVING PUBLIC SAFETY AND SUPPORTING HEALTHY, PRODUCTIVE COMMUNITIES. IN THIS EDITION OF RCP QUARTERLY WE FOCUS ON JUST A FEW OF OUR COLLABORATIVE EFFORTS WITH SOME OF OUR PARTNERS WHERE RCP PARTICIPATES IN EVENTS AND ACTIVITIES TO MAKE POSITIVE IMPRESSIONS ON OUR YOUTH AND THE COMMUNITY. AS WE CONTINUE TO SEEK OUT COLLABORATIVE OPPORTUNITIES REMEMBER:

"COMING TOGETHER IS A BEGINNING.
KEEPING TOGETHER IS PROGRESS.
WORKING TOGETHER IS SUCCESS."
-HENRY FORD

Mark A. Hake

MARK A. HAKE
CHIEF PROBATION OFFICER

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VENTURA COUNTY PROBATION AGENCY: Sarahbeth Chua, Raul González, Sarah Ross, John Suggs



ADULT
SERVICES
DIVISION

2018 RIVERSIDE COUNTY RUCK MARCH

RCP STAFF PARTICIPATED IN THIS YEAR'S RUCK MARCH IN SUPPORT OF VETERANS



On Saturday, May 19, The Riverside County Veterans Treatment Court and the Reaching New Heights Foundation hosted the 4th Annual 10K Ruck March. The United States Military has a long tradition of incorporating ruck marches, hikes or humps (named differently depending on the branch of service) in its training programs; they are meant to be extremely challenging and test service members' physical and mental capabilities. Though not as physically demanding as marches for active duty personnel, the ruck march reinforces the importance of discipline, builds confidence and comradery and teaches participants to overcome challenges.

This year's ruck march had increased support from the neighboring communities and fellow veterans. All those who participated and volunteered

motivated the participants in the Riverside County Veterans Court treatment program to push past their challenges and aim toward recovery. Substance use is not the only struggle for veterans in the program; some are working on reestablishing broken relationships in their families. One veteran reported he never thought he would have his two daughters doing something like this and he loved that they were able to get involved. Riverside County Veterans Court participants volunteered and participated at the event; they guided traffic, welcomed guests and did post-event cleanup. Community events like the Annual Ruck March reinforce the pride of service and the importance of sobriety each veteran in Veterans Court is struggling to regain. RCP was well-represented at the ruck march with more than 28 staff members.

Two RCP teams - RCP 1 from the San Jacinto Office and Better Sore than Sorry from the Franklin Office - finished in the top three. The strong support from RCP showed that department staff care about our veterans and the rehabilitation of those in our care. Therefore, the Reaching New Heights Foundation awarded RCP the Spirit Award for strong support and commitment to the community.

Great job to everyone who participated and volunteered at the event; the veterans in the Riverside County Veterans Treatment Court cannot thank you enough and do appreciate your support and encouragement.





SOUTHWEST CHICKEN STUFFED BELL PEPPERS

Cook the chicken using your preferred method (I like to grill the chicken to give it a fuller and slightly smoky flavor). Chop or dice and set aside.

Preheat oven to 375 degrees.

Halve the bell peppers lengthwise, remove stems and seeds and devein. Place in an oven-safe cooking dish (may need two). Drizzle with olive oil. Salt and pepper to taste. Set dish(es) aside.

Remove jalapeno stem and seeds, devein and finely chop or mince. Chop or mince garlic and/or onion (if options are chosen). Dice tomatoes (if using fresh instead of canned). Chop cilantro.

Combine chicken, jalapeno, tomatoes, garlic powder (or garlic/onion), olives, cumin and chili powder in a large skillet. Bring to a soft simmer and cook for 10 to 12 minutes. Stir until soft and flavors marry – should have nice aroma. Fold in sweet corn and black beans. Taste and adjust salt and pepper if needed. Remove from heat.

Spoon mixture into halved bell peppers. Place dish(es) into oven for 15-20 minutes or until bell peppers are soft. Top with jack cheese and cook an additional 5 minutes or until cheese is melted. Top with cilantro and serve!

Ingredients:

- 6-7 cups of cooked chicken, chopped or cubed (5-6 large chicken breasts or 6-7 thighs or a combination). Packaged, precooked chicken can be substituted to save prep time.
- 10 yellow bell peppers (I like yellow peppers because they are sweeter, but any color pepper can be used)
- 2 cans (14 oz. each) diced tomato (can substitute with 7 fresh tomatoes, just add a little cook time)
- 1 small can of sliced black olives
- 2-3 jalapenos (use serrano chilies for a spicier dish)
- 1 tsp. garlic powder or two fresh garlic cloves (can substitute or add a small chopped onion)
- 1 can (8 oz.) sweet corn, rinsed
- 1 can (8 oz.) black beans, rinsed
- 2 tbsp. cumin
- ½ tsp. chili powder
- 2 tbsp. olive oil
- 8 oz. jack cheese, shredded
- 1 bunch fresh cilantro



Have a dish you want to share? Email your recipe to the PR Unit and it may be featured in an upcoming issue of the RCP Quarterly!



DAWNA DIETZ

BUSINESS PROCESS ANALYST I




STAFF SPOTLIGHT

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

I was working in the auto insurance appraising industry, but could see the industry was slowing down. I wanted a career that would provide job security, longevity and benefits.

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

Almost 13 years.

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

I am currently a Business Process Analyst I (BPA I). As a BPA I, I am one of the training instructors for the Juvenile Adult Management System (JAMS) Adult Field and Support Staff classes. I train staff that are new to the department, transferred to a new assignment or promoted within the Adult population realm. I also maintain and update the training materials for these classes. I perform project management functions such as auditing JAMS for the Community Corrections Performance Executive Committee (CCPEC) monthly, for the Judicial Council of California (JCC) quarterly statistics and for the Chief Probation Officers of California (CPOC) annual statistics. I create, maintain and update Adult Report Templates, Standard Query Language (SQL) Reports and MACROS in JAMS. I review and process changes to JAMS screens, offense codes and other codes in JAMS. I maintain and update adult information posted to the probation intranet. I am the Officer of the Day once a week and am responsible for checking the Quality Assurance (QA) inbox and responding to all emails received, which includes notifications from the Enhanced Collections Division (ECD) of the court regarding financial memos, and questions from staff. Lastly, I am assigned as the QA representative to the Adult Orders and Conditions Committee (AOCC).

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

In September 2015, I was promoted to what I call my dream job. I am a very logical and analytical person who loves to investigate and solve problems. My current supervisor, SPO Ashley Parker, is very positive and supportive of her staff and I look forward to coming to work each day.

Continued on next page



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

My main goal when I first began with the Probation Department was to become a permanent employee, to support sworn staff to the best of my abilities and do the best job possible for the department.

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

In my current position, my main goals have been to complete audits in a timely manner, to ensure data in JAMS is accurate for statistical purposes and as a member of the AOCC, to make sure all of the department's adult reports submitted to the courts are in compliance.

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

I enjoy auditing because it gives me the chance to analyze data and solve problems. I feel the main challenges are communication and that our department is so large. It can be difficult at times to know who to contact to get help resolving issues.

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

I believe the values that are most important to the success of our employees or interested job seekers are: Integrity, respect, being ethical, dedication to helping others, compassion and honesty.

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

I have had many assignments in the department; all non-sworn support positions beginning with TAP OA II, OA II, OA III, SOA I and BPA I. The most memorable moments occurred when I was recognized and honored by co-workers as the 2012 Adult Services Division Employee of the Year and received the 2012 Office Assistant Leadership Award of Excellence.

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

Just do the best job you can. If you don't know the answer to a question or how to process a certain situation, don't be afraid to ask for help. Communication is the key across the board. If you don't know how to do something, there is a good chance that there is someone else struggling with the same issue and communication can disseminate information and answers to the entire department.

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

My main hobbies/outside interests include reading, going to the movies and taking cruises with family and friends.





WITH
SHANNON CROSBY
SUPERVISING PROBATION OFFICER

I began my career as a Deputy Probation Officer in July 2011 in the juvenile investigations unit. In October 2013, I transitioned to the placement unit and managed a caseload. In March 2015, I was promoted to Senior Probation Officer and assigned to the placement monitor position. I became the placement coordinator in January 2016. In September 2016, I was promoted to Supervising Probation Officer. I currently supervise a multitude of placement assignments including Dual Status, Extended Foster Care, Resource Families and County Self Assessment/System Improvement Plan.

The Chief is a very personable man. Our conversation at lunch flowed seamlessly and was much less nerve-racking than I thought it would be. I think as staff we are all so used to seeing the business side of him and being worried about his title that sometimes we forget he's just like one of us.

A lot has changed since the Chief started. As probation officers we now have a lot more tools, including pepper spray and PSEC radios! It's interesting to hear about how different things were in the department 25-30 years ago. We both agreed probation is an ever-evolving field. The only constant in our profession is change.

I thought Legislative Days were interesting to hear about - that he spends time at the state Capitol every year lobbying on behalf of probation. We talked about how exhausting the process can be, but also how valuable it is.

We talked for a long while, and I found the entire conversation enriching. Something that stood out was how it can be positive to change assignments frequently (about every two years) to become a more well-rounded employee.

What I found we had in common is that neither of us had plans to work for a probation department. How did we both end up here? Simply put, we needed a job! The Chief actually obtained a degree in Religious Studies and I obtained my degree in Biology - both fields totally unrelated to our current careers. Now here we both are, still in probation, because we enjoy the work we do.

I think it was a great opportunity and would encourage staff to participate.



DESERT
SERVICES
DIVISION

REENTRY COUNCIL MEETING

RCP AND COMMUNITY-BASED ORGANIZATIONS WORK TOWARDS ASSISTING FORMERLY INCARCERATED INDIVIDUALS



On June 27, the Desert Services Division held its second Re-Entry Council meeting to foster collaboration among community-based organizations that offer re-entry services to formerly-incarcerated individuals. The framework of the council revolves around the following Mission and Vision statements:

Mission (What are we going to do): Help the formerly incarcerated, through a sincere approach, re-enter society and align them with resources to successfully reintegrate into society.

Vision (What will the future look like): The Coachella Valley will become a resilient and sustainable community by providing mentorship and opportunities for hope. The identities of the formerly-incarcerated will be redefined through individualized re-entry resources and relationships among community agencies.

Building the mentorship system is a top priority for the council, so as to provide encouragement, a sense of purpose and hope to clients as they make the difficult transition back into the community.



ASSISTANT DIVISION DIRECTOR
ELISA PORRAS



ADULT
SERVICES
DIVISION

HONORING VETERANS IN RECOVERY

MORE THAN 30 VETERANS WERE RECOGNIZED AT RVC'S 6TH ANNUAL FORMAL GRADUATION



The **Riverside County Veterans Court** (RVC) is a specialized courtroom that focuses on rehabilitating veterans who have found themselves involved in the justice system. RVC participants have an identifiable link between their criminal offense and their military service. Veterans associated with RVC complete multiple assessments to determine their individual needs and address their concerns. We have found that encouraging veterans to take an active role in their own rehabilitation process brings healthy and long-term results.

On Friday, May 25, RVC held its 6th Annual Formal Graduation. The event honored more than 30 veterans who participated and successfully completed an intense 12/18-month treatment and supervision program. To date, this is the largest RVC graduating class. As the graduating veterans

entered the Riverside County Historic Courthouse, they observed active participants from RVC and community leaders in attendance to show support.

As most graduates will tell you, RVC is the most challenging program they have had to endure. Military service members are trained to survive and look after fellow personnel; however, they often forget to address their own mental health needs. Unfortunately, these issues are seldom properly addressed and can lead veterans to self-medicate. As part of the rehabilitation process, RVC veterans must address any post-traumatic stress, substance use or traumatic brain injury issues with their therapists and counselors. This process has proven to be one of the most challenging aspects of treatment as service members are not trained to openly discuss problems. Graduates Christian and Luis were selected by

RVC staff as honored speakers in this year's RVC graduation ceremony; both men overcame great obstacles before experiencing amazing transformations through their time in RVC and have embodied the true meaning of rehabilitation.

The large graduating class is a testament of the hard work and dedication the representatives from each organization; Honorable Judge Mark Mandio, The Riverside University Health Systems/Behavioral Health, The Veterans Affairs Administration, The Office of the Public Defender, The District Attorney's Office, the Reaching New Heights Foundation, and the Probation Department put in to help our veterans overcome their addictions and address their mental health needs.



SUPERVISORS LEADERSHIP ACADEMY

RIVERSIDE COUNTY HOSTED A LEADERSHIP PROGRAM AIMED AT ELEVATING SUPERVISORS' SKILLS AND KNOWLEDGE



On July 19, RCP hosted the graduation ceremony for the Chief Probation Officers of California (CPOC) Supervisors Leadership Academy (SLA), a six-month program that provides emerging leaders the necessary supervisory skills to be successful. There were 29 graduates total, 13 RCP Supervising Probation Officers (SPOs) and 16 graduates from Fresno, Inyo, San Diego, San Luis Obispo, LA and Orange counties.

The goal of the SLA is "to provide first-line supervisors and mid-level managers the leadership knowledge and skills required to support and sustain implementation of evidence-based practices." SLA was

established to ensure communities have effective leadership in probation.

Students met at the RCP Administration building for a two-day session, once a month for six months. The first session provided an overview of leadership and linked SPOs' behavior to effective implementation of evidence-based practices. Later sessions included training on changing organizational culture, engaging others effectively to pursue your vision, addressing potential obstacles and recognizing and rewarding success. The final session presented the class with techniques to encourage ongoing growth and development of both the SPOs and their teams.

The graduates selected the term of "Collaboration" as their theme. The class speaker, SPO Debby Westcott of Los Angeles County Probation, emphasized through continued collaboration and ongoing wellness, we can improve ourselves and the communities that we serve. Congratulations to the graduates and thank you to CPOC and Training Coordinator Ronesh Mistry for putting on a great program!

CONGRATULATIONS TO SPOS BARBARA BANDY, SHANNON CROSBY, CRYSTAL DECOUDRES, MELISSA GUZMAN, COURTNEY JOHNSON, SANISA KISSELL, IDA MARIN, CRYSTAL NIETO, MARIO PINEDA, NANCY SALCEDO, OLIVIA SERNA, MIKE VILLALBA, AND BRENDA WATERMAN!

by Deputy Probation Officer Kurshell Scott



Create YOUR FUTURE

This July, members of the Youth Accountability Team (YAT) actively engaged with and helped change the lives of at-risk youth throughout Riverside County during the annual Youth Strength Academy (YSA). YSA is a weeklong summer camp which focuses on teaching youth positive life skills which include teamwork, creativity, communication and respect.

Youth from the entire region were invited to participate. University of California-Riverside hosted the camp for 75 youth in the western and mid-county regions.

The College of the Desert hosted 35 youth in the desert region. The YAT teams, which include Probation Officers, Riverside County Sheriff's Deputies, a Riverside City Police Officer, Deputy District Attorneys and Youth Outreach Counselors were all in attendance. The theme was "Create Your Future," which concentrated on teaching youth to make positive choices that may ultimately impact one's future. The message was delivered through numerous programs and speakers encompassing a creative perspective.

Presenters such as MC Yogi and Marco Antonio, Catt Z, Jason Daley Kennedy, the SoCal Coyotes, the GAME program, Cup of Happy, the Betty Ford Clinic and Antonio Martinez from the Indio Day Reporting Center (DRC) set out to teach the youth how to explore inner struggles through outward creative expressions. Catt Z led the youth through a technique called Cosmic Smash Booking, where they were taught to transform negative feelings into beautiful paintings and inspiring collages. Creative expression was the goal; the lines did not have to be straight, the colors did not have to match and their collages could be as eclectic or cohesive as they wanted. They learned how their feelings could guide their hands, which wielded the paintbrush and moved them toward healing and strength.

MC Yogi and Marco Antonio showed youth that yoga is more than trying to shape your body into a pretzel. They learned how to break through the stereotypes that surround yoga. Further, they learned yoga is an outward expression of inner strength. It serves as a way to connect with emotion, release tension, stress and turmoil; and to breathe in a sense of inner peace. In the words of MC Yogi, "The moment I remember to breathe and connect to what's real, connect to love, get grounded, get present, then everything has a way of falling into place."



Jason Daley Kennedy taught youth that meditation is not just closing their eyes and taking a nap on cushy pillows and blankets. Instead, meditation is a way for the youth to connect with their inner authentic selves and respond to the negativity in their lives through being mindful, being connected to the present and responding in a positive manner. The Betty Ford Clinic taught the youth that everyone has the same emotions, good and bad. However, as long as they can talk about them and “let them go,” they can have any future they want. Each presenter provided our youth unique tools to navigate through life struggles so they can create their dream future.

The youth, although initially hesitant to participate in the activities, had a great time. Many were also able to participate in the UCR Challenge Course. This included walking on a balance beam 20 feet in the air, being hoisted into the air by other youth and ultimately swinging mid-air, climbing a ladder with a partner while helping each other make it to the top and climbing a rock wall. There were plenty of smiles, laughs and positive words, as well as acts of encouragement and teamwork. The confidence of the youth grew as the weeks progressed. During graduation, two youth sang in front of all attendees and one of them made an inspiring, albeit unplanned, commencement speech encouraging his peers to make good choices.

The YAT members sought to inspire the youth to embrace their inner strength when roadblocks occur. They showed them unique and creative approaches to address mental health issues through artistic methods. YAT continues to look for innovative and effective ways to make a positive impact on the youth in Riverside County.



DEPUTY PROBATION OFFICER
JESSICA RAMOS



DEPUTY PROBATION OFFICER
JONATHAN BREWER




BREAKING THE CYCLE

STORIES FROM RCP'S INSTITUTIONS

HOW DOES YOUR GARDEN GROW?

BY SUPERVISING PROBATION OFFICER ISABEL CASTILLON

For the past six months, PCO II Gabriela Baca has been facilitating a gardening program for youth at Indio Juvenile Hall. She teaches youth how to prepare the soil and select the appropriate seasonal seeds to plant; and supervises youth as they water, fertilize and pull weeds. Some of the summer fruits and vegetables for this season include watermelon, zucchini, beets, garlic, and corn. This program provides youth with a positive outlet and teaches them to grow and harvest their own organic food. PCO II Baca is looking forward to helping youth grow pumpkins for the Fall season.



IJH STAFF APPRECIATION

BY SUPERVISING PROBATION OFFICER ISABEL CASTILLON

On June 6, Indio Juvenile Hall managers and supervisors provided a catered lunch for Staff Appreciation Day. The staff enjoyed a rare opportunity to eat a meal together in the dining hall while the managers and supervisors relieved them and supervised the youth on the unit. The meal included tacos (steak, chicken and al pastor), rice and beans. Behavioral health therapists provided ice cream for dessert. Additionally, names of staff participating in the luncheon were drawn from a hat and ten gift cards were presented. The afternoon event was appreciated and enjoyed by all who attended.



PROBATION CORRECTIONS OFFICER

Tyrone Jones

Senior Probation Correction Officer (SrPCO) Tyrone Jones graduated from California State University, San Bernardino in 2002 with a degree in Criminal Justice. Intrigued by the opportunity of working with troubled youth, he joined RCP as a full-time group counselor in 2005. He was promoted to SrPCO in 2015.

His entire career has been spent at Southwest Juvenile Hall (SJH) where he's held positions including lead staff in the living units, Detention Control Officer, Juvenile Work Program coordinator, Forward Thinking/Courage to Change instructor and Departmental Safety Representative.

The most recent years have been the most challenging according to SrPCO Jones. "Today's youth have more behavioral and drug issues," he said. "Some youth have been abused mentally, physically and emotionally. They have no structure or discipline at home, so for them to be in the hall and accept structure and discipline is hard. However, there are some youth who like the structure and stability that they receive in the halls. It gives them a sense of security and comfort that they may not receive at home."

Aside from personal achievements he's received in his career, he says the most memorable moment came when he was walking out of a store and heard someone yell, "Mr. Jones!" He turned around and saw a gentleman running toward him. It turned out the man had been in SJH. He said his life was changed by a conversation the two had prior to the young man's departure from the hall. "He remembered me telling him that there is more to life than gang banging, the consequences of gang banging and explained how he has affected the people around him," he said. "The young man said he looked at me as a role model; he liked the way I carried myself and how I treated the youth with respect. To know I made a positive impact on at least one person's life is satisfying and rewarding."

"I look forward to continuing to make a positive impact with the youth, whether it's in the halls or in the community where I've helped coach my son's basketball and football teams," said SrPCO Jones. "When it comes down to it, they're all kids. Unfortunately some have it worse than others. Some have to grow up before their time. Some just need to be steered in the right direction. The bottom line is we can't give up on them."



Congratulations to Deputy Probation Officer (DPO) Tyler Buffington, who won the Gold Medal in the 8-Ball category of the Billiards competition at the 2018 United States Police & Fire Championships!

Having earned a bronze medal in the event two years ago, he was motivated to win it all. He defeated opponents from Texas, Nebraska and Arizona to reach the finals. Facing off against one of the most seasoned competitors, DPO Buffington won a back-and-forth match to earn his first Gold Medal in the event while representing RCP. The hard work and dedication over the past two years was rewarded as the final 8-ball was made. It is hoped that DPO Buffington's success in the event can encourage further participation throughout RCP to earn additional gold medals in the future.

Since 1967, San Diego has been host to the United States Police and Fire Championships. The events have continued to grow and now consist of 50-plus Olympic-style sports. Events include track and field, pistol shooting, basketball, baseball, softball and much more. The events are open to all active and retired law enforcement officers and firefighters. The event offers a unique opportunity to meet and compete with fellow officers and firefighters from all over the country.

For more information of the United States Police & Fire Championships please visit their website: uspfc.org

WINNING
GOLD





APPOINTMENT OF ASSISTANT CHIEF PROBATION OFFICER

From Chief Probation Officer Mark A. Hake:

It is my honor to announce the appointment of Ronald L. Miller II to the position of Assistant Chief Probation Officer effective August 2, 2018. Ron is uniquely qualified for this position due to his life experience, education and multiple assignments and positions he has held in our department.

Ron began his distinguished probation career in 1987 as a Group Counselor with the San Bernardino County Probation Department. In November of 1989 he joined the Riverside County Probation Department as a Deputy Probation Officer assigned to the Juvenile Services Division in Riverside. He promoted to Senior Probation Officer in October of 1997 assigned to the Desert Services Division. Ron worked a variety of assignments that include investigations, supervision, aftercare, armed task force assignments and court officer. He subsequently promoted to Supervising Probation Officer in July 1999, assigned to Indio Juvenile Hall.



ASSISTANT CHIEF PROBATION OFFICER RON MILLER II

In January 2002, Ron was promoted to Assistant Division Director and then to Division Director in December 2005. While in the management ranks, Ron held a variety of management positions within both our Institution and Field Services. He was subsequently promoted to Chief Deputy Probation Officer in December 2011 and has overseen both our Institution and Field Service operations.

Following his honorable discharge from the United States Marine Corps in 1985 and his honorable discharge from the California Army National Guard in 1988, Ron completed his bachelor's degree in English at California State University, San Bernardino in 1989 and was awarded a Master of Arts in Organizational Leadership from California Baptist University in 2016. Ron is engaged as a community leader serving as a board member on the Foundation for the Riverside County Office of Education.

Serving as a member of the department's Executive Team during these ever-changing and challenging times requires much more than the ability to manage a large part of our organization. It requires intellect, vision, leadership, a commitment and drive to be the best, and a desire to take the department to the next level. Throughout Ron's career with our department he has repeatedly gone above and beyond the requirements of any job description and has gained the knowledge, skills, abilities, and experience to prepare himself for this next step in his career. Ron is admired and respected by the members of our department, and will represent us with professionalism in the community. Please join me in congratulating Ron as he begins his newest assignment as our Assistant Chief Probation Officer.



PROMOTIONS

SHENOUDA BAGDADY / CORRECTIONAL SENIOR FOOD SERVICE WORKER ➤ CORRECTIONAL COOK	SOUTHWEST JUVENILE HALL
PHILLIP BROWN / CORRECTIONAL SENIOR FOOD SERVICE WORKER ➤ CORRECTIONAL COOK	SOUTHWEST JUVENILE HALL
LISA DANIELS / PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	ADULT SERVICES DIVISION
JOSEPH DOTY / ASSISTANT PROBATION DIVISION DIRECTOR ➤ PROBATION DIVISION DIRECTOR	ALAN M. CROGAN YTEC
CHRISTOPHER GROSECLOSE / PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	ADULT SERVICES DIVISION
ROCIO GUERRA / PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	ADULT SERVICES DIVISION
REJA JAHANGIRI / PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	JUVENILE SERVICES DIVISION
KARL JONES / RESEARCH ANALYST ➤ RESEARCH SPECIALIST II	BUSINESS INTELLIGENCE AND OPERATIONS SERVICES
LARRY MEASE / ASSISTANT PROBATION DIVISION DIRECTOR ➤ PROBATION DIVISION DIRECTOR	SOUTHWEST JUVENILE HALL
RON MILLER II / CHIEF DEPUTY PROBATION OFFICER ➤ ASSISTANT CHIEF PROBATION OFFICER	EXECUTIVE MANAGEMENT
ERIKA PEREZ / PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	SOUTHWEST SERVICES DIVISION
KYLIE ROBBINS / DEPUTY PROBATION OFFICER II ➤ SENIOR PROBATION OFFICER	ADULT SERVICES DIVISION
VERONICA RODRIGUEZ / OFFICE ASSISTANT III ➤ SENIOR ACCOUNTING ASSISTANT	FISCAL SERVICES DIVISION
JANE VENUS / BUSINESS PROCESS ANALYST I ➤ BUSINESS PROCESS ANALYST II	BUSINESS INTELLIGENCE AND OPERATIONS SERVICES

WE LIVE IN A WORLD IN WHICH WE NEED TO SHARE RESPONSIBILITY. IT'S EASY TO SAY, 'IT'S NOT MY CHILD, NOT MY COMMUNITY, NOT MY WORLD, NOT MY PROBLEM.' THEN THERE ARE THOSE WHO SEE THE NEED AND RESPOND. I CONSIDER THOSE PEOPLE MY HEROES.

FRED ROGERS





SERVING COURTS · PROTECTING OUR COMMUNITY · CHANGING LIVES

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

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