

# RCP

# QUARTERLY

VOLUME VIII  
ISSUE I

A PUBLICATION OF  
RIVERSIDE COUNTY  
**PROBATION**  
DEPARTMENT



## ELEVATING SUCCESS

CELEBRATE THE FORWARD GROWTH AND CONTINUAL SUCCESS  
OF RCP'S STAFF AND CLIENTS





# MESSAGE FROM THE CHIEF

AFTER 35 YEARS IN THE PROBATION BUSINESS, THE TIME HAS COME TO PURSUE THE NEXT CHAPTER IN MY LIFE. WORDS SIMPLY CANNOT EXPRESS THE APPRECIATION I HAVE FOR ALL OF THE DEDICATED AND PASSIONATE RCP EMPLOYEES AND ALL THOSE AGENCY AND COMMUNITY PARTNERS WHO HAVE WORKED TIRELESSLY TO IMPROVE THE LIVES OF CLIENTS, BOTH JUVENILES AND ADULTS, AND THEIR FAMILIES. I AM FOREVER GRATEFUL FOR YOUR COMMITMENT AND PERSONAL INVESTMENT TO EMBRACE CHANGE AND ADVANCE EVIDENCE-BASED PRACTICES IN PURSUIT OF BETTER OUTCOMES. OUR CLIENTS DESERVE THE VERY BEST WE HAVE TO OFFER.

I SINCERELY APPRECIATE THE OPPORTUNITY I HAD TO SERVE OUR COMMUNITY. I BELIEVE IN OUR MISSION, VISION AND VALUES. THOSE CORE ELEMENTS MAKE US THE AGENCY THAT WE ARE TODAY. I BELIEVE THEY WILL HOLD THIS DEPARTMENT IN GOOD STANDING FOR THE IMMEDIATE FUTURE.

THE LEADERSHIP AND SUPPORT OF OUR SUPERIOR COURT JUDGES, THE COUNTY BOARD OF SUPERVISORS, THE COUNTY EXECUTIVE OFFICE, AND THE JUVENILE JUSTICE DELINQUENCY AND PREVENTION COMMISSION HAVE BEEN CRITICAL TO THE MANY ACHIEVEMENTS MADE OVER THE LAST FEW YEARS. I AM APPRECIATIVE OF THEIR VISION AS WELL AS THEIR LEADERSHIP AND SUPPORT. IT WAS CRITICAL, ESPECIALLY AS WE FACED YEARS OF CHALLENGES AND UNCERTAINTY BECAUSE OF COVID-19. IN SPITE OF THE DIFFICULTIES FACED, RCP CONTINUED WITH ITS CRITICAL MISSION AND CONTINUED TO EXCEED EXPECTATIONS.

I BELIEVE RCP IS WELL-PREPARED AND STRATEGICALLY PLACED TO ASSIST THE COURTS AND THE COUNTY IN DELIVERING SERVICES MORE EFFECTIVELY AND IN ELEVATING SUCCESS AMONG CLIENTS AND THEIR FAMILY MEMBERS. DATA FROM OUR DEPARTMENT IS BEING SHARED WITH UPSTREAM AGENCIES TO LOOK FOR INNOVATIVE WAYS TO REDUCE THE FLOW RATE OF CLIENTS INTO THE CRIMINAL JUSTICE SYSTEM. THIS EFFORT WILL LIFT THE COUNTY'S 'HEALTHY PLACES INDEX' AND IMPROVE THE HEALTH AND WELL-BEING OF OUR COMMUNITIES. ALL OF THIS WILL HAVE BEEN MADE POSSIBLE BECAUSE OF YOU. KEEP UP THE GREAT WORK AND KEEP WORKING TOWARD POSITIVE CHANGE.

I WISH YOU ALL THE BEST AS YOU CONTINUE THE NOBLE AND IMPORTANT WORK OF PROBATION.

RONALD L. MILLER II  
CHIEF PROBATION OFFICER



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# INSTRUCTOR SPOTLIGHT

SR. PROBATION CORRECTIONS OFFICER AND INSTITUTIONS INSTRUCTOR

## ***DENNIS MARTINEZ***

There are a handful of master trainers in the Riverside County Probation Department, and Senior Probation Corrections Officer (Sr. PCO) Dennis Martinez is one of them. With his wealth of knowledge and experience, he has impacted the lives of most institutional staff.

Dennis' career with the Department started 20 years ago at Riverside Juvenile Hall. He worked assignments from running units to being the duty control officer. In 2012, he transferred to Indio Juvenile Hall where he worked detention units, shift three duty officer, Youthful Offender Program (YOP, the predecessor to YTEC), and the security detention unit. In 2015, he was assigned to the Staff Development Unit (SDU), where he

honed his skills as an instructor while overseeing annual institutional training and the PCO Core program. In 2018, he increased his technical knowledge in the Institutional Projects Division. There he facilitated the updates of all institutional policies to bring them in compliance with Title 15. Currently, he is leading the way in the Pathways to Success program.

His passion for teaching started when he graduated from high school; he wanted to become a history teacher. To date, his favorite assignment was coordinating PCO Core academies. He said academies 05, 06 and 07 will always hold a special place in his heart. Dennis enjoyed watching the new PCOs grow together and come into their own as they developed their skills and understanding. He said the most rewarding part of his job is contributing to the success and growth of others. Dennis is involved in most institutional trainings; he currently teaches Defensive Tactics, Restraints, Scenarios, Non-Violent Crisis Intervention, Interpersonal Communication, Chemical Agents (OC Pepper Spray), PREA and Forward Thinking.



When asked how his training prepares staff for their assignments, he said it will help them develop the hard and soft skills needed in their day-to-day duties while working in the facilities. He stated, "It is in this growth that I also hope staff will feel confident in developing their ability to make sound decisions through critical thinking." His courses provide staff with everything from how to communicate with others, to how to use force safely and effectively.

Dennis had some great advice for those thinking about becoming instructors; "You get out of it what you put in. It is a serious responsibility to affect the growth and development of others. Instructing is about sharing the good, bad and ugly lessons of the job to others so that we can learn from our collective victories and failures. It requires an honest heart."

On a personal note, Dennis is a devoted father to his young son. We know his boy will get to reap the rewards of learning about life from his amazing father. Our staff are very lucky to be able to be mentored by him as well. Off duty, Dennis enjoys golf, spending time with his son, being outdoors, the occasional visit to a cigar lounge and, like many of us, he can't live without caffeine!

When asked about his greatest accomplishment Dennis stated, "That when all is said and done, I had set a good example and my people felt cared for." Dennis truly has a heart for teaching, and it shows in everything he does, inside and outside of the classroom. When you see Dennis at Research Park or at YTEC, please let him know how grateful you are for his mentorship. He is very humble and is not one to pat himself on the back, so let's do it for him!

PROBATION SPECIALIST  
**JILL GORMAN**



# STAFF TAKES A PAUSE FOR PAWS

November 7, 2022, marked the launch of the Animal Therapy Program for Riverside County Probation (RCP) staff. On this date, Pet Partners introduced one of their therapy dogs, Moses, a one-and-a-half-year-old Golden Retriever, to staff at the Moreno Valley office for the purpose of reducing stress and increasing feelings of social support, boosting their overall well-being. Moses entered the office with his playful personality and immediately won over hearts. His affectionate and gentle manners were soothing, relaxing and anxiety reducing.

The Animal Therapy Program was an innovative idea, stemming from staff's suggestions in 2019. It took quite a bit of work and Executive Team support to turn that idea into reality. This program is open to both field and institutional staff members. The therapy animals are sponsored by outside vendors that apply to RCP via the Volunteers in Probation (VIP) program. These vendors carry insurance and their animals are certified via an organization for therapy animals to ensure their temperaments and behavior does not create danger for staff. The office visitations are to be set up away from staff workstations to allow shielding of those staff members who do not wish to interact with these animals.

MID COUNTY DIVISION DIRECTOR  
**PARIA JAIME**



# Pretrial Services Division Centralization 2P Event



The Management Support Team (MST) hosted a 2P event to assist in centralizing pretrial services under one division. A 2P event focuses on the design, creation, and implementation of a new or critical process. In 2011, Pretrial duties were shifted from the courts to the Riverside County Probation Department. Senate Bills 129 and 36 set the stage for a change in our department's existing pretrial operations, which resulted in a strategic goal to centralize pretrial services.

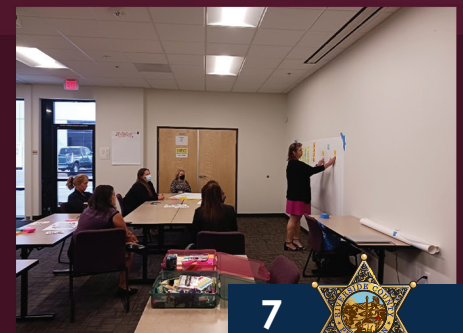
After hearing the voice of the customers (the Courts, pretrial staff and division managers), it was determined that the centralization of pretrial services would assist with training, dissemination of information and overall improved customer service to the Court and clients. Pretrial Subject Matter Experts dedicated two full days to develop a detailed plan to create the new Pretrial Services Division. The 2P team consisted of Chief Deputy Tari Spear, Assistant Division Director Melissa Guzman, Supervising Probation Officer (SPO) Amber Crothers, Senior Probation Officer Kristina Jennings and was facilitated by MST SPOs Linda Drake and Jaime MacLean.

During the event, the 2P team reviewed legislative requirements, current staffing, required tasks and conducted a workload analysis to evaluate and make recommendations for staffing levels. Additionally, they reviewed critical requirements, conducted a gap anal-

ysis to address needs and utilized various MST tools, including: an A3, a SIPOC (Suppliers, Inputs, Process, Outputs Customers) Tool, and a Current State Map to work through the task at hand. They developed a Target State Map outlining the ideal organization for the new division and developed a detailed Project Plan to track critical tasks. These tasks included researching staffing levels, positions, budget, creating an organizational chart, addressing technical and equipment needs and developing a communication plan. Thanks to their thorough work, the new Pretrial Services Division began operation on September 8, 2022.

At the conclusion of the event, the pretrial team met its objective to construct a detailed plan for the creation of, and transition to, the new Pretrial Services Division to better serve our customers. Further, the team established a process and set a department precedence for conducting a 2P event to create new divisions in the future. The changes to pretrial operations will help the department meet its overall mission of Serving Courts, Protecting Our Community, and Changing Lives by providing critical information to the courts that affect community safety and the livelihood of residents.

By: Supervising Probation Officers  
Linda Drake & Jaime MacLean



# RSA TACTICAL PRECISION MATCH

The Riverside Sheriff's Office (RSO) and the Riverside Sheriff's Association recently hosted the first-ever law-enforcement-only Precision 3-gun Match at the Ben Clark Training Center. Elite shooting teams were present from the RSO-Special Enforcement Bureau, the Los Angeles Police Department and the Los Angeles Sheriff's Office. Other competitors came from Banning PD, Beaumont PD, Hemet PD, Desert Hot Springs PD, California Department of Corrections and Rehabilitation, and of course, the Riverside County Probation (RCP) team.

For those who are unfamiliar, 3-gun shooting takes after its name: it incorporates three different guns in various stages, including pistol, rifle and shotgun. The match consisted of five different courses of fire ranging from 15 to 100 yards. Stages involved movement (as in running), transitions between weapons, barricade, and even a dummy drag. This discipline of shooting brings forth greater challenges and dynamic scenarios that can push a shooter to new levels. While our armed probation officers are more than proficient with pistol shooting, we do not formally train with rifle or shotgun. Despite this, we competed using borrowed shotguns and rifles against dedicated shooting teams from all over the southland. Credit goes to the excellent training all armed probation officers get in the academy and continue to receive throughout their careers, to demonstrate excellent weapons-handling abilities and safety, even with unfamiliar weapons.

While RCP did not take home a prize this year, we more than held our own (and humbled a few). Above all, we participated in a shooting discipline that is new to the department, and brought greater involvement of RCP within the local law enforcement community. Special thanks to RSO-SEB for putting the event together and graciously loaning us long guns, and very special thanks to the RCP Armed Committee and Executive Team for donating ammunition for the event!

By Senior Probation Officer  
Aaron Ellingwood

## RIVERSIDE COUNTY PROBATION DEPARTMENT ARMED STAFF:



## COMPLIANCE CHECK TAKES A GUN AND DRUGS OFF THE STREETS OF LAKE ELSINORE

Members of the Southwest Division's AB109 Unit 75 conducted a compliance check at a client's residence in Lake Elsinore. During the search, the team located a firearm, 30 grams of methamphetamine, 14 grams of mushrooms, and five grams of fentanyl. This amount of fentanyl is equivalent to 2,500 lethal doses. Due to the seriousness of the contraband, Unit 75 contacted the Riverside County Regional Gang Task Force Region 4 to assist with processing the firearm and narcotics. The client was taken into custody on a violation of mandatory supervision, as well as a new possession for sales charge. An additional individual was taken into custody for being a felon in possession of a firearm. Unit 75 continues to go above and beyond in protecting the community and keeping guns and narcotics off the streets in the Southwest Region.



## OPERATION CLEAN STREETS

RCP's Desert Division participated in Operation Clean Streets, organized by the Palm Springs Police Department to address increases in vandalism downtown and open drug use. DPO Michael Brazil was able to assist with probation-related questions and made contact with probation clients in the community. The Palm Springs Police Department assured residents and businesses it will increase patrol in the area to curb crime and keep the community safe. The Impact Team made 11 arrests during the sweep.



# CLIENT SUCCESS

## ACROSS THE COUNTY

### ON THE ROAD TO HAPPINESS

Client Craig Savage completed probation in September 2022 with a distinct plan for his future success – he was going to be a truck driver.”

Mr. Savage had been struggling with substance abuse since his release from custody. In January 2021, Senior Probation Officer (Sr. PO) Huss referred Mr. Savage to the Temecula Day Reporting Center (DRC) to enroll in treatment programming. Mr. Savage went on to complete the Outpatient Substance Abuse Program in June 2021. He then advanced to residential treatment at the Coachella Valley Rescue Mission in October 2021 and went on to complete the sober living portion.

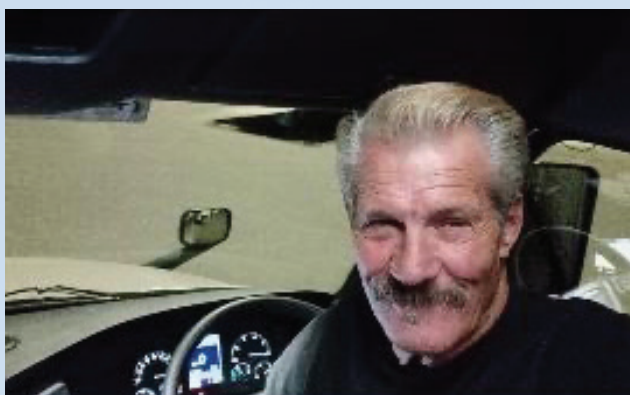


In March 2022, Mr. Savage returned to Southwest Riverside County, for AB109 housing. At this point, Mr. Savage was actively seeking employment, and even more so, a career. Although he sought resources on his own to obtain a Class A Driver's License, he was hitting dead ends. Though he had been discharged from the DRC in July 2021, he felt comfortable enough to return to the program and ask for assistance. Mr. Savage remarked to staff that he had hit so many roadblocks that he didn't know what to do; he was about to give up. To assist Mr. Savage, I provided a referral to the Economic Development Agency (EDA) Prison to Employment program and informed that he could

receive funding to obtain his Class A Driver's License. I put him in direct contact with the program supervisor and emailed Joseph Campbell with EDA to advise of Mr. Savage's interest and situation. In late April 2022, Mr. Campbell contacted me to notify me that Mr. Savage was fully enrolled in the program and would receive funding for American Truck Driving School. On August 22, 2022, Mr. Savage completed his training at the truck driving school, went to the DMV and passed his Class A Truck Driver's test.



In September 2022, Mr. Savage reached two major milestones in his recovery journey – he completed his probation and found full-time employment as a truck driver. He was thrilled to report that his new job has taken him all across the country; from California to New York and many stops in between. Mr. Savage is thankful for all the support he received while on probation and is excited for his future. “I set out to be a truck driver and I became one,” he said proudly. “I got off probation and my life is moving forward. I’m drug-free and I’m happy!”



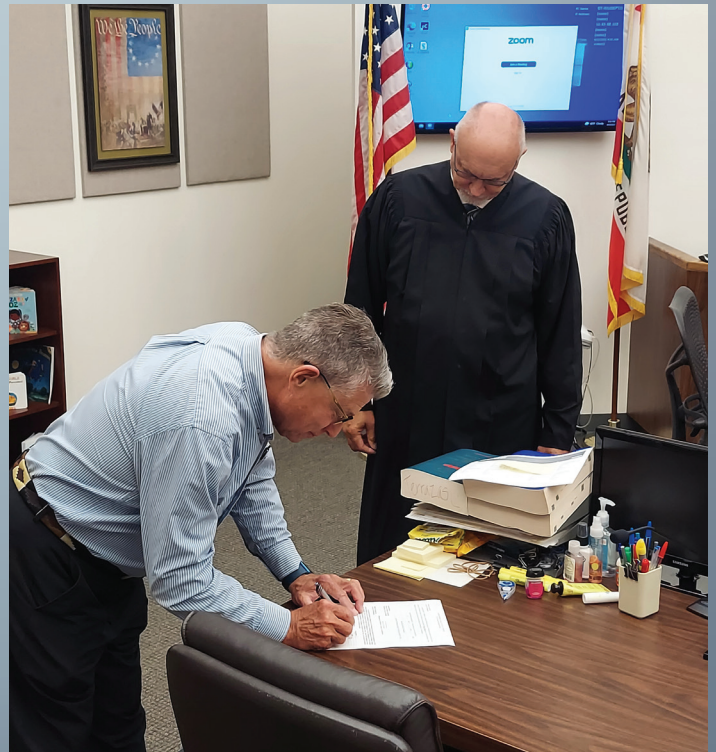
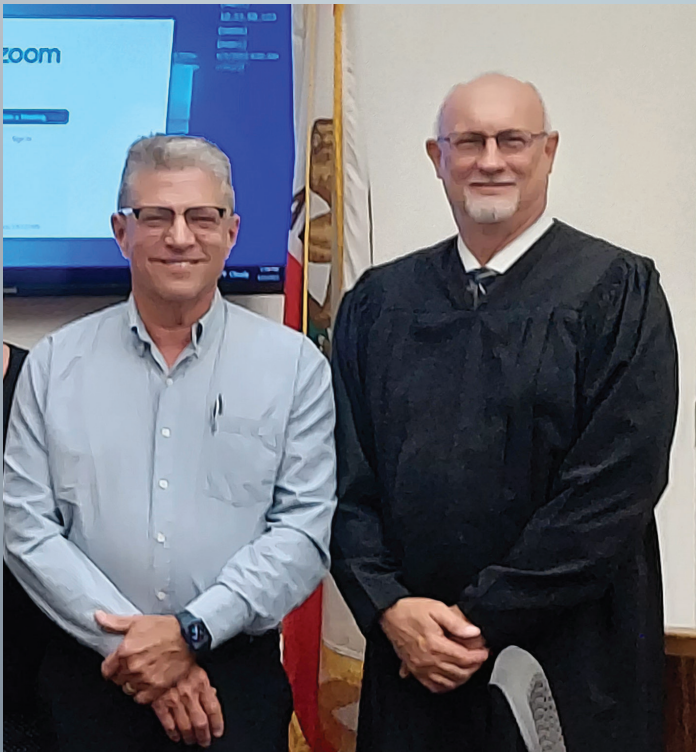
## PAUL PARKER APPOINTED TO JUVENILE JUSTICE AND DELINQUENCY PREVENTION COMMISSION (JJDPCC)

Congratulations to Paul Parker, the newest member of the Riverside County Juvenile Justice and Delinquency Prevention Commission (JJDPCC), who was recently sworn in by Presiding Judge Mark Petersen. Commissioner Parker is an active member and officer in the Wildomar Elks Lodge and works with several charities that involve challenged youth.

Commissioners donate their time, talents and energy to make a difference to the youth of Riverside County. Commissioners are appointed for terms of four years by the Presiding Judge of the Superior Court with the concurrence of the Supervising Judge of the

Juvenile Court and can be reappointed upon the expiration of their terms.

The JJDPCC mission is to inquire into the administration of juvenile court law within Riverside County, to assure the highest standards of care and services for the youth within the juvenile justice system and to engage in activities designed to prevent juvenile delinquency by coordinating on a countywide basis with community agencies. The JJDPCC is dedicated to the promotion of an effective juvenile justice system operated in an environment of credibility, dignity, fairness and respect for the youth of Riverside County.



# Indio Juvenile Hall I-YTEC Graduation

By Supervising Probation Officer Angelica Daniel

The Indio Youth Treatment and Education Center program hosted a beautiful graduation ceremony filled with lots of pomp and circumstance to acknowledge and celebrate the accomplishments of four young ladies. Probation along with numerous collateral agencies joined in the festivities: Juvenile Judge Emily Benjamini, Deputy District Attorneys from the Crime Prevention Unit, SAFE Families advocates, Olive Crest, Canine Companions and of course, Riverside County Office of Education teachers and administration. Guest Speakers Division Director Michael Brinkman, Chief Deputy Elisa Judy and Motivational Speaker Coach Cummings gave eloquent and inspiring speeches that touched the graduates as well as their families present for the ceremony.

We know from experience that education is the number one factor in reducing recidivism and these young ladies are well on their way to successfully reintegrating into our community. In fact, two are already college students enrolled in Riverside Community College. We are all very proud of them and we look forward to hearing of their future endeavors and successes!





# PROMOTIONS

<b>EDDIE TIAGA</b> PROBATION CORRECTIONS OFFICER II ➤ BUSINESS PROCESS ANALYST	BIOS
<b>VALERIA ARREDONDO</b> OFFICE ASSISTANT III ➤ CORRECTIONAL COOK	AMC-YTEC
<b>ADILENE VELEZ</b> PROBATION SPECIALIST ➤ DEPUTY PROBATION OFFICER I	DESERT DIVISION
<b>ANDREW SELAGEA</b> PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	METRO WEST DIVISION
<b>DAVID RODRIGUEZ</b> PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	METRO WEST DIVISION
<b>DENISE JUAREZ</b> PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	METRO WEST DIVISION
<b>GABRIEL SEAMAN</b> PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	DESERT DIVISION
<b>KATRINA MARTINEZ</b> PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	METRO EAST DIVISION
<b>MARLEN GARCIA</b> PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	SOUTHWEST DIVISION
<b>NICOLAS CONNERS</b> PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	METRO WEST DIVISION
<b>VIVIANA RAMOS</b> PROBATION CORRECTIONS OFFICER II ➤ DEPUTY PROBATION OFFICER I	SPECIAL SERVICES DIVISION
<b>MONICA BASQUEZ</b> SUPERVISING OFFICE ASSISTANT I ➤ EXECUTIVE ASSISTANT II	MID COUNTY DIVISION
<b>HEATHER QUEZADA</b> OFFICE ASSISTANT II ➤ OFFICE ASSISTANT III	DESERT DIVISION
<b>JENNIFER PERRY</b> OFFICE ASSISTANT III ➤ PROBATION ASSISTANT	DESERT DIVISION
<b>VANESSA VANDER WOUDE</b> OFFICE ASSISTANT III ➤ PROBATION ASSISTANT	MID COUNTY DIVISION
<b>ALEJANDRA RAMIREZ</b> PROBATION ASSISTANT ➤ PROBATION SPECIALIST	METRO WEST DIVISION
<b>ANGELA NEWMAN</b> OFFICE ASSISTANT III ➤ PROBATION SPECIALIST	METRO EAST DIVISION
<b>MAHMOUD (MO) ABU ASSI</b> RESEARCH ANALYST ➤ RESEARCH SPECIALIST II	BIOS
<b>ROBERT MUGICA</b> MEDIA PRODUCTION SPECIALIST ➤ SENIOR MEDIA PRODUCTION SPECIALIST	PROFESSIONAL STANDARDS BUREAU
<b>ASHLEY MIRANDA</b> DEPUTY PROBATION OFFICER II ➤ SENIOR PROBATION OFFICER	PRETRIAL SERVICES DIVISION
<b>COLIN VILLIERS</b> DEPUTY PROBATION OFFICER II ➤ SENIOR PROBATION OFFICER	SOUTHWEST DIVISION

THE GREATEST HUMAN QUEST IS TO KNOW WHAT ONE MUST DO IN ORDER  
TO BECOME A HUMAN BEING.

IMMANUEL KANT



DEADLINE TO SUBMIT ARTICLES FOR THE NEXT ISSUE IS  
FEBRUARY 1, 2023

EMAIL YOUR SUBMISSIONS TO  
RCPPRUNIT@RIVCO.ORG



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