



THE PROBATION REPORTER

August 2010 VOLUME 8 • EDITION 2

A MESSAGE FROM THE CHIEF

I fear that I have failed to be true to the title of this column before I even started.

I had intended a very different article for my debut as chief, and also wanted on schedule with our prior publication timeline. My first few months have been, well, busy, so I missed the mark on both those scores. Sorry.

I recognize that it's important to inform people of what's happening on a regular basis, and is all the more so in times of uncertainty. Now that things are settling down a bit, I will make this a priority. My sincere thanks go out to all the staff that contributed articles or otherwise worked on the publication of the newsletter.

We have all been acutely aware of the absence of two very important people in our organization these past few months. Chief Probation Officer Doug Rasines, AKA "the machine", retired after a long and productive career in our department to keep the beaches of southern California safe (sorry, Doug, I couldn't resist). I have the utmost respect for Doug's achievements in Probation, as well as our shared vision for our incredible department, and wish him and Debbie Rasines well in their relocation closer to their family. I was also responsible for getting our Legal Office Services Manager fired from her career of 20 years because of my promotion (and the County's nepotism clause). Debbie Damiano is missed by many and I still hear staff pine for her support. Fortunately, we still benefit from her services through our contract agreement with Information Services for our JAMS database consolidation project, at least for a little while longer.

Our administrative and management teams have been challenged by the vacancies following these departures and my promotion, but I am happy to announce that we've made some headway in that department. Page Ludtke began with us in the LOSM position on August 9th and I believe

she will be an excellent fit with the clerical unit and the department in general – welcome aboard, Page! I also need to note the well-deserved promotion of Shaun Brenneman to the position of Division Director over Adult Services. Shaun's proven leadership over the years, and his knowledge and experience in the adult probation arena made him the logical choice to hit the ground running in my old position, and I am grateful for the relief. Congratulations, Shaun!

OK, the real deal. This article has shifted from "State budget continues to loom over our head", to, "Incident at Juvenile Hall deeply affects many." 0430 on the morning of August 1st, 2010 marked another significant event for our agency. Two of our seasoned correctional officers were assaulted while trying to keep a detainee safe from self-harm, resulting in the need for medical attention, and hospitalization for one of the two. The other staff on shift had to carry out their duties, managing the two facilities, while arranging aid and backup to carry out their shifts. All personnel on that shift are heroes in my book – they did their jobs despite extraordinarily upsetting events, getting aid and assistance there as quickly as possible, and kept our other detainees safe and secure.

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NEWSLETTER COMMITTEE MEMBERS

William Damiano, Chief Probation Officer

Barbara Boerger, Editor

P.A Fennell, Publisher

Jody Green

The Probation Reporter is published by the Humboldt County Probation Department. The purpose of this newsletter is to provide a forum for communication and the sharing of information. *The Probation Reporter* does not publish anonymous, politically oriented, or critical articles. Opinions expressed are those of the individual writer and do not necessarily reflect the position of the Humboldt County Probation Department. Articles submitted may be edited to meet space requirements. Submit stories or story ideas to the Editor or Committee Members.



YEARS OF SERVICE

The following employees had, or will have had, an anniversary for the time period of February 1st, 2010 through June 30th, 2010.

sunshine Snippets

“Kindness is the sunshine in which virtue grows.”

Has the rain stopped? Is the sunshine here to stay? Summer is just around the corner. The Sunshine Committee continues to honor our fellow co-workers as they experience life events. In addition to the customary Sunshine giving, we also have broadened our acknowledgements by giving cards to folks who have significant events that would not customarily fall into the category of Sunshine giving. We've acknowledged the passing of some beloved pets as well as the passing of extended family members. For a more personal touch, cards are circulated around the department so individuals have the opportunity to give their own thoughts and wishes.

Since the last newsletter, Sunshine held a potluck in February that featured "Foods We Love". It was a huge success and we had a lot of wonderful, loved foods. Sunshine has been assisting the Officer's Cuffing Cancer - Relay for Life Team by donating side dishes and food for fundraising luncheons and gatherings.

Sunshine was especially busy during these past few months honoring our co-workers who have moved on to bigger and better adventures. We said goodbye to three of our wonderful co-workers. Goodbye's included beautiful cakes and decorations at our department meeting.

Thank you again to all those who continue to support the efforts of the Sunshine Committee. Donations continue to come in and each dollar given goes directly to help spread a little sunshine to a co-workers who needs it.

By: Jennifer Holcombe

Good-Bye

Douglas Rasines
(Chief Probation Officer)

Debbie Damiano
(Legal Office Services Manager)

Anna Josephson
(Legal Office Assistant)

1 year

Nakia Harris
Mary Porter
Cathy Filby
Mark Magladry
Justin Nadigoo
Jesika Bradley

8 years

Barbara Robie
Andy McLaughlin

9 years

Dayna Wilcox
Jeanne Kirke
Alan Borchardt

2 years

Nathan Kees
Patrick Del Rosario
Stephanie Mayr
Marie Johnson
Kim Sousa (again)
Cheryl Kaska

10 years

John Sampson

11 years

Fel Barlow
Arlene Woody
Coral Sanders
Stacy Reyes

3 years

Tony Delgado
Sally Jones
Morgan Douglas
Donald Mederiod
Gail Adair
Jennefer Padula

13 years

Shaun Brenneman

14 years

Michael Tully

4 years

John Morgan
Sharon Erickson

16 years

Brett Moranda
Jody Green

6 years

Beverly Ford

18 years

Steve Schaening
Sherri McKenna

7 years

Nicole Kriger
Juia Terrini

20 years

Tammy Robison

SUMMER CERTIM Latin

Spicy Chipotle Turkey Burger



Ingredients

- * 1 pound ground turkey
- * 1/2 cup finely chopped onion
- * 2 tablespoons chopped fresh cilantro
- * 1 chipotle chile in adobo sauce, finely chopped
- * 1 teaspoon garlic powder
- * 1 teaspoon onion powder
- * 1 teaspoon seasoned salt
- * 1/4 teaspoon black pepper
- * 4 slices mozzarella cheese
- * 4 hamburger buns, split and toasted

Directions

1. Preheat an outdoor grill for medium-high heat, and lightly oil grate. Place the ground turkey, onion, cilantro, chipotle chile pepper, garlic powder, onion powder, seasoned salt, and black pepper in a mixing bowl; mix well. Form into 4 patties.
2. Cook the hamburgers on the preheated grill until the turkey is no longer pink in the center, about 4 minutes per side. Place the mozzarella slices on the patties 2 minutes before they are ready. Serve on the toasted buns.



Passion Lemonade



Ingredients:

- 4 (2 g) bags hibiscus tea (such as Tazo Passion®)
- 4 cups boiling water
- 4 cups ice cubes
- 4 cups prepared lemonade

Directions:

- *Steep the tea bags in the boiling water for 10 minutes. Discard the tea bags and allow the tea to cool to room temperature.
- *To prepare the drinks, fill 4 glasses with ice cubes and pour 1 cup of lemonade into each glass. Carefully pour 1 cup of cooled tea into each glass so that it floats on the lemonade.



THANK YOU
FOR YOUR
SUPPORT
SEE YOU
NEXT YEAR!



Detention Mentions



Tough and Tender

By: Toni Martin

"It's safe here." "I can learn here." "The only reason I'm making it is being here. I'd be using if I wasn't testing." "I'm thinking better about things now." "I got tempted and used my skill of 'if-then thinking' to help me." "I realize what I was doing. I have made changes in my life." "It helped me regain trust in my parents." "I'm thinking clearer." "After I had been here for a while, I felt rich. After a month out, I felt broke." "I need to be in here. It's not good out there." These are all comments from youth who are receiving treatment at the Probation Department's Northern California Regional Facility.

Within the protected locked setting of the Northern California Regional Facility is a remarkable collaborative program to help youth with multiple diagnoses change their world view so that they can live productive lives in the community without violating laws and hurting themselves or others.

This program is built on the assumption that many youth violate laws and community standards, not because they are antisocial, but because they have not previously learned appropriate behavior. This integrated program uses the skills of mental health clinicians, substance abuse counselors, correctional officers who act as skills coaches, educators, and probation staff working collaboratively to model and teach positive self management skills.

Facility Updates

By: Tim Toste

From December 4, 2009 to June 11, 2010 the Juvenile Hall average daily population was 20.87 in our 26-bed facility. Coincidentally, December 4, 2009 was Mardi Bessellieu's last day as the Juvenile Hall Facility Manager before venturing into retirement. Some would say Mardi left too soon as it was just starting to get easier!! Somehow I don't think she would have stayed!

After more than six months of covering the Juvenile Hall as a team effort we've finally been able to fill the Juvenile Hall Facility Manager position. Ray Watson was promoted to Facility Manager and leaves his former Supervising Juvenile Corrections Officer position in the Regional Facility New Horizons Program. All of the candidates were well qualified and represented themselves well in the process, but only one can be selected. Congratulations Ray.

We will soon have a promotional only recruitment to fill Ray's vacant Supervising Juvenile Corrections Officer position in the Regional Facility and as a result of promoting someone there will be an eventual new hire in either the Regional Facility or Juvenile Hall in order to meet mandated staffing ratios.



BOWLING BONANZA

We had our 9th annual Bowling Bonanza on February 27th @ 7pm at Harbor Lanes in Eureka. We had another excellent turnout for the event filling up the lanes with about 35 bowlers. We had lots of friends and family of department staff participate which made it a fun time for everyone.



The winner of the rugged bowling pin with a high score of 194 went to **Bill Damiano** for the second consecutive year! **Doug Rasines** made a valiant run while bowling his third and final game, but eventually the wheels fell off and the pressure got to him! Department staff need to begin working on their game if they want to unseat **Bill** next year!!

By: **Tim Toste**



Frank about FRU!

The Family Reunification Unit, also known as the juvenile placement unit, has six people assigned to it. We have a supervising probation officer in charge of the unit, we have a senior probation officer who is the Wrap facilitator, a placement officer, a deputy probation officer in charge of the out-of-county placed probationers, and a deputy probation officer in charge of our youth placed in Humboldt County in out of home placements. We also have a deputy probation officer in charge of the probationers that are in the Regional Facility New Horizons Treatment Program. We currently have nine youth placed out of county and seven youth placed in county

Our Wraparound facilitator provides Wraparound services to our probation youth who are at risk of being removed from their parents, as well as youth who have participated in our Regional Facility New Horizons Program. Wraparound is a strength-based family focused and family driven process of working with probationers and their families. The Wraparound facilitator is also the senior probation officer for the placement unit and assists and mentors the other deputy probation officers within the placement unit.

Our placement officer's job assignment is to locate appropriate placements for youth removed from their parent's custody. With the help of the assigned probation officer, a placement packet is developed and then faxed to potential placements both in and out of county. The placement officer also works with Child Welfare Services to recruit and train new foster parents. This particular officer is also the Probation Department Team Decision Making (TDM) meeting facilitator. Team Decision Making is a best practice model, focused on identifying potential placement options for youth who are either at risk of being removed or who have already been removed from parental custody. The focus of a TDM is to determine the least restrictive yet safe placement for a youth and to develop a plan to maintain the youth in that placement.

The deputy probation officers who manage the youth in out of home placements are responsible to supervise the minors, which includes in person contact at least once per month and also monthly contact with each placement provider as well as the minor's parents. Monthly treatment team meetings are also held for each youth placed in an out- of-county treatment facility in order to make sure all parties involved are aware of each minor's progress or lack thereof within their respective programs.

In addition, our in-county probation officer is also our relative placement specialist and family finding expert. The probation officer is responsible for approving all relative placements. She is also trained in family finding and engagement and participates in the Child Welfare Services HOPES project attempting to find and solidify lasting family connections for youth in out of home care.

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Collaboration Between Child Welfare Services and the Probation Department

By Vesta Wunner and Michael Tully

The mission of Child Welfare Services is to protect children from abuse and neglect and aims to support and strengthen families and the community. The Juvenile Probation Department's mission is to protect the community, assist youth involved in the juvenile justice system, address delinquency issues, and reduce the recidivism rates of youth. When a child falls within the parameters of Welfare and Institution Code Section 300 she/he is served by Child Welfare Services. If the child falls within the parameters of Welfare and Institutions Code Section 601/602, she/he is served by the juvenile probation system. Occasionally, a child or youth may appear to fall under both agencies' jurisdictions.

The California Welfare and Institutions Code (WIC) Section 241.1 requires that the County Probation Department and Child Welfare Services (CWS) develop a written protocol to ensure appropriate local coordination in the assessment of a youth to determine the recommendation as to jurisdictional status when it appears a youth comes within the description of both Section 300 (CWS) and 601/602 WIC (Probation). This means there may be circumstances occurring simultaneously, and Child Welfare and Juvenile Probation must work together to make a recommendation for jurisdiction. CWS and Probation have developed an interagency protocol that includes coordination of services while maintaining the values and philosophy of each agency. The interagency protocol process will benefit the youth, his/her family, and the community while enhancing communication between the two agencies. CWS and Probation consider the least restrictive environment that is child focused, family centered, and community and strength-based.

In late March of 2010, Doug Rasines, Chief Probation Officer and Katherine Young, Director of the Social Services Branch signed the WIC 241.1 Interagency Protocol for Jurisdictional Status. The protocol outlines each agency's

role and defines how collaboration will occur.

On May 14th, 2010 at the Humboldt Area Foundation, Michael Tully, Juvenile Intake Unit Supervising Probation Officer, Linda Yates, Social Worker Supervisor & 241.1 Liaison for Child Welfare Services, Pam Owens, Social Worker Supervisor, and Vesta Wunner, Social Worker Supervisor partnered together to bring the new WIC 241.1 protocol to approximately 50 probation officers and social workers who participated in the training.



We not only discovered old friends, but that our departments do business a lot alike, too.



The presenters: Vesta Wunner, Mike Tully and Linda Yates



APRIL THE MONTH LONG OF GOOD-BYES

By: Jody Green



Doug Rasines reading the resolution dedicated to Debbie during the department meeting on April 30th, 2010.

April of this year was a blue month for the Probation Department as we said goodbye to two long-time and valued employees. Debbie Damiano and Doug Rasines have a combined total of 48 years of experience and hard work with the Department.

**WHEREAS
DEBBIE WILL BE GREATLY MISSED.**



The month was filled with farewell events, some tears, and an abundance of cake! Debbie and Doug have been instrumental in the success of our Department for over two decades — their contributions too numerous to mention. In addition to their professional contributions, both are great people whose presence enhanced our work place. We miss them both.

HAPPY RETIREMENT DOUG



Doug received acknowledgment from Melinda Ciarabellini of the Correction Standards Authority

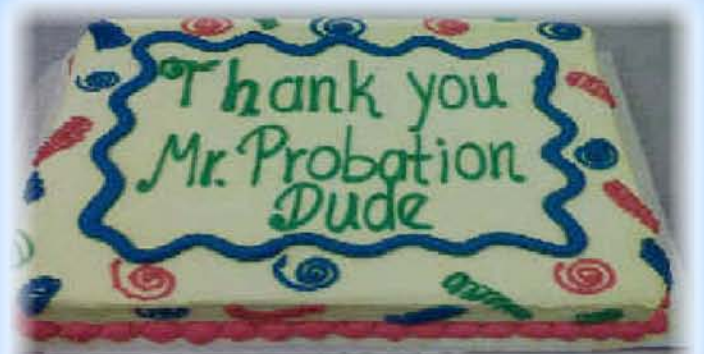


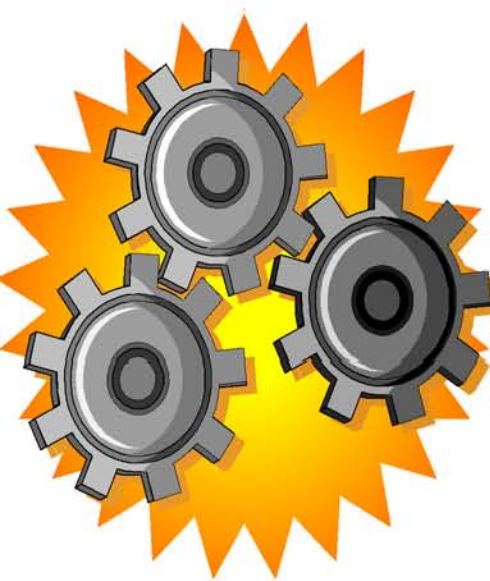
Toni Martin on behalf of the Juvenile Justice Commission, presents Doug a plaque for recognition of his diligent work throughout the years.



The newly appointed Chief, Bill Damiano, presents Doug with a plaque from the Probation Department for his continued years of service.

One of the many delicious cakes for Doug's celebration of retirement.





Training Updates.....

By: Mark Magladry

As the fiscal year ends, so does the Department's training year. The final quarter of the year was full of activity as four Juvenile Corrections Officers, (Nathan Zink, Brian Corning, Cindy Mowrey, and Crystal Perez) attended Core training in Sacramento. At the same time, Kevin Samsel was in Sacramento attending Supervisor Core training.

In addition, during April and June, Adult and Juvenile Probation Officers attended Motivational Interviewing training, and Adult Probation Officers completed STRONG Training. The Department also hosted the National Institute on Corrections (NIC) "Thinking for a Change" facilitator training.

It has been an eventful year. At the time of the writing of this article, all STC staff has met the annual training hour requirement. Thank you to the two Chiefs, all Division Directors and Supervisors, and each and every staff member who assisted in helping us comply with the annual training hour requirement.

As the new fiscal year starts, the training schedule is being designed. The challenges ahead are many to identify ways to stretch the Department's training dollars to meet the training needs for staff. Plans include continuing with the Arrest and Control Techniques classes offered by Ray Watson and to schedule classes with College of the Redwoods, including Tactical Communication, Management of Assaultive Behavior (MAB), and Advanced Firearms training. We will work with outside providers to plan Addictive Personalities and Law Update training, and begin with the development of JAMS curriculum training. It looks as if it is going to be a busy training year.



CONT..PAGE 7 ~FRANK ABOUT FRU~

Finally, the probation officer assigned to monitor the youth committed to the New Horizons program oversees youth in the program, provides Independent Living Skills instruction, works closely with families and treatment staff, and is a vital member of the New Horizons treatment team.

Our placement unit strives to return the youth placed out of home back to their families as soon as possible. For some this process occurs within the first six months of them having been placed out of their homes, and for others it can take longer. For those youth who are not able to reunify with their families, we work hard to develop and foster permanent relationships with other family members and family friends. We develop concurrent plans/other placement options for all youth in out of home placements. This includes planned permanent living arrangements, as well as transitional housing through our county's Child Welfare Services Independent Living Skills Program. Being a member of the Family Reunification Unit for the Humboldt County Probation Department is very challenging but at the same time very rewarding! It's wonderful to see many of these young people grow and learn to make positive choices and decisions in their lives. If you have any questions feel free to contact any one of the FRU staff. Thanks!

Brett Moranda
Supervisor of FRU



Probation Department Blood Mobile Fun Facts:

OUR FIRST DRIVE WAS ON 6-15-07



The mobile has been here 17 times

Some of our department's best efforts were:

1. 4-17-09 when we had 15 donors and collected 12 units
2. 8-7-09 when we had 13 donors and collected 12 units
3. 4-2-10 when we saw 14 donors and collected 11 units
4. 2-5-10 we saw 14 donors and collected 10 units.



429 different people have been affected by the total donated pints



We have had 164 donors
and
collected 143 units

**Each unit provides
3 different products**

The Northern California Community Blood Bank wishes everyone to know how very thankful they are for everyone's support and that they consider us a 5 star sponsor! Our average consistently exceeds other businesses/agencies with similar number of staff and a similar time period allotted for each drive.



Return Address:

Humboldt County Probation Dept.

2002 Harrison Avenue

Eureka, CA 95501

A MESSAGE FROM THE CHIEF CONTINUES...

CONTINUED FROM PAGE 1

The line, administrative, and management staff that came in on a moment's notice to cover the facilities and clean up the scene, and other institutions staff who reported for their regular shift following that event are all to be commended. They came into a situation that was highly emotional, which brought doubts and questions to their everyday work-lives at the most personal level, and performed their duties in a most admirable way. On top of that, they have continued to report for work each day, including volunteering to take shifts for their injured comrades, and they do it with pride – all of our institutions staff deserve special acknowledgement.

There are a few agencies deserve special recognition for their invaluable support, both at the time of the incident as well as in the ensuing days: The Eureka Police Department and the ambulance service for their emergency response, care of our staff, and securing the offender; St. Joseph Hospital emergency room staff for fixing our boys up and getting the specialized care needed; and last but not least, DHHS-Mental Health Branch staff for tending to the needs of staff and detainees, and for the excellent critical incident debriefing. We couldn't have made it through this event as well as we did without their assistance. A huge 'Thank You' to all the fine personnel that came to our aid.

I feel that I must comment on the budget, if only to put things in context for staff who will notice some reorganization of caseloads happening in the Adult Field Unit. The State has yet to determine how they will trim \$19 billion to balance their budget. Most likely, some state services will be shifted to the shoulders of counties (us), and a fraction of the state cost will be reimbursed to us. Juvenile and/or adult parolee supervision and the transfer of low-risk prisoners to our jails to serve their sentences are just a few of the possibilities still being batted around that would directly impact Probation. Of course, cuts to Human Services or redirection of local revenues would impact us in other ways. In any event, county departments have been asked to prepare plans to respond to more cuts this fiscal year. Your admin team has begun ratcheting down further on expenditures and looking for any additional areas to save or generate revenue so that we can avoid loss of personnel, if at all possible. The result will be some redistribution of caseloads when we suffer vacancies. We will continue to request to fill vacant senior and manager positions to offer opportunities to promote, while holding some entry-level positions until the budget picture becomes clearer. We recognize the impact on all staff, appreciate your cooperation under these difficult circumstances, and will do whatever we can to minimize the impact on you, while prioritizing our community safety obligations.

In closing, I couldn't be prouder of our staff and all that they do to keep our community safe. It is truly an honor to be the Chief of Humboldt County Probation.

Chief
Bill Damiano

