

Chief's Brief.....

A lot has transpired since our last newsletter...has it really been over a year since we published?! We've all been so busy it's easy to understand how it got overlooked. Seeing as it is the holiday season, it seems appropriate to start our newsletter with some of the things that I'm grateful for:

I am thankful for the dedicated and professional staff we have at Probation. "Thank you!" to my staff, for getting the job done, and done well, covering for the vacancies we've been carrying throughout the year. The good news is that we're finally getting some people hired and promoted to fill the gaps. Hang in there!

We've also had some recent changes in department management. Long-time employee "Moe" Pratton joined his wife Jennifer in retirement in September, giving them both the time they hope to devote to being actively involved in their children's sports and other activities, and just "taking it easy for awhile." The usually low-key Moe honored everyone by agreeing to a

send-off luncheon where he received a surprise department resolution and enjoyed cake and other goodies while everyone got to wish him well. It was a very nice event. In December, Supervising PO Tim Jernigan also decided to retire to allow him to move to the East Coast to be closer to his daughter. The whole thing happened rather abruptly for his staff due to his becoming homeless overnight (his escrow closed), but he did give us advance notice of his intentions. We count ourselves lucky to have had the benefit of Tim's level head and long and varied Sacramento County Probation experience these past six years.



Chief Bill Damiano presenting proclamation to Retiree Moe Pratton.

Both retirements provided opportunity for promotions from within and, as always, the interview panel was impressed with the candidate pool. Unfortunately, we could only promote two people. Beverly Ford was the person selected to supervise the adult field unit behind Moe. Bev has consistently risen to every challenge put before her, has clearly demonstrated her leadership in implementation of our adopted tools and practices, and has always given 110% to get the job done well and timely. Megan Gotcher was chosen to supervise our juvenile field unit. Megan's breadth of experience in adult and juvenile field services, her initiative in becoming a certified facilitator of Aggression Replacement Training and an EPICS coach, her training of

NEWSLETTER COMMITTEE MEMBERS

- William Damiano, Chief Probation Officer
- Jody Green, Division Director
- Barbara Boerger, Editor
- Sherri McKenna, Publisher

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Chief's Briefs... (continued)

multiple interns and taking on of other extraordinary duties clearly set her apart. I'm excited to welcome both of these fine officers to the management team.

Second, I am grateful for and honored by our extraordinary partnerships in Humboldt County. Probation cannot do its job fully and well without the services and supports provided by others in our community. Whether it is a local treatment provider collaborating with us to address the identified needs of a specific offender, a foster parent willing to take in a delinquent youth, a tribe willing to work with us on seeking solutions that work best for their members and community, advocacy groups willing to enter into dialogue with us about improving services to their constituents, law enforcement assisting in probation searches and serving arrest warrants, or the many government agencies and their staffs that we work with every day to accomplish our various missions – Humboldt County is a truly unusual place. I am regularly made aware of this when I attend statewide meetings with my peers or have state or national representatives come to observe how we do business. All are impressed with our ability to work together so well, which I believe comes from a willingness to break down silos and find solutions that benefit us all. It has taken a lot of work to develop and maintain these relationships, but it pays off daily in the quality of the service we are able to provide to our citizens.

Finally, I continue to appreciate those that came before us. We've had the good fortune to have retired Division Director, Ken Blackshear, working extra help in our Disproportionate Minority Contact grant. Ken's experience and expertise have been invaluable to us these past four years in working with our tribal partners and community stakeholders, and as the DMC grant sunset after the New Year, we were sad to see him return to retirement. Another retired Division Director, Vikki Bernstein, has also been doing a great job behind the scenes with our background investigations for the past few years. Though she is rarely seen and her work is unheralded, her services are vital to the department, and we cannot thank her enough for assisting us with helping to hire the best candidates possible

for our important work.

I am sad to say that two retirees, Bill Holbrook and Liz Anker, have passed on since our last printing. Bill retired in 1988 as a Supervising PO, but later worked extra help as a background investigator for us, then in our Adult Drug Court program up until a handful of years ago. Bill was a regular attendee at our annual holiday party as well as any HSU or St. Bernard's sporting event that was happening, and his absence will be felt by many. Liz began her career as an investigator of WIC 300 cases (yes that used to be our responsibility) and ended up retiring after 33 years as a Supervising PO in our adult court investigations unit. Liz was a key player in helping us to get safety retirement, among other benefits. She, too, will be missed, but not soon forgotten.

Ken, Vikki, Bill, Liz and all of our other retirees built the very foundations of our Department – we owe them a debt of gratitude for setting the stage for all that we have today.

I hope you all had blessed holidays and I wish you happiness and prosperity throughout 2014.

-Bill Damiano





Detention Mentions

By Director Tim Toste.....

Both the Juvenile Hall and Regional Facility are adjusting to using the new department database “*Juvenile Adult Management System*” or JAMS. While convenient to have just one database to document youths’ detention records and details associated with their probation referral history, it has been quite a change for both facilities. Each facility uses JAMS differently due to the nature of the individual facilities’ purpose. Juvenile Hall staff are tasked with frequent admissions and releases; conversely, Regional Facility staff rarely, relatively speaking, admit residents to the program. For instance, in the last six months the Juvenile Hall has admitted 120 youth while for the same time period the Regional Facility staff admitted only 18 residents. When it comes to putting youth out on a pass for the past six months the Juvenile Hall had 47 passes while Regional Facility staff put 209 residents out on pass. So as you can see Juvenile Hall becomes much more adept at admitting youth while Regional Facility staff are adept at putting residents out on pass. Juvenile Hall staff must also insure each new juvenile presented for detention isn’t already in JAMS by doing thorough searches. Regardless, all staff enjoy the additional detail JAMS provides them in tracking property, passes, early release credits, and sleeping room assignments. I’m certain it has made Juvenile Hall Facility Manager Ray Watson’s task of providing monthly and quarterly statistical reports to the Board of State and Community Corrections much more efficient.

In the coming years we’ll have a shiny new Juvenile Hall to go along with our shiny new JAMS database. We received eight written proposals from architecture and design firms outlining their qualifications for the project. We reviewed and rated the firms to select three for interviews we conducted in March 2013. We now have an architect/design firm selected and under contract. We had our first meeting in early September 2013 and we meet monthly. From there the ideal dream facility begins in concept before the reality of value engineering tends to take root. It’s the nature of the business. Stay tuned.

We’ve had some staff changes since our last article. Nate Zink resigned from his Supervising Juvenile Corrections Officer position in the Regional Facility when he accepted a position as a

Deputy Probation Officer. Good luck Nate and thanks for your work and dedication while we had you! Senior JCO Patrick Del Rosario resigned his position in Juvenile Hall to begin as a Correctional Officer for the Humboldt County Correctional Facility (HCCF). We wish Patrick well and have always appreciated his good work and pleasant demeanor. Isai Orona is a regular part time JCO assigned to the Regional Facility after quite some time as an extra help JCO. I’m sure he’s up to the task of accepting the higher responsibilities and expectations. Jenn McElroy just moved up from the extra help ranks to take a regular part-time JCO position assigned to Juvenile Hall. Becca Ward was also extra help for quite some time and just accepted a regular fulltime JCO position assigned to the Regional Facility. Joey Couch is very new to our division and though he was extra help for a very short time he is now regular full time assigned to the Regional Facility. We have added Jona Faraimo and Eric Snipes as extra help recently and they’re great additions. Finally, we had Kristin Wallace returning to work extra help as Kristin Carpenter. She left us about five years ago as a regular part-time JCO at the Regional Facility and returned as extra help. Kristin recently expanded her family so she’s currently taking care of a new baby! Some extra help staff leaving us recently was Christopher Rogers, Whitney Howard, and Barb (wire) Polasek. We appreciated their work while they were with us. Also leaving the extra help ranks was Kristina Lewis who accepted a full time Correctional Officer position with the HCCF as well. Congratulations and good luck Kristina, you did good work for us. Lastly, long time extra help JCO Jessica Cyphers is leaving us to take a full time position with the Humboldt County Sheriff’s Office Emergency Communications as a Dispatcher. Her new position is effective January 6, 2014 and we wish her the very best. Thank you Jessica for your hard work, dependability, and dedication over the years.

We would like to congratulate Patrick and Erin on the birth of their first child as well as Brian and Cindy Corning on the birth of their third! Those babies will be 18 in no time!

Finally, congratulations to Antonio Gomez for having a high score of 161 at the department’s 12th Annual Bowling Bonanza that was held March 9, 2013!! We’ll schedule our 13th Annual for a Saturday night in February 2014 so Antonio can defend his title!



Detention Mentions (continued)

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Juvenile Happenings

By: Jody Green, Juvenile Division Director

The juvenile division has experienced our share of change over the past year which brought the implementation of EPICS and risk based supervision standards, a slight reor- ganization of duties, the implementation of Extended Fos- ter Care, and the departure of two experienced juvenile probation officers.

A review of Ryan Schlesiger’s article in this edition of the newsletter provides the details of EPICS and other Evi- dence Based Practices Project (EBPP) activities that have been keeping us busy. We applied for this grant because we knew there was a better way to change offender behav- ior, and we knew we needed help to do that effectively. The guidance we’ve received from the University of Cin- cinnati has been tremendous and is reshaping the way we deliver services. The “real work” to put these ideas into action comes from the hard work of staff and supervisors who, at the same time, remain busy with our mandated services. I must remind myself that change of this magni- tude is a process that takes time. We will get there eventu- ally, and I appreciate people’s ongoing commitment and patience.

Based on diminishing funds over the past several years, last fall a decision was made to eliminate one of our diver- sion officer positions and to reassign community service work activities to the field unit. A reduction in referrals from law enforcement and our use of the PACT tool to divert low level offenders contributed to this decision. Thank you to the Intake Unit and the Field Unit for ac- commodating these changes.

After years, if not decades, of unmanageable juvenile pro- bation caseloads, referrals to juvenile probation are on the decline. This allows us more time to adhere to the many legislative requirements imposed upon juvenile probation officers and to provide increased Title 4E preventative services. The lower caseloads demand a shift from a “putting out fires” style of caseload management to a

more proactive/preventative approach. Our use of the PACT assessment tool allows us to be more strategic about which offenders we focus on and what attitudes, beliefs, and behaviors we are targeting. Implementing a Risk Based Supervision guide along with complementary data reports supports these efforts.

AB12 (Extended Foster Care -EFC) legislation was signed in September of 2010. Effective January 1, 2012, the bill allows eligible 18 year olds in foster care to remain in fos- ter care up to age 19 years. Starting January 1, 2013 foster youth can remain in foster care up to age 20 years, and starting January 1, 2014 up to age 21 years (information cited from CDSS AB-12 Fact Sheet). This new legislation was very complicated and multiple All County Letters from California Department of Social Services were issued to instruct county welfare and probation departments on the new regulations. Members of the Family Reunification Unit and I have been attending ongoing interagency meet- ings to decipher the instructions and implement the legis- lation. It is a cumbersome and tedious process, but we are gaining ground! Thank you to FRU staff for your extra efforts on this process and with these youth.

Unfortunately we said good-bye to two juvenile officers since our last newsletter - Stacy Reyes and Ben Duhem. We miss their hard work and enthusiasm, and wish them well in their new endeavors. We expect to fill these vacan- cies in the future; however, addressing the workload de- mands in the adult division is the current hiring priority.

With Stacy’s departure, we were in need of a back-up Team Decision Making facilitator. DPO Haws stepped up to the plate and volunteered to be trained in this model and is now facilitating TDMs. Thank you, Dore.

Without a doubt, it has been a year packed with change in

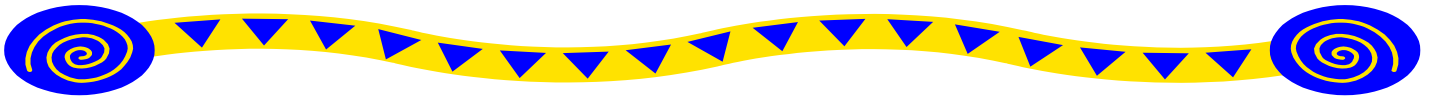
Any change, even a change for the better, is always accompanied by drawbacks and discomforts -Arnold Bennett.

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EVIDENCE-BASED PRACTICES PROJECT

By: Ryan Schlesiger

The Evidence-Based Practices Project is a grant that originally began in October 2011 and was set to sunset at the end of September 2013, but was recently extended to June 30, 2014. The intent of the grant is to strengthen the use of evidence-based practices within the Department and juvenile justice system. While the grant is geared to the Juvenile Division, Department leadership is committed to employing EBPs to all divisions and units. The grant consists of three components: training in Effective Practices in Community Supervision (EPICS), data integration, and organizational development and quality assurance.

EPICS is an officer-offender interaction model designed to provide the structure for officers to identify high-risk thinking and anti-social attitudes, remain focused on addressing criminogenic needs, and use a social learning, cognitive-behavioral approach to their interactions. Traditional officer-offender interactions would likely be described as compliance-based; EPICS tries to make these interactions more change-based. Implementing EPICS has been a huge undertaking. A lot of time and energy has been needed to organize and prepare for trainings and boosters. Staff trained in EPICS have received over forty-five hours of training from the University of Cincinnati, and that does not include participation in Department boosters, or the additional training needed for those officers that become internal coaches. The processes for **submitting recordings, coding (a coach rates an officer's use of EPICS by listening to a recording)**, providing feedback to officers regarding their use of EPICS, and tracking coding results and the number of EPICS sessions conducted

can be time intensive. EPICS is likely one of the Department's best attempts at **monitoring service delivery** and providing feedback to officers regarding this use. Implementation has been a challenge, but we have learned a lot about the process that should benefit the Department with future projects. The staff that conduct EPICS sessions have compiled impressive numbers. Since the implementation of EPICS in the adult and juvenile divisions there have been over 2000 sessions conducted with over 570 individuals.

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EVIDENCE BASED PRACTICES PROJECT (EBPP)

(continued)

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While EPICS has likely been the most visible aspect of the grant, just as much, if not more time and energy have been spent on data integration and organizational development. **The grant provided funding for the County's Information Technology Department to work with Assessments.com (ADC) to link JAMS with the data contained in ADC. The grant also provided funding to purchase licenses for Crystal Reports and Tableau software. Both programs allow the user to access information contained in a data source such as JAMS or ADC's DataMart product. Crystal Reports and Tableau is what has allowed us to develop reports, charts, and graphs of such things as EPICS sessions completed, frequency and types of contacts with probationers, and the PACT Score and general characteristics of those individuals that recidivate. The Department has never had as much access to its data as it does today. There are still growing pains to be had with all this new-found access to data. We will continue to work toward improving our ability to collect, interpret, analyze, and share our data.**

In the area of organizational development and quality assurance there has been the implementation of such things as the Risk-Based Supervision Guide, a continuous quality improvement plan for EPICS, the reintroduction of the monthly case review process, and modifying how, where, and to whom the Aggression Replacement Training (soon

to be having a name change) is provided. These developments and modifications came as recommendations made to the Department in the Correctional Program Checklist Assessment completed by the University of Cincinnati back in March 2012. It will be a never ending endeavor to routinely examine the effectiveness of our processes and services, as well as determining what we can do to improve community safety and have a greater impact on offender change.

If you have any questions about the grant or are interested in knowing a little more about any of the grant components, please feel free to stop by my office, email me at rrschlesiger@co.humboldt.ca.us, or call at (707)268-3333.



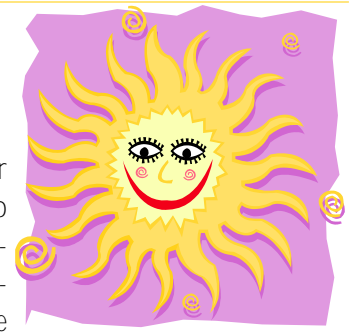
“Sunshine Salutations!

By: Barbara L. Robie

I know we need the rain, but it’s sad to see the sun set so early each day, or not see it at all! It’s so important during the fall and winter months to help each other maintain a good work environment and support each other in the Holiday seasons which can be stressful all by themselves. Then you add the wonderful challenges life likes to throw at our feet.

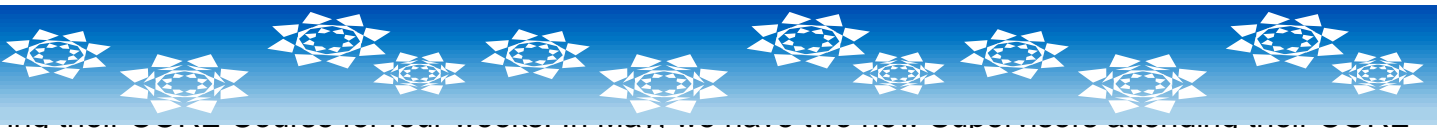
Sunshine is here to help just a little bit during those really difficult emotional times or there to celebrate with our co-workers any significant positive life-changing event as well. Since the last newsletter Sunshine has sent flowers to the memorials, or donations to their choice of organizations, in honor of five of our co-workers who lost a beloved parent or direct family member. We also honored a former co-worker when she passed with a beautiful flower arraignment at her memorial. Sadly, this I believe is our most important function and the most vital to our co-workers.

Conversely, we celebrated the birth of a child to a Juvenile Hall co-worker as well as gifting our new employees with welcome bags on their first day of employment. Nothing like a urine bottle of M&M’s to leave a lasting impression!



Some other smaller gifts were received by two co-workers when their special pet passed and was specifically reported by the supervisors of their units. Gift cards were also given to six co-workers who had various surgeries.

At the last Departmental meeting, years of service pins as well as the first-year travel mugs were dispersed. All of this comes from your nominal donation of twelve dollars (\$12) a year, or twenty dollars (\$20) from our administrators, supervisors, and managers. It is so rewarding to see how many of our co-workers donate more than the suggested amounts. Without these donations, the Sunshine Committee would not exist and the hat would once again need to be passed at each event. Although the Committee is not extremely active, the need to support each other continues. It is the hope of myself and the few people left, Paula Swihart, Tim Toste, Megan Gotcher, and Cheryl Kaska that the Committee will revive in January when there is a bit more time in our weekly routine to join in a new organization. I have been a part of the Sun-



Training Updates

*****By Mitzi Whitley*****

The first six months of our training year is coming to an end. Being half way done with the year we should also be half way done with our individual training hours. Most of you have accomplished this goal and some have even completed the entire training year required hours. Thank You!

The month of November was busy with numerous dates for the Medical Issues in Jails 8 hour course. Then in December we scheduled Examining Difference: Race, Culture, Ethnicity, & Nationality with Custom Training with Jean Comer as the instructor; three days with 8 hours of training.

In December we hosted a training in our county for the University of Davis Extension, Quality Data for Juvenile Probation, an update training for the CWSCMS program. Within the last six months we have completed our own trainings such as; Law Enforcement Communications, Juvenile Probation On-Call, MAB and the quarterly Firearms Review. We also teamed-up with the University of Cincinnati for the MI Boosters with EPICS course back in August.

With all the new hires and promotions happening in the Probation Department scheduling JCO, PO and Supervisory CORE Courses has kept us busy. So far this year we have completed two

Training Updates

(continued)

Course for two weeks and another JCO attending their CORE. This leaves three new PO's and one more new Supervisor to schedule their CORE's.

Coming up February 4 – 7 will be the Crisis Intervention Team (CIT) Training, if you are interested in this 32 hour course let your supervisor know. Within the next few months the following courses will be scheduled: First Aid/CPR, MI Coaching, and Law Update, just to name a few. Since they are all still in the planning stages you haven't received notification for these trainings. As soon as I know the details you will receive a notice to attend.

Happy New Year to All!

New Hires

Rebecca Ward	JCO I
Joseph Couch	JCO I
Jennifer McElroy	JCO I
Karen Porter	PO I
Joseph Petsche	PO I
Cullen Breuer-Harberts	PO I
Alyssa Campbell	LOA I

DMC PROGRAM UPDATE...

by: Ken Blackshear

The Disproportionate Minority Contact program is ending Phase 3 of the grant cycle. This final phase lasts until the end of 2013 and focuses on working collaboratively with community stakeholders to develop and implement a county-wide plan to reduce DMC in Humboldt County. Our Stakeholder meetings are averaging about 20 in attendance and are being held monthly. With this going on, the pressure on the Department Cultural Awareness and Diversity (CDAC) Committee has eased so they have reduced meeting frequency to quarterly and will have time to address other issues for the department.

A promising strategy being considered under the DMC plan is to utilize "community liaisons", persons in the home community for youth on probation. These liaisons would provide encouragement and assistance to help minors comply with their probation and make their court appearances, thus reducing the number arrested on warrants and VOP's. This approach should keep the focus on the minor's personal responsibility and strengthen resiliency factors in local communities. We are in the process of drafting a protocol for utilizing the Yurok Youth Wellness Program to meet

this need for Yurok youth. We will be talking with other tribes about the possibility of a similar approach for their youth.



Adult Division Notes... by: Shaun Brenneman

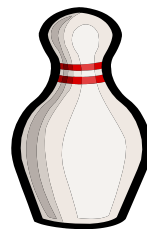
The fall of 2013 marked an end of an era. Morris Pratton, after 28 years of service, retired to a life of leisure. He was a strong presence in the Adult Division for decades; first as a Senior Probation Officer and finally as the Supervising Probation Officer for the last 3 years of his career. Moe's knowledge and expertise combined with an infectious enthusiasm made him a source of stability amidst a system in constant flux. He will be missed.

The Department promoted Beverly Ford to Supervising Probation Officer in the wake of Moe's retirement. In the time honored tradition of our agency, she will be doing the duties of her former assignment as well. This will continue until a Senior Probation Officer is promoted. Along with this vacancy there were five empty desks in the division.

I am pleased to say three of those vacancies have been filled. Karen Porter, newly hired from her previous employment at the jail, is starting in our electronic monitoring program. Joseff Petsche, by way of Oregon, is assigned to a moderate risk field caseload in the Adult field unit. Cullen Breuer-Harberts, by way of Chico, will be starting in adult field unit as well. With all the vacancies and transfers, everyone has had to do a bit extra. Officers have risen to meet the challenge. Staff are working together to ensure reports are

being written, violations are being filed, and caseloads covered. Of particular note, Duane Smith, Barbara Robie, Jesika Bradly, and Darren Ghisetti, have facilitated Thinking For A Change Groups on top of their other duties. Jesika Bradley has also taken a lead role as an EPICS coach for the Post Release Supervision Unit. Their hard work is appreciated.

During the next few months, we will continue to increase staffing within the division. The hiring will result in shuffling of assignments and responsibilities. These should shake out by spring. Change appears to be the only constant.



BOWLING BONANZA

The 13th Annual Bowling Bonanza is set for Friday, February 21st @ 7pm at Harbor Lanes. Antonio Gomez will be defending his title for the privilege of keeping the trophy pin in his office for another year! More details will be sent out soon!! ~ Tim Toste

New DV Grant Received (by: Bill Damiano)

The Department was notified in December that we were awarded Probation Specialized Supervision Program funding offered through the CA Office of Emergency Services. The program is part of the federal Violence Against Women Act funding stream. The program focuses on creating a specialized caseload of felony domestic violence offenders and development of local evidence-based protocols for managing these cases. There is a three year funding cycle through September 30, 2016.

The intent of the program is to ensure victim and community safety through enhanced offender accountability and Department linkages to community-based organizations and law enforcement. The grant

funding supports one new senior probation officer position to provide intensive supervision of DV offenders within the community. The officer will attend annual specialized training in domestic violence under the grant. Victim contact and referral to support services is a key component of the program. Regular contact will be made with batterer intervention treatment providers to monitor offender compliance and progress in treatment. The Department will contract with certified batterer intervention programs to pay fees for indigent offenders to remove barriers to timely offender entry into treatment. Additionally, collaboration with law enforcement to ensure firearms restrictions are enforced is required.

Adult Drug Court Update – by Barbara Robie, Senior PO

We are changing lives one starfish at a time! Our Adult Drug Court team consists of myself, Terry Coddington, Antonio Gomez and Lauren Mirandal. We have found a great balance between the “kids” (Antonio and Lauren) and the old guard (Terry & I). Drug Court is awesome!

At our last graduation on October 25, 2013, we celebrated the accomplishments of eight graduates. All but two of the grads were homeless when they were arrested with addiction to heroin or methamphetamine. Some were long term users of both drugs, and seven of the eight had used intravenously for more than five years. Most of them reported supporting themselves through theft, manipulation of their friends and family, and selling drugs or themselves to survive and find their next fix. Most said **they were hopeless and didn't feel they could ever really stop using.** They had given up hope of ever reuniting with their families or having a family that cared whether they lived or died. Two stated that they were just waiting to die when they were placed at Drug Court.

As POs we hear this every day and know the dysfunction and trauma that our offenders have experienced in their lives. Many have never had the experience of knowing what being safe and cared for feels like. Many had been made to find drugs for their parents and were using with their parents before they hit their teens. The power of addiction and the courage it takes to decide to change a way of life is daunting and inspiring. Trying to lose weight, **quit smoking, or change other habits I've wrestled with through my own life** only gives me a more personal understanding of the challenges and vigilance it takes for our participants to change a habit and a life.

I'd like to introduce you to the Drug Court team and some of the stories of our most recent graduates. All signed releases for us to share their photos. Their names will not be used and the only a few of their stories will be included.

Terry Coddington (in blue on left), has been our Senior Substance Abuse Counselor with Drug Court since 2005. Her door is always open for interventions, and she also conducts groups in the jail for both the men and women of the Drug Court family.

The Honorable Judge Miles (middle, in black) has been our Drug Court leader for more than six years.

Antonio Gomes (middle in suit and tie), Deputy Probation Officer of over one year, has awesome enthusiasm for the job and encompassing compassion for his fellow human.

Barbara Robie, Senior Probation Officer at Drug Court since October 2011. Love it!

Lauren Miranda (not pictured) is our Legal Office Assistant who goes the extra mile every time! She is also our photographer. She has a great sense of humor and cracks us all up when the life gets crazy!

Kevin Samsel (also not pictured) is our Supervisor and has led the program for many years with weekly team sessions that help provide troubleshooting ideas as well as encouragement.

The voice of one of our graduates:

“Before entering Drug Court, I was miserable. I remember hating who I had become. Drugs were all I cared about. I just didn't know how to stop using. I had lost everything. I lost my integrity; I was no longer a positive role model to my little sisters, my niece or my nephew. I didn't have a home, a job, or a car. I stole and manipulated people to buy drugs. I did all the things an addict does to get my fix. When I came



Adult Drug Court Update – by Barbara Robie, Senior PO (continued)

to drug court I was relieved because I knew I would be held accountable for my actions and that is exactly what I needed. Being clean ended up being pretty easy, but HRC and Drug Court wanted more. At first **I didn't make the best choices. Then I got a job and put the same dedication I had for using into my job. I did everything the best I possibly could. I said yes to everything Drug Court offered. I said yes to everything my job wanted me to do. I wasn't stoked about some of the things they wanted me to do, but they all paid off. I'm a salaried manager at my job, I moved into a beautiful house, I'm able to pay my bills and am finally living the way I wanted to. Things are never perfect, but with support of my family, HRC and Drug Court, I am happy to just be me.**"

Another graduate conveyed a story of **overdosing for the third time on heroin. Her "friends" at that time dragged her unconscious body out of the apartment where they were shooting up and left her on the street to die. Even that didn't stop her from returning to heroin.** After her arrest, she embraced Drug Court as a real chance to change her life. She became an inspiration to others while at tHRC, and continued through her aftercare. This grad had no idea the people she had touched and motivated in her journey to graduation. She used her spiritual needs to embrace her Native Culture and engaged in sweats as well as counseling through Potawot Village. She now has twenty months of sobriety. She has never allowed herself to relapse since entering the program and can now be the mother to her four children that she always wanted to be.

One graduate started using meth as a child. He had several setbacks and relapses while with drug court. He has been with the program for over two and a half years (eighteen month program). He completed all phases of the Crossroads program as well, and Humboldt County intensive AOD classes. He completed the twenty-

three session, evidence based cognitive behavioral program, **"Thinking for a Change,"** and continues with 12 Step support in the community. He is employed, lives with the brother, and has 15 months of clean and sober living.



Another of our graduates got his CDL for the first time, became employed at the bulb farm, and eventually moved to another job with good potential for future career moves. He bought a car that is insured and registered and is making payments to Revenue Recovery as well. This grad said he was proudest of his amazing relationship with his partner and their new baby boy, born in June of this year.

And a final grad had ten months clean, reunited with his son (pictured), and has full custody one week out of every month. He completed the Thinking for a Change class to help him make better decisions in his personal life. His Revenue Recovery is paid in full. He is working full time on a cattle ranch, has a healthy relationship with his new partner, is involved in the volunteer fire department, and is now coaching youth football in his community. He continues to go to his HART classes to get his CDL reinstated. A special note is that his probation ended September 1, 2013, and he continued to test in order to be allowed to participate in his graduation ceremony.

So when you come to work in the morning and ask yourself if it really matters and if you really are making a difference, the answer is absolutely!! We do amazing things in our jobs, one



Promotions

Sean Zadarnowski	LOA II
Nicholas Farnsworth	Supervising JCO
Antonio Gomez	PO II
Stacey Frank	PO II
Jessica Kalis	Senior JCO
Beverly Ford	Supervising PO
Lauren Miranda	LOA II
Megan Gotcher	Supervising PO
Shawn Burger	Senior PO
Joe Eldridge	Senior PO
Eric Wheeler	Senior PO



Congratulations
Antonio
Gomez!!!

Milestones

Congratulations!

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<input type="checkbox"/>	<p>TEN YEARS Darren Ghisetti</p> <p>FIFTEEN YEARS Keith Wallace</p> <p>TWENTY YEARS Diana Cavinta</p>	<input type="checkbox"/>
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TRANSFER
.6 time to Full-Time
Rebecca Ward





It's 4 o'clock and you're in your office and you haven't figured out what you're having for dinner tonight.

Does this ring a bell with anyone? Ruth Reichl, former New York Times restaurant critic and editor-in-chief at *Gourmet* magazine, goes on to say, "the battle's half lost." For many of us, that defeat means another pizza, another trip to the drive-thru, another frozen "home cooked" entrée, or that childhood favorite – breakfast for dinner. But while you can survive like that, you and your family won't thrive. Statistics show families that sit down to dinner together on a regular basis have better communication and their children have fewer issues related to delinquency. Those without children, partners, elders, or other roommates in their home also benefit from sitting down at the table, turning off the electronic devices, and concentrating on the food on the plate (watching *The Walking Dead* while eating puts you on the path to a vegan diet, let me assure you).

I have dozens of magazines at home with articles instructing me how to plan out my meals for the week, and I have yet to really accomplish that regularly. When I do walk in my front door knowing what I'm going to put on the table, having all the ingredients, all the tools, it makes a huge difference.

Lately, I've been enamored of two vegetables that I detested as a child:

Cauliflower and Brussels Sprouts. The secret is **ROASTING**. Now my fridge always has a head of cauli or a bag of sprouts, and, while not being part of an overall "plan" they have saved the day more than once. Turn the oven to 425 as soon as you walk in the door – don't even take off your coat yet, because you want the oven to get hot.

For cauliflower, take the whole head, leaves and all, wash and drain well. Find a baking dish that just fits (I use a small Pyrex skillet), and lightly coat it with

olive oil. Put in that whole cauliflower, lightly sprinkle with salt and a bit more olive oil, and roast for an hour or longer, until tender. It will get brown and crispy on the outside. Serve with a vinaigrette as either a side dish, or a vegetarian entree.

For the sprouts, use a baking sheet, line it with either foil or parchment paper if you are lazy like me and don't want to scrub your baking sheets. After trimming the ends and pulling off any funky looking leaves, toss them out onto the pan, drizzle with olive oil, sprinkle with salt and pepper, and roast until crispy, browned, and tender. You can eat them just like that, or use them as the base of concoctions limited only by your imagination or willingness to read cookbooks.

By the way, if you like stories about wacky cooking methods, check out the NPR website archives. You can learn how to cook real food using your blow dryer, dishwasher, and coffee maker in ways you never would have dreamed of.

~Barbara Boeger





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