

ANNUAL REPORT 2013-2014



MACK JENKINS, CHIEF PROBATION OFFICER

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MESSAGE FROM THE CHIEF



MACK JENKINS
Chief Probation Officer

On behalf of the officers and staff of the San Diego County Probation Department, I am pleased to present our Fiscal Year 2013-14 Annual Report. The year has seen the continuation of some key initiatives and the second full year of Public Safety Realignment – AB 109 – in San Diego County.

With the significant changes in procedures and practices Public Safety Realignment has brought, criminal justice departments are working together in an unprecedented way to reduce the risk of criminals getting out of prison or jail and committing a new crime, setting in motion a local plan built on research-based practices. The shift of felons from state parole supervision to County Probation supervision did not result in a spike in crime, as measured by arrests, based on a study by the San Diego Association of Governments. The study, “Arrests of Individuals Under Probation Supervision in the San Diego Region 2012,” showed 12 percent of adults arrested in 2012 were already on probation from a previous offense. That represented an increase of just 2 percent compared to similar data collected in 2008, before AB 109 took effect, despite the fact that the number of high risk offenders under County Probation supervision grew dramatically: from 3,600 to 6,100 offenders, a 69 percent increase.

Our department was successful in obtaining a grant from the Sierra Health Foundation, so we have implemented our Positive Youth Justice Initiative pilot program. We were one of only of four probation departments in the state selected to receive the grant. This collaborative project targets delinquent youth with child welfare histories residing in the Mid-city area. It involves a multi-disciplinary, family focused approach including wraparound services and trauma informed care. As the program demonstrates effectiveness, we intend to apply the elements of this project on a broader scale in our services with all delinquent youth.

With the adoption of the third phase of the Crossover Youth Practice Model, we have experienced continued growth in the number of dual status youth – those that cross over from Child Welfare Services caseloads to delinquency. Through a collaborative case planning process with Child Welfare Services, the youth are linked to appropriate services, and in some cases placed on dual status, with the goal of limiting their escalation in the delinquency system.

We have faced some challenges this year, with Title IV-E funding at risk and pressure to reduce departmental overtime. Federal Title IV-E funding reimburses counties for activities that reduce out-of-home placements for juveniles on probation. To mitigate the risk, the Chief Probation Officers Association has been working with the state on a corrective action plan that involves juvenile probation officers undergoing training in Title IV-E procedures. Despite the risk to Title IV-E funding, we continued our hiring to fill critical vacancies. And we have made progress in reducing overtime in our institutions. Overtime that is necessary for operational needs can and should be authorized, however, managing overtime spending will continue to be a priority because the higher that cost is, the less fiscal flexibility we have for addressing department issues.

And finally, I would like to share with you our “audacious goal” that we have set, with the encouragement of County CAO Helen Robbins-Meyer, who challenged Departments to set and reach higher goals and push ourselves beyond current boundaries.

Our audacious goal targets high risk probationers to significantly reduce their recidivism. In light of our mission and our contribution to the county vision, our audacious goal is to **“Reduce the recidivism of adult probationers who are supervised on high risk caseloads by 5% within the next 5 years.”** A key to achieving our audacious goal is recognizing that we are in a position to help offenders change their behavior. Our plan to achieve our audacious goal will be multifaceted. The major components of the plan will include:

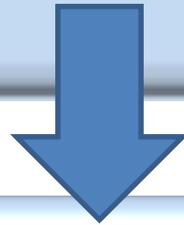
- Reducing our High Risk caseloads to our target of 50 to one or better
- Completing the implementation of our supervision model based on research-based practices into our daily operations. That will involve:
 - Enhancing officer competencies in supervision and case management skills
 - The full utilization of the responses to behavior continuum (Incentives and Sanctions)
- Ensure the availability of adequate resources to address the highest criminogenic needs of high risk populations
- The full utilization of the Community Resource Directory to refer, link, and engage offenders into services.



YVETTE KLEPIN
Assistant Chief Probation Officer

VISION STATEMENT

Enhancing the quality of life for San Diego County residents by creating safer communities



MISSION STATEMENT

Protect community safety, reduce crime and assist victims, through offender accountability and rehabilitation

ACCOMPLISHING THE MISSION

PROTECT COMMUNITY SAFETY

Participated in **510** multi-agency operations, such as gang suppression operations, truancy sweeps, joint probation & parole sweeps, and sobriety checkpoints

66% of adult probationers completed their probation without being convicted of a new crime

**REDUCE
CRIME**

69% of juvenile probationers completed their probation without being convicted of a new crime



ASSIST VICTIMS

- **99.4%** of available victims were contacted and informed of their right to restitution and a victim impact statement
- **\$2,265,632** was collected through restitution for victim services

Through

OFFENDER ACCOUNTABILITY

8,098 searches of adult and juvenile probationers' homes were conducted to ensure that they were not in possession of illegal contraband or paraphernalia

115,321 Face-to Face Contacts with adult offenders and
70,381 Face-to Face Contacts with juvenile offenders

\$2,265,632 Victim Restitution collected from adult offenders

8,098 Residential searches of adults & juveniles under supervision

REHABILITATION

Of youth in custody:

- **99.6%** received substance abuse services
- **99.8%** youth who are at high risk of delinquency received services to reduce that risk
- **99.6%** received employment readiness services

DEPARTMENTAL INITIATIVES

- **Continued Implementation of Evidence Based Practices:** Utilization of data driven supervision practices including the risk/need assessments, case planning, and the use of incentives and sanctions.
- **Continued Implementation of Public Safety Realignment/AB109:** Changed who supervises certain released prisoners from state parole to County probation (2,000+ realigned in the first year).
- **Community Transition Center (CTC):** A facility where post-release offenders returning to the community are assessed, a case plan is developed, and referrals and linkages to treatment services are completed.
- **Enhancing Treatment and Intervention Services to Offenders Under Supervision:** Using a recently implemented Community Resource Directory, an electronic directory, to assist probation staff in making referrals and to improve communication between providers and the department, in addition to facilitating collaboration and increasing access to services.
- **Implementing Integrated Behavioral Intervention Strategies (IBIS):** A multi-model approach which includes Motivational Interviewing (MI) and Cognitive Behavioral Techniques (CBT) to help guide probationers in behavioral change to reduce recidivism.
- **Probation Case Management System (PCMS) Enhancements:** Implementing system improvements to align with current business practices and to improve data reliability.
- **Crossover Youth Practice Model:** Incorporated practices to reduce the number of youth who cross over from child welfare to the juvenile justice system and prevent escalation of delinquent activities.
- **Implementing Mobility Strategies:** Mobile applications to enhance efficiencies and improve officer safety in the field; developing self-service applications for probations.
- **Trauma-Informed Care:** Trauma-informed coordinated services that provide individuals with appropriate interventions and resources; collaboration with Live Well San Diego partners.

ADMINISTRATIVE SERVICES



DEBBIE PATAG
Chief of Administrative Services



Elena Lepule
Manager, Budget and Facilities



Elainerose Lontoc
Manager, Information Technology



Denise Rubin
Manager, Human Resources

Administrative Services

- Budget and Fiscal
- Accounting
- Payroll
- Facilities
- Contracts and Procurement
- Human Resources
- Background Investigations
- Internal Affairs
- Information Technology
- Research, Science and Policy
- Treatment
- Volunteer Services

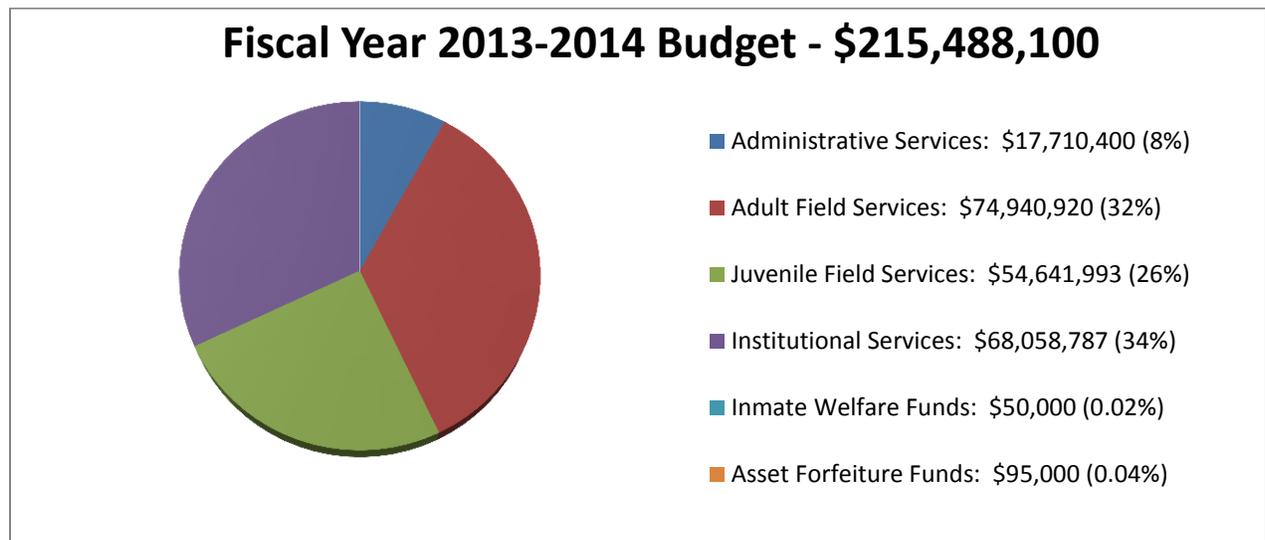


DR. NATALIE PEARL
Director of Research,
Science and Policy



Dr. Geoff Twitchell
Treatment Director

Administrative Services: Finance and Accounting managed a Fiscal Year 2013-2014 budget of \$215,488,100 providing oversight and accountability for the funding. Information and Technology supports the Department’s mission by ensuring that our systems meet evolving needs for sharing and processing information. The Contracts and Procurement Unit managed close to 200 contracts and agreements. During the year, the unit responded to public safety realignment challenges to develop new contract services and locate facilities for more than 2,300 offenders released from the state to Probation supervision through public safety realignment, ensuring that contract services were implemented using innovative and evidence based practices.



Research, Science and Policy Division: The Evidence Based Practices Operational Support Team (EBPost) provides training, coaching and mentoring to ensure that Evidence Based Practices become part of the San Diego County Probation Department’s culture, with the goal of cultivating opportunities for offenders to change their behavior and reduce recidivism. EBPost supports the use of the balanced approach across the Probation Department by ensuring that all staff understand the five elements of the Probation Department Practice Model: Use of a Risk/Needs Assessment; Risk-Based Supervision; Case Planning/Case Management; Rewards and Responses); and engaging offenders using Integrated Behavioral Intervention Strategies (IBIS). This year, EBPOST continued to support EBP implementation through training and a variety of outreach endeavors. EBPOST presented the basic Integrated Behavioral Interventions Strategies (IBIS) curriculum on eight separate occasions. This class pairs Motivational Interviewing with behavioral interventions to assist officers to increase engagement efforts with probationers to support their efforts to adopt long term behavior change. The IBIS Coaches course was presented on two occasions to ensure that skill development and proficiency are supported in each Unit. To further support IBIS skill development, EBPOST began distributing an electronic “IBIS Skill of the Month,” which highlights a distinct skill or tool each month. EBPOST conducted training in Deputy Probation Officer Core by presenting 24-hours of curriculum on Case Planning and Case Management. EBPOST has also supported efforts to standardize the Incentives and Sanctions initiative within Adult Field Services.

Community Resource Directory: The Community Resource Directory (CRD) was launched for adult probationer referrals in February 2013 and juvenile referrals in October 2013. The CRD is an online web-based system used by Probation Officers to refer offenders to rehabilitative services based on their assessed needs. The goal of the CRD is to connect high risk offenders to at least one community based service associated with an assessed need. There were 6,313 referrals made by probation officers to program services through the CRD during the fiscal year, with the largest numbers going to substance abuse treatment, employment and vocational programs, and housing services. As of the end of the fiscal year, there were 150 approved agencies in the CRD, representing approximately 700 program services throughout the county, such as substance abuse treatment, mental health, counseling, housing assistance, employment and vocational training, anger management, domestic violence treatment, and other service types. The EBPost Team provided on-site training to 133 staff at 14 provider agencies. Probation staff continually reach out to encourage community based providers not currently in the CRD to visit the website and apply.

During the fiscal year, Probation hosted three CRD Provider Expos to provide an opportunity for Probation Officers and CRD providers to share program information and collaborate on resources available to juvenile and adult offenders in pursuit of their rehabilitation. The first Expo, a countywide event, was held at the County Operations Center and was a great success, with over 65 provider agencies attending, representing more than 200 program services. Over 200 Probation Department



staff attended, and there were visitors from Health and Human Services Agency, the District Attorney, Public Defender, Sheriff, San Diego Police Department, and Federal Probation. The feedback we received, both verbal and written, was very positive. Everyone appreciated the opportunity to share information about resources available for probationers and help enhance communication between providers

and Probation staff. Plans are to regularly host such events in different regional locations as well as in the central region.

Treatment: The Treatment Unit was implemented in September 2013 with the goal of ensuring delivery of evidence based services to adult and juvenile offenders. The unit is working with existing treatment providers and agencies on best clinical practice standards for the care of offenders and is also convening internal and external stakeholders to identify and procure evidence based treatments that meet the specific and unique needs of offenders. This unit continually works to improve the coordination and quality of rehabilitative services for the Probation Department. Among the unit's goals are to standardize contracts to include evidence based language, institute regular clinical contact with service providers, provide education to department staff as well as community based providers and justice partners, act as a consultant on clinical issues and behavior change, and implement fidelity and quality assurance measures. These goals are being achieved through projects such as the procurement of contract services for Cognitive Behavioral Therapy services for high risk probationers and AB 109

offenders, submission of the Mentally Ill Offender Crime Reduction Grant application, and implementation of quarterly Information Sessions for treatment providers.

Human Resources: The Human Resources unit meets the continuing needs of the Probation Department for sworn and non-sworn personnel. Of the 1,324 staff positions budgeted for Fiscal Year 2013-14, 1,047 (79%) were sworn and 277 (21%) were non-sworn. Overall, 90 new staff were hired and more than 80 internal promotions were processed during the year.

Human Resources Statistics:

➤ Adult Field Services	453
➤ Juvenile Field Services	313
➤ Institutional Services	478
➤ Administrative Services	<u>80</u>
	1,324

Training and Development: The Staff Development Unit is responsible for facilitating and coordinating delivery of all training courses for Department employees to ensure that all employees know, understand, and comply with both the law and with the department's policies, procedures and performance standards related to their specific job assignment. The various training opportunities ensure that employees demonstrate the highest standards of ethics and conduct consistent with the requirements of their positions and also meet the State's certification standards. The unit facilitates and coordinates close to 100,000 training hours for Department staff. In an average quarter Staff Development offered training opportunities to about 800 students in 55 course offerings, ranging from communication skills to leadership to firearm proficiency to effective use of computer programs to activities that support field work.

ADULT FIELD SERVICES



CESAR ESCURO
Deputy Chief Probation Officer
Adult Field Services



Christina Nyikes
Director
Hall of Justice



Lorraine Fernandez
Director
Ohio Street



Jason Druxman
Director
South Bay and El Cajon

- Adult Field Services
- Intake and Investigation
 - Supervision
 - Post Release Community Supervision (AB109) and Mandatory Supervision
 - DUI
 - Victim Services
 - Work Projects
 - Work Furlough



Dan DeLeon
Director
Vista, Work Furlough and Work Projects



Scott Huizar
Director
Post Release Offenders Division



Janet Rasco
Probation Operations
Support Manager

Intake and Investigations:



Adult Field Services Investigations Officers from the Hall of Justice, North County, East County and South County Probation Offices provide Pre-Sentence Investigation and other supplemental reports for the Courts in all regions. In addition to interviewing offenders and providing sentencing recommendations to the Courts, Probation Investigations Officers maintain a collaborative working relationship with our Judicial Partners. In Fiscal Year 2013-14, Intake and Investigations submitted 13,374 reports.

At the close of Fiscal Year 2013-14, a workgroup was convened to review the current Intake and Investigations business processes and associated workload. The goal for this group was to understand factors having an impact on the Adult Investigations workload and make recommendations for potential improvement. As new legislation and business practices continue to be implemented, this workgroup will identify the potential short and long term effects on Probation resources as well as current and future strategies that could better assist with monitoring workload fluctuations, possible causes, and available solutions.

Post Release Offender Division:



On October 1, 2011, Assembly Bill 109, AB109 or Public Safety Realignment drastically changed the landscape of the criminal justice throughout the state of California by shifting state responsibilities for certain offenders to the counties. In response to AB109, the San Diego County Probation Department created the Post Release Offender (PRO) Division, with the specific charge of managing the new offender populations (Post Release

Community Supervision – PRCS & Mandatory Supervision – MS). Additionally, systems and processes were created to appropriately manage the

influx of offenders to our county. Over the past three years, the PRO Division has grown to approximately 120 total personnel, 6 regional field supervision offices spread across the entire county (including 1 co-located site within the Escondido Police Department). Local supervision efforts have resulted in a year-to-date performance average of 59% of all PRO Division offenders being referred and linked to services, 91% offenders having a COMPAS Assessment completed. These efforts have culmination into a Fiscal Year 2013-14 recidivism rate of 39% for PRCS and 24% for the MS population.

Mandatory Supervision (MS) Program and Mandatory Supervision (MS) Court:



Mandatory Supervision Court is a collaborative process in which the Probation Department, San Diego Superior Court, San Diego County District Attorney's Office, San Diego County Public Defender's Office, and the San Diego County Sheriff's Department work together throughout the term of an offender's mandatory supervision sentence. Approximately 30 days prior to release from custody, offenders attend a pre-release hearing to review their individualized case plans and discuss progress made toward their identified

goals. Once offenders are released from custody, they attend regular status hearings for continued updates of progress made in the community toward completing case plan goals established by their probation officer.

Established and formalized in January 2013 and based on a collaborative Court/Program model, the MS program specifically targets offenders that have been sentenced pursuant to Penal Code (PC) section 1170(h)(5)(B) to local prison sentences in the Sheriff's jail for a non-violent, non-serious or non-high risk sex offense. Offenders sentenced under PC 1170(h)(5)(B) receive a "split" sentence, meaning a portion of their sentence is completed in custody and the balance under the mandatory supervision of the Probation Department.

The MS population during Fiscal Year 2013-14 consisted of 733 offenders in the local community. PRO division officer's supervision efforts included 17,427 face to face contacts with offenders and 333 residential searches. In addition, officers conducted 5,478 drug tests.

PRCS Program & MS Program Planned Bifurcation: Initially, as the PRO Division was expanding to adequately address the new population of offenders (PRCS & MS) now under local supervision, both populations were supervised within the same regional supervision unit. As the PRCS & MS populations grow, managing both within the same supervision unit was the most practical and efficient use of resources. However, with the establishment and formalization of the MS Program (January 2013), coupled with a higher than expected number of PRCS offenders being released and supervised locally, maintaining this same structure has proved to be challenging. To address this, plans are to restructure the PRO Division next fiscal year.

Post Release Offender Division: Post Release Community Supervision (PRCS) program:



The PRCS population is supervised amongst 6 regional field supervision offices (North County, Escondido Police Department, Downtown, Central San Diego, East County and South Bay). The PRCS population during Fiscal Year 2013-14 consisted of 3,521 offenders in the local community. PRO division officer's supervision efforts included 43,122 face to face contacts with offenders and 2,097 residential searches. In addition, officers conducted 14,219 drug tests.

During Fiscal Year 2013-14, 1,601 offenders were discharged from supervision. Of these, 61% completed their term of supervision without a new felony or misdemeanor conviction. 545 (36%) PRCS offenders were determined eligible for early release and 179 were discharged from supervision after 6 months. The criteria requires that the offender complete at least six months of supervision without an arrest or violation; achieve case plan goals, have clean drug tests, and obtain employment or be enrolled in school. 366 individuals had no custodial violations in their first 12 months of supervision and were discharged as required by law.

Officers within the PRO division also contribute to on-going collaborative efforts including various workgroups and committees that have allowed for tremendous progress toward the three San Diego County Realignment goals: Efficiently Use Jail Capacity; Incorporate Reentry Principles into In-custody Programing; and Incorporate Evidence Based Practices into Sentencing, Case Management and Supervision of the realigned population.



Community Transition Center (CTC): The CTC (opened January 2013 and developed through a collaborative partnership between the Probation Department, the District Attorney's Office and San Diego County Community Corrections Partnership) continues to serve as primary Intake center for all PRCS offenders released into the San Diego region. PRCS offenders released from prison are initially transported for assessment,

treatment, case plan development and linked to services before being released into the community or into appropriate treatment programs.

Under the leadership of the San Diego County Probation Department, the CTC is the site of a multi-disciplinary team designed to fully support offenders returning to the community from incarceration. Co-located at the Lighthouse Residential Treatment Program, probation officers, behavioral health clinicians, a nurse case manager and county social workers assess offenders and link them to indicated services in order to facilitate reentry, increase compliance with supervision conditions, and to reduce recidivism.

The CTC is operated within a therapeutic model, in which law enforcement, behavioral health and treatment center staff work collaboratively to assist offenders with meeting their treatment needs. Probation staff is on site seven days a week, during regular business hours. Lighthouse RTP staff is on site seven days a week, 24 hours a day.

The center offers a continuum of services. Offenders on Post Release Community Supervision are transported to the CTC from all California Department of Corrections and Rehabilitation (CDCR) facilities in the state. Additionally, offenders on Mandatory Supervision are also transported to the CTC from local prison, if in need of further assessment or referral to residential drug treatment. Upon arrival at the CTC all offenders are tested for current substance use and if they test positive, they are immediately referred to on-site detoxification services. If the offender is in need of short-term transitional housing, they can stay at the CTC for up to seven days as long term plans are developed. Offenders who access the brief transitional housing at the CTC receive early intervention services which may include; alcohol and drug education, cognitive behavioral interventions, relapse prevention training, conflict resolution, parenting skills, and life skills. If a greater level of treatment is needed post-assessment, offenders are linked to appropriate services. If an offender is being referred to residential drug treatment they are immediately transported to the program upon bed availability.

CTC by the Numbers: Throughout Fiscal Year 2013-14, 2,045 offenders were assessed at the CTC, of those, more than half have been linked to behavioral health services. In addition, 244 offenders in violation of conditions of supervision who are in need of residential treatment were transported back to the CTC from the community and linked to residential treatment, thereby avoiding

incarceration costs and supporting a balanced approach to supervision. Lastly, through Fiscal Year 2013-14, 1,019 offenders were temporarily housed at the CTC, pending release to treatment, transitional housing or personal residence.

Sex Offender Unit: The Adult Sex Offender Unit supervised a monthly average of 430 probationers with recent or previous convictions for various sex crimes including rape, child pornography, internet crimes against children, lewd sexual acts upon children, incest, indecent exposure, failure to register as a sex offender, human trafficking, and pimping and pandering. A total of 277 probationers submitted to polygraph examinations, 1,878 fourth waiver searches were conducted, 1,441 drug and alcohol tests were performed, 395 probationers completed their PC290 annual sex offender registration required by Penal Code 290, and 155 probationers were returned to court due to non-compliance with conditions of their probation.

The Adult Sex Offender Unit continues to partner with other law enforcement agencies at the city, county, state and federal levels. These agencies include the District Attorney's Office, City Attorney's Office, Drug Enforcement Agency, Department of Justice, U.S. Immigration and Customs Enforcement, Adult and Child Protective Services, SAFE (Sexual Assault Felony Enforcement) Task Force, U.S. Federal Probation, U.S. Marshal's, ICAC (Internet Crimes Against Children), San Diego County Sheriff's Department, Parole, and various police departments.

The unit's objective is to keep the community safe through proactive measures. Information sharing among law enforcement stakeholders assists in intelligence gathering, identifying potential problems, and operational planning. In addition to the law enforcement partners, the Adult Sex Offender Unit works with the therapeutic community, which assists with the Containment Model supervision. This model assures standardized practices necessary for the supervision and treatment of sex offenders, per standards established by the California Sex Offender Management Board (CASOMB) and further supported by the Probation Department's participation in the Sex Offender Management Council (SOMC). The Containment Model team members include the probation officer, a polygraph examiner, a treatment provider, and victim advocate, if applicable. The initiation of Chelsea's Law, on July 1, 2012, mandated standards of supervision practices specific to registered sex offenders whose most recent crime was the PC290 registerable sex offense. This law established sex offender specific treatment and polygraph exam standards, and mandated that actuarial tools to determine risk factors are completed within 90-120 days at the onset of treatment. As a result, two additional risk assessment tools are now used in addition to the Static-99R.

The ongoing use of Global Positioning System (GPS) electronic monitoring for high risk sex offenders, including transient sex offenders, has continued to be a useful supervision tool in the Probation Department's proactive supervision efforts to protect community safety.

Behavioral Health Court (BHC): The mission of the BHC is to promote public safety and assist in the recovery of eligible mentally ill offenders by providing intensive individualized treatment, collaborative supervision and custody alternatives.

The BHC adopts elements of the collaborative court model to address problems presented by severely mentally ill probationers. BHC is a minimum 18 month program comprised of four performance based phases. The probationer is required to meet specific benchmarks in order to advance through each phase and be eligible for graduation. Throughout the program, the probationer is provided intensive case management and required to meet regularly with a multi-disciplinary team. Upon successful completion, participants of the program are eligible for early termination of probation and, if eligible, a dismissal or reduction of their charges. The BHC team includes one Senior Probation Officer with significant training and experience working with the mentally ill population. The BHC Probation Officer also conducts routine field compliance checks, which includes residential searches, random urinalysis in the field, re-arrests, and follow up regarding any concerns the treatment team may have regarding compliance. In addition, the BHC Probation Officer attends all treatment team meetings and serves as the BHC Court Officer.

BHC began in February 2010; there are currently 28 participants in the program. For the past year, BHC received 108 referrals, conducted 97 screenings, and accepted 34 participants. BHC has expanded its calendar to twice monthly to accommodate for growth.

WATCh (Women and Their Children): WATCh Probation Officers supervise pregnant and post-maternal probationers who have a substance abuse nexus. The mission of the WATCh program is to ensure the birth of "non-tox" babies (babies born free of illegal substances).

WATCh probationers are seen frequently and program guidelines include a "zero tolerance" for any substance use while pregnant. Additionally, the WATCh Probation Officer works diligently with collaborative partners to ensure each expectant mother is referred to the services she and her unborn child need. These referrals include housing, prenatal services, Medi-Cal assistance and treatment programs. In addition to enforcing the probationer's court-ordered conditions, the WATCh Probation Officer collaborates closely with Health and Human Services Agency to support the fulfillment of case plans in the Family Court's reunification process. Probationers are monitored for three months post- partum or longer if necessary to ensure they are stable before being transferred to the appropriate level of probation supervision. The Ohio Street and North County WATCh Probation Officers supervised 102 WATCh probationers during Fiscal Year 2013-14, and 100% of the babies were born without drugs or alcohol in their system.

Veterans Treatment Review Calendar (VTRC) is a collaborative pilot justice court, started in 2/04/11, that hears cases involving PC1170.9 probationers who are veterans or active duty service members with unique mental health conditions stemming from their military service. Per California Penal Code 1170.9, the criminal court considers treatment rather than incarceration when sentencing a defendant who has served in the military and shows symptoms of one or more of the

following: Post-Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), Military Sexual Trauma (MST), Depression, Anxiety Disorder, or other mental health conditions.

The plans are to continue the services with an ongoing collaborative program to include the Probation Department, Superior Court, District Attorney's Office, City Attorney's Office, Office of the Public Defender, Sheriff's Department, San Diego Vet Center, Veteran's Administration, VA San Diego Healthcare System, Veterans Village San Diego, and the Veterans Mentor Program.

In the three years of operation of this pilot program, 74 veterans were screened and admitted. Post-graduation recidivism is zero percent for the 35 pilot program graduates.

Driving Under the Influence (DUI) Unit: The DUI Unit supervised a daily average of 633 probationers who were convicted of Felony DUI (4+ DUIs), DUI with Injury, and misdemeanor DUI with Felony



evading. The unit is partially funded by the Office of Traffic Safety whose primary goal is to reduce the number of persons killed/injured by DUI offenders. Hence, this unit's objective is to keep the community safe and reduce the number of arrests of supervised probationers through proactive measures and collaboration with law enforcement stakeholders to assist in intelligence gathering, identifying potential

problems, and operational planning. Field Operations that include Checkpoints, Stakeouts, Saturation Patrols, Driver's License Stings, 4th Waiver Searches, and regional weekend compliance checks are samples of our proactive efforts. This unit is unique in that the zero tolerance with regard to alcohol consumption is strictly enforced. Subsequently, throughout the year the unit arrested 126 offenders; 100 were for probation violations and 26 were for new arrests (not convictions), 12 were for new DUI arrests. The overall recidivism rate is under 5%.

In addition to the law enforcement partners, the DUI Unit works closely with the community based organizations and treatment providers to provide best practices in an effort to assist probationers through their rehabilitation process and behavior change. The usage of SCRAM, a continuous alcohol monitoring system with transdermal alcohol testing and optional house arrest monitoring in one device, has assisted in more effectively dealing with repeat DUI offenders. Designed for high-risk, repeat DUI, drunk driving, and other alcohol offenders, the SCRAM system and program is the world's most widely used and trusted 24/7 transdermal alcohol testing system on the market today. In conjunction with treatment, SCRAM has proven to be successful with DUI Offenders in the Probation Department's proactive supervision efforts to ensure community safety.

In an effort to better assist victims, the DUI Unit volunteered to pilot the Restorative Justice Mediation Program with the adult probation population. This program offers victims of crimes the opportunity for a face to face dialogue with the offender, something that allows for accountability on the part of the offender and the possibility of closure for both parties. If restitution is to be determined, this may also

be discussed. While this program is still in the developing stages, it has proven to be effective and rewarding for individuals who have chosen to participate.

Work Projects: Public Service Workers (PSWs) are assigned to the program by the Court (Superior & Traffic). The PSWs perform manual labor at various locations throughout the County of San Diego. Work Projects services numerous contracts with non-profit state and local governmental agencies throughout San Diego County. The Work Crew assignments include weed abatement, rolling litter abatement, storm water/anti-erosion duties, clearing brush, cleaning/clearing homeless camps and general landscape maintenance along county roads and state highways. In Fiscal Year 2013-14, Work Projects supervised a total of 259,464 hours worked by PSWs with 2,675 being adult revenue crews, which are paid for by the services they provide. Juvenile crews accounted for an additional 1,824 hours.



Work Furlough: Work Furlough and the Residential Re-Entry Center (RRC) are both housed in a community based facility operated by a contractor. The programs are designed to assist offenders in their transition back into the community by providing employment development, intervention services, and other self-improvement opportunities. For inmates who are gainfully employed, it allows them to maintain their employment while serving

their custodial sanctions. The Re-Entry Center houses up to 165 inmates (both Probation and Sheriff) and Work Furlough houses up to 170 inmates.

JUVENILE FIELD SERVICES



KIM ALLEN
Deputy Chief Probation Officer
Juvenile Field Services



Margie DeLeon
Director
Intake & Investigations



Lisa Sawin
Director
Juvenile Supervision



Michael Adkins
Director
Breaking Cycles



Gonzalo Mendez
Director
Special Operations



Helen Davalos
Probation Operations
Support Manager

- Juvenile Field Services**
- Intake and Investigations
 - Supervision
 - Juvenile Drug Court
 - Breaking Cycles
 - Placement Unit
 - Truancy Intervention Program
 - Truancy Supervision Program
 - Home Supervision
 - Youthful Offender Unit
 - Special Operations

Positive Youth Justice Initiative (PYJI): San Diego County was one of six counties selected for the Positive Youth Justice Initiative (PYJI) planning grant offered through the Sierra Health Foundation. California Endowment and California Wellness Foundations joined Sierra Health Foundation as funding partners in this initiative. The Initiative “supports counties to transform their juvenile justice systems to improve the education, employment, social and health outcomes of crossover youth.” These youth currently are receiving Probation services that have had exposure to the Child Welfare system.

PYJI combines four design elements that have potential to benefit all children who come into contact with the juvenile justice system. Positive Youth Development principles view youth as assets. All young people, even those engaged in juvenile justice systems, should be considered assets to their community and given every opportunity to be supported and meaningfully engaged with an innovative behavioral health approach. Trauma is considered a specific risk factor for future involvement with the justice system. People who experience childhood trauma are more likely to be arrested for serious crimes both as youth and adults. Trauma-Informed Care delivers both approaches using a Wraparound Service model as an intensive, individualized care planning and management process. Finally, Improved Operational Capacity is utilized to strengthen local infrastructure and enhance policy and practices across systems. Technical Assistance (TA) Providers for each element was made available to each county for the duration of the planning phase.

In October of 2013, San Diego was awarded the PYJI Implementation grant for a 2-year period in the amount of \$400,000. We created a pilot program in a specialized unit to serve high need delinquent crossover youth residing in the 92101, 92102, 92104, 92105, 92115, 91950 and 92113 regions. This unit includes two Deputy Probation Officers, a Youth & Family Counselor and an Alcohol and Drug Specialist. The PYJI team will work in collaboration with juvenile justice and community partners to identify target youth, and work to engage them in family focused wraparound services designed to strengthen the youth and family's resiliency areas and shorten the youths stay in the delinquency system.

System wide training is occurring in the areas of Trauma Informed Care and Positive Youth Development to ensure all staff serving youth can increase their knowledge and competences in intervention practices. The local PYJI partners include: San Diego County Probation Department, Health & Human Services Agency, Superior Court, Primary Public Defender's Office, Chadwick Center for Children and Families at Rady Children's Hospital, Children's Initiative, Crossover Youth Practice Model Guiding Coalition Workgroup, District Attorney's Office, Family and Youth Roundtable, Fred Finch Youth Center, North County Lifeline, San Diego Community (Parents & Students), San Diego County Office of Education, San Diego Unified School District, San Diego Youth Services, San Diego Workforce Partnership, and Turning the Hearts Center.

Family Advocate Officers: As Family Advocates, two retired probation officers who are bilingual in English and Spanish work at San Diego's juvenile courthouse, five days a week, in the morning hours when most hearings are scheduled. They work in an information kiosk, and families are generally referred to them for help by courthouse employees and attorneys. Advocates serve all families, Spanish and English, typically spending about 10 or 15 minutes with a minor and the family reviewing court

proceedings, court orders, and the requirements of probation and next steps. The goal is that families leave the courthouse with a full understanding of the minor's requirements.

The advocates take a caring, helpful approach with families who are often scared, unhappy and confused. They may have a child in custody; they often have many questions. Because the advocates are retired probation officers, they also use the opportunity to speak earnestly with minors about the importance of completing required programs and staying crime free. The advocates as well help parents



understand the goal of programs such as drug and alcohol treatment or anger management counseling is to help young people stay out of future trouble, not to punish them. When families understand that probation conditions are geared towards rehabilitation, not punishment, they are often more supportive of the minor's compliance with court

orders. The advocates assist about 2,000 people a year. When the family of minors understand the juvenile justice system, the children who are having problems with the law are more likely to comply with probation and programs, and ultimately be successful. In a survey of 400 people who spoke with the advocates 93 percent said they were very satisfied, and 92 percent said they had a better understanding of what was expected of them.

Home Supervision: Home Supervision is an alternative to custody for youth who would otherwise be detained in Juvenile Hall. The youth are permitted to remain at home pending a court hearing, upon release from a juvenile institution, or as a graduated sanction from a probation program. Home Supervision officers will

conduct random unannounced compliance checks with the youth at locations authorized by the Court or Probation. Contact may be but is not limited to home, school, employment, or court ordered programs.

Home Supervision offices supervised a total of 2,256 youth for the fiscal year. Officers made a total of 53,477 contacts during the year.



Special Operations: Special Operations probation officers partner with state, local and federal law enforcement on the following multi-agency task forces: the San Diego Regional Fugitive Task Force, the San Diego Violent Crimes Task Force, the Narcotics Task Force, the East County Regional Gang Task Force, the Jurisdictions Unified for Drug & Gang Enforcement (JUDGE) Task Force, the Regional Auto Theft (RATT) Task Force, and the Computer And Technology Crimes Hi-Tech (CATCH) Task Force. These close collaborations improved community safety through coordinated monitoring of offenders and a teamwork approach to sophisticated criminal investigations. Several large scale operations culminated in the arrests of dozens of gang members involved in drug sales, murders, and human trafficking.

Narcotics Detection Canine: Deputy Probation Officer Shaun Rex is one of two Narcotics Detection Teams assigned to the Probation Department. In his current assignment with CRT, Officer Rex and his canine partner “Beny” have conducted numerous searches to detect narcotics in offenders’ residences. Through their efforts, the team has taken dangerous drugs out of the community, ultimately aiding in the recovery process for offenders who relapse into drug use.



Law Enforcement Teddy Bear Drive:



In 2014, the San Diego County Probation Department partnered with the San Diego Sheriff’s Department to lead the annual Law Enforcement Teddy Bear Drive. Each year for the past 23 years, members of state, local and federal law enforcement partner to collect upwards of 40,000 teddy bears for Rady Children’s Hospital patients. After this year’s collection drive, 180 officers delivered the bears to the hospital amidst a crowd of cheering patients, parents and staff who greeted the officers as they arrived.

Pairs of officers broke into groups of two, visiting patients in various departments in the hospital, offering a teddy bear to every one of them.

Tattoo Removal: The tattoo removal program is for youth on juvenile probation and is overseen by the Probation Department's Juvenile Gang Suppression Unit supervisor and includes a representative from the San Diego Police Department and the District Attorney's office. Through an application and panel interview process, applicants are selected for treatment. The program began in August 2013 and currently has 8 participants; 4 males and 4 females. The program is funded through private donations and treatments are held at a clinic in Del Mar. For those who need it, transportation is provided both to and from treatment appointments, which occur every 6 weeks until tattoos are completely removed. This program is designed to provide youth who desire a lifestyle change with an opportunity to remove tattoos that are inhibiting their ability to reach desired goals, such as gaining employment and joining the military.

Community Assessment Teams (CAT): The CAT program is a collaboration between the Probation Department and Community Based Organizations (CBOs) in five regions throughout the county. Prevention and low level intervention services are provided for youth through the community agencies, which include Social Advocates for Youth (SAY) San Diego in the Central region, South Bay Community Services in the South Bay area, North County Lifeline, Inc. in the North Coastal region, Mental Health Systems, Inc. in the North Inland area, and San Diego Youth Services in the East County region.

Youth may be referred to CAT by Probation, schools, law enforcement, community based agencies, or self-referral. Through their programs, service providers address a number of issues including anger management problems, violence, drug and alcohol use, gang involvement, school and family problems, self-injury/self-harm, and anti-social behaviors. After an initial screening, the youth and family may be referred to direct services outside the program. Alternatively, a family assessment is completed wherein the CAT program works together with the family to develop a strength-based case plan for addressing issues. CAT offers case management services on a short-term basis for less than three months, or long-term for three to nine months.

CAT includes gender specific and responsive services to girls who are at risk for entering the juvenile justice system, as well as to female wards of the Court. Services are provided for up to nine months, and include frequent home visitation, family conflict mediation, and girls' groups.

Following program participation, CAT outcomes demonstrate significant improvement (over 90% percent) in youth resiliency, increased protective factors, and reduced risk.

INSTITUTIONAL SERVICES



Craig Stover
Deputy Chief Probation Officer
Institutional Services (Acting)



Leann Kowalski
Director
Camp Barrett



Craig Stover
Director
Kearny Mesa Facility
Girls Rehabilitation Facility



Cheryl Pacheco
Probation Quality
Assurance



Lisa Southwell
Director
East Mesa Facility

Institutional Services

- Kearny Mesa Juvenile Detention Facility
- East Mesa Juvenile Detention Facility
- Girls Rehabilitation Facility
- Juvenile Ranch Facility
- Camp Barrett



Sandy Grimsley
Probation Operations
Support Manager



Heidi Barajas
Director
Juvenile Ranch Facility



Robert Sayasane
PREA Ombudsman

Institutional Services

Institutional Services operates five juvenile facilities: Kearny Mesa Juvenile Detention Facility, East Mesa Juvenile Detention Facility, Girls' Rehabilitation Facility, Juvenile Ranch Facility and Camp Barrett, with a total bed capacity of 844.



The **Kearny Mesa Juvenile Detention Facility (KMJDF)**, which opened in 1954, serves both male and female youth. With an operating capacity of 284, the facility's average monthly population last fiscal year was 196 youth. The average stay was under 14 days for most youth who were awaiting disposition of their juvenile court case. Stays for those awaiting placement at court ordered residential facilities or committed to programs such as the girls' Youthful Offender Program (YOU) and those awaiting resolution of cases

filed in the adult court system were longer. Services to youth at KMJDF include medical, dental and psychological or psychiatric care, educational services administered by the San Diego County Office of Education, Juvenile Court and Community Schools, religious services, recreation, and programming tailored to meet individual needs such as anger management, chemical dependency, teen relationship violence, literacy, personal responsibility and art therapy.

KMJDF serves as the featured facility for the department's Annual Open House, which allows the public rare access to what is commonly known as juvenile hall. Due to significant wildfires in San Diego County, during which staff were actively responding to, the Annual Open House, normally scheduled for May each year, was postponed to September 20, 2014, when 1,762 visitors toured portions of the facility and the adjoining Girls' Rehabilitation Facility and the Juvenile Court building.



The **Girls' Rehabilitation Facility (GRF)** serves girls requiring custodial time to address delinquent behaviors beyond the capabilities of home placement or a detention setting. Located next to KMJDF, the facility serves as an urban camp and affords girls with an array of services from community providers. The Juvenile Court Book Club Inc. that originated at GRF and has since expanded to other facilities, continues to promote reading and enhance literacy skills. The GRF Growing Opportunities Gardening Program is a vocational horticultural therapy program. Initially introduced in 2013, the program has expanded through the collaborative efforts of the Probation Department, Farm and Home Advisors Office, University of California Cooperative Extension, UC San Diego Master Gardeners, Health and Human Service Agency, and San County Office of Education's Juvenile Court and Community Schools. Under the guidance of a vocational horticultural therapist and Master Gardener the youth care for a flower and vegetable garden and engage in garden-related community service projects. While learning healthy eating and gardening practices, the youth develop vocational and life skills, such as teamwork, problem solving, and leadership. The program goals are to nurture coping skills, increase self-sufficiency, and incubate vocational and life skills. Other programming and educational and counseling services provide direction and focus for youth that range from 13 to 18 years of age. The program, which has the capacity to house up to 45 girls, averaged a monthly population of 30 and an average length of stay of 54 days.



GRF Garden



The **East Mesa Juvenile Detention Facility (EMJDF)** opened in June of 2004. While the facility can accommodate both genders, males have primarily been housed at the facility, which has a bed capacity of 290 beds. There are nine 30-bed units and one 20-bed unit. EMJDF serves youth committed by the Juvenile Court to the Youthful Offender Unit (YOU), a nine to 12 month program for youth with significant delinquent backgrounds and histories. YOU committed youth participate in transitional services such as job readiness and training provided by Second Chance, a

contracted community based organization provided as well as the San Diego County Office of Education's Juvenile Court and Community Schools. Youth are provided with hands on skills as well as education on resume preparation, interview techniques and participation in job fairs. At any given time, approximately 60 YOU youth are involved in the custody program before transitioning back into the community. Additionally, EMJDF also serves youth who were committed to either the Juvenile Ranch Facility or the Camp Barrett Programs, but could not participate in a camp setting due to medical, mental health or other disqualifying factors. These youth complete their custodial time at EMJDF. These youth participate in programming provided by SAY San Diego and unit staff. Programs provided: Safe Dates, Pathways to Self-Discovery and Change, Criminal Conduct and Substance Abuse and Aggression Replacement Training. EMJDF also serves general population youth who are awaiting court proceedings or for placement following disposition of their proceedings. EMJDF's average monthly population was 166 detained/committed youth.

EMJDF started a SKYPE program for youth whose parents are not able to visit due to transportation issues or the location on the facility. A parent is able to request to use the SKYPE program by calling the facility. The SKYPE program takes place in the visiting center during the week and both youth and parents have been very pleased and receptive with the program.

The **Juvenile Ranch Facility (JRF)** operates in the rural East County community of Campo. The facility



houses boys ages 13 to 17.5 years of age who have been committed by the Juvenile Court to the Short Term Offender Program (STOP), a 90 day program designed to address delinquent behaviors and issues which led to court intervention, and those committed by the court through the Breaking Cycles Program, a program of Juvenile Field Services that has custodial and community components to address the more serious delinquent issues. Youth are afforded the opportunity to address their substance abuse issues through a partnership with Phoenix House, a nationally acclaimed provider that operates a modified therapeutic community at JRF. Youth receive

educational and programming services to address their individual needs. In addition, while committed to the camp program, youth have the opportunity to participate in the culinary arts program and to earn a food handler's certificate, issued by the County of San Diego's Environmental Health Department. Last year, 51 youth earned food handlers certifications. Youth also have the opportunity to participate in an incentive based program. The JRF Running Club is a collaborative effort by correctional staff and the JRF psychologist, in which youth learn that commitment, hard work and perseverance are not only important traits to have as an athlete; they are life skills that can help them to become successful in the goals they set to achieve.



Camp Barrett, located in rural Alpine, houses boys ages 16.5 to 18 years of age that have significant criminogenic factors that require long term focus and treatment. Youth housed at the facility are given a 365 day court commitment. Upon their arrival from East Mesa Juvenile Detention Facility, each youth is assessed and given a program tailored to meet their individual needs. The program provides an option to the Juvenile Court for placement of seriously delinquent males. These youth may have prior

program failures and may be repeat offenders. A process of behavior modification is achieved through acceptance of responsibility, consequences for negative behavior and recognizing achievements through the Steps to Success program. The Steps to Success Program is designed to assist the youth in identifying their strengths and needs. The program is also designed to aid in developing new coping skills and take responsibility for their actions. They will discover their need and motivate themselves to change, then successfully make those changes and be successful and work towards short and long term goals.



The Steps to Success Program is based on points earned for positive behavior and accomplishments. There are five phases in the program. The youth must pass five phases (Assessment, Change, Commitment, Accomplishment, and Transition) and complete task assignments to

successfully complete the Camp Barrett Program and transition home and into the community. Last year, a monthly average of 89 occupied the 135 bed facility.

Through the partnership with the San Diego County Office of Education, Regional Occupational Programs (ROP), and Viejas Fire Department, Camp Barrett operates to prepare youth for employment and internship opportunities in the community upon release. All the youth who participate in the program gain knowledge about workforce industries such as construction, graphic arts, building and maintenance, Horticulture, Culinary Arts and Fire Science. The youth participate in



performing physical labor, substance abuse treatment, school and a curriculum of courses designed to address rehabilitation, treatment and life-skill issues. The goal of the programming effort is to prepare the youth to be law-abiding and productive citizens of the community. Leadership opportunities are embedded in the program, which encourage personal growth and responsibility.



Prison Rape Elimination Act (PREA): In Fiscal Year 2013-14, Probation was in the final stages of implementing PREA standards. PREA was passed by congress in 2003 to address the risk of sexual victimization of inmates in institutions and of offenders under criminal justice supervision. PREA provides a series of standards and to ensure the protection of offenders in custody or under supervision. The effort has been headed by Assistant Chief Yvette Klepin with assistance from Supervisor Robert Sayasane. Pursuant to the requirements of PREA, we have been providing training to both department and contractor staff to ensure that everyone is aware of the requirements. During the fiscal year, Probation conducted 30 eight-hour PREA Crossing the Line trainings, with between 25 to 32 trainees per session. Trainees included sworn, non-sworn and collaborative agency staff. Our department is taking additional steps that may involve policy revisions and new procedures, and continues to vigorously strengthen PREA reporting, investigating and tracking systems, to ensure we are in compliance with PREA standards.

County of San Diego Programs Honored with Achievement Awards by the National Association of Counties (NACo)



In April 2014, the Probation Department submitted three nominations for NACo's 2014 Achievement Award Program. These Achievement Awards are granted for recognition of innovative programs that modernize county government and increase services to county residents. The three nominations were for:

- **Family Advocate Program** in the category of Children and Youth
- **Community Resource Directory** in the category of Criminal Justice and Public Safety
- **Community Transition Center** in the category of Criminal Justice and Public Safety.

All three nominations received a 2014 Achievement Award! In addition, the Community Transition Center (CTC) was also chosen to receive the honor of Best of Category due to its exceptional results and unique innovations.

The **Family Advocate Program** is a support service to families of juveniles in the justice system. Two retired bi-lingual Probation Officers spend time with minors and their families reviewing court proceedings, court orders, and the requirements of probation. When families understand that probation conditions are geared towards rehabilitation, not punishment, they are often more supportive of the minor's compliance with court orders.

The **Community Resource Directory (CRD)** is an online web-based system used by Probation Officers to refer offenders to rehabilitative services based on their assessed needs. The goal of the CRD is to connect high risk offenders to at least one community based service associated with an assessed need.

The **Community Transition Center** is a multi-disciplinary team of probation officers, behavioral health clinicians, a nurse case manager, and benefits workers that assess Public Safety Realignment reentry offenders and link them to services they need to facilitate their reentry into the community, increase their compliance with supervision conditions, and reduce the chances they will commit another crime.

PROBATION EVENTS

Juvenile Hall Open House



Passport to Life Career and Education Expo:

Founded by Superior Court Judge Carolyn Caietti of the Juvenile Court division, and now a collaborative project with the Probation Department, District Attorney, Public Defender, San Diego County Office of



Educations and others, Passport to Life is a one-day event designed to help young people transitioning out of the local juvenile justice system. The goal is to provide these youth, aged 14 to 24, who have been on or are currently on probation, with inspiration and resources through a series of speakers, workshops, vendor displays and other engaging activities. The fifth annual Passport to Life event was held on August 13, 2013 at San Diego City College. Former convicted felon Vincent Gartin was the keynote speaker at the event,

which drew about 800 youths, 100 parents and dozens of vendors. Now a motivational speaker and employee at the city of Indianapolis, Gartin flew across the country to tell the youths his remarkable turnaround story. Participants had the opportunity to attend workshops on a variety of topics related to education and careers, such as education beyond high school, financial aid, overcoming barriers, landing and keeping a job, financial literacy, and using the internet responsibly. Workshops were offered for parents so they are better prepared to guide and support their children.

ALL HANDS MEETING AND EMPLOYEE RECOGNITION EVENT

February 12, 2014

The Keynote Speaker, Patricia A. Evans, is a Licensed Marriage and Family Therapist, is the Mental Health Clinician-Case Manager/Supervisor at Mental Health System Inc.'s Re-Entry Treatment Program. Her work is based on the belief that that people want to be happy, effective and successful in their lives and that they have within themselves the resources to achieve these goals. She believes that psychotherapy can help individuals most effectively use their resources to increase self-understanding, to improve decision-making, to solve problems, and to create paths to the lives they want. As the keynote speaker, Patricia Evans gave an inspiring presentation, with concrete steps that staff can take in working with probationers. She explained that there are reasons for non-compliance – fear, lack of understanding, homelessness, substance abuse and mental health issues – that Probation Officers can address. She challenged Probation staff to find out where the probationers are in their lives, and then asking them “What is it you need from me?” and “What is it you do well?” The answers to these can help probationers come up with solutions to their problems themselves.



EMPLOYEE AWARDS

Chief's Awards of Excellence

Mindy McCartney (Sworn)
Cheryl Pacheco (Non-Sworn)



Chief's Employees of the Year

Tim Geisler, Administration
Raluca Pimenta, Administration
Charles Ledbetter, Adult Field Services
Rhoda Hisoler, Adult Field Services
Mindy McCartney, Institutional Services
Cheryl Pacheco, Institutional Services
Angelica Orozco, Juvenile Field Services
Leticia Alfaro, Juvenile Field Services



Professional Associations Member of the Year

Callie Davis – African American Probation Officers Association
Kelly Dodson – Asian Pacific Islander Association
Joe White – San Diego County Probation Officers Association



Teddy Bears from the Teddy Bear Drive



PARTNERSHIPS

Community Organizations

- Cajon Valley School District
- Center for Disease Control
- Children’s Initiative
- Correctional Alternatives, Inc.
- County Office of Education
- Escondido Union School District
- Grossmont Union School District
- Health and Human Services Agency
- California Forensic Medical Group
- La Mesa/Spring Valley School District
- McAlister Institute
- Mental Health Systems, Inc.
- National Conflict Resolution Center
- North County Lifeline, Inc.
- Phoenix House of San Diego
- Poway Unified School District
- San Diego Association of Governments (SANDAG)
- San Diego State University Research Foundation
- San Diego Unified School District
- San Diego Youth Services
- Second Chance/Strive
- Social Advocates for Youth
- South Bay Community Services
- Spectrum
- STAR/PAL
- United Through Reading
- University of California, San Diego
- Vista Hill Foundation



The Department participates in multi-agency operations with:

- Border Patrol
- San Diego Cities Police Departments
- San Diego District Attorney’s Office
- Drug Enforcement Agency
- Federal Bureau of Investigation
- California Highway Patrol
- Homeland Security
- Immigration and Customs Enforcement
- Metropolitan Transit Authority
- California National Guard
- San Diego County Sheriff’s Department
- California State Parole Department
- U.S. Coast Guard
- U.S. Department of Justice
- U.S. Marshal
- U.S. Navy
- U.S. Marines





COUNTY GOVERNMENT



GREG COX
District 1



DIANNE JACOB
District 2
Chair



DAVE ROBERTS
District 3



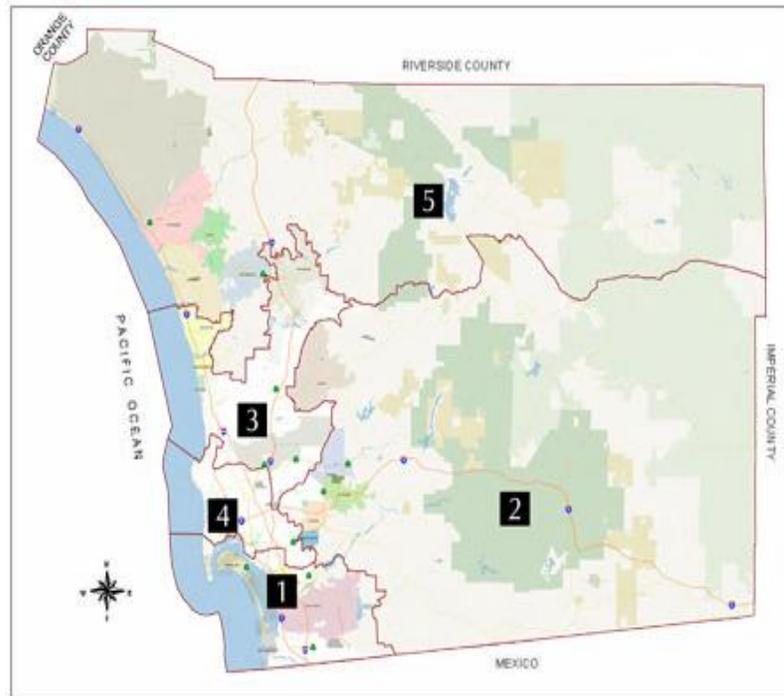
RON ROBERTS
District 4



BILL HORN
District 5
Vice Chair



HELEN ROBBINS-MEYER
Chief Administrative Officer



RON LANE
Deputy Chief
Administrative Officer
Public Safety Group



DONALD F. STEUER
Assistant CAO/Chief
Operating Officer