



San Bernardino County

PROBATION

2013-2014 ANNUAL REPORT

“It is the mission of the San Bernardino County Probation Department to protect the community through assessment, treatment and control of adult and juvenile offenders by providing a range of effective services based on legal requirements and recognized professional standards.”

A Brief History of Probation

The concept of probation dates back to ancient times. The term “probation” derives from the Latin word “probatio,” or proof. The first legal application of probation occurred in English Common Law of the 12th and 13th centuries when the accused were released on their own recognizance with the pledge they would not violate the law again.

The idea of actually supervising an offender did not occur until 1841, when John Augustus, a Boston cobbler, had persons convicted of alcohol related offenses released into his supervision. His efforts at reforming them were so successful that the practice of probation grew from this work.

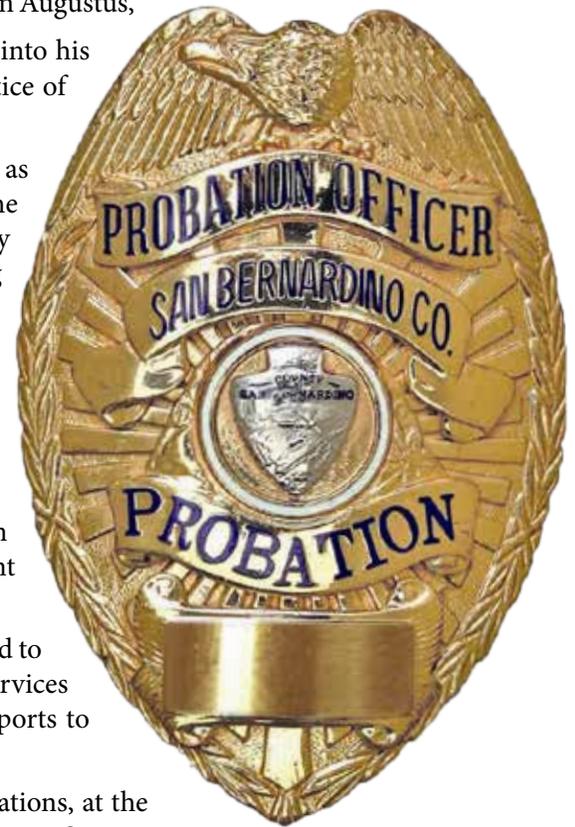
The San Bernardino County Probation Department was formed in 1909 as a direct result of the 1903 California Probation Law, which required the establishment separate courts for juvenile offenders in every county. The early probation department consisted of only one probation officer supervising juvenile offenders. That officer later became the department’s first chief. Today’s Probation Department grew from those meager roots into a modern criminal justice agency of about 1,100 employees and a budget of \$158.6 million dollars.

Probation provides essential services that support our mission of Protecting the Community. Key services provided by probation include, but are not limited to, operating two Juvenile Detention and Assessment Centers, in addition to providing rehabilitative services at a 40-bed juvenile treatment facility, Gateway.

Our agency is vested with the responsibility to conduct court investigations and to provide juvenile dispositional reports to the juvenile court. Adult probation services are responsible for conducting pre-sentence investigations and providing reports to the court.

Aside from maintaining juvenile detention facilities and conducting investigations, at the adult and juvenile levels, probation officers provide community based supervision. Supervision services are provided for juveniles, who are declared wards of the court. Adults granted probation also receive the benefit of community-based supervision.

The responsibilities of probation continue to include providing a broad range of treatment and rehabilitative services, to enhance community-based supervision and to support adult and juvenile offenders toward successful rehabilitation.



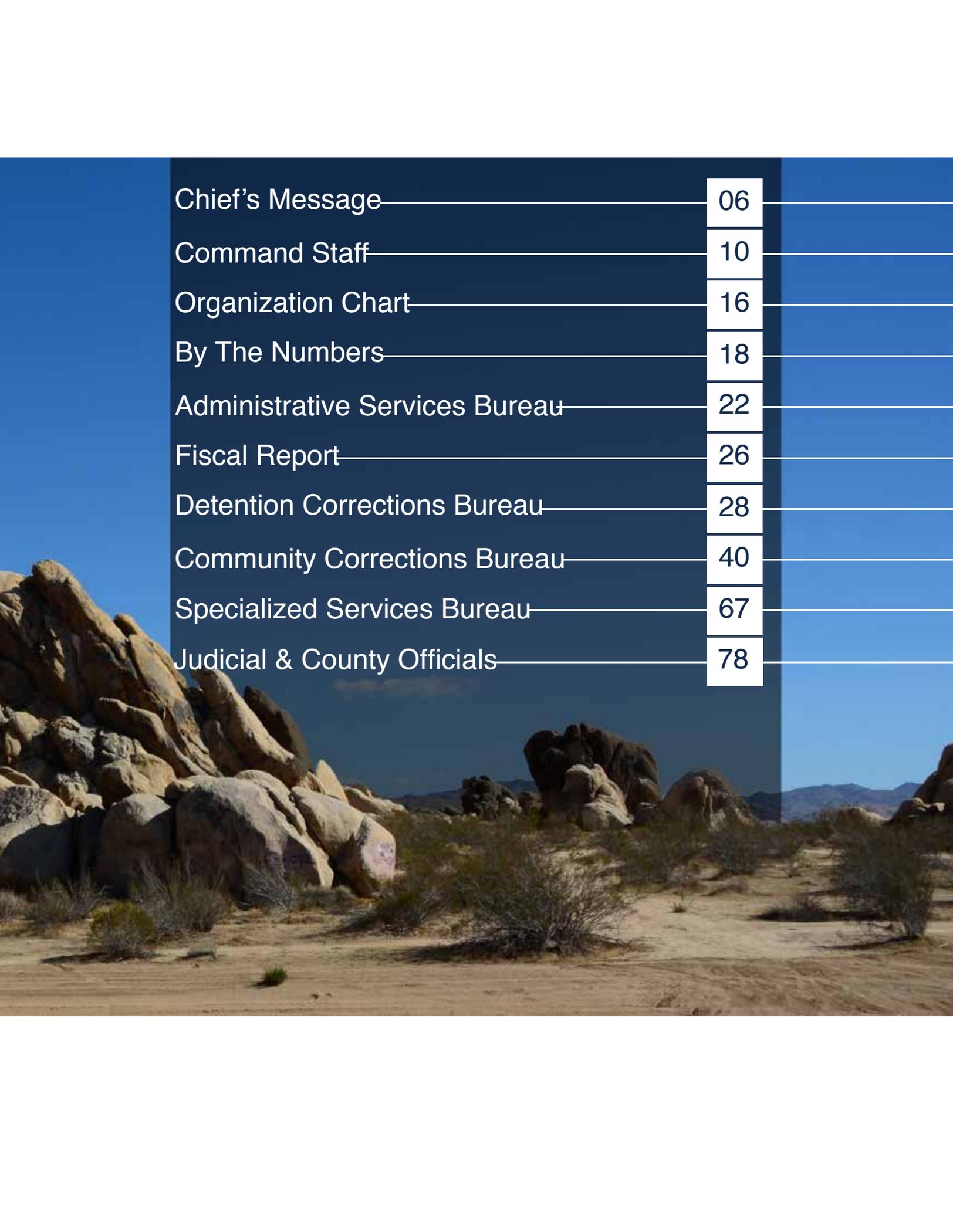
**Protecting Communities
Changing Lives
Building Futures**



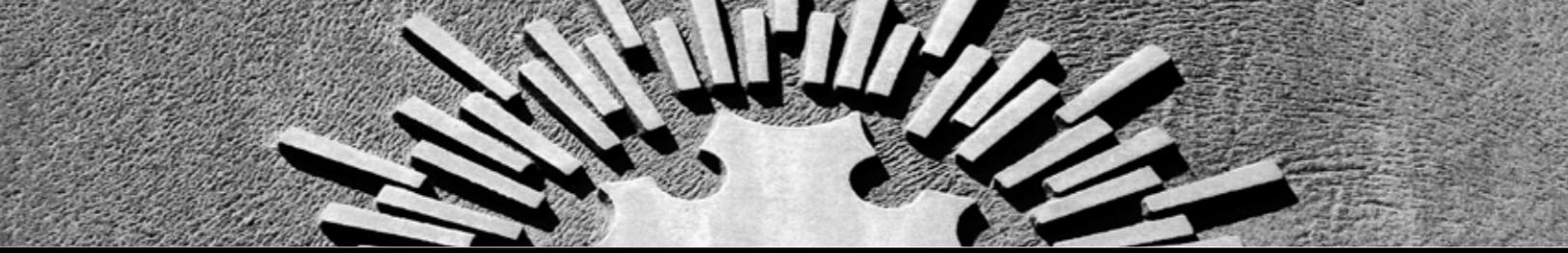
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The Chief's Message



The San Bernardino County Probation Department has always represented the very best of law and justice agencies throughout the state. Today, our diverse mission includes protecting the communities of San Bernardino County from the continued criminal activity of supervised offenders, while also offering comprehensive evidence-based treatment programs to assist in their rehabilitation. Our investigations units provide the Superior Courts with the critical information they need to make sentencing decisions. Quite simply, we are a unique criminal justice agency.

I am extremely proud to lead this department of dedicated professionals, and commend the hard work of these men and women. Our mission requires a commitment to integrity, pride in our county, and the willingness to both serve and sacrifice. This skilled workforce is our greatest resource and the key to our

success. Time and again, we have achieved great things because of our staff who are willing to go the extra mile, steadfast in their commitment to protecting communities, changing lives, and building futures.

Our top priority is staying ahead of the trends in corrections and developing strategies that prepare us for the mission of community protection through rehabilitation. We continue to achieve success by breaking paradigms and moving in new directions, where advancements in technology, equipment, training, procedures, and rehabilitative programming ensure we remain capable and effective.

As I reflect on the 2013-14 fiscal year, and build our future, I want our staff, other agencies, and the citizens of our county to recognize the incredible growth of probation over the past few years.

Chief Probation Officer Michelle Scray Brown

While much of this growth came with Public Safety Realignment, or AB 109, the San Bernardino County Probation Department was already innovative when the legislation passed in 2011.

As we approach the 3rd anniversary of this controversial change in California criminal justice, the San Bernardino County Probation Department can report a response to AB 109 that added over 100 new sworn positions, the opening of three new day reporting centers, the addition of new units, and the implementation of new programs and procedures. All of this augmented our ability to supervise, suppress criminal conduct, and assess the needs of persons on supervised release.

I do not, however, want Realignment to define who we are as an agency. During the past year, AB 109 related activity has stabilized. We continue to implement outstanding programs for detained youth in our juvenile detention centers, expand programs in our adult day reporting centers, and develop specialized services for homeless offenders, at-risk youth, adult probationers, and offenders with unique problems such a mental health or gender specific issues.

It is my privilege to serve as the 16th Chief Probation Officer of the San Bernardino County Probation Department. I continue to look forward to advancing the achievements of both this agency and the stature of probation work itself. On behalf of the 1,086 men and women who serve as probation employees it is my pleasure to present this FY 2013-14 Annual Report.

Michelle Scray Brown
Chief Probation Officer



CHIEF Michelle Scray Brown



Michelle Scray Brown was appointed the Chief Probation Officer of San Bernardino County in February 2009, becoming the 11th Chief Probation Officer in the department's 115-year history.

Chief Brown is a 29-year veteran of probation service, having spent her entire career with San Bernardino County. She began her employment in 1985 as a Clerk II at the now-closed Verdmont Boys Ranch. Over the years, she worked her way up through each rank serving in several divisions and every bureau in the department.

Chief Brown holds a Bachelor's of Science in Sociology and an Master's in Criminal Justice, both from California State University San Bernardino. She earned both degrees while serving as an officer.

Immediately after her 2009 appointment as Chief Probation Officer, she was forced to contend with the economic adversities within the department's budget. Within two years, the fiscal tide reversed itself with the funding stream that followed the passage of AB 109, the Public Safety Realignment Act. However, this also required probation departments statewide to make dramatic shifts in the type and level of services provided.

Chief Brown's stewardship of the probation department through the on-set of realignment led to significant successes

with AB 109. These included the opening of three Adult Day Reporting Centers and a substantial reduction in the recidivism rate of offenders. These successes were built upon the strong partnerships Chief Brown forged with other law enforcement and social service agencies, combined with her resolve to approach the AB 109 offender population without changing the department's philosophy toward the supervision and rehabilitation of offenders.

In addition to leading a department of more than 1,000 sworn officers and civilian staff; and overseeing an annual budget of \$158.8 million dollars, Chief Brown is actively involved in the San Bernardino County Police Chief's and Sheriff's Association; the Chief Probation Officers of California, where she served as the Southern Region Chair in 2012; and in September 2013 was appointed by Governor Edmund Brown to serve on the Board of State and Community Corrections. During her career, she has been actively involved in additional community-based, educational, and charitable organizations. Chief Brown is a life-long resident of San Bernardino County.

ASSISTANT CHIEF **Cyndi Fuzie**



Cyndi Fuzie has held the rank of Assistant Chief Probation Officer since November 2011. In her role as Assistant Chief, she oversees the daily operations of the Probation Department, including four bureaus and 1,086 sworn officers and civilian staff.

The Assistant Chief is a 27-year veteran of probation service, having spent her entire career with the San Bernardino County Probation Department. Her past assignments have included treatment programs, community-based correctional initiatives, supervision of adult and juvenile offenders, investigations, detention corrections operations, force options and firearms instruction, and the creation of innovative programming for detained juveniles.

She served as the Deputy Chief Probation Officer for Community Corrections prior to her promotion to Assistant Chief.

The rank of Assistant Chief Probation Officer is distinguished not only by the responsibility to run every facet of probation operations, but because the rank has only been intermittently filled throughout the history of the department. The first Assistant Chief was not promoted until 1923, and the current Chief Probation Officer, Michelle Brown, who last held the rank, was the first Assistant

Chief Probation Officer in six decades.

Assistant Chief Fuzie was promoted one month after the effective date of the Public Safety Realignment Act. She has provided significant leadership and command decisions necessary to steer the probation department through the greatest period of growth in a half century. While serving as the Deputy Chief Probation Officer for Community Corrections, Assistant Chief Fuzie's knowledge and insight allowed the probation department to maintain consistent levels of service during the recent economic recession.

Assistant Chief Fuzie holds a double Bachelor's Degree of Arts in Criminal Justice and Sociology from California State University, San Bernardino. She has won accolades for bringing compassionate solutions to the problems facing the residents of San Bernardino County. She parlayed a profound love of animals into the touted BARK program, which brought dogs into juvenile correctional facilities to teach young offenders skills in raising, caring for and training canines as service animals and companions.

Assistant Chief Fuzie is a lifelong resident of San Bernardino County, where she continues to be actively involved in animal rescue organizations.

Daniel Bautista Deputy Chief Probation Officer



Deputy Chief Probation Officer Daniel Bautista's career with the Probation Department spans almost 40 years. He began his career as a probation intern in 1976, working a Rialto caseload. He has a Bachelor's of Arts degree in Criminal Justice and Sociology.

Deputy Chief Bautista was officially hired in 1979 as a recurrent Group Counselor (now known as a Probation Corrections Officer position). His first assignment was working with the Family Crisis Unit.

Over the decades, Deputy Chief Bautista has worked in an array of positions spanning every division in the department. In 1981, he was promoted to the position of probation officer and worked in Juvenile Investigations and The Community Services Team. In 1984 he redirected his career when he was promoted to a supervisory position in detention corrections, working in the Kuiper Youth Center.

In 1987, he returned to community corrections, returning to the position of probation officer. After two years in Juvenile Supervision Units, he crossed over to Adult Investigations and Adult Limited Supervision.

Deputy Chief Bautista was promoted to Probation Officer III in 1991 and Supervising Probation Officer in 1993, following an assignment to the Victorville Field Office. The 2000's brought promotions to Division Director I and II and included assignments to adult and juvenile services divisions, and the Central Valley Juvenile Detention and Assessment Center. He was promoted to Deputy Chief in 2014, and currently oversees the Adult Services Bureau.

Looking back over a 35-year career, Deputy Chief Bautista views his work in the Kuiper Youth Center as amongst his most rewarding. In that assignment, he focused on family reunification therapy and delved into the primary origins of delinquent behavior. To this day, Dan Bautista emphasizes family functionality in preventing delinquency. He has been a strong proponent of a variety of treatment programs for adults and juveniles.

Deputy Chief Bautista stays extremely active in the community, serving as a YMCA board member and AYSO soccer coach over the years. He continues to support the Highlanders Youth Boxing organization and is a 17-gallon blood donor. Annually, he sponsors a "Relay for Life" volleyball tournament as a fundraiser for the American Cancer Society, and to date has produced the 2nd highest grossing team.

Deputy Chief Probation Officer Tracy Reece

Deputy Chief Probation Officer Tracy Reece was hired as a probation officer in 1990, beginning her career in the Barstow Field Office.

Deputy Chief Reece has worked in numerous assignments in her 24-year probation career, with a strong emphasis in juvenile programs. Her experience includes Juvenile Investigations; Community Service Teams that oversee informal probation for juveniles; specialized juvenile supervision with the SUCCESS Unit; and the Family Emergency Resource Officer Program, which developed a database of community resources for adolescent offenders and their families. Deputy Chief Reece was assigned to Juvenile Placement for several years as a line officer, supervisor, and later as a Division Director.

She was promoted to Probation Officer III in 1997 where assignments to the Youth Justice Center as a program coordinator, Adult Investigations, Training, and Professional Standards followed. Her 2001 promotion to Supervising Probation Officer included experience in Juvenile Case Management, Prop 36 Supervision, and Placement.

Following her advancement to Division Director I and II positions, Deputy Chief Reece worked in both the Community Corrections and Detention Corrections Bureaus. Assignments to the West Valley Juvenile Detention and Assessment Center and the West Valley Field Office followed.

Her career coincided with several "historical firsts" in the Probation Department, including participation on the original arming committee, facilitating the closure of the WVJDAC, and creation of the modern K-9 drug dog program.

Deputy Chief Reece holds Bachelor of Art degrees in Political Science and Psychology from the University of Toledo, where she was a member of the Alpha Lambda Delta National Honor Society for academic excellence. She is a 1998 graduate of the San Bernardino County Management Leadership Program and 2012 graduate of the Chief Probation Officers of California Command College.

Deputy Chief Tracy Reece currently oversees the Specialized Services Bureau.



Holly Benton Deputy Chief Probation Officer



Deputy Chief Probation Officer Holly Benton began her probation career in 1990, working as a Group Counselor in what was then the County's only Juvenile Hall. She promoted to Probation Corrections Supervisor I in 1995.

Her initial tenure in detention corrections included significant accomplishments in re-writing the classification system and OC Spray procedures. In 1997, she accepted a Probation Officer assignment with Juvenile Investigations. She saw a subsequent promotion to Probation Corrections Supervisor II in 1998, where she was re-assigned to Detention Corrections and opened the Violent Offender Program.

Promotions to Division Director I and II followed in 2001 and 2005. DCPO Benton's achievements with the Tent Housing Annex and the department's Suitability Plan addressed JDAC overcrowding during that era. She was involved in addressing Corrections Standards Authority and Board of Supervisors concerns with the high population of detained youth.

An eventual transfer to AB 1913 in 2003 and work on numerous projects led to her promotion to Division Director II. Assignments as the CVJDAC Superintendent and Central Juvenile Services Director II followed.

Beginning in 2010, DCPO Benton served as the Division Director heading Professional Standards.

Deputy Chief Benton has served on numerous task forces, work groups, and multi-agency collaborative projects with agencies as diverse in their missions as Child and Family Services, Behavioral Health, the Public Defender and District Attorney's Offices.

Deputy Chief Benton holds a Bachelor of Science degree in Psychology from the University of La Verne, where she graduated Magna Cum Laude; and a Master of Public Administration from California State University, San Bernardino. She is also a graduate of the San Bernardino County Management and Leadership Academy.

Deputy Chief Probation Officer Christine Owens

Deputy Chief Probation Officer Christine Owens is a 34-year veteran of San Bernardino County Probation, having worked extensively in both the High Desert and Central Valley areas in numerous assignments over her career.

Deputy Chief Owens was hired as a Group Counselor (now the Probation Corrections Officer position) in 1980, with an assignment to the Verdemon Boys Ranch placement program. In 1984, she was promoted to Probation Officer and assigned to the Victorville Office, where she was the sole person working in juvenile case management.

Over the next decade she worked in Adult Investigations, Adult High Risk Offender Supervision, and the specialized juvenile programs SUCCESS and Alternatives To Placement, whose objective was to work closely with youth to prevent removing them from their homes when in violation of probation.

In 1995, she was promoted to Probation Officer III, where she again worked in various assignments at both the Victorville Office and Central Valley areas. Notable assignments during these years included positions as a court officer in both adult and juvenile courtrooms. The Deputy Chief was the first probation officer assigned to the Victorville Juvenile Court when it opened. She also worked as a Victim Restitution Specialist in a specialized grant funded position. Supervisory assignments to San Bernardino and Victorville SUCCESS units and juvenile supervision followed her 2000 promotion to Supervising Probation Officer.

DCPO Owens was promoted to Division Director I in 2006, where she was assigned to both the West Valley and High Desert JDACs. She led the Training Center briefly before a promotion to Division Director II in 2010 returned her to the High Desert JDAC.

In 2012, Owens was promoted to Deputy Chief Probation Officer where she now commands the Detention Corrections Bureau, overseeing two juvenile detention centers and a placement facility.

Deputy Chief Owens holds Bachelor of Arts Degrees in Sociology and Criminal Justice from California State University, San Bernardino; and a Master's Degree in Educational Counseling from California State University, San Bernardino.

The Deputy Chief has remained active in philanthropy and faith based organizations. She is a 12 gallon blood donor, fund raiser for "Relay for Life," and enjoys walk-a-thons. Deputy Chief Owens serves on the Board of Directors for the Pacific Youth Correctional Ministry, placing chaplains into juvenile correctional facilities and programs.



Scott Frymire Deputy Chief Probation Administrator



Deputy Chief Probation Administrator Scott Frymire is in his twelfth year of service. DCPA Frymire oversees all fiscal units and has ultimate responsibility for a budget totaling over \$150 million dollars. Additionally, Mr. Frymire's Bureau includes various units that monitor purchasing, accounts receivable and payable, contracts, grants, Board Agenda Items, and business matters between the department and the County Executive Office.

DCPA Frymire's long career in public service began with the United States Forest Service, where he was employed as a firefighter in the early 1980's. He attained a Bachelor of Science in Business Administration from the University of Redlands in 1990 and a Master of Business Administration in Information Management from California State University, San Bernardino in 1996.

While pursuing his undergraduate degree he began a career in banking, which culminated in a managerial position with the Riverside County Credit Union. This indirect association with government and love of public service led him to leave banking in 2001 after being hired by the San Bernardino County Auditor-Controller as the Deputy Recorder.

By 2002, DCPA Frymire's business acumen and background in finance, and strong desire to make public service his career merged with his original love of public safety and firefighting. He was appointed to a newly created Deputy Chief position with the Probation Department.

He takes pride in the fact that the department has grown substantially in the dozen years he has been a probation administrator, going from an \$80 million budget to a budget of over \$150 million, without the need for significantly more fiscal personnel or overhaul of fiscal and business practices.

The Deputy Chief Probation Administrator is a sworn-position synonymous with Deputy Chief Probation Officer, but requiring the additional background and education in business management and finance.

DCPA Frymire is a budgeting instructor for the State of California Standards for Training in Corrections Commission, a member of the Probation Business Manager's Association, and has worked on various non-law and justice related commissions and boards throughout the community. He enjoys nature, hiking and camping.





Read Across America Event



C.A.S.E Walk



Shop with a Cop Event



San Bernardino Law Enforcement
Sacramento, CA



Peace Officer Memorial
Sacramento, CA





Judy Alvarado
Division Director I
Central Juvenile
Services Placement



Ed Barry
Division Director II
Professional Standards



Kim Binion
Division Director I
High Desert
Juvenile Detention



Kevin Bragg
Division Director I
Central Valley
Juvenile Detention



Kimberly Epps
Division Director II
Central Adult Services



Renee Ford
Division Director II
JJCPA & AB1913



Julie Hovis - Francis
Division Director II
Research Unit



Martha Guillen
Division Director I
High Desert Services



Luciano Perez
Division Director II
Day Reporting Centers/
SB-678



Jose Rabago
Manager
Food Services



Eric Raley
Division Director I
Training Services



Stephanie Roque
Division Director II
Central Valley
Juvenile Detention

CommandStaff



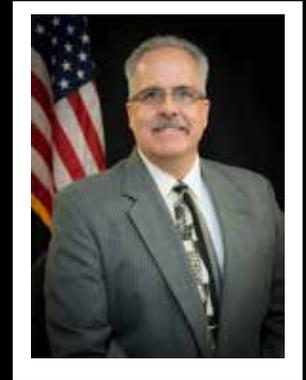
Chris Condon
Division Director II
External Affairs



Anesa Cronin
Division Director II
Gateway



Laura Davis
Division Director II
Central Juvenile Services



Michael Donahue
Business Services
Manager
Automated Systems



Teneka Hayes
Division Director I
External Affairs



Sharon Jaques
Manager
Health Services



Darryl Meekhof
Administration
Manager
Administrative Services



Kory Oberlies
Division Director I
Central Adult Services



Dana Smith-Lacy
Division Director I
Youth Justice
Center



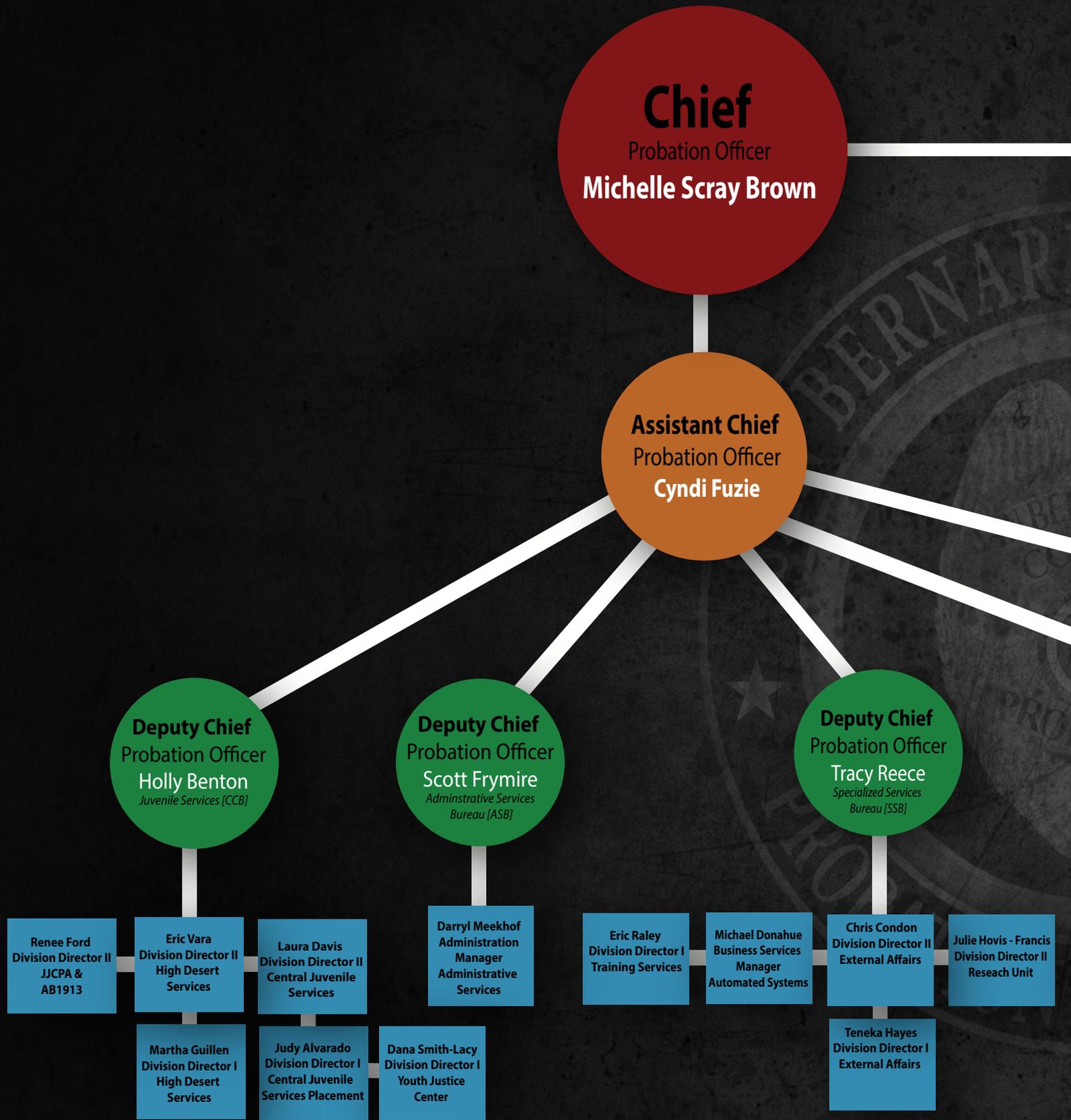
Eric Vara
Division Director II
High Desert Services



Michael Villa
Division Director II
West Valley Services



Don Viser
Division Director II
High Desert
Juvenile Detention



Organizational Chart

Ed Barry
Division Director II
Professional Standards

Deputy Chief
Probation Officer
Christine Owens
Detention Corrections
Bureau [DCB]

Deputy Chief
Probation Officer
Dan Bautista
Adult Services
[CCB]

Jose Rabago
Food Services
Manager

Don Viser
Division Director II
High Desert
Juvenile Detention

Sharon Jaques
Health Services
Manager

Stephanie Roque
Division Director II
Central Valley
Juvenile Detention

Anesa Cronin
Division Director II
Gateway

Luciano Perez
Division Director II
Day Reporting Centers
SB 678

Kimberly Epps
Division Director II
Central Adult Services

Michael Villa
Division Director II
West Valley Services

Kim Binion
Division Director I
High Desert
Juvenile Detention

Kevin Bragg
Division Director I
Central Valley
Juvenile Detention

Kory Oberlies
Division Director I
Central Adult Services

FY 2013-2014



707 [403 firearms]

Weapons Seized

20

Gateway Graduations

20

Offenders

73.9 lbs.

Meth Seized

74.4

Marijuana S

16.1 oz.

Cocaine Seized



25,000

Total Dept. Training Hours

20

Core Graduates

2

Total O



153,410

Adult Probation Contacts

2,296

Juvenile Reports

Juveniles In Detention

2,988
(12 Mo. Culmination of Total Youth)



The County of San Bernardino is located in the southern portion of California. With an area of 20,105 square miles, San Bernardino County is the largest county in the United States by area. It is larger than each of the nine smallest states, larger than the four smallest states combined, and larger than 71 different sovereign nations.

943

Supervised



45,008

Residential Searches



1,923

*DRC Participant Count

(*DRC = Day Reporting Centers)

lbs.
Seized

1,961

*ILP Participants Served

(*ILP = Independent Living Program)

5,906

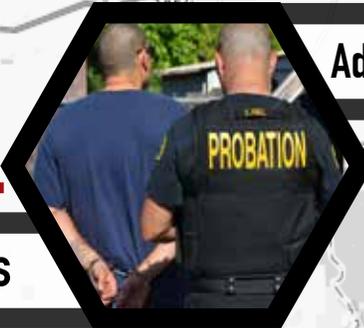
Adults Arrests

1,070

Offender Drug Tests

1,154

Youth Arrests



42,287

Youth Probation Contacts

(*ADP = Average Daily Population)

Juvenile *ADP



203

Fugitive Team Arrests



229

By The Numbers

Program Highlights

Adult Supervision Restructuring

The department restructured Adult Field Divisions to consolidate supervision of both AB 109 offenders and Probationers in mixed caseloads. This promoted better organization of caseloads and greater efficiency, primarily by focusing supervision evenly between probationers and AB 109 offenders to ensure supervision and services are delivered based upon risk and needs, not the type of offender.



Adult Day Reporting and Re-Entry Services Centers (DRRSC)

All three DRRSCs were made fully operational in 2013 and over 4,500 offenders received treatment and/or intervention services at the DRCs in FY 2013-14 alone, gaining skills in re-socialization to prevent them from recidivating.

Male Mentoring Program

The High Desert Juvenile Detention and Assessment Center formed a Male Mentoring Program in 2013, which pairs probation corrections officers with youth mentees to provide positive male influences.

Field Training Officer Program

In FY 13-14, the Field Training Officer Program curriculum was refined and expanded with additional FTOs added to the program. This program currently produces some of the best training in the state for probation officers and creates a foundation for the public safety services they provide.

Mobile Data Computer Program

The department is installing MDCs in probation vehicles. The first 90 of 290 planned MDCs were installed. As a result of AB 109, the department deployed over 100 additional probation officers. The added radio traffic had the potential to overwhelm Sheriff's Dispatchers. This program promotes superior field dispatch communication freeing up "radio traffic" for more serious situations.



DRRSC Certifications

The Rancho Cucamonga DRRSC received certification for Outpatient Alcohol and Drug Treatment. Additionally, all DRRSCs became Medi-Cal certified in 2013, allowing for state reimbursement of certain Medi-Cal services.

Evidence-Based Programming

The department has continued its policy of implementing evidence-based programming, and in 2013 ensured that all DRRSC's offered a portion of programs that are evidence-based. This requires that any proposed program has a history of research that supports expected outcomes. Programming

ensures the responsible expenditure of taxpayer's dollars.



Building Skills Construction Program

The Probation Department has teamed with the Superintendent of School's ROP program to teach construction trades of electrical, cost estimating, heating and air conditioning, plumbing, and green weatherization to detained youth.

Probation to Work

The Probation to Work program was re-established in November 2013. The program assists adult probationers who are seeking employment. Participants can also receive food handler cards, forklift operation certification, and earn GEDs.

Mock Trial

Amongst the numerous rehabilitative programs at the department's Gateway Program in FY 2013-14, the Mock Trial program allows minors to participate in mock criminal proceedings, with participation and educational support of the Public Defender's Office, to deter re-offense by giving minors a role in the criminal justice system.

NACo Achievement Awards 2014

The National Association of Counties (NACo) Achievement Awards Program recognizes innovative county government programs in the areas of children and youth, criminal justice, county administration, environmental protection, information technology, and health.

In 2014, San Bernardino County led the region with more awards than the counties of Los Angeles, Orange, Riverside and Ventura. Only 29 of California's 58 counties received top awards. Two of those award-winning programs are implemented by the Probation Department.

(1) San Bernardino County Probation Day Reporting and Reentry Services Centers - Criminal Justice and Public Safety.

The Probation Department established Day Reporting and Reentry Services Centers for adults in three geographical areas: Central Valley, West Valley, and High Desert. The sites provide a one-stop resource that co-locates key county service providers and provides linkage to community and faith based organizations to afford a broad range of educational, social development, and rehabilitative services. The primary partners located at each site include the Department of Behavioral Health, Probation Department, Department of Public Health, Transitional Assistance Department and Workforce Development Department, allowing clients immediate access to these providers to address their most immediate needs and to develop plans to facilitate services.

(2) Automated Incident Reporting Module - Information Technology .

San Bernardino County Probation documents an average of 2,800 incident reports in its Juvenile Detention and Assessment Centers each year. The current manual process is time consuming and labor intensive. The department has utilized a team of staff to develop an electronic module within its main case management system to complete this process which is estimated to reduce the time staff takes to complete documentation by two thirds. This will allow staff to engage youthful offenders in additional targeted programming and services to improve outcomes.





MICHELLE M. RAY
Chief Paramedic Officer
1998-2000



JAMES J. ...
Chief Paramedic Officer
1998-2000



...
Chief Paramedic Officer
1998-2000



...
Chief Paramedic Officer
1998-2000



CLAUDE M. PITTS
Senior Chief Paramedic Officer
1996-2000



RAYMOND B. WINGARD
Chief Paramedic Officer
2000-2004



...



...



...



...



RONALD R. HEWITT
Chief Paramedic Officer
2004-2010



...

The Administrative Services Bureau [ASB]

The Administrative Services Bureau (ASB) fulfills a critical leadership and support mission for all other probation department bureaus, divisions, and programs. The Administrative Services Bureau oversees all units that provide administration or business services that allow the department to operate.

The ASB's primary units or areas of responsibility include: Administrative Clerical Services, Reception, Closed File Services, Adult and Juvenile Legal Clerical Units, Professional Standards, Personnel and Payroll Services, and Fiscal Services. Fiscal units are comprised of Accounts Payable, Purchasing, and Budgeting and Accounting.

ASB also functions as the conduit of work and information flowing between the department and County Administrative Office (CAO). These matters consist of strategic planning, preparation of Board Agenda Items related to the department, coordination of department business with CAO and Board of Supervisors, business development, and oversight of capital improvement projects. Many other special duties and projects that allow the Probation Department to run smoothly within the county structure also fall under ASB.



JERRY L. HARPER
CHIEF PROBATION OFFICER
304 - 509



MAURICE A. WOOD
CHIEF PROBATION OFFICER
304-509





Professional Standards Division

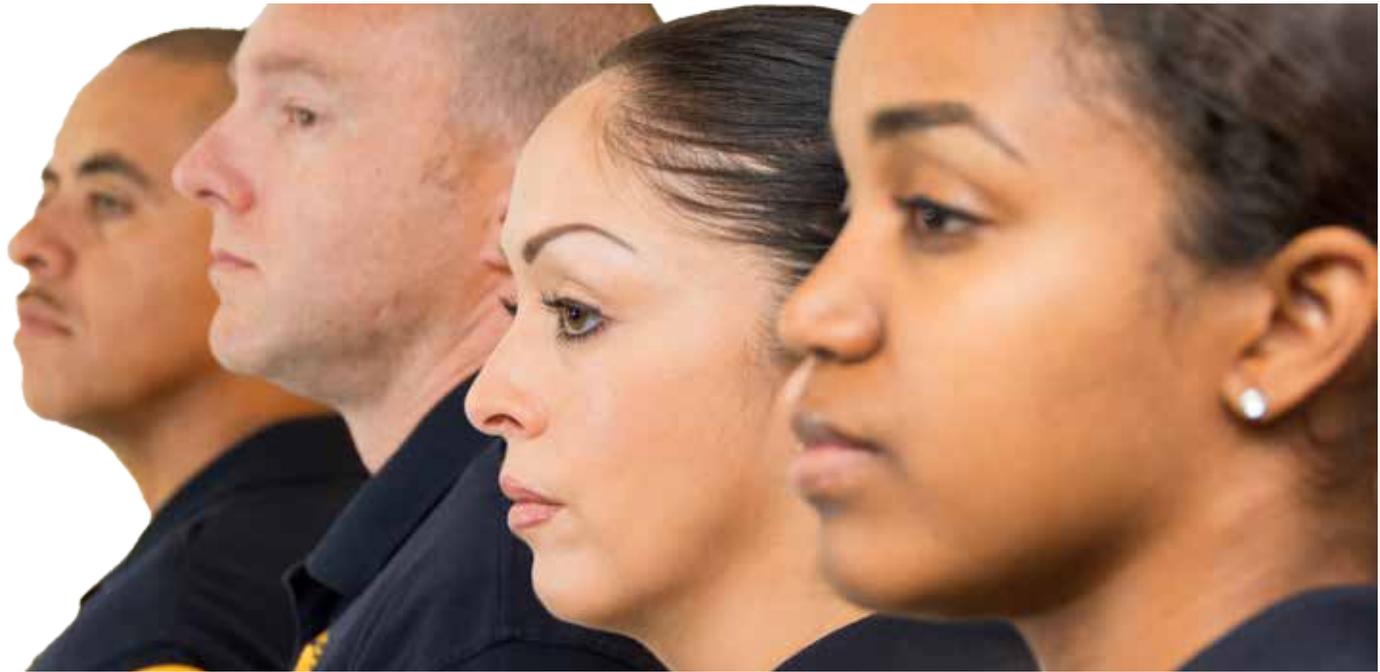
The Professional Standards Division completes pre-employment background investigations for both non-sworn and sworn candidates in addition to administrative investigations arising from allegations of misconduct. The division is staffed with five Probation Officer IIIs and one part-time background investigator. In FYE 2014, Professional Standards completed 652 pre-employment background investigations, which resulted in the hiring of over 120 staff across 25 different job classifications, both sworn and non-sworn. They also completed 85 administrative investigations. Officers in the division are required to attend both Background and the Internal Affairs Investigations training.

Fiscal Services

The Fiscal Services Unit provides a variety of fiduciary services including cost tracking, budget preparation, grant management and other business matters. As the department's total budget has grown in excess of \$150 million, the complexity of analyzing, adjusting, and preparing annual budgets has required a requisite degree of sophistication.

Accounts Payable

This unit works closely with purchasing to process the payment documents. The unit also tracks the expenditures incurred by the Department, including credit card usage, utility service subscription billing, encumbrances from other agency contracts, and all operations throughout the county.



Payroll and Personnel Unit

This unit manages all personnel actions for the Department. This includes oversight and accounting for reassignments, transfers, promotions and separations. The processing of new hires is also a significant task. Payroll reporting and documentation for the entire department is a significant responsibility that falls to this unit. Personnel Transactions for FYE 2014 appear on the graph.

Staff Analyst

The Administrative Services Bureau also contains staff to oversee the many business functions of the department. Staff analysts prepare board agenda items, prepare and monitor contracts with other county agencies and outside entities, and work on a wide range of special projects. Accountancy of contracts and other financial projects are also managed by the unit.

Purchasing Unit

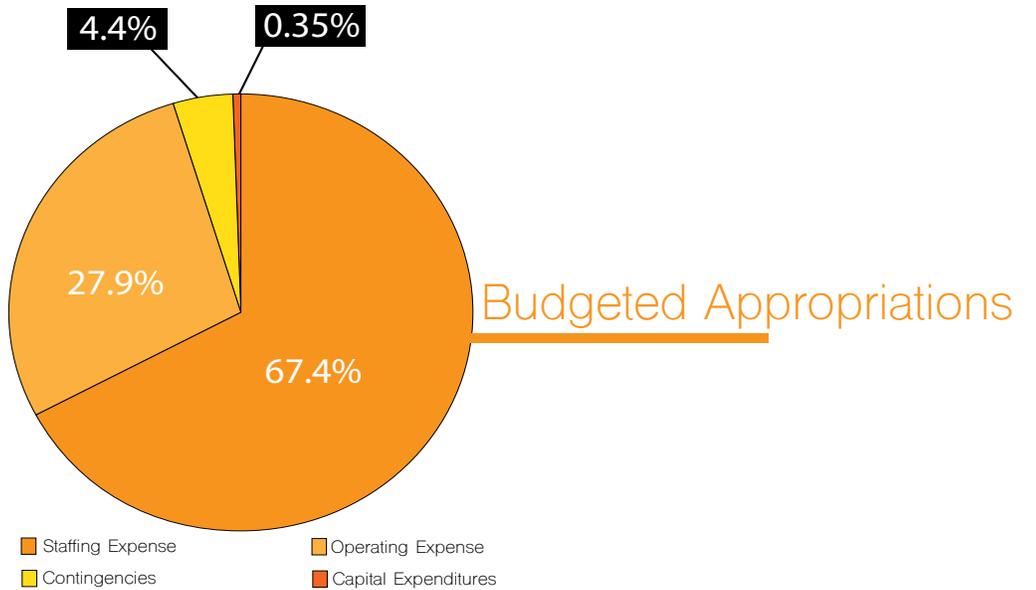
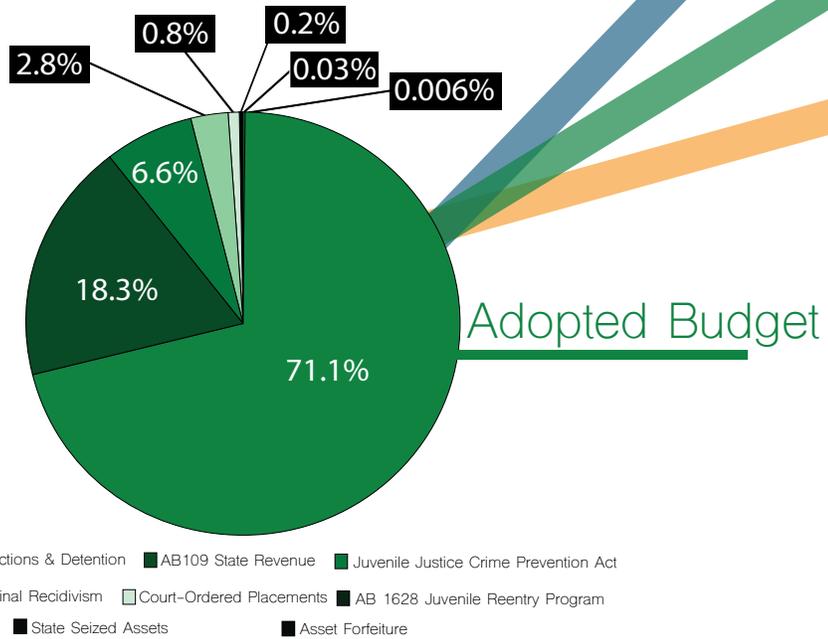
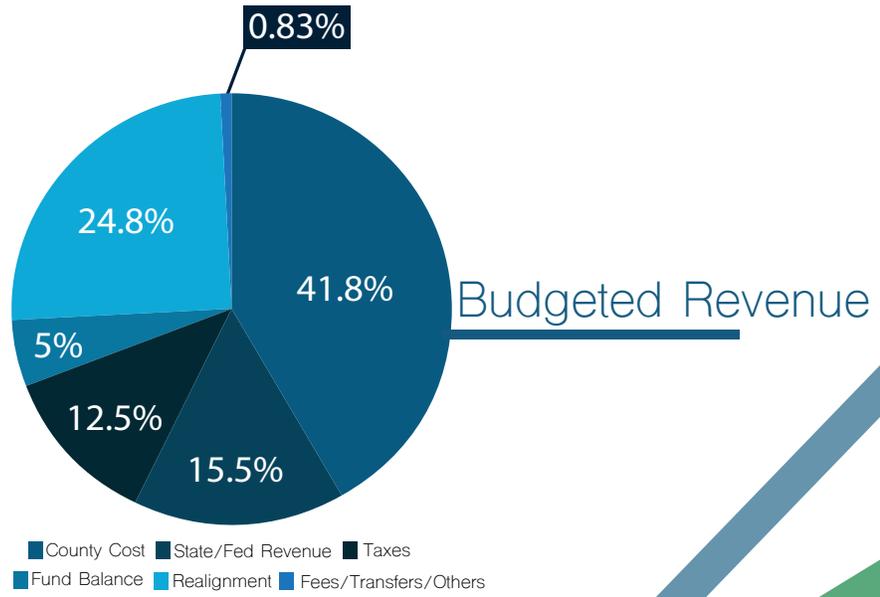
The Purchasing Unit handles all aspects of Department purchases, in addition to miscellaneous other duties. In the 2013-14 fiscal year, the Purchasing Unit processed approximately 10 million purchases throughout the department.

Major projects were the focus of much of this work, including the continued outfitting of the three new Day Reporting Centers, and the relocation of all personnel from a San Bernardino Office that was closed, with the incorporation of those personnel into other offices. Major supply chains of office equipment and supplies needed to be re-organized due to these large scale office relocations.

The Purchasing Unit continued to train on and implement elements of new purchasing software entitled “E-Pro” which was introduced by the county in the prior fiscal year.



Fiscal Report FY2013-2014

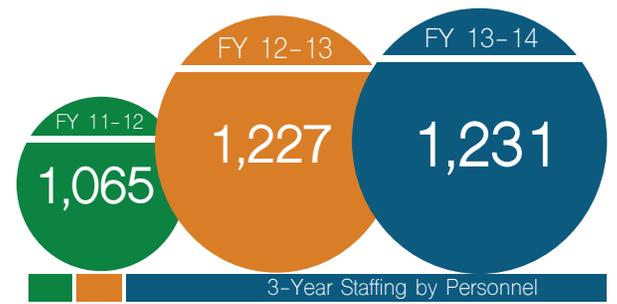
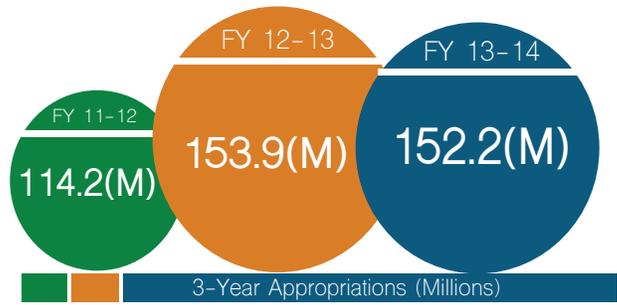


2013-2014 Adopted Budget	
Administration, Corrections & Detention	\$108,255,383
AB 109 State Revenue	\$27,908,628
Juvenile Justice Crime Prevention Act	\$10,044,011
SB 678 Criminal Recidivism	\$4,413,778
Court-Ordered Placements	\$1,204,812
AB 1628 Juvenile Reentry Program	\$321,642
State Seized Assets	\$54,678
Asset Forfeiture	\$9,948
Total Department Budget	\$152,212,880

Staffing By Classification

Corrections Officers	358
Corrections Supervisors	57
Probation Officers (I,II,III)	404
Supervising Probation Officers	50
Specialists	28
Medical and Clinical	88
Automated Systems	18
Culinary	35
Fiscal Services	27
Management	31

Budgeted Positions as of June 30, 2014





COUNTY OF SAN BERNARDINO
HIGH DESERT JUVENILE
DETENTION AND ASSESSMENT CENTER
21101 DALE EVANS PARKWAY

The Detention Corrections Bureau [DCB]

The Detention Corrections Bureau (DCB) oversees the operation of all juvenile detention services, including two Juvenile Detention and Assessment Centers and the Gateway juvenile placement program. Between the three facilities, the probation department maintains 500 detention and treatment beds.

The Juvenile Detention and Assessment Centers (JDAC) are located in the City of San Bernardino and the Town of Apple Valley. These two juvenile detention facilities are responsible for housing male and female youth, generally between the ages of 12 and 18, who have been detained pending Juvenile Court hearings or who remain in custody by order of the Juvenile Court. The DCB's mission is to provide for the care, custody, and control of the detained youth in a safe and secure detention setting. Services for detained youth include an array of social programs on site educational services and pre-release supportive services.

Medical clinics at both facilities provide comprehensive health care which is overseen by a physician who serves as the Chief Medical Officer. The JDAC Clinics are accredited under the National Commission on Correctional Health Care (NCCCHC) to treat pre-existing medical conditions and provide immediate response to medical situations that may arise.

The Culinary Services Division operates state-of-the-art kitchens in both detention centers that meet the nutritional and dietary requirements of detained youth through the preparation of calorie conscience, but delicious menus. Culinary Services provides 3 full meals daily, snack and special event meals for youth.

Forensic Adolescent Service Teams (FAST) are comprised of Behavioral Health Clinical Therapists that monitor the mental health needs of youth while they are detained. Each youth receives an assessment at intake and has access to thorough, professional diagnostic and treatment services while detained.

Through the San Bernardino County Superintendent of Schools, both detention facilities and the treatment facility have adjoining schools that provide for the ongoing educational needs of detained youth, including educational assessments, continuation classes to assist with credit deficits, education testing, library services, and a Regional Occupational Program that provides vocational training.

The reasons for a youth's detention may be varied, including but not limited to:

- Awaiting a court hearing
- Awaiting return to their home following arrest, pending further court hearings
- Awaiting placement in a suitable foster care placement facility
- Awaiting a commitment to the State Department of Juvenile Justice (DJJ)
- Awaiting trial disposition in an adult court
- Awaiting commitment to State Prison



In each facility, youth are assigned to living units designed to hold 20 youth each. They are housed based upon age and gender, with further housing considerations being made based upon sophistication and maturity as screened in an intake assessment. The living units have double sleeping rooms, restroom and shower facilities, and day rooms for a variety of leisure, educational, or structured activities. Classrooms and outside recreation and exercise areas adjoin each unit. Probation Corrections Officers (PCOs) staff each unit to provide programming and 24-hour a day supervision; and individual and group counseling, while maintaining the safety and security of the unit and facility.

Numerous other programs are operated in these facilities by the Detention Corrections Bureau, as outlined in this annual report. While the security of the community and the safety and dignity of detained youth is the primary objective of DCB operations, staff also hope to provide an enriching environment that will lead each detained youth to learn and grow while in the detention or treatment environment. Despite excellence in the formal programs provided, juvenile detention and treatment aims to help youth through positive interactions with staff. Each facility is subject to statutory regulations for operations and programs through the California Board of State and Community Corrections (BSCC) which conducts annual inspection of our JDAC facilities.

CVJDAC

Central Valley Juvenile Detention and Assessment Center

The Central Valley Juvenile Detention and Assessment Center is an ultra-modern 280 bed juvenile detention facility located in Central San Bernardino. It serves the needs of Central Valley law enforcement agencies as a booking facility, and detains youth awaiting adjudication of cases in the San Bernardino Juvenile Court.

The facility was constructed in 2011 and features state-of-the-art innovations in juvenile detention design, maximizing the safety and security of youth and officers, while also facilitating the best practices in treatment, services, and education while youths are detained.

The detention facility contains a full medical suite, including dental and optometry services, office housing for behavioral health personnel, a library, a full commercial kitchen meeting hotel standards, warehousing, and office areas for additional probation officers. Living units for the youth are completely self-contained, with adjoining classrooms, indoor and outdoor recreation and exercise areas, and dining areas.

The CVJDAC staff take pride in both their facility and the programming they deliver. In addition to the many treatment components available in both detention facilities, CVJDAC staff boasted some significant program accomplishments in the Fiscal Year End 2014:

- Holiday events are held for the youth.
- In “Read Across America,” staff, teachers, judges, and lawyers came to the facility to read stories to the youth and encourage their interest in reading.
- Movie Nights were held on weekends.
- Aggression Replacement Training (or ART) was completed by almost 140 minors during the fiscal year.
- Gender specific programs assist the girl’s population at the JDAC. The programs were well attended, and diverse, consisting of treatment oriented classes that included art therapy, programs for victims of sexual abuse, a poetry class, and living unit beautification projects.

During the past fiscal year, the JDAC’s vocational training programs have engaged, trained, and certified a larger number of youth than ever before.

- 71 youth completed the Food Handler’s Certification class, making them employable in the fast food/restaurant industry.
- 64 youth completed the Forklift Operator’s Safety Class. Upon completion of the course and release from custody, participants need only take the driving portion of the class. They are referred to an outside agency for this, and if they pass, are provided with lists of employers seeking forklift operators.
- 72 youth have completed a First Aid/CPR class and received certifications.
- The Regional Occupational Program has work experience projects in the facility such as gardening, painting, and graffiti removal for which the youth receive school credit.

Independent Living Skills programs have been very popular with detained youth and have received accolades and media coverage during the year. These included Independent City, a teen parenting program, the Giving Hands program, and GED programming.



HDJDAC

High Desert Juvenile Detention and Assessment Center

The High Desert Juvenile Detention and Assessment Center, or HDJDAC, is a 180-bed facility at the north end of the Victor Valley, in the Town of Apple Valley. Geographically, the detention center is located almost half way between Victorville and Barstow.

The detention center serves the geographic needs of the High Desert area through its location, remaining available for High Desert law enforcement agencies to book youth, being centrally located for the Victorville Juvenile Court, and accessible for parents or guardians of youth who reside in the High Desert.

Of course, in addition to its geography, the HDJDAC has the same mission as the other facilities to bring excellent programming to detained youth. The HDJDAC features many of the same programs as the other JDAC, but also features some unique programs of its own. In the 2013-14 fiscal year, there were a number of notable accomplishments at this facility:

- As part of the ROP program, the HDJDAC supports a “Building Skills” program to teach a variety of construction trades.
- The facility completed a capital improvement project to expand its parking lot and alleviate overcrowding and parking problems.
- An additional improvement project removed much of the nearby scrub brush and re-landscaped the walkways in front of the facility with decorative rock. This was an environmentally conscious plan to reduce water use and to keep snakes further from the facility walking areas by eliminating water and rodents.
- The 2014 Read Across America program was very successful, with a large number of volunteers reading to the youth.
- “Movie Night” was a new program resulting from a contract to allow movies to be shown in the institution. In addition to entertain, it provided a behavioral incentive for the youth.
- A poetry night was introduced as part of the girl’s unit program, and encouraged them to write and speak about their emotions.
- 117 youth completed the Aggression Replacement Therapy program.
- The facility received recognition from the county Children’s Network Mentoring Task Force for implementing a male mentoring program to help youth understand the importance of the role of men in family dynamics.
- A large number of unit contests and athletic tournaments were held throughout the year.
- Board of State and Community Corrections facility inspections were conducted, and the detention center passed without issue.



Gateway

Gateway is a residential juvenile treatment facility that occupies two locations - Phase 1, which consists of 20 treatment beds in a secure detention environment; and Phase 2, which allows for regulated community access by the youth in a separate semi-secure facility. The program's purpose is to rehabilitate medium and high risk male offenders, 16 years of age and older.

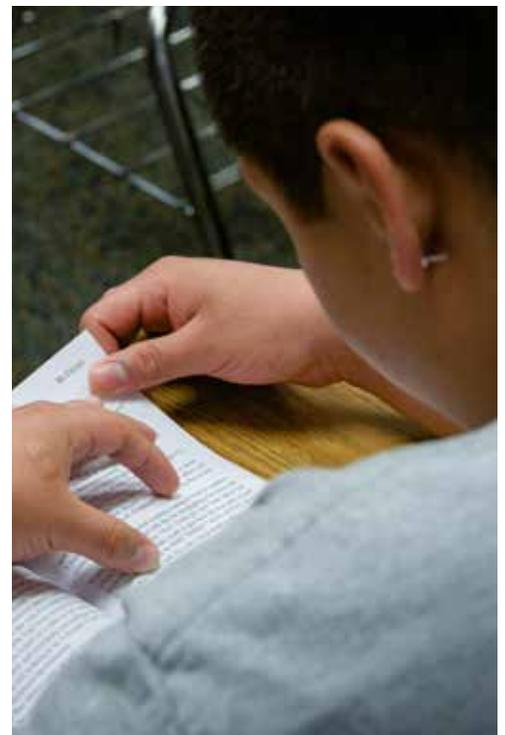
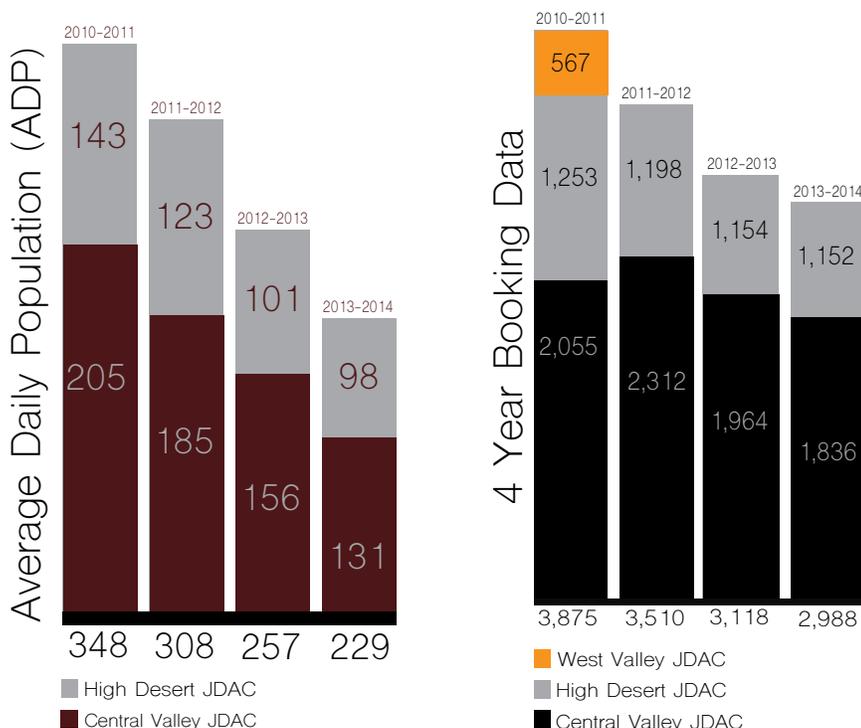
The components are instituted by design to reduce recidivism and promote social awareness. Program offerings are diverse, and include: gang intervention, Anger Replacement Therapy, Baby Elmo (child bonding for young fathers) and two cognitive restructuring programs based upon the evidence based Thinking for a Change curriculum. Educational and vocational offerings including job certification programs, college enrichment, public health issue awareness, GED preparation and testing, online college classes, job readiness, a mock restaurant program, a Forest Service Program, and a Regional Occupational Program. The Gateway Program curriculum is rounded out with a variety of other programs including an athletic circuit training program, Junior Olympics, basketball program, theatre arts and music workshops, tutoring and college student mentoring through the REACH program, poetry contests, an interaction dialogue problem solving experience, alcoholics and narcotics anonymous, youth action committees, religious services, and public outings.

In 2013, 23 students obtained their GED and an additional five completed classes at Coastline College on line. Twenty minors graduated from the Gateway program in the 2013-14 fiscal year.

The program continues to be a state-wide model for recidivism prevention, delinquency rehabilitation programming, and emancipation preparedness for older, more sophisticated youth.

Gateway Recidivism

Since the inception of the Gateway Program in 2007, the program has tracked the recidivism rate of graduates for two years following their completion of the program. The objective is to measure the program success by determining if any of these young adults sustain a felony conviction in the two year period following their graduation. To date, 74.2% of Gateway graduates have transitioned successfully to young adulthood. This is a significant accomplishment considering that Gateway youth are older boys, nearing the age of emancipation, with histories of ongoing delinquency.





Prison Rape Elimination Act

The Prison Rape Elimination Act of 2003 (PREA), is the first U.S. Federal Law enacted to deal with the sexual assault of prisoners. The Specialized Services Bureau has a PREA Coordinator, each Juvenile Detention and Assessment Center (JDAC) has two PREA Compliance Managers and the Gateway treatment facility has a PREA Compliance Manager, who implements and tracks PREA guidelines throughout the department.

By August 2013, all Probation staff, volunteers, and contractors in direct contact with youth were trained as required by PREA Standards. Training refresher courses and 2014/2015 training curriculum to ensure “Zero Tolerance” is

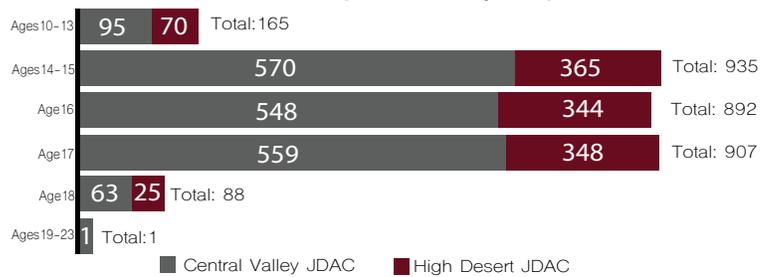
planned for the upcoming year.

The PREA Compliance Team continues to develop training curriculum based on real scenarios for authenticity purposes. Youth are educated on their rights pertaining to PREA standards upon intake and again monthly on housing units. A Compliance Officer reviews and responds to all grievances, calls, and correspondence from youth to ensure their safety.

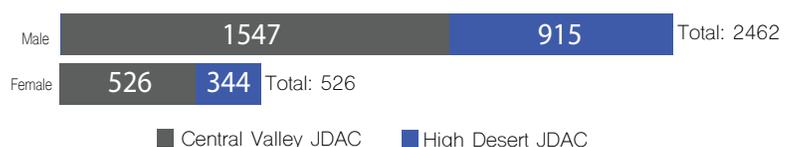
The department has also contracted with an external ombudsman for youth to contact who are no longer detained, but have been placed in residential treatment facilities.



Booking Data By Age

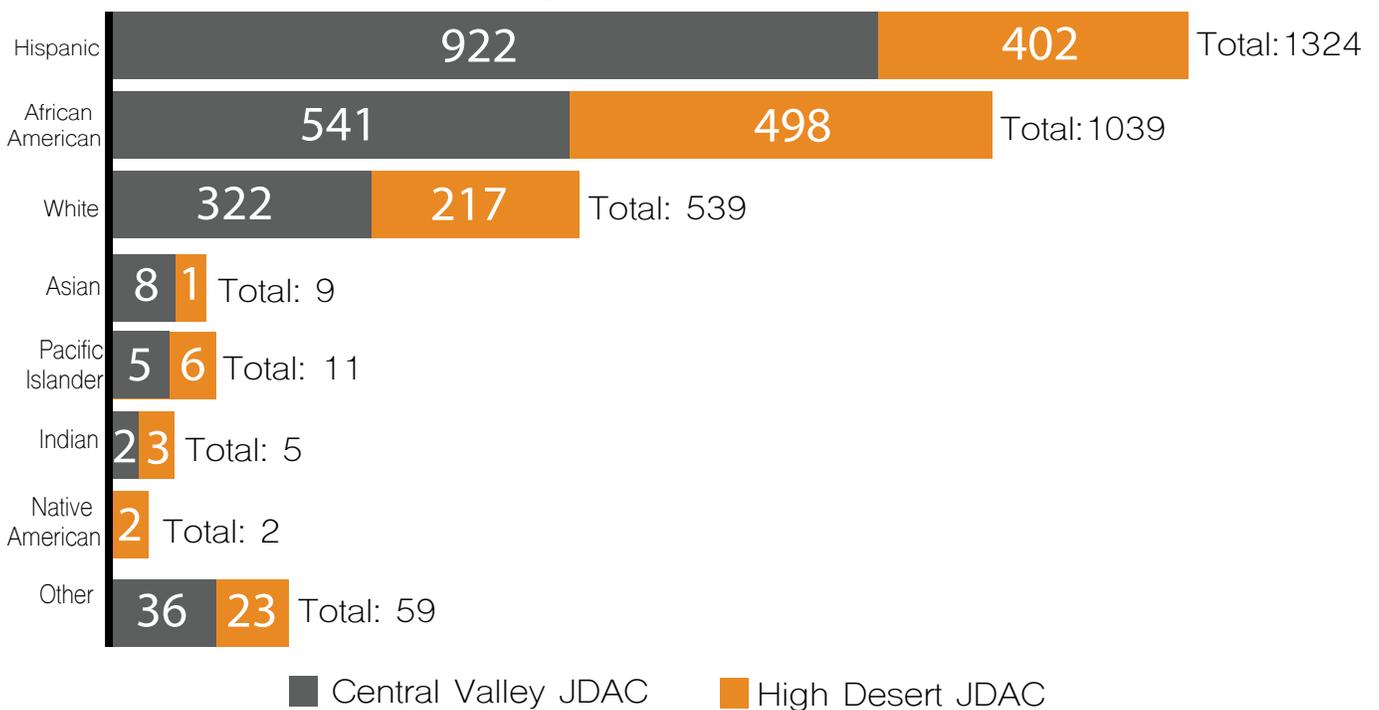


Booking Data By Gender





Booking Data By Race



Medical Services Division

JDAC's Medical Services Division is accredited by the National Commission on Correctional Health Care (NCCHC). Survey for continued accreditation was performed in May, 2014 and was successful. The official results remain pending until October of 2014. Medical Services provide quality medical care to all youth in custody. Services are provided by licensed nurses and board certified physician/providers from Arrowhead Regional Medical Center.

In addition to the NCCHC survey, Medical Services have several other inspections that take place to ensure the services provided are safe, of quality and are equal or above community standards. The following inspections were performed: Environmental, Grand Jury, and Pharmaceutical. There were no deficiencies identified.

This year continues to challenge the healthcare team. Although the total population decreased in volume, those who remain in custody have been identified to have more serious mental and physical health conditions, more often requiring polypharmacy management, multiple visits to physician/providers, or specialty health services provided outside the facility.

All youth receive a comprehensive assessment by a Correctional Nurse within four hours of booking. Over 2,000 nursing assessments were performed within the fiscal year. Youth in need of a physical examination or follow up (as procedure outlines) are seen by the on-site physician/provider within 96 hours of booking.

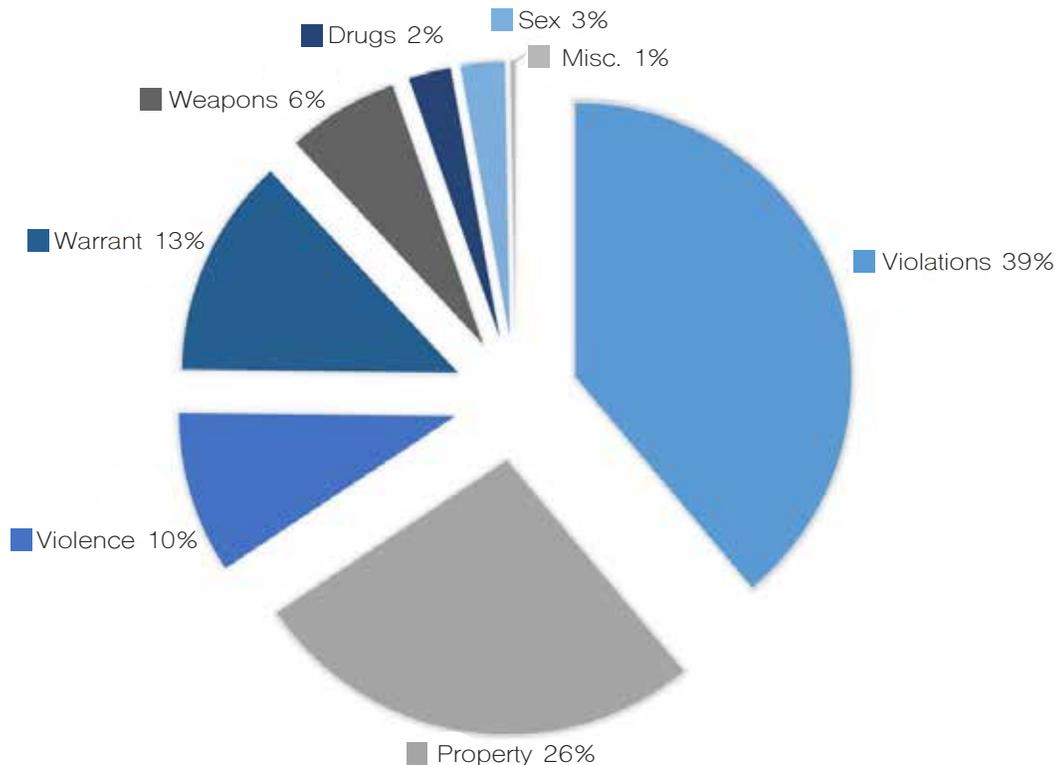
Nursing clinics are held seven days a week providing services such as vital signs, wound care, immunizations, lab specimen collection and health education to name a few. Physician/provider clinics are held five days a week at Central JDAC and four days a week at High Desert JDAC providing services such as examinations, medical interventions, medication orders, referrals to specialty clinics, treatment of acute injuries and chronic illness management.

Contracts are in place with outside agencies to provide on-site optometry and dental clinics. This fiscal year, the optometrist examined 308 youth and issued a total of 292 pairs of glasses. The dentist examined and provided care to a total of 1,321 youth. Contracts exist with off-site dental providers to perform extensive work that may not be provided on-site.

Health education is very relevant in the JDACs. Health care providers are frequently providing one-on-one health education for an array of topics. Brochures and reading material are available at all times on a variety of topics.

The Medical Services Department is supportive and a valuable asset to the JDAC system.

Booking Data By Crime



Probation Culinary Services

The Culinary Service Units of the High Desert and Central Valley Juvenile Detention and Assessment Centers continued to offer outstanding menus throughout FY 13-14 that met the nutritional and dietary needs of all detained and placed youth as mandated by state and federal dietary guidelines. These culinary teams worked with the objective to meet guidelines while also producing cuisine that was enjoyable and calorie conscience. Food for the Gateway program is prepared at the CVJDAC kitchen facility.

During the 2013-14 fiscal year the two probation department kitchens prepared 288,907 meals for youth, 69,659 afternoon snacks; and 82,055 meals for staff. Food costs averaged approximately \$10.00 per day for youth. However, the inclusion of labor and equipment service costs brought the total overall cost to \$6.64 per meal.

By the close of the fiscal year, the Culinary Service Division employed 38 staff. Problems persisted throughout the year with recruiting and filling culinary staff positions. The 38 staff employed represented an approximate 60% vacancy factor in the High Desert Juvenile Detention and Assessment Center.



The REACH Program

REACH is a unique collaboration between the Probation Department, the University of Redlands, and the San Bernardino County Superintendent of Schools. Each spring, a University of Redlands Sociology class entitled Inside Out, comes to the Central Valley Juvenile Detention Center's Phase 1 of the Gateway program. The college students are paired up with Gateway youth. The students receive college credits for their involvement in the program. The course reverses the lifetime experiences between college students and placed/detained youth. Through lecture, dialogue, work groups, and projects college students and Gateway youth exchange perspectives and learn that in many ways they are very similar, and in other ways dissimilar to each other.

Gateway youth, while still awaiting graduation to the second phase of the program, leave the program having completed college coursework. The transformative learning process establishes educational and life experiences that allow the youth to focus on the possibilities of future success in Gateway and beyond.

The probation department continues to seek unique partnerships with community based organizations and educational institutions that improve the lives of the youth in our care.

There were 15 college students and 16 Gateway Youth who completed the program in 2013. The reading, writing, and project work takes 12 weeks to complete.



General Maintenance Mechanics



The Probation Department is staffed with three full-time General Maintenance Mechanics. These positions were created about three years ago in an effort to support the rapid growth and needs of the Probation Department. The idea was to complete jobs in-house instead of utilizing outside vendors, which costs much more and takes longer to complete.

These positions have helped the Department become more self-sufficient in repairs, maintenance and remodeling. Each maintenance mechanic works in their assigned primary area and each has a service vehicle containing tools, equipment and a plethora of materials to help them complete repairs as quickly and efficiently as possible. The repairs are prioritized each day in order to address any repairs or maintenance requests that could affect the health and safety of staff, offenders and the public, which are given first priority.

The General Maintenance Mechanics also handle improvements, among other special projects. They complete these jobs while maintaining compliance within city and county code. At any moment, they can have more than 25 requests for service in their queue for service.



Male Mentoring Program - This program aligns a Probation Corrections Officer (PCO) mentor with a youth, mentee to enhance the youth's social and interpersonal skills and increase knowledge about life opportunities.

Vocational Certification Program - Offers vocational certificates including: First Aid/CPR Cards; Food Handler's Cards; Forklift Operator's License; Hazardous Material Handler's License; Solar Energy Installer's Certificate.

Victim Impact - A landmark program developed by the then California Youth Authority and MADD, which has been offered for over 30 years, and offers a comprehensive curriculum on the impact of crime by victims.

Aggression Replacement Training - A nationally recognized behavioral intervention program designed to help adolescents improve social skills and moral reasoning to help manage anger and reduce aggressive behavior. ART was developed for aggressive violent youth between the ages of 12 and 17 who are detained in juvenile correctional facilities.

Alive at 25 - A driver's education program for young drivers with traffic violations.

Bullying - A program that helps youth identify the types and reasons for bullying behavior to prevent its lasting and traumatic effects.

Baby Elmo - A nationally recognized program that allows detained youth with children to have weekly visits with their child in the detention facility. In addition to offering a bonding experience, youth learn about parenting skills. The program is offered to both males and females.

Choose Respect - A program that presents the Centers for Disease Control curriculum on the prevention of teen dating violence.

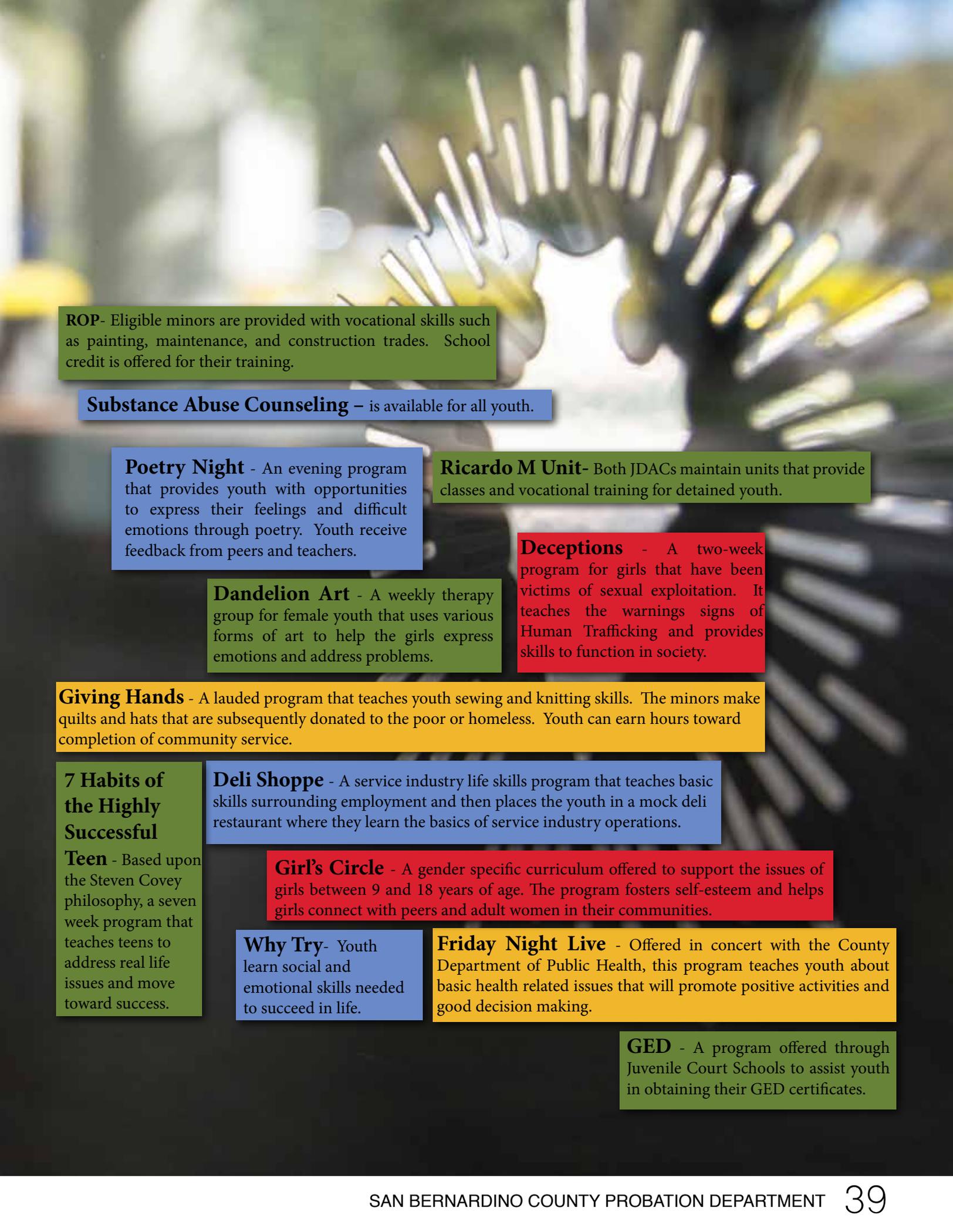
Independent City - An Independent Living Skills styled program to teach youth the basic concepts of renting an apartment. Fundamentals of banking, housing, and transportation are taught.

Tip Top - A program for detained pregnant minors.

Religious Services - Two Chaplains oversee a large cadre of religious volunteers that hold services and assist with the spiritual needs of detained youth of many religions.

[DCB] Programs

The programs offered to youth detained in the two JDACS, and placed in the Gateway Program, are outlined above. Not every program is offered in each institution and scheduling for the programs may vary between facilities based upon staffing, population, and interest of the youth in the programs.



ROP- Eligible minors are provided with vocational skills such as painting, maintenance, and construction trades. School credit is offered for their training.

Substance Abuse Counseling – is available for all youth.

Poetry Night - An evening program that provides youth with opportunities to express their feelings and difficult emotions through poetry. Youth receive feedback from peers and teachers.

Ricardo M Unit- Both JDACs maintain units that provide classes and vocational training for detained youth.

Deceptions - A two-week program for girls that have been victims of sexual exploitation. It teaches the warnings signs of Human Trafficking and provides skills to function in society.

Dandelion Art - A weekly therapy group for female youth that uses various forms of art to help the girls express emotions and address problems.

Giving Hands - A lauded program that teaches youth sewing and knitting skills. The minors make quilts and hats that are subsequently donated to the poor or homeless. Youth can earn hours toward completion of community service.

7 Habits of the Highly Successful

Teen - Based upon the Steven Covey philosophy, a seven week program that teaches teens to address real life issues and move toward success.

Deli Shoppe - A service industry life skills program that teaches basic skills surrounding employment and then places the youth in a mock deli restaurant where they learn the basics of service industry operations.

Girl's Circle - A gender specific curriculum offered to support the issues of girls between 9 and 18 years of age. The program fosters self-esteem and helps girls connect with peers and adult women in their communities.

Why Try- Youth learn social and emotional skills needed to succeed in life.

Friday Night Live - Offered in concert with the County Department of Public Health, this program teaches youth about basic health related issues that will promote positive activities and good decision making.

GED - A program offered through Juvenile Court Schools to assist youth in obtaining their GED certificates.

The Community Corrections Bureau [CCB]

The Community Corrections Bureau oversees the supervision of both adult and juvenile offenders who have been returned to the community on some form of supervised release.

Numerous divisions are deployed throughout the county and organized by elements of adult and juvenile function, in addition to the area of geographic assignment.

The mission of the bureau is diverse. Investigation units provide sentencing or dispositional information to the courts, specialized supervision and enforcement units offer services for high risk offenders, adult day reporting centers and youth justice centers offer a rich array of classes and programs to assist supervised persons in finding a path to successful lives.

The Community Corrections Bureau is the vanguard of modern community corrections, offering evidence-based programs and supervision that has been proven to reduce recidivism by supervised offenders.

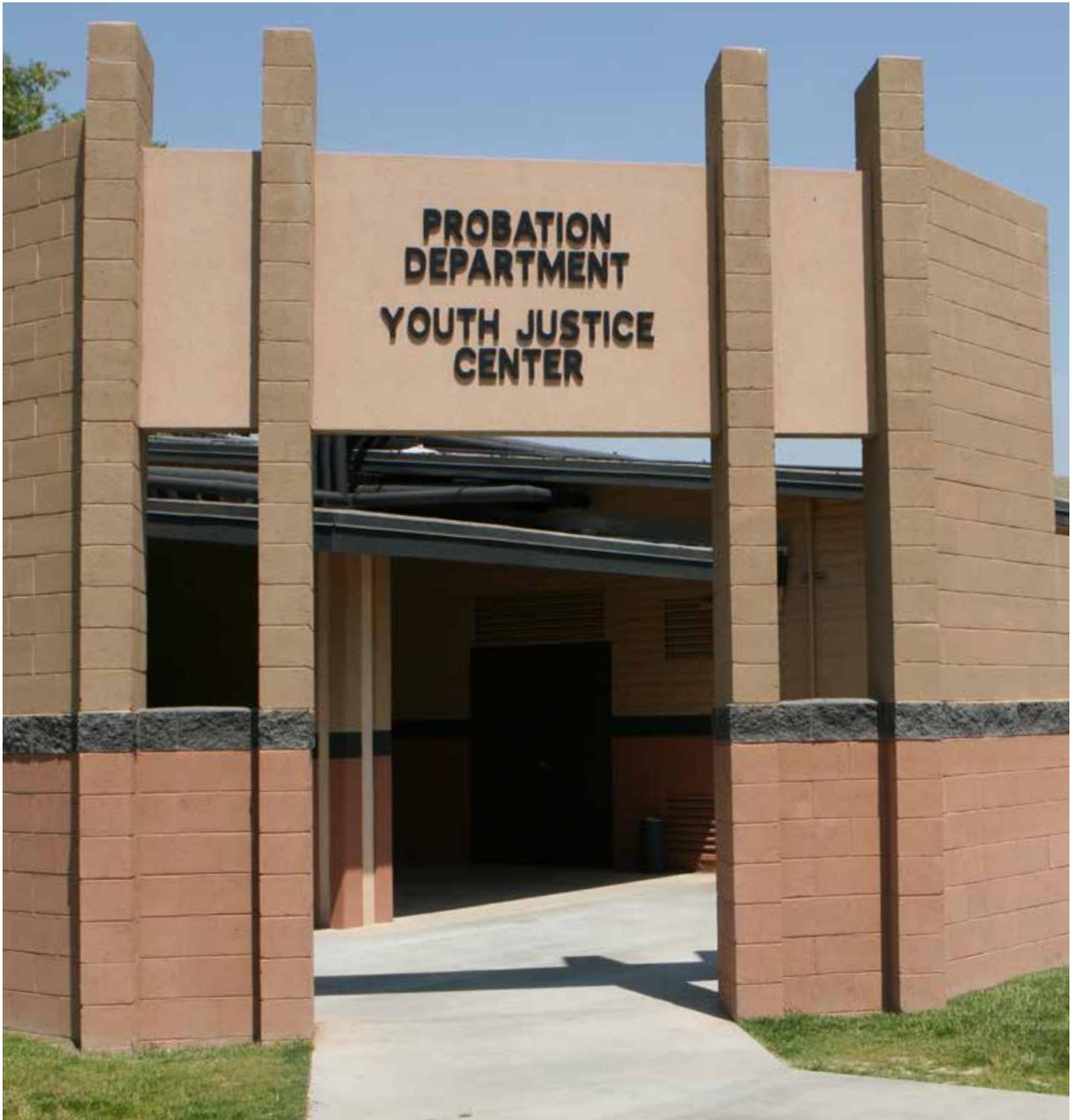




Juvenile Community Corrections

The Juvenile Community Corrections Bureau provides programs and community based supervision for approximately 2,500 youth who are wards of the court. Additionally, the probation department administers services to youth who receive informal probation or diversion services.

While probation officers may conduct investigations for court dispositional reports, provide formal and informal supervision services, or provide placement casework services; the heart of San Bernardino County Probation juvenile supervision lies in the array of special programs available for at-risk, informal, or formally supervised youth. The department continues to focus on providing effective prevention and intervention services to these youth and their families, while concurrently maximizing public safety through intervention strategies that reduce delinquent and recidivist behavior.



School Probation Officer Program

School Probation Officers are assigned to school districts throughout the county and have offices located on school campuses. The main focus is to improve truancy and identify at-risk youth that may benefit from intervention/prevention services through funding received from the Juvenile Justice Crime Prevention Act (JJCPA).

School Probation Officers make referrals to counseling agencies, parenting programs, tutoring services and enrichment classes, regarding but not limited to anger management, gang intervention, gender specific groups, and alcohol/drug abuse.

During the FY 2013-2014 year, School Probation Officers responded to a total of 20,389 referrals for attitude/behavior, attendance, criminal activity and truancy/academic issues. Officers also made a total of 39,768 personal contacts with students and/or their parents through phone calls, school visits and home visits. It has doubled in size during the past year to a total of 25 Probation Officer IIs; and three Supervising Probation Officers for the West Valley, Central and Desert regions.



The Grace Program

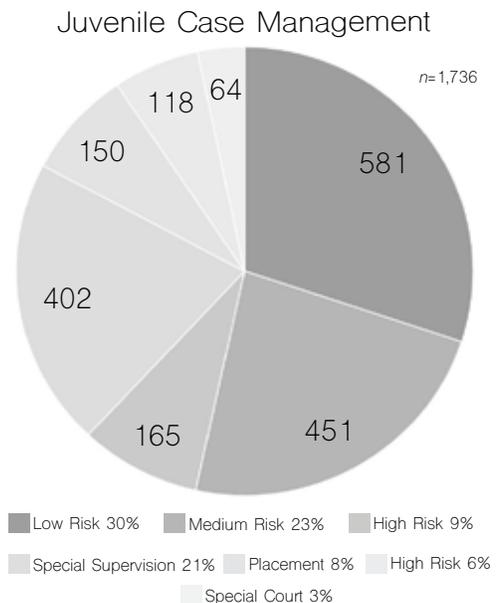
The San Bernardino County Probation Department's Gender Responsive Adolescent Caseload Enrichment (GRACE) program provides specialized services to adolescent females with a history of trauma, substance abuse, or runaway behaviors. The program provides creative and innovative methods to complete community service and educational opportunities, centered on gender-based issues critical to adolescent females with a history of delinquency. The program helps girls grow into young women with a sense of self-worth and the ability to pursue individual goals including continuing education, employment and development of parenting skills.

Activities during the 2013-14 fiscal year included art projects designed to assist with emotional issues, and unique activities such as participation in a Japanese Tea Ceremony to help develop social skills. Youth were also able to complete a parenting class. Some participants gained restaurant employment and earned vocational certificates. A total of 43 girls participated during the 2013-2014 fiscal year.



Community Services Teams (CST)

CST Probation Officers evaluate minors who are arrested but remain out-of-custody. Officers determine the youth's eligibility for informal probation or referral to diversion services. CST officers received 5,029 cases and referred 25% of these cases to diversion programs.



Court Individualized Treatment of Adolescents (C.I.T.A.)

The Court Individualized Treatment of Adolescents (C.I.T.A.) Program is a therapy-oriented program lasting up to six months for youth diagnosed with an Axis I mental health disorder. Youth in the program have a probation officer and a social worker who assist them and their families with mental health counseling, psychotropic medication and overall support. This encourages participation in school, compliance with terms and conditions, and successful completion of probation.

A specialized C.I.T.A. court holds adolescent offenders strictly accountable for their behavior while providing them with appropriate diagnostic, therapeutic, and aftercare services.

Utilizing the combined resources of DBH, the Probation Department and the Courts, it is the goal of C.I.T.A. to transition mentally ill youth out of the delinquency system and into the community. The Juvenile Court recognizes that early identification of youth with serious mental illness opens the door for more effective and humane treatment of these youth.

To participate, youth must:

- Be a ward of the court and placed on formal supervision with terms and conditions of probation.
- Be between the age of fourteen and under seventeen and a half (17.5) years old.
- Have no serious or violent felonies on their record.
- Have an Axis I qualifying diagnosed mental health disorder.
- Have no ongoing/current serious drug or alcohol addiction.
- Agree (in addition to the parent) to enter this program voluntarily, participate in weekly counseling, and agree to take his/her prescribed medication.
- Attend monthly court dates.

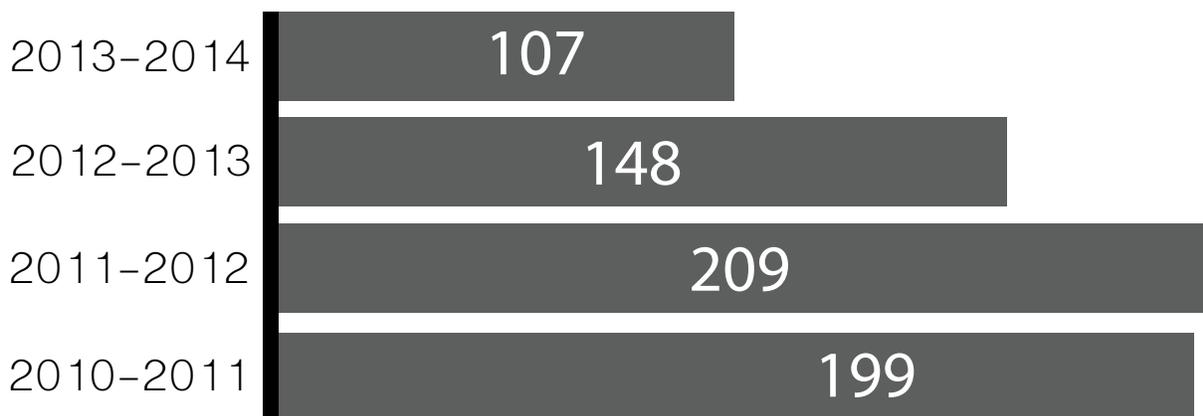
Placement Unit

The Placement Unit is responsible for monitoring the rehabilitation of youth who have been court ordered into an out-of-home treatment program. Most of these youth were unsuccessful in completing probation while remaining in their home.

In most cases, the placement programs providing treatment consists of privately owned group homes or other programs that specialize in a specific area of need for these youth.

The Placement Probation Officer monitors the youth's progress in the program and is required to maintain monthly contact with the youth, parents/guardians, and the placement providers. During the course of the program, the Placement Probation Officer works with the youth to develop a case plan which identifies specific goals for the youth. Ideally, these goals are achieved while the youth is in placement and the case plan is modified as the youth progresses. Ultimately the goal is to reunify the youth with his or her family.

4 Year Youth Placement ADP



ADP = Average Daily Population



Juvenile Investigations

The Probation Department prepares dispositional reports for the Juvenile Court outlining a wide range of issues that may impact a youth's behavior. Reports include information about the offense, family history, victim impact and collateral information.

Probation Officers also make formal recommendations to the court regarding the suitability of placement or return to the home.

Probation Officer IIIs are assigned to each Juvenile Court department to assist the court with information or resources during hearings.

In FYE 13-14, the Probation Department prepared:

Dispositional Reports (Including Supplements)

1,253

Placement Success Story

Authored by POII Jenifer Thomas

I became Frances J's Probation Officer last year when she was placed at Forest Ridge, in Gruver, Iowa. Frances had already been in other placements, but she wouldn't stay long enough to receive any help. Forest Ridge was her last option. Frances was a young lady involved in prostitution, drugs, and theft.

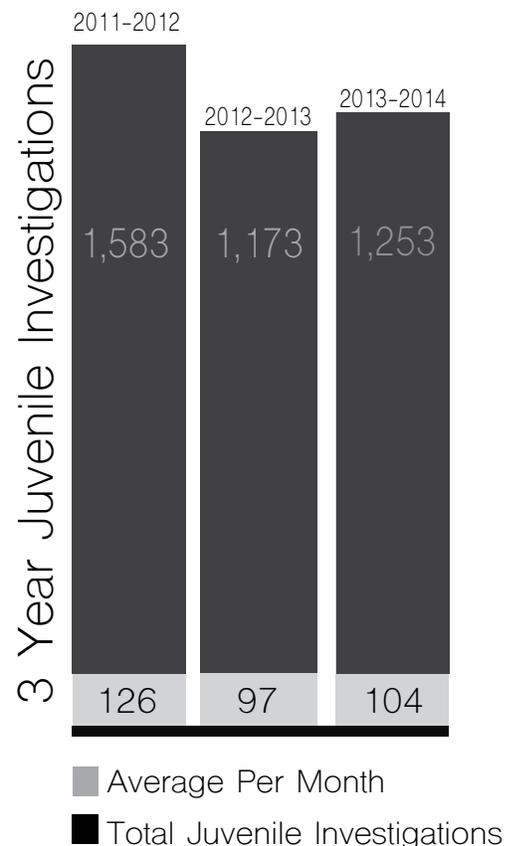
While in placement, she learned she is valued and that she has dreams and aspirations to be successful. One time Frances told me she didn't think she was entitled to a good life because she was a young girl from San Bernardino. With a lot of encouragement from this officer, she learned she can have a good life, as long as she is willing to make good decisions and choices.

Frances successfully completed the program at Forest Ridge and graduated at the highest level. When she returned home she graduated from high school. She plans on going to college and wants to be a child psychologist.

With her time on probation supervision and in placement she learned she is a leader who has a lot to offer. I was fortunate to be a part of her life when she learned about herself and how she saw herself in a new light. I wish her well and nothing but the best.

The number of placement facilities utilized by probation both within and outside the state.

31



Assembly Bill 12 (Extended Foster Care)

California's Fostering Connections to Success Act, also known as Assembly Bill 12 (AB12) provides benefits to youth ages 18-21 who are eligible to receive extended foster care services. This removes the stigma of having to continue on juvenile probation as an adult.

Once an eligible youth is discharged as a ward, he/she agrees to voluntarily remain under the Juvenile Court's Transition Jurisdiction. The youth receives varying degrees of service ranging from safe housing, financial assistance in the amount of \$820.00 per month, activities designed to promote higher education and employment training opportunities. Guidance in the areas of money, household management, and personal health and safety are also offered in order to encourage a successful transition to adulthood and independent living.

Thus far, Probation has screened 230 placement youth at age 17 years and five months for potential eligibility. Of those screened Transitional Conferences were held for 67 youth. Thirty youth have commenced the AB12 process, with 20 participating consistently.

Probation officers conduct face-to-face contacts in their approved living arrangement and coordinate with the Independent Living Program to assist youth with a wide degree of emancipation services to assist the transition to independence.



AB12 Success Story

Authored By: POII Yvonne Vences

On May 13, 2014, Probation witnessed the first AB12 youth who "aged out" of Extended Foster Care as he turned 21 years of age.

This youth's overall stability can be attributed to the assistance he received through his voluntary participation in the AB12 program. His approved living arrangement was a shared apartment setting at Eagle's Landing in Chino Hills. He continued his educational goals by attending Mt. San Antonio Community College with an overall grade point average of 3.04. The youth is scheduled to earn his AA degree in Sociology by spring, 2015.

His plan is to transfer to a university, but he is still undecided about entering the nursing program or seeking a career as a Social Worker. He was employed at the Dollar Tree Store for over a year and was able to save a total of \$11,000 by the time he exited the AB12 program. He has also demonstrated a commitment to turn his life around. He was a keynote speaker for the Juvenile Justice and Delinquency Prevention Commission of San Bernardino County at its 29th Annual Recognition of Services to Youth Awards on Oct. 9, 2013 and he participated in Probation's AB12 video that was presented at the San Bernardino County Children's Network Conference on Sept. 9, 2013. He also offered peer support to another AB12 youth by sharing his personal experiences and benefits from the program, in an attempt to encourage the youth to take the program seriously.

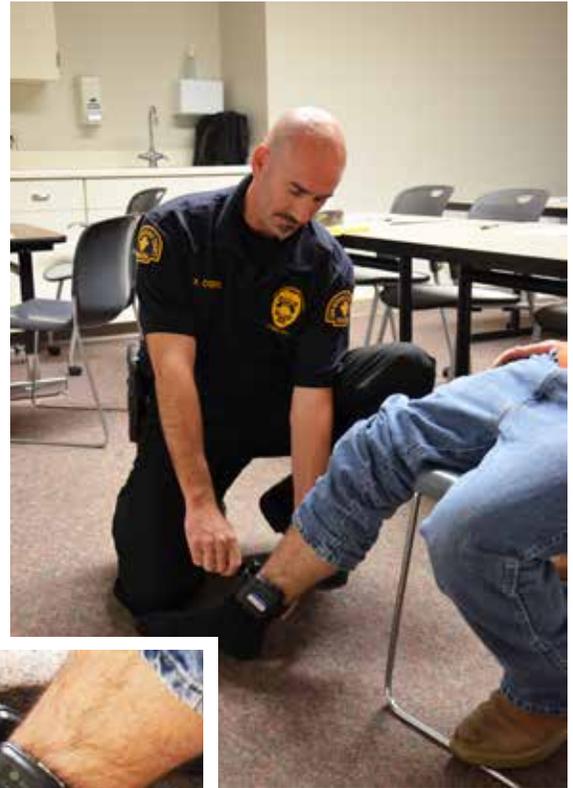
Equally important, he established connections with important adults, including a mentor who expressed how proud she was of his accomplishments. This youth expressed gratitude to Probation and submitted a "thank you" card titled, "Dear Probation Family."

Central Juvenile Drug Court

In the 2013-14 Fiscal Year, the Central Juvenile Drug Court enhanced their program and the scope of their client pool. In years past, the youth were required to participate in Wraparound, which is a treatment program involving the entire family. The Drug Court Team also changed the protocol to ensure youth with drug addiction as their only diagnosis were able to participate in the program.

In addition to the regular supervision offered by all of the team members, the increased use of SCRAM, a continuous alcohol monitoring device, was also used to monitor the youth's compliance in the program. SCRAM is similar to a GPS tracking device that fits on the ankle of the youth. The device sends an alert to the assigned officer if the youth consumes alcohol.

The Court, the Probation Department, the District Attorney's Office, the Public Defender's Office and Behavioral Health have teamed with two community based organizations, EMQ Family First and Inland Valley Recovery Services for services for the youth and their families. This new pairing has allowed for the court to accept more youth into the program. Thirty six youth were in the program during the 13-14 Fiscal Year - three graduated from the program, two graduated from high school, and four were terminated.

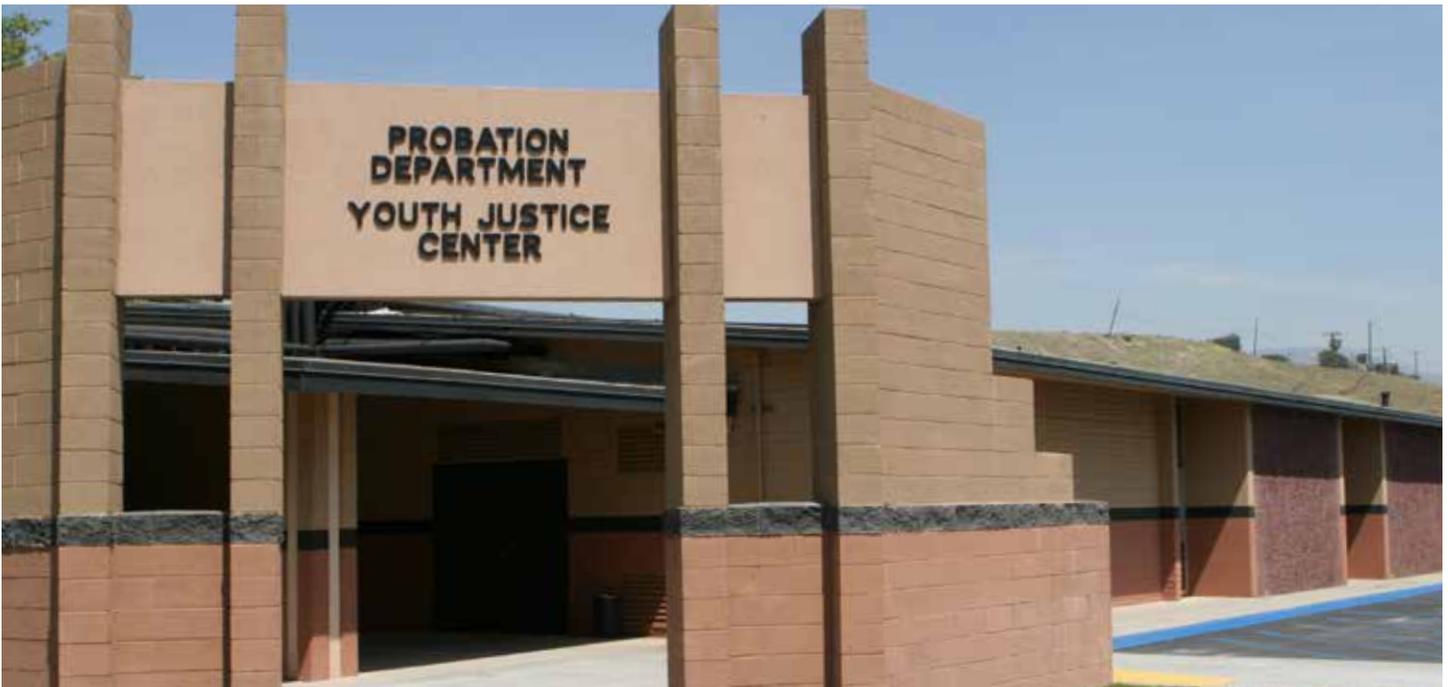


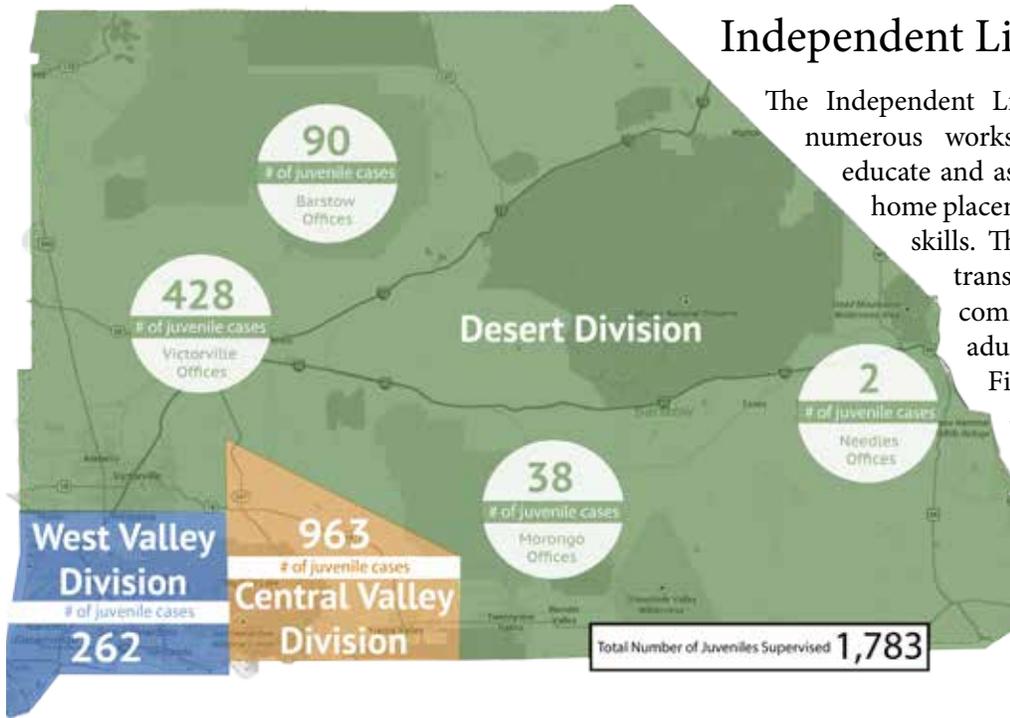
with the control of lower-risk by offering preventative At the beginning of the next Arrest Program will begin

House Arrest Program

The Juvenile House Arrest Program was developed to assist offenders at the Juvenile Detention and Assessment Centers services, pursuant to AB 1913, for pre-adjudicated youth. fiscal year, the San Bernardino County Juvenile House the process of downsizing the program from five full-time Probation Officers to two. In order to maintain a high standard of monitoring, the Probation Officers were assigned to monitor all juveniles via GPS monitoring on a continual basis and have contact via telephone when necessary.

Due to the downsizing of the program, the average monthly number of participants was reduced from 43 to 31 by the end of the fiscal year.





Independent Living Program

The Independent Living Program (ILP) provides numerous workshops, classes and events to educate and assist youth released from out of home placements to gain independent living skills. These workshops help the youth transition successfully back into their community and become successful adults. During the 2013-2014 Fiscal Year, ILP Officers provided services to an average of 160 youth per month, provided 392 job referrals and assisted eight homeless youth. The ILP Unit also celebrated the High School graduation, or GED achievement of 23 youth.

WRAPAROUND

In many juvenile delinquency cases Probation Officers find it necessary to direct treatment resources to the entire family, not just the supervised youth. Wraparound is a program that provides services to both the youth and their family from various agencies such as Family Services, Behavioral Health, and Community Providers, in addition to the Probation Department. Youths and their family participate in regular child and family team meetings (CFT) and receive support from a Facilitator, Family Specialist, Parent Partner, and Probation Officer/Social Worker. A plan is developed that addresses the youth's and family's needs, as well as strengths. The goal of the team is to work together to keep the youth in the home and maintain compliance with probation terms and conditions. There were 162 youth participants in the wraparound program in the 2013-14 Fiscal Year.

Crime Intervention Partnership Program (CIPP)

This program supervises high risk youth in targeted areas of San Bernardino. Monthly meetings with other program partners (SBPD, Code Enforcement, CFS, Crime Free Multi-Housing Authority, DA office, etc.) are held to discuss the areas receiving high level of calls for service. Also addressed are events being planned or conducted in any of the areas.

Integrating New Family Opportunities (INFO)

This collaboration with the Department of Behavioral Health uses Functional Family Therapy to target family dynamics and provide an outcome-driven prevention and intervention program for youth involved in the criminal justice system and their families. During this fiscal year, the INFO program started providing Moral Recognition Therapy (MRT), a recognized Evidence-Based Practice. MRT is a 12- to 16-step cognitive skills program where offenders participate in a group setting and focus on thinking errors. It is a systematic, cognitive-behavioral, step-by-step treatment strategy designed to enhance self-image, promote growth of a positive, productive identity and facilitate the development of higher moral reasoning.





QuickFacts

2 Graduations Held

14 Graduates

100 100 Referred

Officer Activities (Juvenile)	Searches	Arrests	In Person Contacts	Parent Contact (Phone & In Person)
Departmental Total	5,907	1,154	42,287	32,655
Average Per Month	492	96	3,524	2,721





Adult Community Corrections

Adult Community Corrections provides community-based supervision for adult offenders, completes pre-sentence investigations, and provides a broad range of treatment programs to promote and support successful rehabilitation.

The focus of adult supervision for the past three years has been on AB 109. At the beginning of the 2013-14 fiscal year, the department underwent a major restructuring of adult division caseloads. The centralized AB 109 unit that provided the initial two years of supervision services for these offenders, was de-centralized. AB 109 cases, including mandatory supervision and PRCS offenders, were integrated into caseloads in the respective geographic areas where the offenders resided.

Mixed caseloads have proven to be an effective method of supervising adult offenders. In this manner, the department has placed an emphasis on the supervision and programming of offenders relative to the risk and need factors presented in their case, not the type of offender they may be. All probation officers are capable of supervising any type of offender.

Specialized caseloads are reserved for higher risk offenders, or those whose offenses and needs are unique from other types of offenders. Specialized caseloads exist for domestic violence offenders, serious gang members, sex offenders, DUI offenders, persons with behavioral health issues, veterans, and those in the SB 678 program.

An emphasis on assessment and then tailoring supervision to the highest risk population, and focusing treatment on individual needs, has had a positive impact on reducing re-offense. All offenders, irrespective of the offense or type of supervision, are provided with an orientation and assessment to determine risk levels and to provide information about available program services. Offenders are then assigned to an appropriate supervision unit, based upon risk score.



Adult Investigations

The Adult Investigations Unit is an integral function of CCB. Serving as the investigative arm of the court system, probation officers conduct pre-sentence investigations to provide social and criminal background information about offenders prior to sentencing hearings. The reports include information about the circumstances of the offense, victim and restitution information, and recommendations on sentencing considerations. In FYE 2013-14, the department conducted 3,726 adult sentencing investigations.

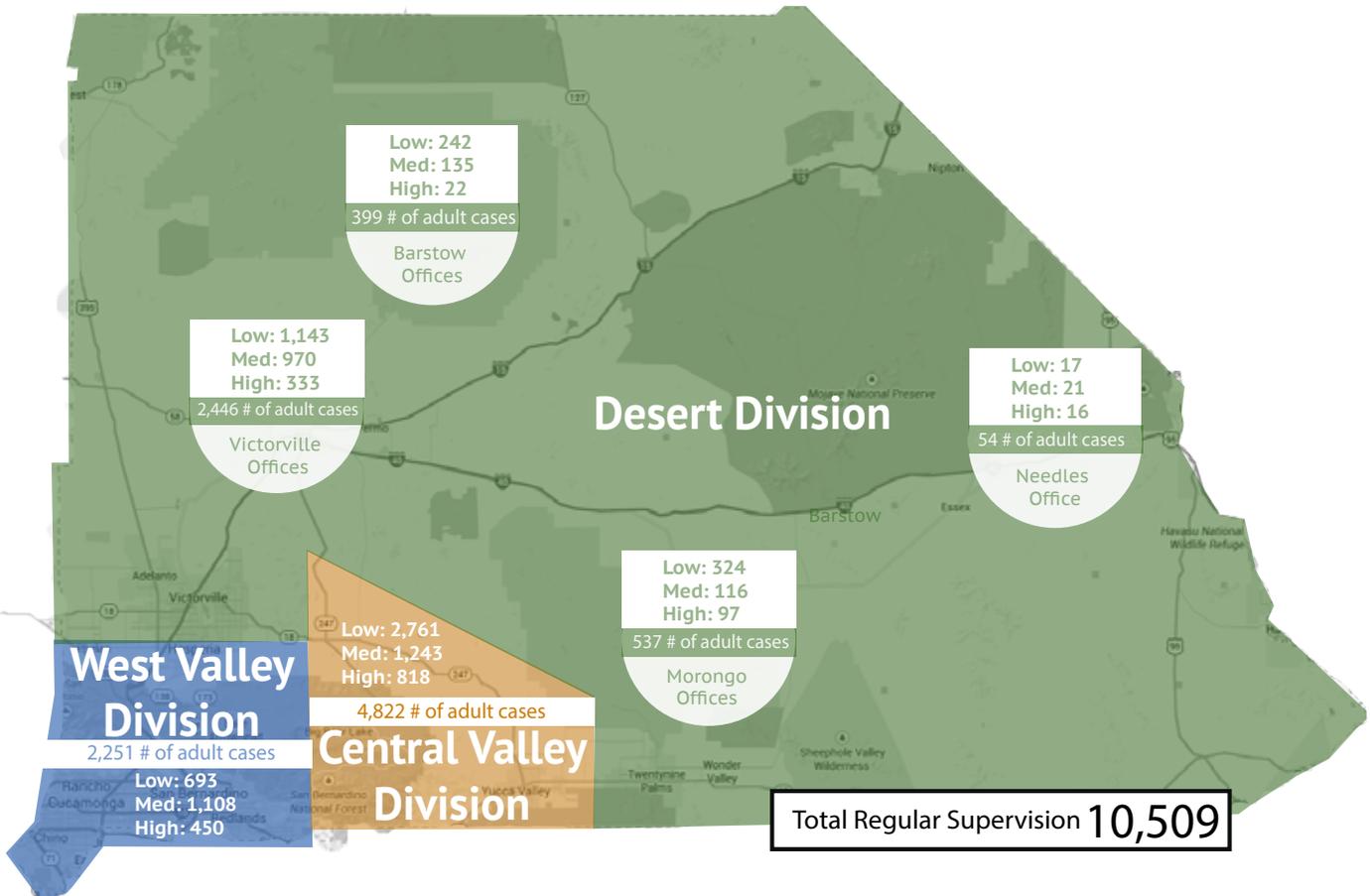
Adult Supervision

The Adult Supervision Units supervise offenders who are addressed as low, medium, and high risk. The unit classified as High Supervision manage the offenders who have been assessed as having a greater likelihood of re-offending. Offenders who are assessed as representing a lower risk factor are placed on low and medium caseloads.



Average Per Month
 Total Adult Investigations

Adult Supervision by Regional Classification



Specialized Supervision Units

The Adult CCB includes specialized supervision units that provide services to either higher risk offenders, or those whose criminal conduct falls into categories requiring unique treatment and supervision efforts. Those units consist of:

DUI Unit

The unit is a grant funded program under an award from the California Office of Traffic and Safety (OTS). The unit supervises offenders who have been convicted of felony DUI offenses and represent the greatest risk for re-offense. During Fiscal Year 2013-2014, the DUI unit supervised 553 offenders. Of the 553, 109 were arrested while under DUI supervision. The DUI Unit participated in 15 Sobriety Check Points, 107 Multi-Agency Special Operations, had 152 warrant service arrests and 68 Probation Violation arrests.

Domestic Violence Unit

The Domestic Violence Unit is comprised of seven Probation Officers, one Probation Officer III and a Supervising Probation Officer. The unit supervises offenders who have been convicted of domestic violence, child abuse, or elder abuse crimes who are required to complete a 52-week batterer's or child abuse treatment program. Focused supervision provides protection for victims while the offenders receive treatment. Aside from supervision services the Domestic Violence Unit includes two domestic violence coordinators who have an added responsibility to certify and or to recertify batterers or child abuse treatment programs. During Fiscal Year 2013-2014, the Domestic Violence unit supervised approximately 2,100 offenders on a monthly basis.



Giving Hands Program

More than 100 youth have completed the Giving Hands Program, totalling 1,704 hours of community service during the past year in support of the program. The program teaches knitting skills to youth, both boys and girls, who in turn use those skills to create blankets and beanies. The blankets and beanies are donated to convalescent homes, homeless program and domestic violence shelters within the county.

The youth take great pride in being able to help the disadvantaged while completing community service orders and learning a fun new skill.

Twenty five beanies were donated to elderly assisted living centers, a domestic violence shelter, a homeless shelter, and other homeless adult probationers during the holidays when the weather was cold.

Fifty blankets were given to homeless shelters, domestic violence shelters, and a group home for abused and neglected children.

K-9 Unit



Narcotics detection canines paired with a Probation Officer represent the K-9 Unit. In the past year our K-9 Unit has established themselves as reliable and dependable, not only to the Probation Department but also among outside law enforcement agencies. They continue to work closely with agencies including local police, Sheriff's Department, and Federal agencies. The K-9 unit is involved in multi-agency sweeps as well as compliance checks. They receive call outs from other agencies as well as our own officers in the PAT, Gang Unit, Sex Offender Unit and JDACS/ Gateway to provide narcotics detection.

The unit looks forward to branching out to the county jails and federal prisons for additional narcotic detection work. Officers attended ongoing training to ensure they remain current on new trends. This contributes greatly to their professional development and growth.

Over the past year, our K-9s have been instrumental in finding money and drugs during searches. The "dog sniffs" serve as a great probable cause for other law enforcement agencies to further investigate cases and complete search warrants. Most recently, our K-9s have been involved in seizures of almost \$40,000 in cash as a result of their searches.

Additionally, the K-9s continue to participate in school and community events where they educate, entertain and encourage children to remain drug free.

SB 678 Unit

The 678 unit is comprised of 12 probation officer's, one Probation Officer III and a supervisor who provides services countywide. Thinking For a Change, the evidenced-based program curriculum is the foundation of 678. Classes in all three regions are facilitated by probation officers. Persons placed under 678 supervision are at risk of suffering a violation of their probation for repetitive conduct that usually does not amount to new criminal activity. Rather than violating offenders and recommending state prison for technical violations of probation, 678 programming provides cognitive restructuring classes to divert offenders from prison.

There are typically three to four classes taught during each series and each series lasts six weeks. Class sizes range from 15-22 offenders. For Fiscal Year 2013-2014, SB 678 taught approximately 75 classes and had 573 offenders participate in the 678 program.

Law Enforcement Agency Officers

As a result of AB 109, 26 probation officers were assigned to work specifically with law enforcement agencies. Officers, also referred to as LE's, are assigned to each police department and sheriff's station in the county to specifically assist that agency with offenders living in their respective jurisdictions. These probation officers have been an integral component to AB 109 supervision. In addition to carrying a caseload of offenders, they work exclusively at the behest of each agency. They familiarize themselves with offenders living in those communities and provide rapid communication and cooperation between the probation department and our law enforcement partners.

Welfare Fraud, Proposition 36 & PC 1000 Caseloads

Supervision is provided for Welfare Fraud, Prop 36 and PC 1000 drug diversion cases. Two probation officers are assigned to monitor Welfare Fraud and Prop 36 cases, and another oversees PC1000 cases. Administrative supervision occurs on these cases, where Welfare Fraud offenders are held accountable for restitution orders. Prop 36 and PC 1000 cases are arguably less serious drug cases, where offenders with substance abuse problems are diverted to programs that emphasize treatment over incarceration. More than 1,400 offenders were on the Prop 36 caseloads in Fiscal Year Ending 2014, while 413 offenders were supervised on PC 1000 and the Welfare Fraud caseload.

Adult Speciality Courts Unit

The Adult Specialty courts unit is comprised of officers who are involved in Veterans Courts, Mental Health Court and TAY (Transitional Aged Youth).

The TAY caseload is comprised of offenders who are young adults with mental health issues and experiencing difficulty with basic life skills transitioning to adulthood, or trying to remain, free from system involvement through rearrest.

Veterans who have entered the criminal justice system may have complex problems, including Post Traumatic Stress Disorder, Traumatic Brain Injuries, and psychological and substance use disorders stemming from military service or other influences. The Veterans Court is patterned after Drug Court programs and offers collaborative and inter-agency treatment, with more frequent returns to court. Veteran Treatment Court is a response to the growing trend of increasing services specific to the needs of veterans.

Many veterans are entitled to veterans benefits treatment through the Federal Veterans Affairs Department, and Probation Officers can help connect them with these benefits, working collaboratively with veterans court treatment providers and the U.S. Department of Veterans Affairs (VA). The VA provides a variety of services, which includes mental health services, addiction services, medical care, and housing. The court is centralized in San Bernardino and one Probation Officer is assigned to a caseload that can range from 30 to 60 veterans.

The Mental Health Unit programs have an assigned probation officer who maintains a caseload of 20 to 60 individuals. They work in collaboration with staff from Behavioral Health, the District Attorney's Office, contracted providers, the Court and the Public Defender's Office.

- Forensic Assertive Community Treatment (FACT) is a program for individuals with serious mental illness, who have extensive contacts with the criminal justice system as a result of their co-occurring, mental illness and substance use issues. This program exists to help people live successfully in the community by achieving their personal recovery goals, while avoiding a return to jail or prison and unnecessary psychiatric hospitalization.
- Transitional Aged Youth (TAY) program, is funded under the Mental Health Services Act (MHSA). TAY programs engage homeless TAY youth on the streets, in parks, and even in jails. Staff provides food, blankets, emergency housing, referrals and other services at youth-friendly drop-in centers, and generally do "whatever it takes" to assist these young adults. These consumers age 16 to 25 may commit to participating in an assessment and treatment plan or intensive case management services.
- Supervised Treatment After Release (STAR) Program is the treatment component of the Mental Health Court system of care. Individuals are generally referred for screening while incarcerated in a county detention facility. Upon acceptance of terms and conditions of probation requiring cooperation with mental health treatment, the individuals are released into the community and closely monitored by the STAR treatment team. Services provided at a Day Treatment Center include mental health treatment, intensive case management, residential placement, drug and alcohol treatment and periodic court reviews. Services are treatment team guided by incorporating the court, Behavioral Health, Probation and the client.
- Enhanced Outpatient Program (EOP) supervision is provided by two probation officers, who work with high need EOP offenders. Officers coordinate with the California Department of Corrections and Rehabilitation to develop pre-release plans for Post Release Community Supervision offenders. Post release services include mental health services, housing resources and probation services.



The Gang Unit

Gangs continue to represent a significant criminal justice problem in San Bernardino County. Over 25,200 gang members affiliated with some 1,200 gangs reside in the county. For the probation department, gang membership is a difficult dynamic in the supervision of offenders. The department estimates that more than 10% of adult offenders are gang members, while over 21% of the youth supervised have some gang affiliation.

The Probation Department's Gang Unit continues to provide specialized supervision that deters gang participation and gang related contact in identified gang members placed on supervision. Rather than carrying a specific caseload, gang unit officers augment regular supervision of both adults and juveniles through contact with gang members and investigations into violations of probation. Officers have training in the complex social dynamics of gang membership. The relationship between the probation officer and offender can provide a path away from the gang lifestyle, while assisting other agencies and providing intelligence information to the Probation Criminal Intelligence Unit.

The San Bernardino County Probation Department's Gang Unit takes a 3-prong approach to supervision of gangs. The first step is suppression, which includes gang operations, SMASH Sweeps, targeting gangs that are active and working with local, Federal, and State level agencies, as well as filing gang enhancements that would send gangsters to State Prison. The second approach is identification. The goal is to identify gang members as well as members of the community that may pose a threat to the community. The third approach is intelligence. Officers are able to use different approaches and techniques to gather intel about the "who's who" in the neighborhoods, as well as find out which gangs are working together as allies and which ones are active enemies against each other. The gang unit is able to be fluid throughout the county and work with local, state and Federal agencies to address gang issues in their areas. Over the past year, the Gang Unit has arrested numerous gang members and taken a number of guns and narcotics off the street. In FYE 2014, the unit supervised a monthly average of 375 offenders throughout the county.



The Sex Offender Unit

Offenders of any supervision type who have been convicted of offenses related to sexual behavior are supervised by this unit. Sexual offenses require a higher level of supervision and special skills from the probation officer. The Sex Offender Unit incorporates supervision patterned after the California Containment Model, a multi-agency coordination of sex offender management. The containment model became mandatory in California in July 2012 requiring all sex offenders to attend state approved treatment programs, participate in risk assessment evaluations, and undergo polygraph examinations.

Officers assigned to the sex offender unit have completed Containment Model training. The unit's Supervisor and Probation Officer III participate in multi-agency containment meetings each month. Frequent contact by officers deters re-offense and protects the public while offenders undergo treatment. In the fiscal year ending 2014, there were 573 offenders supervised under the sex offender unit.

Gender Specific

In 2014, the Central Adult Division launched the Moving On Gender Specific Program for adult female offenders. Moving On provides female offenders with services in four key areas: Personal responsibility, promoting motivation to change behaviors, improving and increasing connections to others and the community, and building healthy personal and social relationships. The probation Gender Specific Program is developed around the Moving On classroom curriculum which is evidence-based.

Sixteen Probation Officers received Moving On classroom facilitator training. Aside from establishing a core group of program facilitators, gender specific caseloads were established in the Central Valley and West End regions. Classroom-based services are provided in the high desert.



Cases by Supervision Type			
Supervision Type	Cases	Cases%	Offenders
Probation	16,140	64%	14,646
PRCS	2,705	11%	2,705
Mandatory	1,313	6%	1,149
Departmental Total	20,159	81%	18,238
Bench Warrants (older than one year)	3,683	15%	3,464
Bench Warrants Active (Less than one year)	848	4%	809
Departmental 1 Year Total	24,687	100%	22,511

As of June 30, 2014

Gender Specific Program Breast Cancer Awareness 2014



Breast cancer survivor speaks at awareness event.



Probation Apprehension Team

The Probation Apprehension Team (PAT) focuses on immediate threats to community safety by apprehending fugitives who have absconded from probation supervision and considered dangerous. Oftentimes, PAT collaborates with local, State or Federal agencies to formulate apprehension plans to locate and arrest those fugitives. For 2013-2014, the unit was responsible for 202 arrests.

Major Apprehensions

Apprehended an adult gang member from PROBATION'S MOST WANTED list.

Apprehended two wanted adult offenders and seized 16 grams of heroin and an assault rifle.

Coordinated efforts with the US Postal Inspectors and apprehended a wanted adult probationer with a Federal and county warrant.

Coordinated with FBI and LAPD in the apprehension of a wanted adult probationer who was a high ranking member of an international crime ring.

Apprehended a wanted adult probationer with two no-bail warrants and one million-dollar warrant. In one of those cases he was wanted for involved 17 pounds of cocaine.

Major Apprehension Success Story

In June, 2013, a 3-strike offender, serving a 25-life sentence in State Prison, was re-sentenced under the new 3-strike law and released from custody to the supervision of the Probation Department. The offender was a hard-core gang member and a crew chief for the Mexican Mafia. He reported to Probation, where he received orientation and was placed on GPS monitoring. Soon after, it was discovered the offender was incorrectly re-sentenced because he was ineligible for the new 3-strikes law due to having a gang conviction, pursuant to PC186.22.

The offender failed to appear for a court hearing to address the matter and cut off his GPS bracelet. A no-bail bench warrant was issued for his arrest. The Probation Department's Criminal Intelligence Unit and the Probation Apprehension Team investigated the matter and discovered that the offender left California for Sedalia, Missouri. Information was shared and coordinated with authorities in Sedalia, which led to the arrest of the offender in October, 2013. The offender was extradited to California and re-sentenced to 25-years-to-life in December, 2013.





High Desert Division

The High Desert Division conducted four multi-agency operations during FY 13-14. These operations occurred in Hesperia, Barstow, Victorville, and Apple Valley. These operations were done collaboratively with local law enforcement agencies such as Sheriff's, City Police, State Parole and California Highway Patrol.

The High Desert Division also began the process of moving Probation Adult Services/Adult DRC from 15505 Civic Drive, Victorville to 15480 Ramona Ave, Victorville. The new building has more than 6,000 additional square feet. The Probation Department had been providing services at the Civic Drive location for more than 30 years.

West Valley Division

The West Valley Division consists of both adult and juvenile services. During the FY 2013-14, plans were put in place to relocate the West Valley Division Office from the Rancho Cucamonga Court facility to a building at the Fontana Court complex. This would effectively swap offices between the District Attorney and Probation Department. The mutually beneficial move would allow the District Attorney to have additional office space in the Rancho Cucamonga Courthouse, while the Probation Department would gain use of a building that would allow the Day Reporting Center to be co-located in the same facility. Anticipated relocations will occur at some point within the next two fiscal years.

The West Valley Division hosted major field operations in Ontario as it has done in past years. Multi-agency operations were also mounted in Chino and Fontana during the FYE 2014.

The West Valley Day Reporting Center has focused on services for homeless offenders in the area. Alcohol and Drug Services began treatment classes in the DRC in January 2014. Outpatient groups are held three times a week and 208 patients were referred within the first six months of programming.

Another highlight of the West Valley DRC operation is a clothing closet. Donated clothing is stored and distributed to probationers and AB 109 offenders three times a week. The program not only assists the homeless, but also provides professional clothing to probationers for job interviews.



Adult Day Reporting & Reentry Centers

Day Reporting Reentry Services Centers, or DRRSCs, continue to offer the most significant treatment resources assembled under one roof for adult offenders. For many years, the probation department hoped to develop multi-agency, “one stop-shop” treatment centers for the adult population based upon the successes of similar ventures for the delinquency population. The concept finally came to fruition following the passage of AB109. Successes in treatment for the SB678 population suggested that such treatment modalities be made available for the AB109 population. Funding and the need for multi-agency collaboration led the way for the creation of the three adult day reporting centers in each region of the county. Comprehensive treatment resources are delivered by Probation, Behavioral Health, Transitional Assistance, Public Health, Workforce Development, and the Office of Alcohol and Drug Programs. Various state services are also available, including assistance with Child Support Services.

All AB109 offenders are routed through the DRRSCs for an orientation and assessment. Those with identified needs who could benefit from DRRSCs services are referred to programming. Adult probationers can avail themselves of treatment resources if they desire.

From the inception of AB 109 in the fall of 2011 to the FYE 2014, services rendered through the Day Reporting Centers included:

- 8,795 clients seen at the department’s 3 DRCs.
- 2,191 clients referred to Workforce Development Services; with 1,919 WFD program enrollments and 1,057 having completed the vocational readiness program.
- 271 clients enrolled in Public Health classes and 904 received some form of nursing service.
- 339 clients referred to GED classes.
- 4,706 offenders received services or participated in Behavioral Health classes.

Numerous other classes in alcohol and drug treatment, basic financial education, cognitive restructuring, voter’s rights, parenting, and computer skills, were provided; in addition to transitional housing assistance and other forms of financial assistance such as Fresh Start.



A Look at Recidivism in FY 2013-14

The San Bernardino County Probation Department has been a standard bearer for efficacy in the supervision and treatment of offenders. Effective programs are important not only to justify revenue and the correct appropriation of our budget; but, are a critical aspect of the department's mission to protect public safety.

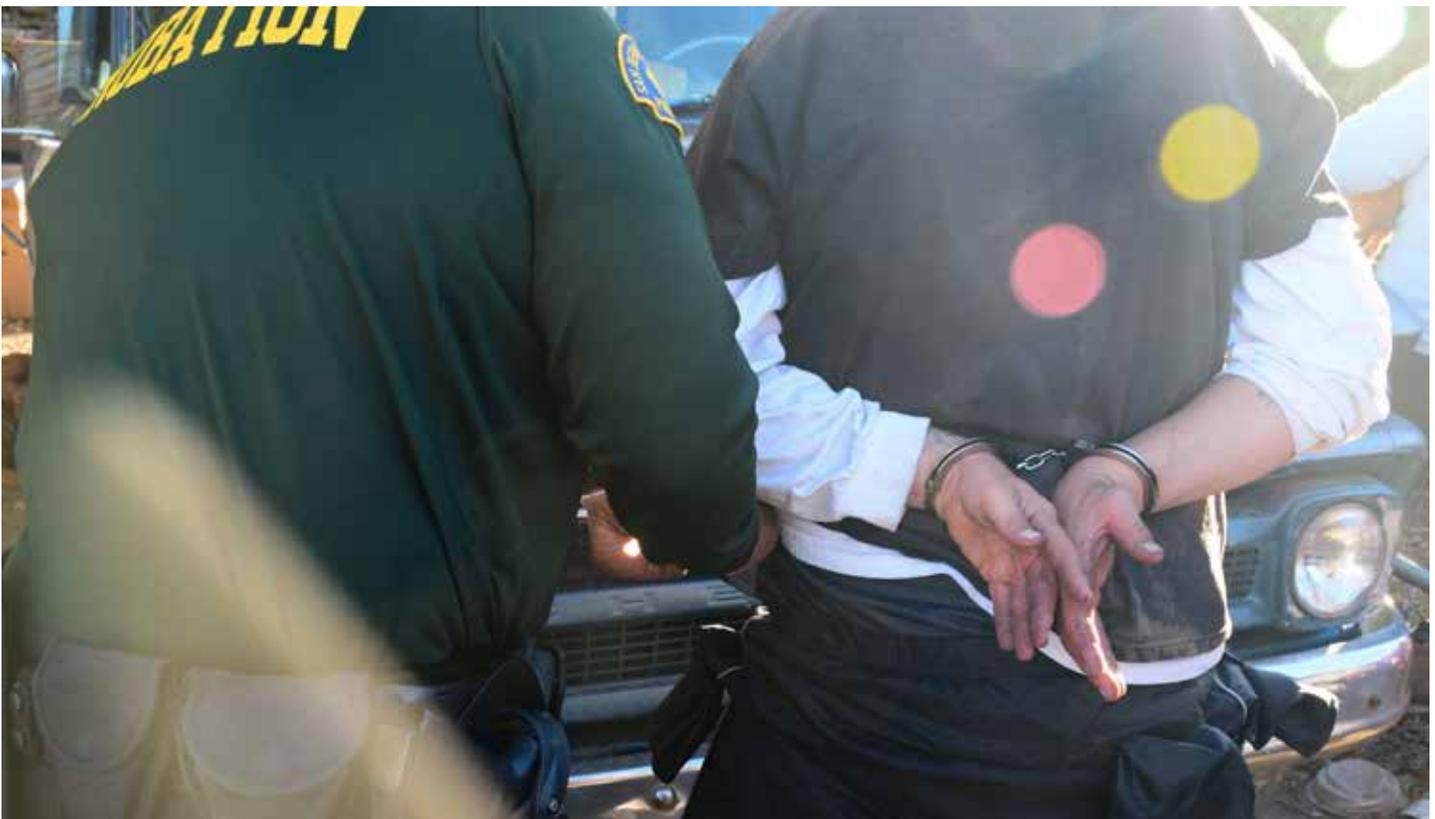
The first analysis applied is evidence-based programming. Probation services must pass the litmus test of being measurable, and the outcome must support the department's goals for that program. Ultimately, it is recidivism, or the rate at which an adult offender or youth re-offends, that best determines the overall impact of probation supervision on public safety.

Probation departments and the Chief Probation Officers of California are increasingly moving toward a common definition of recidivism so as to allow for state-wide measurements and analysis of recidivism data.

The San Bernardino County Probation Department defines recidivism as the arrest of an offender that results in a felony or misdemeanor conviction (or true finding on a juvenile case) within the subsequent 12 months.

Recidivism Data FY13-14

Offender Population	No Conviction	Felony Conviction	Misdemeanor Conviction	Recidivism Rate	Number of Offenders*
AB109	85.7%	11.1%	3.2%	14.3%	6,589
Adult Probationers	92.9%	5.3%	1.8%	7.1%	26,109**
Total Adult	91.4%	6.5%	2.1%	8.6%	32,608
Juveniles***	82.2%	13.8%	4.0%	17.8%	1,951
Total Department	90.9%	6.9%	2.2%	9.1%	34,559



AB109

The 3rd year of Public Safety Realignment...

October of 2013 marked the second anniversary of the enactment of the Public Safety Realignment Act, popularly known as AB 109. By the end of the fiscal year, the San Bernardino County Probation Department was well into its third year of supervising criminal offenders that had been realigned from state to county jurisdiction.

This act resulted in the most significant changes to the California Criminal Justice System in a half century. Probation Departments throughout the state have undergone fundamental reorganization to adopt supervision systems for the thousands of new offenders who now fall under the jurisdiction of probation programs.

By FYE 2014, however, San Bernardino County had made the necessary restructuring to effectively supervise and treat these offenders. This was a significant accomplishment when considering:

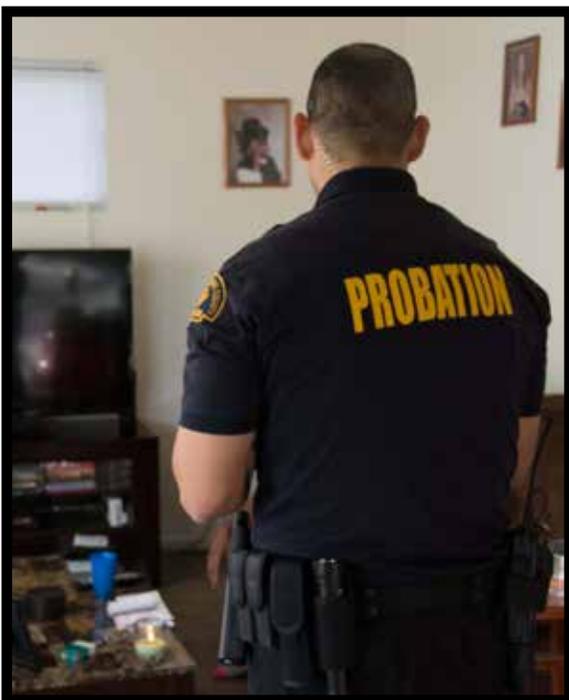
- The department hired, trained and deployed 107 new probation officers in the first year of realignment.
- Personnel were added to the Gang, Domestic Violence, and Sex Offender Units.
- The department created a Probation Apprehension Team, Criminal Intelligence Unit, and Public Affairs unit.
- Four K-9 drug detection dogs were purchased, trained, and deployed.
- Probation Officers were assigned to each law enforcement agency to work at the behest of the agency with AB 109 offenders. Officers are available 24/7 to respond to law enforcement requests for information, holds, and other

support.

- The COMPAS assessment tool was normed to evaluate AB 109 offenders.
- By the close of the fiscal year, 8,315 PRCS offenders had been released to the department's supervision. This was 30% higher than the number projected by the Department of Corrections. Nearly 2,290 PRCS offenders remained under supervision by the end of the year.
- 1,131 Mandatory Supervision Offenders were being supervised on split supervision cases at year's end.

The major highlight of AB 109 supervision and programming for FY 2013-14 was a major re-structuring of adult caseloads that began in the summer of 2013 and concluded in the fall. At the outset of AB 109 supervision, new caseloads were created and officers were assigned to AB 109 exclusive caseloads. However, the Probation Department was resolute in its determination to have mixed probationer/AB 109 caseloads. This met several goals. In addition to evenly balancing the workload of cases and distribution of officers geographically throughout the county, the Department believes that every type of offender requires supervision and that delivery of services be commensurate to the risk they present to the community and their individual needs. By having officers supervise mixed caseloads, there is an even emphasis on the delivery of services.

Sentencing trends remained a critical issue. The ratio of offenders sentenced under PC 1170 to straight versus split sentences remains a challenge, despite the fact the number of split sentenced cases gradually rose throughout the year.



Under AB 109, offenders sentenced after October 1, 2011 for “triple-non” convictions may be sentenced to straight time in county jail, or a split sentence consisting of both jail time and probation supervision at the discretion of the courts. Prior to AB 109, all of these offenders would have been sentenced to state prison followed by a period of parole supervision. In July of 2013, 348 offenders were straight sentenced, as opposed to 73 offenders that were split sentenced, or 26.7%. This means that 73.3% of the offenders who previously would have been committed to state prison and then supervised by parole, served a minimal period of jail incarceration and were released without supervision.

Throughout the year, the Probation Department spoke with the courts and attorneys, continuing to advocate for the measure of community safety and rehabilitative opportunities delivered through split sentencing.

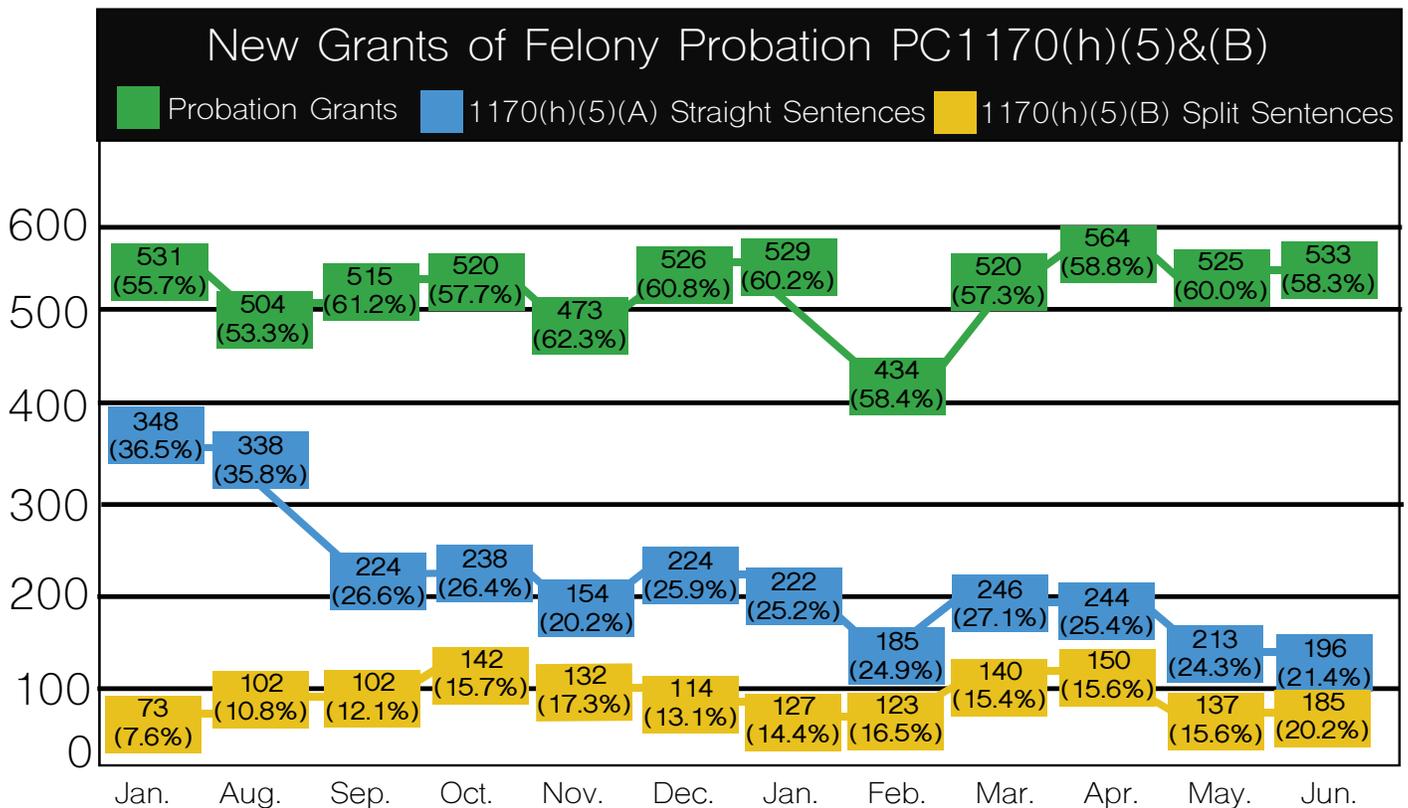
By June 2014, 196 offenders were straight sentenced compared to 185 split sentenced, or 48.6%, a remarkable improvement. In the next fiscal year there should be even greater improvement in these numbers. As of January 2015, split sentencing will become presumptive, by law.

The Community Corrections Partnership (CCP) consists of multiple agencies from throughout the county and is chaired by the Chief Probation Officer. In FY 2013-14 state funding

to San Bernardino County for AB 109 totaled \$66,181,209. The CCP allocated the funding as follows:

- \$28,407,422 for the Sheriff’s Department
- \$27,908,628 for the Probation Department
- \$4,335,308 for Behavioral Health
- \$2,843,626 for the District Attorney’s Office
- \$2,169,593 for the Public Defender’s Office

The remaining approximate \$516,000 was distributed to Aging and Adult Services, Workforce Development, Transitional Assistance, and Children and Family Services. San Bernardino County utilizes a unique blend of assertive supervision and effective evidence-based programming. The treatment services are offered in a collaborative approach with other county agencies, in the one-stop shop environment of the Day Reporting Centers. The Probation Department noted the successful reduction in prison commitments through the earlier SB 678 program and tailored this unique delivery of services for the AB 109 offenders, combined with an accurate assessment to determine the level of supervision, thorough home visits and continuous contact based upon risk level. This is a significant public safety effort on the part of the Department, fulfilling our commitment to protect the community, change lives, and build futures.





Criminal Intelligence Unit [CIU]

The Special Services Bureau [SSB]



In March 2014, the Probation Department conducted a significant re-organization of its command structure by adding a fifth bureau and fifth Deputy Chief Probation Officer.

The Specialized Services Bureau was formed to incorporate all specialized functions and unique units that did not fall under Detention Corrections or either Community Corrections Bureau. Some of these functions were previously assigned under the Administrative Services Bureau. However, the hybrid nature of having both administrative and supervisory responsibilities suggested they be overseen by a new

bureau. Moreover, the many unique duties that were scattered in their attachment to other bureaus now benefit from a solidified, single chain of command.

Deputy Chief Probation Officer Tracy Reece was placed in command of this new bureau.

Specialized Services Bureau Divisions and Units are:

- Automated Systems
- Business Solutions Team
- Technical Services Team
- Research Unit
- The Training Academy
- CCB and DCB Training
- Equipment Unit
- Force Options Incident
- Review
- Safety Officer
- Range Operations
- External Affairs
- Media Relations
- Public Affairs
- Policy and Procedure Unit
- Audits and Inspections Unit
- Compliance Officer
- PREA Unit
- Probation Apprehension Team (fugitive apprehension unit)
- Criminal Intelligence Unit

Research Unit

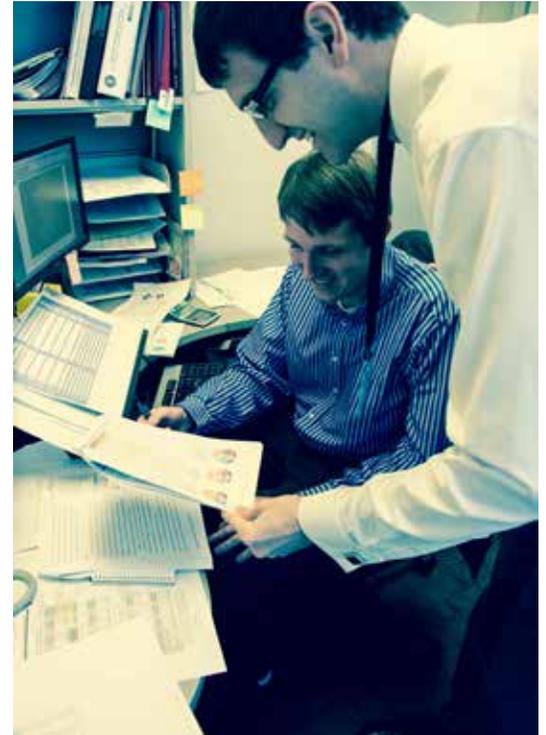
The Probation Research Unit serves the department by providing research and analysis of programs, performance, and statistics in an array of different areas.

The Probation Department has a number of initiatives that require the ability to provide comprehensive research. Amongst these are the commitment to deliver evidence-based programs, tracking recidivism in offender populations, and the collection and extrapolation of offender and crime data that will allow the department to direct supervision and treatment services in the most effective manner possible. The unit's role is to act as the department's "think tank."

Probation Administrators continue to rely on the Research Unit to provide performance reports on recidivism, automated systems issues, program design and numerous other projects. Quite simply, the Probation Department can guarantee its programs have a positive impact on the community because of Research Unit measures.

In the FYE 2014, the Research Unit worked on a number of special projects and issues, including:

- Complete automation of officer's monthly statistical reports- a significant achievement.
- They assisted in a collaboration formed between the AB 109 Community Corrections Partnership and Cal State San Bernardino to provide research on the outcomes of probation supervision of this offender population.
- An adult "quick count" was developed for offender statistics and recidivism.
- Work began on a program to design an automatic "manager's at-a-glance" report and administrative dashboard. The latter would contain all necessary information for administrators updated in real time.
- The unit's administrative supervisor developed a statewide annual report "help desk" for the Chief Probation Officers of California and a quarterly report on SB 678.
- The unit began a project to develop a component for the JDAC juvenile assessment tool MAYSI, administered to minors on intake, to determine if sexual exploitation factors exist in cases so as to design intervention programs. The unit is staffed by 10 analysts, officers, applications specialists, and headed by a Division Director II.



Automated Systems Division

The Automated Systems Division is responsible for all technology and computer hardware and software applications employed by the Probation Department. Automated Systems is divided into two teams: the Business Solutions Teams that designs and manages software, databases, and other technological processes and the Technical Services Team that provides support for computer and software use throughout the department.

This year the Business Solutions Team won a prestigious award and were key participants in the deployment of database systems that share information with both the Superior Court and State Department of Justice. Additional projects assisted various entities within the Probation Department to realize their data management objectives.

Highlights of the Business Solution Teams FY 13-14 accomplishments include:

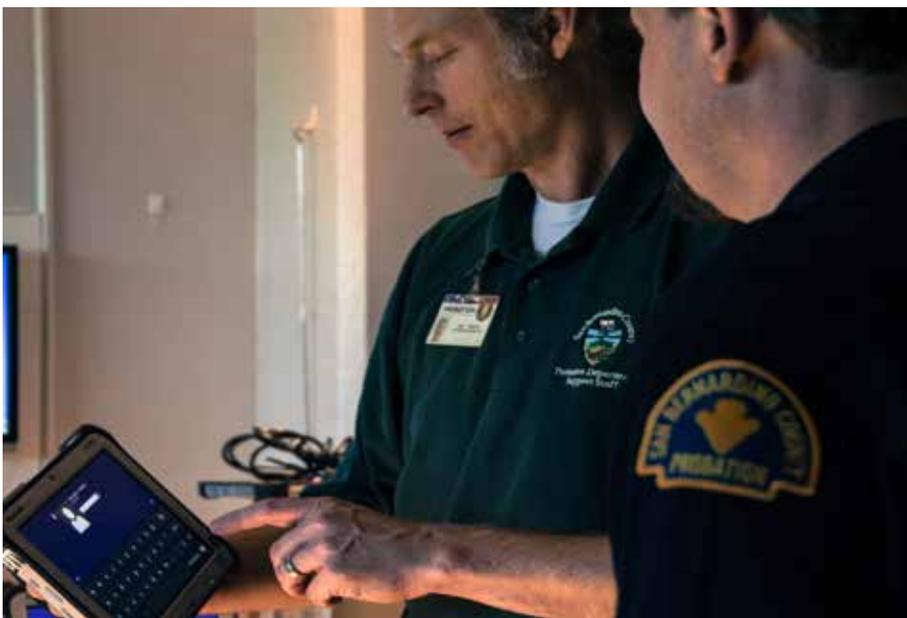
- An incident report program for DCB was written. It won the 2014 NACo Award for Technology.
- Deployed an exchange software system for data sharing with the Superior Courts.
- Participated in the Department of Justice (DOJ) Smart Justice Data Sharing Initiative.
- Participated in the Title IV-e survey.
- Juvenile System Improvement Plan Process (SIP)

The Technical Services Team supported more than 1,100 staff and more than 1,600 computers, laptops, printers, tablets and other gear. They processed and fixed more than 4,700 helpdesk tickets and migrated all department computers over to new Anti-virus and Internet Proxy systems.

Several challenges were encountered during the year while relocating computer equipment due to office moves and building closures. This year marked a considerable expansion in the use of computers and software and related service requests. All new buildings are being set up with new Voice Over IP (VoIP) telephone systems to improve communications as well as decrease costs.

A few highlights for the Technical Services Team include the following:

- Provided technical computer support for all CCB multi-agency and special field operations.
- Setup infrastructure and computer gear for the new location of the Central Valley Day Reporting Center.
- Closed an adult probation office and moved equipment to new locations.
- Relocated computers from the adult Court Annex building to the new Central Day Reporting Center.
- Designed computer setups for the new Criminal Intelligence and Apprehension Team Units.



Automated Systems Division Quick Facts:

Staff Supported



1,100

Devices Maintained



1,600

Helpdesk Requests



4,700



Training Division

Equipment Issues In FY 2013-14

In a significant expansion of equipment and notable change to the department's Force Options procedure, a decision was made this year to equip all armed Probation Officers with Conducted Electrical Weapons, or Tasers. Additionally, the department moved toward equipping Probation Officers with back-up hand guns on a voluntary basis.

Training Division Quick Facts:

Hours of Staff Training



25,000

CORE Graduates



37

Officers completed Glock Armorer School



34





Training Division

During the year, the Training Division began to evaluate options for relocating the training center to the former West Valley Juvenile Detention Center. This facility is currently serving as the West Valley Day Reporting Center, but that program will be relocated to the new Fontana Office in the future. The current training center meets department needs but has some limitations that could be remedied by a new training center.

In FY 2013-14, training staff totaled just over 25,000 hours of training, not counting outside training/conference attendance. They also reduced injuries in training from 67 to 44, which is 23 less than the previous year.

About 400 Probation Officers were trained and educated in officer involved shootings and trauma care by our Chief Medical Officer, Dr. Michael Neeki.

Custom Business Planning and Solutions provided training for all probation supervisors in Supervisory Management Training.

In addition, 34 Officers completed Glock Armorer School and are now certified Armorers for our department.

Fourteen Probation Officers graduated from PO CORE Academy, and 23 Probation Correction Officers graduated from PCO CORE. During the graduations we introduced the Department's Color Guard, which is now attending events regularly.

The Training Unit presented Threat Assessment Training at the CPPCA Conference and received positive reviews. They are presenting again this year.

The Training Unit also hosted a Range Master Coalition

Meeting, which introduced multiple agencies to the Training Center. A PC832 course was offered to Orange County Probation Officers.



Field Training Officer Program

The Probation Department takes a great deal of pride in our Field Training Officer (FTO) program. While the program dates back almost a dozen years, it has operated in its current incarnation since 2007. Since that time, 195 probation officers have completed the FTO training evolution. San Bernardino County is one of the few probation departments in the nation to have a full FTO program.

The term “field training” is misleading. While the primary objective is to produce well trained, tactically safe probation officers for field operations, the program is really a 360 hour, on-the-job, mentor-styled program for new probation officers with 114 hours of mandatory time in engaged in field activities- making home contacts, searching, or contacting probationers in the community. The remainder of the 360 hours may place the officer in investigations or treatment assignments as they rotate throughout the department learning the basics of the diverse mission we perform.

The curriculum includes close supervision by field training officers that also helps to establish the professional personality the recruit officer will carry for the remainder of their career.

The 5-phase program provides a gradually increasing degree of autonomy and responsibility for the trainee. The phases consist of simply shadowing a trainer, becoming an “active” officer, moving to a “lead” officer role, growing to be a “case agent,” and culminating with the “complete officer” phase.

Twenty four active FTO probation officers trained 31 recruits in FY 13-14. The program generally lasts about three months.



Supervisor Leadership Academy [SLA]

SLA is designed to develop Probation Department Supervisors, Probation Officer III's and support staff supervisors to be leaders within their agencies. The classes are comprised of 24 emerging leaders from various Counties throughout California. Each 2 day session covers various topics that provides these first-line supervisors and mid-level managers knowledge and skills to understand and implement the balance of being an effective manager and leader. This course teaches these emerging leaders to recognize their leadership competencies and limitations through group exercises, classroom discussions, peer mentoring, and workplace assignments.

The Probation Department prepares for its future success by creating innovative leaders for tomorrow by supporting their Officer's participation at Supervisors Leadership Academy. Supervisor Leadership Academy (SLA) is a six-month supervisory development course, offered through the Chief Probation Officers of California Association (CPOC).

In a collaborative effort, San Bernardino County Probation hosted SLA academy at the training center, hosting participants from various County Probation Departments throughout California. Nineteen San Bernardino County Probation Department employees have competed SLA. Prospective participants are referred by their Division Director and must submit an application and essay to CPOC.



External Affairs Division

The External Affairs Unit was formed as part of the department's expansion to a fifth bureau, the Specialized Services Bureau. External Affairs is responsible for the oversight of all department programs that deal with extra-departmental services or programs and activities that do not fall under the umbrella of supervision, investigations, or detention corrections.

The Public Affairs Unit

The Public Affairs Unit consists of a Division Director II who acts as the Primary Public Information Officer and Communications Director, in addition to a Division Director I and other staff whose responsibility it is to handle media relations, public information requests, and keeps the department managers and personnel abreast of current events. The Public Affairs Unit works closely with the adjoining Media Unit, to devise social media, website information, and an on-going campaign of public information to inform the community about probation programs. Major communications with other government agencies and community-based organizations also occurs through the Public Affairs Unit.

Volunteer Unit

The Volunteer Unit processes applications and assigns and monitors Student Interns, Religious Volunteers, Volunteers in Probation and Youth Accountability Board Volunteers. These volunteers assist and support Department employees in a variety of duties and services to the community. For 2013-2014, these volunteers contributed nearly 4,000 hours. Currently, the Unit oversees 421 active volunteers, which includes 16 Student Interns, 150 Religious Volunteers, 143 Volunteers in Probation, and 112 Youth Accountability Board Volunteers.

Honor Guard

The Department's Honor Guard was newly formed in FY 2013-14. This unit is comprised of volunteer Probation Officers and Probation Corrections Officers who officially represent the department and present the colors of our nation and department at public and department events.

The Honor Guard performs ceremonially at a variety of events. The detail is expected to grow in size and the scope of their appearances in coming years. They made their official debut at the San Bernardino County Fallen Officer Memorial Ceremony in 2014.

The Honor Guard currently consists of eight officers, including a color guard, rifle team, and bugler. Honor Guard officers must meet the exacting standards and highest ideals of uniform appearance, professionalism, and character. A devotion to the department and public service is a must, as these officers represent the best of the San Bernardino County Probation Department.

Criminal Intelligence Unit

The Criminal Intelligence Unit is the first in the state to be operated solely by a Probation Department. It is the mission of the unit to collect, analyze, and disseminate both strategic and actionable intelligence pertaining to probationers, AB 109 offenders, or youth.

The unit also analyzes crime trends, geographic and gang intelligence information that may impact the officers of the department, other law and justice agencies, or public safety as a whole. The unit targets intelligence collection efforts on a wide variety of subjects, including probation fugitives, offenders in violation, gangs, human trafficking operations, JDAC institutional threats, illicit firearm activities, and counter-intelligence regarding gang communications and criminal enterprises.

The Criminal Intelligence Unit works closely with the Apprehension Team to process information regarding the whereabouts of fugitives for service of arrest warrants.

The Strategic Gang Plan was researched and written by the Intelligence Unit.

The Criminal Intelligence Unit also works with the San Bernardino County Sheriff's Criminal Intelligence Unit and other departments to ensure excellent communication between agencies. The unit employs the latest cutting-edge technology and software for analysis of crime information.

Information is archived or disseminated, through Probation Administration, in accordance with the mandates of Title 28 CFR § 23.

Policies and Procedures Unit

The Policy and Procedure Unit writes, updates, and disseminates all of the department's policies, procedures, and temporary department orders. The process for doing this involves a significant amount of research into department needs, practices and processes and applicable laws. Policy drafts are then written and vetted with both employee groups and department administrators.

Audit and Inspections Unit

The Audit and Inspections Unit provides critical analysis of department operations to ensure that all procedures and processes are being followed. Adherence to procedures is essential to ensure the integrity and professionalism of the department. This unit is a critical component in verifying this adherence.

Auditors and Inspectors work closely with the Policy and Procedure Unit as issues with systems processes in written procedures may be referred to the Procedures Unit for remedy. The Audits and Inspections Unit differs from the Professional Standards Unit in that they examine work performance standards, quality, and the process of a procedure, rather than intentional violations of procedure.

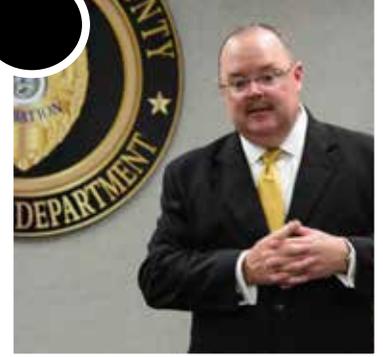
Compliance Officer

Adjunct to the Audits and Inspections Unit is the department's Compliance Officer. The Compliance Officer acts as an ombudsman to detained youth with special needs to ensure that the detention process meets legal requirements while facilitating the reasonable accommodation of those youth. The Compliance Officer is truly an ombudsman, as at times they must take a neutral position between departmental processes and the desires of the detained youth. The Compliance Officer also ensures integrity in the complaint process, tracks the delivery of services to special needs youth, and works to build a positive, support relationship with the youth and their family.

PREA Unit

The Special Services Bureau has a PREA compliance officer whose responsibility extends to the creation of procedures, implementation, and on-going compliance with the Prison Rape Elimination Act.

Due to the nexus between this responsibility, the Compliance Officer/Ombudsman, and the Policy and Procedure Unit, the PREA Unit works in proximity and conjunction with these other External Affairs Units.



External Affairs Units

- Public Affairs - Media Unit
- Volunteer - Criminal Intelligence Unit
- PAT Team - Policy and Procedure Unit
- Audits and Inspections Unit - PREA Unit

Media Unit

In May of 2014 the San Bernardino County Probation Department added two Media Specialist positions to the External Affairs Division. The overall purpose of the positions is to assist the department in its media affairs. The Public Information Officer (PIO), two Media Specialists, an Assistant PIO, Recruitment/Volunteer Coordinator and Office Assistant comprise the Media Unit. The Unit develops and implements public information programs to inform the citizenry of activities, programs, services, and objectives of the San Bernardino Probation Department.

The Media Unit plays an integral role in maintaining, editing and developing content for the department's website and assisting with external media requests. The Media Specialists also oversee and manage the department's social media vehicles, which include; Facebook, Twitter, YouTube, and Instagram accounts. Through these platforms the unit implements the department's marketing, branding and content strategies by creating relevant content, engaging design thereby fostering community participation.

The Media Unit also assists the department internally by creating media campaigns, developing presentations, producing graphics for trade shows and various other events. They also produce the Annual Report, and Employee News Magazine.

The San Bernardino County Probation Department is a leading law enforcement agency within the State and strives to be forward looking and progressive. The Media Unit is on the cutting edge of converging public information with today's technology to better protect and serve our community.





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FOCUS

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Superior Court of California



The Honorable Marsha J. Slough
Presiding Judge



The Honorable Raymond L. Haight III
Assistant Presiding Judge



The Honorable Christopher Marshall
Juvenile Court Presiding Judge

Board of Supervisors and County Executive Officer



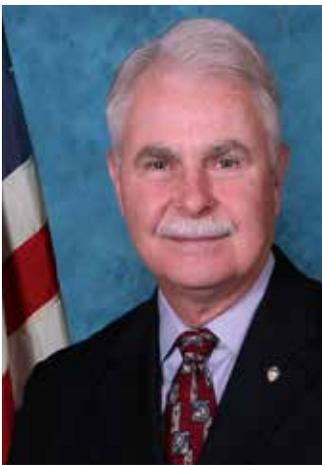
Vice Chairman - Robert A. Lovingood
First District



Janice Rutherford
Second District



Chairman - James Ramos
Third District



Gary C. Ovitt
Fourth District



Josie Gonzales
Fifth District



Gregory C. Devereaux
County Executive Officer



Our Guiding Principles and Values

Excellence

We are dedicated to providing the highest level of professional service to the courts, the community and our clients. With concern for providing credible leadership within the criminal justice system and innovation in our programs, we seek the optimal and creative use of resources. Accountability is a vital component of all we do.

Importance of the Individual

We treat all people in a dignified, respectful and courteous manner, and we strive to recognize the unique and special needs of each person. We appreciate the cultural diversity of coworkers and clients and are sensitive to their varying requirements.

Ethical Conduct

We believe in, and exemplify ethical behavior in our interaction with others and in the accomplishment of our daily tasks. We are committed to providing fair, consistent and honest treatment to all people. We will act without prejudice and be objective in the performance of our duties.

The Ability to Change and Grow

We believe in the potential of people to adopt positive behavior and we provide them the opportunity to do so.

Staff as a Primary Resource

We act with professionalism, competence and integrity, as we do the work of our organization. We provide opportunities for personal and professional development, and we participate in departmental planning and decision-making. We endeavor to create an atmosphere of mutual respect and trust among staff and between staff and management.

The Importance of Our Communities and the Safety of the Public

We are aware of our responsibilities to the individual and the community. We invite and encourage citizen participation, involvement and support to plan, deliver and evaluate programs. Public safety is our principle concern in all of our practices and policies. We are alert to the needs of victims and endeavor to represent them appropriately.

Families Are a Significant Source of Support

We believe families are important to the structure of society, and we strive to strengthen them in all our programs and activities.

A Safe and Healthy Environment

We are committed to providing a safe and secure work and living environment for staff and clients.



The Annual Report Staff & Credits

(From Left to Right)

Thomas Y. Lynch - Layout /Photography, Lori Fowler - Writing/Photography

Melinda Williams - Writing,

Chris Condon - Editor, Darren Gee - Contributor, Cassandra Zavala - Contributor, Teneka Hayes

- Contributor. Special thanks to Jeff Young, Susanne Pastuschek, and Oleg Llaurado for their photographic contributions.

