STATE OF THE ALAMEDA COUNTY PROBATION DEPARTMENT

# 2021-22





# The strength of the team is each individual member.

The strength of each member is the team.

•Phil Jackson Quote•



probation.acgov.org 510-268-7233

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Gratitude is the key to a peaceful existence.

lan Long



## MESSAGE FROM THE CHIEF



Marcus Dawal

mol-la

Alameda County Probation Department Chief

It is my honor to present the Alameda County Probation Department's (ACPD) Fiscal Year (FY) 2021/22 Annual Report.

The past year was one of the most difficult years that I have witnessed in our department. The ongoing challenges of the public health crisis, the passing of three staff members and the passing of Supervisor Wilma Chan impacted us personally and professionally.

This report is a testament to the continued professionalism and resiliency of our staff and the people we serve. We have maintained our duty to serve the court, our clients, the community, and each other. This year's report highlights ACPD's significant achievements in supporting and restoring our communities, providing rehabilitative services to clients, and enhancing public safety. The financial and performance data presented in this report reflect the commitment and teamwork that our department strives to attain. In the ensuing pages you will learn more about our Department.

The challenges of FY 2021/22 revealed who we are as a department; resilient, dedicated, and compassionate. These characteristics of who we are reflect our alignment with our mission, vision, and guiding principles. In addition, I am grateful for the support we have seen from our community stakeholders and governmental partners over the past year. I commend our staff for their continued commitment to Alameda County and I look forward to witnessing all we can achieve in the years to come.



## VISION STATEMENT

The Alameda County Probation Department is committed to making our communities the safest in the nation.



### OUR MISSION

To support and restore communities by providing compassionate supervision and accountability to justice-involved youth and adults, and providing preventive and rehabilitative services through evidence-based practices and collaborative partnerships.



A commitment to the success of every client and their family



#### GOAL 2

A robust system of wraparound client services and continuity of care



GOAL 3

A vibrant and exemplary workforce



GOAL 4

A high-functioning, data-driven organization



GOAL 5

A network of partnerships fostering a safe community



#### GOAL 6

A victim-centered approach supporting those impacted by crime

## Our Guiding Principles

### We are committed to being an organization that:

- Empowers staff and promotes respectful, forthright communication;
- engages collaboratively with our stakeholders and the community;
- promotes diversity and cultural awareness;
- embodies integrity and ethical conduct;
- uses research and data to inform practice;
- provides gender-responsive and trauma-informed care;
- strives for continuous process improvements through innovation driven by performance-based operations; and
- honors the belief that people can change.

In 2018, the Alameda County Probation Department (ACPD) embarked on a goal to create a strategic plan for the Department and in 2019, a rebranding and communication effort was codified with the establishment of a 5-year Strategic Plan.



## Strategic Plan Update

The Department's Strategic Plan contains six goals and associated objectives for each goal. Goal 4b from our Strategic Plan indicates that we are developing a communication infrastructure throughout the Department that provides for the timely, complete, and accurate exchange of information. To that end, ACPD has deployed through the strategic plan process the following:

- A new vision with the deployment of a departmental strategic plan
- A redesigned website from an established website developer
- An Intranet virtual suggestion box for probation staff
- An Internet feedback portal for clients, staff, the community, and partners
- A service provider feedback process
- Organizational client survey
- The activation of social media platforms and an associated committee

Departmental staff have been working diligently to complete each of the tasks related to all the strategic plan objectives, to fulfill our vision of creating communities that are the safest in the nation and of providing compassionate supervision and accountability to justice-involved youth and adults.

And in 2021, the strategic plan metrics were programmed to be accessible on the internet providing an up to date, comprehensive dashboard that speaks to the objectives that have been completed and are pending. Please find the URL to our strategic plan here: https://probation.acgov.org/strategic-plan/goals-and-objectives.page

The Department's goal is to have all tasks completed by December 31, 2023; and we are on track.



## Vision 2023: Strategic Plan Data



#### Tasks Completed- 136

Tasks completed by Division



(As of June 2022)



GOAL	ΤΟΡΙϹ	COMPLETED	% COMPLETE
Goal 1	Client Success	37	76%
Goal 2	System of Services	27	73%
Goal 3	Exemplary Workforce	14	47%
Goal 4	Data Driven	48	83%
Goal 5	Network of Partnerships	7	64%
Goal 6	Victim Centered	3	33%
TOTALS		136	71%

### Did You Know

Alameda County Probation Department

#### Locations



#### The Alameda County Probation

Department (ACPD) is an important element of California's criminal justice system, working with virtually every adult convicted of a felony in Alameda County.

As of June 2022, ACPD supervised 5,105 Adults-4,672 on formal probation, 32 Mandatory Supervision and 401 on Post Release Community Supervision (PRCS).

#### **Policies**



#### **Employee Ethnicity-Demographics**



#### 12 ACPD / 2021/22 Annual Report / Did You Know

7th most populous County

CALIFORNIA

### **Did You Know**

(Data as of June 30, 2022)

#### Total Juvenile Clients: Race/Ethnicity



**Alameda County Probation Department** 

**Juveniles** 



#### Gender & Other Demographics

**Juvenile Field Services Juvenile Facilities** Adults 94 4,367 319 **Average Age: Average Age: Average Age:** 17 16-17 40 72 738 **At Promise:** SYTF: Oak/Hay: 12 50% of clients 256 13 Males Male Female Male Female Male Female

#### **Total Adult Clients: 5105**



#### Race/Ethnicity

ACPD / 2021/22 Annual Report / Did You Know

## Net County Cost Funded by County Monies

### Fiscal Year 2021-22

The Probation Department's Fiscal Year 2021-22 budget reflected revenue earned as a result of state and federal reimbursements associated with the supervision and management of adults and youth under its jurisdiction.





The net county cost reflects the portion of the Probation Department's budget that is funded by county monies.

### Net County Cost

### \$133.8 Million

## Organizational Chart

### Marcus Dawal, Chief Probation Officer

The Alameda County Probation Department Team is honored to do their best work in Alameda County to support our clients, our colleagues, our partners, and the community.





Tell me, what is it you plan to do with your one wild and precious life?

Mary Oliver



Their stories live on forever!

Staff Development Specialist

## Muntu Mbonisi

### 1967-2021

Started his career with ACPD in 2011 as a trainer. He changed his name to Muntu Mbonisi, which signifies "one who teaches."



Their stories live on forever!

Unit Supervisor-Juvenile Field Services

## Jacqueline Jackson-Foster

### 1968-2021

A 22-year veteran of ACPD; Unit Supervisor of Placement, FPU, Community Probation & the Juvenile Intake Unit.



Their stories live on forever!

Division Director-Oakland PC

## De Andre Lewis

### 1972-2022

A 19-year veteran of ACPD; the Range Master, oversaw the PRCS unit, the Task Force, and the HOPE unit.



Their stories live on forever!

#### Alameda County District 2 Supervisor

## Supervisor Wilma Chan

#### 1949-2021

Over 40 years of public service; initiatives in healthcare, food access, & a founding Commissioner for the First 5 in Alameda County.





If it is inaccessible to the masses, it is neither radical nor revolutionary.

@author unknown





Research indicates that formerly incarcerated people struggle to access jobs and supportive services in their transition from prison to community. But before they can overcome barriers to employment, or any other challenges they may face, they need a place to live. Unfortunately, this necessity is often out of reach.

Formerly incarcerated people are nearly 10 times more likely to be homeless than the general public, with each incarceration event exponentially increasing the rate of homelessness. The relationship between housing and recidivism is well established – housing insecurity and homelessness increase the risk of recidivism by more than 30%.

To interrupt this cycle, the Alameda County Probation Department implemented a Housing Pool during Fiscal Year 2021/2022 as part our housing strategy, which increased access to stable, transitional housing for our reentry population by more than 300%.

This strategy, consistent with the County's Home Together initiative, focuses on leveraging existing infrastructure by investing in community-based transitional housing programs. ACPD utilizes a quarterly Request for Quotation (RFQ) process to procure transitional housing vendors for the Housing Pool. The RFQ adjusts based on the current housing needs of our diverse clientele and ensures all clients have access to housing options that offer a safe place where they receive individualized supportive services to help them along their reentry journey.

## Housing Service Providers

Provider	Support Type	City	M/F	Length of Stay	Capacity
Lao Care Campus	Transitional Housing	Oakland, CA	M/F	6 months with option to extend to 12 months	150
Bay Area Community Services / Henry Robinson	Transitional Housing	Oakland, CA	М	6 mo	10
Kingdom Builders Transitional Housing Program (Dream Center)	Transitional Housing	Oakland, CA	Μ	up to 12 months	28
Seventh Step	Transitional Housing	Hayward, CA	М	up to 12 months	30
Men of Valor Academy (MOVA)	Shelter / Temporary Housing	Oakland, CA	М	up to 12 months	35



### Housing Service Providers

Provider	Support Type	City	M/F	Length of Stay	Capacity
Bay Area Community Services (BACS) Holland	Transitional Housing	Oakland, CA	M/F	6 mo	10
Building Opportunities for Self-Sufficiency (BOSS) Hope House	Transitional Housing	Oakland, CA	М	12-18 months	10
BOSS Women and Children	Transitional Housing	Oakland, CA	F	12-18 months	21
Genesis Fresh Start Academy	Transitional Housing	Oakland, CA	М	12-18 months	20
Serenity House	Transitional Housing	Oakland, CA	F	12-18 months	5



### The HOPE Unit

- Housing
- Outreach &
- Probation
- Engagement



Sill's

The Department has expanded the Housing, Outreach, and Probation Engagement (HOPE) Unit to Hayward to support clients in the South County area. This extension was created to increase the Department's efforts to assist clients in accessing housing services and resources. The HOPE Unit engages with the community to establish and cultivate partnerships with community stakeholders, such as meeting with various housing programs, participating in collaborative meetings with other agencies, and serving as a liaison for clients. Eager to expand their knowledge and experience, the probation officers in the HOPE Unit provide thoughtful support and services for their clients.

The Unit's highlights include but are not limited to:

- Shopping for and delivering clothing to a disabled client who was unable to obtain necessities
- Diligently working to provide support and safe housing for a transgender client
- Securing cell phones and hygiene kits for clients
- Participation in the Winter Gift Celebration providing gifts to clients' children
- Participation in the DPO Client Relationship interviews highlighting trust and rapport building
- Collaborating with housing programs on a transition plan for continued services
- Providing tents for unhoused clients who suffered losses after a storm

#### Brian Ford Juvenile Operations



Assistant Chief Probation Officer

It is a pleasure to be associated with a community of partners focused on providing justice-involved individuals with opportunities for positive change, and in reducing the racial and ethnic disparities that permeate the criminal justice system.

As the number of youths involved in the justice system continues to decline, the Department remains committed to utilizing progressive trends to inform our practices and enable us to continue safely and strategically reducing the number of youths in the criminal justice system, with the utmost sensitivity to those impacted by crime. The Department will accomplish this objective by carefully analyzing and evaluating its performance on a regular basis and by remaining true to the core correctional practices that guide the Community Corrections profession.

I look forward to what the Department, in collaboration with our government and community partners, will accomplish together in the months and years to come as we work together to create a juvenile supervision model worthy of emulation.



### **Juvenile Operations**



Deputy Chief Juvenile Facilities

lan Long



James Rivers Superintendent



Julie Marques Asst. Superintendent



Yasmin Burke Division Director



Deputy Chief Juvenile Field Services

#### **Adrienne Chambers**



Jenifer Brown Division Director



**Craig Emmons** Division Director



Division Director

### Juvenile Operations Division

Consistent with both state and national trends, arrest rates in Alameda County continue to decline year to year. It is also unfortunately common that many of the youth in our county face multiple complex challenges and societal barriers. They come from families struggling with substance abuse, domestic violence, and poverty; factors that often contribute to the youth's recurrent delinquency. Supportive, individualized comprehensive plans designed to foster relationships between youth and their families give them the chance to strengthen and maintain a positive and healthy lifestyle.

The Alameda County Probation Department (ACPD) uses a multi-disciplinary team approach that is designed to help youth and families thrive. For those being released from facilities, the goal is to achieve a seamless reintegration to their home and school environments. Upon release, all youth are referred to the Transition Center before their release. There, Probation staff connect youth and their families to services in the community, including those provided by the Alameda County Behavioral Health, the Alameda County Office of Education, the Center for Healthy Schools and Communities, Alameda County Public Health, the Oakland Unified School District, and Oakland Unite.

In addition to coordinating continuity of care with county departments and our community partners, ACPD is guided by family engagement and collaboration as key principles. Developing and establishing rapport between a youth and the Juvenile Institutional Officer, the Deputy Probation Officer, and the youth's family early on is essential to supporting the youth's success upon release. This level of family engagement gives the youth and their family the chance to communicate their needs as part of the reentry planning. This process preserves the family's autonomy and decision making, while creating a plan that aims to achieve optimal outcomes.



## Youth Population Demographics



Ethnicity

**Total Gender Data** 

Youth in Facilities & GPS Monitoring



### SB 823 Realigned Youth From DJJ

Secure Track Youth in Alameda County

In July 2021, the state directed the Division of Juvenile Justice (DJJ) to stop accepting youth and shifted the responsibility of supervision for the realigned youth to county jurisdictions. To be eligible for funding, local jurisdictions were required to form a subcommittee of its Juvenile Justice Coordinating Council (JJCC) to develop a plan which was submitted to the Office of Youth and Community Restoration (OYCR). The Alameda County Probation Department started the important work to implement the plan.

The SB 823 Plan contains 277 actionable items that will likely require a multi-year implementation period and collaboration across various county agencies and community partners.



## 7

# Investing in the Youth Population

Rehabilitative Services Provided by Community-Based Organizations

In Fiscal Year 2021-22, the Probation Department invested \$8,064,767 in services provided by community-based organizations. These organizations provide services in Juvenile Hall [including youth realigned from the California Department of Juvenile Justice (DJJ)], Camp Wilmont Sweeney, and the community.



\*Through legislation, the "at-risk" youth phrase was officially changed to "at-promise" youth, to remove any negative connotation with the phrase.

### Investment in Youth Services

### Over \$8 Million

# SB 823 Committees (JJCC, & SB 823 Subcommittee)

Juvenile Justice Coordinating Council (JJCC)

The JJCC is a state-mandated, board appointed authority.

#### SB 823 Subcommittee

Tasked by legislation to create the SB 823 Plan

JJCC	Membership
Marcus Dawal - Chief Probation Officer (Chair)	Monica Vaughan - Chief of Schools
Richard Valle - Board of Supervisor, PPC Chair	Karyn Tribble - Director, Behavioral Health
Nancy O'Malley - District Attorney	LeRonne Armstrong - Police Chief, Oakland
Brendon Woods - Public Defender	Aaron Ortiz - Community Drug & Alcohol Program
Gregory J. Ahern - Alameda County Sheriff	Kelvin Potts - Community Representative
Michelle Love - Assistant Agency Director, SSA	

SB 823 Subcommittee	Membership
Marcus Dawal - Chief Probation Officer (Chair)	Vamsey Palagummi - JJDPC Chair
Honorable Ursula Jones Dickson - Presiding Judge	Emily Young - Delinquency Prevention Network
Nancy E. O'Malley - District Attorney	Ericson Amaya - Community Representative
Brendon Woods - Public Defender	Caryn Nowak - District 1 Representative
LeRonne Armstrong - Police Chief, Oakland	Erin Palacios - District 3 Representative
Michelle Love - Assistant Agency Director SSA	Trevor Arceneaux - District 4 Representative
Monica Vaughan - Chief of Schools	Kelly Thompson - District 5 Representative
Dr. Karyn Tribble - Director, Behavioral Health	Xotchil Larios - Youth Representative
Andrea Zambrana - Director, CAAP	District 2 Representative (Vacant)



### Juvenile Justice & Delinquency Prevention Commission (JJDPC)

4 - Year Term for

Commissioners

The JJDPC is a state-mandated, court-appointed authority. Its purpose is to inquire into the administration of juvenile court law in Alameda County to ensure that youths' rights and their physical, mental, and moral welfare are not violated.

2 - Year Term for Youth Commissioners The Commission is dedicated to promoting an effective juvenile justice system that operates with credibility, dignity, fairness, and respect for youth, their families, and their communities.

10 Current Commissioners The Commission is a diverse, critical, and collaborative partner of the Probation Department, conducting annual inspections of juvenile facilities in the county.

JJDPC	Membership
Vamsey Palagummi - Chair	George Galvis - Commissioner
Elana Metz - Vice Chair	Pamela Mchombo - Commissioner
Xochtil Larios - Youth Commissioner	Zachary Norris - Commissioner
Kamal Nair - Emeritus Commissioner	Patricia Nunley - Commissioner
Louise Anderson - Commissioner	Gina Peralta - Commissioner



### Provider Highlight Raising Leaders Program

In partnership with Supervisor Richard Valle, ACPD collaborated towards increasing the number and diversity of community-based providers that have the capacity to gain and successfully implement Department and County contracts, and have the skills to support and improve the lives of probation involved and at-promise youth. One such program, developed and implemented is the Raising Leaders Program and as such, we are highlighting the program's services.

#### **Program Overview**

The goals of the 8-week online program are for students to gain life skills in the areas of interview and employability skills, financial awareness, career exploration and educational opportunities. Once completed, students will have the opportunity to interview before a panel for a paid internship.



FY 21/22, 124 Intern Placements



Supervisor Valle hired 1st Full-Time Intern



Spring 2022, 93 students participated



Interns earn \$18 hour. Placed in different Departments



610 youth completed workshops. To date, 14 cohorts



Auditor to hire 5 Interns, DA hired 1 & ACSO hired a Cadet


### Provider Highlight Youth Advisory Council (YAC)

ACPD is interested in increasing the number and diversity of community-based providers that have the capacity to gain and successfully implement Department and County contracts, and have the skills to support and improve the lives of probation involved and at-promise youth. One such program is the YAC program, as such, we are highlighting the program's services.

#### **Program Overview**

The Youth Advisory Council (YAC) serves to increase the involvement of youth voices in the Alameda County juvenile justice system through an organized infrastructure that aids youth in developing their leadership and advocacy skills. The YAC centers youths' lived experiences and needs to inform and serve in an advisory capacity and operates in collaboration with community partners. The YAC engages youth ages 17-25 who have had some level of system involvement and creates opportunities for them to be involved in system change efforts led by various stakeholders in the juvenile justice system. The youth are supported through coaching and professional development. The intent is to accomplish ACPD's vision of inclusion of the youth voice in system decisions during and beyond this YAC grant period.

The YAC will also assist in supporting the Juvenile Justice & Delinquency Prevention Commission (JJDPC) as well as work directly with Probation to target system challenges and the underlying factors that are at the root of community needs-with a focus on the juvenile justice system. This holistic approach-which seeks to alter social, economic, political, and educational conditions for youth-has the potential to create more sustainable change than more traditional, "individual-level" strategies.



# Community Provider Highlight



This program is an approach to communication based on principles of nonviolence. NVC focuses on effective strategies for meeting fundamental needs for all parties in a conversation. The basic process/steps of NVC consists of 4 components:

- Observations- what happened, stripped of any interpretation or assumptions
- *Feelings*-energy moving in the emotional body in response to what happened
- *Needs*-inner qualities or longings, which are seeking recognition or fulfillment
- *Request*-suggestion for specific action aimed at meeting those needs



### **Family Spring**

This program is for young adults in detention who meet criteria for intensive substance use disorders. are struggling with related issues such as cooccurring mental health issues, trauma, and family discord. The content is a Mindfulness-Based Substance Abuse Treatment (MBSAT) evidencebased program. Elements of the program include mindfulness; mindfulness meditation and informal mindfulness strategies; drug education; reactivity responses, impulse and self-regulation; how to deal with drug cravings and triggers; how drug use and related behaviors impact the family system; and how move towards authentic approach and to communication.



ROC is Laney Community College's premier program for justice involved students. The program staff manage the in-person, online and reentry education services for youth wishing to obtain a community college degree.



# Juvenile Operations Programs & Services

Probation contracts with 17 Community-Based Organizations (CBOs) including nonprofits and city-government agencies that work together to serve youth.



#### Diversion

Ensures low-level youthful offenders are given appropriate intervention services, to prevent further involvement with juvenile justice.



Services and Programs for at-promise youth and system involved youth (ages 8-21) and their families in Alameda County. These services include case management, civil and social engagement, counseling, crisis intervention, diversion, life skills, mentoring, restorative justice, and truancy mediation.



A Child and Family Team (CFT) is a group of people who work together to coordinate care and help reach goals for positive change for improving a youth's safety, permanency, and well-being. The CFT meeting is usually attended by the youth, their family, and any other individual providing direct support to the youth.

# Our Kids (OK)

The OK Program is a mentoring & leadership development model that promotes academic excellence for youth, with a goal to reduce the rates of incarceration.



During the SOS Committee meeting, participants discuss the case and all relevant matters concerning youth including socio-economic factors, family dynamics, substance misuse, mental health, physical health, academic/education, criminal history, and previous interventions.



#### Adolescent Brain Development

The Adolescent Brain Development course aims to provide staff with an introductory understanding of how brain development during the adolescent stage contributes to adolescence as both a period of significant strengths and significant risks.

# Juvenile Operations Programs & Services



The Oakland Midnight Basketball League (OMBL) is a violence-reduction and youth-development program designed to provide a safe activity for players and attendees during hours when shootings increase in Oakland. The program connects players and attendees to resources in the community.



FLY provides cognitive behavior groups to Hayward youth through its Law Program, an innovative law-related education and life skills training program, taught in 12 weekly class sessions by volunteers and FLY staff at alternative/continuation schools and communitybased sites.



#### Community & Youth Outreach

Community & Youth Outreach (CYO) provides services to prevent violence and support disadvantaged people to thrive. CYO provides outreach, mentoring, case management, and support to high-risk youth and young adults in the Bay Area.

# 

### Catholic Charities of the East Bay

Catholic Charities of the East Bay has helped people facing difficult circumstances so that they can move forward in life with greater independence. Catholic Charities provides a 10week program with youth that combines restorative practices with cognitive behavioral therapy.



### Centerforce

Centerforce provides evidence-based programs that exemplify reentry best practices. Centerforce engages justice-involved and at-promise youth and their parents to improve parenting skills, increase youth-parent engagement, and reduce youth delinquency.



#### Project Permanence Wraparound Program

Offered by the Lincoln Ctr., the program utilizes a wraparound service delivery model to provide intensive youth-centered, family driven services. The goals are to improve the array of supports available to youth, and their families involved in the child welfare and juvenile probation systems.

### Juvenile Operations Programs & Services



The Breaking Barriers Program's purpose is to aid parents to better engage with their children and be a support to them. A primary focus is to help stabilize the home environment and support the overall success of the family.



### **The Transition Center**

Young people leaving juvenile justice residential placement face many concerns as they reenter the community, home, and school/work force. Reentry refers to those activities and tasks that prepare youth placed out-of-home for reentry into their families and communities.



### HOPE Psychotherapy

The HOPE Psychotherapy Program is a Northern California outpatient mental health agency specializing in general psychotherapy and CASOMB-certified specific treatment for adult and adolescent clients.



#### The Youth Advocate Program (YAP)

The YAP services model incorporates specific practice principles, strategies, and interventions, with more recent interventions supported by research in the growing fields of positive youth development and positive youth justice.



YU believes that through comprehensive programming and direct support from caring adults, youth can achieve greatness, develop greater social-emotional skills and tools, and therefore minimize risky behaviors that are detrimental to their success.

#### Community Supervision

Offers enhanced program services for youth, which integrates the work of a DPO, local law enforcement agencies and other youth-service agencies such as schools, recreation departments and community-based organizations.

### Marcus Dawal Adult Field Services



**Chief Probation Officer** Over Adult Field Services The Adult Field Services Division has experienced a series of changes, from the decrease in population over the last six years to the implementation of various systems with a goal of providing transparency and accountability of services.

The Division leadership team and staff have worked diligently with a focus on improving public safety and a goal of ensuring the viability of core programmatic functions and excellence in service. The Division has instituted case management standards, automation of referrals, expanded housing services and the addition of the Housing, Outreach, and Probation Engagement (HOPE) Unit.

The Alameda County Probation Department recognizes that it must do all it can to support, encourage, and facilitate rehabilitative changes that are attainable and sustainable. With the continued support of the Board of Supervisors, local and community leaders and many others, the Division and the Department will meet its goal and continue to exceed expectations.



### **Adult Field Services**



#### **Chris Pedrotti, Deputy Chief**



**Delean Carson-Walker** Division Director



Adriana Manzano-Farrell Division Director



Shane Thomas Division Director



# Adult Field Services Division

The Adult Field Services Division provides supervision and focused services to justice-involved adults, working closely with community partners to deliver effective services. This population includes clients released from state prison (Post Release Community Supervision) and county facilities (mandatory supervision) under AB109, and those placed on formal probation by the courts. The Division is responsible for supervising these clients in the community (field services) and returning them to court if they violate the terms and conditions of their release.

As a Certified Evidence-Based Organization (CEBO) and through innovative case management, the Division works to help clients obtain the skills they need to live productive lives, while keeping the community safe. This objective is accomplished by having trained, competent, and caring staff who link clients to services that address their education, employment, substance abuse, and mental health needs.

The Division also conducts investigations, prepares pre-sentence reports for the court, and represents the Department on various probation-related matters. The Division provides specialized services to clients convicted of domestic violence and sexual offenses, as well as others who have been assessed at a high risk to reoffend.

In this annual report, we are providing demographic and budgetary data, as well as information on our core functions and a brief overview of our AB 109 programs and services.





# Adult Field Services AFS Core Functions





# Total Adult Population Demographics





#### Ethnicity



# Investing in the Adult Population

Rehabilitative Services Provided by Community-Based Organizations

In Fiscal Years 2021/22, the Probation Department through AB109, invested a total of \$25,198,733 with community-based organizations to provide services to adults under its jurisdiction.



### **Reentry Community Programs**

### Over \$25 Million

# 7

# Pretrial Update

Adult Field Services



#### **Pretrial Transition**

With the Pretrial Pilot coming to an end and the passage of SB 129, Pretrial began to transition from the Pretrial Pilot Program to a new Pretrial Monitoring Model in early 2022. The Court now provides assessments for clients during detention at the jail.



#### **Population**

The target Pretrial Monitoring population are clients who are referred by the Court and require Electronic Monitoring and Sober Track (alcohol monitoring). There are no fees, charges, or costs to clients for these services.



#### Services

Each client has an orientation and assessment at Intake. Clients receive program referrals as well as concrete services and other supports. Pretrial will provide text court reminders for clients via the Probation case management system.











# Community Provider Highlight

Coordinated by Administration's Reentry & Contracts Units



### LAO Family Community Development, Inc.

Lao Family Community Development/Care Center has been very supportive with providing services to our clients. The program has been very cooperative, and they respond to program referrals expeditiously. The program also provides regular updates and progress reports. Below are a few services the program provides to our probation clients:

• Housing	Food pantry	Anger management
Employment	Child support services	• Transportation assistance
Food pantry	Employment workshops	Substance abuse counseling.
Counseling	• 1-1 management	



### **Restoring Our Communities (ROC)**

The Restoring Our Communities (ROC) program expands access by providing a comprehensive, evidence-informed program that offers tutoring, computer access, financial literacy and coaching, transfer to a four-year university, and record reduction or expungement.



# Programs & Services

Coordinated by Administration's Reentry & Contracts Units



### **Cypress Mandela**

Cypress provides participants with training, skills assessment, testing, and job placement in high paying careers. Career Training & Employment (CTE) in pre-apprenticeship Emerging Green Technology & Related Construction training. Led by experts that teach alongside staff members.



# Bay Area Community Resources (BACR)

BACRs' Opportunity Works program provides an education/career reentry program. Students work toward an academic degree or technical certification in Transportation, Distribution & Logistics (TDL)/Auto Tech, or through another tech program that offers certification.



Focuses on connecting disengaged clients to a range of services, promoting community reintegration. Contracted Agencies:

- Tri-Cities Community Development Center
- Community & Youth Outreach (CYO)
- Building Opportunities for Self-Sufficiency (BOSS)



# Rising Sun Center for Opportunity

CTE for entry into union apprenticeships and jobs in construction. Graduates are prepared to pursue careers in the union construction trades, etc. Participants may obtain the following certifications/credentials/licenses: Multi-Craft Core Curriculum (MC3), and OSHA 10.



#### **RISE Program**

Through their RISE program, Chabot expands access and supports of returning citizens in higher education by providing a comprehensive program that offers support with student enrollment, designated counselors, substance abuse support, peer mentors, tutoring, workshops, etc.



#### BOSS Career Training & **Employment Center**

The CTEC helps participants: define personal career goals; position themselves with employers; develop technology skills; build a professional network (including mentors); remove barriers to employment; and secure living wage employment.

# Programs & Services

Coordinated by Administration's Reentry & Contracts Units



#### **Rubicon Programs**

CEO provides a comprehensive employment program comprised of the following four key components, that of training, transitional employment, job coaching, placement and retention services.

Provides an Individualized Empowerment Plan. The onboarding will occur over three phases: Phase I, Job Readiness; Phase II, Job Placement; and Phase III is Retention and Advancement Services.



#### **Success Centers**

Provides a comprehensive, evidence-based program that aims to create a career path and place participants in long term, sustainable, full, or part-time paid employment with a range of benefits to support participants' movement toward self-sufficiency.



# Alliance for Community Wellness

A comprehensive program that leverages a continuum of reentry services to support the whole person. Program areas: career assessment and plan development; employment skills training; transition work program; job placement/retention; employment case management, etc.



The program has two tracks, a Transition-To-Work Vocational Track, & a Personal Employment Track. Participants work on employment placement after successful completion. Tri-Cities has built networks in a diverse array of sectors. The CBO also provides family reunification, including pro-social family activities, etc.



### Centerforce

Family reunification program: Parenting and Learning for Success (P.A.L.S.), integrates clients back into the community as well as establishes family permanency through parenting classes. The program promotes healthy family relationships, counseling services, pro-social family activities, housing stipends, etc.

### Karen Baker Administration



Former Assistant Chief Probation Officer (Retired August 2022) The Division of Administration consists of eight branches and more than 120 employees supporting the department and the clients we serve.

The Division has a broad range of responsibilities. We serve as the principal fiscal advisor to the Chief Probation Officer, prepare the annual departmental budget, coordinate the financial planning activities of the department, and manage the department's contractual obligations and services.

Additionally, we oversee all aspects of the department's business needs at all five locations, including but not limited to, human resources; information technology services; research, data quality and public information; policy development, compliance, and legislation; best practices and training; and administrative support.

Finally, the Reentry Unit supports Alameda County's Community Corrections Partnership and its various subcommittees, and supports our clients for long term post-discharge success by ensuring client access to quality services and supports which will support selfsufficiency and are evidence-based.

We provide leadership and accountability by:

- Promoting data integrity and data quality.
- Assisting all departmental divisions/offices in meeting their fiscal, human resources, and operational responsibilities.
- Managing revenues, resources and costs to ensure accountability in financial performance.
- We perform in a manner warranting the highest level of public confidence by:
- Promoting excellence, innovation, best practices, training, communication, and teamwork.
- Recognizing the abilities and achievements of departmental employees.
- Inspiring the department to be data-driven by promoting innovation, research, evaluations, and a commitment to excellence.



### Administration



#### **Dante Cercone, Deputy Chief**



Laura Chavez chief, Research & Evaluation



William Maemori Chief, Policy & Standards Compliance (A



Sherron Lee



TaNisha Young Training Manager



Shauna Conner Director, Reentry & Outreach



Megan Pedrotti Asst. Chief, Policy & Standards Compliance



**Christy Henzi** Division Director



Haleh Soltani Information Systems Manage



Tonia Perteet-Gavin

**Chief,** Human Resources Administrator



Binh Cao Director, Finance & Contracts



Shereen Khan Division Director



Sylvia Gipson Supervising Administrative Specialist

### Evidence-Based Certification

### Evidence-Based Organization (EBO) Certification

The Alameda County Probation Department (ACPD) is pleased to report that it received a provisional certification by the Evidence-Based Professionals Society to become a Certified Evidence-Based Organization (CEBO).

This is a result of a thorough pre-certification assessment conducted by Joyfields Institute, an independent agency specializing in training, implementing, and evaluating evidence-based practices, with assistance from the Best Practices & Innovative Strategies Unit. This Institute, which conducted an anonymous employee survey of sworn staff in early 2022, provided a Performance Assessment Report Card that evaluated the Department on how it is doing, what it is doing well, and to recommend evidence-based strategies and organizational enhancements.

The Report Card noted that ACPD demonstrated strengths as well as opportunities for growth within the components of an Evidence-Based Organization (EBO).

In response to this Report Card, the Best Practices & Innovative Strategies Unit, along with the Best Practices (BP) Workgroup, developed and reviewed an action plan, which included goals, objectives, and action steps associated with the key components of an EBO.

Status of these action steps will be provided to the Joyfields Institute in January 2023, in support of ACPD's full certification, and will be shared on our website in our next Annual Report.

# CEBO

CERTIFIED EVIDENCE-BASED ORGANIZATION

## Programs & Services Client Survey

The Alameda County Probation Department values feedback from our clients regarding their experiences with our contracted programs and services. Because we care about our clients' experiences in the programs and services they receive,

we launched our "Client Programs and Services" survey in February 2022.

This survey is available on our website and paper copies are also available for clients to take at our contracted providers' locations.

Starting with Quarter One (Q1) 2022, survey results are posted on the Department's website. We review survey responses quarterly and hope to increase participation from our clients.

You can find the link to the survey by scanning the QR code below.



SERVIC

ASSISTANCE

SUPPORT

SOLUTION

# Capacity Building Becoming Evidence Based

### **Opportunity Accelerator**

The Harvard Government Performance Lab's Opportunity Accelerator (OA) initiative is a Blue Meridian Partners-funded coalition of five organizations that support local governments in building capacity, centered on economic mobility & racial equity. The Alameda County Probation Department (ACPD) was one of two county agencies selected to be a part of the OA initiative to revamp the Center of Reentry Excellence (CORE), a one-stop shop resource hub with services to address varying needs of realignment eligible individuals.

The OA initiative will embed a highly qualified fellow in the Probation Department to help prevent homelessness as well as promote economic mobility and well-being for agency-identified focus populations that are at risk of housing insecurity or homelessness. The project has just begun, and ACPD is thrilled to be part of this valuable building capacity initiative.

#### **Peer Coaching**

#### **Evidence-Based Organization**

Alameda County Probation Department is implementing a peer coaching program in fiscal year 2022-2023 to improve fidelity of evidence-based practices (EBP). Thorough training on various EBP have already been provided to departmental staff and supervisors to better support our clients and youth that we serve in order to achieve recidivism reduction and provide a safer community. Peer coaching will be provided by the Best Practices and Innovative Strategies Team to departmental staff who interact with clients to encourage accurate and sustained implementation of EBP, which includes the use of nationally renowned Carey Group tools as well as motivational interviewing.

# Peer Support & The Virtual Suggestion Box

### Peer Support

The purpose of the Peer Support team is to provide staff with a free and voluntary means of support and assistance relating to personal, work, and/or critical incident stress. The Peer Support team is comprised of staff members from varying levels of the Department and is committed to providing peer support and resource guidance to individuals in need and is open to all ACPD employees regardless of job title or rank.

The goal of the Peer Support team is to foster mental, emotional, and personal well-being among staff by providing peer assistance through difficult times. While peer support is not a replacement for professional mental health services, engaging in peer support can aid one's recovery from stress and/or trauma. If staff have a matter they would like to discuss, they can contact one of the Peer Support team members. Services are available regardless of staff's work location.

### Virtual Suggestion Box

The Alameda County Probation Department embraces the unique perspectives, diverse backgrounds, and extensive expertise of its employees, who are essential to creating a thriving organization. To that end, the Department seeks to tap into this valuable resource by welcoming feedback and suggestions from employees in the areas of: Quality/Process Improvement, Employee Motivation, Cost Savings, and Systems/Innovation.

The Virtual Employee Suggestion Box is a method for sharing constructive feedback and ideas with Administration. All suggestions submitted on the Intranet portal receive full consideration and the employee making the suggestion will receive a written response from the Chief Probation Officer or the Executive Program Coordinator. An employee can choose to submit their suggestion anonymously; however, the Department will not be able to provide feedback or contact the employee in reference to their suggestion.

### Reports & Updates Immigration, Grand Jury, & COVID-19

### Immigration

The Ad Hoc Committee on Immigration and Refugee Rights completed a comprehensive county report regarding immigrant rights and is reflective of the work Alameda County has done to be in alignment with the legislations that govern immigrant rights. The report provides a thorough account of ACPD's commitment towards mitigating the negative impacts of immigration policies and our ability to serve all county residents regardless of immigration status. The report reflects a recommendation for ACPD to create a training for Policy 290, Adult Immigration Issues, and require all new staff to enroll in the training, in addition to the training provided in Contemporary Diversity (ACIRR Report, 2022).

As a result of the committee's recommendation, ACPD has provided staff training in relation to the county's direction and governmental statute, with the goal that ACPD staff have the understanding and resources when interacting with federal immigration authorities.

The Department has taken the necessary steps and care to act upon the recommendations of the committee and continues to monitor the practice that is in place. In addition, ACPD has updated its internet website to indicate that the Department prohibits discrimination based on immigration status, citizenship status, or refugee status.

### Grand Jury Report

The Alameda County Grand Jury completed their 2021-2022 review of Camp Wilmont Sweeney. The Grand Jury did not have any findings or recommendations for ACPD, nor did they require any responses from ACPD. The Department is grateful to its staff for the excellent work to achieve this outcome and grateful to the Grand Jury for their review and oversight of our camp facilities.

### COVID-19 Update

Our Department greatly values health and wellness. As such, ACPD's 2021 COVID-19 Pandemic safety prevention and response measures included the installation of partitions at workstations to provide adequate physical distance between cubicles.

In accordance with Alameda County Public Health Orders and the Cal OSHA COVID-19 Prevention Emergency Temporary Standards, Departmental safety protocols and practices were revised, N95 respirators were made available to staff for voluntary use upon request, and vaccination and testing requirements were implemented.

# Racial & Ethnic Disparities Committee (RED)

#### Background:

In 2007, the Racial and Ethnic Disparities (RED) Committee was created with the goal of eliminating racial and ethnic disparities that lead to poor life outcomes for youth of color in Alameda County. The RED Committee is a collaborative body with representation from the Juvenile Court, Probation, District Attorney, Public Defender, the Juvenile Justice Delinquency Prevention Commission, and a wide variety of youth service providers.

#### **RED Strategies:**

- Data driven process to identify disparities at various system decision-making points (i.e., arrest, diversion, detention, dispositions, and adult transfers)
- On-going assessment and utilization of community-based alternatives to secure detention alternatives for youth in Alameda County, such as Restorative Justice Programs
- Promote the use of culturally appropriate and trauma-informed practices for system involved youth in Alameda County

#### 2022 Accomplishments:

- Developed monthly RED metrics for 5 main decision points in youth justice system (arrest, diversion, detention, dispositions, and adult transfers)
- Held series of Diversion presentations from programs that serve youth in Alameda County
- Revised RED Fact Sheet to include Mission Statement

#### **RED Capstone Project:**

Members of the RED committee attended a certificate program on race and ethnic disparities (RED) in the juvenile justice system at Georgetown University's Center for Juvenile Justice Reform (CJJR). As part of that program, the committee is required to complete a capstone project aimed at reducing disparities over time. The RED Committee has partnered with Ceres Policy Research to conduct an analysis on this important topic.

RED Committee Membership		
Marcus Dawal, Chief Probation Officer	John Plaine, Deputy Public Defender	
Brian Ford, Assistant Chief Probation Officer	Alphonso Mance, Deputy Public Defender	
Ian Long, Deputy Chief Probation Officer (DCPO)	Louise Anderson, JJDPC Member	
Adrienne Chambers, DCPO	Pamela Mchombo, JJDPC Member	
Judge Scott Jackson	April Smith, Deputy District Attorney	
Carissa Pappas, Probation Specialist	Bradley Young, Sergeant	
Fredrick Dabbs, Unit Supervisor (A)	Matthew Golde, Assistant District Attorney	
Vamsey Palagummi, JJDPC Chair	Mechelle Corriero, Deputy District Attorney	
Elana Metz, JJDPC Vice Chair		



The greatest glory in living lies not in never falling, but in rising every time we fall.

Nelson Mandela







#### Wall of Success Juvenile Hall Location

It is a privilege to share this story of Aaron Jackson's incredible growth and personal triumphs. A series of great emotional trials tested Aaron throughout his upbringing. Aaron moved to Oakland after the divorce of his parents. His father was in and out of prison during his formative years and Aaron entered the criminal justice system at age sixteen. He participated in the Home Supervision program with the Alameda County Probation Department (ACPD) when he was first released from custody and attended Skyline High School. With his mother deceased and his father in prison, Aaron went to live with his great grandmother in her nursing home. However, this was also not a stable residence for him, and he ended up spending some time at a homeless shelter for youth. Shortly after, with the collaboration of ACPD and the Public Defender, he was placed at Greater New Beginnings. At the age of 18, he moved into Rising Oak's Transitional Housing Program.

During his sophomore and junior years of high school, Aaron maintained a 4.0 GPA and received his diploma from Skyline High School, earning multiple scholarships to help pay for his attendance at the University of San Francisco. He is a first-generation college student, majoring in Communications, and participates in the Black Achievement Success and Excellence (BASE) student group at USF. Aaron is currently participating in the Beyond Emancipation Independent Living Program. Aaron hopes his story of overcoming loss, trauma, instability, and grief can help motivate others to believe in themselves, attend college, and dream the impossible dreams.

Aaron recognizes Judge Jackson, Deputy Probation Officer (DPO) E. Douglas, DPO C. Johnson, Youth Radio, Beyond Emancipation, Restorative Justice for Oakland Youth (RJOY), Rising Oaks, and the Public Defender L. Arroyo for helping him along the way.







#### Wall of Success Hayward Location

It is a privilege to share this story of Kristen Navarro's incredible growth and personal triumphs. Kristen grew up in Oakland, CA. Like many of the people involved in the criminal justice system, Kristen grew up in a broken home. Her mother was involved with illicit substance use and the criminal justice system, leaving her father and grandmother to raise her. One of Kristen's biggest hurdles in life has always been education. According to Kristen, most of her family did not have the opportunity to further their education. Her father was involved in the gang life and her grandmother only had an elementary education. This meant there was a lack of parenting skills and no support for Kristen's early education.

The lack of accountability and positive role models led Kristen to have self-doubt about her own ability to be successful. This led to her involvement in street life, and eventually the criminal justice system. Kristen came to the attention of the Alameda County Probation Department after her first arrest at the age of 14. Kristen remained involved in the criminal justice system throughout her teen and adult life. It was not until Kristen became a new mother, and arrested for her second DUI offense, when she decided to make positive changes in her life. Sentenced to her longest time in custody at Santa Rita Jail, Kristen decided to attend and complete parenting and advocacy classes, through the Parent and Children Together (P.A.C.T.) program.

After her release from custody, Kristen continued to work with the P.A.C.T. program. Through their program, she was able to establish permanent housing for her and her daughter. She continued attending outpatient counseling with the Las Mujeres program, and enrolled in the Five Keys Charter School program and earned her General Equivalency Diploma (GED). She continued to augment her education and enrolled at Merritt College and is currently on track to complete her Associates of Arts degree in Social and Behavioral Sciences. Through hard work and determination, Kristen made a commitment to better herself and become a positive role model for her daughter.



### Jose Mata Client Success



#### Wall of Success Juvenile Hall Location

It is a privilege to share this story of Jose Mata's incredible growth and personal triumphs. Jose started his journey in the criminal justice system at the age of 8. He was raised in a single parent household where his mother held multiple jobs to provide for him and his five siblings. There was no father figure in his home and because his mother was always working, he and his siblings were often left to fend for themselves.

At the age of 9 he was taken from his mother and put into a juvenile placement program. Since he was only 9 years old, Jose was transitioned from the placement program into the foster care system, where he was away from his mother and siblings for six years. He reunited with his mother at the age of 16 and returned to live in the city of Oakland. He describes his transition back to Oakland as a culture shock. He became entrenched in gang culture, and his criminal activity along with run-ins with law enforcement increased. He found himself in and out of juvenile halls and placement programs.

His criminal behavior continued into adulthood. He sold drugs and other items to maintain his lifestyle. He was in and out of county jails and has been sentenced to a total of seven state prison commitments. He admits that his most recent prison commitment was the "hardest term" he has ever had. However, while in custody, he reflected on his life and where his decisions had gotten him. He made a conscious decision to change, not only for himself, but for his family. For the first time, he took his participation in "in-custody" programming seriously. He completed the fire fighter program, substance abuse treatment, anger management, and family reunification courses.

Prior to his release from custody, Jose was introduced to the Alameda County Probation Department through the Post Release Community Supervision (PRCS) Pathways program. He engaged in pre-release case planning video conferences and worked closely with Deputy Probation Officer (DPO) Eaglin to formulate a plan for a seamless transition from a custody setting back into the community.



### Samuel Neeley Client Success



### Wall of Success

Jackson St. Location

We are pleased to introduce you to Samuel Neely, whose triumph over a long life of struggles demonstrates that it is never too late to change and create a better life for yourself. As a child, Samuel grew up with both of his parents in the criminal justice system, and Samuel entered the criminal justice system at the age of 12. Throughout his teenage and adult years, Samuel was on probation/parole and in and out of the justice system. Samuel had been to prison over twenty times and was a member of a gang.

Deciding to turn his life around, Samuel was released from Soledad State Prison in 2014. While at Soledad, Samuel voluntarily completed the Substance Abuse Program (SAP), which included classes on substance abuse, cognitive thinking skills, anger management, and parenting. He obtained his GED while in custody.

When he was released from prison, he was supervised through the newly enacted AB-109 Post Release Community Supervision (PRCS) program at the Alameda County Probation Department. His probation officer referred him to the employment program at Building Opportunities for Self Sufficiency (BOSS), where Samuel was one of their first graduates. Samuel obtained a job as a chef at the Academy of Sciences, and within a year he promoted to supervisor and eventually moved on to becoming a sous chef. Samuel eventually moved to Menlo College in Atherton as their sous chef, then moved to the Hard Rock Café, in San Francisco, where he is presently employed. He hopes his story will motivate others and let them know it is never too late to make healthier decisions in their lives. He is an inspiration to us all, demonstrating that you can pursue your dreams no matter the circumstances.

Samuel recognizes the AB-109 PRCS program staff, (BOSS), the SAP program at Soledad Prison, and the Alameda County Probation Department.





If you're always trying to be normal, you will never know how amazing you can be.

Maya Angelou, Pulitzer Prize nominated poet





The American Probation and Parole Association's (APPA) President's Award recognizes visionary community corrections programs or projects that advance the knowledge, effectiveness, and integrity of the criminal justice system. The APPA President's Award highlights a high level of exemplary management, and innovative thought that help to usher community corrections into the future. In December 2021, AB12 Unit Supervisor Antonio Gomez was presented this prestigious award in recognition of the ACPD's Wall of Success.

Suggested by Antonio, the Wall of Success initiative at its core supports the Department in achieving its goal of continuously developing innovative, performance-based operations driven by the belief that people can change. The displays are located at each of ACPD's locations. A ribbon cutting ceremony occurred in Juvenile Hall on April 7, 2021, in conjunction with the National Day of Hope.

As it relates to ACPD, Antonio's goals are to help the ACPD prevent crime and reduce recidivism by helping clients make better decisions for themselves. "We can do this by showing them respect and love, by providing them support and guidance, by empowering them to recognize and heal their past trauma, and by providing them with resources and information to help them address their needs. I have seen incredible things happen when those things are provided to clients. The Wall of Success was implemented to showcase some of those incredible things."

# Joey Mason

Winner: CPOC Probation Employee of the Year

Every year, Chief Probation Officers from across the state are encouraged to nominate outstanding individuals for consideration for recognition by the Chief Probation Officers of California (CPOC). An association representing the leadership of probation departments in all 58 California Counties, CPOC awards are highly prestigious and are presented to individuals who have made significant contributions to the field of probation. Selected individuals are presented their awards at a luncheon hosted by CPOC in December.

In December 2021, Joey Mason was recognized by the CPOC as the Regional Employee of the Year for the Bay Region. Nominated by Chief Wendy Still, this significant award was presented in recognition of Joey's commitment to positively transforming the lives of individuals involved with the justice system through outreach and engagement.

As the Alameda County Probation Department's (ACPD) first Community Outreach Worker, Joey serves as a liaison between ACPD officers and clients, local jails and prisons, and community-based organizations. Dedicated and driven, Joey engages ACPD clients' openness, compassion, optimism, and skill, all of which helps them create positive change in their lives. His work not only embodies the ACPD's goals of providing a robust system of wraparound care and fostering a vibrant and exemplary work force, but paves the way for and encourages other individuals with lived experience to do so as well.

Please join us in thanking Joey for his continued efforts and congratulating him in his achievement!

### **CA Narcotic Officers' Association:** Winner of the Al Stewart Award

ficers' Assoc. Region 1 In Recognition Stewart Award 2021

The Alameda County Probation Department (ACPD) wants to recognize the achievement of our colleague for being the recipient of the Al Stewart Award in 2021, given by the California Narcotic Officers Association (CNOA).

Due to confidentiality, ACPD will not disclose the name of the individual that received this important and coveted recognition. Our colleague has also received other commendations for outstanding work.

The award is given to honor Alfred E. Stewart who was a Sheriff in San Bernardino and was slain in March of 1973. "Al Stewart was one of the founding members of CNOA and the eighth president, having served his term in 1972. The Alfred E. Stewart Memorial Award was created in 1973 to memorialize Al in a most fitting way-honoring individual achievement of working narcotic officers. Since that time, 46 people have received the coveted award, and those that have been nominated or received the award all agree that it is truly humbling. In the field of narcotics enforcement, there is no greater honor than to be the recipient of an award named after a legend!" (CNOA, 2022)

We are very proud of the commitment and professionalism of our Alameda County Probation Department winner to whom we wish much success. Congratulations!

### Employee Appreciation & Recognition Program (EARP)

The Alameda County Probation Department (ACPD) wants to recognize the achievement's of its employees.

Employees of the Quarters

Q2: Terrence Sheppard Q3: Audrey Clubb Q4: Edy Elias

#### Special Recognitions/SR

Q2: Lamar Essig Q4: Firearms Instructors

#### SR: Firearms Instructors

Justin Eaglin, John Torres, Enrique Cisneros, Melvin Winn, Daniel Alvarez, De Andre Lewis, Christy Henzi



**Employee of the Year** 

Van Richson



If you want happiness for an hour — take a nap. If you want happiness for a day — go fishing. If you want happiness for a year — inherit a fortune. If you want happiness for a lifetime — help someone else.

Chinese Proverb


National Association of Counties (NACo) Achievement Awards

The Alameda County Probation Department (ACPD) was the recipient of two National Association of Counties (NACo) Achievement Awards in the category of Criminal Justice and Public Safety, one for our Pathways Home Reentry Workbook Series and the other for Promoting Family Connections in a Pandemic: Eliminating Fees for Juvenile Justice Center Telephone Use.

#### Welcome Home AC Reentry Resource Directory and the Pathways Home Reentry Workbook Series:

Ensuring early reentry planning is critical to the success of clients leaving California prisons. Alameda County Probation Department has developed a four-part series of self-guided pre-release/reentry workbooks as a project of the Pathways Home Initiative, a first of its kind collaboration with the California Department of Corrections and Rehabilitation aimed at improving the reentry process for Post-Release Community Supervision clients returning to Alameda County.

The four workbooks, which are delivered to PRCS clients in California prisons and Santa Rita jail, include content to (1) help clients plan for continuing mental and physical health and wellness; (2) introduce clients to key concepts in Cognitive Behavioral Treatment, an evidence-based approach to addressing criminal behavior, and practice strategies for calming the mind and body; (3) guide clients in thinking about career paths and job skills; and finally (4) equip clients with information on the probation process in Alameda County so that they can begin their reentry knowing what is expected of them. After release, the workbooks can be used as a starting point in discussions between returning clients and their probation officers. By facilitating reentry planning where it is not otherwise available, this project fills a gap in the California prison system's reentry offerings and provides a foundation for other probation departments to build upon in their jurisdictions.

### National Association of Counties (NACo) Achievement Awards

Promoting Family Connections in a Pandemic: Eliminating Probation Fees for Juvenile Justice Center Telephones Use:

The COVID-19 pandemic severely restricted in-person visitation at juvenile facilities, and telephone communications became a critical link between detained youth and their family networks. Maintaining a strong familial bond during this challenging time supports the preservation of family unity, and reduces negative health outcomes and behavioral challenges that can contribute to poor mental health. Furthermore, family contact through phone calls is critical to encouraging family reintegration and better social outcomes upon release.

Despite the evidence that telephone contact during detention leads to positive outcomes pre- and postrelease, the costs parents and family members are required to pay to talk to their youth can create serious economic barriers. At one point, a 15-minute phone call from the Juvenile Justice Center (JJC) cost \$12.75. The burden of telephone charges falls entirely on the family of detained youth and disproportionately effects low-income families of color who may take on debt in order to maintain communication with their children.

The Alameda County Probation Department (ACPD) is the first in the state of California to eliminate all telephone user fees at the Juvenile Justice Center (JJC) and reimburse families through a direct claim process for any telephone user fees they may have incurred.



Do the right thing, just because you can.

Fina Perez



### Editing Team Acknowledgements



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**Special Thank You** To all whom provided the valuable content and photos. *ACPD Divisions* 



### ACPD Partnerships

The Alameda County Probation Department would like to acknowledge the contributions of its many partners, including, but not limited to:





ADJUDICATION: The portion of a hearing in which the judge or a hearing officer determines whether a youth committed the crime or any portion of the crime for which they have been charged.

ADJUDICATORY HEARING: A fact-finding court proceeding that determines whether the allegations of a juvenile petition or other pleading are supported by legally admissible evidence. An adjudicatory hearing is similar to a non-jury trial in a criminal or civil proceeding.

AFTERCARE: Refers to the post-release services, supervision, and supports that help adults and youth reintegrate safely and successfully.

ALTERNATIVE SANCTIONS: Nontraditional sentences in lieu of imprisonment and fines. Examples of alternative sanctions are community service, in-home detention, day reporting, drug treatment, or placement on electronic monitoring.

ARRAIGNMENT: The initial appearance of youth or adults before a court, at which time the court advises them of their formal charges, informs them of their constitutional rights, appoints counsel, schedules a hearing date, and establishes the need for detention, incarceration, alternative placement, or conditional release pending the next hearing.

ARREST: The act of taking a person into custody to be questioned or charged for the commission of a crime.

BEYOND A REASONABLE DOUBT: A legal standard in which the degree of certainty required by the judge or jury to find a defendant guilty leaves no reasonable doubt that the defendant committed the alleged crime. This standard requires that no other logical explanation can be derived or inferred from the evidence provided.

BURDEN OF PROOF: The duty to establish a claim or allegation by admissible and credible evidence at the time of hearing. Also referred to as "the legal standard," this duty is usually the responsibility of the accuser, not the accused.

COMMUNITY SERVICE: A specified period of supervised work or service ordered by a court to be performed by a youth or adult without payment or compensation.

COMMUNITY SUPERVISION: Formal or informal probation supervision in the community ordered by a court.

COMPETENCY TO STAND TRIAL: A defendant's capacity to understand the nature and object of the proceedings, consult with counsel and assist in preparing his or her defense. Due process prohibits the government from prosecuting someone who is not legally competent to stand trial.

CONGREGATE CARE: Term used to describe placement settings that consist of 24-hour supervision for youth in varying degrees of highly structured settings, such as group homes, residential childcare communities or institutions, residential treatment facilities, or maternity homes.

COOPERATIVE SUPERVISION: Supervision by the correctional agency of one jurisdiction of a person placed on probation by a court or on parole by a paroling authority in another jurisdiction. This is also known as "courtesy supervision."

COURT: An agency of the judicial branch of government, authorized or established by statute or constitution, consisting of one or more judges or judicial officers who have the authority to decide on legal cases.

CRIME: An illegal act punishable by law. A misdemeanor is a low-level crime, while a felony is a more serious crime.

CRIMINOGENIC NEEDS: Issues, risk factors, characteristics, or problems that relate to a person's likelihood of reoffending or recidivating.

DEFERRED ENTRY OF JUDGMENT: A possible avenue for a youth who commits a felony. To be eligible for a deferred entry of judgment, the youth must be at least 14 years old and have never had probation revoked or been committed to the state's Division of Juvenile Justice. If a youth successfully completes deferred entry of judgment, the matter is dismissed and deemed never to have occurred.

DEPENDENT: A minor who needs the services or intervention of the state, pursuant to Welfare & Institutions Code 300, as a result of parental abandonment, neglect, abuse, or failure or inability to control the minor's behavior. In some jurisdictions, very young children who have committed delinquent acts are treated as dependent children.

DEPUTY DISTRICT ATTORNEY (DDA): An attorney who works for the County District Attorney's Office and is charged with prosecuting crimes and representing the state's interest. DDAs are tasked with reviewing cases referred to their office by law enforcement, determining which cases should be brought before the court, and prosecuting cases. They may also work with the defendant's attorney to settle a case or take it to trial, depending on multiple factors.

DEPUTY PROBATION OFFICER: An agent or officer responsible for the court-ordered investigation and community supervision of youth or adults, under oversight of the Probation Department.

DEPUTY PUBLIC DEFENDER: An attorney appointed to represent defendants who cannot afford to hire a private lawyer.

**DETENTION**: The temporary care of youth in physically restrictive facilities, usually before the adjudication and disposition of their case.

DETENTION HEARING: A court proceeding in which the court determines the interim custody or placement of an accused youth pending adjudication.

DIRECT FILE: Youth who commit a serious or violent felony after the age of 14 whose case is filed directly in adult court and who face adult consequences. Proposition 57, approved by voters in November 2016, ended the practice of direct file and instead allows a judge to determine if a youth should be transferred to adult court.

DISPOSITION: A court order that determines what is to be done with a youth following adjudication; or the formal resolution of a case before the court. For a youth, disposition analogous to the term "sentence" in an adult criminal case. Dispositions in cases regarding youth and status offenders may include sanctions and limitations upon the youth's conduct and liberty, as well as treatment and other rehabilitative interventions.

DISPOSITION HEARING: A hearing that determines the appropriate sentence, placement, or terms and conditions of supervision for a youth following adjudication. Includes considerations of the youth's social and treatment needs.

DIVERSION: The practice of officially stopping or suspending a case prior to court adjudication and referring the youth to a community-based program in lieu of adjudication or incarceration. Successful completion of a diversion program results in the dismissal or withdrawal of formal charges. Youth who fail to comply with the diversion terms and conditions are normally subject to adjudication.

ELECTRONIC MONITORING: An option in community corrections, that is designed to verify that a youth or adult is at a given location during specified times or to ensure compliance with sanctions or restrictions, such as house arrest or curfew.

**EMANCIPATED MINOR**: A legal mechanism by which the court agrees to free a person under the age of 18 from the control of their parents or guardians. Emancipated minors are totally self-supporting, and their parents no longer have the right to their care, custody, and earnings, nor the responsibility to perform parental duties

FELONY: A serious crime designated by law or statute, for which the maximum penalty may be incarceration in a county jail, state prison, or federal penitentiary.

HEARING: A proceeding before a judicial officer in which information, documentation, and legal arguments are submitted by the parties and legal findings are made.

HOME SUPERVISION: A temporary release program in which a youth or adult is released to their home, with or without an electronic monitoring device, until the court process is complete.

**INCORRIGIBILITY:** Youth on probation supervision, pursuant to Welfare & Institutions Code 601, for repeatedly failing to obey parents, habitual truancy, or harmful conduct.

INTAKE/INVESTIGATIONS: Youth cases, pursuant to Welfare & Institutions Code 601 or 602, processed through the Intake or Investigations Units of the Probation Department.

INTERSTATE TRANSFER: The transfer of supervision of a youth or adult from one state to another, pursuant to an agreement called an Interstate Compact.

JUSTICE-INVOLVED: Individuals who have become involved with the criminal justice system, including individuals in prison, in county jail, on probation, on parole, or undergoing an adult or juvenile matter through the court(s).

JUVENILE: According to California state law, a minor or child under the age of 18.

MIRANDA RIGHTS: A warning read by a probation or law enforcement officer reminding a youth or adult of their right to remain silent and to have an attorney present during questioning.

MISDEMEANOR: A crime designated by law or statute that is of a less serious nature than a felony. The maximum penalty provided for a misdemeanor may include imprisonment for up to one year, usually in a county or municipal facility, a fine, or both.

PERMANENCY: A social work practice philosophy that promotes a permanent living situation for every child entering the foster care system.

PETITION: A document prepared by a prosecuting attorney and presented to the court that requests relief, damages, or performance by an opposing party.

PLACEMENT: Youth placed by a juvenile court in a residence in the community other than that of their primary caretaker.

PREPONDERANCE OF THE EVIDENCE: A legal standard in which the evidence, facts, or circumstances are more convincing than those offered in opposition. To establish a preponderance of the evidence, a plaintiff needs to show that a particular fact or event was more probable than not to have occurred.

PRIVATE ATTORNEY: An attorney hired and paid for by a defendant who requires representation in court.

**PROBABLE CAUSE:** A legal standard in which the evidence, facts or circumstances would lead a reasonable person to believe a suspect has committed a specific crime or delinquent act. To establish probable cause, law enforcement officers must be able to point to objective circumstances that led them to believe the suspect committed the crime or delinquent act.

**PROBATION:** A legal status imposed by court order that permits an adjudicated youth or sentenced adult to be supervised in the community by a probation officer and requires the individual to comply with conditions, restrictions, and treatment prescribed by the court.

**RE-ENTRY**: Re-entry is the process of preparing and planning for adults released from jail or prison or youth who have been in out-of-home placements to transition back to their home communities.

**RESTITUTION**: A payment or service rendered by an offending youth or adult within a specified time for the benefit of their victim(s) who suffered personal injury or economic loss as a result of the offense. Restitution is often imposed as a condition of probation or parole.

**RESTORATIVE JUSTICE**: A process and practice in which all parties with a stake in an offense voluntarily come together to determine collectively how to deal with the aftermath of the offense and its implications for the future. Restorative justice is a facilitated approach that involves collaboration among victims, the youth or adult who committed the offense, and the community. It establishes a process and forum for implementing sanctions that make amends for the wrongdoing.

**REVOCATION**: The termination of probation by the court or termination of parole by the paroling authority following a hearing and the finding of a violation. Revocations of probation usually result in more restrictive dispositions or sentences, including confinement.

**REVOCATION HEARING**: A judicial or administrative hearing held to determine whether a youth or adult's probation or parole status should be vacated because of an alleged violation of terms and conditions. The hearing is to determine whether the youth or adult has violated the terms of his or her supervision, not to establish criminal liability; the standard of proof is usually by preponderance of the evidence.

STATUS OFFENDER: A youth who has been adjudicated for conduct that would not be an offense if committed by an adult (Welfare & Institutions Code 601), such as running away from home, truancy from school, disobeying parents or guardians, or drinking alcohol.

SUBPOENA: A written order issued by a court clerk or judicial officer requiring that a person appear in court on a specified day and time to serve as a witness in a case. Failure to comply can result in a contempt of court charge, which may be punishable by a fine, jail time, or both.

SUPERVISION: The court-authorized and required oversight of youth or adults by a probation or parole agency that monitors their activities to ensure they comply with the terms, conditions and restrictions of their probation or parole.

SUSTAINED JUVENILE PETITION: The same as a guilty verdict in adult court. When a minor is accused of committing a felony or misdemeanor crime, the prosecutor files a "petition" against the minor.

TECHNICAL VIOLATION: An act by a youth or adult on probation that does not conform to the terms and conditions of their probation, but is not an actual crime.

TRUANT: Youth on probation supervision, pursuant to Welfare & Institutions Code 601, for habitual truancy.

VICTIM: An individual or entity that suffered injury or economic loss as a result of an individual's illegal conduct. A victim may be a private citizen, a business, an organization, or a unit of government.

VIOLATION: An offense designated by statute, ordinance or regulation for which there is no penalty enacted other than a fine, forfeiture, or other civil penalty. A violation is also known as an infraction.

VIOLATION OF PROBATION: When a probation client engages in conduct that is prohibited by his or her conditions of probation or fails to perform an action that is required by his or her conditions of probation. A violation of probation is not considered a crime.

WARRANT: An order of arrest issued by the court.

WARDSHIP: A circumstance where a youth has been placed on formal probation and is considered a ward of the court (Section 602 of the Welfare & Institutions Code). This is commonly referred to as "wardship status."

### Future Focus



### **Marcus Dawal**

Alameda County Probation Department Chief My primary objective in this report, was to provide you with an overview of the state of the Alameda County Probation Department as it related to our programmatic services, and the overall state of our operations, including outside reviews and departmental successes.

The last year presented challenges, however, we have evolved rapidly as a departmental team and as an important part of Alameda County as a whole. We have endeavored to work collaboratively and have positioned ourselves with strength and stability for the public we serve and the staff we employ.

These endeavors could not have been possible without the dedicated and tireless work from our staff, the support of our honorable Board of Supervisors, the County Administrator, and our State partners; I am appreciative for their leadership and support as we transition to a new year and towards a new Vision.

As importantly as providing you detailed information about the state of our department, I also want to apprise you of what we are working on, as we turn the corner towards 2023 and the next fiscal year. We are focusing on a succession plan, understanding that while our attrition rate is excellent, we do have staff retirements and overall county population changes that may affect our staffing levels. We are also preparing for the conclusion of our Strategic Plan: Vision 2023 and starting the important and detailed work of a new Vision for 2024. My goal is to incorporate the construct of core probation services, all the while working with our staff, partners, and community towards a safe community for all people in Alameda County.



### **CONTACT US**

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### **Social Media**









STATE OF THE ALAMEDA COUNTY PROBATION DEPARTMENT

# 2021-22

