



# EFFECTING CHANGES

NEVADA COUNTY PROBATION NEWSLETTER

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## A Message from Chief Ertola

It has been four months now since my appointment and I am honored to serve as your Chief. I am thankful and humbled by the support the staff has shown me during my interim phase and now. We are certainly in a state of transition and I expect this to continue, as I feel change is positive and a benefit to the department.

We are in the process of hiring a Juvenile Hall Superintendent. I am looking forward to the process of hiring the best candidate for this position. I want to thank Interim Juvenile Hall Superintendent Rod Kahele for his dedication and passion towards his assignment. Rod has done a tremendous job leading the institution in a positive direction and has been a champion of my vision for change.

As a department, we are heading in a new direction in the supervision of our offenders, demonstrated by many new initiatives, including evidenced based practices (EBP), which tie directly to such programs as Validated Risk/Needs Assessments, Cognitive Behavioral Treatment, Moral Reconciliation Therapy, Jail Re-entry program, Day Reporting Center, Flash Incarceration and GPS. I want to thank all the staff who have participated in trainings for these programs and are now implementing these practices.

*See "Message," page 2*



*"Leadership comes from all levels of an organization and the initiative its individuals display on a daily basis."*

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### *Message, from page one*

We are entering what I call “Phase II” of EBP, which means identifying what programs/systems work best at promoting change with our offenders.

This will be our foundation for the future of this department and we will continue to focus on our core mission of service to the court, protection of the community, reducing recidivism through collaboration, and assisting offenders to make long-lasting, positive changes in their behavior.

Leadership comes from all levels of an organization and the initiative its individuals display on a daily basis. I challenge all staff to take advantage of opportunities to lead others for the benefit of the department. My goal is to remain visible to all staff throughout the department and provide the leadership all of you deserve. Thank you again for the support and help you have shown me during the past seven months.

## **Court Services Update**

Several new procedures have this group of veteran report writers fired up. Electronic reviewing of court reports has begun, and in the first week we’ve *not printed* almost 100 pages! Also, the group is in high anticipation of the new and improved juvenile disposition report template, which at the time of print, is under the Court’s review and hopefully will roll out soon. It will help us remain in compliance with the A.O.C., *and they’re fun!*

There’s smooth sailing in Court Services as we near the end of the year and look forward to 2013. I would like to personally thank Bob Dowrick, who continues to produce a high volume of top quality reports. And our newest member, Laurie Miller, knocks out adult and juvenile reports plus handles the informal caseload for now. Our two court officers, Rod Gillespie and Norm Rasmussen, who between the two of them, go up and down the hill to the courthouse, carrying bucketfuls of files, almost daily to represent our fine department. Thank you!

*See “Court,” page 3*



## **Forever in our Hearts**

On December 14<sup>th</sup> 2012, the world was stunned by the unthinkable events unfolding in Newtown, Connecticut. Like many other communities, we absorbed the news with sadness for the children and the families and our hearts went out to those involved in this tragedy. As a department that works closely with the youth of the community, the staff of the Nevada County Juvenile Hall felt called upon to reach out and show our support. Interim Superintendant Rod Kahele and Cook Lynn Slay envisioned a project involving both staff and youth which would represent the lives and innocence lost during this event.

Slay sewed the panels together and completed the quilt project, which was displayed for the youth of the facility before being sent to Newtown. On the quilt are 26 angels with 26 words of inspiration surrounding a picture of two young children forming a heart with their hands. The center panel reads “Forever in our Hearts.” We believe this project was a great opportunity to involve our youth in sharing our support for the Newtown community.

## *Court, from page 2*

A huge thank you is due to all the dedicated support staff who finish off these reports, make them pretty, and get them filed on time *all the time*. It is truly a team effort in Court Services, and what a terrific group we have right now.

## **Work Release and Sand Bags**

Last October, Nevada County experienced extreme weather conditions, including fierce rain and county wide flooding. These storms afforded the Probation Department Work Release Program a great opportunity to assist the public. Both adults and juveniles worked hard filling sand bags at the Nevada County Building and Grounds Warehouse.

GS-I Helmuth reported the work crews filled hundreds of bags, which were given free of charge to citizens of the county, who came from all over Nevada County to the work site to pick up their sandbags. Work crews then went to the Grass Valley Veterans Hall to help with the flooding there and clearing drains all around the city. Helmuth said this was a great opportunity to give back to the community and mentioned many citizens expressed their appreciation for the hard work and help provided by the department.

Work release is an alternative sentencing privilege afforded to minor offenders whom the courts deem eligible. The program allows qualified defendants to serve their sentences on work crews supervised by probation department personnel or authorized liaison personnel, in lieu of jail time. Defendants provide labor to public work projects and charitable/non-profit organizations at a rate of 8 hours manual labor in exchange for one day in county jail.

*See "Work Release," on page 4*

## **FRED'S KITCHEN**

### **Papa Freddo's Pasta E Fagioli**

This traditional Italian soup is chock full of flavor and has been known to help those with a bad cold, depending on the amount of red pepper flakes used in the recipe. Either way, you will find this soup a good one for the recipe box. Enjoy!

#### **Sautee for 1 minute in ¼ cup olive oil...**

- 1 tsp anchovy paste or two minced anchovy fillets.
- ½ cup chopped onion.
- 1 TBS minced or pressed garlic.
- 1 tsp chopped fresh or dried rosemary.
- 2 tsp Italian seasoning.
- 1/4 tsp black pepper
- Desired HEAT ...
- 1) 1/8 tsp red pepper flakes – **Mild**
- 2) 1/4 tsp red pepper flakes - **Hot**
- 3) 1 tsp red pepper flakes – **VERY HOT**

#### **After sautéing the above ingredients one minute, add...**

- ¼ cup chopped carrots.
- 1 cup chopped celery.

#### **Sautee an additional minute, then add...**

- 1 49.5 oz can Swanson's chicken broth.
- 2 15 oz cans of cannellini beans, drained and rinsed.
- 3 cooked and cut Italian sausages (cut each sausage lengthwise in 1/2 and then cut into ¼ inch slices at width)

#### **Cook one cup dried pasta shells and retain 3 cups pasta water, when Pasta shells are done add them to the soup with...**

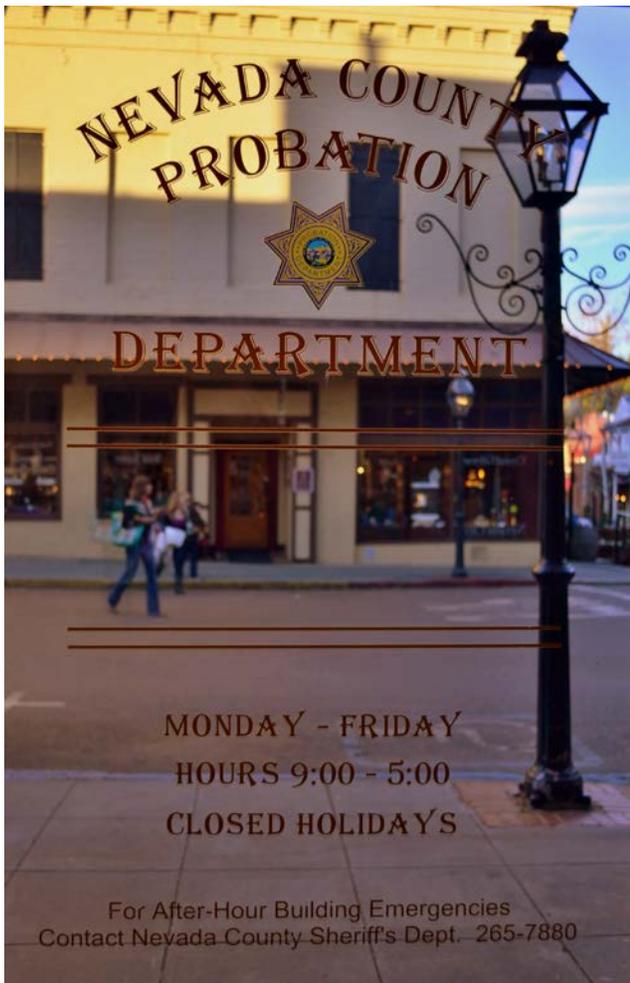
- 3 cups retained pasta water
- 2 cups zucchini quartered lengthwise and cut into ¼ inch at width.

#### **Low to med Simmer for 30 minutes and sprinkle with...**

- Grated Pecorino Romano and finely chopped fresh parsley.
- MANGIA!**

*Work Release, from page 3*

Probationers sentenced to work release who have a “Work Release Order” are eligible to apply for the program. These individuals are screened by probation personnel and must be approved for the program. This allows the option of providing meaningful labor to much needed community service projects, while being able to maintain present employment, family relations, and community ties.



*Nevada City Probation Office*

## Adult Supervision Unit

Currently the Adult Supervision unit is divided into five sections. Vicki Crimi has taken over the high/moderate risk caseload and Mental Health Court. Ken Holtgrewe has the moderate risk caseload and DUI court. Norm Rasmussen oversees the Prop-36 and the sex offender caseloads.

Marianne Reid has the Administrative caseload covering the low-risk offenders as well as all transfer cases, including Interstate Compact and jurisdictional transfers. Fred Viola and Pam LaFountain round out the unit with the AB 109 caseload. They also facilitate Moral Reconation and Cognitive Behavioral Therapy sessions and keep the Day Reporting Center running smoothly.

Brandi Fowler also contributes from our own Nevada County Behavioral Health Department. We rely on the STRONG assessment tool to clarify appropriate caseload assignment and services for each client.

### Current Recruitment

The Probation Department is currently recruiting for the following positions. If you are interested in joining our team please visit [www.mynevadacounty.com](http://www.mynevadacounty.com).

- **Juvenile Hall Superintendant**
- **Deputy Probation Officer I/II**
- **Group Supervisor I – On-Call**
- **Supervising Deputy Probation Officer**

## Beanies for Babies

The holidays are a time of generosity, so what would be more fitting than an entire two months of knitting for others? For the fifth consecutive year, the youth at the Nevada County Juvenile Hall have worked tirelessly on the “Beanies for Babies” project.

Every year, the boys and girls use their free time to knit hats during the holiday season. The hats are then donated to local charities, including Child Protective Services, Hospitality House, the Friendly Visitors Service, FREED, and the Domestic Violence and Sexual Assault Coalition.

The idea for this project came about in 2007 when Juvenile Hall Cook, Lynn Slay, was trying to find a healthy distraction for teens during the holidays. “I was on vacation with my sister and she had a loom and was making them and donating them. I thought that was something we could take to juvenile hall and the kids could do,” Slay said. “So that’s when we implemented the idea.”

The youth in juvenile hall look forward to the season of beanie making, since being separated from family and friends during the holidays can be quite difficult. A 17-year-old boy who was preparing to be released back to his home said, “I’ve taken away from the community and this gives me a chance to make it right. It also feels good to help out those in need, because I’ve been in need myself.”



*Juvenile Hall reception area decorated with beanies created for our holiday beanie project*

A 15-year-old girl who completed several beanies said, “It feels good to give back to community, which also makes me feel positive about myself.”

Every day we hear stories of people rising to the occasion and making a real difference. These young folks realize as winter approaches— with so many families struggling to make ends meet— the fruits of their labor will not go unappreciated. They’ve been given the opportunity to make a positive impact on individuals in their community, and they take great pride in their work.

The beanies can be found in several fun color combinations and are made in infant, child, and adult sizes. The heartfelt enthusiasm expressed by each of these minors as they learn about charity work firsthand, is enough to bring smiles to the faces of many all season long.

The youth at the Nevada County Juvenile Hall share their joy and satisfaction in gifts well-intended, and delightedly received.

## Welcome New Hires!

The Juvenile Hall welcomes its newest full-time Group Supervisors to the team. Stacy Casey, Haley Sweet and Robert Helmuth have been working as on-call staff at the juvenile hall and were recently hired full-time.

Newly hired full-time group supervisors participate in a state-mandated Juvenile Corrections Officer CORE course and PC 832 training, which provides over 200 hours of training in juvenile law and supervision, communication, report writing, interviewing, counseling, and defensive tactics. Both Casey and Sweet completed their training in Sacramento in November. Helmuth completed his training in Sacramento prior to being hired full-time.

Casey was hired as an on-call group supervisor in July, 2001. Her part-time status has enabled her to be home with her three children as much as possible while still working. Before joining our team Casey worked for the Contra Costa County Juvenile Hall, as well as the Richmond Unified School District. She holds a Bachelors degree in

Criminal Justice from the University of Southwestern Louisiana. Casey enjoys this line of work, as it allows her to work with children and follow her interest in criminal justice.

Sweet was hired as an on-call group supervisor in March, 2012. She came to the juvenile hall with over four years experience working for Milhous Children's Services, a level-14 residential group home in Nevada County. She holds a Bachelors degree in Criminal Justice from CSU Stanislaus. She enjoys working with youth and hopes to make a positive change in their lives.

Helmuth was hired as an on-call group supervisor in 2008. He is a graduate of Nevada Union High School and holds a Bachelors degree in Anthropology from CSU Chico. Helmuth has taken on assisting with the department work release program as needed, in addition to his work at the hall.

All three of these individuals have become valuable assets to our department and we wish them great success in their new positions!



*Fall colors at the Carl F. Bryan II Juvenile Hall*

## In the Interim

In September, 2012 the position of Superintendent of the Nevada County Juvenile Hall became vacant. Since then, Senior Group Supervisor Rod Kahele has been serving as Interim Superintendent.

Bringing with him over 20 years of experience working for the department, Kahele has been a great asset and leader within our facility.

*See "Interim," on page 7*

## *Interim, from page 6*

Upon being assigned to the position, Kahele e-mailed the staff a list of 13 goals he wanted to accomplish during his interim term.

Some of Kahele's top goals include finding ways to improve communication between staff and management, improving staff focus on active supervision of minors, supporting the facility mission statement through the use of evidence based practices, and ensuring a positive review from the annual Board of State and Community Corrections inspection. The Nevada County Juvenile Hall recently received high marks during the yearly inspection for going above and beyond the minimum standards set by the state of California.

Kahele is very supportive and proud of the facility and staff, listing his biggest challenge yet as raising awareness of those outside the facility about how well the staff performs and works together as a team day after day.

Kahele also stated his best experience in his interim position is his ability to observe, with a more global perspective, the staff doing their jobs without hesitation.

According to Kahele, "We have amazing staff here and I'm proud of all of them. Traveling to different conferences and meetings has allowed me to see how other facilities struggle with issues and staff."

Kahele feels privileged to have the interim assignment. "I take great pride in knowing that I have a hand in training, mentoring and impacting the next generation of leaders in our department... I will sleep easy knowing I have made the best of my opportunity as the interim and that our staff has given their best to me during this assignment."

Those who work closely with Kahele know him as a family man who takes a personal interest in the staff and minors for whom he is responsible.

"I would like to mention that my wife Pami and my two boys Gunnar and Chase have been there for me since day one," said Kahele. "Regardless of the pressures of my job, my family has always given me the respect and allowed me the space needed. It is not easy growing up with a father that works at Juvenile Hall or a husband that works with troubled youth... through it all we survived intact and for that I am thankful!"

Kahele, a Hawaiian native, was hired by the Nevada County Probation Department in 1991 and began work at the juvenile hall. He was promoted to Senior Group Supervisor in 1995. Before coming to work for Nevada County, Kahele was an MP with the US Army. Kahele also served as a military corrections officer with the army at Forts Riley and Leavenworth. If you have the opportunity to meet Kahele, be prepared for "*Much Aloha.*"



## *Staff and Contributors*

*Mike Ertola* – Chief Probation Officer

*Mike Sypnicki* – Probation Program Manager

*Bob Dowrick* – Deputy Probation Officer

*Fred Viola* – Deputy Probation Officer

*Rebecca Spurgeon* – Legal Office Assistant

*Dave Baker* – Deputy Probation Officer

*Justin Freeman* – Group Supervisor II

*Melissa Blais* – Group Supervisor II

*Angie Coffey* – Sr. Legal Office Assistant