

AGENDA



Community Corrections Partnership AB 109 Executive Committee

January 22, 2013 @ 10:30 a.m.

Location: Civic Center Building
Probation Department - Administration
175 W. 5th Street, Room 401, San Bernardino

Public Participation Advisement

If you wish to address the Executive Committee concerning any matter within the Committee's jurisdiction, please complete a Speaker Form with your name, the nature of the matter, and submit to the Chair - Chief Michelle Scray Brown. Due to time constraints, a limit of three (3) minutes will be imposed on all speakers addressing the Executive Committee.

1. Meeting Called to Order Chair Chief Brown
2. Opening Remarks and Introductions
3. Approve Minutes of October 9, 2012
4. Approve amended Minutes to revise Attendance Heading for June 13, 2011; August 30, 2011; November 30, 2011; March 19, 2012; April 3, 2012; and May 29, 2012; and amend April 3, 2012 minutes to reflect motion by Mike Ramos in Item 3 Budget Review, Action Item 3b.
5. Fontana Police Department Funding Request for the Fontana Re-entry Support Team (FRST)
6. Year One Statistics – AB 109 Annual Report
7. Roundtable
8. Adjournment

Fontana Police Department

17005 Upland Avenue • Fontana, CA 92335
(909) 350-7740



Rodney G Jones
Chief of Police

December 12, 2012

Chairperson Michelle Scray Brown
San Bernardino County Probation
175 West Fifth St.
San Bernardino, CA 92415-0460

Dear Chief Scray,

SUMMARY

The Fontana Police Department has one of the lowest staffing levels of any police department in the region. The 187 sworn officer positions serve a growing city of over 200,000. More concerning, is the significant increase in crime tied to the implementation of Realignment as outlined in Assembly Bill 109 (AB109) in the 2011 session. In spite of the limited resources and increasing crime, the Fontana Police Department has implemented the Fontana Re-entry Support Team (FRST). The program has already shown significant success. The annual cost of the program is about \$400,250.00. Please allow this correspondence to serve as a request for funding submitted to the Executive Committee for the Community Corrections Partnership (CCP).

STATE FUNDING

The United States Supreme Court released their decision on the litigation involving the California Department of Corrections and Rehabilitation (CDCR) in May 2011.¹ At the time the state prison system, which was designed for about 80,000 inmates, had a population nearly double that. The Court, in a sharply divided decision, affirmed the lower court's decision that the prison population should be held at 137.5% of their designed capacity within two years. Essentially, CDCR was told to reduce prison population by 40,000 inmates.

When the Plata decision was released by the court, the State of California was also facing one of the most significant economic crisis in recent history. In an effort to reduce its fiscal liabilities, the State of California, shifted the responsibility for numerous state programs back to the counties in the 2011-12 budget. Some of these responsibilities included the post-release supervision of adult offenders, mental health services, substance abuse treatment and CalWorks programs.

¹ Brown, Governor of California, et. al v. Plata et. al. 563 U.S. ___, 2011

Along with this shift of responsibilities came funding to support these programs, which is outlined in AB 118 and SB 89. The 2011 realignment plan reallocated \$6.3 billion of state sales tax and Vehicle License Fee (VLF) revenues to support these programs.²

The 2012-2013 California State budget allocated \$5.8 billion to support programs shifted from the state to the counties. The Legislature also approved an ongoing funding structure for the programs realigned in 2011. Several accounts were established within the Local Revenue Fund 2011 for the deposit of realignment funding for various programs. Formulas were also provided designating how the funding was to be allocated throughout these accounts and subaccounts.³

To determine how each county would spend their portion of funding, AB 109 established a Community Corrections Partnership (CCP) Executive Committee comprised of the following:

- Chief Probation Officer (Chairperson)
- Chief of Police
- Sheriff
- District Attorney
- Public Defender
- Presiding Judge of the Superior Court
- A representative from either the County Department of Social Services, Mental Health, or Alcohol and Substance Abuse Programs, as appointed by the County Board of Supervisors

The Executive Committee, comprised almost entirely of county employed personnel, is responsible for decisions regarding the allocation of funds and priorities within their county.

During the 2011-12 fiscal year the San Bernardino County CCP Executive Committee received an allocation of \$27 million. The distribution by department was:⁴

Probation	\$11,731,755.00
Sheriff	\$3,903,668.00
District Attorney	\$895,305.00
Public Defender	\$202,542.00
Other County Agencies	\$761,754.00
County Equipment/Infrastructure	\$10,110,051.00

EVIDENCE BASED PROGRAM

Historically, recently released inmates have been provided with few avenues to improve themselves and become truly productive members of society. Most programs simply monitor the whereabouts and activities of the individual waiting for them to re-offend.

² Legislative Analyst's Office, "The 2011 Realignment of Adult Offenders-An Update", February 22, 2012

³ Legislative Analyst's Office, "The 2012-2013 Budget: California Spending Plan", October 2012

⁴ San Bernardino County 2011 Public Safety Realignment Plan Assembly Bill 109, San Bernardino County Community Corrections Partnership Executive Committee, September 27, 2011.

Few programs have actually taken an interest in these individuals and provided them with the services necessary to re-integrate themselves back into the community.

Once released into their communities, recently released inmates will oftentimes encounter a number of hurdles. They lack the work skills to properly market themselves in the prospective job force. They have substance abuse or anger management problems. They have housing or food needs. Many of these individuals do not have a support system in place to assist them with reintegrating into society. When confronted with these seemingly insurmountable challenges, these individuals may resort to a life of crime being overwhelmed with the hurdles of leading a crime-free life.

Captain Doug Hooley, a veteran corrections officer with the Lane County Sheriff's Department, wrote in an article entitled, Six Evidence-Based Practices Proven to Lower Recidivism;

Treat a person as they are and they will stay that way. Treat them as they could be, and they will become that person.

In 2003, the United States Department of Labor launched the R4W (Ready for Work) Program, a three-year pilot program to address the needs of ex-prisoners utilizing Faith Based and Community Organizations (FBCO). The R4W Program ensured that FBCOs were available to ex-prisoners through various sites in order to provide services aimed at assisting them in becoming successful members of their communities.

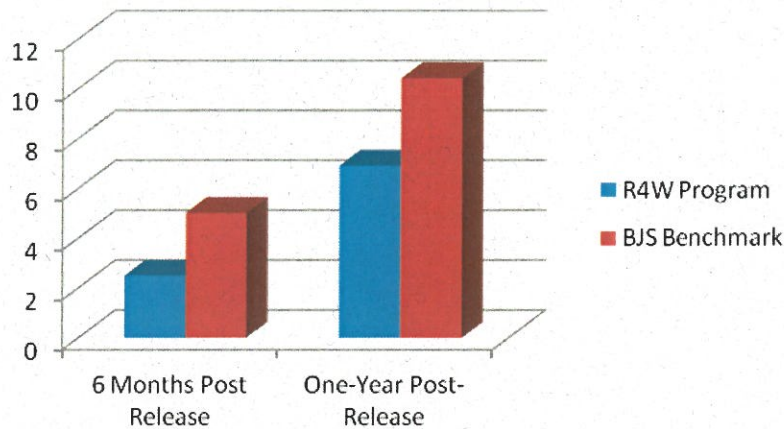
The R4W Program ended in August 2006 and the results of this program were studied by Public/Private Ventures, a Philadelphia-based research and demonstration non-profit organization. According to their report;

Data analysis on R4W prepared by P/PV shows that only 2.5% of R4W participants had been re-incarcerated within six months of release and 6.9% were re-incarcerated after one year of release.⁵

This report compared these numbers to the recidivism benchmark from the Bureau of Justice Statistics (BJS) re-incarceration study, Recidivism of Prisoners Released I 1994. Based on this comparison the report concluded that;

R4W recidivism rates are half the national re-incarceration rate of 5% at six-months and 44% lower than the 10.4% national rate of re-incarceration one-year after release.

⁵ United States Department of Labor Center for Faith-Based and Community Initiatives, Ready4Reentry Prisoner Reentry Toolkit



Additionally, in a study completed by the Washington State Institute for Public Policy in 2006 entitled, Evidence-Based Adult Corrections Programs: What Works and What Does Not found that there was a 4.8% decrease in recidivism amongst those prisoners that received employment training and job assistance in the community. Their report stated that;

Similar to the pursuit of evidence-based medicine, the goal is to improve the criminal justice system by implementing programs and policies that have been shown to work.

There are numerous other studies and reports that have concluded that evidence-based programs do work to reduce recidivism. Both the National District Attorney's Association and the United States Department of Justice-National Institute of Corrections have published similar conclusions in reports completed by their respective organizations.

FONTANA REENTRY SUPPORT TEAM (FRST)

In August 2012, the Fontana Police Department formally implemented the Fontana Reentry Support Team (FRST). This team currently consists of two police officers, one civilian community policing technician and a supervisor who oversees their daily operations.

The primary goal of the FRST team is to reduce recidivism rates among early release prisoners and probationers by providing the services needed to enable them to become successful members of the community. This is done primarily by partnering with a variety of private, government and non-profit resources to ensure their success in our community. This program is completely voluntary and is aimed at those individuals who sincerely desire to remain out of custody and be productive members of the community.

Although still in its infancy, the FRST team has already made incredible strides in the two months that it has been operational. The FRST team has contacted and forged alliances with over 65 service providers from the community. These include government agencies, faith-based groups, non-profit organizations and private companies.

These providers have the ability to provide services such as; temporary housing, temporary job placement, transportation assistance, job skills training, GED and community college education, medical services, drug/alcohol dependency treatment, Social Security assistance, DMV assistance and even legal services.

In September the FRST team began hosting Resource Meetings twice a month. During these meetings service providers come together and meet with recently released individuals. These meetings ensure that recently released individuals are quickly placed in touch with the services each specifically need to best assist them and keep them from the vicious cycle of re-offending and returning to jail. In just two meetings, the FRST team was able to assist in providing services to 68 “clients”. The following referrals include:

- 58 employment referrals
- 51 received referrals for housing or social services
- 40 referrals were made to DMV or Social Security for assistance
- 58 drug and/or alcohol treatment, psychological counseling referrals
- 25 GED or community college referrals
- 32 received referrals for legal services
- 45 referrals for health and/or dental services
- 11 received housing or shelter referrals
- 1 referral for vision care (resulted in an eye exam and glasses donated by a local optometrist)

FRST officers have also worked closely and formed an alliance with the San Bernardino County Economic Development Agency in establishing a job skills training and placement aspect of the FRST program. Any client in need of job placement is identified and enrolled in the “New Start” program. This program provides a three-day job training in interview techniques, resume building, and dress for success. Afterwards, the client is provided with job interview opportunities and assistance with job placement.

After the first resource fair, thirteen clients indicated a willingness to accompany a FRST officer to the San Bernardino County Economic Development Department. All thirteen signed up for the “First Start” program. Two failed to complete the three day class. Of the eleven who completed the class:

- *5 obtained employment shortly after the training*
- *2 are attending a trade school*
- *4 are training for forklift certification*

One of the most popular providers at the Resource Meetings is the California Department of Motor Vehicles (DMV). With a DMV representative on-hand our clients have been able to immediately receive information regarding obtaining or re-instating their identification card or driver’s license. In some cases, the DMV representative has been able to waive fees due in order to obtain these items. This is an essential service which allows the clients the ability to drive for work or obtain an ID card.

After attending a Resource Meeting, the clients receive follow up visits from the FRST officers. Officers assess the clients continued needs and monitor their progress. The officers maintain periodic contact with the clients in the program until their goals have been reached or there is a clear indication that the client no longer wishes assistance from the program.

As of September of this year there were 1,386 adults on some form of probation in Fontana. Additionally, literally hundreds of Fontana residents have obtained an early release from county jail because of the overcrowding created by AB109. All of these individuals would benefit from the services offered by the FRST team. FRST officers invite all early released individuals to make them aware of the services available to them. Those who participate in FRST programs are closely monitored by FRST officers so they can receive the individual support to guide them on their road to success.

While the FRST program is a Fontana based success story, it is not limited to Fontana residents. Individuals from surrounding communities are not denied FRST services. In fact, no one has been denied access to the FRST program to date. Since the providers do not limit their services to Fontana residents, it just makes sense that participation does not have any residency restrictions.

COSTS

Operational costs for the FRST team at this time are still unclear; however initial projections would appear to be relatively low. Personnel costs for the two police officers and one community policing technician are approximately \$394,650.00 per year (salary, benefits, overhead, etc.). It is also estimated that supplies for the program is \$5,600.00 per year. These supplies include, but are not limited to bus vouchers, personal grooming vouchers (job interviews), printing, stationary supplies, and miscellaneous food for Resource Meetings.

CONCLUSION

The Chinese proverb which states, "Give a man a fish and he will eat for a day. Teach a man to fish and he will eat for the rest of his life" is so very true when examining programs such as these. By releasing people from custody without the proper skills needed to succeed, we are truly just setting them up for failure. By contrast, once given the guidance and skills necessary to succeed in the community early released individuals will have the opportunity to succeed. Once gainfully employed they become a successful part of our community and not a burden; plus, they become role models for others to follow.

In 2007, the Little Hoover Commission published the report, Solving California's Correction Crisis. One of the specific recommendations made in that report was:

Reallocating resources [from state prisons] to community based alternatives...as well as implementing evidence-based practices and a continuum of alternatives to prison.

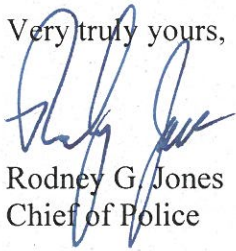
Programs such as FRST do just that at the very basic local level...the community.

The Fontana Reentry Support Team is connecting needed services to those in need. The collaboration of providers that has been established in just two short months is incomparable. The number of referrals and contacts made by the FRST team is incredible. The FRST team stands committed to improving the lives of their clients and helping them become truly successful members of our community. For those willing to take the opportunity of this innovative program it truly is "*The FRST step towards success...*"⁶

*Research demonstrates that by providing offenders with intensive programming focused on their criminogenic needs, near their local communities, they are more likely to be successful on parole, with their return to prison significantly reduced.*⁷

FRST provides offenders with resources specifically tailored to their needs in the community they live. The early success for FRST is overwhelming. The future of the program is threatened by the economic climate. Your consideration for financial support is greatly appreciated.

Very truly yours,



Rodney G. Jones
Chief of Police

CC:

Attachments:

⁶ Motto for the Fontana Re-entry Support Team

⁷ Secure Community Reentry Facilities: Planning and Program Guide, CDCR, August 2009 quoted from: Strategic Reform: Implementing Evidence-Based Programs for California Offenders. Joan Petersilia, Ph.D. July 12, 2005

**Board of Supervisors
County of San Bernardino**

JOSIE GONZALES
CHAIR
SUPERVISOR, FIFTH DISTRICT



December 7, 2012

As the Chair of the San Bernardino County Board of Supervisors, I write this letter in support of the **City of Fontana's FRST Program (Fontana Re-entry Support Team)** in its pursuit for funding. The FRST Program is an innovative police program that provides support for those recently released from incarceration.

Fontana's FRST Program has successfully collaborated with our County's local community-based organizations, faith-based organizations, and local governmental entities to reduce recidivism in our communities. The FRST Program assists those recently incarcerated to connect with local support programs and resources. The program holds bi-weekly meetings in which these organizations send their representatives to provide the necessary social and financial resources to individuals who have been recently released from incarceration.

These resources include:

- Job Training Skills
- Resume Building Programs
- Mentoring Services
- Substance Abuse Services
- Dress for Success Programs
- Obtain Driver's License / ID Cards
- Referrals to State and County Social and Financial Assistance Services
- Behavioral Health Services
- Anger Management Services
- GED Obtainment Programs
- Spiritual Support Services
- Technical Training Programs(Forklift Training)
- Obtain Social Security Cards

It is important that Fontana's FRST Program continues to provide these much needed services to help those recently released from incarceration connect with the services and resources so that may become productive citizens and to succeed in its effort to lower recidivism rates.

Sincerely,

A handwritten signature in black ink, appearing to read "Josie Gonzales".

JOSIE GONZALES
Chair, Board of Supervisors
San Bernardino County

December 3, 2012

Chief Rodney Jones
Fontana Police Department
17005 Upland Ave.
Fontana, CA 92335

Dear Chief Jones:

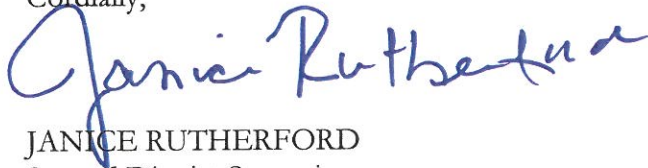
Thank you for recently updating me on the Fontana Police Department's innovative effort to help released inmates successfully reintegrate into the community through the Fontana Re-entry Support Team (FRST).

By connecting former inmates with nonprofits, community groups, churches, and others that can provide job training, anger management classes, substance abuse counseling, mentoring, spiritual support and more, FRST is helping people change their lives and become productive members of our community. This effort is critical in light of the volume of inmates being released into our communities as a result of AB 109.

The team of resource agencies the Fontana Police Department has put together for FRST is impressive and continues to grow, and I wish you and your department the best in your continued efforts to help former inmates acquire the job and life skills needed to successfully reintegrate back into our community.

Again, thank you for the update on this new effort. As always, feel free to contact me if I may be of any assistance with any County issue.

Cordially,



JANICE RUTHERFORD
Second District Supervisor
County of San Bernardino

JR:sv

STATE CAPITOL
P.O. BOX 942849
SACRAMENTO, CA 94249-0062
(916) 319-2062
FAX (916) 319-2162

DISTRICT OFFICE
NORTH RIVERSIDE AVENUE
RIALTO, CA 92376
(909) 820-5008
FAX (909) 820-5098

Assembly California Legislature



WILMER AMINA CARTER
ASSEMBLYMEMBER, SIXTY-SECOND DISTRICT
ASSISTANT MAJORITY POLICY LEADER

COMMITTEES
ARTS, ENTERTAINMENT,
SPORTS, TOURISM AND
INTERNET MEDIA
EDUCATION
INSURANCE
RULES

SELECT COMMITTEES
CHAIR, INLAND EMPIRE
TRANSPORTATION ISSUES
9-1-1 SERVICE AND PUBLIC
SAFETY COMMUNICATIONS
POST-SECONDARY ACCESS
AND MATRICULATION
REGIONAL APPROACHES TO
ADDRESSING THE STATE'S
WATER CRISIS

COMMISSIONS
CALIFORNIA WORKFORCE
INVESTMENT BOARD
CURRICULUM COMMISSION
EDUCATION COMMISSION OF
THE STATES

October 17, 2012

Rodney G. Jones
Chief of Police
Fontana Police Department
17005 Upland Ave.
Fontana, CA 92335

Dear Chief Jones:

I welcome this opportunity to express my support for the Fontana Re-Entry Support Team (FRST). This innovative program is dedicated to helping offenders stay out of jail.

Offenders released early from jail under Post Release Community Supervision or those released early to overcrowding created by AB 109 are typically property offenders with a lower rate of recidivism than violent or sexual offenders. I commend your leadership and the initiative of the Fontana Police Department in recognizing that the early releases present you with the opportunity to keep offenders from returning to their criminal behavior by providing a network of support within the community.

Mentoring, job training, anger management, substance abuse counseling, technical training, assistance in achieving a GED—all are programs that contribute to breaking the cycle of criminal behavior and a return to jail by providing tools for the offender to re-integrate into the community. Your partnership with the faith community offers spiritual support, and you offer behavioral health resources as well.

I understand your first enrollees are already finding jobs, and that employers are qualifying for federal tax exemptions. I know that this program will continue to show concrete results and will benefit our community. The program will need additional funding sources to continue, and I strongly recommend the award of grant funds and other funds for the FRST program.

Please do not hesitate to contact me if I can provide further information.

Sincerely,

A handwritten signature in cursive script that reads "Wilmer Amina Carter".

Wilmer Amina Carter
California State Assembly, District 62



STATE CAPITOL
P.O. BOX 942849
SACRAMENTO, CA 94249-0063
(916) 319-2063
FAX (916) 319-2163

DISTRICT OFFICE
604 TRADEMARK PARKWAY, STE. 308
RANCHO CUCAMONGA, CA 91730
(909) 466-9096
FAX (909) 466-9892

Assembly California Legislature



MIKE MORRELL
ASSEMBLYMEMBER, SIXTY-THIRD DISTRICT

COMMITTEES
VICE CHAIR: LABOR AND EMPLOYMENT
BANKING AND FINANCE
BUDGET
ENVIRONMENTAL SAFETY AND TOXIC
MATERIALS
JOBS, ECONOMIC DEVELOPMENT AND
THE ENVIRONMENT

SUBCOMMITTEES
BUDGET SUBCOMMITTEE #5, PUBLIC
SAFETY

October 15, 2012

Police Chief Rodney Jones
Fontana police Department
17005 Upland Ave
Fontana, CA 92335

Dear Chief Jones,

It is with great pleasure that I write a letter of support for the Fontana Re-entry Support Team (FRST). This innovative police program would provide support for those recently released from incarceration by providing them with job skills and a support system.

Currently, individuals released early from jail due to overcrowding created by AB109 or those released under Post Release Community Supervision are typically property offenders. Property offenders are known to have a lower a rate of recidivism when compared to violent or sexual offenders. The Fontana Police Department recognizes there is a great opportunity to break the cycle created when offenders are released from jail without any support or structure only to return to their former criminal behaviors and ultimately end up back in jail.

The Fontana Police Department though their FRST program, seeks to change this current pattern by providing support programs to those in need. The services offered are unlimited. FRST will provide job skills such as training, résumé building, obtaining proper identification and education support. The program will also provide support for behavior, emotional and spiritual needs.

Programs like FRST have an invaluable impact on the lives of individuals and ultimately the community. In just a few weeks, this program has already created light in the lives of many and will only continue to do so. I can only hope that the Fontana Police Department through their great efforts sets a trend for similar programs in our communities.

Thank you to Chief Rodney Jones and the Fontana Police Department for creating the FRST program. I am honored to support your efforts and hope we can work together to change the lives of individuals in our local communities.

Sincerely,

A handwritten signature in blue ink that reads "Mike Morrell".

MIKE MORRELL
Assemblyman, 63rd District

California State Senate

SENATOR
GLORIA NEGRETE MCLEOD
THIRTY-SECOND SENATE DISTRICT



October 24, 2012

Rodney G. Jones
Chief of Police
Fontana Police Department
17005 Upland Ave.
Fontana, CA 92335

Dear Chief Jones:

I write in support of the Fontana Re-entry Support Team (FRST) and its innovative police program that provides support to recently released inmates. The Fontana Police Department has taken a pioneering role in its creation of a department run program that reduces the recidivism rate, and helps former inmates re-integrate into society and become contributing members in their respective communities. Historically, police departments have taken a back seat in creating these types of programs despite having tremendous knowledge and experience to contribute. I commend you, your department, and the FRST team for its success.

The California penitentiary system is severely overcrowded and a lot has to be done on various fronts to decrease the large number of individuals entering and re-entering prisons across the state. This issue is highlighted through the passage of AB 109, and the implementation of Post Release Community Supervision programs (PRCS), which are aimed at reducing overcrowding through early release. The Fontana Police Department has shown that with the right tools and support, offenders will not be drawn into the same cycle of criminal behavior that ultimately leads them back to prison.

Fontana's Re-Entry Support Team's pro-active approach towards newly released inmates and its collaboration with the local community and outside programs have helped countless inmates' transition out of jail and re-integrate into society. Despite its infancy, the FRST team has proven that police department run programs can be extremely beneficial to newly released inmates, and I am greatly appreciative and supportive of their efforts.

Respectfully,

A handwritten signature in black ink that reads "Gloria Negrete McLeod".

Gloria Negrete McLeod
Senator, 32nd District

DEPARTMENT OF PUBLIC HEALTH



COUNTY OF SAN BERNARDINO

OFFICE OF PUBLIC HEALTH ADMINISTRATION
351 North Mountain View Avenue, Third Floor ♦ San Bernardino, CA 92415-0010
(909) 387-9146 ♦ Fax (909) 387-6228

TRUDY RAYMUNDO
Director of Public Health

MAXWELL OHIKHUARE, M.D.
Health Officer

October 26, 2012

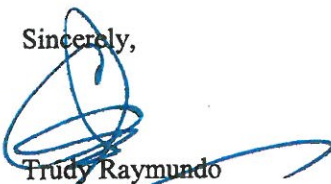
On Behalf of the San Bernardino County Department of Public Health, we are happy to support the Fontana FRST Program (Fontana Re-entry Support Team) in its pursuit for funding. The FRST Program is an innovative police program that provides support for those recently released from incarceration.

Fontana's FRST Program is successfully collaborating with our local community-based organizations, faith-based organizations, and local governmental entities to reduce recidivism in our communities. FRST connects those recently released with local support programs and resources. The Program holds bi-weekly meetings where these organizations send representatives to provide social and financial resources to those recently released. These resources include:

- Job Training Skills
- Resume Building Programs
- Mentoring Services
- Substance Abuse Services
- Dress for Success Programs
- Obtain Driver's License / ID Cards
- Referrals to State and County Social and Financial Assistance Services
- Behavioral Health Services
- Anger Management Services
- GED Obtainment Programs
- Spiritual Support Services
- Technical Training Programs (Forklift Training)
- Obtain Social Security Cards

The FRST Programs, centered on providing social and financial resources, are providing those recently released with the critical tools necessary to allow these individuals to successfully reenter our communities. San Bernardino County Department of Public supports the Fontana FRST team as it continues in its effort of working with the recently released to lower recidivism.

Sincerely,



Trudy Raymundo
Director of Public Health



Maxwell Ohikhuare
Health Officer

GREGORY C. DEVEREAUX
Chief Executive Officer

Board of Supervisors
 BRAD MITZELFELT, VICE-CHAIRMAN.....First District
 JANICE RUTHERFORD.....Second District
 JOSIE GONZALES, CHAIR.....Fifth District
 NEIL DERRYThird District
 GARY C. OVITT.....Fourth District

-----Original Message-----

From: bdennis92337@gmail.com [mailto:bdennis92337@gmail.com]

Sent: Monday, November 05, 2012 4:22 PM

To: bsowers@wdd.sbcounty.gov

Cc: Jose Ferreira; Heather Howard

Subject: Program success letter

When I began working with the Workforce Development Department Re-entry Program I believed that since I had been a productive member of society previous to incarceration and had been on several interviews that there was nothing new for me to learn. However that statement was false. I learned how to discuss my convictions, I learned how to make myself marketable and best of all I gained self confidence despite my past. This program has become the beginning of a new start for me, giving me the proper tools and self confidence to re-enter society as a productive member. Joe Ferreira of the Fontana Police Re-entry Program and Brenda Sowers from the Rancho Cucamonga Workforce Development Department went above and beyond their job duties in order to assist me in finding work and making sure I had the proper attire and means to get to work once employed. I can say that this program deserves an A+. Thanks to the tools I gained I am successfully employed today.

Ms. Brooke Dennis

From: Charles Johnson [<mailto:jcharles817@yahoo.com>]

Sent: Tuesday, October 23, 2012 8:54 AM

To: Jose Ferreira

Subject: Charles M. Johnson

My name is Charles M. Johnson and I was currently released from incarceration on september 6, 2012. After my release, I was directed to

attend a new start program lead by Officer J. Ferreira and individuals from the Department of Workforce Development. Thanks to the commitment

of Officer J. Ferreira as well as other members of the Fontana Police Department, I am currently enrolling in the NTMA Trade School in which I

will be given hands on training to become a skilled machinist. This program and the assistance I am receiving has been very effective and much

needed to make me a productive and employed citizen. I am very grateful for the help and guidance that I am receiving from the Fontana Police

Department. I can honestly say that if I had not had this assistance, I would not be on the right track like the last time I was released from prison

and only had the minimal resources provided by the probation office which lead me back to doing the same old stuff that got me another trip back

to prison. So I thank the Officer J. Ferreira and the assistance of the Fontana Police Department for there dedication to get people such as myself,

on the right track of being an employed productive citizen.

Sincerely

Charles M. Johnson