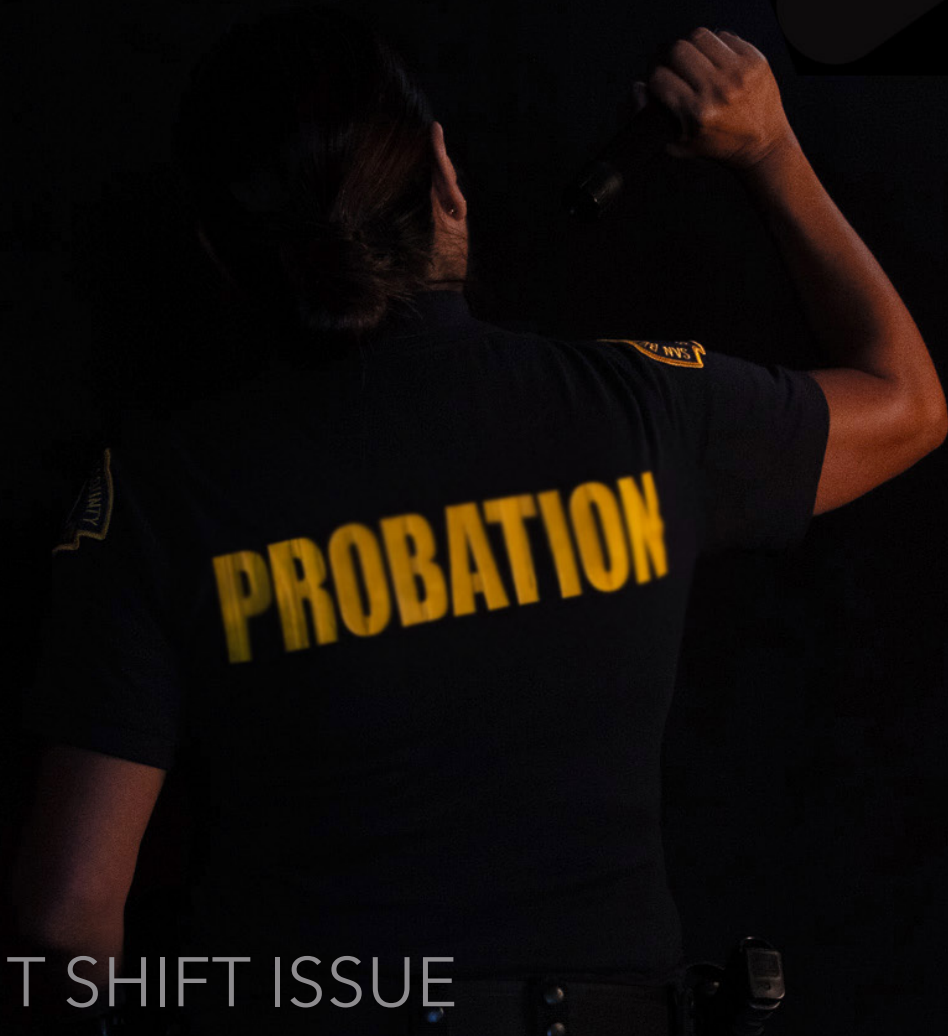


# PROBATION CONNECTION MAGAZINE



## NIGHT SHIFT ISSUE

A Look Inside the JDAC Third Shift Pg. 16

The On-Call Duty Officer Program Pg. 20

The After Hour Units Pg. 22





# THE CHIEF'S MESSAGE

CPO TRACY REECE

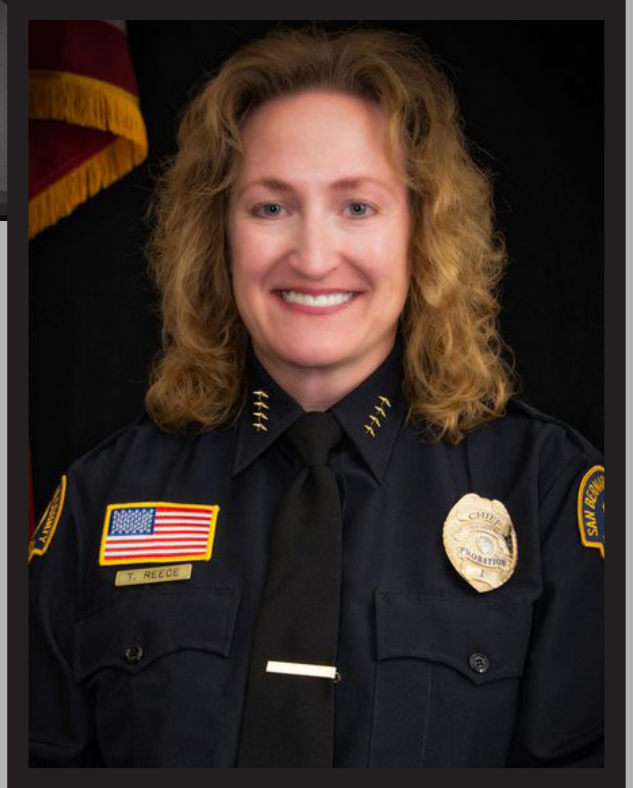


The San Bernardino County Probation Department is made up of 1,400 dedicated employees. We have Executive Management, Directors, Supervisors, Probation Officers (POs), Probation Corrections Officers (PCOs), Secretaries, Medical Staff, Fiscal, Office Assistants, Cooks, FAST, Maintenance, a Media Team, and Custodians who work diligently - day in and day out - to make this Department the best in the state.

Everyone in this Department contributes in their own way, but this magazine is dedicated to the unsung heroes who work alternative schedules. Working those shifts can be challenging, with impacted sleep patterns and missing out on nightly, weekend, or holiday events. But those staff keep the gears of this Department turning so that services continue, supervision is seamless, and youth are cared for in a safe and secure environment.

I think back to the times when I worked in field positions that required night and weekend shifts. Or when I anticipated going home at a particular time, then had to stay late to finish a report or wait for assistance from an outside agency to execute an arrest. I think about my staff when they needed to go to the hospital for a medical check or have to wake up earlier than usual to take part in a morning arrest. I reflect on Placement staff who go out of town to see the youth on their caseloads and sleep in a strange bed away from their families. I often think about those working in our Juvenile Detention and Assessment Centers (JDAC). I also think about those working the weekend shift at the detention facilities, trying to find ways to keep youth occupied for the day when school is not in session. The FAST staff are expected to respond to the JDACs in a moment's notice when there is a mental health crisis and the Watch Commanders oversee our facilities day and night to ensure staff have what they need. Professional Standards and External Affairs often work in conjunction with the Training Unit on weekends to conduct testing and background events during recruitment opportunities. And let's not forget all the non-sworn employees that are called upon to work differing hours, which include the medical staff, staff analysts, fiscal employees, food services, office assistants and custodians who work in our facilities to ensure officers can complete their tasks and guarantee a seamless appearance to the community we serve.

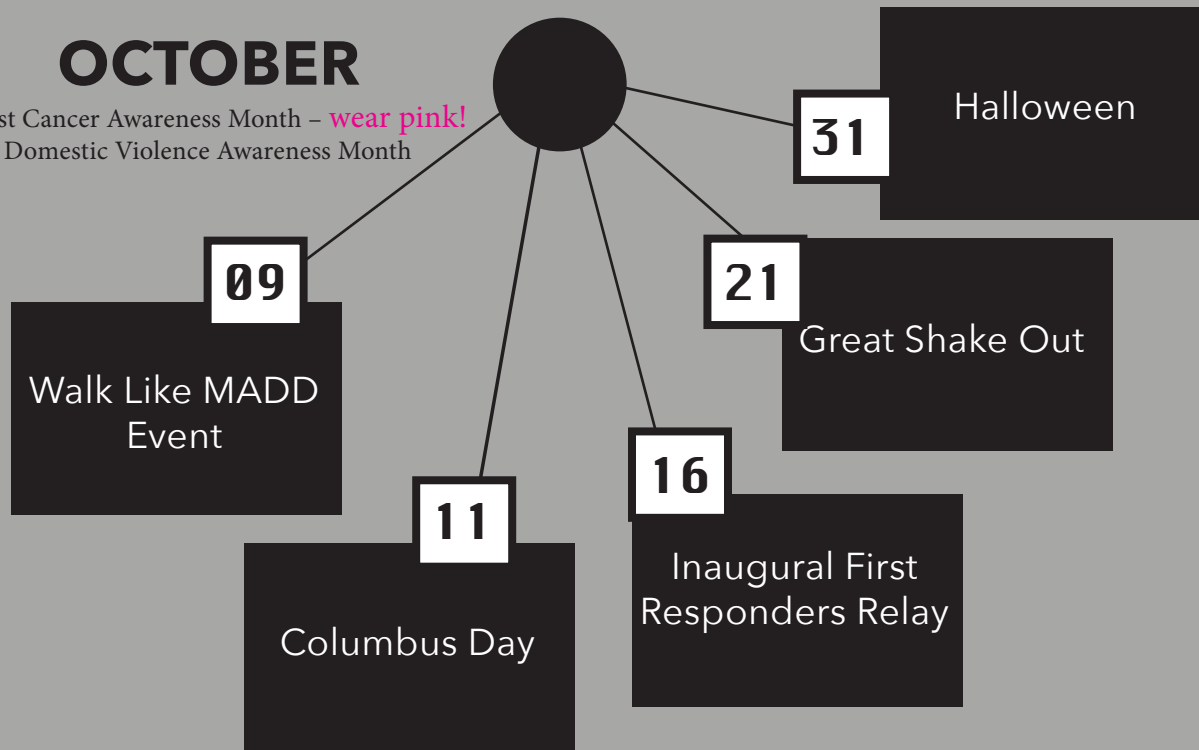
Being the Chief, I know and understand your struggles. I still work nights and weekends and my phone is always on. My dedication to this Department is unwavering – just like all of you. Thank you for what you do at all hours, your commitment is what makes this Department great.



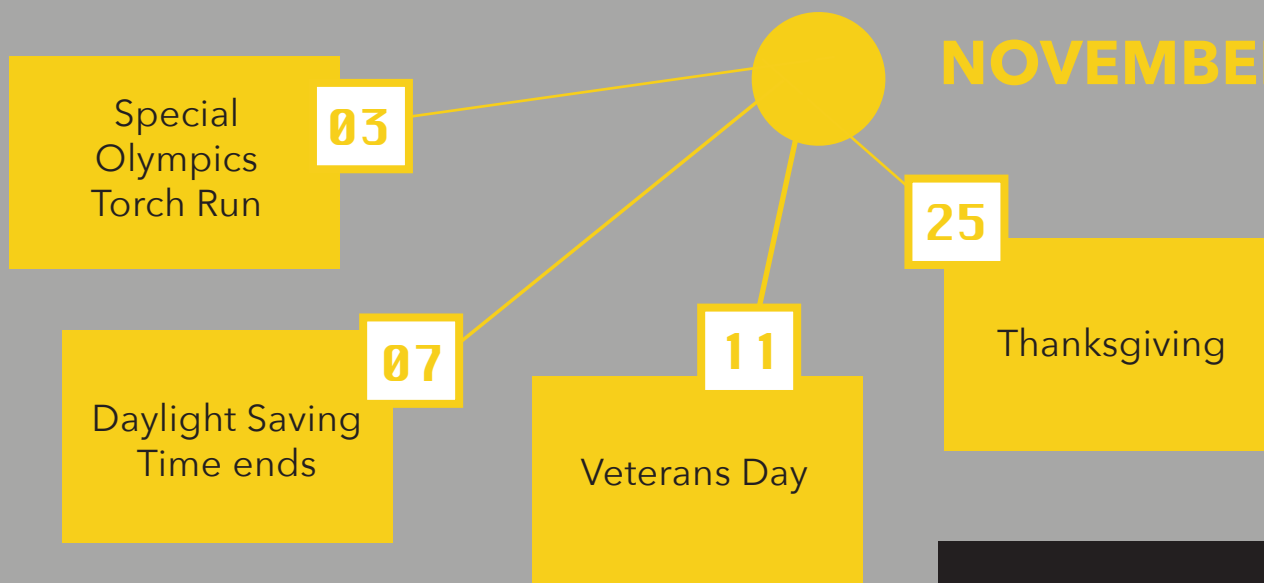
# CALENDAR

## OCTOBER

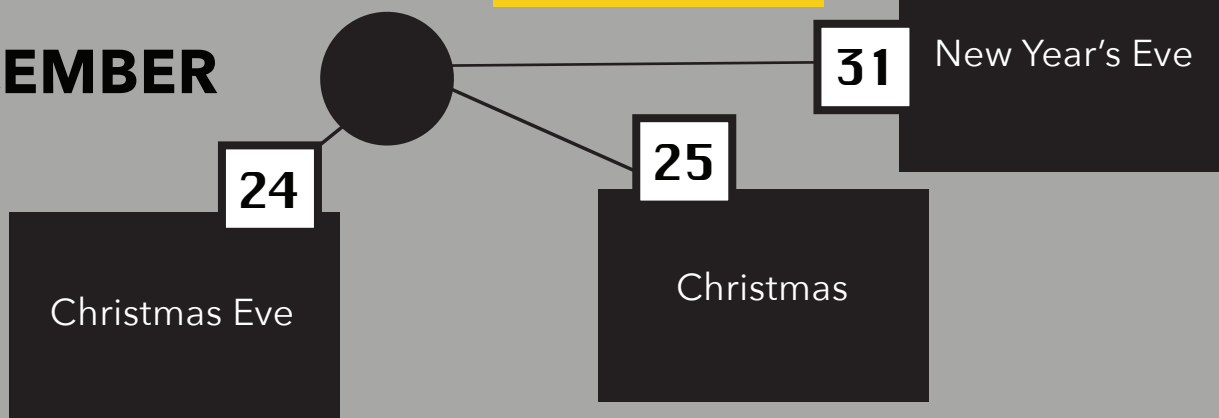
Breast Cancer Awareness Month – **wear pink!**  
Domestic Violence Awareness Month



## NOVEMBER



## DECEMBER



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# CONTENT



## NATIONAL NIGHT OUT

National Night Out, which is scheduled for the first Tuesday in August, is an event that brings neighbors, civic groups, and law enforcement agencies together to build community bonds and create a sense of safety and trust. On Aug. 3, 2021, SBCT Probation participated in nine National Night Out events throughout San Bernardino County. Officers handed out SWAG, danced, and made new friends with the people we serve.

A close-up photograph of a person wearing a bright red hard hat. The hard hat has a white 'X' logo on its side. The person is also wearing a blue tank top with a white and red palm tree pattern. The background is blurred, showing what appears to be an outdoor setting with palm trees and a building.

# FEATURED PHOTO



### **Supervising Probation Officer Maria Kirby**



Supervising Probation Officer Maria Kirby received a Certificate of Commendation for her role in ensuring the safety and long-term well-being of staff and clients at the Barstow Probation Office following a damaging rain storm that flooded a large portion of the building. Kirby also helped with the appropriate remediation and restoration of the facility, volunteered to be the Department's contact between the construction team, Facilities Management, Risk Management and the County's Project Management Division, and prioritized the needs of the Barstow staff by coordinating temporary off-site accommodations.

### **Probation Officer II Renita Rosborough**



Probation Officer II Renita Rosborough received a Certificate of Commendation for exercising due diligence and specialized investigative research to argue against a pre-negotiated plea agreement. Rosborough, while assigned to Adult Investigations, successfully presented a Pre-Sentence Investigation (PSI) advocating justice for a 4-year old victim of child abuse, in which the youth sustained both physical and psychological abuse that resulted in severe medical conditions and disabilities. After the District Attorney successfully argued the withdrawal of a plea agreement, the suspect was sentenced to state prison with enhancements.

### **Probation Officer I Victor Hernandez**



Probation Officer I Victor Hernandez was recognized in June by the Reaching New Heights Foundation for his professionalism and dedication to the success of Veterans. Hernandez is currently assigned to the Veterans Treatment Court.

## **DEPARTMENTAL RECOGNITIONS**

## PROMOTIONS

Division Director I **Melinda Bradbury**

Division Director I **Thomas Shiley**

Division Director I **Jason Swims**

Supervising Probation Officer **Tiffany Amador**

Supervising Probation Officer **Marcus Lopez**

Supervising Probation Officer **Jennie Padilla**

Supervising Probation Officer **Sara Paisley**

Supervising Probation Officer **Jason Richter**

Supervising Probation Officer **Monica Rodriguez**

Supervising Probation Officer **Rodney Sermons**

Supervising Probation Officer **Mercy Urbina**

Supervising Probation Officer **Javier Valdivia**

## RETIREMENTS

Probation Corrections Officer **Thomas Knipper** - 25 years

Supervising Probation Officer **Amy Smyrski** - 24 years

Automated Systems Technician **Kenneth Voss** - 22 years

Probation Officer II **Kurt Kendell** - 20 years

Probation Officer II **Vicki Rainey-Aubry** - 18 years

Probation Corrections Officer **Charles Lynton** - 14 years

# 2020-2021 Trainers and Support Services Staff of the Year

## Detention Corrections Bureau

### **Core Instructors**

Clinical Therapist II

**Luis Martinez**

Clinical Therapist I

**Natalie Chavez-Gonzalez**

Defensive Tactics Instructor

**Probation Corrections Officer Michael Quinonez**

Overall Instructor of the Year

**Probation Corrections Officer Arturo Archuleta Inzunza**

## Community Corrections Bureau

### **Core Instructor**

Probation Officer III **Abdul-Hakim Day**

### **Defensive Tactics Instructor**

Probation Officer II **Damien Groce**

### **Range Instructor**

Supervising Probation Officer **Michele Gillard**

### **Field Training Officer**

Probation Officer II **Manuel Guzman**

### **Overall Instructor of the Year**

Probation Officer II **Gonzalo Martinez**

## Support Services Staff

### **Support Services Staff**

Media Specialist I **Renee Bailey**



# HOW EXTRADITIONS GOT ITS WINGS

By Division Director II Kathleen Huaman

In May 2018, San Bernardino County Sheriff's Deputy Chief Sarkis Ohannessian reached out to ask if the Probation Department could partner with them and assist with extraditions of adult clients who had absconded Probation supervision. Several months later, now-retired Sheriff John McMahon formally requested that county law enforcement agencies handle the out-of-state extraditions of suspects wanted on cases originating from their respective jurisdictions.

"The San Bernardino County Probation Department has been a vital justice partner with the Sheriff's Department. Our collaboration goes back decades and our mission to safeguard the communities is at the heart of what we do," Ohannessian said. "The Extraditions Program is an excellent example of our commitment to returning adults who violate the terms of their Probation back to our county together."



## Just the Facts

By law, the Sheriff is the repository of warrants. According to the Sheriff's Department, there were 230,000 outstanding warrants in 2018, and nearly 800 were extraditable. Of those cases, about 200 were on Probation. By July of 2021, there were a total of 266,000 warrants from the San Bernardino County Courts - and 12,000 of these were Probation violations. Out of the total warrants, only about 1,000 are extraditable.

## Committee

Once the decision to collaborate with the Sheriff's Department was approved, a committee was formed to embark on this journey. The committee was comprised of myself, Supervising Probation Officers (SPO) Mike Paganini, Rhonda Jaquess, Tom Hurtado, and Probation Officer III Mirna Day. The committee got to work researching concealable holsters, creating an email folder to receive incoming extraditions requests from the Sheriff's Department, developing a Caseload Explorer entry, acquiring approval for out-of-state travel, completing a Memorandum of Understanding (MOU) with the Sheriff's Department, vetting Extraditions Officers, seeking out additional training, ensuring an EMACs code was assigned, completing many consultations along the way, and helping to write and evaluate the procedure. Throughout this process, various people stepped-up and contributed, including now-retired Deputy Chief Probation Officer (DCPO) Scott Frymire, DCPO Edward Barry, Division Director IIs Nate Scarano, Chris Condon, Kim Binion, and Brent Martin, and SPO Noelle Cirilo. Additionally, the project could not have been completed without the outstanding work of Staff Analyst II Leslie Dunn and Business Systems Analyst II Jim Grant.

## Training

The only required training pursuant to Transportation Security Administration (TSA) regulations is “Law Enforcement Officer Flying Armed” (LEOFA) training. Paganini stepped up as the Department’s point of contact for TSA, who then provided Probation Officers with this training. However, in the true SBC Probation spirit, we sought out other training so our staff would be well prepared for this type of transport.

On April 3, 2019, five sworn staff attended the “Law Enforcement In-Flight Tactical Familiarization training in El Segundo. This class was taught by Homeland Security and provided scenarios that took place in the main portion of a plane. A debriefing of this class revealed the students wanted additional training for use of force type techniques in close quarters and gun holsters that were more concealable, so three of those participants went back to El Segundo and specifically learned the Homeland Security use of force techniques to bring back to our County.

In order to bring this vision to fruition, the Training Unit invited an instructor from GLOCK Professionals Inc. to provide a Low Profile Carry Class to 12 instructors. A class was then developed into a highly specialized, 3-day Extraditions Class, with yearly updates required by Extraditions Officers.

## Process/MOU

While the Sheriff’s Department agreed to be responsible for all expenses and arrangements, the Probation Department agreed to provide State Oath of Allegiance for each Extraditions Officer, provide all necessary documentation and signatures requested, and provide one armed Probation Officer per adult extraditions to match the number of clients being transported simultaneously. Additionally, the Probation Department agreed to maintain on-going compensation of the traveling Probation Officer’s salary including overtime and benefits during the extraditions process.

This project, which spanned two years of preparatory work, was fully executed in November 2020 and became effective in February 2021. Due to the global pandemic, extraditions of adult probationers with the Sheriff’s Department did not begin until April 2021. Program oversight rests with the Adult Central Division Directors.

“Providing extraditions services is one element in ensuring a holistic justice system,” DCPO Barry said. “In San Bernardino County, the Sheriff’s Department and the Probation Department - in recognition of the importance of a seamless extraditions program - partnered to provide such services. Once again, these two Departments highlight the great collaborative working relationship fostered in San Bernardino County further supporting the County Vision.”



# JUVENILE PLACEMENT

Did You Know About Juvenile Placement? By Supervising Probation Officer Kyle Borg

Did you know there are Juvenile Probation Officers assigned to supervise clients who are 18 years or older with no Probation terms, who are accountable for a contract with the Court? Did you know these clients can live anywhere within the United States, and that Probation is required to see them in person once a month? Welcome to the world of Placement, specifically Extended Foster Care, also known as AB-12.



Before we go in depth about AB-12, let me explain a regular Placement caseload, for those under 18 years old. Legislation dictates clients be supervised in the least restrictive environment, which for most individuals is in their home. Whether their home has two parents, one parent, or an alternative arrangement, a Probation Officer (PO) is assigned and supervises based on a variety of risk factors. What if the client cannot be in their home because the victim lives there? Or what if the client has no parent or guardian and was a dependent of Child and Family Services (CFS) prior to their arrest? Answer: they are ordered placed out of home.

Placement facilities are unlocked locations throughout California. Some look like a college campus, complete with an industrial kitchen for teaching culinary arts, a full indoor basketball court, an equestrian area for therapy, and a range of other services. Some Placement facilities are a normal home in a suburban neighborhood. All are staffed 24 hours a day and modified specifically for their clientele. The facilities are all certified as Short Term Rehabilitation Therapeutic Programs, which means they are capable of providing a wide range of mental health services and therapy. Examples include juvenile sex offender treatment, gang intervention, individual counseling, family counseling, pregnancy classes, and drug/alcohol dependency classes.

One of the most interesting facets of a Placement caseload

is that clients are ordered into our care, just as if they were ordered to Foster Care. So, although we typically have lower caseload sizes, each of our clients are required to be seen face to face, once a month. In addition, all Foster Care reporting requirements must be met.

When a client graduates from Placement they are either transferred back to the care of CFS, returned to their last home with supervision of their Placement PO, or, if they are over 18, they can be declared a Non-Minor Dependent and continue to receive support through Extended Foster Care. Now we are full circle!

Due to the requirement of monthly face-to-face visits, POs can work non-traditional hours and travel throughout the state. Although this can be exhausting, it has its perks - seeing new places and landmarks is very enjoyable, especially for those who have had regular supervision assignments for years. Some locations allow for overnight stays, such as Tahoe, Stockton, Madera and Fresno. However, Extended Foster Care clients have no limitations to California and can live anywhere they feel they will be the most successful, including out of state. Currently, most of our Extended Foster Care caseloads live within California, but we have one who has chosen to live in Michigan. Now if only an Extended Foster Care client would decide they could be most successful in Hawaii...

For more information on the Juvenile Placement Unit, contact SPO Borg at [Kyle.Borg@prob.sbcounty.gov](mailto:Kyle.Borg@prob.sbcounty.gov).

# RUNNING THROUGH THE DESERT



Throughout the years, our Probation Department has been actively involved in various sporting events, including the running relay known as Baker to Vegas (B2V). This year, we will be participating in a brand new event called the First Responders Relay - a race comprised of first responder personnel who will run a 48-mile relay near Lake Mead in Nevada. The event, hosted by the California Police Athletic Federation (CPAF), will be held on October 16, 2021. The stages range from 4 miles to 7.7 miles and this race - unlike B2V - is open to law enforcement and fire department agencies, paramedics, and retired personnel.

As with many new things, challenges present themselves. Since this race is open to multiple public safety agencies, runners are now competing against an even wider spectrum of fitness levels. But that just pushes us to better ourselves even more. One of the benefits of this new race is that it's being held in the fall, while B2V is usually in the spring. This allows teams to have an ongoing training routine for each race, and to stay in shape year round. That makes me really excited about our B2V team next year!

This race will also be completed in one day, as opposed to the two days it takes to run B2V. The course starts at the Hilton Las Vegas Hotel in Henderson, NV, goes through Boulder City, NV, and wraps around the Lake Mead National Recreation Area.

Our team consists of nine runners and three cyclists - male and female, sworn and non-sworn. Each team is required to have a person follow the runner on a bicycle, for the runner's safety. This is different from B2V, which utilizes vehicles on the course. It also allows the cyclists in our Department to be involved and help out the team. It's a great way to incorporate two different sports into one big event. We will also have 17 support staff, which consists of catchers, cyclists, and photographers.

We are grateful Chief Reece has supported us in this new event and we're excited to see Assistant Chief Francis out there as one of our team cyclists. If you would like to be involved, or connect our team to anyone who can help support us financially, contact me at [Christopher.Hernandez@prob.sbcounty.gov](mailto:Christopher.Hernandez@prob.sbcounty.gov).



# WHILE YOU WERE SLEEPING

## A Look Inside the JDAC Third Shift

By: Media Specialist II Lori Fowler

When most people are winding down their day and preparing for bed, the Juvenile Detention and Assessment Center (JDAC) Third Shift staff are just clocking in. Those who work the overnight shift, which starts at 10 p.m. and ends at 6 a.m., have taught their bodies and their minds to work while others sleep.

“The hardest thing about our job is trying to stay awake and stay alert. You’re doing the exact opposite of what your body is trained to do,” said Probation Corrections Officer (PCO) Terry Peters, who has been working the Third Shift at Central Valley JDAC for 21 years.

But this is the only shift she knows. Peters has chosen to work the non-traditional shift for her entire Probation career.

“At first, it was a struggle because my kids were younger and I would come home from work in the morning to get them ready for school. I would get my rest mostly in the evening hours,” Peters said. “Now, I’ve been here so long and I don’t have anybody at home. I can pretty much come and go, and sleep, whenever I feel like it.”

Third Shift staff start to arrive at the facility around 9:30 p.m. The youth are usually asleep and quiet in their rooms by the time officers have settled into their shift. There are policies that discourage opening the youth’s doors during the night - except for specific situations like a medical emergency, flooding the room, covering the windows, etc.

“We’re a skeleton crew, there are so few of us compared to the day shift, so we have to be careful about what we’re doing. We need to make sure we have proper back-up before we do anything,” Peters said.

Like the other two shifts, PCOs on the Third Shift are prepared for emergencies. But from July 2020 to July 2021, there have been no overnight codes. That means, after-hours staff have not had to deal with any significant emergencies in 12 months.

Third Shift staff are responsible for doing unit security





checks, stocking inventory at the facility, filing reports, and preparing youth for court the next morning. The majority of the shift is spent monitoring the youth during regular sleeping hours. PCOs are required to conduct room checks every 15 minutes and make their rounds throughout the night.

“We are the ones taking care of these young kids, making sure everyone stays safe and healthy,” Peters said. “We make sure they’re not doing anything they’re not supposed to be doing, like self-harm.”

While PCOs tend to the youth, the Watch Commander and Probation Corrections Supervisors tend to the staff, ensuring they are alert and completing their work.

“It’s our job to make sure that staff are taken care of,” said Probation Corrections Supervisor I Chad Williams, who worked as the Watch Commander during Third Shift recently.

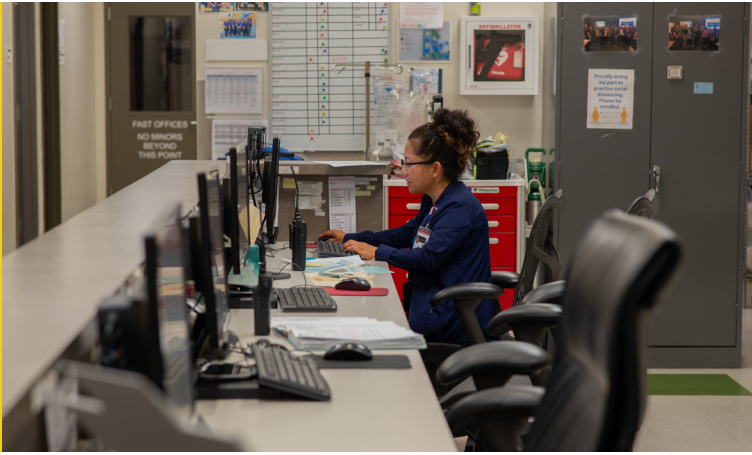
The Watch Commander is responsible for everything that’s going on in the institution, from staffing and medical services to outside clearance and the booking process.

“Our biggest responsibilities on thirds, or at least the biggest issue we deal with, is making sure that the staff schedule is ready for the next morning. We might have to order somebody to stay over, or move people around, or ask somebody to come in on the back-up list,” he said.

Another responsibility of the Third Shift Watch Commander is doing clearance calls and determining whether a youth who is arrested after hours can be admitted to the facility. Maria Pfankuff, a Registered Nurse II on the Third Shift, assesses the youth who come through in the middle of the night.



“Before accepting the youth we have to do the pre-clearance for COVID-19, so I go out there and screen them while they’re in the patrol car to make sure they don’t have a temperature or any symptoms. Then I address any health issues or psychiatric issues, get a little history so that we can identify any problems, contact medical providers and psychiatric staff, if necessary, call the parent or the social worker, verify medication, and give them a Tuberculosis and COVID test,” she said.



There is limited staff during the Third Shift, so Pfankuff has to prioritize her work and be on top of her responsibilities, which include putting together the assignments for the day shift, preparing medication, doing intake bookings, responding to any medical calls from PCOs, scheduling sick calls, and delivering medications in the morning.

When things get chaotic, the staff work together as a team. There is a certain camaraderie needed to get through the night.

“We are like sisters and brothers out here,” Peters said. “Everyone takes care of each other and we all look out for each other.”

To keep things lively, Probation Corrections Supervisors will host bonding events, like BINGO, Karaoke, midnight BBQs, and good eats during staff meetings. But don’t let that fool you, staff said. Working these kinds of hours can really take a toll.

“You never really get used to it, you just get used to not being rested,” said Williams, who has worked Third Shift on and off during his 24-year career. “My best advice to people is get your sleep, develop some sort of pattern, try to eat as healthy as you can, and take care of yourself.”



# Probation Health

# Matters

By Probation Corrections Supervisor I Tanya Delaney



Have you ever thought about changing work schedules? Have you entertained the idea of working nights instead of the traditional day shift? Here are some pros and cons to think about.

## Pros

- Being able to see your kids off to school each day and greet them when they get home.
- The ability to enroll in college and complete your education during the day.
- Less distractions – and activity – at work.
- Extra pay for shift differential.

## Cons

- Heart disease
- Diabetes
- Fatigue
- Certain Cancers

Whoa! Didn't see that coming? According to health officials, a non-traditional shift may come with possible health issues. Working the Third Shift at the Juvenile Detention and Assessment Center (JDAC) - 10 p.m. to 6 a.m. - may free up extra time in the day, but you are actually working when your body is prepared to sleep.

**Don't let that discourage you though.** There are plenty of Third Shift employees who prefer to work nights, in fact some of our JDAC staff have been doing it for more than 20 years. Here are some tips that can help you adjust to an alternative schedule and keep your body and mind healthy. Finding the right combination

will help ease the strain of working Third Shift.

### **Adjust your circadian rhythms or cycles.**

Try staying up extra late the day before, as your body won't adjust right away without being tired first.

### **Get your recovery sleep.**

After your first Third Shift, allow yourself sufficient sleep – ideally seven to eight hours - during the day before your next shift.

### **Get a routine going - Switch the day/times backwards.**

Treat 7 p.m. as if it was 7 a.m., and vice versa. Do activities, like exercise, homework, meals, as if it were daytime. Take a daily nap to help with sleep deprivation and fatigue - even if only 30 minutes.

### **Wear sunglasses after your shift.**

The alerting affect from the sun can make it hard to go to sleep once you are home and wearing sunglasses can help counteract the signal to the brain to stay awake.

### **Prioritize your health.**

Exercise when you can. Eat a meal before work and snack on healthy food throughout your shift. The body increases its appetite to get the energy it needs to keep you awake during those hours.



The On-Call Duty Officer Program, which is overseen by the Central Adult Services Division Director II, consists of up to 26 Supervising Probation Officers (SPOs) and Probation Officer IIIs (POIIIs) who are paid to address Probation matters during non-traditional work hours.

Calls typically consist of law enforcement agencies inquiring about the Probation status of a detained person, or an alert regarding a Probation building alarm. On occasion, the Juvenile Detention and Assessment Center (JDAC) Watch Commanders will call looking for a warrant that they weren't able to access, or a parent will check-in about their child on House Arrest. The most common calls are from Veritracks, the Department's Global Positioning System (GPS) Company, who call to report that a probationer's GPS ankle monitor has a low or dead battery. The On-Call Duty Officer follows up and contacts the probationer to discuss how to correct the issue.

On occasion, the GPS tamper notification can turn into a real public safety issue. SPO Julie Schlobohm recalls a time when she received a Veritracks Master Tamper alert for a sex offender. Most of the time, these types of calls are due to a low or dead battery, but Schlobohm did her due diligence and looked the probationer up in Caseload Explorer (CE) and Veritracks. According to his GPS monitor, his pinned location was at a park, which violated the probationer's terms to not be around children, or places where children may congregate. Schlobohm contacted the Rancho Cucamonga Sheriff's dispatch and requested that deputies be sent to the location. Sheriff's Deputies located the probationer sitting on a park bench, watching nearby children. His ankle monitor had been cut off and was on his lap.

# Waiting by the Phone

## The On-Call Duty Officer Program

By Division Director II Kim Binion

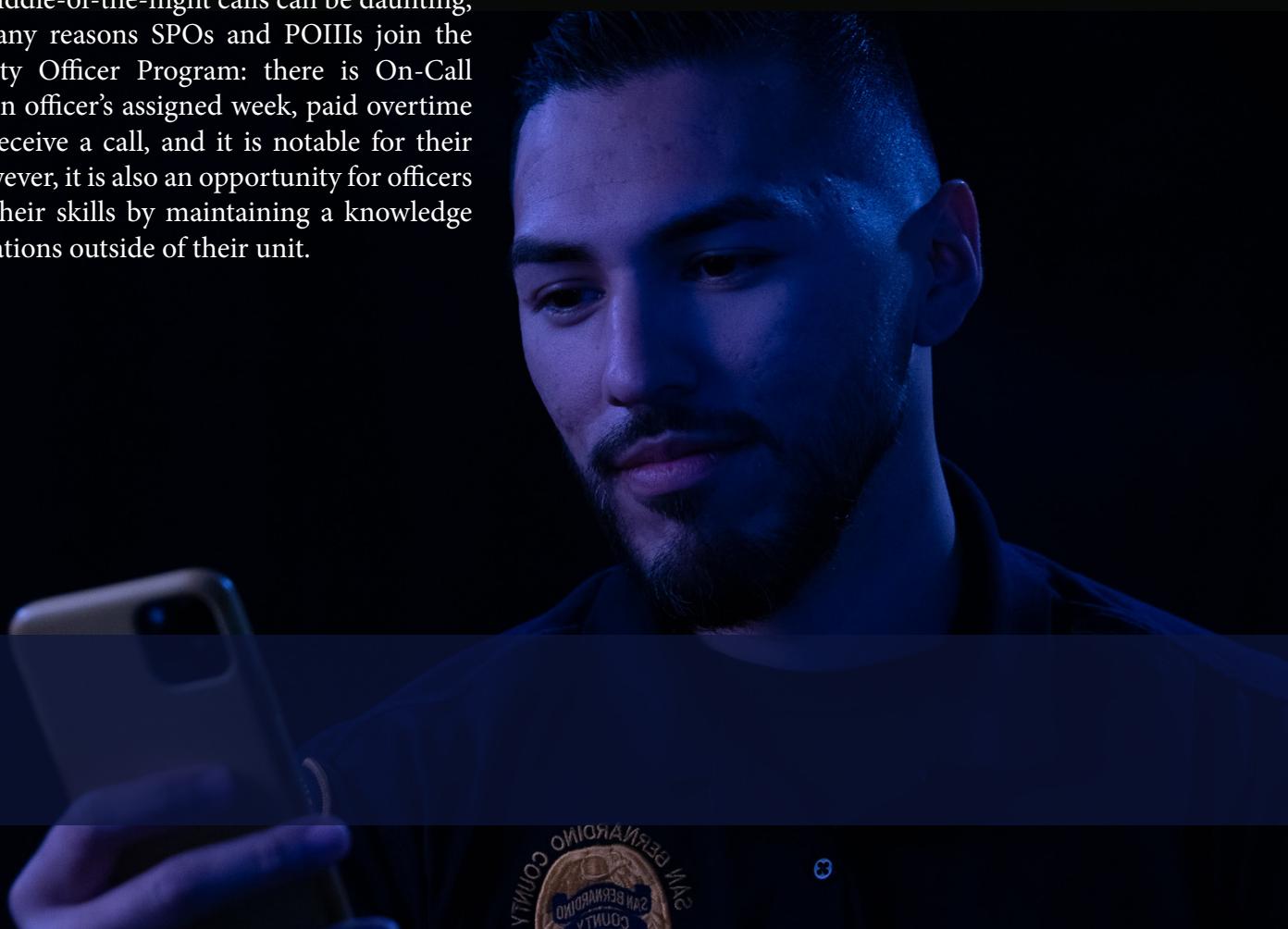
There have also been calls regarding clients in the juvenile division. One night around 12:30 a.m., POIII Robert Bloe received a call from a distraught mother who said her child, who was on Probation, had been in a fight at school and was suspended. She went on to say that her son, who dealt with mental health issues, had expressed suicidal ideations and had not come home. Bloe was able to pinpoint the youth's location through his GPS monitor, but the youth continued to evade his mother. The next day, the youth removed his ankle monitor and was still missing. With approval from the On-Call Director and On-Call Deputy Chief, the decision was made to form a Probation Call-Out Team, who spent hours searching for the youth. Once they found him, they worked to gain his trust, eventually convincing him to surrender. The youth was able to receive the services he needed and the youth's mother received tremendous relief knowing her son was safe and out of harm's way.

While the middle-of-the-night calls can be daunting, there are many reasons SPOs and POIIIs join the On-Call Duty Officer Program: there is On-Call pay during an officer's assigned week, paid overtime when they receive a call, and it is notable for their resume. However, it is also an opportunity for officers to sharpen their skills by maintaining a knowledge base for situations outside of their unit.

"I decided to join the On-Call Team to step out of my comfort zone and strengthen my decision making/ leadership skills. As an On-Call Duty Officer, I've been able to work in areas outside of my day-to-day job scope," said POIII Mizraim Sanchez, who has been in juvenile supervision the last few years. He said being on call has helped sharpen his knowledge on adult matters.

Each participant is expected to sign-up for two separate weeks throughout the year. The most senior On-Call Duty Officer picks their choice of weeks to cover and then it goes down the list in order of seniority to cover the year. First time officers are placed in order of when their memo of interest was received. On-Call week coverage starts at 5p.m. Wednesday and ends at 8 a.m. the following Wednesday.

Once a year the Central Adult Division Director II will send out a memo of interest for those who may want to join the program. For more information, contact DDII Kim Binion at [Kim.Binion@prob.sbcounty.gov](mailto:Kim.Binion@prob.sbcounty.gov).



# AFTER HOUR UNITS

There are several units in the San Bernardino County Probation Department that work nights, weekends, and holidays in order to protect the community. These after-hour shifts provide the resources necessary to hold clients accountable at all times.

## MET

Supervising Probation Officer David Neal  
[David.Neal@prob.sbcounty.gov](mailto:David.Neal@prob.sbcounty.gov)

The Multiple Enforcement Team (MET) is an enforcement element of the Department dedicated to reducing the warrant population, completing new crime reports, and conducting complex surveillance operations. The unit also collaborates with and supports other units in the Department, as well as outside Law Enforcement agencies. As mentioned in the MET Purpose Statement, “Our priority is to support the Department’s mission by apprehending fugitives, engaging in gang suppression efforts, conducting investigations and participating in targeted operations in order to reduce the incidence of violent crimes and fear of crime.”

During day-to-day operations, MET officers assist with mobile surveillance to obtain reliable addresses on probationers, new law crime reports when local law enforcement is unable to respond, and intelligence on probationers with warrants or who may pose a threat to the community. To complete these tasks, MET officers remain flexible, as their job often requires them to work some nights and weekends. On more than one occasion, MET officers continue to conduct surveillance after normal business hours. They must also remain patient and work additional hours to properly identify a suspect and/or location prior to conducting a warrant service.

MET officers fall under the Specialized Division and are typically the first to deploy during a state of emergency. During the Trona earthquake, officers worked around the clock in the Trona area - more than 130 miles from San Bernardino - changed schedules, and were reassigned to Reaction Teams. MET officers were also part of the first group to deploy Reaction Teams to provide security for the Covid-19 pandemic.



**MET**



**DUI Unit**



**Sex Offender Unit**



**Training/Range**

## DUI Unit

Supervising Probation Officer Sara Paisley  
Sara.Paisley@prob.sbcounty.gov

The DUI Unit is a grant-funded unit that supervises individuals convicted of felony DUI offenses involving alcohol. The grant is awarded to the Probation Department on a year-by-year basis through the Office of Traffic Safety (OTS).

The overall goal is to assist in the rehabilitation of DUI offenders who are under supervision, while simultaneously helping them become more productive members of society. Offenders on DUI supervision are regularly checked for alcohol consumption through the Preliminary Alcohol Screening (PAS) Device and the Secure Continuous Remote Alcohol Monitor (SCRAM) Device. Recently, the DUI Unit began using the Impaired Driving Assessment (IDA)

## Sex Offender Unit

Supervising Probation Officer Michael Aguilar  
Michael.Aguilar@prob.sbcounty.gov

The Sex Offender Unit is dedicated to providing service during all hours. Our guideline is to work two evening shifts per month, from 11:30 a.m. to 10 p.m. The goal is to make contact with probationers that have day-time jobs, verify their employment, conduct thorough searches, and confirm the other residents of the home. We strive to increase community safety by ensuring the proper supervision of offenders who have been convicted of sex-related crimes and placed on Probation.

The unit is also dedicated to working with sexual offender treatment providers in utilizing evidence-based strategies to reduce the risk of recidivism in our communities. We utilize the evening hours for treatment as an opportunity to sit in on these sessions and verify attendance as well as participation.

## Training/Range

Supervising Probation Officer Paul Koch  
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While 20/20 is often considered the standard for perfect vision, a person's sight can be reduced to 20/200 in total darkness. According to the FBI's Law Enforcement Officers Killed and Assaulted (LEOKA) data, more than half of the incidents in which officers were feloniously killed or assaulted between 2005 and 2014 occurred in hours of low light, or 8 p.m. to 6 a.m.

As officers, we encounter low light/no light situations 24-hours a day, whether it is clearing a dimly lit home at noon or conducting night operations at 9 p.m. in the winter. Hence the need for officers to train, practice, and qualify in low to no light conditions. When utilizing flashlights, officers

to assess each probationer. The assessment allows officers to create a supervision and rehabilitation plan based on the individual's needs.

Another way the DUI Unit works to ensure offenders are in compliance with the Court is by conducting random home compliance checks. These checks are unannounced and conducted at night, on weekends, and during calendar days typically known for alcohol consumption, like Cinco De Mayo, St. Patrick's Day, and the Super Bowl. The unit conducts field-work during these times as a way to encourage compliance and safety. The DUI Unit further assists in public safety by serving active DUI warrants within our community. The objective of the DUI Warrant Operations is to help these individuals obtain compliance with the Court and to keep our communities safe.

A Halloween Compliance Operation is conducted every year, regardless of the day of the week. In 2020, 46 Probation Officers conducted compliance checks on registered sex offenders to ensure they were complying with their terms and conditions of Probation. These officers made 184 contacts and completed 133 searches in all areas of the County including Chino, Barstow, Joshua Tree, and Crestline. Additionally, on a Saturday in 2020, 12 officers conducted out-of-county compliance checks with the goal of contacting 20 probationers residing in Riverside County, Los Angeles County, Orange County, San Diego County, and Needles.

Lastly, our unit utilizes Global Positioning System (GPS) monitoring as a tool to assist with our supervision of offenders. Though officers in the unit do not work 24 hours a day, we use GPS to track our offenders around-the-clock.

are trained in three techniques: the modified Harries, Ayoob (thumb-to-thumb), and shoulder technique. An officer chooses the technique best suited for their needs. Tactical flashlights - lights mounted to the weapon system - are another option, however clearing with a tactical flashlight is discouraged and not taught. Every year a night qualification is conducted in low to zero light conditions. Flashlights, back lighting, and strobe lighting have been used to show how different lighting can affect a person's ability to see and their depth perception.

Scenarios are conducted in low to no light conditions to allow the officer to practice the techniques learned. These are perishable skills that need to be practiced periodically in order to continue to serve and protect our officers and the community.



# A PAST LIFE - FROM COSMETICS TO CORRECTIONS

By Probation Officer II Amanda Shaffer



Prior to my career with the San Bernardino County Probation Department, I worked in the cosmetic industry for three years. I started my first job at Sephora as a seasonal employee in preparation for the holiday rush. On my first day, I felt intimidated by the vast selection of products the store offered, which I would need to master.

I clearly recall working my first Black Friday Sale during our opening hour at 11 p.m. on Thanksgiving night. This was the first graveyard shift I had ever worked. When the store opened, a wave of customers flooded in and left destruction in their wake. The largest make-up display, which housed sales items, was knocked over. A mountain of packaged products were trampled, seemingly unnoticed, on the ground. When I knelt down amongst the sea of people's feet and attempted to salvage the items from the floor, the crowd closed in around me. I had to physically push my way past the barrier of purses and baskets after being unapologetically stepped on. Throughout the night, I found myself pulled in multiple directions by guests who had adrenaline coursing through their veins and were short on patience.

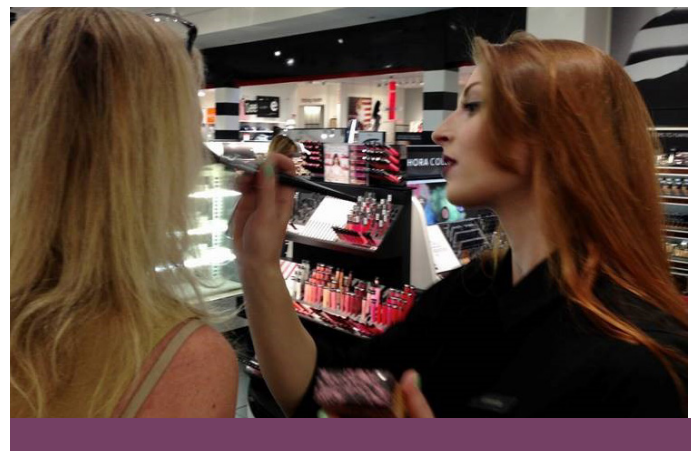
Although I felt overwhelmed and discouraged, my team helped to encourage and teach me. I learned to prioritize tasks, manage my time, and ask for help when I needed it. I was promoted to a team leader at Sephora, and was eventually recruited to Ulta Beauty as a manager.

While I worked in the cosmetic industry, I completed my Bachelor's Degree in Psychology. I searched for jobs that required such a degree. My hunt brought me to the position of Probation Corrections Officer (PCO). I liked the idea of working with at-risk youth and began my career in 2015 as a PCO. I became a Probation Officer (PO) the following year and was assigned to the Victorville Office.

Straight out of CORE and field training, I was assigned a Medium Supervision caseload. I became responsible for office visits, reports, and home visits for the first time. The caseload was full of active probationers who generated a great deal of paperwork and required a lot of attention through programming. Again, I felt myself become overwhelmed. I felt that same drowning sensation that I had experienced on Black Friday when I was stuck under the crowd of crazed customers. Just like at Sephora, I was fortunate to have a great team of knowledgeable and caring coworkers who supported me, taught me, and helped with tasks when I needed. Those coworkers helped me become an effective officer and case manager. They taught me how to prioritize these new tasks, schedule time for office visits, paperwork, phone calls, and field-work. With the help of a team, I felt confident in my abilities and was eventually able to help other officers who were overwhelmed. Our office operates on team work and each of us is willing to help a partner in need.

Since being assigned to the Medium Supervision Unit, I have worked at the Victor Valley Sheriff's Station as their liaison and am currently assigned to the K9 Unit with my 4-legged partner Bane.

My career with the Probation Department is vastly different from my work in cosmetics. However, one thing still rings true - it takes a team effort to shape effective employees, no matter the job. Also, reliable partners make work fun. I always want to be the officer who lends a helping hand to strengthen our team, Team SBCProbation.



## PCSI Darrell Warren

During my time off from work, I enjoy writing screenplays and directing films. I have written a few different scripts, one about baseball, one about a horse jockey, and one about the Holocaust.

I have also directed, or assisted with, films titled "Even Steven," a suspense drama, "Talent for the Game," a baseball film, and "Reluctant Justice," a movie about the Italian Mafia. (Warren is pictured in a black police shirt in both pictures.)



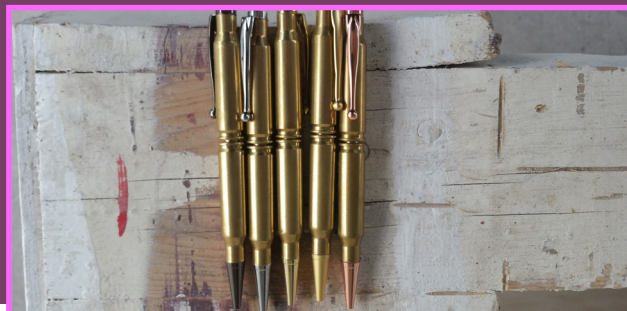
## POIII Lauren Zinn

Picture this- it's the year 2020, and the whole world has seemingly shut down... including filming of all of my favorite T.V. shows. What's a girl to do with no new episodes? That's when I discovered baking shows. After I watched the first one, I thought, "That looks like fun." Fast forward a little, I am now addicted to baking shows and actually baking. The more cupcakes I made, the more I improved. I'm now baking on a regular basis and selling cupcakes on the side. It's definitely the best tasting hobby I've ever taken up!



## PCO Richard Mondragon

Around 2012, I was looking at military memorabilia and reminiscing about my USMC days. I found someone on EBay who sold pens made from 7.62 and .308 bullets and I bought one for \$25. After examining my new pen, I figured out that this was a product I could make myself. Around the same time, a friend was giving away his late father's cast iron drill press. With some trial and error, I started making my own pens out of bullets, each of which was an actual live round shot on a range. I really only make enough to sell to friends and coworkers or give as gifts as it is a 2-day process. Eventually, I would like to have the time to make enough to sell them online.



# Preventing workplace injuries

## Tripping

By: Application Specialist Dale Gerlach

A single workplace accident can leave a big impact on you, the employee, and the Department. Between medical bills, loss of staff productivity, and possible workers compensation paperwork, the costs can be high. Trips and falls are the most common workplace injury. They are also responsible for the most disabling injuries, according to the Centers for Disease Control (CDC).

The most common causes of office falls include: Tripping over an open desk or file drawer, electrical cords or wires, loose carpeting or objects in the hallways. Bending or reaching for an object while seated in an unstable chair. Using a chair in place of a ladder.

Inadequate lighting. There are ways to avoid these common workplace injuries. Look before you walk and make sure the walkway is clear. If you are done with a desk or file drawer, close it. Don't reach for something while seated. Report any loose carpeting or electrical cords so they can be fixed. Help keep the office fall-proof. Clean up spills from the floor and pick up objects that are out of place. Use a stepladder, not a chair, if you need to reach something overhead.

Other workplace injuries often happen as a result of lifting objects, even small loads, improperly. Avoid injuring your back, neck, and shoulders by: Using your legs - not your back - when lifting something. Allowing your back to stay straight and refrain from twisting. Using your entire hand - not just your fingers - to hold the load close to your body.



Inadequate  
Lighting

Leaning Back  
on Chairs

Using Chairs  
as Ladders



## 3rd Quarter Safety Topic

Information gathered from Albert Einstein College of Medicine ([einsteinmed.org](http://einsteinmed.org))



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