

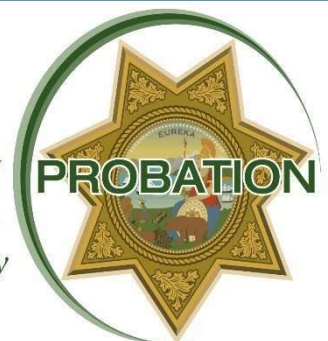
KERN COUNTY PROBATION

"Commitment to a Safe Community"



TR MERICKEL
Chief Probation Officer

KERN COUNTY
*Commitment to a
Safe Community*



MESSAGE FROM THE CHIEF



Accountability and opportunity are the dual pillars upon which the Probation Department operates in order to accomplish our mission of reducing the incidences and impact of criminal behavior. We must hold people accountable for their actions, yet we must also provide opportunities for them to change their lives around. It is this duality that makes the work of Probation both challenging and rewarding.

While accountability and opportunity are the foundational values upon which the Department is built, it is our use of evidence-based practices that drive the everyday operations forward. The Probation Department is committed to scientifically validated practices and programs that have been proven to reduce recidivism. The foundation of this approach is our use of an evidence-based assessment. These assessments provide an offender risk level, which allows the Department to prioritize our caseloads and resources by shifting focus to those offenders at highest risk to reoffend. The assessment also identifies offenders' "criminogenic" needs (those dynamic risk factors in an offender's life which are directly related to re-offending). A tailored case plan can then be developed to address the top criminogenic needs. Research shows recidivism can be significantly reduced through this approach.

Evidence-based treatment (EBT), and other best practices, are the next step after an assessment and case plan is completed. The Probation Department treatment capacity has been greatly increased over the last decade. This can be seen in our adult Day Reporting Center (DRC) and Adult Programs Center (APC). In our juvenile facilities we have increased our EBT and youth services through our new Re-entry, ADA and Programming (RAP) units. Furthermore, our Juvenile Programming Unit (JPU) provides EBT across our continuum of services. We also continue to rely on our community partners to fill in service gaps in order to fully serve our clients and their families. We understand that in order to make the largest impact possible, a robust collaborative effort is needed across numerous stakeholders.

As you read this annual report, you will see the dual roles of accountability and opportunity in play. Our staff are dedicated to these principles. They have chosen this exact profession because they want to both keep our community safe and make a difference in the lives of those who need positive direction. "Commitment to a Safe Community" is more than a saying for our Department, it is a call to action and a promise made.

Sincerely,

TR Merickel
Chief Probation Officer

"Success is not final, failure is not fatal: it is the courage to continue that counts."

Winston Churchill

MISSION - VALUES

MISSION

The mission of probation services is to reduce the incidence and impact of criminal behavior of juveniles and adults.

VALUES

Commitment • Integrity • Professionalism

OPERATING PRINCIPLES

- **In order to achieve our goals, the Probation Department will strive to be responsive to community needs and concerns**
- **Probation staff are encouraged to provide input to influence the direction of the department and to improve the delivery of services.**
- **The Probation Department is committed to staff Development and an ongoing evaluation of all services provided.**

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SUPERIOR COURT OF CALIFORNIA



Honorable Judith K. Dulcich
Presiding Judge

Metropolitan Division

Honorable Charles R. Brehmer
Honorable John R. Brownlee
Honorable Michael G. Bush
Honorable Gloria Cannon
Honorable Thomas S. Clark
Honorable Michael E. Dellostritto
Honorable Judith K. Dulcich
Honorable John L. Fielder
Honorable Therese Foley
Honorable Susan Gill
Honorable Colette M. Humphrey
Honorable David R. Lampe
Honorable Chad Louie
Honorable John W. Lua
Honorable Brian M. McNamara
Honorable John Oglesby
Honorable Tiffany Organ-Bowles
Honorable Gregory Puskamp
Honorable Stephen Schuett
Honorable John S. Somers
Honorable Jerold Turner
Honorable Kenneth C. Twisselman II
Honorable Louie Vega
Honorable Ralph WM. Wyatt
Honorable David R. Zulfa
Dawn Bittleston, Commissioner
Linda S. Etienne, Commissioner
Andrew B. Kendall, Commissioner

Metropolitan Division—Juvenile Justice Center

Honorable Lorna H. Brumfield
Honorable Marcos R. Camacho
Honorable Raymonda Marquez

Metropolitan Division—Traffic Court

Honorable Eric J. Bradshaw
Alisa R. Knight, Commissioner

North Division

Honorable Jose R. Benavides
Honorable Robert S. Tafoya
Honorable David Wolf
Steven Shayer, Commissioner

South Division

Honorable Craig G. Phillips
Cynthia L. Loo, Commissioner

East Division

Honorable Kenneth Green
Honorable Kenneth G. Pritchard
Honorable Bryan Stainfield
Jason Webster, Commissioner

KERN COUNTY BOARD OF SUPERVISORS



1st District – Honorable Mick Gleason

2nd District – Honorable Zack Scrivner

3rd District – Honorable Mike Maggard

4th District – Honorable David Couch, Chairman

5th District – Honorable Leticia Perez

KERN COUNTY JUVENILE JUSTICE AND DELINQUENCY PREVENTION COMMISSION

Jamie M. Henderson, Chairman
Michael McCormick, Vice Chairman
Mike Payne, Secretary

John Alcala
Henry Castaneda
Timothy Kleier
Teresa Vasquez
Robert Kilgore
Ray Yocum

PROBATION DEPARTMENT ADMINISTRATION



TR Merickel
Chief Probation Officer



Scott A. Royer
Deputy Chief Probation Officer
Administrative and Field Services



William P. Dickinson
Deputy Chief Probation Officer
Institutions

DIVISION DIRECTORS



Victor Cotera
Adult Services



Frank Herrera
Administrative Services



Matthew S. Fontaine
Larry J. Rhoades
Kern Crossroads Facility



Rebecca L. Jamison
Fiscal, Research,
and Planning



Michael Mata
Camp Erwin Owen



Elaine Moore
Juvenile Services



Laura Rivas
Juvenile Programs



Jeremy Roberts
AB 109



Ryan Wegis
James G. Bowles
Juvenile Hall



Brandon Hankins
Manager - Technology
Services

ASSISTANT DIVISION DIRECTORS



Ahmed Baameur
James G. Bowles Juvenile
Hall



Matthew Kunding
Larry J. Rhoades
Kern Crossroads Facility



John Sanchez
Camp Erwin Owen



Joel Walton
Administrative Services

FISCAL, RESEARCH, AND PLANNING



Rebecca Jamison
Division Director

The Fiscal, Research & Planning Division is the financial backbone of department operations, as well as strategic planning, data collection, and reporting. In addition, responsibility for nearly all Community Corrections Partnership (CCP) activities are housed under this division.

The staff within my division include Accounts Payable, Accounts Receivable, Collections, and Research, Analysis & Data. I'm honored to work alongside the 26 employees who make up this division handling all departmental purchasing, contracts, collecting and distributing victim restitution, reporting, statistical analysis, budget preparation and implementation, assessing legislative impacts, and grant preparation, just to name a few.

The Fiscal, Research & Planning Division staff work tirelessly to support the mission and operations of the Probation Department through a "Commitment to a Safe Community."

"The price of greatness is responsibility."

Winston Churchill

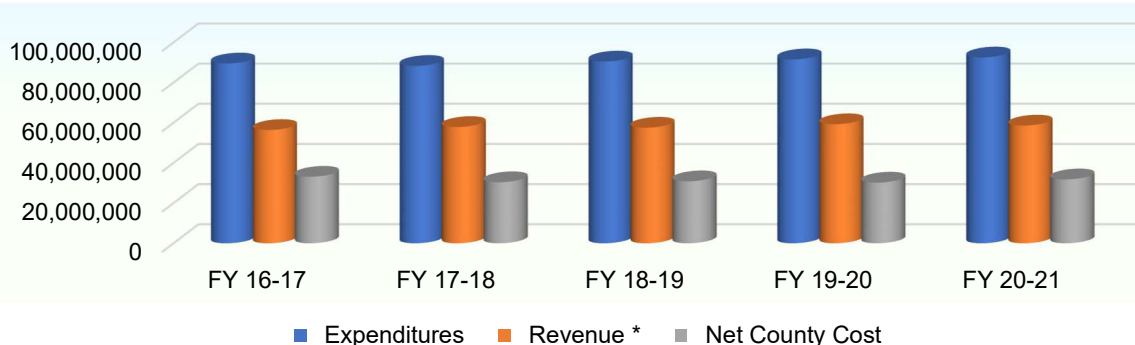
Fiscal Services

Fiscal Services handles a multitude of financial and administrative activities including budget development, preparation and control; accounts payable; claims preparation; accounts receivable; collections; purchasing; financial reporting; contracts; and capital assets.

PROBATION DEPARTMENT APPROVED BUDGET					
	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21
Expenditures	89,540,493	88,318,405	90,513,168	91,586,619	92,531,650
Revenue *	56,410,976	57,906,110	57,547,257	59,285,275	58,621,003
Net County Cost	33,129,517	30,412,295	30,879,321	30,214,754	33,910,647

**Based on the Approved Budget, Revenue includes public safety funding, Juvenile Probation and Camps Funding (J.P.C.F.), Social Security Act (Title IV E), and other funding as available.*

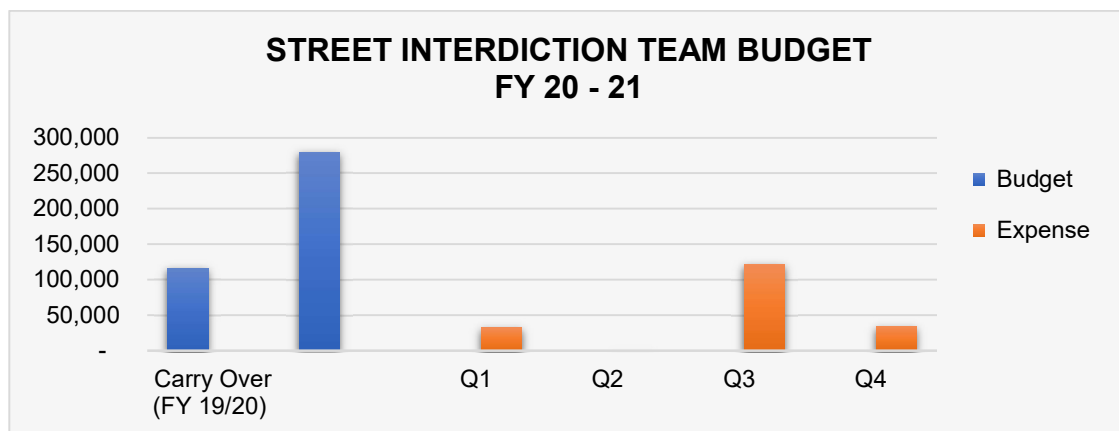
PROBATION DEPARTMENT APPROVED BUDGET 2016 - 2021



Research Analysis and Data (RAD)

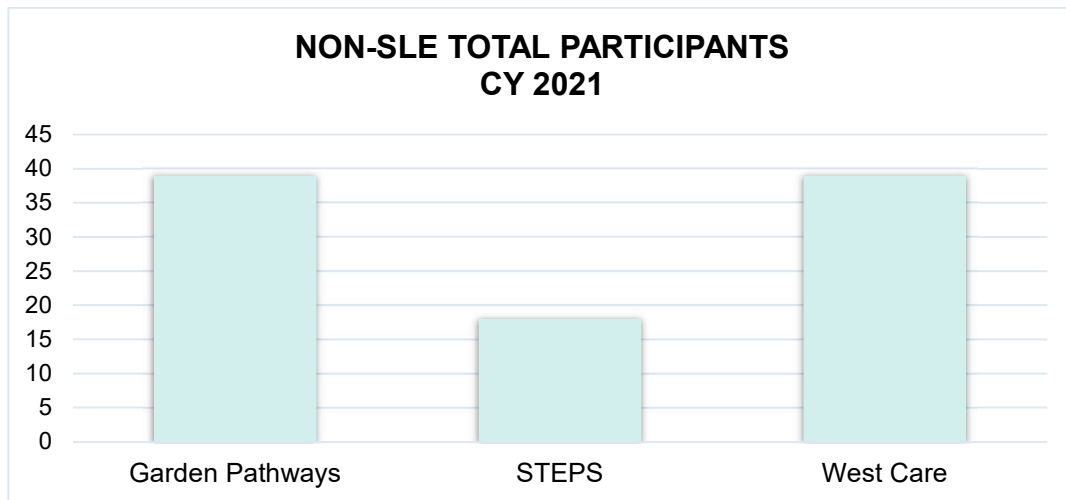
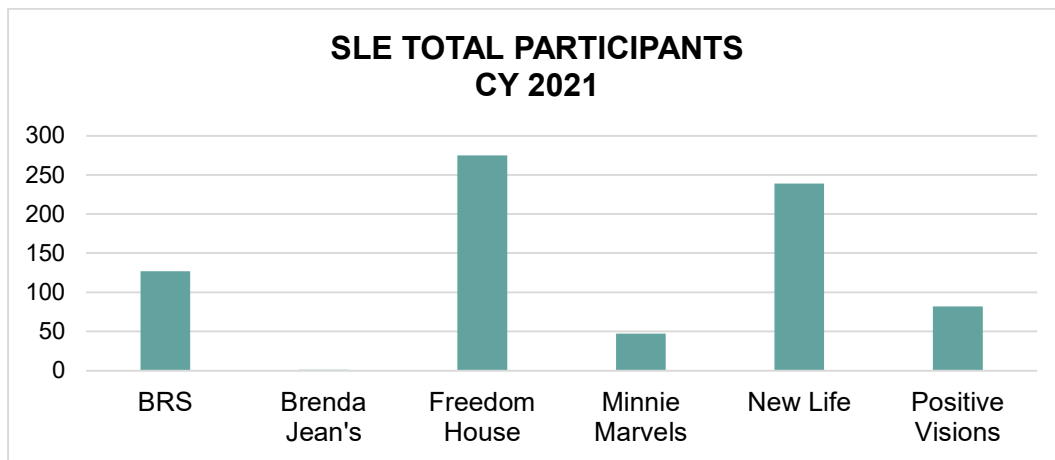
The Research, Analysis, and Data (RAD) Unit was created out of increasing demands for data collection and research brought on by the implementation of the Criminal Justice Realignment Act of 2011, also known as Assembly Bill (AB) 109. In October of 2011, the RAD Unit started with one Departmental Analyst focusing on AB 109. Since then, the scope of the RAD Unit has expanded to grant research, data collection and reporting, and special projects as needed. With a development of scope, the RAD Unit has grown to five Departmental Analysts, one Supervising Departmental Analyst, and one Office Services Specialist. Responsibilities of the RAD Unit include:

- Collection and reporting of quarterly dashboard reports, Carry Forward Requests, Growth Funds, and Contingencies to the Community Corrections Partnership (CCP) and the Board of Supervisors on AB 109 activity in the community
- Collection and reporting of criminal justice population and program involvement for offenders. Such reports are prepared for the CCP, Chief Probation Officers Association of California (CPOC), the Board of State and Community Corrections (BSCC), and the public
- Maintaining and processing financial reimbursement information, attending monthly meetings, conducting annual trainings for the Street Interdiction Team (SIT)



- In Fiscal Year 2020-2021, SIT conducted 9 operations (17 days, 204 hours) throughout Kern County
- Through those operations, the following items were seized:
 - Currency - \$1,285
 - Vehicles – 9
 - Weapons and Other – 72
 - Narcotics (grams) – 1,538.77
- Coordination of Request for Proposals (RFP) for AB 109 funds distributed through the Community-Based Organizations (CBO) Program

- Monitoring the CBO Program, in conjunction with the Sheriff's Office and Behavioral Health and Recovery Services, through site visits and monthly meetings



- Facilitation of multiple inter-agency and department meetings
- Conducting program evaluations and other research studies as needed

In Fiscal Year 2020-2021, the RAD Unit also oversaw the following:

- Management of the Kern Targeted Outcomes Project
- Program Inventory update
- Kern County AB 109: Public Safety Realignment Report
- Grant research

ADMINISTRATIVE SERVICES DIVISION



Frank Herrera
Division Director

The Administrative Services Division is the cornerstone of the Probation Department. It supports the department and the commitment to a safe community by providing key logistical support in human resources, technology, staff development, policy development, and administrative investigations. Nearly every aspect of the department's day-to-day functions are enhanced and influenced by the services provided by this Division.

I am proud to lead my administrative team in its effort to hire the highest quality candidates, provide staff the latest in evidence-based training modules, and respond to the ever-expanding challenges of emerging federal, state, and local legislation. I am confident we can meet these challenges and continue to support the department in its dual role of service to the community.



Joel Walton
Asst. Division Director

"Don't measure yourself by what you have accomplished, but by what you should have accomplished with your ability."

John Wooden

The Administrative Services Division combines and centralizes a variety of mission critical support service functions. These services include personnel and payroll, staff training and development, public relations, volunteer services, and intern programs. Additionally, the division conducts pre-employment background investigations, develops and publishes policy, and initiates recruitments for vacancies and promotions.

The Administrative Services Division represents the department at Pitchess Motions, complies with Subpoena Duces Tecum for records and produces records pursuant to the California Public Records Act.

RECORDS CUSTODIAN RESPONSE		
FY 20 – 21		
California Public Records Act	Subpoena Duces Tecum	Pitchess Motions
9	48	0

Professional Standards Unit

The Professional Standards Unit maintains the responsibility of processing permanent, extra help, volunteer, and intern candidates for employment. Priorities include processing background investigations in a timely and efficient manner while being responsive to the Department's needs. The unit maintains extra help employee hiring and retention to provide for adequate staffing levels within the institutions. In addition, the unit is responsible for conducting security clearances and Prison Rape Elimination Act (PREA) checks on contracted providers, as well as Grand Jury background checks. This requires officers conduct a wide spectrum of duties ranging from coordinating interviews and physical ability testing to conducting comprehensive background investigations and making referrals for psychological evaluations.

As part of the recruitment process, officers are charged with conducting outreach to local colleges, attending job fairs, maintaining marketing supplies and updating employment information on various websites. During Fiscal Year 2020-2021, recruitment and community outreach played a large role in officer duties. With the assistance of officers from various supervision units, the department continued to make connections with many community members. Other duties within the unit include coordinating and proctoring the Fitness Incentive Testing for safety employees and Employee Service Award disbursement.

The department continues to utilize social media as an additional resource to connect with the community. The interactive technology provides an opportunity to engage the public on a regular basis while also offering insight into the responsibilities of the department. Multiple social media platforms are used to share relevant information regarding department services, special events, safety topics, staff recruitments, and employee accomplishments. The department launched a Facebook page and began posting information on Instagram. Although these are the two primary channels used by the department, information is also shared via Twitter and YouTube.

Accomplishments over the last fiscal year include meeting the Department's demand for processing background investigations in a timely manner, advancing the best and brightest candidates and protecting the integrity of the hiring process.

BACKGROUND STATISTICS FY 20 - 21	
Background Investigations	173
Permanent Positions	97
Extra Help Positions (includes rehires)	57
PREA/Security Checks	87
Intern/Volunteer Background Checks	10

SOCIAL MEDIA STATISTICS FY 20 - 21	
Facebook Posts	288
Instagram Posts	288
KERN COUNTY PROBATION STAFF ALLOCATION FY 20 - 21	
Sworn Personnel	274
Support Personnel	112
Institution Staff	
Sworn Personnel	230
Support Personnel	11
Institution Staff	
	627

Staff Development and Training

As community corrections continuously evolves and changes, it is critical that the Training Division responds with appropriate training curricula that addresses current trends, evidence-based practices, and changes in laws, but does not lose focus on officer safety. During the past decade, the role of corrections staff has shifted to more treatment oriented, while at the same time, the composition of their clients has become more concentrated with higher risk offenders with identified criminogenic needs that must be addressed.

The Training Unit offers annual training that is multi-faceted. During the Fiscal Year 2020 - 2021, officers attended 442 training classes, workshops, and conferences that included topics such as Assessments, Motivational Interviewing, Behavior Response Matrix,



EPICS, Autism and Probation, Special Needs and Probation, Use of Force Report Writing, CPR and Combat Medicine, Gangs and Situational Awareness, Cultural Competency, Interacting Effectively with the Mentally Ill, Mental Health 101, Self Defense for Unarmed Staff, Glock Firearms, The Impact of Trauma on Probation Personnel, Determinate Sentencing, Active Crisis Training, Weapons Identification and Safety, Spear System, Field Training Program Orientation, Mindful Relationships,

“It is better to do something than to do nothing while waiting to do everything.”

Winston Churchill



Introduction to Simunitions - Force on Force Training, Advanced Drug Abuse Recognition, Bulletproof, Emotional Intelligence, Leadership Competencies, Presentation Skills, Effectively Managing Stress, Writing with Confidence, Law Update, Trauma Informed Care, Human Trafficking, Introduction to Restraint Devices and Suicide Rescue Knife, JCO Onboarding-Orientation to Juvenile Institutions, Use of Force Policy, Prison Rape Elimination Act, and Introduction to Crisis Prevention Intervention, and Reality Based Training- Room Extractions.

Special Services Team

The Juvenile Court Work Program (JCWP) is a probationary term that serves as an alternative to incarceration. Building positive work habits and encouraging self-esteem through physical labor, while completing community projects, is at the core of JCWP. Our program teaches discipline through fair and firm rules. We provide services to referred minors from the Juvenile Court or Juvenile Traffic Court.

Normally, work is completed for governmental entities or nonprofit organizations, such as the Parks Department, Kern County Fire Department, the Kern County Property Management or the Shafter Animal Shelter to name a few. Our participants are monitored by Juvenile Corrections Officers (JCOs), who ensure youth safety and encourage learning new skills associated with lawn care and refuse removal.

Occasionally, we are tasked with clearing and cleaning alleys in the areas of the County affected by unlawful dumping. This fiscal year, JCWP serviced 220 youth with a total of 14,199 hours of community service. Two JCOs are assigned to JCWP are part of the Special Projects program. They are dedicated to repairing and installing items throughout the Department in areas restricted to minors. The Special Projects program is tasked with reducing departmental costs by performing cost effective repairs and installations. They have reduced these costs by eliminating some installation/assembly charges for furniture, appliances and earthquake protection for heavy items.



Firearms/Range

Our range staff assembled of 10 Commission on Peace Officers Standards and Training (POST) certified instructors. They qualify our 150 plus armed field officers once per quarter and provide ongoing training quarterly. Range staff also train all new officers in a 36-hour course emphasizing firearms law, safety, marksmanship, and tactics. Our range staff keep our officers proficient in both handgun and shotgun skills. Finally, range staff testify as firearms experts when needed.



Simunitions



Our Simunitions (SIMS) staff consists of 20 SIMS certified instructors. They are responsible for providing ongoing training to the 150 plus field officers.

SIMS is a scenario-based force on force training that hones officers searching, use of force, verbal de-escalation, and safety skills. All field officers are sent through a 40-hour class initially and eight hours training annually. Force on force

training has been proven to reduce fatal encounters and explore seldom seen activities to reinforce the appropriate response by officers.

Fleet

Our 200+ vehicle fleet is operated by our Fleet Manager. Our Fleet Manager ensures vehicles are maintained on a regular schedule, repaired when damaged and replaced when appropriate. We ensure all patrol vehicles are appropriately equipped and all transport, commuter, service vehicles are utilized appropriately. We also manage and track the vehicles fuel use via department issued gas cards.



Technology Services

The mission of the Technology Services Unit is to provide the highest quality technological services, in the most cost-effective manner, to facilitate the mission of Probation as it applies to reducing the incidence and criminal behavior of juveniles and adults. We promote the use of technology to support the Department's mission, empower staff, foster collaboration, and to improve inefficient operations through automation.

The Department's use of technology and the complexity of new technology continue to expand. Our responsibilities include the following:

- Provide effective technology support to all areas of Probation
- Develop, enhance, and manage Probation's networks to provide high speed, transparent, and highly functional connectivity among all information resources
- Develop and maintain highly effective, reliable, secure, and innovative information systems
- Promote new uses of information technology within Probation
- Facilitate the collection, storage, security, and integrity of electronic data while ensuring appropriate access
- Provide leadership for effective strategic and tactical planning in the use of technology
- Keep the department informed regarding trends and new regulations by maintaining an active status in technology groups such as the Probation Information Technology Managers Association (PITMA)
- Track issues and their causes to accelerate problem resolution and reduce future occurrences
- Research and prepare for the future technological direction of the department
- Collaborate with other agencies both internal and external to the County

Probation Volunteer Services

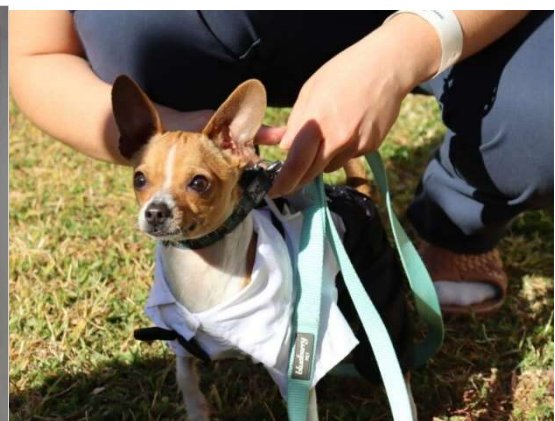
Volunteer Services offers valuable support to probation programs, activities, and staff. The Probation Volunteer Services Coordinator recruits, screens, trains, and places volunteers and student interns from Bakersfield College, California State University Bakersfield, Cerro Coso College, San Joaquin Valley College, and Santa Barbara Business College in various units throughout the department. The coordinator promotes volunteer support services while maintaining files on all volunteer and intern personnel.

College interns gain valuable knowledge and experience by assisting officers with numerous tasks. Their support is often beneficial as officers are able to dedicate more time to the supervision and redirection of offenders. Many interns later become excellent applicants for extra help positions and eventually permanent appointment.

Community volunteers are vital to the success of the department. They volunteer thousands of hours every year. They may apply as part of an active program such as Youth for Christ, Catholic Services, Friday Night Friends, The Book Club, and Symbols of Hope. Others volunteer for Saturday events including lunch and inspirational messages.



The Marley's Mutts "Pawsitive Change" Program has continued to provide services to the juvenile female in-custody program, Pathways. "Pawsitive Change" uses Marley's Mutts rescue dogs to help in the rehabilitation of the youth. The dogs participating in "Pawsitive Change" have been rescued from traumatic circumstances and need the youth as much as the youth need them. The dogs live with the youth in the program for ten weeks, both participate in three-hour training classes once a week, and the youth participating in the program must take care of all the dogs' needs as well as train with them daily. At the end of the ten weeks, the dogs receive Canine Good Citizenship certificates which make them much easier to adopt. By caring for the dogs, the youth learn empathy, responsibility, patience, and how to work through trauma.



VOLUNTEER/INTERN SERVICES			
	VOLUNTEERS	INTERNS	HOURS
BC			
Adult		1	
Juvenile		1	
CSUB			
Adult		1	
Institutions			
Juvenile Hall			153
Camp Erwin Owen			414.5
Crossroads			1.100
PACK			
Take Away Tattoos			37
TOTALS	72	3	1.704.5
CA VOLUNTEER RATE = \$35.56			\$ 60.612.02

Human Resources Unit

The Human Resources Unit is comprised of a Senior Human Resources Specialist who supervises three Human Resources Specialists. From hiring to retiring and everything in between, the unit handles Human Resources support and payroll processing for every employee of the Probation Department.

One of the most crucial functions of the unit is payroll. The unit diligently processes an average of 605 timecards bi-weekly, ensuring each employee is paid accurately and in a timely manner. Additionally, the unit oversees a variety of employee status changes including name changes, address changes, officer fitness pay, STC Certificate pay, new recruitments, and promotions. Furthermore, the unit maintains the Organizational Chart, Employee Roster, and Employee Performance Reviews.

The office facilitates Department hiring as approved by the County Administrative Office and has experienced an increase in back filling positions in the current fiscal year. For Fiscal Year 2020 - 2021, the unit has fingerprinted and notarized 244 individuals including permanent and Extra Help candidates, new hire candidates, volunteers, interns, Behavioral and Recovery Mental Health staff and nurses, and Buena Vista Museum volunteers. The Human Resources Unit ensures compliance with Workers' Compensation injury reports of accidents and injuries to the rules and regulations of California Occupational Safety and Health Administration.

The unit provide the assistance and guidance placing staff on approved leaves of absences. Some of the most common processed leaves include: Non-Job Related Illness or Disability, Pregnancy Disability Leave, Family Care Leave, Compensable Disability, Personal Necessity Leave and Intermittent Leave.

Unit priorities revolve around serving the people that make up the department. They take pride in the Department and supporting staff in both payroll and human resource capacities. This allows staff to focus on carrying out the Department's mission of service to the community. Now and going forward, the unit intends to develop, refine, and expand HR skills to continue offering the best support, training, and customer service to employees, clients, and community.



KERN COUNTY
PROBATION
DEPARTMENT

NOW HIRING

PROBATION PROGRAM SPECIALISTS

- * Become a member of our Probation Team
- * Utilize evidenced-based models and teaching methods to reduce recidivism
- * Make a positive impact on at-risk youth and adult offenders
- * Positions available in the Adult and Juvenile Divisions
- * A rewarding and challenging career allowing you to have a positive impact on the community



ADULT SERVICES DIVISION



Victor Cotera
Division Director

The Adult Services Division provides investigation and supervision services to the Superior Court. Officers in the divisions work tirelessly holding offenders accountable for their criminal decisions and providing them the opportunity to become law abiding and productive community members. The following is a more detailed breakdown of the Adult Services Division.

"Fear is a reaction. Courage is a decision."

Winston Churchill

Investigation Unit

The Probation Department's Adult Investigations units serve the Superior Court by providing pre-sentence investigation reports based on an analysis of a defendant's social and criminal history, the nature of the crime, the impact on the victim (if applicable), and the sentencing law as it applies to the specific charges pled and proven. The Court either requests a full pre-sentence investigation report or a "short" report. Additionally, officers also complete bail reviews when requested by the Court. The Investigation units are required to learn, understand, and implement the complex intricacies of the law to help the Court make informed decisions.

INVESTIGATION STATISTICS FY 20 – 21

Superior Court Pre-Sentence Full Reports	204
Superior Court Pre-Sentence Short Reports	3,687
Division G "In Court" Reports	25,123
Bail Reviews	96

In addition to composing reports for the Court, Officers in Adult Investigations also appear in Court representing the Department as Court Hearing Officers (CHO). Some Officers' primary duties revolve around acting as a CHO providing various court related services to regional Courts, the Pre-Preliminary Court, Misdemeanor Arraignment Court, and Misdemeanor Revocation Court. These CHOs provide specialized assistance to the Courtrooms they serve. CHOs assigned to the Misdemeanor Arraignment Court, known as Department G, help process hundreds of

cases daily by reviewing the case, the defendant's criminal history, and providing appropriate recommendations to the Court. This service helps alleviate a tremendous stress to the Misdemeanor Court by finding quick resolutions to many cases. CHOs assigned to the Pre-Preliminary Court provide detained information regarding defendants that help resolve felony cases early in the court process. Regardless of where they are assigned or what are the specific duties, Adult Investigation Officers play an integral part of the Criminal Court system.

Felony Supervision Units

Felony probation is the suspension of the imposition or execution of a sentence and the order of conditional and revocable release in the community under the supervision of a Deputy Probation Officer. The Adult Services Division has three supervision units charged with serving 7,096 offenders on felony probation as of June 30, 2020. This conditional release typically ranges from three to five years in length. During this time, officers monitor their compliance with terms and conditions imposed by the Court. Felony probationers are placed on specific caseloads based on risk level and offense type. These caseloads include mental health, domestic violence, substance abuse, and DUI. Officers assigned to these caseloads receive specialized training to meet the specific demands of each caseload.

SUPERVISION STATISTICS FY 20 – 21

Field Contacts	2,474
Office Conferences	2,322
Declaration Letters Filed	1,297
Arrests	677



Officers regularly meet with probationers both in the office and in the field. During office conferences, Officers meet with probationers and review their terms and conditions, conduct Offender's Needs Assessments, refer to appropriate services providers, and construct and tailor case plans to best assist probationers in becoming productive, successful, and law-abiding members of the community. In addition to office conferences, Officers also conduct home calls to ensure compliance and verify probationers' progress with their case plans.

If a violation is discovered, Officers determine the appropriate response to the violation and whether it will involve an informal sanction or a filing of a Declaration letter to inform the Court of the probationer's non-compliance. However, an equal importance is

placed on assisting probationers while still providing for public safety.

The positive thinker sees the invisible, feels the intangible, and achieves the impossible."

Winston Churchill



AB 109 DIVISION



Jeremy Roberts
Division Director

The AB 109 Division is responsible for the supervision of felony offenders under the statuses of Post Release Community Supervision (PRCS), Mandatory Supervision (MS), and felony probation offenders assessed at the highest risk level to re-offend. Each of these statuses have different rules and regulations which are discussed below.

"The true guide of life is to do what is right."

Winston Churchill

Post Release Community Supervision (PCRS)

As a result of AB 109 realignment in 2011, the Probation Department became responsible for supervising PRCS offenders. These offenders are released from the California Department of Corrections and Rehabilitation (CDCR) being classified as "low level." This state classification is misleading because a large percentage of these offenders have prior serious/violent felony convictions; however, they still qualify for PRCS because their current offense is not serious/violent. The true PRCS risk level can be seen by analyzing data from the Probation Department's Static Risk Assessment (SRA). Data shows that 73.1% of PRCS offenders assess as high risk to reoffend, whereas only 32% of traditional felony probation offenders assess the same. Two supervision units are exclusively dedicated to monitoring the PRCS population which consists of approximately 1,600 offenders.



Mandatory Supervision (MS)

In addition to PRCS, AB 109 also created a second supervision type under Penal Code Section 1170(h), also known as Mandatory Supervision (MS). MS is the supervision status for an offender who is denied felony probation but is no longer eligible for state prison as a result of AB 109 legislation. As with the PRCS population, Mandatory Supervision offenders often show a greater criminal sophistication and propensity for violence typically found in the State Parole population. One unit is dedicated to supervising the approximately 1,000 MS offenders.

High Risk Offender Unit (HRO)



The AB 109 Division also includes the High-Risk Offender Unit (HRO). HRO supervises felony probationers who assess as high risk to reoffend and pose the greatest potential threat to community safety. These felony probationers include active gang members, drug traffickers/dealers, sex offenders, and high-profile offenders. There are two sex offender caseloads which include stringent reporting requirements to the state, GPS ankle monitoring, counseling as required by Chelsea's Law, and intense supervision due to the safety concerns presented to the community. HRO also has two liaison officers: one assigned to the Drug Enforcement Agency (DEA) and one assigned to the California Multi-Jurisdictional Methamphetamine Enforcement Team (CaIMMET). These specialized task forces work diligently and collaboratively at eliminating drug trafficking in Kern County. HRO supervises approximately 400 high risk offenders.

Adult Programs Unit (APU)

The Adult Programs Unit (APU) includes Probation Officers assigned to supervise the Day Reporting Center (DRC) and the Adult Programs Center (APC). The DRC is a non-residential program operated by GEO Reentry Services through a contract with the Kern County Probation Department. The center provides individually tailored programming, cognitive behavioral therapy and supervision services for individuals transitioning back into the community. Through this program, participants learn the life skills and coping mechanisms needed to successfully reintegrate into their communities and reduce the likelihood of returning to the criminal justice system.



The DRC currently focuses on offenders assessed as high risk to reoffend. GEO works collaboratively with Probation Officers to design/implement a case plan and provide onsite, targeted services to offenders. The DRC offers Evidence Based Programs and Best Practices using Moral Recognition Therapy, Thinking for a Change, Trauma Informed Therapy, alcohol and drug testing, employment training, case management services, and daily check-ins. The DRC has shown to have a significant impact on recidivism rates.

A departmental study conducted in 2013 found those who completed the DRC recidivated at a lower rate when compared to non-DRC participants. Furthermore, the recidivating DRC graduates committed less severe crimes when compared to non-DRC participants. Additionally, a 2015 Results First study, which looked at multiple departments and programs throughout Kern County, concluded the following: “The Day Reporting Center (DRC) has the highest projected recidivism reducing affect, by offering a number of evidence-based services simultaneously.”

The Adult Programs Center (APC) is a non-residential program which focuses on providing evidence-based programming to offenders not requiring DRC services. The APC is comprised of Program Specialists, who in collaboration with Probation Officers, develop a case plan and address offender needs through several evidence-based curriculums, including Moral Recognition Therapy, Aggression Replacement Training, Thinking for a Change, and Effective Practices in Community Supervision (EPICS). Aside from the metropolitan area of Bakersfield, the APC also offers curriculums in Delano and Ridgecrest.



K-9 Program



The Department's K-9 program, which was implemented in 2005, also resides in the AB 109 Division. The mission of the K-9 Program is to provide narcotic detection capability to aid in the investigation and prosecution of persons engaged in illegal narcotic activities. Additionally, the K-9 is trained to apprehend violent and dangerous persons who pose danger to the community and/or officers. Our K-9 program is the only dual-purpose (drug detection and apprehension) probation K-9 in the State of California.



During the Fiscal Year 2020-2021, the K9 team accomplished a variety of field activity furthering the probation department's mission. In addition to assisting Probation officers in the field the Probation K-9 team was instrumental to help to ensure drug free environments for a variety of institutions including McFarland High School, Camp Erwin Owen, and Bakersfield Sober living facilities.



The Probation K-9 team has partnered with allied law enforcement in their efforts to ensure a safe community. Most notably the Probation K-9 was instrumental for the Kern County District Attorney's Office in the capture, and safe surrender, of a felony assault suspect believed to be in a possession of a firearm. This suspect, including several others had barricaded themselves within an abandoned automobile garage turned illegal gaming casino refusing to exit; however, after K-9 had arrived on scene and announcements had been made, all subjects inside surrendered without incident.

In addition to the K-9's apprehension abilities allied agencies have relied on the K-9 teams detection services. For example, In the month of June Bakersfield Police made several requests for K-9 searches of stopped vehicles. Based on the K-9 alert a sizable amount of drugs were seized which amounted to 28.35 grams of Cocaine, 189.69 grams of Heroin, and 226.79 grams of Methamphetamine. Lastly, beyond providing K-9 support for Probation Officers during both routine, and high-risk situations, an incident of special note occurred in the month of November during which K-9 was instrumental in locating an escaped juvenile from Juvenile Hall leading to their surrender and safe capture.



"If we are together nothing is impossible. If we are divided all will fail."

Winston Churchill

JUVENILE SERVICES



Elaine Moore
Division Director

The Youth Court and Programs Division provides a myriad of services to justice involved youth. School staff provide support to youth in the educational setting while Program Specialists provide evidence-based treatment to reduce recidivism by addressing criminogenic needs. To determine appropriate dispositions for new law violations, Court move through the Court process.

I am very thankful to lead an amazing team of people who work collaboratively with partner agencies to provide the highest quality of care to our clients. The services listed above reflect the Department's dual roles, providing both accountability and opportunity, to the individuals we serve. From Court investigations to Court and Community Schools and evidence-based treatment, these staff prove they are committed to creating a safer community.

"It's the little details that are vital. Little things make big things happen."

John Wooden

Investigations Units I and II

Juvenile Investigations I and II provide a myriad of services for the Juvenile Court. Upon receiving a law enforcement report, the Petition Desk submits the report to the District Attorney's Office for review. If the District Attorney files charges, a Petition (commonly referred to as a complaint in the adult arena) is filed and a Court date is set. The case is then assigned to an investigations officer. Other duties of the Petition Desk include processing applications for record seals pursuant to Welfare and Institutions Code (WIC) 781 and providing reports to the Court, conducting emancipation interviews, and making recommendations to the Court pursuant to Family Code Section 7120.

The investigations officer reviews the law enforcement report, obtains medical, mental health, and school records, works with victims of crime, interviews the youth and their family, completes a risk assessment tool to determine a youth's risk level to reoffend and criminogenic needs, and makes recommendations for services. With the information gathered during the investigation, the investigations officer prepares memorandums and dispositional reports for the Court which include a recommended disposition which addresses the youth's criminogenic needs and focuses on providing the appropriate level of rehabilitation, consequence, and services to the offender.

There are two staff assigned as Court Hearing Officers (CHO) who are responsible for representing the Probation Department in Court during Wardship proceedings. They review the Court calendar and ensure all reports going to Court are accurate and complete. The CHO supports Probation recommendations, provides insight and makes notes during the hearing. Following the hearing, the CHO gives the youth and their parents all necessary forms.

When a youth is before the Juvenile Court and appears to fall under both WIC Sections 602 and 300, the Court will order a Joint Assessment pursuant to WIC 241.1 to determine if delinquency or dependency will best serve the needs of the youth. Juvenile Investigation Officers prepare reports which include a psycho-social and educational history of the youth, the circumstances which led to the youth's removal from the home, the circumstances of the alleged offense, and recommendations from the youth's social workers, attorneys, and CASA volunteers.



When a youth's competence to stand trial is in question, the Court will suspend proceedings pursuant to WIC 709 and appoint a psychologist to assess the youth. The psychologist conducts an evaluation of the youth and prepares a report for the Court with recommendations as to the youth's competency. If it is determined the youth is incompetent to stand trial, the Court will order the youth to participate in competency training through the Probation Department or Kern Regional Center. The Juvenile Investigations Units can provide individualized competency training to youth to assist in restoring them to trial competency. The assigned officer provides the Court with memorandums regarding the youth's progress and reassessment of competency by an appointed psychologist.

With the passage of Proposition 57 in November 2016, the Juvenile Court gained sole discretion to determine whether a youth is tried as a juvenile or as an adult in a Court of criminal jurisdiction. Juvenile Investigation Officers provide a detailed social, educational, and behavioral history of the youth as well as recommendations to the Court as to whether the youth is likely to be rehabilitated prior to the expiration of the Juvenile Court's jurisdiction.

Investigations Unit III



Juvenile Investigations III is an assessment unit responsible for reviewing all law enforcement reports and citations for minors who are out of custody and not on probation. In addition, probation officers in the unit conduct investigations and complete pre-screen evaluations of minors who are assigned to them. The

purpose of the pre-screen assessment is to establish if the minor is at low, moderate, or high risk to reoffend based primarily on static factors. The "Risk Principle" consists of determining if the youth is at risk of future criminal behavior and matching interventions and supervision to the risk level of the offender. The principle indicates interventions should be focused primarily on higher risk offenders.

If a minor is cited for a misdemeanor charge that does not involve restitution, a warning letter may be sent without an investigation being conducted. If circumstances indicate further investigation is needed, the minor is assigned to a Probation Officer. During the investigation, if a minor is determined to be low risk to reoffend, every effort is made to divert him/her to community resources. If the minor is arrested for a felony offense and is fourteen years of age or older, officers are required to have the case reviewed by the District Attorney's Office before diversion. If the youth is found to be at moderate or high risk to reoffend, the case will typically be sent to the Petition Desk who will submit a petition request to the District Attorney's Office.

In addition to processing law enforcement referrals, Probation Officers sit on three separate Student Attendance Review Boards (SARB) for the Kern High School District, the Panama Buena Vista School District and the Richland Shafter School District. The officers are required to attend board meetings and provide input on probation status and potential consequences of continued truancy.

Another unique responsibility of Juvenile Investigations III requires participation in the Child Death Review Board. Representatives from various agencies including Public Health, Bakersfield Police Department, District Attorney's Office, Kern County Sheriff's Office, etc. meet monthly to review each case involving the death of a child. The board gathers data and creates annual reports that are beneficial in planning community outreach and improvements in areas of services provided to the public.



The current Probation Supervisor of Juvenile Investigations III is the Department liaison for Commercial Sexual Exploitation of Children (CSEC). As the liaison, the supervisor sits on the county-wide steering committee that is led by the Department of Human Services as well as the steering committee for the Kern Coalition Against



Human Trafficking grassroots community group. Participation on the county-wide steering committee is a requirement of the state in order for the county to be eligible for federal funding. The steering committees are responsible for creating policy, planning training, and identifying resources for CSEC.

Regional Supervision

Regional Probation offices serve outlying communities and Courts by providing juvenile supervision, PC 1000 assistance and other specialized services. Officers supervise probationers who reside in Ridgecrest, Kern Valley, Tehachapi, Mojave, Arvin, Lamont, Taft, Shafter, Wasco, Delano, and McFarland. One officer provides Home Supervision (HSP) and Electronic Monitoring supervision.

Home Supervision maintains youth under the supervision of their parents/guardians and the Probation Department which subsequently helps to relieve overcrowding in Juvenile Hall, reduces the fiscal impact on our departmental budget and provides protection for the community. Minors who violate the terms and conditions of this program may be arrested and placed in Juvenile Hall.

Regional Officers continue to provide direct supervision and support to youth placed on formal probation. Officers utilize the risk assessment tool to develop case plans by identifying the top criminogenic needs of each probationer and referring them to the appropriate evidence-based programs. Intensive Aftercare services are provided for youth exiting Camp Erwin Owen, Kern Crossroads Facility and Pathways Academy. Youth released from treatment facilities remain on a furlough status for a period of months prior to transitioning to regular supervision.

REGIONAL SUPERVISION FY 20 - 21	
Field Contacts	341
Office Contacts	232
Petitions	15
Arrests	40
Probation Searches	145
Drug Tests	17
Firearms Seized	6
Narcotics Seized (grams)	357
Court Reports	17

Electronic Monitoring is an alternative to incarceration for low-risk offenders. Electronic Monitoring is a system that provides fiscal savings as well as increased physical space in overcrowded institutions. Offenders in the Electronic Monitoring Program may live at home while under court-imposed supervision by electronic devices, specifically a Global Positioning System (GPS), which the Probation Department monitors. The Juvenile Electronic Monitoring Program allows youth to be released early from custody and monitored electronically for the remainder of their commitment. Criteria for youth participation in the program includes a thorough assessment and they must have at least ten days of their commitment remaining.

The Regional Unit also maintains the 18-year-old caseload which currently consists of youth who have reached adulthood; however, continue to owe restitution. The 18-year-old caseload is designed to monitor probationers who owe outstanding financial obligations to the Court. Encouragement is given to those individuals to satisfy their financial obligations in order to have their probation status terminated.

In Fiscal Year 2020-2021, this unit supervised approximately 1,500 probationers, conducting home visits and administering drug tests. In addition to their caseload duties, officers in this unit have actively worked as trainers for the Probation Department. They have worked in the capacity of Field Training Officers, Simulations, Taser, and firearms range staff.

Regional Officers continue to participate in job fairs located in various outlying communities, providing valuable information to individuals in those areas who are interested in a career in Probation. Regional Supervision will continue working with local agencies to address community concerns and work collaboratively with law enforcement and service providers to meet the needs of the public.

Clerical Unit I – Professional Support Services

The Kern County Probation Department's professional assistance staff serve the Department as Office Services Technicians (OST); Mail Clerks (MC); Office Services Specialists (OSS); and Senior Office Services Specialist (SOSS). This unit is comprised of 13 OST positions, 2 OSS's, 2 MC's and 1 SOSS. Staff assist all units in their daily functions and are an integral part of the team from receipt of cases to final disposition of cases. Staff in this series assist with reception, records entry on new referrals, running rap sheets, filing of petitions, new offense report preparation, court report preparation, revision of reports prior to submission to the Court, administrative oversight over the 18-year-old caseload, PC 1000 report assistance, processing of record seals, terminations, expirations, and maintenance of statistics.

Many times, staff in the regional offices work closely with officers and assist in case management functions such as scheduling and case history entries. This unit is also responsible for flow of information throughout the department through the inter-office mail delivery system. Two Mail Clerks are assigned to this unit and assist with all inter-departmental and inter-agency communication through the mail system.

“Life can either be accepted or changed. If it is not accepted, it must be changed. If it cannot be changed, then it must be accepted.”

Winston Churchill

JUVENILE PROGRAMS



Laura Rivas
Division Director

The Juvenile Programs division is responsible for supervising justice involved youth ranging from low to high risk level to re-offend. In addition to providing supervision services, officers assigned to Blanton and Bridges schools are tasked with providing support in the educational setting. Through their supervision efforts, officers are keeping the community safe and keeping with the mission of Accountability and Opportunity.

I am proud of the officers' dedication to ensure youth are afforded the opportunity to rehabilitate by providing case management services to address criminogenic needs.

"Your greatest fears are created by your imagination. Don't give in to them."

Winston Churchill

The Juvenile Justice Crime Prevention Act (JJCPA) program was created by the Crime Prevention Act of 2000 to provide a stable funding source for local juvenile justice programs aimed at curbing crime and delinquency among at-risk youth. JJCPA provides funding for the Probation Department's Aftercare unit.

The Aftercare Unit is committed to providing wards of the Juvenile Court furloughing from Kern County Probation Department custodial treatment programs with intensive supervision and referrals to community based educational and counseling programs

FY 20/21	Aftercare	Metro	Placement	Regional
Field Contacts	398	143	1279	341
Office Contacts	296	638	646	232
Petitions	28	55	6	15
Arrests	24	19	14	40
Probation Searches	34	67	65	145
Drug Tests	54	184	11	17
Firearms Seized	1	0	0	6
Narcotics Seized (grams)	0	0	0	356.8
Court Reports	15	162	245	17

in order to redirect delinquent behaviors. Youth are under commitment to these programs for one year, serving a portion of that time in custody and the remainder of the time on furlough release. These youth are composed primarily of those who, because of their level of delinquent behavior, require intensive supervision. Caseloads are typically comprised of probationers who may be criminal street gang members or gang affiliated violent offenders, habitual offenders, and substance abusers.

The primary goal of the Aftercare Unit is to increase efforts towards successful transitions from custody to community; geared toward eliminating the youth's criminal and delinquent behaviors that have been identified through evidence-based assessments. Officers will typically begin building rapport with youth during their commitment program.



Officers participate in both the Review Board and Pre-Release meetings at all three facilities. These meetings give the Probation Officer an opportunity to have input on the services the youth will receive while in commitment and in designing an appropriate transition case plan for the youth as they re-enter our community. Aftercare officers work alongside of the facility Re-Entry, ADA, and Programming (RAP) unit to identify needs and determine the various re-entry services appropriate for youth. By improving communication between the facility staff and supervision officer, it is hoped the youth will be provided a well-



established re-entry plan to be successful. Upon release and once the initial case conference is completed and a caseplan is formed, the Aftercare Officer will complete field calls at school and in the home in order to ensure compliance with both furlough terms and terms and conditions of probation. Aftercare Officers are also responsible for monitoring referrals made to community agencies and the documentation of all referrals to community resources, along with progress made, or lack thereof.

In addition to supervising youth released from local commitment facilities, Aftercare is responsible for supervising youth released from the California Department of Corrections and Rehabilitation Division of Juvenile Justice (CDCR-DJJ). One officer is dedicated to providing supervision services to this group of high-risk offenders. With the passing of Senate Bill 823, youth previously committed to the Department of Juvenile Justice (DJJ) since July 1, 2021, are now committed locally to the Achievement Perseverance Excellent (APEX) Academy. The Aftercare unit will continue to supervise youth returning from DJJ until the closing, which is set for June 30, 2023, and will supervise youth released from APEX after their expected stay of 28 months.

Juvenile Programs Unit (JPU)

The Juvenile Programming Unit was created to bring treatment into the Probation Department, allowing for easier access and measurable outcomes. The mission of the Juvenile Programming Unit (JPU) is to empower youth by providing support and intensive skill training through evidence-based practices to reduce criminal behavior for a safer community.

The unit is designed to offer youth a respectful and safe environment for individualized treatment of criminogenic needs by using evidence-based and cognitive behavioral treatment models. Curriculum is offered within the office as well as offsite at James G. Bowles Juvenile Hall and the Bridges Career and Development Academy. Program Specialists facilitate curriculum in group settings and/or on a one-on-one basis depending on the youth's needs. The treatment provided promotes accountability, development of attainable goals, and a framework for making positive changes in personal values for increased success and reduced recidivism.

Evidenced Based practices offered through the unit include the following:

- Effective Practices in Community Supervision (EPICS)
- Thinking for a Change (T4C)
- Aggression Replacement Training (ART)
- Motivational Interviewing (MI)
- Cognitive Behavioral Interventions for Substance Abuse (CBI-SA)



Best Practices curriculum offered through the unit include the following:

- Ending the Game
- The Empowerment Project
- Decision Points

During the 2020-2021 fiscal year, approximately 23 youth completed the Aggression Replacement Training and 18 completed Cognitive Behavioral Intervention – Substance Abuse. An additional four youth completed Thinking for a Change.

Juvenile Metro Supervision



JMS officers supervise Low, Moderate, and High risk to re-offend youth. Youth assigned to JMS are referred to services based upon specific Court orders or based upon an assessment and case plan. Assessments and case plans evaluate each youth and

formulate a plan to address each youth's specific criminogenic needs. JMS officers routinely refer youth to counseling services to address anger management, substance abuse, and any other issues that may arise. JMS officers also monitor school attendance/performance and routinely file violations of probation with the Court, upon identifying and attempting to correct non-compliance with the Court's orders.

Officers in Juvenile Metro Supervision normally participate in several community activities including: school career/college days, Reading Across America, and Dr. Seuss Day at local elementary schools.

Court and Community Schools

Bridges Career Development Academy



Bridges Career Development Academy is a structured and supervised school-based collaborative that is a partnership between the department and the Kern County Superintendent of Schools and the Juvenile Programming unit. Youth, ages 16-18+, transitioning from one of our department's juvenile commitment facilities may enter Bridges Academy and receive vocational education, career readiness skills, and post-secondary and career assistance while working to finish high school.

Youth are offered the opportunity to finish their high school requirements with a blended-learning model, career and technical courses, career-readiness training and support, work-based learning opportunities, on-site mental health services, on-site daycare, college, and career-focused field trips. Every youth enrolled at Bridges Academy is assigned a Resource Probation Officer. This officer assists each youth with referrals for treatment to meet their court orders, assists in obtaining documents for employment, provides and/or schedules transportation to school, DMV, interviews, and employment. Additionally, these officers provide daily contact, guidance, and mentoring while the youth are attending Bridges Academy.

Bridges also offers a cross-country after-school running program where students, teachers, and probation officers run together two times per week. The team then participates in local 5K/10K races twice a month. The running program is sustained through our annual 5K/10K Fun Run which raises approximately \$5,000 per year. The funds raised pay for entry fees, uniforms, shoes, and other activities.

The school maintains a target of 46 students and generally runs at capacity. Bridges Academy offers a block schedule that includes construction technology for all students. The instructor is certified by the National Center for Construction Education and Research (N.C.C.E.R.) to teach the Core Construction course which, upon completion, will leave the student with an international industry-recognized certification in basic construction knowledge and skills. To address career readiness and soft skills attainment youth participated in a multi-week Senior Intensive Course. The youth take classes in leadership, team building, financial management, business communications, resume writing, portfolio development, interviewing techniques and etiquette skills.

In October 2019, Bridges held another successful “Back to School Night,” which included the 5th Annual Art Auction, a fundraising opportunity through PACK, to sustain the Art program at the school.

The youth served here recognize the benefits they are receiving, and it has become a safe and supportive environment to come to each day. There is also an Alumni Club for youth that have exited Bridges. These young offenders know the door is always open long past graduation. Almost daily, former students return to update resumes, conduct job searches in the computer lab, receive support for upcoming job interviews, get help with federal financial aid through FAFSA completion, and college registration.



The Blanton Academy is a collaboration between the Kern County Superintendent of Schools (KCSOS), Kern Behavioral Health and Recovery Services (KBHRS), and Probation. Blanton Academy is both a Court-ordered or Probation-referred school site for youth between 12 to 17 who are struggling in a traditional school. Blanton Academy utilizes Positive Behavior Interventions and Support (PBIS) and youth receive treatment services that may include substance abuse treatment, Aggression Replacement Training (ART), My Life My Choice, Safe Dating and general counseling. Every youth enrolled at Bridges Academy is assigned a Resource Probation Officer who provides daily school contact to offer guidance and re-direction to assist the youth in meeting their court orders and increasing successful Blanton Academy completions.



Blanton Academy offers enrichment activities which include participation in the R-12 FIT Club, Blanton Run Club, The Garden Project, and OSHA 10 Safety Certification. Youth also participated in field trips to the Wendale Davis Leadership Conference, Leaders in Life Conference, Bakersfield College Football games and CSUB Team Building Ropes Course. Blanton Academy enrollment averages 55 students.

"Never, never, never give up."

Winston Churchill

Placement Unit

The Placement Unit is a rewarding unit as the officers have the opportunity to work with youth who are placed on Probation, but do not have a suitable parent to care for them. Probation Officers assist these youth with finding an appropriate out of home placement to assist with their overall growth, wellbeing, rehabilitation, and success. Officers must maintain monthly face-to-face contact with each youth on their caseload with 80% of those contacts taking place at the youth's placement.

Continuum of Care Reform has changed terminology and scope of responsibilities for all out of home placements. Upon successful transition, current group homes and all future residential placements will be referred to as Short Term Residential Therapeutic Programs (STRTPs). All foster family home placements (relative, non-relative, foster family) will be referred to as Resource Family homes.

Placement officers are diligent in finding the best possible group homes/STRTPs that utilize evidence-based treatment to assist the wards with their criminogenic needs and overall rehabilitation. There are several special programs which fall under the purview of the Placement Unit. An officer is assigned to work with Kern Behavioral Health and Recovery Services (KBHRS) as part of the Mental Health Services Act (MHSA). This officer is part of the Placement Unit, and maintains offices at both Probation and KBHRS, working as part of the Multi-Integrated Services Team (MIST) and county Wraparound team through KBHRS. These teams have developed and implemented evidence-based programs and services for wards of the Court and other troubled youth.

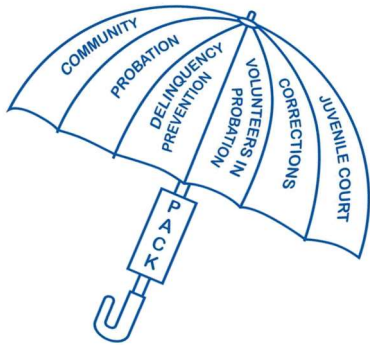
The Placement Unit also supervises Non-Minor Dependents (AB 12 youth) up until the age of 21. Once they reach 18 years of age and exit congregate or home-based care, if a youth either attends school or works at minimum 80 hours per month, they are eligible for foster care funding and housing. Placement Officers supervise these youth and assist them in their transition to adulthood.

The Placement Unit continues to help facilitate the Resource Family Approval (RFA) process, associated with the Continuum of Care Reform and AB 403. We continue to work in collaboration with the Department of Human Services (DHS) and we continue to utilize additional funding set aside by the state to assist in this endeavor. A DPO III, two DPO II's and a social worker (via a contract with DHS) are assigned to the duties of supervising and recruiting new Resource Families for wards, helping them through the approval process and aiding with stabilizing the placement. This "RFA Team" is stationed at the Dream Center, along with an additional DPO II. The Dream Center is a resource center with many collaborative partners assigned with assisting current and former foster care youth with various services. They work in collaboration with Behavioral Health, Public Health, Employers Training Resource, DHS and Kern County Superintendent of Schools (KCSOS).

"It is no use saying, 'We are doing our best.' You have got to succeed in doing what is necessary."

Winston Churchill

PROBATION AUXILIARY COUNTY OF KERN



Probation Auxiliary County of Kern (PACK) is a non-profit corporation that was chartered in October 1976. PACK is endorsed by the Superior Court Judges of Kern County, the Kern County Probation Department, and the Juvenile Justice and Delinquency Prevention Commission. As an organization, it assists youth in the Juvenile Justice System (JJS) and those considered at-risk to enter the system. PACK has expanded its outreach efforts to include offenders under the supervision of the Probation Department. Their mission is to provide support and services along with the Probation Department and to enable people to become

responsible and productive citizens. PACK provides materials and services not included in the tax-supported budget for juvenile probation services, including educational, recreational, and personal necessities for youth. The goal is to provide resources to help youth understand themselves and the world around them, and to encourage them to be the best they can be. Grants and fundraising activities contribute toward PACK's General Fund.

The PACK Scholarship Fund continues to provide scholarships to at-risk youth. \$3,000 in scholarships were awarded to assist in the cost of continuing education. Award winners were participating in rehabilitative programming and had been successful in meeting their terms of probation. Awards were made to students attending California State University, Bakersfield and Bakersfield College.



Photos with Santa is an event especially for probation staff and their families. Mr. and Mrs. Claus (former long-time probation employees) and a volunteer photographer visit each year and support PACK's mission to provide assistance to At-Risk Youth and their families. Revenue raised from the Photos with Santa event goes to support PACK activities.

"If you find a job you love, you'll never work again."

Winston Churchill

The 32nd Annual 5K/10K Fog Run event took place on January 2, 2021, at Lake Ming. This annual PACK event continues to be a family friendly race to help support the Alliance Against Family Violence and Sexual Assault as well as At-Risk Youth in the community.



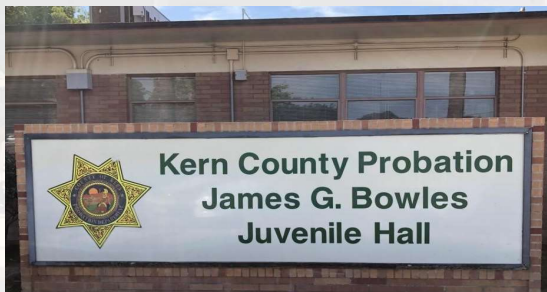
JUVENILE INSTITUTIONS

MISSION

We will provide safety and security within our institutions by maintaining a structured program that models dignity and respect to all, performing all duties with integrity, and working to achieve the goal of protecting society through incarceration, character development, and redirection of behavior of delinquent youth.

GUIDING PRINCIPLES

Dignity	All employees, minors, and the public deserve and will be treated with dignity and respect.
Integrity	We will perform all of our duties with integrity, taking pride in our work, respecting the work of others and modeling responsible behavior that meets departmental expectations.
Safety	Safety and security are supported by providing a safe, clean, and healthy environment for staff, youth, and visitors.
Character	Our commitment to positive character development is focused on redirection of behavior through counseling, mental health services, and education.
Structure	Our programs will provide structure, discipline, consistency, and accountability in a fair and responsible manner.



James G. Bowles Juvenile Hall



Ryan Wegis
Division Director

The James G. Bowles Juvenile Hall is responsible for the detention and wellbeing of youth as they await court, placement or are serving their custodial sanction. The staff work under the guiding principles of Dignity, Integrity, Safety, Character and Structure to provide a rehabilitative environment for the youth in our care.



Ahmed Baameur
Asst. Division Director

I am proud to be part of the James G. Bowles Juvenile Hall Detention team and to support staff in our efforts to provide a rehabilitative and safe environment for staff and youth alike. We continue to enhance the programming provided to youth in our effort to reduce the incidence and impact of criminal behavior. We strive to provide accountability for youths' behavior while also creating the opportunity for them to achieve the change necessary to return to the community as productive members.

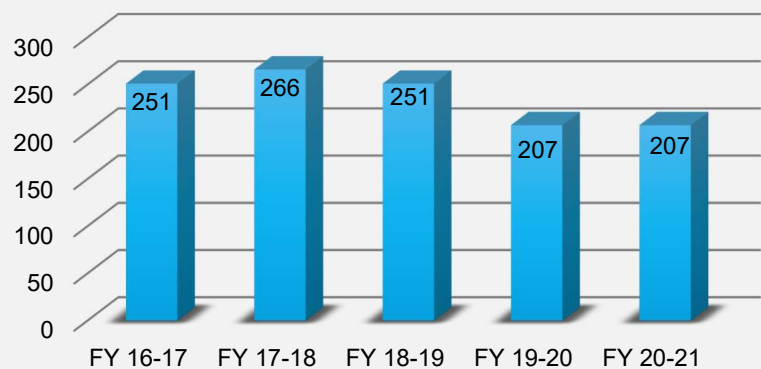
"Fear is a reaction; courage is a decision."

Winston Churchill

James G. Bowles Juvenile Hall is the only youth detention center operated in Kern County and has a rated maximum capacity of 108. Juvenile Hall is located in East Bakersfield, on Ridge Road near the intersection of Mt. Vernon. While detained, youth are supervised by Juvenile Corrections Officers. Youth eligible to be housed at Juvenile Hall are alleged to have committed a criminal offense or violation of probation terms, and fall into one of several categories:

- Pre-adjudication, detained pending further court proceedings for the protection of the community and/or themselves, after being charged with committing a criminal offense
- Pre-adjudication, detained for an alleged violation of probation where in-custody rehabilitative services will likely be recommended for the court's consideration
- Post-adjudication, having been adjudged a ward of the court and pending out of home foster care placement

**JUVENILE HALL COMMITMENTS
2016 - 2021**



- Post-adjudication, having been adjudged a ward of the court and pending delivery to a local in-custody commitment program or state correctional facility
- Post-adjudication, having been adjudged a ward of the court and serving a short-term commitment time in custody at Juvenile Hall

Youth detained at Juvenile Hall receive education services through Kern County Superintendent of Schools (KCSOS) and mental health services through Juvenile Probation Services (JPPS, a division of Kern Behavioral Health and Recovery Services). Extra-curricular, pro-social and religious services are provided through various community volunteer groups and individuals.

The Youth Detention Center is responsible for the detention and wellbeing of youth as they await court, placement or are serving their custodial sanction. The staff work under the guiding principles of Dignity, Integrity, Safety, Character and Structure to provide a rehabilitative environment for the youth in our care. I am proud to be part of the James G. Bowles Youth Detention Center team and to support staff in our efforts to provide a rehabilitative and safe environment for staff and youth alike. We continue to enhance the programming provided to youth in our effort to reduce the incidence and impact of criminal behavior. We strive to provide accountability for youths' behavior while also creating the opportunity for them to achieve the change necessary to return to the community as productive members.

Custody Intake

The Custody Intake Unit is located at Juvenile Hall and consists of Deputy Probation Officers whose primary duties are to receive, process and make detention decisions on youth brought to Juvenile Hall for alleged criminal offenses and violations of probation terms, and to arrange releases from custody for youth who are no longer ordered to be detained. Officers use the Detention Risk Assessment Instrument (DRAI) to help determine initial detention decisions. They also monitor and control the overall population of Juvenile Hall and the Furlough Treatment and Rehabilitation program.



Additionally, Custody Intake Officers serve as liaisons between Probation and other law enforcement agencies regarding the statuses of youth and adults, often helping to secure holds during non-business hours for Mandatory Supervision and Post-Release Community Supervision violators.

"The true guide of life is to do what is right."

Winston Churchill

JUVENILE HALL INTAKES BY OFFENSE 2015 – 2021

Offense	16-17	17-18	18-19	19-20	20-21
Against Persons	508	589	248	476	152
Against Property	479	455	134	371	160
Drugs/Alcohol	111	83	18	69	28
Weapons	131	165	39	148	143
Violation of Probation (Includes Aftercare furlough violations)	348	386	366	301	179
WIC 707B	117	146	138	149	87
Home Supervision Violation	25	16	12	30	19
Warrants	246	221	169	201	167
Other*	424	434	89	377	178

* Booked for medical holds, disciplinary holds for Division of Juvenile Justice, Camp Erwin Owen, Kern Crossroads Facility, Furlough Treatment and Rehabilitation, Pathways Academy, Home Supervision Failures, Failure to Appear, and Courtesy Holds for other counties.

Pathways Academy

The Pathways Academy program is an in-custody rehabilitation treatment program for female youth offenders. Pathways is under the umbrella of the Juvenile Hall division and is located on the Juvenile Hall campus. Pathways is a year-long commitment program which utilizes four different programs to target the female youth offender population:



- Both the 36-week and 24-week programs are used to target repeat offenders and/or high-risk to reoffend youth
- The 18-week program is designed for moderate-risk youth
- The 12-week program was put in place for the younger or less criminally sophisticated youth

“The true guide of life is to do what is right.”

Winston Churchill

Each in-custody phase of the program provides youth with structured components in the areas of socially acceptable behavior, therapeutic intervention, and life skills. Youth detained at Pathways receive education through KCSOS and mental health services through JPPS. Evidence-based modules, including the comprehensive journaling program Forward Thinking, Aggression Replacement Training (ART) and Seeking Safety are facilitated by JPPS. Also, JPPS continues to facilitate parenting and family groups.

Extra-curricular, pro-social and religious services are provided through various community volunteer groups and individuals. Through Kern County Probation Volunteer Services, there are two guest speaker programs scheduled per month, Pathways to Success and the Saturday Special Speaker program. The guest speakers who participate are women from our community who want to have a positive influence on the girls lives and expose them to a variety of career and volunteer opportunities.



PATHWAYS ACADEMY 2016 - 2021					
	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21
Admissions	84	115	59	45	19
Average Length of Stay (Days) for 12 Week Program	69.3	78.7	73.3	60.8	109.8
Average Length of Stay (Days) for 18 Week Program	94.3	106.5	124.6	114.6	96.7
Average Length of Stay (Days) for 24 Week Program	113.8	161.7	143.0	151.8	149.4
Average Daily Population	21.8	22.4	22.9	16.9	12.3



The Kern County Probation Department has partnered with Marley's Mutts to bring their Pawsitive Change dog program to the Pathways Academy. The youth complete applications and interviews to enter the 10- week program. They must also maintain pro-social behavior to remain in the program. Once chosen, they are tasked with caring for and training two dogs. Youth must work together in pairs to share the responsibility of caring and training the

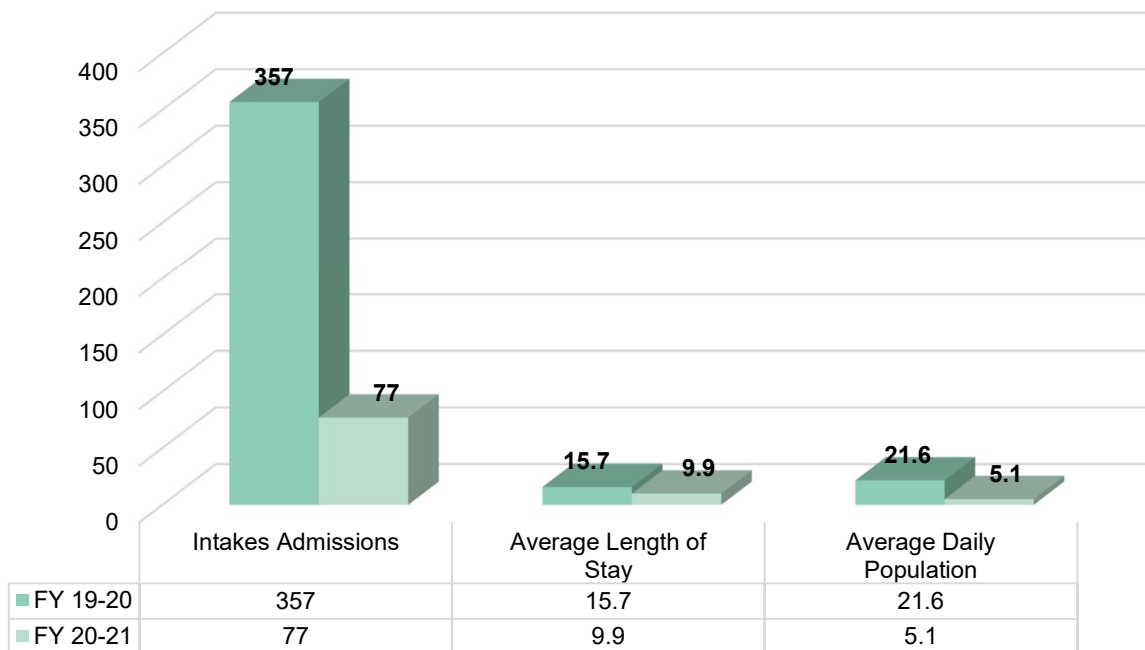
dogs which promotes communication and team building skills. Through participation in the program, the youth gain coping skills, pride in themselves, and increased responsibility for their actions. After completing the 10-week program, the youth participate in a graduation.

Furlough Treatment and Rehabilitation

The Furlough Treatment and Rehabilitation program (FTR) is an in-custody 30 bed rehabilitation program for male youth and is located within the Programs Wing of the Juvenile Hall campus. FTR is designed to house youth that violate the terms and conditions of the furlough portion of their respective commitment programs, Camp Erwin Owen or the Kern Crossroads Facility.

Additionally, FTR houses youth recently committed to a program who are awaiting delivery, or who are court ordered to serve a period of time in Juvenile Hall. The youth are oriented to their respective programs and begin earning points toward graduation from their commitment. Youth in the program are required to attend school daily and can work institutional details. The amount of time spent in FTR depends on the nature of the youth's violation(s) and their behavior in the FTR program. Days in custody can range from 1 to 30 days. Graduated sanctions allow for increased commitment days if the youth is returned for additional violations. Upon entering the program due to a furlough violation, each youth is entitled to a review board with his assigned Probation Officer who, along with the other review board member(s), determines the number of days the youth will be given for his commitment.

**FURLOUGH TREATMENT AND REHABILITATION
FY 20 - 21**



Larry J. Rhoades Kern Crossroads Facility



Mathew Fontaine
Division Director

Crossroads' pro-social, incentive-based behavior management system is reinforced throughout the entire facility and strives to eternally effect positive change with the youth. Throughout a commitment, a youth will meet with service providers to construct a release plan incorporating past success and future needs. Youth are immediately immersed into the program and provided care using several collaborative agencies as well as volunteer organizations within our community. The goal of KCF is two-fold. One is to provide safety and security for the public and our youth. The other is to produce a productive, positive, and well-prepared youth to return into our community.



Matthew Kundering
Assistant Division Director

"Success is the ability to continue to move through total disaster."

Winston Churchill

The Larry J. Rhoades Kern Crossroads Facility, established in 1997, provides rehabilitative services to youth, usually more violent, more sophisticated and present unique programming challenges and are committed to the program for one year. It is a secure residential facility with a high school, medical, and mental health components. Youth receive one of two programs, 168 days or 252 days, depending on treatment needs. Through incentives for constructive behavior, youth can earn up to 30 days off their in-custody program. The remaining portion of their commitment is spent on furlough. Probation staff completes a needs assessment and develops case plans for each youth by use of the evidence-based Positive Achievement Change Tool.



Redwood High School

Youth attend school 260 minutes per day in an educational program operated by the Kern County Superintendent of Schools. The school program consists of math, English, language arts, fine arts, science, and social studies, and is designed to meet the student's individual academic needs. Redwood High School has a Learning Center that provides additional support to our special education students in subjects identified in their Individual Education Plan (IEP). Crossroads has partnered with community agencies to provide a Safety Training to empower youth with skills to find employment in their communities. The Safety Training covers oilfield safety, CPR/First Aid, Defensive Driving, Forklift Safety and Basic Employee Safety. Forty (40) youth finished all or part of the training, earning high school and college credits. The Construction Class teaches youth skills in plumbing, electrical as well as carpentry trades. Select youth will continue to the Bridges Academy and complete the second phase of the course.

Mental Health

Crossroads contracts with Phoenix House to provide Mental Health Programming. Phoenix House currently provides three evidence based cognitive behavioral groups which include Aggression Replacement Training (ART), Thinking for a Change (T4C) and Strengthening Families. In addition, Phoenix House provides "Stages of Change", which is recognized as a Best Practice in Substance Abuse Counseling. Further, 24/7Dad is offered to all youth with children. This evidence-based program is based on five principles focused on parenting skills, children's life skills and family life. Choices and Changes is also available. Youth in Choices and Changes focus on a variety designed topics to help them evaluate their behavior and make pro-social choices. All youth are placed in groups based on results of an evidence-based risk assessment tool that is reviewed at an initial classification and assessment meeting attended by collaborative agencies involved in the youth's treatment program. Phoenix House ran 2,325 hours of Evidence-Based Practice groups during this fiscal year. 1,323 individual counseling hours and averaged 10 youth assessments per month.

Community Service



The youth learn to give back to the community by performing community service for many nonprofit organizations such as Habitat for Humanity, National Cemetery, and the California State University of Bakersfield and Bakersfield College. The Crossroads' Honor Guard is often invited to present the colors for special events, college athletics and parades throughout the year. Last year, the Honor Guard provided/participated in numerous

community service events before the Coronavirus halted Honor Guard activities.

Camp Erwin Owen



Michael Mata
Division Director

Camp Erwin Owen is an integral part of the Probation Department and the gem of the Kern River Valley. The picturesque backdrop and dedicated staff create the perfect environment for youth to make positive changes in their lives.



John Sanchez
Asst. Division Director

"Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen."

Winston Churchill

Camp Erwin Owen (CEO) is a working ranch and rehabilitative program located on 56 acres in Kernville, CA. Youth take advantage of essential elements of evidence-based treatment and counseling, participate in vocational assignments throughout the facility and improve academically. CEO partners with the Kern County Superintendent of Schools (KCSOS), Kern Medical Correctional Medicine, College Community Services (CCS), as well as community resources to meet the individual needs of every youth in the program. CEO is a prosocial, incentive-based, and trauma-focused program centered on developing relationships of mutual respect and trust while rewarding youth for displaying positive behavior and reaching program and personal goals.

Erwin Owen High School (EOHS) serves students academically by helping them improve study skills and catch up on credits. Students have an opportunity to enroll in the Auto/Ag Mechanics course where they can earn an Automotive Services Excellence (ASE) certification. Students receive lessons in career readiness skills, one-stop college registration and testing is conducted on the EOHS campus, and FAFSA (Free Application for Federal Student Aid) workshops are made available to parents and guardians.



College Community Services provides evidence-based cognitive behavioral treatment groups including: Cognitive Behavioral Interventions for Substance Abuse (CBI-SA), Aggression Replacement Training (ART), Seeking Safety, and Thinking 4 Change (T4C). Individual, group, and family therapy are also provided in addition to crisis intervention.

Youth also have the opportunity to participate in service projects throughout the Kern River Valley. Some of these include distributing food with the local Rotary Club, setup and take-down for local events, and serving chili during the Peddlers' Faire. CEO has been a fixture in the Kern River Valley for decades and residents regularly invite our youth to join in community activities. This gives the youth an incredible opportunity to feel valued, take pride in a job well-done, and understand the benefit of helping others.

