KERN COUNTY PROBATION ANNUAL REPORT FY 2022 - 2023



"Commitment to a Safe Community"

TR MERICKEL
CHIEF PROBATION OFFICER

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 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 and Supports (APS). In our youth facilities, we have increased our EBT and youth services through our new Re-entry, ADA and Programming (RAP) units. Furthermore, our Youth Programs and Supports Unit (YPS) 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 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

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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

The Probation
Department is
committed to staff
development and an
ongoing evaluation of
all services provide.

Probation staff are encouraged to provide input to influence the direction of the department and to improve the delivery of services.

In order to achieve our goals, the Probation Department will strive to be responsive to community needs and concerns.

SUPERIOR COURT OF CALIFORNIA



Honorable J. Eric Bradshaw Presiding Judge

Metropolitan Division

Honorable Bernard Barmann Jr.

Honorable Dawn Bittleston

Honorable Charles R. Brehmer

Honorable John R. Brownlee

Honorable Raymonda K. Burnham Marquez

Honorable Michael G. Bush

Honorable Gloria J. Cannon

Honorable Gina M. Cervantes

Honorable Thomas S. Clark

Honorable Judith K. Dulcich

Honorable Therese M. Folev

Honorable Donald B. Griffith

Honorable Colette M. Humphrey

Honorable Cynthia L. Loo

Honorable Chad Louie

Honorable John W. Lua

Honorable Brian M. McNamara

Honorable John D. Oglesby

Honorable Tiffany Organ-Bowles

Honorable Lisa Pacione

Honorable Roger H. Ponce Jr.

Honorable Gregory A. Pulskamp

Honorable Elizabet Rodriguez

Honorable Stephen Schuett

Honorable Mark Smith

Honorable Kenneth C. Twisselman II

Honorable Jason Webster

Honorable David R. Zulfa



Metropolitan Division—Juvenile Justice Center

Honorable Wendy Avila Honorable Christie Canales Norris

Honorable Susan M. Gill

Honorable Andrew B. Kendall

Metropolitan Division—Traffic Court

Honorable Alisa Knight Honorable Ralph WM. Wyatt

North Division

Honorable Jose R. Benavides Honorable Marcos Camacho Honorable Steven Shayer Honorable David E. Wolf

South Division

Honorable Michael Caves Honorable Bryan K. Stainfield

East Division

Honorable Kenneth Green Honorable Kenneth G. Pritchard

KERN COUNTY BOARD OF SUPERVISORS



District 1 - Supervisor Phillip Peters

District 2 - Supervisor Zack Scrivner

District 3 - Chairman Jeff Flores

District 4 - Supervisor David Couch

District 5 - Supervisor Leticia Perez

KERN COUNTY JUVENILE JUSTICE AND DELINQUENCY PREVENTION COMMISSION

Chairman Vice Chairman Secretary Jamie M. Henderson

Robert Kilgore

John Alcala

Timothy Kleier

Teresa Vasquez

Ray Yocum

Matthew Branch

Sandeep Malhi

PROBATION DEPARTMENT ADMINISTRATION



TR MerickelChief Probation Officer



Victor CoteraDeputy Chief Probation Offficer
Adult Services Bureau



William P. Dickinson
Deputy Chief Probation Officer
Youth Services Bureau



Scott RoyerDeputy Chief Probation Officer
Administrative Services Bureau

DIVISION DIRECTORS



Ahmed BaameurKern Crossroads
Facility



Elaine MooreYouth Court
and Programs



Frank HerreraAdministrative Services



Michael MataAB 109 Services



Jason McPhetridge Adult Court Services



Laura Rivas Adult Probation Services



Jeremy Roberts Camp Erwin Owen



Rebecca Vaughan Fiscal, Research, and Planning



Joel Walton Youth Supervision



Ryan Wegis Youth Detention Center



Jesse Weinman **Technology Services** Manager

ASSISTANT DIVISION DIRECTORS



Brian Gaona Camp Erwin Owen Youth Detention



Marc Herrera Center



Jessica LaFebre Youth Detention Center

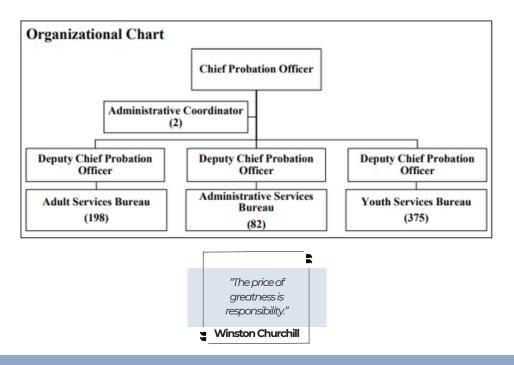


Brian Mara Kern Crossroads Facility



Eric Meyer Administrative Services

FY 2022 - 2023 ACCOMPLISHMENTS



A new, secure gate and fencing were installed in front of the Youth Detention Center (YDC).

The Youth Placement Supervision Unit adopted the California Department of Social Services (CDSS) "Kin First" culture for foster youth, which promotes keeping youth placed with their families.

Officers with the Youth Supervision Division actively supervised on average 1,000+ youth in the community and conducted 13,325 field contacts and 3,339 office contacts.

Eligible APEX youth participated in community-based paid internships, accumulating over 600 hours of paid work experience.

KCF/APEX is in its seventh semester of offering on-site Bakersfield College courses through the Rising Scholars Program. Vocational courses include HVAC and Automobile Detailing classes.

Officers from the Juvenile Investigation Units worked with the Juvenile Court to ensure the transfers of 18 youths from the State to the County level.

45 youth successfully completed the Bridges Career Development Academy.

In partnership with Kern County Superintendent of Schools, Camp Erwin Owen (CEO) built a state of the art, temperature-controlled greenhouse.

The Adult Court Services Division Pre-Trial Units completed 4,276 pretrial assessment reports and made 2,031 field contacts and 539 office contacts.

The Adult Services Bureau currently supervises 9,616 offenders on Post Release Community Supervision, Mandatory Supervision, or felony probation. Officers conducted 8,447 field contacts and 18,904 office conferences.

FISCAL, RESEARCH, AND PLANNING



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.

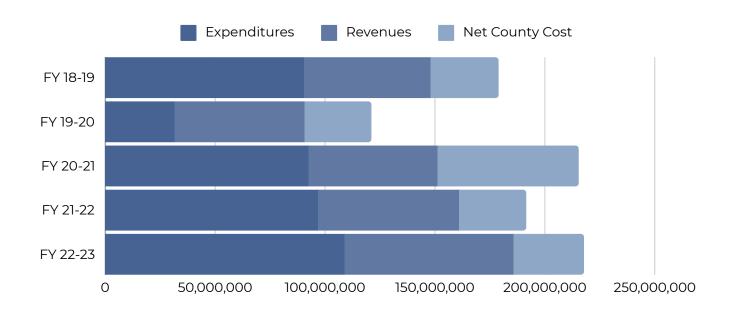
As the Department experiences challenges due to legislative impacts, the Division strives to assist in any way it can by supporting the staff and mission to better serve the community.

FISCAL, RESEARCH, AND PLANNING

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 18 - 19	FY 19 - 20	FY 20 - 21	FY 21 - 22	FY 22 - 23
Expenditures	\$90,513,168	\$91,586,619	\$92,531,650	\$96,847,043	\$112,444,608
Revenues	\$59,633,847	\$61,371,865	\$60,637,593	\$65,502,986	\$80,550,550
Net County Cost	\$30,879,321	\$30,214,754	\$31,894,057	\$31,344,057	\$31,894,058

PROBATION DEPARTMENT APPROVED BUDGET FY 2018 - 2023



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, Carryforward 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)

STREET INTERDICTION TEAM BUDGET FY 22-23		
FY 21/22 CARRYOVER	\$370,704	
FY 2022-23 SIT BUDGET	\$390,287	
Q1	\$46,573	
Q2	\$85,862	
Q3	\$5,558	
Q4	\$62,190	

In Fiscal Year 2022-2023, SIT conducted 9 operations (27 days, 285 hours) throughout Kern County.

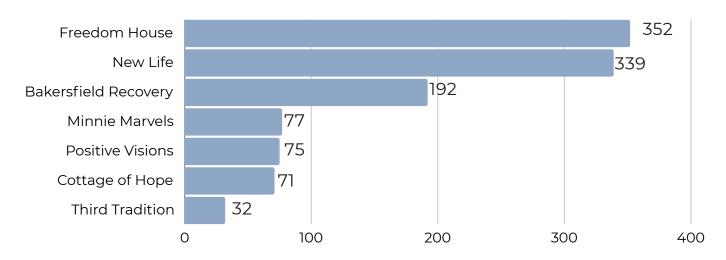
Through those operations, the following items were seized:

- Currency \$0.00
- Vehicles 38
- Weapons and Other 17 weapons and 17 electronics
- Narcotics (grams) 1,508.98 grams

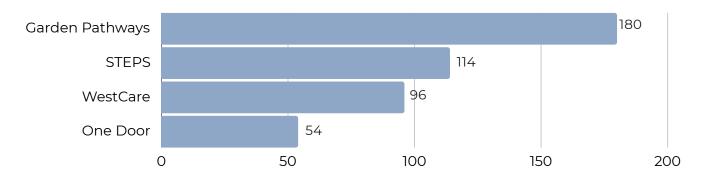
Coordination of Request for Proposals (RFP) for AB 109 funds distributed through the Community-Based Organizations (CBO) Program

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

SOBER LIVING ENVIRONMENT TOTAL PARTICIPANTS FY 22 - 23



NON-SLE PARTICIPANTS FY 22 - 23



Facilitation of multiple inter-agency and department meetings

Conducting program evaluations and other research studies as needed

In Fiscal Year 2022-23, data collection, research, and reporting remain significant as decision making will be based upon data extracted and reported, correlations between variables, and statistical analysis. The RAD Unit continues to oversee the following:

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



ADMINISTRATIVE SERVICES



Frank HerreraDivision 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.



Eric MeyerAsst. Division Director

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.

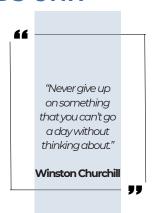
The Administrative Services Division combines and centralizes a variety of mission critical support service functions. These services include personnel and payroll, staff training and development, public relations, volunteer services, and intern programs. Additionally, the division conducts pre-employment 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 22 - 23			
California Public Records Act	Subpoena Duces Tecum	Pitchess Motions	
6	33	2	

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 to 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 2022-2023, recruitment and community outreach played a large role in officer duties. With the assistance of officers from various 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. The department's continued investment into expanding its reach through the utilization of social media has led to the utilization of a Social Media Coordinator. Thus, with a dedicated staff member solely focused on the social engagement with the public, the department's community relations efforts has grown significantly and will continue to grow in the coming years. Multiple social media platforms are used to share relevant information regarding department services, special events, safety topics, staff recruitments, and employee accomplishments. Out of the approximately 716,300 Facebook users reached, 95,400 users actively viewed content. Out of the approximately 211,200 Instagram users reached, 44.8 thousand users actively viewed content. The department continues to utilize such platforms as Facebook, Instagram and Twitter to communicate information to the public.

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 22-23	
Background Investigations	204
Permanent Positions	146
Extra-Help Positions (includes rehires)	58
PREA/ Security Checks	68
Intern/Volunteer Background Checks	7







SOCIAL MEDIA STATISTICS FY 22-23		
Facebook Posts	395	
Instagram Posts	410	

KERN COUNTY PROBATION STAFF ALLOCATION FY 22-23		
Sworn Personnel	267	
Support Personnel	136	
Institutions Staff		
Sworn Personnel	226	
Support Personnel	29	
Total	658	

STAFF DEVELOPMENT AND TRAINING

As community corrections continuously evolves and changes, it is critical that the Staff Development Unit 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 a more treatment oriented approach. At the same time the composition of their clients has become more concentrated with higher risk offenders who have identified criminogenic needs to be addressed.



The Training Unit offers annual training that is multi-faceted. During Fiscal Year 22-23, officers attended 774 training classes, workshops, and conferences that included topics such as:

- Assessments
- Motivational Interviewing
- Resilience and Wellness in Public Safety
- EPICS
- Offender Manipulation
- Community Partnership Building
- Special Needs and Probation
- Use of Force Report Writing
- CPR and Combat Medicine
- Gangs and Situational Awareness
- Cultural Competency
- Interacting Effectively with the Mentally
- 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
- Gracie Jiu-Jitsu
- Field Training Program Orientation
- Mindful Relationships

- Social Media Workshop
- Crisis Intervention
- Introduction to Simunitions Force on Force Training
- Advanced Drug Abuse Recognition
- Women In Command
- 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
- The Wrap Restraint Device
- Introduction to Crisis Prevention
 Intervention 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. This program teaches discipline through fair and firm rules. Services are provided for referred minors from the Juvenile Court or Juvenile Traffic Court.

Normally, work is completed for governmental entities or nonprofit organizations, such as the Kern County Parks Department, Kern County Fire Department, 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 lawncare 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 228 youth with a total of 13,447 hours of community service. Two JCOs are assigned to JCWP as 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

The range staff are an assembly of 10 Commission on Peace Officers Standards and Training (POST) certified instructors. They qualify approximately 180 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. Range staff keep the officers proficient in both handgun and shotgun skills. Finally, range staff testify as firearms experts when needed.





SIMUNITIONS

The Simunitions (SIMS) staff consist of 20 SIMS certified instructors. They are responsible for providing ongoing training to the 180 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. SIMS remains one of the best platforms within PC 835(a)/ SB10 to help reinforce to officers how to operate within both departmental policies and practices.



FORCE OPTION SIMULATOR (FOS)

the Department Continues to recognize the importance of offering the most updated training resources to fill in or enhance standard training platforms. The Department purchased a VirTra Force Options Simulator (FOS) to create an important addition to Field Core training. The VirTra simulator utilizes all the weapon systems our field officers are equipped with and can provide real-time results to tailor training sessions to fit the specific needs of an officer. With the over 300 simulations to choose from, FOS instructors become well equipped to assist an officer in any capacity. The department is working towards structuring a dedicated facility to house the VirTra simulator. One field core class made up of 10 students has already completed the multi-disciplinary class.



FLEET

Our 230+ vehicle fleet is operated by our Fleet Manager. The Fleet Manager ensures vehicles are maintained on a regular schedule, repaired when damaged and replaced when appropriate. 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.

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, Outsiders Nation, and Symbols of Hope. Others volunteer for Saturday events including lunch and inspirational messages.







One volunteer-led program that is notable for its success is the Mindfulness Breathing classes taught by a volunteer from the Compressive Blood and Cancer Center (CBCC). These classes have helped youth achieve relaxation through breath work. Youth have expressed that the breathing techniques have started to help them sleep at night and calm their minds in negative situations. These classes also include art, shadowing, and abstract art. These classes allow our youth an opportunity to connect, relate, and grow through this mindfulness program, learning how to turn around their own limiting beliefs.

VOLUNTEER		Y 22-23	
	VOLUNTEERS	INTERNS	HOURS
Bakersfield College			
Juvenile Hall	9		
INSTITUTIONS			
Juvenile Hall	134		1,736
Camp Erwin Owen	37		1,007
Crossroads	149		1,473
Total	320		4217
CA VOLUNTEER RATE = \$37.32			\$157,372

HUMAN RESOURCES UNIT

The Human Resources (HR) Unit is comprised of two Administrative Coordinators and a Senior Human Resources Specialist. 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, diligently processing an average of 609 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, they maintain 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 2022-2023, the Unit has fingerprinted and notarized 291 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.

HR staff 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.

The 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 mission Department's 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.



ADULT COURT SERVICES



The Adult Court Services Division provides investigation and pretrial services to the Superior Court. Officers in the division work tirelessly providing valuable information to the court and justice partners to help with informed decision making. These efforts further public safety, a fair court process and positive pretrial outcomes. The following is a more detailed breakdown of the Adult Court Services Division.

INVESTIGATION UNIT

The 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.

In addition to composing reports for the Court, Officers in Adult Investigations 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 help the Court process hundreds of cases daily by reviewing the case, the defendant's criminal history, and providing appropriate recommendations to the Court.

INVESTIGATION STATISTICS FY 22 - 23		
Superior Court Pre-Sentence Full Reports	340	
Superior Court Pre-Sentence Short Reports	4,335	
Division G "In Court" Reports	29,321	
Bail Reviews	81	



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.

PRE-TRIAL UNIT

The Pre-trial Units were created in response to the California Supreme Court case In re Humphrey. The unit has two primary functions and is staffed with both probation officers and probation technicians.

The first function is to gather and submit a summation of the defendant's criminal history and provide a pretrial assessment report to the Court at the time of arraignment allowing the judicial officer to make an evaluation regarding necessity of detention of the defendant pending trial, and appropriate release conditions in the event the defendant is released into the community.

Secondly, the Unit provides monitoring services of defendants released from custody. Based on the level of monitoring designated by the Court, defendants are contacted monthly or biweekly via phone and/or by conducting home calls. Additionally, GPS tracking, alcohol monitoring, bus vouchers and other services are available for select defendants. Defendants on monitoring have been accused of committing crimes ranging from low-level felonies to homicide. Both units work together with the court to provide a constitutionally sound system for the accused while also helping to ensure community safety.



PRETRIAL STATSTICS FY 22 - 23		
Assessment Reports Completed	4,276	
Monthly Average of Defendents Monitored	154	
Monthly Average of Defendents monitored on GPS	18	

ADULT PROBATION SERVICES



Laura RivasDivision Director

The Adult Services Division provides supervision services to over 6,500 offenders placed on felony probation. 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. Officers work diligently to target offenders' criminogenic needs creating tailored case plans to target top criminogenic needs while working collaboratively with community-based programs to provide services. The is following is a more detailed breakdown of the Adult Services Division.

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. 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.

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 conduct home calls to ensure compliance and verify probationers' progress with their case plans.

FELONY SUPERVISION FY 22 - 23		
Field Contacts	2,363	
Office Conferences	5,527	
Declaration Letters Filed	1,463	
Arrests	632	

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.

AB 109 SERVICES



Michael MataDivision 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 reoffend. Each of these statuses have different rules and regulations which are discussed below. In addition, the AB 109 Division provides rehabilitation services to offenders through the Adult Programs and Supports (APS) Unit, which is also discussed below. The AB 109 division truly strives to uphold the model of "accountability and opportunity" to all those we serve.

POST RELEASE COMMUNITY SUPERVISION (PRCS)

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 offenses are 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 over 70% of PRCS offenders access as high risk to re-offend. Two supervision units are exclusively dedicated to monitoring the PRCS population which consists of approximately 2,250 offenders with over 1,000 offenders being actively supervised. In 2023, Officers assigned to the PRCS Unit completed over 4,000 field contacts, investigated over 60 new law violations consisting of narcotics violations, possession of firearm cases, and possession of stolen property.

Of note, an example of one of the new law violations investigated, officers assigned to the Post Release Community Supervision B Unit conducted a home call. During the home call, officers located a stolen vehicle and a substantial quantity of Heroin. As a result, a subject was arrested for possession of narcotics for the purposes of sales, vehicle theft charges as well as two active felony warrants. The stolen vehicle was recovered and released to the registered owner.





MANDATORY SUPERVISION (MS)

In addition to PRCS, AB 109 created a second supervision type under Penal Code Section 1170(h), 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. Offenders are often committed to the County jail for a period of incarceration followed by supervision through the Probation Department. 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. This unit often times supervises offenders with multiple different types of supervision statuses, and it is not uncommon for officers in this unit to supervise offenders with cases that fall under not only Mandatory Supervision, but Post Release and Felony Supervision as well. The MS Unit is dedicated to supervising approximately 700 offenders.





ADULT PROGRAMS AND SUPPORTS (APS)

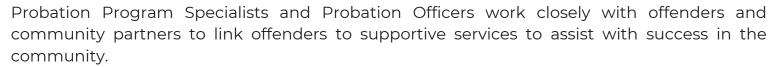
The Adult Programs and Supports (APS) Unit encompasses the Kern County Probation Departments Adult Program Center (APC) and the GEO Day Reporting Center (DRC).

The DRC is a non-residential program operated by GEO Re-entry Services through a contract with the Kern County Probation Department. The DRC 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 re-offend. GEO works collaboratively with APS 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, 52-week Batterer's Intervention course, alcohol and drug testing, employment training, case management services, and daily check-ins.

The Adult Programs Center (APC) is a non-residential program which focuses on providing evidence-based programming to high-risk offenders on active probation. The APC program is comprised of Probation Program Specialists, who in collaboration with Probation Officers, work with participants to complete case plan goals and address offenders needs through several evidence-based curriculums including:

- Moral Recognition Therapy (MRT)
- Aggression Replacement Training (ART)
- Thinking for a Change (T4C)
- Cognitive Behavioral Interventions Substance Use Adult (CBI-SUA)
- Effective Practices in Community Supervision (EPICS)



To illustrate the Unit's commitment to helping probationers, a client who was placed on Post Release Community Supervision (PRCS) in January 2023. She enrolled into the Adult Program Center (APC) on February 15, 2023. While in APC, she completed 24 individual Effective Practices in Community Supervision (EPICS)courses, Thinking for Change (T4C), Aggression Replacement Therapy (ART) and was on Step 4 of Moral Recognition Therapy (MRT) but had to leave the class due to full-time employment with Open Door Network, and successfully completing Probation. Shortly after being hired, she was promoted to lead staff due to her motivation and work ethic. She lived at a local sober living environment and completed her program. This is where she found stability and was able to remain drug free. she stated:

"I have a natural high from life, working, attending APC and seeing my family."

Since she completed the program, she has found her own housing The client has shown determination, resilience, and compassion for the other participants in the program. She has always been willing to help and were a positive role model for everyone in the program. At Thanksgiving, the program raffles off Thanksgiving baskets to our participants and the client won the raffle in her class. She shared half of the basket with other participants in the class because she knew that they needed it more. The client and her family will be invited to attend the annual APC graduation ceremony later this year.



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 (CalMMET). These specialized task forces work diligently and collaboratively at eliminating drug trafficking in Kern County. HRO supervises approximately 400 high-risk offenders.

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 a 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.

The Probation K-9 team has partnered with allied law enforcement in their efforts to ensure a safe community. In addition to the K-9's apprehension abilities, allied agencies have relied on the K-9 teams detection services including requests for K-9 searches of stopped vehicles.





"Our future is in our hands. Our lives are what we choose to make them."

-Winston Churchill

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YOUTH COURT AND PROGRAMS



Elaine MooreDivision 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, Youth Investigations Officers move cases 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.

INVESTIGATION UNITS I AND II

Youth Investigations I and II provide a multitude 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. Youth 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 Court Appointed Special Advocate (CASA) volunteer.

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 Youth Investigations officer provides individualized competency training to the youth to assist in restoring them to trial competency. The assigned officer provides the Court with a memorandum 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. Youth 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.

The passage of SB 823 in September 2020 resulted in the pending closure of the California Department of Corrections and Rehabilitation – Division of Juvenile Justice and required counties to develop Secure Youth Treatment Facilities (SYTF) to provide long-term housing and treatment for those higher need youth. Pursuant to WIC 875, youth who have been adjudicated for an offense which falls under WIC 707(b) are eligible for SYTF. The investigating officer will address the applicable criteria and make a recommendation to the Court as to the appropriateness of a commitment to the SYTF.

PRE-SCREEN SERVICES

Youth Investigations II also includes a Pre-Screen unit responsible for reviewing all law enforcement reports and citations for youth who are out of custody and not on probation. In addition, probation officers in the Unit conduct investigations and complete pre-screen evaluations of youth who are assigned to them. The purpose of the pre-screen assessment is to establish a youth is low, moderate or high risk to reoffend based primarily on static risk 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. This principle indicates interventions should be focused primarily on higher risk offenders.

If a youth, who is under the age of 18, 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 youth is assigned to a Probation Officer. During the investigation, if a youth is determined to be low risk to reoffend, every effort is made to divert him/her to community resources. If the youth 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.

Another unique responsibility of pre-screen officers 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 improving services provided to the public.

COURT AND COMMUNITY SCHOOLS

Bridges Career Development Academy is a structured and supervised school-based collaborative between the Department and the Kern County Superintendent of Schools, for high school aged youths. The program accepts Court-ordered and probation officer referred youth as well as youth exiting an in-custody treatment program. Bridges students are offered the opportunity to finish their high school requirements with a blended-learning model, consisting of career and technical courses, career-readiness training and support, work-based learning opportunities, evidence-based treatment, on-site mental health services, on-site daycare, and college and career focused field trips. Every youth enrolled at Bridges Academy is assigned a Resource Probation Officer. These officers assist each youth with referrals for treatment to meet their court orders, assist in obtaining documents for employment, and provide and/or arrange transportation to and from school.







Additionally, these officers provide daily contact, guidance, and mentoring while the youth are attending Bridges Academy. The school maintains a target of 80 students and generally runs at capacity. Bridges Academy offers a block schedule that offers construction technology provided by an instructor who is certified by the National Center for Construction Education and Research (N.C.C.E.R.). Completion of the Core Construction course provides the students 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. 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.

YOUTH PROGRAMS AND SUPPORTS

The Youth Programs and Supports (YPS) Unit was created to bring evidence-based and best practices treatment into the Probation Department, allowing for easier access and measurable outcomes. The mission of YPS 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 online and offsite at James G. Bowles Youth Detention Center and Bridges 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 YPS 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 YPS include the following:

- Ending the Game
- The Empowerment Project
- Decision Points

The Unit receives referrals from Youth Probation Officers based upon youth's Court orders and/or criminogenic needs. Program Specialists are assigned a caseload of up to 20 youth each. The unit is comprised of one Probation Supervisor, one Deputy Probation Officer III and six Probation Program Specialists.

FY 22 - 23	
Referrals:	57
Youth Program Graduates:	25

The current Probation Supervisor of YPS 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 committee is responsible for creating policy, planning training, and identifying resources for CSEC.







CLERICAL UNIT - 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). Clerical 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, processing of record seals, terminations, expirations, and maintenance of statistics. The Unit is also responsible for flow of information throughout the department via 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.

YOUTH SUPERVISION



Division Director

The Youth Supervision Division is responsible for supervising youth up to age 25 who are under the jurisdiction of the Juvenile Court. The Division consists of the Youth Re-Entry Supervision Unit, the Youth Metro Supervision Unit, the Youth Placement Supervision Unit, the Youth Regional Supervision Unit, and the Clerical II support unit. These units provide youth on probation an array of services which include intense supervision, case planning and targeted case management, referrals to services to address criminogenic needs, and the care and treatment of placement youth whose care, custody, and control have been vested with the Probation Department. Officers maintain and update case plans, complete Court reports, and provide transportation for youth committed to our facilities to and from medical appointments and Court hearings. Service referrals to the Garden Pathways Mentoring program, the SMART Team, mental health providers, educational services, the Youth Programs and Supports Unit, and community partners are completed on a regular basis.

I am proud of the care, compassion, and dedication our officers and support staff exhibit on a regular basis in providing the young people of Kern County with Accountability and Opportunity in their lives.

YOUTH RE-ENTRY SUPERVISION

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 Youth Re-Entry Supervision Unit.

The Youth Re-Entry Supervision Unit is dedicated to providing wards who have been committed to Camp Erwin Owen, the Pathways Academy, the Kern Crossroads Facility, and the APEX Academy with intensive supervision and referrals to community-based educational and counseling programs.

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 with a high risk to re-offend: gang members or gang-affiliated violent offenders, habitual offenders, and youth with chronic substance use disorders.

The primary goal of the Youth Re-Entry Supervision 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 provide 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 the community.

Re-Entry officers work alongside the Re-Entry, ADA, and Programming (RAP) units in the facilities to identify needs and determine the various re-entry

Re-Entry Supervision FY 22 - 23			
Field Contracts	1,530		
Office Contracts	521		
Petitions	22		
Arrests	68		
Probation Searches	694		
Drug Tests	332		
Firearms Seized	0		
Narcotics Seized (grams)	55.81		
Court Reports	7		

services appropriate for youth. By improving communication between facility staff and supervision officers, there is a higher likelihood of identifying the criminogenic needs of the youth and establishing a measurable case plan upon their release.

Upon release, the Re-Entry officer will complete field calls at school and in the home in order to ensure the youths' compliance with both their furlough terms and their terms and conditions of probation. Re-Entry 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, Re-Entry is responsible for supervising youth released from the California Department of Corrections and Rehabilitation Division of Juvenile Justice (CDCR-DJJ). An 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 Re-Entry unit continues to supervise those youth released into the community from DJJ and from APEX.

The Re-Entry unit also encompasses officers assigned to the transportation of youth detained in the youth facilities. The transport officers frequently transport youth to and from medical and dental appointments or to Court for scheduled hearings.

YOUTH METRO SUPERVISION

Youth Metro Supervision (YMS) officers provide the bulk of youth supervision in the Metro Bakersfield area, and they supervise low, moderate, and high risk to reoffend youth. Youth assigned to YMS are referred to services based upon specific Court orders or based upon an assessment and case plan. Officers conduct assessments and develop case plans to evaluate each youth and formulate a plan to address each youth's specific criminogenic needs. YMS officers routinely refer youth to counseling services to address anger management, substance use, and any other issues the youths or their families may need to address to support a successful family dynamic. YMS officers also monitor school attendance and performance and routinely file violations of probation with the Court upon identifying and attempting to correct non-compliance with the Court's orders.

YMS officers also assist as needed for transporting youth to and from medical appointments and Court hearings.

Officers in Youth Metro Supervision regularly participate in a myriad of community activities including school career/college days, Reading Across America, and Dr. Seuss Day at local elementary schools.

Metro Supervision FY 22 - 23			
Field Contracts	1980		
Office Contracts	1204		
Petitions	149		
Arrests	56		
Probation Searches	1499		
Drug Tests	749		
Firearms Seized	31		
Narcotics Seized (grams)	2.4		
Court Reports	138		

YOUTH PLACEMENT SUPERVISION

The Youth Placement Supervision Unit supervises youth in out-of-home care while adhering to State and Federal regulations concerning the welfare of those wards. The Placement Unit is responsible for a wide variety of duties, including following Court orders for probation youth placed in foster care and assisting these youth in rehabilitation and overall development. Division 31 regulations and Title IV-E, along with the Welfare and Institutions Code, provide the mandates regulating out-of-home placements. Officers work toward assisting youth with developing rehabilitation goals and finding the least restrictive, most family like environment through assessment, supervision, mentorship, referrals to appropriate placements, addressing medical needs, and counseling referrals.

Over the past few years, new procedures were implemented regarding placing youth. The recent Family First Prevention Services Act (FFPSA) legislation became a focal point operationally in the Unit, bringing many changes and new procedures. The State and Unit are now moving toward a "Kin First" ideology, and staff are utilizing more Resource Family Placements and Emergency placements, so the youth are not pending placement in the Youth Detention Center. Child and Family Team Meetings (CFTM) are held to help facilitate appropriate placements. Officers spend hundreds of hours monthly conducting these meetings.

With this shift in "Kin First" placement, there is a dedicated Probation Technician who focuses on finding available family members who can be a long-term support system and a possible placement option. The Probation Technician completes a family tree, conducts searches through CWS and various other systems, so the youth can be emergency placed with family pending the Resource Family Approved (RFA) process. Officers work in collaboration with the Department of Human Services (DHS) to help families through the RFA process.

The Placement Unit also has a dedicated officer who works as part of the Kern Behavioral Health and Recovery (KBHRS) team pursuant to the Mental Health Services Act (MHSA). This officer is assigned to Placement; however, maintains offices at both Probation and KBHRS, working as part of the Multi-Integrated Services Team (MIST) and Youth Wraparound. These teams have implemented evidence-based programming and services for at-risk youth in Kern County.

The Placement Unit continues to supervise Non-Minor Dependents (AB 12 youth) up until the age of 21. Once the youth reach the age of 18 and exit home-based care, if they work, continue their education, or are tending to their mental health needs, they remain eligible for funding and housing. Placement officers supervise these youth and help with their transition into adulthood.

Placement officers are mandated to conduct face-to-face contacts with each youth monthly. There are youth placed in Short Term Residential Therapeutic Programs (STRTP's), RFA's, and in Supervised Independent Living Program (SILPs) both in and out-of-county. Placement officers travel monthly throughout California to ensure these youths' needs are being met. There are two dedicated Office Service Technicians that help input entries into CWS/CMS, data collection, and compliance.

The Dream Center is a one stop shop for all youth who are in or have been in foster care. The Dream Center brings together many collaborative partners with the Kern County Network for Children (KCNC), Transitional Aged Youth (TAY) services, DHS, Independent Living Program (ILP), Kern County Superintendent of Schools (KCSOS), and Department of Rehabilitation (DOR). Foster youth up to the age of 25 are offered supportive services, such as housing assistance, emergency food/clothing, job leads and resume assistance, independent living classes, enrolling in college, filling out FASFA forms, and mental health and/or substance use linkage.



Placement Supervision FY 22 - 23			
Field Contracts	1659		
Office Contracts	593		
Petitions	11		
Arrests	43		
Probation Searches	399		
Drug Tests	29		
Firearms Seized	2		
Narcotics Seized (grams)	3.6		
Court Reports	225		

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.

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.

An officer from the Regional Unit is dedicated to providing Home Supervision (HSP) and Electronic Monitoring (EM) supervision. Home Supervision typically occurs while a youth is awaiting their Court case to resolve and is utilized by the Court in lieu of detention at the Youth Detention Center (YDC). While helping to relieve overcrowding in YDC, Home Supervision also reduces negative peer influences that are associated with detention in a facility while awaiting trial.

Electronic Monitoring is an alternative to incarceration for low-risk offenders or youth stepping down from a more secure facility. EM is a system that provides fiscal savings as well as increased physical space in facilities that are at or near capacity. Youth supervised under EM may live at home while under Court-imposed supervision by a Global Positioning System (GPS) device, which the Probation Department monitors. EM allows youth to be released from custody early and monitored electronically for the remainder of their commitment. Criteria for participation in the program includes a thorough assessment of the youth for suitability. Youth who violate the terms and conditions of EM may be arrested and placed in the Youth Detention Center or returned to the secure facility from where they were released. It should be noted, officers in the Unit contact youth on Court Ordered Home Supervision in all metro and outlying areas of Kern County daily, which include weekends and holidays. Each Regional Supervision officer works diligently to ensure the Court's orders are being met. Those youth who are not in compliance with the Court's orders are held accountable for their actions.

During this fiscal year, the Regional Unit supervised approximately 1,500 probationers by conducting home visits, checking compliance with Court orders, and administering drug tests. In addition to their caseload duties, officers in this unit have actively worked as trainers for the Probation Department. Officers served as Field Training Officers as well as instructors for Defensive Tactics, Baton, Gracie Survival Tactics, Simunitions, Taser, and Firearms. Officers served as certified instructors in the training and development of new Deputy Probation Officers (DBO) in the Department's DPO Core training program. Officers also are regularly provided coverage in the Department's youth detention facilities.

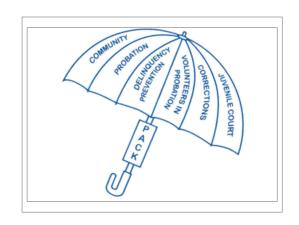
Regional Officers continue to participate in job fairs located in various outlying communities, providing valuable information to individuals in those areas who are interested in a career in Probation. Officers routinely volunteered to participate in various community events throughout the county to promote a safer community and build strong relationships within the community. 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.



Regional Supervision FY 22 - 23			
Field Contracts	1981		
Office Contracts	479		
Petitions	39		
Arrests	85		
Probation Searches	744		
Drug Tests	131		
Firearms Seized	2		
Narcotics Seized (grams)	0		
Court Reports	164		

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 Delinguency Prevention Commission. As an organization, it assists youth in the juvenile justice system and those considered at-risk from entering the system. PACK expanded its outreach efforts to include offenders under the supervision of the Kern County Probation Department. PACK's mission is to provide support and services along with the Probation Department and enable people to become responsible and productive members of society.



PACK provides opportunities to qualifying individuals in the form of materials, scholarships, and services not included in the tax-supported budget for juvenile probation services. PACK's support can include 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. \$3,500 in scholarships were awarded to assist in the cost of continuing education. Award winners were participating in rehabilitative programing and had been successful in meeting their terms of probation. Scholarships were awarded to students attending truck driving school, re-entry art apprenticeship programming, and California State University Maritime Academy.

Photos with Santa is a fun family fundraising event especially for probation staff, families, and friends. Mr. and Mrs. Claus (former long-time probation employees) volunteer each year to visit and take pictures with children, families, and pets. The Probation Department's social media coordinator photographs the occasion to capture the memories 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 programming.

The 34th Annual 5K/10K Fog Run event took place on Saturday, January 7, 2023, at Lake Ming. This annual event is a family friendly race hosted by PACK to raise funds to help reduce recidivism in the community by bridging any gap in services provided by the Kern County Probation Department. A percentage of the proceeds raised at this event go towards the Helping Hands program which provides clothing, shoes, and toiletries to referred at-risk youth in the community. A grand total of 448 runners attended this event and contributed to this amazing cause.







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

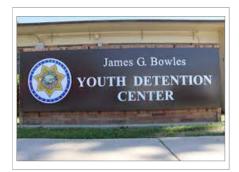
Safety and security are supported by providing a safe, clean, and healthy environment for staff, youth, and visitors.

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 YOUTH DETENTION CENTER



Ryan Wegis **Division Director**



Marc Herrera

Asst. Division Director

The James G. Bowles 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.

The James G. Bowles Youth Detention Center (YDC) is the only youth detention center operated in Kern County and has a rated maximum capacity of 108. YDC is located in East Bakersfield, at 1831 Ridge Road. While detained, youth are supervised by Youth Services Officers. Youth eligible to be housed at the Youth Detention Center are alleged to have committed a criminal offense or violation of probation terms, and fall into one of several categories:

YOUTH DETENTION CENTER **COMMITMENTS 2018-23**



- 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
- 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 YDC

Youth detained at YDC receive education services through the Kern County Superintendent of Schools (KCSOS) and mental health services through Juvenile Probation Psychiatric Services, 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. Youth who have completed high school have the opportunity to attend post-secondary education.

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.

CUSTODY INTAKE

The Custody Intake Unit is located at the Youth Detention Center and consists of Deputy Probation Officers whose primary duties are to receive, process and make detention decisions on youth brought to the YDC 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 the Youth Detention Center, Pathways Academy, 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.

Youth Detention Center Intakes by Offense 2018-2023					
Offenses	18 - 19	19- 20	20 - 21	21 - 22	22 - 23
Against persons	248	476	152	223	298
Against property	134	371	160	166	294
Drugs/Alcohol	18	69	28	25	53
Weapons	39	148	143	183	220
Violations of Probation (includes Afercare furlough violations)	366	301	179	209	327
WIC 707B	138	149	87	121	205
Home Supervision Violation	12	30	19	19	45
Warrants	169	201	167	159	170
other*	89	377	178	309	469

^{*} 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 Youth Detention Center division and is located on the campus. Pathways is a year-long commitment program which utilizes four different programs to target the female youth offender population:

- 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

Pathways Academy FY 22-23			
Admissions	24		
Average Length of Stay (days) for 12 week program	97		
Average Length of Stay (days) for 18 week program	139.1		
Average Length of Stay (days) for 24 week program	151.4		
Average Daily Population	8.8		

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.

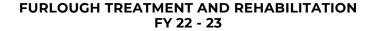
Extra-curricular, pro-social and religious services are provided through various community volunteer groups and individuals. Through Kern County Probation Volunteer Services, there are various guest speakers and programs scheduled throughout the month. The youth also participate in community enrichment activities and give back by assisting organizations as volunteers. Through these activities the youth are exposed to pro-social events and functions in their community.

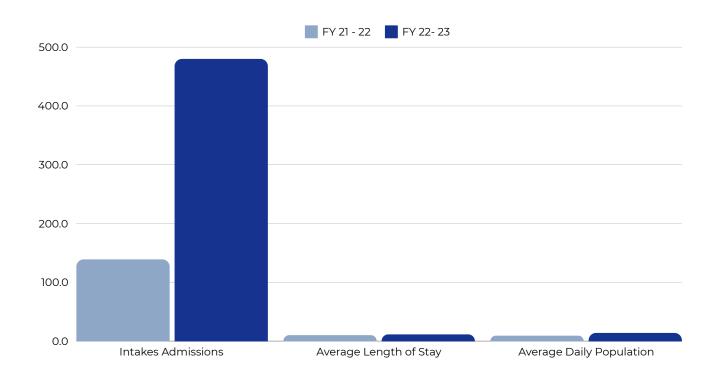
The Kern County Probation Department has partnered with Marley's Mutts to bring their Pawsitive Change dog program to the Pathways Academy. The youth complete applications and interviews to enter the 10-week program. They must also maintain pro-social behavior to remain in the program. Once chosen, they 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 Youth Detention Center 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 YDC. 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.





LARRY J. RHOADES KERN CROSSROADS FACILITY



Ahmed BaameurDivision Director



Brian Mara Asst. 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.

"Continuous effort—not strength or intelligence—is the key to unlocking our potential."

Winston Churchill

The Larry J. Rhoades Kern Crossroads Facility (KCF) is a 120-bed secure residential facility with two distinct programs on site. The Kern Crossroads Program is designed for the rehabilitation of male youth between the ages of 14-18. The Achievement Perseverance Excellence (APEX) Academy is Kern County's, male Secure Youth Treatment Facility (SYTF). APEX houses youth, aged up to 25, who were adjudicated for serious and violent offenses.

Crossroads youth are provided educational, vocational, behavioral health, medical, and religious services to meet their needs, inspire growth, and provide opportunities for positive reintegration upon their release. Youth committed to KCF complete a 168- or 252-day program. The length of their program is determined during an initial assessment meeting involving collaboratives between Kern Behavioral Health and Recovery Services (KBHRS), Kern County Superintendent of Schools (KCSOS), and Probation staff. A youth's criminogenic needs, criminal history, behavior, and past performance on probation are considered in this decision.

APEX Academy youth participate in a rehabilitative program based on three pillars: Education/Vocational Training, Programming, and Treatment. Youth participate in the Rising Scholars Program through Bakersfield College, certification programs through the Prison Education Program, Career and Technical Education (CTE) courses through KCSOS, internships through Garden Pathways, mental health treatment through KBHRS, mentoring and community support through numerous faith-based and community-based organizations, and case planning through Probation staff.

REDWOOD HIGH SCHOOL

Youth attend school 260 minutes per day in an educational program operated by the Kern County Superintendent of Schools (KCSOS). The school program consists of Mathematics, English Language Arts, Science, Social Studies, Careers, and W.I.N. (What I need). Redwood High School has a library, workshop room, and Learning Center that provides additional support to special education students in subjects identified in their Individual Education Plan (IEP). Crossroads has partnered with KCSOS to provide certification courses empowering youth with skills to help prepare them for employment in their communities. The instructors facilitate classes that provide certification in forklift safety, virtual welding, OSHA-10, and Serv Safe food handling as well as vocational training in the plumbing, electrical, and carpentry trades. Select youth who attend Bridges Academy continue vocational training following their release.

MENTAL HEALTH

Crossroads contracts with Kern Behavioral Health and Recovery Services (KBHRS) to provide mental health programming. They provide an array of evidence-based and best-practice group programs as well as individual therapeutic interventions including Seeking Safety, Aggression Replacement Training (ART), Moral Reconation Therapy (MRT), Dialectic Behavioral Therapy Approach Skills Training, and Forward Thinking Journal Series. In addition, KBHRS provides Stages of Accomplishment (JwSO) which addresses inappropriate sexual behavior, Family Services, and 24/7 Dad to all youth with children. This evidence-based program is founded on five principles focused on self-awareness, caring for self, fathering skills, parenting skills, and relationship skills. 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.

COMMUNITY SERVICE

Eligible youth participate in various activities in the community throughout the year. Youth showcase their carpentry skills and woodwork creations at the Kern County Fair in the woodwork competition, the Bakersfield College Garden Festival, volunteer their time at a local senior center teaching residents about hydroponics, learn about farming techniques and machinery at the World Ag Expo, and attend educational events at California State University Bakersfield and Bakersfield College. The Crossroads Honor Guard is often invited to present the colors at special events and ceremonies in the community while the APEX Honor Guard presents the colors during larger events and celebrations held at the facility.



CAMP ERWIN OWEN





Brian GaonaAsst. Division Director

Established on December 5, 1938, Camp Erwin Owen (CEO) is an integral part of the of the overall rehabilitative services offered through the Probation Department and it is the gem of the Kern River Valley. The picturesque backdrop of the Sequoia National Forest and dedicated staff create the perfect environment for youth to make positive changes in their lives. CEO is a working ranch where youth can harvest fruits and vegetables from a five-acre garden, tend to chickens and hogs, help maintain the grounds, and assist in the dining hall. Youth have the opportunity to participate in various community service opportunities which benefit residents of the Kern River Valley. They also enjoy recreational and educational adventures within the surrounding Sequoia National Forrest.







Camp Ewin 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 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.





"The price of greatness is responsibility."

Winston Churchill