

Kern County Probation

Annual Report

FY 2023 – 2024



“Commitment to a Safe Community”

William Dickinson
Chief Probation Officer

MESSAGE FROM THE CHIEF



This Annual Report contains information about the wide-ranging vital public safety services the women and men who make up the Kern County Probation Department strive to provide every day. It is the dedicated work of our staff that defines our “Commitment to a Safe Community” as we seek to reduce the incidence and impact of criminal behavior in Kern County.

Probation staff have one of the most important missions in society as we seek to provide “Accountability and Opportunity” to those who have had a negative impact on the community through their actions. We must hold people accountable when necessary to redirect negative behaviors. We must also provide opportunities for people to change their thinking and behavior patterns for them to become productive, law-abiding citizens. The application of these two principles is what drives and motivates the work we do.

We seek to accomplish our mission by taking a collaborative, best practice driven, evidence-based treatment and trauma informed approach across the spectrum of our duties, from youth services through adult services. Our staff are trained in these principles and practices and regularly work with a multitude of other government agencies, community-based organizations and dedicated volunteers to affect positive changes in those we are called to work with.

As you read this Annual Report, I hope you will gain a better understanding of the importance of probation services in the criminal justice system and the positive impact these services have on our community. I am truly inspired by the work of the dedicated staff who make up the Kern County Probation Department.

Sincerely,

William Dickinson

Chief Probation Officer

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Mission – Values

Mission

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 provided.

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

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

Kern County Superior Court of California

Presiding Judge – J. Eric Bradshaw

Metropolitan Division

Judith K. Dulcich
John D. Oglesby
Charles R. Brehmer
John W. Lua
John R. Brownlee
Brian M. McNamara
Tiffany Organ-Bowles
Kenneth C. Twisselman II
Bradley King
Elizabet Rodriguez
Chad Louie
Gloria J. Cannon
Colette M. Humphrey
David E. Wolf
Sally Ackerknecht
Thomas S. Clark
David R. Zulfa
Michael G. Bush

Metropolitan Division - Juvenile Justice Center

Brett Myers
Marcus Cuper
Christie Canales Norris
Susan M. Gill

Metropolitan Division – Traffic Court

Keenan S. Perkins
Mark T Smith

Metropolitan Division Justice Building

Cynthia L. Loo
Lisa Pacione
Kevin Moran
Raymonda K. Burnham Marquez
Dawn Bittleston
Donald Griffith
Tanya R. Richard
Bernard Barmann Jr.
Gregory A. Pulskamp
Stephanie Childers
Therese M. Foley
Gina M. Cervantes

North Division

Jose R. Benavides
Michael A. Caves
Wendy Avila
Marcos Camacho

East Division

Kenneth R. Green
Jason W. Webster
Kenneth G. Pritchard
Murray Robertson

South Division

Bryan K. Stainfield
Andrew Kendall

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 & Delinquency Prevention Commission

Chairman	Jamie M. Henderson
Vice Chairman	Robert Kilgore
Secretary	John Alcala
	Timothy Kleier
	Teresa Vasquez
	Ray Yocum
	Matthew Branch
	Sandeep Malhi
	Bryan Meyer

Probation Department Administration



William Dickinson
Chief Probation Officer

Deputy Chiefs



Scott Royer
Deputy Chief Probation Officer
Administrative Services Bureau



Victor Cotera
Deputy Chief Probation Officer
Adult Services Bureau



Elaine Moore
Deputy Chief Probation Officer
Youth Services Bureau

Division Directors



Brian Gaona
AB 109 Services



Frank Herrera
Administrative Services



Jason McPhetridge
Adult Court Services



Laura Rivas
Adult Probation Services



Jeremy Roberts
Camp Erwin Owen



Rebecca Vaughan
Fiscal, Research, and Planning



Eric Meyer
Kern Crossroads Facility



Michael Mata
Youth Court and Programs



Ryan Wegis
Youth Detention Center



Joel Walton
Youth Supervision

Assistant Division Directors



Melanie Gradowitz
Administrative Services



Jason Hillis
Camp Erwin Owen



Brian Mara
Kern Crossroads Facility



Marc Herrera
Youth Detention Center



Jessica LaFebre
Youth Detention Center



Jesse Weinman
Technology Services Manager

Fiscal, Research and Planning



Rebecca Vaughan

Division Director

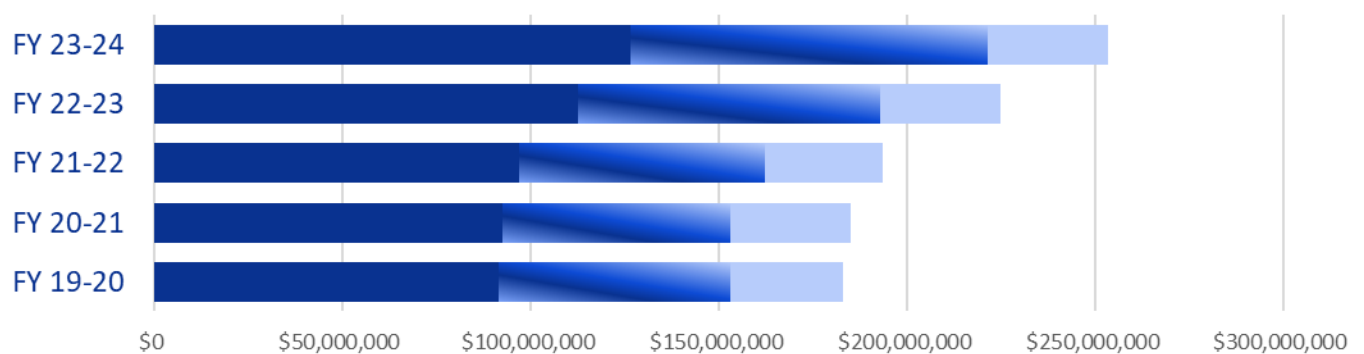
The Fiscal, Research & Planning Division is the financial backbone of department operations as well as strategic planning, data collection, and reporting. In addition, responsibility for nearly all Community Corrections Partnership (CCP) activities are housed under this division. The units within the Division include Accounts Payable, Accounts Receivable, Collections, Revenue/Billing, and Research, Analysis & Data (RAD) comprised of 27 staff.

During FY 23-24, the Division experienced several operational impacts. Beginning in January 2022, the State of California began implementing the California Advancing and Innovating Medi-Cal (CalAIM) Initiative. This program changes access and delivery of Medi-Cal services to now include pre-release services to youth in detention facilities. RAD staff have been heavily involved in the process which will take several years to develop and implement. In addition, due to Senate Bill (SB) 823 Department of Juvenile Justice (DJJ) Realignment activities and data reporting required by Assembly Bill 102 (2023), a Departmental Analyst position was added to the Division.

Fiscal Services

Eighteen fiscal staff handle a multitude of complex financial and administrative activities, budget development, preparation and control, fiscal projections and planning, accounts payable, claims preparation, accounts receivable, victim restitution collection and disbursement, purchasing, revenue, billing, financial reporting, contracts, and capital assets. The Department's budget grew from \$112,444,608 in FY 22-23 to \$126,683,817 in FY 23-24, a 12.6% increase.

Probation Department Approved Budget



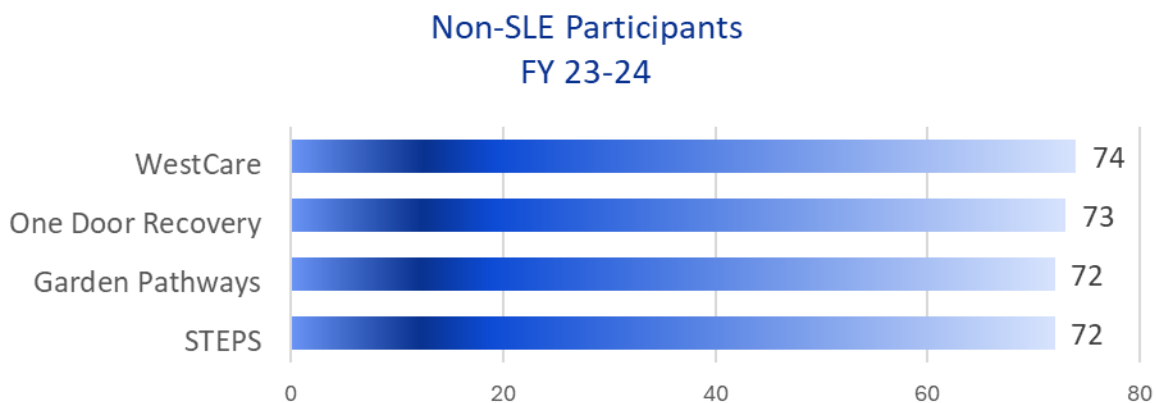
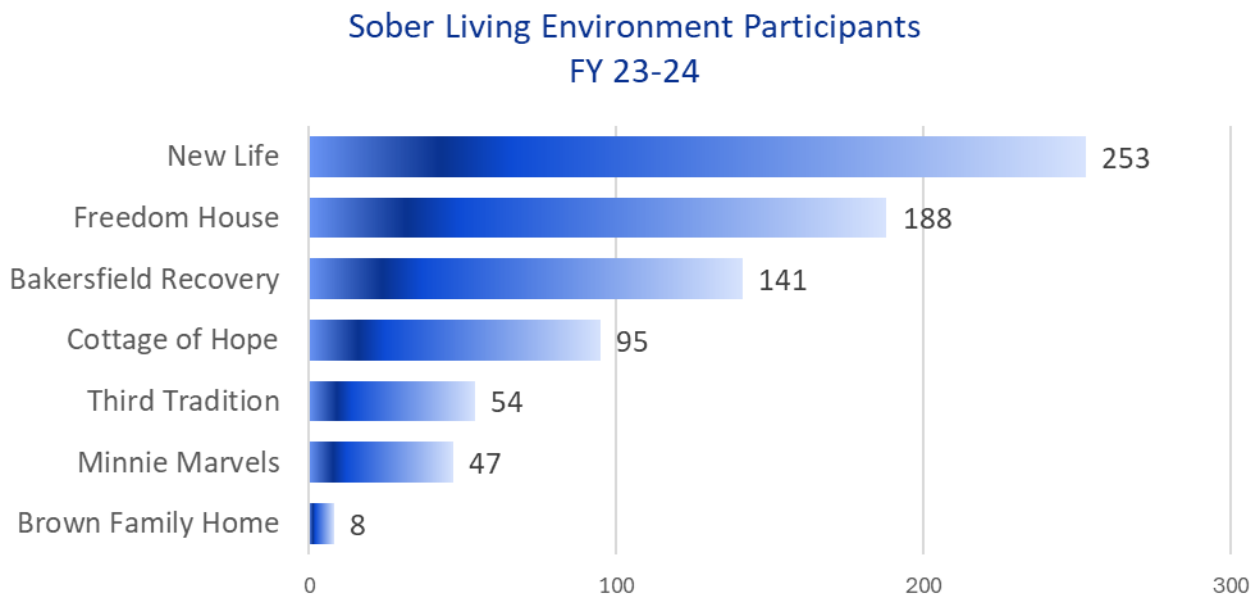
	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
■ Expenditures	\$91,586,619	\$92,531,650	\$96,847,043	\$112,444,608	\$126,683,817
■ Revenues	\$61,371,865	\$60,637,593	\$65,502,986	\$80,550,550	\$94,789,760
■ Net County Cost	\$30,214,754	\$31,894,057	\$31,344,057	\$31,894,058	\$31,894,057

Research, Analysis, And Data (RAD)

The Research, Analysis & Data (RAD) Unit was created out of increasing demands for data collection and research initially brought about by the implementation of the Criminal Justice Realignment Act of 2011, also known as Assembly Bill 109 (AB 109). In October 2011, the RAD Unit started with one Analyst and has grown to include nine staff in FY 23-24. The Unit's role has expanded to include grant research, data collection, analyzing, and reporting, studies, CCP activities, the CCP community-based organization program Request for Proposal process and contracts, Street Interdiction Team (SIT) meetings, claim preparation, and support, implementation of initiatives, and special projects.

CCP Community-Based Organization Program Information

The Community Corrections Partnership (CCP) utilizes the partnerships of Community-Based Organizations (CBO's) that provide resources for our clients as they rehabilitate and rebuild. CBO's can provide programs for maintaining sobriety, housing opportunities, case management services, or mental health and education/prevention services. These organizations can consist of Sober-Living Environments (SLE's) and supportive non-residential services. In FY 23-24, 11 organizations worked with participants.



Street Interdiction Team (SIT) Information

The Street Interdiction Team (SIT) is a multi-departmental law enforcement task force consisting of numerous law enforcement agencies throughout the County of Kern. SIT Periodically plans and operates enforcement teams in different regional areas to address specific community needs. Through increased funding of AB 109, SIT narrowed its focus to help combat street-level crime. Financial funds were made available on behalf of the CCP and have greatly influenced the process of current and future SIT operations.

In FY 23-24, through the collaboration of this multi-departmental law enforcement task force, 8 SIT Operations (carried out in 21 days, 220 hours) were completed throughout Kern County where the following items were seized:

- Currency - \$73,954
- Vehicles – 8
- Weapons & Other – 13 weapons, 21 ammunition rounds
- Narcotics – 5,121.14 grams



Street Interdiction Team Budget FY 23-24	
FY 22-23 Carryover	\$560,807
FY 23-24 Budget	\$419,674
Q1	\$158,091
Q2	\$72,043
Q3	No SIT Operations
Q4	\$90,420



The participating agencies consisted of Arvin Police Department, Bakersfield Police Department, California City Police Department, Delano Police Department, Kern County Sheriff's Office, Kern County Probation Department, McFarland Police Department, Ridgecrest Police Department, Shafter Police Department, Taft Police Department, Tehachapi Police Department, and Wasco Police Department. All agencies worked with the Kern County Probation Department as part of the Memorandum of Understanding with the County and were reimbursed for overtime in relation to AB 109 SIT operations.



Administrative Services



Frank Herrera
Division Director

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



Melanie Gradowitz
Assistant Division Director

The Administrative Services Division continues to meet the challenges of an everchanging employment landscape. This division strives to provide the highest quality services to the Probation Department to fill vacant positions with the most suitable employees, provide the best trainings available, uphold the public trust, provide human resources guidance, and interpret and apply statute.

Administrative Services

The Administrative Services Division combines and centralizes a variety of mission critical support service functions. These services include human resources, 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, produces records for Juvenile Court proceedings pursuant to WIC 827, and produces records pursuant to the California Public Records Act.

Records Custodian Response FY 23-24		
California Public Records Act	Subpoena Duces Tecum	Pitchess Motions
4	50	0

Professional Standards Unit

The Professional Standards Unit maintains the responsibility of processing permanent, extra help, volunteer, and intern applicants. 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 2023-2024, recruitment and community outreach increased. 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 social engagement with the public, the department's community relations efforts grew 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 544.7K Facebook users reached, 121K users actively viewed content. Out of the approximately 220.1K Instagram users reached, 69.4K 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 23-24	
Background Investigations	267
Permanent Positions	193
Extra-Help Positions (includes rehires)	74
PREA/Security Checks	25
Intern/Volunteer Background Checks	31
Contractor Background Checks	70

Staff Development and Training

The mission of the Staff Development Unit is to ensure sworn and non-sworn staff are provided the most current and diverse training to develop safe, confident, and knowledgeable employees to better serve our community. Sworn



staff are provided with training that meets the requirements as established by the Standards and Training for Corrections, a branch of the Board of State and Community Corrections. Non-sworn staff are provided with training that enhances both professional growth and development as well as personal well-being. All training provided is a reflection of current legislation and evidence-based practices that assists with broadening the

knowledge base of the employees and enhancing their effectiveness within the Department. Staff are trained and tasked with the dual role of utilizing accountability and opportunity in all facets of their duties. The Staff Development Unit focuses on these responsibilities to provide a professional level of service that meets the needs of the community. The Department continues to host a state-approved Juvenile Corrections Officer Core, Deputy Probation Officer Core, Adult Corrections Officer to Juvenile Corrections Officer Core, Juvenile Corrections Officer to Deputy Probation Officer Core, and Deputy Probation Officer to Juvenile Corrections Officer Core. The Training Division offered 452 different classes, which totaled 7,932 hours of staff development, in the 2023-2024 Fiscal Year.

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 to youth referred by the Juvenile Court or Traffic Court.

Work is completed for governmental entities or nonprofit organizations, including 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 Youth Services Officers (YSOs), 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 had 324 youth participants who completed a total of 15,751 hours of community service. Two YSOs are assigned to JCWP as part of the Special Projects program. They are dedicated to repairing and installing items throughout the Department in restricted areas where youth are not permitted. 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 armed field officers once per quarter and provide ongoing training monthly. 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 22 SIMS certified instructors. They are responsible for providing ongoing training to all 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 of ongoing annual training. Force-on-force training has been proven to reduce fatal encounters and explore high-risk/low-frequency activities to reinforce the appropriate response by officers. SIMS remains one of the best platforms within PC 835(a)/SB10 to help reinforce how to operate within 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 over 300 simulations to choose from, FOS instructors become well equipped to assist an officer in any capacity. The dedicated FOS facility allows instructors to train an officer utilizing the specific offerings of the FOS and assists in reaffirming or enhancing lessons learned from FOS within the classroom section at the facility.



Fleet

Our vehicle fleet of approximately 240 vehicles of various types 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, and 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 operations through automation and increased efficiency.

Probation Volunteer Services

Volunteer Services offers valuable support to probation programs, activities, and staff. The Probation Volunteer Services Coordinators recruit, screen, train, and place volunteers in various units throughout the department. The coordinators also provide support for inter-agency contractors in all three custodial facilities. Volunteer Services Coordinators further conduct background clearances for all the volunteers and contractor personnel.



Community volunteers are vital to the success of the department. The volunteers donate thousands of hours each year providing mentoring, artistic outlets, life skills, and introducing hobbies. Potential volunteers may apply as part of an active volunteer organization such as Mindful Futures Initiative (MFI), Outsiders' Nation, and Youth for Christ. Others volunteer individually as inspirational speakers sharing life-stories and personal experiences.

One volunteer-led program that is notable for its success is the MFI classes taught by a volunteer from the Comprehensive Blood and Cancer Center (CBCC). These classes have helped youth achieve relaxation through breath work. Youth have expressed the breathing techniques have started to help them sleep at night and calm their minds in negative situations. These classes also include drawing, painting, 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/Intern Services FY 23-24		
	Volunteers	Hours
Bakersfield College		
Youth Detention Center	31	
Institutions		
Youth Detention Center	204	2,007.90
Camp Erwin Owen	20	1,360.96
Crossroads	31	1,504
Total	286	4,872.86
CA Volunteer Rate = \$38.61		\$188,141.13

Social Media

Community Relations plays a crucial role in connecting the Department with the community, focusing on fostering strong relationships through social media engagement and out-reach initiatives. By participating in various community and recruitment events, the Department demonstrates its commitment to being an active and accessible presence.



Social Media Statistics FY 23-24		
Facebook Posts	Instagram Posts	X Posts (Formerly Twitter)
494	734	6



A significant aspect of our strategy includes leveraging social media as a vital communication tool. With the appointment of a dedicated Social Media Coordinator, the Department has enhanced its public interaction, sharing information about services, events, and recruitment opportunities. This social media strategy increases the Department's visibility, effectively promotes its values, and showcases the diverse roles available within the organization.

Human Resources Unit

The Human Resources (HR) 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 636 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 Reports.

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 2023-2024, the unit has fingerprinted and notarized 366 individuals including new hire candidates, volunteers, interns, and allied agency staff. 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 in 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 resources capacities. This allows staff to focus on carrying out the Department's mission of service to the community. Now and going forward, the unit intends to develop, refine, and expand HR skills to continue offering the best support, training, and customer service to employees, clients, and the community.



Now Hiring

EXTRA HELP
DEPUTY PROBATION OFFICER

KERN COUNTY PROBATION DEPARTMENT

JOIN OUR TEAM

YOUTH SERVICES OFFICER

QUALIFICATION

- Pass a background check
- Availability to work at any three facilities (YDC, Crossroads, Camp Erwin Owen)
- Availability to work any shift (6am-2pm, 2pm-10pm, 10pm-6am)
- Completion of 60 semester units of college work

HOW TO APPLY?

- Linktree (<https://linktr.ee/kernprobation>)
- Governmentjobs.com

DEADLINE:
13th November, 2023

Now Hiring

Extra Help Youth Services Officer Cook

REWARDING AND CHALLENGING CAREER ALLOWING YOU TO HAVE A POSITIVE IMPACT ON AT-RISK YOUTH

- Responsible for the preparation and serving of food on an assigned shift and supervise youth in the performance of food preparation and serving operations.
- REQ: 1 year experience cooking/ preparing food in large quantities or completion of an accredited culinary arts program, or any equivalent combination of training or experience

Recruitment is Continuous

KERN COUNTY PROBATION DEPARTMENT

Adult Court Services



Jason McPhetridge
Division Director

The Adult Court Services Division provides investigation and pretrial services to the Superior Court. Officers in the division work tirelessly providing valuable information 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.

Investigations Units

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. Due to recent legislative changes, the unit must also complete various reports related to re-sentencing. The Investigation units are required to learn, understand, and implement complex intricacies of the law to help the court make informed decisions.

In addition to composing court reports, officers in Adult Investigations appear in court representing the Department as Court Hearing Officers (CHO). These duties include providing various court-related services to regional courts, the Pre-Preliminary Court, Felony Revocation Court and the misdemeanor courts. These CHOs provide specialized assistance to the courtrooms they serve. CHOs assigned to the misdemeanor court help process hundreds of cases daily by providing information pertaining to probation compliance and expungement eligibility. This service alleviates tremendous stress to the Misdemeanor Court by helping find quick resolutions to many cases. CHOs assigned to the Pre-Preliminary Court provide detailed information to help resolve felony cases early in the court process. Those officers assigned to the Felony Revocation Court review probation compliance, possible violations of various post-conviction supervision statuses and record relief eligibility.

Regardless of where they are assigned or the specific duties, Adult Investigation officers play an integral part in the Criminal Court system.

Investigation Statistics FY 23 - 24	
Superior Court Pre-Sentence Full Reports	244
Superior Court Pre-Sentence Short Reports	4,452

Pre-Trial Unit

The Pre-trial Units were created in response to the California Supreme Court decision *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 pretrial assessment report to the court for arraignment which consist of a brief summation of the defendant's criminal history and an empirically based pretrial assessment and release matrix. The information is intended to assist judicial officers with pretrial release decisions. If the court decides to release the defendant into the community, the information helps the court determine the appropriate level of monitoring.

Secondly, the unit provides monitoring services of defendants released from pretrial detention. Based on the level of monitoring designated by the court, defendants are contacted monthly via phone and/or by conducting home calls. Additionally, GPS tracking, alcohol monitoring, bus vouchers and other services are available for select defendants. Typically, defendants placed on monitoring have been accused of committing crimes ranging from low-level felonies to murder.

Pre-Trial Statistics FY 23-24	
Assessment Reports Completed	5,434
Monthly Average of Defendants Monitored	181
Monthly Average of Defendants monitored on GPS	14

Both units work together with the court to provide a constitutionally sound system for the accused while also helping to ensure community safety.



Adult Probation Services



Laura Rivas
Division Director

The Adult Probation Services Division provides supervision services to over 6,900 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 create tailored case plans to target the offender's top criminogenic needs while working collaboratively with community-based programs to provide services. The 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 four supervision units charged with serving over 6,900 offenders on felony probation. This conditional release typically ranges from two 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 specialty caseloads include mental health, domestic violence, substance abuse, sex offenses, human trafficking, gangs, and DUI. Officers assigned to these caseloads receive specialized training to meet the specific demands of each caseload.

Supervision Unit D 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. They also oversee 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. Supervision D also has one officer assigned to the California Multi-Jurisdictional Methamphetamine Enforcement Team (CalMMET). This specialized task force works diligently and collaboratively at eliminating drug trafficking in Kern County.

Additionally, the division oversees administrative caseloads and is responsible for processing in and out of county transfers and interstate compact cases and works with Interstate Commission for Adult Offender Supervision.

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 service 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.

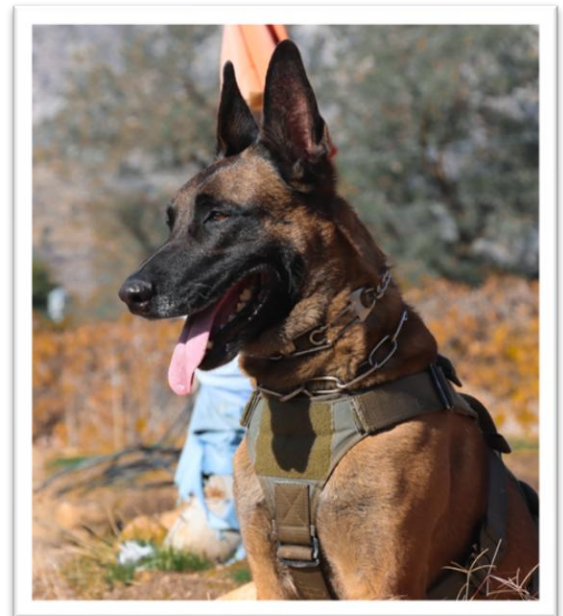
Felony Supervision FY 23-24	
Field Contacts	3,607
Office Conferences	8,952
Declaration Letters Filed	1,603

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. Equal importance is placed on assisting probationers while still providing for public safety.

K-9 Program

The Department's K-9 program, which was implemented in 2005, also resides in the Adult Probation Services Division under the purview of Supervision D. The mission of the K-9 Program is to provide narcotic detection capability to aid in the investigation and prosecution of persons engaged in illegal narcotic activities. Additionally, the K-9 is trained to apprehend violent and dangerous persons who pose a danger to the community and/or officers.

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 team's detection services including requests for K-9 searches of stopped vehicles.



AB 109 Services



Brian Gaona
Division Director

The AB 109 Division is responsible for the supervision of felony offenders under the statuses of Post Release Community Supervision (PRCS), Mandatory Supervision (MS), and Felony Probation 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). Many of the offenders on PRCS display criminal sophistication and a propensity for violence, so it is critical they are provided opportunities to make positive changes in their lives while being held accountable for any continuing criminal and antisocial behavior. Two supervision units are exclusively dedicated to monitoring the PRCS population which consists of approximately 2,100 offenders. In FY 23-24, officers assigned to the PRCS unit completed approximately 3,033 field contacts for various offenses which included narcotics/paraphernalia violations, possession of firearm cases, possession of stolen property as well as violations of probation.



As an example of the work done during the year, officers assigned to the PRCS unit conducted a home call in the 900 block of Oxford Street in Delano. Officers contacted a subject who lives in the home of a PRCS offender. During a search, officers located a Palmetto State Armory 9mm semi-auto handgun, a Panzer Arms 12-gauge shotgun, 2 Panzer Arms magazines loaded with 5 live 12-gauge ammunition rounds, 9 “Pmag” magazines loaded to full capacity with 9mm ammunition, one box of “Blazer” 9mm ammunition containing 30 live rounds and two “Winchester” .45 caliber live ammunition rounds, in the subject’s possession. The subject was



determined to be a prohibited person and as a result the subject was arrested for possession of a firearm by a felon and possession of ammunition by a prohibited person.

AB 109 FY 23-24	
Field Contacts	3,033
Office Conferences	7,611
Declaration Letters Filed	1,892

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 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 PRCS and felony probation as well. The MS unit is dedicated to supervising approximately 700 offenders. Officers assigned to the Mandatory Supervision unit completed approximately 1200 field contacts and conducted over 300 arrests for various offenses which included narcotics/paraphernalia violations, possession of firearm cases, possession of stolen property as well as violations of probation.

As an example of the work done during the year, officers in the Mandatory Supervision unit collaborated with investigators from the District Attorney's Office and the Bakersfield Police Department, in serving a search warrant at a home in the Bakersfield area at the reported residence of an offender on active MS. The call resulted in officers locating over \$100,000 in stolen equipment from a series of thefts at various gas stations throughout Kern County, as well as a famous Sinclair "Dino" statue that was previously stolen and recovered during the investigation.



Adult Programs and Supports (APS)

The Adult Programs and Supports (APS) unit encompasses the Kern County Probation Department's Adult Program Center (APC) and the GEO Day Reporting Center (DRC).

The DRC is operated by GEO Reentry Services, a company that runs similar reporting centers throughout the nation. GEO Reentry has a long history of successfully reducing recidivism with their programs. They use the same risk/need assessment tool as the Probation Department, formalize specific case plans to address criminogenic needs, and provide a wide variety of evidence-based programs (EBP's) and other services onsite. Criminogenic needs related to employment, education, aggression, anti-social behavior, domestic violence, and substance abuse can all be

addressed in one location. Key components of the DRC include Cognitive Behavioral Therapy, job readiness, substance abuse testing, daily reporting, sanctions, rewards, and supervision in conjunction with GEO Reentry and the assigned Deputy Probation Officers (DPO). The DRC can change the lives of offenders and break the cycle of criminal behavior, which is crucial to decreasing recidivism, reducing crime, ensuring public safety, and limiting societal and monetary costs. The Probation Department has witnessed the incredible and positive transformation of DRC graduates and believes this program is key to reducing recidivism and complying with the AB 109 legislative intent.

The Adult Programs Center (APC) is a program within the Adult Programs and Supports unit of the AB 109 Services Division which focuses on delivering evidence-based programs (EBP) to adult offenders on Felony Probation, Mandatory Supervision, and Post Release Community Supervision. APC is unique in that the program is mostly delivered by non-sworn Probation Program Specialists. These Specialists are provided extensive training in numerous EBP modalities to address the specific criminogenic needs of the offender, such as employment, education, aggression, anti-social peers, anti-social behavior, and substance abuse. Currently, APC delivers the following EBP modalities: Thinking for a Change (T4C), Aggression Replacement Training (ART), Moral Reconation Therapy (MRT), Cognitive Behavioral Interventions Substance Use (CBI-SU) and Effective Practices in Community Supervision (EPICS). The modalities involve both group and individual counseling sessions and have demonstrated to reduce recidivism through empirical evidence.

The APC is constantly adjusting and evolving to meet the needs of the offender and the community. As a result, the APC continues to make changes within the program as it grows and is focused on increasing the delivery of services through the following components: job development, education coordination, trauma-informed care, and substance abuse treatment with drug/alcohol testing.

As an example of the work done during the year, the Adult Programs Center had 11 participants who successfully completed the Cognitive Behavioral Intervention Substance Use Adult (CBI-SUA) program. Our APC program specialists and class facilitators worked closely with these participants since the beginning of class, which lasted over four months. The program consists of a 50-session curriculum that utilizes a cognitive-behavioral approach to help teach participants strategies to decrease or end substance use.

These participants worked to develop multiple strategies and skills including motivational engagement, goal setting,



cognitive restructuring of risky thoughts, feelings, and situations, identification of positive social supports and activities, emotional regulation, a variety of social skills, problem solving, and success planning to avoid substance use in the future. ***The APC program specialists and officers are proud of the commitment these participants have shown to make positive changes in their lives.***

Program Highlight

Also, during the year, Denise Garza who was on Post Release Community Supervision (PRCS) and referred to the Adult Programs and Supports Unit (APS) and entered the Adult Program Center (APC), completed some significant milestones in her life through her hard work in the APC program. From the start Denise demonstrated her determination to complete the program and to move forward in a pro-social manner. While Denise was attending APC she was also enrolled as a full-time student at UEI College-Bakersfield, Medical Assistant program where she graduated in May 2024. While in the APC program, Denise completed and received certification for Aggression

KC Probation Dept. congratulates Denise Garza



Replacement Training (ART) and Cognitive Behavior Intervention Substance Use Adult (CBI-SUA) groups. She has also attended 17 individual EPICS (Effective Practices in Community Supervision) sessions with her Program Specialist, Annette. Denise successfully completed her probation term and graduated from the APC Program as a full program completion. After completing these long-term goals Denise stated she sees herself passing the California State Exam to obtain her Medical Assistant Certification for California. Denise stated this achievement will help her attain her career goals of employment in her field of study. In July of 2024, Denise celebrated her two-year anniversary of sobriety. Denise is dedicated to staying focused to attain her goals and avoiding future contact in the criminal justice system. Denise stated she continues to have the support of her parents and her two younger brothers who are huge pro-social supports in her life. Denise mentions the APC program has helped her to “see things differently and how I have learned to stop myself if I ever start losing myself again.” She contributes her success in APC to the help of her Program Specialist Annette, “who has always helped

me see things for the whole picture and all the good.” She also stated her class facilitators Shea and Tammy have helped her, “see the positive in situations.” Moving forward Denise will continue to live by her favorite quote, “The comeback is always stronger than the setback!” The APC team will miss Denise and her commitment to positive change, participation, and her giving spirit while attending our program. An example of her giving spirit, while at our Annual APS Christmas event, Denise won a raffle prize which was a full-size Christmas tree with lights. Denise saw another family at the event in need, and without hesitation donated the tree to the family, showing her giving spirit. The APC program and the Kern County Probation Department congratulates Denise Garza on her exceptional performance and accomplishments while in the APC program and while on probation. ***Denise, we are proud of you and wish you continued success with your future endeavors.***

Youth Court and Programs



Michael Mata
Division Director

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

I am very proud to serve alongside the staff of the Youth Court and Programs Division. We serve a unique and critical role in the Juvenile Justice System and exemplify the Department's dual philosophies of Accountability and Opportunity.

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, these officers prepare memorandums and dispositional reports for the Court including 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 delinquency 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. Investigations 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 competency 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 competence. 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 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 are age 14 or older and have been adjudicated for an offense which falls under WIC 707(b) are eligible for SYTF. The investigating officers 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 this assessment is to establish whether 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 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 14 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 beneficial in planning community outreach and improving public services.

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 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 has the capacity to serve 80 students. Bridges Academy uses 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 who have exited Bridges. These young offenders know the door is always open long past graduation, and they can return to update resumes, conduct job searches in the computer lab, receive support for upcoming job interviews, and get help with 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. The curricula

is offered within the office as well as offsite at the Department's youth treatment facilities and Bridges Academy. The unit receives referrals from Probation Officers based upon youths' Court orders and/or criminogenic needs. Program Specialists facilitate curricula 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.

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, a 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 I – Professional Support Services

The Kern County Probation Department's professional assistance staff serve the Department as Office Services Technicians (OST), Mail Clerks (MC), Office Services Specialists (OSS), and Senior Office Services Specialists (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, maintenance of statistics, and the processing of record seals, terminations, and expirations. The unit is also responsible for the 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.

“About the only problem with success is that it does not teach you how to deal with failure”

Tommy Lasorda

Youth Supervision



Joel Walton
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 youth who have been committed to Camp Erwin Owen, the Pathways Academy, the Kern Crossroads Facility, and the Achievement Perseverance and Excellence (APEX) Academy with intensive supervision and referrals to community-based educational and counseling programs.

To redirect delinquent behaviors, youth are under commitment to these programs, except for APEX Academy/SYTF, 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, such as 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 set the stage for youth to successfully transition from custody to the community. Case plans are 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.

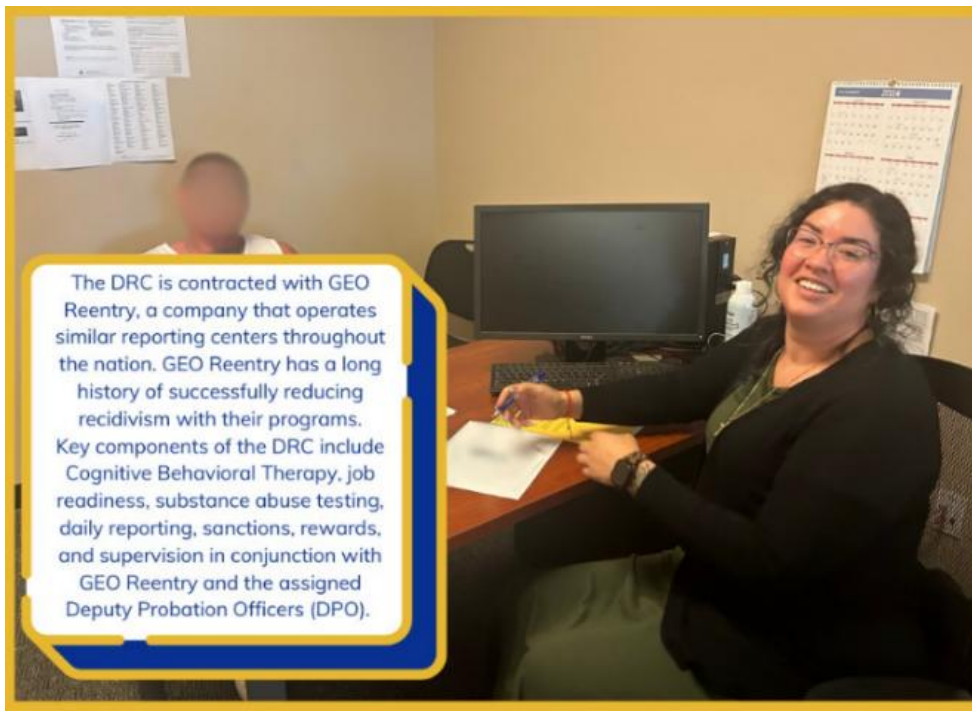
Officers participate in both the Review Board and Pre-Release meetings at all three facilities. These meetings give the Probation Officer an opportunity provide input on the services the youth will receive while in commitment and in designing an appropriate transition case plan for the youth as they re-enter our 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 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.

Re-Entry Supervision FY 23-24	
Field Contacts	1,394
Office Contacts	728
Petitions	28
Arrests	66
Probation Searches	846
Drug Tests	462
Court Reports	41

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). With the passing of Senate Bill 823, youth previously committed to the Division of Juvenile Justice (DJJ) since July 1, 2021, are now committed locally to the APEX Academy. The Re-Entry unit continues to supervise those youth released into the community from DJJ and from APEX. A Re-Entry officer is physically located at the Kern Crossroads Facility/APEX Academy to act as a dedicated point person for 6-month reviews pursuant to WIC 875 to ensure consistency and continuity of reports.

The Kern County Probation Department has contracted with GEO Re-entry Services to establish the Youth Day Reporting Center (YDRC). Through this program, youth either pending release or released from DJJ and the APEX Academy 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 YDRC offers evidence-based programs and Best Practices using Moral Reconation Therapy, Cognitive Behavioral Treatment, Thinking for a Change, alcohol and drug testing, employment training, case management services, and daily check-ins.

The Re-Entry unit also encompasses officers assigned to the transportation of youth detained in our 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. 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 abuse, 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, with 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. In addition, officers with the YMS unit provide home visitor safety presentations to local non-profit organizations and governmental agencies to highlight issues related to safety during home calls.



Metro Supervision FY 23-24	
Field Contacts	2,615
Office Contacts	1,538
Petitions	126
Arrests	70
Probation Searches	2,429
Drug Tests	974
Court Reports	118

Youth Placement Supervision

The Youth Placement Supervision unit supervises youth who are under the jurisdiction of the Juvenile Court and 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 our unit, bringing many changes and new procedures. The state and our unit are now moving toward a “Kin First” ideology, and we 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 with a team to help facilitate appropriate placements. Officers spend hundreds of hours monthly conducting these meetings.



With this shift toward “Kin First” placement, we now have 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 immediately be 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 Services (KBHRS) team to fulfill goals of 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 also continues to supervise Non-Minor Dependents (AB12 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 Supervision FY 23-24	
Field Contacts	1,765
Office Contacts	670
Petitions	13
Arrests	41
Probation Searches	414
Drug Tests	58
Court Reports	204

Placement officers are mandated to conduct face-to-face contacts with each youth on a monthly basis. 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 met. We have two dedicated Office Services Technicians that help input entries into CWS/CMS, data collection, and compliance.

Dream Center

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 treatment linkage. Probation is proud to co-locate officers in this unique, collaborative environment.



Regional Supervision

The Youth Regional Supervision unit serves outlying communities and Courts by providing juvenile supervision and other specialized services to youth in the outlying areas. 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 regional youth exiting Camp Erwin Owen, Kern Crossroads Facility, Pathways Academy, and APEX 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 provides 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 in 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 that officers in our unit contact youth on Court-ordered Home Supervision in all metro and outlying areas of Kern County daily, which includes 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. Officers conduct field contacts with youth regularly to check for compliance with Court orders. 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 in the Department's DPO Core training program.

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 volunteer 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 23-24	
Field Contacts	5,788
Office Contacts	518
Petitions	64
Arrests	138
Probation Searches	900
Drug Tests	126
Court Reports	137

Clerical Unit II – Professional Support Services

The Kern County Probation Department's professional assistance staff serve the Department as Office Services Technicians (OST), Office Services Specialists (OSS), and Senior Office Services Specialists (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, running rap sheets, filing of petitions, violation of probation report preparation, court report preparation, revision of reports prior to submission to the Court, formatting and archiving Probation Special Reports, filing and compiling informational entries in youth's physical files, entering electronic notes in various applications, maintenance of statistics, and the processing of record seals, terminations, and expirations.

Probation Auxiliary County of Kern

Probation Auxiliary County of Kern (PACK) is a non-profit corporation that was chartered in October 1976. PACK is endorsed by the Superior Court Judges of Kern County, the Kern County Probation Department, and the Juvenile Justice and Delinquency Prevention Commission. As an organization, it assists youth in the juvenile justice system and those considered at-risk by removing barriers to success and ultimately reducing recidivism. PACK also aids AB-109 adults under the supervision of the Kern County Probation Department. PACK's mission is to provide support and services alongside the Probation Department to enable youth to become responsible and productive members of society.

PACK provides opportunities to qualifying individuals in the form of school materials, clothing, 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 move forward in their lives, and to encourage them to be the best version of themselves that they can be. Grants, sponsorships, donations and fundraising activities contribute toward PACK's General Fund.



The PACK Scholarship Fund provides scholarships to at-risk youth. \$1,500 in scholarships were awarded this year to assist in the cost of continuing education in either college or trade school. Award winners were participating in rehabilitative programming, had been successful in meeting their terms of probation, or were recently discharged from probation status. Scholarships were awarded to students attending Bakersfield College, UEI college, and trade schools.

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 the children, families, and pets of Probation employees. These wonderful photographs mark the occasion and capture the memories for years to come. Purchasing photos at this event supports PACK's mission to assist at-risk youth. 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 6, 2024, 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 highlight of this race was the 64% increase in participation from the previous year. A grand total of 733 runners attended this year's Fog Run making this year the second largest participation recorded.



Youth Facilities

Youth Facilities' Mission Statement

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.

Values	Operating Principles
<i>Dignity</i>	<i>All employees, youth, and the public deserve and will be treated with dignity and respect.</i>
<i>Integrity</i>	<i>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</i>
<i>Safety</i>	<i>Safety and security are supported by providing a safe, clean, and healthy environment for staff, youth, and visitors.</i>
<i>Character</i>	<i>Our commitment to positive character development is focused on redirection of behavior through counseling, mental health services, and education.</i>
<i>Structure</i>	<i>Our programs will provide structure, discipline, consistency, and accountability in a fair and responsible manner.</i>

James G. Bowles Youth Detention Center



Ryan Wegis

Division Director



Marc Herrera / Jessica La Febre

Assistant Division Directors

The James G. Bowles Youth Detention Center (YDC) 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 youth and staff 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.

Youth Detention Center

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.

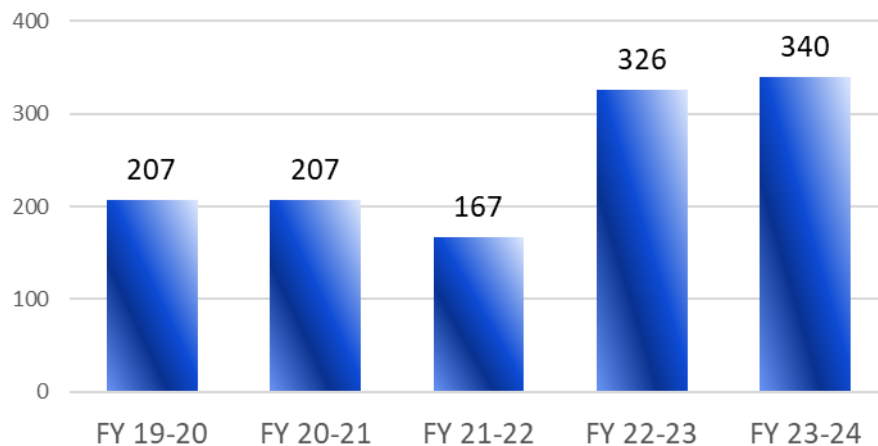


Custody Intake

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. Officers use the Detention Risk Assessment Instrument (DRAI) to help determine initial detention decisions. They also process releases from custody for youth who are no longer ordered to be detained or have completed their commitment. They monitor and control the overall population of the Youth Detention Center, Pathways Academy, and the Furlough Treatment and Rehabilitation program.

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 Commitments



Youth Detention Center Intakes by Offense					
Offenses	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
Against Persons	476	152	223	298	238
Against Property	371	160	166	294	335
Drugs/Alcohol	69	28	25	53	26
Weapons	148	143	183	220	157
Violations of Probation	301	179	209	327	382
WIC 707B	149	87	121	205	172
Home Supervision Violation	30	19	19	45	72
Warrants	201	167	159	170	205
Other*	377	178	309	469	404

*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 program lengths to assist the female youth offender population in achieving rehabilitation goals.

Pathways Academy FY 23-24	
Admissions	28
Average Length of Stay (Days) for 12-Week Program	0
Average Length of Stay (Days) for 18-Week Program	41.1
Average Length of Stay (Days) for 24-Week Program	80.9
Average Length of Stay (Days) for 36-Week Program	0
Average Daily Population	8.6

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. JPPS continues to facilitate parenting and family groups as well.



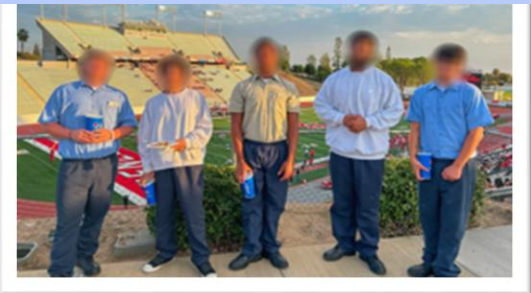
Extra-curricular, pro-social and religious services are provided through various community volunteer groups and individuals. Through Kern County Probation Volunteer Services, there are various guest speakers and programs scheduled throughout the month. Youth also participate in community enrichment activities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

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 who 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 institution

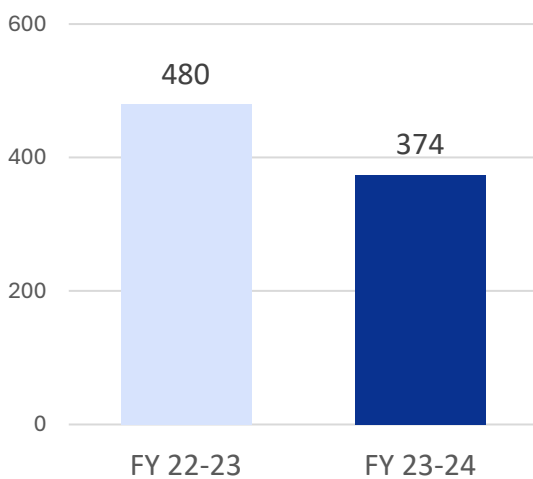
FTR youth rewarded with attending a Bakersfield College game. Go Renegades!



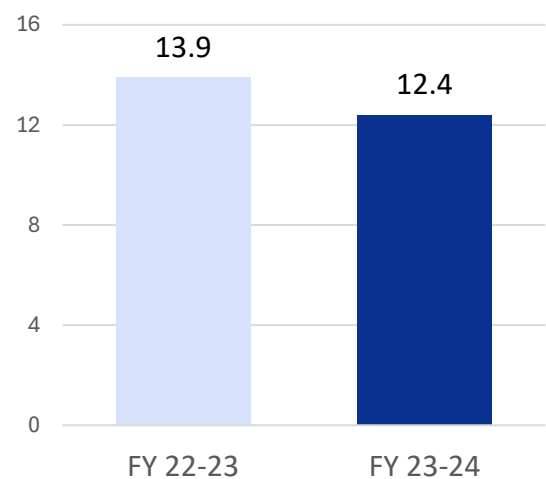
details. The amount of time spent in FTR depends on the nature of the youth's violation(s) and their behavior in the FTR program. Days in custody can range from 1 to 30 days. Graduated sanctions allow for increased commitment days if the youth is returned for additional violations. Upon entering the program due to a furlough violation, each youth is entitled to a review board with his assigned Probation Officer who, along with the other review board member(s), determines the number of days the youth will be given for his commitment.

Furlough Treatment and Rehabilitation FY 23-24 Prior Year Comparisons

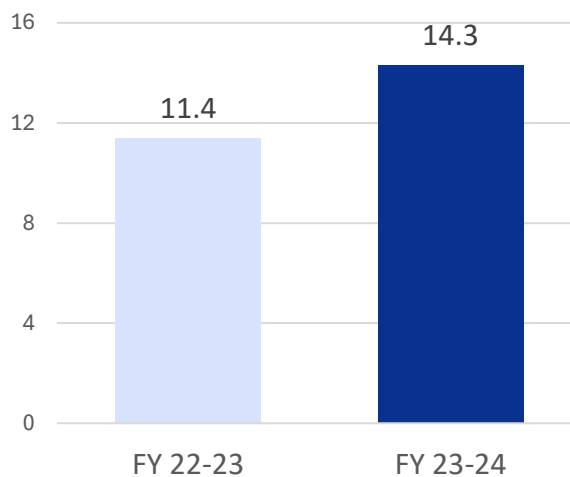
Intakes Admissions



Average Daily Population



Average Length of Stay (Days)



Larry J. Rhoades Kern Crossroads Facility



Eric Meyer

Division Director



Brian Mara

Assistant Division Director

Crossroads' pro-social, incentive-based behavior management system is reinforced throughout the facility and strives to effect positive change with the youth. Throughout a commitment, youth will meet with service providers to address criminogenic needs, education, gain valuable skills, and 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 primary objectives of the Kern Crossroads Facility are to provide safety and security for the public and the youth and produce a productive, positive, and well-prepared youth to return to the community.



From left to right: Ahmed Baameur, TR Merickel, Eric Meyer.
After the retirement of Division Director Baameur in August 2024,
Division Director Eric Meyer was appointed to Crossroads.

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 youths 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, up to age 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 either a 168 or 252-day program. The length of their program is determined during an initial assessment meeting involving collaboration 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

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, Prison Education Project through California State University Bakersfield, Career and Technical Education (CTE) courses through KCSOS, internships through the Kern Community Foundation, mental health treatment through KBHRS, mentoring and community support through numerous faith and community-based organizations, and case planning through Probation staff. The goal of the APEX Academy is to provide treatment and reintegration services to prepare the youth to return to our community as productive citizens.

Redwood High School

Youth attend school 240 minutes per day in an educational program operated by the Kern County Superintendent of Schools (KCSOS). The academic 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 Educational 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.

Behavioral Health

The Kern Crossroads Facility contracts with Kern Behavioral Health and Recovery Services (KBHRS) to provide additional treatment and programming. They provide an array of evidence-based and best-practice programs as well as individual trauma informed interventions including Cognitive Behavioral Therapy, Seeking Safety, 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 offers 24/7 Dad as needed to youth with children. All youth receive treatment recommendations based on the result of a comprehensive evaluation and risk assessment provided by the Behavioral Health team upon arrival to the facility. Youth then receive a developed treatment plan based on those recommendations. All treatment plans are tailored to individual needs, which determines type, duration, and frequency of services provided. This treatment plan is reviewed at 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 skills by submitting their creations in various categories at the Kern County Fair, guest speaking at professional gatherings, and assisting during the



annual Bus Driver Appreciation event hosted by the Kern County Superintendent of Schools. Both the Crossroads and APEX Honor Guards have been recognized for their dedication and regularly receive invitations to present the nation's colors at special events and ceremonies throughout the community.



Camp Erwin Owen



Jeremy Roberts
Division Director



Jason Hillis
Assistant 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 Forest.

Camp Erwin Owen (CEO) is a working ranch and rehabilitative program located on 56 acres in Kernville, CA. Youth take advantage of essential elements of evidence-based treatment and counseling, participate in vocational assignments throughout the facility and improve academically. CEO partners with the Kern County Superintendent of Schools (KCSOS), Kern Medical Correctional Medicine, Clarvida for behavioral health services, 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.



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

While at Camp, youth 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, trail maintenance for the Forestry Service and participation in the setup and cleanup of the yearly Whiskey Flat Days celebration in Kernville.



After working hard and giving back to the community, youth earn the opportunity to play hard and participate in the Camp Outdoor Education Project. Taking advantage of the Sierra Nevada Mountain range, the boys participate in earned adventures which are performed monthly and include Pack Saddle Trail, 7-Teacups, Fly Fishing on the Kern River, River Rafting down the Kern River, Trail of a Hundred Giants and overnight camping trips just to mention a few. Additionally, because of the very generous donations from the Community in the Kern Valley area to the Probation Auxiliary County of Kern, earned field trips for Camp youth also include Dodger games, UCLA games, trips to the Long Beach Aquarium and a beach day at San Simeon.

Camp Owen has been a fixture in the Kern River Valley for decades and with the included community involvement, the youth are given an incredible opportunity to feel valued, take pride in a job well-done, and understand the benefits of helping others.



**ERWIN OWEN
HIGH SCHOOL**

Office of Kern County
Superintendent of Schools

Mary C. Barlow