

YAVAPAI COUNTY ADULT PROBATION



ANNUAL REPORT FY 2022

A Force for Positive

CHANGE.

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LETTER FROM CHIEF MORRIS

This letter is often addressed to the presiding judge. However, since this is the final letter I am writing for the report, I want to send it to honor our staff and probation officers. If others reading this letter and the annual report, find it informative and inspirational and get a clear understanding of the outstanding people who do great work, day in and day out (including nights, weekends, and holidays) then all the better.

On September 22, 1997, I walked up the back stairs of the Gurley office for my first day of work. I did not fully understand probation work then but felt excited about jumping into it. Little did I know that eventually, I would fall in love with this work, the challenges, the burdens, the blessings, and our deep involvement with people at the worst time in their lives. We get to help them see there is a different way and that their lives can be better. When the realization of personal transformation is felt by justice-involved adults it is indeed a miracle and makes our work worthwhile.

There have been many forward-thinking changes in probation work over the last 25 years. When I started there were no computers, cell phones, or GPS. We didn't have APETS (sigh), Motivational Interviewing, Effective Practices in Correctional Settings (EPICS), Sustain, Adult Substance Use Survey (ASUS,) Public Safety Assessment (PSA) and other assessments, Reentry, Drug/DUI, Mental Health, Family Treatment, or Veteran courts. These changes have put Arizona probation on the map and its community corrections professionals have earned the well-deserved reputation as being amongst some of the best anywhere.

So, I leave knowing the good work of Yavapai County Adult Probation will continue to grow and expand. The professional staff will be stretched beyond their limits with challenges, and yet, committed to their good-hearted efforts, will continually live up to our mission of improving lives and protecting the community. You all have my undying love and respect! Your numerous contributions to public safety and transforming lives are second to none.

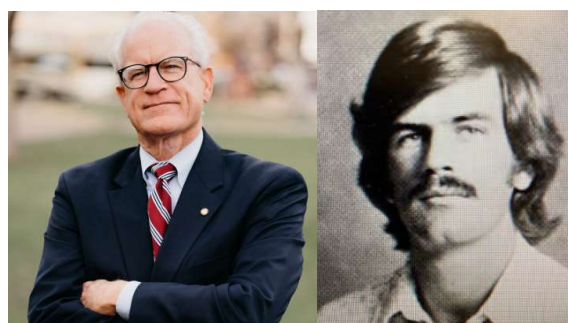
I leave you all with this quote from Thomas Merton and a prayer/poem from Henri F. Amiel. May you each find these words useful as you continue your courageous probation work in our noble profession!

"Do not depend on the hope of results. You may have to face the fact that your work will be apparently worthless and even achieve no result at all, if not perhaps results opposite to what you expect. As you get used to this idea, you start more and more to concentrate not on the results, but on the value, the rightness, the truth of the work itself. You gradually struggle less and less for an idea and more and more for specific people. In the end, it is the reality of personal relationship that saves everything." T. Merton

"Life is short, and we do not have too much time to gladden the hearts of those who travel with us; So, be swift to love and make haste to be kind and may the Divine Mystery that is beyond our ability to know, but who travels with us, bless us and keep us in peace." H. Amiel

Blessings to all, y'all!

John C. Morris
Chief Adult Probation Officer



Mission, Values, and Vision

Our Mission

Protecting the community
and improving lives

Our Values

Partnership



Work in partnership
with the local
criminal justice
system, service
providers, and the
community.

Integrity



Work with
integrity and
professionalism,
treating all people
with respect.

Change



Believe that
people can
change.

Our Vision

Safe communities
through positive change

Office Locations



Prescott:

225 E. Gurley Street, 2nd Floor

Prescott, AZ 86301

(928) 771-3332

Dewey:

Hwy 69 & Fain Road

Dewey, AZ 86327

(928) 771-3365



Cottonwood:

411 S. 14th Street

Cottonwood, AZ 86326

(928) 639-8148

Prescott Courthouse:

120 South Cortez Street

Prescott, AZ 86303

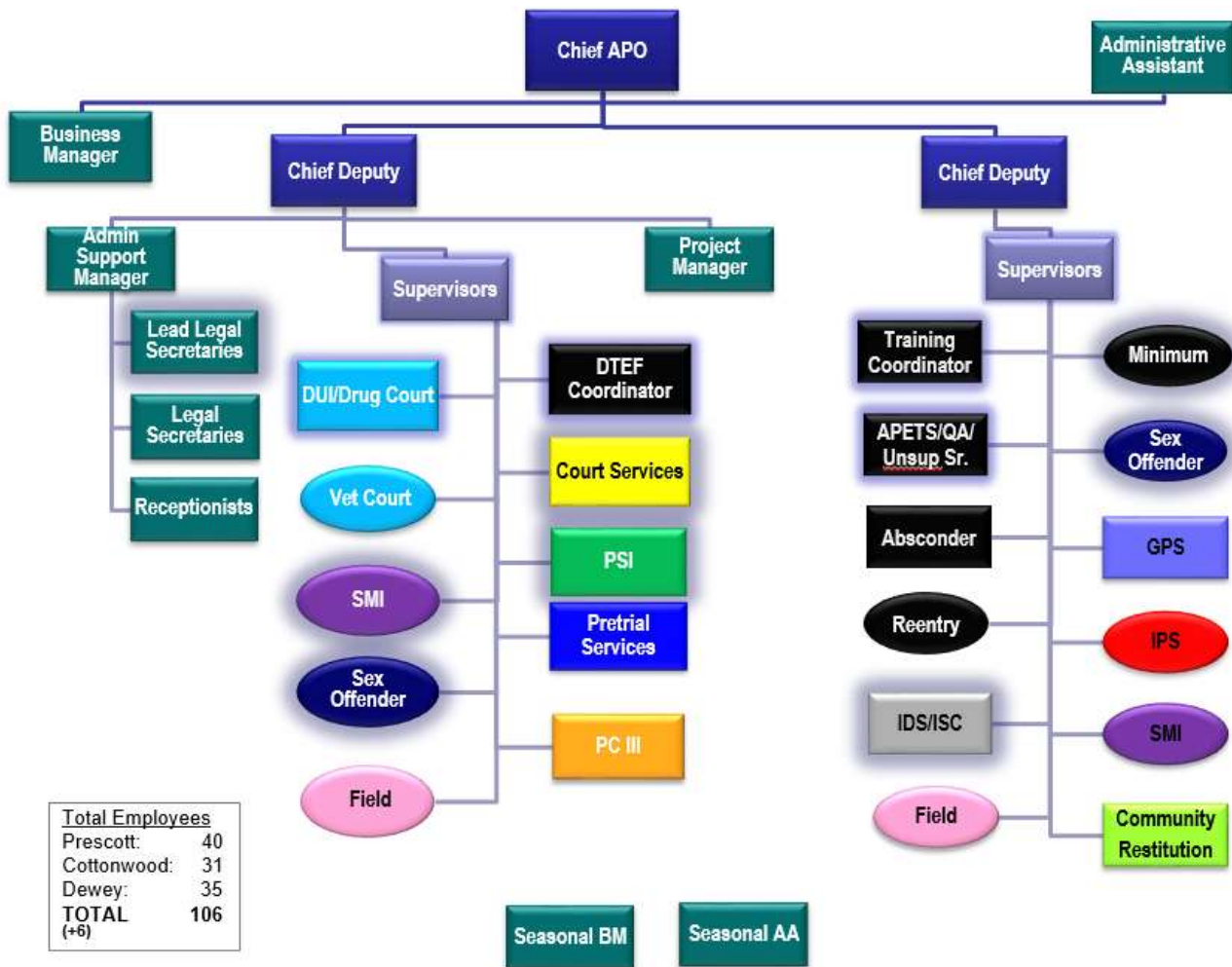


Camp Verde Courthouse:

2830 North Commonwealth Drive

Camp Verde, AZ 86322

ORGANIZATIONAL CHART



Management Team



LAST VIRTUAL MEETING OF FY22 - LEFT TO RIGHT:

Margarita Jacobo, Chad Feipel, Mike Rygiel, Kathy Ryder

Gary Thagard, Jacque Barnes, Andrew Sawyer

Terri Stasiuk, Kristie Peck, Clay Hildahl, Heather Cappelli

Carlos Zuniga, Melanie Cianchetti, and Chief John Morris

FY22 ANNUAL BUDGET



\$10,260,160



County

\$4,605,613 (45%)

Our county budget is provided and approved by the Board of Supervisors. Currently we fund 49.15 positions out of this budget. Some other items funded with the county budget include:

- Office and other supplies
- Travel expenses
- Postage
- Ammunition
- Computer equipment
- Dues and memberships
- Vet and Wellness Court drug testing
- Equipment rental fees
- Equipment maintenance
- Internet/Communication
- New hire background and testing
- DNA kits
- Vehicle use charges

State

\$4,280,166 (42%)

Our state budget is provided and approved by the Administrative Office of the Courts (AOC). Currently we fund 51.95 positions out of this budget. Some other items funded with state money include:

- Treatment and Sober living costs
- Drug testing kits
- Trainings

Probation Service Fee

(PSF)

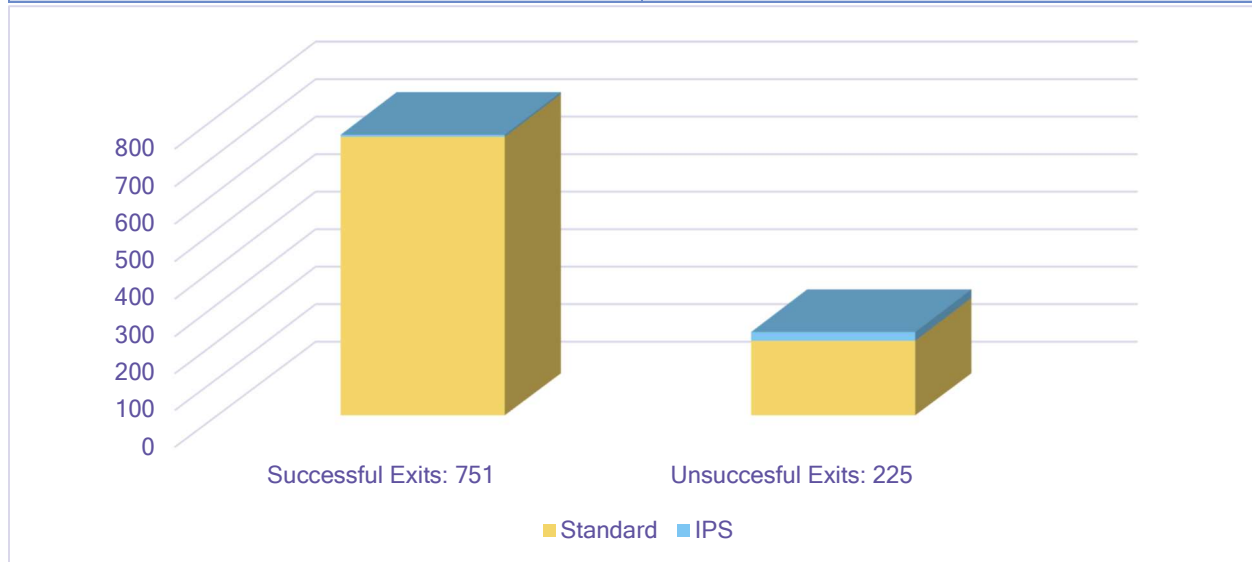
\$1,374,381 (13%)

Our probation service fee budget is derived from collection of Probation Services Fees and approved by the Presiding Judge. Currently we fund 9.9 positions out of this budget. Some other items funded with the PSF budget include:

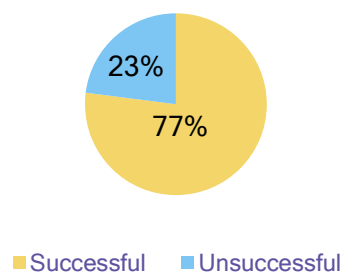
- Trainings
- Safety equipment
- Body armor
- Specialty Court incentives
- Drug testing and UA kits
- Taxi Vouchers
- Uniforms and Clothing
- Probation and Parole week
- GPS equipment charges
- Risk management premiums
- State budget shortfalls

PROBATION POPULATION GENERAL STATISTICS

2,512	1,240
Total Active Probation Population in Yavapai County	New Clients Sentenced to a Term of Probation



Percentage of Successful vs Unsuccessful Exits



Contacts	Residence Contacts
APD staff conducted 38,222 face-to-face contacts with 2,284 clients . The location for contacts includes the probation office, residence, community, community restitution assignment, court, employment, jail, prison, and treatments agency.	APD probation and surveillance officers conducted 15,467 face-to-face residence contacts with 2,284 clients .

WHY

Everyone in the field of probation joins this line of work for one reason or another. As different as our reasons for starting, are our reasons for staying too. Whatever it may be, there is one underlying goal that seems to be most prevalent: assist people in making positive changes in their lives. Too often we see failures, but it's the successful cases that keep us working toward the next victory. This article is one of those success stories.

Meet Kenneth "Ken" Wood, a man from the Verde Valley who celebrates 25 years of sobriety in 2022. Ken started abusing drugs and alcohol when he was nineteen. Cocaine and alcohol were his drugs of choice, and it didn't take long before he was out of control. "I was a screw up, a jerk, an a--hole," says Ken, "I didn't respect anyone, and no one respected me."

In late 1997, during a heated argument with a relative who had just threatened the lives of his then-wife and kids, Ken resorted to an act of violence. After his arrest, he pleaded guilty to Aggravated Assault with a Deadly Weapon/Dangerous Instrument and was sentenced to three years in the Arizona Department of Corrections followed by five years of Intensive Probation.

After his release from prison, Ken started his Intensive Probation Supervision in Yavapai County where his journey toward healing began. "Probation changed my life; you guys changed my life. Every PO that supervised me showed that they cared and wanted to help me. You guys listened, were firm but fair, and showed that you wanted to help each step of the way. I wouldn't be the person I am today or have the life I have if it weren't for all of you. I was a screw up, but you helped me change my life and I'll never forget that. I never drank or used again after my release, and I am a much better person this way," he recalled.

In 2002, Ken started his own business, A1 Supreme Moving. Starting his business wasn't a walk in the park, but he remained persistent and continued to push forward. While Ken's business found the success he had worked so hard for, he is most proud for what he has been able to give back to the community. "I give back to try to repair all of the damage I've done. I spent years taking...and now I give back," he said.

Ken's commitment to giving back has spanned nearly two decades and is something he intends to continue doing for many more. He has furnished over 450 houses for veterans,



women's shelters, and seniors, and spent the last 15 years collecting, donating, and delivering with Toys for Tots annual drives. He has such a place in his heart for the Toys for Tots organization that he has also served on their Board of Directors for several years. Following the devastation Hurricane Harvey left in Texas, Ken personally purchased over 30k pounds of supplies and necessities and drove them to Texas, all at his own expense. Last year, he heard that a senior living home had no Christmas gifts for their residents, so he secured and delivered 800 gifts to the home. To top it off, he also provided the residents with a prime rib dinner complete with sides. With many other acts of good under his belt, far too many to count, Ken has truly taken the help and resources that were given to him during his time on probation and harnessed them to make himself, and the world around him, a better place.

"I wouldn't be here today without probation...you guys. I've said it before and I'll say it again, the support and care I felt is what changed my life!"

THIS is the reason so many of us continue to work in probation. These are the success stories that reward us and our efforts and give us the hope that we need in a job that can sometimes feel laden with more bad than good.



SUPPORT STAFF

Support staff are the individuals who work for an organization to keep it running and support those who are involved in the organization's main business. Inclusion is a state of valuing and leveraging employees' diversity to create an environment that empowers employees to do their best work. The Adult Probation Department is fortunate to have a diverse support staff team that consist of Receptionists, Legal Secretaries, a Case Administrator, and the Chief's Assistant.

We may be partial, but the support staff team for the Adult Probation Department is the best of the best! It goes without saying how important inclusion of our support staff is, so they know just how valued they are. And without question, leadership is paramount to developing a culture of success, but it is equally important that the incumbent leadership understands the necessary inclusion and the value of support staff in this equation.

Over the past fiscal year, the support staff have been busy doing what they do best:

Legal secretaries completed 2,089 standard petitions, 744 petitions to revoke and predisposition reports, 355 presentence reports, 65 combo reports, 12 dispositional reports, 287 ISC/IDS transfer requests, entered over 58,394 community restitution hours, and ran 131,924 JWI's. In addition, our lead team assisted in, or lead approximately 12 interview panels. Our receptionist made 1,410 new case files and checked in 15,022 clients.

Training is an important factor in our success. Each year the support staff team attends a spring training and a fall team-building session. These trainings include all support staff members, which is approximately 22 people. The training and team-building sessions are vital to our drive for successful performance and achievement.

Never underestimate the power of dreams and the influence of the human spirit. We are all the same in this notion: The potential for greatness lives within each of us.
Wilma Rudolph

"I wanted to say a few words about how lucky I am to be the Receptionist at the Cottonwood office. I enjoy coming to work every day. Our staff here is great. The Officers are helpful and fun. I enjoy greeting our clients with the same respect I expect from people. The Adult Probation Department is a great place to work."

Susan Leih
-Receptionist



"I transferred to the Adult Probation Department in August of 2021 from a different department with the county. I was hesitant initially to make the switch, and soon realized that I made the right choice. The support staff team always pulls together when needed and they set the stage for a welcoming environment in which to work. I enjoy coming to work each day knowing that we watch out for each other, and the probation staff as a whole is tremendous, who have care and concern for the probationers."

Ryan Gilson
-Legal Secretary



"I love coming to work, because I feel like the work I do matters, and I am appreciated for it. There are plenty of extrinsic and intrinsic rewards within this job. I also love the team that has been created here over the years. I am fairly new, but can tell that this team is amazing, hardworking, and definitely something that I want to be a part of."

Riley Hollis
-Legal Secretary





"IF WORK
ISN'T FUN,
YOU'RE NOT
PLAYING ON
THE RIGHT
TEAM."



SPECIAL PROGRAM HIGHLIGHTS

Networking with Treatment Providers

It is always nice to be able to network with others who have a common goal. Many times, our busy schedules do not allow this to happen. Probation realized the importance of getting treatment partners throughout the state, along with probation staff, together to meet each other in person and find ways to work better as a team. Invites were sent to all community partners and probation staff for a picnic that would be held at Mountain Valley Park on May 20, 2022. Prescott Sober Living, a local community partner, collaborated by cooking all the hamburgers and hot dogs for the event. In addition, there was nearly 100 attendees that were able to network with each other on a casual basis. Providers and probation staff alike mentioned that they loved the event and hoped that it would be something that was held every year. There is no doubt this was a successful event that brought the community closer. We look forward to making this an annual occurrence.



Participation with the Yavapai Reentry Project

Senior Probation Officer, Brandie Myhre's participation with the Yavapai Reentry Project began in 2012 and has continued through today. She is currently a member of the Steering Committee, assisting staff members to make decisions for the YRP so the program grows in a healthy and productive way. She also, conducts bi-monthly programs titled "From Inmate to Citizen" for incarcerated and formerly incarcerated persons, family members, and other members of the community to gain knowledge regarding release planning and other information to assist with their reentry back into society.

Reach Out – Jail Release Coordination Program

YCAPD works in partnership with the YCSO Reach Out Program's release coordinators to improve cross-system collaboration and expand mental health and substance abuse services for probationers who are incarcerated. The priorities for this program are:

- Avoiding costs for Yavapai County by reducing the number of days a probationer remains in custody
- Coordinating connections to services to reduce or eliminate involvement in the criminal justice system and reduce recidivism
- Supporting the Arizona Supreme Court Strategic Agenda

In FY22 there have been 757 coordinated connections to services for incarcerated probationers, reducing the number of jail days by a total of 10,541. The current rate of recidivism for releases from August 2019 through July 2021 is 15.7% compared to the overall jail population recidivism rate of 18.5%. (Recidivism is defined as arrest for a new felony offense). The success of these releases aligns with the Sequential Intercept Model in successfully planning transitions to improve reentry outcomes by organizing services around individual needs in advance of release, providing medication and prescription access upon release and creating opportunity for a warm hand-off from jail to case managers for direct transport to services.

YCAPD is committed to our partnership with the YCSO and our community partners in successful reentry connections and positive outcomes.

Moral Reconation Therapy (MRT)

The dedicated employees of this department have supported our cognitive behavioral program, MRT, since its implementation in 2005. Close to 40 officers and support staff have been trained to facilitate the workbook-based groups that address attitudes related to criminal thinking.

- Over 2,000 probationers have been enrolled in the MRT program, all having medium high to high-risk scores for reoffending
- The risk score for graduates of MRT decreased by an average score of 2.27
- All areas of criminal thinking that are measured decreased upon completion

Currently there are nine active groups internally at YCAPD, two are specific to Specialty Courts and sex offender populations. Seventeen officers and support staff are currently dedicated facilitators and are holding participants accountable for the thought processes and behaviors that led them to where they are in their lives and assisting them in setting goals for a productive, positive future.

Participant's testimonies:

"I am 35 years old. I am a grateful recovering addict, And I am currently taking the Moral Recognition Therapy class or what we call it "MRT". I'd like to share my thoughts and experiences with MRT. I am currently working on step 6, and I am amazed at how much I have learned in just a short time. It has opened up my eyes to a whole new healthier way of living. It teaches you how to hold yourself accountable, teaches you how to compartmentalize, and organize your life. These things that MRT teaches us is very important because MOST if not ALL addicts have no clue how to do these things. It has helped me reconcile important relationships in my life as well as help me work through past traumas. I would recommend this class to anyone who is seeking a healthier approach to life. I am changing for the better in more ways than one thanks to what I'm learning there. I can't wait to see what more is to come as I work through the steps!"

Case Administrator Pilot becomes a Welcome Reality

The new Case Administrator (CA) position brings much-needed help to probation officers covering large standard caseloads. A pilot project was formulated by the creative efforts of Clay Hildahl, Kristie Peck, and John Ryder, and was presented and piloted at the Department's Cottonwood Office in mid-2021. The idea was to create a position within the department that would assist officers with the tedious work of intakes, tracking, and updating screens in the statewide database. Thus, allowing officers to spend more time monitoring, and addressing their probationer's behavior changes with field visits and consistent use of Evidence-Based Practice.

The CA position was piloted with a Senior Support Staff member, Kendall Loehr, to research and develop a system to complete initial intakes on newly sentenced probationers. Kendall tracked items routinely overlooked but highly important information by the State to be updated with short timelines. The pilot project was monitored and supervised by Melanie Cianchetti, Probation Officer Supervisor. This CA position was assigned to support three probation officers in the Cottonwood Office: Scott Poole, Amanda Cannon, and Jeremy Gillette.

This CA was expected to meet with each newly sentenced or reinstated probationer to complete intakes and track vital information such as: DNA collection, assessment, and case plan due dates, add or update addresses and employment, and treatment updates. The pilot was approximately six months and was found to be very helpful for those officers participating. It was decided to push past the pilot stage and hire CAs officially.

The first full-time person to fill a CA position was Amy Pirtle, who took over the on January 15, 2022. She currently supports three Cottonwood Officers, Scott Poole, Jessie Ryberg and Jeremy Gillette. The department is continuing with plans to hire more non-badged positions for both the Dewey and Gurley Offices as Case Administrators in hopes of eventually hiring another three within the next budget period.

The Case Administrator position was piloted between August 2021 through December 2021. In that time:

- 44 intakes were completed

Since January 2022, when the Case Administrator Position was approved and made a permanent position:

- Total of **139** intakes completed
 - **123** intakes done in the probation office
 - Average intake takes approximately 75 minutes from start to finish.
 - For a savings of **9,225** minutes (**153.75** hours) from our PO's schedules.
 - **16** intakes conducted at the Yavapai County Jail
 - Average initial intake at the jail takes approximately 160 minutes, from start to finish.
 - For a savings of **2,560** minutes (**42.66** hours) from our PO's schedules.
 - Case Administrator averages five intakes per week
 - January 2022 - 30
 - February 2022 - 22
 - March 2022 - 22
 - April 2022 - 11
 - May 2022 - 23
 - *June 2022- 15*
- DNA collected on **56** new probation clients.



As a result of the fantastic work by the Case Administrator, I have been able to focus more attention on other priorities such as field contacts, case plans, and collaborative efforts with outside treatment agencies.
- Scott Poole, Senior Probation Officer

Time saved by my CA completing new client intakes creates more time for me to organize files, meet deadlines, address violations, and work in the field.
- Jeremy Gillette, Probation Officer



“The strength of the team is each individual member. The strength of each member is the team.” Phil Jackson



The case administrator position has helped me with tracking of case plans, FROST, DNA tracking, and new client intakes. Having someone do these things has freed me up to spend more quality with clients, stay more compliant with required items in APETS, and more time in timely documentation. I honestly don't know how I would keep up with my caseload without this position.
- Jessie Ryberg, Probation Officer

It's great to see such creative ideas come to fruition. Building relationships and encouraging prosocial behavior changes amongst probation clients through Evidence-based interventions and community and residence contacts is the heart of probation work. By having a Case Administrator doing the tedious data entry and initial paperwork, officers have more time to be in the field monitoring probation clients' behaviors. - Melanie Cianchetti, Probation Officer Supervisor



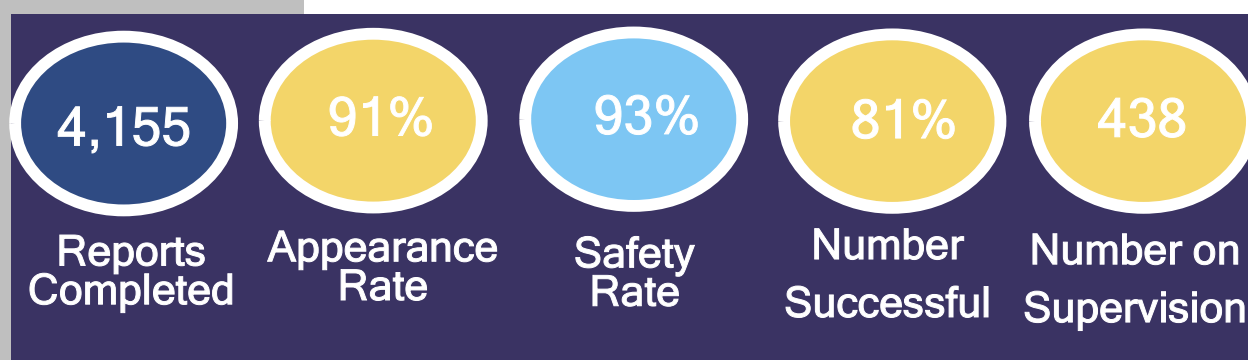
Let me start by saying...I love my new position as Case Administrator! I see people as they are newly sentenced and explain how probation works, their conditions of probation, take DNA if needed, what fines and fees they are charged with and how to make a payment. I routinely monitor the caseloads for the PO's I support, entering treatment, verifying DNA, and sending them lists of upcoming case plan due dates, each month. I feel as one of the first faces they see here at probation I'm able to calm some of their fears and help them understand probation is a 'gift' given to them and we are here to help them better their life.

- Amy Pirtle, Case Administrator in Cottonwood

SERVICES

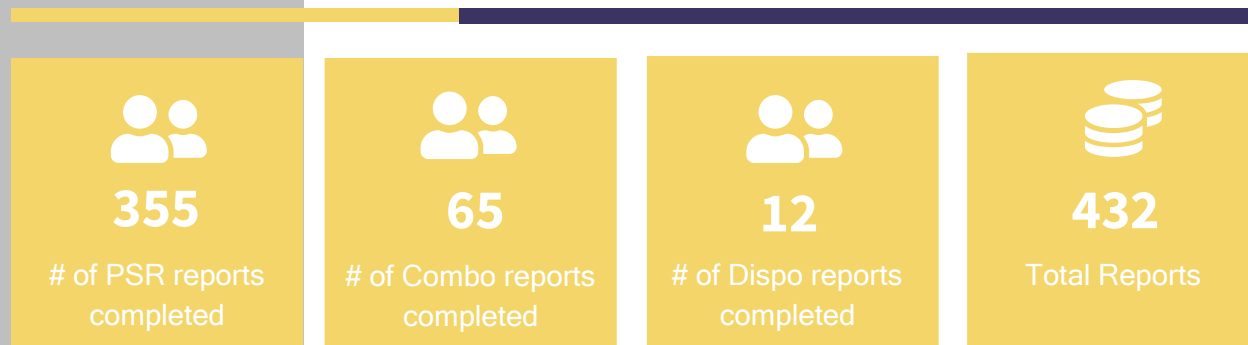
Pretrial Services

Pretrial Services monitors defendants who are on release awaiting trial or sentencing to ensure they are complying with all release conditions imposed by the Court. This program is designed to maximize the appearance rates of those defendants released without financial conditions (i.e., bail/ bond). Potential defendants are screened by using the Public Safety Assessment (PSA). While in this program, the defendant's behavior is monitored according to the Pretrial Services Conditions of Release which may include drug/alcohol testing, counseling, employment, job search, no contact with the victim, etc.



Presentence Investigations

Presentence Investigation officers provide comprehensive reports for the Judge that contain an unbiased, evidence-based sentencing recommendation for individuals that have entered a plea or been found guilty of a criminal offense. The information for these reports includes law enforcement reports, defendant's statement, victim's comments, attorney statements, risk assessment, defendant's personal and criminal history, and lastly, the presentence investigator's impressions.



Absconder/Warrants

The Absconder Warrant Caseload focuses on cases in which the probationer has ceased to report and is in violation of the conditions of probation. The primary goal is location of offenders and resolution of their cases. Consideration is given to community safety, restitution owed to victims, and the nature of the criminal offenses.



Interstate Compact Services/Indirect Services

Interstate Compact is a program that facilitates the interstate transfer of felony probationers and is governed by rules adopted by the Interstate Compact Commission for Adult Offender Supervision. Individuals transferring into the state of Arizona are assessed and supervised in accordance with YCAPD policies and procedures. Individuals who are sentenced to probation in Arizona and request to transfer to a subsequent state are processed with the same criteria.

161 Outgoing transfers	The number of individuals that were sentenced in Yavapai County and had their probation supervision transferred to another state.
26 Incoming transfers	The number of individuals that were transferred from another state to Yavapai County and accepted for probation supervision.
370 Active out of state cases	Total number of individuals sentenced in Yavapai County that were being supervised out of state as of June 30th, 2022.
52 Active incoming cases	Total number of individuals sentenced in another state that were being supervised by Yavapai County as of June 30th, 2022.

YCAPD

Yavapai County Adult Probation Department

FACTSHEET June 2022

(Covid-19 since 3/14/2020 continues)

Supervision Type (EOM)



New Cases (FYD):

1,238

Victim Restitution Collected (FYD):

\$824,479

Treatment Success (FYD):

83%

Reach Out Program

of Jail Days Saved (FYD):

10,264

Standard Probation Per Probationer	Intensive Probation Per Probationer
\$3.82/day \$1,394/year	\$22.74/day \$8,300/year
AZ DOC Per Inmate	YCISO Per Inmate
\$74.33/day \$27,130/year	\$110.00/day \$40,150/year

Published Costs Updated 02/2021.

Community Restitution

58,391

Total Hours (FYD)

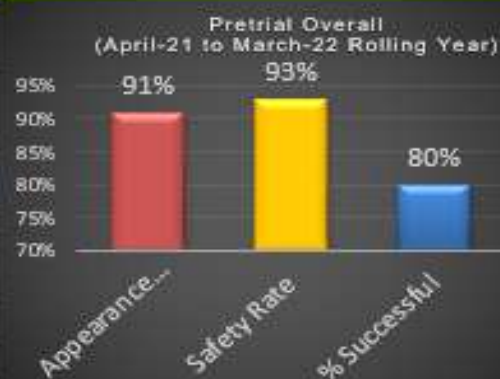
\$728,411

*Taxpayers Savings
(Estimated FYD)*

Absconder/Warrant

Fines and Fees Collected (FYD)

\$246,475



DRUG/DUI/FT COURTS

Successful Exits (Prior FYE)



OTHER PROGRAMS

Reentry Caseload

The Reentry caseload is comprised of probationers who are released from prison with a subsequent standard probation term. The goal of reentry supervision is to address critical needs, reduce the number of initial absconders, and reduce recidivism; thereby increasing community safety.

Reentry supervision begins prior to release from prison with a pre-release interview. The pre-release interview addresses critical needs: housing, health care, medications, transportation, important documents, etc. Addressing critical needs prior to release ensures the best possible transition for probationers upon their release from prison.

80 Pre-release interviews	0 Revoked back to prison within 90 days of release
0 Absconded	29 Transferred to a different state or county

IPS

The Yavapai County Adult Probation Department's Intensive Probation Supervision (IPS) program provides an increased level of structure and supervision. IPS is an effective level of supervision for probationers that have been assessed as higher risk to reoffend and who may have been resistant to lower levels of supervision. IPS helps to provide an opportunity for high-risk probationers to make positive behavior changes and improved decision making to avoid future negative and criminal behaviors. Yavapai County Adult Probation has five IPS caseloads spread over the three offices in the county (Prescott, Dewey and Cottonwood). IPS has evolved



IPS Officer Paul
Ventura

over the decades to a more well-rounded form of supervision utilizing incentives, cognitive behavioral therapy, motivational interviewing, and Effective Practices In Correctional Settings (EPICS) skills to assist probationers in making pro-social changes. These officers also utilize swift, intermediate sanctions for negative behaviors and

violations of the conditions of probation. IPS officers have frequent contact with the probationers on their caseloads. This allows them the opportunities to utilize the skills previously mentioned. The goal of IPS is the same as all other levels of probation supervision: minimize risk to the community, probationer accountability, and victim restoration when applicable.

SAFE Court

Swift, accountable, fair, enforcement, otherwise known as Project SAFE, is a program through the court and adult probation which a probation officer can get their client in front of the Judge for a technical violation of their probation on Mondays or Fridays. The purpose of Project SAFE court is to hold probation clients accountable for their actions in a hearing before the Judge promptly. Sanctions will be handed out immediately and can vary from a conversation with the Judge, community restitution hours or days in jail. Project SAFE court is a program used in lieu of having to file a petition to enact or a petition to revoke and since sanctions are generally shorter, it allows probation clients to remain employed and involved in treatment programs. Even though most clients will attend a Project SAFE hearing while out of custody, there are occasions where they will be seen while in custody as well via video so the Judge can discuss their violations with them as well as be released early to treatment, if needed. In total, our department submitted 652 SAFE referrals in FY22.

Search Team

Officers are empowered to conduct searches and seizures of a probationer's person, property, electronic devices, vehicle, residence, or any other place within the probationer's control.

Probation searches give the officers an opportunity to 1) determine compliance with conditions of probation; 2) intervene for the protection of the community and/or the probationer; 3) measure progress; and 4) have a deterrent effect on the conduct of the probationer.

24 probation searches were conducted during the fiscal year.

Items Found in Searches



The YCAPD Search Team is comprised of one Chief Deputy, one supervisor, and eight officers. The search team assists officers in conducting probation searches. The search team often works alongside local law enforcement when conducting a probation search.

Sex Offender Caseloads

Yavapai County Adult Probation Department (YCAPD) currently has two senior probation officers, two journey probation officers, and two surveillance officers dedicated to supervising sex offenders throughout the county. The current number of clients on these specialized caseloads is approximately 228. Recently a new sex offender caseload position was created to help with the ever-growing numbers of this population. This new position is operating out of the Dewey office and there is now a sex offender caseload in each of the three probation offices. One of the caseloads specializes in supervision of high-risk sex offenders and deals with those who have sexually motivated offenses, are required to register as sex offenders, and have specific sex offender conditions. The other caseloads are a mix of clients that are on probation for a past or current sex offense or for offenses that are not deemed sex offenses but are considered sexually motivated. Officers receive specific sex offender training to adequately supervise this challenging population.



In this picture, (left to right) Top: PO - Zach Warner, and GPS Surveillance Officer - Christina Eade.

Bottom: Surveillance Officer - David O'Dell, Sr. PO - Kimiko Schiff, Supervisor - Mike Rygiel, and GPS Surveillance Officer - David Mercado



In this picture, (left to right) Sr. PO - Karen Desmond, Supervisor - Melanie Cianchetti, and Surveillance Officer - Tami Hastings

Global System Monitoring (GPS)

YCAPD is one of three Global Positioning Systems (GPS) monitoring centers in Arizona. The two monitoring analysts review the whereabouts of probationers requiring GPS monitoring, daily, seven days a week. As the Northern Arizona Regional Monitoring Center, YCAPD provides these services to Coconino, Navajo, Apache, La Paz, Gila, and Mohave counties. Currently 26 sex offender probation clients are being monitored throughout the region. The GPS analysts are responsible for tracking equipment inventory, training the region's sex offender officers how to install GPS units on their probationers, as well as, communicating with the supervising officer when violations occur.

Drug/DUI/Family Treatment Court

The goal of Recovery Court is to provide opportunities for higher risk probationers who are likely on their way to the Department of Corrections, overcome some of the most severe substance abuse disorders encountered by the legal system. Participants are given access to inpatient treatment, outpatient treatment, mental health services, medical care, housing assistance, vocational rehabilitation, assistance with driver's license reinstatement, and help with family reunification. Recovery Court supports participants in improving their lives and achieving lasting sobriety. Recovery Courts save up to \$27 for every \$1 invested saving \$6,208 per year per participant. The average completion rate for our Recovery Court in 2021 was 61%, approximately two-thirds higher than the national average for probation. After five years of completing Recovery Court, 74% of the graduates have not been convicted of another felony offense.



Mental Health Court

Yavapai County Mental Health Court is dedicated to working with the Mental Health Population sentenced to supervised probation, with a therapeutic approach addressing mental health illness and disorders. The team consists of a superior court judge, probation staff, and a case manager from each major behavioral health home provider in Yavapai County. The aim of the team is to achieve mental health stability and a crime free lifestyle for the defendant. Mental Health Court is offered in both Prescott and Camp Verde to assist the needs of the justice involved mental health population in our county.

When a probationer enters the program, the team focuses on addressing their criminogenic needs, with an emphasis on medication compliance, treatment compliance, and stable housing. The team meets twice per month to discuss each case and develop a strategy to develop positive change in the participant's behavior. Client success is rewarded with incentives, such as gift cards, reduction in community restitution and fines and fees. Client violations are addressed with creative intermediate sanctions.

Through the Mental Health Court team's many hours of dedication and collaboration with stakeholders and community agencies clients have found stability and housing. After a two-year period 95% of the graduates had not committed a new felony offense.

Veterans Court

Veterans' Court started on March 7, 2017, in Prescott. Many veterans return home with service-related trauma. Left untreated, these issues can directly lead to substance abuse, homelessness, and involvement in the criminal justice system. Veterans' Court was created to provide an opportunity for justice-involved veterans suffering from these issues and are held accountable and supported in their efforts to remain employed and provide for their families while receiving benefits, treatment, and services. This court program uses the unique aspect of the military culture to benefit those who participate. Collaboration with the VA and other veteran services in the community is a crucial part of this program. After two years of completing Veterans' Court, 94% of the graduates have not been convicted of another felony offense.



Community Restitution

After a slow couple of years due to COVID-19 restrictions, the Yavapai County Adult Probation community restitution work crews are once again operating at full strength helping to beautify our neighborhoods. YCAPD currently has almost 300 stakeholders throughout the county who are eligible to procure a variety of services. Some of the work we do can be seen in these pictures.



Illegal camping is a problem in Yavapai county. It creates refuse and becomes an eyesore for residents. Some illegal camping spots clean up completed in Cottonwood is pictured here with the Adult Probation clients who performed the hard work.

One of the great prides we have here in Yavapai county are the multitude of beautiful Federal, State, and local parks that the citizens can enjoy. The Yavapai County Adult Probation work crew is proud to provide services to our parks. Here, an Arizona State Parks official explains to some Adult Probation clients some of the work they will be doing at Deadhorse State Park.



In this picture, some Yavapai County Adult Probation clients help maintain a beautification project in downtown Camp Verde.

DEPARTMENTAL STRATEGIC GOALS

Data Driven Committee

These days, gut instinct is no longer enough if you want to be effective and efficient. Most organizations realize that data should lie at the heart of their decision making. Data can generate information to see exactly what's happening and we use the information to make our department more successful by testing out different scenarios and developing ways to create better outcomes. Since the creation of the Data Driven Committee, we have looked at the number of revocations to DOC and jail and the possible reasons for those outcomes. We reviewed most of the AOC Op Review concerns and looked at the data behind the shortcomings. Out of these projects a new predisposition report was created to support the hard work the officers are doing in utilizing intermediate sanctions and therapeutic responses. New QA tools for case management and date entry were created to assist with informed feedback so we can address gaps in services or training areas. Currently, the committee has made a goal of looking at reasons behind incarcerated probationers to identify trends and identify ways to assist our population in making positive changes and having successful outcomes instead of returning to jail for intermediate sanctions or revocation proceedings.

Training and Development Committee

The Training and Development group was created in 2021 at the Strategic Planning meeting for the management team. It was a new group in relation to our strategic plan and so started out by recruiting members and held our first meeting in June 2021. The overall objective of the group is to provide effective initial training and promote continuous improvement and learning, done in new and innovative ways. We currently have 20 total members and are working on two different goals right now. One goal is to create a structured process for mentors of all general positions (support staff, probation officers, and surveillance officers) that includes a checklist and training for the mentors. The second goal is to create a resource binder containing information beneficial to new employees, and to include the information on Share Point.

Organizational Health Committee

The Organizational Health Committee (OHC) was created as the result of a Strategic Planning meeting attended by the Management Team in January 2019. The OHC consists of a collection of members who hold various positions within the Adult Probation Department, including support staff, field officers, and supervisors.

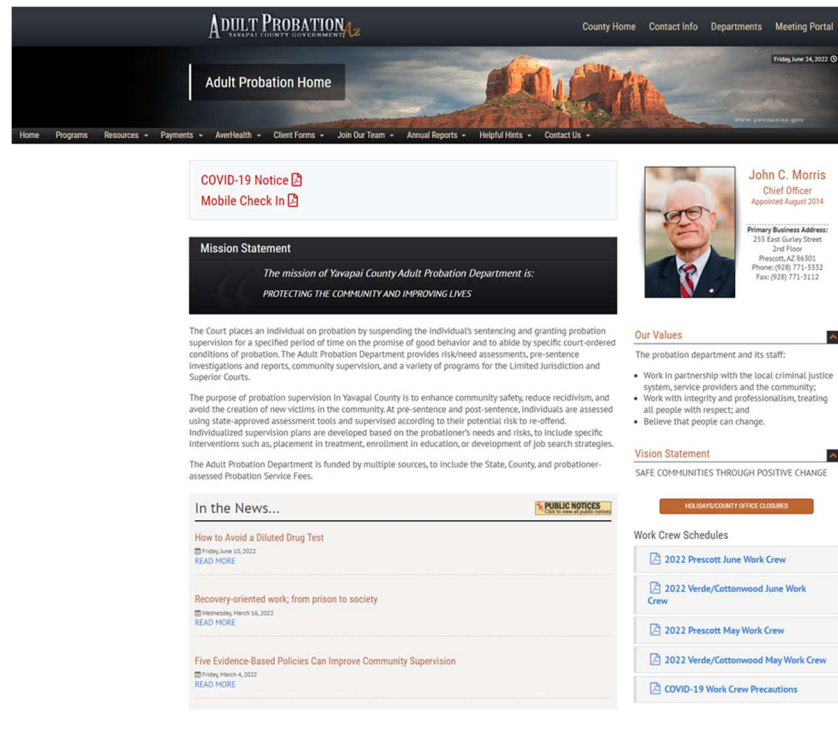
The first main goal the committee has been working on is "creating an open line of communication for ideas, feedback, and concerns". The objective of this goal is to strengthen employer/staff relations, establish trust among the groups, and remove barriers to create unity throughout the department. The OHC has created a virtual mailbox where staff members can submit their ideas, feedback, and concerns. The OHC meets and discusses the submissions and takes action when appropriate. The second goal the OHC has been working on is "continuous technology-based research to attain work balance". The objectives of this goal is to incorporate technology in ways that help use time and money more efficiently, create a recruiting/retention tool that helps balance family/work life and use technology to help members of the department perform their duties more efficiently. The committee is currently piloting an application called Message Media which is a texting program. The selected committee members will be sending automatic notifications via text message to clients each month in order to remind them of their monthly appointments with their probation officer. Data will be collected to determine if more clients attend their office visit after receiving these reminders.

The Morale Committee is a subcommittee under the Organizational Health Committee. This subcommittee's purpose is to facilitate events and projects that boost the morale of the department. The committee has created fundraisers including a nacho bar, potlucks, raffles, Employee Appreciation Week, holiday party meals and barbeques, in order to collect money for employee appreciation gifts and other items that are given to employees as a gesture of the department's acknowledgement of the staffs' hard work. Some events and fundraisers are pictured below:



Collaboration Subcommittee

It is hard to see a silver lining due to the pandemic, but it did prompt the Collaboration Committee to improve the website which was very basic. Accordingly, it was improved to be a major source of information and communication. These updates benefitted clients, employees, and the community. Important information of Covid-19 protocols was provided before entering the probation office. Instructions were posted on how to check in electronically and notify their Probation Officer they were there for their appointment. A list of each officer's phone and email provided clients with options to contact their Probation Officer. Resources for food and housing were added and provided very crucial assistance during the pandemic.



Client forms were added so they didn't have to come in person to the office. The forms added were: New Client packets, Intensive Probation schedules, AverHealth testing sites and hours. Payment information was added so they could continue paying their court obligations. Other forms added were restoration of rights and Motor Vehicle packet for reinstatement of their driver's license. These resources are updated and will continue to be a vital part of the website. The good news is we can carry new perspectives into post-pandemic life. We learned that we can't control unforeseen conditions, but we can control our response. The silver lining is we have a living breathing website that we continue to use and improve. Something good did come out of a very trying time.

STAFF DEVELOPMENT, TRAINING, AND EDUCATION

Firearms



This year, collaborating with training officers from the Prescott Police Department, the Adult Probation Department's Firearms Instructors began training probation and surveillance officers utilizing the VirTra simulator at the Northern Arizona Regional Training Academy. VirTra is a scenario-based simulation training that helps prepare officers for real-life incidents in their communities. Each scenario is a real-world judgmental use of force training for the officer to demonstrate de-escalation techniques as well as critical decision making during high stress

situations. Training using VirTra has been an added to the annual training that officers receive to include live firearms shoots, Simunition FX Scenario training as well as Defensive Tactics.



Defensive Tactics

2022 was our first year back hosting defensive tactic classes in person since the Covid-19 pandemic. In addition to 67 of our officers going through the first part of DT this year, we combined with our firearms department to introduce our officers to the new virtual scenario-based training VirTra. Also, this year we welcomed our newest DT instructor to our program, Shelby Langdon. Shelby will be joining our DT program that currently has 7 other instructors, Chad Feipel (19 Years), Jacque Barnes (16 Years), Steve Cunning (15 Years), Jon Newman (10 Years), Heather Cappelli (9 Years), Katie Adams (5 Years), and Jessica Julien (1 year), who have a combined 75 years of teaching experience.



Officers Using EPICS-II Skills to Identify and Address Client Needs

Probation Officers have numerous evidence-based tools in their training toolboxes which assist them with working with probationers that have high criminogenic risks and needs. One of the most effective tools being used in the Criminal Justice System is Effective Practices in Correctional Settings II, also known as EPICS-II. This evidence-based practice consists of several structured techniques that officers can use in their daily interactions with probationers. These practices help officers build rapport, increase the individual's motivation to succeed, provide officers with intervention methods, and identify and address skill deficits. This EBP skill can be used by probation officers, both adult and juvenile, and corrections staff.

Probation and Surveillance Officers at the Yavapai County Adult Probation Department have been using EPICS-II skills for nearly 10 years. The roll-out of this program was a lengthy process that required highly trained EPICS-II coaches to train new officers. The training of new officers will remain ongoing as the department grows and new staff comes on board. The program also requires annual booster training to keep officers using the skills correctly and efficiently.

The department's initial EPICS II coaches were Paul Ventura and Joseph Nisse. Our second group of coaches consisted of Kimiko

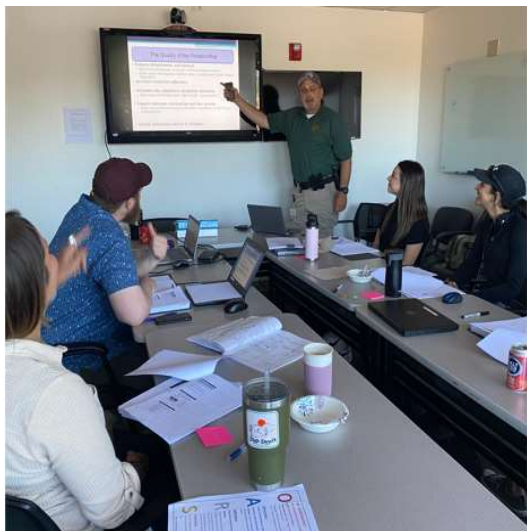


Schiff, Mark Ott, and Susan Scott. These five officers are responsible for training nearly 46 of the department's staff in EPICS-II. They were also responsible for developing and implementing the Department's first EPICS-II booster training in 2018.



Recently, APO Will Walker became the department's first EPICS-II Train the Trainer. His role will be to ensure training integrity and provide growth within the program by training new coaches in-house. In 2021, Alex Hope, Zach Warner, Maddie Collier, and Melanie Pierce completed the EPICS-II Coaches training.





The department's EPICS II coaches will be busy in 2022. Our seasoned coaches are mentoring the newer coaches who are in the process of training six newly hired officers on EPICS-II. Coaches are also planning to team up with the Motivational Interviewing facilitators and the FROST, Case Plan trainers to develop and implement a comprehensive annual training using all EBP skills. This training will focus on bringing together all skills to write comprehensive case plans that are individualized and address the criminogenic needs of each of our probationers. Coaches are also working

with supervisors to provide EPICS-II booster training during unit meetings.

Facilities Improvements

The Adult Probation Department along with the county, is constantly looking at improving the work environment for our staff. Having 5 separate office locations, the department along with the help of the County Facilities Dept., continues to seek out improvements which can enhance staff and client safety and comfort.

During the last year the department was able to add water/ice dispensers in Dewey and Cottonwood, insulated blinds for the Gurley Office interview rooms, and cubicle style workspaces in Dewey, obtain docking stations and second monitors for interview rooms, and upgraded chairs for Dewey Conference room.

These improvements together represent the commitment to a quality work environment for our staff and our customers.



AED Machines

In an effort to enhance staff safety as well as their health and well-being the Adult Probation Department purchased two AED machines in July of 2021. These potential lifesaving devices were placed in both the Dewey Probation Office and Cottonwood Probation Office (the Gurley Street office already had one in their building). Staff have been receiving CPR/1st Aid training for many years and as AED training is a part of that it was nice to be able to have these available to our staff should they need to be utilized.

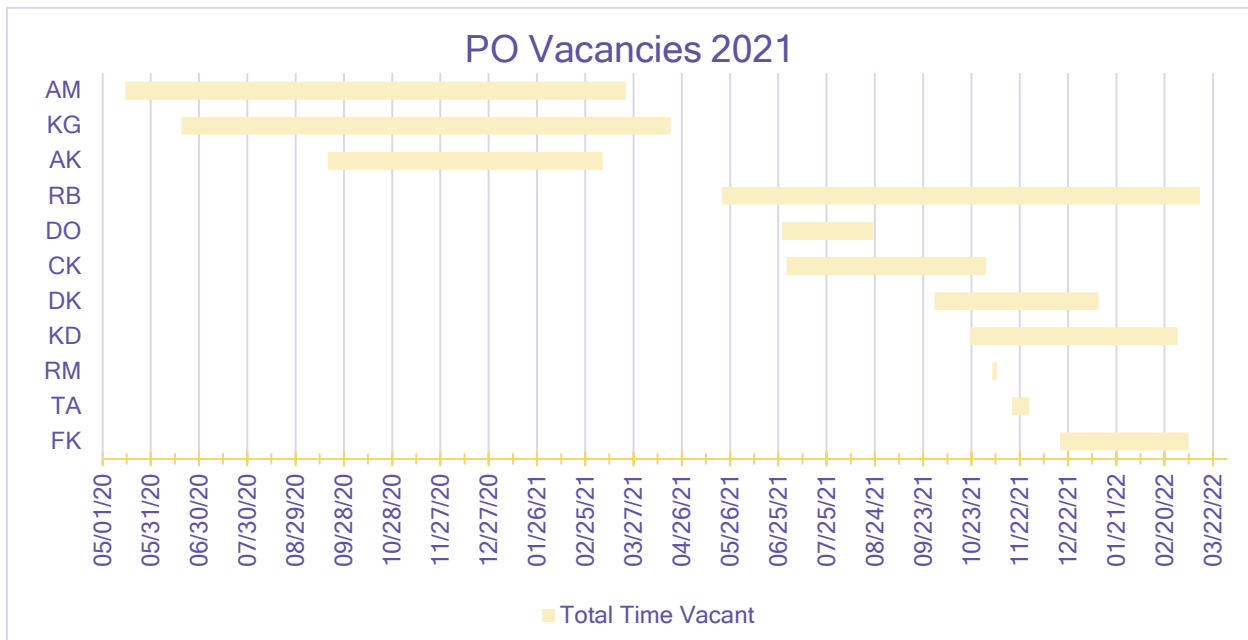
Staff Retention

As our employees are well aware, the Adult Probation Department has had a difficult time filling vacancies as quickly as in the past. APO Supervisors have been juggling multiple vacancies over the last couple years, with the Standard APO Supervisors often carrying caseloads. And as many officers can attest, frequently they have been caught between a position they are transferring out of, or promoting from, to their new position. This usually entails officers being tasked with the duties of two positions at the same time.

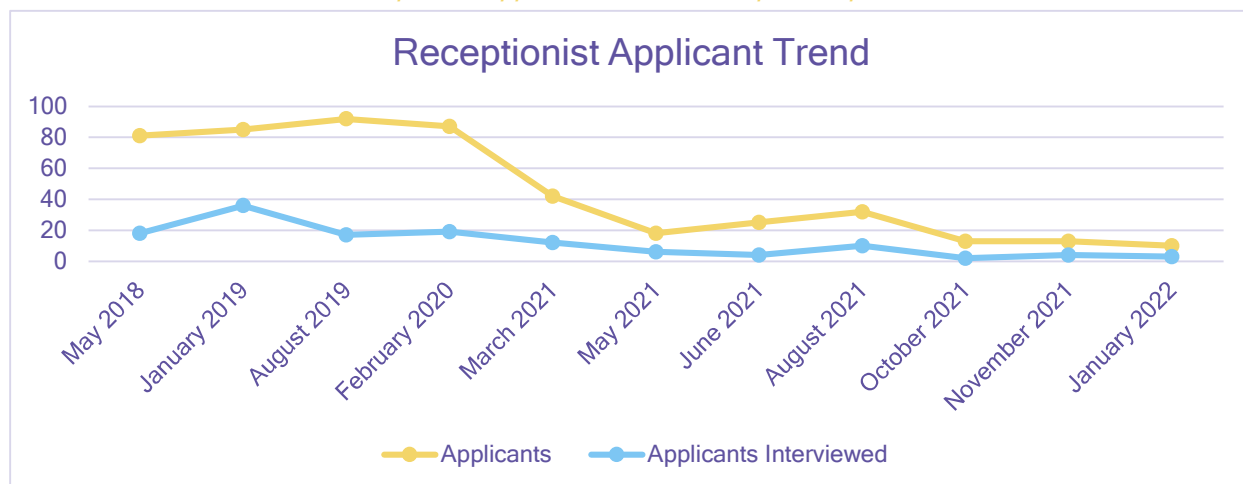
Support staff and the Administrative Support Manager have had similar difficulties. For instance, it has been a struggle hiring Receptionists. The APD has had multiple Receptionist vacancies over the last two years, and as many as three of the four positions vacant at the same time. One Receptionist position has been vacant continuously for over a year and is still vacant at the time of this writing. Compounding the Receptionist vacancy issue is that the turnover of Legal Secretaries often results in the promotion of a Receptionist. This leaves a vacancy again in a position which was vacant for many months and was maybe only recently filled. On top of that, there are often very few applicants for Receptionist, and many who do apply will take other jobs, don't accept our offer of employment, or are simply "no-shows" for the interviews.

During one hiring process for Entry APO, there were three vacancies. Luckily, we had five applicants for second interviews, and each one interviewed well. Three of them were given conditional job offers. Within two weeks, one withdrew due to discovering the high cost of living in Yavapai County (he lives in the Phoenix area). A second applicant turned out to be ineligible due to Code requirements, so the remaining two applicants on the eligibility list were given conditional job offers. Of the three then in the background investigation process, one failed the background, a second one withdrew his application when we were trying to give him a start date, citing the cost of living was too high in Yavapai County, and the remaining applicant passed background and started employment with us. So, with three openings, five good second interviews, and months spent on the process, we were only able to hire a single person, still leaving us with two vacancies.

The below chart reflects the Probation Officer vacancies in 2021, including those open at the beginning and the end of the year. It does not exactly reflect the open caseloads, per unit, per office.

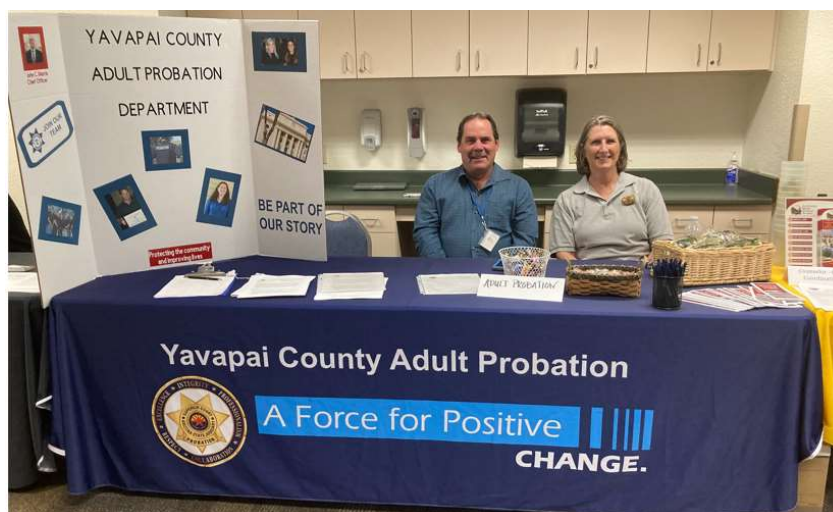


The below chart reflects the drop-off in applicants for the Receptionist position.



Staff and managers are applauded for their efforts in these unparalleled times. In addition to other practices, we are promoting applicant interest by setting up booths at job fairs and creating recruiting videos. Through diligent efforts, the Adult Probation Department has maintained a vigorous hiring process, and continues to interview applicants and fill positions, while current employees are getting the good work done!

Supervisor Mike Rygiel and APO Karyn Stephens attending to our booth at a job fair hosted by Yavapai County Human Resources.



Exciting Fresh Project Underway!

Terri Stasiuk and her team have taken up the challenge of creating exciting recruitment videos for the Adult Probation Department! This is an idea Chief Morris presented to the management team, and Terri is tapping the taping skills of PO Shelby Langdon and PO Maddie London to tackle this project.

They made an excellent proposal the Executive Team, which was quickly approved. Their idea won't take any time away from their regular work and can be done for a modest investment. This is a very reasonable expense, considering it is a startup project with "first time" costs.

Their plan as outlined in their proposal:

What is the goal?

- I. Create two separate recruitment videos.

 - a. The first video will focus on interviewing staff at each office, showcasing different staff training.*
 - b. The second video will be centered on behavior change with Specialty Courts, trainings offered, and having a “day in the life” focus on a PO interviewing an upcoming Drug Court graduate.**
- II. Both videos will be approximately in 3 to 5 minutes in length. The videos will serve as snapshot of YCAPD and what we represent.*
- III. These will help with staff retention and garner more qualified candidates to apply.*
- IV. The tentative completion timeframe is in the first by quarter of 2023.*

Who is this team? Here is a snapshot of the three:

Maddie

- Four years of probation experience and 10 years of experience with photography
- “It will be a great opportunity to promote the Department’s Mission and seek new recruitment.”

Shelby

- Four years of probation experience. Has a great understanding with working in a team setting in all the various committee assignments within APD.
- “I care about this project and will do anything that is needed of me to see it to completion.”

Terri

- 17 years of experience with the Department starting as a Surveillance Officer and being promoted all the way to a Supervisor.
- “I believe in what we are doing, and it would be a great way to show what Yavapai County has to offer.”



The TEAM: Left to right: Terri Stasiuk, Shelby Langdon, and PO Maddie London.

We can't wait for these videos to come out. It will be exciting to see all the staff participation, and to see the uptick in interest from candidates who view the videos. The recruitment possibilities are sky-high, and once this filming goes viral; we will probably have to start referring to these three officially as “Influencers!”


Who We Are!

The staff of Adult Probation consist of the executive team, management team, probation officers, surveillance officers, and support staff. Collectively we have over 1000 years of Criminal Justice experience. With one staff member having approximately 37 years of service to the system!

Educational Accomplishments:

- ❖ Probation Officers are required to have a bachelor's degree.
- ❖ Over 16 staff members possess master's degrees.
- ❖ One staff member possesses a Juris Doctorate degree!
- ❖ There are many staff members who have continued their education while working with the department and have subsequently been promoted to Probation Officer.

Other Certifications, etc.:

- ❖ Probation Staff possess a wide variety of skills both related and unrelated to their jobs with probation.
 - ❖ We are Firearms, First Aid, Defensive Tactics, Motivational Interviewing, Moral Reconation Therapy, and EPICS trainers/facilitators and more!
 - ❖ We are realtors, personal trainers, emergency managers, court managers, 4H leaders, yoga instructors, small business owners, pharmacy technicians, paralegals, combat life savers, wildland fire fighters, human rights advocates, EMT's, certified mechanics, and CNA's among others!
 - ❖ Our hobbies include: yoga, hiking, birdwatching, decorating, audiobooks, baking, throwing parties, collecting carnivorous plants, board games, gun collecting, running, sailing, hiking kayaking, paddle boarding, raising Nigerian dwarf goats, traveling, hunting, fishing, off roading, beach vacations and walks, boating, camping, pickleball, coaching, mentoring students, volunteering for youth groups, softball, volleyball, mountain biking, concerts, cooking, motorcycling, creating custom gift baskets, hanging out by the river, dogs, eating, mounted archery, rugby, running, RVing, sewing, crafting, decorating, painting miniatures for games, computer games, gardening, fly fishing, landscape design, geology, rock hounding, horseback riding, skiing, designing and building houses, knitting, creative writing, collecting tarot card decks, guitar, salt and pepper shaker collectors, and BBQ,
- 

AWARDS AND ACHIEVEMENTS

Swearing in Ceremony

This year we were able to have our first swearing in for new officers in over 3 years. We had 19 officers, 15 probation and 4 surveillance officers, made official by Judge Napper on April 8th, 2022, in front of family, friends and co-workers. Congratulations to all of you who were sworn in.



List of all of those who were sworn in:

Shannon Bracewell, Brian Bull, Kelly Bull, Shanen Caswell, Nick Colbert, Madeline Collier, Jeremiah Conant, Laura Crow, Michelle Davis, Michael Jordan, Eliza Loudon, Lauren Lucas, Amy Nichols, Anthony Nixon, Alisha Osburn, Robin Reed, Bryshonda Robinson, Kristel Robinson, Jessi Ryberg.

Supervisor of the Year 2021

Carlos Zuniga

Carlos is among several supervisors that hold a high level of leadership. He has been defined as a leader who truly cares about those that he supervises. Carlos has also been described as one of the best supervisors in probation, and that this is a direct result of his empathy, compassion, knowledge, and experience in the field.

Carlos has worked hard to improve his leadership skills and comes up with innovative ways to implement strategies that include receiving suggestions from the officers that he supervises. He is a supportive leader that checks in with the officers in his unit consistently to ensure that they are making progress as professionals and taking care of themselves mentally. Carlos is open and willing to accept feedback from those around him and uses that feedback to improve how he interacts with those he supervises. Carlos' supervision style is conducive to officers learning and gaining experience, while understanding that they can come to him with any question they may have.

In addition to his leadership style, Carlos works extremely hard at the most important aspects of our profession. Over the past year, Carlos has had to cover multiple vacant caseloads while still performing his duties as a supervisor. He has done this exceptionally well and has helped the probationers, that we are here to work with, make progress toward positive behavioral change.

Carlos' team members have described themselves as lucky to have been supervised by him because of the things that he has taught them and the guidance he has given. Further, that his leadership has helped them become better probation officers, professionals, and people, which is the highest compliment that can be given to any leader.

Thank you, Carlos, for everything you do for our department!



Line Officer of the Year 2021

Rachel Alltop

Rachel coordinates our Veterans Court and supervises the veterans assigned to her in Veterans Court and Standard Probation. Her passion for assisting the veterans in Yavapai County and working to align our Veterans Court with national standards is commendable. She frequently has new ideas to improve the program whether it be developing a mentor program, recruiting a mentor coordinator, reaching out to courts across the country, or to developing relationships with law enforcement. Rachel has an excellent relationship with community partners and is aware of many resources that allow probationers to achieve success. At times, collaboration in a specialty court setting can be contentious. Rachel is very aware of the team dynamics and is remarkable at deescalating and encouraging cohesiveness. Our first law enforcement officer to be a part of specialty courts was due to Rachel's commitment to collaboration.



Rachel is determined to learn and grow as a person and an officer. She attends numerous trainings and is constantly looking for ideas to improve her supervision strategies and our Veterans Court. Rachel is someone that likes to think outside the box and try new things. She is a member of the Organizational Health Committee and the Employee of the Month Committee. She believes recognizing and acknowledging staff is of utmost importance. Rachel is not afraid to bring new ideas to the table and has a strong desire to be a part of making positive changes in our department and our community.

Rachel is an advocate for MRT and was the first facilitator to suggest and coordinate the zoom MRT classes. She has continued to facilitate and assist when and wherever she is needed to ensure our MRT continues to operate during these difficult and trying times. Rachel is always willing to step up and help fellow officers with any tasks and frequently does office visits, field contacts, and intake assessments for other officers who aren't available at the moment or are requesting assistance.

Rachel is a positive person who has a contagious laugh. It is rare to not see her so lively, whether it be her greeting you with a big smile in the early morning or hearing that contagious laugh down the hall. For these reasons and many more, Rachel is deserving to be our Officer of the Year.

Employee of the Year 2021

Tami Hastings

Tami is always willing to help her co-workers, supervisor, and probation clients. She covered multiple office days for her partner, Karen, when she was out on leave for nearly a month. Tami also covers her partner when she is out on vacation by answering calls, covering office days, and meeting with treatment providers. Tami has even assisted with completing FROST assessments and case plans with clients.

Besides assisting her partner, Tami has also covered an office day for her supervisor, who was covering a vacant caseload. She had several difficult clients that had various issues and managed each situation appropriately and effectively. In one of those situations, Tami gave a client a UA and when positive, set her up with a sanction. Additionally, Tami has been a tremendous help in making field contacts for clients on various vacant caseloads. During the time she assisted in making contacts on these caseloads, clients would call her with questions, and she took it upon herself to call them back with answers. This was a wonderful help for her supervisor that freed up time to work with other clients.

Tami has assisted with training new officers by taking them in the field and training them on field safety, properly approaching residences, and use of the radio. Tami rarely needed to use the COVID waiver because she was out in the field making residence and employment contacts. The Cottonwood office was short on Friday office coverage personnel and Tami volunteered to cover. She has also covered the work crew so that clients could get their hours completed. When support staff was quarantined due to a COVID exposure, Tami immediately volunteered to cover the front desk in Cottonwood. She spent an entire day upfront greeting clients and notifying officers of appointment times. Her ability to see the need and step up has been a valuable asset to the Cottonwood office. She is a team player and knocked it out of the park during this challenging year!

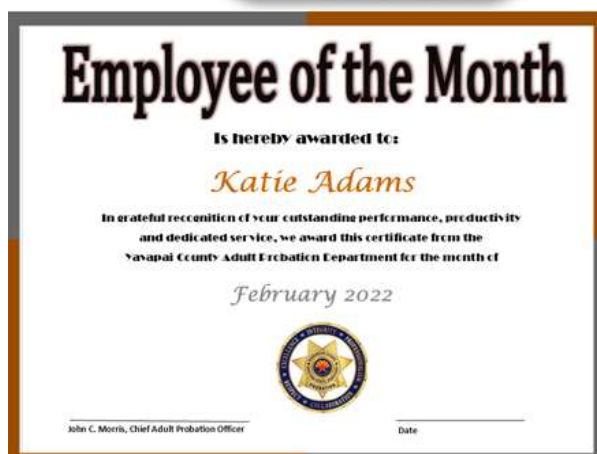
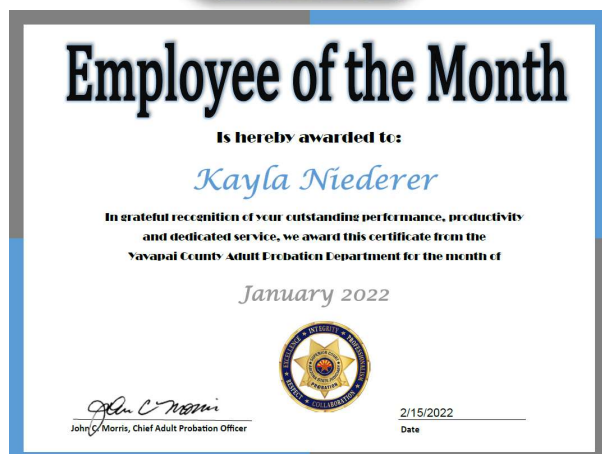
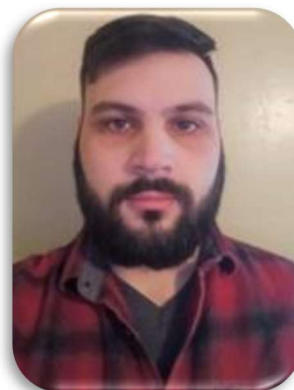
Thank you, Tami, for your consistent and unfaltering support!



Employee of the Month July 2021 – October 2021



Employee of the Month November 2021 – February 2022



Employee of the Month March 2022 – June 2022



Employee of the Month

Is hereby awarded to:

Jessica Julien

In grateful recognition of your outstanding performance, productivity and dedicated service, we award this certificate from the Savanai County Adult Probation Department for the month of

March 2022



John C. Morris, Chief Adult Probation Officer

Date



Employee of the Month

Is hereby awarded to:

Tiffany Griffith

In grateful recognition of your outstanding performance, productivity and dedicated service, we award this certificate from the Savanai County Adult Probation Department for the month of

April 2022



John C. Morris, Chief Adult Probation Officer

Date



Employee of the Month

Is hereby awarded to:

Michelle Torres

In grateful recognition of your outstanding performance, productivity and dedicated service, we award this certificate from the Savanai County Adult Probation Department for the month of

May 2022



John C. Morris, Chief Adult Probation Officer

Date



Employee of the Month

Is hereby awarded to:

William Walker

In grateful recognition of your outstanding performance, productivity and dedicated service, we award this certificate from the Savanai County Adult Probation Department for the month of

June 2022



John C. Morris, Chief Adult Probation Officer

Date

Quarterly Recognition

Excellence in Action

Kathy
Ryder

Maddie
Collier

Annette
Travis

Margarita
Jacobo

3RD QUARTER AWARD WINNERS

YEAR 2021

Excellence in Action

Ally
Nargessi

Adriana
Garza

Amy
Pirtle

Jodi
Woodburn

Eliza
Louden

Jolene
Brooks

Emily
Waddle

Kristie
Peck

Kayla
Niederer

Kendall
Loehr

Paul
Ventura

Ryan
Senkow

Margarita
Jacobo

Shelby
Langdon

Shelie
Baker

Shanen
Carwell

Terri
Stasiuk

Will
Walker

4TH QUARTER AWARD WINNERS YEAR 2021

Excellence in Action

Drandie
Myhre

Sherry
Wilson

Amy
Pirtle

Carlos
Zuniga

Hanna
Moffatt

John
Ryder

Jeanne
Morge

Kelly
Bull

Steve
Cunning

1ST QUARTER AWARD WINNERS

YEAR 2022

Excellence in Action

Brian
Bull

Allen
Mullins

Chris
Welsh

Susan
Scott

Ally
Nargessi

Carlos
Zuniga

Karen
Desmond

Kayla
Niederer

Melanie
Gianchetti

2ND QUARTER AWARD WINNERS

YEAR 2022