



# Agenda

# PUBLIC PROTECTION COMMITTEE

August 1, 2011

11:00 A.M.

651 Pine Street, Room 101, Martinez

Supervisor Federal D. Glover, Chair

Supervisor Gayle B. Uilkema, Vice Chair

## Agenda Items:

Items may be taken out of order based on the business of the day  
and preference of the Committee

1. Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes)
3. Status update from the County Probation Officer on Disproportionate Minority Contact in the juvenile justice system
4. Consider request for a special Contra Costa County Fire Protection District Board of Commissioners meeting to discuss critical district issues

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*Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.*

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## Glossary of Acronyms, Abbreviations, and other Terms (in alphabetical order):

Contra Costa County has a policy of making limited use of acronyms, abbreviations, and industry-specific language in its Board of Supervisors meetings and written materials. Following is a list of commonly used language that may appear in oral presentations and written materials associated with Board meetings:

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<b>AB</b>	Assembly Bill	HCD	(State Dept of) Housing & Community Development
ABAG	Association of Bay Area Governments	HHS	Department of Health and Human Services
ACA	Assembly Constitutional Amendment	HIPAA	Health Insurance Portability and Accountability Act
ADA	Americans with Disabilities Act of 1990	HIV	Human Immunodeficiency Syndrome
AFSCME	American Federation of State County and Municipal Employees	HOV	High Occupancy Vehicle
AICP	American Institute of Certified Planners	HR	Human Resources
AIDS	Acquired Immunodeficiency Syndrome	HUD	United States Department of Housing and Urban Development
ALUC	Airport Land Use Commission	Inc.	Incorporated
AOD	Alcohol and Other Drugs	IOC	Internal Operations Committee
BAAQMD	Bay Area Air Quality Management District	ISO	Industrial Safety Ordinance
BART	Bay Area Rapid Transit District	JPA	Joint (exercise of) Powers Authority or Agreement
BCDC	Bay Conservation & Development Commission	Lamorinda	Lafayette-Moraga-Orinda Area
BGO	Better Government Ordinance	LAFCo	Local Agency Formation Commission
BOS	Board of Supervisors	LLC	Limited Liability Company
CALTRANS	California Department of Transportation	LLP	Limited Liability Partnership
CalWIN	California Works Information Network	Local 1	Public Employees Union Local 1
CalWORKS	California Work Opportunity and Responsibility to Kids	LVN	Licensed Vocational Nurse
CAER	Community Awareness Emergency Response	MAC	Municipal Advisory Council
CAO	County Administrative Officer or Office	MBE	Minority Business Enterprise
CCHP	Contra Costa Health Plan	M.D.	Medical Doctor
CCTA	Contra Costa Transportation Authority	M.F.T.	Marriage and Family Therapist
CDBG	Community Development Block Grant	MIS	Management Information System
CEQA	California Environmental Quality Act	MOE	Maintenance of Effort
CIO	Chief Information Officer	MOU	Memorandum of Understanding
COLA	Cost of living adjustment	MTC	Metropolitan Transportation Commission
ConFire	Contra Costa Consolidated Fire District	NACo	National Association of Counties
CPA	Certified Public Accountant	OB-GYN	Obstetrics and Gynecology
CPI	Consumer Price Index	O.D.	Doctor of Optometry
CSA	County Service Area	OES-EOC	Office of Emergency Services-Emergency Operations Center
CSAC	California State Association of Counties	OSHA	Occupational Safety and Health Administration
CTC	California Transportation Commission	Psy.D.	Doctor of Psychology
dba	doing business as	RDA	Redevelopment Agency
EBMUD	East Bay Municipal Utility District	RFI	Request For Information
EIR	Environmental Impact Report	RFP	Request For Proposal
EIS	Environmental Impact Statement	RFQ	Request For Qualifications
EMCC	Emergency Medical Care Committee	RN	Registered Nurse
EMS	Emergency Medical Services	SB	Senate Bill
EPSDT	State Early Periodic Screening, Diagnosis and treatment Program (Mental Health)	SBE	Small Business Enterprise
et al.	et ali (and others)	SWAT	Southwest Area Transportation Committee
FAA	Federal Aviation Administration	TRANSPAC	Transportation Partnership & Cooperation (Central)
FEMA	Federal Emergency Management Agency	TRANSPLAN	Transportation Planning Committee (East County)
F&HS	Family and Human Services Committee	TRE or TTE	Trustee
First 5	First Five Children and Families Commission (Proposition 10)	TWIC	Transportation, Water and Infrastructure Committee
FTE	Full Time Equivalent	VA	Department of Veterans Affairs
FY	Fiscal Year	vs.	versus (against)
GHAD	Geologic Hazard Abatement District	WAN	Wide Area Network
GIS	Geographic Information System	WBE	Women Business Enterprise
		WCCTAC	West Contra Costa Transportation Advisory Committee

## 2011 PUBLIC PROTECTION COMMITTEE

### STATUS UPDATE ON DISPROPORTIONATE MINORITY CONTACT IN THE JUVENILE JUSTICE SYSTEM

At the first Public Protection Committee meeting on February 11, 2008, the committee requested a report on the Disproportionate Minority Contact (DMC) study being conducted by the Probation Department. DMC refers to the overrepresentation, as compared to the general population, of youth of color in the juvenile justice system. The Probation Department has made presentations and status reports to the PPC in April 2008, April 2009, and June 2010.

August 1, 2011

The County Probation Office reports that his office has aggressively and successfully worked to decrease the Juvenile Hall population. It is uncertain that this reduction can be sustained due to the unpredictability of criminal behavior.

Probation has scheduled refresher training involving DMC and cultural issues for this fiscal year. The department remains committed to the principals of DMC and has not abandoned its goal to develop protocol and projects addressing this issue. For example, on June 1, 2011, Chief Deputy Paula Hernandez, Director Todd Billeci and Manager Mike Newton attended a California Corrections Standards Authority four-hour training in DMC for managers.

**Training** - There has been no DMC specific training for Probation staff or community providers since May 2010. There is an update/refresher training scheduled this fiscal year. Department staff continues to attend training with topics focused on culturally sensitive issues and has continued to celebrate staff diversity with noon-time ethnic celebrations.

**"Richmond Diversion and RYSE"** - There is no Probation-facilitated diversion program although RYSE has developed several projects to which the Probation Department makes referrals on a regular basis.

**"Street Law for Juvenile Justice"** - The purchased curriculum continues to be provided on a pro-bono basis by Julie Posada Guzman as a component of the Girls in Motion Program.

**Pittsburg / Antioch Diversion and Center for Human Development** - There is no plan for a diversion program as current funding does not exist to staff such a program. REACH is an established youth treatment community-based organization to which the Probation Department makes referrals on a regular basis.

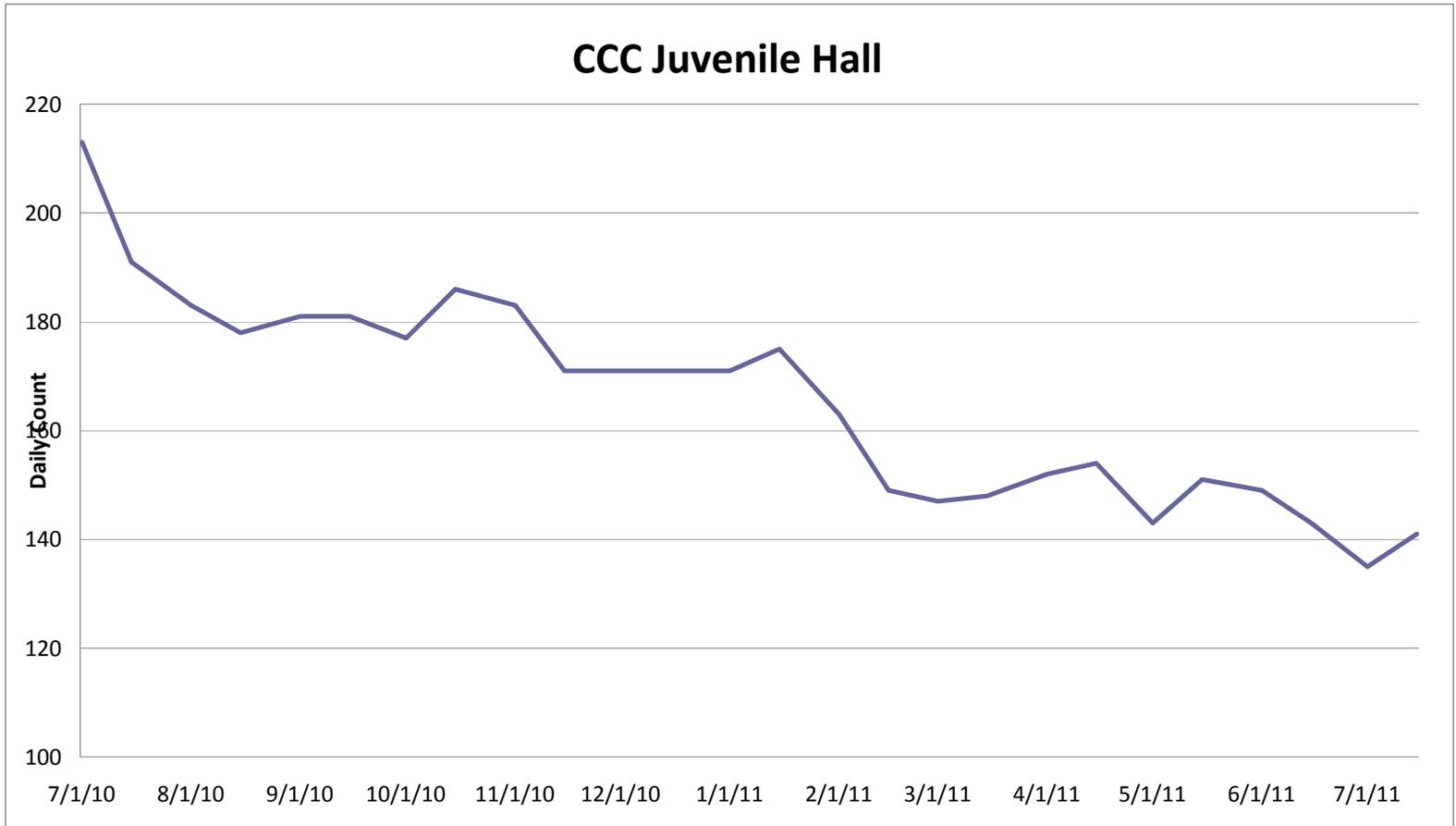
**Data Tracking** - As there are no actively defined programs, consequently there is no data available to track outcome measures or determine recidivism.

Attached for reference is a graph depicting trends in Juvenile Hall population and the 2010 DMC report, which was the most recent report made to PPC.



# JUVENILE HALL CENSUS GRAPH

Date	Daily Count
7/1/10	213
7/15/10	191
8/1/10	183
8/15/10	178
9/1/10	181
9/15/10	181
10/1/10	177
10/1/10	177
10/15/10	186
11/1/10	183
11/15/10	171
12/1/10	171
12/15/10	171
1/1/11	171
1/15/11	175
2/1/11	163
2/15/11	149
3/1/11	147
3/15/11	148
4/1/11	152
4/15/11	154
5/1/11	143
5/15/11	151
6/1/11	149
6/15/11	143
7/1/11	135
7/15/11	141



# JUVENILE HALL CENSUS GRAPH



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**Contra  
Costa  
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**Lionel D. Chatman**  
Chief Probation Officer

To: Julie Enea, Sr. Deputy County Administrator  
County Administrator's Office

Date: June 8, 2010

From: Lionel D. Chatman *LDC*  
County Probation Officer

Subject: Public Protection Committee  
June 21, 2010

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The Probation Department last appeared before the Public Protection Committee on April 6, 2009 for an updated report on the Enhanced Disproportionate Minority Contact Project. Please see the attached April 6, 2009 report to this brief updated memo and the final report from Julie Posada Guzman, the Consultant for the Probation Department, for additional information.

This memo is to advise the Public Protection Committee that all training in Disproportionate Minority Contact (DMC) continues to be presented to all Probation staff and community providers that work with minors under the jurisdiction to the Probation Department. Since the last report, the Probation Department has signed (May 5, 2010) a Memorandum of Understanding with RYSE, Inc., and the Richmond Police Department to commence with starting a diversion program July 1, 2010. The Department provided seed money (Corrections Standards Authority-CSA) to the RYSE program to develop the referral process and curriculum development, "Street Law for Juvenile Justice", which is a best practice model and will be used in the Department's juvenile custody programs and other diversion programs. Also, the Department has signed a Memorandum of Understanding with the Center for Human Development and the CCC Sheriff's Department to provide a diversion program in the Bay Point (East County) community. They were provided seed money to develop their curriculum and referral program as well. They have not identified a start-up date for this program for they are in the process of identifying other sources of revenue to support the program. Once the referrals are sent to the programs, we will then track the participants for outcome measures to determine recidivism rates and completion rate of the programs.

**RETURN FOR FILING**

**FINAL REPORT ON RESPONDING TO  
DISPROPORTIONATE MINORITY CONTACT  
OF JUVENILES IN CONTRA COSTA COUNTY**

**Prepared by: JPG Consultants for  
the Contra Costa County Probation Department**

**Table of Contents**

I. Review of Diversion Planning Activities_____	2
II. Review of DMC Training Activities_____	5
III. Review of DMC Services for Young Women in Custody_____	6
IV. Recommendations for Continued DMC Work in the County_____	10
V. Acknowledgements_____	13

**I. Review of Diversion Planning Activities**

During the months of January through April 2010, efforts to develop model diversion programs for youth in Contra Costa County focused on providing technical assistance to both the Richmond and Bay Point sites regarding curriculum development, funding acquisition, creation of program policies and procedures and a formalized Memorandum of Understanding between program providers, identified law enforcement partners and the Contra Costa County Probation Department (CCCPD). Since non-profit partners for this initiative were previously trained in the *Street Law for Juvenile Justice Settings* curriculum that the Department offered last November, curriculum development discussions focused on strategies for combining the approved lesson plans for the diversion program with existing site curricula. Ongoing meetings with both sites related to funding acquisition focused on identifying local and foundation providers who could invest in this start-up project. Since a concept paper for this project, this document was used to assist the Center for Human Development (CHD) in soliciting funding from a local power company in East County (please see attached concept paper) to fund the Bay Point diversion program. Both sites also reviewed the following program protocols to determine how they could be incorporated and refined for their specific program:

- Youth eligible for the diversion program will be between the ages of 12-17 who come into contact with Contra Costa County law enforcement agencies for offenses ranging from low level misdemeanors to chronic truancy.
- The referring agency (Police, Sheriff's Department, SARB) will issue a citation for youth to attend diversion program and to contact the diversion program provider. Along with receiving the citation, a contact sheet regarding the diversion program will also be given the youth.
- The referring agency will then complete a one-page referral sheet to the diversion program for the youth in question and will fax it to the diversion program provider along with a copy of the citation.
- Upon receiving a copy of the youth's citation, the diversion program provider will contact the youth's parent/legal guardian to set up an interview with them regarding the youth's potential acceptance into the diversion program. The program interview should occur in person but may also occur over the phone.

- The diversion program provider will interview the youth and their parent/legal guardian regarding potential acceptance into the program. The youth and their parent/legal guardian will be given clear guidelines on all aspects of the program including benefits of participating in the program, how the citation will be dismissed if the youth successfully completes the program, and the consequences of having the citation referred to probation should the youth refuse to either participate or successfully complete the program.
- If the youth agrees to participate in the program they will be required to sign a participant contract that documents all program requirements. The youth's parent/legal guardian will also be required to sign the contract as evidence they have consented to their child being enrolled in the program.
- Once a youth has been successfully enrolled in program, the diversion program provider will keep a client file on the youth which will include all required forms for acceptance. An attendance record will also be kept on each youth to document their participation in the mandated sessions.
- Once the youth is accepted in to the program, they will be given a total of six months to complete the required workshops in order for their citation to be eligible to be dismissed.
- Once a youth successfully completes the required diversion workshops, the diversion program provider will notify the referral agency and/or probation regarding the citation in question being dismissed. The youth and their parent/legal guardian and the program provider should receive some type of verification that the citation in question has in fact been dismissed.
- If the enrolled youth fails to complete the program, the diversion program provider should notify the referral agency along with the youth and their parent/legal guardian regarding their termination from the program. The youth and their parent/legal guardian should receive some type of verification that they have been terminated from the program and the legal consequences that may result from this action.
- Youth who have completed the program should be given certificates at their last completed session. Quarterly graduation ceremonies should also be offered for all youth who have successfully completed the program during the designated time period.
- Youth who successfully complete the program will have the citation against them closed. If a youth does not successfully complete the program the citation in question will be referred to Probation for processing.
- The diversion class should be composed of no more than 20 attending students at any given time. This allows for easier classroom management and optimal engagement of students.
- The proposed program structure will be based on an "open entry/open exit" design. This requires the identified curriculum (at least 12 sessions) to be independent workshops that are taught on an ongoing and revolving basis. This design enables eligible youth to

participate in workshops and services as soon as possible and allows enrolled youth who have missed sessions to make up for those workshops as a condition of their completion of the program.

- In order ensure program participants are attending school, the proposed program will be facilitated during after school hours (4-6 p.m.). The proposed program time should take into account travel time and extracurricular school activities.
- Approved program workshops will be offered in a series of modules. New students will start participating in the diversion program at the beginning of each curriculum module.
- A workshop for parents/legal guardians should be offered to orient families to the diversion program and ways to decrease their child's risk of being involved in the juvenile justice system.
- All diversion program providers will be trained in core lesson plans that will be offered in the County's diversion program before facilitating the workshops at their community site.
- A key component of program should link youth to community-based services and supports that can continue working with them once the diversion program has ended. Along with attending the diversion program, referred youth should meet with an identified case manager to design an individualized stabilization plan which will be implemented after the youth has successfully completed diversion. As a best practice strategy, youth enrolled in the diversion program should meet and connect with designated aftercare case manager/provider before completing the diversion program.
- Youth and their parent/legal guardian will evaluate quality of services and support provided them in the diversion program.
- Data on participant's program attendance, referral to other community services, school attendance, and subsequent law enforcement contact will be used to determine long term effectiveness of program intervention.
- All agencies involved in diversion program will evaluate their participation in this endeavor including the approved protocols and collaboration with other participating agencies.

In order for the proposed diversion programs to be implemented as soon as possible, the CCCPD should continue participating in collaborative partnerships with the identified project partners. Commitment to the terms outlined in the MOU with partner agencies will enable this

endeavor to remain on track and be successfully implemented. Since JPG Consultants is also committed to the viability of the county's diversion programs, our firm will continue to provide the following in-kind technical assistance until future funding can be secured: 1) assisting partner agencies to launch their diversion programs 2) evaluation of the implemented diversion program activities and protocols, and 3) identification of potential funding for the growth and sustainability of this valuable project.

## **II. Review of DMC Training Activities**

The first four months of 2010 were also devoted to ensuring all CCCPD personnel received the required DMC Update training. This training was designed and facilitated by the department's DMC Trainers and the DMC consultant and focused on causes and correlates of DMC, recent DMC data in the county, strategies for increasing cultural competency when working with youth of color on probation, and review of promising practices in juvenile probation services. Based on feedback from participants, the training was continuously adapted to reflect the relevant information and data that would assist CCPD personnel in being more aware of the department's current DMC projects along with skills to increase their cultural competencies to work effectively with colleagues, youth, and their families.

Since the trainings first began last November, a total of 12 trainings (four hours in length) have been offered to probation staff from juvenile field services, institutions and adult supervision. Workshop evaluations showed that 71% of the participants found the information relevant and useful for their jobs. 63% of participants also stated the training increased their amount of awareness and continued learning about DMC. As stated in my previous report, it has been an honor to work with the department's DMC trainers on this project. Their knowledge and

commitment to improving probation DMC responses is a tremendous asset for the department and should be utilized in CCCPD's future work to remain a recognized leader in this field.

### **III. Review of DMC Services for Young Women in Custody**

Since the majority of girls on probation in Contra Costa County are youth of color, their risk for and involvement in the juvenile justice system is DMC issue<sup>1</sup>. Along with technical assistance regarding the development of the County's diversion program and DMC training for Probation personnel, the consultant has provided the jurisdiction with detention-based services, data collection and recommendations for improving gender-responsive services for young women on probation.

Starting in January of 2009, JPG Consultants has facilitated a weekly class for girls detained in the Shasta Unit of the county's juvenile hall. The core curriculum for this class is composed of *Street Law* lesson plans and other gender-responsive related topics that enable young women to develop skills related to values, health decision making, cultural competency and awareness of their rights and responsibilities within the juvenile justice system. The class has always been well received by both the girls and detention staff and is a recognized component of the new Girls In Motion (GIM program). Since the class is also designed to collect data and information on the needs and experiences of girls on probation to inform program development and improved system responses, the following summarizes my observations of young women in custody:

- An estimated 90% girls participating in the detention-based class are girls of color who have been previously detained in the jurisdiction at least three times.
- At least 75% of these girls have also been detained in other jurisdictions such as San Francisco and Alameda counties for drug sales and prostitution-related offenses.

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<sup>1</sup> The Corrections Standards Authority recognized girls in the juvenile justice system as a DMC issue when I was asked by Shalinee Hunter to present my work on gender-responsive services at the DMC Symposium "And Justice for All" in Oakland on September 30, 2009.

- At least 15% if the girls have previous involvement in the foster care system and have disclosed significant histories of neglect within their families.
- The vast majority of girls in custody complained about the lack of communication and information they receive from their probation officers and defense attorneys regarding their cases.
- Most girls also expressed their ongoing anxiety and stress regarding the high likelihood they will be sent to group homes rather than receiving services and supports that would enable them to remain in their community and/or with their families.
- At least 75% of the girls attending my class stated they returned to detention for probation violations (running from group homes) rather than new criminal charges.
- Girls identified assistance with school, afterschool activities, and jobs as key resources that will assist them in being successful when they are released from custody.

During this reporting period JPG Consultants was asked by CCCPD to collect and analyze data on the needs of girls in custody for federal grants applications. A subsequent survey and focus group with 24 young women in detention in March of 2010 found the following: 71% of girls surveyed were African American; 46% had an admitted dependency on drugs/alcohol; 42% were not attending school at the time they were last arrested and at least 38% of girls surveyed have been detained more than 5 times<sup>2</sup>. Since an estimated 75% of young women in detention also reported that had been arrested and detained in neighboring counties in the region, these young women are also at great risk for becoming involved in the drug trade and being trafficked as commercially sexually exploited children (CSEC).

### **Recommendations for Improving Services for Young Women on Probation**

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<sup>2</sup> Survey conducted by JPG Consultants in March of 2010 with 24 juvenile females in custody in Contra Costa County.

Compared to other jurisdictions in the Bay Area, girls in Contra Costa County have less gender-responsive services available to them that are **alternatives to detention**. In my opinion, this makes them more at risk for unnecessary detention, placement, and recidivism. In order to address this growing problem, I recommend the CCCPD develop a continuum of services for girls that includes: diversion, probation supervision, detention-based services and reentry /aftercare. A well developed continuum of gender-responsive services for girls on probation could include the following:

**1. Diversion – DMC Program**

The current diversion programs that are being developing in Richmond and Bay Point should help address the need for prevention-based programming for girls in areas of the county where youth of color are most at risk for law enforcement contact and system involvement.

**2. Diversion at Probation – Pilot Gender Specific Program for Girls**

Since many low level arrest citations throughout the jurisdiction are directly referred to probation with the majority of cases resulting in community service, I recommend the CCCPD consider creating a pilot diversion program for girls that will provide the same education offered in the prevention-based diversion programs. By offering this program in combination with community services hours, the department will have a graduated sanction approach to creating alternatives to detention for young women that can also be viewed as a DMC strategy. Probation intake staff can potentially facilitate the proposed diversion program and qualified community-based agencies can serve as both guest speakers for the program and community service sites. As previously discussed, the program could be funded by charging cities for the processing of arrest citations along with seeking funding from federal, state and foundation grants.

**3. Detention-Based Programming – Girls In Motion**

Based on my observations, the Girls in Motion Program (GIM) has great potential for being a model program for girls in detention. A key asset of this program is the excellent and committed staff of women the department has selected to work with the girls in custody. Since many of the young women in custody are commercially sexually exploited children (CSEC), it is in the girls and the Department's best interest to increase victim services for this very vulnerable population. Increasing access of girls in custody to Victim of Crime (VOC) funds through the county's Victim Witness program is one strategy that can pay for their counseling services both in detention and when they are released from custody<sup>3</sup>.

Along with the specific programming currently being offered by staff, the Department should bring in volunteers and community-based agencies that will provide detention-based programming and work directly with the girls when they are released from custody. Providers who specialize in trauma response, cultural competency, substance abuse recovery, pregnancy/parenting issues, and healthy relationships should be utilized. Another strategy is to link girls with mentors from the VIP program so they are connected with positive role models while in custody and when they return to the community<sup>4</sup>.

#### **4. Reentry Services for Young Women**

Though the GIM program design includes an identified probation officer who will be supervising girls when they are released from custody, this will be a tremendous caseload for one person to handle and does not include the ongoing programming and supports necessary for

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<sup>3</sup> As a victim advocate with the San Francisco District Attorney's Office, I partnered with the SF Probation Department to increase processing of VOC claims for girls that paid for therapy while they were detained and when they were released from custody

<sup>4</sup> I created a similar mentor program for detained girls in San Francisco juvenile hall. Enabling girls to develop positive relationships with healthy adults who work in partnership with juvenile hall staff was shown to decrease unnecessary fights, self sabotage and negative acting out.

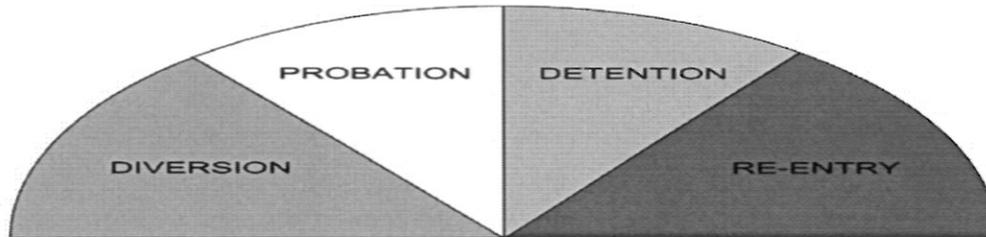
young women to properly stabilize when they are released from custody. The Department should therefore consider developing its GIM aftercare design to extend the ongoing programming and supports the girls were exposed to in custody. This recommended programming can start as a weekly group that is facilitated by probation in partnership with identified providers who have already worked with the girls in custody. Once a girl has stabilized in this level of supervision support she can be referred to ongoing community-based programming that will continue working with her. VIP can also play a key role in identifying jobs for young women when they are released from custody.

In my opinion, the department's development of this recommended continuum will not only better support girls on probation, but will enable CCCPD to be competitive for federal and state funding such as Title II and Title V that will provide sustainability to this gender-responsive endeavor. The consultant recently assisted the Department in submitting an OJJDP mentoring grant that, if awarded, can support many of the recommendations and strategies outlined above.

#### **IV. Recommendations for Improving and Expanding the County's Continued DMC Reduction Response**

The consultant recommends that CCCPD consider the proposed diversion programs as an initial intervention in a strategic continuum of services and supports it can create for youth of color to decrease their system involvement. This continuum should address youth at all points of contact with probation as displayed in the following visual:

# CONTINUUM Of JUVENILE JUSTICE SERVICES



During the year that JPG Consultants has worked with the Contra Costa County Probation Department to assist with the implementation of the County's DMC reduction response, the consultant has identified the following programming and services in the Department that are promising practices for increasing cultural competency and reducing racial disparity for youth of color on probation:

- Youth Offender Treatment Program (YOTP): This program is innovative for its use of cognitive behavioral techniques, anger replacement therapy, motivational interviewing and aftercare for youth leaving custody. The collaboration between juvenile probation officers and probation counselors to facilitate and manage this program is also a best practice.
- Oren Allen Youth Rehabilitation Facility (OAYRF): Probation staff that run this facility have provided youth with necessary programming and services such as motivational interviewing and cognitive behavioral techniques. Probation staff has also excelled in providing ongoing culturally competent programming for youth including: Black History Month, Asian Pacific Islander Month, Hispanic Heritage Month, and a Latino Leadership Conference.

- Volunteers in Probation: Over 200 volunteers provided ongoing visiting, mentoring, activities and tutoring to the detained youth in Juvenile Hall. The program also assists detained youth with resume writing & applications for scholarships and employment.

Since the majority of this innovative work is being lead by members of the of department's DMC Trainers, The consultant recommends the department consider expanding the role of the DMC Trainers into a " DMC Probation Taskforce" that advises the Chief Probation Officer on DMC reduction strategies for the department. The consultant has been extremely impressed with this group of individuals, especially their frontline awareness of tools and resources the department can utilize to improve system responses to youth of color. One tool the group has identified would be the development and implementation of a standardized risk assessment instrument for youth who are referred to juvenile hall much like the instruments used in Santa Cruz County and Multnomah County. Another resource would be the expanded use of trained volunteers from the Volunteers in Probation Program to assist with approved detention-based workshops and mentoring services for youth both in custody and on probation in the community.

During the several months that I have provided DMC consultation services to the jurisdiction, I have been continuously impressed with CCCPD's commitment to identifying and implementing best practices for necessary programming and services for youth on probation and in detention. The consultant is confident that CCCPD's ability to develop a well defined continuum of services and system responses will result in equitable treatment for youth on probation that decreases their unnecessary system involvement and risk of returning to both the juvenile and adult criminal justice system.

## **V. Acknowledgements**

The consultant would like to extend her appreciation to the Contra Costa Probation Department, especially Chief Lionel D. Chatman, Cynthia Haven, Nancy Valencia, Paula Hernandez and Jim Morphy for allowing her to assist with the design, implementation and evaluation of model diversion programs for the county. The consultant would also like to acknowledge the commitment, professionalism and teamwork of the six DMC trainers: Forrest Coleman, Petrenya Boykins, Arthur Fernandez, Theodore Martell, Suzanne Nelson, and Marlon Washington, would dedicate their time and expertise to provide necessary programming for youth on probation and who came together to develop a dynamic training on DMC for all probation personnel.

The consultant would also like to acknowledge the expertise, time commitment and contribution of the staff and leadership of RYSE, the Center for Human Development, the Ambrose Teen Center, the Richmond Police Department and the Contra Costa County Sheriff's Department who are committed to the implementation and sustainability of model diversion programs for youth in the jurisdiction. The consultant also appreciates the following individuals who participated in both the Decision Makers Working Group and the DMC Diversion Subcommittees during 2009 to address DMC efforts in Contra Costa County:

Ms. Kimberly Aceves, RYSE Center  
Mr. Richard Bell, Contra Costa County Health Services  
Mr. Dan Cabral, District Attorney's Office  
Chief Lionel D. Chatman, Contra Costa County Probation Department  
Undersheriff Scott Daly, Contra Costa County Sheriff's Department  
Ms. Kanwarpal Dhaliwal, RYSE Center  
Ms. Valerie Earley, Director of Children and Family Services  
Mr. Tim Ewell, County Administrator's Office  
Mr. Art Fernandez, Contra Costa County Probation Department  
Ms. Julie Freestone, Contra Costa County Health Services  
Ms. Deborah Foster, Street Law, Inc.

Ms. Cynthia Haven, Contra Costa County Probation Department  
Hon. Lois Haight, Presiding Juvenile Court Judge  
Ms. Taalia Hasan, Youth Services Bureau  
Lt. Dennis Kahane, Contra Costa County Sheriff's Department  
Mr. Robert Kochly, District Attorney, Chairperson for the Decision Makers Workgroup  
Cpl. Larry Lewis, Richmond Police Department  
Chief David Livingston, Concord Police Department  
Chief Chris Magnus, Richmond Police Department  
Ms. Anita Marquez, Center for Human Development  
Ms. Debra Mason, Ambrose Center  
Sgt. Ivan Menchca, Concord Police Department  
Mr. Michael Newton, Contra Costa County Probation  
Mr. Joe Ovick, Contra Costa County Office of Education  
Ms. Elaine Prendergast, Center for Human Development  
Dr. William Walker, Contra Costa County Health Care Services

Attachments:           East County Diversion Program Funding Proposal  
                              DMC Update: Power Point Presentation

## CONTRA COSTA COUNTY PROBATION DEPARTMENT

### ENHANCED DISPROPORTIONATE MINORITY CONTACT PROJECT UPDATE

Public Protection Committee

April 6, 2009

Disproportionate Minority Contact (DMC) refers to the overrepresentation of youth of color in the juvenile justice system. Overrepresentation occurs when the number of youth of color in the juvenile justice system is greater than their numbers in the general population.

#### Background

Contra Costa County is one of five counties in the State of California selected for the Enhanced DMC Technical Assistance Project. Since 2005, the effort to examine DMC in Contra Costa County has been led by the Probation Department, under the leadership of County Probation Officer, Lionel D. Chatman. Further leadership is provided by a Decision Makers Workgroup which was formed to bring together the key decision makers in the County juvenile justice system to discuss DMC, examine data which would hopefully identify the degree of DMC at various decision points along the justice system, develop recommendations regarding ways to reduce the level of DMC, and lead the implementation of next steps to be taken in this ongoing process.

The Decision Making Workgroup is composed entirely of department heads or executive level staff of the various agencies who have some involvement in the juvenile justice system. Its members include the County Probation Officer, the District Attorney, the Presiding Juvenile Court Judge, and Assistant Public Defender, representatives from the County Board of Supervisors, a representative from the County Administrator's Office, Director of Children and Family Services, Director of Health Services, a representative from the County Office of Education, Chief of the Concord Police Department, Chief of the Richmond Police Department, and the Undersheriff of Contra Costa County. The selection of members was to some degree influenced by the scope of the project which was to study the issue of DMC in three specific areas: the City of Richmond, the City of Bay Point, and the community in the City of Concord known as the Monument Corridor.

#### 2008 - Accomplishments

In the second year of the Enhanced DMC Technical Assistance Project the County continued to focus on the first three of the four strategies to address DMC:

- Mandatory training for Probation expanded to include Adult and Support staff.
- Trainings were conducted with Probation contractors who provide direct services to youth on probation.
- DMC team made site visits to Oregon and Santa Cruz, both of whom have long standing programs that address DMC.
- Trainers and consultant made presentation to community groups and education regarding DMC efforts in this county.
- Diversion sub-committees formed for target areas, attended workshops on "best practices" programs in the nation, the state, and the bay area.

The Probation Department has launched a number of activities associated with the DMC Reduction efforts, including the following:

- |                              |                        |
|------------------------------|------------------------|
| *DMC Training                | *Parent Survey         |
| *Motivational Interviewing   | *Diversion Programming |
| *Cognitive Behavior Training | *Focus Groups          |
| *Risk Assessment Tool        | *Cultural Events       |

Additionally, several stakeholders in this process have been engaged in discussions regarding disparities in other fields (e.g. Health Services, Education, Children and Family Services).

### Data Collection

Post and pre surveys of Probation and CBO / DMC trainings  
Youth Focus groups  
Parent/Caregiver surveys  
Community Survey

Results of data collected were as follows:

- Probation staff and CBO staff experienced knowledge and practice gains related to the reduction of DMC.
- Training was valued by participants and regarded as helpful.
- The parents/caregivers of probation-involved youth identified developments that they believed would have lessened the likelihood of their youth becoming involved in the juvenile justice system (consistency in the home, someone to talk with at school about issues, and probation staff on campuses).
- Parents/caregivers of youth not involved in the juvenile justice system desire increased opportunities for youth to be involved in pro-social activities including after school activities, social skill development and sports (community policing and enhancement of educational resources were recommended).
- Detained youth argued for increased opportunities.
- Detained youth felt that "probation status" was used as a metric to enforce more rigid or inflexible standards of behavior on them.

A five (5) year plan with both short and long term goals has been developed and adopted by the County's Decision Making Committee.

### **2009 – Next Steps**

The mission of the countywide initiative was to develop a comprehensive strategy for raising the awareness of disproportionate contact of minority youth in the juvenile justice system and to promote best practices and policies to eradicate the problem of overrepresentation. Probation will contract with an expert consultant to work closely with the DMC Coordinator, the Decision Makers Workgroup, and data analysts, in its goal to address the issue of DMC in Contra Costa County. The awarded grant is from January 2009 to December 31, 2009.

- The Probation Department is continuing its training efforts for staff with a mandatory eight-hour (8) class "Exploring other Cultures".
- Probation, along with the DA, and PD are involved in the development of a Management Information System (MIS), which will aid in the collection of data regarding DMC.
- Probation is developing a culturally competent assessment tool for the Juvenile Hall intake process.
- The work of the diversion sub-committees in the development of criteria and protocol for diversion programs in our three target areas continues.
- We will continue to work with stakeholders, CBO's, and members of the communities in our efforts to address DMC.
- We will be exploring funding sources for the diversion programs through grants, foundation/endowment funding, and local and community business.

**2011 PUBLIC PROTECTION COMMITTEE**

**REQUEST BY THE CONTRA COSTA COUNTY FIRE PROTECTION DISTRICT (CCCFPD)  
CHIEF FOR A SPECIAL BOARD OF COMMISSIONERS MEETING  
TO DISCUSS CRITICAL DISTRICT ISSUES**

On July 12, the Board of Supervisors referred to the Public Protection Committee a request (letter attached) by the CCCFPD Chief for a special meeting of the District Board of Commissioners to discuss challenges being faced by the District.

On July 26, the Board received public comment from IAFF Local 1230 President Vince Wells imploring the Board to schedule a special meeting (see attached testimony provided by Mr. Wells).

The Board of Supervisors directed that that matter be referred to PPC for discussion on August 1 and recommendation back to the Board as soon as possible with regard to a meeting and agenda.

**Julie Enea**

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**Subject:** FW: Fire District Issues - East & West County

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**From:** Louder.Daryl  
**Sent:** Monday, July 11, 2011 2:56 PM  
**To:** Supervisor Gayle Uilkema  
**Cc:** 'sdext@bos.cccounty.us'  
**Subject:** Fire District Issues

Greetings Supervisor Uilkema,

As you are aware, the Contra Costa County Fire Protection District is facing a number of challenges. Additionally, there are a number of external issues emanating from other cities and districts that are affecting or threatening our District operationally or fiscally. I wanted to ensure the Board is aware of these issues as well.

In West County, the City of Pinole closed Fire Station – 74 and there is a possibility that the Rodeo-Hercules Fire Protection District will close a station on a rotating basis beginning in November. This would reduce the capacity of our Battalion-7 resources by 33%. In order to replace those resources, our District would have to rely more heavily on automatic aid from the City of Richmond. Unfortunately, we have to pay a per incident fee for any responses above the number of responses that we provide to them. As an example, in FY-2009/2010, we paid the City of Richmond more than \$354,000 for 793 responses into our District. The only other option is to dispatch units from Martinez which would significantly increase the response time to get the required units on the scene.

The East Contra Costa Fire Protection District is facing serious fiscal challenges as well. The City of Brentwood has discussed trying to separate from the District and form its own fire department. I have met informally with the City of Oakley at their request to discuss different concepts and options they might have to provide service to the City. We have also responded to an informal request from Chief Henderson regarding the cost of the our District providing similar levels of service. As you are aware, the ECCFPD is contemplating placing a special tax on the ballot, but the timing is undetermined at this point. My concern is that there may be an expectation for our District to provide service to East County should their fire district fail.

I wanted to ensure that our Board of Directors was briefed on the external issues facing the District. However, I wasn't sure what the most appropriate methodology should be, i.e. through the Public Protection Committee, closed session, or at a regular BOS meeting.

I look forward to your recommendation. Please contact me if you have any questions or need additional information.

Regards,  
Daryl

Daryl Louder  
Fire Chief  
Contra Costa County Fire Protection District  
925-941-3500 (Office)  
925-890-1100 (Cell)  
[dloud@cccfpd.org](mailto:dloud@cccfpd.org)

Board of Supervisors,

A few months back I approached you all during a discussion on our budget with a request to schedule a Contra Costa County Fire Board of Directors Meetings separate from your regularly scheduled BOS meetings. As I mentioned then, our other Fire Districts are a fraction of the size of this District and they meet twice a month. We have never had a meeting with you all on in my 15 years in the department except on specific topic. We have all been busy lately so I understand how difficult it may be to schedule this meeting, but I think it is urgent that we do as soon as convenient. Perhaps, once the Redistricting process is over, we can get move forward on this.

We have several urgent matters that need to be addressed and that are in need of your full attention. As you know our fire district is losing revenue due to the decrease in property values and also money lost to redevelopment. Our membership has made a significant sacrifice in order to keep fire stations open and to keep units on the streets. Unfortunately other agencies are having the same problem as we are. This has lead to the closure of three fire stations in our surrounding agencies and one from our district. The City of Pinole has closed one of its two stations. East County has closed two of its eight stations, and we have lost a crew out of Walnut Creek.

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Since Pinole has closed its fire station, our downtown Martinez engine 14 has been used more often to cover stations in west county during structure fires or other major incidents on the West side. This leaves downtown Martinez uncovered, sometimes for hours. East County continues to use units regularly from the Antioch Fire Stations and Pittsburg. Con Fire units are dispatched to East County on single engine calls as well as regular first alarm units as part of the regular assignment. This means that Con Fire is subsidizing the ECCFPD without cost reimbursements. When our engines move to the east, we move engines from Concord and Clayton to cover behind them, and so on. The county ought to consider making an effort to recover those costs or consider a consolidation to reduce the headquarter costs. We are all consolidated at the street level any way.

Please take the time to schedule a meeting so we can discuss this situation further and work together on a solution, before a major incident occurs that injures firefighters or causes harm to the public.

We are now down from 30 units to 29. This loss is being felt by the communities we serve and the firefighters that work within all of the jurisdictions within the county. Other potential station closures are on the horizon. We could lose three more out of East County, and one station from Rodeo Hercules fire district as well. I feel this situation needs to be addressed and that you as our board of directors should be aware of the impact that this may have on our communities and our firefighters.

Furthermore, you need to be aware of the impact that auto-aid has on our fire district when other agencies close stations. This reduction of units on the streets increases our response times, decreases the availability of resources for multiple major incidents, and increases our safety risk by having firefighters respond from call to call, without significant rest. The risk of longer code three responses puts us and the public at greater risk as well. Because of our auto-aid system, we are forced to pick up the slack when other agencies are unable to maintain their service levels. The impacts would also be reversed if we continue to reduce service levels as well.