

The Express



Third Quarter

September 2018



Dates to Remember:

- 9/3 Labor Day
- 9/9 Grandparents Day
- 9/17 Constitution Day
- 9/23 Fall Equinox
- 10/8 Columbus Day
- 10/16 Boss's Day
- 10/31 Halloween
- 11/4 Daylight Savings Ends
- 11/12 Veterans Day
- 11/22 Thanksgiving

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Cesar Figueroa Retires: End of an Era at Juvenile Court

When Cesar Figueroa made the decision to retire from the Juvenile Court on May 31, 2018, it truly brought an end to an era.

After 31 years of service, Cesar said his goodbyes at a luncheon in a packed detention training room. There were a lot of reminiscences, each one more unbelievable than the last, followed by a slide show. Apparently, someone had been collecting videos of Cesar falling during fire-arms training.



With Arturo Ruiz in late 1980's

Cesar knew for a long time that he wanted a job at the Juvenile Court. Working as an exterminator for a local pest control company during the late 1980's, Cesar would ask about a job every time that he was sent to treat the court buildings.

Finally, on May 18, 1987, Cesar was hired as a Relief Detention Officer. In

1994, he moved to a Deputy Field Supervisor position in the Community Work Service unit. And, in 1996, he was promoted to Surveillance Officer in Intensive Probation, a position that he held throughout the rest of his career.

At that time, the mission of intensive probation was more geared towards enforcing court orders and holding kids accountable for violations.

Over the years, that mission has changed, particularly with the adoption of the Kids at Hope philosophy. And, Cesar easily adapted to his new role.

Working primarily out of the satellite probation office in San Luis, Cesar engaged as a treasure hunter and made sure that the youth with whom he worked were exposed to the KAH cultural framework.

Cesar participated in a number of activities at the juvenile court, including Community Advisory Board retreats, youth summits, parent forums on truancy, job fairs and other com-



Cesar Figueroa

munity events, particularly with Spanish speaking parents.

He also worked side-by-side with youth in a community service project with Arizona Game and Fish and was a facilitator for the new Four Destinations life skills program.

But, who would have guessed that Cesar would have found his real calling as a kickball player. Cesar, you will be missed. Enjoy your retirement.



Kickball Star

Yuma Mother Protests Son, Aged 12, Being Confined in County Jail; Need for New Jail is Stressed

VOICES FROM THE PAST

From the February 28, 1947 issue of the Yuma Weekly Sun and the Yuma Examiner

Judge Henry C. Kelly yesterday confirmed some of the charges of a Yuma mother whose 12-year-old son had been arrested for truancy and lodged in, as she said: "a filthy, vermin-ridden county jail with vagabonds, prostitutes, vermin and obscene scribbles on the wall."

The mother had written Governor Osborn last week asking for an investigation into the practice of housing juvenile offenders with hardened and adult criminals. She wept as she told your reporter that the whereabouts of her son was unknown to her for more than 12 hours.

Sheriff Jack Beard and his staff are hampered by an antiquated jail constructed to house no more than 50 inmates and without segregation facilities for women and juveniles. There frequently are more than 100 prisoners held in the jail.

Also, Yuma being on a through road attracts to the city a kind of human debris that shows up every morning at Police court and makes sanitary conditions at the jail the more difficult to maintain. The sheriff is anxious to get a new structure, or at least a remodeled one, where inmates, male adults, women and juveniles can be properly housed, cleansed and fed.

Judge Kelly struck out yesterday at the county jail conditions and em-

phasized that "a juvenile offender should never be permitted to walk through a doorway into a jail." He said a "separate entrance of some kind should be provided," and deplored the fact that representations made last year to the board of supervisors for a new jail had been without effect.

The law does not provide that an arrested person's relatives be notified, though the practice in many states and counties in the nation is to give the accused 5 cents and access to a telephone immediately after arrest.

The boy who was arrested had a very poor school record a search of files revealed. He had been absent over a six months' period almost one-third of the time. Too, there had been some complaints from merchants that the boy had been engaged in petty pilfering from counters when he should have been in school.

In desperation, the truant officer, Mrs. Babbs, asked the sheriff's office to cooperate, under the state truant law.

"There is no question but that the boy needed correction," Judge Kelly said. "I tried to talk with him and found him to be a nimble liar. There was no recourse but to put him jail."

The judge agreed that some additional efforts to notify the parents should have been made. However, Judge Kelly was equally as concerned with jail living conditions

and non-segregation of women and children from male adults.

John Fairweather, secretary-manager of the chamber of commerce, unhesitatingly called the jail "reprehensible" in telling of the efforts made last year by the chamber to get the board of supervisor interested in the construction of a new jail.

Fairweather said that a community can be measured by the manner in which it handles its minorities and unfortunates. "It's at the lowest level of regard that a community is best measured."

Walter D. Riley, chairman of the board of supervisor, said that one of the reasons for jail conditions was the fact that the jail is a county one solely and yet must house city and federal prisoners. "This is the only jail within a 200 mile radius. What can we do? Refuse prisoners?"

The federal government pays \$1 per day to the county for each prisoner housed. The prisoners are fed twice a day under a semi-annual contract, Riley said. He thought the prisoners were being well fed.

"The mother is right," Gov. Osborn commented at Phoenix, "and the same things exists in practically every county in the state. There are no facilities for segregating children and women in jails. It is a very serious thing. You know why something hasn't been done—it costs money."

Susan Taylor Retires From Detention Education After Nearly 12 Years

By: Oscar Bendele

Susan Taylor retired from her teaching position in the detention education program on April 28, after nearly 12 years of service.

Susan started her career here at the Yuma County Juvenile Court as a probation officer in November of 2006. But, only eight months later, she transitioned to detention education as a teacher, where she could exercise her real passion - making sure that kids used their time wisely and improved their reading skills.

One of the things that Susan has always tried to implement with her students was to never feel threatened and to always be positive. She understood that some of them were going through some stressful times while they were in detention. She

always tried to build them up and give them the courage and motivation that they could complete school, despite their circumstances.

Among her many accomplishments, Susan helped to develop a plan of action when detention education was reduced from five to two teachers. She also created a new HOPE class, and served as the coordinator for AIMS and AzMerit testing.

Susan will be taking away a lot of memories with her as she retires. One of her favorite moments was when her students were finally able to walk the line and graduate. Especially those who had felt that it was not an option for them. It always brought tears to her eyes and joy in her heart.

Susan felt that her students were her own children and she wanted the best for them.

She plans on spending more time with her family, visiting her daughter and mother. One thing Susan is looking forward to is sleeping in and not waking up at 5 a.m. anymore.

What Susan will miss most, though, are the people she worked with and the students she had the pleasure of teaching.



Susan Taylor

Debbie Ullery: Longest-Tenured Teacher at Aztec High School Retires

On July 20, Debra "Debbie" Ullery brought her long and distinguished career at the Juvenile Court to an end.

After several years as an instructional aide for the Crane School District, Debbie was hired on July 17, 1990 as a juvenile detention officer. Six years later, after a year as a community service officer, on October 6, 1996, she started her career at the recently opened Aztec High School as a Vocational/Life Skills instructor.



Debra also continued her education, completing her Bachelor of Science degree in Career and Technical Education. She was reclassified as a Teacher in 2008.

Over the years, Debbie demonstrated hard work and perseverance as a classroom teacher, proving to be the backbone of Aztec High School. She taught most of the electives, including health, crafts and culinary arts, which she expanded from a class on nutrition. In her cooking classes, using the kitchen in the detention center, she used multiple forms of engagement to stimulate learning.

Debbie was also in charge of the Student Council, where she planned and implemented meaningful activities, using the platform to involve students in community service projects,

school-wide educational activities and field trips. She played an important role in Aztec's phenomenal success over the last several years in the Relay for Life fundraiser.

Debbie was seen as a campus leader, fully embracing the Kids at Hope philosophy. She accomplished her goal of being a vital part of the overall vision of Aztec High School.

Now, after 27 years in education, she is looking forward to traveling and spending time with her family.



Debbie Ullery

Aztec High School Starts the School Year with a New Destination

By: Steve Pallack

It was a different beginning for Aztec High School. This year's theme is *DESTINATION....Where are Your Shoes Going to Take You?* Each student was given a shoe in which to write their goal. These were hung outside over a map of the world as a daily reminder to the students of their commitment to their goals.



Mr. Pallack inspects the map

There are a number of faces missing this year. Debra Ullery retired after 28 years of service, Kathleen Barron moved back to Texas, Suman Pangasa became the Director of Special Education for the Yuma Union High School District and Tori Bourguignon took a counseling position at the Marine Corps Air Station in Yuma. We thank them all for the job they did for the students at Aztec.

There are many new faces, as well. Kayla Walden will be teaching Career and Technical Education (CTE), including classes in business and marketing. Alfredo De La Torre will be working with special education, providing accommodation for all students with individual education plans (IEP's).

Starting on September 24 will be Jeff St. Claire, who will teach CTE and science classes, and Paraprofessional Celeste Marchant, who will run the second computer lab and help with dropout prevention. This, in turn, will free up Alexis Urtuzua-stegui to do some counseling.

One of the goals this year is to increase the emphasis on CTE. The idea is to provide students with a both academic and technical skills, knowledge and training necessary to succeed in future careers.

During the spring semester, the partnership with Regional Center for Border Health will continue with another group going through the Certified Nursing Assistant (CNA) program. Five students graduated from Aztec last year with the CNA certificates in hand. Other shorter programs that are being explored include phlebotomy, caregiver and food handling.



Tunnel of Hope

The school year kicked off on August 1 with a *Tunnel of Hope*, in which school and Juvenile Court staff greeted students as they walked through the gates.



Mark Olin at Open House

On August 22, we held our beginning of the year Open House. We had more than 30 students show up, most with parents. The invitation to



Student receptionists with Africa Carrasco

the parents stated in part, "we moustache (must ask) you to come...." This gave us another reason to have some fun.

Deputy Director Leo Mendez was there to grill for us, serving hamburgers and hot dogs. Thanks to Leo for always being our Grillmaster.



Grillmaster Leo Mendez



Juvenile Drug Court Completes Another Successful Year

By: Carmen Gardea

The YCJJC Drug Court program is an approximately one-year program designed to help juveniles move beyond substance abuse and dependency. Drug Court requires juveniles to engage in group and one on one counseling, family counseling, drug testing, pro-social activities and personal growth, with the ultimate goal of sober living.

In the past quarter, the participants have contributed to the community through service projects with the Martin Luther King Teen Center, Yuma Regional Medical Center backpack stuffing event, the YMCA and the Yuma Community Safe House.

Highlights of the past quarter include a presentation on Adolescent Brain development, partnering with The Healing Journey to educate participants on relationship red flags, and a trip to Chase Field to watch the Diamondbacks versus the Giants.

Drug Court graduated three juveniles on Wednesday August 29, 2018. These exceptional youths demonstrated determination and



commitment in their pursuit of sobriety. All three made it through the program without submitting a positive drug test.

Jose maintained his employment and grades, and returned to his home school during his Drug Court programming.

Andrik improved his relationships with family members, increased his communication skills and improved his coping skills during the program.

Michael learned coping skills, returned to his home high school and found employment during his

journey through the program.

Upcoming events for Drug Court include a partnership with the Change Begins With Me Program to participate in the Goodwill Job Skills workshop series. Youth will learn about personal branding, resume writing and interview procedures.

Additionally, they will contribute to our budding Kids At Hope rock garden by creating their own KAH art, learn about health and dating with The Healing Journey and contribute to the community by volunteering at Yuma Community Food Bank.

Share the Hope Rock Painting Event



Special Training for Juvenile Court's Emergency Response Team

By: Anita Salisbury

The Yuma County Juvenile Court has an Emergency Response Team (ERT) that consists of Probation and Surveillance Officers who are weapon-carrying and volunteer for this special assignment. Not all weapon-carrying officers are required to be members of the team and should an officer request to become a member, they must do so with absolute commitment to engage a threat that is endangering the lives of our staff and patrons.

In situations where threats are called into the Juvenile Justice Center, ERT members who are on-site will respond to ensure the safety of all persons present, to include students at Aztec High School, the general public conducting business at the court and all stakeholders who perform their duties while on the grounds of the Justice Center.

The administration at Juvenile Court, with the blessings of the Superior Court and Juvenile Court judges, promote the training and practice drills and lockdown scenarios at the center because of the

trend seen throughout the country and the climate of mass violence in today's society. Due to this, the officer safety training programs at the probation department found it imperative that the ERT members receive training in these areas.

To ensure that our officers have the adequate training necessary to fulfil their duties, the probation department coordinated trainings with the Special Operations Group of the Yuma Sector Border Patrol agency.

The training was two-fold. One part was facilitated by the Border Patrol BorTac Team, the focus of which was training on how to respond to an active shooter situation and how to eliminate the threat, while working as a team. This two-day training taught the officers how to move through a building as a unit, clear rooms and engage the active threat.

BorTac operators had officers run through drills to learn the techniques, then orchestrated scenarios to place the officers in real-life situations in order to practice what had been taught.

The second part of the training was facilitated by the Border Patrol BorSTAR Team and their focus was to teach officers how



Matt Fox, Anita Salisbury, Edna Lugo, Frankie Esquivel

to triage massive bleeds, after neutralizing a threat, to keep a person alive until Emergency Medical Services could enter the scene and provide medical attention.

The curriculum was developed from research done on military battlefields and the hierarchy focus was the wounds that caused the most deaths. Skill stations were provided to allow the officers to practice the maneuvers before submitting to the scenarios that would test their knowledge of what they had learned. Sensory deprivation and sensory overload were key concepts during the scenarios to simulate stress while performing life-saving techniques.

All officers who participated were very impressed by the level of expertise demonstrated by the instructors and the consensus was that a lot was learned. The officers will continue to practice the skills that were learned to ensure a safe working environment for all at the Yuma County Juvenile Justice Center.



Rudy Acosta, Zach Harrison, Danny Ornelas, Juan Rodriguez, Henry Cabrera, Imelda Arellano, Henry Gonzalez, Domingo Flores (from Adult Probation)

Yuma Youth Participate in Young Life Camp in Williams, Arizona

By: Carmen Gardea

This summer, the Yuma County Juvenile Court sponsored two staff and two juveniles' attendance at the Williams, Arizona Young Life Camp. Every summer, Young Life runs a series of summer camps, bringing together thousands of youth from around the county. During these one-week camps, youth are given the opportunity to live in a resort setting, experience exciting camp games and meet new people.

The Young Life Camp experience included three meals a day, comfortable dorm living, access to a game room and a pool with a waterslide. Planned activities included horseback riding, rope climbing and Olympics-type competitions. At the end of eve-

ry day there was live comedy entertainment and an opportunity for reflection on selected stories about Jesus Christ.

During their time at camp, the sponsored youth enjoyed playing basketball, rock wall climbing, a 50-foot swing drop, playing pool and card games. A highlight of the trip was the camp "ho-down," where the sponsored youth learned how to square and line dance.

The local Young Life chapter has weekly meetings where youth can participate in pro-social activities



and connect with mentors and peers. Activities include group discussions, games, food and fellowship. Youth who may be interested in attending a Young Life teen group or summer camp should contact Kevin Dorman at yma.younglife.org for additional information.

Ignacio Galindo Completes Year-Long APPA Leadership Institute Course

After a grueling 12-month course of study, Ignacio Galindo received his certificate of completion for the Arizona Probation and Parole Association's Leadership Institute at the 43rd annual APPA Training Institute in Philadelphia in August.

Mike Byrd, a Deputy Chief from the Yuma County Adult Probation Department, was one of his classmates.

The journey began with 29 other participants from around the country, at an APPA conference in New York City in 2017. In addition to three intense days of instruction at

each APPA conference, including one in Houston in February of 2018, they also participated in monthly webinars, in which they received instruction and assignments on detailed projects.

The ultimate goal was to develop a project for the court, including the detailed components of the project: developing performance standards, gathering data, recruiting stakeholders and keeping them motivated and involved.

Along with his normal workload at the juvenile court, Ignacio spent countless hours developing the Parent Mentor Project, which was designed to assist parents going through the dependency process at the juvenile court.

His final submission was a 13-page, 4,000 word project design, complete



Mike Byrd and Ignacio Galindo

with detailed goals and objectives. This culminated in a 15-minute PowerPoint presentation in front of the class in Philadelphia.

Ignacio said that this was one of the most intense, productive experiences of his career. And, it paid off, as on August 27, he was promoted to the position of Deputy Director, replacing the retiring Jolene Hefner.



Successful Futures Graduates its Third Group of Kids at Hope

By: Carmen Gardea

The third cycle of Successful Futures ended on June 26, 2018 with 10 of 11 participants graduating and nine being released early from probation.

The youth began their journey with a Kids At Hope lesson and planning for their future by identifying their goals for their four destinations. Using the four destinations information, the program was customized to include opportunities for youth to engage people and places that matched with their own future goals.

The group explored their individual talents, values and job skills through lessons and hands on activities. One of the highlights of the program was the Southwest Technical Education District of Yuma coming to the juvenile justice center to educate the group on the technical and vocational programs available to them while they are in high school.



Success Futures Participants

This presentation led to one of our youth, Axel, registering for a Laboratory Assistant Course. Axel has dreams of becoming a doctor and was able to shadow with local physician, Ricky Ochoa. While working with Dr. Ochoa, Axel was able to interact with a current medical student who was interning at Esperanza Healthcare. Axel stated that this experience reinforced his aspirations of becoming a doctor.

Additionally, the program featured collaborations with Yuma Bank One, Goodwill of Yuma and Yuma Territorial Prison. Local professionals came out to share the spirit of hope from AWC, STEDY, Arizona Fish and Game, U.S. Border Patrol, Ed Whitehead's Tire Country, local artist John Porter, Littlewood Art Co-op, Southwest Gas, YRMC, BRAG Gym, Yuma United Gym and Desert Hills Golf.

The team completed their journey through the four destinations by giving back to the community. Community projects included helping the Yuma Family YMCA to do a

cleanup and redecoration of their "Teen Room" and participating in the Martin Luther King Teen Center Community Movie Night.

At graduation, the youth shared what they found most meaningful about their journey. Many of them remarked on the value of the Yuma community and their enjoyment of our community projects.

Two special awards were given: The Time Traveler Award was given to Axel for showing leadership skills and being proactive about pursuing his career destination.

The Super Star Award was given to Oscar, a youth who made great personal progress and showed determination in pursuing his career destination. All of the youth demonstrated personal growth, increased responsibility and goal setting skills.

The next cycle of Successful Futures will begin the first week of October. Recruiting for this program is currently open. For more information contact Probation Officer Danny Ornelas.



Judge Mark Wayne Reeves, Axel, Probation Supervisor Henry Gonzalez

Juvenile Court Program Participants Involved in a Series of Events

By: Carmen Gardea and Christina Charles

Back to School Rodeo

Yuma County Juvenile Court administration, probation and programming staff took the Kids At Hope message to the 2018 Back to School Rodeo on July 11 at the Yuma Civic Center.

Through local sponsors, the City of Yuma was able to provide 1,400 backpacks filled with school supplies to school-aged children. There were 88 vendors representing schools, businesses, nonprofit and service organizations, health care providers and governmental agencies on hand to welcome Yuma kids into the new school year.

Thousands of Yuma community members had the opportunity to get basic health screenings and information, learn about local resources that assist with I.E.P. interpretation and advocacy, and gather additional supplies for their school aged children.



Carmen Gardea, Ruben Esparza and Gabriela Lachica

Representing the message of Kids At Hope, the Juvenile Court booth featured an informative PowerPoint presentation, stickers, pencils, bookmarks, bracelets and other Kids At Hope items. Parents and kids were able to meet staff, ask questions and hear about the great

work being done at the Juvenile Court.

Diamondbacks Games

Drug Court attended the Arizona Diamondbacks baseball game on Saturday, July 7, 2018 in Phoenix, Arizona. The San Francisco Giants took the 9-6 victory, their seventh win in eight games.

12 participants along with four staff members attended this event and enjoyed the game from the "All You Can Eat and Drink" section. Positive relationships are built and connections are made that continue even after Drug Court graduation.



Every year in Drug Court, the participants are provided with this opportunity as an incentive to celebrate their progress and success.

On July 22, 4 Destinations attended the Arizona Diamondbacks game against the Colorado Rockies. On this day, the Diamondbacks took the win with a 6-1 victory. A total of 12 participants attended the game along with four staff members.

The Diamondbacks provided an opportunity for the youth in our community to attend a professional baseball game, something that they might not otherwise experience.

4 Destinations is typically an eight-week program, run primarily by sur-

veillance officers from the Yuma County Juvenile Court. With the probation department embracing the Kids at Hope philosophy, the baseball game fit right into two of the four destinations.

During the eight weeks, the youth participate in activities that encompass all destinations: Home and Family, Career and Education, Hobbies and Recreation, and Community and Service.

Goodwill Workforce Readiness

On Friday, July 27, 2018, 11 of our South County Kids at Hope graduated from the Goodwill Workforce Readiness Program (Education and Career) which was facilitated by San Juan Macias from Goodwill of Central Arizona.

The program offered essential life-skills education and focused on employment preparation. Our Kids at Hope learned topics such as personal branding, using social media, resume preparation, searching and applying for employment and preparing for job interviews.

The program started on July 13, and concluded on July 27, with a ceremony hosted at the cafeteria at the San Luis High School. This was the fourth workshop facilitated at the San Luis Probation Office and the Juvenile Court hopes to continue the partnership with Goodwill of Central Arizona.



Four Destinations Program Graduates Eleven Participants

By: Carmen Gardea

The Four Destinations program graduated eight of eleven participants on Thursday July 26th, 2018.

The Four Destinations Program was designed and inspired by the Kids At Hope Philosophy. The intention of this program is to initially provide the minor and parent with a basic understanding of the Kids At Hope cultural framework.

The group is involved in an 8-week program where they will participate in pro-social activities that will touch on Life's Four Major Destinations: Home and Family, Career and Education, Hobbies and Recreation and Community and Service.

This program targets Kids At Hope with a score of moderate to maximum. Kids will not only be able to explore the four major destinations, but they will also spend their time participating in positive activities that may deter them from further reoffending.

During the program, participants had the opportunity to learn about the Kids At Hope philosophy, time travel to their four future destinations and connect with their surveillance officers, peers and community members.

Team building activities, like swimming at the aquatic center, watching a movie, making brunch, and taking a trip to Phoenix for a



Diamondbacks game were used to promote healthy sober prosocial activities.

Community partnerships, like working with Arizona Game and Fish, The Healing Journey and Arizona Western College, were implemented to increase attachment and a sense of belonging to the Yuma community.

Aging to Perfection

Lisa Klauck	Sept 2	Arturo Caro	Oct 7	Ben Rowe	Nov 2
Katherine Wilkey	Sept 2	Ignacio Galindo	Oct 9	Henry Cabrera	Nov 7
Gregory Rhodes	Sept 3	Jose Hernandez	Oct 9	Jose Moreno	Nov 8
Kayla Walden	Sept 6	Carolina Zaragoza	Oct 12	Henry Gonzalez	Nov 9
Kathryn Stocking-Tate	Sept 9	Rose Hooker	Oct 14	Michelle McCall	Nov 10
Keith Westmoreland	Sept 9	Michael Hankins	Oct 15	Ignacio Trejo	Nov 12
Veronica Davis	Sept 21	Kenton Stevens	Oct 21	Ruben Esparza	Nov 13
Mike Eslinger	Sept 22	Guillermo Gatón	Oct 22	LaVette Malone	Nov 14
Leslie Padilla-Ramirez	Sept 24	Lisa Schaefer	Oct 26	Emma Roman	Nov 15
Luis Torres	Sept 27	Daniel Ornelas	Oct 27	Augusto Iglesias	Nov 17
Juan Rodriguez	Sept 29			Liliana Lugo	Nov 18
Annette Steinberg	Oct 2			Rudy Acosta	Nov 20
Sayra Ocegüera	Oct 4			Cecilia Andrade	Nov 22
Beatriz Felix	Oct 5			Sarah Jaramillo	Nov 22
Johnna Byrd	Oct 6			Rafael Garcia	Nov 25



Juvenile Court Graduates Fourth Class from Own Detention Academy

By: Oscar Bendele

Seven new detention officers have just completed the Detention Officer Extended Field Training Academy class #4 that took place August 6 through August 10, 2018.

Detention Officers Ana Silva, Augusto Iglesias, Anthony Acosta, Karina Munoz, Katherine Wilkey, Leslie Padilla and Tiffany Rankin endured a week-long AOC mandated class. Instructors were Supervisor Grant Rader, D.O. III Stephanie Buthmann, D.O. III Steven Banuelos, D.O. III Charlie Santa Cruz, D.O. II David Reyes, D.O. II Jose Fisher and D.O. II Oscar Bendele.

Some of the classes included *Behavior Management, Report Writing, Adolescent Brain Development, PREA, Direct Supervision, Use of Force, Officer Safety/DT, Handle With Care* and many more. These classes are to help prepare the new officers as they become Detention Officers.

Newly graduated Detention Officer Tiffany Rankin stated that she thought the academy was fun and very informative. She also enjoyed the Adolescent Brain class, taught by D.O. II Reyes, because it was intriguing to know how the brain works with a

juvenile. Defensive Tactics was also fun. All of these classes made her feel more confident to do her job.

On August 13, 2018 the graduation ceremony took place for these seven new Detention Officers, in the pres-



Anthony Acosta, Tiffany Rankin, Leslie Padilla, Judge Reeves, Karina Munoz, Augusto Iglesias, Katherine Wilkey, Ana Silva

ence of their family and friends. The officers were recognized for their successful completion of the Detention Officer Extended Field Training Academy and they were sworn in by the Honorable Judge Mark Wayne Reeves.

New Detention Pay Classification Put into Effect

By: Oscar Bendele

Recently in detention, the detention officers were given a new classification in pay. In September of 2017, it was determined that a market survey would need to be completed for the detention officer job class. The reason for the market survey was because of the high turnover rate and not being able to find suitable applicants for the positions.

The market study process took several months to complete. Current staff were requested to complete a Position Analysis Questionnaire. The PAQ is designed to assist the Human Resources Department to determine if there have been any significant changes to the duties performed by this position and how long those changes have been in effect.

During the process, it was found that changes needed to be made to the job description, to appropriately reflect the position. The Hay Job Evaluation Method was used to evaluate the job; this method includes knowledge required to do the job (whether practical or intellectual). In each factor, there are a series of descriptions and variables with points assigned to each one.

The results of the market study confirmed that the salaries of the Yuma County Juvenile Detention Officer I, II and III were under market and salary adjustments were needed. This job class is 100 percent paid by Yuma County funds, therefore, the approval of the Board of Supervisors was still required.

Juvenile Court management had several meetings with Yuma County Human Resources, Yuma County Office of Management and Budget and the County Manager before it was ever presented to the Board of Supervisors.

On June 18, 2018, the Yuma County Board of Supervisors did concur with the findings and an option to cover the salaries was determined. For future targets, the goal is to evaluate each job class. If the job class is out of market, fund approval will be needed by the state and county for any salary adjustment.

It is hoped that this action will make it easier to recruit, train and keep qualified detention officers.

Yuma County's CASA Program Provides a Valuable Service

By: Carmen Gardea

The Court Appointed Special Advocate or CASA program in Yuma conducted a *Coffee with a CASA* on August 29 at the Yuma Main Library, giving community members a chance to learn about the program.

CASA volunteers are everyday people appointed by a judge to speak up for abused and neglected children in court. Even though there are currently 44 volunteers in Yuma County, there is always a critical need for more.

The program is overseen by coordinators Veronica Davis and Jennifer Sterenberg, with the support of Administrative Assistant Lisa Shaefer.

The Yuma Council for CASA, Inc. (YCCI) is a 501 (C)(3) non-profit organization which raises funds to help the children of our community who are in "out-of-home placement."

In addition to providing for trainings expenses and outreach supplies to the Court Appointed Special Advocates, YCCI also has funds available for youth who are designated as "dually-adjudicated."

The placement does not have to be a licensed foster home - it can be any place outside of the mother and father's home, including a relative or family friend.

Funds were recently requested for a Yuma juvenile probationer. Funds were approved and a check was received within one week. The funds will be used to purchase clothing and shoes for the new school year. The youth and the family were both very excited and grateful for the assistance.

Funds can be requested to help with medical costs, clothing or

personal care items, sports equipment and fees, or other expenses for approved youth.

The application for funds is available through the local CASA office or by contacting YCCI at yumacouncilforcasa@yahoo.com. For questions or additional information contact Veronica Davis at vdavis@courts.az.gov.



CASA volunteers with Jennifer Sterenberg (center)

Numbers That Matter

By: Maria Martinez

	Probation Fees Collected			Restitution Collected		
	May	June	July	May	June	July
Standard	\$ 8,246.00	\$ 8,842.00	\$ 4,135.00	\$ 165.00	\$ 3,398.48	\$ 530.00
JIPS	\$ 2,326.98	\$ 2,520.00	\$ 1,355.00	\$ 838.02	\$ 276.00	\$ 165.00
Diversion	\$ 2,382.00	\$ 1,175.00	\$ 1,438.00	\$ 384.93	\$ 136.00	\$ 0.00
Collections	\$ 2,860.64	\$ 4,224.11	\$ 2,304.52	\$ 0.00	\$ 3,168.06	\$ 632.00
Off Probation	\$ 1,206.37	\$ 855.99	\$ 510.00	\$ 353.63	\$ 150.00	\$ 347.93
Total	\$17,021.99	\$17,617.10	\$ 9,742.52	\$ 1,741.58	\$ 7,128.54	\$ 1,674.93

New Hires



Karina Munoz
Detention Officer I
June 4



Leslie Padilla-Ramirez
Detention Officer I
June 4



Kayla Walden
Teacher
Aztec High School
July 2



Alfredo De La Torre
Teacher
Aztec High School
July 23



Shashi Mohindra
Teacher
Detention Education
July 23



Aracely Negrete
Probation Officer I
August 27

Promotions / Transfers



Oscar Bendele
Detention Officer II
July 15



Nicholas Herrera
Surveillance Officer
March 11

First Quarter Awards



Jose Federico

**Teacher
Detention Education
Employee of the Quarter**

A supervisor commented:

"Everyday, Mr. Federico comes to work with a great attitude and a smile. He is the only teacher in detention right now, but he's able to deal with all the stress that comes with teaching five pods and still manages to help every student who asks for it. Mr. Federico is hands down one of the greatest multi-taskers I have ever seen, making sure that all his students have met their academic needs."

A coworker commented,

"Jose Federico has been working alone for over two months in detention, running from pod to pod, answering any questions the students may have while they do their school work. He works well with the detention officers and the students like and trust him. He makes sure all students get all the credits they have earned here in detention back to the schools they come from."



Carolina Zaragoza

**Detention Officer I
Detention Officer of the Quarter**

A coworker commented:

"Carolina Zaragoza brings professionalism each day, no matter what the circumstance. She shows a great deal of leadership by example for all new employees to build on. She is always looking to see what needs to be done and offers help to all employees. She does a tremendous job in the unit, holding the children accountable and still being flexible to any situation."

Another co-worker commented:

"Officer Zaragoza is an outstanding detention officer. She is hard working and is always looking for more to do and is always on hand to assist others. She always volunteers to stay or to come in early to work shifts that need assistance. She is dedicated, courteous, and respectful to her peers and the juveniles. D.O. Zaragoza handles all situations calmly and professionally; she never overreacts to any situation."



Liliana Lugo

Probation Officer II

A supervisor commented:

"Probation Officer Liliana Lugo has stepped up to assist the Change Begins With Me (CBWM) program while we hire a probation officer to run the program full-time. Liliana has also presented the Kids at Hope parent module to parents in both Yuma and San Luis and has trained the new probation officers."

Liliana has been an all-around asset to the department while we make changes to better our team."

Liliana just completed her 20th year with the department. She is currently in a new non-caseload carrying probation officer position, in which she assists fellow officers, coordinates and facilitates the Parent Orientation Class and serves on the Share the Hope Committee of Kids at Hope.

The staff of The Express is looking for your suggestions on ways to improve the content of the newsletter, as well as ideas for upcoming issues. If you have any ideas or would like to submit a story, contact Leo Mendez at lmendez@courts.az.gov or Ben Rowe at browe@courts.az.gov, or any member of the newsletter committee.

