



COUNTY OF LOS ANGELES
PROBATION COMMISSION
9150 EAST IMPERIAL HIGHWAY – DOWNEY – CALIFORNIA 90242
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MINUTES OF REGULAR MEETING OF JANUARY 10, 2019

The regular meeting of the County of Los Angeles Probation Commission was held on Thursday, January 10, 2018 at the Kenneth Hahn Hall of Administration, 500 West Temple Street, 3rd floor, Room 372, Los Angeles, California 90012.

I. Commission President Joe Gardner welcomed all and called the meeting to order at 10:00 A.M. President Gardner informed the Commissioners and all present that the meeting was being recorded and asked that all identify themselves prior to making any statements.

The following Commissioners were present:

1st Vice President Jan Levine
2nd Vice President Betsy Butler
Commissioner Meredith
Commissioner Shutan
Commissioner Mitchell
Commissioner Herbon
Commissioner Daniel Seaver
Commissioner Kaplan

The following Commissioners were not present:

Commissioner Swartz
Commissioner Martinez
Commissioner Yamashiro
Commissioner Hoover
Commissioner Caster

Commissioners

Joe Gardner-President,
Hon. Jan Levine (Ret.)-1st Vice President, Hon. Betsy Butler (Ret.), – 2nd Vice President,
Donald Meredith-Sergeant at Arms, Daniel Seaver, Azael Martinez-Sonoqui, Cyn Yamashiro, Esq.,
Jacqueline Caster, Esq, Jo Kaplan Esq, Olivia E. Mitchell, Peter Shutan,
Rev. Zachary Hoover, Randy Herbon, Gale Swartz

The following staff were present:

Dave Mitchell, Deputy Director
Jack Sims, Probation Director
Luis Dominguez, Acting Deputy Director
Sheila Mitchell, Chief Deputy
Dr. Hellen Carter, Bureau Chief
Felicia Cotton, Deputy Director
Stacy Ford, Deputy Probation Officer
Lydia Jurado, Staff Assistant

The following individuals were present and signed in:

Eduardo Mundo
Kaile Shilling
A.J Young
Cookie Lommel
Vivian Wang
Hans Liang
Regina Goree

II. LOS ANGELES COUNTY PROBATION DEPARTMENT UPDATE

The Probation Department Reserve Program Quarterly Update

Dr. Hellen Carter, Bureau Chief of Probation stated that she is very pleased to be present. Dr. Hellen Carter stated that the Reserve Deputy Program is a gem within the Los Angeles Probation Department, it has been active for the last 30 years. Dr. Carter stated that there is one gentleman who received a volunteer of the year award with 24 years of service and 7,687 hours of donated time.

Dr. Hellen Carter stated that she has 2 updated handouts that will be emailed today. Dr. Carter stated that the handouts show that the Reserve Deputy Program currently has 60 active Deputy Probation Officers (DPOs) and of the 60 DPOs, 20 are waiting to go through the academy. Dr. Hellen Carter stated that the second handout contains the accomplishments for 2018 which include several career fairs, the census, and the homeless count.

Dr. Carter stated that the academy is 2 weeks and introduces them into the Probation Department, trauma model, and how to work with youth. Dr. Carter stated that the training is 2 weeks and begins in 2 weeks. Dr. Carter stated that the Probation Department is considering modifying and making some changes within the academy because it is outdated. Dr. Carter stated that she has had the pleasure of working with the Reserve Deputy Program for the last 3 years. Dr. Carter stated that currently the Reserve Deputy Officers (RDOs) work in all aspects of the Probation Department. Dr.

Carter stated that RDOs are not there to supplant the Probation Officers, they are there to support the Probation Officers in the areas that they are assigned to.

Dr. Carter stated that 43 years ago she started in the Probation Department as a Reserve Deputy. Dr. Carter stated that she had the education to become a Probation Officer but not the experience. Dr. Carter stated that she enrolled in the RDO Program and served for a year and was able to work for the Probation Department which has been her favorite career and she would not change it.

Dr. Carter stated that the Probation Department has reactivated the administrative panel and committee of which Commissioner Shutan is a member. Dr. Carter stated that a meeting took place in October of 2018 and another meeting is scheduled to take place on January 23, 2019. Dr. Carter stated that the Probation Department is planning in March to have a full RDPO meeting along with supervisors. Dr. Carter thanked all for allowing her to present.

Commissioner Shutan thanked Dr. Hellen Carter for her presentation. Commissioner Shutan stated that he is pleased that there is positive direction and is excited that Dr. Carter is leading the Reserve Program. Commissioner Shutan looks forward to updating the Probation Commission after the January 23 meeting.

Dr. Carter shared that Program Analyst, Judy George is extremely important to the Reserve Program, she has been with the Reserve Deputy Program for 25 years. Dr. Carter stated that Judy George has been the linchpin that has kept everything going, even when there was some slow activity within the Probation Department.

President Gardner inquired about handouts that contain general statistical data about the Reserve Program. Dr. Carter stated that the handouts contain accomplishments for 2018, who the RDPOs are, their assignments, and the quantity of hours per officer every month.

Successful Living Data on Youth at Campus Kilpatrick

Deputy Director Dave Mitchell inquired about clarification on what data is being requested. Commissioner Butler stated that Commissioner Caster asked her to follow up with the Probation Department regarding probation violations for those who have left Camp Kilpatrick. Mr. Mitchell stated that the Probation Department presented at the last commission meeting with re-arrests information. Chief Deputy Mitchell stated that at the last meeting Commissioner Caster requested the quantity of violations of probation. Chief Deputy Mitchell stated that the report is complete and will be sent on Monday.

Report from the Probation Department Explaining the Rise in Minors in Hope Centers

Chief Deputy Mitchell stated that a report is available, and Deputy Director Dominguez will go over the reason why the kids are in the Hope Centers. Chief Deputy Mitchell stated that it is not a bad thing. Chief Deputy Mitchell stated that the Probation

Department expects to see is a rise in numbers of kids in Hope Centers especially as the Probation Department rolls out the Hope Center policy at the Detention Services Bureau.

Deputy Director Luis Dominguez stated that the Hope Centers are enhanced units with enhanced mental health treatment, often time it gets confused with a definition of a Specialized Supervision Plan (SSP). Mr. Dominguez stated that the SSP was developed as a specialized supervision plan, it does not mean they have to be in the Hope Center. Mr. Dominguez shared a scenario of a youth who had a metal plate in his head. Medical staff recommended that the youth be placed near the control center to where staff are available in case he gets into a physical altercation. Mr. Dominguez stated that the scenario mentioned is considered an SSP. Mr. Dominguez stated that confusion of an SSP often plays into how the Hope Centers are being used. Sometimes the youth are highly elevated and anxious or have a difficult time living with other youth and occasionally intervention is required by Mental Health which lands the youth in the Hope Center. The staff in the Hope Center will de-escalate youth, work with youth and provide them with any additional resources.

Mr. Dominguez stated that the numbers have increased due to the Probation Departments implementation of Hope Centers not being used appropriately. The policy for the Hope Centers in the halls was not approved by the unions and was never finalized in the Detention Services Bureau (DSB). The only Hope Center policy that was issued was in Residential Treatment Services Bureau (RTSB) which is the camps. Mr. Dominguez stated that at this time the Hope Center Policy is with the unions, The Probation Department still initiated training all staff assigned in the Hope Centers with an 8-hour training. Not all DSB staff are trained. Mr. Dominguez stated that once the Probation Department finalizes the policy, all DSB staff will be trained in the Hope Centers. Mr. Dominguez stated that because the Hope Centers were not being used appropriately the numbers weren't appropriately reflected. Now that the Hope Centers are being used appropriately the number have increased.

Commissioner Butler inquired about the length of time the youth are in the Hope Center, because it is supposed to be a short term stay. Commissioner Butler stated that information is not clear on the report. Mr. Dominguez stated that the Probation Department can add a column like the one Commissioner Seaver requested regarding whether the youth in Hope Centers are attending school while being in the Hope Center.

Commissioner Seaver inquired about the reason why youth would not be in school and why would there need to be a column. Mr. Dominguez stated that the youth should be in school and there was an investigation that was conducted, and the matter was addressed. The person was held accountable for failing to send a youth to school. Mr. Dominguez stated that it is a tracking mechanism and the purpose of the column is so it can be visually seen.

President Gardner inquired about an additional statistical report being available. Chief Mitchell stated that the report is already finished, and a report will be sent along with the Reserve Program handouts, violations of probation, and Hope Center stats.

President Gardner inquired about whether the practice remains that anybody that is placed in the Hope Centers remains there for a short period of time -usually under a day -with a 4-hour monitoring practice. Mr. Dominguez stated that there are youth housed in the Hope Center that reside there and it is part of the SSP. Mr. Dominguez stated that it is not meant for long term stay unless Juvenile Court Health Services, Department of Mental Health and the Probation Department come to an agreement that there's a valid reason.

Commissioner Seaver inquired with the Probation Commission about whether they receive daily population report. Probation Commission responded yes.

Commissioner Levine inquired about whether the Probation Department is designing internal mechanisms so that someone will catch a problem such as the Hope Center not being used the way it was designed to be used. Commissioner Levine stated that someone who is in a supervisory position can have the task of checking in with the Hope Center and specialized units. Chief Deputy Sheila Mitchell stated that in all areas such as Central Juvenile Hall, Barry J. Nidorf Juvenile Hall, and Los Padrinos the Probation Department developed a system improvement plan. In those plans there is ongoing monitoring so that the Probation Department is aware of any incidences before it gets to the Probation Commission.

Commissioner Kaplan stated that she is concerned that the youth are being evaluated once a week and thinks that it is unacceptable. Commissioner Kaplan stated that the youth in the Hope Centers have mental health problems. Mr. Dominguez stated that it is addressed in the new Hope Center Policy, that the youth are checked up on every 4 hours by a Supervisor. If the youth goes beyond 8 hours it must be approved by the Director.

Commissioner Kaplan stated that it does not satisfy her that the staff is not available when the youth are placed in special programs. That just means that the Probation Department doesn't have to admit that the youth are in Specialized Housing Units (SHU) and that they are being seen every 4 hours. Commissioner Kaplan stated that she believes the youth should always have a therapist checking in on them. Commissioner Kaplan is concerned that even though the Probation Commission got rid of solitary confinement the youth are being kept in Hope Center a week at a time because it is a special program. This is still considered solitary confinement. Commissioner Kaplan stated that it is a huge cultural change and Department of Mental Health not being in the room is a big disappointment. Commissioner Kaplan stated that Mental Health should share the responsibility with the Probation Department.

President Gardner inquired if once the policy is signed off by the union and all entities, will the Probation Department be able to share the final copy with the Probation

Commission. President Gardner stated that the Probation Commission would like to have it when conducting inspections to be able to inspect accordingly. Chief Deputy Mitchell responded absolutely.

Hans Liang, President of Local 685, introduced himself and stated that the former president was expelled from the federation. As a result, the executive board elected Hans Liang to serve as the president for the remainder of the term through November 2019. Mr. Liang stated that the Hope Center is still being discussed. Mr. Liang stated that he has not been part of the Hope Center discussion meetings, but the executive board members have been in those meetings. Mr. Liang stated that he will provide an update when one is available.

President Gardner stated that it would be premature to dive into this matter until it is settled between the entities.

Commissioner Kaplan stated that historically the union has been a problem or not tuned in with the issues the Probation Commission has. Commissioner Kaplan stated that it is great that Mr. Liang is the new President of Local 685.

Mr. Liang stated that as the President of the Union he will be attending the Probation Commission meetings when he can. Mr. Liang stated that at the end of the day everyone wants a department that provides the highest level of service to the community. Mr. Liang stated that it requires a workforce to produce those outcomes and as a president of the union it is his job protect the rights of those members. Mr. Liang stated that he believes in the collaborative approach and will voice the concern of the union members as they become apparent. Mr. Liang stated that he thinks that it is important that there is someone from the union to voice concerns of members.

President Gardner stated that the Probation Commission looks forward to Mr. Liang's continued participation.

Commissioner Kaplan stated that maybe the Probation Commission can provide a prioritized list to Mr. Liang. Commissioner Kaplan stated that the Hope Center issues are a priority. Mr. Liang agreed that it is a priority and stated that they do want a successful hall, successful Hope Center, and want everyone to feel safe. Mr. Liang stated that there has been some progress and he will provide an update. Mr. Liang stated that there may be concerns with the union side as well as with management side.

Commissioner Meredith stated that he has known Mr. Liang for a long-time and shared that Mr. Liang is one of those Probation Officers that works with the youth on his own time.

Commissioner Kaplan inquired about a juvenile point person. Mr. Liang stated that he would make a referral and leave his phone number.

Commissioner Butler inquired about Mr. Liang's biography.

Mr. Liang stated that he started off with the gang unit primarily in the Juvenile Field and was involved in the after-school program Youth and Family Accountability Model (YFAM). Mr. Liang stated that he also worked for staff training at the Probation Department Headquarters and developed the Field Training Officer Program. Mr. Liang stated that he has worked for Administration, as assistant to the bureau chiefs located in Downey. Mr. Liang stated that he trained thousands of Deputies on motivational interviewing, cognitive behavioral therapy concepts, social learning model, and stages of change. Mr. Liang stated that he went back to the field and worked with community-based agencies setting up alternative treatment programs. Mr. Liang stated that he is currently standing as President of Local 685.

Chief Deputy Mitchell thanked Mr. Liang and shared that when the inspection was done at Barry J. Nidorf the Probation Department knew that there were some serious issues there, and the Probation Department administration could not tackle those issues on its own. Chief Deputy Mitchell stated that there was a series of meetings with Mr. Liang, and the whole union team and they developed a joint improvement plan. Chief Deputy Mitchell stated that not only is Mr. Liang everything that he has described, but Mr. Hans Liang is also a true collaborator.

Mr. Liang introduced Stacey Ford, the new Camps Vice President who is very knowledgeable in institutions and the halls.

III. APPROVAL OF MINUTES

Commissioner Seaver motioned to approve the minutes of December 13, 2018. Commissioner Mitchell seconded the motion and the minutes were approved.

The Probation Department Updates from December 14, 2017 Meeting

President Gardner stated that there was a long list that the Probation Commission was waiting on updates from the Probation Department upon Commissioners Butler request. President Gardner turned it over to Commissioner Butler.

Commissioner Butler explained that December 2017 minutes were received very late, around August of 2018, which brought up the list of questions asking for updates and a status report on many items.

President Gardner stated that it would be best if each individual commission member reviews The Probation Department response in detail and if there are additional questions that arise from what the Probation Department presents today, then those questions will be discussed in future meetings.

Commissioner Levine stated that her questions revolve around the collaboration that has been planned with DMH. Commissioner Levine stated that she looks forward to the update of the Memorandum of Understanding with DMH in February of 2019.

Commissioner Levine inquired about whether Department of Mental Health (DMH) is at the campus during evenings and weekends.

Deputy Director Mitchell stated that one of the therapists are normally in the camps until 7 pm. Mr. Mitchell stated that this has been a problem with the Probation Department and would like DMH to stay until 10. This is an issue that is going to be negotiated with DMH. Mr. Mitchell stated that there have been incidences occurring after 7pm. Mr. Mitchell stated that the Probation Department would like DMH to be more active on the de-escalation of the youth. Mr. Mitchell stated that this is an ongoing discussion with DMH. Mr. Mitchell stated that the Probation Departments goal is to identify the signs of a kid who is unraveling and to have DMH intercede quicker. Mr. Mitchell stated that DMH has a different skill set than the Probation Officers. Mr. Mitchell stated that all camps distribute medications. If nursing is available until 10, a therapist should be available as well. Mr. Mitchell stated that DMH has their own union issues negotiating that type of schedule.

Commissioner Levine inquired about whether Multi-Disciplinary Teams (MDTS) are conducted when a kid hits the unit or when there is a problem. Mr. Mitchell stated that an initial MDT is conducted within the first 10 days, and then as needed. The Probation Department is utilizing as-needed MDTs a lot more often now due to the youth having high end mental health needs and being more high risk. The Probation staff is working together collaboratively to address those needs before the kid starts to unravel and become violent. Mr. Mitchell stated that the parent must be included as much as possible. Mr. Mitchell stated that the goal is to make sure whatever was provided in the camp continues to be available in the community.

Commissioner Levine inquired about the MDT in the halls. Mr. Dominguez stated that there is not an MDT for every youth in the halls. Mr. Dominguez stated that there is an individualized supervision plan that is developed for youth with higher needs.

Commissioner Levine inquired about where the DMH staff is in the halls. Mr. Dominguez stated that there are centralized camps. Chief Deputy Mitchell stated that DMH staff used to be in the Hope Centers. Mr. Dominguez stated that one person is available at each juvenile hall unit for 8 hrs.

Commissioner Levine stated that it would be great if DMH could collaborate with respect to each youth in some way, especially in the halls. Commissioner Levine stated that over the holidays she visited Central. Commissioner Levine stated in the girls enhanced unit there were 2 girls that disrupted the unit, and their behavior was beyond anything she has ever seen. Commissioner Levine stated that there are extreme cases and suggested adding a whole other sphere of medication, training and expertise and have it available to the Probation Department to help staff handle these extreme cases.

Mr. Mitchell stated that unfortunately this type of incident occurs more often in the facilities and agrees that some of the staff are unprepared to handle those kids. Commissioner Levine asked who would be prepared to handle these extreme cases

and doesn't think the DMH staff is necessarily prepared to handle those cases. Commissioner Shutan stated that DMH is theoretically the most appropriate to handle these cases. Mr. Mitchell stated that it is difficult.

Deputy Chief Mitchell stated that Dr. Monique Murrow is working with the Probation Department to see what happens in the juvenile halls and camps in terms of case planning and case management. Monique Murrow will work with DMH, Health, LACOE and Probation. Deputy Chief Mitchell stated that Dr. Monique Murrow is helping to identify some key interventions and who would be in the best position to take them on.

Commissioner Shutan expressed his ongoing frustration with DMH when it comes to collaboration. Commissioner Shutan stated that they are always at the table at the upper levels but not at the table in the MDT level, at least not in a proactive form. Commissioner Shutan stated that whether it is a union issue or other issue they need to be there.

Commissioner Seaver stated that it is notable and interesting today to have members of the union here as part of the regular meetings as it helps with the discussions. Commissioner Seaver stated that the Probation Commission should request having Mental Health be part of the Probation Commission meetings, so they can be responsive to the concerns. Mental Health is a much bigger part now than it has ever been.

President Gardner stated that he would reach out and ask to have a DMH representative. Commissioner Shutan suggested that perhaps justice deputies can help with that and suggested having DMH attend the meetings quarterly.

Commissioner Kaplan stated that when Mental Health walks out at 7pm, it would be good to have a tracking system to see how many incidents happen during the weekends and after 7. Commissioner Kaplan suggested adding another column so there could be evidence.

Commissioner Meredith agreed that DMH does need to have longer hours, part of the problem is the early departures. Commissioner Meredith stated it would be helpful to have LACOE at the Probation Commission meetings as well.

Commissioner Butler stated that overall the Mental Health piece of this is huge and the youth are seriously traumatized. Commissioner Butler stated that there are a lot of items that are in progress on the report The Probation Department provided and inquired about what would be the best way to proceed with The Probation Department to address and keep updated on the pending items list.

Deputy Chief Mitchell stated that the Probation Department has given dates for most of the items that are in progress, for those that the Probation Department has not, sometime between now and next week the Probation Department will make sure to

send out those dates. The items that are not complete to the Probation Commission's satisfaction can be brought up as an agenda item.

President Gardner stated that the best thing to do as a commission is to review in detail and if there are any additional questions it will be brought up at a future meeting. President Gardner stated that it would be best to add your question to each individual response.

Commissioner Butler stated that there are several issues at Central Juvenile Hall that are ongoing. Mr. Dominguez stated that the trauma specific training was completed and there are ongoing trainings like nonviolent crisis intervention and Crisis Prevention Institute (CPI). Mr. Dominguez stated that CPI is going to train 120 of the Probation staff directly and co facilitate with the trainers they train to be trainers, and there will be refresher courses on that as well. The Probation Department is investing in several de-escalation trainings. Mr. Dominguez stated that the Probation Department recently put together a training unit at the halls. The Probation Department just hired 37 new recruits that went into Sylmar and their initial training will be 4 weeks.

Commissioner Butler inquired about a Probation Department report on the September 27, 2018 visits that the Probation Commission conducted at Central Juvenile Hall. Chief Deputy Mitchell stated that a report and a plan was sent out. Chief Deputy Mitchell asked if Commissioner Butler is referring to the incidents at Barry J. Nidorf. Mr. Dominguez stated that there appears to a mix-up with the reports being requested. Commissioner Butler stated that a lot of these issues are overlapping, and it is inconsistent.

Commissioner Meredith stated that a graduation took place last week and the class slogan was, "Culture Change First, Changing Lives Next". Commissioner Meredith stated that Scott Sanders from Barry J. Nidorf invited the Probation Commission to come out anytime and check out the new training program.

Commissioner Kaplan suggested that the Probation Department consider having that slogan on a poster and putting it up at every facility. Commissioner Kaplan stated that she would like to attend one of the trainings. Commissioner Kaplan stated that she attended the Partnership Conference and there was one sentence that struck her. Commissioner Kaplan stated that one of the speakers advised the Probation Officers to ask the youth "What happened to you?" when they are unraveling, rather than "What are you doing, what is going on!" so they do not feel as if they are under attack and they can share their side of the story.

Commissioner Butler stated that the discussion was had at the PRIT meeting. Commissioner Butler stated that case management for every person that is incarcerated is a lot of work but necessary. Commissioner Butler stated that the system must change, and there must be an investment in the youth.

President Gardner issued a mandate to the Probation Commission to review this document line by line, formulate their questions and bring it back as a future agenda item.

Commissioner Seaver stated that as thorough as this is, there is more that can be added to the list of responses. Mr. Dominguez stated that all the information on training is already addressed.

Commissioner Kaplan stated that 2 weeks should be enough time for the Probation Commission to review it.

Commissioner Herbon stated that with all this new training going on would it be possible to obtain a schedule of all future trainings to see what the basis is, for what the Probation Department is trying to accomplish. Mr. Mitchell stated yes and shared that there is also a relationship-based supervision course that could be helpful for the Probation Commission to attend. Mr. Mitchell stated that this course ties in all the strategies.

Update on how Incarcerated Youth Obtain California State Identification

Mr. Dominguez stated that the issue on the youth obtaining identification cards remains the same. The Sheriffs have an MOU with the DMV and the Probation Department is connected to the juvenile portion of the MOU. Mr. Dominguez stated that if a youth had previous identification, the DMV will be able to reissue one. Mr. Dominguez stated that the DMV is facing their own issues and are unable to assist the Probation Department with this issue now.

Commissioner Kaplan suggested contacting Public Counsel, they were very involved and helpful with the sealing of records. Commissioner Kaplan stated that she can help.

Commissioner Butler stated that she helps veterans obtain their identification cards. Commissioner Butler stated that she will reach out to her DMV contact. Mr. Mitchell stated that it would be best to have a mobile unit. Commissioner Butler agreed and stated that apparently the DMV has had a mobile unit come out before.

IV. NEW BUSINESS

Presentation from Arts for Incarcerated Youth Network

Kaile Shilling, Executive Director of the Arts for Incarcerated Youth Network (AIYN) stated that the AIYN is a community-based organization, the AIYN is an umbrella organization that coordinates the work of their members who are their own independent organization providing arts and programming in the juvenile detention facilities. Kaile Shilling stated that there are 14-member organizations:

- The Actors' Gang

- The Armory Center for the Arts
- Artworx L.A
- Boyle Heights Arts Conservatory
- Dance for Healing
- Gay Men's Chorus of Los Angeles
- Inside out Writers
- Jail Guitar Doors USA
- Rhythm Arts Alliance
- Street Poets
- Tia Chuchas
- Central Cultural
- Write Girl
- Unusual Suspects Theatre Company

Kaile Shilling stated that it has been a real exciting partnership with L.A County Arts Commission and in partnership with The Probation Department. Kaile Shilling stated that the AIYN is proud to announce there is year-round arts programming at every probation facility which includes twice a week arts programming for 90-minutes in 12-week cycles. Kaile Shilling stated that it is a wonderful opportunity for parents to see their children being creative and productive. Kaile Shilling stated that the arts programming is very beneficial to the youth and staff. Kaile Shilling stated that there is a capacity to add more programming, the AIYN is currently working with the sites to find times that work. Kaile Shilling stated that the AIYN is just transitioned to a yearlong contract which has enabled the program to strengthen and deepen. Kaile Shilling stated that one of the hallmarks is being able to provide training for Probation Staff to use arts engagement to support a culture that is more positive overall.

Kaile Shilling stated that the AIYN is also providing more support for the youth in the communities, having Christopher Wilkinson on site at Kilpatrick has established a warm hand off for the young people when they are coming back into the communities. Kaile Shilling stated that Mr. Wilkinson works with the young people and coordinates with the teaching artists. Mr. Wilkinson sits in on all the MDT meetings for the young people to share what the young people are doing in the arts classes. Mr. Wilkinson also coordinates a pre-release meeting with some of the AIYN staff who then have weekly meetings, so when the young people are released they are connected to what they love which is arts engagement and a supportive atmosphere. Kaile Shilling stated that it has been going well at Kilpatrick and the AIYN is able to provide that smooth transition.

Kaile Shilling stated the AIYN has ambitions to enroll youth in the Workforce Development Aging and Community Services Program (WDACS) but it has been a significant challenge. Kaile Shilling stated that the Probation Department worked with the AIYN to try and connect to WDACS to enroll the youth prior to release so that there is no barrier to employment. Kaile Shilling stated that the AIYN is in conversation to replicate Mr. Wilkinson's position at the Dorothy Kirby Center. Kaile Shilling stated that

the goal is to roll it out everywhere but AIYN is taking it piece by piece. Kaile Shilling stated that when the young people are in the community the AIYN supports them engaging in places where the conversations are about them, such as Probation Reform and Implementation Team (PRIT) meetings and Youth Development and Diversion Task Force meetings. Kailee Shilling handed off to Christopher Wilkinson.

Commissioner Butler thanked Kaile Shilling for her dedication. Commissioner Butler inquired about funding. Kaile Shilling stated that Probation Department does the Direct Services Order (DSO) to the Arts Commission and the Arts Commission contracts with the AIYN which enables the currency to move quickly. Kaile Shilling stated that it has been an effective strategy.

Kaile Shilling stated that the members of AIYN go through training on how to work well with the Probation Department, how to understand the safety needs of the Probation Department, and how to embrace a healing centered approach to the arts.

Commissioner Kaplan inquired about whether the clearances for the volunteers are a challenge for the program. Kaile Shilling stated that they currently have a good system. Kaile Shilling stated that the AIYN is currently working with the Probation Department on how to create space for credible messengers, people who are alumni of the programs and having the Probation Department waive somebody who didn't pass the background investigation.

Deputy Director Mitchell stated that there is ongoing communication. Mr. Mitchell stated that himself or Mr. Dominguez can provide provisional clearance depending on their history. Mr. Mitchell stated that some of the instructors of the AIYN were trained on the LA Model for the 3-week training. Mr. Mitchell stated that the AIYN is in the process of beautifying Central Juvenile Hall. Mr. Mitchell stated that the youth who have a passion should try to get employed with the arts in some form. The AIYN has committed to making that happen that as well.

Commissioner Butler inquired about when the Probation Department is going to replicate a position like Mr. Wilkinson's at Central Juvenile Hall. Kaile Shilling stated that the AIYN recognized that each camp and hall is different, and when the AIYN has brought things up with the Probation Department there has always been a willingness for conversation.

Christopher Wilkinson, Arts Facilitation Director of the AIYN, stated that he was one of the instructors who attended the L.A Model training and believes it was extremely instrumental in executing his work because it created a comradery between Los Angeles County of Education (LACOE), the Probation Department, Department of Mental Health (DMH) and himself. Mr. Wilkinson stated that he built rapport with the people who attended training and they all went through the trauma informed, Dialectical Behavior Therapy (DBT) and Missouri modules together. Mr. Wilkinson stated that being onsite has enabled him to provide ongoing mentorship and support not just from the programming standpoint but also from his own experiences of being a system

impacted youth. Mr. Wilkinson stated that he set up a slot for the reentry team to do a culture and community class every Tuesday at 5:30 to be able to give the youth some substance around what it means to reenter the community after being incarcerated.

Mr. Wilkinson stated that all the Probation Department has been extremely supportive. Mr. Wilkinson stated that his position will be replicated at Camp Kirby and it is very important that there is that collaborative training with LACOE and DMH. Mr. Wilkinson stated that when the position is replicated at the Dorothy Kirby Center, it will be tailor-made for the facility without a cookie-cutter approach. Every facility has its own needs.

President Gardner thanked Mr. Wilkinson for his presentation.

Commissioner Herbon inquired about the dates and times for training at the juvenile halls along with a matrix. Mr. Wilkinson stated that he would provide the specifics as far as times.

Commissioner Mitchell inquired about whether the people who control the jobs in the city of Los Angeles are actively a part of the planning group. Mr. Wilkinson stated that the AIYN is based out of Los Angeles and it is the easiest city for the AIYN to serve, the real issue is making sure there are resources for the youth in the valley like San Gabriel and Antelope Valley. Mr. Wilkinson stated that WDACS is the only viable work force group that the AIYN is currently working with.

Deputy Director Mitchell stated that there is a city and county version of WDACS.

Commissioner Levine inquired about WDACS. Mr. Wilkinson stated that WDACS is a Los Angeles County Program, Workforce Development Aging & Community Services that serves youth ages 14-21 that are on probation.

Commissioner Butler inquired about the population at Campus Kilpatrick and whether the youth all had the opportunity to participate. Mr. Wilkinson stated that the population was as high as 38. Mr. Wilkinson stated that all youth had the opportunity to participate.

Commissioner Butler inquired about a matrix that shows which Probation Officers are participating in the arts program. Mr. Mitchell stated that the Probation Department tries to elicit staff that have a passion for it, there is participation at different levels for different facilities. Commissioner Butler inquired about how the Probation staff are participating. Mr. Wilkinson stated that he has seen staff participating in theatre classes, and when it happens it does enhance that rapport because the youth are seeing the probation staff in a different light.

Verbal Report from Commissioners Regarding Recent Visits to Camps & Juvenile Halls

Commissioner Meredith stated that himself and Commissioner Herbon spent a lot of time at Camp Afflerbaugh in the last 60 days. Commissioner Meredith stated that there are a lot of different issues due to the mixed populations and it is not the staff.

Staff assigned at Camp Afflerbaugh are very impressive. Commissioner Meredith stated that there was one youth that had 37 prior assaults at another camp before being transferred to Camp Afflerbaugh, where he only had 2. When asked the difference, the youth said, the staff at Afflerbaugh are respectful, care and run a good program. Commissioner Meredith stated that Camp Afflerbaugh isn't set up to take in the youth that are currently being transferred to the camp. Commissioner Meredith stated that Camp Afflerbaugh is inheriting a mixed population due to the closure of camps.

Commissioner stated that he thinks there should be more staff assigned. Commissioner Meredith stated that the age of the population ranges from 14 to 20. That mixed population included 241.1 WIC youth to 602WIC youth.

Commissioner Meredith stated that the 241.1 youth are terrified. Commissioner Meredith stated that he spoke with the camp director and she stated she had an effective program at the camp until approximately October. At that time there was an unexpected assignment of a significant number youth with mental health issues and neighborhood rivalries that resulted in conflicts. She related that the camp had not been staffed for the arrival of the youth with significant mental health issues. She attempted to stop or slow the influx to no avail. She has dealt with the issues to the best of her and existing staff's ability and raised the issue up her chain of command for assistance, with minimal support.

Commissioner Meredith stated that he spoke with one of the shot callers from a gang in South Los Angeles, he is 19 years old and plans to finish his program and attend a college in Oregon. Commissioner Meredith stated the shot caller said things were quiet at the camp despite rival gangs being present as they were from same neighborhood. The shot caller related that the older youth were able to put things down when the younger kids are mouthing off before it became a problem. The shot caller stated the problems began when there was a "sudden dump of our enemies from another neighborhood." The gangs from the other neighborhood started the issues. This caused the rivals gangs from my neighborhood to unite against the other neighborhood.

Commissioner Meredith stated that there was a mixture of traditional issues as well, such as Black gang vs. Hispanic gang, Black gang vs Black gang and Hispanic gang vs Hispanic gang.

Commissioner Meredith stated that he had to bring the principal down to the camps to join himself and the camp director. Commissioner Meredith stated that there is a teacher disrespecting students and staff. Commissioner Meredith stated that most of the fights occurred in this teacher's classroom. Commissioner Meredith inquired with the principal if the teachers have been trained on how to deal with this difficult population and the principal stated no, and that teacher has a difficult time being respectful to the youth. Commissioner Meredith stated that a deputy arrived to take a Suspected Child Abuse Report (SCAR). The Deputy told Commissioner Meredith that the LASD deputy is tired of taking SCAR reports daily for staff using restraints or lawful force to handle situations and asked to have policies reviewed.

Commissioner Meredith stated that in the beginning of October 2018 the youth housed at Afflerbaugh noted “the dump” where kids from different neighborhoods were being dumped in large numbers even though population was transferring out. In October, smaller scuffles started to occur over disrespect, then smaller incidents were occurring in the classroom and created tension that went back to the dorm. The way the dorms are set up is only half a wall that divides the sleeping areas. This allows rival youth to climb over the wall and bypassing the pod or desk area where one or two staff are present, and a fight breaks out. Commissioner Meredith stated every time it was resolved the youth would be transferred out of the HOPE center at Camp Rocky and brought back within a few hours. Probation would file a 777 and the same kids would return in lieu of going to a Juvenile Hall.

Commissioner Herbon stated that there were major disturbances that involved more than 2 kids fighting. This caused staff to take I-A packets because of the injuries. Commissioner Herbon stated that part of the problem is that there was one kid who had a 777 filed and was sent back to Afflerbaugh, irritated with the staff who testified against him along with the people who were part of the incident because he has an additional 7 months added on. Commissioner Herbon stated that new 602 petitions are filed for assaulting a staff and they are sent back to camp. There is a major disturbance, staff is injured and then 2 hours later the youth is back in the same place with the same people and nothing has changed. Commissioner Herbon stated that the accountability factor is going by the wayside, and the youth are not being held accountable for their actions. Commissioner Herbon stated the staff feels as if they are limited to handle the youth.

Commissioner Meredith stated that another part of the problem is that the staffing is very low for the type of population they currently have. Commissioner Meredith stated that the Director requested overtime and resources but was rebuffed at times. Commissioner Meredith stated that he learned from staff members that every time he was visiting, a report had to be generated to the superintendent stating Commissioner Meredith was there, who he talked to, and what the conversations were. Commissioner Meredith found this troubling as it could cause youth, staff and others to be intimidated from providing information to the Commissioner and compromise the integrity, facts and accountability of any inspection, audit or commission inquiry. Commissioner Herbon stated that any time any of the Probation Commission goes into a facility the staff has been instructed to report very specifically who they have talked to.

Commissioner Meredith stated that despite that Superintendent’s directive, the transparency from youth and staff was good. A SDPO came out on her day off to help. Commissioner Meredith stated that one of the things the Director shared with him is that the staff that worked there know the youth and their history, what is going to set them off, and how to de-escalate. Commissioner Meredith stated that the problem is that there are shortages and bringing in outside staff who don’t know the kids is not effective, Commissioner Meredith stated that he sees these issues at Camp Paige as well. Commissioner Meredith suggested addressing some of the infrastructures around policies and procedures and staffing issues.

President Gardner stated that he had a couple of concerns regarding what transpired, and it is major and repeatedly occurring. President Gardner stated that there is a concern that the Probation Department now doesn't have an ability to disperse rival gang members who wind up in the same facility. These incidents don't take place in the first place and there is a need for an additional facility to be kept on reserve.

Commissioner Meredith stated that there needs to be a gang specialist that knows the streets and knows the kids. Commissioner Meredith stated that there is so much intelligence information that changes daily and it would be good to have someone with that background.

President Gardner suggested a pre-placement with a deep dive into gang affiliations to deter having rivals mixed up in the facilities. There is room for improvement on scrutinizing the youth before they are placed in facilities. President Gardner stated that staff safety is concerning as well as the safety of the minors to have major disruptions occurring on a repetitive basis.

Commissioner Meredith stated that an inspection of facilities was conducted, and a pair of scissors, pins, and pencils were found, which can be easily used as weapons. Commissioner Meredith stated that the tactics need to be reviewed on how to respond to these incidents.

Chief Deputy Mitchell stated that it is not about the segregation, it's about understanding the core underlying issues. Chief Deputy Mitchell stated that the Chief and herself met with the presiding judge and the supervising judge regarding this very issue. It is not about segregation or bringing back the youth into juvenile halls. Chief Deputy Mitchell stated that she appreciates the input and the Probation Department will respond to the report.

Commissioner Herbon inquired about why the judges hold the kids at the juvenile halls if it is not meant to be a time out. It's a time out from the community and camps are a community.

Chief Deputy Mitchell stated that the camps are a disposition. Chief Deputy Mitchell stated that she appreciated the comments and the insights that are being presented. Chief Deputy Mitchell stated that the Probation Department is working with the Director and it is a challenge for the Probation Department that the kids that are presented have different challenges than what they have had before. The Probation Department is making sure the staff is prepared to address the needs of the youth. Chief Deputy Mitchell stated that there are different challenges now.

Mr. Mitchell stated that he has been assessing staffing patterns. Mr. Mitchell stated that himself and Director Mendez are developing a corrective action plan. Mr. Mitchell stated that the gang issues are a problem and most of the ring leaders have serious mental health issues and they are not being addressed. Mr. Mitchell stated that the gang issue is their vehicle to use violence, but it is not the reason. Mr. Mitchell stated

that the Probation Department has integrated youth for years from different gangs into the facilities. If the facility is safe and secure the youth will not act out. Commissioner Meredith inquired about the number of major incidences the Probation Department has in the 12 months prior to October 2018. Mr. Mitchell stated that he doesn't recall any disturbances at Camp Afflerbaugh.

President Gardner stated that this may be a topic that requires further discussion and review. Once the report is received from Chief Deputy Mitchell the Probation Commission can proceed further.

Commissioner Kaplan stated that the judges sending the kids to juvenile hall for the time out is not good and not bad. Commissioner Kaplan stated that it is the lesser of the evil. Commissioner Kaplan stated that it is a technique that the judges use.

President Gardner apologized to Commissioner Levine. Item number 11 will be tabled for the next meeting. The Probation Department did respond to the letter and the Probation Commission will look at the response and table for a future meeting.

V. PUBLIC COMMENT

Stacey Ford, Deputy Probation Officer (DPO) and Union Representative for Local 685, commented on the training at Barry J. Nidorf. Stacey Ford stated that the training that was provided is outstanding and the training needs to be offered to the veterans as well. Mr. Ford stated that he was excited to see Mr. Perez demonstrate different strategies in dealing with the youth who are not in compliance. Mr. Ford gave kudos to Scott Sanders, Luis Dominguez and Dave Mitchell.

Commissioner Seaver stated that he would like to attend the training. Commissioner Meredith stated that Scott Sanders welcomed all anytime.

Commissioner Butler stated that the training should be required to all the Probation staff. Mr. Dominguez stated that the goal is to have all trained in tactical communication training which is tailored to fit the Probation Staff. Mr. Dominguez stated that the training started with the new hires and it is an ongoing training that will be throughout the Probation Department.

Eduardo Mundo inquired about the stats on probation violations being available to the public. Mr. Mundo stated that in 1988 when he entered camps there were no problems and he has been involved with the camps every decade. Mr. Mundo stated that Chief Deputy Mitchell is correct and there is always going to be gang members and gang tension and each facility is going to have a different understanding of them. Mr. Mundo suggested speaking with staff to go over patterns on certain days and staffing patterns at certain times. Mr. Mundo stated that is the most accurate approach to take in trying to find the underlying issues.

President Gardner stated that items 13, 14, 15 and 16 will be tabled for the next meeting.

VI. ANNOUNCEMENTS

President Gardner announced that the Probation Commission is attempting to find other conference room locations and it may land outside of the Hall of Administration, Commissioner Martinez is looking into some solutions. Commissioner Levine inquired about who is working on reserving conference rooms. President Gardner stated that Lydia is working on reserving conference rooms for 140A, Commissioner Martinez is currently working on other facilities in the first district.

President Gardner announced that he is going to distribute the new sign up lists for inspections.

Commissioner Mitchell suggested putting up a sign when Probation Commission meetings are not taking place in Rm 140A. Commissioner Seaver suggested adding a reminder when the agenda is sent if the Probation Commission Meeting is not taking place in room 140A.

Chief Deputy Sheila Mitchell announced that on Tuesday January 15, 2019 The Kitten Academy at Camp Scott will be honored at The Los Angeles County Board of Supervisors Meeting, and there will be a kitten there to join.

VII. ADJOURNMENT

Commissioner Meredith moved to adjourn the meeting in memory of Aaron Wu, brother of Jimmy Wu from Inside Out Writers. Commissioner Mitchell moved to adjourn the meeting in memory of Barbara Yunslovsky. Commissioner Levine seconded the motion and the meeting was adjourned at 12:08 P.M.