

CITY AND COUNTY OF SAN FRANCISCO  
JUVENILE PROBATION COMMISSION

JUVENILE PROBATION COMMISSION REGULAR MEETING

Regular Meeting Minutes  
Wednesday, January 9, 2013  
5:30 p.m.  
City Hall, Hearing Room 408  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Commissioners

Julian Chang, President  
Dirk Beijen, Vice President  
Katharine Albright  
Joseph Arellano  
Susan Jones  
Sarah Ching Ting Wan  
Rebecca Woodson

Meeting Minutes

(Items have been taken out of order from the Meeting Agenda)

1. Roll Call
  - The Commission President called the meeting to order at 5:36 p.m. Commissioners Albright, Arellano, Beijen, Chang, Jones, Wan and Woodson were present.
2. Review and Approval of the Full Commission Meeting Minutes of November 14, 2012 (ACTION ITEM)
  - Motion to approve the November 14, 2012 Full Commission Meeting Minutes by COMM Albright, second by COMM Beijen, and approved by the rest of the Commission.
  - No public comments.
3. Report on JPD's Field Safety and Monitoring Compliance with High-Risk Probationers and DJJ Parolees by William Siffermann, Chief Probation Officer (DISCUSSION ONLY)
  - Chief Siffermann discussed the changing landscape and climate of JPD's work associated with preserving public safety. JPD's main concern is the elimination of state administered juvenile parole, the expansion of extended foster care benefit coverage to individuals up to the age of 21, escalating street violence and the proliferation of firearm possession among juveniles (see full CPO presentation on JPC website, under Supporting Documents at: <http://sfgov3.org/index.aspx?page=4135>).
  - Assistant Chief Probation Officer, Allen Nance, presented the Juvenile Probation Officer Field Safety and Monitoring Compliance power point presentation. The objectives of the presentation highlighted the nature and characteristics of Juvenile Court referrals; described assessment of criminal risk (High Risk offenders); presented updates regarding changes in state laws that impact juvenile probation supervision; and reported on specific Community monitoring and Supervision strategies and challenges (see full power point presentation at: <http://sfgov3.org/index.aspx?page=4135>).
  - Probation Officers, Ernest Logoleo and Fred Collier, discussed high-risk offenders on probation and displayed photos of youths carrying automatic weapons; weapons they have encountered in the community.

- Chief Siffermann concluded that JPD remains firm in its commitment to provide guidance and direction to youth and families they serve in ways that hold them accountable for their actions, increases their competencies to develop positive lifestyles and protects the safety of SF residents and visitors. No conclusions or determinations have been made at this point and Chief Siffermann hopes to return in April to present the results of JPD's analysis before he implements any operational changes (see remaining concluding remarks under CPO presentation at: <http://sfgov3.org/index.aspx?page=4135>).
- Public Comments:
- SFPD's Chief Suhr said that 10 community members lost their lives in Visitation Valley in June due to gang violence. The violence prevention plan, "Interrupt, Predict and Organize" (IPO) was established and JPD plays a vital role in the prevention strategy. He said there were no homicides in August largely attributable to the work with the community and the fact that compliance checks were done with those most likely to offend. He commended JPD and JPC for probationer's overall success, however, 10% of offenders are very dangerous. Having PO's with SFPD helps them do their job better. PO's recognize probationers and SFPD will do everything they can to keep them safe.
- Armando Garcia, DPOA President, endorses Chief Siffermann's efforts for community safety. Mr. Garcia read the CBM letter regarding safety of PO's (see full CBM letter at: <http://sfgov3.org/index.aspx?page=4135>).
- COMM Chang asked ACPO Nance about realignment and why adults are now being referred back into the custody of JPD. ACPO Nance said that the state determined that they would no longer provide parole supervision for juveniles that are being released from state institutions. With the elimination of juvenile parole and the implementation of SB81, the responsibility is being transferred back to the state, JPD and the court that sentenced the youth. The age limit is 25 years of age.  
 COMM Chang asked what is now different with gun control and youths for PO's. ACPO Nance said that the proliferation of weapons continues to grow and the level of disregard some of the offenders have is more significant than in prior years. JPD has been proactive in creating partnerships with other law enforcement agencies to monitor and hold high-risk offenders accountable.  
 COMM Chang asked if any other alternatives have been considered into arming PO's to enhance their safety. ACPO Nance said that a decision has not yet been reached to arm PO's, however all options will be explored to minimize risking the lives of PO's.  
 COMM Woodson asked if this process could be narrowly tailored to situations where PO's conduct searches. In addition, she asked if JPD could look at how guns are getting into the hands of these probationers, if feasible. ACPO Nance said that a study would require assistance from the State, however, they know that there are a lot of guns out there and they move around or serial numbers have been altered. In regards to options short of arming PO's, in preparation for the April report, JPD will explore what other probation departments are doing to allow JPD to keep officers safe.  
 COMM Jones looks forward to seeing the analysis of what other cities are facing and would like to hear back on best practices.  
 COMM Albright asked about the 10% high-risk offenders and how many of these juveniles are accounted for annually. In addition, she asked how many field officers are involved with the youths. ACPO Nance said there were currently 879 probationers and 50 PO's; 30 to 40 juveniles pose the most significant risk. COMM Albright asked if training the PO's, who will be armed, can be tailored to those dealing with high-risk offenders. In addition, she would like to include the community in discussions for them to have a clear understanding of this process. Chief Siffermann said that JPD is appreciative of any invitation they receive from any group and have already participated in Supervisor Avalos' district addressing public safety. He also added that SF is a unique situation because it is the only county with a stand-alone JPD.

COMM Wan asked exactly how many parolees will be coming back to SF; what unit will supervise them and how many staff members are in the unit. ACPO Nance said the number of parolees is six; two recently returned and are being supervised by the Serious Offenders' Unit. There are six officers in this unit. COMM Wan said it would be helpful to see data showing escalating street violence and firearm possession among juveniles. ACPO Nance said JPD will continue to track data and share it with the Commission and community.

COMM Wan expressed concerns about JPD's participation in the IPO violence prevention plan and felt that without proper training, she is hesitant to have JPD participate in this plan. Chief Siffermann said that JPD is not going to place their officers in the same degree of risk without completing the analysis. JPD will continue to meet and participate with peace officers to develop strategies that may not involve JPD. ACPO Nance added that PO's are already involved in the types of activities that IPO represents. It does not change the nature of their work, however, the IPO now provides a coordinated citywide effort so there is collaboration across law enforcement agencies.

- Public Comments:
- Nadia Sherif, Advocacy Coordinator, Center for Young Women's Development. As a formerly incarcerated woman, she is opposed to JPD's proposal to arm PO's. This would increase intimidation among detainees and create a further disconnect among youths and staff.
- April Drake, Community Organizer, Center for Young Women's Development. She feels it would be unsafe for PO's to carry weapons because it will intimidate youths.
- Rachel Jones, Community Organizer, Center for Young Women's Development. She is opposed to JPD's proposal for PO's to carry firearms and feels they will misuse them.
- Twila, Community Organizer, Center for Young Women's Development. She understands the safety aspect, but feels that tasers should be used instead of guns.
- Rosa Mara, Balboa High School student, opposes JPD's proposal to arm PO's because the community has access to firearms, not the youths, which is a bigger problem.
- Robin Bonner, Adult Supervisor, Center for Young Women's Development. She is opposed to JPD's proposal to arm PO's due to budget constraints. She does not want to see more guns on the street.
- Mia Shackelford, Chair of SF Youth Commission, is opposed to arming PO's because the relationship between youth and PO's should be one of guidance, not based on fear.
- Ramon Gomez, SF Youth Commission, is opposed to arming PO's because teens will get intimidated.
- Angel Carrion, SF Youth Commission, opposes arming PO's. As a youth, he spent two consecutive years in maximum security and would not recommend arming a few PO's. He asked that JPD look for alternatives that do not require arming PO's. He also asked that JPD look into the outdoor recreation area for youths.
- Katina Castillo, Consultant to Probation Departments with W. Haywood Burns Institute, said that probation should be separate from law enforcement. She is opposed to this proposal and request more research without firearms.
- Joseph Silva, Safe Haven Coordinator at Precita Center, is opposed to arming PO's and feels this power could one day be abused. He would like to see studies proving that arming PO's will reduce violence.
- Dillon Martinez, Home Detention Case Worker, Mission Neighborhood Centers & Precita Violence Center, is opposed to arming PO's. It is not feasible. He does home and school visits and is not armed.
- Alfred Lam, Counselor at Juvenile Hall, feels that PO's should be armed if they have to go to certain neighborhoods. Certain PO's should be armed and undergo testing.
- COMM Beijen commented on the points made by the women from the Center for Young Women's Development. He said that it is a big leap in talking to someone to employing

lethal force. In their April report, JPD will be considering concurrently training PO's, who might or might not be armed, with critical incident response training and with a less lethal force option.

- No further comments.

#### 4. Public comments.

- Fred Nelson, Counselor at YGC, discussed safety at YGC. He said that it lacks basic safety equipment and staff training. A lot of the equipment needs to be replaced. In addition, pepper spray is needed.
- Joe Tanner, Counselor at YGC, said that he was recently injured breaking up a fight at YGC. They need safety equipment and training. He was mandated to have CPR training, but has not yet received it.
- Greg Foote, Counselor at YCG, said that mace is also needed and discussed the lack-of budget. He is passionate about his job and compassionate toward the youths.
- Justini, Counselor at YGC, said that management refuses to listen to the counselors and address their safety and security concerns. She is asking the Commission to assist with this matter. If PO's can carry guns, counselors should be able to carry pepper spray.
- Carl Sullivan, Counselor at YGC, stated that they work inside the institution to maintain safety and security. The injury rate has risen from 30% to 51% since 2009 and would like administration to address this issue to reduce worker's compensation claims. They deal with the same violent gang members as the PO's and pepper spray is needed.
- Maria Gyen, Executive Committee for SF Labor Council, advocates health and safety for workers and supports YGC counselors in their fight for safer working conditions and better living conditions for youths. There should be no training gaps; and proper working equipment and workplace supplies should be provided. Repeated requests for these items should not go unanswered.
- Mike Rampley, Senior Group Counselor (retired), Red Bluff, CA, said the culture of today's youths has changed. They are more volatile and a lot of kids are on medications. Kids need to feel safe and confident that the staff can control the situation.
- Larry Bradshaw, VP of Local 1021. Training is provided citywide and should be provided for counselors at YGC. A safety audit was conducted and little was done to address these concerns (see Forensic Audit Report, under Supporting Documents at: <http://sfgov3.org/index.aspx?page=4135>). If these problems cannot be fixed with Senior Staff, they will present an alternative budget to the Board of Supervisors that includes basic safety equipment and training.
- Rebecca King-Morrow, DPH Nurse and Local 1021 member, said that workplace violence occurs when there is not proper equipment. It is not acceptable that these counselors do not have proper equipment and training. This needs to be fixed.
- Elizabeth Alexander, Political Action Chair, Local 1021, said that workplace violence is on the rise due to budget cuts and changing priorities. Proper training and equipment is needed. She wants JPD to resolve these issues, but plans on seeking help with other organizations.
- Alfred Lam, YGC Counselor, said that co-workers have been injured on the job and this has caused the city money. He suggests getting pepper spray to prevent further injuries.
- Karen Jobar, Local 1021 member, said that when the clinic is not staffed properly, patients and staff are not cared for. Youths are suffering in high rates from asthma and seizures. Staff is not learning CPR, not being trained, or do not have adequate staffing.
- Gus Feldman, Local 1021 member, stressed personal safety for counselors. He said that adequate training is needed and that it was unacceptable for anyone to go to work fearful for their safety. He urged the Commission to ensure JPD was in compliance with best standard practices for training and that counselors receive necessary equipment.

- Michael Tong, Local 1021 member, discussed safety issues at YGC. He said pepper spray and training should be provided and thought OSHA issues were possibly being violated with the number of injuries and worker's compensation claims filed.
- Ed Kinshley, Local 1021 member (retired), said that JPD has not hired full-time staff for a long time. As-needed workers are being hired instead and are not receiving proper training. Policy states that they will never be left alone in a room with detainees, but it happens every day. As-needed workers will not speak up for fear of not being called back. Policies need to be enforced and the staff needs training.
- Annie Singh, Local 1021 member and Investigative Unit at Human Services Agency, she discussed safety issues at work and has been threatened at work.
- David Canham, Acting Director, Local 1021, said that management needs to address the issues stated tonight. They met with Sheriff Mirkarimi and he said he would provide training at no cost. He just needs to be asked. He hopes JPC will become allies in this fight, but will use all union resources available to be sure these employees are heard.
- Chief Siffermann thanked JPD members who came to listen to the comments from the department and the public: Senior Counselor, Luis Recinos; Senior Counselor, John Zerbe; Deputy PO, Tony Hurley; Senior Counselor, Jose Alardo; PO, Ernest Logoleo; Supervisor, Fred Collier; Deputy PO, Bobby Uppall; JJC Chair, Todd Lloyd; JJC Director, Toni Powell; Senior Counselor, Vince Tong; Director of Probation Services, Sarah Schumann; Director of Administration, Allison Magee; Assistant Chief Probation Officer, Allen Nance; and Serious Offender Unit Supervisor, Mike Johnson.
- No further public comments.

#### 5. Report to the Commission (DISCUSSION ONLY)

- a. Chief's Report
- b. Committee Reports

#### 6. Future Agenda Items (ACTION ITEM)

Announcements:

- COMM Chang said the elections for Commission President and Vice President will be held at the February Full Commission meeting.
- COMM Wan would like to have the item "Safety and Training in Juvenile Hall" on the February agenda.

#### 7. Adjournment (ACTION ITEM)

- The meeting adjourned at 7:49 p.m.