



A Tradition of Stewardship
A Commitment to Service

COUNTY OF NAPA JUVENILE JUSTICE COMMISSION

NAPA COUNTY JUVENILE JUSTICE COMMISSION 2019 ANNUAL INSPECTION REPORT OF THE THE NAPA COUNTY JUVENILE JUSTICE CENTER.

I. Introduction

The Juvenile Justice Commission (the "JJC") of Napa County is a state mandated county commission consisting of both adult and high school students. The Napa County Superior Court Judges appoint the Commissioners. Pursuant to California Welfare & Institutions Code section 229, the JJC is charged with the annual inspection of Napa County Juvenile Hall facilities. This inspection is performed to determine whether the Juvenile Hall Facilities are compliant with state and federal law and specifically with the California Code of Regulations Title 15 Article 8 requirements for Juvenile Detention Facilities.

On October 18, 2019, the JJC conducted its annual inspection of the Napa County Juvenile Hall Detention Center ("Juvenile Hall"), located at 212 Walnut Street, Napa CA 94559. The Chairperson, Amanda Bevins, along with Napa County Superior Court Presiding Juvenile Division Judge, Cynthia P. Smith, inspected Juvenile Hall including the school, kitchen, toilet facilities, showers, examining room, youth's rooms and the interior and exterior of the facility. JJC Commissioners interviewed a portion of the administrative staff, nursing staff, school staff, food service staff (hereinafter referred to as "Staff"), and youths in custody. On the date of the inspections there were 13 boys and 2 girls housed in the facility (hereinafter referred to as "Youths").

The JJC found that Juvenile Hall was in compliance with Title 15 Article 8. Juvenile Hall was well maintained, clean and organized. The Staff and supervisors were well-trained, committed and energized and are implementing innovative programming. The Youths felt safe, were aware of the rules and procedures of Juvenile Hall and how their behavior affected the benefits they received.

Copies of the 2019 Annual Inspection Report will go to the Napa County Superior Court Presiding Juvenile Division Judge, Chief Probation Officer of Napa County, Deputy Director of the Board of Corrections for the State of California, the Juvenile Hall Superintendent and Assistant Superintendent of Napa County.

II. Youth Interviews:

Four Youths were interviewed by Chairperson Bevins for the inspection. Their ages ranged from 13 years old to 16 years old. Two Youths were at Level 3.2, one Youth was at Level 1.4 and one Youth was at 1.14. The Youths were interviewed on the Juvenile Hall Rules, Grievances, Education, Staff, Personal Hygiene, Comfort and Food, Medical and Psychological Services and Exercise and Religion

A. Juvenile Hall Rules: All of the Youths knew the rules of Juvenile Hall. Three of the Youths learned about the rules from the Peer Mentors, the other Youth learned the rules from other Youths in Juvenile Hall. Most of the Youths were aware that the rules were posted on the wall of their units. All the Youths thought that the rules were fair although one Youth thought that it took too much time to make it through the levels which resulted in too much time in their rooms and not enough time to

exercise. All the Youths likewise thought that the Staff were consistent and fair in enforcing the rules however one Youth thought that some Staff were stricter than others.

B. Point System: All of the Youths understood the Point System. Three of the Youths learned the point system from Staff members and one Youth learned about it from a Peer Mentor. The Youths thought the Point System was a good way to hold them accountable for their behavior, however one of the Youths liked the old point system better because it was easier to work through the levels. One of the Youths felt that the Point System was not fair to Youths with probation gang terms.

C. Grievances: All of the Youths were aware that a Grievance Procedure was available to complain about things done by Staff that the Youths felt were unfair. None of them had ever filed a Grievance Report. All of them thought the Grievance Procedure was fair. Three of the Youths were aware that the JJC reviews the Grievance Reports every month.

D. Education: All of the Youths said that age specific education was provided at Juvenile Hall. Two of the Youths thought the teachers were nice and the education was good. One of the Youths preferred the Juvenile Hall school to the schools in the community. One liked being able to work independently and one liked that the school days were short. However, one Youth thought that the teachers weren't very good and didn't take enough time to explain things. Three Youths did not think that the education needed improvement. One Youth thought that the teachers needed improvement.

E. Staff: All the Youths reported that they had a good relationship with Staff at Juvenile Hall and Napa County Juvenile Probation officers ("Probation"). One had issues with Probation mainly because he felt his gang conditions were unfair. All the Youths said that the Staff are accessible and that there is always someone on Staff that they are comfortable talking to. The one Spanish speaking Youth said that there are Staff available that speak their primary language. All the Youths said they felt safe in the hall.

F. Personal Hygiene, Comfort and Food: All of the Youths said that they have access to personal hygiene supplies and regular access to safe and private showers, although one remarked that the showers could be hotter. One reported that they liked the Reward Store because they could use points earned to purchase special shampoo, lotion and tooth paste. All the Youths also reported that they are provided with adequate clothing and blankets, although one said they would like more PE clothes so they can change out of sweaty clothes after exercise. All the Youths reported that the air temperature is cold at night. Two of the Youths said that the food is good and healthy. One of the Youths reported that the chefs were amazing. One Youth reported that the food was better than at school but some of the food was overcooked. One found the food was hard to get used to at the beginning.

G. Medical and Psychological Services: All of the Youths said they had access to medical services and mental health services. Two had used the mental health services.

H. Exercise and Religion: The Youths all reported that they have access to exercise and movies and games and video games. One would like more outdoor exercise time. All agreed there was access to religious services and that there was one service for all religions.

I. Juvenile Hall Improvements: Despite some criticisms, most of the Youths thought that there was nothing at Juvenile Hall that needed attention.

J. Recommendations: Based on the results of these interviews it appears that the Youth are satisfied with the practices and procedures of Juvenile Hall. There are no recommendations for improvement.

III. Staff Interviews

Four Juvenile Hall Staff were interviewed by JJC Commissioners, Mike Coughlin and Randi Storm. Chairperson Bevins was present for some of the interviews. The Staff were questioned about their background experience and their role at and opinion of Juvenile Hall. They were also asked about their experiences with the Youth at Juvenile Hall. The attitude and the morale of the Staff was overwhelmingly positive.

A. Professional Experience: All the Staff interviewed had a bachelor's degree in either business, criminology or juvenile justice. Their tenure at Juvenile Hall ranged from 10 to 17 years. They all indicated that the reason they wanted to be juvenile hall counselors was because they love working with kids. The Staff interviewed were at different levels of the Juvenile Hall hierarchy.

B. Juvenile Hall: The Staff were unanimous that their primary duty at Juvenile Hall is the safety and security of the Youth. They also agreed that it is their responsibility to help rehabilitate the Youth, be good role models, and make sure the Youth are held accountable for their actions.

1. Opinion: Most of the Staff interviewed had a very high opinion of Juvenile Hall. Two of the Staff described it as one of the best Juvenile Halls in the state. The Staff appreciated the innovative philosophy of Juvenile Hall. The Staff also appreciated the focus on doing what is best for the health and wellbeing of the Youth. One Staff remarked that they liked the change in focus at Juvenile Hall from punitive to rehabilitation. One Staff had mixed feelings about Juvenile Hall but felt that it gave the Youth an opportunity to have positive role models.

2. Strengths: The Staff felt that the main strength of Juvenile Hall, was that the Juvenile Hall supervisors and Staff were innovators in juvenile detention. They felt that Juvenile Hall was on the cutting edge of evidence-based practices, organized behavioral management systems and creative alternative programs, like the Evening Reporting Center and The New Horizon's Academy. The Staff also felt that Juvenile Hall always implemented policies and procedures way ahead of the state and federal mandated laws and regulations. They also thought that there was mostly excellent communication among the Staff and good technology and support. The Staff also commented that Juvenile Hall served the Youth healthy and delicious food.

3. Weakness: As to the weaknesses of Juvenile Hall, two issues were prevalent, communication between Staff and consistency among supervisors and shifts. The Staff reported that due to schedules and time spent with the Youth, it is difficult to communicate with other Staff on different shifts. The Staff also reported that because each supervisor for each shift has different priorities and focuses, it is difficult to maintain consistency among Staff and shifts.

4. Relationship between Staff and Supervisors: The relationship between and among Staff and supervisors was reported to be great. They felt that there was a lot of collaboration between Staff and supervisors. They identified communication as being key to the working relationship. They also appreciated that the supervisors encouraged them to strategize and be creative so that they can have ownership of ideas that are implemented. They are also encouraged by supervisors to work as a team.

5. Conflict: As to conflict with co-workers and supervisors, it was reported that some Staff are difficult to work with and it is challenging to avoid conflict. Most agreed that when there is conflict with a fellow Staff or supervisor, that they should try to communicate with that Staff person first about the conflict. If the conflict cannot be resolved they should go to their supervisor or the Assistant Superintendent AJ Alarcon or Superintendent Marlon Washington.

6. Support by Supervisors: Three of the Staff felt very supported by their supervisors. One felt that they were only supported to a degree. All the Staff felt valued and respected in their role and receive enough feedback on their job performance. One Staff felt particularly respected and valued in their role at The New Horizons Academy.

7. Training: All the Staff thought that there were good training programs of up to 40 hours of training a year. All thought that the Staff meetings were good for communication and

feedback, however sometimes people are afraid to talk about the real issues in the Staff meetings. One Staff thought there should be more team building exercises.

C. Juvenile Hall Youth: Most of the Staff reported that they are with the Youth all day for 10 to 12 hours. One Staff reported that they would like to spend more time with the Youth.

1. Point System: All the Staff felt that the Point System for behavior management was effective. The Point System holds the Youth accountable for cleanliness, their relationship with Staff and behavior. One Staff indicated that the new Point System was better because the Youths are out of their rooms more which allows for more interaction with Staff. Another Staff remarked that the Point System motivates the Youth to follow the rules and regulations to achieve higher levels and higher rewards. The Staff have tried to implement creative rewards like the Rewards Store where they can buy treats and toiletries and other things.

2. Conflict between Youths: As to conflict resolution between the Youths, first the Youths are separated. Then they are brought together under the supervision of the Staff to try to resolve their conflict and ultimately sign a conflict resolution contract. They all believe this works well.

3. Accessibility to Youths: All the Staff interviewed believe that they are very accessible to the individual needs of the Youth. They reported that having a better bonded relationship with the Youth helps solve issues easier. Staff said that they meet with the Youth weekly and review their behavior goals.

4. Consistency among Staff: Most of the Staff felt that if they had a positive attitude and are familiar with the rules and policies of the Juvenile Hall, it is easy to maintain consistency when enforcing the policies and procedures. One Staff found consistency hard because there is so much inconsistency between supervisors on policies and procedures. Supervisor inconsistency is addressed in staff meetings but maintaining consistency among shifts is still a challenge.

5. Conflict between Staff and Youths – Grievance Procedure: The Staff indicated that if a Youth disagrees with the way a rule or discipline is implemented, the Youths first meet with the Staff to see if the issue can be resolved. The Staff felt that if they have a good rapport with the Youth, it is easier to resolve conflict. If the Youth cannot resolve it with the Staff member or the Staff supervisor, they can use the Grievance Procedure.

All the Staff were aware that the JJC reviews the Grievance Reports and the Incident Reports monthly.

6. Changes to handling of Youth: Overall, the Staff didn't think that there needed to be changes on the way Youth are handled. One Staff liked alternative sanctions and thought the Evening Reporting Center and the recent requirements of Title 15, helped them think differently about sanctions. One Staff member really liked The New Horizons Program and would like to see more rehabilitative programs for the Youth.

7. Final comments: Overall, the Staff said that they were happy with their job and were thankful for the opportunity to work at Juvenile Hall. They were also very appreciative of the leadership and guidance of Superintendent Washington and Assistant Superintendent Alarcon.

IV. Inspection of the School Curriculum:

The Juvenile Hall School is run by the Napa County Office of Education and is called Crossroads. A classroom is connected to each unit. There are two full time teachers and one that is certified in special education and four teachers' aides. The maximum number of students in each classroom is 25. The only time Youth do not go to school is if they have not gone to their detention hearing, if they have been suspended or have already graduated from High School. The atmosphere in the classroom is very quiet with computers and books and other ample school supplies. The students also can decorate the walls of the classroom with their work. The school Staff have regular meetings with the Hall Staff to assure open communication.

All Youths are schooled together but taught at their grade level. A Youth can be excused from attending class(s) due to illness, doctor, or attorney appointments, nurse visits, lockdown, probation

issues, court appearances, and court ordered activities. The Juvenile Hall curriculum follows the Napa County Office of Education guidelines. There are no recommendations for improvement.

V. Inspection of Programs:

Juvenile Hall has many valuable programs available for the Youth. These programs are led by outside providers or Staff. The programs include; substance abuse counseling provided by the Wolfe Center, sexual harassment awareness provided by Planned Parenthood, Victim Awareness, Anger Replacement Therapy (ART), Gang Awareness, Youth at Risk, Thinking for Change (an evidence-based cognitive behavioral curriculum from the National Institute for Corrections), the Peer Mentor Program, the Garden Program, the ServSafe Food Handling Certificate Program, and the newly added New Horizons Academy.

The Peer Mentor Program provides an opportunity for Youth to help their peers with program rules and problem solving, to help the Staff with chores and to help their own person growth. All the Youth interviewed by the JJC relied upon their Peer Mentors for learning all the rules and procedures in Juvenile Hall. This appears to be a very successful program.

The ServSafe Food Handling Certificate Program, according to Dominique Wakefield, the Food Service Coordinator, is a great program for the Youth. It teaches them about food handling, preparation and service. They are required to take and pass a written test at the end of the program and are awarded a ServSafe Certificate. This Certificate is very valuable for employment in the food service industry.

In the last year Juvenile Hall in conjunction with Probation have established the New Horizons Academy. The New Horizons Academy is a disposition alternative that provides participants with treatment services in a safe, secure environment, while also preparing them for family reunification and re-entry into the community. Each Youth has a team comprised on Staff, Probation and whomever else is necessary based on their needs. A treatment plan is developed in collaboration with the Youth. The program is multi-phase with graduated steps. The Youth are screened by Juvenile Hall and Probation based on needs, risks, confinement time, history, prior interventions and other criteria and recommendations are provided to the court prior to disposition. The New Horizon's Program is in the Merit Unit of Juvenile Hall. Early indications are that the program is highly successful for the Youth and well-liked by the Staff.

There are no recommendations for improvement to the programs.

VI. Inspection of the Kitchen/Food Services:

The kitchen was impeccably clean and well organized. There are no significant health or safety issues and it is in compliance with the Napa County Public Health Division. and the requirements under California Code of Regulations Title 15 for food services. Juvenile Hall Food Services also meets the healthy food requirements of the Napa Valley Unified School District. Dominique Wakefield, the Food Service Coordinator, is doing an excellent job at planning and preparing healthy and appetizing food. She reported that they have incorporated much more vegetables into their food and she is trying to find creative ways to get the Youth to eat more vegetables.

The kitchen was clean with weekly prepared menus and individual food allergies posted. The Youth have 20 minutes to eat once the last Youth is seated and can begin conversing once everyone has their food. The servings appear ample, nutritious, and appetizing. Staff monitor the Youth while they eat. All chemicals are stored and locked.

The kitchen also offers the National Restaurant Associations ServSafe California Food Handler Program to the Youths. The Youths are taught proper preparation, storage and service of food. The Youth are required to take and pass a written test at the end. This certificate is required for food handlers in many organizations and is an excellent job skill opportunity.

There are no recommendations for improvement to the Kitchen.

VII. Inspection of Health Care Facility

The Health Care Facility was clean. All cabinets and refrigerators were locked including the medicine cabinet. The Health Care Facility Staff continue to utilize bubble packs and have a bin for new Youth's medications until Medical Staff make a new prescription. Only licensed personnel are entitled to provide medication to the Youth and a Licensed Vocational Nurse ("LVN") comes in the evening to administer the evening medications. Health Care Facility Staff are entitled to provide over-the-counter medications such as Tums, acetaminophen and Chapstick.

When Youth are admitted into Juvenile Hall, they fill out an intake sheet which includes questions about abuse and risky sexual activity. A Registered Nurse ("RN") reviews all their intake sheets and offers Sexually Transmitted Disease ("STD") screenings to Youths, pregnancy testing and referrals or Child Protective Services as needed. If the Youth does not want these services, they must sign a refusal. After admission, there is a 96-hour health appraisal and a physical is performed by a Medical Doctor ("MD"). This physical is repeated annually if the Youth remains at Juvenile Hall. A voluntary genital exam is offered with the physical, if refused, the Youth must sign a refusal. The MD is supposed to do all the physicals, but this has not always been met because the doctor is only there on Saturdays. If an RN is called out during a health intake interview, the RN needs to complete a new form "Medical Intake Triage/Receiving Screening". If the Youth is returning in less than one year, the RN will do a re-admit review; if new or greater than one year a new physical is performed. Tuberculosis skin tests ("TB tests") are administered to all Youths if greater than six months have passed since they were last admitted, or they are new to Juvenile Hall. Pregnancy tests are done on all female Youths admitted to Juvenile Hall. The RN no longer repeats pregnancy tests in 10-14 days. Plan B emergency contraception is given based on sexual history and risks. Plan B it is not formulary, so the Staff send a secure message requesting an exemption and then pick up at local drug store a few blocks away. DMPA – hormonal birth control shots are offered and given if the pregnancy tests are negative. The Staff continues to use typed labels for charts and all labeling for clear identity. The RN states that the Youths have access to educational pamphlets about STDs and other health topics. Due to Staff changes and lack of training, vaccines are no longer given if needed.

There is a medication binder that contains each Youth's medication list with name, dose, time and route to administer. If the Youth brings in their own medication, RN will use if clearly labeled and will write on the Youth's medication list, "own medication". The RN will use the Youth's own medication until it is gone and then use individual bubble packs prescribed by the MD.

Dr. Martinez continues to be the MD on call for the new medical service provider company, Wellpath. Dr. Martinez does rounds, usually every Saturday morning, and completes chart checks. He sees the Youths as needed and is available to come at other times. He works at main jail three days per week and the Juvenile Hall for one half day. Dr. Martinez is also on call by pager or cell phone for consults at other times. He is very easy to reach and is responsive in very reasonable time. Jenna L RN has taken over as the CFMG Medical Program Manager, she has another RN, Rebecca G, that backs her up.

The RN's continue to maintain the emergency kit/backpack that is zip-tied and dated. Each month the inventory is assessed, and expiration dates are checked. There is also an oxygen tank in the backpack. They have two AEDs; one is with backpack and the other is in lobby. A sticker is on the front window of Juvenile Hall noting that there are AED devices on site. Assistant Superintendent Alarcon checks the probation and Juvenile Hall devices at the end of each month. There's an alarm on the lobby one. ViaHeart continues to allow online recording or checks.

Previously an RN could follow a protocol to treat a Youth. A policy change has occurred and now the RN must call Dr. Martinez or another MD to describe the Youth's symptoms. The MD then prescribes the needed medication in accord with those symptoms.

Wellpath Licenses were clearly posted.

There are no recommendations for the Health Care Facility.

VIII. Juvenile Hall Physical Inspection

The grounds outside Juvenile Hall are maintained by the County of Napa. The grass was mowed; there was no garbage of any kind on the grounds, and the general condition of the exterior of the building looks good.

The inside of Juvenile Hall was clean and well-maintained. The hallways were clear. The Youth's sleeping rooms were clean with both a mattress with a built-in pillow in addition to another pillow. There was no graffiti present and the lighting was adequate. The linens in the Youth's rooms are changed weekly, towels are changed daily, and new blankets are distributed monthly and more are given upon request. The thermostats are all centralized from the downtown county building. All the Youths reported that it is quite cold at night in their rooms. All cleaning fluids and chemicals are all labeled and safely locked in place, stored in a room with a locked door.

The outdoor secure areas for exercise are clean and well maintained. The sports equipment is in fair condition and there appears to be plenty of recreational equipment including volleyballs, basketballs, games, etc. There is a covered outdoor area for exercise in bad weather and is also used for Youths that have sun sensitivity due to their prescribed psychotropic drugs. There is a garden area for use in the Gardening Program.

There are no recommendations for improvement to the inside or outside of Juvenile Hall.

IX. Youth Policies and Procedures:

Every Youth upon entering Juvenile Hall is assigned a Juvenile Hall Counselor who meets with them weekly. In addition, they write up a behavior support plan with the Youth every 2 weeks.

All Youth are given an orientation packet when they are admitted to Juvenile Hall, which reviews the rules and policies. In addition, Staff is available to review the packet with the Youth. The orientation packet and grievance forms are available in Spanish as well

All the clothes and non-contraband property that the Youth is admitted with is placed in personal storage which is labeled for the Youth and locked with a zip tie.

Juvenile Hall Staff attempt to individualize rewards and consequences by using the behavior modification Point System, where Youth can earn points and privileges for good behavior. Other interventions include; non-verbal and verbal cues, time outs, early bedtimes and special programs. The Staff use hands on restraint only when Staff or Youth are in danger and only as a last resort.

Youth are encouraged to resolve their own conflicts with Staff acting as facilitators. If a Youth has a grievance or complaint, there are forms posted on the wall in each unit for them to fill out. The Staff reviews these first and then sends them up the chain of command if not resolved. In addition, the JJC reviews these grievances as well as incident reports in our monthly meetings.

The Youths are required to clean their rooms, observe personal hygiene and good table manners.

The Youths can use the phone to call home, but this must be arranged through their probation officer. Youth can write letters and have free postage. Their mail is not read by Staff. Staff keep a log of all correspondence sent and received by the Youth. The letters must be opened by the Youth in front of Staff and shaken out to confirm there is no contraband or items the Youth are not allowed to possess.

Parents can visit their child, in a large visitation room, twice a week and sit at their own table for privacy. Staff monitors all visits except for attorney visits. Youth or parents can refuse the option of visitation. Their probation officer must approve any visits that occur outside of Juvenile Hall or any special visits.

All Youth have access to religious services. All Youth have access to physical education which includes one hour per day (large muscle exercise).

Youth can shower once a day and Staff supervise by being able to only see the Youth's ankles and head. Youth are assigned clothing. Clothing and underwear are provided to the Youth and laundered regularly. Youth are provided with personal hygiene accessories, such as soap, deodorant, shampoo, toothpaste etc.

All Youth have access to medical and mental health services. There is a nurse available on site seven days a week for 6 hours a day. There is one full time and one part time licensed Forensic Mental Health professional. A Forensic Mental Health professional is available seven days a week. The Psychiatrist hired through CFMG is available by teleconferencing and is on call 24 hrs., 7 days a week. Youth fill out a written request to access these services.

There are no recommendations for changes to the policies and procedures for the Youth.

X. Discipline of the Youth:

The Staff use behavior modification to discipline the Youth. The Youths earn and lose based on their behavior. The Youths' points determine the amount of time they can spend out of their rooms. Time outs, meals in rooms and writing papers on their bad behavior are methods used to encourage behavior modification. Interventions range from verbal counseling, room time and assigning essays to hands-on management without restraints to management of assaultive behavior with restraints. The Staff meet and talk with the Youth to resolve conflicts. Grievance Reports are read by Staff bi-weekly, statistics are recorded, and then the reports are sent to the supervisors.

There are no recommendations for improvement of the discipline of the Youth.

XI. Conclusions and Acknowledgments:

As a result of the JJC's inspection, the JJC finds that the Juvenile Hall Detention Facility in compliance with the California Code of Regulations Title 15 Article 8 requirements for the year 2019.

The JJC remains consistently impressed by the quality, commitment and morale of the Juvenile Hall Staff and the innovation, commitment, guidance and leadership of the supervisors, Superintendent Marlon Washington and the Assistant Superintendent AJ Alarcon and Chief Probation Officer Mary Butler.

The JJC would like to thank the Napa County Chief Probation Officer, Napa County Juvenile Hall Superintendent, Juvenile Hall Management, Juvenile Hall Staff Officers, and Juvenile Hall Personnel for their courtesy, respect, and guidance during the 2019 Juvenile Hall Inspection.

The JJC wishes to give special recognition and acknowledgement to Napa County Juvenile Hall Superintendent Marlon Washington and Assistant Superintendent AJ Alarcon for their assistance during the 2019 Juvenile Hall Inspection.

The JJC would like to thank the Commissioners that participated in the 2019 inspection; Jean McCollum Vice-Chair, and Commissioners Mike Coughlin, and Randi Storm.

The JJC would like to give a special thanks to Judge Cynthia P. Smith for her participation in the 2019 inspections and her commitment and guidance to the JJC and juvenile justice during her term as the presiding judge of the Juvenile Division of the Napa Superior Court.

Finally, the JJC would like to express our heartfelt gratitude posthumously to former Chairperson Patricia Wells for her enduring commitment, dedication and leadership not only to the JJC but to the Juveniles of Napa County and the community at large. You are dearly missed.