

County Building #1, 15 Main Street, Batavia, New York 14020 (585) 344-2550 x2255 probation@co.genesee.ny.us



Training Matters

Bryan Pike
Probation Officer

In 2016, when I joined the Genesee County Probation Department, I had never fired a Sig Sauer handgun or felt the weight of a bullet-resistant vest and the strange, compressive quality that its strong elastic fasteners had around my ribcage. I had certainly never called for back-up over a radio, short of breath from mounting a long and narrow apartment stairwell, with adrenaline beginning to creep into my voice.

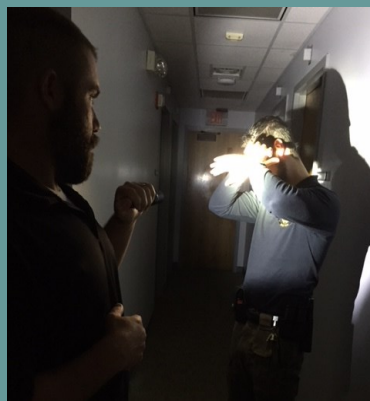
I came to work at Probation because I enjoy meeting new people, learning about their lives, and working with them to meet their goals. I was encouraged by others to pursue this career because of my genuine appreciation for the challenges others face, but I was slightly hesitant to take on this role as some of the situations and equipment involved could be intimidating.

Luckily, our Department provided me with a diverse set of training opportunities that allowed me to mate my existing skills with new tactics to respond to stressful situations. In addition to firearms training, training in baton tactics and pepper spray exposure, I was also immersed in stress-provoking reality-based scenarios designed to help me plan and react in high-stakes situations. This training has proven valuable in both my professional and personal life. Sadly, we live in a society where we cannot sit back and wait to see if we have what it

takes to successfully resolve a conflict. We need to have a plan to be ready to respond and act if a situation arises.

Early in February of 2018, I attended a scenario-based Active Shooter Response training at the New York State Department of Homeland Security and Emer-

Officers working on low light drills



gency Services. This facility is a state-of-the-art complex aimed at training first responders for all levels of crisis situations. This was my first hands on experience in an active shooter training. I went in blind and left with a profound respect for the concept of running toward gunfire instead of away from it. It was a reality check and also a gut-wrenching experience. Prior to this training, one question kept running through my head; would I know what to do? Afterwards, I felt more confident in my capabilities, and left with a desire to continue to improve my skills.

In This Issue

1. Training Matters
2. Staff Directory
3. Court Investigations
4. Multi-Agency Training
5. Director's Corner

[Continued on Pg. 5]


Genesee County Probation Department

County Building 1, 15 Main St, Batavia, NY 14020 Tel: 585-344-2550

Staff Directory 2019




Timothy Michalak
Probation Director II
Ext. 2270




Kevin Wright
Probation Supervisor
Ext. 2271




Rachel Sanfratello
Probation Supervisor
Ext. 2252




Michele Tucci
Senior Probation Officer
Ext. 2262



Jeremy Barber
Senior Probation Officer
Ext. 2259



Traci Russo
Senior Probation Officer
Ext. 2265




Sarah Welker
Probation Officer
Ext. 2274



William Bogan II
Probation Officer
Ext. 2309



Carly Luttrell
Probation Officer
Ext. 2272



Jason Mindler
Probation Officer
Ext. 2254



Terri Buchholz
Probation Officer
Ext. 2216



Benjamin Heale
Probation Officer
Ext. 2263



Nicole Williams
Probation Officer
Ext. 2273



Jeffrey Hyde
Probation Officer
Ext. 2266



Bryan Pike
Probation Officer
Ext. 2283



Vicki Athoe
Principal Clerk
Ext. 2257



Carrie Everett
Principal Financial Clerk
Ext. 2255

Genesee County Probation Department Newsletter



Multi-Agency Training Jason R. Mindler Probation Officer / Instructor

In April of 2018, probation officers from Genesee County Probation Department were able to participate in a training program that had never before been attempted in Genesee County.

In two unusually cold weeks at the beginning of April, probation officers were teamed up with law enforcement officers from many different agencies;

Probation Officers preparing to participate in a reality-based training exercise wearing protective equipment.



together they entered dim, cluttered hallways, and engaged individuals actively shooting innocent people. This, of course, was simulated, but the experience was real; the weapons utilized fire a specialized type of marking cartridge designed for use in these types of scenarios. The guns fire with the flash, smoke, and noise similar to a normal cartridge. They also hurt.

The genesis of this training occurred during discussions between instructors from the Batavia City Police Department and Genesee County Sheriff's Office.

As the planning coalesced, instructors and command staff from the Genesee County Probation Department, Leroy Police Department, and the New York State Police joined in the process.

The result was an intense, immersive experience that allowed the law enforcement community to join together to resolve complex, dynamic, and violent encounters.

While the training focused on skill-building and communication in regards

to active attackers, it also opened up lines of communication between the various agencies that had not occurred before, and gave our probation officers the opportunity to see how our equipment worked in such an environment.

Many may question why probation officers would need to train for such incidents, but as the changing terrain of community supervision places our officers in the field more frequently, it has to be acknowledged that probation officers may be first responders to active attackers, or may be supporting other first responders at a scene.

The multi-agency training was a type of reality-based training, which is recognized as highly important in preparing individuals to respond in stressful situations. When conducted correctly, these trainings provide immersive experiences that feel as though they are actually occurring. This acts as a sort of "dress rehearsal" for real incidents, and is certainly not limited to uses of force; reality based training can be applied to a wide variety of situations which would allow officers to practice their skills in dealing with medical emergencies, conducting searches, de-escalating people in emotional crisis, and others. As our understanding of what constitutes effective training continues to develop, the Genesee County Probation Department will adapt in order to ensure the safety of our officers.

Overheard...

A probationer was being interviewed after being convicted of Petit Larceny for stealing a Reese's Peanut Butter Cup. When asked if she would make a different decision in hindsight, she replied, "No, I would do it all again. It was that good."

PROBATION'S MOST WANTED

If you have any information regarding the whereabouts of these individuals, please call
Genesee County Probation Department
(585) 344-2550 x 2255

<p>WANTED</p> <p>BY THE GENESSEE COUNTY PROBATION DEPARTMENT</p> <p>John J Smalley</p>  <p>DOB: 05/20/1982 HEIGHT: 5'7" WEIGHT: 205 HAIR COLOR: Gray EYE COLOR: Blue</p> <p>PROBATION VIOLATOR</p> <p>PLEASE DO NOT POST TIPS ON ANY SOCIAL MEDIA SITE</p>	<p>WANTED</p> <p>BY THE GENESSEE COUNTY PROBATION DEPARTMENT</p> <p>Carolina M Frias</p>  <p>DOB: 01/20/1996 HEIGHT: 5'4" WEIGHT: 120 HAIR COLOR: Black EYE COLOR: Brown</p> <p>PROBATION VIOLATOR</p> <p>PLEASE DO NOT POST TIPS ON ANY SOCIAL MEDIA SITE</p>	<p>WANTED</p> <p>BY THE GENESSEE COUNTY PROBATION DEPARTMENT</p> <p>Duty E Caswell</p>  <p>DOB: 08/23/1991 HEIGHT: 6'0" WEIGHT: 200 HAIR COLOR: Brown EYE COLOR: Blue</p> <p>PROBATION VIOLATOR</p> <p>PLEASE DO NOT POST TIPS ON ANY SOCIAL MEDIA SITE</p>	<p>WANTED</p> <p>BY THE GENESSEE COUNTY PROBATION DEPARTMENT</p> <p>Deavin L Herman</p>  <p>DOB: 02/23/1994 HEIGHT: 6'4" WEIGHT: 180 HAIR COLOR: Brown EYE COLOR: Blue</p> <p>PROBATION VIOLATOR</p> <p>PLEASE DO NOT POST TIPS ON ANY SOCIAL MEDIA SITE</p>	<p>WANTED</p> <p>BY THE GENESSEE COUNTY PROBATION DEPARTMENT</p> <p>Ahdeosun R Aiken</p>  <p>DOB: 05/13/1990 HEIGHT: 5'9" WEIGHT: 170 HAIR COLOR: Black EYE COLOR: Brown</p> <p>PROBATION VIOLATOR</p> <p>PLEASE DO NOT POST TIPS ON ANY SOCIAL MEDIA SITE</p>	<p>WANTED</p> <p>BY THE GENESSEE COUNTY PROBATION DEPARTMENT</p> <p>Edilser Vasquez (Diaz)</p>  <p>DOB: 03/20/1992 HEIGHT: 5'7" WEIGHT: 145 HAIR COLOR: Black EYE COLOR: Brown</p> <p>PROBATION VIOLATOR</p> <p>PLEASE DO NOT POST TIPS ON ANY SOCIAL MEDIA SITE</p>
---	---	--	---	---	---

Genesee County Probation Department Newsletter



Court Investigations

Terri Buchholz
Probation Officer

sentence to address the behaviors that led to the crime in hopes of preventing the individual from committing further offenses. It also gives a voice to the victims, offering a chance to let the Court know just how impacted they were by the crime,

I sat across from a slightly-built young man, dressed in a sport jacket that was one size too large, a pair of neat khakis, and white shell-toe sneakers. His attorney asked him to remove his blue baseball cap when he took a seat in my office.

I began the conversation with an invitation; I asked if he understood why he was here, and if he would tell me what happened. He glanced nervously at his attorney, who nodded in the affirmative. This man sat back in his chair, took a deep breath, and let the tension out of his shoulders. Then he began telling me about the burglary he had committed. I listened patiently, taking careful notes. After our meeting, I began writing my report to the Court.

When thinking of Probation Services, many do not realize that the Probation Department conducts investigations for the Courts. The most requested investigation completed by our Department is the Pre-Sentence Investigation.

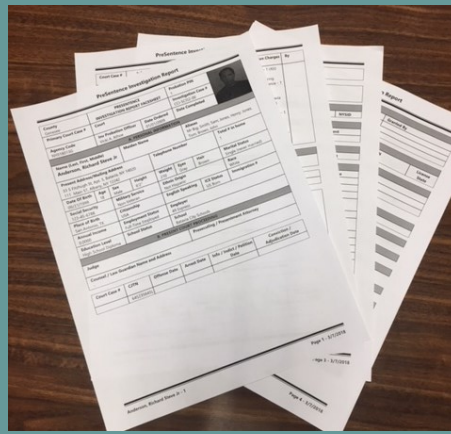
Upon receipt of the Court Order, the Officer will schedule an appointment with the offender, contact the arresting officer, and contact any victims in the matter. The arresting officer is questioned about the offender's conduct during their arrest, and asked for their opinion on sentencing. The victim is given the opportunity to make a statement to be included in the report, and also request any restitution for the matter. When interviewing the offender, they are questioned about their upbringing, family history, schooling, treatment history, and plans for the future.

All of this is important information for the Court. It allows the Judge to gain insight into a offender's particular circumstances, and to tailor a

seek restitution, and comment on the type of sentence they feel is fair.

Offenders are often candid during the interview process; as the interviews generally occur after a conviction or plea, there is not usually a dispute over the guilt of the offender. The process can focus on why the offense happened and how to best prevent it in the future.

Pre-Sentence Investigations provide valuable insight.



The Officer will contact any agencies that the offender had prior contact with and will also contact a friend or family member that can provide further insight into the character of the offender. After gathering all of the information, a report will be compiled and the Probation Department will make a recommendation to the Court as to what an appropriate sentence may be for the offender. These recommendations can include a wide range of sentencing possibilities, including probation supervision, incarceration, fine or conditional discharge. After the offender is sentenced, the Investigating Officer will then inform the victim and arresting officer of the sentence received.

A Pre-Sentence Investigation is just one of many types of investigations a Probation Officer may have to write. Some investigations help the Court make decisions regarding plea offers, adoptions, family court dispositions, and Certificates of Relief from Civil Disability.

A Court-ordered investigation can provide an intriguing look into the events that transpire before a crime is committed, and insight into the thoughts and feelings of the offender during and after a crime. Experienced Probation Investigators develop the ability to build rapport with offenders and collect relevant information to provide the best possible outcome for victims, the community, and the offender's rehabilitation.

Giving Back

As part of our annual Chili Thanksgiving, Genesee County Probation staff brought a dish to pass and a donation for a community organization. This year Eagle Star Housing was selected. Located in East Pembroke, Eagle Star Housing provides transitional housing to Veterans as well as transportation and life skills training.

In lieu of exchanging gifts during the holiday season, Department Staff also donated money in December to the Holiday Tote Project run by Genesee County in collaboration with the Kiwanis Club of Batavia. This program provides food, toys and necessary items to the needy in our community.

RIGHT: Probation Officers pose with other Genesee County Employees and food collected for the Holiday Tote Project.



Genesee County Probation Department Newsletter



Director's Corner

By Timothy Michalak
Probation Director

Working in the field of Probation today has changed considerably over the last four decades. That is why the NYS Division of Criminal Justice Services (DCJS) - Office of Probation and Correctional Alternatives (OPCA) began the process of revising the Standard Specifications for Professional Probation Positions, which had not been updated since 1973. This was an important undertaking to ensure that probation professionals in New York State have the appropriate knowledge, skills and abilities required to succeed in a career of increasing complexity. The lengthy and exhaustive process which took several years, focused on collaboration and transparency, and concluded with the adoption of new Specifications for Professional Probation Positions in late 2018.

The effective date for the new Specifications is May 28, 2019. This will give local civil service agencies time to prepare updated exam announcements in advance of the new Probation Series of exams, expected to be held statewide on June 22, 2019.

As a Probation Director, I am thankful to all those who were involved in revising this rule which now accurately reflects the current duties and responsibilities of all probation professionals in New York State. The revised education and experience requirements will also promote the hiring of suitable candidates which are the lifeblood of any organization. Finally, these changes will also provide clearer pathways for promotion by broadening the number of candidates eligible for promotion, to help ensure that the most qualified candidates ascend to leadership positions within probation departments across New York State.

Training Matters

Continued from Pg. 1

Later in the year I was able to attend Officer Survival Tactics at the same facility. Our entire department also took part in an interagency active shooter drill with other local law enforcement in Genesee County. Our staff trainers have also held trainings for our officers and other county workers designed to increase our safety in the workplace and in the field.

One common theme throughout all of these trainings was to have an emergency action plan in place. You don't need to be in law enforcement to have one. I encourage everyone to take advantage of any active shooter training that is available to them. One week after my first active shooter training on February 14, 2018, a gunman opened fire at a high school in Parkland, Florida. Three months after that, another shooting happened at Santa Fe High School in Texas; and throughout the remainder of the year, multiple active shootings took place. Training matters, preparation is key. Make a plan.

A Visit from George!

George came to visit us to help educate some first graders on our work!



Genesee County Probation Department 2018 Highlights

Probation Officers worked together with the Batavia City Police to arrest a robbery suspect on March 25, 2018.

Probation Officers located a child who had walked out of Jackson Primary School on September 27, 2018.

A search of a residence on August 7, 2018, resulted in the discovery of 10 weapons in the possession of a prohibited person.

A home contact conducted on April 18, 2018 resulted in the discovery of cocaine, heroin, and other controlled substances.

Genesee County Probation Department Newsletter

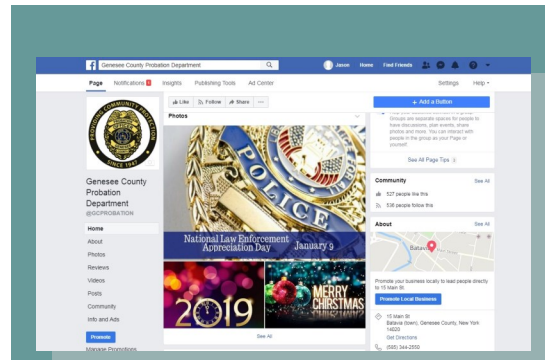


Contact Information:

Genesee County Probation Department
County Building No.1,
15 Main Street, Batavia, NY 14020
TEL: (585)344-2550, Ext 2255 FAX: (585) 343-5839
Dept. Email: probation@co.genesee.ny.us



The Mission of the Genesee County Probation Department is to enhance the safety of victims and communities through the fair and effective supervision of community-based offenders, community partnerships, and results-driven management practices.



Thank You
For
Liking and Sharing!

