

CITY COUNCIL  
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON FIRE AND CRIMINAL JUSTICE SERVICES

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B E F O R E:

ELIZABETH S. CROWLEY  
Chairperson

COUNCIL MEMBERS:

FERNANDO CABRERA  
MATHIEU EUGENE  
PAUL A. VALLONE  
RORY I. LANCMAN

## A P P E A R A N C E S (CONTINUED)

Ana M. Bermudez  
Commissioner  
New York City Department of Probation

Sharun Goodwin  
Deputy Commissioner  
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Deputy Commissioner  
New York City Department of Probation

Wayne McKenzie  
General Counsel  
New York City Department of Probation

Tara Brown-Arnell  
Director  
BronxConnect

2 [gavel]

3 CHAIRPERSON CROWLEY: Good morning. My  
4 name is Elizabeth Crowley and I am the chair of the  
5 Fire and Criminal Justice Services Committee. Today  
6 this committee will hear two bills requiring  
7 reporting from the Department of Probation.

8 Currently the city's administrative code does not  
9 require the Department of Probation to report  
10 metrics that can be used to evaluate the  
11 department's performance. The metrics that the DOP  
12 currently reports and the mayor's management report  
13 are too broad. The mayor's management report  
14 includes statistics such as monthly rearrest rates,  
15 a figure that has not varied at more than one tenth  
16 of a percentage point in the past four years.

17 Purpose of this legislation we're going to discuss  
18 today, Intro 1142 and Intro 1026 is to create a  
19 more comprehensive and meaningful reporting  
20 framework so that we can better evaluate the  
21 Department's performance which serves over 55,000  
22 adult and juveniles each year. Intro 1142 which I  
23 sponsor would require the Department of Probation  
24 to annually report the rates of recidivism and  
25 compliance for its clients. This reporting includes

2 performance indicating statistics like the  
3 percentage of probationers who are arrested and how  
4 severe their charges are, how many probationers  
5 successfully complete probation and how many  
6 probationers violate their conditions of the  
7 probation other than by rearrest. The bill requires  
8 not only these basic statistics but also requires  
9 all of the stated to be broken down by the age of  
10 the probationer, their risk level and whether their  
11 sentence of probation was based on the conviction  
12 of a felony or a misdemeanor. This bill provides a  
13 far more detailed assessment on the Department of  
14 Probation than what the senate... sorry, than what  
15 the State Department of Criminal Justice Services  
16 requires and provides a more helpful assessment on  
17 the Department of Probation than what the  
18 department reports in the Mayor's Management  
19 report. Intro 1026 which I also sponsored similarly  
20 requires transparency with respect to the  
21 programming at the Department of Probation. A  
22 significant portion of the Department of  
23 Probation's budget covers the cost of placing  
24 individuals in programs ranging from mentoring  
25 programs to drug and alcohol treatment to sex

2 offender related programs. This bill requires the  
3 Department of Probation to evaluate its usage of  
4 these programs and issue a yearly report to the  
5 council regarding their effectiveness. This  
6 information which is not part of any other state or  
7 local report will further assist in ensuring that  
8 those responsible for oversight at the Department  
9 of Probation are provided with significant  
10 information to make sure they are making informed  
11 judgement. I look forward to a productive  
12 discussion today about how to improve the  
13 Department's transparency. I am interested in  
14 learning more about the Department's feedback on  
15 these bills as well as for many other interested  
16 parties. Please make sure that you are signed up to  
17 testify today if you would like to present  
18 testimony. I would now like to welcome Commissioner  
19 Brumedes who I need to swear in before we begin.  
20 And... and this is also for anyone who is here today  
21 with you Commissioner who plans on testifying. So  
22 if they could raise their right hand and answer. Do  
23 you affirm to tell the truth, the whole truth, and  
24 nothing but the truth in your testimony before this

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2 committee and to respond honestly to council member  
3 questions?

4 COMMISSIONER BERMUDEZ: Yes.

5 CHAIRPERSON CROWLEY: Thank you  
6 Commissioner. You may begin your testimony.

7 COMMISSIONER BERMUDEZ: Well good  
8 morning Chair Crowley and members of the Fire and  
9 Criminal Justice Services Committee. I am Ana  
10 Bermudez Commissioner of the New York City  
11 Department of Probation. I am joined today by  
12 Deputy Commissioner Sharun Goodwin and Michael  
13 Forte and General Counsel Wayne McKenzie. Thank you  
14 for your continued interest in the work of the New  
15 York City Department of Probation as demonstrated  
16 by the introduction of proposed legislation  
17 requiring the department to report annually on  
18 probation statistics and program utilization. So as  
19 you may recall from my budget hearing in March I  
20 spoke at length about probation's unique role in  
21 the middle of the continuum of agencies that  
22 promote public safety. And that is because both  
23 accountability measures and support opportunities  
24 are needed to be truly comprehensive and smart on  
25 crime. Probation is a entity that effectively

2 leverages both. We hope to create meaningful and  
3 lasting behavior change through an intentional and  
4 carefully calibrated balance of structure and  
5 support. Now the department holds people on  
6 probation accountable by monitoring them at the  
7 level of intensity that is proportional to their  
8 risk level and by consistently requiring them to  
9 take responsibility for their decisions and actions  
10 no matter how small. But we also provide support by  
11 ensuring access to services and off ramps out of  
12 the justice system. This balanced approach creates  
13 the best opportunity for sustainable behavior  
14 change which is by all accounts one of the  
15 strongest indicators of progress in the community  
16 corrections field. Though there are often  
17 structural barriers that people on probation have  
18 in common; issues like poverty, lack of employment  
19 options in their communities and disconnectedness  
20 from school. No two people on probation are exactly  
21 alike and thus their time with us must be tailored  
22 specifically to their individual needs. So we  
23 utilize a one size fits one approach to determining  
24 the best combination of interventions or dosage  
25 needed for each case. That is why we train our

2 staff to adhere to their risk needs responsivity  
3 principal so we can target the correct type and  
4 intensity of resources to each individual, a  
5 critical component to create that lasting behavior  
6 change. We also use validated risk assessment  
7 instruments to gauge an individual's risk of  
8 reoffending, determine individual needs in the  
9 areas which present the highest risk and that our  
10 most correlated to continued arrest patterns and  
11 provide culturally appropriate responses to those  
12 needs based on individual readiness and motivation.  
13 In working to meet those needs we're endeavoring to  
14 achieve measurable outcomes while also ensuring  
15 that the services provided and resources used are  
16 effective. As you can imagine our programs are  
17 critical to this task. Today I would like to  
18 discuss with you Intros 1142 and 1026. Within the  
19 context of how we use data and information  
20 management in order to continually improve our  
21 practices. I would first like to discuss Intro  
22 1142; a proposal that would require the Department  
23 of Probation to report on recidivism and related  
24 statistics. The department shares and appreciates  
25 the council's interest in transparency and

2 accountability through regular and consistent  
3 collection analysis and reporting of data and  
4 statistics applicable to our work. As an agency  
5 committed to evidence based practices the objective  
6 balanced and responsible use of current research is  
7 at the core of our work. Instead of relying on  
8 tradition, gut reaction, or single observations to  
9 make decisions we use the best available data to  
10 guide our policies and practices so that we target  
11 the right resources to the right people at the  
12 right time and to ensure that outcomes for those on  
13 probation are improved. The department's new  
14 adolescent and young adult supervision model about  
15 which I also testified in March came about as a  
16 result of ongoing data analysis. And reflects are  
17 continued implementation and expansion of evidence  
18 based practices. We recognized that 16 to 24-year-  
19 old accounted for a disproportionate amount of  
20 rearrests among our overall population and  
21 therefore we needed to reexamine our practices and  
22 start to work with our young people in a different  
23 manner. The integration of a new cognitive behavior  
24 therapy intervention into targeted family court  
25 caseloads also resulted from an ongoing examination

2 and analysis of data. This practice known as  
3 interactive journaling requires young people to  
4 self-reflect about the consequences of their  
5 actions and helps them to think through positive  
6 decision making strategies moving forward. Data  
7 also tells us that mentoring is a very effective  
8 intervention for our youngest people on probation.  
9 Expanding monitoring capacity for this group to  
10 ensure that they do not graduate into adult  
11 probation supervision is an initiative with which  
12 we would like to partner with the council. Our  
13 expansion of girl specific programming such as the  
14 garden of roses event, fairy godmother initiative,  
15 and borough based girls groups also resulted from  
16 data analysis. Although girls remain a small  
17 percentage of our population the challenges they  
18 face are often unique and require different types  
19 of interventions in accordance with the  
20 responsivity principal. These issues were discussed  
21 as part of our participation and the young women's  
22 initiative. And I want to commend the council for  
23 making this population a priority. A final example  
24 pertains to education. From looking at our numbers  
25 we saw an alarming trend. Over 500 of our high

2 school age youth on probation have earned fewer  
3 than 10 credits toward the 44 needed for a high  
4 school diploma meaning that they were at serious  
5 risk of not graduating before adulthood. By  
6 identifying this early indicator we're now in the  
7 process of working collaboratively with the  
8 Department of Education to identify best practices  
9 in assisting these young people get connected to  
10 individually appropriate education and career  
11 pathways with a host of additional supports. Intro  
12 1142 reflects our mutual desire to ensure that the  
13 department is creating and fostering positive  
14 behavior change in individuals while simultaneously  
15 protecting community safety. As reporting builds  
16 accountability and maintains integrity two  
17 components at the core of the department's mission  
18 we need to ensure two things; one that we're  
19 actually able to capture and collect the specific  
20 data points that would be required by any  
21 legislation and two that we can all have confidence  
22 that any reported indicators have meaning in the  
23 context of other data. There are a number of  
24 considerations and challenges that we will need to  
25 face together in this regard. These include data

2 collection and reporting limitations related to  
3 requests for disaggregated data that do not align  
4 with the client's current organizational structure  
5 for probation supervision. Limitations with regards  
6 to tracking individual level data over different  
7 points in time. Challenges in the aggregation of  
8 certain case level data points and limitations of  
9 recidivism as a measure of effectiveness. Despite  
10 these issues we welcome the opportunity to work  
11 with the council to identify the most appropriate  
12 data points that are aligned with best practices  
13 and standards in community corrections as well as  
14 the most useful for examining our work. This brings  
15 me to the other bill; Intro 1026 which would  
16 require the Department of Probation to report on  
17 our programs. As I've noted with respect to Intro  
18 1142 the monitoring of program utilization and  
19 effectiveness is critical to our work. We regularly  
20 make the determinations about program structure,  
21 capacity, and the reallocation of program resources  
22 based on data. That is because regularly assessing  
23 our programs not only allows us to discover and  
24 address what is not working but helps us focus on,  
25 strengthen, and expand what is. For many of our

2 highest risk young people, mentoring for example,  
3 by credible messengers, interactive journaling, and  
4 participating in arts programming in their own  
5 communities has had positive effects. And as we all  
6 know young people vote with their feet so if  
7 they're coming and many cases bringing their family  
8 and friends something is working and it's worth  
9 looking into. As with Intro 1142 we welcome the  
10 opportunity to work with the council on providing  
11 appropriate information regarding program  
12 utilization and effectiveness. Our efforts and  
13 challenges with regard to tracking and measuring  
14 progress are not unique. There are multiple ongoing  
15 national efforts around best practices in measuring  
16 the effectiveness of community corrections and  
17 youth serving work among academics, researchers,  
18 practitioners, and policy makers. To help us in  
19 this endeavor the department was recently selected  
20 as one of the five... one of five jurisdictions  
21 across the country to receive technical assistance  
22 and participate in the youth thrive learning  
23 community. Created by the center for the study of  
24 social policy this... the youth thrive model provides  
25 a positive youth development based overarching

2 framework for agency policies and practices. The  
3 technical assistance we'll receive from the center  
4 will help us operationalize on a day to day basis  
5 what research tells us about how to most  
6 effectively engage with young people. One very  
7 important tenant of this model is a notion that to  
8 be problem free is not the same as being prepared  
9 for life. All of us in the community corrections  
10 and youth development field need to think about  
11 preparedness and wellbeing at the same time as we  
12 think about eliminating problems, barriers, and  
13 challenges so that our young people not only get  
14 out of the justice system but thrive in all parts  
15 of their lives. Youth thrive provides a common  
16 language and scaffolding on which to build our  
17 policies and practices that can inform all levels  
18 of our work from how our frontline staff interact  
19 with youth to how we collaborate with service  
20 providers and community partners to ensure they  
21 adhere to a shared vision for enhancing youth  
22 wellbeing to even what we consider critical to  
23 address within our interagency partnerships.  
24 Critical to today's conversation the youth thrive  
25 model will also inform our development... our

2 development of indicators and data collection  
3 practices as we learn from experts on other  
4 jurisdictions and engage in this work. As I've said  
5 before probation does not and cannot do this work  
6 in a vacuum. Our effectiveness and impact depends  
7 on our staff. Our partnerships and on targeting  
8 funding to programs that work. And our staff is our  
9 greatest agency resource and we have invested  
10 heavily in expanding... expanded training to ensure  
11 their mastery of common corrections, of community  
12 corrections best practices. The extensive training  
13 for the officers staffing our new adolescent and  
14 young adult model is but one recent example of that  
15 commitment. That is because research shows that the  
16 quality of the relationship between a probation  
17 officer and the person on probation is one of the  
18 key ingredients to promoting lasting behavior  
19 change. As young people do everything through  
20 relationships. Simply put the research shows that  
21 it is sometimes less about what services are  
22 offered... are offered that makes a difference and  
23 more about who offers them and how. Our officers  
24 are being recognized for who they are, how they do  
25 their work, and what impact they have on

2 individuals and communities. Just last month  
3 probation officer Sheree Goode, now is that the  
4 best name for a probation officer or what... you  
5 know, received the Marjorie Garvin Community  
6 Service Award from your colleague Council Member  
7 Debbi Rose and was also the subject of a feature  
8 article in the Staten Island Advance for her work  
9 as a probation officer and the impact she has had  
10 on individuals in that community. Our agency also  
11 partners with nonprofit entities to provide needed  
12 supports for those on probation. Our neon nutrition  
13 kitchens are our partnership with the mayor's fund  
14 to advance New York City and the food bank of New  
15 York to provide food to those on probation and  
16 other community members as well as cooking classes,  
17 healthy recipes, enrollment in snap benefits and  
18 even tax preparation assistance. Since I last  
19 testified in March we've provided food to another  
20 14,000 people totaling over 47,000 New Yorkers  
21 serviced since the kitchens opened last summer. I  
22 have previously spoken to you about our certificate  
23 of relief from disabilities drive, our COR drives,  
24 the most recent of which took place in Brooklyn on  
25 April 21<sup>st</sup> at Borough Hall. The COR drives are a

2 partnership between probation, the judiciary  
3 elected officials, city and state agencies, and  
4 employers with a goal of connecting eligible people  
5 on probation with job opportunities. Chief  
6 administrative judge Matthew D'Emic signed over 400  
7 CORs for some 200 justice involved participants.  
8 Your city council colleagues Robert Cornegy,  
9 Mathieu Eugene, Antonio Reynoso, and Rafael Espinal  
10 co-sponsored the event along with state senators  
11 Jesse Hamilton and Roxanne J. Persaud and  
12 Assemblymembers Diana Richardson, Annette Robinson,  
13 and Latrice Walker. And of course I would be remiss  
14 if I did not mention and thank our host Brooklyn  
15 Borough President Eric Adams for opening up his  
16 incredible community space to us and to... in order  
17 to provide this important opportunity to Brooklyn  
18 residents. And as you already know... again another  
19 plug, we're planning to hold the next drive in  
20 Queens so I look forward to working with all of you  
21 and your colleagues to ensure that Drive is as  
22 impactful as the other ones before it. Finally, a  
23 signature program that truly exemplifies the power  
24 of public private partnerships is neon arts. With  
25 44 projects and over 7,000 New Yorkers having

2 participated the impact of neon arts is significant  
3 not only for the underserved communities in which  
4 it operates but for the individuals who  
5 participate. I am sure you remember Tara who I  
6 mentioned in my budget hearing in March. She's an  
7 active participant in free verse, one of the neon  
8 arts offering selected by the South Bronx neon...  
9 community. She worked hard and overcame adversity  
10 by having to take the high school equivalency exam  
11 five times before passing. She was chosen class  
12 speaker for last year's high school equivalency  
13 graduation in the Bronx and moved the audience to  
14 tears as she accepted her hard earned certificate  
15 in front of her husband and young children. Your  
16 colleague Ritchie Torres who spoke with her at  
17 another visit found her to be truly an inspiration.  
18 Tara continually volunteers her time to speak to  
19 others about the impact that both probation and  
20 NeON Arts has had on her life. Because of the  
21 changes we've made to our programs and practices  
22 people have begun to see probation as an  
23 opportunity to transform their lives by what we  
24 call creating their new now. Tara is no longer  
25 under probation supervision and therefore she is

2 not obligated to stay engaged with us. Yet she does  
3 and continually gives back to the department and to  
4 others on probation in new ways such as applying to  
5 be an artist mentor and agreeing to serve on the  
6 advisory council for our new adolescent and young  
7 adult supervision model. I want to thank you for  
8 the opportunity to testify about the important work  
9 of the Department of Probation in the context of  
10 Intros 1142 and 1026. I have talked a lot about... a  
11 lot this morning about measuring effectiveness and  
12 I want to take a moment to talk about resourcing  
13 effective... effective probation supervision and  
14 programs. As I also mentioned in the budget hearing  
15 state funding which at one time reimbursement  
16 nearly... nearly 50 percent of local probation costs  
17 and now provides less than 14 percent once again  
18 remains flat for this fiscal year. Data has told us  
19 that NeON Arts and mentoring opportunities are two  
20 interventions that have positive impact on our most  
21 vulnerable clients. Based on enthusiasm from the  
22 council about NeON Arts we have made several  
23 discretionary funding requests in order to give  
24 local council members the opportunity to have a  
25 stake in this important community program operating

2 in their districts and would also welcome the  
3 opportunity to partner around expanded mentoring  
4 opportunities. Measuring effectiveness is the  
5 subject... is the subject of ongoing exploration,  
6 discussion, and evolution within the field of  
7 community corrections. It is also a topic that will  
8 be the subject of much discussion at next year's  
9 American Probation and Parole Association which is...  
10 we call APPA, 2017 National Training Institution  
11 Conference. I'm proud to say that New York City was  
12 recently selected to be the host city for APPA 2017  
13 and I look forward to showing off our work in the  
14 field of Community Corrections to professionals  
15 from all across the country and around the world.  
16 Thank you again for the opportunity to testify and  
17 I will now answer any questions that you may have.

18 CHAIRPERSON CROWLEY: Thank you  
19 Commissioner. Thank you for your testimony... the  
20 work that you do. For the most part it appears that  
21 the Department supports the two bills that we're  
22 hearing today. Is that correct?

23 COMMISSIONER BERMUDEZ: We support the...  
24 well the transparency and we support the goals of  
25 the bill, yes. We...

2 CHAIRPERSON CROWLEY: Mm-hmm.

3 COMMISSIONER BERMUDEZ: ...I think we  
4 still need to work on some of the details.

5 CHAIRPERSON CROWLEY: So What are the  
6 limitations with regard to tracking individual  
7 level data that you point to in your testimony?

8 COMMISSIONER BERMUDEZ: So it's not... We...  
9 we capture individual level... a lot of individual  
10 level data. There are some challenges on how you  
11 then report on the aggregate... right, on the totals  
12 and then subcategories on that, especially when  
13 we're not... we go and organize ourselves around  
14 those issues. So for example the 16 to 24 year olds  
15 now that we're doing specialized units in those...  
16 those are fairly you know easy to put together. The  
17 bill is asking us to report on 36 data points and  
18 for each of the data points... for example, ages  
19 under 12, 13 to 15, 16 and 17, 18-21, 21 and older.  
20 And sometimes at one period of time and then as the  
21 people age. So it's just details like that that we  
22 just need to work out basically.

23 CHAIRPERSON CROWLEY: How much money is  
24 the department putting into programming each year?

2 COMMISSIONER BERMUDEZ: So our... at  
3 around 20 million.

4 CHAIRPERSON CROWLEY: But that's not the  
5 total amount that gets spent, is that correct? Is  
6 there like with young men's initiative there was  
7 private matching, is that still happening? And... and  
8 is there programs like we have in... we have funded  
9 in the city council the anti-gun violence  
10 initiative. How much of that are you including in  
11 your amount? So if you can answer those two  
12 questions.

13 MICHAEL FORTE: Again... talking in very  
14 very rough numbers it's about 20 million dollars.  
15 It pretty much includes everything that you've  
16 mentioned. Just a little bit of perspective before  
17 the young men's initiative and before those... that  
18 council funding the Department of Probation really  
19 didn't have any programming budget. So it went from  
20 no programs funded... almost no programs funded by  
21 the department and with the addition of those  
22 resources it all cumulates into about 20 million.  
23 And that's just a very very rough number to give a  
24 sense.

2 CHAIRPERSON CROWLEY: Okay I'd like to  
3 acknowledge we've been joined by my colleagues  
4 Council Member Paul Vallone of Queens and Council  
5 Member Fernando Cabrera of the Bronx. Do we have  
6 any metrics for any of these programs that we're  
7 putting significant funding into?

8 COMMISSIONER BERMUDEZ: Yes we do. Oh...

9 CHAIRPERSON CROWLEY: What kind of... what  
10 kind of metrics do you have? What do you keep track  
11 of?

12 COMMISSIONER BERMUDEZ: So there... well  
13 there are a lot of metrics so I don't know that I  
14 would get into all of them but we have utilization  
15 in terms of attendance. We have... we have the  
16 various outcomes depending on the type of programs.  
17 So for example placement in a job training program  
18 for some of them. It... it you know varies. I would  
19 be here for hours if I went through all of them. So  
20 I don't know if you have a specific type of metric  
21 that you're concerned about. But we certainly do  
22 and would engage with the council to figure out  
23 which ones are the most meaningful to your point  
24 initially that would reflect on how a program is  
25 going.

2 CHAIRPERSON CROWLEY: Let's say if we  
3 look at the 20 million how much of it is dedicated  
4 to job training for... versus other types of  
5 mentoring programs here?

6 COMMISSIONER BERMUDEZ: So... that... I  
7 don't know that I have that particular breakdown  
8 here. I'm sorry? Right. Most of the... so we have... is  
9 our mentoring program and it's really... so Justice  
10 Plus which is what the council funds is the closest  
11 to a... to a job... you know to a job readiness. We  
12 have... yeah, here we go, sorry. But... so I have to  
13 say we did not anticipate getting into this level  
14 of detail so I have... the breakdown that I have is  
15 not exactly what you're asking.

16 CHAIRPERSON CROWLEY: Just to clarify a  
17 question I had earlier. It was 20 million dollars,  
18 is that include... including private funds? Do we  
19 still receive...

20 COMMISSIONER BERMUDEZ: Yes.

21 CHAIRPERSON CROWLEY: ...private funds?

22 MICHAEL FORTE: Yes... there... there's some  
23 remaining private YMI funds that run through the  
24 end of this fiscal year.

2 CHAIRPERSON CROWLEY: And then what  
3 happens?

4 MICHAEL FORTE: Those private funds  
5 support Arches and Arches has been allocated as  
6 part of the city budget beginning fiscal year '17.

7 CHAIRPERSON CROWLEY: So those... so... so  
8 ultimately you'll receive more funding in your  
9 budget to cover what was once covered by a private  
10 entity.

11 MICHAEL FORTE: That's correct but it  
12 won't increase the overall allocation that we spend  
13 on programs. It's just the city funding will  
14 replace the private funding and it will be part of  
15 Department of Probation's budget.

16 CHAIRPERSON CROWLEY: So you must know a  
17 little bit about the history of the department  
18 before these programs were enacted. Was the  
19 department's budget so much less or did the  
20 department depend on other resources?

21 COMMISSIONER BERMUDEZ: Well the... the  
22 budget was less because of that, right. And we  
23 frankly depended on the how... what's the word... our  
24 probation officers' creativity in gathering some  
25 local resources to be able to serve our clients.

2 There was... you know I think since... in the past five  
3 or six years we've really done a targeted effort to  
4 have very stable and options for our clients  
5 especially along the areas of need that are most  
6 correlated to what our research tells us would be  
7 continued you know rearrest. So... so that's what  
8 we're trying to do so that it's not a haphazard if  
9 you get a bunch of good you know probation officers  
10 who have a lot of community you know connections,  
11 right, and... and really think through what are... what  
12 are the needs of our clients and really have those  
13 programs in place.

14 CHAIRPERSON CROWLEY: Okay I'd like to  
15 recognize Council Member Vallone with questions.

16 CM VALLONE: Good morning Commissioner.

17 COMMISSIONER BERMUDEZ: Good morning.

18 CM VALLONE: Congratulations on your  
19 vision on how to change past practices and kind of  
20 look forward to the future of how to really get to  
21 making changes for the children in the group from  
22 16 to 24 you're... see that recidivism numbers...

23 COMMISSIONER BERMUDEZ: Right.

24

25

2 CM VALLONE: ...and... and those approaches  
3 on how to challenge that so... You know these  
4 hearings tend to bring up past conversations and...

5 COMMISSIONER BERMUDEZ: Sure.

6 CM VALLONE: ...things... pass beyond the  
7 legislation so I always... you say you weren't  
8 expected to testify on some of those things it just  
9 happens to be as we're sitting here we'll hear  
10 something that trigger... And I know you were working  
11 hard on that group when I was asking you the last  
12 time about the 16 to 24 year olds. But you  
13 mentioned in a testimony about working with some  
14 new ideas with the DOE. Is there anything that we  
15 can like elaborate on or work towards for future  
16 collaboration together between us and... and your  
17 vision on... as... and with respect to two separate  
18 aspects on that... with our youth... with our trying to  
19 identify before they've come the first time through  
20 the system versus the second class which are  
21 frequent flyers which were... create issues that we  
22 have to... the hard realization of what that means in  
23 a classroom of what we do with those individuals.  
24 So I'm always looking at how your vision with the  
25 DOE can deal with addressing those signal points

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2 before they become unfortunately part of the system  
3 and trying to deal with those who are unfortunately  
4 two part of the system.

5 COMMISSIONER BERMUDEZ: So I... I... I'm  
6 very concerned... both concerned and... and... and some  
7 people actually say obsessed with the...

8 CM VALLONE: That's a good thing.

9 COMMISSIONER BERMUDEZ: ...education. Yes,  
10 and I think it's a good thing, exactly with  
11 education issues that our young people face and our  
12 older people... older young people because that can  
13 really limit their earnings potential right? So...

14 CM VALLONE: Everything.

15 COMMISSIONER BERMUDEZ: Right,  
16 everything, and... and stability, etcetera. So... so  
17 yes, so I... I get myself in whatever committees that  
18 DOE has that are interagency. So they are working  
19 definitely in trying to sort of stem the tide into...  
20 or... or cut the pipeline into our system which is  
21 great. But we have to work parallel to that for the  
22 young people who already unfortunately fell off the  
23 train.

24 CM VALLONE: Right.

25 COMMISSIONER BERMUDEZ: Right.

2 CM VALLONE: It's two separate...

3 COMMISSIONER BERMUDEZ: Yeah exactly two  
4 separate... two separate issues. So we are in... in... in  
5 early stages of planning but basically what we're  
6 trying to do ultimately is get the young people who  
7 are so behind... like the ones that I mentioned that  
8 are 10 credits or less right, how can we get them  
9 to meaningful potential employment...

10 CM VALLONE: But those are the students  
11 that are already in.

12 COMMISSIONER BERMUDEZ: Yes they're all...

13 CM VALLONE: Right?

14 COMMISSIONER BERMUDEZ: Yeah.

15 CM VALLONE: Right.

16 COMMISSIONER BERMUDEZ: So... so that's  
17 the part that I have a little more control over if  
18 you will or a little more you know sway you know  
19 in... in trying to get some things done. And so  
20 because I have... they face orders from the courts  
21 saying you must go to school right? But if you have  
22 ten credits or less and you know you can't graduate  
23 realistically even by the age of 21 what can we do,  
24 right, that's meaningful still. And there's lots we  
25 can do. I just... you know we just have to find a

2 creative way of doing it. So we're in the process  
3 of figuring out how can we get a significant number  
4 of those young people into some sort of secondary  
5 education either through... through the high school  
6 equivalency or some other way right and... and then  
7 also... or also into a meaningful employment  
8 opportunity, right, employ... increase their  
9 employability. We all know... research tells us if  
10 you don't read at a ninth grade level don't matter  
11 what... construction, anything, you need to have that  
12 level of literacy. Well let's... you know we're  
13 trying to work with DOE to have an effort to really  
14 assess literacy levels, especially when the young  
15 person comes into the... into the justice system,  
16 right. Little things like that that would help us  
17 really steer the young people into the most  
18 appropriate settings. But we don't have anything  
19 concrete yet. Some things we can't really talk  
20 about...

21 CM VALLONE: Well I think that's where  
22 we can all kind of chip in and help out.

23 COMMISSIONER BERMUDEZ: Yes.

24 CM VALLONE: I mean I don't think  
25 there's a council member... I... I spend a majority of

2 my day and weeks in schools. That's where my  
3 passion is so I agree. And if we're not going to  
4 leave some type of... for the future of our next  
5 generations then what are we doing. So I tried to  
6 integrate my council of this in every positive way  
7 with children to show them that there are so many  
8 opportunities with a connection for that core  
9 program you're talking about. But I also think  
10 there's opportunities for that group that you just  
11 mentioned to maybe... if I'm sitting in that group  
12 and I know that I have temp grants and I'm very low  
13 esteem level to possibly reach this that I'm just  
14 going to give up, I'm just going to go my own track  
15 or go back... the old problems. Has there been an  
16 approach maybe where we don't treat that group  
17 separately and bring them into the job fair, the  
18 college fairs, and hear from the professors of what  
19 they would expect from them if they wanted this  
20 job, if they wanted this college education, if they  
21 wanted to graduate these are the things that you  
22 would need to do. So you're hearing that and to try  
23 to do the reverse click in the brain to say well  
24 that is something I always dreamed I wanted to do  
25 so I better get back onto that judge's order,

2 better get back onto that... with my probation  
3 officer, better get back on track because if you  
4 don't realize that there's a... an end to this it's  
5 just a thought. And I think with... with the  
6 education, with the DOE process it might be between  
7 middle schools, high schools, college because some  
8 of these age groups to 24 they may be beyond  
9 something that we can take... [cross-talk] at.

10 COMMISSIONER BERMUDEZ: Here's a blend  
11 of the mentoring piece and the school piece that I  
12 would suggest that the council... you know you can  
13 consider. And that would be that as... you know  
14 there... there are two key points even though... you  
15 know we could... we could go back as far as we would  
16 want to right? That's why we did pre-k, that's what  
17 we did... right, all... all of that effort. But there  
18 are some critical times when... when kids enter a  
19 different stage of development where they have to  
20 decide who they are, who they're going to follow,  
21 their values, etcetera... middle school, late middle  
22 school, and early high school. To provide mentor...  
23 certain types of mentors in the schools to grab the  
24 kids that are not coming, the chronically absent,  
25 those are the kids that end up with me right. And

2 it is deep enough what they are... the... the... the  
3 dejection they're feeling that they don't always  
4 listen to the person in the career for... because  
5 like oh you had a nice life, you can do it, not the  
6 same as me right? And while it's not... doesn't have  
7 to be someone, the same as me, it's somebody who  
8 can... It's like the... the who that I was talking  
9 about right, that... that relationship building, that  
10 person who can build this relationship based on  
11 some you know way that I was in this place and then  
12 I ended up in that place right and similar enough  
13 that I faced battles and I overcame them. That kind  
14 of thing within the school I think would be great.  
15 And there's some models that have been tried that...  
16 that DOE has tried that have shown a lot of promise  
17 for young people coming out of you know detention  
18 or you know other facilities but I think we can do  
19 it in... you know from... from the communities... [cross-  
20 talk]

21 CM VALLONE: It's almost the reverse of  
22 scared... [cross-talk]

23 COMMISSIONER BERMUDEZ: The reverse,  
24 exactly.

2 CM VALLONE: It's almost the reverse of  
3 a scared straight... also the positive straight of...

4 COMMISSIONER BERMUDEZ: Right.

5 CM VALLONE: ...of getting them just  
6 before to realize hey there's... before...

7 COMMISSIONER BERMUDEZ: Right.

8 CM VALLONE: ...you continue that road  
9 which may not...

10 COMMISSIONER BERMUDEZ: Yep.

11 CM VALLONE: ...be a road for you if you  
12 continue that...

13 COMMISSIONER BERMUDEZ: Right.

14 CM VALLONE: So I... I'd like to maybe  
15 follow-up with our chair on some ideas for that  
16 going...

17 COMMISSIONER BERMUDEZ: Sure.

18 CM VALLONE: ...forward before we you know  
19 come up with legislation. But I think with... with  
20 our budget and with our focus it's always good that  
21 we can try to help push you to certain funding or  
22 programs. And the last thing I would do is the  
23 second group. So you know we have parents, we have  
24 students trying to learn. And there's also a second  
25 group of students that we are hand tied on how to

2 best address that issue in the classroom. Is it one  
3 child that's just going to disrupt and now we have  
4 a no suspension program. There's lots of different  
5 things going on and hearing a lot of frustration in  
6 the schools and the parents about my child is not  
7 getting an education because of one or two unruly.  
8 And I think... like to hear your vision of how to  
9 address those that are very few but also need to be  
10 addressed because we can't always be on the  
11 positive road. We have... we have both things...

12 COMMISSIONER BERMUDEZ: Mm-hmm.

13 CM VALLONE: ...we have to deal with.

14 COMMISSIONER BERMUDEZ: Absolutely.

15 CM VALLONE: And so we have to provide  
16 that level of education in the classroom for every  
17 student. So what do we do? What... what is your  
18 vision with that child or the... that's in the group  
19 that's not being able... with the DOE.

20 COMMISSIONER BERMUDEZ: Right. That's...  
21 I'm... they're involved in the... the likeminded  
22 individuals within the DOE and in... in my world on  
23 the application of restorative justice practices in  
24 schools. Because we believe that they teach the  
25 best way in... in the best way to you know manage

2 yourself to be responsible to each other and by  
3 that time that you reach a suspension decision it's  
4 very... it's transparent, it's predictable, it... you  
5 know what to expect and... and then you know you can...  
6 you can bring a lot more order in the school. And...  
7 and the... and the DOE just finished a long... I think  
8 that we published the... the report on school climate  
9 and discipline so there's all sorts of  
10 recommendations that are coming out of that that  
11 are going to start to be implemented in the schools  
12 including restorative justice practices.  
13 Unfortunately, sometimes the way the word has gone  
14 out is that now there's no suspensions allowed in  
15 the schools. But you know that's how... kind of how  
16 it gets painted.

17 CM VALLONE: Well but you remember on  
18 our side we're the ones that get the constituent  
19 calls and...

20 COMMISSIONER BERMUDEZ: I'm sure, right.

21 CM VALLONE: ...constituent complaints and  
22 it's...

23 COMMISSIONER BERMUDEZ: Right.

24 CM VALLONE: ...it's a little bit  
25 different from our perspective when we have to deal

2 with the parent and give an answer. And so we also  
3 want to be on the same page and when policies  
4 change that we can all address it together. I think  
5 that's where maybe there's a disconnect...

6 COMMISSIONER BERMUDEZ: Right.

7 CM VALLONE: ...better job in linking the  
8 council members with your... the agencies as to how  
9 we're going to deal with that...

10 COMMISSIONER BERMUDEZ: Right.

11 CM VALLONE: ...so it doesn't become a  
12 page two you know 6:00 story because it's a nice  
13 thing to put out. But I think we need a better plan  
14 on that so we can alleviate some of the parents'  
15 concerns out there. And we can go forward and show  
16 that we are dealing...

17 COMMISSIONER BERMUDEZ: Mm-hmm.

18 CM VALLONE: ...with that. We're not  
19 living in fantasy land that everyone's going to get  
20 along and... You know after a hockey game last night  
21 the two teams are going to you know fight and yell  
22 at each other the next day. So we... there's always  
23 going to be animosity. But we just have to be... So I  
24 think we can go forward addressing those I think  
25 it'd be a better...

2 COMMISSIONER BERMUDEZ: Absolutely. And...  
3 and I think that... that DOE is putting a lot of  
4 effort into this and... and a lot of resources,  
5 etcetera. And in fact there's a conference on  
6 Friday that I'm going to speaking at that is all  
7 day all about how to infuse schools and the  
8 learning process with the restorative practices. So  
9 it's... it's a lot of promising... [cross-talk]

10 CM VALLONE: Thank you Commissioner.  
11 Thank you Madam Chair.

12 CHAIRPERSON CROWLEY: Thank you Council  
13 Member Vallone. Council Member Cabrera.

14 CM CABRERA: Thank you so much to the  
15 chair and thank you for introducing this necessary  
16 intros. Commissioner I'm a believer and fan of you,  
17 the work that you do, the Department of Probation.  
18 And just want to encourage you to continue the  
19 fantastic work that your department is doing and...  
20 and with the rest of your staff. I have... I want to  
21 continue... just a couple of questions related to  
22 what Council Member Vallone was mentioning. My  
23 previous life I had the opportunity to work... school  
24 counselor all the way from middle school, high  
25 school, and then college... as a college professor,

2 graduate school, ran a whole department. So I had  
3 the... opportunity to see students you know from  
4 middle school away to high school. And so I... I... I  
5 wanted to zone in into the education piece. Have  
6 you... have you consider and I have quite a few  
7 experiences working with them... with Job Corps.  
8 What's the relationship you have with them to some  
9 of our young people in the... in the program. Because  
10 so far it's just about everybody I referred to  
11 during those days I had a very positive experience  
12 with them.

13 COMMISSIONER BERMUDEZ: Yeah so Job Corp  
14 is a great program. And... but this is... this is the  
15 kind of thing that you always... the reason to look  
16 at data and the reason to look at all this stuff is  
17 that to make sure that you know who their  
18 wheelhouse is if you will. So their wheelhouse is  
19 somebody is in the night... in the ninth grade  
20 literacy level. You have to be ninth grade literacy  
21 level otherwise you cannot get in, right.

22 CM CABRERA: Okay.

23 COMMISSIONER BERMUDEZ: You cannot have  
24 your probation still be active for example. So  
25 there would have to be a termination of probation

2 parallel to this because they will not take you if  
3 you're still actively on probation.

4 CM CABRERA: So let me... let me interrupt  
5 there if I can. Is there any way possible to work  
6 with the federal government... because that's a  
7 federal program right.

8 COMMISSIONER BERMUDEZ: I think so,  
9 yeah.

10 CM CABRERA: Any way to have a... with  
11 them that they can have so they can have some kind  
12 of program that deals with those who are on  
13 probation and...

14 COMMISSIONER BERMUDEZ: That may be an  
15 interesting...

16 CM CABRERA: ...because...

17 COMMISSIONER BERMUDEZ: Yeah... proposal.

18 CM CABRERA: ...because they're being  
19 ignored to be...

20 COMMISSIONER BERMUDEZ: Mm-hmm.

21 CM CABRERA: ...honest with you.

22 COMMISSIONER BERMUDEZ: You're right.

23 CM CABRERA: And it's almost not fair  
24 here we're trying to say hey get back into society,  
25

2 be a productive member. They got a lot of great  
3 program where there's... [cross-talk]

4 COMMISSIONER BERMUDEZ: Mm-hmm.

5 CM CABRERA: ...where there's computers.  
6 And to be honest with you some of these young  
7 people they just bore... some of these schools are  
8 just not providing a good education so they... they  
9 just... you know they're bored, they don't see  
10 something that grab their interest. Job corps is  
11 more of an apprentice type of an experience  
12 alongside with getting their GED. And so it would  
13 make... so some of these students... sense... I... is there  
14 any way that we could start a... [cross-talk]

15 COMMISSIONER BERMUDEZ: We could... I I'd  
16 be very interested in that. I mean one of the  
17 things that I... that I've done throughout my career  
18 is to take things like... so element of Job Corp are  
19 in some of our programs, right, the elements that  
20 we know work. The... the building the relationship  
21 with the person right, the sense of belonging that  
22 Job Corp gives. The sense of giving back to a  
23 community right, that a lot of the projects that  
24 Job Corp does right, so... so even if it has not been  
25 a program that we've utilized a lot or that we can

2 utilize we definitely borrow and steal anything  
3 that works. So you know that's... our Arches program  
4 for the... for the... not program because it's a... it's  
5 a sentence, it's a level of probation, level four  
6 probation is full of those Job Corp elements in  
7 fact.

8 CM CABRERA: But the... the piece that  
9 involves the training. Do we have that fee?

10 COMMISSIONER BERMUDEZ: No, we do not  
11 have that fee, no.

12 CM CABRERA: Is there any way that we  
13 can create our own within the department and so it  
14 would be department...

15 COMMISSIONER BERMUDEZ: well you know.

16 CM CABRERA: ...on... on probation... that's...  
17 look... I mean...

18 COMMISSIONER BERMUDEZ: ...kind of, yeah.

19 CM CABRERA: I could see...

20 COMMISSIONER BERMUDEZ: That'd be...

21 CM CABRERA: I could see a million  
22 dollars taking care of that. You know. I think  
23 it'll be a well invest... That will... that's a  
24 possibility of closing that back door. The... the

2 other question I was going to ask you is also with  
3 the YABC...

4 COMMISSIONER BERMUDEZ: Mm-hmm.

5 CM CABRERA: ...programs do our students  
6 end up...

7 COMMISSIONER BERMUDEZ: Yeah so... so  
8 that's the other... so a... another great program  
9 right... so the YABC... one of the things that the  
10 research piece that informs all this and why our...  
11 our staff needs to be trained in this is also for  
12 them to realize who would be best served by these  
13 various programs. So the YABC works best for a  
14 young person who's being... who's now recommitted to...  
15 to education. They have to have enough credits that  
16 by going to the... so the YABCs are at night as you  
17 know. So...

18 CM CABRERA: Right.

19 COMMISSIONER BERMUDEZ: ...a lot of the  
20 young people then would work during the day and  
21 then go to the YABCs at night. YABCs have the  
22 learning to work component also sometimes so...

23 CM CABRERA: Mm-hmm.

24 COMMISSIONER BERMUDEZ: ...they can... you  
25 know even if they are not a... they're... they don't

2 have a full time job they can still get... get  
3 another internship of whatnot. But you have to have  
4 a certain amount of credits at... also a certain  
5 amount of literacy level to be able to go because  
6 one of their metrics is that they must ensure  
7 graduation within a certain amount of time.

8 CM CABRERA: True.

9 COMMISSIONER BERMUDEZ: Now for example  
10 one of the things we know is that our young people...  
11 even the ones who get recommitted to learning they  
12 have to pass the living environment regents exam  
13 right? You cannot graduate from high school without  
14 that. That requires 100 hours of lab that have to  
15 be certified by someone that you received. Now  
16 that's a very specialized thing. If you don't get  
17 that within like the 10<sup>th</sup> grade it's really  
18 unlikely that you're going to then graduate.  
19 Because that... that in and of... even if you have 35  
20 credits right. So there's just a lot of little  
21 details that you really have to be aware of before  
22 you can even match someone to the right program.

23 CHAIRPERSON CROWLEY: And this goes back  
24 to what I mention earlier that... that more than ever  
25 I think we need to become the leaders and the

2 innovators. We're going to have to come... we can't...  
3 I just don't see anything out there that fits into  
4 place in the students who are behind. I struggled...  
5 I remember with some of these students that they  
6 are just not going to graduate on time. And then  
7 just they loaf around, they get into trouble. And  
8 so I think that we're probably going to have to  
9 create our own program that is tailor made that  
10 probably resembles more like Job Corps.

11 COMMISSIONER BERMUDEZ: So it's...  
12 actually one thing that I did not mention in my  
13 testimony but... but that we've done already but to  
14 your point is so small that we need to think of  
15 more ideas is that we created with the DOE a  
16 special classroom at... Tech which is the... our  
17 signature you know vocational training center  
18 essentially for young people on probation. It's 15  
19 right, I have 500 right, that I... have to deal with.

20 CM CABRERA: Okay.

21 COMMISSIONER BERMUDEZ: So... so... so there  
22 is some movement and we've seen a lot of...

23 CM CABRERA: And how well do they do in  
24 that...

2 COMMISSIONER BERMUDEZ: So...  
3 interestingly enough... so we thought this was a  
4 great match and so on and so forth... and we started  
5 the... the... the... and the kids wanted to go and at  
6 first they did and then they started getting into  
7 their old habits. And so then there was a question  
8 of do you... or some behavior stuff, do you suspend  
9 them? Do you... what suspension strategy are we going  
10 to use. So then we trained the whole staff in the...  
11 in both DOE and all the support people because I  
12 think we have a... a coach and... a mentor, I'm not  
13 sure... a mentor, right. Mentors... we have also  
14 mentors in there. And we train everybody in  
15 restorative practices so now that's how that  
16 classroom runs. And we've seen attendance go up,  
17 problems go down. It's working a lot you know more  
18 smoothly. Some kids have returned to a regular high  
19 school. Some kids have stayed there to try to get  
20 their... until they can get their... enter the high  
21 school equivalency class to build their... So... so we  
22 could build off of the two models I think.

23 CM CABRERA: Absolutely. It sounds to me  
24 like you already have a pilot program. You... you  
25 were able...

2 COMMISSIONER BERMUDEZ: But that's not  
3 the... I don't... that's not the same as you were  
4 talking about.

5 CM CABRERA: Right, no I hear you.

6 COMMISSIONER BERMUDEZ: Which is also  
7 very interesting because...

8 CM CABRERA: But you could integrate the  
9 two...

10 COMMISSIONER BERMUDEZ: Could be.

11 CM CABRERA: And I'll tell you It'd be  
12 so innovated. I... I guarantee... I... I'm so sold out on  
13 it that you... you'll probably will establish a best  
14 practice for those two follow... I could see L.A.,  
15 Miami, Chicago copying exactly what you're doing.  
16 I... I can't wait to see that.

17 MICHAEL FORTE: No pressure, obviously.

18 CM CABRERA: No pressure.

19 COMMISSIONER BERMUDEZ: Yeah, no, not at  
20 all... not at all.

21 CM CABRERA: It's no pressure, it's New  
22 York.

23 COMMISSIONER BERMUDEZ: Yeah.

24 CM CABRERA: It's New York. My last  
25 question which was listed here in the question...

2 suggested questions that we have here. And I was  
3 just curious what would be the cost to implementing  
4 the report requirements to both of the Intros?

5 COMMISSIONER BERMUDEZ: Well that would  
6 be difficult to say right now because... well because  
7 I think we still have some work in deciding which  
8 metrics are really going to be the meaningful ones.  
9 And then we'll be able to assess what the impact  
10 would be on you know... but just to be clear we have  
11 a research unit of one person.

12 CM CABRERA: Okay. And because that was  
13 such a short and good answer I... I have to talk to  
14 you about this new cognitive behavior therapy, is  
15 that... who... who else is doing this. Is... is this  
16 based on empirical data with general population or  
17 did... or somebody else doing... already had the... the  
18 data, the empirical research that was done to... to  
19 show... [cross-talk]

20 COMMISSIONER BERMUDEZ: Yes, there's lot  
21 of empirical research about cognitive behavioral  
22 therapy. In general... so the...

23 CM CABRERA: No but the new ones. CBT's  
24 been around for a long time.

25 COMMISSIONER BERMUDEZ: Right so...

2 CM CABRERA: ...was...

3 COMMISSIONER BERMUDEZ: ...the application  
4 of CBT in the corrections field is...

5 CM CABRERA: Okay.

6 COMMISSIONER BERMUDEZ: But there is a  
7 lot of research coming out of Chicago by the crime  
8 lab Chicago. Now we have Crime Lab New York who...  
9 that they will help us with this. But the... all  
10 these instruments... so for example. There's  
11 companies that have then marketed this and you know  
12 our officers... and make it easier for our officers  
13 to deliver it without having to be clinicians. So  
14 there's these worksheets here you know sort of  
15 weighing the payoffs and costs of your behavior,  
16 things like that that you can do in group or  
17 individual sessions so that... those are the things  
18 that we are... you know are our arches program,  
19 mentoring program uses this as a curriculum.

20 CM CABRERA: And We're going to follow-  
21 up with data to see the level of effectiveness that  
22 we have here... and when should we see...

23 COMMISSIONER BERMUDEZ: That's what we  
24 expect.

2 CM CABRERA: And when should we see  
3 those results.

4 COMMISSIONER BERMUDEZ: Well that's...  
5 human behavior, that's the thing right, again back  
6 to why we need to decide which metrics will be the  
7 best ones to use because we're never going to get  
8 the one number that we're going to say ha, that's  
9 what shows it works, right.

10 CM CABRERA: Right.

11 COMMISSIONER BERMUDEZ: It's going to  
12 have to be a constellation of things. And so... so I  
13 think that... well and I can tell you that  
14 anecdotally the young people that go through this  
15 report helping a lot. So...

16 CM CABRERA: I would love to see later  
17 on that constellation.

18 COMMISSIONER BERMUDEZ: Yeah.

19 CM CABRERA: In... in paper. Thank you so  
20 much again. Thank you for all your staff for all  
21 you do. You... you guys do amazing work with a not so  
22 difficult... not so easy to work population.

23 COMMISSIONER BERMUDEZ: Thank you.

24 CM CABRERA: Thank you so much. Madam  
25 Chair, thank you.

2 CHAIRPERSON CROWLEY: Thank you. Just to  
3 follow-up on some of the questions that my  
4 colleagues asked. Earlier you mentioned that a lot  
5 of the participants are not reading at ninth grade  
6 level.

7 COMMISSIONER BERMUDEZ: Correct.

8 CHAIRPERSON CROWLEY: Do you know what  
9 the percentage is?

10 COMMISSIONER BERMUDEZ: I don't because  
11 we don't... we haven't developed... we don't have a  
12 testing process. That's one of the things that  
13 we're trying to get onboard with the DOE and I know  
14 that... that the young people who go into passages in  
15 the detention centers if I'm not mistaken they do  
16 get an assessment. And so they might have more data  
17 on that or ACS might... DYFJ might have more data on  
18 that.

19 CHAIRPERSON CROWLEY: Is there an  
20 unwillingness of those agencies to share their  
21 data?

22 COMMISSIONER BERMUDEZ: No... no it's not  
23 that. It's... it's... it's the administration of it and  
24 the... you know figuring out what the best tool is...

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2 is and then what... essentially what you do with that  
3 information.

4 CHAIRPERSON CROWLEY: So this young I'd  
5 say 17 year old...

6 COMMISSIONER BERMUDEZ: Mm-hmm.

7 CHAIRPERSON CROWLEY: ...is passing  
8 through the system now. He's no longer really  
9 juvenile justice but he may have been in the ACS  
10 system and now he's a part of let's say DOC and  
11 either way he would have been under your...

12 COMMISSIONER BERMUDEZ: Potentially with  
13 probation but...

14 CHAIRPERSON CROWLEY: ...purview. Who's  
15 responsibility is it more to understand just what...  
16 where they are at in an educational level?

17 COMMISSIONER BERMUDEZ: Yeah so that's  
18 a... a good question. I wish I had the answer. I  
19 think it's our collective responsibility you know  
20 because we... my responsibility is what I... what I  
21 mentioned before, looking at our young people,  
22 seeing what their needs are and then going to the  
23 right agencies to say hey we need to work together,  
24 right.

25 CHAIRPERSON CROWLEY: So how much...

2 COMMISSIONER BERMUDEZ: Which we've been  
3 doing.

4 CHAIRPERSON CROWLEY: ...do you work with  
5 the Department of Education.

6 COMMISSIONER BERMUDEZ: Oh all the time.  
7 I mean the... the... the superintendent...

8 CHAIRPERSON CROWLEY: But do you have  
9 staff dedicated solely to that?

10 COMMISSIONER BERMUDEZ: No, I do not.

11 CHAIRPERSON CROWLEY: Would it be more  
12 beneficial to have staff dedicated..

13 COMMISSIONER BERMUDEZ: That may be  
14 beneficial, yes.

15 CHAIRPERSON CROWLEY: And even the... the  
16 science lab that you referred to. There could be  
17 ways of working with science nonprofits you know  
18 outside their traditional lab and classroom where  
19 these kids could get the credits or the hours they  
20 need.

21 COMMISSIONER BERMUDEZ: Well that's...  
22 we're... we're working with DOE and with other folks  
23 to try to figure out what the best plan for that  
24 would be. I'm not sure exactly what the right  
25 combination of agencies and/or entities because

2 this could involve also the CUNY system right. And  
3 so we're trying to figure out what... what is the  
4 best... what are the best components here.

5 CHAIRPERSON CROWLEY: I just don't know  
6 what kind of meaningful employment you could gather  
7 without a GED.

8 COMMISSIONER BERMUDEZ: You're right.  
9 Absolutely. And... and you know a lot of times when  
10 we have the young people come to us and say well  
11 you know if I just had a job I think things would  
12 be better right. So they... they get a little hope  
13 and then when the reality hits that they can't get  
14 the job a lot of times because sometimes they can't  
15 fill out the application or they don't have the  
16 interviewing skills or what not then it... it becomes  
17 really frustrating. And so we are trying to also...  
18 that's why our COR drives are so important right  
19 because they get connected right away with... with  
20 potential employers and well the approach then our  
21 officers are taking is to be kind of coaches  
22 through that and not them get disappointed and then  
23 do small action steps to get employability improved  
24 and developed right. Even if we can't ultimately  
25 quote unquote get them the job, we can get them as

2 prepared as they can be. That's part of what I  
3 believe is our responsibility.

4 CHAIRPERSON CROWLEY: And how many... how  
5 does your number of probation officers fluctuate  
6 from year to year?

7 COMMISSIONER BERMUDEZ: Not... not that  
8 much actually. We have been very lucky that we've  
9 been able to hire new classes the last three years  
10 right, I believe, and we're in the process of  
11 hiring another class this year because we've  
12 calibrated you know the various caseloads based on  
13 risk level. And so... so that we've been able to make  
14 our... our case if you will of the needs for... for the  
15 various probation officers.

16 CHAIRPERSON CROWLEY: The MMR used to  
17 report statistics on the timeliness of preparing  
18 presentencing reports. And it doesn't do that  
19 anymore, do you know why?

20 COMMISSIONER BERMUDEZ: Not  
21 specifically. At... at... but we're... just to let you  
22 know we're in the process of probably putting it  
23 back so...

24

25

2 CHAIRPERSON CROWLEY: Because that's the  
3 bulk of the probationary... the probation officer's  
4 work wouldn't you say?

5 COMMISSIONER BERMUDEZ: No that's just  
6 one of our units. It does... so we have one unit in  
7 each borough dedicated to preparing the presentence  
8 reports. That's... and that's all they do. If the  
9 person that needs the presentence report is on  
10 probation already it's the probation officer that...  
11 that does the report. But otherwise we have a  
12 special... specialized units in each... in each  
13 borough.

14 CHAIRPERSON CROWLEY: It's hard to know  
15 because you do a monthly rearrest rate and it looks  
16 like... for juveniles it's like three to four  
17 percent, four percent.

18 COMMISSIONER BERMUDEZ: Right.

19 CHAIRPERSON CROWLEY: But most of the  
20 time the kids are in probation for over a year and...  
21 so it's hard to know just what the percentage is  
22 for a year. And so you know if... if that is over a  
23 year it's like 40 percent. And so would... wouldn't  
24 it be those probation officers that are watching  
25 these kids preparing those reports?

2 COMMISSIONER BERMUDEZ: Well no. Those  
3 are... the... the... so let... let me unpack that a little  
4 bit. First of all the... the monthly report does not...  
5 one cannot just add that on a monthly basis and...  
6 and create a... a yearly report right, or...

7 CHAIRPERSON CROWLEY: Which is part of  
8 the...

9 COMMISSIONER BERMUDEZ: ...yearly  
10 percentage.

11 CHAIRPERSON CROWLEY: ...reason we really  
12 want to get...

13 COMMISSIONER BERMUDEZ: Correct.

14 CHAIRPERSON CROWLEY: ...more data.

15 COMMISSIONER BERMUDEZ: No... completely  
16 understood. And so... but since not all rearrests  
17 result in a violation of probation or... or  
18 prosecution really in family court not all  
19 rearrests result in prosecutions. Then that will...  
20 that will vary in terms of a probation officer  
21 having to write an investigation report.

22 CHAIRPERSON CROWLEY: And what about the  
23 support staff that probation officers have?

24

25

2 COMMISSIONER BERMUDEZ: That has... we've  
3 not added in recent years. But I think it's fairly  
4 steady, is that right? Yeah.

5 CHAIRPERSON CROWLEY: ...what types of  
6 jobs are those.

7 COMMISSIONER BERMUDEZ: They... they vary.  
8 There's some you know office manager positions.  
9 There's secretaries. There are PAAs, you know the  
10 administrative positions. And so they run the  
11 gambit of you know very localized records related  
12 work to you know more organized... you know sort of  
13 managerial if you will and... not... not in the  
14 technical term but in terms of you know making sure  
15 offices run well, that things are... are being... you  
16 know all the resources are available, etcetera.

17 CHAIRPERSON CROWLEY: So if all was to  
18 go well and we pass these two intros do you know  
19 how much that would mean for the department and  
20 your resources?

21 COMMISSIONER BERMUDEZ: Well I was... as I  
22 was saying before we won't know that until we can  
23 figure out the... the details right of the... of the...  
24 of the pieces of...

2 CHAIRPERSON CROWLEY: I have received  
3 complaints in the past from those four support  
4 staff...

5 COMMISSIONER BERMUDEZ: Mm-hmm.

6 CHAIRPERSON CROWLEY: ...of the probation  
7 officers. And it's probably something I'll go into  
8 more detail with at a budget hearing but that... that  
9 sometimes they're just required to without any real  
10 notice to work very long hours because they're  
11 short staffed especially when it comes to preparing  
12 the reports that are due to the... the judges, the  
13 ones that we spoke about, the presentencing  
14 investigations. And so you know I believe that it's  
15 important and critical that we get all of this  
16 information gathered. And I think that we need to  
17 account for the staff there and... and make sure that  
18 the... the probation officers are able to do the work  
19 that they're hired to do and that they have the  
20 support staff to gather this data and to follow-up  
21 making sure that probationers are participating in  
22 the programs and that the best outcomes could  
23 happen from these programs? So... so it's... so I guess  
24 your answer is really you don't know how much it's  
25 going to...

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2 COMMISSIONER BERMUDEZ: Right. Not at  
3 the... not at this moment.

4 CHAIRPERSON CROWLEY: Right. And I asked  
5 about the unique programs. I'm going to read some  
6 of them if you can tell me if there's any I'm not  
7 including.

8 COMMISSIONER BERMUDEZ: Okay.

9 CHAIRPERSON CROWLEY: So you have  
10 Arches, you have justice community...

11 COMMISSIONER BERMUDEZ: Correct.

12 CHAIRPERSON CROWLEY: ...Justice Scholars,  
13 Justice Plus, AIM, Arches, NeON Arts... that's six.

14 COMMISSIONER BERMUDEZ: Correct.

15 CHAIRPERSON CROWLEY: Are there more?

16 COMMISSIONER BERMUDEZ: Just... just  
17 double checking. No I don't think so but let me...

18 CHAIRPERSON CROWLEY: But would that...  
19 would that be programs that would be funded under  
20 the young men's initiatives?

21 COMMISSIONER BERMUDEZ: Not all. Right  
22 so Arches used to be... and... and as Deputy  
23 Commissioner Forte said before now it's part of our  
24 budget right. But...

25

2 CHAIRPERSON CROWLEY: Right. But I just  
3 want to make sure that there are programs that I'm  
4 not capturing when I say the six programs. So if  
5 there are programs... whether it's an anti-gun  
6 violence initiative... anything that has to do with  
7 your clients.

8 COMMISSIONER BERMUDEZ: Well there's  
9 people that we work with but we don't hold  
10 contracts. Oh I'm sorry yes, I forgot... next steps,  
11 right. So next steps you should have on... on your  
12 list and that is a program for the... from the  
13 mayor's action plan for neighborhood safety. And  
14 that's an adaptation of our Arches mentoring  
15 program into NYCHA... the 15 NYCHA developments that  
16 are the... the focus of the map for neighborhood  
17 safety. So we hold those contracts.

18 CHAIRPERSON CROWLEY: And what about...

19 COMMISSIONER BERMUDEZ: But they're not  
20 for people on probation. But it's for people not on  
21 probation who live in NYCHA who are not on  
22 probation...

23 CHAIRPERSON CROWLEY: And you're...

24 COMMISSIONER BERMUDEZ: But we are  
25 handling the... [cross-talk]

2 CHAIRPERSON CROWLEY: ...oversight on  
3 those contracts?

4 COMMISSIONER BERMUDEZ: Exactly.

5 CHAIRPERSON CROWLEY: And how about the  
6 programs that are funded in the police department.  
7 Do you have any idea of how many of your clients  
8 are in those programs?

9 COMMISSIONER BERMUDEZ: Like which  
10 programs?

11 CHAIRPERSON CROWLEY: I would say on  
12 anti-gun violence or... what's the name of the... don't  
13 shoot... right, cure violence...

14 COMMISSIONER BERMUDEZ: So Cure Violence  
15 is not a program of such right, you don't make  
16 referrals to Cure Violence. They operate in the  
17 community... although we... we've been toying around  
18 with working with them to redo their model if you  
19 will. But Cure Violence is really a community  
20 response to violence. Regard... it's not a... a person  
21 initiative right. The reason Justice Plus started  
22 and the council is funding it is because we heard  
23 from Cure Violence folks because we're always in  
24 communication with them, we engage with them in the  
25 community, said you know it would be great if we

2 could have something to offer these guys when we  
3 come into contact with them and we're you know  
4 canvassing the neighborhoods and so on and so forth  
5 like you said before Council Member Cabrera that  
6 what are they doing during the day etcetera...  
7 etcetera. So long story short Justice Plus started  
8 as our... almost like a wrap around you know  
9 initiative. And the referrals to Justice Plus are  
10 through Cure Violence, not from Probation right,  
11 even though we... again we hold the contracts, we  
12 oversee their you know quality etcetera... etcetera.  
13 But... but it's a cure violence pass through if you  
14 will for... for the people. And it does not have to  
15 be people on... actually Justice Plus is for people  
16 not on probation as well. So we have Next Steps and  
17 Justice Plus are for people who are not on  
18 probation. But it's... it's... it's been a service and  
19 a resource identified by community entities working  
20 towards reducing violence. So those... those two are...  
21 are definitely not on probation. So the others... and  
22 then Justice Scholars and Justice Community are 60  
23 percent for people not on probation and 40 percent  
24 for people on probation so it's a mix. Arches is  
25 all for people on probation right. And then we make

2 referrals to drug treatment you know programs  
3 etcetera but we don't hold those contracts we track  
4 the... the... our referrals but we don't... we don't  
5 oversee their... their programming or their  
6 contracts. Does that make sense?

7 CHAIRPERSON CROWLEY: It's... it's  
8 confusing but I think that when we... when we...

9 COMMISSIONER BERMUDEZ: I know it is a  
10 complicated world as the Deputy Commissioner will  
11 tell you.

12 CHAIRPERSON CROWLEY: No I... I think it's  
13 important to understand how you evaluate the  
14 effectiveness of the programs?

15 COMMISSIONER BERMUDEZ: Well the short  
16 answer but I'm not sure it's a satisfactory...  
17 satisfactory answer quite frankly is like it's  
18 hard. It's difficult to assess. So that's why we  
19 need ongoing conversations.

20 CHAIRPERSON CROWLEY: Right. I mean I  
21 don't know if let's say we were to find an extra  
22 few million dollars in the budget how would you  
23 know which programs would be enhanced?

24 COMMISSIONER BERMUDEZ: Oh well we...  
25 because we... we you know... problems surface quickly

2 right. So you know when you need to... For example,  
3 let me give an example we had the... the... the way we  
4 ended up with NeON Arts... was it NeON Arts, right,  
5 yeah NeON... I have so many in my head, was that we  
6 had started a literacy... you know literacy  
7 enhancement program for some of our older young  
8 people. And they had to read I think at a fourth  
9 grade level or something like that right. It turned  
10 out that we didn't have as many as we thought at  
11 that low level. Doesn't meant that they were all at  
12 ninth grade so we... when we started looking at that  
13 since we were you know reporting on utilization,  
14 etcetera, we saw a mismatch. And so then we  
15 requested from the funding entity to... to repurpose  
16 that money and that's how we created NeON Arts. And  
17 now we have something that is absolutely... that...  
18 that participation and the you know impact on the  
19 community, the accessibility of the arts at that  
20 local... local level which is something we've seen in  
21 the news so much about how arts institutions here  
22 are not reaching those communities it's incredible  
23 and that's why we believe that... that that's why we  
24 approach the council is so that you would have

2 access to your communities and the arts in your  
3 communities.

4 CHAIRPERSON CROWLEY: No I think that's  
5 a really good program. I think it's important to  
6 get the arts in the community. I don't think it...  
7 that they're getting out enough. It doesn't  
8 necessarily have to go through Department of  
9 Probation but it needs...

10 COMMISSIONER BERMUDEZ: Sure.

11 CHAIRPERSON CROWLEY: ...to get out there.  
12 And you know I get stuck on the ninth grade reading  
13 level too. I just really hope that you could put a  
14 program together to help those that aren't meeting  
15 basic requirements for high school get there. I'm  
16 going to recognize we've been joined by Council  
17 Member Mathieu Eugene. And I think that we've  
18 covered a lot of... Council Member Cabrera has a  
19 question.

20 CM CABRERA: I just want a follow-up  
21 question to... something you just mentioned regarding  
22 the Cure Violence to redo it... myself and Council  
23 Member Jumaane Williams. We were the ones who got  
24 it started. So what would you redo for the... you're  
25

2 trying to get Cure Violence to redo? I'm very  
3 curious how you can... how you... [cross-talk]

4 COMMISSIONER BERMUDEZ: That... sort of  
5 like one on one mentoring component.

6 CM CABRERA: Gotcha [phonetic].

7 COMMISSIONER BERMUDEZ: Because right  
8 now you know I would love for someone to if I was  
9 concerned about a young person on probation for my  
10 officer to be able to... to call somebody who is in  
11 the community watching the vibe... you know so that  
12 it's not government say you know what I'm concerned  
13 about Fernando over there, can you just make sure  
14 that you know... Yeah...

15 CM CABRERA: Thank you for your...

16 COMMISSIONER BERMUDEZ: And... and do... and  
17 start you know and be able to have someone who will  
18 continually check on him, figure out if they need  
19 kind of extra support let's say in school, become  
20 more of a life coach kind of thing right, from the  
21 get go rather than wait until there's a problem.

22 CM CABRERA: Yeah so...

23 COMMISSIONER BERMUDEZ: That's...

24 CM CABRERA: ...I'm so glad you mentioned  
25 that because as you know I've been pushing for this

2 whole mentoring piece for... for a while. ACS got  
3 three million dollars from the federal government  
4 as a result of a pilot program that I got started  
5 in my district and discussions that we have with  
6 ACS. So there's money there. Maybe you could have  
7 a... with Commissioner... to see how we could divert  
8 some of those fundings to achieve that goal. I  
9 think that will be amazing.

10 COMMISSIONER BERMUDEZ: Mm-hmm. Sure.  
11 Yes, we've been talking about adding the mentoring  
12 component to after care, yeah.

13 CM CABRERA: So... so the money's there.

14 COMMISSIONER BERMUDEZ: Okay.

15 CM CABRERA: So go and get it. Thank you  
16 so much. Thank you so much Madam Chair.

17 CHAIRPERSON CROWLEY: Okay Commissioner  
18 this... that completes the questions that we have for  
19 you today. Thanks for testifying. Look forward to  
20 working with you and your team to make sure that we  
21 can pass these two bills. Okay. And then I think  
22 after we get the information that we're looking for  
23 then we could evaluate the effectiveness of the  
24 programs and where we can implement changes or  
25 enhancements.

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2 COMMISSIONER BERMUDEZ: Okay thank you.

3 CHAIRPERSON CROWLEY: From the public we  
4 have Tara Brown-Arnell who is with BronxConnect.

5 DIRECTOR BROWN-ARNELL: Good morning.  
6 Good morning Chairperson...

7 CHAIRPERSON CROWLEY: Good morning.

8 DIRECTOR BROWN-ARNELL: ...Crowley and all  
9 the members of the Fire and Criminal Justice  
10 Services Committee. I am Tara Brown-Arnell the  
11 Director of BronxConnect. BronxConnect is a faith  
12 based community based program that offers  
13 alternatives to detention and incarceration that  
14 connect court involved youth with positive  
15 resources in the community such as people and  
16 literally resources in agencies and the community.  
17 Through mentoring relationships, we prevent  
18 recidivism and address youth initiated goals and  
19 education and employment. BronxConnect is the only  
20 Bronx based faith based community based alternative  
21 to incarceration and ATD program serving community..  
22 serving the community in the Bronx and upper  
23 Manhattan for over 15 years. BronxConnect began as  
24 a response from the community to the high  
25 incarceration rates of our African and Hispanic

2 Youth. Today thank you for allowing me to testify  
3 and I testify as the Director of BronxConnect's  
4 community based organization that... but I also  
5 obviously testify as a person of color, as someone  
6 who has children, and as someone who is part of the  
7 community which I serve and work on behalf of in  
8 the Bronx as well as in Manhattan. We have served  
9 over 2,000 children and young people over the last  
10 16 years and we hold the lowest ATD rearrest rate  
11 and failure to appear rate in the city.

12 BronxConnect fully supports the recent activity of  
13 City Council to increase transparency of the  
14 effectiveness and performance of services mandated  
15 to court involved youth population. There is a  
16 great need for transparency and evaluation on all  
17 city programs as incarceration and involvement with  
18 the justice system is unfortunately too prevalent  
19 in our community for us to not to know how these  
20 programs are working. It is also important for all  
21 funding agencies to review their work and assess  
22 that funds are spent and are having the level of  
23 success promised to the public. Obviously  
24 involvement in the criminal justice system not only  
25 affects the youth themselves, it affects their

2 family and it affects their community that they  
3 live in so we would believe that this is very  
4 important to residents of the Bronx and upper  
5 Manhattan areas. As a parent I'd go to the  
6 Department of Education's website to assess whether  
7 there is a great school in my neighborhood. And I  
8 remember when my daughter was about three years old  
9 looking for a public school. Often times we were  
10 faced with should we lie and say what school  
11 district we live in just so we can have the  
12 opportunity to put our daughter in a preferred  
13 district for great education or should we move to  
14 get her into a better school district. And so you  
15 can go to a website and assess how the school is  
16 doing, their... their rating, but there's no such  
17 website for programs that the city enforces upon  
18 our young people. The lack of transparency can also  
19 allow a lack of accountability to achieving  
20 contract goals. If indeed the public, other  
21 nonprofits, politicians, and the general public  
22 have no knowledge of the performance how can we  
23 hold the system accountable to funding and  
24 providing programs that will actually help youth  
25 grow and stay out of touch with the justice system?

2 We do know how important it is for our youth to be  
3 successful in the system that the court has  
4 mandated. But let's say that system is not doing  
5 well. They're not meeting the standards that  
6 professionals have set and said these are standards  
7 by which... by which those are receiving funds  
8 should... should aspire to, should work towards for  
9 the success of that youth. At that point maybe  
10 we're holding youth... maybe we're penalizing youth  
11 for situations or for efforts that are not actually  
12 all the time their responsibility if that funding  
13 source or that agency is indeed not living up to  
14 their part. It is our opinion that the evaluation  
15 of these programs should be based on what the  
16 organizations have to report on contract goals and  
17 on milestones and... and outcomes which they are paid  
18 for and which in fact we were paid for. These  
19 things might be a... enrollment rates, recidivism  
20 rates, retention rates, rearrest rates, failure to  
21 appear rates, remand rates, success, and risk level  
22 of youth involved. The disclosure of these numbers  
23 need to be in comparison to what the contract calls  
24 for thus the public should know what the contract  
25 calls for 75 percent retention rate or a 50 percent

2 retention rate. The community has a right to know  
3 how well the vendors are doing. Also council  
4 members should know if vendors... of vendors failing  
5 city goals are getting renewed contracts or  
6 continually winning contracts. As an alternative  
7 justice program active in the Bronx and upper  
8 Manhattan for over 15 years we understand so much  
9 of our success is more than just numbers. One would  
10 be foolish to believe that. There is school  
11 enrollment or attendance in family relationship  
12 addressing drug abuse and issues and securing  
13 mental health services for those young people that  
14 are afflicted with mental health matters. Yet  
15 reporting on rates like recidivism and retention  
16 hold us accountable to the community to help our  
17 youth, leave... mentality that criminal justice  
18 involvement is imminent and expected and that  
19 should not be so. We must do our best to change the  
20 outlook on their life and to end all contact with  
21 the justice system. I so thank you for your time  
22 and on behalf I'm sure of Bronx and upper Manhattan  
23 Residents they thank you for hearing me at this  
24 time.

2 CHAIRPERSON CROWLEY: Thank you for your  
3 testimony. I gather from your testimony you support  
4 the bills.

5 DIRECTOR BROWN-ARNELL: I do support the  
6 bills.

7 CHAIRPERSON CROWLEY: Good. And does the  
8 BronxConnect do work with the Department of  
9 Probation?

10 DIRECTOR BROWN-ARNELL: BronxConnect is  
11 not funded directly.. receives no current funding  
12 from Probation nor have we ever received one of  
13 their contracts. But we do work with probation.  
14 Currently we have started... renewed our own ATD  
15 contract and we have an ATI contract. We fund our  
16 ATD program ourselves at this moment. And so yes  
17 there is an ongoing relationship with probation to  
18 find out the status of youth to support what we  
19 believe is our efforts to change their lives and  
20 remove justice involvement from these youth as soon  
21 as possible.

22 CHAIRPERSON CROWLEY: Okay. You know  
23 we're on the same page. I think that you know in  
24 order to evaluate success... programs we need more  
25 indicators and I thank you for the work that you do

2 on behalf of BronxConnect. I have no further  
3 questions. Thanks for being here today to testify.

4 DIRECTOR BROWN-ARNELL: Thank you for  
5 hearing me.

6 CHAIRPERSON CROWLEY: Absolutely.

7 DIRECTOR BROWN-ARNELL: Have a great  
8 day.

9 CHAIRPERSON CROWLEY: And there's no  
10 others here to testify today so this concludes the  
11 fire and criminal justice hearing of May 4<sup>th</sup>, 2016.

12 [gavel]

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date May 24, 2016