

Annual Report Fiscal Year 2008

October 1, 2007 — September 30, 2008



Federal Courthouse Kansas City, Kansas

U.S. Probation and Pretrial Services District of Kansas

**Honorable Kathryn H. Vratil, Chief Judge
U.S. District Court**

Ronald Schweer, Chief U.S. Probation Officer

January 2009

Prepared for the Administrative Office of the U.S. Courts

Table of Contents

Judiciary for the District of Kansas	1
Organizational Profile.....	1
Pretrial Services.....	4
Contributor: Trey Burton, Supervising U.S. Probation Officer	
Presentence.....	5
Contributor: Jim Dier, Supervising U.S. Probation Officer	
Post-Conviction Supervision.....	6
Contributor: Bill Martin, Supervising U.S. Probation Officer	
Employment	8
Contributor: Annelies Snook, Offender Job Specialist	
Drug Aftercare / Mental Health	9
Contributors: Michelle Caples, Sr. U.S. Probation Officer Linda Grissom, Data Quality Analyst	
Sex Offender.....	11
Contributor: Chris McNiel, Sr. U.S. Probation Officer	
Electronic Monitoring	11
Contributor: B. Scott Phillips, U.S. Probation Officer	
Vendor Map	14
Training.....	15
Contributor: Barbara Nuss, Probation Technician	
Consolidated Administration.....	15
Jennifer Grimes, Human Resources Manager	

Layout and Design: Barbara Wade, Operations Analyst

Judiciary for the District of Kansas

U.S. District Court Judges

Holds Court

Honorable Kathryn H. Vratil, Chief Judge	Kansas City
Honorable John W. Lungstrum	Kansas City
Honorable J. Thomas Marten	Wichita
Honorable Carlos Murguia	Kansas City
Honorable Julie A. Robinson	Topeka
Honorable Eric Melgren	Wichita
Honorable Wesley E. Brown, Senior Judge	Wichita
Honorable Richard D. Rogers, Senior Judge	Topeka
Honorable Sam A. Crow, Senior Judge	Topeka
Honorable Monti L. Belot, Senior Judge	Wichita

U.S. Magistrate Judges

Honorable Karen M. Humphreys, Chief Magistrate Judge	Wichita
Honorable Donald W. Bostwick	Wichita
Honorable David J. Waxse	Kansas City
Honorable James P. O'Hara	Kansas City
Honorable K. Gary Sebelius	Topeka
Honorable Gerald L. Rushfelt	Kansas City

Organizational Profile: The probation & pretrial departments are led by the Chief U.S. Probation Officer with the assistance of the Deputy Chief and 5 Supervising U.S. Probation Officers (SUSPO). The District of Kansas is comprised of 3 divisions and 2 satellite offices:

★ Kansas City ~ Headquarters	500 State Avenue, M35
Leavenworth reports to KC	4715 Brewer Place
★ Wichita	401 N. Market
★ Topeka	444 S. E. Quincy
Fort Riley reports to Topeka	Building 200, Room 111A

Staff Directory

Management

Ronald Schweer, Chief USPO	Kansas City
Terry Sisson, Deputy Chief USPO.....	Wichita
Trey Burton, Supervising USPO.....	Topeka
Jim Dier, Supervising USPO	Kansas City
Mary Handley, Supervising USPO	Topeka
Steve Kohman, Supervising USPO	Wichita
William Martin, Supervising USPO	Wichita
Diane Schwartzman, Chief Office Manager.....	Kansas City
Barbara Wade, Operations Analyst	Wichita
Linda Roberts, Office Manager	Topeka

Staff Directory *continued*
Senior U.S. Probation and Pretrial Services Officers

Bryce Beckett, Sr. USPO-Guidelines Specialist	Wichita
Michelle Caples, Sr. USPO-Contract Specialist	Kansas City
J. Scott Jones, Sr. USPO-Firearms/Safety Specialist	Wichita
Chris McNiel, Sr. USPO-Sex Offender Specialist	Wichita
Michele Madden, Sr. USPO-Pretrial Specialist	Wichita
Wade Reichmann, Sr. USPO-Contract Specialist	Wichita
Milton Ruble, Sr. USPO-Guidelines Specialist	Kansas City

U.S. Probation and Pretrial Services Officers

Jennifer Barton, USPO	Topeka
Stacey Beilman, USPO	Kansas City
Jeffrey Blessant, USPO	Wichita
Shawn Brewer, USPO	Topeka
Paul Buhl, USPO	Kansas City
Marlin Carlson, USPO	Kansas City
Evelyn Chirinos, USPO	Wichita
Toni Corby, USPO	Wichita
Roy Day, USPO	Wichita
John Derby, USPO	Kansas City
John Deters, USPO	Topeka
Josefina N. Durham, USPO	Wichita
Jill Farias, USPO	Wichita
Rod Freeman, USPO	Kansas City
John Gabrielson, USPO	Topeka
Melissa Goldsmith, USPO	Kansas City
Diana Kerns, USPO	Topeka
Lynn Harris, USPO	Wichita
Lori Hase, USPO	Wichita
LaTonya Hayles-Davis, USPO	Wichita
Chris E. Lewis, USPO	Kansas City
Ruth C. Moritz, USPO	Kansas City
Brooke Paulson, USPO	Topeka
B. Scott Phillips, USPO	Topeka
Cassidi Sporhase, USPO	Kansas City
Kristine Thomas, USPO	Kansas City
E. Chris Towner, USPO	Wichita
Sara Valdez, USPO	Kansas City
Krishna Wilbers, USPO	Kansas City

Probation Technicians / Job Specialist

Cheryl Barrow, Probation Technician	Wichita
Melvin Marsh, Probation Technician	Kansas City
Sandee Munson, Offender Job Specialist	Kansas City
Barbara Nuss, Probation Technician	Topeka
Annelies Snook, Offender Job Specialist	Wichita

Staff Directory *continued*

Support Staff

Joni Cassity, Sr. AAPO	Wichita
Connie Cooley, AAPO	Kansas City
Mary Fischer, AAPO	Kansas City
Tennille Gibbs, AAPO	Kansas City
Linda Grissom, DQA-DATS	Kansas City
Janice Johnson, AAPO	Kansas City
Sherri Lagoski, Sr. AAPO	Kansas City
Theresa Lundquist, Sr. AAPO	Topeka
Peggy Mathews, DQA	Wichita
Carla Ray, AAPO	Wichita
Linda Stancliffe, Sr. AAPO	Topeka
Catherine Stanton, Sr. AAPO	Topeka
Cindy Stiverson, Sr. AAPO	Wichita
Robyn Swanson, Sr. AAPO	Wichita

AAPO—Administrative Assistant to USPO

Consolidated Administrative Services and Automation Support

Ray Waters, Director of Administrative Services.....	Kansas City
Skyler O’Hara, Deputy Director of Administrative Services	Kansas City
Jeff Breon, Financial Manager	Kansas City
Carie Shirley, Procurement Administrator	Kansas City
Jennifer Grimes, Human Resources Manager	Kansas City
Ben Krehbiel, Systems Manager	Kansas City

C ommittees:

The District created a new workgroup/committee in FY2008 to explore and implement the document imaging process with Probation and Pretrial Services Automated Case Tracking System [PACTS]. The Presentence Unit Committee has been working on the policies and procedures to utilize Telework in our District. After the PACTS IT/Assist training in December 2007 a committee was formed to make policies and decisions regarding the use of technology and programs. These and our other standing committees were developed to maximize productivity and give staff the opportunity to work in teams. The standing and special purpose committees are empowered to make recommendations for process improvement or help develop a particular work product or function. The District also encourages participation on national committees. Membership is voluntary and local committees are led by various staff members with oversight by the Deputy Chief.

FY2008 Committees

- PACTS/IT Work Group
- PACTS-Forms
- PACTS Document Imaging Work Group
- Presentence Unit/ Telework
- Pretrial Unit
- Supervision Unit
- Operations—Management
- Firearms/Safety

UNIT REPORTS / STATISTICS

Pretrial

Several activities occurred this past year on a national level to recognize the 25th Anniversary of the Pretrial Services Act of 1982. There was also a variety of pretrial activities on the local level in the District of Kansas.

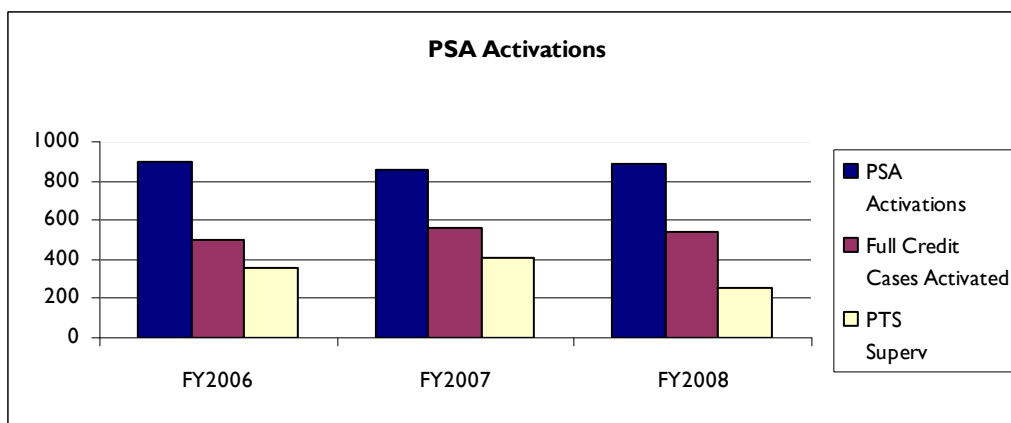
A federal pretrial services conference was held in Cleveland, OH that attracted more than 250 federal officers from across the country. The theme for the conference was "Celebrating Yesterday, Today, and Tomorrow." Keynote Speaker James C. Duff, Director of the Administrative Office of the U.S. Courts (AO) gave special recognition and thanks to all the officers who perform pretrial services functions. In a featured session, conference participants learned about a national pretrial services study focusing on our work and practices that is currently being conducted by the AO. Results of this helpful study should be released in early 2009.

Staff from the District of Kansas met with the Judges at a retreat on March 31 and April 1. The retreat was an unprecedented opportunity for collaboration on strategic priorities in all areas of our work. With respect to pretrial services, two groups examined our work and established two priorities. The first was our use of alternatives to detention and how we might impact the release rate in light of factors outside the control of the court or pretrial officer; e.g. type of offense and defendant demographics. The second strategic issue specifically involved alternative reporting methods for those released to the community.

We continue to examine our recommendations and review data related to our release rate as we try to reduce unnecessary pretrial detention. Further, an alternative site outside the courthouse has been established on a pilot basis allowing pretrial defendants or supervised released offenders to report when necessary in the Kansas City area that is closer to their homes. Many other initiatives are being explored to enhance our pretrial services in the coming year.

Statistics

The data in the below chart reflects a slight decline in full credit activations during the past year, from 560 in FY2007 down to 539 in FY2008. However, the statistics reflect a fairly consistent pattern over the past several years.



UNIT REPORTS / STATISTICS

Presentence

Fiscal Year 2008 was a challenging and educational year for the investigation units. Most significant was the **Crack Retro-Activity** work that impacted all districts. On December 11, 2007, the U.S. Sentencing Commission (USSC) voted to make Amendment 713 effective March 3, 2008. As a result, some incarcerated offenders became eligible to receive a reduction in their sentence.

In preparation for the sentence reductions, staff from the probation, public defender and U.S. Attorney's offices joined Chief Judge Vratil at a Crack Cocaine Retroactive Summit hosted by the Eastern District of Missouri. This collaborative approach paid huge dividends as the district responded to the crack retro cases, creating favorable working relationships among all parties.

Based on a USSC report as of September 30, 2008, 186 defendants had filed motions for a sentence reduction. Internal tracking of these cases for the entire year revealed approximately 220 defendants had filed motions for reconsideration. Approximately 36 were denied. As a result, the average new sentence amounted to 103 months, an average 21-month decrease from the original sentence.

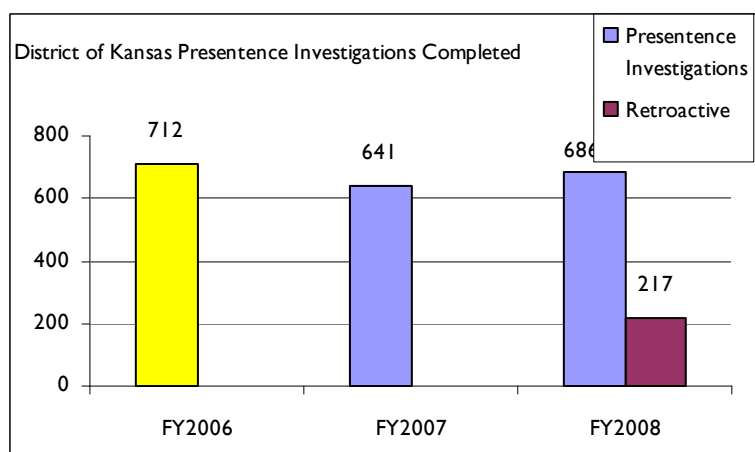
The Probation Office and Judges participated in a two day Strategic Planning workshop. As a result, the investigation unit planned additional training on improving presentence reports by increasing the factors for the court's consideration regarding variances outside the advisory guideline range. Subsequent training included a one day workshop for all presentence writers with Judge Lungstrum as a guest presenter. U.S. Attorney and Federal Public Defender staff were also in attendance. Since this training, there has been an increase seen in presentence reports regarding potential factors for a sentence outside the advisory guideline range.

The Strategic Planning session also focused more attention on officer safety during presentence interviews. The use of video conferencing equipment in the detention facilities was pursued and this technique may be of use to officers at a later date.

Officers from each division attended the USSC annual *Sentencing Guideline Training* in Florida during the summer. They returned to Kansas and provided Guideline Amendment training for the rest of our staff.

Statistics: Sentenced approx. 650 defendants (615 in 2007); 393 or 60.5% were within the guideline range; 10th Circuit was 60.8%; national average was 59.7%.

- 50 defendants received a sentence above the guideline range;
- 207 defendants received a sentence below the guideline range;
- 104 of these sentences (below the guideline range) were a result of substantial assistance.



For greater details of statistical data, please visit the Sentencing Commission website at www.uscc.gov.

UNIT REPORTS / STATISTICS

Post-Conviction Supervision

EVIDENCE BASED PRACTICES: The District of Kansas continues to embrace and implement Evidence Based Practices (EBP) in the supervision of defendants/offenders in the community. During the past year, the U.S. Probation Office was increasingly involved in becoming more proficient in skill development of effective interventions. Introduced the previous year, officers have continued to utilize the Risk Management System (RMS) assessment instrument to identify offenders' risks for recidivism and violence. In addition, the RMS also determines targeted criminogenic needs which, when addressed, have the greatest impact on reducing risk. In August 2008, a refined RMS version 2.0 was launched, making it easier for an officer to project the degree of risk based on the level of functioning on a specific criminogenic need.

Motivational Interviewing (MI) is an integral component of the EBP initiative. It relates to promoting and maintaining a "partnership" versus an "adversarial" relationship with the offender. A reduction in risk/recidivism is indicated.

Motivational Interviewing training - Phase II was presented in September 2008, with 12 officers completing the advanced training. This intensive training which involved many hours of instruction, coding, practice and then more practice, assisted the officers in developing a high level of proficiency in this intervention to enhance intrinsic motivation. As a result, the probation office now has staff who have achieved a level of competency enabling them to train and support all officers in this practice.

The development of increased positive reinforcement tasks directed towards the defendants/offenders is an EPB principle receiving attention in the District of Kansas. The Positive Reinforcement workgroup continues to identify ideas and activities aimed at providing "rewards" for offender achievements, such as verbal and written praise for successful completion of treatment and continued sobriety. Another example of positive reinforcement for compliant behavior is the preparation of the Certificate of Discharge signed by the sentencing judge which is given to the offender at the end of the supervision term.

Another EBP program being considered and explored is the use of interactive journaling by offenders to assist them in addressing and resolving problem areas (criminogenic needs) in their lives. In October, a small group of officers traveled to Carson City, NV to the headquarters of The Change Companies where they received an orientation and training in using interactive journals when communicating with offenders. It is the belief of the U.S. Probation Office in the District of Kansas that the promotion of Evidenced Based Practices in the supervision of offenders/ defendants will effectively result in the reduction in recidivism. In addition, EBP offers the opportunity for enhancement in the lives of the people we supervise which also results in positive law-abiding behavior and safer communities.

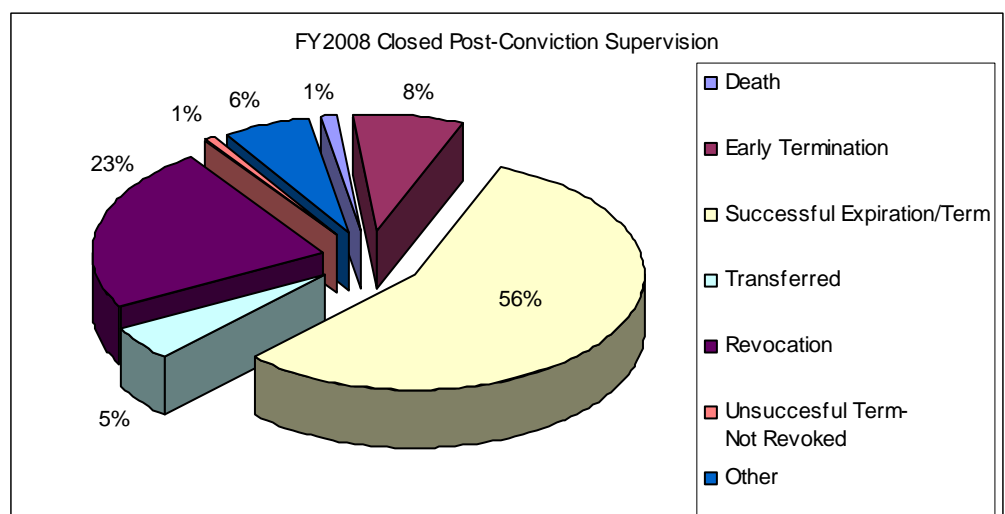
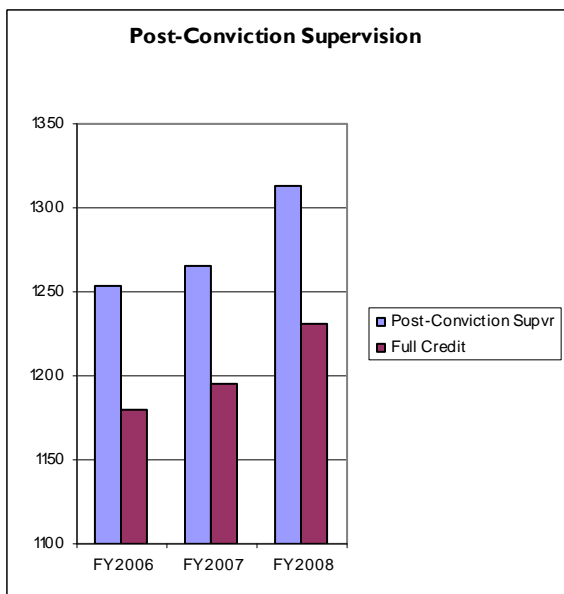
KAN-TRAC: In addition to the programs already in practice by the U.S. Probation Office, new initiatives are being introduced to enhance officer-client services. Plans are in place to implement a re-entry program called KAN - TRAC (Kansas Treatment Re-Entry Assistance Court), targeting high risk drug offenders on supervision. It is anticipated that this model of intensive supervision, treatment, and judicial supervision will prove effective in reducing recidivism.

UNIT REPORTS / STATISTICS

Post-Conviction Supervision (continued)

With the implementation of document imaging in the District of Kansas, the U.S. Probation Office has worked diligently to achieve a goal of working towards a paperless environment. The Document Imaging Committee was created to identify the documents to be uploaded as well as training all staff in divisional meetings regarding the procedures and working as consultants to staff in the ongoing process.

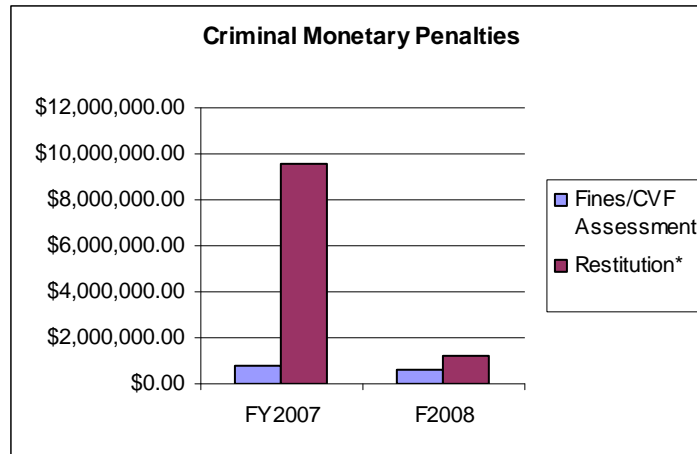
In November 2008, PACTS 5.5 was rolled out to the staff, providing many improvements over the previous version. PACTS (Probation Automated Case Tracking System) is the software program that provides organization and reporting of all activities involving offenders/defendants in the court system. With the outstanding assistance and training provided by Automation System Engineer Ann Meeker, U.S. Probation Officer Lynn Harris, and Data Quality Analyst Peggy Mathews, officers are now becoming familiar with the improvements to the user-friendly reporting system.



UNIT REPORTS / STATISTICS

Post-Conviction Supervision (continued)

The Criminal Monetary Penalties graph was a new addition in the 2007 annual report that we continue to track and will represent comparisons in future years. In FY07, \$7,000,000 of the total collected in the restitution total represented restitution ordered and paid in a single case. In FY08, District Court disbursed \$1,411,989 of the restitution collected to victims.



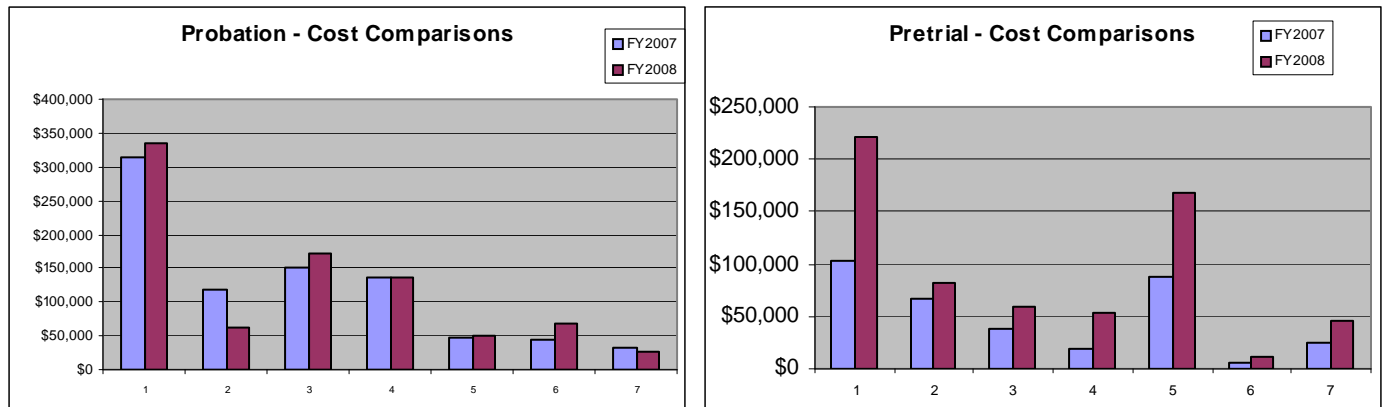
EMPLOYMENT STATISTICS: Offender/defendant employment assistance has been enhanced with the addition of Sandee Munson, who began working in the Kansas City/Topeka divisions in July 2008. Sandee and Annelies Snook, who continues to work in the Wichita division, provide a variety of services in assisting offenders with employment-related issues. Each month they provide statistics related to employment rates (local, statewide, and national) which assists the probation officers who realize that employment plays a major role in assisting the offenders with successful reintegration into the community.

During FY 2008, the Employment Specialist in Wichita met with 150 offenders/defendants. Clients participated in workshops, individual settings or phone calls. The Employment Specialist for the Kansas City and Topeka areas served 87 offenders/defendants (47 in Kansas City; 32 in Topeka, and 8 in Leavenworth) during the time period of August through September 2008.

UNIT REPORTS / STATISTICS

Drug Aftercare/Mental Health Unit

During FY 2008, the district spent a total of \$1,568,037.61 on drug detection, substance abuse treatment, and mental health counseling (which includes the district's sex offender treatment program). This represents a \$293,920.96 (or 19%) increase from FY 2007. As indicated in the charts, the largest expenditure increases came in the areas of pretrial outpatient treatment and pretrial halfway house placement.



In 2008, the District Court and the Probation Office collaborated to initiate a strategic plan. One group focused attention on alternatives to detention. The group determined that officers need to continue with the development of release plans and review detained defendant files to ascertain if appropriate release alternatives exist. Individuals who may not have been released in the past may now be considered for release if appropriate conditions can be fashioned to minimize safety risks and ensure defendants' presence for court appearances. These are high risk cases, many of whom have substance abuse and/or mental health issues that need to be addressed in order for them to be successful on supervision.

At the end of FY 2008, there were 316 individuals under pretrial supervision. This number represents an increase of 15%. Pretrial Services costs in every category increased in FY 2008 as represented by the following list:

- 53% increase in substance abuse outpatient treatment
- 19% increase in substance abuse inpatient treatment
- 37% increase in urine collection and sweat patch administration
- 66% increase in mental health treatment
- 48% increase in halfway house costs
- 53% increase in Breathalyzer testing
- 47% increase in electronic monitoring costs
- 13% increase in costs for national drug testing supplies

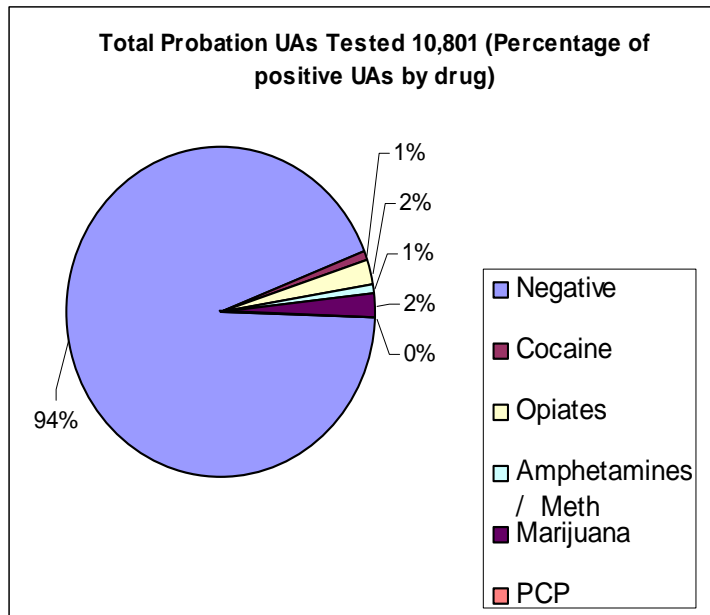
The relationship between illicit drug use and crime is well documented. The U.S. Probation and Pretrial Services Office in the District of Kansas has a longstanding commitment to combating this problem through our drug testing program and by providing substance abuse and mental health treatment to the offenders and defendants we supervise.

UNIT REPORTS / STATISTICS

Drug Aftercare/Mental Health Unit (continued)

The District of Kansas utilized the services of 27 vendors in FY 2008 to provide substance abuse and mental health treatment, electronic monitoring services, computer monitoring services, and sex offender treatment (see vendor map on page 14). In FY 2008, the Probation and Pretrial Services Office added intensive outpatient counseling, individual sex offender counseling, and integrated treatment for dual diagnosis to help us better serve the treatment needs of defendants and offenders.

The Probation and Pretrial Services Office continues to utilize cognitive-behavioral treatment, which restructures an offender/defendant's thought patterns while simultaneously teaching pro-social skills. This type of treatment has proven effective in addressing such criminogenic needs as anti-social values, low self control and substance abuse. During FY 2008, 153 offenders and 58 defendants participated in cognitive behavioral treatment, representing a 25% overall increase in the utilization of this service.

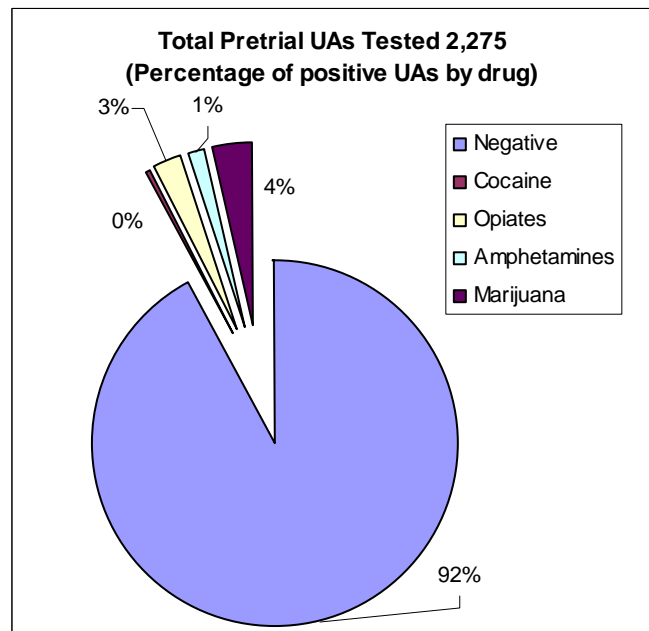


The Probation and Pretrial Services drug testing program consists of a 3-fold approach which includes:

The Probation and Pretrial Services drug testing program consists of a 3-fold approach which includes:

- the use of the regional probation and pre trial services laboratory in Albuquerque, NM;
- the national laboratory; and
- non-instrumented drug tests

The laboratory in Albuquerque is utilized for the initial screening of urine samples. This laboratory is guided by the Office of Probation and Pretrial Services' quality control program. In addition to the quality of testing and available statistics offered by the Albuquerque laboratory, the district has realized significant cost savings by utilizing this lab. Non-instrumented drug tests remain available for use by officers in the field and for instances when immediate test results are needed.



UNIT REPORTS / STATISTICS

Sex Offender Services

The district spent a total of \$49,225 on sex offender services, a slight increase from the FY 2007 total of \$48,062.50. Sex offender treatment solicitation was completed in FY 2008. DCCCA-CBT previously held the state wide contract. The catchment areas were broken up to allow for greater competition. DCCCA-CBT will continue to provide services in most locations. Clinical Associates was added for the Leavenworth catchment area. Services are expanded for this population and will include treatment readiness counseling, family therapy and chaperone training in addition to new physiological testing such as the sexual history polygraph and the plethysmograph. These services will allow for further risk assessment and monitoring and provide additional education and support to family members.

Electronic Monitoring

The District of Kansas Location Monitoring Program (LMP) continues to be a cost-effective alternative to incarceration that is judicially or administratively imposed as a condition of supervision, requiring the participant to remain in their residence for any portion of the day. Judicial officers may require defendants or offenders to participate in the program as a condition of their court-ordered release in lieu of pretrial detention or post-sentence incarceration.

In 2008, the average monthly cost of incarcerating a defendant is \$2,585.41. During this fiscal period, the District of Kansas serviced 80 different pretrial defendants in lieu of detention for an average of 136 days. The monitoring costs associated with these defendants were \$45,401.13. However, due to pretrial defendants paying \$12,002.04 in copayments, the actual expense was \$33,399.09. If these same defendants were detained during this time the costs would have been \$77,045.21. This represents \$43,646.12 in savings (56% savings).

In addition to the cost savings benefits associated with electronic monitoring, there are substantial social benefits associated with electronic monitoring in lieu of incarceration. In the pretrial context, electronic monitoring provides the participant an opportunity to utilize his/her social network to deal with stressors associated with the pending criminal case, to maintain employment, and continue with educational activities. In post conviction populations, electronic monitoring provides a structured setting that promotes accountability for the participant who has committed technical violations of supervision. It also strengthens family ties for the participant. An American study¹ found that 86% of participants surveyed felt the relationships with their families improved as a result of home confinement.

TYPES & COSTS OF ELECTRONIC MONITORING:

1. Radio Frequency (RF) Monitoring: a bracelet is attached to the participant's wrist or ankle that cannot be removed by him/her. The bracelet emits a radio signal to a receiver/dialer unit located inside the participants home. When the bracelet is within range of the receiver/dialer, he/she is considered "home". When the bracelet is too far away to be picked up by the receiver/dialer, he/she is considered away from their residence. The equipment notifies the supervising officer when the participant is home, leaves the residence, or tampers with the non-removable bracelet or the electronic equipment. Cost associated with RF Monitoring is \$3.18 per day.

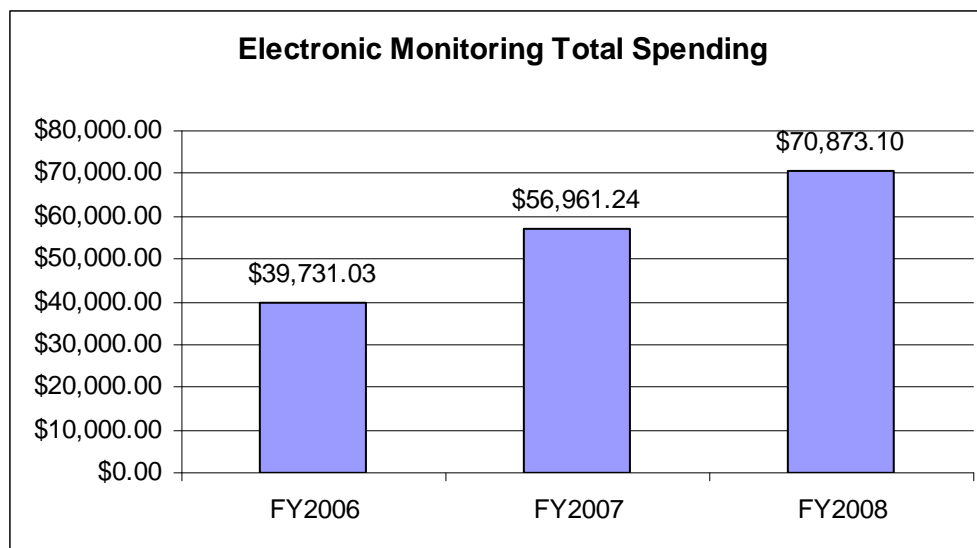
1. Rubin B. 1990 Electronic jails: A new criminal justice concern, *Journal of Offender Monitoring*, 3, 8-11.

UNIT REPORTS / STATISTICS

Electronic Monitoring (continued)

2. **Passive Global Positioning Monitoring:** the participant wears a non-removeable ankle bracelet, a receiver/dialer is located inside his/her residence, and carries a GPS tracker when he/she leave the residence. Upon returning to the residence, the GPS tracker is docked to the receiver/dialer which reports where the participant has traveled. The District of Kansas has found that Passive GPS Monitoring provides a wealth of information regarding the participant's movement within the community. With this information, officers are able to know locations the participant frequents when away from the residence. Subsequently, the supervising officer can better enforce the restrictions associated with no contact orders and negative associations. Cost associated with Passive GPS Monitoring is \$5.75 per day.
3. **Sobriator:** In addition to RF Monitoring and Passive GPS Monitoring, supervising officers can utilize a Sobriator to randomly test the participant for alcohol consumption. Although the Sobriator has been used sparingly, evidenced based practices suggest the tool is a valuable resource to monitor a participant's consumption of alcohol. We have found it especially useful when implemented in conjunction with substance abuse counseling. We expect this tool to be a valuable tool with the implementation of drug courts and evidenced based programming. Cost associated with Sobriator testing is \$2.98 per day.

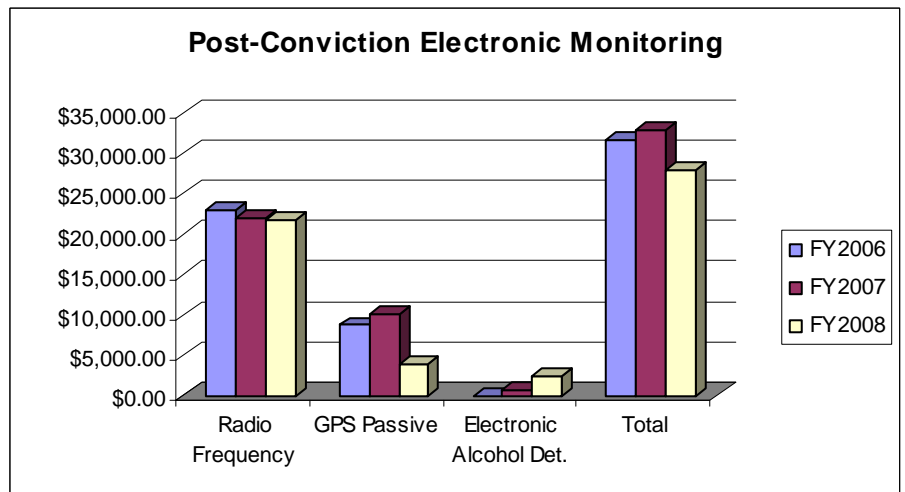
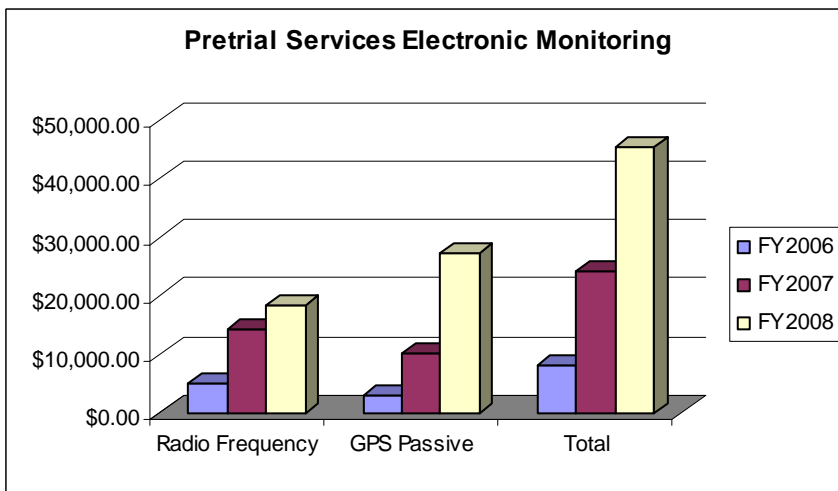
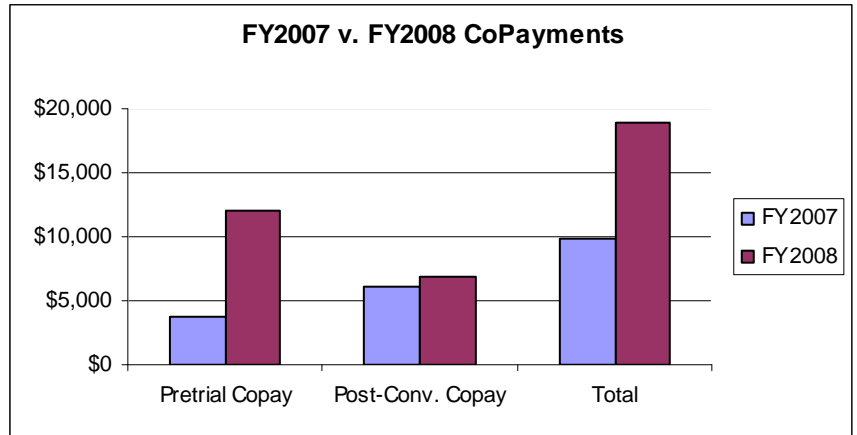
EXPENSES: During FY 2007, the District of Kansas provided electronic monitoring services to 153 clients. We spent \$56,961.24 for these services. During FY 2008, the District of Kansas provided services to 169 clients (10% client increase) which increased costs to \$70,873.10 (\$13,911.86 increase in costs).



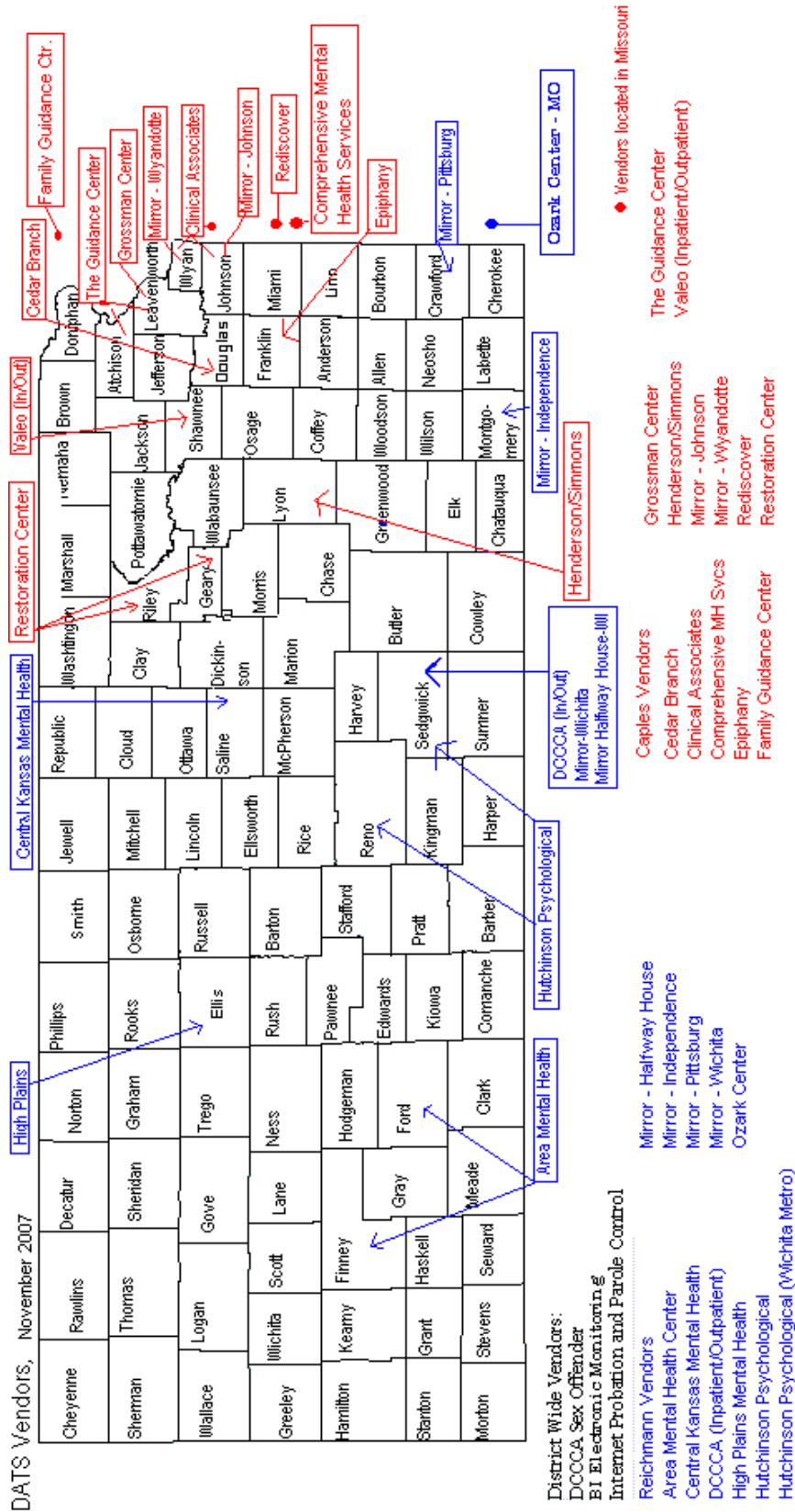
UNIT REPORTS / STATISTICS

Electronic Monitoring (continued)

During FY 2007, the District of Kansas collected \$9,834.50 (17%) in participant copayments. In this fiscal period, the District of Kansas collected \$18,832.65 (26%) in co-payments from the participants. Subsequently, the actual net expense for electronic monitoring services was \$52,040.45. This was a significant 9% increase for co-payments for the District in comparison to FY 2007.



UNIT REPORTS / STATISTICS
Vendor Map



TRAINING

The District of Kansas, U.S. Probation and Pretrial Services staff participated in over 4,500 hours of training in a wide variety of topics in Fiscal Year 2008. Training sessions were offered through district training events, various seminars, FJTN programming, and the Federal Judicial Center's Professional Education Institute (PEI.)

Many of these hours were completed by staff at their desktop computers or by taking advantage of the free tapes and DVD productions offered by the Judicial Training Center. Officers and staff also traveled to various regional and national seminars: 9th & 10th Circuit Support Staff Conference in Albuquerque; APPA Conference in Las Vegas; BI training in Boulder and Indianapolis; Circuit Unit Executive Meeting in Colorado; EM Working Group and Instructor Firearms Training in Charleston; Federal Sentencing Guidelines in Orlando; Interactive Journaling in Carson City; Training on Monograph Treatment Services in Scottsdale; NAPSA Conference in Milwaukee; National Sex Offender Management Meeting in Washington DC; Western Region EBP Training Conference in Long Beach; and a District Wide Retreat in Kansas City.

CONSOLIDATED ADMINISTRATION

The following reflects administrative functions for the District of Kansas Probation Office and departments that are consolidated with the District Court Clerk's Office.

Human Resources: At the conclusion of FY 2008, Probation employed a total of 66 individuals. We saw several changes again this year in our staffing. Office Manager Connie Stroot of the Wichita division retired and Training Coordinator Melanie Fenske left her part-time position. Senior USPO Michael Barber transferred to the Western District of Missouri—Kansas City and USPO Lorraine Bolle transferred to the Western District of Washington—Seattle. We welcomed aboard USPO Jill Farias as a transfer from the Southern District of Texas. Jill is assigned to the Wichita division. In January, the Honorable John W. Lungstrum completed the seven-year term as Chief Judge and was succeeded by the Honorable Kathryn H. Vratil.