RESOLUTION - ACTION REQUESTED 2014-465

MEETING: September 9, 2014

TO: The Board of Supervisors

FROM: Pete Judy, Chief Probation Officer

RE: Hiring an Extra-Help Deputy Probation Officer at Step 5

RECOMMENDATION AND JUSTIFICATION:
Authorize the Probation Department to hire an Extra-Help Deputy Probation Officer II (Grade 507) at the Step 5 pay rate of $25.57. The Probation Department has been challenged to meet the workload demand brought on by AB - 109 without increasing the number of permanent full time employees. The Community Corrections Partnership Plan recognized the potential of hiring retired peace officers as a way of maximizing limited resources and allocated funds for that purpose. This position also supports the Department's SB - 678 program designed to reduce prison commitment rates. For its success in 2013-14 the State has awarded the Department $200,000 for fiscal year 2014-15 to support ongoing efforts towards that goal.

The Department recently lost one of its more experienced Extra-Help Probation Officers because of a family relocation. The person who is being considered to replace that officer is a retired Supervising Probation Officer with over 30 years of probation experience. Extensive experience in juvenile, adult, corrections, and probation administration including conducting background investigations on new hires make them a valuable asset to the Probation team. The individual is highly trained, skilled, and also brings leadership qualities that far exceed the experience and minimum qualifications for a Deputy Probation II position at the Step 5 level.

Extra-Help staff is normally hired at the step 1 pay rate of a full-time classification pursuant to Board policy. The step 1 pay rate of a Deputy Probation Officer II is $21.04.

There are sufficient funds within the Community Corrections and the SB 678 budget to cover the requested salary.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board has previously approved similar personnel requests.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
Set the step at a lower rate and risk losing a very qualified candidate.

FINANCIAL IMPACT:
There are sufficient funds in the Community Corrections SB-678 and AB 109 budgets to cover the cost of this position and there will be no impact to the General Fund.

**CAO RECOMMENDATION**
Requested Action Recommended

[Signature]
Rick Benson, County Administrative Office

**RESULT:** ADOPTED BY CONSENT VOTE [UNANIMOUS]
**MOVER:** Merlin Jones, District II Supervisor
**SECONDER:** John Carrier, District V Supervisor
**AYES:** Stetson, Jones, Bibby, Cann, Carrier