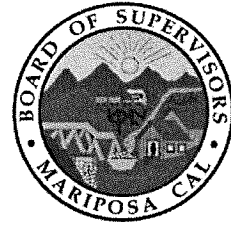


MARIPOSA COUNTY

Probation • (209) 966 3612



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:

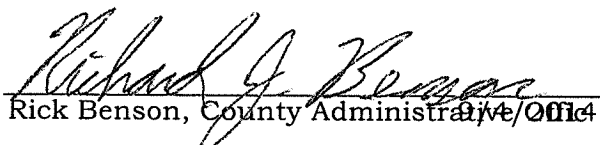
Set the step at a lower rate and risk losing a very qualified candidate.

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


Rick Benson, County Administrative Officer

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Merlin Jones, District II Supervisor

SECONDER: John Carrier, District V Supervisor

AYES: Stetson, Jones, Bibby, Cann, Carrier