



JANUARY 2023
FLSA: NON-EXEMPT
Bargaining Unit: PR
JCN: 5711/5712/5713

DEPUTY PROBATION OFFICER I/II/III (A)

DEFINITION

Under general supervision or direction, performs a variety of professional peace officer duties in the field of adult and juvenile community corrections and juvenile residential corrections; conducts investigations and monitoring of adult or juvenile offenders in a community setting and may provide custody, security, and programming of juveniles in an institutional setting; provides pre-trial, pre-sentence and post-sentence recommendations to the court; caseload management, support, and guidance to alleged and convicted offenders; and performs related duties as assigned.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision or direction from an assigned Deputy Probation Officer Supervisor. Exercises no direct supervision over staff.

CLASS CHARACTERISTICS

Deputy Probation Officer I: This is the entry-level classification in the Deputy Probation Officer class series. Initially under general supervision, incumbents provide probation services while learning laws, policies, rules, methods, and procedures. As more experience is gained, duties become more diversified and are performed under less supervision and direction.

Deputy Probation Officer II: This is the journey-level classification in the Deputy Probation Officer class series and is competent to perform the full range of probation peace officer duties for a diversified clientele. Incumbents are responsible for monitoring and providing rehabilitative services to adult and juvenile offenders and for ensuring adherence to court orders while promoting reduced recidivism and increased pro-social behaviors.

Deputy Probation Officer III: This is the advanced-level classification in the Deputy Probation Officer class series and is competent to perform the full range of probation peace officer duties for a diversified clientele and, in addition, responsible for ancillary duties in support of their unit supervisor and in furthering departmental initiatives through mentoring, guidance and leadership of subordinate deputies and others. Incumbents are responsible for monitoring and providing rehabilitative services to adult and juvenile offenders and for ensuring adherence to court orders while promoting reduced recidivism and increased pro-social behaviors.

This class is distinguished from the Deputy Probation Officer Supervisor in that the latter provides direct supervision for assigned Deputy Probation Officers and serves in a formal and responsible leadership role for the department.

Positions in the Deputy Probation Officer class series are flexibly staffed. Positions at the II-level are normally filled by advancement from the I-level after gaining the knowledge, skill, and experience which meet the qualifications for and after demonstrating the ability to perform the work of the higher-level class, completing required training and serving in the subordinate role for a period of at least 1 year. Positions at the III-level are normally filled after successfully completing assignments in a series of various positions, completed all trainings as required, demonstrated substantial understanding and consistent use of the best practices in corrections, served a minimum of three years as a DPO II, and submitted a written request and

justification for advancement.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

- Performs the full range of responsibilities as a California Peace Officer as identified in PC 830.5.
- Maintains communication and liaison with families, law enforcement, social services, educators, and other community resource agencies.
- Performs related duties as assigned.

When performing community corrections duties:

- Supervises a caseload of adult and/or juvenile clients.
- Arranges and monitors placement of offenders in various rehabilitation and/or treatment programs.
- Intervenes in crisis situations involving offenders; interviews and advises offenders, family members, victims, and others; confers with other departments or agencies and makes referrals as needed.
- Investigates and processes violations and makes recommendations to the court; arrests and transports probationers to detention facility.
- Compiles, investigates, verifies, and presents reports on personal, social, educational, financial, vocational, health, and/or prior criminal history of offenders; develops recommendations for disposition and presents reports to various courts, officials, and agencies.
- Counsels adult and juvenile probationers and their families toward rehabilitation.
- Appears and/or testifies in court for a variety of hearings; attends special and/or review hearings.
- Conducts alcohol/drug testing; processes required paperwork.
- Conducts searches of clients, including client residences, vehicles, person, and possessions.
- Writes and accurately files a variety of progress reports, legal documents, and reports relating to assigned offenders.
- Completes court-ordered investigations.
- Investigates and makes recommendations regarding courtesy supervision by outside agencies.
- Identifies and develops community resources, including foster parents and residential facilities; coordinates licensing procedures.
- Serves as Placement Officer; investigates and monitors placement resources; transports juveniles.
- Coordinates and administers support programs for probation such as diversion or community service work.
- Engages in the role of a first responder or front-line law enforcement while acting in the course and scope of regular duties.

When performing institutions duties:

- Oversees and monitors the safety, security, treatment, recreation, personal hygiene, and other daily living activities of juveniles detained at a County juvenile facility.
- Counsels juveniles and their families; develops treatment plans including behavior modification goals; provides crisis intervention, reunification counseling, and placement preparation counseling; conducts or assists in group sessions to provide supportive counseling and self-help education.
- Monitors and enforces hall rules and safety and security measures; searches juveniles for contraband.
- Performs intake duties such as receiving, recording, and securing valuables; assigns rooms and orients new detainees to a County juvenile facility; completes and processes paperwork for the admission, care, and release of juveniles and provides information on their legal rights; may conduct alcohol/drug testing as assigned.
- Communicates and consults with other probation officers, attorneys, families, law enforcement, and social service agencies regarding juvenile cases.
- Maintains daily logs and records and compiles data for reports; writes various reports regarding juvenile detainees and operations.

- Transports juveniles; engages in use of force to gain compliance and control or protect subjects or others as needed.
- Reviews medical orders; administers prescribed medications if appropriately certified.

QUALIFICATIONS

Some knowledge and abilities may be gained by employees at the entry (I) level while in a learning capacity.

Knowledge of:

- Principles, practices, and techniques of probation duties.
- Principles and practices of applied psychology and behavior modification.
- Applicable federal, state, and local laws, ordinances, and policies applicable to criminal justice, adult and juvenile custody and probation.
- Principles and practices of Penal Code, Welfare and Institution Code, Title 15, juvenile law, drug laws, and search and seizure laws.
- Methods and techniques of effective interviewing and investigations.
- Basic principles, practices, and procedures of adult and juvenile criminal and civil justice systems.
- Community resources and agencies.
- Counseling techniques.
- Crisis intervention.
- Principles and techniques for working with groups and fostering effective team interaction to ensure teamwork is conducted smoothly.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and County staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs (e.g., Microsoft software packages, assessment platform and case management systems) to conduct, compile, and/or generate documentation.

Ability to:

- Assess and evaluate the risks and needs of adults and juveniles.
- Develop and monitor rehabilitation treatment programs.
- Interview in crisis situations and determine and take appropriate actions.
- Compile and analyze complex information from a variety of sources and develop sound recommendations.
- Develop and implement effective case management strategies, including involvement of appropriate adjunct services and therapies.
- Conduct investigations and evaluations of juvenile and adult criminals, and other situations including, social history, nature of crime or situation, aggravating/mitigating circumstances, and related factors of evaluation.
- Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed Compose reports, correspondence, and other written material; analyze complex information from a variety of sources.
- Effectively represent the department and the County in meetings with governmental agencies; community groups; various business, professional, and regulatory organizations; and in meetings with individuals.
- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.

- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

A combination of the required experience, education, and training that would provide the essential knowledge, skills, and abilities are qualifying; however, education may not solely substitute for the required experience.

Deputy Probation Officer I:

Equivalent to a bachelor's degree from an accredited four-year college or university with major coursework in criminal justice, social science, behavioral science, or a closely related field;

OR

Equivalent to an associate's degree from an accredited college or university with coursework in criminal justice, social science, behavioral science, or a closely related field;

AND

Two (2) years of experience working with members of the public, keeping records, interpreting and applying laws and regulations, and working with people from diverse cultural and socioeconomic backgrounds.

Deputy Probation Officer II:

In addition to the above qualifications listed above, one (1) year of experience at a level equivalent to the County's class of Deputy Probation Officer I, including the required Probation Officer CORE training, 832 PC training, and CPR/First Aid training.

Deputy Probation Officer III:

In addition to the qualifications listed in Deputy Probation Officer I, three (3) years of experience at a level equivalent to the County's class of Deputy Probation Officer II, service in a minimal variety of positions within the probation practice, completion of all required trainings, and confirmed demonstration of understanding and utilization of best practices in corrections.

Licenses and Certifications:

- Possession of, or ability to obtain and maintain, a valid California or Nevada Driver's License and a satisfactory driving record.
- Must successfully complete and obtain the following department provided trainings within the first year of employment:
 - A Probation Officer CORE certificate, by the authority of CCR Title 15, Sec. 131(a)(4);
 - A certificate of completion of Penal Code 832 training, by the authority of California Penal Code Sec. 830-832; and
 - A CPR/First Aid certification, by the authority of the Board of State and Community Corrections Training Manual.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer, and to operate a vehicle to various County and meeting sites; maintain California Board of Corrections physical standards, including mobility, physical strength, and stamina to respond to emergency situations and to perform assigned duties; vision to maintain a firearms qualification (if assigned) and to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone or radio. The job involves fieldwork requiring frequent walking on uneven terrain, and climbing and descending structures to access work sites. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate public safety equipment. Positions in this classification frequently bend, stoop, kneel, reach, and climb to perform work. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 50 pounds as necessary to perform job functions. Reasonable accommodations will be made for individuals on a case-by-case basis.

ENVIRONMENTAL CONDITIONS

Employees work indoors and outdoors, and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, vibration, confining workspaces, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures. The duties of this class are performed in an environment with exposure to criminal and juvenile offenders, and mentally ill persons.

WORKING CONDITIONS

Must be able to work irregular, long, rotating, and emergency shifts. Candidates not currently employed as a peace officer with the County's Probation Department must also successfully meet all requirements for peace officer status pursuant to Government Code Sections 1029 and 1031, including a criminal history check, comprehensive background investigation, and psychological and medical evaluation, calibrated for the possession and use of firearms. Must be at least 18 years of age prior to employment, by the authority of CCR Title 15 Sec. 131(a)(7). Must pass the Probation Officer written examination as developed and approved by the Board of State and Community Corrections (BSCC), by the authority of California Code of Regulations (CCR) Title 15, Sec. 131(a)(1).