



## Legislation Details (With Text)

**File #:** 20-0275      **Version:** 1

**Type:** Agenda Item      **Status:** Approved

**File created:** 2/14/2020      **In control:** Board of Supervisors

**On agenda:** 3/10/2020      **Final action:** 3/10/2020

**Title:** Probation Department recommending the Board adopt and authorize the Chair to sign Resolution 029-2020 to:  
 1) Delete one filled full time equivalent (1.0 FTE) Assistant Superintendent - Institutions allocation; and  
 2) Authorize the Human Resources Department to initiate and process a reduction in force.

**FUNDING:** Reduction in General Fund costs.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - Blue Route, 2. B - Resolution, 3. Executed Resolution 029-2020

Date	Ver.	Action By	Action	Result
3/10/2020	1	Board of Supervisors	Approved	Pass

Probation Department recommending the Board adopt and authorize the Chair to sign Resolution **029-2020** to:

- 1) Delete one filled full time equivalent (1.0 FTE) Assistant Superintendent - Institutions allocation; and
- 2) Authorize the Human Resources Department to initiate and process a reduction in force.

**FUNDING:** Reduction in General Fund costs.

**DISCUSSION / BACKGROUND**

Prior action by the Board to close the 1971 Placerville Juvenile Detention facility (Juvenile Hall) and consolidate juvenile detention operations in the South Lake Tahoe Juvenile Treatment Center (JTC) necessitated a reduction in force, effective June 30, 2019, to levels consistent with the closure (Item 19-0622, 4/30/19, #32, Resolution 064-2019).

Prior to closure of the Placerville Juvenile Hall, the Probation Department (Probation) utilized a Deputy Chief Probation Officer as Superintendent of the two institutions, and two (2) Assistant Superintendents as mid-managers who were responsible for daily operations of each juvenile detention facility. With the closure of the Juvenile Hall, the dual-level management structure was no longer required for efficient management of custodial operations. Resolution 113-2019 (Item 19-1042, July 16, 2019, #13) approved the salary range, job class number, and bargaining unit for the new classification of Superintendent - Institutions.

The Board authorized amendment to Probation Authorized Personnel Allocations on August 13, 2019 (Item 19-0919, #15), in order to facilitate efficient and effective management of the JTC. The amendment eliminated the management structure needed to operate two Juvenile Detention Facilities. After the completion of a competitive recruitment to fill the Superintendent position in December 2019, the remaining one (1) Assistant Superintendent - Institutions allocation is no longer

needed.

This Reduction in Force will follow County Personnel Rules and the respective Resolution.

### **ALTERNATIVES**

Should the Board decline to approve this recommendation, the Probation personnel allocation would include both a Superintendent - Institutions and an Assistant Superintendent - Institutions which would require additional funding to support both allocations.

### **PRIOR BOARD ACTION**

See Discussion/Background

### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

Human Resources

### **CAO RECOMMENDATION / COMMENTS**

Approve as recommended.

### **FINANCIAL IMPACT**

This Reduction in Force will reduce the Probation Department's General Fund Costs by approximately \$37,000 for the remainder of Fiscal Year 2019-2020.

### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

- 1) Clerk of the Board to obtain signature of Chair on two (2) originals of the attached Resolution
- 2) Submit one (1) signed original Resolution to Katie Lee in Human Resources

### **STRATEGIC PLAN COMPONENT**

N/A

### **CONTACT**

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