



Legislation Text

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

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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