



## Legislation Details (With Text)

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**On agenda:** 10/16/2012      **Final action:** 10/16/2012

**Title:** Probation Department and Human Resources recommending the Board adopt Resolution 141-2012 to update the salary range for Assistant Superintendent - Institutions classification (formerly Assistant Superintendent of Juvenile Hall).

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution 141-2012

Date	Ver.	Action By	Action	Result
10/16/2012	1	Board of Supervisors	Adopted	Pass

Probation Department and Human Resources recommending the Board adopt Resolution **141-2012** to update the salary range for Assistant Superintendent - Institutions classification (formerly Assistant Superintendent of Juvenile Hall).

**Fiscal Impact/Change to Net County Cost**

None. Associated costs for the Assistant Superintendent - Institutions have been included in Probation's Fiscal Year 2012/13 budget request and no increase to Net County Cost is proposed as a result. The deletion of two (2) FTE institutional staff, to include one (1) FTE Supervising DPO Institution, and one (1) FTE DPO Institution was included in the budget request in order to meet the Department's required NCC.

**Background**

The Chief Probation Officer entered into collaborative discussion with the Chief Administrative Office, Superior Court, Board of State and Community Corrections (BSCC), Human Resources and the Juvenile Justice Commission in planning for and establishing within the Fiscal Year 2012/13 budget a reorganization management plan that provides an increase in countywide consistency of both Probation field services and institutions management of the Placerville Juvenile Hall and South Lake Tahoe Juvenile Treatment Center. This reorganization plan, which included the addition of two (2) FTE Assistant Superintendent - Institutions, was strongly support by the aforementioned collaborative and approved by the Board of Supervisors under personnel resolution # 062-2012.

**Reason for Recommendation**

The salary for the original job specification, Assistant Superintendent of Juvenile Hall, was set at 10% below the salary of Deputy Chief Probation Officer (DCPO). After Probation stopped utilizing the Assistant Superintendent of Juvenile Hall class in 2006, there were adjustments made to salaries, including the DCPO. The last salary listed for Superintendent of Juvenile Hall is no longer at a level equivalent to 10% below DCPO. Human Resources recently completed a review and updated the class name and job description based on the duties required of this position, and is now recommended the salary be updated to the appropriate level.

**Action(s) to be taken following Board approval**

Board Chair to sign resolution and forward to Human Resources for implementation. Probation with work with Human Resources to recruit and fill these positions.

**Contact**

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