



Contra
Costa
County

To: Board of Supervisors
From: Todd Billeci, Interim County Probation Officer
Date: August 16, 2016
Subject: Add six Juvenile Institution III positions

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 21903 to add six (6) Juvenile Institution Officer III (7KTB) (represented) positions at salary plan and grade PP5 1507 (\$5,068-\$6,160) in the Probation Department.

FISCAL IMPACT:

The annual fiscal impact is approximately \$982,674 which constitutes the total compensation package (salary and benefits) of these six positions. Of this amount, the County's pension cost is approximately \$398,766. The fiscal impact will be covered 100% by the General Fund.

BACKGROUND:

In August 2013, Disability Rights Advocates (DRA), a nonprofit organization dedicated to advancing the rights of disabled persons, initiated a class-action lawsuit against Contra Costa County and the Contra Costa County Office of Education. On November 25, 2015, the court approved a settlement agreement between Contra Costa County and DRA.

The Department has been working with Professor Latessa from the University of Cincinnati

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **08/16/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: August 16, 2016

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Chris Heck, Deputy

Contact: Danielle Fokkema,
925-313-4195

Corrections Institute and his staff to develop a new behavior management

BACKGROUND: (CONT'D)

system for Juvenile Hall, including a more effective way to use room confinement without compromising the safety and security of the facility. The new behavior management system will focus on providing incentives to juveniles to engage in positive behavior rather than relying on discipline and punishment to discourage negative behavior. This emphasis on positive reinforcement reflects a philosophical change in the Department's approach to behavioral issues. The new behavior management system requires additional staffing in order to maximize the benefits of that system without compromising the security and safety of the facility. The increased staff permits probation counselors to engage in one-on-one communications with juveniles, which is a critical feature of the new behavior management system. Therefore, the Probation Department is asking for six (6) additional staff to roll out the new behavior management system to two (2) more units in Juvenile Hall. In addition to implementing the new behavior management system, a federal law called the Prison Rape Elimination Act (PREA) requires the Probation Department to reduce juvenile to staff ratios by October 2017. The Probation Department will need to gradually increase the staff at Juvenile Hall over the next year in order to meet the stricter PREA standard. Increasing staffing now will effectively address both the new behavior management system and the additional requirements under PREA.

CONSEQUENCE OF NEGATIVE ACTION:

The Juvenile Hall will lack sufficient staff to properly implement the new behavioral management system.

CHILDREN'S IMPACT STATEMENT:

This program supports the following Board of Supervisors' community outcomes: "Children are Healthy and Ready for School", "Youth Are Healthy and Preparing for Adulthood", and "Families and Communities Are Safe."

ATTACHMENTS

Position Adjustment Resolution No. 21903