



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: March 10, 2020
Subject: Appoint County Probation Officer-Exempt

RECOMMENDATION(S):

APPOINT Esa Ehmen-Krause to the position of County Probation Officer-Exempt (7AA1) at step 6 of the salary range effective March 16, 2020, with the following additional terms of employment:

- a. One-time accrual of 80 hours of vacation time
- b. All other benefits as provided in the current Management Resolution applicable to the position of County Probation Officer-Exempt

FISCAL IMPACT:

No additional fiscal impact as this action fills a budgeted position. The annual estimated cost of the position is approximately \$216,000 salary and \$214,000 benefits, for a total cost of \$430,000. (100% General Fund)

BACKGROUND:

Following the announcement of Chief Probation Officer Todd Billeci that he intended to retire, the County commenced recruitment in November 2019 to fill the County Probation Officer - Exempt position.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **03/10/2020** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, 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: March 10, 2020

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

By: Stacey M. Boyd, Deputy

Contact: Lisa Driscoll, (925)
335-1023

cc: Robert Campbell, Auditor-Controller

BACKGROUND: (CONT'D)

The County contracted with CPS HR to conduct the recruitment. Invitation letters and copies of the recruitment brochure were sent to 1,800 potential candidates. The position was advertised nationwide, including at CPS HR, California POST, American Probation and Parole Association, National Association of Probation Executives, California Probation, Parole, and Correctional Association, California State Association of Counties, Chief Probation Officers of California, California Peace Officers Association, California State Sheriffs' Association, Government Jobs, Careers in Government, and Black Probation Officers Association. By the end of the six-week recruiting period, a total of 27 resumes were received. Of these resumes, 15 applicants met the minimum qualifications. After intensive candidate screening and interviews, six finalists were forwarded for interviews with the County management team.

Following a series of interviews, reference checks and other background investigation, Esa Ehmen-Krause was selected for the position.

Ms. Ehmen-Krause holds a Bachelor's Degree in Criminal Justice from Indiana University and is expected to complete her Master of Public Administration in Organizational Leadership from National University in June 2020. She has served as the Assistant Chief Probation Officer of Alameda County since January 2015, and Deputy Chief Probation Officer, Juvenile Facilities Division, from 2011 to 2015. Prior to joining Alameda County, she worked with the Indiana Department of Corrections, where she received the 2011 Governor's Meritorious Service Award for strategic population reduction efforts for her work as Superintendent of the Indiana Department of Corrections South Bend Juvenile Correctional Facility.

Throughout her career, she has demonstrated her ability to work collaboratively with internal and external partners and stakeholders, implementing data-driven strategies, innovative evidence-based practices and programming, and leading dynamic culture-change initiatives.

It is recommended that Esa Ehmen-Krause be appointed County Probation Officer - Exempt at Step 6 of the salary range effective March 16, 2020.

CONSEQUENCE OF NEGATIVE ACTION:

The County will not have a County Probation Officer as mandated by State law.