



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
County Manager



Date: May 2, 2014
Board Meeting Date: May 20, 2014
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: John L. Maltbie, County Manager

Subject: Amendment to the Master Salary Ordinance

RECOMMENDATION:

Introduction of an ordinance amending the Master Salary Ordinance to add two Deputy Probation Officer positions to the Probation Department; one Community Worker position to the District Attorney's Office; and two Social Worker I/II, one Community Worker, one Vocational Counselor, and one Job Development Specialist positions to the Human Services Agency for a total of eight positions funded through AB 109 funding from the State, and waiver of reading the ordinance in its entirety.

BACKGROUND:

In FY 2011-12, the Governor proposed 2011 Public Safety Realignment which encompassed a number of law enforcement and health and human services programs that are interrelated in the community. The biggest reform component of 2011 Realignment was the adoption of AB 109, which transferred the jurisdiction for lower-level, non-violent, non-serious, non-sex offenders from the State to the counties; realigned most of parole to counties as Post Release Community Supervision; and required virtually all parole violators to serve any parole violation term in county jails. Critical support services such as substance use disorder programs, drug courts, and mental health treatment were also realigned to the counties. The majority of funding for the 2011 Public Safety Realignment comes from State sales tax which is directed to all realigned programs and is constitutionally protected.

DISCUSSION:

The Probation Department is requesting to add two (2) Deputy Probation Officers (C003) to the Post Release Community Supervision unit to lower the average caseload ratio for officers. The current average caseload for the unit is between 45 to 50. The addition of these two positions will bring the caseloads down to 35 to 40, which is the American Probation and Parole Association standard, and allow more capacity for implementing the use of Social Solutions and Evidence Based Practice (EBP) tools,

such as Cognitive Base Training. In addition, lower caseloads will allow officers to more adequately supervise offenders in the community and increase collaboration with partner agencies.

The District Attorney's Office is requesting to add one Community Worker (G114) position to the Realignment unit to focus on all AB 109 restitution cases. At present time, there are a number of cases where the amount of restitution due has not been determined by sentencing. This Community Worker will free up the other restitution specialists and victim advocates to assist with the determination of restitution due in all non-realignment cases, including misdemeanors. At the present time, there are a number of cases where the amount of restitution due is still not determined by sentencing.

The Human Services Agency (HSA) is requesting to add two Social Worker I/II (G097) positions, one Community Worker (G113), one Vocational Counselor (G190), and one Job Development Specialist (G235) to the AB 109 Realignment Services Connect Program. Since the implementation of Service Connect in October 2011, the active AB 109 clients on the caseload have been steadily increasing. The active caseload was 238 as of March 1, 2014 and continues to grow. Since opening its doors, the HSA staffing levels at Service Connect have not changed with the exception of the addition of one FTE Job Development Specialist in June 2013. This has resulted in huge caseloads for existing staff.

Approval of this Salary Ordinance Amendment contributes to the Shared Vision 2025 outcome of a Healthy and Safe Community by ensuring that the realigned populations receive parole and treatment services that facilitate a successful reentry back into the community.

FISCAL IMPACT:

Adding these eight positions to the Master Salary Ordinance will not have an effect on the County General Fund. All of these positions will be funded through AB 109 funding from the State.