

SCOPO ROUND TABLE REPORTS

OCTOBER/NOVEMBER 2011

CONTRA COSTA

- Contra Costa's AB 109 is up and running. Even though seven DPO's will eventually be in this unit, with the low number of those returning to the county, two Deputies are currently working cases.
- The PPOACCC Negotiating Team continues to meet with the County to attempt to come to resolution for a new contract.
- The Chief had a series of "Brown Bag" lunches at the various work sites in September to primarily discuss AB 109.
- On October 2, 2011, The Late Night Volunteer Reading Program was celebrated there 20 years of dedicated service to the Probation Department.
- The PPOACCC celebrated its Third Annual Association picnic in Walnut Creek on October 15, 2011, with a very good turnout and wonderful food and entertainment.
- The Department celebrated "Latino Heritage Month" with a luncheon on October 25, 2011. A variety of food, music and speakers were part of the festivities.
- Elections for Probation Officer Vice President will be tallied and announced at the PPOACCC General Meeting on November 2, 2011.
- A visit by Dr. Ed LaTessa went well, and the Chief said that Dr. LaTessa basically verified the Department's readiness to save money and staffing. It is anticipated Dr. LaTessa will also provide a detailed report of his visit with the Department and preparation suggestions in order to run more efficiently and help develop a plan for utilizing Evidence Based practices.
- Congratulations to Probation Counselor James White and Probation Officer Kia Crowder for their recent promotions to Institutional Supervisor's positions.
- Congratulations to DPO Alex Concepcion, who was selected by the Chief Probation Officers of California (CPOC) as the "Bay Region Employee of the

Year". He will receive his award at the Winter CPOC Meeting in Monterey in December.

FRESNO

This month the FCDPOA membership ratified the health and benefit plan with the County for 2012. The County's contribution remained status quo with Kaiser having the highest premium increases for employees. The membership also approved to contract, develop, and implement an FCDPOA website. The intent of the website is to increase communication amongst members and improve community knowledge of the vast services FCDPOA members are responsible for within the realm of public safety.

Not unlike other Departments charged with AB 109 post release supervision, staff continues to adapt to movement within the Department as a result of AB 109 reassignments and proposed additional duties associated with AB 109 supervision. Specifically, FCDPOA is in the process of reopening our MOU with the County to include on-call language and outline compensation for said duties. In the coming months FCDPOA looks to increase dialogue with our Chief and administration regarding the aftermath of the implementation of post release supervision and actively pursue avenues to educate the public on the invaluable services Probation as a whole provides.

INYO

ICPPOA is presently in negotiations. Talks have been slow however we are hopeful. Our department underwent training on a mass scale with the help of BPAI grant funding and officers and counselors are using EPICS and MI along with the STRONG and PACT to better serve our clients and community. County is geared up for AB109 and we've already received a few back from the state. Fall is beautiful in the Eastern Sierra's!

KERN

The Kern County Board of Supervisors approved the CCP recommendation for AB 109 on October 25, 2011. The Kern County Probation Department was given 4.3 million of the 10.8 million allotted to Kern County. The Department is planning on hiring 20 Deputy Probation Officers with the funding to fill the newly created AB 109 Supervision Unit.

The Kern County Probation Officers Association is currently at impasse in negotiations with the County. We have been without a contract since July 1, 2011. We were the first safety group to give concessions at the bargaining table in 2010. Kern County's two DSA groups have given no concessions and have been without a contract since July 1,

2010. The Kern County Probation Officers Association has explained to the County that we cannot ask our members to give more concessions when they still have other groups who have not given any.

It is the Associations believe the County is waiting on imposition to see what pension reforms are going to be done on a legislative level so they can force even more changes on us than they were hoping to negotiate with us.

ORANGE

We are basically just working on figuring out the logistics of the realignment. Our officers are receiving intakes and we have 2 armed, and 2 unarmed for these cases. I have heard that this may change; depending on the types of cases they start to see.

SACRAMENTO

We have continued to faithfully attend our County's Community Corrections Partnership (CCP) Meetings regarding the Parole Realignment. The CCP Executive Voting Members approved a realignment plan for Sacramento County this Month. This plan is scheduled to be presented before the Board of Supervisors for final approval on November 1, 2011. If this plan is approved it will result in the creation of 33 sworn positions within our Department in order to supervise and rehabilitate this new population. This means that the Department will be able to reinstate some of the over 200 hundred officers who have been laid off over the past three years.

The Mandates Lawsuit we filed in May of 2010 is still progressing through the discovery phase. We hope to be able to move into depositions by the end of the year. I again want to thank every Organization who has supported us in this unprecedented litigation. We need the help of all of your Organizations to insure we are successful. Please contact us if you're Organization is willing and able to support us, we really appreciate it.

The Department is in the final stages of completing the Policy and procedure for Expandable Batons, which will be supplied as an intermediate force option for our armed field officers. We will be meeting with the Department regarding the policy and hope to have this critical safety tool available to our officers by the end of the year.

SAN DIEGO

Down here in San Diego as all Probation departments, AB109 is moving full speed ahead. We are putting together our polices to adapt to our new clientele. We are following most of our existing High Risk Adult Field policies. We are having a little difficulty

filling these positions from within. Admin transfers are going to become part of the solution. The good thing is that we are also looking at hiring 75 new sworn officers. This creates movement within the department. We'll need more training officers, work projects officers and clerical staff. Opening up new positions for our members is always good for morale.

During this opportunity of AB109 we are looking to change our 830P.C. status for our armed officers. Hopefully this will allow them to carry off duty. Along those lines we have been working with our Workers Comp attorney Scott O'Mara on medical presumptives for sworn Probation officers.

Institutions are still running on mandatory overtime. Recently we have hired about 30 new officers for our institutions, which is some relief for our officers. We have just started the process to get our PAC fund going with Diane Fishburn, out of Sacramento. With the AB109 we are starting to be recognized by local politicians as a group that has some clout. We would like to bring Probation onto par with our fellow agencies.

SAN FRANCISCO

At Adult Probation we are still waiting to receive UA testing for defendants. We are also having a meet and confer on four policies. Some staff feel that morale is very low. Some officers are being involuntarily transferred to assignments that they have not asked to be transferred to. Staff is being asked to volunteer for some operations and they are not receiving any overtime pay or comp time.

At Juvenile Probation the officers in the Serious Offenders unit are asking for safety equipment and training. Their contacts with the police are not consistent and they need safety equipment for those circumstances.

SAN JOAQUIN

Since the October 1st AB 109 implementation date, the Department has promoted 1 ADCPO, 4 PO IIIs and is pending a unit supervisor promotion. Several moves have taken place in order to beef up our Adult Division, specifically the newly created High Risk unit designed to handle the incoming Post Release Community Supervision offenders (PRCS's) and the Local Community Supervision offenders (LCS's). Even though the working date for the local reentry court was pushed back, we have already begun to see the PRCS's reporting to the Probation department. Most have reported as directed, but we're only in week three of Realignment. A month-to-month comparison should prove to be interesting. Back to the departmental promotions and moves for a moment, all of this is being done as a precursor to the POI and POII hiring's that the Department will be

doing in the coming months. 15 positions total are open for new hires, or those coming from/back from other agencies. We will welcome the new additions into our ranks.

While we are happy about bringing new faces and much needed help on board, we have come to realize that with AB 109 comes a new way of doing business. Gone are the days where a first violation could lead to jail time. For our Adult Division, we'll now face a scale of graduated sanctions where the officers' discretion will be mitigated. The recently revised rewards & sanctions matrices, based on Texas' Travis County model, will go into effect November 1st. In the not too distant future, the same approach will be implemented in our Juvenile Division.

We are under contract through June 30, 2012, though the County may want to open up discussions as early as this fall on medical and retirement issues. In the end, we'll have to see if it'll be in our interest to do this sooner rather than later.

SAN LUIS OBISPO

On 10/24/11, San Luis Obispo County Probation Association was able to finalize a contract extension through 2012/2013. But in order to receive the contract extension the association had to give up the COLA for this fiscal year as well as next fiscal year. Also the association was able to avoid the two-tier retirement system so all new hires will be able to maintain our current retirement of 3% at 55. During the contract extension process, an area of concern was that individuals who represented the County did not believe that Probation Officers were peace officers. With that in mind the association came to an agreement with the management team for a change the Firearms Policy. With the support of the association, “all armed officers will be required to carry there firearm on duty at all times regardless of assignment.”

With the AB 109 money coming in the department is looking to hire 7 positions.

SANTA CRUZ

Our new association, SCCPOA, approved a 27-month contract by a majority vote. Unfortunately, we will continue to furlough between 5.19%- 5.33% for another 21 months, after furloughing for the past two years. Our medical insurance went up 17%, the county is reducing their coverage for retiree medical from 100% to 75%, retirement is still 2% @ 50 but new employees will earn the average of the 3 highest paid years instead of just your highest year, and we're switching to CLEA for state disability. We left SEIU because we were the only public safety group left and felt that our needs were not being addressed. In our new contract we were able to start addressing some our officer safety concerns. Our Chief agreed to upgrade everyone's badges and provide full uniforms for our intensive field officers. In hopes of helping boost morale he agreed to buy every PO a

polo shirt. We also reinstated the Safety Committee to address our concerns about Officer Safety Training, lack of equipment, lack of pepper spray, etc.

AB109: Our County is scheduled to receive \$1,662,684 starting October 2011 through June of 2012. The CCP presented an implementation plan to our County BOS. According to the plan our Probation Dept. estimates supervising 69 PRCS and 79 locally sentenced offenders. So far we have received about 23 pre-release packets of PRCS. They started reporting as early as 10/1/11 and are scheduled to keep coming until 2/12/11. The parolees coming to us from the prisons have convictions of drug sales, drug possession, vandalism, domestic violence, burglary, and theft. All have been male except for one. The money allotted to Probation will pay for 2 DPO's. Obviously this would create caseloads exceeding 50 and brings with it concerns about officer safety as we're not armed and do not have permission to carry pepper spray. In response to AB 109, the Sheriff's office has created the CAP team (Custody Alternatives Program) within the county jail. The CAP team is contacting DPO's to get our opinions on whether defendants are suitable for release on EMP or work release.

SOLANO

Greetings from Solano County

Negotiations have been the hot topic around our neck of the woods as the County continues in its endeavors to acquire approximately 15% in cuts from our members. As is the case most everywhere, they want us to pay our full 9% EPMC, by the end of this fiscal year (we currently pay nothing), along with a portion of their share. They want to reduce their contribution to our healthcare, delete floating Holidays and give the Board the option of furloughing County agencies for up to twelve days per year. There is little in the way of negotiations happening, as they are holding pretty steadfast to their original position. Perhaps imposition is in our future.

With AB109, we are looking at hiring back 11 DPO's, right on the heels of laying off six group counselors. Already we have over 120 post release community supervision offenders either on our caseloads or due to be release between now and December. We currently have one DPO who has been selected to supervise them. Lots of uncertainty surrounding that and what it means for our members.

Our Chief is scheduled to retire on 12/2/11, and we continue to wait anxiously for the announcement of her replacement. This choice of our Judiciary could very well lead our Department in a brand new direction, or we could stay stalled where we are. More uncertainty.

Despite all this, we are encouraged by what we have accomplished and we look forward to the future.

Stay safe out there.

TRINITY

Our CCP was approved by the Board of Supervisors on Oct 18th. We've been training staff on AB109 issues for the past month and seem to be getting a handle on the multitude of issues surrounding sentencings and revocations. Trinity is small and was only projected to get 15 PRCS cases in the first year however we have already had 7 in the first month so we suspect CDCR grossly underestimated the numbers. Our initial AB109 allocation is only 140k so staffing up is only consisting of hiring one additional PO. Hopefully more in upcoming years.

All the labor contracts in the county expire on January 1, 2012 and the county has made it very clear they plan to propose the employees pick up much of the existing employer paid benefits, so we're gearing up for some tough negotiations.

TUOLUMNE

As AB 109 has been implemented our CCP plan was recently adopted by our Board of Supervisors. Some of the major details of the plan include hiring one DPO, a Probation tech, a half time support staff, and a Sheriff's Deputy assigned to an AB109 Task Force. We also secured an additional building off site as we are bringing in Behavioral Interventions (BI) to run a Day Reporting Center (DRC). In that same building we will be running our Alternative Sentencing Programs, which we anticipate to double in size, as we will no longer have room in our County Jail to house misdemeanor offenders. In addition to the staff we will hire through AB109 funding we have already hired an additional DPO and Probation Tech using funding from SB 678.

In our Juvenile Unit there have been no substantial changes compared to those with AB109. Our chief continues to work diligently on our Juvenile Hall construction project in the hope the State does not pull any funding from the grant we secured almost two years ago. Construction started recently with grading the property and starting the infrastructure on the building site. We all hope this project continues, as the timing could not be any worse with the current economy.

With all the changes coming at us and added responsibility our officers continue to be dedicated in providing public safety and serving the Court with the support of a well respected Administration.

YOLO

Yolo County has not experienced any layoffs to date. However, to absorb losses from Institutional funding cuts, the Dept. Administration ran a recruitment for DPO I/II positions. Six Institutional line staff were recently promoted to DPO I positions in both the Juvenile and Adult Probation Divisions. Pending approval and funding for additional DPO positions under AB109, additional hiring may take place.

Recently, Marco Topete was convicted for the June 15, 2008, murder of Yolo County Sheriff Deputy, Jose "Tony" Antonio Diaz. His memorial on the Officer Down Memorial Page can be viewed at: <http://www.odmp.org/officer/19424-deputy-sheriff-jose-tony-antonio-diaz>. Additional information will be provided once the penalty phase of the trial is concluded and sentencing is rendered.