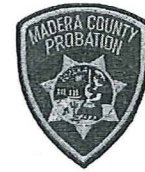


MADERA COUNTY PROBATION DEPARTMENT Administration



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May 21, 2013

Madera County Grand Jury
PO Box 534
Madera, CA 93639
Attn: Phillip Atkisson, Foreman

Eric Fleming, CAO
County Administration
200 West 4th St.
Madera, CA 93638



On or about April 15, 2013, the Madera County Probation Department received a letter from the Madera County Grand Jury containing a copy of the final Grand Jury Report for 2012-13. In the report a list of findings and recommendations for the probation department were included. A subsequent letter sent by the Grand Jury indicated the responses must be submitted to the Presiding Judge and Grand Jury by June 19, 2013.

2012-13 Grand Jury Findings for Madera County Probation Department:

- 1. The MCPD has two funded, unfilled adult probation officer positions causing an increased caseload.**
Probation's response to finding – Concur
- 2. MCPD has reduced the cost of supervising probationers by contracting with private business.**
Probation's response to finding – Concur
- 3. The Juvenile Detention Facility has two funded, unfilled positions to monitor juveniles in custody.**
Probation's response to finding – Concur
- 4. The Juvenile Detention Facility administrative segregation Unit (isolation) is not utilized due to lack of staffing.**
Probation's response to finding – Concur

“The mission of the Madera County Probation Department is to encourage positive change in the lives of offenders through collaborative partnerships, evidence based practices, and corrective services.”

5. *An in-house Deputy District Attorney would improve the efficiency of processing reports and cases with the Juvenile Courts.*

Probation's response to finding – Concur

6. *The Juvenile Boot Camp Program has been moved into the detention facility limiting the capacity to house juvenile offenders.*

Probation's response to finding – Concur

7. *The MCPD is a well-managed department providing excellent services to the community.*

Probation's response to finding – Concur

2012-13 Grand Jury Recommendations for Madera County Probation Department:

1. *Fill funded positions.*

Probation's response to recommendation – Agree. Probation is currently attempting to implement. The time needed to fill a civil servant position is quite lengthy. The time needed to fill a civil servant position that is also a peace-officer can be extraordinarily lengthy. If no active list of qualified applicants exists, Human Resources must establish a recruitment for the needed position with a minimum of 15 day filing date. There is then a review of the applications and the qualified applicants are contacted for a state-mandated written exam. Those that pass must then go before a panel of experts for an oral examination. The successful applicants are ranked and the top applicants are submitted to the department for consideration.

The department then interviews and selects the applicant(s) for hire. The applicant then participates in a background investigation, polygraph examination, psychological examination, and finally a physical examination. This entire process can take up to six months. If the applicant fails along the way, the department process starts over and can take another 6-8 weeks. Therefore, any time a vacancy occurs, it typically takes 2-6 months to fill said position.

2. *Reduce employee furloughs until funded positions are filled.*

Probation's response to recommendation – Probation is unclear as to relationship between the two elements of the recommendation. However, Probation agrees that furloughs should be reduced or eliminated and that all funded positions should be filled as soon as possible, and is attempting to implement both elements of the recommendation. Anytime there is a reduction in available man-hours, whether thru furloughs or vacancies, there is an increased workload for remaining staff as well as a reduction of available services for all community stakeholders.

3. *The District Attorney provides an in-house Deputy District Attorney to the MCPD.*

Probation's response to recommendation – Agree. The probation department and the District Attorney's Office possess a symbiotic relationship when pursuing the filing of charges or the adjudication & disposition of juvenile offenders. This collaboration works much better when both entities work simultaneously and side by side. For many years the District Attorney had a Deputy District Attorney (DDA) assigned and housed in probation's juvenile services division. The flow of communication and work was seamless, efficient, and very effective. However, logistically when these entities are separated, communication and work flow suffer, and time

constraints are stretched to the limits. Probation staff unfortunately lose valuable time trying to keep the work flow moving by shuttling between offices and we would welcome any opportunity afforded us to house a DDA in the probation department again. Eventually, if the County does build a combined Probation/DA's facility, the issue should be eliminated.

4. *The Juvenile Boot Camp Program be relocated outside the Detention Facility.*

Probation's response to recommendation – Agree. The probation department is attempting to implement. In 2009, due to budget constraints, probation had to relocate the boot camp program from the Boot Camp Facility to the Juvenile Detention Facility (JDF). Although a significant financial savings did occur, there was a loss to the effectiveness of the program. The new environment was not as rehabilitative inducing due to the original design and intent of the JDF. Recently the probation department requested and the Board of Supervisors approved a space needs study be conducted with the goals of 1) construct a Probation/DA facility; 2) relocate Juvenile Services Division to the Boot Camp facility; and 3) construct modular buildings on JDF grounds to recreate a rehabilitative atmosphere while continuing to recognize the same financial savings that caused the relocation.