



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

September 23, 2008

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903

SUBJECT: Approval of the on-call assignment pilot program for Deputy Probation Officers (DPO's) which was negotiated to provide after hours probation services to runaways and truants in the County of Marin after the closure of a community based runaway shelter.

Dear Board Members:

RECOMMENDATION:

It is the recommendation of the Department of Human Resources that your Board approve a side letter agreement between the County of Marin and the Teamsters, Local 856, Deputy Probation Officers, which details an on-call assignment pilot program for Deputy Probation Officers. This program is scheduled to begin on September 29, 2008 and will terminate on March 30, 2009.

SUMMARY:

Effective September 29, 2008 a community based runaway shelter in Marin, Huckleberry Youth Programs ("Huckleberry"), is closing its doors. By contract with the County of Marin, Huckleberry provided a safe alternative for Marin County runaways and truants. As there are no other community organizations to shelter or house runaways and truants, the Probation Department needed to develop a plan for processing minors in custody pursuant to section(s) 601 and 602 of the California Welfare and Institutions Code. The Probation Department is not clear if or how providing this additional service will affect the workload for its juvenile institutions. In response, the Probation Department has developed a pilot on-call assignment procedure whereby County DPO's will provide service, on an on-call basis, to aide Marin County truants and runaways. Services will include admitting and authorizing releases for minors in custody pursuant to Section 601 and 602 of the California Welfare and Institutions Code, interviewing minors and family members to determine appropriate release plans, transporting minors, and responding to law enforcement personnel during night and weekend hours.

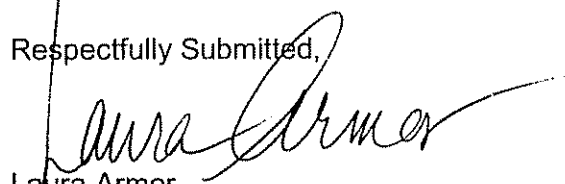
In addition to receiving \$4.00 per hour for every hour in an on-call assignment, the Deputy Probation Officer working in an on call assignment will be compensated for a minimum of three hours at the overtime rate each time the Deputy Probation Officer is required to return to a Juvenile Institution to provide an on-call service.

This procedure was agreed upon, in good faith, in a side letter agreement with Teamsters, Local 856, Deputy Probation Officers. The parties agreed that this would be a pilot program in effect from September 29, 2008 through March 30, 2009. On or about March 30, 2009, the Probation Department will analyze the data it has collected throughout the pilot program to assess the workload and determine whether a long term program needs to be implemented.

FISCAL IMPACT: \$175,000 contract with Huckleberry Youth Programs is a continuing expense which appears in the Probation Department's yearly budget. The Probation Department will pay Huckleberry Youth Programs \$43,750 for the services it has provided to the County up to this date during this fiscal year. The remaining portion of the contract, \$131,250, will not be paid to Huckleberry, as it will no longer provide service to the County effective September 29, 2008. That money will fully fund the Counties new pilot on call assignment program described above. This is a cost neutral proposal.

REVIEWED BY:	<input type="checkbox"/>	Auditor	<input type="checkbox"/>	N/A
	<input type="checkbox"/>	County Counsel	<input type="checkbox"/>	N/A
	<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/>	N/A

Respectfully Submitted,



Laura Armor
Director of Human Resources

cc: Bill Burke, Chief Probation Officer, Probation
Mike Daly, Chief Deputy Probation Officer, Probation
Terri Hampton, Deputy Director, Human Resources
Misha Miki-Ladner, Senior Personnel Analyst, Human Resources
Angela Nicholson, Principal Personnel Analyst, Human Resources
Mariano Zamudio, Chief of Administrative Services, Probation