County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE
713 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-1101
http://cao.co.la.ca.us

DAVID E. JANSSEN
Chief Administrative Officer

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

January 12, 2006

To: Mayor Michael D. Antonovich
Supervisor Gloria Molina
Supervisor Yvonne B. Burke
Supervisor Zev Yaroslavsky
Supervisor Don Knabe

From: David E. Janssen
Chief Administrative Officer

PLAN TO FULLY IMPLEMENT THE DEPARTMENT OF JUSTICE REQUIREMENTS

On October 11, 2005, on motion of Supervisor Molina, the Probation Department and the Chief Administrative Office (CAO), in conjunction with the Director of Personnel, were instructed to develop a plan that will address all of the pending issues to fully implement the remaining Department of Justice (DOJ) findings in their Second Semi-Annual Monitoring Report. We were further instructed to report back to your Board on November 1, 2005 with a plan to fully implement the DOJ's requirements, including staffing levels, additional training and programming needs and specific changes to services provided to a minor in the County's juvenile halls. On October 28, 2005, the CAO issued a status report to your Board indicating our intent to return to the Board with a report and recommendations upon completion of our analysis of the Probation Department's proposed plan.

The Probation Department's proposed plan identified an increased annualized net County cost (NCC) requirement of $17.9 million to fund 270.0 additional peace officer line positions and 10.0 additional mental health positions in order to achieve ongoing compliance with the DOJ settlement agreement. My staff also worked with the Probation Department to develop additional solutions to achieve ongoing compliance with the settlement agreement.
The DOJ Report identified the following concerns related to the settlement agreement provisions, which continue to negatively impact the daily operation of the juvenile halls:

- Provide adequate child supervision staff in the three juvenile halls.
- Create and/or increase number of specialized units (Level III) in each of the three juvenile halls to house seriously, mentally ill youth who often display suicidal/self-harming behavior, and provide more effective 1:1 staff-to-minor supervision.

- Provide additional staff resources to ensure timely transportation of youth to routine and emergency medical appointments at local hospitals.
- Provide substance abuse prevention services to detained youth.
- Train appropriate staff with required courses in behavior management, suicide prevention, and use of force.

Proposed Solutions

Without curtailing other vital services, and with concurrence from the Probation Department, we estimate an increased annualized NCC requirement of $15.6 million consisting of $14.7 million for the Probation Department to fund 237.0 additional peace officer line positions; substance abuse prevention and evaluation services; and enhanced personnel training. Also included is $0.9 million for the Department of Mental Health (DMH) to fund 10.0 additional positions commensurate with the expansion of specialized CARE units that house minors deemed to have moderate to serious mental health problems. These resources would enable the Probation Department to achieve the following specific outcomes and to comply with the DOJ settlement agreement:

Increased Staff Supervision for the Juvenile Halls $6.9 million

The DOJ report notes that inadequate staffing is the single greatest impediment to providing effective rehabilitative programming, ensuring the safety of minors, reducing youth-on-youth violence, and reducing the number of incidents involving the use of force at juvenile halls.

The current average daily juvenile hall population is 1,650 minors currently housed throughout 31 of 53 living units, thus averaging 53 minors per unit. The funding for this plan would enable Probation to staff 48 of the 53 units. This would provide an opportunity for increasing the quality of services for minors by spreading the youth population throughout these units, thereby reducing the average number of minors per unit from 53 to 34. This in turn, is anticipated to mitigate youth-on-youth violence, youth-on-staff assaults, industrial accidents and use of overtime.

In order to provide adequate child supervision at each juvenile hall, the following additional positions are recommended:

Supervising Detention Services Officer	6.0
Senior Detention Services Officer	-1.0
Detention Services Officer	102.0
Group Supervisor, Nights, Probation	26.0
TOTAL	133.0

Increasing CARE Units for Seriously Mentally Ill and Suicidal Youth $5.9 million

The DOJ monitors strongly urge the Department to segregate minors who are seriously, mentally ill and displaying suicidal/self harming behavior (Level III) from other minors in the juvenile halls. Traditionally, these minors have been housed in the Special Handling Unit (SHU) at each juvenile hall.

In order to best serve the Level III population, these minors would be moved from the existing SHU and into newly established Level III/CARE units at Barry J. Nidorf and Los Padrinos Juvenile Halls, and incorporated into the existing CARE unit at Central Juvenile Hall. This will allow the Department to provide more effective and necessary treatment and one-to-one supervision for mentally ill youth. In order to open or enhance dedicated CARE buildings at each juvenile hall, the following additional positions would be required:

Probation	
Supervising Detention Services Officer	2.0
Senior Detention Services Officer	6.0
Detention Services Officer	76.0
Group Supervisor, Nights, Probation	10.0
Total	94.0

Mental Health	
Clinical Psychiatrist II	2.0
Psychiatric Social Worker II	4.0
Mental Health Psychiatrist	1.0
Psychiatric Technician III	3.0
Total	10.0

Youth Transportation – Routine and Emergency Medical Appointment $0.5 million

Probation's records indicate that 13 percent of minors are currently not being transported for their medical appointments in a timely manner, which creates a potential for liability exposure. Additional funding will support 8.0 Detention Services Officers and 2.0 Group Supervisors Night positions to fully support the transportation of youth to outside routine and emergency medical appointments.

Implementation of Substance Abuse Prevention Program $0.4 million

Pursuant to the DOJ's Report, Probation needs to implement a substance abuse prevention and evaluation component into the Department's existing Behavior Management Program for youth for short periods, and more extensive substance abuse prevention program for minors who remain in custody for longer periods. These services will be contracted out.

Increased Training $1.9 million

In order to achieve compliance with certain settlement agreement provisions, a significant increase in staff training hours are required specifically for increased Behavior Management, Suicide Prevention, and Use of Force training. The estimated $1.9 million will fund overtime staffing while personnel are being trained.

Estimated phased-in implementation NCC for FY 2005-06 is $6.5 million. As a part of the mid-year budget adjustment, we will transfer $6.5 million from the Designation for Capital Projects/Extraordinary Maintenance to the Probation Department to reflect funding to fully implement the requirements identified in the DOJ's Second Semi-Annual Monitoring Report.

Upon approval by your Board, the Department will proceed to fill these positions as soon as possible. The Probation Department has begun a multifaceted recruitment campaign, including advertising using print media and the internet. Current applicants for Deputy Probation Officer are being sent applications for Detention Services Officer (DSO), along with a letter informing them of the greater availability and quicker employment opportunities for DSO positions. In addition, DHR is assisting Probation by providing mailing lists of previously identified candidates from other County exams. The Department also has designed bumper sticker advertising for its fleet of over 200 vehicles, and banner advertising for its major employment facilities.

Please let me know if you have any questions or need additional information, or your staff may contact Gevork Simdjian at (213) 893-9736.

DEJ:DL
RG:GS:yf

c: Executive Officer, Board of Supervisors
Director, Department of Human Resources
Chief Probation Officer

Board.report.on.doj.rec.bm