

MOTION BY SUPERVISORS YAROSLAVSKY AND MOLINA

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The Probation Department presently suffers from serious weaknesses in management, oversight and accountability. These deficiencies have manifested themselves repeatedly as financial mismanagement, the collapse of any meaningful Human Resources system, the failure to administer an effective internal affairs operation, the absence of meaningful Camp Redesign, and other serious issues. The County's newly appointed Chief Probation Officer, Donald Blevins, faces myriad challenges in carrying out his Department's mission of protecting the public and reducing juvenile and adult recidivism. In order to effectively overcome these hurdles and provide a meaningful service to our communities, he must be given the opportunity to choose competent and effective management personnel.

Los Angeles County Charter Section 33(i) was added in 2000 to increase the flexibility of the Civil Service system by giving Department Heads the ability to hire from outside the system to fill positions at the top two levels of the Department beneath the Department Head.

MOTION

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**WE, THEREFORE, MOVE** that the Chief Executive Officer, working with the Department of Human Resources, County Counsel and the Probation Department be directed to explore ways in which the Chief Probation Officer can be given the maximum flexibility to assemble the best possible management team, including where necessary the ability to hire individuals from outside the Department under the provisions of County Charter Section 33 (i), in order to effectively carry out the reform and restructuring of the Los Angeles County Probation Department, and provide a written report to the Board within 30 days with specific findings and recommendations on how to proceed to achieve the necessary hiring and management objectives.