

*** NOTE: TO RETURN TO THIS PAGE, CLICK ON THE COUNTY SEAL ***

[CLICK HERE FOR THE CHIEF EXECUTIVE OFFICER'S REPORT DATED APRIL 18, 2023](#)

[CLICK HERE FOR THE CHIEF EXECUTIVE OFFICER'S REPORT DATED APRIL 26, 2023](#)

[CLICK HERE FOR THE INSPECTOR GENERAL'S REPORT DATED MAY 1, 2023](#)

[CLICK HERE FOR THE DIRECTOR OF YOUTH DEVELOPMENT'S REPORT DATED MAY 5, 2023](#)

[NEXT REPORT BY THE CHIEF PROBATION OFFICER EXTENDED TO NOVEMBER 27, 2023](#)

[NEXT REPORT BY THE DIRECTOR OF YOUTH DEVELOPMENT EXTENDED TO AUGUST 22, 2023](#)

[NEXT REPORT BY COUNTY COUNSEL EXTENDED TO SEPTEMBER 1, 2023](#)

[CLICK HERE FOR THE DIRECTOR OF YOUTH DEVELOPMENT'S REPORT DATED AUGUST 28, 2023](#)

[CONFIDENTIAL REPORT PROVIDED TO THE BOARD BY COUNTY COUNSEL ON OCTOBER 10, 2023](#)



**Chief
Executive
Office.**

COUNTY OF LOS ANGELES

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, CA 90012
(213) 974-1101 ceo.lacounty.gov

CHIEF EXECUTIVE OFFICER

Fesia A. Davenport

April 18, 2023

To: Supervisor Janice Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

From: Fesia A. Davenport
Chief Executive Officer

**CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT
ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED
(ITEM NO. 6, AGENDA OF MARCH 21, 2023)**

On March 21, 2023, the Board of Supervisors directed the Chief Executive Officer, in consultation with the Probation Department (Probation) and County Counsel, to report back in writing (Directive No. 3) during the 2023-24 Recommended Budget with the following:

- a. A completed Probation staffing analysis;
- b. A list of Probation vacancies and the associated job duties or functions for each vacancy; the specific funding streams, if any, tied to those vacancies; the budget unit in which the vacant positions are budgeted; and the budgeted value of the vacancies;
- c. A list of all funding streams that are currently allocated to the juvenile operations budget, including Juvenile Institutions Services, Special Services, Care of Juvenile Court Wards, Community-Based Contracts, and the portion of Field Services and Support Services associated with juvenile operations. For each funding stream, identify the source, current allocation, unspent balance (if any), method by which future or ongoing allocations are determined, and any restrictions that are tied to the funding stream;



Each Supervisor
April 18, 2023
Page 2

- d. A separate list of all funding streams that are currently allocated to any Probation operation that can legally be used to fund programming services in the halls and camps. For each funding stream, indicate if it is currently being used to fund programming and services in the halls and camps, and if not, indicate its current use;
- e. A list of all contracts that are currently in place to provide services and programming in the halls and camps;
- f. Identification of any unused or underutilized funding allocated to Probation that can be obligated now for future allocation to the Department of Youth Development (DYD). Further, identification of any funding streams allocated to Probation that are not legally prohibited by the requirements of the originating funding source (including net County cost) from being transferred to the DYD; and
- g. Identification of any existing funding streams in Probation's budget that can be administered by DYD without violating any laws or regulations so long as they are not removed from Probation's budget.

This is to notify your Board that the motion author and co-author have approved a one-week extension for the report back responding to Directive 3a-3g of the motion titled *Care First, Jails Last: Holding the Probation Department Accountable and Advancing Youth Justice Reimagined*. The revised due date is April 25, 2023.

Should you have any questions or concerns, please contact me or René Phillips, Public Safety Cluster, at (213) 974-1478 or rphillips@ceo.lacounty.gov.

FAD:JMN:MM
RP:AHW:MX:cc

c: Executive Office, Board of Supervisors
County Counsel
Probation
Youth Development



**Chief
Executive
Office.**

COUNTY OF LOS ANGELES

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, CA 90012
(213) 974-1101 ceo.lacounty.gov

CHIEF EXECUTIVE OFFICER

Fesia A. Davenport

April 26, 2023

To: Supervisor Janice Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

From: Fesia A. Davenport *Fesia A. Davenport*
Chief Executive Officer *for CEO*

**CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT
ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED
(ITEM NO. 6, AGENDA OF MARCH 21, 2023)**

On March 21, 2023, the Board of Supervisors (Board) directed the Chief Executive Officer, in consultation with the Probation Department (Probation) and County Counsel, to report back in writing (Directive No. 3) with the 2023-24 Recommended Budget with the following:

- A. A completed Probation staffing analysis;
- B. A list of Probation vacancies and the associated job duties or functions for each vacancy; the specific funding streams, if any, tied to those vacancies; the budget unit in which the vacant positions are budgeted; and the budgeted value of the vacancies;
- C. A list of all funding streams that are currently allocated to the juvenile operations budget, including Juvenile Institutions Services, Special Services, Care of Juvenile Court Wards, Community-Based Contracts, and the portion of Field Services and Support Services associated with juvenile operations. For each funding stream, identify the source, current allocation, unspent balance (if any), method by which future or ongoing allocations are determined, and any restrictions that are tied to the funding stream;
- D. A separate list of all funding streams that are currently allocated to any Probation operation that can legally be used to fund programming services in the halls and camps. For each funding stream, indicate if it is currently being used to fund programming and services in the halls and camps, and if not, indicate its current use;



- E. A list of all contracts that are currently in place to provide services and programming in the halls and camps;
- F. Identification of any unused or underutilized funding allocated to Probation that can be obligated now for future allocation to the Department of Youth Development (DYD). Further, identification of any funding streams allocated to Probation that are not legally prohibited by the requirements of the originating funding source (including net County cost) from being transferred to DYD; and
- G. Identification of any existing funding streams in the Probation budget that can be administered by DYD without violating any laws or regulations so long as they are not removed from Probation's budget.

Executive Summary

The attached report (Attachment), prepared in consultation with Probation and County Counsel, responds to Items B-G of Directive No. 3 and details the funding streams that currently fund juvenile probation programs administered by Probation. Item A will be provided under separate cover.

The Probation's juvenile probation revenue streams, with the exceptions of Juvenile Justice Crime Prevention Act (JJCPA) and Title IV-E (detailed below), are designated specifically for certain functions that are statutorily and legally required to be carried out by Probation. These revenues must remain with Probation and cannot be freely transferred to an outside agency absent any changes in law, including changes to the Welfare and Institutions Code, that delegate the Chief Probation Officer's duties to another agency. The DYD cannot directly administer this funding because DYD is not responsible for providing custody, care, supervision, and/or rehabilitative services to justice-impacted youth.

The JJCPA funding is allocated based on decisions of the Juvenile Justice Coordinating Council (JJCC). Probation has a prominent role in the administration of JJCPA but currently receives no funding for youth programs and services. JJCPA funding is maintained and accounted for in a special revenue fund outside of Probation's annual operating budget. While JJCPA funds can legally be allocated directly to DYD with certain limitations pertaining to its use, any allocations must be approved by the JJCC and made directly from the JJCPA special revenue fund.

Title IV-E funding, while not limited to a specific County agency, is intended to reimburse only for services to youth in foster care or at imminent risk of foster care, and can only be claimed by a qualifying Title IV-E agency. Probation is a qualifying Title IV-E agency because it has a vested legal responsibility for children in or at reasonable risk of foster care, including providing services that reduce or eliminate the need for out-of-home placement. DYD does not provide these services or serve this population and, therefore, DYD does not qualify for this funding.

Each Supervisor
April 26, 2023
Page 3

While NCC can legally be transferred to DYD, the transfer must be carefully evaluated to ensure that NCC is a true "surplus" and will not reduce Probation service levels to justice system-impacted youth below what is needed to ensure their care and safety. For example, NCC cannot be redirected because of supplantation restrictions required to receive revenue from external sources, such as State revenue. Reducing NCC used for these obligations would likely reduce revenue overall and limit the ability of Probation to hire staff and/or maintain programs and services, including increasing staff at the halls to meet Board of State and Community Corrections requirements. Probation also leverages NCC savings to offset the cost of overtime needed to bolster staffing in the halls and to bridge a structural deficit in services and supplies. Decreasing NCC and increasing revenue to maintain service levels may not be viable in some cases as it could violate non-supplantation clauses in the Welfare and Institutions Code.

Additionally, although Probation has many vacant positions, the majority of Probation's vacancies are tied to revenue. These vacancies are not funded unless filled, because Probation must claim billable hours to receive reimbursement. Positions may also be funded using a blend of multiple funding streams, and certain revenues have match requirements and/or the revenues may not cover all costs, for which NCC is used to supplement. Deleting vacant items to free up potential funding to be redirected elsewhere requires careful additional analysis of impacts to Probation's operations in terms of caseload ratios, supervision ratios, and staffing ratios. Furthermore, as mentioned above, revenue sources may have supplantation restrictions that prohibit them from being used to replace other forms of funding, including NCC.

Should your Board direct my office to proceed with recommending resource and funding transfers from Probation to other County programs and services, we will engage County Counsel and Probation leadership to conduct a careful examination to determine which funding and resources can be transferred and any potential repercussions of doing so, including operational and financial repercussions.

Should you have any questions regarding this matter, please contact me or René C. Phillips at (213) 974-1478 or rphillips@ceo.lacounty.gov.

FAD:JMN:MM:RCP
AHW:MX:cc

Attachments

c: Executive Office, Board of Supervisors
 County Counsel
 Human Resources
 Probation
 Youth Development

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED REPORT

This analysis provides context and insight to the detailed information provided Attachments A-E.

1. A list of Probation Department (Probation) vacancies and the associated job duties or functions for each vacancy; the specific funding streams, if any, tied to those vacancies; the budget unit in which the vacant positions are budgeted; and the budgeted value of the vacancies.

Descriptors of Vacant Items in Attachment A

Attachment A lists position ("item") vacancies identified by payroll title, work location(s), applicable budget unit, and the "vacancy value" – a term described below. Like other County departments, Probation has no practical method of determining exact job duties for every vacant position, because the duties for a particular position may fall within a wide range of potential duties which are then narrowed down to a smaller set of specified assigned duties once the vacant position is filled. Given this, we have used the payroll title and work location to approximate job duties.

Calculating Vacancy Value

Calculating vacancy values is a complex undertaking requiring additional analysis. Quick, back-of-the-envelope calculations of vacancy values associated with Probation's vacancies is discouraged for the reasons explained below. Despite the difficulty in calculating the vacancy value, it can be done and requires articulation of specific conditions and assumptions as well as clearly identifying priorities – all of which will frame the analysis at the outset.

The calculation of the value of a vacant budgeted position ("vacancy value") requires consideration of various, County-prescribed budgeting standards. Value means the calculated salary cost associated with the vacant payroll item. Value can differ from item-to-item depending on factors such as the length of time the item has been vacant.

Apart from operations that rely on claim-based funding (i.e., services are provided by employees and then the County seeks reimbursement for the salary costs of providing those services), it is generally not possible to isolate the "specific funding streams" (i.e., revenue) for each budgeted item because funding often offsets costs

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED REPORT

in aggregate rather than being directly associated with individual items. For example, it is most often the case that revenue is service-specific or function-specific, but not position-specific. In the case of Juvenile Probation Funding (JPF), the funding is provided based on the proportion of the County's juvenile hall population relative to those of other counties. The amount of funding is used to offset aggregated costs and is not tied to a specific staff position cost or count. The funding is provided as a general subsidy.

Moreover, some items may be funded by a combination of funding streams with per-item funding percentages varying based on the number of filled items that qualify for the revenue stream. For example, Youthful Offender Block Grant (YOBG) and Juvenile Probation Camp Funding (JPCF) cover the cost of camp functions but are based on different funding formulas. YOBG is based on a percentage of vehicle license fees, while JPCF is based on camp populations. The ratio of these funding streams can change as the amount of funding for each funding stream changes, making it very difficult to identify which funding stream is funding a particular position from budget year to budget year.

The majority of Probation's net County cost (NCC) savings is the result of vacant operational positions in Field and Administrative operations. A substantial number of adult vacancies are linked to revenues such as Assembly Bill (AB) 109 and Senate Bill (SB) 678. Some of the savings from these vacancies have historically and are currently being used to offset increased overtime costs, and for staff who are helping to address staffing shortages at the halls and camps. Probation must also ensure it continues to abide by the mandated uses and limitations of the supporting funding streams.

The following examples highlight the complexity of identifying available funds that are truly "surplus" such that the funds can be redirected away from Probation's budget – the task is not impossible but it is complicated by operational factors as well as funding restrictions:

- JPF funds a portion of juvenile hall staff salaries, a portion of services provided through the Juvenile Special Services budget unit, and a portion of facility improvements in juvenile halls and camps. Positions supported by JPF are subject to staffing ratio mandates. The funding must also be associated with a juvenile public safety purpose administered by the Chief Probation Officer (CPO). JPF is funded by vehicle license fees-based revenue

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED REPORT

from the State and can fluctuate during times of economic declines. Unspent JPF revenues (base and one-time) roll over from year-to-year and serve as a means of smoothing fluctuations of State allotments.

- YOBG revenue from the State is used for a portion of employee salaries in juvenile halls and camps for oversight and services provided to youth formerly associated with the Division of Juvenile Justice including programs associated with the Secure Youth Treatment Facility population. YOBG funding is provided for qualifying public safety services for a designated juvenile population.
- Title IV-E revenue is realized through a claiming process driven by individual employee time studies for qualified categories of expenditures. If an item funded (in whole or in part) by Title IV-E is eliminated, the claimed revenue associated with that item is lost. Title IV-E rarely reimburses the entirety of a particular employee's costs because only a portion of the employee's time is likely to align with qualifying categories of service.
- AB 109 and SB 678 are each funding streams associated with services to adult populations with SB 678 entirely restricted to the adult population that Probation serves. Each must be used for public safety services as defined by statute and cannot supplant or replace existing funding. These revenues cannot be provided directly to community-based organizations (CBOs) for general use. However, if a CBO provides services consistent with funding requirements, the County can provide CBOs with AB 109 funds through any County agency.

Careful examination, with the assistance of County Counsel, is needed before designating funding to activities outside of current funding arrangements. Each funding stream has different restrictions. Considerations when interpreting the use and fungibility of revenue include:

- **Mandated Uses** – Each funding stream has a prescribed mandated use. This includes restrictions on what can be funded, such as funding provided exclusively for halls and camps.

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED REPORT

- **Supplantation** – Many revenues have supplantation restrictions that prohibit them from being used to replace other forms of funding. These revenues may be used to supplement, but not replace, other funding. Reducing NCC and increasing revenue to backfill the deleted funding would be an example of supplantation. Similarly, moving employees from NCC-funded positions onto revenue backed positions, and subsequently increasing revenue to fund the same function, would qualify as supplantation.
- **Variability of Revenue** – Many of the revenues that Probation receives from the State are sensitive to economic conditions. Allocations may also be linked to the size of the County’s justice system-impacted youth population relative to other counties. Probation and the Chief Executive Office (CEO) collaborate to establish revenue budgets that are fiscally conservative to avoid revenue shortfalls during economic downturns.
- **One-Time Versus Ongoing Revenues** – Revenue streams may have ongoing base funding amounts and additional annual one-time allotments. For example, Probation’s FY 2022-23 YOBG funding is approximately 30 percent higher when compared to FY 2020-21 YOBG funding. This increase is driven by factors within the State economy that influence sales taxes, largely due to heightened consumer spending during the pandemic, but is not sustainable. The anticipated economic slowdown amid higher interest rates is expected to translate into lower tax- and fee-based revenues over the near term. Probation works with the CEO to develop conservative revenue budgets that account for changes in economic peaks and valleys.
- **Trust Funds** – Funds placed in trust funds may be earmarked for capital projects and infrastructure improvements that are expensed and reimbursed over a multi-year timeframe. Therefore, identification of funding must consider commitments for investments in future years.
- **Budgeted Salary Savings** – Salary savings are a calculated estimate of the cumulative difference between the top salary steps and the actual salary steps across a department. A five percent salary savings rate is standard.

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED REPORT

2. A list of all funding streams that are currently allocated to the Juvenile Operations budget, including Juvenile Institutions Services, Special Services, Care of Juvenile Court Wards, Community-based Contracts, and the portions of Field Services and Support Services associated with juvenile operations. For each funding stream, identify the source, current allocation, unspent balance (if any), method by which future or ongoing allocations are determined, and any restrictions that are tied to the funding stream.

Attachments B and C provide a list of ongoing juvenile funding streams by budget unit, including a reference to the authorizing statute, a description of the funding's purpose, the revenue source, the adopted budget, the consumption forecast (estimated-actual), and anticipated surplus or deficit. Forecasts are based on year-to-date spending patterns and may change based on expenditure and claiming activity. Probation and CEO collaborate to determine ongoing allocations based primarily on a variety of factors including economic conditions and legislative analysis. Some significant allocations of spending may not be realized in the current fiscal year as the allocations await various levels of planning, appropriation authority, and contractor agreements.

3. A separate list of all funding streams that are currently allocated to any Probation operation that can legally be used to fund programming and services in the halls and camps. For each funding stream, indicate if it is currently being used to fund programming and services in the halls and camps, and if not, indicate its current use.

Most juvenile funding streams summarized in Attachment C can be used for programming and services in the juvenile halls and camps, and/or for services linking juvenile hall and camp youth to programs supporting community assimilation efforts. Exceptions to these uses include: funding linked to a specific qualifying activity or service (e.g., Title IV-E funding), funding linked to a specific population (e.g., YOBG funding), and funding linked to specific infrastructure improvement (e.g., AB 178).

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED REPORT

4. A list of all contracts that are currently in place to provide services and programming in the halls and camps.

Attachment D lists contracted agencies or government entities that currently provide services and programming in the halls and camps and the corresponding service types and locations. It also lists all active programs and includes volunteer organizations that do not formally contract with the County.

5. Identification of any unused or underused funding allocated to Probation that can be obligated now for future allocation to the Department of Youth Development (DYD). Further, identification of any funding streams allocated to Probation that are not legally prohibited, by the requirements of the originating funding source (including NCC), from being transferred to DYD.

Attachment E lists unused or underused juvenile revenue sources, but not all of these revenues can be obligated now or in the future to DYD. All unrealized revenues received by the County are held in trust for statutorily mandated purposes. In general, revenues are realized and transferred into Probation's operating budget when there are qualified reimbursable expenditures that meet the statutory requirements of the funding streams. Probation must incur the qualifying expenditures before recognizing the revenue. Funds held in trust comprise of one-time funding that have clearly defined permissible expenditures and statutory restrictions for which functions and agencies can receive the funding.

Ongoing funding is currently fully programmed into Probation's operations. A significant portion of one-time funds has been committed to multi-year infrastructure improvements that will be expensed and reimbursed in future years. This includes homelike renovations at the juvenile halls, closed circuit television installation at Barry J. Nidorf Juvenile Hall and various camps, including the Dorothy Kirby Center, and replacement of the wastewater treatment facility at Campus Kilpatrick. The unused revenues held in trust cannot be freely transferred to outside agencies, as the funding is restricted to duties that are statutorily the responsibility of the CPO and must remain with the servicing agency.

Surplus NCC can be transferred from Probation to DYD, but identifying the surplus is complicated by the factors noted above. Even the removal of surplus NCC could impact mandated Probation functions and reduce service levels to justice

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED REPORT

system-impacted youth currently served by Probation by limiting Probation's flexibility to cover costs like overtime and a structural deficit in services and supplies. The lack of flexibility could also limit Probation's ability to hire staff and/or maintain programs and services, including increasing staff at the halls to meet Board of State and Community Corrections requirements.

Juvenile Justice Crime Prevention Act (JJCPA) funds can also legally be allocated directly to DYD with certain limitations pertaining to its use. Any such allocations must be approved by the Juvenile Justice Coordinating Council (JJCC) and made directly from the JJCPA special revenue fund. Probation has a prominent role in the administration of JJCPA program acquisition and funding administration, but currently receives no JJCPA funding for youth programs and services. JJCPA funding is maintained and accounted for in a special revenue fund outside of Probation's annual operating budget.

6. Identification of any existing funding streams in the Probation budget that can be administered by DYD without violating any laws or regulations so long as they are not removed from the Probation's budget.

Probation can use its funding streams, including NCC, to provide services to justice system-impact youth so long as such services align with the respective prescribed uses and target population(s) of each funding stream. Services range from programming to direct care. Probation has the option to enter into contracts with service providers to offer the services, including contracting with DYD.

Title IV-E funding, while not limited to a specific County agency, are intended to reimburse only for services to youth in foster care or at imminent risk of foster care, and can only be claimed by a qualifying Title IV-E agency. Probation is a qualifying Title IV-E agency because it has a vested legal responsibility for children in or at reasonable risk of foster care, including providing services that reduce or eliminate the need for out-of-home placement. DYD does not provide these services or serve this population, and therefore, DYD does not qualify for this funding.

The remaining six Probation juvenile funding streams detailed in Attachment C, except for JJCPA as noted in the previous section, have legally prescribed permissible uses, and are restricted to Probation and/or other entities statutorily charged with providing eligible services. Funding related to juvenile probation supports services and activities under the Welfare and Institutions Code that are

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED REPORT

the sole responsibility of the CPO, including services related to the custody and parole of youthful offenders, community supervision, camp and hall operations, and local program needs for persons discharged from the State Division of Juvenile Justice, are restricted to Probation absent changes in legislation that delegates the CPO's mandated responsibilities to another agency.

These funding streams (JPF, JPCF, YOBG, Juvenile Reentry Fund, Juvenile Justice Realignment Block Grant and Title IV-E) cannot be directly administered by DYD, as DYD is not the authorized entity charged by the State with the care and supervision of youth in custody nor responsible for providing custody, care, supervision, and/or rehabilitative services to justice system-impacted youth.

**PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023**

ATTACHMENT A

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
1	20027304	Prob Field Svs	17620	AB109	0577	A	ACCOUNT CLERK I	AB109	\$55,000
2	10110409	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
3	10110413	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
4	10110421	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
5	10110429	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
6	10110442	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
7	10110443	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
8	10110447	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
9	10110451	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
10	10110465	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
11	10110467	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
12	10110470	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
13	10110472	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
14	10110475	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
15	10110481	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
16	10110494	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
17	10110500	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
18	10110510	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
19	10110513	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
20	20016059	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
21	20016074	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
22	20016075	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
23	20016111	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
24	20016133	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
25	20016136	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
26	20016138	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
27	20016155	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
28	20016183	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
29	20016186	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
30	20016208	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
31	20016223	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
32	20016230	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
33	20016232	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
34	20016234	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
35	20016245	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
36	20027329	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
37	20027331	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
38	20027333	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
39	20027336	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
40	20027348	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
41	20027353	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
42	20027362	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
43	20027370	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
44	20027374	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
45	20027378	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
46	20027384	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
47	20027385	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000

**PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023**

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
48	20027387	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
49	20027401	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
50	20027402	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
51	20027403	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
52	20027410	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
53	20027417	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
54	20027422	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
55	20027430	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
56	20027434	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
57	20027443	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
58	20027447	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
59	20027453	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
60	20027457	Prob Field Svs	17620	AB109	8607	A	DPY PRB OFFR II	AB109	\$100,000
61	20065154	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
62	20065155	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
63	20065161	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
64	20065162	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
65	20065165	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
66	20065168	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
67	20065171	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
68	20065175	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
69	20065179	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
70	20065181	Prob Field Svs	17620	AB109	2214	A	INT TYPIST CLK	AB109	\$55,000
71	20016260	Prob Field Svs	17620	AB109	8638	A	PGRM AN,PROBATN	AB109	\$117,000
72	10110523	Prob Field Svs	17620	AB109	8610	A	SPVG DPY PROBAT	AB109	\$111,000
73	20016127	Prob Field Svs	17620	AB109	8610	A	SPVG DPY PROBAT	AB109	\$111,000
74	20027475	Prob Field Svs	17620	AB109	8610	A	SPVG DPY PROBAT	AB109	\$111,000
75	20027320	Prob Field Svs	17620	AB109	2219	A	SUPVG TYPST CLK	AB109	\$61,000
76	10033692	Prob Field Svs	17401	AFSB Admin	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
77	10034177	Prob Field Svs	17712	Ant Val-Juv Adm	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
78	10033895	Prob Field Svs	17437	ASCOT Central	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
79	10033858	Prob Field Svs	17434	ASCOT South	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
80	10034550	Prob Field Svs	17431	CAI-Admin	8620	A	PROBAT DIR	NCC	\$189,000
81	10033265	Prob Field Svs	17431	CAI-Admin	2100	A	SR.SECRETARY I	NCC	\$92,000
82	10033751	Prob Field Svs	17420	Centinela-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
83	10034187	Prob Field Svs	17715	Centinela-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
84	10034188	Prob Field Svs	17715	Centinela-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
85	10034190	Prob Field Svs	17715	Centinela-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
86	10034193	Prob Field Svs	17715	Centinela-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
87	10034199	Prob Field Svs	17715	Centinela-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
88	10034200	Prob Field Svs	17715	Centinela-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
89	10033494	Prob Field Svs	17715	Centinela-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
90	10033495	Prob Field Svs	17715	Centinela-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
91	10033504	Prob Field Svs	17715	Centinela-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
92	10033506	Prob Field Svs	17715	Centinela-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
93	10034517	Prob Field Svs	17715	Centinela-Juve	8610	A	SPVG DPY PROBAT	Title IV-E / NCC	\$111,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
94	10033613	Prob Field Svs	17715	Centinela-Juve	2216	A	SR.TYPIST-CLERK	Title IV-E / NCC	\$61,000
95	10033311	Prob Field Svs	17403	Central Rec	2214	A	INT TYPIST CLK	NCC	\$55,000
96	10033313	Prob Field Svs	17403	Central Rec	2214	A	INT TYPIST CLK	NCC	\$55,000
97	10033318	Prob Field Svs	17403	Central Rec	2214	A	INT TYPIST CLK	NCC	\$55,000
98	10033333	Prob Field Svs	17403	Central Rec	2214	A	INT TYPIST CLK	NCC	\$55,000
99	10033573	Prob Field Svs	17403	Central Rec	2216	A	SR.TYPIST-CLERK	NCC	\$61,000
100	10033908	Prob Field Svs	17450	Crenshaw-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
101	10033910	Prob Field Svs	17450	Crenshaw-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
102	10033920	Prob Field Svs	17450	Crenshaw-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
103	10033921	Prob Field Svs	17450	Crenshaw-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
104	10033924	Prob Field Svs	17450	Crenshaw-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
105	10033351	Prob Field Svs	17450	Crenshaw-Adult	2214	A	INT TYPIST CLK	NCC	\$55,000
106	10034206	Prob Field Svs	17716	Crenshaw-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
107	10034209	Prob Field Svs	17716	Crenshaw-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
108	10034215	Prob Field Svs	17716	Crenshaw-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
109	10033723	Prob Field Svs	17412	DV&CA Program	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
110	10033946	Prob Field Svs	17460	East LA-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
111	10033371	Prob Field Svs	17460	East LA-Adult	2214	A	INT TYPIST CLK	NCC	\$55,000
112	10034552	Prob Field Svs	17460	East LA-Adult	8620	A	PROBAT DIR	NCC	\$189,000
113	10033596	Prob Field Svs	17460	East LA-Adult	2216	A	SR.TYPIST-CLERK	NCC	\$61,000
114	10033962	Prob Field Svs	17470	East SFV-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
115	10033383	Prob Field Svs	17470	East SFV-Adult	2214	A	INT TYPIST CLK	NCC	\$55,000
116	10033599	Prob Field Svs	17470	East SFV-Adult	2216	A	SR.TYPIST-CLERK	NCC	\$61,000
117	10033635	Prob Field Svs	17470	East SFV-Adult	2219	A	SUPVG TYPST CLK	NCC	\$61,000
118	10033223	Prob Field Svs	17813	FE's - Adult	1535	A	FNCL EVALUATOR	NCC	\$65,000
119	10033224	Prob Field Svs	17813	FE's - Adult	1535	A	FNCL EVALUATOR	NCC	\$65,000
120	10033230	Prob Field Svs	17813	FE's - Adult	1535	A	FNCL EVALUATOR	NCC	\$65,000
121	10033236	Prob Field Svs	17813	FE's - Adult	1535	A	FNCL EVALUATOR	NCC	\$65,000
122	10033237	Prob Field Svs	17813	FE's - Adult	1535	A	FNCL EVALUATOR	NCC	\$65,000
123	10033270	Prob Field Svs	17706	Field Svs - Adm	2110	A	MGMT SEC'TY IV	NCC	\$118,000
124	20343546	Prob Field Svs	17480	Firestone-Adult	8611	A	DP PROB OFR III	MAA / NCC	\$111,000
125	20343547	Prob Field Svs	17480	Firestone-Adult	8611	A	DP PROB OFR III	MAA / NCC	\$111,000
126	10033600	Prob Field Svs	17480	Firestone-Adult	2216	A	SR.TYPIST-CLERK	NCC	\$61,000
127	10034217	Prob Field Svs	17718	Firestone-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
128	10034224	Prob Field Svs	17718	Firestone-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
129	10033403	Prob Field Svs	17490	Foothill-Adult	2214	A	INT TYPIST CLK	NCC	\$55,000
130	10033404	Prob Field Svs	17490	Foothill-Adult	2214	A	INT TYPIST CLK	NCC	\$55,000
131	10034227	Prob Field Svs	17719	Foothill-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
132	10034235	Prob Field Svs	17720	Harbor-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
133	10033514	Prob Field Svs	17720	Harbor-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
134	20081096	Prob Field Svs	17701	JFSB Admin	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
135	20081098	Prob Field Svs	17701	JFSB Admin	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
136	20081099	Prob Field Svs	17701	JFSB Admin	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
137	20184285	Prob Field Svs	17701	JFSB Admin	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
138	20341040	Prob Field Svs	17701	JFSB Admin	8638	A	PGRM AN,PROBATN	Title IV-E / NCC	\$117,000
139	20081108	Prob Field Svs	17701	JFSB Admin	8626	A	TRANS DPY,PROB	NCC	\$76,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
140	20069304	Prob Field Svs	17750	JUV CD-IJTC	2214	A	INT TYPIST CLK	NCC	\$55,000
141	20069306	Prob Field Svs	17750	JUV CD-IJTC	2214	A	INT TYPIST CLK	NCC	\$55,000
142	20069310	Prob Field Svs	17750	JUV CD-IJTC	2214	A	INT TYPIST CLK	NCC	\$55,000
143	20069311	Prob Field Svs	17750	JUV CD-IJTC	2214	A	INT TYPIST CLK	NCC	\$55,000
144	10034130	Prob Field Svs	17704	KJJC	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
145	10033644	Prob Field Svs	17704	KJJC	2219	A	SUPVG TYPST CLK	Title IV-E / NCC	\$61,000
146	10034017	Prob Field Svs	17520	Long Bch-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
147	10033247	Prob Field Svs	17520	Long Bch-Adult	2095	A	SECRETARY II	NCC	\$65,000
148	10034242	Prob Field Svs	17721	Long Beach-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
149	10034251	Prob Field Svs	17721	Long Beach-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
150	10034143	Prob Field Svs	17705	NEJJC	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
151	10033467	Prob Field Svs	17705	NEJJC	2214	A	INT TYPIST CLK	NCC	\$55,000
152	10033471	Prob Field Svs	17705	NEJJC	2214	A	INT TYPIST CLK	NCC	\$55,000
153	10033286	Prob Field Svs	17773	PCMS Sup Unit	2201	A	TRANSCRIBER TYP	NCC	\$58,000
154	10034335	Prob Field Svs	17812	PIC	8607	A	DPY PRB OFFR II	NCC	\$100,000
155	10034034	Prob Field Svs	17550	Pomona-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
156	10034254	Prob Field Svs	17723	Pomona-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
157	10034255	Prob Field Svs	17723	Pomona-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
158	10033557	Prob Field Svs	17802	Pretrial-OR	2214	A	INT TYPIST CLK	NCC	\$55,000
159	10034586	Prob Field Svs	17802	Pretrial-OR	8670	A	INV AID PROB	NCC	\$68,000
160	10034594	Prob Field Svs	17802	Pretrial-OR	8670	A	INV AID PROB	NCC	\$68,000
161	10034621	Prob Field Svs	17802	Pretrial-OR	8670	A	INV AID PROB	NCC	\$68,000
162	10034659	Prob Field Svs	17802	Pretrial-OR	8670	A	INV AID PROB	NCC	\$68,000
163	10034666	Prob Field Svs	17802	Pretrial-OR	8670	A	INV AID PROB	NCC	\$68,000
164	10034693	Prob Field Svs	17802	Pretrial-OR	8672	A	INV PR/SVS PROB	NCC	\$100,000
165	10034720	Prob Field Svs	17802	Pretrial-OR	8672	A	INV PR/SVS PROB	NCC	\$100,000
166	20193218	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
167	20193224	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
168	20193232	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
169	20193236	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
170	20193237	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
171	20193239	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
172	20193241	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
173	20193250	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
174	20193253	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
175	20234125	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
176	20234130	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
177	20234140	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
178	20234142	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
179	20234143	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
180	20234144	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
181	20234145	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
182	20234146	Prob Field Svs	17805	Prop 63	8607	A	DPY PRB OFFR II	AB109	\$100,000
183	20233882	Prob Field Svs	17805	Prop 63	2214	A	INT TYPIST CLK	AB109	\$55,000
184	20233892	Prob Field Svs	17805	Prop 63	2214	A	INT TYPIST CLK	AB109	\$55,000
185	20306601	Prob Field Svs	17805	Prop 63	2219	A	SUPVG TYPST CLK	AB109	\$61,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
186	10034267	Prob Field Svs	17724	Rio Hondo-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
187	10034528	Prob Field Svs	17724	Rio Hondo-Juve	8610	A	SPVG DPY PROBAT	Title IV-E / NCC	\$111,000
188	10033343	Prob Field Svs	17406	Rvrvw Off Ad	2214	A	INT TYPIST CLK	NCC	\$55,000
189	10034066	Prob Field Svs	17570	San Gab-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
190	10034069	Prob Field Svs	17570	San Gab-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
191	10034282	Prob Field Svs	17725	San Gabriel-Juv	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
192	10034289	Prob Field Svs	17725	San Gabriel-Juv	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
193	20343548	Prob Field Svs	17610	SB678	8611	N	DP PROB OFR III	SB 678	\$111,000
194	20343549	Prob Field Svs	17610	SB678	8611	N	DP PROB OFR III	SB 678	\$111,000
195	20343550	Prob Field Svs	17610	SB678	8611	N	DP PROB OFR III	SB 678	\$111,000
196	20343551	Prob Field Svs	17610	SB678	8611	N	DP PROB OFR III	SB 678	\$111,000
197	20343552	Prob Field Svs	17610	SB678	8611	N	DP PROB OFR III	SB 678	\$111,000
198	20343553	Prob Field Svs	17610	SB678	8611	N	DP PROB OFR III	SB 678	\$111,000
199	20267793	Prob Field Svs	17610	SB678	8609	A	DPY PRB OFCR II	SB 678	\$100,000
200	20267861	Prob Field Svs	17610	SB678	8609	N	DPY PRB OFCR II	SB 678	\$100,000
201	10109953	Prob Field Svs	17610	SB678	8607	N	DPY PRB OFFR II	SB 678	\$100,000
202	10109955	Prob Field Svs	17610	SB678	8607	N	DPY PRB OFFR II	SB 678	\$100,000
203	10109961	Prob Field Svs	17610	SB678	8607	N	DPY PRB OFFR II	SB 678	\$100,000
204	20015089	Prob Field Svs	17610	SB678	8607	N	DPY PRB OFFR II	SB 678	\$100,000
205	20015100	Prob Field Svs	17610	SB678	8607	N	DPY PRB OFFR II	SB 678	\$100,000
206	20015111	Prob Field Svs	17610	SB678	8607	N	DPY PRB OFFR II	SB 678	\$100,000
207	20015118	Prob Field Svs	17610	SB678	8607	N	DPY PRB OFFR II	SB 678	\$100,000
208	10109937	Prob Field Svs	17610	SB678	2214	N	INT TYPIST CLK	SB 678	\$55,000
209	20015141	Prob Field Svs	17610	SB678	2214	A	INT TYPIST CLK	SB 678	\$55,000
210	20015145	Prob Field Svs	17610	SB678	2214	N	INT TYPIST CLK	SB 678	\$55,000
211	20015084	Prob Field Svs	17610	SB678	8638	N	PGRM AN,PROBATN	SB 678	\$117,000
212	20198158	Prob Field Svs	17610	SB678	8638	A	PGRM AN,PROBATN	SB 678	\$117,000
213	20198177	Prob Field Svs	17610	SB678	8638	A	PGRM AN,PROBATN	SB 678	\$117,000
214	20015078	Prob Field Svs	17610	SB678	8610	N	SPVG DPY PROBAT	SB 678	\$111,000
215	20015140	Prob Field Svs	17610	SB678	2102	N	SR. SECT'Y III	SB 678	\$101,000
216	20198180	Prob Field Svs	17610	SB678	2102	N	SR. SECT'Y III	SB 678	\$101,000
217	10034104	Prob Field Svs	17590	So Centr-Adult	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
218	10034310	Prob Field Svs	17727	So Central-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
219	10033541	Prob Field Svs	17727	So Central-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
220	10033545	Prob Field Svs	17727	So Central-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
221	10033261	Prob Field Svs	17727	So Central-Juve	2096	A	SECRETARY III	Title IV-E / NCC	\$68,000
222	10034532	Prob Field Svs	17727	So Central-Juve	8610	A	SPVG DPY PROBAT	Title IV-E / NCC	\$111,000
223	10033214	Prob Field Svs	17580	Sta Mon-Adult	1179	A	HEAD CLERK	NCC	\$75,000
224	10033446	Prob Field Svs	17580	Sta Mon-Adult	2214	A	INT TYPIST CLK	NCC	\$55,000
225	10034295	Prob Field Svs	17726	Sta Monica-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
226	10034297	Prob Field Svs	17726	Sta Monica-Juve	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
227	10033484	Prob Field Svs	17711	Valen Sub-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
228	10033481	Prob Field Svs	17709	Van Nuys-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
229	10033482	Prob Field Svs	17709	Van Nuys-Juve	2214	A	INT TYPIST CLK	Title IV-E / NCC	\$55,000
230	10033719	Prob Field Svs	17407	Welfare Fraud	8607	A	DPY PRB OFFR II	MAA / NCC	\$100,000
231	10033591	Prob Field Svs	17407	Welfare Fraud	2216	A	SR.TYPIST-CLERK	NCC	\$61,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
232	20184311	Prob JIS	17892	Afflerbaugh	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
233	10037693	Prob JIS	17892	Afflerbaugh	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
234	10037702	Prob JIS	17892	Afflerbaugh	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
235	10037709	Prob JIS	17892	Afflerbaugh	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
236	20184301	Prob JIS	17892	Afflerbaugh	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
237	10038606	Prob JIS	17892	Afflerbaugh	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
238	20246720	Prob JIS	17892	Afflerbaugh	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
239	10037631	Prob JIS	17892	Afflerbaugh	2201	A	TRANSCRIBER TYP	JPCF / YOBG / NCC	\$58,000
240	10037632	Prob JIS	17892	Afflerbaugh	2201	A	TRANSCRIBER TYP	JPCF / YOBG / NCC	\$58,000
241	10037035	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
242	10037037	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
243	10037048	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
244	10037054	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
245	10037062	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
246	10037064	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
247	10037068	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
248	10037075	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
249	10037080	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
250	10037086	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
251	10037090	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
252	10037100	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
253	10037105	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
254	10037106	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
255	10037107	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
256	10037111	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
257	10037112	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
258	10037114	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
259	10037121	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
260	10037122	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
261	10037123	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
262	10037124	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
263	10037125	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
264	10037126	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
265	10037132	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
266	10037133	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
267	10037139	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
268	10037140	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
269	10037141	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
270	10037144	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
271	10037147	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
272	10037153	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
273	10037154	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
274	10037162	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
275	10037165	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
276	10037166	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
277	10037169	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
278	10037172	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
279	10037173	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
280	10037175	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
281	10037178	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
282	10037180	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
283	10037181	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
284	10037182	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
285	10037184	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
286	10037187	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
287	10037190	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
288	10037196	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
289	10037201	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
290	10037203	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
291	10037208	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
292	10037209	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
293	10037212	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
294	10037219	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
295	10037221	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
296	10037229	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
297	10037231	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
298	10037234	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
299	10037235	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
300	10037238	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
301	10037241	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
302	10037248	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
303	10037252	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
304	10037255	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
305	10037257	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
306	10037258	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
307	10037259	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
308	10037260	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
309	10037262	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
310	10037269	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
311	10037275	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
312	10037284	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
313	10037286	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
314	10037288	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
315	10037290	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
316	10037291	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
317	10037293	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
318	10037298	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
319	10037299	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
320	10037304	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
321	10037308	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
322	10037309	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
323	10037310	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
324	10037313	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
325	20252646	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
326	20254401	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
327	20258462	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
328	20258465	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
329	20258468	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
330	20258542	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
331	20258544	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
332	20258561	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
333	20258575	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
334	20258611	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
335	20258629	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
336	20258661	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
337	20258666	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
338	20258673	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
339	20258696	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
340	20258731	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
341	20258732	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
342	20258735	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
343	20261598	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
344	20261683	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
345	20261692	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
346	20261693	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
347	20276631	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
348	20276681	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
349	20276702	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
350	20276991	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
351	20280911	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
352	20280912	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
353	20280913	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
354	20280921	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
355	20280961	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
356	20281011	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
357	20294591	Prob JIS	17170	BJNJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
358	20279097	Prob JIS	17170	BJNJH	8611	A	DP PROB OFR III	JPF / NCC	\$111,000
359	20279098	Prob JIS	17170	BJNJH	8611	A	DP PROB OFR III	JPF / NCC	\$111,000
360	20279324	Prob JIS	17170	BJNJH	8609	A	DPY PRB OFCR II	JPF / NCC	\$100,000
361	20279325	Prob JIS	17170	BJNJH	8609	A	DPY PRB OFCR II	JPF / NCC	\$100,000
362	20279326	Prob JIS	17170	BJNJH	8609	A	DPY PRB OFCR II	JPF / NCC	\$100,000
363	20301564	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
364	20301565	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
365	20301567	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
366	20301580	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
367	20301584	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
368	20301587	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
369	20301588	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
370	20301589	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
371	20301593	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
372	20301597	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
373	20301599	Prob JIS	17170	BJNJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
374	10036146	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
375	10036147	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
376	10036152	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
377	10036155	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
378	10036157	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
379	10036160	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
380	10036163	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
381	10036164	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
382	10036167	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
383	10036169	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
384	10036171	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
385	10036179	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
386	10036181	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
387	10036184	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
388	10036186	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
389	10036187	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
390	10036188	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
391	10036193	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
392	10036198	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
393	10036199	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
394	10036202	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
395	10036205	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
396	10036206	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
397	10036210	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
398	10036214	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
399	10036220	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
400	10036225	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
401	10036227	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
402	10036236	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
403	10036238	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
404	10036239	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
405	10036240	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
406	10036242	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
407	10036247	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
408	10036248	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
409	20258483	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
410	20258487	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
411	20258564	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
412	20258567	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
413	20258578	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
414	20258582	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
415	20258588	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
416	20258616	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
417	20258639	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
418	20258643	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
419	20261522	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
420	20261525	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
421	20267335	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
422	20272031	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
423	20299221	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
424	20344221	Prob JIS	17170	BJNJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
425	10035892	Prob JIS	17170	BJNJH	2095	A	SECRETARY II	NCC	\$65,000
426	10037580	Prob JIS	17170	BJNJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
427	10037581	Prob JIS	17170	BJNJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
428	10037592	Prob JIS	17170	BJNJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
429	10037595	Prob JIS	17170	BJNJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
430	10037596	Prob JIS	17170	BJNJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
431	20258401	Prob JIS	17170	BJNJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
432	20323195	Prob JIS	17170	BJNJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
433	20323196	Prob JIS	17170	BJNJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
434	20220442	Prob JIS	17170	BJNJH	8610	A	SPVG DPY PROBAT	JPF / NCC	\$111,000
435	20262230	Prob JIS	17170	BJNJH	8610	N	SPVG DPY PROBAT	JPF / NCC	\$111,000
436	10037467	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
437	10037469	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
438	10037474	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
439	10037480	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
440	10037486	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
441	10037487	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
442	10037493	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
443	10037504	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
444	20258621	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
445	20262213	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
446	20325961	Prob JIS	17170	BJNJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
447	10038377	Prob JIS	17911	Camps Intake	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
448	10038005	Prob JIS	17911	Camps Intake	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
449	10038563	Prob JIS	17911	Camps Intake	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
450	10038564	Prob JIS	17911	Camps Intake	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
451	20065119	Prob JIS	17141	CDP	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
452	20065145	Prob JIS	17141	CDP	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
453	20297443	Prob JIS	17151	CJH	8612	A	AST PROB DIRCTR	JPF / NCC	\$153,000
454	10036438	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
455	10036447	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
456	10036450	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
457	10036453	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
458	10036459	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
459	10036466	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
460	10036467	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
461	10036469	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
462	10036479	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
463	10036480	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
464	10036486	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
465	10036501	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
466	10036502	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
467	10036505	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
468	10036509	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
469	10036512	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
470	10036515	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
471	10036516	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
472	10036521	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
473	10036525	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
474	10036529	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
475	10036537	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
476	10036542	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
477	10036543	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
478	10036545	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
479	10036546	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
480	10036547	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
481	10036550	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
482	10036554	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
483	10036555	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
484	10036559	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
485	10036562	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
486	10036566	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
487	10036574	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
488	10036577	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
489	10036578	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
490	10036583	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
491	10036584	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
492	10036593	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
493	10036594	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
494	10036595	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
495	10036596	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
496	10036613	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
497	10036615	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
498	10036645	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
499	10036654	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
500	10036665	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
501	10036671	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
502	10036680	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
503	10036681	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
504	10036685	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
505	10036690	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
506	10036700	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
507	10036701	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
508	10036704	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
509	10036705	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
510	10036707	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
511	10036713	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
512	10036718	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
513	10036722	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
514	10036725	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
515	10036727	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
516	10036729	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
517	10036734	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
518	10036735	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
519	10036736	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
520	10036738	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
521	20195022	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
522	20195024	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
523	20195081	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
524	20227811	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
525	20258485	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
526	20258503	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
527	20258521	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
528	20258565	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
529	20258601	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
530	20258625	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
531	20258628	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
532	20258695	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
533	20258697	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
534	20258698	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
535	20258892	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
536	20260311	Prob JIS	17151	CJH	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
537	20279095	Prob JIS	17151	CJH	8611	A	DP PROB OFR III	JPF / NCC	\$111,000
538	20279096	Prob JIS	17151	CJH	8611	A	DP PROB OFR III	JPF / NCC	\$111,000
539	20279092	Prob JIS	17151	CJH	8609	A	DPY PRB OFCR II	JPF / NCC	\$100,000
540	20279093	Prob JIS	17151	CJH	8609	A	DPY PRB OFCR II	JPF / NCC	\$100,000
541	20279094	Prob JIS	17151	CJH	8609	A	DPY PRB OFCR II	JPF / NCC	\$100,000
542	20301545	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
543	20301548	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
544	20301551	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
545	20301553	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
546	20301555	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
547	20301556	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
548	20301559	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
549	20301563	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
550	20301571	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
551	20301573	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
552	20301575	Prob JIS	17151	CJH	8608	A	DPY PRB OFFR I	JPF / NCC	\$76,000
553	10035938	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
554	10035942	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
555	10035943	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
556	10035954	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
557	10035963	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
558	10035967	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
559	10035968	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
560	10035971	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
561	10035972	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
562	10035973	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
563	10035977	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
564	10035986	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
565	10035989	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
566	10035991	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
567	10035995	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
568	10035996	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
569	10035997	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
570	10036002	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
571	10036003	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
572	10036005	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
573	10036008	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
574	10036010	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
575	10036011	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
576	10036013	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
577	10036014	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
578	10036017	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
579	10036018	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
580	10036020	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
581	10036024	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
582	10036025	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
583	10036028	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
584	10036031	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
585	10036032	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
586	10036033	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
587	10036034	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
588	10036039	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
589	10036040	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
590	10036041	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
591	10036042	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
592	10036043	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
593	10036044	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
594	10036045	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
595	10036046	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
596	20258502	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
597	20258568	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
598	20258572	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
599	20258584	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
600	20258606	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
601	20258896	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
602	20258917	Prob JIS	17151	CJH	8618	A	GRP,SPVR,NIGHTS	JPF / NCC	\$59,000
603	20262011	Prob JIS	17151	CJH	2095	A	SECRETARY II	NCC	\$65,000
604	10037542	Prob JIS	17151	CJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
605	10037548	Prob JIS	17151	CJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
606	10037553	Prob JIS	17151	CJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
607	10037555	Prob JIS	17151	CJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
608	20191371	Prob JIS	17151	CJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
609	20202791	Prob JIS	17151	CJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
610	20202821	Prob JIS	17151	CJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
611	20258902	Prob JIS	17151	CJH	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
612	20220449	Prob JIS	17151	CJH	8610	N	SPVG DPY PROBAT	JPF / NCC	\$111,000
613	20225201	Prob JIS	17151	CJH	8610	A	SPVG DPY PROBAT	JPF / NCC	\$111,000
614	20295593	Prob JIS	17151	CJH	8610	A	SPVG DPY PROBAT	JPF / NCC	\$111,000
615	10037363	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
616	10037369	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
617	10037372	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
618	10037376	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
619	10037378	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
620	10037384	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
621	10037393	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
622	10037394	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
623	10037401	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
624	10037404	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
625	10037406	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
626	10037408	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
627	10037409	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
628	10037412	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
629	20258589	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
630	20258627	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
631	20258918	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
632	20258924	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
633	20258925	Prob JIS	17151	CJH	8657	A	SR DETNT SRV OF	JPF / NCC	\$87,000
634	20279562	Prob JIS	17151	CJH	2102	A	SR. SECT'Y III	NCC	\$101,000
635	20246763	Prob JIS	17975	DKC - Admin	8612	A	AST PROB DIRCTR	JPCF / YOBG / NCC	\$153,000
636	20246764	Prob JIS	17975	DKC - Admin	8612	A	AST PROB DIRCTR	JPCF / YOBG / NCC	\$153,000
637	20246665	Prob JIS	17975	DKC - Admin	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
638	20246674	Prob JIS	17975	DKC - Admin	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
639	20246675	Prob JIS	17975	DKC - Admin	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
640	20246677	Prob JIS	17975	DKC - Admin	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
641	20246697	Prob JIS	17975	DKC - Admin	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
642	20065431	Prob JIS	17975	DKC - Admin	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
643	20065445	Prob JIS	17975	DKC - Admin	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
644	20065454	Prob JIS	17975	DKC - Admin	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
645	20065456	Prob JIS	17975	DKC - Admin	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
646	20065457	Prob JIS	17975	DKC - Admin	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
647	20184444	Prob JIS	17975	DKC - Admin	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
648	20246609	Prob JIS	17975	DKC - Admin	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
649	20246642	Prob JIS	17975	DKC - Admin	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
650	20065472	Prob JIS	17975	DKC - Admin	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
651	20065473	Prob JIS	17975	DKC - Admin	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
652	20065476	Prob JIS	17975	DKC - Admin	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
653	20065488	Prob JIS	17975	DKC - Admin	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
654	20246598	Prob JIS	17975	DKC - Admin	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
655	20246718	Prob JIS	17975	DKC - Admin	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
656	20246727	Prob JIS	17975	DKC - Admin	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
657	20246728	Prob JIS	17975	DKC - Admin	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
658	20065789	Prob JIS	17975	DKC - Admin	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
659	20164281	Prob JIS	17190	DSB Admin	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
660	20254021	Prob JIS	17190	DSB Admin	8655	A	DETNT SRVC OFFR	JPF / NCC	\$74,000
661	20354491	Prob JIS	17190	DSB Admin	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
662	20279100	Prob JIS	17190	DSB Admin	5073	A	INSTIT BARBER	NCC	\$53,000
663	20286571	Prob JIS	17190	DSB Admin	8638	A	PGRM AN,PROBATN	NCC	\$117,000
664	10037602	Prob JIS	17190	DSB Admin	8659	A	SPVG DETNT SRVC	JPF / NCC	\$105,000
665	20317108	Prob JIS	17195	DSB Comp & Eval	8655	A	DETNT SRVC OFFR	NCC	\$74,000
666	20317093	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
667	20317094	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
668	20317095	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
669	20317096	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
670	20317097	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
671	20317098	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
672	20317099	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
673	20317100	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
674	20317101	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
675	20317102	Prob JIS	17195	DSB Comp & Eval	8609	A	DPY PRB OFCR II	NCC	\$100,000
676	20317106	Prob JIS	17195	DSB Comp & Eval	8638	A	PGRM AN,PROBATN	NCC	\$117,000
677	20317227	Prob JIS	17195	DSB Comp & Eval	8659	A	SPVG DETNT SRVC	NCC	\$105,000
678	20065693	Prob JIS	17132	IDC-Admin	8609	A	DPY PRB OFCR II	NCC	\$100,000
679	20065695	Prob JIS	17132	IDC-Admin	8609	A	DPY PRB OFCR II	NCC	\$100,000
680	20065704	Prob JIS	17132	IDC-Admin	8609	A	DPY PRB OFCR II	NCC	\$100,000
681	20065709	Prob JIS	17132	IDC-Admin	8609	A	DPY PRB OFCR II	NCC	\$100,000
682	20065103	Prob JIS	17132	IDC-Admin	8607	A	DPY PRB OFFR II	NCC	\$100,000
683	20065517	Prob JIS	17132	IDC-Admin	2096	A	SECRETARY III	NCC	\$68,000
684	20015177	Prob JIS	17072	Instit Svs-Adm	8616	A	DEP DIR PROB UC	NCC	\$290,000
685	10038265	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
686	10038275	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
687	20181522	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
688	20237879	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
689	20237901	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
690	20281351	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
691	20340661	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
692	20343831	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
693	20346131	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
694	20352231	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
695	20355601	Prob JIS	17896	Kilpatrick	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
696	10037773	Prob JIS	17896	Kilpatrick	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
697	10037783	Prob JIS	17896	Kilpatrick	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
698	10037787	Prob JIS	17896	Kilpatrick	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
699	20235781	Prob JIS	17896	Kilpatrick	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
700	20353411	Prob JIS	17896	Kilpatrick	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
701	10038625	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
702	10038628	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
703	10038631	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
704	20181411	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
705	20197991	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
706	20201052	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
707	20237811	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
708	20238621	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
709	20267152	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
710	20280681	Prob JIS	17896	Kilpatrick	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
711	20201032	Prob JIS	17896	Kilpatrick	2214	A	INT TYPIST CLK	JPCF / YOBG / NCC	\$55,000
712	20256552	Prob JIS	17896	Kilpatrick	2214	A	INT TYPIST CLK	JPCF / YOBG / NCC	\$55,000
713	20260265	Prob JIS	17896	Kilpatrick	2214	A	INT TYPIST CLK	JPCF / YOBG / NCC	\$55,000
714	10038525	Prob JIS	17896	Kilpatrick	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
715	20237791	Prob JIS	17896	Kilpatrick	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
716	20324792	Prob JIS	17896	Kilpatrick	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
717	20324793	Prob JIS	17896	Kilpatrick	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
718	20353111	Prob JIS	17896	Kilpatrick	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
719	20065579	Prob JIS	17976	Mental Hlth Svc	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
720	20065584	Prob JIS	17976	Mental Hlth Svc	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
721	20065585	Prob JIS	17976	Mental Hlth Svc	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
722	20065586	Prob JIS	17976	Mental Hlth Svc	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
723	20065589	Prob JIS	17976	Mental Hlth Svc	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
724	20065590	Prob JIS	17976	Mental Hlth Svc	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
725	20065572	Prob JIS	17976	Mental Hlth Svc	2214	A	INT TYPIST CLK	JPCF / YOBG / NCC	\$55,000
726	10038313	Prob JIS	17900	Paige	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
727	10037893	Prob JIS	17900	Paige	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
728	10037896	Prob JIS	17900	Paige	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
729	20184315	Prob JIS	17900	Paige	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
730	20246646	Prob JIS	17900	Paige	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
731	10038654	Prob JIS	17900	Paige	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
732	10038655	Prob JIS	17900	Paige	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
733	20358691	Prob JIS	17900	Paige	2214	A	INT TYPIST CLK	JPCF / YOBG / NCC	\$55,000
734	10038544	Prob JIS	17900	Paige	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000
735	10037916	Prob JIS	17901	Rockey	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
736	10037921	Prob JIS	17901	Rockey	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
737	20184327	Prob JIS	17901	Rockey	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
738	20184331	Prob JIS	17901	Rockey	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
739	10038659	Prob JIS	17901	Rockey	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
740	10038661	Prob JIS	17901	Rockey	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
741	20246731	Prob JIS	17901	Rockey	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
742	20081246	Prob JIS	17301	RTSB Admin	8612	A	AST PROB DIRCTR	YOBG / NCC	\$153,000
743	20081249	Prob JIS	17301	RTSB Admin	8612	A	AST PROB DIRCTR	YOBG / NCC	\$153,000
744	10038227	Prob JIS	17301	RTSB Admin	8609	A	DPY PRB OFCR II	YOBG / NCC	\$100,000
745	20336712	Prob JIS	17301	RTSB Admin	8609	A	DPY PRB OFCR II	YOBG / NCC	\$100,000
746	20353821	Prob JIS	17301	RTSB Admin	8608	A	DPY PRB OFFR I	YOBG / NCC	\$76,000
747	20356491	Prob JIS	17301	RTSB Admin	8607	A	DPY PRB OFFR II	YOBG / NCC	\$100,000
748	20279327	Prob JIS	17301	RTSB Admin	5073	A	INSTIT BARBER	YOBG / NCC	\$53,000
749	20279328	Prob JIS	17301	RTSB Admin	5073	A	INSTIT BARBER	YOBG / NCC	\$53,000
750	10038509	Prob JIS	17301	RTSB Admin	8610	A	SPVG DPY PROBAT	YOBG / NCC	\$111,000
751	20171023	Prob JIS	17301	RTSB Admin	8641	A	SUP PGRM AN,PRB	YOBG / NCC	\$117,000
752	10038345	Prob JIS	17903	Scott	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
753	10038348	Prob JIS	17903	Scott	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
754	10038351	Prob JIS	17903	Scott	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
755	20246661	Prob JIS	17903	Scott	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
756	20246667	Prob JIS	17903	Scott	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
757	20246668	Prob JIS	17903	Scott	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
758	20246670	Prob JIS	17903	Scott	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
759	20246679	Prob JIS	17903	Scott	8609	A	DPY PRB OFCR II	JPCF / YOBG / NCC	\$100,000
760	10037953	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
761	10037954	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
762	10037958	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
763	10037959	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
764	10037960	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
765	10037961	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
766	10037962	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
767	10037963	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
768	10037966	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
769	10037969	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
770	10037970	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
771	10037973	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
772	10037976	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
773	20246607	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
774	20246632	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
775	20246638	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
776	20246647	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
777	20246651	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
778	20246656	Prob JIS	17903	Scott	8608	A	DPY PRB OFFR I	JPCF / YOBG / NCC	\$76,000
779	10038672	Prob JIS	17903	Scott	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
780	10038673	Prob JIS	17903	Scott	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
781	10038674	Prob JIS	17903	Scott	8618	A	GRP,SPVR,NIGHTS	JPCF / YOBG / NCC	\$59,000
782	10038847	Prob JIS	17903	Scott	8620	A	PROBAT DIR	JPCF / YOBG / NCC	\$189,000
783	10038555	Prob JIS	17903	Scott	8610	A	SPVG DPY PROBAT	JPCF / YOBG / NCC	\$111,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
784	10038556	Prob JIS	17903	Scott	8610	A	SPVG DPY PROBAT	JPCF / YOGB / NCC	\$111,000
785	20246709	Prob JIS	17903	Scott	8610	A	SPVG DPY PROBAT	JPCF / YOGB / NCC	\$111,000
786	10035913	Prob JIS	17180	Transportation	6022	A	LGHT VHCL DRVR	NCC	\$48,000
787	10035915	Prob JIS	17180	Transportation	6022	A	LGHT VHCL DRVR	NCC	\$48,000
788	10036428	Prob JIS	17180	Transportation	8627	A	SPVG.TRANS DPY	NCC	\$105,000
789	10037524	Prob JIS	17180	Transportation	8657	A	SR DETNT SRV OF	NCC	\$87,000
790	10037525	Prob JIS	17180	Transportation	8657	A	SR DETNT SRV OF	NCC	\$87,000
791	10036354	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
792	10036355	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
793	10036361	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
794	10036366	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
795	10036368	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
796	10036373	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
797	10036380	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
798	10036383	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
799	10036386	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
800	10036390	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
801	10036392	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
802	10036398	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
803	10036401	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
804	10036410	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
805	10036412	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
806	10036420	Prob JIS	17180	Transportation	8626	A	TRANS DPY,PROB	NCC	\$76,000
807	10038856	Prob JIS	17915	YOGB-Intake	8620	N	PROBAT DIR	YOGB / NCC	\$189,000
808	10035436	Prob Spec Svs	17906	CCTP	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
809	10035440	Prob Spec Svs	17906	CCTP	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
810	10035474	Prob Spec Svs	17906	CCTP	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
811	10035478	Prob Spec Svs	17906	CCTP	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
812	10035810	Prob Spec Svs	17906	CCTP	8610	A	SPVG DPY PROBAT	JPF / NCC	\$111,000
813	10035513	Prob Spec Svs	17092	CLEAR-City	8607	N	DPY PRB OFFR II	CLEAR Grant / NCC	\$100,000
814	20267442	Prob Spec Svs	17792	Co Fund-Clust 1	8610	A	SPVG DPY PROBAT	JPF / NCC	\$111,000
815	10035362	Prob Spec Svs	17793	Co Fund-Clust 2	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
816	10035795	Prob Spec Svs	17793	Co Fund-Clust 2	8610	A	SPVG DPY PROBAT	JPF / NCC	\$111,000
817	10035387	Prob Spec Svs	17795	Co Fund-Clust 4	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
818	10035388	Prob Spec Svs	17795	Co Fund-Clust 4	8607	A	DPY PRB OFFR II	JPF / NCC	\$100,000
819	10035800	Prob Spec Svs	17795	Co Fund-Clust 4	8610	A	SPVG DPY PROBAT	JPF / NCC	\$111,000
820	20102282	Prob Spec Svs	17201	Court Officers	8607	A	DPY PRB OFFR II	NCC	\$100,000
821	20102301	Prob Spec Svs	17201	Court Officers	8607	A	DPY PRB OFFR II	NCC	\$100,000
822	10035299	Prob Spec Svs	17788	Disarm	8607	A	DPY PRB OFFR II	NCC	\$100,000
823	10035301	Prob Spec Svs	17788	Disarm	8607	A	DPY PRB OFFR II	NCC	\$100,000
824	10035311	Prob Spec Svs	17788	Disarm	8607	A	DPY PRB OFFR II	NCC	\$100,000
825	10035135	Prob Spec Svs	17730	JJCPA Admin	8607	A	DPY PRB OFFR II	NCC	\$100,000
826	10035769	Prob Spec Svs	17730	JJCPA Admin	8610	A	SPVG DPY PROBAT	NCC	\$111,000
827	20193290	Prob Spec Svs	17098	JUV CTU	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
828	20259171	Prob Spec Svs	17098	JUV CTU	8607	A	DPY PRB OFFR II	Title IV-E / NCC	\$100,000
829	10034836	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
830	10034837	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
831	10034839	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
832	10034842	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
833	10034843	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
834	10034846	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
835	10034848	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
836	20214999	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
837	20215000	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
838	20215001	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
839	20224812	Prob Spec Svs	17056	Operation Read	8103	A	COMNTY HLTH WKR	NCC	\$57,000
840	10034859	Prob Spec Svs	17056	Operation Read	8105	A	SR COM HLTH WKR	NCC	\$57,000
841	10034866	Prob Spec Svs	17056	Operation Read	8243	F	STD PROF WKR I	NCC	\$40,000
842	10035174	Prob Spec Svs	17772	PAS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
843	10035176	Prob Spec Svs	17772	PAS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
844	10035188	Prob Spec Svs	17772	PAS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
845	10035776	Prob Spec Svs	17772	PAS	8610	A	SPVG DPY PROBAT	JPF / Title IV-E / NCC	\$111,000
846	10035149	Prob Spec Svs	17771	PCTS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
847	10035152	Prob Spec Svs	17771	PCTS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
848	10035169	Prob Spec Svs	17771	PCTS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
849	10035173	Prob Spec Svs	17771	PCTS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
850	10035596	Prob Spec Svs	17771	PCTS	8607	N	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
851	20357891	Prob Spec Svs	17771	PCTS	2096	A	SECRETARY III	JPF / Title IV-E / NCC	\$68,000
852	20030888	Prob Spec Svs	17787	PPQA	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
853	10035334	Prob Spec Svs	17789	Prevent Svs	8607	A	DPY PRB OFFR II	Contract Svcs Revenue	\$100,000
854	10035270	Prob Spec Svs	17776	PYDS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
855	20355291	Prob Spec Svs	17776	PYDS	8638	N	PGRM AN,PROBATN	JPF / Title IV-E / NCC	\$117,000
856	10035233	Prob Spec Svs	17774	RBS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
857	10035236	Prob Spec Svs	17774	RBS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
858	10035237	Prob Spec Svs	17774	RBS	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
859	10035783	Prob Spec Svs	17774	RBS	8610	A	SPVG DPY PROBAT	JPF / Title IV-E / NCC	\$111,000
860	10035083	Prob Spec Svs	17707	Spec Gang Prog	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
861	10035087	Prob Spec Svs	17707	Spec Gang Prog	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
862	10035092	Prob Spec Svs	17707	Spec Gang Prog	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
863	10035097	Prob Spec Svs	17707	Spec Gang Prog	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
864	10035110	Prob Spec Svs	17707	Spec Gang Prog	8607	A	DPY PRB OFFR II	JPF / Title IV-E / NCC	\$100,000
865	10034794	Prob Spec Svs	17707	Spec Gang Prog	2214	A	INT TYPIST CLK	JPF / Title IV-E / NCC	\$55,000
866	10035762	Prob Spec Svs	17707	Spec Gang Prog	8610	A	SPVG DPY PROBAT	JPF / Title IV-E / NCC	\$111,000
867	10035832	Prob Spec Svs	17717	Spec Svs - Adm	8612	A	AST PROB DIRCTR	NCC	\$153,000
868	10109969	Prob Spec Svs	17909	YOBG-JSSB-CCTP	8607	N	DPY PRB OFFR II	YOBG / NCC	\$100,000
869	10109977	Prob Spec Svs	17909	YOBG-JSSB-CCTP	8607	N	DPY PRB OFFR II	YOBG / NCC	\$100,000
870	10109982	Prob Spec Svs	17909	YOBG-JSSB-CCTP	8607	N	DPY PRB OFFR II	YOBG / NCC	\$100,000
871	10032463	Prob Supp Svs	17039	Apps & Devel	2521	A	APPLIC DEVEL II	NCC	\$115,000
872	20131751	Prob Supp Svs	17039	Apps & Devel	2521	A	APPLIC DEVEL II	NCC	\$115,000
873	20341033	Prob Supp Svs	17039	Apps & Devel	2565	A	INFO TECH MGR I	NCC	\$204,000
874	10032472	Prob Supp Svs	17039	Apps & Devel	2526	A	PRIN APPL DEVEL	NCC	\$189,000
875	10032473	Prob Supp Svs	17039	Apps & Devel	2526	A	PRIN APPL DEVEL	NCC	\$189,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
876	20052564	Prob Supp Svs	17039	Apps & Devel	2526	A	PRIN APPL DEVEL	NCC	\$189,000
877	20054733	Prob Supp Svs	17039	Apps & Devel	2525	A	SR APPLIC DEVEL	NCC	\$131,000
878	10032527	Prob Supp Svs	17039	Apps & Devel	2593	A	SR INF SYS ANAL	NCC	\$169,000
879	20131768	Prob Supp Svs	17039	Apps & Devel	2593	A	SR INF SYS ANAL	NCC	\$169,000
880	10032506	Prob Supp Svs	17039	Apps & Devel	2585	A	SR INF TECH AID	NCC	\$78,000
881	10033170	Prob Supp Svs	17021	ASB-Admin	8648	A	SPEC ASST,PROB	NCC	\$164,000
882	10032146	Prob Supp Svs	17015	Aud Control	0666	A	SR ACTG SYS TEH	NCC	\$147,000
883	20353501	Prob Supp Svs	17028	Bud and Fis Adm	8609	A	DPY PRB OFCR II	NCC	\$100,000
884	20356761	Prob Supp Svs	17028	Bud and Fis Adm	8609	N	DPY PRB OFCR II	NCC	\$100,000
885	20313951	Prob Supp Svs	17028	Bud and Fis Adm	8620	A	PROBAT DIR	NCC	\$189,000
886	20358707	Prob Supp Svs	17028	Bud and Fis Adm	8620	A	PROBAT DIR	NCC	\$189,000
887	20361792	Prob Supp Svs	17028	Bud and Fis Adm	8610	A	SPVG DPY PROBAT	NCC	\$111,000
888	20065241	Prob Supp Svs	17043	Budget Svs Adm	0643	A	ACTG TECH II	NCC	\$70,000
889	20219901	Prob Supp Svs	17061	Co DOJ Proj	8609	A	DPY PRB OFCR II	NCC	\$100,000
890	20168301	Prob Supp Svs	17061	Co DOJ Proj	8608	A	DPY PRB OFFR I	NCC	\$76,000
891	20360481	Prob Supp Svs	17061	Co DOJ Proj	2102	A	SR. SECT'Y III	NCC	\$101,000
892	10032105	Prob Supp Svs	17052	Collections	0578	A	ACCOUNT CLK II	NCC	\$59,000
893	10032253	Prob Supp Svs	17052	Collections	1539	A	DELQ ACT INVSTR	NCC	\$66,000
894	10032255	Prob Supp Svs	17052	Collections	1539	A	DELQ ACT INVSTR	NCC	\$66,000
895	10032238	Prob Supp Svs	17052	Collections	1535	A	FNCL EVALUATOR	NCC	\$65,000
896	10032239	Prob Supp Svs	17052	Collections	1535	A	FNCL EVALUATOR	NCC	\$65,000
897	20117051	Prob Supp Svs	17052	Collections	1535	A	FNCL EVALUATOR	NCC	\$65,000
898	10032259	Prob Supp Svs	17052	Collections	1541	A	SPGDLQACT INVST	NCC	\$74,000
899	10032241	Prob Supp Svs	17052	Collections	1536	A	SR FIN EVAL	NCC	\$70,000
900	10033121	Prob Supp Svs	17012	Comm Out	8638	A	PGRM AN,PROBATN	NCC	\$117,000
901	20330403	Prob Supp Svs	17013	Communications	1608	A	PBL INFO SPEC	NCC	\$139,000
902	10032173	Prob Supp Svs	17037	Contract Devel	1002	A	ADM SRVC MGR I	NCC	\$145,000
903	20198217	Prob Supp Svs	17037	Contract Devel	1002	A	ADM SRVC MGR I	NCC	\$145,000
904	10032280	Prob Supp Svs	17037	Contract Devel	1848	A	MGMNT ANALYST	NCC	\$119,000
905	10032555	Prob Supp Svs	17107	Contract Monit	4614	A	CONTR PROG AUD	NCC	\$128,000
906	10032556	Prob Supp Svs	17107	Contract Monit	4614	N	CONTR PROG AUD	NCC	\$128,000
907	20092085	Prob Supp Svs	17103	Employment Svs	1842	A	DPTL PRSNL ASST	NCC	\$63,000
908	20067613	Prob Supp Svs	17103	Employment Svs	2100	A	SR.SECRETARY I	NCC	\$92,000
909	20214838	Prob Supp Svs	17002	Exec Office-Adm	8616	A	DEP DIR PROB UC	NCC	\$290,000
910	20322501	Prob Supp Svs	17002	Exec Office-Adm	8620	A	PROBAT DIR	NCC	\$189,000
911	10033111	Prob Supp Svs	17002	Exec Office-Adm	8624	L	PROBATN OFFICER	NCC	
912	10033093	Prob Supp Svs	17006	Exec Ops-Admin	8620	A	PROBAT DIR	NCC	\$189,000
913	20308824	Prob Supp Svs	17062	Fed/State Claim	0648	A	ACCOUNTANT III	NCC	\$91,000
914	10032125	Prob Supp Svs	17062	Fed/State Claim	0642	A	ACCTNG TECH I	NCC	\$63,000
915	20284926	Prob Supp Svs	17062	Fed/State Claim	0642	A	ACCTNG TECH I	NCC	\$63,000
916	20201961	Prob Supp Svs	17057	Fiscal Svs-Adm	2096	A	SECRETARY III	NCC	\$68,000
917	10032695	Prob Supp Svs	17035	Fld Mtc/Sp Proj	6774	A	CUSTODIAN	NCC	\$48,000
918	10032698	Prob Supp Svs	17035	Fld Mtc/Sp Proj	6774	A	CUSTODIAN	NCC	\$48,000
919	10032700	Prob Supp Svs	17035	Fld Mtc/Sp Proj	6774	A	CUSTODIAN	NCC	\$48,000
920	10032703	Prob Supp Svs	17035	Fld Mtc/Sp Proj	6774	A	CUSTODIAN	NCC	\$48,000
921	10032707	Prob Supp Svs	17035	Fld Mtc/Sp Proj	6774	A	CUSTODIAN	NCC	\$48,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
922	20326951	Prob Supp Svs	17035	Fld Mtc/Sp Proj	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
923	10032107	Prob Supp Svs	17058	Gen Acct & Fin	0578	A	ACCOUNT CLK II	NCC	\$59,000
924	10032110	Prob Supp Svs	17058	Gen Acct & Fin	0578	A	ACCOUNT CLK II	NCC	\$59,000
925	10032111	Prob Supp Svs	17058	Gen Acct & Fin	0578	A	ACCOUNT CLK II	NCC	\$59,000
926	10032123	Prob Supp Svs	17058	Gen Acct & Fin	0642	A	ACCTNG TECH I	NCC	\$63,000
927	10032261	Prob Supp Svs	17102	HR - Operations	1842	A	DPTL PRSNL ASST	NCC	\$63,000
928	10032398	Prob Supp Svs	17102	HR - Operations	2214	A	INT TYPIST CLK	NCC	\$55,000
929	10032273	Prob Supp Svs	17102	HR - Operations	1843	A	SR DPTL PRSNL	NCC	\$101,000
930	20159312	Prob Supp Svs	17038	Infra & Ops	2214	N	INT TYPIST CLK	NCC	\$55,000
931	10032502	Prob Supp Svs	17038	Infra & Ops	2585	A	SR INF TECH AID	NCC	\$78,000
932	20198215	Prob Supp Svs	17038	Infra & Ops	2547	A	SR IT TECH SUPP	NCC	\$112,000
933	20330391	Prob Supp Svs	17011	Intergov Rel	1604	A	COMMS MGR (UC)	NCC	\$235,000
934	10033119	Prob Supp Svs	17011	Intergov Rel	8638	A	PGRM AN,PROBATN	NCC	\$117,000
935	20040934	Prob Supp Svs	17053	Internal Affair	2214	A	INT TYPIST CLK	NCC	\$55,000
936	20065242	Prob Supp Svs	17053	Internal Affair	8610	A	SPVG DPY PROBAT	NCC	\$111,000
937	20065245	Prob Supp Svs	17053	Internal Affair	8610	A	SPVG DPY PROBAT	NCC	\$111,000
938	20272326	Prob Supp Svs	17053	Internal Affair	8610	A	SPVG DPY PROBAT	NCC	\$111,000
939	20272327	Prob Supp Svs	17053	Internal Affair	8610	A	SPVG DPY PROBAT	NCC	\$111,000
940	20351182	Prob Supp Svs	17111	Investigations	1002	A	ADM SRVC MGR I	NCC	\$145,000
941	20224730	Prob Supp Svs	17111	Investigations	8612	A	AST PROB DIRCTR	NCC	\$153,000
942	20187751	Prob Supp Svs	17111	Investigations	2214	A	INT TYPIST CLK	NCC	\$55,000
943	20015199	Prob Supp Svs	17111	Investigations	1848	A	MGMNT ANALYST	NCC	\$119,000
944	20350449	Prob Supp Svs	17111	Investigations	8638	A	PGRM AN,PROBATN	NCC	\$117,000
945	20145855	Prob Supp Svs	17029	ISB-Adm	2591	A	INFO SYS AN II	NCC	\$115,000
946	20341030	Prob Supp Svs	17029	ISB-Adm	2586	A	IT BUS ANLST I	NCC	\$176,000
947	20341031	Prob Supp Svs	17029	ISB-Adm	2587	A	IT BUS ANLST II	NCC	\$196,000
948	20341032	Prob Supp Svs	17029	ISB-Adm	2606	A	IT PROJ MGR III	NCC	\$203,000
949	20161401	Prob Supp Svs	17029	ISB-Adm	8648	A	SPEC ASST,PROB	NCC	\$164,000
950	20259453	Prob Supp Svs	17029	ISB-Adm	2593	A	SR INF SYS ANAL	NCC	\$169,000
951	20338042	Prob Supp Svs	17951	MSB Affler Supp	6396	A	COOK	NCC	\$53,000
952	20338043	Prob Supp Svs	17951	MSB Affler Supp	6396	A	COOK	NCC	\$53,000
953	10032728	Prob Supp Svs	17172	MSB BJJNH Supp	6774	A	CUSTODIAN	NCC	\$48,000
954	20357081	Prob Supp Svs	17172	MSB BJJNH Supp	1179	A	HEAD CLERK	NCC	\$75,000
955	10032654	Prob Supp Svs	17172	MSB BJJNH Supp	6713	A	INT HOUSEKEEPER	NCC	\$52,000
956	10032752	Prob Supp Svs	17172	MSB BJJNH Supp	6832	A	LAUNDRY WORKER	NCC	\$42,000
957	10032753	Prob Supp Svs	17172	MSB BJJNH Supp	6832	A	LAUNDRY WORKER	NCC	\$42,000
958	10032755	Prob Supp Svs	17172	MSB BJJNH Supp	6832	A	LAUNDRY WORKER	NCC	\$42,000
959	10032666	Prob Supp Svs	17172	MSB BJJNH Supp	6721	A	PRSNL PROP WKR	NCC	\$55,000
960	10032668	Prob Supp Svs	17172	MSB BJJNH Supp	6721	A	PRSNL PROP WKR	NCC	\$55,000
961	20170408	Prob Supp Svs	17152	MSB CJH Sup Svs	6619	A	GEN MAINT WORKR	NCC	\$65,000
962	20170415	Prob Supp Svs	17152	MSB CJH Sup Svs	6619	A	GEN MAINT WORKR	NCC	\$65,000
963	10032649	Prob Supp Svs	17152	MSB CJH Sup Svs	6713	A	INT HOUSEKEEPER	NCC	\$52,000
964	10032407	Prob Supp Svs	17152	MSB CJH Sup Svs	2214	A	INT TYPIST CLK	NCC	\$55,000
965	10032743	Prob Supp Svs	17152	MSB CJH Sup Svs	6832	A	LAUNDRY WORKER	NCC	\$42,000
966	10032571	Prob Supp Svs	17152	MSB CJH Sup Svs	6022	A	LGHT VHCL DRVR	NCC	\$48,000
967	10032659	Prob Supp Svs	17152	MSB CJH Sup Svs	6721	A	PRSNL PROP WKR	NCC	\$55,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
968	20274007	Prob Supp Svs	17152	MSB CJH Sup Svs	6721	A	PRSNL PROP WKR	NCC	\$55,000
969	20356771	Prob Supp Svs	17152	MSB CJH Sup Svs	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
970	10032760	Prob Supp Svs	17152	MSB CJH Sup Svs	6836	A	SR.LAUNDRY WRKR	NCC	\$48,000
971	10032762	Prob Supp Svs	17152	MSB CJH Sup Svs	6842	A	WSHING EQPT OPR	NCC	\$49,000
972	10032778	Prob Supp Svs	17942	MSB CMYC Supp	8025	A	GNL SRVC MGR I	NCC	\$79,000
973	10032681	Prob Supp Svs	17942	MSB CMYC Supp	6766	A	INSTL LABORER	NCC	\$54,000
974	10032683	Prob Supp Svs	17942	MSB CMYC Supp	6766	A	INSTL LABORER	NCC	\$54,000
975	10032684	Prob Supp Svs	17942	MSB CMYC Supp	6766	A	INSTL LABORER	NCC	\$54,000
976	10032685	Prob Supp Svs	17942	MSB CMYC Supp	6766	A	INSTL LABORER	NCC	\$54,000
977	10032686	Prob Supp Svs	17942	MSB CMYC Supp	6766	A	INSTL LABORER	NCC	\$54,000
978	10032412	Prob Supp Svs	17942	MSB CMYC Supp	2214	A	INT TYPIST CLK	NCC	\$55,000
979	20170429	Prob Supp Svs	17942	MSB CMYC Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
980	20170433	Prob Supp Svs	17942	MSB CMYC Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
981	10032627	Prob Supp Svs	17924	MSB DKC Sup Svs	6416	A	INT-FD SRVC WKR	NCC	\$45,000
982	20116909	Prob Supp Svs	17032	MSB Fld Sup Svs	2214	A	INT TYPIST CLK	NCC	\$55,000
983	10032572	Prob Supp Svs	17032	MSB Fld Sup Svs	6049	A	MED TRK DRV	NCC	\$59,000
984	20118132	Prob Supp Svs	17032	MSB Fld Sup Svs	6049	A	MED TRK DRV	NCC	\$59,000
985	10032774	Prob Supp Svs	17952	MSB Gonzal Supp	8024	A	CAMP SRVC MGR	NCC	\$69,000
986	10032566	Prob Supp Svs	17074	MSB Inst Svs-Ad	4797	A	FD SRVCS CONSLT	NCC	\$137,000
987	20027577	Prob Supp Svs	17074	MSB Inst Svs-Ad	4802	A	NUTRITIONIST I	NCC	\$76,000
988	20224732	Prob Supp Svs	17954	MSB Kilpat Supp	6774	A	CUSTODIAN	NCC	\$48,000
989	10032617	Prob Supp Svs	17954	MSB Kilpat Supp	6402	A	HEAD COOK	NCC	\$70,000
990	10032596	Prob Supp Svs	17954	MSB Kilpat Supp	6399	A	SENIOR COOK	NCC	\$62,000
991	20170438	Prob Supp Svs	17954	MSB Kilpat Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
992	10032718	Prob Supp Svs	17162	MSB LPJH Sup Sv	6774	A	CUSTODIAN	NCC	\$48,000
993	10032652	Prob Supp Svs	17162	MSB LPJH Sup Sv	6713	A	INT HOUSEKEEPER	NCC	\$52,000
994	10032748	Prob Supp Svs	17162	MSB LPJH Sup Sv	6832	A	LAUNDRY WORKER	NCC	\$42,000
995	10032662	Prob Supp Svs	17162	MSB LPJH Sup Sv	6721	A	PRSNL PROP WKR	NCC	\$55,000
996	20170439	Prob Supp Svs	17955	MSB Mend Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
997	20170442	Prob Supp Svs	17958	MSB Paige Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
998	20170444	Prob Supp Svs	17959	MSB Rockey Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
999	10032646	Prob Supp Svs	17962	MSB Routh Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
1000	10032645	Prob Supp Svs	17961	MSB Scott Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
1001	20170447	Prob Supp Svs	17961	MSB Scott Supp	6622	A	SR.GNRL MNT WKR	NCC	\$72,000
1002	10032227	Prob Supp Svs	17106	Payroll	1335	A	AST SPVG PYRL	NCC	\$72,000
1003	20027580	Prob Supp Svs	17106	Payroll	1335	A	AST SPVG PYRL	NCC	\$72,000
1004	20259911	Prob Supp Svs	17106	Payroll	1848	A	MGMNT ANALYST	NCC	\$119,000
1005	20350445	Prob Supp Svs	17106	Payroll	1848	A	MGMNT ANALYST	NCC	\$119,000
1006	20224728	Prob Supp Svs	17110	PerformanceMgmt	1004	A	ADM SRVC MGRIII	NCC	\$205,000
1007	20038465	Prob Supp Svs	17110	PerformanceMgmt	1881	A	DEPTL CVL REP	NCC	\$149,000
1008	20040956	Prob Supp Svs	17110	PerformanceMgmt	2216	A	SR.TYPIST-CLERK	NCC	\$61,000
1009	20275422	Prob Supp Svs	17120	Policy Procedur	8638	A	PGRM AN,PROBATN	NCC	\$117,000
1010	20027574	Prob Supp Svs	17055	Procure Sect	2344	A	PROC ASST I	NCC	\$69,000
1011	20133385	Prob Supp Svs	17055	Procure Sect	2344	A	PROC ASST I	NCC	\$69,000
1012	10032444	Prob Supp Svs	17055	Procure Sect	2343	A	PROCUREMENT AID	NCC	\$62,000
1013	10032446	Prob Supp Svs	17055	Procure Sect	2343	A	PROCUREMENT AID	NCC	\$62,000

PROBATION DEPARTMENT
VACANCY REPORT BY POSITION
AS OF MARCH 27, 2023

No.	Posn No	Bureau	Unit	Unit Description	Title	Sub Title	Title Description	Funding Source	Vacancy Value
1014	10032447	Prob Supp Svs	17055	Procure Sect	2343	A	PROCUREMENT AID	NCC	\$62,000
1015	10032448	Prob Supp Svs	17055	Procure Sect	2343	A	PROCUREMENT AID	NCC	\$62,000
1016	20264456	Prob Supp Svs	17017	Prog Evals	8612	A	AST PROB DIRCTR	NCC	\$153,000
1017	20264458	Prob Supp Svs	17017	Prog Evals	8612	A	AST PROB DIRCTR	NCC	\$153,000
1018	10033029	Prob Supp Svs	17017	Prog Evals	8607	A	DPY PRB OFFR II	NCC	\$100,000
1019	10033031	Prob Supp Svs	17017	Prog Evals	8607	A	DPY PRB OFFR II	NCC	\$100,000
1020	10033039	Prob Supp Svs	17017	Prog Evals	8607	A	DPY PRB OFFR II	NCC	\$100,000
1021	10033041	Prob Supp Svs	17017	Prog Evals	8607	A	DPY PRB OFFR II	NCC	\$100,000
1022	20247487	Prob Supp Svs	17017	Prog Evals	8638	A	PGRM AN,PROBATN	NCC	\$117,000
1023	10033065	Prob Supp Svs	17017	Prog Evals	8610	A	SPVG DPY PROBAT	NCC	\$111,000
1024	20235462	Prob Supp Svs	17017	Prog Evals	8610	A	SPVG DPY PROBAT	NCC	\$111,000
1025	10032392	Prob Supp Svs	17071	Res&Manual Dev	2214	A	INT TYPIST CLK	NCC	\$55,000
1026	10033134	Prob Supp Svs	17071	Res&Manual Dev	8638	A	PGRM AN,PROBATN	NCC	\$117,000
1027	10033135	Prob Supp Svs	17071	Res&Manual Dev	8638	A	PGRM AN,PROBATN	NCC	\$117,000
1028	20201462	Prob Supp Svs	17071	Res&Manual Dev	8638	A	PGRM AN,PROBATN	NCC	\$117,000
1029	10033181	Prob Supp Svs	17071	Res&Manual Dev	8972	A	RES ANAL II,B.S	NCC	\$91,000
1030	20201464	Prob Supp Svs	17071	Res&Manual Dev	8972	A	RES ANAL II,B.S	NCC	\$91,000
1031	20201466	Prob Supp Svs	17071	Res&Manual Dev	8972	A	RES ANAL II,B.S	NCC	\$91,000
1032	20350432	Prob Supp Svs	17104	RTW	1002	A	ADM SRVC MGR I	NCC	\$145,000
1033	20350433	Prob Supp Svs	17104	RTW	1002	A	ADM SRVC MGR I	NCC	\$145,000
1034	20351181	Prob Supp Svs	17104	RTW	1848	A	MGMNT ANALYST	NCC	\$119,000
1035	20350435	Prob Supp Svs	17104	RTW	1843	A	SR DPTL PRSNL	NCC	\$101,000
1036	20350436	Prob Supp Svs	17104	RTW	2216	A	SR.TYPIST-CLERK	NCC	\$61,000
1037	20350437	Prob Supp Svs	17104	RTW	2216	A	SR.TYPIST-CLERK	NCC	\$61,000
1038	20341034	Prob Supp Svs	17983	Safety Security	8610	A	SPVG DPY PROBAT	NCC	\$111,000
1039	10032119	Prob Supp Svs	17059	Spec Programs	0578	N	ACCOUNT CLK II	NCC	\$59,000
1040	10032131	Prob Supp Svs	17059	Spec Programs	0643	N	ACTG TECH II	NCC	\$70,000
1041	20357291	Prob Supp Svs	17025	Training Svs	8655	A	DETNT SRVC OFFR	NCC	\$74,000
1042	10033061	Prob Supp Svs	17025	Training Svs	8609	A	DPY PRB OFCR II	NCC	\$100,000
1043	10033076	Prob Supp Svs	17025	Training Svs	8610	A	SPVG DPY PROBAT	NCC	\$111,000
1044	20118133	Prob Supp Svs	17192	Work Crew Prog	6040	A	AUTO MAINT ASST	NCC	\$55,000
1045	10032948	Prob Supp Svs	17192	Work Crew Prog	8595	A	CREW INSTRUCTOR	NCC	\$73,000
1046	10032966	Prob Supp Svs	17192	Work Crew Prog	8595	A	CREW INSTRUCTOR	NCC	\$73,000
1047	10033049	Prob Supp Svs	17192	Work Crew Prog	8607	A	DPY PRB OFFR II	NCC	\$100,000

ATTACHMENT B

**PROBATION DEPARTMENT
JUVENILE OPERATIONS
FUNDING STREAMS ANALYSIS
FISCAL YEAR 2022-23**

Expenditure and Revenue Categories	JUVENILE INSTITUTIONS (HALLS & CAMPS)			JUVENILE FIELD SERVICES			JUVENILE SPECIAL SERVICES			JUVENILE CARE COURT WARDS			COMMUNITY-BASED CONTRACTS			JUVENILE SUPPORT SERVICES			
	FY 2022-23 Adopted Budget	FY 2022-23 Estimated-Actuals	FY 2022-23 Surplus/Deficit	FY 2022-23 Adopted Budget	FY 2022-23 Estimated-Actuals	FY 2022-23 Surplus/Deficit	FY 2022-23 Adopted Budget	FY 2022-23 Estimated-Actuals	FY 2022-23 Surplus/Deficit	FY 2022-23 Adopted Budget	FY 2022-23 Estimated-Actuals	FY 2022-23 Surplus/Deficit	FY 2022-23 Adopted Budget	FY 2022-23 Estimated-Actuals	FY 2022-23 Surplus/Deficit	FY 2022-23 Adopted Budget	FY 2022-23 Estimated-Actuals	FY 2022-23 Surplus/Deficit	
Expenditures																			
Salaries & Employee Benefits	\$ 316,871,000	\$ 286,220,000	\$ 30,651,000	\$ 49,819,000	\$ 47,366,000	\$ 2,453,000	\$ 94,137,000	\$ 93,631,000	\$ 506,000			\$ -			\$ -	\$ 84,720,000	\$ 80,716,000	\$ 4,004,000	
Services & Supplies	102,879,000	110,929,000	(8,050,000)	3,689,000	4,603,000	(914,000)	7,839,000	7,839,000	-			-	9,488,000	2,626,000	6,862,000	34,078,000	35,473,000	(1,395,000)	
Other Charges	1,180,000	804,000	376,000	2,838,000	1,680,000	1,158,000	-	-	-	3,391,000	2,145,000	1,246,000			-	2,908,000	4,169,000	(1,261,000)	
Capital Assets - Equipment	2,230,000	1,973,000	257,000	116,000	-	116,000	-	-	-			-			-	1,148,000	776,000	372,000	
Intrafund Transfers	(432,000)	(250,000)	(182,000)	(6,000)		(6,000)	(1,455,000)	(1,383,000)	(72,000)			-			-	(629,000)	(1,522,000)	893,000	
Total Expenditures	\$ 422,728,000	\$ 399,676,000	\$ 23,052,000	\$ 56,456,000	\$ 53,649,000	\$ 2,807,000	\$ 100,521,000	\$ 100,087,000	\$ 434,000	\$ 3,391,000	\$ 2,145,000	\$ 1,246,000	\$ 9,488,000	\$ 2,626,000	\$ 6,862,000	\$ 122,225,000	\$ 119,612,000	\$ 2,613,000	
Revenue																			
Rents & Concessions		\$ 22,800	\$ 22,800			\$ -			\$ -			\$ -			\$ -	\$ -	\$ -	\$ -	
State Restitution Rebate																	53,000	53,000	
State - Title IV-E			-			-	\$ 5,612,000	\$ 8,027,831	2,415,831			-			-	-	-	-	
State - STC Training																1,684,000	1,418,000	(266,000)	
State Aide - Corrections (SB 823 - BSCC Grant)		98,802	98,802			-			-			-			-	-	-	-	
State-Other - (AB 178 - Juvenile Facilities Grant)	5,000,000		(5,000,000)			-	216,000	216,000	-			-			-	-	-	-	
Realignment - Youth Offender Block Grant (YOBG)	32,730,000	37,858,000	5,128,000			-	1,967,000	2,127,000	160,000			-			-	-	-	-	
Realignment - YOBG Growth (One-Time)																	1,012,000	(1,012,000)	
Realignment - Juvenile Reentry Grant (JRG)								2,579,000	2,373,545	(205,455)									
Realignment - Juvenile Probation Funding (JPF)	42,155,000	41,000,000	(1,155,000)				16,192,000	19,941,000	3,749,000								2,594,000	(2,594,000)	
Realignment - JPF Growth (One-Time)							6,811,000	-	(6,811,000)							35,769,000	20,724,000	(15,045,000)	
Realignment - Juvenile Probation Camp Funding (JPCF)	7,039,000	5,859,778	(1,179,222)																
Realignment - JPCF Growth (One-Time)																	2,135,000	1,179,000	(956,000)
Federal - Title IV-E	2,757,000	1,281,780	(1,475,220)	4,912,000	3,584,202	(1,327,798)	9,979,000	9,638,393	(340,607)								25,000	25,000	
Federal - Grants				93,000	93,000	-	205,000	-	(205,000)										
Institutional Care & Services	10,000	13,000	3,000														1,000	(1,000)	
Reimbursement of Charges	49,000	323,429	274,429				393,000	210,931	(182,069)							101,000	59,000	(42,000)	
Contract Services							540,000	681,629	141,629										
Miscellaneous	2,000	1,525	(475)														352,000	721,000	369,000
Criminal Justice Facilities Construction Fund (One-Time)																			
Operating Transfers In - JJCPA							849,000	849,000											
Operating Transfers In - JJRBG		211,200	211,200																
Operating Transfers In - DNA		9,000	9,000																
Total Revenue	\$ 89,742,000	\$ 86,679,314	\$ (3,062,686)	\$ 5,005,000	\$ 3,677,202	\$ (1,327,798)	\$ 45,343,000	\$ 44,065,329	\$ (1,277,671)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 43,648,000	\$ 24,179,000	\$ (19,469,000)	
Net County Cost	\$ 332,986,000	\$ 312,996,686	\$ 19,989,314	\$ 51,451,000	\$ 49,971,798	\$ 1,479,202	\$ 55,178,000	\$ 56,021,671	\$ (843,671)	\$ 3,391,000	\$ 2,145,000	\$ 1,246,000	\$ 9,488,000	\$ 2,626,000	\$ 6,862,000	\$ 78,577,000	\$ 95,433,000	\$ (16,856,000)	

**PROBATION DEPARTMENT
JUVENILE ONGOING FUNDING SOURCES
FISCAL YEAR 2022-23**

ATTACHMENT C

REVENUE	DESCRIPTION	AUTHORIZING STATUTE	FUNDING SOURCE	ESTIMATED STATE ALLOCATION	ADOPTED BUDGET	FORECAST AS OF 3/31/23	OBLIGATED FUNDING
Youth Offender Block Grant (YOBG)	Pursuant to Welfare and Institutions Code Section 1951(b); allocations from the Youthful Offender Block Grant (YOBG) shall be used to enhance the capacity of county probation, mental health, drug and alcohol, and other county departments to provide appropriate rehabilitative and supervision services to youthful offenders. Counties, in expending the YOBG allocation, shall provide all necessary services related to the custody and parole of those offenders subject to the YOBG legislation, i.e., those who can no longer be committed to the California Department of Corrections & Rehabilitation, Division of Juvenile Justice. The Youthful Offender Block Grant program provides state funding for counties to deliver custody and care (i.e., appropriate rehabilitative and supervisory services) to youthful offenders who previously would have been committed to the California Department of Corrections & Rehabilitation's Division of Juvenile Justice.	Welfare & Institutions Code Section 1950-56; 1960-62 Government Code Section 30025-30029.12:	Sales Tax	\$ 43,103,651	\$ 34,697,000	\$ 39,985,000	S&EB - 64% S&S - 36%
Juvenile Reentry Grant (JRG)	The Juvenile Reentry Grant (JRG) provides funding to address local supervision of youthful offenders discharged from the custody of the California Department of Corrections and Rehabilitation Division of Juvenile Facilities. Welfare & Institutions Code (WIC) Sections 1980 et seq., authorizes counties to receive annual allocations from the Juvenile Reentry Fund and specifies these funds "shall be expended exclusively to address local program needs for persons discharged from the custody of the Division of Juvenile Facilities. County probation departments, in expending the Juvenile Reentry Grant allocation, shall provide evidence-based supervision and detention practices and rehabilitative services to persons who are subject to the jurisdiction of the juvenile court who were committed to and discharged from the Department of Corrections and Rehabilitation, Division of Juvenile Facilities. "Evidence-based" refers to supervision and detention policies, procedures, programs, and practices demonstrated by scientific research to reduce recidivism among individuals on probation or under post release supervision."	Assembly Bill 1628 (Chapter 729 of the Statutes of 2010) Welfare and Institutions Code: 1980 – 1985 California Government Codes: Government Code Sections 30025-30029.12 and 30025 (f)(15) Government Code Sections 30061-30063	Sales Tax	\$ 2,472,626	\$ 2,579,000	\$ 2,373,545	S&EB - 97% S&S - 3%
Juvenile Probation Funding (JPF)	Juvenile Probation Funding (JPF) was created by Assembly Bill 139 (AB 139), Chapter 74 to provide a continuum of family focused services, in a community-based setting, to address the full spectrum of youth and family needs, including services provided in county-operated residential care facilities. The funds may be used to serve children who are habitual truants, runaways, at risk of being wards of the court under Section 601 or 602, or under juvenile court supervision or supervision of the probation department.	Assembly Bill No. AB 139- Budget Trailer Bill, Chapter 74, Statutes of 2005 Welfare and Institutions Code Section 18220(c), 18221	Vehicle License Fees	\$ 60,941,000	\$ 60,941,000	\$ 60,941,000	S&EB - 100%
Juvenile Probation Camp Funding (JPCF)	Juvenile Probation Camp Funding (JPCF) allocation amounts are based upon average daily population count of occupied beds at the juvenile camps and ranches not to exceed the established rated maximum capacity as determined by the Board of State and Community Corrections.	Welfare and Institutions Code Section 18220.1(c), 18221	Vehicle License Fees	\$ 5,859,778	\$ 7,039,000	\$ 5,859,778	S&EB - 100%

PROBATION DEPARTMENT
JUVENILE ONGOING FUNDING SOURCES
FISCAL YEAR 2022-23

REVENUE	DESCRIPTION	AUTHORIZING STATUTE	FUNDING SOURCE	ESTIMATED STATE ALLOCATION	ADOPTED BUDGET	FORECAST AS OF 3/31/23	OBLIGATED FUNDING
Title IV-E Program	Title IV-E provides reimbursement for portions of Maintenance and Administrative costs incurred by public agencies for working with children in foster care or at imminent risk of foster care. The program is administered by the Department of Health and Human Services, Federal Administration for Children and Families - Children's Bureau. The program funds are passed through from the State of California Department of Social Services (CDSS) to the Department of Children and Family Services (DCFS). The Probation Department prepares and submits the quarterly claims to DCFS who submits the combined claim to CDSS.	Social Security Act	Claim Based	N/A	\$ 23,260,000	\$ 22,556,794	S&EB - 99% S&S - 1%
Juvenile Justice Crime Prevention Act (JJCPA)	The Juvenile Justice Crime Prevention Act (JJCPA) was created by the Crime Prevention Act of 2000 [Assembly Bill No. AB 1913, Chapter 353, Statutes of 2000] to provide a stable funding source for local juvenile justice programs aimed at curbing crime and delinquency among at-risk youth. JJCPA involves a partnership between the State of California, the counties, and various community-based organizations to enhance public safety by reducing juvenile crime and delinquency. The Juvenile Justice Coordinating Council determines where to direct resources through an interagency planning process; and community-based organizations play a critical role in delivering services. The State Controller's Office distributes the appropriated JJCPA funds to counties based on population.	Assembly Bill No. AB 1913- Local law enforcement funding. Chapter 353, Statutes of 2000 Assembly Bill No. AB 1998- Juveniles: data collection. Chapter 880, Statutes of 2016 California Government Codes: Chapter 6.3-Local Revenue Fund 2011 (Sections 30025-30029.12) Chapter 6.7-Supplemental Local Law Enforcement Funding (Sections 30061-30063)	Vehicle License Fees (Allocated to Probation by JJCC Committee)	\$ 849,000	\$ 849,000	\$ 849,000	S&EB - 99% S&S - 1%
Juvenile Justice Realignment Block Grant (JJRBG)	The Juvenile Justice Realignment Block Grant (JJRBG) was established to provide county-based custody, care, and supervision of youth who are realigned from the California Department of Corrections and Rehabilitation, Division of Juvenile Justice (DJJ) or who would have otherwise been eligible for commitment to the division. The bill would appropriate moneys from the General Fund in specific amounts for these purposes, as specified. The bill would specify how those funds would be allocated to the counties based on specific criteria. The bill would commence on July 1, 2021 and prohibit further commitment to the DJJ, except as specified, and would require that all wards committed to the division until the ward is discharged, released or transferred.	Senate Bill 823, Committee on Budget and Fiscal Review. Juvenile Justice Realignment: Office of Youth and Community Restoration	State General Fund	\$ 30,248,564	\$ -	\$ 211,000	Pending

ATTACHMENT D

CONTRACTED AGENCIES/GOVERNMENT ENTITIES PROVIDING SERVICES AND PROGRAMS AT HALLS AND CAMPS

Agency	Service(s)	Location(s)
Amer-I-Can Foundation	Life skills, aftercare goal setting and mentoring services	Camps
Asian Youth Center	Credible messenger services	Camps Juvenile Halls Dorothy Kirby Center
Anti-Recidivism Coalition	Mentoring and re-entry services	Dorothy Kirby Center Juvenile Halls
Anti-Recidivism Coalition	Mentoring and re-entry services	Dorothy Kirby Center Juvenile Halls
Department of Mental Health	Mental health services	Dorothy Kirby Center
Department of Mental Health	Substance abuse services	Camps
Department of Health Services	Health services	Camps Juvenile Halls
Department of Mental Health	Mental health services	Camps
Department of Public Health	Enhanced mental health services	Camps
Department of Public Health	Substance abuse services	Juvenile Halls
Healing Dialogue and Action	Restorative justice, healing rehabilitation, diversion, life skills and mentoring services	Camps Juvenile Halls
Jail Guitar Doors	Mentoring and critical thinking skills services	Juvenile Halls
Los Angeles County Office of Education	Tutoring services	Camps Juvenile Halls
Los Angeles County Office of Education	Education services	Camps Juvenile Halls
Marley's Mutts Dog Rescue	Educational, job training, leadership, life skills and recidivism reduction services	Camps Juvenile Halls
Mission College	Educational services	Camps Juvenile Halls
Peace Over Violence	Sexual abuse emotional support and victim advocate services	Camps Juvenile Halls
Saturday Night Bath	Diversion, counseling, and arts skills services	Camps Juvenile Halls
The Swan Within	Life skills, mentorship, recreational and aftercare services	Dorothy Kirby Center
Strength United	Sexual abuse emotional support and victim advocate services	Camps Juvenile Halls
West Cal Academy Inc.	Career pathway services	Dorothy Kirby Center
Workforce Development, Aging and Community Services	Enhanced employment and personal enrichment training services	Camps Juvenile Halls
Healing Dialogue and Action	Credible messenger services	Juvenile Halls
Anti-Recidivism Coalition	Credible messenger services	Juvenile Halls

ALL ACTIVE PROGRAMS AND SERVICES INCLUDING VOLUNTEER ORGANIZATIONS AT PROBATION HALLS AND CAMPS

Bureau	Program	Program Category
Detention	A Mother's Love	Mentoring
Residential	Academic Bowl	Educational
Residential	Achieve 3000	Educational
Residential	Actor's Gang	Arts & Music
Detention	ADVOT	Mentoring
Residential	ADVOT	Arts & Music
Detention	Affiliates & Offenders Recovery Program	Gang Intervention
Residential	AJCC Work Program	Vocational
Detention	Al Jones BMP Store	Recreational
Detention	Alcoholics Anonymous	Substance Abuse
Residential	AMER-I-CAN I AM	Gang Intervention
Residential	Anger Management (DMH)	Anger Management
Detention	Anger Management and Domestic Violence (DMH)	Anger Management
Detention	Anti-Recidivism Coalition (ARC)	Mentoring
Residential	Anti-Recidivism Coalition (ARC)	Mentoring
Residential	Apex Credit Recovery	Educational
Residential	Archdiocese Catholic Services	Religious Services
Residential	Armory Arts	Arts & Music
Residential	Art Work LA	Arts & Music
Detention	Asian Youth Center	Gang Intervention
Residential	Asian Youth Center	Mentoring
Detention	AYCLA Healing Circle	
Residential	Baseball - Batting Practice	Sports Wellness
Residential	Basic Life Skills Group	Educational
Residential	Beautification Project	Arts & Music
Residential	Behavior Health Services	Substance Abuse
Residential	Behavior Management Program	Recreational
Residential	BHAC Music Production	Arts & Music
Residential	BHAC Photojournalism	Arts & Music
Residential	Bible Study	Religious Services
Detention	Bible Study	Religious Services
Residential	Bicycle Riding	Sports Wellness
Residential	Book Club (Probation Services)	Educational
Detention	Book Club (Probation Services)	Educational
Residential	Boyle Heights Art Conservatory	Arts & Music
Residential	Boyle Heights Podcast Program	Arts & Music
Detention	Breakthrough Parenting (VISTO)	Parenting Class
Residential	Catholic/Protestant Services	Religious Services
Detention	Catholic/Protestant Services	Religious Services
Residential	Ceramics	Arts & Music
Residential	Chaplain's Eagles-Bible Study	Religious Services
Residential	Chaplain's Eagles-Bible Study	Religious Services
Detention	Cognitive Behavior Therapy	Dialectical Behavioral Therapy
Detention	Cooking With Iwuoha	
Detention	Coping Skills	Therapeutic
Residential	Creative Acts	Arts & Music
Detention	Creative Writing	Educational
Residential	Culinary Arts	Vocational
Residential	Dance For Healing	Arts & Music
Residential	Department Of Public Health	Mentoring
Residential	Dialectic Behavioral Therapy (DBT)	Dialectical Behavioral Therapy
Detention	Dialectic Behavioral Therapy (DBT)	Dialectical Behavioral Therapy
Residential	Dmh Skills Group	Therapeutic
Detention	Dodgeball	Sports Wellness
Detention	Drawing Activities	ARTS
Residential	Drumming For Your Life	Arts & Music
Residential	East La Community College - College Courses (ELAC)	Educational
Residential	Education Services/Tpp Work Program	Educational
Residential	Elac Logistics	Educational
Residential	Electronics	Vocational
Residential	Family Therapy	Family Therapy
Residential	Family Visiting	Therapeutic
Residential	Financial Aid	Educational
Residential	Financial Literacy	Educational
Detention	Fun Facts	
Detention	Gang Reduction Youth Development (GYRD) - Healing Circles	Therapeutic
Residential	Gang Reduction Youth Development (GYRD) - Healing Circles	Gang Intervention
Residential	Gardening	Therapeutic
Detention	Girls And Gangs	Educational
Detention	Give A Beat	Arts & Music
Detention	Healing Circle	
Detention	Healing Dialogue And Action (HDA)	Mentoring

ALL ACTIVE PROGRAMS AND SERVICES INCLUDING VOLUNTEER ORGANIZATIONS AT PROBATION HALLS AND CAMPS

Bureau	Program	Program Category
Residential	Healing Dialogue And Action (HDA)	Mentoring
Residential	Hi-Set/Ged	Educational
Residential	Hollywood Cinema Production Resources (HCPR)	Vocational
Detention	Hollywood Cinema Production Resources (HCPR)	Vocational
Residential	Hollywood Cpr (West La College)	Educational
Residential	Holy Renaissance	Arts & Music
Detention	Homeboy Arts Academy	Arts & Music
Residential	Homeboy Arts Academy	Arts & Music
Residential	Homeboy Industries	Arts & Music
Residential	Homeboys Industry (Tattoo Removal)	
Detention	How Can I Improve	
Detention	How I Fell	
Residential	I Am	Gang Intervention
Residential	Individual And Family Counseling	Individual Therapy
Detention	Individual Dialectical Behavior Therapy (DBT) Counseling	Dialectical Behavioral Therapy
Residential	Individual Dialectical Behavior Therapy (DBT) Counseling	Dialectical Behavioral Therapy
Residential	Individual Therapy	Individual Therapy
Detention	Inside Out Writers (IOW)	Educational
Residential	Inside Out Writers (IOW)	Arts & Music
Residential	Intramural Sports	Sports Wellness
Residential	Iron Man - Fitness Club	Sports Wellness
Detention	Jail Guitar Doors	Arts & Music
Residential	Jail Guitar Doors	Arts & Music
Detention	Juvenile Justice Center (Giwp, Sad, Kis, Kiss)	Educational
Residential	La Dads / Parenting Classes	Mentoring
Residential	La Mission - Personal Enrichment Training (Pet)	Educational
Residential	La Mission College For Graduates	Educational
Residential	La Model-Circle Up	Therapeutic
Residential	La Model-Interactive Journaling	Therapeutic
Residential	Lab	Vocational
Detention	Learning Loss Mitigation (LACOE)	Educational
Residential	Learning Loss Reading Program	Educational
Detention	Let It Out - (LACOE)	Arts & Music
Residential	Let It Out - (LACOE)	Arts & Music
Detention	Letting Go	
Detention	Life Skills (DMH)	Therapeutic
Residential	Los Angeles Trade Tech College	Vocational
Detention	Mafta	Mentoring
Residential	Mc3 Cte Class	Vocational
Detention	Meditation	Therapeutic
Detention	Million Little	Recreational
Residential	Million Little	Arts & Music
Detention	Mission College/East Los Angeles - College Courses (Probation Education Services)	Educational
Residential	Mission College/East Los Angeles - College Courses (Probation Education Services)	Educational
Detention	My Stages Of Grief	
Detention	Narcotics Anonymous	Substance Abuse
Detention	New Directions For Youth	
Residential	New Earth	Arts & Music
Detention	OSHA Certificate Program (Probation Education Services And LACOE)	
Residential	OSHA Certificate Program (Probation Education Services And LACOE)	Work Studies
Residential	P.E.T (Personal Enrichment Training)	Work Studies
Detention	Parenting Class/ Breakthrough Parenting	Educational
Residential	Parenting Classes	Parenting Class
Detention	Passive, Aggressive, And Assertive Communication	
Residential	Pawsitive Change (Marley'S Mutts)	Vocational
Residential	Personal Enrichment Training (Workforce Aging And Community Services)	
Detention	Pictionary	
Detention	Progressive Muscle Relaxation Script	
Detention	Project With (Urban Strategies)	
Residential	Project With (Urban Strategies)	Gang Intervention
Residential	Protestant Services	Religious Services
Residential	Psychiatry	Therapeutic
Detention	Psycho Ed (DMH)	Therapeutic
Residential	Read 180	Educational
Detention	Religious Services	Religious Services
Residential	Religious Services	Religious Services
Residential	Rhythm Arts Alliance (RAA)	Arts & Music
Detention	Rhythm Art Alliance	Arts & Music
Residential	Rise	Work Studies
Residential	Rockey Dads	Parenting Class
Residential	Sacred Purpose LLC.	Gang Intervention
Residential	Sai Llm (Learning Loss Mitigation)	Educational

ALL ACTIVE PROGRAMS AND SERVICES INCLUDING VOLUNTEER ORGANIZATIONS AT PROBATION HALLS AND CAMPS

Bureau	Program	Program Category
Residential	Saturday Night Bath Concerts	Arts & Music
Detention	Saving Innocence	Individual Therapy
Detention	Seeking Safety Substance Abuse	Therapeutic
Detention	Self Care	
Detention	Social Skills	Therapeutic
Detention	Social Support	
Residential	Spirit Awakening	Arts & Music
Residential	Street Poets	Arts & Music
Residential	Strong	Sports Wellness
Residential	Student Nest Tutoring	Educational
Detention	Substance Abuse	Substance Abuse
Residential	Substance Abuse	Substance Abuse
Residential	Swans With In	Arts & Music
Detention	Symptoms Of Stress	
Detention	Ted Talk	
Residential	Testing Gang Program	Gang Intervention
Residential	The Actors Gang Prison Project	Arts & Music
Residential	The Show	Sports Wellness
Residential	Theater Of Hearts	Arts & Music
Residential	Tia Chucha	Arts & Music
Detention	Tia Chucha	Arts & Music
Residential	Transitional Partnership Program (TPP - with Education Services)	Educational
Detention	Trivia Games	
Residential	Tutoring	Educational
Residential	UCLA Prison Education Program (Probation Education Services)	Educational
Residential	United Peace Officers Against Crime	Mentoring
Detention	Unusual Suspects	Arts & Music
Residential	Unusual Suspects	Arts & Music
Residential	Urban Strategies	Gang Intervention
Detention	Values Discussion Cards	
Detention	Versa Style	Arts & Music
Detention	Visitation	Visitation
Residential	Visitation	Visitation
Residential	Volunteers Of America Los Angeles	Vocational
Residential	Voter Registration	Educational
Residential	Weight Room	Sports Wellness
Residential	West Cal Academy	
Detention	Word Search Competitions	
Residential	Work Program	Work Studies
Residential	Workforce Development And Aging Community Services (WDACS)	Work Studies
Residential	Yoga	Sports Wellness
Detention	Youth Council	Youth Council
Residential	Youth Council	Youth Council
Residential	Youth Support Group	Youth Council
Detention	AJCCS)	Work Studies
Residential	AJCCS)	Work Studies

PROBATION DEPARTMENT
JUVENILE REALIGNMENT ONE-TIME GROWTH FUNDS
FUND BALANCE AS OF MARCH 29, 2023
FUNDS OBLIGATED

Fund	Sub-Fund	Program	FY 2022-23 as of 3/29/2023	Funds Obligated
GP4	GP4A	PB-Juvenile Justice- Youthful Offender Block Grant (YOBG)	\$ 33,369,172	\$1.012M was included in Probation's operating budget to fund ongoing salaries, employee benefits, and services and supplies in the Juvenile Institutions Budget Unit. The remaining funds will be used for SYTF and other qualifying populations until funds are exhausted.
GP4	GP4B	PB-Juvenile Justice- Juvenile Reentry Grant Program	11,431,059	Probation is projecting to expend \$7.1M in FY 2022-23 and the remaining funds are slated for services/programs in future fiscal years to address local supervision of youthful offenders discharged from the custody of the California Department of Juvenile Justice.
GP8	GP8A	PB-Juvenile Probation Funding (JPF)	254,281,085	\$42.580M was included in Probation's operating budget to fund ongoing salaries, employee benefits, and services and supplies in the Juvenile Institutions and Juvenile Special Services Budget Units. The remaining funds will be used for facility improvements at the juvenile halls and camps over multiple fiscal years. FY 2022-23 Capital Projects include \$12.6M for CJH Home-Like Improvements.
GP8	GP8D	PB-Juvenile Probation Camp Funding (JPCF)	23,576,158	\$2.135M was included in Probation's operating budget to fund ongoing salaries, employee benefits, and services and supplies in the Juvenile Institutions Budget Unit. The remaining funds will be used for facility improvements at the camps over multiple fiscal years. FY 2022-23 Capital Projects include \$3.2M for Camp Scott's Utility Remodeling Project, \$1.3M for Camp Rockey's CCTV Project and \$4.5M for Camp Miller's Project.



**Chief
Executive
Office.**

COUNTY OF LOS ANGELES

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, CA 90012
(213) 974-1101 ceo.lacounty.gov

CHIEF EXECUTIVE OFFICER

Fesia A. Davenport

April 26, 2023

To: Supervisor Janice Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

From: Fesia A. Davenport
Chief Executive Officer

*Mitchell
for FAD*

YOUTH JUSTICE REIMAGINED: A NEW MODEL FOR YOUTH JUSTICE IN LOS ANGELES COUNTY (ITEM NO. 19, AGENDA OF NOVEMBER 24, 2020); FULFILLING LOS ANGELES COUNTY'S COMMITMENT TO A NEW YOUTH JUSTICE MODEL (ITEM NO. 33, AGENDA OF JULY 13, 2021); AND CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE AND ADVANCING YOUTH JUSTICE REIMAGINED (ITEM NO. 6, AGENDA OF MARCH 21, 2023)

This memorandum provides a comprehensive staffing analysis of the Probation Department's (Probation) juvenile halls, camps, and field operations. The attached analysis, supports the Board of Supervisors (Board) adoption of the core values of Youth Justice Reimagined on [November 24, 2020](#), and the commitment to transition the County of Los Angeles (County) youth justice system to a care-first model by 2025, pending resolution of necessary legal, budgetary, and legislative issues, and is responsive to motions the Board adopted on [July 13, 2021](#) and [March 21, 2023](#).¹

During the time my office was conducting this staffing analysis, the California Board of State and Community Corrections (BSCC), which has regulatory jurisdiction over Probation's juvenile facilities, conducted an inspection that found Probation's

¹ The Board's March 21, 2023, motion titled "Care First, Jails Last: Holding the Probation Department Accountable and Advancing Youth Justice Reimagined" directed the Chief Executive Office (CEO) and other departments to respond to a range of directives related to Probation Department operations and the transition to Youth Justice Reimagining. This memorandum responds to directive 3.a. of the motion, requiring CEO to complete our Probation juvenile services staffing analysis. We will address other motion directives under separate cover.



facilities were unsuitable to house pre-disposition youth. At a hearing conducted by the BSCC on April 12, 2023, the BSCC Board inquired about this staffing analysis and wanted to know how it can help Probation address staffing issues. My office explained that this work has been underway for some time and is separate but related to the BSCC request. The work is separate in that the analysis was primarily undertaken as a budgetary analysis, wholly unrelated to suitability findings of Probation's juvenile halls. The work is related in the sense that the staffing ratios determined herein can and should be used by Probation to make operational decisions about where to assign staff, how many staff to assign to provide our youth the care they deserve, and to address BSCC concerns. These staff assignments will accompany a "whole-of-County" approach to help Probation resolve BSCC non-compliance issues.

The following overarching themes, assumptions, and caveats help orient your Board to the findings of the staffing analysis:

- The staffing analysis is intended to budgetarily "right size" Probation's juvenile operations to support the transition to Youth Justice Reimagined. The goal of the analysis is to determine whether there is "excess" funding and staff to reallocate to other non-carceral County programs.
- The staffing analysis concludes that Probation has more budgeted items than it needs to safely run the halls, camps, and field operations.
- This conclusion must be viewed in light of the realities facing Probation's operations. Probation's vacancies and other issues like staff callouts and personnel on light duty (i.e., unable to supervise youth) have often resulted in a lack of actual personnel available to adequately staff its juvenile halls. Therefore, even though Probation has more budgeted items than it needs, Probation does not have more actual staff than it needs (a point we illustrate in more detail below). Probation must continue to hire personnel to staff its operations, using the staffing analysis developed herein and while remaining within budget.
- The conclusions of the staffing analysis are point-in-time only. This means that as Probation's operational needs evolve, so will their staffing needs. Probation should use the staffing ratios underlying the staffing analysis to calculate adequate staffing for its changing operational landscape.

Probation is under a Board-mandated hiring freeze which allows Probation to hire. Under the freeze, Probation is allowed to hire after submitting a request to my office. (See section "Probation Can Hire Under the Hiring Freeze" of this memo which discusses the 150 staff Probation has been allowed to hire).

The Staffing Analysis Is Intended to "Right Size" Probation's Juvenile Operations to Support a Transition to Youth Justice Reimagined While Ensuring Sufficient Staffing Levels To Support Youth that Remain in Probation's Care

The staffing analysis is intended to help the Board "right size" Probation's juvenile operations to support a transition to Youth Justice Reimagined. A care-first youth justice model requires, among other things, that the County reduce the number of youths in carceral settings and transition resources freed up by a lower youth census in juvenile halls and camps to preventative and restorative services and programming administered by the County's new Department of Youth Development (DYD).

On [June 28, 2021](#), my office reported that we would conduct a comprehensive analysis of Probation staffing levels (filled and unfilled positions) to confirm the number of staff assigned to halls, camps, and field operations; determine the number of staff needed to appropriately supervise the declining youth population; and identify the steps needed to right-size staffing levels. This analysis would help determine whether excess funding or staffing resources could be transferred to DYD to support care-first programming.

On [July 13, 2021](#), the Board adopted a motion reaffirming its commitment to Youth Justice Reimagined, and directed the CEO, Chief Probation Officer, and other stakeholders to evaluate Probation's staffing, functions, duties, activities, programs, and funding sources to better understand what must remain within Probation based on State law and other factors and what may transfer to DYD.

In our report filed on [October 5, 2021](#), we updated the Board on our Juvenile Services staffing analysis. We explained that Probation had undergone a similar "right-sizing" in 2016 driven by the decline of youth in Probation's custody. The 2016 assessment resulted in a staffing formula and a tool to assess and adjust staffing levels as populations fluctuate. This work culminated in a May 22, 2017 Board report entitled *Probation Juvenile Camps and Staffing*, which helped guide various Probation camp consolidations and led to a similar collaborative effort to study Probation's halls and the ultimate closure of Los Padrinos Juvenile Hall.

We also explained that the staffing formula and tools developed in 2017 needed to be updated to reflect operational and legislative changes; including, but not limited to, the transfer of Secure Youth Treatment Facility youth from the State Division of Juvenile Justice (DJJ) to the County. In addition, the study was expanded to include Probation's Juvenile Field, Placement, and Special bureaus, which provide wraparound and supportive services, to support the Board's continued efforts to implement Youth Justice Reimagined. After updating the formula and assessing needs, we would then make recommendations to the Board regarding staffing ratios

and the ultimate “right-sizing” of the Probation’s juvenile halls, camps, and field operations.

Although Probation Has More Budgeted Positions than It Needs to Safely Operate Its Halls, Camps, and Field Operations, Probation Must Fill Its Vacancies to Ensure Safe and Supportive Operations

With the above purposes in mind, the analysis:

- (1) Calculates appropriate staffing ratios based on applicable laws and regulations (including estimates for special staffing ratios like one-to-one staffing for high-needs youth) and assumptions about the number of youths in halls and camps, and applies a “relief factor” developed in 2016 and updated in 2023 to account for vacations, callouts, and employee leaves, to determine the optimal number of staff Probation needs to operate the juvenile halls and camps.
- (2) Identifies the number of halls and camps needed to care for the youth in Probation’s care based both on Probation’s existing operations and makes some assumptions about which facility consolidations could be implemented to maximize existing staffing levels. For example, the analysis recommends consolidating the adjoining Camps Paige and Afflerbaugh, which would allow Probation to maximize staff resources by reducing its facility footprint. Other assumptions are clearly stated in the attached staffing analysis.²
- (3) Determines the number of budgeted items currently available to staff the juvenile halls and camps.
- (4) Identifies excess budgeted positions – i.e., any budgeted position that is over-and-above the number of staff identified in the staffing analysis.

Based on these assumptions and the resulting analysis, we conclude that Probation has more budgeted positions than it needs to operate its halls, camps, and field operations. However, Probation also has a high volume of vacant positions that, in many cases, exceed the number of excess budgeted positions – this means that Probation has a current net deficit of personnel available to staff its facilities and operations, as displayed in the table below.

² The staffing analysis also assumes that Campus Kilpatrick is not in use pending the resolution of the lack of staff sleeping quarters necessary to accommodate a 56-hour schedule as specified in Probation’s Memorandum of Understanding with labor. This assumption is not intended as a recommendation. At the time we conducted the staffing analysis of Probation’s camps, only a small number of youth were at Campus Kilpatrick. Probation has since transferred about 15 to 20 DJJ Youth to Campus Kilpatrick. These youth remain there with approximately 39 staff to support current operations. Probation can use the staffing ratios from this staffing analysis to calculate its staffing numbers to account for Campus Kilpatrick’s current operations.

Juvenile Institutions & Field Reviews (Item Summary)

Operation	Budget vs Need & Vacancies				
	Budgeted	Required	Excess vs (Need)	Vacant	Items Needed Filled
1 Juvenile Halls	1,249	1,194	55	388	333
2 Juvenile Camps*	551	359	192	124	0
3 Juvenile Field Option 1** (Higher Caseload Ratios for 4 case types)	759	715	44	99	55
4 Juvenile Field Option 2** (Lower Caseload Ratios for 4 case types)	759	754	5	99	94

*Assumes Probation closes two of five existing camps, including one of either Camp Paige or Camp Afflerbaugh, which are adjoining.

**Field Operations include two staffing options (Higher & Lower Caseload Ratios) Changes to facilities assumption noted above will impact the staffing numbers.

The analysis shows that Probation has 1,249 budgeted staff in the juvenile halls, while our analysis reflects that the more appropriate number is 1,194. This results in Probation having 55 more budgeted positions than needed even though they have 388 vacancies. This apparent disconnect is explained by remembering that although the Department may have funding for a certain number of positions, that does not mean that all the positions are filled – which is the case here. Therefore, the actual number of vacancies that Probation needs to fill is 333 vacant positions (388 budgeted vacant positions – 55 excess budgeted positions).

As demonstrated above, after “right-sizing” Probation’s budgeted staff pursuant to the staffing analysis, Probation can potentially redirect up to 68 (192 excess budgeted positions less 124 budgeted vacant positions) staff from the juvenile camps to other operations. The difference in Juvenile Field caseload ratios (Higher vs Lower) is a request associated with various factors including, among other things, enhanced County services requirements and the expansive geographic footprint of the County. In addition to redirecting staff from the camps, Probation must continue to increase the number of staff available to appropriately staff its operations.

The Point-in-Time Staffing Analysis Can Be Adapted to Probation's Dynamic Staffing Needs

The staffing analysis is a point-in-time analysis and is built upon certain operational assumptions. Probation's operations are dynamic causing its staffing needs to fluctuate over time. Fluctuations can be driven by changes in the youth census, increases or decreases in the number of youth requiring special staffing ratios (e.g., one-to-one), closing or opening facilities, changes in applicable laws and regulations impacting staffing ratios or changes in the services provided or functions provided by Probation.

Given the foregoing, the staffing analysis is a point-in-time analysis, it serves as a "directionally correct" assessment of staffing needs. The analysis will need to be refreshed as operational changes are made (see examples above) either because the operational changes differ from the assumptions the analysis is built upon, or were not considered when the analysis was completed.

For example, the State continues to transfer DJJ Youth from State facilities to the County. The growth of the DJJ Youth population will require the increased use of the Deputy Probation Officer (DPO) series and the decreased use of the DSO series, as the DPO series is used to supervise post-adjudicated youth.

Should your Board determine to move transferrable services associated with non-statutorily obligated Probation functions, such as diversion and prevention efforts to DYD, we will work with Probation to ensure that such actions do not reduce Probation's budgeted items below what is required for safe operations. Also, your Board directed the CEO to analyze and report on the feasibility of transferring pretrial services from the Probation Department to the Justice, Care and Opportunities Department (JCOD). Once JCOD's organizational design of its related to a pre-trial services delivery model is finalized, we can work with Probation to determine the impacts on their staffing, including the possibility of transferring existing staff to perform other functions within the department. Again, we will use this staffing analysis to ensure that Probation's operations remain adequately budgeted and staffed.

The Staffing Analysis Supports Compliance with BSCC Regulations and Pending Suitability Determination

Although the staffing analysis was initially solely intended as a budgetary exercise to "right size" Probation's staffing of its juvenile operations, the analysis also supports Probation's efforts to come into compliance with BSCC regulations.

On January 13, 2023, the BSCC issued an Initial Inspection Report from an inspection of Probation's juvenile halls conducted between November 8, 2022 and

December 16, 2022. The inspection report cited various areas of noncompliance with applicable BSCC regulations, many of which pertained to a lack of sufficient staffing. Probation submitted a [corrective action plan](#) (CAP) on March 14, 2023, and [supplemented](#) its CAP on April 3, 2023, providing additional details about efforts to resolve all areas of noncompliance such as strategies to increase staffing levels at the halls. Probation also explained that this office was conducting this staffing analysis in part to "determine if the Department is operating more camps than needed given the current youth population statistics, and the appropriate per-officer caseload ratio for field offices and programs." Probation further explained that "if the CEO determines that the Department can consolidate camps and/or reduce the officer per caseload ratio, and may do so safely, any identified excess staff will be reassigned to the halls."

At the BSCC hearing on April 13, 2023, the BSCC Board granted Probation an additional 30 days to demonstrate material and actionable steps to implement the supplemental CAP, including any recommendations from the CEO's staffing analysis.

Probation will use the findings of the staffing analysis and underlying staffing ratios to increase staff levels in the juvenile halls in support of the supplemental CAP, in addition to efforts to increase staffing levels and come into compliance for all other violations noted by the BSCC.

Probation Can Hire Under the Hiring Freeze

The staffing analysis, which focuses on the right number of staff needed to operate Probation's juvenile facilities safely, is independent of Probation's efforts to fill existing budgeted vacancies at its juvenile halls. Probation must continue to hire to ensure enough staff are physically reporting to work.

Probation's Juvenile Institutions Services operations are currently under a Board-ordered hiring freeze. However, this does not mean that Probation is unable to hire necessary staff. To the contrary, Probation is hiring the staff needed to provide appropriate direct supervision of youth in its care.

My office and Probation are following a practice wherein Probation requests hiring authority from my office and CEO staff evaluates the request to ensure the proposed hiring is necessary to support Probation's operations. To date, my office has approved a request by Probation to hire its first cohort of staff – 150 new DSO's and/or Group Supervisor, Nights to fill vacant positions that provide direct supervision of youth in the halls. Probation is recruiting applicants and offering academies, with the scheduled plan to bring all 150 staff onboard by June 2023. We will work with Probation to authorize additional hires as needed to ensure appropriate staffing levels in the halls and camps.

Each Supervisor
April 26, 2023
Page 8

These hires do not impede a transition to Youth Justice Reimagined. As explained above, Probation needs to fill existing vacancies to meet the optimized staffing ratios in the attached analysis.

Should you have any questions, please contact me or René C. Phillips at (213) 974-1478 or rphillips@ceo.lacounty.gov, or Dean Aardema at (213) 893-2471 or daardema@ceo.lacounty.gov.

FAD:JMN:MM:RCP
DA:AHW:MX:cc

Attachment

c: Executive Office, Board of Supervisors
 County Counsel
 Human Resources
 Probation

Juvenile Staffing Analysis

BACKGROUND

2017 Staffing Analysis

In Fiscal Year (FY) 2016-17, the Chief Executive Office (CEO), working with the Probation Department (Probation), studied Probation's juvenile camp (camps) staffing, operations and populations. This study culminated in a May 22, 2017 Board report entitled *Probation Juvenile Camps and Staffing*. This report helped guide various camp consolidations to adjust to the decreasing number of detained youth population, the LA/Small Group Model (LA Model), lower staffing ratios, and the reintroduction of Campus Kilpatrick (CVK) into Probation's inventory of facilities. The report also led to a similar collaborative effort to study Probation's juvenile halls (halls). No formal report detailing those findings was issued, but the results of the study were used to plan for and subsequently close Los Padrinos Juvenile Hall (LPJH).

Changes Since 2017

Youth populations have decreased since the previous study, and fewer camps may be needed. Probation recognizes that the youth remaining in their care generally have higher level mental health and care needs. Probation aligns populations within specific facilities to provide the appropriate setting to address individualized youth care needs. For example, Probation has modified Dorothy Kirby Center's (DKC) population to adapt to emerging needs such as incoming female State Division of Juvenile Justice (DJJ) youth. Also, CVK's previous post-adjudicated population was relocated to other camps, and a pilot project was initiated for DJJ youth at CVK.

Coordination between Probation, the juvenile courts, and law enforcement, with the increased emphasis on community-based alternatives, has reduced population counts since the 2017 report. However, populations at the halls have grown by 7.5 percent and at the camps by 50 percent since July 2022. The hall growth is likely connected to the transfer of the DJJ youth population to the County of Los Angeles (County), but this transfer does not appear to be a significant reason for the growth seen at the camps. Reasons for the camps' population growth have not been identified by Probation.

Updated Staffing Analysis: Caveats and Disclaimers

In January 2022, the CEO and Probation initiated a second effort to study halls and camps staffing, operations, and populations. The scope of this review was expanded to include Probation's Juvenile Field Services, Placement Services and Special Services bureaus. The expanded study supports the Board of Supervisor's (Board) continued efforts to implement Youth Justice Reimagined while supporting Probation's ability to serve the youth in its care.

This staffing analysis serves as a guide for allocation of staffing resources based on the service needs of specified populations and the relative uniqueness of each youth detention facility. The analysis is subject to change as further clarity is obtained regarding dynamic conditions such as the number of operational camps, occupancy levels, staffing ratios, and treatment models. Conclusions about appropriate staff levels will depend on the number of housing units that are deemed necessary to ensure youth safety. Any changes or decisions made to these assumptions will alter the calculation and the conclusions presented. The CEO will provide the analysis and underlying staff ratio calculations to Probation so that the department can update staffing needs accordingly in response to regular and ongoing operational changes.

HALLS AND CAMPS: POPULATIONS SERVED, CAPACITY, AND INVENTORY

Probation operates two halls, four camps, and the DKC. The DKC is referred to in this report as a camp, although the facility is a level 14 placement. Juveniles are assigned to DKC by judicial order and have serious mental health needs. DKC and CVK are the only camps suitable for implementing all aspects of the LA Model, as these facilities include smaller housing units which are a key aspect of the family-like setting vital to the LA Model's service outcomes. The LA Model focuses on the idea of small groups, positive reinforcement, and the teaching and building of life skills in a therapeutic environment.

The Board of State and Community Corrections (BSCC) provides youth bed capacity ratings for each facility, but these ratings do not accurately reflect the County's move toward the LA Model, nor the operational practices Probation utilizes to ensure youth well-being. For example, Probation limits one juvenile per room at the halls instead of the prior practice of double-bunking youth. In addition, due to the reduction in the detained youth population, Probation no longer needs to utilize larger spaces as sleeping quarters for multiple youth.

The camp capacity numbers used in this report are largely consistent with the figures used in the 2017 report, except for DKC and CVK. These are summarized below:

- Camps Afflerbaugh, Paige, and Rockey each continue to have dorm-style sleeping quarters with capacity for 55 youth at each camp.
- DKC's capacity was reduced from 90 to 76, largely due to a State requirement of adding a second Hope Center, which resulted in the elimination of a housing unit.
- CVK's capacity was reduced from 120 to 80 to better accommodate youth and reduce overcrowding.

The revised capacity numbers for the halls are as follows:

- Central Juvenile Hall (CJH) has a sleeping capacity of 326 beds across 23 housing units, with an additional 47 beds reserved for Hope Centers, medical, and intake.
- Barry J. Nidorf Juvenile Hall (BJNJH) has a sleeping capacity of 461 beds across 24 housing units, with an additional 90 beds reserved for Hope Centers, medical and intake.

Each housing unit is designated by Probation for specific attributes of youth based on relative needs and risks, as well as gender/gender identity, age, size, propensity to

engage in criminal or otherwise disruptive behavior, and other factors. There are also separation needs based upon gang rivalries, or as the result of court orders to separate individuals who participated in the same criminal incidents, events, or schemes. A housing unit may be operated at less than its rated capacity because of the separation of youth, or because some youth may be temporarily housed in a Hope Center or Medical Module while mental or physical health challenges are addressed. As such, a simple one-to-one correlation between maximum bed capacity in a housing unit and the number of youth requiring housing fails to accurately identify the appropriate number of housing units needed.

Probation's inventory of facilities includes several closed camps and LPJH. These facilities require physical assessments to identify needed refurbishments prior to consideration for re-opening, and may require pre-inspection and approval by the BSCC. All closed camps feature dorm-style housing units that are not conducive to full implementation of the LA Model.

STAFFING: YOUTH SERVED; LOCATION ASSIGNED; ASSUMPTIONS

Hall and camp operations fall under two Bureaus. The Detention Services Bureau (DSB) is responsible for the halls, which previously housed only pre-adjudicated youth. The Residential Treatment Services Bureau (RTSB) is responsible for the camps, which houses post-adjudicated youth who were ordered by the Court to a camp program. The distinction between the two Bureaus has been modified due to the assignment to the halls of post-adjudicated youth who previously resided with the DJJ.

The State is in the process of closing its DJJ operations and transferring the youth in DJJ facilities back to their respective counties. The County's DJJ population is now at BJNJH except for a small group who are at CVK. This transition represents a significant change to the findings of the 2017 staffing study, as DSB is now providing direct supervision to a post-adjudicated population who formerly would have been detained by DJJ.

Based on the relative age and post-adjudication status of DJJ youth, the staff classification items utilized to serve these youth have been changed from the Detention Services Officer (DSO) series to the Deputy Probation Officer (DPO) series. DPO was selected in-part because it was the classification previously used at Camp Onizuka. When it was in operation, Camp Onizuka was the facility where youth with significant behavioral problems outside of DKC were assigned.

Halls are generally staffed with a Senior Director, Directors, Assistant Directors, Supervising Detention Services Officers (SDSO), Senior DSO and DSO, Group Supervisor Nights (GSN), and clerical support. The CEO's revised study includes the DPO series in the staffing analysis and allocations due to the phase-out of oleoresin capsicum (OC) spray in addition to the incoming transfers of DJJ youth. Any staffing matrix for BJNJH will be for a point in time. The DPO series allocations will grow as the DJJ youth population expands. Conversely, the DSO series allocations are expected to fall. Programming for DJJ youth at BJNJH is the responsibility of RTSB.

Youth supervision at camps is provided by the DPO series; however, GSNs supervise youth during sleeping hours. LA Model camps require lower staffing ratios than their dorm-style counterparts due to the LA Model's small group/cottage configuration and more intensive treatment/programmatic regimen.

Each hall and camp staffing analysis assumes the facility is operating at capacity. Halls and camps have some discretion to open or close housing units/sleeping areas as youth population counts change and/or as separation needs arise.

Staffing Ratios: Requirements and Fundamental Components

The staffing ratios identified in the May 2017 report used the Prison Rape Elimination Act (PREA) ratios of one staff for every eight youth (1:8) during waking hours, and one staff for every sixteen youth (1:16) during sleeping hours. These ratios represent the minimum direct supervision requirement. A lower ratio means that more staff are needed to supervise the same number of youth as compared to a higher ratio.

For purposes of this study, staffing ratios were adjusted only when a facility's configuration required something different. For example, DKC's cottages are based on a 10-bed configuration, so the waking hours direct supervision ratio was reduced to 1:5 (10-beds supervised by two staff). CVK's revised cottage configuration is based on an eight-bed configuration. This results in a waking hours direct supervision ratio of 1:4 (eight beds supervised by two staff). While CVK's eight-bed configuration meets the PREA 1:8 ratio, the ratio was lowered to reflect the Probation policy that no staff should be alone with youth. Similar ratio adjustments are made for the halls based on each housing unit's configuration. Supervision ratios are consistent with the applicable labor bargaining units' Memorandums of Understanding (MOU).

Relief Factor: The Basic Calculation

Youth sentenced to a hall or camp are there 24 hours a day, 7 days a week. Probation's youth supervision staff may be assigned to what are referred to as mandated posts. A mandated post specifies that someone meeting the qualifications of the assignment must work the post regardless of the day or time.

To help identify the number of personnel needed to staff a mandatory shift (AM, PM, or Nights) five or seven days a week, organizations forecast and estimate the number of additional staff that will likely be needed to fill behind existing staff when the existing staff take time off from work (e.g., vacation, illness) or are otherwise unavailable to work (e.g., training). The number of additional staff is included into the staffing formula and referred to as a "relief factor." The number of personnel needed for a particular post is calculated by first applying the applicable staffing ratio to the number of youth, and then further multiplying the resulting figure by the relief factor to determine the total number of items/employees needed to cover the post for a full year. Relief factors are not unique to public safety duties and are particularly applicable to 24/7 operations such as nursing, elder care facilities, and similar operations.

The relief factors used in this study are the same as those used in the May 2017 report. Relief factors across public safety departments reflect the unique staffing requirements for the population served. Probation currently has staffing challenges due to the number of personnel on various forms of leave (e.g., workers' compensation, Family and Medical Leave Act, illness, etc.). The County's Department of Human Resources (DHR) is working with Probation to assist with these challenges.

The relief factors used in this report are based on actual time off taken during FY 2015-16 and include 40 hours of annual training. The relief factors are:

- Detention Services Officers and Deputy Probation Officers
 - Mandatory 40-hour (per week) shifts: 1.27
 - Mandatory 56-hour (per week) shifts: 1.77
- Group Supervisor, Nights
 - Mandatory 40-hour (per week) shifts: 1.28
 - Mandatory 56-hour (per week) shifts: 1.80

Better Managing Recruitment, Leave, and Callouts

Staff on leave, personnel call outs, and staff with doctor-prescribed physical restrictions all impact staffing needs in the halls. These impacts manifest themselves in the following ways: a staff member may be completely unable to work; a staff member is available to work but has work restrictions that prevent them from performing some or all of their customarily assigned duties. Recruitment also impacts staffing in the halls. DHR and Probation are collaborating to address these issues. Milestones to date include eliminating a decentralized personnel infrastructure for certain personnel functions in favor of a centralized personnel structure within Probation's Human Resources division to increase efficiency. Since the ramp-up of efforts to hire 150 staff for the juvenile halls from January to June 2023, DHR and Probation have collaborated on refinements to accelerate the background check process. These refinements include refreshing various qualifying standards, conducting more frequent State Peace Officer testing, streamlining scheduling for medical clearance exams, and eliminating the polygraph requirement.

According to DHR, the following accomplishments have been achieved in the last 12 months:

- Hiring 115 new staff who commenced academy training with only nine (7.8 percent) of those hired subsequently leaving County service.
- Resolving 94 or 54 percent of 173 new long-term leave cases.
- Reducing by 27 percent background processing time for new employees from 67 to 49 days.
- Reducing by 77 percent the overall time to hire new employees from 15 months to 3.5 months.
- Implementing an automated callout system to better manage staff who call out for work and to forecast staffing needs more quickly as a result of the call outs.

DHR and Probation continue to look at systems improvements to better manage and expedite these processes.

CURRENT FACILITIES NEEDED, WORKING ASSUMPTIONS AND OPTIONS, OPPORTUNITIES FOR ADDITIONAL ANALYSIS

Based on methods developed in the previous study, applying current population data, and adjusting for hall operations, data supports our recommendation that Probation should operate two halls and three camps (including DKC). Probation is currently operating two halls and five camps.

This staffing analysis assumes Probation continues with its two-hall operation. At the time of the study, Probation's operations had two halls, each specializing in different populations. CJH houses the medically fragile (CJH is located across from the LAC+USC Medical Center) and female populations, whereas BJNJH houses DJJ youth and the high-risk juveniles needing accommodations in a high security setting. However, other configurations not analyzed herein may also work. For example, operating LPJH as a single hall for non-DJJ youth is an option. If pursued, Probation could leverage the staffing analysis to generate appropriate staffing ratios for LPJH.

Our camp analysis is based on two main assumptions: 1) the DJJ youth population being housed at BJNJH; and 2) CVK not housing youth. CVK includes insufficient staff sleeping quarters to operate much more than two cottages while also accommodating the 56-hour work week required in Probation's MOU with labor. Probation currently houses about 15 to 20 DJJ youth at CVK. Approximately 39 staff support current operations. Although not included in this analysis, we have calculated the projected staffing needs for two-, three-, four- and five-cottage scenarios at CVK and will provide these scenarios to Probation.

JUVENILE FIELD SERVICES OPERATIONS

Bureaus

Probation's Juvenile Field operations include the Field Services, Placement Services and Special Services bureaus that collectively are responsible for overseeing the post-adjudicated juvenile population. Field Services provides investigative reports to the court and supervision services to the youth residing in the community. Probation's Placement Services Bureau supervises youth living in various out-of-home placements settings. Probation's Special Services Bureau provides various specialized supervision services and interventions for youth with a variety of complex needs (e.g., education, gang, mental health, developmental disabilities, etc.), and who reside in the community.

The bureaus operate from a variety of offices throughout the County, and much of the work affiliated with the three bureaus is linked to caseloads.

Non-Mandatory Staffing Posts and Relief Factor

Field Services, Placement Services and Special Services bureaus are organizational units staffed with Senior Directors, Directors, Assistant Directors, Supervising DPO, DPO II, Program Analysts, and clerical personnel. The DPO series works with and supervises the youth. The assignments in these bureaus are not considered mandatory posts. Therefore, a relief factor was not used in calculating the total staff needed during this portion of the staffing analysis. However, allowances were made for personnel who have been on long-term leave for six or more months. In these cases, manual adjustments were made to the staffing matrices.

Calculating High and Low Caseload Ratios

Functions connected to the work done within the three bureaus are typically linked to caseloads. Caseload ratios identified in the labor MOUs governing this work could benefit from an assessment to determine if these ratios continue to represent current supervision requirements and services offered.

Comparable caseload ratios were provided by four neighboring Southern California counties based on their caseload types. Due to the diversity of its justice-involved youth population and the varying service needs, Probation has developed specialized caseload ratios to better address the need for intensive case management associated with substance abuse, trauma, sexual abuse, etc. This makes direct comparison difficult, as Probation has more caseload types than its local counterparts. If a match in caseload types was identified during this study, the lowest reported ratio from the other counties was applied to the staffing analysis. This excludes the team approach Probation has developed for the Intensive Gang Supervision program and the DJJ youth populations.

Probation requested that lower caseload ratios be used for computing the staffing needs associated with four caseload types. The staffing difference between using the higher caseload ratios and lower caseload ratios equates to 39 DPO II items. The staffing analysis at the end of this report will include both scenarios.

Youth Populations

Youth populations served by the three bureaus have generally declined over the last few years. This reduction has provided Probation the capacity to adjust to the increased requirements/additional services not yet reflected in the labor MOU ratios. However, reductions in caseloads or populations served is not the trend in Probation's investigation's unit. The investigation population represents investigative work done as a case progresses through the juvenile court's criminal process. Probation noted that investigation populations under the Field Services Bureau appear to have reversed a longer-term trend of diminishing population numbers and increased by 32 percent during the 2022 calendar year.

COMBINED STAFFING ANALYSIS

Halls and Camps

The halls and camps study suggests that Probation should be operating two halls and three camps (including DKC) for existing populations to maximize efficiency. This equates to a reduction of two camps. As explained above, assumptions built into the model include DJJ youth residing in two housing units at BJNJH, and CVK not housing youth. The analysis is predicated on the ongoing operation of DKC, Camp Rockey, and either Camp Afflerbaugh or Paige. Comparing the staffing needs of this configuration to the items allocated to two halls and five camps in late 2022 results in a surplus of 247 items.¹ Table 1 below provides a detailed count of existing and required items:

Table 1. Halls & Camps Item Analysis
(2 Halls & 3 Camps - 1:8 - DJJ Youth at BJNJH)

Staffing	Budget vs Need & Vacancies					Comments
	Budgeted	Required	Excess vs (Need)	Vacant	Items Needed Filled	
Sr. Director	2	2	0	0	0	Camp calculations based on 2022 need. This does NOT include the DJJ youth population at CVK. Hall models are based on Full Operational Need and include the DJJ youth population at BJNJH.
Director	19	15	4	1	0	
Assistant Director	10	6	4	3	0	
Supervising DPO	80	39	41	15	0	
DPO III	4	0	4	4	0	
DPO II	165	107	58	38	0	
DPO I	319	211	108	66	0	
Supervising DSO	60	84	(24)	16	40	
Sr DSO	137	133	4	30	26	
DSO	603	597	6	200	194	
GSN	359	325	34	129	95	
Office	42	34	8	10	2	
Total:	1,800	1,553	247	512	357	

Minimum Requirement - Direct Supervision: 1:8 & 1:16

The 247 excess items can be properly interpreted to mean that Probation has more budgeted items than supported by this staffing analysis. The excess budgeted items, however, do not automatically correlate to a specific amount of funding and/or net County cost (NCC). The reasons include, but are not limited to, the following:

¹ As discussed above, CVK remains in operation for DJJ youth, with approximately 39 staff supporting current operations.

- a. Vacant items may consist of revenue-backed positions for which Probation receives no funding unless the positions are filled, employees are completing specified tasks, and the Department claims reimbursement for those tasks.
- b. Careful analysis of the operational impacts of removing those items is needed before concluding whether Probation's available funding can be reduced.
- c. Probation uses some of the savings from vacant positions to fund a portion of its overtime budget. Some of Probation's overtime budget is used to address current and anticipated staffing shortages in the halls and camps. As such, further analysis is needed to determine how many of the excess positions can be eliminated from its budget without negatively impacting its ability to pay overtime when necessary.
- d. Legislative changes are needed before certain Probation functions and their associated revenues could be considered for adjustment within Probation's budget.
- e. A lower supervision ratio in the halls and camps may need to be considered due to the elimination of OC spray. Other jurisdictions have adopted lower ratios in response, in order to manage their populations more effectively. Lower ratios have also been used to more effectively manage populations that have higher mental acuity and trauma, as well as to implement small group models like the LA Model. Doing so will reduce the number of excess items available.

These and other funding issues will be more fully addressed under separate cover in response to the Board's March 21, 2023 motion titled "Care First, Jails Last: Holding the Probation Department Accountable and Advancing Youth Justice Reimagined."

Juvenile Field Services, Placement Services, and Special Services Bureaus

The staffing study of the Juvenile Field Services, Placement Services, and Special Services bureaus assumes that Probation's existing area offices will continue to serve their respective communities, and that any staffing adjustments are linked to changes in caseloads, caseload ratios, or the needs associated with a particular assignment or specialty care service. The recomputed need is then compared to the current items assigned to each bureau. As mentioned previously, the caseload ratios applied in the study are linked to Probation's specialized ratios, in instances where alternatives could not be found, or to the lowest caseload ratio identified in a survey of the four neighboring Southern California counties.

Two matrices are presented below. Table 2 (Higher Ratios) includes the caseload ratios identified as part of the study, and Table 3 (Lower Ratios) includes lower ratios requested by Probation for four specific caseload types. Probation has provided documentation to support its request for lower ratios. The difference between the two models is 39 DPO II items. Cumulatively, there are at least 64 DPO II vacancies in the three bureaus. As noted in the hall and camp analysis above, the funding connected with the Juvenile Field Services, Placement Services and Special Services bureaus is complex.

Although not represented in the charts below, the three analyses also suggest a variety of internal movements within each Bureau to help ensure items and personnel were

moved from operations with sufficient resources to operations needing additional resources. Internal movements like these were netted out prior to the development of the staffing recommendation.

Table 2. Juvenile Field Operations Item Analysis
(Field Services, Placement Services & Special Services Bureaus - Higher Ratios)

Staffing	Budget vs Need & Vacancies					Comments
	Budgeted	Required	Excess vs (Need)	Vacant	Items Needed Filled	
Sr. Director	3	3	0	0	0	Operations include case and non-case carrying functions. Caseload ratios are based on a limited survey of other Counties or existing ratios connected to unique caseloads
Director	25	25	0	0	0	
Assistant Director	2	2	0	0	0	
Supervising DPO	78	81	(3)	11	14	
DPO II	475	428	47	64	17	
Program Analyst	15	15	0	2	2	
Special Assistant	2	2	0	0	0	
Clerical	159	159	0	22	22	
Others	0	0	0	0	0	
Total:	759	715	44	99	55	

Table 3. Juvenile Field Operations Item Analysis
(Field Services, Placement Services & Special Services Bureaus - Lower Ratios)

Staffing	Budget vs Need & Vacancies					Comments
	Budgeted	Required	Excess vs (Need)	Vacant	Items Needed Filled	
Sr. Director	3	3	0	0	0	Operations include case and non-case carrying functions. Caseload ratios are based on a limited survey of other Counties, existing ratios connected to unique caseloads or a Probation request.
Director	25	25	0	0	0	
Assistant Director	2	2	0	0	0	
Supervising DPO	78	81	(3)	11	14	
DPO II	475	467	8	64	56	
Program Analyst	15	15	0	2	2	
Special Assistant	2	2	0	0	0	
Clerical	159	159	0	22	22	
Others	0	0	0	0	0	
Total:	759	754	5	99	94	

As noted earlier in this report, models represent a moment in time and can be recomputed based on revised plans/assumptions and changes in populations.

CONCLUSION

The conclusion of this staffing analysis are based on assumptions that may change as final decisions are made by the Board regarding the overall direction of Probation's halls and camps. The staffing model will be updated once decisions are made based on which facilities will remain open and the population that will be housed in them.

Under current assumptions, this analysis concludes the need to remove youth from two camps and identifies 247 potential excess budgeted items. The Juvenile Field Services, Placement Services and Special Services reviews identifies five or 44 excess items depending on the caseload ratios used in four categories. These 252 (i.e., 247 items plus five items) to 291 (i.e., 247 items plus 44 items) items are linked to various funding sources including NCC, restricted State revenue, or a blend of both, and may be based on claim reimbursement (i.e., funding is generated only if a qualifying task is completed and/or tasks are performed by specified type of staff).

It is important to note that the eight percent budget curtailment taken by County departments in FY 2020-21 in response to the COVID-19 fiscal emergency resulted in a Probation structural budget deficit of \$22.7 million. Probation may also be called upon to fully staff the DJJ youth operations at the DPO level once the full population arrives later this year. In addition, Probation is reassigning 100 employees from across its operations to fill vacancies at the halls to help address staffing shortages. This reassignment does not impact this analysis, as personnel are filling required vacant items.

In general, the deletion of vacant items to yield potential funding that may be redirected requires a careful additional analysis of the foreseeable impacts to Probation's operations in terms of caseload ratios, supervision ratios, and staffing ratios. This is because doing so may prevent Probation from hiring the staff required to achieve regulatory mandates. The savings from these vacancies have historically and currently been used to cover increased overtime costs, and for staff who are helping to address staffing shortages at the halls and camps. Probation must also ensure it continues to abide by the mandated uses and limitations of the supporting funding streams.

The analysis also identifies various internal moves within each bureau that should be considered to ensure items/personnel are better aligned with duties. Probation and DHR continue to work on the leave, callout, and light duty issues by the introduction of additional controls and by actively working with personnel wellness to facilitate their return to full duty. Probation and DHR are also coordinating to improve hiring, recruitment, and retention. Addressing these issues is critical to maintaining an effective workforce.

Probation is limited in its ability to rapidly adapt to emerging staffing needs for which it has little or no control, such as court trends, legislative changes, or industry norms. Though emerging staffing influences vary from department to department, the inability

to adapt staffing to external influences is not unique to Probation because of the countywide process and timelines for budget requests, due diligence reviews, counsel oversight, and Board approval.

Probation should leverage this staffing analysis to periodically address population shifts and changing assumptions and regulations. A more frequent realignment of resources would increase efficiency while also helping to validate/address more emergent needs.



COUNTY OF LOS ANGELES OFFICE OF INSPECTOR GENERAL

312 SOUTH HILL STREET, THIRD FLOOR
LOS ANGELES, CALIFORNIA 90013
(213) 974-6100
<http://oig.lacounty.gov>

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

MAX HUNTSMAN
INSPECTOR GENERAL

May 1, 2023

TO: Supervisor Janice Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

FROM: Max Huntsman 
Inspector General Chief Deputy, Inspector General on behalf of Inspector General Max Huntsman

SUBJECT: **REPORT BACK ON THE OFFICE OF INSPECTOR GENERAL'S
RECOMMENDATIONS FOR A COMMUNICATIONS/REPORTING
PROCESS FROM THE PROBATION DEPARTMENT TO THE BOARD,
OIG, AND POC (ITEM NO. 6, AGENDA OF MARCH 21, 2023)**

PURPOSE OF MEMORANDUM

On March 21, 2023, the Board of Supervisors (Board) passed a motion directing the Office of Inspector General, with support from the Probation Oversight Commission (POC) to report back in writing within 30 days with recommendations for a communications/reporting process from the Probation Department to the Board, the Office of Inspector General, and the POC. The report is to include, at a minimum, (1) detailed lists of the types of incidents that the Probation Department should be required to report to the Board, the Office of Inspector General and the POC, (2) a multi-phase communication/reporting process with specific timelines to ensure the Board, the Office of Inspector General, and the POC receive initial notifications immediately after a reportable incident takes place, and subsequent reports on a set timeline until the reportable incident reaches a final resolution, and (3) a process to ensure that the Board and the Office of Inspector General receive a confidential detailed report of any disciplinary decision that is made by the Chief Probation Officer or a Chief Deputy, including whether the final determination made by those individuals differs

from recommendations made by other staff and/or counsel. After consulting with the POC, the Office of Inspector General provides this report:

A. *Detailed lists of the types of incidents that the Probation Department should be required to report to the Board, the Office of Inspector General and the POC.*

The Probation Department's current policy requires immediate notification to the Board, the Chief Executive Officer (CEO), the Chief Probation Officer, and the Chief Deputy Probation Officer (Chief Deputy) of the following critical incidents (Critical Incidents):¹

- *Any Major Disturbances (10 or more persons involved)²*
- *Any Escape other than those from open placements*
- *Any situation endangering probationers, staff, or the facility*
- *Any significant medical incident or serious injury requiring transport to an off-site medical facility*
- *Any incident or situation that may generate media interest, may result in litigation, or is likely to come to the attention of the Board of Supervisors*
- *Any incident or situation in which it is likely the Chief Probation Officer may be contacted*
- *Any act of violence resulting in serious injury to, or the death of a probationer.*

The current policies do not require notification to the Office of Inspector General or the POC.³ There are also critical incidents for which notification should be made that are not required by the current policies. The Office of Inspector General recommends that the Probation Department, (1) revise its current immediate notification process to add the Office of Inspector General, the Executive Director of the POC and the POC Commissioners, and (2) revise its Critical Incident list to mandate that the following incidents be immediately reported and that the incidents in red be reported to the Office of Inspector General by telephone or text message for the Office of Inspector General staff to rollout to the scene as deemed appropriate by Office of Inspector General staff.

¹Probation Department Directive 1264.

² Probation Department Directive 1259: "A major disturbance is defined as an incident where ten (10) or more minors are fighting at the same time."

³ Recently, the Probation Department has provided notification of some Critical Incidents to the Office of Inspector General and the Executive Director of the POC.

- *Major Disturbances (defined as an incident involving 5 or more youths fighting or involving 5 or more youths that results in a use of force, or significant destruction of property)⁴*
- *Escapes and Attempted Escapes*
- *Any situation endangering probationers, staff, or the facility*
- *Apprehensions after Escapes*
- *Assaults on Staff with any visible injury to staff or requiring medical attention (such as bruising, lacerations, broken bones)*
- *Transportation of youth or staff to the hospital*
- *Youth or staff discharge from hospital*
- *Deaths of Minors*
- *High Profile Matters – Media Attention, including any incident or situation that may generate media interest, may result in litigation, or is likely to come to the attention of the Board, the Office of Inspector General, or the POC*
- *Suicide Attempts*
- *Overdoses/administration of Narcan*
- *Head Strikes on a minor (intentional and inadvertent)*
- *Use of OC spray*
- *Use of force by staff on youth with any visible injury to youth or requiring medical attention (such as bruising, lacerations, broken bones)*
- *Youth on youth fights with any visible injury to youth or requiring medical attention (such as bruising, lacerations, broken bones)*
- *Prison Rape Elimination Act (PREA) allegations made by youth or staff*
- *Arrests of Staff*
- *Any incident in which it is likely the Chief Probation Officer may be contacted or for which Probation Department executive staff expect to be informed.*

This list of Critical Incidents primarily refers to incidents occurring at the Probation Department's juvenile halls and camps. The Probation Department should provide notification of these same Critical Incidents if they become aware of such incidents in any suitable placement facility or in the case of any High Profile Matter for any probationer regardless of the youth's placement, even if that placement is with the youth's parent or guardian.

⁴ This definition changes the definition of a Major Incident requiring notification from Directive 1264 as currently written. Other categories of Critical Incidents on this list have also been modified to clarify incidents requiring notification. Additionally, the notification for "Any act of violence resulting in serious injury to, or the death of a probationer," has been deleted because all such incidents are covered by other categories.

B. *A multi-phase communication/reporting process with specific timelines to ensure the Board, OIG, and POC receive initial notifications immediately after a reportable incident takes place, and subsequent reports on a set timeline until the reportable incident reaches a final resolution*

Immediate notification of Critical Incidents to the Board and the County oversight agencies is vital to ensure the protection of youths in juvenile detention facilities. It allows the Board, the Office of Inspector General and the POC the opportunity to receive and review information quickly that may warrant immediate investigation, responses, or recommendations. The Office of Inspector General recommends the following process and timeline for notification of Critical Incidents:

Timely Immediate Notification of Critical Incidents

The Probation Department's Critical Incident notification process currently requires "notification must be immediate even if all the facts are not known at the time."⁵ The Office of Inspector General recommends initial notification of Critical Incidents occur ***immediately upon discovery*** or after the Probation Department staff has gained control of the incident, but no longer than ***one hour*** after the incident. The immediate notification to the Board, the CEO, the Office of Inspector General, and the POC Executive Director and Commissioners should contain:⁶

- Date of incident
- Time of incident
- Location of incident
- Description of injuries
- Brief description of incident ***without names of youth(s) or staff involved.***

The Probation Department staff should provide as much information as it has at the time of the initial notification. Additional information regarding the incident should be provided by the Probation Department to the Board, the CEO, the Office of Inspector General,

⁵ Probation Department Directive 1264.

⁶ The Probation Department's internal notification system for the Probation Department executive staff should be as currently set forth in their policies as far as who receives notifications. The Office of Inspector General recommends that the list of Critical Incidents for which executive staff should be notified be expanded to mirror the recommended list in section A of this report.

and the POC Executive Director and Commissioners as the information is obtained by the Probation Department.

Manner and Recipients of Notification of Critical Incidents

The Board, the CEO, the Office of Inspector General, and the POC should receive the immediate notice with the information listed above by email,⁷ except for the incidents noted in red, which should be telephoned or texted to the Office of Inspector General.⁸ As noted above, the critical incidents noted in red may require the Office of Inspector General to rollout to the scene of the incident to observe any physical evidence and to monitor the Probation Department's response to the incident.

The Office of Inspector General further recommends that the Probation Department send a follow-up email to the Board, the CEO, the Office of Inspector General, and the POC within 24 hours after the incident with an update of the incident and any additional details learned from any written reports or initial interviews conducted. ***As with the initial notification, the names of involved youth and staff should not be included.***

There should be a subsequent notification to the Office of Inspector General within seven days of the incident documenting completion of the Probation Department's Safe Crisis Management Packet. This packet contains all incidents reports, including witness statements and supervisorial review. All documents in the packet and a final resolution report should be provided to the Office of Inspector General detailing the incident and the response by the Probation Department to the critical incident. If the Office of Inspector General requests more detailed information regarding the incident prior to the seven days, that information should be provided upon request.

⁷ The email addresses for notifications to the Office of Inspector General, the Executive Director of the POC, and the POC Commissioners will be provided to the Chief Probation Officer. The Office of Inspector General recommends that each Board office provide to the Probation Department the email address or addresses to which the notifications should be sent.

⁸ The Office of Inspector General will notify the Chief Probation Officer and the Chief Deputy Probation Officers of the assigned rollout person each week.

C. Process to ensure that the Board and OIG receive a confidential detailed report of any disciplinary decision that is made by the Chief Probation Officer or a Chief Deputy, including whether the final determination made by those individuals differs from recommendations made by other staff and/or counsel.

The Probation Department's disciplinary review protocol begins with a referral of a potential policy violation to the Central Intake Team (CIT), which is comprised of Probation Department staff from the Internal Affairs Bureau and the Performance Management Unit. The CIT meets to determine if an incident is in violation of Probation Department policies and warrants further investigation.

After completion of an investigation, Probation Department leadership meet and discuss the allegations at a "Roundtable" and to determine if discipline is warranted and the level of discipline.⁹ Discipline can range from a warning, a reprimand, a suspension, an involuntary reduction (a demotion), to discharge. Once the discipline level is determined, a *Letter of Warning*, *Letter of Reprimand*, *Letter of Suspension*, *Letter of Reduction*, or *Letter of Discharge* is prepared advising the employee of the Probation Department's intent to impose discipline.

For *Letters of Suspension*, *Reduction*, and *Discharge*, prior to sending the disciplinary letter, the employee is sent a *Letter of Intent*, which notifies the employee of the intent to impose discipline.

While the Roundtable is not referred to in any Probation Department policy, in practice the discipline imposed by the Probation Department leadership group at the Roundtable meeting is a final decision on the level of discipline absent any presentation of additional information by the employee, including any factors mitigating the employee's conduct, at what is referred to as a *Skelly* hearing.¹⁰ As set forth in section 707 of the Los Angeles County Probation Department Policy Manual (Probation Manual):

⁹ A Roundtable is the designation that Probation Department executives from Internal Affairs and the Performance Management Unit use to refer to the meeting during which the imposition of discipline is determined. This process of discipline is not incorporated into any formal policy. The Office of Inspector General recommends that the discipline process be formalized and standardized in the form of an adopted policy. The Office of Inspector General is invited to and is present at the Roundtable.

¹⁰ This hearing is named for the Case of *Skelly v. State Personnel Board* (1975) 15 Cal.3d 194, which held that employees are entitled to a due process hearing prior to the imposition of significant discipline. The minimum standards for such a hearing are set forth in the Los Angeles County Probation Department Policy Manual, section 707.

“The Skelly process enables the employee to provide and/or present information to a reasonably impartial and uninvolved reviewer who can convey information to the decision maker relevant to the disposition of the matter.”

Information presented by the employee at the *Skelly* meeting must be *considered* prior to the imposition of discipline. Because the *Skelly* hearing occurs after the Roundtable, the Office of Inspector General recommends that following the *Skelly* hearing, any reduction of discipline from a 30-day or longer suspension, involuntary reduction (demotion), or discharge should go back to the Roundtable for discussion and agreement on any reduction in discipline.

After the final discipline decision is made, for discipline resulting in discharge, the *Letter of Discharge* is reviewed by the Chief Probation Officer or Chief Deputy Probation Officer, and then reviewed by the Performance Management Unit and signed by the appropriate Bureau Chief.¹¹ For suspensions 30 days or longer or an involuntary reduction (demotion) the letter is reviewed by the Performance Management unit and approved and signed by the appropriate Bureau Chief.¹² After the review, the disciplinary letter is served on the employee and the discipline is imposed.¹³

While there is a Probation Department policy provision that requires the Chief Probation Officer or Chief Deputy Probation Officer to review *Letters of Discharge*, and for Bureau Chief review of *Letters of Suspension* 30 days or longer or *Letters of Reduction*, there is no provision in the Probation Department’s current policies that specifically allows the Chief Probation Officer, a Chief Deputy, or a Bureau Chief to intervene and alter the disciplinary decision made at the Roundtable. Based on the Office of Inspector General’s review of the Probation Department’s discipline policies and practices, previous Chief Probation Officers have requested further information or questioned the factors considered by the Roundtable after the Roundtable has made its recommendation and, in some instances, have changed the Roundtable’s decision on the imposition of discipline. Some of these reductions in discipline may have been based on the information learned at the *Skelly* meeting, but intervention by the Chief of Probation, a Chief Deputy, or a Bureau Chief creates an opportunity for favoritism or undue influence from outside parties to factor into the disciplinary decision.

¹¹See Probation Manual section 706. The Letter of Discharge is signed by the Bureau Chief at the facility where the alleged misconduct occurred.

¹² See Probation Manual sections 704 to 706 for the required approval and signing.

¹³ See Probation Manual section 701 et seq., *Discipline and Corrective Action*.

If the Chief Probation Officer, a Chief Deputy, or a Bureau Chief decides to reduce discipline after the Roundtable's post-*Skelly* review, notification should be made to the Office of Inspector General and the Executive Director of the POC **at least 2 working days** prior to service of the disciplinary letter. Notification to the Office of Inspector General and the Executive Director of the POC should be made by email and should explain the justification for any reduction in the post-*Skelly* Roundtable discipline and include (1) the investigation report, (2) the disciplinary decision made at the pre-*Skelly* and post-*Skelly* Roundtable meetings, (3) the discipline proposed by the Chief Probation Officer, a Chief Deputy, or a Bureau Chief, and (4) the specific reasons for altering the discipline previously imposed.

These recommendations related to the reporting of Critical Incidents and discipline reductions by the Probation Department will ensure proper oversight by the Board, the CEO, the Office of Inspector General, and the POC of significant incidents involving the youths in the juvenile facilities.

MH:sf

c: Karen Fletcher, Acting Chief Probation Officer
Fesia Davenport, Chief Executive Officer
Celia Zavala, Executive Officer
Dawyn Harrison, County Counsel
Wendelyn Julien, Executive Director, Probation Oversight Commission



COUNTY OF LOS ANGELES
DEPARTMENT OF YOUTH DEVELOPMENT

Hall of Records
320 West Temple Street, Suite 7001
Los Angeles, California 90012
<https://dyd.lacounty.gov>



DAVID J. CARROLL
Director

Board of Supervisors
HILDA L. SOLIS
First District

Date: May 5, 2023

HOLLY J. MITCHELL
Second District

To: Supervisor Janice Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

LINDSEY P. HORVATH
Third District

JANICE HAHN
Fourth District

KATHRYN BARGER
Fifth District

From: David J. Carroll *DC*
Director

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE & ADVANCING YOUTH JUSTICE REIMAGINED (ITEM NO. 6 OF MARCH 21, 2023 AGENDA)

On March 21, 2023, the Board of Supervisors (Board) adopted a motion titled, "Care First, Jails Last: Holding the Probation Department Accountable and Advancing Youth Justice Reimagined." Directive 6 of this motion tasked the Department of Youth Development (DYD), in consultation with the Youth Justice Advisory Group (YJAG) and County Counsel, with developing a proposed concept for Safe and Secure Healing Centers (SSHCs) that serve pre-adjudication and post-disposition youth who would otherwise be detained in juvenile hall and camp, as well as a first phase of implementation that is feasible and permissible under existing law.

Background

The collaboratively developed "Youth Justice Reimagined" (YJR) report recommended SSHCs as part of the foundation of a new, care-first youth justice system that would be meaningfully different in operations and outcomes from the current system. Informed by promising practices in youth justice reform and transformation nationally and internationally, the SSHC concept was envisioned to fill an important role in the continuum of care needed for justice-involved youth by creating spaces for youth who must be removed from home to receive trauma-responsive support in home-like environments grounded in a youth development framework.

The County is now in the second phase outlined in the YJR report, including building on additional collaborative research and design to support demonstration projects and early implementation of key elements of the YJR vision. The YJR consultant team and DYD have since been co-facilitating a working group of the YJAG focused on further research and design for the SSHC concept. Over the last two years, the working group has included membership from community-based residential and service providers, directly impacted youth, probation, legal agencies, and health and mental health departments. DYD consulted with County Counsel and will continue to do so as we advance this concept and first phase of implementation.

Overview of Proposed Concept

The SSHC concept is informed by evidence that: A) every aspect of a young person's environment impacts their ability to successfully engage with therapeutic or rehabilitative interventions and B) environments of punishment, isolation and institutionalization negatively impact youth, staff, and community well-being. The theory of change that guides this concept is that when a young person must be removed from their home for their safety and/or the safety of others, an environment and approach rooted in youth development and healing to ensure they feel calm, supported, and loved substantially increases the likelihood that they will stabilize, be able and willing to engage in supportive services, learn and improve, and be ready to safely reintegrate into the community.

A SSHC is a small, community-based therapeutic home with a range of non-law enforcement staff and facility security, designed to ensure a home-like experience for justice-involved youth who require removal from their home for their safety or the safety of others. In this context, "home-like" refers to the physical space, geographic setting, staffing, and operation (i.e., schedules, routines, clothing), all designed to ensure that youth and their guardians have as much developmentally appropriate and culturally sensitive dignity, support, and autonomy as possible to safely manage their own routines and environment.

The SSHC concept is intended to be a less restrictive placement in contrast to carceral facilities that are institutional, isolating, and far from the home communities of youth most impacted by justice system involvement. This concept is envisioned to be able to support youth pre-adjudication as a replacement for Juvenile Hall detention, post-disposition as a replacement for Camp placement, or as a less restrictive placement from Secure Youth Treatment Facility.

See Attachment A for additional details of proposed concept and first phase of implementation.

First Phase of Implementation

DYD and the YJAG's SSHC working group have identified a demonstration project designed for post-disposition youth (though open to pre-adjudication youth, where appropriate) as ideal for a first phase of implementation under existing law. Dependent on partnership and funding feasibility, this first phase of implementation will focus on two SSHC demonstration projects housing 5-6 girls and gender expansive youth at a time that will be operated by a community-based provider and licensed as a Short-Term Residential Treatment Placements (STRTPs) with oversight from the California Department of Social Services. This approach would allow the County to address urgent needs without immediate legislative change and to assess what works and what needs improvement in order to inform future efforts to scale. DYD would play a meaningful role in coordination, oversight, and evaluation of the demonstration projects and the entity holding the contracts with community-based providers will depend on funding and licensing considerations.

The proposed SSHC demonstration projects are informed by:

1. The urgent need for increased availability of residential placement options accessible for youth charged with serious offenses and/or justice-involved youth with complex needs.
2. The urgent need for innovative less restrictive placements to address the current crisis and conditions of the County's juvenile justice facilities, particularly the Juvenile Halls.
3. The need for increased access to developmentally appropriate and culturally sensitive youth development environments, staffing, activities, and services for this population.
4. Efforts undertaken by the YJAG to respond to a motion adopted by the Board on November 30, 2021, calling for the decarceration of girls and young women.

Although the initial SSHC demonstration projects are proposed to be licensed as STRTPs, SSHCs would be distinct in that they would:

1. Amend (or create) a program statement (under 87022.1(b) of STRTP Licensing Standards) to specify that the focus population includes youth accused of serious offenses to prevent net widening, including screening criteria that is responsive to the needs of this population to avoid rejection and ejection of youth to the extent possible.
2. Implement solutions to barriers that prevent individuals with lived experience (e.g., Credible Messenger mentors) from staffing and/or providing services to youth in a SSHC.
3. Integrate holistic youth development programming as co-designed by the Community Based Organization (CBO) and DYD.

The SSHC should ensure ready availability of meaningful grievance processes, assessment tools, and proper data collection to create feedback loops. SSHC staff and management would be responsible for promoting safety through restorative practices and positive youth development mechanisms integrated into daily interactions and activities to facilitate an atmosphere for learning and recovery. Based on consultations with other jurisdictions and local subject-matter experts, physical interventions should be used only for immediate threats to youth and staff and should not be used to keep a youth at a SSHC. Instead, the SSHC will be designed such that staff are trained in restorative de-escalation and youth have access to trauma-responsive spaces to calm down peacefully and participate in restorative practices to repair harm.

Next Steps

In order to realize the above-described first phase of implementation, DYD will collaborate with relevant partners to prioritize the following next steps: (*See Attachment B for additional details*)

1. Convene partners from the Department of Children and Family Services (DCFS), Probation, the Juvenile Court to determine placement options and implications for funding and oversight between: A) placement order through DCFS, B) placement order through Probation, or C) Home on Probation order with condition of placement through DYD.
2. Reconvene YJAG SSHC workgroup as well as other stakeholder and subject-matter experts to answer outstanding questions and refine details, including targeted outreach and engagement with system-impacted youth and stakeholders.
3. Refine structural design and geographic locations, programming design, staffing model, budget and funding options, regulatory and liability framework, to inform a Scope of Work and contracting structure for the SSHC demonstration projects.

Should you have any questions concerning this matter, please contact me at (213) 584-4331 or dcarroll@dyd.lacounty.gov.

DC:ts:zr

Attachments

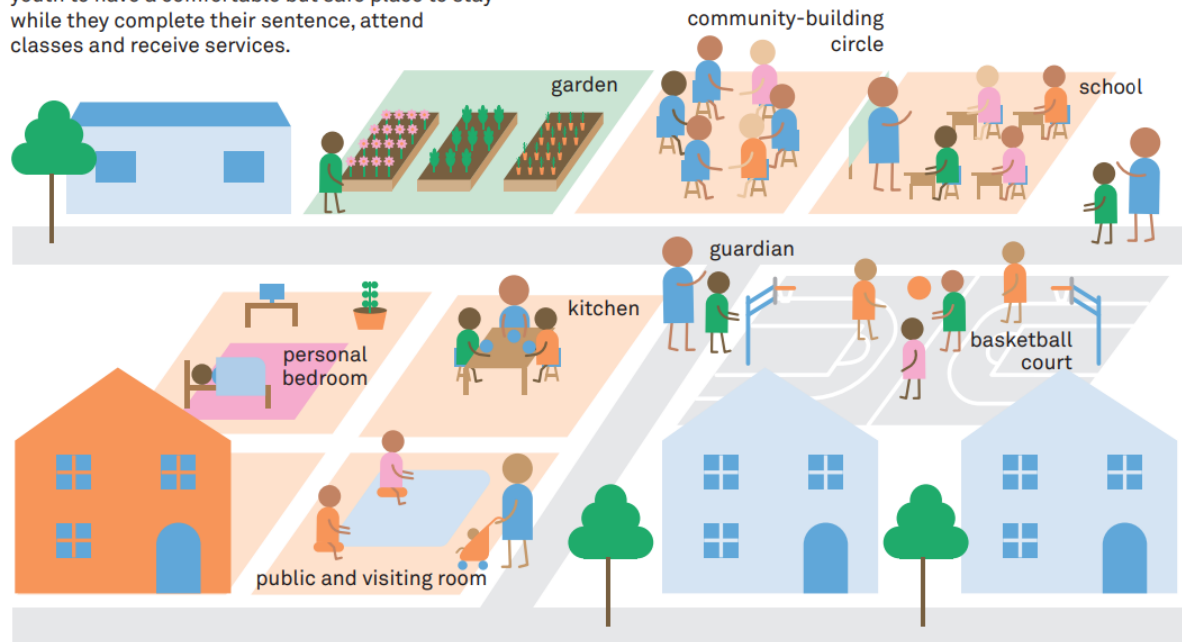
c: Executive Office, Board of Supervisors
County Counsel
Department of Children and Family Services
Probation Department

Additional Details of the Safe and Secure Healing Center (SSHC) Concept

Figure 1. Illustration of SSHC Concept from the Youth Justice Reimagined Report

Safe and Secure Healing Center

Small residential home option would allow most youth to have a comfortable but safe place to stay while they complete their sentence, attend classes and receive services.



Purpose

SSHCs are seen as part of a continuum where the vast majority of youth will remain in their communities, and for those who it is determined need to be outside of their home, the goal is that most would be placed at SSHCs that provide comprehensive reentry and trauma-informed youth developmental services in a culture of care rather than one of control and punishment. Safety is primarily achieved through positive mechanisms, such as a home-like physical space, credible messengers and behavioral health staffing at the core, and holistic youth development programming.

The purpose of a SSHC is to provide a supportive and collaborative learning environment where youth develop interpersonal, educational, career, and life skills; create healthy, positive, and supportive relationships with staff, other adults, and peers; and address their underlying needs and/or trauma to prepare for reintegration into their community. SSHC's would be accountable for providing a continuum of care for youth through comprehensive trauma-responsive youth development services that are rooted in a cohesive culture of care. Staff would include credible messengers and mental health/restorative practitioners at a minimum.

Geographic Location and Physical Environment

Ideally SSHCs would be located in areas of the County where justice-involved youth live in order to support the maintenance of healthy community and family ties and ease the eventual reentry transition. Placement decisions should account for the expressed desires of the young people.

Additionally, the demonstration projects are proposed to be open (not locked) facilities. The YJAG has recognized that a range of security levels in SSHCs may be needed, including a closed, “not free to leave” option, but believes most youth should be served in an open SSHC and that this is the appropriate approach for a demonstration project given consistency with YJR. Future exploration for what a closed, or “not free to leave” SSHC may look like will be important for future phases of implementation.

Goals for Later Phases of Implementation

The proposed implementation plan assumes we pilot a SSHC model with no legislative changes as we investigate the most sound approach for full facility replacement. Options for the ideal structure will be refined and informed by learnings from the initial demonstration projects by may include: licensed under a different division of the California Department of Health and Human Services (i.e., not licensed under Community Care Licensing), or licensed and regulated by the Office of Youth and Community Restoration (OYCR).

Since the initial demonstration projects are envisioned to be open (i.e., not locked), future phases will also include further exploration of the concept of a “Stabilization and Wellness Center,” a version of a SSHC that is currently a placeholder for the more complex concept of a closed facility.

ATTACHMENT B

Table 2. Draft Options of Placement Pathways

Considerations	DCFS	Probation	DYD
Legal mechanism for post-disposition	Charter county authority may allow DCFS to place non-dual-status WIC 602 youth	WIC 727	WIC 727(a)(2) with condition that youth go to a SSHC Would also need WIC 827 amendment / waiver
Legal mechanism for pre-adjudication	Charter county authority may allow DCFS to place non-dual-status WIC 602 youth	WIC 636	WIC 636 Would need WIC 827 amendment / waiver
Opportunities	Department engaged in reimagining child welfare efforts Holds contracts with STRTPs	Clear legal mechanism Holds contracts with STRTPs	Prevents involvement with either delinquency or dependency Commitment to equitable contracting practices may be a good fit to support the SSHC concept.
Challenges	Introducing DCFS involvement for a population where it does not already exist	Need to ensure court order specific enough to ensure the SSHC STRTP placement since court orders and probation finds suitable place	Need for additional staffing, infrastructure DYD would be involved in removing youth from their homes even temporarily, and this role could corrode community trust in agency.
Role of DYD	On-site and off-site staffing for: <ul style="list-style-type: none"> • Collaborative decision-making team and reentry support • Programmatic lead for SSHC • Credible Messenger training and support 		In addition, would be responsible for oversight as holder of the contract
Outreach needed	DCFS, OCP, Courts	Probation, Courts	Courts
Long-term role	Open question of whether DCFS or DYD should ultimately be the placing agency.		



COUNTY OF LOS ANGELES
DEPARTMENT OF YOUTH DEVELOPMENT

Hall of Records
320 West Temple Street, Suite 7001
Los Angeles, California 90012
https://dyd.lacounty.gov



DAVID J. CARROLL
Director

Board of Supervisors
HILDA L. SOLIS
First District

Date: August 28, 2023

HOLLY J. MITCHELL
Second District

To: Supervisor Janice Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

LINDSEY P. HORVATH
Third District

JANICE HAHN
Fourth District

KATHRYN BARGER
Fifth District

From: David J. Carroll DJC
Director

CARE FIRST, JAILS LAST: HOLDING THE PROBATION DEPARTMENT ACCOUNTABLE &
ADVANCING YOUTH JUSTICE REIMAGINED (ITEM NO. 6, AGENDA OF MARCH 21, 2023)

On March 21, 2023, the Board of Supervisors (Board) adopted a series of motions focused on
improving outcomes for young people impacted by the justice system and addressing the harms
experienced by young people in the County’s Juvenile Halls and Probation Camps in particular.
Directive 2 of the motion titled “Care First, Jails Last: Holding the Probation Department
Accountable and Advancing Youth Justice Reimagined” directed the Department of Youth
Development (DYD) to take the lead role in establishing programs and services for justice system-
impacted youth in Juvenile Halls and Camps, within the confines of existing legal restrictions.

Additionally, this directive tasked DYD, in partnership with the Chief Probation Officer and in
consultation with the Chief Executive Office, County Counsel, and other relevant County
Departments to report-back with:

- a. An analysis of opportunities for DYD to leverage existing contracts, programs, or
relationships with community-based organizations to fulfill this directive;
b. Recommendations on how the contracting process can be improved to allow for smaller
community-based organizations to contract with the Probation Department; and
c. Recommendations to improve the current process to allow clearance for community-
based organizations to provide programming in the halls and camps.

This memo provides the Board with the requested analysis and recommendations for this directive
and outlines next steps needed to implement an evidence-informed programming model that
would meaningfully improve access and outcomes for youth.

Summary of Proposed Approach to Coordinated, Evidence-Informed Programming

To inform the proposed approach to developing an evidence-informed model for programs and
services in Juvenile Halls and Probation Camps, DYD met with Probation leadership and
programming staff; reviewed available youth survey data, programming schedules, and current
contractor lists; and convened a series of listening sessions with over 200 County partners,

“Supporting the Equitable Development of Young People in Los Angeles County”

community-based organizations, and formerly incarcerated youth. Findings from collaborative planning meetings, analysis of existing documentation, and stakeholder feedback have reinforced the need to implement (with fidelity) a bold new model for Multi-Level Youth Development Care Coordination in Juvenile Halls and Probation Camps that, in building on current efforts, uplifts best and promising practices in service coordination, contracting, and clearances to improve access to a trauma-responsive and culturally relevant continuum of care that supports youth through release and reentry. As directed in the motion, all recommendations for this new model would be implemented in compliance with existing law, including confidentiality for youth information per Welfare and Institutions Code Section 827.

As the first phase of responding to the urgent needs outlined in this motion, DYD has begun to invest additional resources in existing contracts and work with other County Departments to facilitate partnerships in order to increase availability of supportive activities and services in Juvenile Hall and Probation Camps. In addition to these efforts, DYD's analysis also highlighted the need for an intermediate and longer-term strategy to build an evidence-informed Youth Development Care Coordination model to support youth in Juvenile Halls; Probation Camps; Secure Youth Treatment Facilities (SYTF); and release, step down, and reentry settings.

Both short and longer-term approaches have been designed to learn from and build on existing efforts to improve coordination of programs and services for system-involved youth (including the Probation Department's web-based application and multi-disciplinary release planning efforts). This approach is intended to support, increase and better support the diversity of County and community partners providing services for youth. It is not intended to ignore or replace current efforts of County and community providers or court-ordered activities or compliance processes managed by the Probation Department and is intended to operate in coordination with the Probation Department's Behavior Management Program Coordinators. By adding an additional layer of coordination specific to promising practices in Youth Development and facilitated by youth development practitioners, this approach will add valuable capacity and facilitation support to existing partnerships, improve availability of tools and templates for contracting and clearances, and offer additional problem-solving capacity needed to overcome current structural barriers to a robust continuum of trauma-responsive and culturally relevant care for system-involved youth.

Analysis of Opportunities to Fulfill Directive 2

Phase 1: Responding to Urgent Need for Increased Supportive Activities and Services

Analysis of current programs, services and gaps in Juvenile Halls, Probation Camps, and SYTF highlights the need for particularly urgent support in the following areas, which DYD has been helping implement and facilitate.

Areas of Urgent Need for Activities / Services	Summary of Short-Term Response
A. Increased availability / access to activities and services in Juvenile Halls and improved integration of release plans and reentry services.	<ul style="list-style-type: none">• DYD is in the process of launching an expanded Credible Messenger pilot program with Young Women's Freedom Center at Los Padrinos Juvenile Hall with expanded Credible Messengers supporting girls and gender expansive youth while detained and in preparation for and after release, including providing intensive case management and reentry

	<p>supports for youth and their families in the community as legally permissible.</p> <ul style="list-style-type: none"> • DYD and the offices of the Public Defender and Alternate Public Defender collaborated with Impact Justice on an effort to connect LeadOn participants with youth in SYTF and youth who have been placed in-community step down with reentry navigation, including advocacy before court hearings, coaching sessions, and educational/vocational supports. • Lessons learned from this promising model will inform expansion to other settings and populations, including the launch of Credible Messenger programming for youth with developmental disabilities.
<p>B. Increased availability / access to movement, recreational, and mindfulness activities (with a focus on culturally relevant activities for youth in SYTF).</p>	<ul style="list-style-type: none"> • Expanded Credible Messenger program in partnership with Anti-Recidivism Coalition will bring dance programming to Barry J Nidorf for youth in SYTF settings. ✓ • Partnership with the Department of Arts and Culture, Probation, and the Inner City Youth Orchestra of Los Angeles will bring a Drum Corps program to Barry J Nidorf. • DYD will work with the Department of Parks and Recreation, Department of Arts and Culture, and current Credible Messenger providers to leverage and implement other movement, recreational, and mindfulness activities as well as to help provide supplies and materials needed for recreation and other programming.
<p>C. Increased availability / access to educational and vocational services, including access to in-person postsecondary education.</p>	<ul style="list-style-type: none"> • DYD is recommending implementing the Rising Scholars program to provide improved connections and opportunities to post-secondary education, including through live instruction and college counselors. • DYD will work closely with the Department of Economic Opportunity and others to leverage vocational resources.
<p>D. Improved availability and access to substance abuse prevention and treatment services.</p>	<ul style="list-style-type: none"> • Partnership with the Department of Public Health, Department of Mental Health, Probation Department, and others will bring improved support for substance abuse prevention and treatment, including embedding Credible Messengers with experience / training in substance abuse to work closely with young people at risk of overdosing as legally permissible.

See Attachment A for an overview of existing programming, including additional details about the short-term responses listed above.

Phase 2 and 3: Addressing Barriers, Expanding Resources, and Establishing Structures for Full Implementation of an Evidence-Informed Youth Development Care Coordination Model

See Attachment B for a summary of key themes from stakeholder engagement listening sessions and collaborative planning that have informed both short- and longer-term approaches.

Filling existing programming gaps is essential to meeting the current needs of detained and incarcerated youth and preventing harm. To improve effectiveness and sustainability in the longer-term, however, a more comprehensive coordination structure is needed.

Informed by guiding themes in analysis of promising practices and stakeholder feedback, the proposed approach would reflect the following levels of coordination once fully implemented.

Level:	Guiding Theme:	Summary of Proposed Coordination:
1. Macro / Structural	Structural and logistical barriers that prevent or reduce access to youth development resources must be addressed so that a robust ecosystem of supportive activities and services can meaningfully improve outcomes for system-impacted youth.	Macro or structural coordination should prioritize addressing structural barriers (e.g., contracting, clearances, or other policies) that limit access to a robust continuum of supportive services by convening high-level coordination roundtables and distributing improved tools and protocols.
2. Program / Partnership	All individuals who interact with youth in Juvenile Halls and Probation Camps can be supported in increasing the diversity of programs and services available as well as improving knowledge and understanding of promising practices in youth development.	Program and partner coordination would focus at the facility level on engaging and expanding the diverse network of County partners and community-based providers in real-time troubleshooting, improved collaboration, and shared learning (e.g., providing cross-training opportunities and scheduling support).
3. Individual	All youth deserve access to a trauma-responsive and culturally relevant menu of youth development services based on their individual strengths, needs, and circumstance (e.g., length of stay or court orders).	Individual care coordination in Juvenile Halls and Probation Camps would include flexible assessment and care plan support that would supplement court-ordered programming (note that this level should be flexible enough to adjust for differences between facilities).
4. Reentry	Youth Development Care Coordination in Juvenile Halls and Probation Camps must include a sustainable continuum of care that supports youth through successful release, step-down, and reentry.	Release, step-down, and reentry coordination should include intentional and timely activation of an expanded network of community-based Reentry Care Coordinators in partnership with all relevant County Departments and exploring funding through CalAIM.

This structure is intended to fill gaps, provide collaborative support, and address the fullest possible range of barriers needed to ensure supportive services that improve youth wellbeing are not limited to rewards for good behavior or the first thing to be sacrificed when there are staffing challenges, but are seen as basic needs to which all youth deserve and must receive access.

In particular, partners and stakeholders engaged in collaborative planning and listening sessions consistently identified the importance of addressing structural barriers to effective coordination, including addressing the following challenges:

- Contracting requirements that are burdensome for smaller community-based organizations including large and lengthy documents as well as insurance and documentation;
- Unclear and inconsistent requirements for clearances and entry, with inconsistent hurdles for individuals with lived experiences;
- Need for safe, appropriate spaces for programming (i.e., private spaces prioritized for clinical services; areas for programming outside the living units);
- Need to develop a solution that ensures equitable access across all units and facility types and prevents Probation staffing shortages from limiting access to programming (e.g., exploring options to expand access to multiple units, considering enabling partnering Care Coordinators to co-facilitate groups and coordinate with community-based providers while still ensuring safety).

For many of these structural barriers, additional Coordinator roles as described above will not be sufficient until the Probation Department is able to resolve issues related to staffing shortages, space, and other resources. DYD and the Probation Department will provide quarterly updates on progress towards each Department's responsibilities relevant to this proposal to both the Probation Oversight Commission and Youth Advisory Commission.

See Attachment B for an overview of the proposed model and phased timeline.

Recommendations for Improved Contracting Process

Community and County experts raised contracting barriers as a high priority area for improvement to support more diverse, effective programming for youth in Juvenile Halls and Probation Camps. Both highlighted the ways traditional county contracting excludes grassroots organizations and creates program delays or service disruptions and described the need for a centralized contracting mechanism that could be used across Departments to apply promising practices in equitable contracting to all contracts for activities and services. For more examples, please see findings from the Equity in County Contracting process here: <https://cnmsocal.org/equity-in-la-county-contracting/>.

Informed by analysis of opportunities for improvement in contracting processes to better coordinate programming in Juvenile Halls, Probation Camps, SYTF, and Reentry settings, DYD recommends the following:

1. Convening a contracting learning collaborative with the goal of developing guiding commitments that would apply to any Department funding programming in facilities, and
2. Developing a centralized contracting mechanism (e.g., Master Services Agreement) that can be accessed by relevant Departments and guided by the following commitments:
 - a. Reflect promising practices uplifted by the Equity in County Contracting initiative to improve transparency and reduce burdens on smaller, grassroots organizations (stakeholders highlighted simplified deliverable structures and up-front payments as well as creative solutions to insurance barriers as major priorities).
 - b. Reduce the length of time between solicitation and execution of contracts and support multi-year agreements (stakeholders shared that 6-9 month contracting processes for one-year contracts disrupt services and fail to adequately support youth).
 - c. Ensure that administrative capacity prioritizes timely, flexible payment so that funding is flexible enough to cover the true cost of programming with clear expectations around invoicing, and sufficient administrative capacity to prevent administrative delays.

- d. Explore creative contracting solutions that incentivize innovation and continuity of care (stakeholders identified examples of innovation grants and contracts that begin in facilities and allow for continued services through reentry).
 - e. Overall, increase funding and opportunities for community-based reentry services, including ensuring that programming contracts include reentry planning in their scope and budget and providing more opportunities for community-based reentry in general.
3. Establishing a web-based shared folder that can be accessed by all relevant Departments with organized and updated protocols and templates for both contracting and clearances.

Recommendations for Improved Clearance Process

Community and County experts also raised significant challenges in current clearance processes for provider staff, including lack of transparency and clarity in what excludes staff from being able to enter facilities. Feedback indicated that the clearance process and timeline too often vary depending on organization and contact person. DYD recommends establishing and communicating a clear, transparent, and consistent clearance process across all contracts and partnerships entering facilities. This process should be focused on improving the climate and safety of the facilities by being responsive to best and promising practices in connecting youth with trusted mentors and providers with lived experience, with reasonable public safety exceptions as necessary (e.g., excluding child abuse and certain sex-related offenses).

Next Steps

1. Continue efforts to increase services and programs and fill urgent gaps, as outlined in Attachment B, Phase 1. This will include establishing an effective data-sharing agreement between DYD and the Probation Department to support efficient program coordination and evaluation planning.
2. Report back in 120 days with:
 - a. A brief update on progress in increasing programming opportunities for youth
 - b. A detailed framework for implementing the proposed Care Coordination model, including updates on an initial demonstration project; job descriptions for Central, Program, & Individual Care Coordinator roles; and analysis of program and staffing cost, including an assessment of existing staff and resources needed to support the Care Coordination model.
 - c. Concrete tools for improved contracting and clearances.

DYD will continue to work collaboratively to refine and provide updates on these on an ongoing basis and as requested. Should you have any questions, please contact me at (213) 584-4331 or dcarroll@dyd.lacounty.gov.

DC:ts:zr

Attachments

c: Executive Office, Board of Supervisors

ATTACHMENT A

A.1 Overview of Existing Programming and Notes on Responses to Urgent Needs: A Snapshot from Spring 2023 for Planning Purposes

Program Category *	Juvenile Hall <i>(note that this snapshot includes Central Juvenile Hall & Barry J Nidorf before facilities closed; programming may look different at Los Padrinos now and in the coming months)</i>	Probation Camp <i>(note that this includes estimates from Camps Afflerbaugh, Kirby, Paige, Rockey, & Scott)</i>	Secure Youth Treatment Facility <i>(note that the June 2023 SYTF Funding Plan approved a range of additional programming across all categories which may shift the distribution across categories)</i>
Arts	Approximately 33% of programs available in Juvenile Hall, this category includes a range of healing-centered visual and performing arts activities, including music and dance, through partnership with the Department of Arts and Culture.	Approximately 25% of programs available in Probation Camps, this category includes a range of healing-centered visual and performing arts activities, including music and dance, through partnership with the Department of Arts and Culture.	Approximately 30% of SYTF programs available, this category includes a range of healing-centered visual and performing arts activities, including music and dance, through partnership with the Department of Arts and Culture.
Educational / Vocational <i>(note that many of the arts programs listed above have an intentional nexus to creative career pathways)</i>	Approximately 5% of programs available in Juvenile Halls, this category includes community college courses.	Approximately 10% of programs available in Probation Camps, this category includes academic bowls, tutoring, connections to higher education courses, career training.	Approximately 10% of SYTF programs available, this category includes academic bowls and career training.
Behavioral / Mental Health	Approximately 30% of programs available in Juvenile Hall, this category includes clinical behavioral health / mental health services in partnership with the Department of Mental Health and Department of Public Health Substance Abuse Prevention and Control.	Approximately 30% of programs available in Probation Camps, this category includes clinical behavioral health / mental health services in partnership with the Department of Mental Health and Department of Public Health Substance Abuse Prevention and Control.	Approximately 30% of SYTF programs available, this category includes clinical behavioral health / mental health services in partnership with the Department of Mental Health and Department of Public Health Substance Abuse Prevention and Control.
Religious	Approximately 15% of programs available in Juvenile Hall, this category includes church services and bible study.	Approximately 10% of programs available in Probation Camps, this category includes church services and bible study.	Approximately 8% of SYTF programs available, this category includes church services.
Other Youth Development	Approximately 10% of programs available in Juvenile Hall, this category includes mentorship, gang intervention, and youth council opportunities.	Approximately 10% of programs available in Probation Camps, this category includes mentorship, life skills, gang intervention, and youth council opportunities.	Approximately 8% of SYTF programs available, this category includes youth council opportunities.
Restorative / Mindfulness	Approximately 5% of programs available in Juvenile Hall, this category includes transformative mentorship, restorative justice, and meditation.	Approximately 5% of programs available in Probation Camps, this category includes transformative mentorship, restorative justice, and mindfulness activities.	Approximately 8% of SYTF programs available, this category includes transformative mentorship, restorative justice, and meditation.
Family	Approximately 5% of programs available in Juvenile Hall, this category includes family and court-approved visitation.	Approximately 5% of programs available in Probation Camps, this category includes family and court-approved visitation and parenting classes.	Approximately 5% of SYTF programs available, this category includes family and court-approved visitation.
Physical Activity / Sports	Not present in currently available information from Spring 2023.	Approximately 5% of programs available in Probation Camps, this category includes sports and fitness activities.	Not present in currently available information from Spring 2023.

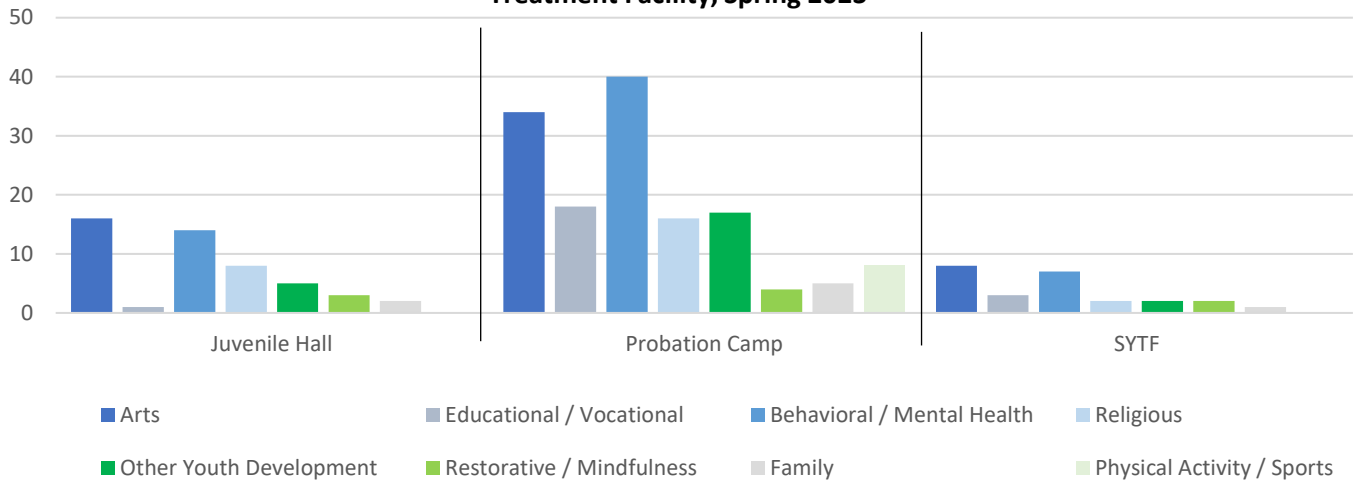
* The information in this chart is synthesized from Probation's web-based application that organizes information about programming across facilities with categories informed by the SYTF Funding Plan and the collaborative analysis outlined in this report. Some programs may fit in multiple categories but those nuances may not be captured in the current summary. This information is intended to provide a snapshot for planning purposes & is not intended to be exhaustive.

“Supporting the Equitable Development of Young People in Los Angeles County”

ATTACHMENT A

A.2 Description of Additional Efforts to Address Urgent Needs

Program Categories by Setting in Juvenile Halls, Probation Camps, and Secure Youth Treatment Facility, Spring 2023



As with Attachment A.1, the above snapshot is intended to be a helpful visual reference for planning purposes and to help inform areas of focus for addressing urgent needs. It is not intended to be exhaustive and should be viewed with an understanding that the information summarized here is not static.

Continuum of Care for Girls and Gender Expansive Youth

DYD is currently in the process of expanding the Credible Messenger program to serve girls and gender expansive (GGE) youth housed at Probation facilities. Starting with Los Padrinos Juvenile Hall and in partnership with Young Women’s Freedom Center (YWFC), this program will work in partnership with Probation, educational, and behavioral health staff to coordinate and provide a holistic, healing-centered continuum of care for GGE youth, including supports for personal transformation, leadership development, and economic opportunities and resources to promote wellness, stability and reintegration. As legally permissible, YWFC’s Credible Messengers will support youth while they are in Los Padrinos as well as provide case management and reentry supports to them and their families once released. This support will be critical, both because the program will allow partners to assess opportunities for improvement and expansion to other populations and because pre-adjudication GGE youth in LA County have historically received minimal programming and reentry planning as they are often in juvenile hall for short amounts of time on average.

Drum Corps

In partnership with the Department of Arts and Culture, Probation, and DYD, the Inner City Youth Orchestra of Los Angeles (ICYOLA) will implement the Drum Corps Program, a music program that will soon be available for youth within SYTF units at BJNJH. Youth will have an opportunity to learn how to play instruments, read music, and connect with musical programming. This partnership, with support from DYD, is responsive to requests from young people who shared a desire for more dynamic, movement-based music programming at Probation facilities. The program is projected to launch Fall 2023 will serve approximately 30 youth initially.

Rising Scholars and expansion of post-secondary education opportunities

The Rising Scholars Network serves incarcerated and formerly incarcerated students with the goal of reducing equity gaps among traditionally underrepresented students and future students of California’s community colleges. LA County may receive over \$2 million a year in grant funding to embed community college partnerships in its juvenile justice facilities. DYD can support the project’s initial coordination and planning for implementation. This includes identifying key partners within Probation and LACOE necessary for program implementation and participating in partnership development efforts to provide increased educational

“Supporting the Equitable Development of Young People in Los Angeles County”

opportunities for youth. DYD will also support the coordination efforts with local Community Colleges who will lead educational college coursework, counseling, and transitional educational/vocational planning for youth at all probation facilities. Peer navigators will be onboarded and work closely with academic counselors to increase awareness of educational/vocational options and will support youth while at facilities and during reentry to meet their educational /vocational needs and goals. Programming is expected to roll out in 2024.

Impact Justice LeadOn Reentry Navigation

DYD is currently in the fourth year of the implementation of the LeadOn Program, in partnership with Impact Justice. LeadOn participants are formerly incarcerated/system-impacted young adults who operate as reentry navigators to other youth/young adults currently in or recently released from the Department of Juvenile Justice (DJJ) and other local youth detention facilities. LeadOn participants provide one-on-one coaching sessions to youth at DJJ, other probation facilities, and youth in community with the goal of continuing their support once youth are discharged back to their home communities. Given their lived experiences, LeadOn participants are also able to offer valuable insight as credible messengers. Most recently, Impact Justice, DYD and the offices of the Public Defender and Alternate Public Defender collaborated on an effort to connect LeadOn participants with clients who are currently in the SYTF unit at Barry J Nidorf Juvenile Hall as well as youth who have been placed at in-community step downs. LeadOn participants have connected with young people before discharge, remained in contact with the referring attorney to remain informed of case statuses and any upcoming court hearings, and when possible were also able to attend court hearing while supporting young people as they prepared for their return to LA County. DYD will continue to support the coordination of these and other efforts while leveraging the support LeadOn participants can bring to young people in SYTF and step downs.

Substance Abuse Prevention and Treatment

In response to the crisis of illicit substances entering Barry J Nidorf juvenile hall and widespread drug use and overdoses among youth, DYD has been helping coordinate a partnership with the Department of Public Health's Substance Abuse Prevention and Control division, Department of Mental Health, Probation Department, Probation Oversight Commission, and Office of the Inspector General. In addition to efforts to prevent drugs from entering the facility, there will be targeted and expanded substance abuse prevention and treatment in partnership with a community-based provider. A newly created Substance Abuse unit will provide around-the-clock clinical staff as well as Credible Messengers with experience and/or training in substance abuse to work closely with young people at risk of overdosing.

Increased movement, recreational, and mindfulness activities

To address programming gaps and respond to some of the named drivers of youth drug use in the facilities, including boredom and lack of activities that support healthy nervous system regulation, DYD is facilitating the expansion of movement-based, recreational and mindfulness programming inside the facilities. Efforts are already underway to enhance the Credible Messenger program in partnership with Anti-Recidivism Coalition through the incorporation of a new dance program at Barry J Nidorf for youth in SYTF settings. Additionally, DYD is working with the Department of Parks and Recreation, Department of Arts and Culture, and current Credible Messenger providers to leverage and implement other movement, recreational and mindfulness activities. Efforts will focus initially at Barry J Nidorf given the current substance abuse crisis, but will expand to other facilities and populations to ensure all youth have access to movement-based opportunities that are critical to healthy youth development.

ATTACHMENT B

Summary of Key Themes from Stakeholder Engagement and Collaborative Planning

B.1 Themes from Community and County Listening Sessions and Collaborative Planning Meetings

Theme / Requests for DYD's Role	Additional Details / Related Suggestions
<p>1. Address contracting barriers by establishing a coordinated, efficient, equitable contracting structure that supports programming across agencies.</p> <p>Community and County experts raised contracting barriers as a high priority area for improvement to support more diverse, effective programming for youth in juvenile halls and camps. Both raised issues of county contracting excluding grassroots organizations and creates long delays or service disruptions. Both also identified a clear need to develop innovative contract and funding opportunities to increase seamless access to community-based reentry.</p>	<ul style="list-style-type: none"> • Ensure contracts for programming in facilities and reentry reflect promising practices for equity in county contracting <ul style="list-style-type: none"> • Reduce application and deliverable burdens on smaller, grassroots organizations • Multi-year contracts • Up-front payments • Innovation grants • Reduce length of each contracting phase <ul style="list-style-type: none"> • 6-9 month processes disrupt services and are therefore harmful to young people • Ensure contracts are designed so that they start in facilities and continue in community for reentry
<p>2. Address clearance and access barriers by establishing a consistent and transparent clearance process across programs.</p> <p>Community and County experts also raised significant challenges in current clearance processes for provider staff, including lack of transparency and clarity in what excludes staff from being able to enter facilities, as well as the lack of dedicated space and coordinated scheduling as barriers that are impacting access to programming in facilities.</p>	<ul style="list-style-type: none"> • Clear, transparent, consistent clearance process <ul style="list-style-type: none"> • Youth who were detained and have now been hired as teachers / leaders are being denied clearance even when no longer on Probation • History of drug charges are now being denied • Space / safety to increase access, not decrease <ul style="list-style-type: none"> • Clinical services need privacy • Other types may need different kinds of space • Solution that prevents staffing shortages from stopping programming. • Scheduling and prioritization <ul style="list-style-type: none"> • School from 8AM-3PM • 3PM-5PM is popular time slot • Weekends and evenings are needed
<p>3. Develop a process for individualized care plan development based on a youth development assessment of strengths / needs and a diverse menu of activities / services.</p> <p>Music and art programming is available and can continue to be strengthened in partnership with Arts & Culture and informed by more intentional youth feedback. Sports and mindfulness activities seem to be much less available and can be a focus of DYD's efforts in partnership with Parks & Recreation. Workforce development in partnership with DEO and DPSS.</p>	<ul style="list-style-type: none"> • Increased diversity in activities/services offered in facilities with a focus on increasing connection and preparing for community reentry • Improved prioritization of activities/services that are regulating for young people, not as rewards for good behavior but as basic needs that must be met for all youth, with a focus on: <ul style="list-style-type: none"> • Music, art, sports, mindfulness • Family connection • Menu of services that can be flexible for individual interests/needs and differences in length of stay, with focus on ensuring all youth have access to a culturally relevant continuum of care through reentry • Workforce development and paid work opportunities
<p>4. Improve knowledge of promising practices through cross-training and evaluation.</p>	
<p>5. Build on success of Arts & Culture's Coordinator role to address barriers in real time.</p>	
<p>6. Prioritize community-based reentry across all aspects of the programming framework.</p>	

B.2 High-Level Summary of Youth Survey Responses:

Among pre-determined lists, young people in all facilities share common interests. Existing programs youth enjoy show commonalities across facilities although the programs youth shared they do not like do not seem to show substantial commonalities across facilities.

Note that responses at all facilities highlighted high interest in sports and music. Youth in 5 out of 6 facilities highlighted career / technical education and barber shop / salon as high interest, 4 out of 6 highlighted art, and 3 out of 6 highlighted money management. Although these responses are a helpful starting point, DYD identified a need to learn more about the characteristics of programs that do and do not resonate with young people without the limitation of pre-determined lists to better understand what should be prioritized and worked with Probation to include those questions in a follow-up youth survey.

Summary of Pre-Selected Programs with Common Responses Indicating High Youth Interest

Barry J Nidorf (>5)	Camp Afflerbaugh (>3)	Camp Rocky (>2)	Central Juv. Hall (>3)	Scott (n=1)	Dorothy Kirby (>2)
- Sports	- Sports	- Sports	- Sports	- Sports	- Sports
- Music	- Music	- Music	- Music	- Music	- Music
- Art/Drawing	- Money Management	- Art/Drawing	- Art/Drawing	- Art/Dance/Drama	- Career Technical
- Money Management	- Career Technical Education	- Career Technical Education	- Career Technical Education	- Money Management	- Education
- Career Technical Education	- Barber Shop / Beauty Salon	- Barbershop / Beauty Salon	- Barbershop / Beauty Salon	- Barbershop / Beauty Salon	- Barbershop / Beauty Salon

B.3 Summary of Additional Feedback by Coordination Level

A. Overall Coordination for Collaborative Service Provision

DYD’s analysis of feedback received highlights an opportunity to build on the promise of the Department of Arts and Culture’s Arts Coordinator role to establish Youth Development Program Coordinators who could work closely with the Arts Coordinator, Probation’s Behavior Management Program Coordinator, and other partners to coordinate a wide range of youth development activities and services in each facility. In addition to providing real-time in-depth knowledge or programs and operations, problem-solving, relationship-building, and organization of schedules and partnerships (e.g., identifying gaps and taking steps to diversify programming, increasing scheduled services during evenings and weekends), this Youth Development Program Coordinator would be able to organize the kind of shared learning and cross-training activities that stakeholders uplifted as an important need. This role would participate in Multi-Disciplinary Team meetings and be informed by ongoing work of the Youth Justice Advisory Group to clarify the Youth Empowerment and Support (YES) Team vision.

B. Individualized Youth Development Care Coordination

Collaborative planning and listening sessions highlight two broad categories in relation to a need for individualized care coordination. First, youth who are currently able to access supportive services through their court-ordered Case Plan but would still benefit from a flexible, complementary Care Plan rooted in youth development competencies and developed based on individual strengths and needs. Additionally, youth who do not have a court-ordered Case Plan (e.g., youth in Juvenile Halls pre-adjudication) and may have limited access to activities and programs available to their unit but would benefit from a flexible, complementary Care Plan and a continuum of care through release and reentry. This role will work closely with DYD’s Credible Messenger Initiative and the two efforts will complement one another as Credible Messengers focus on relationship-building and implementation of care plans.

C. Release, Step Down, and Reentry Planning

The need for improved prioritization of release, step down, and reentry services was a consistent theme across collaborative planning and listening sessions. County and community partners described a gap in current access to support during reentry and the importance of this critical time where lack of adequate support may mean a young person is less able to successfully reintegrate into their community and stay out of the justice system.

ATTACHMENT C

C.1 Proposed Model for Youth Development Programming in Los Angeles County's Juvenile Halls and Camps: A Multi-Level, Trauma-Responsive, and Youth-Centered Framework for Care Coordination

Phase 1: Addressing Urgent Needs, Refining the Framework, & Launching Demonstration Projects

As partners continue to increase programming in key areas of need and refine details of the framework for full implementation of a Multi-Level Care Coordination Model, DYD recommends an initial demonstration of the Model for girls and gender expansive youth in Juvenile Hall & Camp settings.

Phase 2: Level 1 - Structural Coordination

High-Level Central Coordinator Role(s)

Shared and Streamlined Contracting Mechanism

Consistent Protocols and Guidance for Clearances

Convening Partners for Structural Problem-Solving and Case Conferencing

Level 2 - Program and Partnership Coordination

Youth Development Program Coordinators (per facility and for reentry)

Collaboration with Probation's Behavior Management Program Coordinator

Addressing Program Gaps in Alignment with Youth Development Competencies

Providing Programmatic Problem-Solving and Cross-Training

Level 3 - Individual Youth Development Coordination

Setting A: Juvenile Hall(s)

Probation-Led Intake Process

Coordinators lead brief supplemental Youth Development assessment

Program and Individual Coordination at highest ratio increases access to a flexible menu of Youth Development activities and services, including release / reentry preparation.

Setting B: Probation Camps

Probation-Led Intake and Case Planning Process

Coordinators participate in / convene Multi-Disciplinary Teams to identify Youth Development gaps

Program and Individual Coordination at moderate ratio complements Court-Mandated Case Plan to ensure youth are able to access a comprehensive range of services.

Setting C: Secure Youth Treatment Facilities

Probation-Led Intake and Case Planning Process

Coordinators participate in / convene Multi-Disciplinary Teams to identify Youth Development gaps

Program and Individual Coordination at lowest ratio complements Court-Mandated Case Plan to ensure youth are able to access a comprehensive range of services.

Level 4 - Setting D: Release, Step Down, & Reentry

Release, step down, and reentry planning should be woven through all levels of program coordination. release and step-down case conferencing should be prioritized along with increased investment in community-based reentry services. A growing network of regional Reentry Coordinators should work closely with other Program & Individual Care Coordinators to ensure youth have access to a seamless continuum of care and evidence-informed opportunities for release and step down.

Assumptions Underlying the Proposed Phased Approach:

The proposed approach to Multi-Level Youth Development Care Coordination has been developed based on evidence of promising practices in improving outcomes for system-impacted youth. The environment and climate of the County's Juvenile Halls and Camps must meet a reasonable standard of safety, dignity and accountability for this model to be effective.

ATTACHMENT C

C.2 Proposed Phased Implementation Plan:

Next Step to Improve Coordination for Programming in Juvenile Hall, Probation Camp, Secure Youth Treatment Facility, and Reentry	Phase 1: Responding to Urgent Needs July, 2023 – Dec. 2023					Phase 2: Addressing Barriers & Expanding Opportunities Jan. 2024 – June 2024					Phase 3: Full Implementation July 2024 – July 2025				
1. DYD continues to fill programming gaps in urgent areas as longer-term Care Coordination model is refined (e.g., increasing programming in Juvenile Halls and reentry contexts, increasing movement and recreational activities, increasing education and vocational resources, and improving substance abuse prevention).															
2. DYD convenes all relevant Departments to refine proposed models for improved contracting and clearances, including: a. Finalizing a clear timeline to launch a shared contracting mechanism in alignment with equitable contracting, b. Finalizing a consistent protocol for clearances, and c. Establishing a shared folder with clearly outlined requirements, protocols, templates, and technical assistance).															
3. DYD and Probation (and other County departments, as needed) establish an MOU and work together to improve coordination of programming space, scheduling, funding, and data sharing.															
4. DYD convenes all relevant partners to develop additional details and clarity around the proposed Multi-Level Care Coordination model, including phased roll out and resources needed to ensure these efforts promote harm reduction inside youth facilities while remaining aligned with goals of decarceration and preventing net widening.															
5. DYD develops and implements Demonstration Project for Program Coordination (e.g., with Rising Scholars initiative).															
6. DYD finalizes a Demonstration Project for Multi-Level Care Coordination model with a focus on girls and gender expansive youth, including research / evaluation needed to inform successful adaptation and expansion in Phase 3.															
7. DYD convenes high-level systems case conferencing with key stakeholders (e.g., Probation Department Bureau Chiefs for Juvenile Halls, Camps, and SYTF) to address structural barriers to accessing supportive services in facilities and in release/reentry as they arise.															
8. The County launches a streamlined shared contracting mechanism available to all relevant Departments.															
9. Initial Care Coordinator roles are established, hired, trained.															
10. Care Coordination model is implemented in the County’s Juvenile Halls and Camps as aligned with recommended phased roll out.															