



Los Padrinos Depopulation Strategy Update

Guillermo Viera-Rosa, Chief Probation Officer
September 16, 2025



Chief Viera-Rosa

Introductory Remarks and Overview



Court Order (May 16, 2025)

Los Padrinos
Depopulation Strategy:

Summary of Completed Youth Movement

- Camp Paige closure (May 28, 2025)
- Campus Kilpatrick closure and establishing Barry J Nidorf SYTF Step-Down (July 1, 2025)
- Barry J Nidorf SYTF Recommended Track (August 27, 2025)



Court Order (May 16, 2025)

Los Padrinos
Depopulation Strategy:

Latest Youth Movement

Barry J Nidorf SYTF Recommended Track

- Completed August 27, 2025
- 38 youth were transfer from LPJH to BJN-SYTF pre-disposition housing
- Safe, secure, and incident-free small group transfers occurred between August 14 through August 27
- Going forward, youth identified as SYTF Recommended will be transferred to BJN-SYTF



Court Order (May 16, 2025)

Los Padrinos
Depopulation Strategy:

Youth Engagement

- Prior to movement, facility management engage youth in their respective housing units by providing them with a comprehensive overview of ongoing activities and addressing their inquiries.
- Various organizations, including DMH, DYD, LACOE, and community-based organizations, collaborate to offer necessary support to affected youth.



Court Order (May 16, 2025)

Los Padrinos
Depopulation Strategy:

Family Engagement

Family engagement continues through in-person and virtual family townhalls, updates via website, social media, text alerts, and dedicated email support.



Probation Monthly Update: Focus on Hiring and Recruitment

Department of Human Resources & Probation



Changes to Recruitment Practices

- Outreach

- **Social Media Ads** – Facebook, Instagram, YouTube, Google Ads, Nextdoor, Reddit, TikTok (soon)
- **New Campaigns** with new initiatives to introduce a refreshed iconography, messaging, and Officers' photos
- **Indeed and Handshake** Posting/Funding and Smart Sourcing
- **Dodgers/Rams/Lakers Yearbook**
- **Radio Ads**
- **Billboards** (physical and digital)
- **Bus and Bus Shelter Ads**
- **Revamping landing pages** for Open and Lateral positions
- **Virtual Career Fairs** (quarterly)
- **In-person Application Sessions**



Human Resource Update: Recruitment

Created three different dedicated recruitment landing pages to enhance candidate engagement by providing targeted messaging, a streamlined application process, a clear call-to-action, and a mechanism to collect candidate leads.

- The www.joinlacountyprobation.com landing page is the 2nd highest NEOGOV reported source of applications, coming in from paid advertised sources.
- The www.joinlacountyprobation.com/lateral landing page targets other county probation officers who are looking to transfer to our department.
- The <https://military.joinlacountyprobation.com> landing page allows veterans who are interested to transition to Deputy Probation Officers to apply with the department.



Human Resources Update: Recruitment

Increase Volume of Diverse and Qualified Applicants

- From October 2023 to present, the Department has attended 238 events (covering community colleges and 4-year universities, community events, virtual career fairs (VCF), application workshops, and Veteran events).
- Three (3) VCFs were held on February 11, 2025, March 25, 2025, and June 10, 2025, generating 1,869 registrations, 572 participants, and so far, 261 accepted applications. This is one of the most successful and cost-effective efforts, with about 50% of those attending ending up as accepted applications.




Human Resources Update: Recruitment

Application Process Enhancements

- We implemented enhanced communication protocols, including personalized emails and text messages. Messages provide clear next steps, specific timelines, and reminders to complete each phase of the process.
- This proactive and personal approach has significantly improved the candidate's experience: fostering enthusiasm, increasing participation in assessments, and maintaining applicant engagement throughout the process.



Recruitment Examples




JOIN A TEAM OF MVPs!

Ready for a game-changing career at the largest probation services agency in the US?

Step up to the plate for a home-run career as a **Probation Officer** at the Los Angeles County Probation Department.

- Excellent salaries
- Incredible benefits
- Advancement opportunities

Apply today at joinlacountyprobation.com



Teoscar HERNÁNDEZ

MLB Season: 10
Season with the Dodgers: 2
Height: 6-2 Weight: 215
Bats: Right Throws: Right
Born: Oct. 15, 1992, in Cotui, Dominican Republic
Acquired: Free agent, 2025

2024 WORLD SERIES CHAMPION
2024 HOME RUN DERBY CHAMPION

TWO-TIME ALL-STAR
TWO-TIME ALL-MLB THREE-TIME SILVER SLUGGER

Teoscar Hernández is one of baseball's most productive and popular outfielders. The jolly power-hitter was a significant reason for the Dodgers' World Series championship in 2024. His addition to the lineup gave the Dodgers an everyday player with feature right-handed hitting power. Hernández made the NL All-Star team, he won the All-Star Game Home Run Derby, achieved a career high with 33 home runs and was clutch in the postseason on numerous occasions with his bat and arm. Hernández led all NL outfielders in home runs, RBI (99) and slugging percentage (.501) in 2024. His 180 home runs between 2018-2024 ranked fourth among Major League outfielders.

37 OF

2024: 114 652 84
Career: 965 3861 506

*Career Best



LA COUNTY PROBATION DEPARTMENT DEPUTY PROBATION OFFICER I



APPLY NOW

LOS ANGELES COUNTY

BACHELOR'S	21+ YEARS OLD	ENTRY LEVEL
PTO	PENSION	457(B) PLAN
COLLECTIVE BARGAINING	HEALTHCARE	

\$65,430
STARTING PAY
(40 HOURS / WEEK)

\$83,515
TOP STEP
(40 HOURS / WEEK)

\$40.15/HR
PROMOTION TO OFFICER II
(40 HOURS / WEEK)

\$130,485
AVERAGE OFFICER II
AVERAGE TOTAL EARNINGS FOR DPO II (FIELD)

\$110,077
TOP STEP (DPO II)
PROMOTION TO OFFICER II (FIELD)

\$52.92/HR
PROMOTION TO OFFICER II (FIELD)

\$166,155
TOP PERFORMERS
TOP 10% OF DPO II (FIELD)

SOURCE: DATA.LACOUNTY.GOV

APPLY NOW : bandana.com/b/lacp



Fast hiring process and elite 10-week training program in Pico Rivera, CA.



Join the biggest probation services agency in the US, with the resources and reach to make a lasting impact.



TRANSFER TO LACP AS A DEPUTY PROBATION OFFICER II



We're looking for individuals with life experience, leadership skills, and a passion for being an agent of positive change in someone's life.

EARN UP TO **\$110,077** PER YEAR PLUS FULL BENEFITS AND CAREER GROWTH OPPORTUNITIES!

BE THE DIFFERENCE
APPLY NOW!

**\$24,000
HIRING BONUS!**



APPLICATION WORKSHOP

Get hands-on help applying to LACP. Finish in about an hour, get your questions answered, and walk out with your application done!

**Proof of Bachelor's Degree Required to Apply*



July 17 from 4pm-8pm
July 19 from 8am-1pm



Probation Training Center (Free Parking)
3300 Sandoval Ave, Pico Rivera, CA 90660



Bring ID, resume, & college degree/transcripts
Get a head start by creating your profile online at governmentjobs.com before you arrive!

Registrations first come first served & walk-ins welcome!



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GRAD GUIDE 2025

WEEK OF MONDAY, MAY 12



Sylvia Plath's path on post-grad struggles

★★★★★

"The Bell Jar" takes on the dark reality of high expectations.

JACLYN RODRIGUEZ
Asst. Editor

Inside the mind of a college student, striving for that dream career after graduation can lead to both excitement and stress. However, figuring out your career shouldn't be your number one priority — your mental health should.

"The Bell Jar" by Sylvia Plath is a semi-autobiographical story about college student Esther Greenwood who arrives to become a poet. On her journey to such, she interns as a guest editor at a magazine in New York throughout the

time span of the book. She lives in an all-women's hotel called the Amazon, where her female coworkers also reside, and every now and then, gender events and parties that the magazine hosts.

Esther also has encounters with a "brutish" boy interest of hers, Buddy Willard, who is described as a handsome medical student who seems to be infatuated with Esther. However, the inner workings of their relationship are not very stable.

Esther strives off of academic validation, getting straight A's in all of her classes and even winning many scholarships. Getting into a job position at the magazine company was the next step, despite living a good life, deep down, Esther felt it wasn't enough. She felt all of a sudden empty inside, feeling detached from her old, determined self that she once was. Her boss and even her friends try to spirit her manic spirit again, but fail to do so because of Esther's internal battle.

Throughout the entirety of the book, society becomes a living entity for Esther and she views it as a negative body. Typica such as virginity, marriage, and motherhood become such stressful expectations for Esther to live by. Internally, she does not feel the fit in the norm and does not want to live like other women who succumb to those values.

The book captures in such great detail Esther's mental journey through a first-person lens. The way Plath wrote Esther's dark and brutal thoughts made the character relatable in some for anyone who has faced similar battles.

What's intriguing about the plot is that it's structured in a way where different scenes immediately cut to another. There is a steady flow to how the story goes, but within each chapter, there is an immediate cut to another scene. It leaves readers to question what happened next in the last scene, but never know what truly happened.

The random encounters with some of the men Esther meets add up to the interesting parts of the story. She either finds comfort or disgust when they strike up a conversation, no in-between. Due to her severe instability, she practically becomes a wall to other people, failing to present true emotion.

The story is heavy and does contain several suicidal attempts that Esther tries to perform, which only strengthens its impact. It makes one feel like they are with Esther and want to help her as much as possible on her journey to recovery.

Esther was indeed stubborn and wanted to be rid of this planet. After a few failed or interrupted attempts in her life, she thinks of them as a sign that there is more to living than dying.

This book itself can still be applied and relevant to college students to this day, in regards to the career and mental health aspects. Esther had already established what she wanted to do for a career and was building up to that as she was working in the magazine. However, her mental health did take a toll on her and completely changed her entire persona.

In the end, her going through recovery made her jump back into reality and now she realizes her life isn't over. There are still more achievements to be accomplished for Esther, and the road for her seems brighter than it was before.

Titans, you just got your degree.

Now start a career.

Become a Probation Officer at the County of Los Angeles — the largest probation agency in the nation.

Make a difference in the lives of youth.

APPLY TODAY AT
JoinLACountyProbation.com



PROBATION DEPARTMENT





Recruitment Examples



JOIN OUR TEAM
EMPOWER YOUTH. ELEVATE YOUR FUTURE.

DEPUTY PROBATION OFFICER I
RESIDENTIAL TREATMENT/DETENTION SERVICES

Earn **\$65,430 - \$83,515 / year** plus benefits!

Job Responsibilities
Responsible for the care, safety and control of probation youth in a camp or juvenile hall. Implement supervision program, manages cases and makes recommendations to court, ensures dorm and facility security, while helping probation youth reintegrate into society.

Minimum Requirements
A Bachelor's degree from an accredited four-year college or university.

License
A valid California Class C Driver License at the time of appointment, or the ability to utilize an alternate method of transportation.

MAKE A DIFFERENCE AS A DPO I.
SCAN THE QR CODE TO APPLY NOW!

BENEFITS
More info on booklet

Full Medical, Dental, Life, and Vision coverage for you and your family.

LACSEA Pension Retirement AND employer 4% dollar-for-dollar match on 457 (b) deferred comp plan.

13 annual paid holidays, plus additional accrued leave benefits.

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Transition into a Detention Services Officer (Day or Night)
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PLUS Unbeatable Benefits:

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Virtual CAREER FAIR
JUNE 10 | 12PM-1:15PM PST

Want a rewarding career with great pay, stellar benefits, career growth, and job security? Come explore LACP's exciting job opportunities, learn about the application process, hear from officers about their experience and more!

**Bachelor's Degree Required to Apply*

REGISTER



Human Resources Update: Recruitment

Recruiting for Entry-Level DPO I

- Probation has focused, over the last year, on increasing recruitment and hiring of applicants for the entry level DPO I position.
- These hires will be assigned to the juvenile institutions. Typically, entry-level positions had been a Detention Services Officer (“DSO”) position and/or group supervisor nights. Probation is switching entry-level positions to DPO I to draw in more qualified candidates. Since a Bachelor’s degree is required and there is an increase in salary compared to the DSO position, this is expected to attract a broader range of applicants.
- As of September 10, 2025, Probation had received 5,266 applicants (5,005 external candidates and 261 internal candidates). Of those, 3,857 applications have been accepted. 89 have been hired (74 internal and 15 external).



Recruitment Options Moving Forward

- Evolving Strategies
 - Deputy Probation Officer I – Residential Treatment/Detention Services
 - **Open Competitive** Job Posting
 - Recruitment started in November 2024
 - Deputy Probation Officer I - Residential Treatment/Detention Services
 - **Lateral** Job Posting with a \$24K hiring bonus over two years
 - Recruitment started in January 2025
 - New Deputy Probation Officer II - Field
 - **Lateral** Job Posting with a \$24K hiring bonus over two years
 - Recruitment started in June 2025



Sworn Recruitment

Staffing Updates

DPO II, Field to RTSB

- 52 staff have transferred from Field to RTSB. 25 additional staff who requested transfer are under review with 7 females requesting Campus Kilpatrick.

DPO II, T&C (9/5/24-9/10/25):

- 765 applications received of which 208 have been accepted; 27% acceptance rate. Two DPO II, T&C have been hired.

Safety and Security Specialist (SSS):

- 1,800 applications received of which 335 have been accepted; 19% acceptance rate. 62 SSS have been hired.



Increase Retention Rates of Staff

DPO Field/Institution Training Officer (FTO/ITO) Program

- The ITO program is a crucial period where newly graduated recruits transition from the academy to on-the-job application of their newly learned knowledge and skills.
- It involves practical training under the supervision of an experienced officer, the ITO, who provides guidance, evaluation and mentorship.
- This process helps recruits develop the necessary skills and confidence to perform their duties effectively and safely.
- Launched three-week pilot ITO program in July 2025.



?? QUESTIONS ??