Probation Supervisors Vacancy, Recruitment, and Retention Crisis

Presented By

Bargaining Unit 702

Supervising Deputy Probation Officers Association (SDPOA) / Teamsters Local 986

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The Reality of BU 702 Vacancies

33.86%

OFFICIAL VACANCY RATE

129 Vacant Budgeted Positions

38%

FUNCTIONAL VACANCY RATE

- Bargaining Unit 702 is experiencing a severe staffing shortage with an official vacancy rate of **33.86%**, representing **129 vacant budgeted positions**.
- When factoring in leaves and absences, the functional vacancy rate approaches a critical **38%**
- Mass redeployments to juvenile halls housing have stripped regional field operations down to dangerous, skeletal levels.
- A skeleton crew of only **70 officers** countywide supervises **21,800 probationers**, making it impossible to meet APPA's recommended **50-to-1 caseload ratio**.

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Self-Inflicted Wounds in the Pipeline

- **Stalled Promotional Pipeline:** Veteran staff promotions remain frozen under a **hard hiring freeze**, withholding a robust eligibility list that could easily backfill critical supervisory shortages.
- **Prolonged Hiring Process:** There is a **479-day average time to hire**, despite having more than 150 DPOs on the eligibility list.
- **Restrictive Leave Policies:** Current **restrictive leave policies** force officers onto unpaid leave if medical or light-duty restrictions bar them from juvenile facilities, even when fully cleared for field work.
- **Immediate Capacity Restoration:** Deploying these restricted officers to field assignments and processing cleared promotions **immediately** alleviates the supervisory shortfall.

The Restrictive Leave Impact

Forcing fully capable, field-cleared officers onto **unpaid leave** during a severe staffing crisis is a self-inflicted bottleneck.

Rather than leveraging available, vetted talent to bridge the gap, current administrative policies actively block willing officers from contributing to critical field assignments.

Allowing field work under light-duty status restores field capacity immediately.

Burnout, Unpredictability, & Aging Workforce

With the CEO anticipating the hard hiring freeze to remain through the end of FY 2026–27, prolonged shortages are subjecting an aging workforce to extreme and unpredictable scheduling conditions.

- **Mandatory Overtime & Shifts:** Personnel face sudden flips from day to night shifts to cover arduous conditions in the halls.
- **Abrupt Facility Transfers:** Officers are reassigned to distant facilities with little to inadequate notice or structural support.
- **Unsustainable Scheduling Burdens:** Disruptive, short-notice schedules ignore personal circumstances—placing an impossible strain on single parents, caregivers, and their families.

CRITICAL SYSTEMIC RISK

The combination of a prolonged hiring freeze and extreme schedule unpredictability is rapidly accelerating the loss of experienced, veteran supervisors.

Without intervention, the departure of seasoned leadership leaves front-line staff highly vulnerable, compromising both operational safety and rehabilitation efforts.

Restoring Balance to Probation

The staffing emergency cannot be solved by collapsing field supervision and freezing career progression. To restore operational balance, key strategic adjustments are critically needed.

Our Ask of the Board

- **Authorize Immediate BU 702 Promotions:** Authorize the immediate processing of promotions from the BU 702 eligibility list to fill key vacant supervisory positions and reinforce front-line stability.
- **Reform Light-Duty Policy:** Permit restricted officers to perform field supervision rather than forcing them onto leave, maximizing the deployment of available resources.
- **Stabilize Schedules & End Reassignments:** Establish stable supervisory schedules and end disruptive reassignment practices to help retain veteran officers and ensure public safety.

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Questions?