

The County of Sonoma
seeks applications for:

Chief Probation Officer

Annual Salary
\$135,871 - \$165,174



Accepting Applications:
Through February 28, 2016

About Sonoma County

Sonoma County offers a rare and compelling array of scenic, recreational, and geographic options – including inspiring coastline and beaches, the Russian River, over 200 award-winning wineries, and majestic redwoods. The County encompasses over one million acres of land and water, rich with parks, campsites, lakes and open space.

Sonoma County is home to almost 500,000 residents and offers a wide variety of restaurants, art and music festivals, farmers' markets, and concert venues. Local schools continually rank high on California's Academic Performance Index and the County boasts higher education opportunities with Santa Rosa Junior College and Sonoma State University. Business is quite diverse, with agriculture and tourism anchoring the local economy. The tourism industry generates over \$1 billion annually, and the County hosts over 7 million visitors every year.

The Sonoma County Superior Court & County Government

The Superior Court of California, County of Sonoma is a unified trial court committed to access, service, justice, and an unwavering pursuit of excellence, fairness, integrity, and accountability. Currently, the bench consists of 20 Judges and three Commissioners. Court leadership includes the Presiding Judge, as well as Supervising Judges in the Criminal, Civil, Juvenile and Family court divisions. The Court is administered by an Executive Officer and operates with 185 employees and a State funded \$30 million annual budget. Pursuant to the State Code, the Court appoints the Chief Probation Officer and a 15 member Juvenile Justice and Delinquency Prevention Commission to advocate on behalf of dependent and delinquent youth and promote related services.

Sonoma County is a general law county, governed by a five-member Board of Supervisors who are fully committed to a mission and vision that value strong leadership, the highest quality customer service, engaged citizen participation, courteous and prompt assistance, and creating and preserving efficient and cost effective government. The County Administrator leads a team of dedicated department heads who work collaboratively to address and strategically prepare for County initiatives and challenges. The FY 2015-2016 County budget is \$1.43 billion, with over 4,100 full-time equivalent staff positions.

The Probation Department

“The Sonoma County Probation Department is committed to providing the Criminal Justice System with professional services. Our staff are dedicated to protecting our diverse community, supporting crime victims and their rights, and providing justice through accountability and rehabilitation of offenders.”

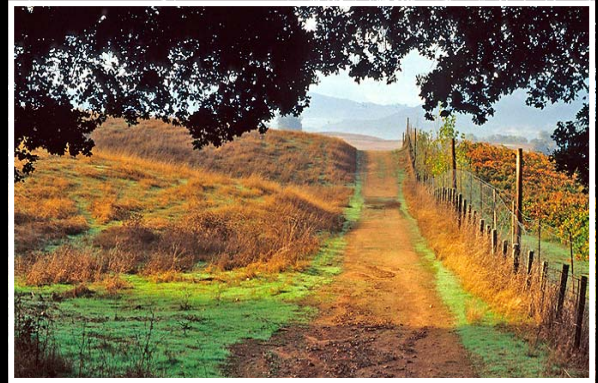
The Probation Department is charged with community protection and offender rehabilitation, accomplished by delivering mandated services to the court, including investigative reports and sentencing recommendations; and by departmental efforts to guide offenders granted probation. Increasingly, the Department is using evidence based practices, those methods that have been scientifically demonstrated to reduce recidivism. Services include intensive supervision and referral to appropriate therapeutic programs, with specialty units for specific populations such as gang members, sex offenders and mentally ill offenders.



The Probation Department's core principles are located at: sonoma-county.org/probation/about/principles.htm.

The Probation Department consists of two major divisions, Probation Services and Institutions. Probation Services includes investigations and supervision of adult and juvenile offenders. The adult unit is responsible for the Mandatory Supervision and Post Release Community Supervision, as mandated by AB 109 Realignment; provides alternative sentencing through a Work Release program; participates in DUI and Mental Health Courts; oversees defendants in pre-trial status; and supervises domestic violence offenders through a Domestic Violence Court. This division also operates the Day Reporting Center for adult offenders. Institutions includes the Juvenile Hall, which provides temporary, safe, and secure detention for up to 140 youths beyond the normal controls of the community, including a fully accredited school program, and Electronic Monitoring Program; and the Probation Camp, which is designed to address delinquent/illegal behavior and thinking patterns in youth while promoting acceptance of personal responsibility. This division also includes the Supervised Adult Crews (SAC), which is an alternative work program for adult offenders who are assigned and transported to sites throughout Sonoma and neighboring counties, where they complete meaningful work projects.

The Department employs 288.60 full-time equivalent staff which includes approximately 17 management personnel, 112 Deputy Probation Officers, 95 Juvenile Correctional Counselors, 10 Probation Industries Crew Supervisors, and 54 support staff. The Department operates with a \$66.9 million current year budget. Additional information about the Probation Department can be found on the department's website at: sonomacounty.ca.gov/Probation-Department.



The Position

The Chief Probation Officer is responsible for all County adult and juvenile probation services, operations, and facilities including a state of the art Juvenile Hall, Probation Camp, and related facilities and services. The position is appointed by and reports to the Sonoma County Superior Court; but is a County of Sonoma employee. Also, it functions as a County Department Head and works collaboratively with County departments, the Board of Supervisors and County executive leadership. As such, the Chief meets regularly with the Presiding Judge, the Supervising Criminal Court Judge and the Presiding Judge of Juvenile Court to review policy, operations and services to the Court and also works with the Board and the County on policy and operational issues (e.g. budget and fiscal matters, human resources, facilities, etc.) keeping them informed on community safety and offender services.



The Chief works closely and collaboratively with a broad spectrum of local and regional criminal justice and human service organizations, as well as community leaders. In particular, the Chief is a member of the County's Criminal Justice Council, a group chaired by the County Administrator and includes the Supervising Criminal Judge, Sheriff, District Attorney, Court Executive Officer, Public Defender, as well as leaders in local law enforcement, mental health, and alcohol and drug services. The Chief serves as chair of the County's Juvenile Justice Coordinating Council that includes the Sheriff, Santa Rosa Police Department, representatives of the County Health and Human Service Departments, Juvenile Justice Commission, community based organizations, and County schools; serves as chair of the Community Corrections Partnership which oversees the County's Public Safety Realignment; plays a key role in the workgroup that oversees the County's Criminal Justice System Master Plan; and participates actively in several special task forces and teams. The Chief also leads efforts to seek funding necessary to support desired programs and services, and coordinates with Federal and State agencies on matters of probation programs and facilities. Two Deputy Chief Probation Officers, overseeing Probation Services and Institutions, and an Administrative Services Officer, overseeing Administrative Services, report directly to the Chief Probation Officer. The management team also includes Division Directors over Adult Probation, Juvenile Probation, the Juvenile Hall, Probation Camp, and the Supervised Adult Crew.

The Probation Department's Current Objectives

The Probation Department's primary objectives in Fiscal Years 15/16 and 16/17 include:

- Enhancing and refining the Department's ongoing efforts to reduce recidivism among juvenile and adult offenders by:
 - Continuing to develop expertise of sworn staff in delivering evidence based practices;
 - Improving data collection and outcome measurements to evaluate effectiveness of supervision and program services, to ensure the right programs are being offered to the right offenders;
 - Developing sanctions and incentives matrices for adult and juvenile offenders; and
 - Improving re-entry component of the Boys Camp program, including development of pro-social, supportive connections with community members.
- Maintaining and enhancing comprehensive staff development programs supporting the acquisition and application of officer safety and case management skills.
- Investing in infrastructure, including facility equipment in the Juvenile Hall and Camp, trailers in SAC, and emerging technologies to improve officer and community safety, and enhance supervision effectiveness.
- Revising the County's Comprehensive Multi-Agency Juvenile Justice Plan and fully implement the Title IV-E Waiver (California Well-Being Project) and key strategies in the System Improvement Plan, to improve outcomes for delinquent youth and their families.



The Ideal Chief Officer Candidate

The ideal candidate will be an experienced and proven leader with significant success in juvenile and adult preventative and rehabilitation programs, and community safety. This collaborative, enthusiastic, and results-oriented leader will be a contemporary, forward-thinking, and "big picture" person, who embraces and promotes open dialogue and involvement with countywide criminal justice and community partners. The ideal candidate will also bring outstanding inter-personal skills and diplomacy to promote comity among co-equal branches of government and dual governance structure. The ideal candidate must possess strong knowledge, skills, and abilities in fiscal/budget management, communication, interpersonal and consensus building skills along with a vision for excellence and integrity.

Specific qualifications include a minimum of five years of probation and corrections experience involving the evaluation, administration, management and control of various types of probation programs, including at least two years of probation and corrections experience in a management capacity.

Typically, the expectation would be that the qualified individual would also possess a Bachelor's degree in criminal justice administration, sociology, psychology, counseling, social work, criminology, or closely related field; however experience, training, and other education may be acceptable substitutions for a Bachelor's degree. Experience with detention facilities and services is highly desirable, and candidates must complete a thorough background and meet all minimum standards for a Peace Officer under California law.

Room to Move. Room to Grow.

Compensation

The annual salary range is \$135,871-\$165,174 and is dependent upon qualifications. The County of Sonoma offers a competitive total compensation package including:

- Retirement: County Retirement Act of 1937. Retirement is fully integrated with Social Security. With the pension reform, new employees as defined and eligible will receive a 2.7% at 67 formula, or for those individuals who meet certain criteria, including establishing reciprocity and pursuant to PEPR, will receive 3% at 60.
- Paid Time Off: Competitive vacation accrual and additional management leave annually; 11 holidays per year; generous sick leave accruals and 100% of accrual balance converted to service credit at retirement.
- Health Plan: Variety of health plans (PPO, EPO and multiple HMO's) with a County contribution toward the premium of approximately \$500 per month.
- Excellent dental, vision, disability, life insurance, professional development and more. Additional details on employment for management employees may be found at: http://www.sonoma-county.org/hr/pdf/salary_resolution.pdf.
- A cash allowance (in addition to base monthly salary) of approximately \$600 per month, and a vehicle allowance of \$215 per pay period.
- IRS 457 Plan: Pre-tax employee contribution up to the IRS annual maximum.
- Retiree Medical: County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance/benefits.

Important Note: Benefits described herein do not represent a contract and may be changed without notice.

Selection Process & Key Tentative Dates

- Accepting submissions through February 28, 2016.
- Submissions will be reviewed for desired qualifications listed herein.
- Interviews will be conducted March 23 - 24, 2016.
- Pre-employment processes, including a comprehensive background, April - May 2016.
- Start date anticipated to be late May/early June 2016.

This timeframe has been established to assist candidates with arranging availability around these dates; however, these dates are tentative. Candidates should plan according to tentative dates unless notified otherwise.

To Apply

To be considered for this exciting career opportunity, please send a cover letter, resume, your responses to the supplemental questionnaire, your current and required salary, and a minimum of five professional references (who will not be contacted until mutual interest is established) by February 28, 2016. Your materials should focus your experience as it relates to the Ideal Chief Probation Officer Candidate profile and necessary requirements listed herein. The supplemental questionnaire is located at:

<http://hr.sonoma-county.org/documents/ChiefProbationOfficerSupplementalQuestionnaire.doc>

Submit your materials (email with attachments preferred) to:

Adriana Call, Executive Assistant
adriana.call@sonoma-county.org

OR

County of Sonoma Human Resources Department
575 Administration Drive, Suite 116-B
Santa Rosa, California 95403

Telephone: 707-565-3473

Facsimile: 707-565-3770

For additional information about the position and area, visit:

www.sonomacounty.ca.gov

www.sonoma.courts.ca.gov

<http://edb.sonoma-county.org/content.aspx?sid=1033&id=2049>

