

Probation Department Staffing Needs

(Attachment B)

Clerical Request: 1 FTE - \$78,894

With the passage of Proposition 47 and the growing success of Mental Health Court and In-Custody Supervision, clerical availability is needed. The In-Custody Probation Officer meets with clients prior to their release to engage them in treatment as a part of the County's Continuum of Care, and a significant number of statistics are required to aid the inter-agency partnership. Each specialized, evidence-based caseload has a high-level of need for statistical data, and each currently does not have clerical support. The lack of clerical support significantly impacts the number of treatment hours available to clients, as officers are the primary data collectors. It also impacts the effectiveness and efficiency of each officer.

A dedicated clerical staff would free up additional peace officers' hours to provide client-centered services, support, and field/client supervision. Adding a clerical staff would make a more comprehensive, detailed report in each area of statistical data regarding program efficacy. Data collection and reporting is currently managed by each case-officer in addition to their duties and has been supplemented by clerical staff assigned to other units as their time permits.

Mental Health Court Probation Officer Request: 1 FTE - \$103,528

The Mental Health Court [MHC] was created in February 2013 and has progressed from 7-8 clients to being full, with 13 active clients and 5 pending referrals. The current case-to-Probation Officer ratio is 1:13, with two spots currently held for overage in case of crisis clients. Our target is to increase that ratio to 1:15, with 2 Probation Officers, and 28-30 high-risk, high-needs clients served. Client treatment hours have increased from 245 hours/year prior to MHC to 1,754 hours/year with MHC. This has led to an 88.8% reduction in Law Enforcement contact for each client that is engaged. Also, clients served 1,162 days in jail prior to Mental Health Court, and 610 days after MHC was established, which is a 48% decrease. Of the 610 days, half of those days were for a single client. MHC has led to a 47.8% reduction in State Hospital bed days (from 159 to 83), which has saved the County \$47,576 (76 days at \$626/day) in fiscal year 2015-2016. Mental Health Court has reached its client capacity with one Probation Officer, and would be able to double that capacity and effectiveness with an additional officer.

Given the limited number of spaces available in MHC, 1-2 spaces were kept open for high-need, high-risk, seriously mentally ill clients experiencing crisis. With an additional officer, MHC would be able to accept a larger number of clients who have mental health needs but are not immediately in crisis, while still keeping 1-2 spaces open for emergency clients.

As a natural result of increasing the capacity of Mental Health Court, Health and Human Services will need to increase or task additional resources.

Prop 47 Probation Officer Request: 1 FTE - \$103,528

Since the introduction of Prop 47 in November 2014, the Probation Department has had 457 misdemeanor probation referrals. Prior to the passage of the law, misdemeanors and Prop 36 clients were banked. In addition to those clients who were granted reduction under Prop 47 and elevated from “banked” status, the yearly average for new clients has increased by over 300 on supervised misdemeanor probation. Given the influx of new clients, the newly elevated supervision of Prop 47 clients, and their need for assessments, referrals, and supervision, a Prop 47 Probation Officer is needed due to growth. Currently, the caseload is stop-gap supervised by a Probation Supervisor as time permits. To provide accountability, supervision, and on-going care a dedicated Probation Officer is needed for this population to adequately meet the needs and expectations of the County. In addition, all of the plans currently in progress with the Prop 47 sub-committee rely on this staffing being fulfilled, and the growth money has been allocated by the CCP for situation such as this.