



STANISLAUS COUNTY PROBATION DEPARTMENT
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Reviewed
7-26-14
Judge Begen

JILL SILVA
Chief Probation Officer

July 23, 2014

The Honorable Loretta Murphy Begen
Presiding Judge
Superior Court – Stanislaus County
PO Box 3488
Modesto, CA 95353

Dear Judge Begen:

On June 23, 2014, the Stanislaus County Civil Grand Jury forwarded their report on Case # 14-21 GJ detailing their findings and recommendations following the annual inspection of custodial facilities in the county as mandated by California Penal Code Section 919(b). Thank you for the opportunity to respond to the comments and recommendations of the 2013-2014 Civil Grand Jury. We value the opinion of the Grand Jury and recognize the need to have others from outside of our organization review the conditions and practices of our facility.

RESPONSE TO FINDINGS

- 1. Finding:** *The current staffing levels at the time of inspection were short twenty percent for Deputy Probation Officers and six percent for Probation Corrections Officers.*

Response: The department partially agrees with the finding.

Clarification is needed regarding this finding. The Stanislaus County Civil Grand Jury completed their site visit to both the Juvenile Hall and the Juvenile Commitment Facility on January 13, 2014. Although the department agrees that staffing shortages exist and acknowledges having difficulty finding qualified candidates to fill vacant positions, the vacancy rates reported by the Grand Jury were not accurate. At the time of the inspection, the vacancy rate for Deputy Probation Officers I/II/III was 11% and not the 20% as indicated in their findings. The vacancy rate for Probation Corrections Officer I/II/III was 9% and not 6% as noted in their findings. The department continues going through the recruitment process for both positions in order to fill the necessary positions.

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2. **Finding:** *The facility is clean and well maintained, and staffed with personnel who are highly motivated to help juvenile inmates. The SCCGJ was very impressed with the current staff.*

Response: The department agrees with this finding.

3. **Finding:** *Current vocational programs are outstanding and very educational.*

Response: The department agrees with this finding.

RESPONSE TO RECOMMENDATIONS

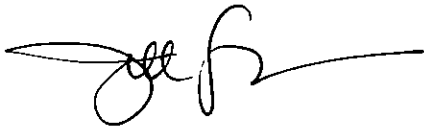
1. **Recommendation:** *Increase recruiting efforts to fill present and future staff positions.*

Response: The recommendation has been implemented, with a summary regarding the implemented action.

The department has consistently made efforts to reach qualified candidates by attending job fairs, meeting with criminal justice students at local college campuses and providing volunteer/internship opportunities. We are committed to bringing in highly qualified candidates and are always looking for different ways to broaden our prospective pool of candidates. We recently hired a new Human Resources Manager for the department who has a vast array of experience in recruiting and hiring peace officers from his previous employment. His knowledge and new ideas in recruiting qualified officers will benefit both this department and the county in the future.

Thank you for the opportunity to respond to the comments and recommendations of the 2013-2014 Civil Grand Jury. Please extend my appreciation to the members for their time and efforts in conducting a thorough site visit.

Sincerely,



Jill Silva
Chief Probation Officer
Stanislaus County Probation Department

cc: Stanislaus County Board of Supervisors
Stan Risen, Chief Executive Officer
John P. Doering, County Counsel