

To all OCEA-represented Probation Department employees:

In her latest e-mail the Chief unfortunately continues to demonstrate her priorities.....and apparently the retention of staff and services are nowhere to be found on that list. Instead, the Chief simply engages in a personal campaign to defend her actions at any cost and to try to convince us that she cares about each and every employee in the Department through hollow words rather than concrete actions.

OK, so OCEA does appreciate the clarification on how and why the Department purchased new LCD TVs. But the Department still bought the TVs. OCEA also appreciates the Chief's observation that the managers will not receive any wage increases. But the Chief is wrong. The managers haven't given up their 2% MIP, they only deferred it. Yes, deferred! In addition, she failed to point out that the managers are scheduled to receive a wage increase of 3% in June 2009!

The Chief has not told us why the Department refused to consider any of the cost-saving options OCEA has presented, including removing one of the recently promoted Deputy Chief positions. **Would that not save staff positions and programs?** Up until April of 2008, the Department was able to function with three Deputy Chiefs. The Chief now argues that due to "operational needs" the Department cannot operate with anything less than four (4) Deputy Chiefs! Furthermore, why does the Department need seven (7!) Assistant Division Directors in Juvenile Hall? Why does the Department continue to need the same number of Institutional Directors/Assistants when they just eliminated 92 juvenile beds?

The Chief indicated she remembers that during the bankruptcy "We pulled together as a department.....to find ways to trim costs in every way possible." Why won't the Department do that now? The Department and the Chief have not discussed ANY alternatives to layoffs. The Department came to tell OCEA of what the Department intended to do...**No discussions, no engagement, no collaboration, and no "pulling together"!** We have provided the County and Department suggestions to "trim" costs including those mentioned above. We have also suggested they do the RIGHT THING and give up some of their perks, including car allowances, to save jobs. We have heard nothing but resounding silence to all of OCEA's suggestions.

The Chief is very involved with several committees across the County and State - maybe that would explain why the Chief could not find the time to attend the final budget meeting with OCEA. Again, it is all about priorities!

We will continue in our efforts to save every single job. In Solidarity, Nick