

**From:** Preciado, Colleene  
**Sent:** Friday, January 30, 2009 6:51 PM  
**To:** Prob-All Users  
**Subject:** Coffee with the Chief - weekly message

Recently, I noted some new information has been circulating in the media with regard to our midyear operational and workforce reduction plan. Of those communication pieces that came to my attention, I found some misinformation I wanted to clear up so you are not getting mixed messages about what we are doing. I want you to be assured you are getting the facts and not exaggerations, falsehoods or otherwise. As probation employees we are trained to give the facts and not embellish to create a bias one way or the other.

Some information I read about managers not being affected by the budget shortfall is simply not true. Managers (including executive managers) will not be receiving a raise. That translates to saved dollars. Manager positions will be eliminated along with non-manager positions as we have previously indicated. The workforce reductions we are making will equal 10.3% of our manager positions and 3.2% of non-manager positions. The workforce reductions are directly connected to program reductions. The only YFRC reduction is the West facility. The Central and North YFRC's are funded with state JJCPA dollars and are not slated for closure. We are watching carefully the state budget as it proposes to reduce our JJCPA allocation and if that happens the Juvenile Justice Coordinating Council will review the programs funded by JJCPA to determine how those reductions should be spread. Certain purchases we have made and will continue to make that are essential for managing our juvenile facilities such as LCD screens for unit programming are made possible from the Ward Welfare Fund. Ward Welfare dollars are generated from collect only phones and vending machines the youth use during visiting. Ward Welfare funds can only be used to assist the minors treatment/rehabilitation and educational needs. Direct TV enables educational programs to be offered in the school program and it too was funded by Ward Welfare funds and the Department of Education.

There is no question the budget situation we are all facing is dramatic and a first for many people to encounter in their lifetime. During the bankruptcy, I was a director at juvenile hall. We pulled together as a department to find ways to trim costs in every way possible. We worked together for solutions. The fiscal crisis we face now is not just Orange County Probation or just in Orange County. Budget shortfalls, layoffs, business closures, program reductions and service cut backs are affecting our economy. We are not immune from the fiscal crisis around us. As stated in prior messages from me to you, our budget coming into 08-09 was already trimmed back to the tune of about 6.5 million dollars. Now we are into program cuts. There is no way around it. I have reached out to my colleague at Los Angeles County Probation, Chief Bob Taylor, for information on their budget situation. He has been reading in the newspaper about our budget shortfall and indicated Los County Probation has current workforce needs they are seeking to fill. Our respective HR divisions have been in communication and discussing workforce needs and employment opportunities.

I encourage you to stay up to speed on the official information we receive through the CEO in the County Connection newsletter. As we move forward, please be assured I will supply factual information and keep you informed.

Starting late last week, I began preparing for two important meetings for Tuesday and Wednesday of this week. First, I attended the Family and Juvenile Law Advisory Committee of the Judicial Council of California. The committee reviews new legislation impacting court process and court forms. As a newly appointed member to the Family and Juvenile Law Advisory Committee, I am able to offer the input of probation and how changes in court procedures affect probation. I am proud and honored to represent the fine work you all do that enables our department to be selected to serve on a committee of this significance. What was particularly interesting in this meeting was a discussion on the benefits of using the Juvenile Detention Alternatives Initiative (JDAI) to assist in maintaining appropriate alternatives to detention, to effectively manage institutional populations and to monitor issues of disproportionate minority contacts. As our juvenile staff are well aware, we are in the process of implementing some of the components of the JDAI that have been extremely successful in Ventura County and other counties throughout the US. Second, I attended a meeting as an executive steering committee member for the Corrections Standard Authority in evaluating the juvenile facilities construction funding proposals that have been submitted through the provisions of SB 81. As you recall, we were going to apply for funding to build a juvenile reentry facility; however, the state funding requires a 10% cash match. In our current budget situation, we can not afford the cash match. It is good that our department is invited to participate in state-wide activities as it helps to keep us informed about new trends and issues affecting our business. It also provides an opportunity to give input into the process of establishing fiscal priorities that can directly benefit probation.

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