



The County of Sonoma

is seeking a Leader to serve as:

*Deputy Chief
Probation Officer*

Annual Salary
\$113,831 - \$138,376

*Accepting Applications:
Through November 7, 2016*

THE COUNTY OF SONOMA

Sonoma County offers a rare and compelling array of scenic, recreational, and geographic characteristics which includes over 200 award-winning wineries, an inspiring coastline, beaches, the Russian River, and majestic redwoods. Encompassing over one million acres of land and water, rich with agriculture, parks, campsites, lakes, and open space Sonoma County is home to a wide variety of art and music festivals, farmer's markets, and concert venues. Our local schools continually rank high on California's Academic Performance Index, and Sonoma State University and the Santa Rosa Junior College offer higher education opportunities.

Sonoma is a general law county, governed by a five-member Board of Supervisors. The Board is fully committed to a mission and vision that value the highest quality customer service, strong leadership, engaged citizen participation, courteous and prompt assistance, providing valuable and complete information, 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 County has an annual budget of \$1.6 billion for fiscal year 2016-2017. 27 departments, agencies, and special districts serve the County's population and currently employs over 4,000 regular employees.

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: <http://www.sonoma-county.org/probation/about/principles.htm>.

The Probation Department consists of two major Divisions, the Juvenile Services Division comprised of Juvenile Court and Field Services, Juvenile Hall, and Probation Camp; and, the Adult Services Division, responsible for supervision of probationers, and those released on post-release community supervision and mandatory supervision. In addition, the Adult Division has a Day Reporting Center, several specialty courts, and a work release program that includes the Supervised Adult Crew program, which oversees offenders and inmates performing work throughout the county. The Department's 140 bed Juvenile Hall, which has a fully accredited school program, provides temporary, safe, and secure detention to youth in the juvenile justice system. The 24 bed Boys' Camp is a residential program designed to address delinquent/ illegal behavior and thinking patterns in adolescent boys while promoting acceptance of personal responsibility.

The Department employs 290.60 full-time equivalent staff which includes approximately 17 management personnel, 112 Deputy Probation Officers, 94 Juvenile Correctional Counselors, 10 Supervised Adult Crew staff, and 57.6 administrative and support staff. The Department operates with a \$67.9 million current year budget. Additional information about the Probation Department can be found on the department's website at: <http://sonomacounty.ca.gov/Probation-Department/>.

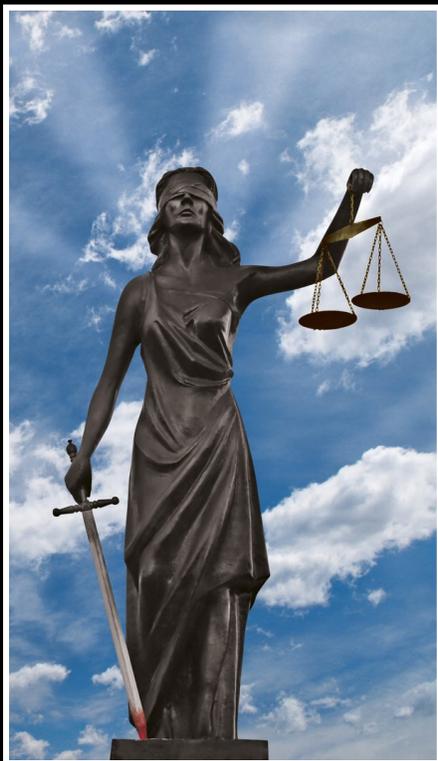


DEPUTY CHIEF PROBATION OFFICER

The Deputy Chief Probation Officer (DCPO) serves as a member of the Probation Department's executive management team. The DCPO is responsible for directing and managing the activities and operations of either the Adult Services Division or the Juvenile Services Division. This recruitment is being conducted to fill the Adult Services DCPO who oversees Adult Field Supervision, Court & Investigations, the Adult Day Reporting Center, Pretrial Services, Adult Supervised Adult Crews, and Specialty Courts (including Mental Health, Early Case Resolution, DUI and Drug Court).

The DCPO will coordinate divisional activities with other Probation divisions, County departments, the Court, and outside agencies and organizations. The incumbent will provide professional consultation services to the Chief Probation Officer; provide training, mentoring, and support to managers; participate in employee relations including labor relations, contract negotiations, interpretation of MOU, investigation and disciplinary processes, and performance evaluations; communicate with the media, outside agencies, and community based organization; consult and recommend division and department policies, goals, and priorities; and may serve as the Chief Probation Officer during periods of absence or as directed.

Current issues for the department include ongoing implementation of policies and activities related to the Public Safety Realignment Act, implementation of the California Well-Being Project (Title IV-E Waiver), continuing implementation of evidence-based practices throughout the Department, and managing the agency's budget while adapting to changing resource levels and funding sources.



THE IDEAL CANDIDATE

The DCPO will be a seasoned professional with experience managing community corrections and/or institutional services. The position requires leadership acumen and demonstrate initiative, judgment, and discretion within general guidelines. Excellent oral, written communication, and listening skills are critical to interact with key stakeholders, advisory groups, department staff, and the media.

The successful candidate will have experience:

- Developing, implementing, and evaluating new programs, policies, long-range goals/objectives, and priorities.
- Preparing and monitoring budgets.
- Working collaboratively with the Courts, community groups, law enforcement professionals, and other County departments.
- Handling employee relations and effectively managing and developing personnel.
- Analyzing systems and programs, workload and business processes, and evaluating and implementing change.

Minimum requirements include two years of broad and progressively responsible administrative and managerial experience that includes working with peace officers in community corrections, probation, parole, or the criminal justice systems; or two years of experience performing duties equivalent to the class of Division Director II; or three years of experience performing duties equivalent to the class of Division Director I; or comparable job class of another county, and graduation from a four-year college or university with a degree in sociology, psychology, counseling, social work, criminology, or a closely related field.



Room to Move. Room to Grow.

WHAT WE OFFER

Sonoma County offers a competitive total compensation package. Salary is \$113,831.52 - \$138,376.06 and will depend on experience and qualifications. Sonoma County also offers the following:

- 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 57 formula, or for those individuals who meet certain criteria, including establishing reciprocity and pursuant to PEPRA, will receive 3% at 50.
- 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://sonomacounty.ca.gov/HR/Employee_Relations/Labor/.
- A cash allowance (in addition to base monthly salary) of approximately \$600 per month.
- 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 application materials through November 7, 2016.
- Round One Department Selection Interviews Thursday, November 17, 2016.
- Round Two Department Selection Interviews Friday, November 18, 2016.

This timeframe has been established to assist candidates with arranging availability around these dates; however, these dates are tentative.

TO APPLY

To be considered for this exciting career opportunity, please submit an online application and responses to the supplemental questions to <http://www.yourpath2sonomacounty.org/> by November 7, 2016. Your materials should articulate your experience as it relates to the "Ideal Candidate" profile and necessary qualifications listed.

Questions can be directed to:

Jennifer Gannon, Human Resources Analyst
County of Sonoma Human Resources Department
575 Administration Drive, Suite 116 B
Santa Rosa, California 95403
Telephone: (707) 565 2318
Facsimile (707) 565 3770

For additional information about the County, please visit:

www.sonoma-county.org
http://sonomacounty.ca.gov/Probation_Department/

*The County of Sonoma is an
Equal Opportunity Employer*

