

CARL F. BRYAN II REGIONAL JUVENILE HALL

REASON FOR INVESTIGATION

California Penal Code §919(b) requires the Grand Jury to inquire annually into the condition and management of the public correctional facilities within the county including such prisons, jails, and holding facilities as may exist. An essential element of these inquiries is an inspection tour of each facility.

BACKGROUND

Carl F. Bryan II Regional Juvenile Hall is a secure detention facility for juvenile offenders (wards).

Juvenile, as defined by California Welfare and Institutions Code §602 is, “...any person who is under the age of 18 years when he or she violates any law of this state or of the United States or any ordinance of any city or county of this state defining crime other than an ordinance establishing a curfew based solely on age, is within the jurisdiction of the juvenile court, which may adjudge such person to be a ward of the court.”

Members of the Grand Jury inspected the facility on November 16, 2006. Nevada County Chief Probation Officer and the Superintendent of Juvenile Hall conducted the tour.

FINDINGS

1. Juvenile Hall is under the jurisdiction of the Nevada County Probation Department and operated according to the requirements of the California Welfare and Institutions Code.
2. The facility is able to accommodate 30 wards. While ward population varies, the facility is not considered to have an overpopulation problem. On the day of the inspection the ward population totaled 12, nine males and three females. The average stay is 47 days.
3. Should the need develop, the facility could be expanded to 60 beds as originally planned. The kitchen and laundry facilities are already in place to service up to 60 wards.
4. A sophisticated electronic central control station monitors housing units, general areas, classrooms, individual cells, and an outside recreation yard. Surveillance includes broad, direct sightlines and remote television cameras.
5. California Code of Regulations Title 15 mandates rigid schedules for nutrition and meals, as well as exercise, work, and study periods. Classrooms appear well stocked with

educational materials and technology. The Nevada Joint Union High School District provides a teacher and an aide in the classrooms.

6. Consistent with the recommendations of the 2005-2006 Grand Jury Report, eyewash stations have been installed, a camera was added in the exercise area, and additional razor wire was installed atop the outer perimeter fence.
7. The Nevada County Juvenile Hall contracts with Amador, Calaveras, Sierra, Tuolumne, and Plumas Counties to house their juvenile wards.
8. Each ward receives the benefit of personalized counseling and supervision by an assigned Group Supervisor, who serve as both counseling and correctional officer.
9. At the time of inspection, the facility had 18 authorized Level I and II Group Supervisor positions of which there were five were open.
10. Active recruitment for Group Supervisors is constant due to a high turnover rate.
11. Salary considerations and college unit requirements make this employment less attractive than other county law enforcement positions.
12. Supervision of incarcerated juveniles can be more difficult and dangerous than adult inmates.
13. The following table illustrates the disparity in current salaries and educational requirements for law enforcement positions with Nevada County.

Salary and Educational Requirements

Juvenile Hall Group Supervisor	
Level I \$2264-2764/mo 30 college units	Level II \$2502-3054/mo Same plus 1 yr experience in related fields
Probation Assistant	
Level I \$2264-2764/mo 30 college units	Level II \$2502-3054/mo 1 yr experience in related fields or 60 college units
WBCF Correctional Officer	
Level I \$2750-3558/mo High School Diploma or GED plus coursework or experience in related fields	Level II \$3039-3710/mo Same plus supplemental education, training and one year experience
Sheriff's Deputy	
Level I \$3384-4141/mo High School Diploma	Level II \$3739-4564/mo Same plus 1 yr experience

Table information extracted from County employment brochures

CONCLUSIONS

1. The Juvenile Hall facility appears to be well maintained.
2. Safety, security, and health issues raised during the Grand Jury inspection last year have been corrected.
3. The principal issue at the facility is staffing. The five open Group Supervisor positions cause staff to work additional shifts. This can be accommodated short term but a constant state of understaffing and turnover is not in the best interest of the wards.
4. The staffing shortfall and resultant increased workload can be a stressful environment for staff members and potentially harmful for the wards. The result is neither Group Supervisors nor the wards are well served.
5. The obvious salary differential between Group Supervisor and Wayne Brown Correctional Officer precludes achieving a stable staffing level of qualified personnel at Juvenile Hall.
6. The educational, supervising, and counseling requirements of Juvenile Hall Group Supervisors warrant compensation, at least in parity, with Wayne Brown Correctional Officers.

RECOMMENDATION

The Board of Supervisors should undertake action to achieve greater parity in salaries between Juvenile Hall Group Supervisors and Wayne Brown Correctional Officers.

RESPONSE REQUIRED

Board of Supervisors – September 27, 2007

**NEVADA COUNTY BOARD OF SUPERVISORS RESPONSES TO
2006-2007 CIVIL GRAND JURY REPORT
DATED JUNE 28, 2007**

CARL F. BRYAN II REGIONAL JUVENILE HALL

Responses to findings and recommendations are based on either personal knowledge, examination of official county records, review of the responses by the Probation Officer and County Executive Officer, or testimony from the Board of Supervisors and county staff members.

A. RESPONSES TO FINDINGS

- 1) Juvenile Hall is under the jurisdiction of the Nevada County Probation Department and operated according to the requirements of the California Welfare and Institutions Code.**

Agree.

- 2) The facility is able to accommodate 30 wards. While ward population varies, the facility is not considered to have an overpopulation problem. On the day of the inspection the ward population totaled 12, nine males and three females. The average stay is 47 days.**

Agree.

- 3) Should the need develop, the facility could be expanded to 60 beds as originally planned. The kitchen and laundry facilities are already in place to service up to 60 wards.**

Agree.

- 4) A sophisticated electronic central control station monitors housing units, general areas, classrooms, individual cells, and an outside recreation yard. Surveillance includes broad, direct sightlines and remote television cameras.**

Agree.

- 5) California Code of Regulations Title 15 mandates rigid schedules for nutrition and meals, as well as exercise, work, and study periods. Classrooms appear well stocked with educational materials and technology. The Nevada Joint Union High School District provides a teacher and an aide in the classrooms.**

Agree.

- 6) Consistent with the recommendations of the 2005-2006 Grand Jury Report, eyewash stations have been installed, a camera was added in the exercise area, and additional razor wire was installed atop the outer perimeter fence.**

Agree.

- 7) **The Nevada County Juvenile Hall contracts with Amador, Calaveras, Sierra, Tuolumne, and Plumas Counties to house their juvenile wards.**

Agree.

- 8) **Each ward receives the benefit of personalized counseling and supervision by an assigned Group Supervisor, who serve as both counseling and correctional officer.**

Agree.

- 9) **At the time of inspection, the facility had 18 authorized Level I and II Group Supervisor positions of which there were five were [sic] open.**

Agree.

It should be noted that at the time of this response the vacancies were reduced to two open positions.

- 10) **Active recruitment for Group Supervisors is constant due to a high turnover rate.**

Agree.

- 11) **Salary considerations and college unit requirements make this employment less attractive than other county law enforcement positions.**

Partially agree.

At the time of the inspection the salary was below the labor market, making it difficult to recruit and retain staff. The salary for the classification has now been adjusted through the collective bargaining process to be competitive in the labor market and vacancies are now being filled.

- 12) **Supervision of incarcerated juveniles can be more difficult and dangerous than adult inmates.**

Disagree.

The County understands the safety issues surrounding the duties performed by both our Correctional Officers and our Group Supervisors and finds both jobs to be difficult and dangerous.

- 13) **The following table illustrates the disparity in current salaries and educational requirements for law enforcement positions with Nevada County:**

Salary and Educational Requirements

Juvenile Hall Group Supervisor	
Level I \$2264-2764/mo 30 college units	Level II \$2502-3054/mo Same plus 1 yr experience in related fields
Probation Assistant	
Level I \$2264-2764/mo 30 college units	Level II \$2502-3054/mo 1 yr experience in related fields or 60 college units
WBCF Correctional Officer	
Level I \$2750-3558/mo High School Diploma or GED plus coursework or experience in related fields	Level II \$3039-3710/mo Same plus supplemental education, training and one year experience
Sheriff's Deputy	
Level I \$3384-4141/mo High School Diploma	Level II \$3739-4564/mo Same plus 1 yr experience

Table information extracted from County employment brochures

Partially agree.

The table was prepared using salary schedules in effect at the time of the inspection. Since that time a new contract has been reached with many of the units represented in the chart. To that end the Group Supervisors' salaries have increased. As there was no change to the education requirements the table below includes only salary information. Also, comparing the Group Supervisor to the Deputy Sheriff would not be an appropriate comparison as the job specifications and duties are entirely different. In addition to the above it should be noted that all benefits offered to all groups, with the exception of the Deputy Sheriff, are the same.

Juvenile Hall Group Supervisor	
Level I \$2736 - \$3341	Level II \$3023 - \$3691
Probation Assistant	
Level I \$2736 - \$3341	Level II \$3023 - \$3691
WBCF Correctional Officer	
Level I \$3115 - \$3803	Level II \$3442 - \$4202
Sheriff's Deputy	
Level I \$3500 - \$4272	Level II \$3867 - \$4721

The difference in Group Supervisor and Correctional Officer pay was reduced from 21% to 13.8% based on the 2007 market study prepared by Bryce Consulting, Inc. The survey compared Nevada County salaries to those in Mendocino, Sutter, Butte, El Dorado, and Placer Counties. The mean of the five county salaries resulted in the current pay for Group Supervisors and Correctional Officers. The market data did not show pay parity for Group Supervisors and Correctional Officers in the five counties surveyed.

B. RESPONSE TO RECOMMENDATION

The Board of Supervisors should undertake action to achieve greater parity in salaries between Juvenile Hall Group Supervisors and Wayne Brown Correctional Officers.

The recommendation will not be implemented at this time.

The 2007 market study prepared by Bryce Consulting, Inc.; which compared job descriptions, educational requirements and experience requirements for Group Supervisors and Correctional Officers with five other jurisdictions, did not support pay parity for these classifications.

With regard to the Grand Jury's Conclusions #3-6, we believe the salary differential between Group Supervisor and Wayne Brown Correctional Officer does **not** preclude achieving a stable staffing level of qualified personnel at Juvenile Hall. At the time of this response the vacancies for Group Supervisor have been reduced from five to two vacancies, with an active recruitment currently underway. In 07/08 a Senior Deputy Probation Officer was added to Juvenile Hall staffing to assist with Juvenile Hall operations.

It was not the difference in the salaries between Group Supervisor and Correctional Officer that caused the recruitment issue in the Juvenile Hall; rather it was the fact that the salary for Group Supervisors was significantly lower than those in comparable positions in other comparable jurisdictions. Bringing Group Supervisor salaries to market levels is currently assisting with recruitments at the Juvenile Hall and it is estimated that this will also reduce turnover. In addition, every attempt to honor time off requests and individual staff needs is undertaken. Part time, on-call staff is utilized to fill open or vacant shifts. Also,, many people choose to work in a juvenile detention facility as a matter of personal choice or philosophical belief, and the salary differential between Group Supervisors and Correctional Officers is not a consideration.