

SOLANO PROBATION PEACE OFFICER ASSOCIATION

SPPOA COUNTER TO COUNTY RESPONSE TO PROPOSALS 19A/B (SALARY)

October 11, 2022

The Solano Probation Peace Officer Association represents three classifications of probation peace officers: Juvenile Correctional Counselors, Deputy Probation Officers, and Supervising Deputy Probation Officers. While the duties, responsibilities, and risks for employees in all three classifications have changed dramatically in the last three years, the salaries and wage differentials for the three classes are far behind those of comparable agencies and even comparable Solano County classifications.

Beginning with AB 109 (Criminal Justice Realignment) in 2011, and continuing with SB 823 (Juvenile Justice Realignment) in 2021-22, California has devolved its traditional responsibilities for adult and juvenile post-conviction supervision onto counties and local agencies. At the same time, the Legislature has capped most adult probation terms at two years, creating pressure on local probation departments to graduate probationers from supervision programs before rehabilitation is successful. Current legislation pending in the State Assembly would cap juvenile probation at six months.

Under SB 823, “juveniles” have been re-characterized by the state as “youth” and “youth” has been redefined to include adults up to the age of 25. Those “adults” are housed not in the County jail but in juvenile institutions like Solano County’s Juvenile Detention Facility. As a result, juvenile institutions house more serious, violent and older criminal offenders for greater periods of time while being required to provide more programming and mental health counseling to promote rehabilitation.¹

Solano County probation officers now have more duties and responsibilities, and are exposed to greater risks, than state parole officers; Solano County juvenile correctional counselors now have more duties and responsibilities, and are exposed to greater risks, than their counterparts in the former California Division of Juvenile Justice (DJJ).

But they are not paid for it. Solano County probation peace officers are paid between 5 and 10 percent less than their peers in comparable counties and the State of California.² Solano County probation officers who take on the additional liability, risk and training to carry a firearm to protect themselves and the public are not paid for it. Juvenile correctional counselors who are required to risk physical injury because they have no intermediate tools, such as pepper spray, to deal with violent “youth” only recently received a differential that applies to the supervision of SB 823-category offenders housed at the JDF.

¹ See Exhibit A, “Inside LA’s Out-of-Control Juvenile Jails”, *Washington Examiner*, September 12, 2022.

² See Exhibits B-D.

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Juvenile correctional counselors are transitioning to supervising detainees who are primarily adults up to the age of 25. They are paid **12.73 percent less** than Solano County correctional officers supervising the same population.

In line with statewide and even national trends, the Solano County Probation Department emphasizes mental health and social work as part of its officers' supervision of probation clients. Probation peace officers in both the adult and juvenile divisions are expected to practice a "holistic" approach to supervision that addresses the probationer's mental and emotional health as much as their criminal history. These sworn officers are even supervised in some cases by a non-sworn social services manager.

But they are not paid for it. Solano County probation peace officers are paid less than the comparable County classifications in mental health and social services.³ Yet in addition to performing duties similar to those employees, these officers carry guns, supervise detained "youth", and take on the additional liability of supervising both probation clients and teams of officers.

Solano County's survey data for the salary median is nearly a year old and does not reflect current data for comparable agencies:

Classification	County Survey	Current Survey
Juvenile Correctional Counselor	-8.6%	-7.38%
Deputy Probation Officer	-6.7%	-10.03%
Supervising Deputy Probation Officer	-1.7%	-4.24%

Comparable agencies continue to negotiate increases that will result in SPPOA classifications falling further behind in the survey. Therefore, the SPPOA proposes a wage and equity schedule as follows⁴:

2022 4% pay increase

2022 11% equity adjustment for all represented classifications

2023 4% pay increase

2024 4% pay increase

³ See Exhibit E.

⁴ See Exhibits F, G.

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Exhibits

- A *“Inside LA’s Out-of-Control Juvenile Jails”, Washington Examiner, September 12, 2022*
- B *Updated Juvenile Correctional Counselor Salary Survey*
- C *Updated Deputy Probation Officer II Salary Survey*
- D *Updated Supervising Deputy Probation Officer Salary Survey*
- E Comparison with Mental Health/Social Worker/Sheriff’s Office Classifications
- F SPPOA Counter #2 to County Counterproposal to SPPOA 19A (Unit 12 Salary)
- G SPPOA Counter #2 to County Counterproposal to SPPOA 19B (Unit 15 Salary)

EXHIBIT A

Los Angeles

Inside LA's out-of-control juvenile jails where violence

By **Tori Richards, Investigative Reporter** September 12, 2022 07:00 AM



Los Angeles

Inside LA's out-of-control juvenile jails where violence rules in the Newsom era

By **Tori Richards, Investigative Reporter** September 12, 2022 07:00 AM





Inmates matching on the yard at Barry J. Nidorf Juvenile Hall in Sylmar, as they are moved between locations.

Ricardo DeAratanha/Los Angeles Times via Getty Images

This is the first of a four-part series looking into the juvenile justice system in Los Angeles as told by people who work there. It's a world where youth convicted of violent felonies are said to control the jails, while law enforcement is helpless to stop it due to defunding and downgrades to formerly strict laws.

Imagine a jail where inmates rule over guards who fight for survival daily among killers, carjackers, and vicious gang members.

That's life every day inside [Los Angeles County](#) Juvenile Hall.

"Our juvenile halls are on the verge of collapse. I really believe someone is going to get killed at some point," one official told the *Washington Examiner*.

LOS ANGELES PROBATION FAILED TO OVERSEE GANG MEMBER PRIOR TO POLICE MURDERS

A series of state and local laws designed to clear [California](#) lockups have reached down to juvenile facilities where inmates learn now that they can get away with anything short of murder, officials said.



Congress Is About To "Sucker Punch" American Retirees

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While politicians have been placing more juvenile offenders in the communities instead of behind bars, those left behind are the worst of the worst.

"The only kids we have detained are the most violent, aggressive, assaultive kids who have committed the most heinous crimes against society," one [Los Angeles](#) County Probation Department manager told the *Washington Examiner*. "We don't have a kid who stole a pair of jeans from JCPenney. We have a kid who put a gun to someone's head and splattered their brains against a wall."

The *Washington Examiner* spoke to two veteran probation officials who described a hopeless situation where officers routinely receive catastrophic injuries yet no support from county lawmakers who want a softer approach for juvenile offenders.

The Los Angeles County Probation Department staffs the county's four juvenile jails, where the number of officers has shrunk by about 700 in recent years. Those who don't retire from debilitating injuries are being driven out by PTSD, both an officer and a manager said. They declined to be named fearing repercussions.

The Los Angeles County Board of Supervisors has downgraded use-of-force guidelines and forbidden the use of standard nonlethal weapons such as pepper spray and Tasers while instituting a hiring freeze creating a short-staffed situation, the officials said.

“We’ve had back injuries, fractures, and broken bones,” the officer said. “One officer recently broke his hip and had to have pins put in. He fell on a concrete floor during a restraint. These are 18-, 19-year-old kids who are used to fighting and a lot more durable than 40- or 50-year-old people.”

The situation has become so dangerous that staff members and officers have started to smuggle in contraband for inmates as a way of buying favor to avoid injury. Items include cellphones, laptops, and drugs.

Los Angeles County has about 600 inmates housed at jails called Juvenile Hall, down from three times that number over the past four years. In 2020, Democratic Gov. [Gavin Newsom](#) signed a bill that [ordered the closure](#) of California’s four state juvenile prisons, which numbered 750 inmates, mostly convicted of violent felonies.



Barbed wire top fencing and a structure at the Juvenile Probation Camp, Camp Scott in Santa Clarita.

Ann Johansson/Corbis via Getty Images

These prisoners were transferred to less secure county juvenile jail facilities that are not designed to hold inmates charged with major crimes, the officials said. The closure mirrored what has been happening in adult prisons where many felonies have been downgraded and prisoners are transferred locally to serve lesser sentences.

Closing prisons would “enable youth to remain in their communities and stay close to their families to support rehabilitation,” Newsom said at the time. In 2020, state juvenile prisons had populations with 14% convicted of murder, 37% for assault, and 34% for robbery, the *Associated Press* reported.

Newsom also signed a bill forbidding prosecutors from charging juveniles with a second violent felony while incarcerated. So while adult counterparts still faced additional time in prison, juveniles are now punished for whichever crime is the most severe — whether committed in jail or the initial crime for which they were sentenced. This gives inmates the incentive to assault staff, knowing nothing will happen to them, the officers said.

“I guarantee you, everyone who is working in those institutions are suffering from PTSD,” the manager said. “You cannot confront these kids for any negative behavior. We deal with physical and mental abuse every single day.”

The *Washington Examiner* also viewed graphic photos of a female officer with blood gushing from her nose and another officer with a huge welt surrounding her eye socket. Many officers and staff members believe it’s easier to deliver contraband to inmates than suffer injuries, the officer said.

Inmates have no incentive to behave because their punishment is simply a few hours locked in their cells and then they are back in a group day room to wreak havoc, the officer said.

“The staff is so scared, the kids will get them to bring a laptop or cellphone — it’s a proactive measure to say, ‘You leave me alone,’” the officer said. “It used to be something as easy as a cheeseburger or a pizza. Now they are using cellphones to order drugs from the outside, thrown over the wall.”

One such situation recently occurred where a female officer was outside with a group of prisoners. Someone threw drugs into the yard and a teenager ordered the officer to retrieve it, but she refused. Later that day, she was jumped by several inmates and assaulted. Her eye socket was fractured, and she is on medical leave along with about 100 other injured officers, the manager said.

“Everyone is so afraid of confrontation. No one believes the officers, and they are believing the detainees,” said the manager recounting a typical internal use-of-force investigation. “The officers want the day to go by without any unnecessary nonsense” so they agree to deliver contraband.

One inmate admitted to receiving drugs regularly from the outside but complained to staff that he paid an employee \$500 but didn’t get his shipment, the officer said.

The manager said the situation is so demoralizing that the department couldn’t keep a recent class of recruits who were somehow hired and trained despite a hiring freeze. The class had eight people, and seven resigned the first week.

“It’s a facade — we have no power. These kids are in complete control of everything we do here,” the manager said.

Recently, Board of Supervisors Chairwoman Holly Mitchell toured one of the jails with an entourage and was given an upbeat report that was just “smoke and mirrors,” the manager said.

Mitchell did not agree to an interview for this article. However, Kathryn Barger, the lone Republican on the board, provided a statement saying she directed the chief probation officer to find solutions to the staffing problems.

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“I’m deeply concerned about the challenges our Probation Department is experiencing,” Barger said. “The well-being and safety of the juveniles under our supervision is dependent on the county’s ability to fully staff its juvenile halls and camps — it’s a balancing act. You can’t have one without the other. Our path forward must focus on taking immediate action to resolve the department’s workforce challenges. ... We need to act with urgency before tragedy strikes.”

Meanwhile, the county is turning some former camps for low-level offenders into jails as the more secure facilities are closed. One of these will be in the celebrity enclave Malibu, where the perimeter wall is accessible by the public, allowing outside conversations with prisoners and easy access to contraband.

Malibu was initially built as a baseball camp for teenagers convicted of minor crimes such as shoplifting. In Los Angeles County, District Attorney George Gascon has a platform of trying to rehabilitate teenagers in the community and not charge them with serious felonies, prosecutors told the *Washington Examiner*. The only ones left behind bars are hardcore criminals.

“They are trying to put this perception out in society that the kids we have detained are kids who grew up in Mayberry and stole candy,” the manager said. “These are violent offenders. They have done home invasions and raped the women in their home. They have stolen cars and run over the people. We have a 14-year-old who committed a homicide in a burglary gone bad. It’s such a misperception that they are low-level, first-time offenders that succeed in a scared-straight environment.”

LOS ANGELES	GAVIN NEWSOM	JAIL	JUVENILE JUSTICE	CA
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Around the Web



EXHIBIT B

Solano County Juvenile Correctional Counselor

Agencies	Position Title	Top Step Base Salary	ER Medical, Dental, Vision	Total Compensation	MOU TERM
County of Contra Costa	Senior Mental Health Counselor	\$8,298.07	\$2,185.00	\$10,483.07	07/01/2019-06/30/2023
County of Marin	Juvenile Corrections Officer II	\$6,917.73	\$1,114.46	\$8,032.19	07/01/2018-06/30/2022
County of Napa	Juvenile Hall Counselor II	\$6,792.93	\$1,965.00	\$8,757.93	07/01/2017-06/30/2022
County of Sacramento	Assistant Probation Officer	\$7,812.00	\$1,738.00	\$9,550.00	06/19/2022-06/30/2027
County of Sonoma	Juvenile Correctional Counselor II	\$6,569.21	\$2,329.00	\$8,898.21	05/07/2019-02/28/2023
County of Yolo	Detention Officer II	\$6,009.76	\$1,882.10	\$7,891.86	07/01/2019-06/30/2023
County of Solano	Juvenile Correctional Counselor	\$6,429.77	\$1,747.00	\$8,176.77	11/05/2019-10/21/2022
Median (Excluding Solano)		\$6,855.33		\$8,828.07	
Percentage Above/Below Median		-6.21%		-7.38%	

EXHIBIT C

Solano County Deputy Probation Officer II

Agencies	Position Title	Top Step Base Salary	ER Medical, Dental, Vision	Total Compensation	MOU TERM
County of Contra Costa	Deputy Probation Officer II	\$8,185.13	\$2,185.00	\$10,370.13	07/01/2019-06/30/2023
County of Marin	Deputy Probation Officer II	\$8,222.93	\$1,875.00	\$10,097.93	09/19/2021-06/30/2022
County of Napa	Probation Officer II	\$8,113.73	\$1,965.00	\$10,078.73	07/01/2017-06/30/2022
County of Sacramento	Deputy Probation Officer	\$8,437.00	\$1,738.00	\$10,175.00	06/19/2022-06/30/2027
County of San Joaquin	Probation Officer II	\$6,387.20	\$3,274.00	\$9,661.20	01/01/2022-06/30/2024
County of Sonoma	Probation Officer II	\$7,430.15	\$2,329.00	\$9,759.15	07/01/2019-06/30/2023
County of Yolo	Deputy Probation Officer II	\$6,851.47	\$1,822.00	\$8,673.47	07/01/2021-06/30/2024
County of Solano	Deputy Probation Officer	\$7,321.33	\$1,747.00	\$9,068.33	11/05/2019-10/21/2022
Median (Excluding Solano)		\$8,113.73		\$10,078.73	
Percentage Above/Below Median		-9.77%		-10.03%	

EXHIBIT D

Solano County Supervising Deputy Probation Officer

Agencies	Position Title	Top Step Base Salary	ER Medical, Dental, Vision	Total Compensation	MOU TERM
County of Contra Costa	Probation Supervisor I	\$10,676.89	\$2,185.00	\$12,861.89	07/01/2019-06/30/2023
County of Marin	Probation Supervisor-Safety	\$9,782.93	\$1,875.00	\$11,657.93	09/19/2021-06/30/2022
County of Napa	Supervising Probation Officer	\$9,980.53	\$1,965.00	\$11,945.53	07/01/2017-06/30/2022
County of Sacramento	Supervising Probation Officer	\$10,481.76	\$1,737.14	\$12,218.90	06/19/2022-06/30/2025
County of San Joaquin	Probation Unit Supervisor	\$8,269.07	\$3,274.00	\$11,543.07	01/01/2022-06/30/2024
County of Sonoma	Probation Officer IV	\$10,089.49	\$2,329.00	\$12,418.49	07/01/2019-06/30/2023
County of Yolo	Supervising Probation Officer	\$8,590.59	\$1,822.00	\$10,412.59	07/01/2021-06/30/2024
County of Solano	Deputy Probation Officer (Supervising)	\$9,693.03	\$1,747.00	\$11,440.03	11/05/2019-10/21/2022
Median (Excluding Solano)		\$9,980.53		\$11,945.53	
Percentage Above/Below Median		-2.9%		-4.24%	

EXHIBIT E

Salary Comparison by Comparable Class

Position Title	Top Step Base Salary	Position Title 2	Top Step Base Salary	Median
Juvenile Correctional Counselor	\$6,179.33	Mental Health Clinician (Registered)	\$8,314.80	\$7,080.67
		Mental Health Specialist	\$5,841.33	-12.73%
		Correctional Officer	\$7,080.67	
Deputy Probation Officer	\$7,248.84	Social Worker II	\$7,787.60	\$9,091.33
		Mental Health Clinician (Licensed)	\$9,145.07	-20.27%
		Deputy Sheriff	\$9,091.33	
Supervising Deputy Probation Officer	\$9,314.93	Social Services Supervisor	\$9,578.40	\$10,536.93
		Mental Health Clinical Supervisor	\$10,536.93	-11.6%
		Sheriff's Sergeant	\$11,211.20	

EXHIBIT F

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APPENDIX B – SALARY SCHEDULE

The present approximate monthly pay rate for the represented classifications are:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Dep Probation Officer	5,456.51	5,729.34	6,015.81	6,316.60	6,632.43
Dep Probation Officer (Entry)	4,723.26	4,959.42	5,207.39	5,467.76	5,741.15
Dep Probation Officer (Senior)	6,281.85	6,595.94	6,925.74	7,272.02	7,635.62
Group Counselor- Juvenile Correctional Counselor	4,723.26	4,959.42	5,207.39	5,467.76	5,741.15
Juvenile Correctional Group Counselor (Entry)	4,091.05	4,295.61	4,510.39	4,735.91	4,972.70
Group Counselor- Juvenile Correctional (Senior)	5,456.51	5,729.34	6,015.81	6,316.60	6,632.43

[SALARY SCHEDULE/JOB TITLES TO BE UPDATED]

1. Effective the later of **October 25, 2022** ~~November 17, 2019~~ or the beginning of the first pay period following the Board of Supervisors’ adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, will increase by ~~three~~ **four** percent (~~3~~**4**%) of the base wage rates in effect the day before such increase takes effect.
2. Effective concurrent with the wage increase described in paragraph 1 above, employees in the **Juvenile Corrections Counselor** ~~Group Counselor~~ series (entry, journey, senior) shall receive a wage increase of **five-eleven percent (11%)** ~~one and half percent (1.5%)~~ as an equity adjustment, which shall be cumulative and not compounded (e.g., **4% + 11% = 15%**.)
3. ~~Effective concurrent with the wage increase described in paragraph 1 above, employees in the Deputy Probation Officer series (entry, journey, senior) shall receive a wage increase of eleven percent (11.0%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 4% + 11% = 15%).~~
- 2.4. Effective the beginning of **the** twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 1 and 2 above, the base

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wage rates will increase by **four percent (4.0%)**~~three percent (3%)~~ of the base wage rates in effect the day before such increase takes effect.

3.5. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 3 ~~2-1~~ above, the base wage rates will increase by ~~two one percent (21%)~~ **four percent (4%)** of the base wage rates in effect the day before such increase takes effect.

~~4. Effective the beginning of the thirteenth (13th) pay period following the wage increase set forth in this Appendix B, paragraph 4 ~~3~~ above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~

~~5. Effective September 4, 2022 ~~the first full pay period of October 2025~~, the base wage rates set forth in this Appendix B, paragraph 5 above, will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~

Note: The hourly rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.

EXHIBIT G

Solano Probation Peace Officer Association

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SPPOA Counterproposal #1 to County Counter #1 to SPPOA Proposal #19B Unit 15

APPENDIX B – SALARY SCHEDULE

The present approximate monthly pay rate for the represented classification is:

[INSERT CURRENT SALARY TABLE]

- ~~1.~~ Effective October 22, 2022, ~~the later of November 17, 2019 or the beginning of the first pay period following the Board of Supervisors' adoption of the collective bargaining agreement~~, the base wage rates set forth in this Appendix B, will increase by ~~three~~ four percent (~~3~~4%) of the base wage rates in effect the day before such increase takes effect.

- ~~2.~~ Effective concurrent with the wage increase described in paragraph 1 above, employees in the Deputy Probation Officer (Supervising) series shall receive a wage increase of eleven percent (11%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 4% + 11% = 15%).

- ~~2.~~3. Effective the beginning of twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 1 above, the base wage rates will increase by ~~four~~ three percent (~~4~~3%) of the base wage rates in effect the day before such increase takes effect.

- ~~3.~~4. Effective the beginning of twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates will increase by ~~three~~ four percent (~~3~~4%) of the base wage rates in effect the day before such increase takes effect.

- ~~4.~~ ~~Effective the beginning of the thirteenth (13th) pay period following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~

- ~~5.~~ ~~Effective September 4, 2022 the base wage rates set forth in this Appendix B, paragraph 4 above, will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~

Note: The hourly rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.

SPPOA

County