

In the Rooms of the Board of Supervisors

County of Inyo, State of California

I, HEREBY CERTIFY, that at a meeting of the Board of Supervisor of the County of Inyo, State of California, held in their rooms at the County Administrative Center in Independence on the 8th day of *July* 2014 an order was duly made and entered as follows:

Probation/Comm.
Corrections Partnership
Plan

Moved by Supervisor Griffiths and seconded by Supervisor Tillemans to approve the updated local Community Corrections Partnership Plan in accordance with Public Safety and Realignment Act of 2011 and as recommended by the Community Corrections Partnership and approved by the Executive Committee pursuant to Penal Code Sections 1230 and 1230.1 and authorize the Chairperson to sign. Motion carried unanimously.

WITNESS my hand and the seal of said Board this 8th

Day of July 2014



KEVIN D. CARUNCHIO
Clerk of the Board of Supervisors

By:

Patricia Gunsolley
Patricia Gunsolley, Assistant

Routing
CC _____
Purchasing _____
Personnel _____
Auditor _____
CAO _____
Other Probation _____
DATE: July 22, 2014



AGENDA REQUEST FORM
BOARD OF SUPERVISORS
COUNTY OF INYO

For Clerk's Use Only:
AGENDA NUMBER

16

- Consent Departmental Correspondence Action Public Hearing
 Scheduled Time for Closed Session Informational

FROM: Community Corrections Partnership (CCP) Executive Committee
(Probation Department as the assigned Chairperson)

FOR THE BOARD MEETING OF: July 8, 2014

SUBJECT: *Updated* Community Corrections Partnership Plan in accordance with the Public Safety and Realignment Act of 2011 (Assembly Bill 109)

DEPARTMENTAL RECOMMENDATION: Request Board to 1) approve the updated local Community Corrections Partnership Plan in accordance with the Public Safety and Realignment Act of 2011 and as recommended by the Community Corrections Partnership (CCP) and approved by the Executive Committee pursuant to Penal Code Sections 1230 and 1230.1 and 2) authorize the Inyo County Board Chairperson to sign the Plan.

CAO RECOMMENDATION:

SUMMARY DISCUSSION: On July 12, 2014, the Executive Committee of the Community Corrections Partnership presented the Board of Supervisors with a workshop regarding the updated Inyo County CCP Plan for FY2014-2015. In addition, the Board was provided a copy of said plan for their review and approval. While the workshop was presented, a vote for approval was postponed until July 8, 2014.

Funding: Specifically, AB109 legislation required each county to develop its own implementation plan on how best to utilize sanctions and evidence-based practices to improve services and reduce recidivism. As a result, the State legislature constitutionally protected certain funds to allocate to each county to assist in the burden placed on local agencies. State funding for public safety realignment has been allocated to the Local Community Corrections Account.

Inyo County's Community Corrections Plan

Over the last several months the Community Corrections Partnership and the Executive Committee worked with members of the public and other County and private agencies to discuss and evaluate the progress to date of the Community Corrections Partnership Plan that was adopted by the Board of Supervisors in March of 2012. After numerous meetings and discussions, the Executive Committee of the Community Corrections Partnership updated and approved the attached Plan. The Plan provides for several recommendations for the Board's consideration.

Inyo County's Public Safety Realignment Plan addresses the roles, responsibilities and activities proposed for County agencies, the courts, law enforcement agencies and community treatment providers for implementing the new public safety realignment legislation. The Plan does not include the specifics of how each Participant will accomplish the implementation of public safety realignment, as the specifics are left to be determined by the experts within each Agency. However, the Plan does recognize the anticipated short and/or long term effects of the realignment on each individual Participant.

It is recommended that the Board of Supervisors approve the local Community Corrections Partnership Plan in accordance with the Public Safety and Realignment Act of 2011 as recommended by the Community Corrections Partnership (CCP) and approved by the Executive Committee.

ALTERNATIVES: The Board could choose not to approve the Plan; however, this is not recommended as the Agencies, acting as the Community Corrections Partnership Executive Committee, were involved in the composition of this Plan and have approved it. If the Board chooses not to approve the Plan, the Board will need to give direction to the Chief Probation Officer, Chairperson of the Executive Committee.

OTHER AGENCY INVOLVEMENT: Community Corrections Partnership Executive Committee [Chief Probation Officer, Sheriff, District Attorney, City of Bishop Police Chief, Director of Health and Human Services, representative of Public Defenders (Jeremy Ibrahim)]

FINANCING: The state allocation of realignment funds to Inyo County is currently held in the Local Community Corrections Account. All funds to be expended will be based on a budget that is approved by the Board of Supervisors at a future date.

APPROVALS	
COUNTY COUNSEL: <div style="font-size: 2em; color: blue; text-align: center;">N/A</div>	AGREEMENTS, CONTRACTS AND ORDINANCES AND CLOSED SESSION AND RELATED ITEMS <i>(Must be reviewed and approved by county counsel prior to submission to the board clerk.)</i> Approved: _____ Date _____
AUDITOR/CONTROLLER: <div style="font-size: 2em; color: blue; text-align: center;">N/A</div>	ACCOUNTING/FINANCE AND RELATED ITEMS <i>(Must be reviewed and approved by the auditor-controller prior to submission to the board clerk.)</i> Approved: _____ Date _____
PERSONNEL DIRECTOR: <div style="font-size: 2em; color: blue; text-align: center;">N/A</div>	PERSONNEL AND RELATED ITEMS <i>(Must be reviewed and approved by the director of personnel services prior to submission to the board clerk.)</i> Approved: _____ Date _____

DEPARTMENT HEAD SIGNATURE:  _____ Date: 7/2/14

(Not to be signed until all approvals are received)

INYO COUNTY COMMUNITY CORRECTIONS PARTNERSHIP



FY 14/15

AB 109-REVISED PLAN



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AB 109-REVISED PLAN

EXECUTIVE SUMMARY

On April 4, 2011, in an effort to address overcrowding in California's prisons and to assist in alleviating the state's financial crisis, the Public Safety Realignment Act (Assembly Bill 109) was signed into law. AB 109, which was subsequently revised by Assembly Bill 117 on June 29, 2011, represented what is widely viewed as the single, broadest change to California criminal justice in the history of the state, transferring responsibility for specified lower level offenders from the California Department of Corrections and Rehabilitation to the counties. Implementation of AB 109 and AB 117 occurred on October 1, 2011.

Arising out of the Public Safety Realignment Act, California Penal Code Section 1230.1 was added, which reads "(a) Each county local Community Corrections Partnership established pursuant to subdivision (b) of Section 1230 shall recommend a local plan to the county Board of Supervisors for the implementation of the 2011 Public Safety Realignment. (b) The plan shall be voted on by an executive committee of each county's Community Corrections Partnership consisting of the Chief Probation Officer of the county as chair, a chief of police, the Sheriff, the District Attorney, the Public Defender, the Presiding Judge of the Superior Court or his or her designee, and one department representative listed in either subparagraph (G), (H), or (J) of paragraph (2) of subdivision (b) of Section 1230, as designated by the county Board of Supervisors for purposes related to the development and presentation of the plan. (c) The plan shall be deemed accepted by the Board of Supervisors unless the Board rejects the plan by a vote of four-fifths of the Board, in which case the plan goes back to the Community Corrections Partnership for further consideration. (d) Consistent with local needs and resources, the plan may include the recommendations to maximize the effective investment of criminal justice resources and evidence based correctional sanctions and programs, including, but not limited to, day reporting centers, drug courts, residential multi-service centers, mental health treatment programs, electronic and Global Positioning System (GPS) monitoring programs, victim restitution programs, counseling programs, community service programs, educational programs and work training programs."

In Inyo County, the original Executive Committee of the Community Corrections Partnership (CCP) consisted of the Chief Probation Officer, as Chair, the Chief of Police of the Bishop Police Department, the Inyo County Sheriff, the Inyo County District Attorney, a Public Defender participant, the Presiding Judge of the Superior Court and the Director of Health and Human Services. Additionally, multiple partner agencies participated in the Community Corrections Partnership and the development of Inyo County's original plan, including the

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Superintendent of Schools, Toiyabe Family Services, members of Inyo County Health and Human Services, Probation Department personnel, the Bishop Paiute Tribe Career Development Center, Superior Court personnel, Sheriff's Department personnel, District Attorney personnel, and the Inyo County Chief Administrative Officer. On April 10, 2012, the original Inyo County Community Corrections Partnership Plan was unanimously approved by the Inyo County Board of Supervisors.

In the nearly 2.5 years since the Public Safety Realignment Act was implemented by the state, and since April 10, 2012, when the Community Corrections Partnership Plan was adopted, the CCP has continued to meet on a monthly basis to monitor and collaboratively strategize the AB 109 implementation process. Through the present, the CCP and partner agencies have achieved a moderate degree of success in their efforts to redesign services and manage the realignment population as provided for in the original plan, and as required by AB 109. While programs and services have been implemented as recommended, largely due to a lack of infrastructure (staffing, facilities) and the unpredictable nature of AB 109 funding and the current Inyo County budget, the Community Corrections Partnership agencies have had to manage the realignment population and implement those programs and services with existing resources and without having to increase staff levels. In part, the ability to do this has been related to a relatively stable realignment population in Inyo County to date, in addition to the commitment and dedication of agency personnel. That being said, as we enter the next phase of implementation, the long term jail commitments arising out of realignment continues to grow, as do the caseloads and supervision requirements of both probation and treatment personnel. Necessarily, this will mean that the Community Corrections Partnership Plan will have to be modified to accommodate both the current realignment population trends and the current budget trends, without sacrificing public safety.

In December of 2013, due to a looming structural deficit, the Inyo County Board of Supervisors entered into a service redesign project involving all county departments, in addition to the City of Bishop and Mono County. The purpose of service redesign is to collaboratively restructure local area services, such that core services and staff do not have to be eliminated to address the structural deficit. Necessarily, this might involve such strategies as sharing services and resources, outsourcing services, insourcing services, selling services to other agencies and self-service.

In its conclusion, the original Community Corrections Partnership Plan as approved by the Board stated:

"The Public Safety Realignment Act of 2011 presents as one of the broadest, most challenging events in California criminal justice history, presenting not only significant fiscal challenges for Inyo County, but requiring collaboration between all local partner agencies on a here-to-for unseen level. Fortunately, the Inyo County Community has and will continue to effectively collaborate for the common good, manage our resources, and successfully preserve the way of life that is unique to our side of California.

*There is no doubt that the requirements of Assembly Bill 109 necessitate that we develop a new philosophy and a new approach to local criminal justice. The implementation of evidence based practices in criminal justice is a complete cultural change that at first appears, "soft on crime," and that is fraught with the potential for failure. Indeed, without the support and collaboration of all community members and agencies, the potential for failure is real. It is therefore crucial that we proceed with some amount of caution and responsibility, that we refrain from reactionary decision making and change the former perception of being, "soft on crime," with a philosophy and policies that are smart on crime. **This new approach, being smart on crime, will mandate intelligent, informed, fiscally responsible decision making, particularly given the limited fiscal resources we have been provided, and given the absence of a guarantee from the state that resources will continue beyond 2012. Fiscally responsible decision making and policy implementation will necessitate use of criminal justice practices that are research driven, that are scientifically tested, and that are outcome driven, allowing for ongoing re-evaluation and if***

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necessary, redirection of resources to policies and programs that work within the culture and communities of Inyo County. This will include the ongoing use of a validated risk assessment to target the specific criminogenic risks and needs of offenders and to match those risks and needs with appropriate services.

With respect to the plan itself and the proposals and recommendations therein, given the vast amount of unknown variables that are likely to arise, the need for ongoing study and the near constant legislative changes relative to realignment, it is proposed that the Community Corrections Partnership and its sub-groups conduct ongoing evaluations and meetings to discuss the impact of realignment on the County and the community and to provide regular updates to the Board of Supervisors. In this sense, the plan will continue to be a fluid document, subject to regular revision and modification.

It is with this sense of ethics and community pride and responsibility that the Community Corrections Partnership proceeds and recommends that the County of Inyo adopt and approve this implementation plan."

With this in mind, the Inyo County Community Corrections Partnership contends that it is, and always has been, a service redesign model, driven by necessity to collaboratively strategize and manage criminal justice realignment with limited resources. The service redesign concept in criminal justice is furthermore now mandated by law. California Penal Code Section 17.5 states: "(5) Realigning low-level felony offenders who do not have prior convictions for serious, violent, or sex offenses to locally run community-based corrections programs which are strengthened through community-based punishment, evidence based practices, improved supervision strategies, and enhanced secured capacity, will improve public safety outcomes among adult felons and facilitate their reintegration back into society. (6) Community-based corrections programs require a partnership between local public safety entities and the county to provide and expand the use of community-based punishment for low-level offender populations. Each County's Local Community Corrections Partnership, as established in paragraph (2) of subdivision (b) of Section 1230, should play a critical role in developing programs and ensuring appropriate outcomes for low-level offenders. (7) Fiscal policy and correctional practices should align to promote a justice reinvestment strategy that fits each county. "Justice Reinvestment" is a data driven approach to reduce corrections and related criminal justice spending and reinvest savings in strategies designed to increase public safety. The purpose of justice reinvestment is to manage and allocate criminal justice populations more cost-effectively, generating savings that can be reinvested in evidence-based strategies that increase public safety while holding offenders accountable."

It is therefore offered that the successes of the CCP thus far, and the new proposals contained within this revised plan, have and will continue to represent a very spirited and intelligent approach to the service redesign of local criminal justice services and public safety, in conformity with both the legal mandates of the state and the unique needs of the Inyo County community.

FY 14/15 Community Corrections Partnership Executive Committee

Jeffrey L. Thomson-Chief Probation Officer (Chair)

Bill Lutze-Inyo County Sheriff

Chris Carter-Chief of Police, Bishop Police Department

Thomas L. Hardy-Inyo County District Attorney

Jean Turner-Inyo County Health and Human Services Director

Tammy Grimm-Inyo County Superior Court

A designated Public Defender

INYO COUNTY COMMUNITY CORRECTIONS PARTNERSHIP

Additional Community Corrections Partnership members and participants

Jacob E. Morgan-Deputy Chief Probation Officer (Plan Author)

Dr. Terry McAteer-Inyo County Superintendent of Schools

Marilyn Mann-Director of Health and Human Services Division of Adult and Children's Services

Linda Benson-Assistant Director, Health and Human Services

Dr. Gail Zwier-Health and Human Services Behavioral Health Director

Eric Pritchard-Inyo County Sheriff's Department, Lieutenant

Nick Vaughn-Inyo County Sheriff's Department, Corporal

Alisa Lembke-Inyo County Probation Department Administrative Legal Secretary (CCP Secretary)

Susanne Rizo-Child Support Services Director

The Honorable Dean T. Stout-Inyo County Superior Court

Sophie Bidet-Public Defender

Denelle Carrington-Health and Human Services

Sheila Turner-Toiyabe Family Services

Darcia B. Lent-Owens Valley Career Development Center

Heidi Hart-Tribal TANF

Karalee Joseph-Owens Valley Career Development Center

AB 109 REVISITED-KEY PROVISIONS

Redefined felonies-Revised the definition of a felony to include specified lower-level crimes that would be punishable by county jail or other local sentencing options. The felonies are non-violent, non-serious, non-sex crimes. Pursuant to California Penal Code Section 1170(h)(5), felony offenders no longer eligible for commitment to state prison can be sentenced to county jail for the full term or a portion of the term, with the balance suspended for a period known as *Mandatory Supervision (MSO)*. The offenders are supervised by the Probation Department and received day for day credit for time served during the period of supervision.

Established Post Release Community Supervision-Offenders released from state prison on or after October 1, 2011, after serving a sentence for an eligible offense, are subject to, for a period not to exceed three (3) years, Post Release Community Supervision (PRCS) provided by an agency designated by the county Board of Supervisors. Each county agency shall establish a review process for assessing and refining a person's program of Post Release Community Supervision. A PRCS agreement shall include the offender waiving his or her right to a court hearing prior to the imposition of a period of "flash incarceration" of not more than 10 days for any violation of his or her supervision conditions. PRCS offenders are eligible to request early termination of supervision at six (6) months with no violations and must be terminated after 1 year with no violations.

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Revocations Heard and Served Locally-Revocation hearings for PRCS and state parolees will be heard locally and revocation time will be served in county jails with a maximum of sentence of 180 days, with the exceptions of paroled "lifers" who have a revocation term of greater than 30 days.

Changes to Custody Credits-Pursuant to Penal Code Section 4019, jail inmates serving prison sentences earn four (4) days credit for every two (2) days served. Time served on electronic monitoring is credited as time spent in jail custody. The Sheriff's Department has the authority to grant up to six (6) weeks of credit per year for inmates who successfully complete treatment programs while incarcerated.

Alternative Custody-Penal Code Section 1203.018 authorizes the use of electronic monitoring for inmates being housed in the county jail in lieu of bail. Eligible inmates must first be held in custody for 60 days post-arraignment or 30 days for those charged with misdemeanor offenses.

Penal Code Section 1203.016-Expands and authorizes a program under which inmates committed to a county jail or other county correctional facility or granted probation, or inmates participating in a work furlough program, may voluntarily participate or involuntarily be placed in a home detention program during their sentence, in lieu of their confinement in the county jail or other county correctional facility, or program under the auspices of the Probation Officer.

AB 109 Target Populations

Probation-AB 109 did not change how probation is granted or revoked.

Post Release Community Supervision (PRCS)-CDCR inmates serving sentences for a non-violent, non-serious, non-sex offense are now released under the supervision of county. PRCS violations are heard in the local court with custodial time served in the county jail. In Inyo County, PRCS offenders are supervised by the Probation Department.

Mandatory Supervision (MSO)-Offenders convicted of non-violent, non-serious, non-sex crimes without a disqualifying prior conviction now must serve their time in the county jail instead of state prison. Penal Code Section 1170(h)(5) authorizes the court to suspend the tail portion of a county jail prison term and release the inmate under the supervision of the Probation Department on mandatory supervision (MSO). While in custody, the offender receives 4 days credit for every 2 days served. While released on mandatory supervision, they receive day for day credit towards the total term of incarceration.

Pre-Trial Population-The Pre-Trial population consists of offenders who are pending trial or settlement of their cases. Pre-Trial clients are either in custody with bail set, or released on bail or on their own recognizance, often with supervision conditions and under the supervision of the Probation Department.

AB 109 POPULATION DATA FOR INYO COUNTY

Post Release Community Supervision

Total PRCS caseload since 10/01/2011: 14

Total PRCS revocations since 10/01/2011: 1

Total PRCS transfers to other jurisdictions since 10/01/2011: 2

Total PRCS early terminations since 10/01/2011: 9

Total PRCS clients currently supervised: 3

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Probation Caseload

2014 CURRENT PROBATION CASELOAD SNAPSHOT

Total misdemeanor cases, active and warrant, under supervision: 241

Total felony cases, active and warrant, under supervision: 218

Total Pre-Trial Services cases under current supervision: 18

Total Mandatory Supervision caseload under current supervision: 5

Total PRCS caseload under current supervision: 4

TOTAL CURRENT PROBATION DEPARTMENT CASELOAD: 549

Total Number of Static Risk Assessments (STR) completed since 2011: 682

Total Number of Offender Needs Guide (ONG) Assessments completed since 2011: 56

Offender Risk Level Data

	10/01/2011-07/01/2012	07/02/2012-07/01/2013	07/02/2013-12/31/2013
High Risk Drug	6	8	4
High Risk Property	15	12	2
High Risk Violent	13	8	10
Moderate Risk	61	51	37
Low Risk	75	73	43

Average Felony Caseload by year with Probation Revocations by year

	2010	2011	2012	2013
Average felony caseload	247	237	216	216
Total Felony Probation Revocations	11*	12*	57**	39**

* Pre-AB 109 defendants sentenced to state prison. ** Post AB 109 revocations sentenced to either state or county jail.

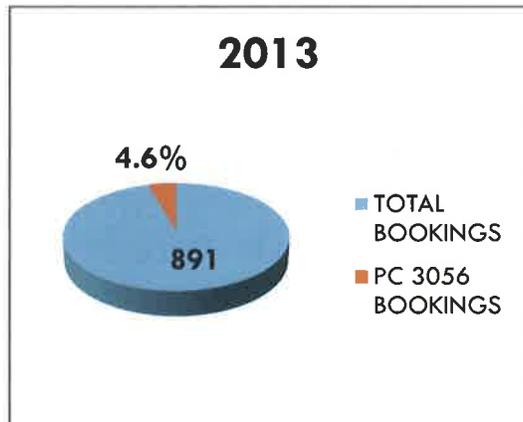
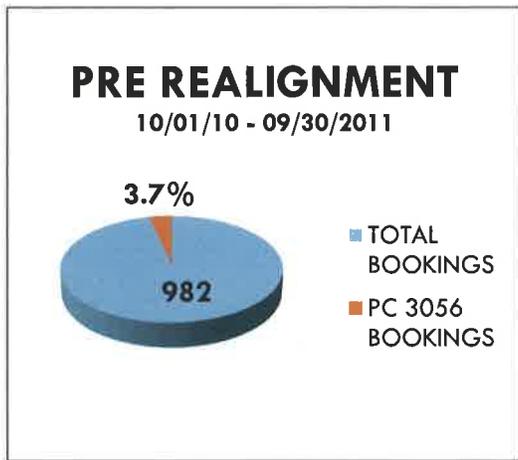
Jail Prison Sentences pursuant to PC 1170(h)

	10/01/2011-07/01/2012	07/02/2012-07/01/2013	07/02/2013-12/31/2013
PC 1170(h) cases straight time only*	10	16	2
PC 1170(h) cases with split sentences and MSO	0	13	5
TOTAL PC 1170(h) CASES	10	29	7

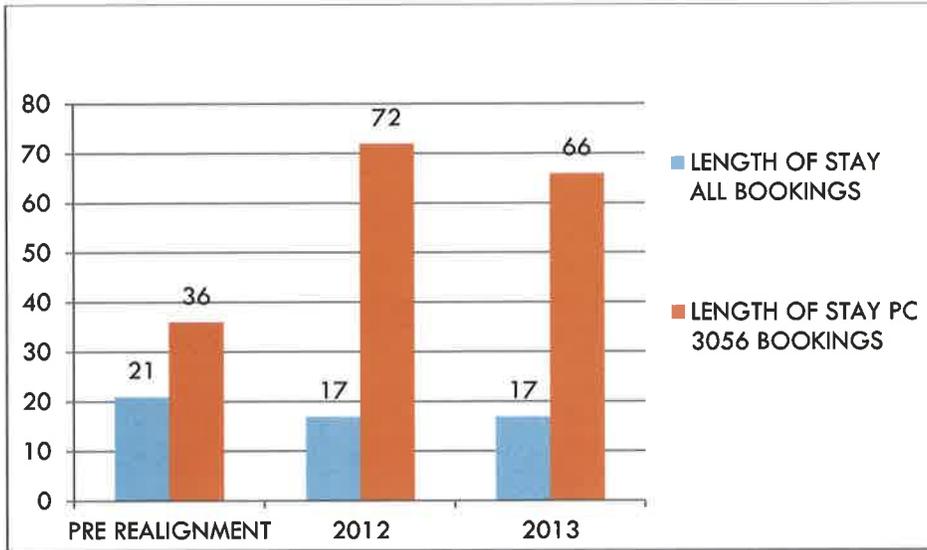
* Defendants serving a period of incarceration without release on Mandatory Supervision.

Custody/Jail Data

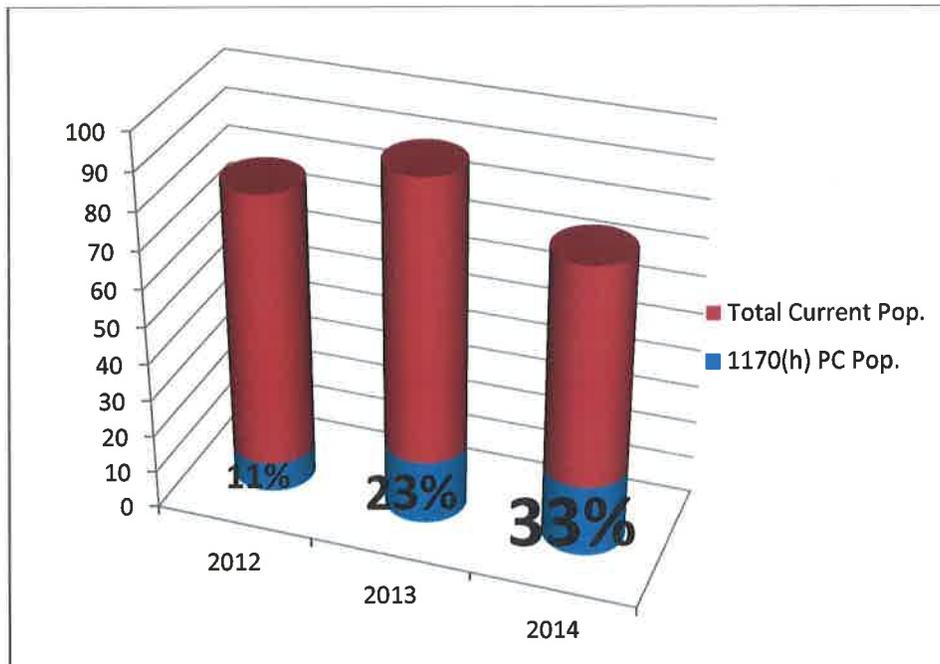
Booking Data (State Parole Bookings)



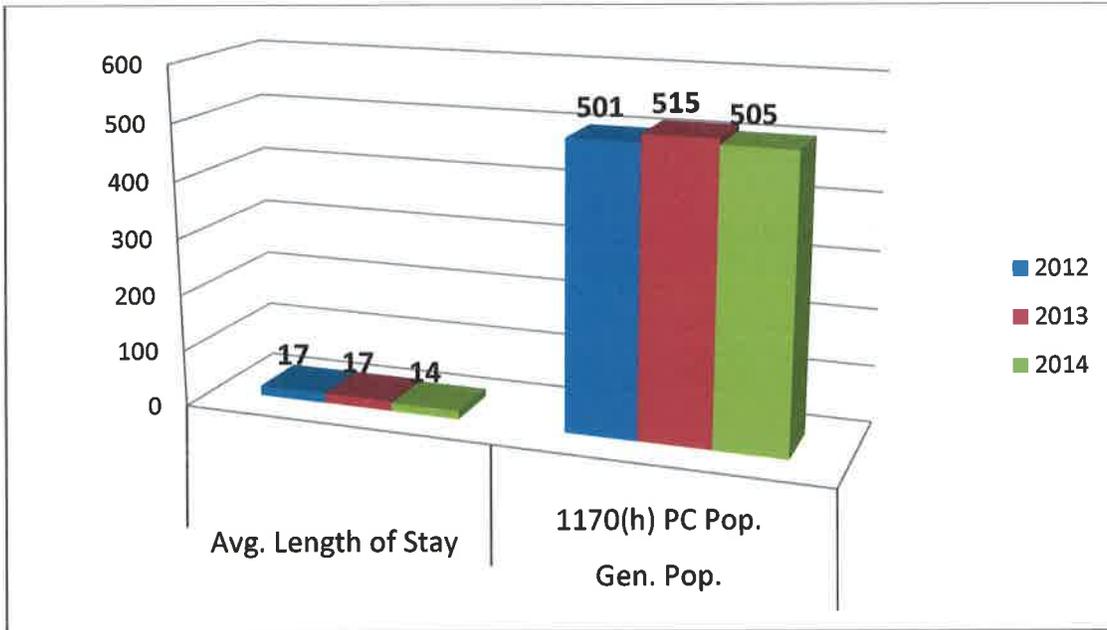
Parole Data (Length Stay in Days)



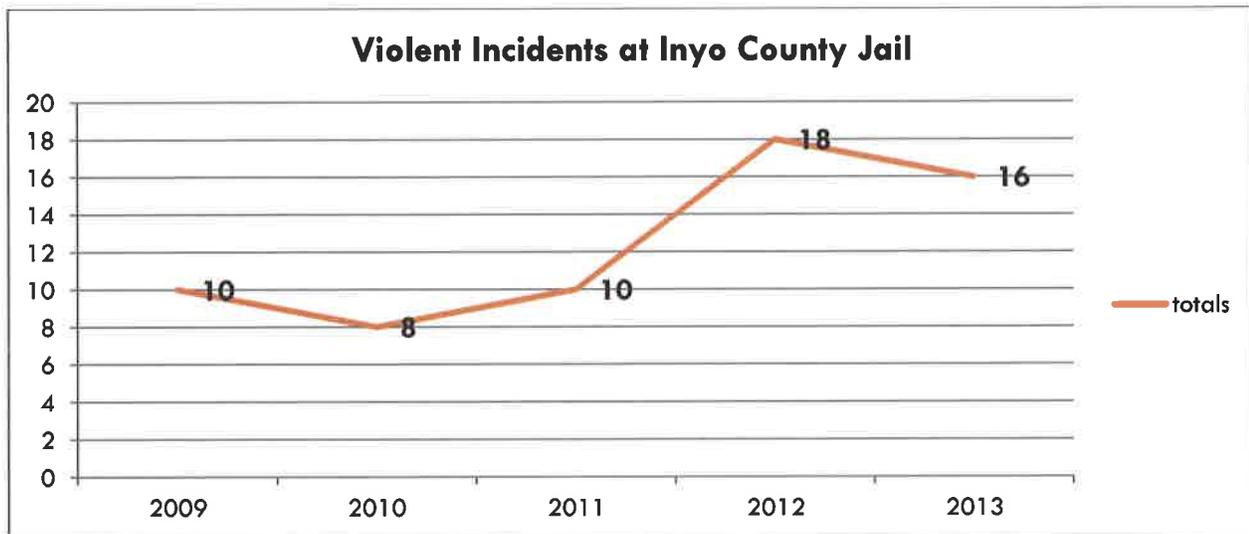
PC 1170(h) Data-% of total jail population.



PC 1170(h) (Length of Stay in Days)



Jail Violent Incidents Data



ALTERNATIVE CUSTODY PROGRAMS

Pre-Trial Supervision

Total cases since December 1, 2012: 47

Total days supervised for all offenders, all cases: 5717

Average length of time offender is on Pre-Trial Supervision: 122

Pre-Trial Services Average Daily Population: 12

Pre-Trial Services Jail Beds Saved: Pre-Trial Services: 4510 days/beds. Savings: \$712, 580.00

Staff Cost: \$36, 591.60 (1 .4 FTE Deputy Probation Officer)

Electronic Monitoring

Total Cases since April, 2012: 47

Total days supervised for all offenders, all cases: 2056 days.

Average length of time on electronic monitoring: 114 days.

Electronic Monitoring Average Daily Population: 6

Electronic Monitoring Jail Beds Saved: 2056 days/beds Savings: \$324, 848.00

Electronic Monitoring Staff Cost: \$36, 591.60 (1 .4 FTE Deputy Probation Officer)

Adult Community Service

Total Cases since implementation: 45

Total community service hours completed: 1456

Adult Community Service Program Average Daily Population: 4

Adult Community Service Jail Beds Saved: 1456 days/beds Savings: \$230, 048.00

Adult Community Service Staff Cost: : \$41, 006.00 (1 .5 FTE Probation Assistant)

Sheriff's Work Release Alternative Program (WRAP)

Total WRAP cases 2013: 71

Total days served by all cases: 1342

WRAP Average Daily Population: 4

WRAP jail beds saved: 1342 days/beds Savings: \$212, 036.00

WRAP Staff Cost: \$58, 482.00 (1 .5 FTE Sheriff's Corporal)

AB 109 IMPACTS

Probation Department

The advent of Criminal Justice Realignment has proven to be the single, largest period of change the probation profession has ever experienced. Prior to the passage of AB 109, in 2009, Senate Bill 678, The California Community Corrections Performance Act, was signed into law. SB 678 provided a formula based system for sharing state savings with Probation Departments for improved supervision of felony probationers and reduced state prison admissions. In 2010, the Inyo County Probation Department was awarded a grant through the California Office of Emergency Management (CalEMA), to be utilized as start-up dollars for the purpose of implementing evidenced based practices in adult probation, as mandated by SB 678. That money was pooled with grants received by member counties of the Central California Probation Consortium and utilized to purchase and implement the STRONG risk assessment for use in identifying the risk levels of clients currently on probation and entering the criminal justice system, and thereafter create evidence based case plans and supervision plans. In 2010, the Probation Department commenced a series of in-service trainings for its entire staff to commence the cultural change necessary to effectuate the implementation of SB 678. Simultaneously, in the Juvenile Division, the Probation Department had been the recipient of the Best Practices Approach Initiative Grant (BPAI), a technical assistance grant designed to assist with the implementation of evidence based practices in juvenile justice. This proved fortuitous, as it permitted the Probation Department to commence staff training in evidence based practices and to begin laying the foundation for what would ultimately prove necessary under Criminal Justice Realignment.

Since October 1, 2011, the Probation Department has fully implemented the following evidence based programs:

- Staff have been fully trained in Effective Practices In Community Supervision (EPICS), evidence based, cognitive behavioral based intervention designed by the University of Cincinnati Criminal Justice Institute. EPICS allows a line Deputy Probation Officer to provide cognitive behavioral based intervention at the client check-in, so that the check-in is a more productive interaction and contributes to actual rehabilitation. Five (5) Department employees (2 Deputy Probation Officer and 3 Juvenile Hall Group Counselors) were trained as EPICS Coaches so the program can be sustained through continual coaching and training.
- Pre-Trial Services were implemented in late 2012. This program provides the Court with a release option other than traditional own recognizance release with the aim of reducing the jail population by reducing the number of inmates sitting in jail awaiting either trial or settlement of their cases. Offenders are released to the supervision of the Probation Department with specified terms and conditions.
- Electronic Monitoring (EMP) was implemented in April of 2013. The goal of EMP is to reduce the jail population and enhance public safety by providing the court with both an alternative sentence and an alternative to pre-trial incarceration. Offenders are released under the supervision of the Probation Department on either GPS, RF House Arrest or remote alcohol monitoring. Implementation and ongoing management of the EMP program is a collaborative effort with the Sheriff's Department, with a Deputy Probation Officer responsible for direct supervision of clients and the Sheriff's Department assisting with enforcement. The EMP program is offender paid and is based on a sliding scale, with clients required to pay one week in advance for each week on the program. In

year one of the program, the Department has collected \$25,000.00 in fees from clients assigned to EMP.

- A Violation Response/Reward Matrix has been implemented. This program creates a risk based matrix of supervision violations with a corresponding series of options for how the Deputy Probation Officer can respond. A violation response matrix allows the Deputy Probation Officer to respond to violations at the front end, without a court hearing, thereby saving valuable court resources and jail beds. A reward matrix allows the Deputy Probation Officer to reward offender progress and thereby encourage rehabilitation and positive outcomes. The Matrix has thus far proven to be a beneficial tool for Deputy Probation Officers and has become fully integrated into daily case management, however, actual outcomes have proven difficult to generate. With an anticipated, modern case management system that generates outcomes, the Matrix can be utilized more efficiently and modified to better utilize with the ever changing realignment population.
- Random Drug Testing has been implemented. Random Drug Testing is a program that is managed by MedTox, the drug testing lab currently in use by the Probation Department. Clients are assigned a color by a Deputy Probation Officer, which corresponds to the frequency a test will occur. The client calls a number every morning and if their color is indicated, they report to test. While the program initially appears to have reduced recidivism, it has proven to be extremely labor intensive for Deputy Probation Officers, as it requires them to conduct frequent urine tests throughout the day, often interfering with their other duties. The Probation Department is currently seeking to modify policy with respect to what types of clients are assigned to the program.
- Adult Community Service has been implemented. Adult Community Service can either be utilized as an intermediate sanction imposed by a Deputy Probation Officer for a low level violation of probation, or as an alternative sentence by the Court for lower level offenders who otherwise might have had a short jail term imposed. Valuable jail beds are therefore saved and offender accountability is increased.
- The STRONG risk assessment and accompanying case plan have been implemented and are in full use by Deputy Probation Officers. The STRONG is comprised of two (2) separate assessments; the STR, which is a static risk assessment and utilized to determine risk to reoffend, and the ONG (Offender Needs Guide), which is utilized for moderate to higher risk offenders to determine risk and needs factors. When the ONG is completed, it gives the Deputy Probation Officer the option of moving forward with a risk/needs based case plan.
- Interactive Journaling has been fully implemented. This program is another evidence based tool that Deputy Probation Officers utilize with clients to address recidivistic behavior. The program targets specific behaviors, such as substance abuse. The client is assigned a journal and homework, which they are required to present to and go over with a Deputy Probation Officer at check-in.

With the implementation of so many new programs, in addition to the new legal requirements and required skillsets brought forth by AB 109, the duties of the Deputy Probation Officer have broadened substantially, however, it cannot be forgotten that the historical duties and supervision and case management of offenders on probation have not changed. Since the Probation Department has been able to manage AB 109 and the new programs with existing resources, of necessity, the Department was required to make significant changes to how the total caseload is supervised and managed.

- Both the Electronic Monitoring Program and Pre-Trial Services programs are a new caseload, requiring a dedicated Deputy Probation Officer to manage. Thus, one existing officer had to be re-assigned from his regular court services assignment. Court services had to be divided up between remaining officers. The officer assigned to EMP and Pre-Trial Services is required to be available to respond after hours and weekends in the event an EMP violation occurs. That officer's ability to conduct pre-sentence investigations was also substantially diminished and work had to be divided amongst remaining officers.
- New policy and procedure had to be developed with respect to how clients are supervised. The Department implemented three (3) supervision levels: Banked, Administrative and Active. Clients are assigned a supervision level based upon both risk to reoffend and uncompleted probation requirements, such as outstanding victim restitution, fines or uncompleted treatment programs. This strategy serves to reduce the number of lower level offenders being directly supervised and allows officers to focus their efforts on higher risk offenders.
- Given that Probation Officers are now required to supervise high risk clients that were formerly supervised by State Parole, officers had to be trained and outfitted for safer field operations. The Department purchased new firearms and commenced training and qualification with firearms. By spring of 2014, the Department will have its own Range Master and firearms instructor so that training can remain "in house." The Department also trained officers in the use of the RCB (Rapid Containment Baton) and batons were purchased and issued. Efforts to bolster officer's weaponless defense skills were also initiated. One (1) officer and one (1) Juvenile Hall Group Counselor were trained and certified as weaponless defense instructors, and regular, monthly refresher trainings will commence in the spring of 2014.
- In January of 2012, the Department met with the Superior Court to examine ways to re-structure Probation Court Services in a manner that would not negatively impact the function of the Superior Court. As a result of that meeting, the Court is now referring less misdemeanor cases to the Department for pre-sentence investigation and report, and rather, is sentencing those offenders from the bench and referring them for supervision only. Additionally, the Court agreed to no longer refer defendants for investigation for drug diversion eligibility, and those offenders are no longer supervised by the Department.

While the Probation Department has been able to implement programs and services and manage the AB 109 population with existing resources thus far, significant concern does exist about the Department's ability to do so in the future, given the current trends. If, for example PC 1170(h) split sentences continue to increase, an entirely new caseload of higher risk offenders will be created that will require additional service redesign to manage. It is the contention of the Probation Department the PC 1170(h), Mandatory Supervision, in addition to the PRCS population, are higher risk offenders that were formerly supervised by State Parole. Those offenders are therefore active supervision cases that need, and should have, more intensive supervision than probation cases, meaning putting more officers in the field with specialized training. If the Department is not able to create or fill a position to manage that caseload, it may become necessary to utilize existing staff in the Juvenile Division, which would diminish juvenile services significantly. The Department is furthermore concerned about the rising PC 1170(h) population in the jail. That population also requires specialized case management, such as treatment, services and risk assessments, if they are to successfully reenter the community and not recidivate. Currently, while those inmates are receiving programs and services, there is no person or

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position to manage them and that burden is already falling upon existing Deputy Probation Officers, who are frequently called upon to navigate medical issues, treatment and services, and assess those inmates for appropriate programs after their release. The advent of alternative sentencing programs and Pre-Trial Services has served to keep the jail population at a manageable level and as indicated, those programs have been implemented and managed with existing resources. When, however, it becomes necessary to utilize those programs more frequently to address future jail over-crowding, the Department will have to increase staff in the Adult Division or attempt to redirect already limited department resources to that area.

Sheriff's Department

While the last several years in Inyo County have seen the crime rate trend downwards, the impact of AB 109 on the jail has been significant.

- PC 1170(h) sentences have increased 72% since year one of realignment. Those inmates now represent 23% of the total jail population and have an average sentence length of 515 days. It is anticipated that given the average length of sentence, the significant increase in felony probation revocations and the increase in PC 1170(h) cases, that in 1-2 years, there is a potential that PC 1170(h) cases will approach 40-50% of the inmate population. This causes additional and very significant issues due to the need to segregate some inmates from others, e.g., there will be a point in time where there is simply no place to house those inmates.
- Violent incidents in the jail have increased approximately 44% since realignment. This would appear due to the fact that the jail is now housing higher risk offenders that formerly would have been housed in state prison. The "state prison culture," is now becoming the culture of the Inyo County Jail, thereby increasing liability due to officer safety risks. As an example, on March 9, 2014, a female PRCS offender who had been arrested for a new crime, seriously assaulted another inmate and then proceeded to assault a correctional officer. This has, and will continue to, necessitate on-going staff training in managing higher risk inmates and managing violent incidents.
- In 2013, the average daily population of the jail was 78 with a jail operational cost of \$4,465,398.00. The highest one day population in 2013 was 91. If the jail crosses the 99 inmate threshold, 1 full time nurse will have to be employed and 4 full time correctional officers, with the potential to have to expand the capacity of the jail. The cost of being required to add staff alone would increase operational cost by approximately \$423, 508.00. While alternative custody programs have staved off the need to expand corrections staff, given the current trends, the jail will soon, potentially in 2014, be at a point where one weekend of multiple felony arrests or one probation/parole sweep will push the jail into an unmanageable population.
- Prior to realignment, the California Department of Corrections and Rehabilitation experienced a 70% recidivism rate with paroled offenders. Most of those offenders were returned to state prison to serve violation time. If Inyo County experiences similar recidivism rates, the impact on the jail will be substantial and potentially unmanageable. The Sheriff's Department has therefore collaborated with the Probation Department, Health and Human Services and the School District to bring multiple treatment, educational and vocational programs to the jail in an effort to provide long term inmates with the services and skills necessary for their safe and productive return to the community. While this has not required additional staffing (2 Correctional Officers trained as GED facilitators), it has required jail managers to creatively manage the scheduling of programs and services and provide

the needed space for the programs to occur. Long term sustainability of services and programs will require either the construction of a building or the purchase of a modular and may require additional staff to provide oversight while the programs and services are taking place.

Existing strategies to manage the current jail population have consisted primarily of collaborating with the Probation Department to implement and manage alternative custody programs to alleviate jail overcrowding. Those programs, including electronic monitoring and the Sheriff's Department's own Work Release Alternative Program, have served to keep the jail population at a manageable level, all with existing staff resources and without having had to pull additional patrol deputies into the jail. As part of Inyo County's ongoing service redesign efforts, an examination of the 2013 jail average daily population was conducted, which revealed that were it not for alternative custody programs, the jail population would have been 104 and the need to increase staff would have occurred during that year. If, therefore, the current trends continue, as it is predicted they will, a tipping point will be reached where the Sheriff's Department will have to either increase , or re-direct existing staff at the sacrifice of public safety will occur.

The Sheriff's Department is therefore committed to the ongoing examination and collaborative management of the realignment population, including alternative custody programs, the continued implementation of treatment and service programs to reduce recidivism, and the implementation of a Corrections Care Coordinator position to better manage the burgeoning jail population.

Health and Human Services

Criminal Justice Realignment has impacted Health and Human Services in the following areas.

- The HHS Public Health budget and staff manage inmate medical issues. Staff definitely are monitoring a concerning trend of increased medical care costs in our Jail with the extension of Jail sentences for the AB 109 population. The attached chart of "Jail Health Care Costs By Month in 2013-2014" demonstrates the percentages of total Jail medical costs attributed to inmates labeled as "AB 109ers." There is a huge concern that revenues available for inmate medical care will not be keeping pace with the ever-increasing costs associated with inmate medical care. Should this happen, our Public Health services to the community at large will be negatively impacted in significant ways.
- Within our HHS Human Service programs, in an effort to assist our criminal justice partners to develop building blocks for early release options, we have sharpened our targeting of services to those at risk of incarceration as well as those already incarcerated. We are developing various modules of a Wellness Program in the Jail. Some of the 2011 realignment of certain human service prevention programs removed some former state rules, thus allowing us more local flexibility to provide certain services such as parenting classes to inmates. An interest inventory conducted with inmates indicated a very strong interest among inmates in participating in parent education classes. Spring 2014 evidence-based parent education will begin targeting incarcerated fathers of teenagers, incarcerated fathers of preschoolers and incarcerated mothers of preschoolers. Our HHS sharper focus on services to inmates will also be resulting in increased evidenced-based mental health and addiction services in the Jail. Further, HHS is also in the early stages of training staff to provide domestic violence services to inmates and possibly as part of a future pre-sentencing diversion option.

District Attorney's Office

The advent of Criminal Justice Realignment has thus far had little direct impact on the Office of the District Attorney, with respect to the number of cases being prosecuted, other than inheriting a relatively small number of Parole Revocation Hearings formerly handled by the Parole Board. These Parole Revocation hearings have, so far, been relatively summary proceedings comparable to probation violation hearings prosecuted by the District Attorney prior to realignment.

The more significant impact of Criminal Justice Realignment has been more of a cultural change with respect to how cases are resolved. Prior to realignment, the potential for an "actual" state prison sentence (i.e., one served in a facility of the California Department of Corrections and Rehabilitation) was an effective bargaining tool in settling a case and in providing an incentive to offenders to participate in treatment and rehabilitation programs. AB 109 has effectively removed that incentive to agree to probation and a local jail settlement offer. Conversely, with defendants now earning half-time credits, they seem more and more inclined to accept a PC 1170(h) non-probation settlement and avoid the effort of program compliance. The effect of AB 109, therefore, has significantly changed the "art" of settlement and has caused prosecutors to significantly adjust their strategies to achieve the most effective balance between public safety, appropriate consequences for criminal behavior, and the long term benefits of recidivism reduction through appropriate treatment and services programs. The District Attorney's office remains absolutely committed to reducing recidivism; the best way to protect the public is to prevent crime from occurring in the first instance, and it will continue to develop tactics and strategies designed to meet that goal.

As Inyo County progresses through future phases of AB 109, the most significant need contemplated for the District Attorney's Office is the implementation of an effective case management system that will allow for more efficient management of cases, more efficient communication with justice partners, and the production of real outcome measures that will enhance the ability to make prosecutorial decisions and better direct fiscal and staff resources. While many of the outcome measures for defendants lie in the realm of the Probation Department, the District Attorney currently does not have effective metrics tracking the "intake" side of the system, nor systemic impacts (time to resolve cases; costs to the DA and court system, etc.) of decisions made by the office.

The District Attorney's Office is committed to the ongoing collaborative efforts of the Community Corrections Partnership in the management of Criminal Justice Realignment in Inyo County, and to working with all of our partner agencies to protect the citizens and visitors to Inyo County.

Superior Court

Specifically, realignment has introduced sudden and massive legal complexity and uncertainty to the entire criminal justice system, coinciding with a period of declining trial-court funding, with a principal consequence of increasing the time it takes and the number of court proceedings it takes to resolve serious criminal cases by trial or by settlement. This has heightened the probability, and caused the reality, of substantive injustice arising in cases of criminal prosecution, affecting the People and criminal defendants both. In particular, there are now significantly more opportunities for clerical and legal error, more occasions for surprise or misunderstanding concerning party and judicial expectations during settlement and sentencing, and less consistency and expertise among attorneys, probation officers, and judges in felony case dispositions.

Some new resources are a net positive for the administration of justice. A notable "plus" are new options for the pre-trial release of defendants on bail or "own recognizance" (OR) under terms of Probation supervision, including mandatory check-ins, drug and alcohol testing, and electronic monitoring. This alternative has appreciably lowered the proportion of the jail population consisting of inmates who are detained before

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conviction, by reducing the number and the length of potentially unwarranted in-custody detentions in cases where the issue of the defendant's guilt or innocence is yet to be decided. Countervailing the value of these services, the contention and decision about when and under what terms pre-trial release will be allowed adds incrementally to the complexity and therefore to the time it takes to conclude each criminal case.

Realignment's other innovations to the legal system for punishing serious crime do not appear to have improved noticeably the objective quality of criminal case outcomes.

Public Defender

Impact of Realignment on Public Defenders

Since fiscal year 2011 and the beginning of Realignment, the Inyo County Public Defenders have not seen an appreciable change in the total number of cases handled by the contract public defenders. Realignment has had a relatively small impact in the day to day operations of the public defenders and will likely continue to have a minimal impact on the day to day operations in the future. In fiscal year 2011 through 2012, the Inyo County District Attorney's Office filed 207 felony cases and 791 misdemeanor cases for a total of 998 cases. In the calendar year of 2013, a total of 953 cases, 207 felonies and 738 misdemeanors, were filed by the Inyo County District Attorney's Office.

The additional responsibilities of representing PRCS clients and Parolees have added a negligible amount of work to the total caseload of the public defenders. Those added clients were integrated into one of the existing public defender contracts at no additional cost to the county. Since July 1, 2013, eight parole revocation petitions have been filed on five different parolees. One full parole revocation hearing has been conducted since July 1, 2013, when the local courts took over responsibility for Parole Revocation Hearings.

The real impact of Realignment on the Inyo County Public Defenders has been in developing strategies for settlement negotiations that do not result in increased incarceration in the Inyo County Jail. The public defenders have utilized alternatives to incarceration such as home arrest, electronic monitoring, community work service, work furloughs, and inpatient and outpatient rehabilitation facilities for low level, low risk offenders and offenders with substance abuse issues. Since the advent of Realignment, the implementation of these alternatives by the Inyo County Probation Department and Inyo County Sheriff's Department, and acceptance of these alternatives by the Inyo County District Attorney's Office, the public defenders have been able to meet the needs of our clients while not increasing the risk to the community. Although the public defenders take additional time to negotiate, research, and settle cases for these alternative sentences, they have made every effort to not increase the inmate population in the Inyo County Jail for clients charged with misdemeanor and low level felony offenses.

One of the unintended consequences of Realignment that has become a reality in Inyo County involves repeat offenders or probationers with multiple probation violations denying probation or revoking probation for a straight jail sentence. Since Realignment began, the public defenders are seeing an increased trend in denying or revoking probation and attribute this change to county jail inmates earning four days credit for every four days served instead of earning four days credit for every six days served prior to Realignment. This is a continuing upward trend and we believe it will continue to increase for those clients whose maximum punishment is a year or less in county jail.

In regards to the clients who qualify under Penal Code Section 1170(h) sentencing scheme, we have seen an increase in split sentences with mandatory supervision being required after a period of incarceration. Although the terms of each client's mandatory supervision differ greatly depending on the needs of the client, we are seeing a period of rehabilitation for substance abuse being required. Currently, Inyo County does not have a "Re-Entry Court" for the 1170(h) population and the public defenders are not yet involved in the post

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sentence supervision of the 1170(h) population. However, the public defenders have become involved with clients when they violate the terms of their mandatory supervision. Currently, petitions to revoke mandatory supervision have been few and not added an appreciable amount of work to the Inyo County Public Defenders but that could change as the mandatory supervision population increases.

Future Impact of Realignment on Public Defenders

With the Inyo County Sheriff's Department and the Inyo County Probation Department offering classes and services at the jail for the 1170(h) population, we will likely see an increase in court reviews for the inmates as soon as the programs begin. The programs and classes that have been discussed are DV classes, anger management classes, parenting classes, ART, MRT, GED classes, and substance abuse programs. The court currently conducts reviews of out of custody clients required to complete these classes and programs. Realistically, the court will be required to conduct the same reviews for in-custody clients as soon as those classes are offered and ordered as a term and condition of probation or mandatory supervision. This will increase the current caseload of the public defenders.

The Public Defender has seen an upward trend in mandatory supervision sentences and if the court develops a "Re-entry Court," modeled on the Collaborative Courts, as described in Penal Code §3015(e), the Public Defender's involvement will be significant and the current caseload of public defenders will significantly increase. Some current models of "Re-Entry Court" require a public defender's or private defense attorney participation to aid the client, the court, and other criminal justice partners in determining the best treatment and community supervision plans for the client. Participants are required to attend regularly scheduled court sessions, which can be one to four times a month. This will require a public defender's required court appearance and additional time to be spent in court in addition to their current required court appearances. Furthermore, "Re-Entry Courts" require weekly meetings to discuss the progress of the clients before their upcoming court appearances. This will be an added time constraint on the limited time the public defenders have with their current workloads.

In counties who have implemented "Re-Entry Courts," they have seen a decrease in their county jail populations for low risk low level offenders with mental health or substance abuse issues. Should Inyo County implement a "Re-Entry Court," the Public Defenders believe that we can decrease the incarceration levels for these types of offenders while maintaining public safety and minimizing the risk to the community. However, to effectively implement a "Re-Entry Court," changes to the current public defender contracts will need to be made to address the added court time and meetings required.

Public Defenders Realignment Strategy

The attorneys assigned to cases involving the realigned population and low risk, low level offenders, will be responsible to continue to collaborate on the design of alternative sentencing plans and identifying clients who are eligible for programs under AB 109 and alternative sentences. The public defenders will continue to seek training on alternative sentencing strategies and best practices in recidivism reduction. The Public Defender will continue to work with the Inyo County District Attorney, Probation Department, Sheriff's Department and Superior Court to explore and develop new sentencing alternatives.

The Public Defender will continue to collaborate with the CCP to discuss the possibility of implementing "Re-Entry Courts" for clients that qualify under the 1170(h) sentencing scheme. As soon as a "Re-Entry Court" is established, one public defender should be assigned to represent the mandatory supervision population and should receive training regarding "Re-Entry Courts." The response of the Public Defenders will continue to evolve and workload will be assessed to identify the resources needed to fulfill the role given to the Public Defenders by AB 109.

AB 109 FUNDING

In November of 2012, the California voters approved a Constitutional Amendment that guarantees funding to local jurisdictions for the management of Criminal Justice Realignment. The Inyo County Criminal Justice Realignment budget for FY 14/15 will be presented to the Inyo County Board of Supervisors as a separate agenda item at a date proceeding presentation of the Revised AB-109 Plan. For FY 14/15, the AB 109 established programmatic allocation for Inyo County is estimated at \$426, 320.00, with an estimated grown allocation of \$280, 892.00.

CRIMINAL JUSTICE SERVICE RE-DESIGN-AB 109 PHASE 3 IMPLEMENTATION PROPOSALS

If the current AB 109 population trends continue, there is a very real possibility that Inyo County could be confronted with a significant fiscal crisis arising out of multiple arenas: Jail overcrowding; a significant custodial health care issue; liability associated with officer safety; high recidivism rates arising out of diminished treatment, services, alternative custody programs; and community supervision of higher risk offenders. Any of these potential situations could prove to be the tipping point into crisis. Fiscally responsible, intelligent criminal justice redesign, incorporating the “being smart on crime is being tough on crime” philosophy has thus far prevented an unmanageable jail population and promoted public safety. Cost avoidance, therefore, has become the focus of the Community Corrections Partnership, including the shorter term cost avoidance gained from managing the growing jail population and the longer term cost avoidance gained from reducing recidivism.

A review of the current data suggests that the largest impact of Criminal Justice Realignment thus far has been on the Inyo County Jail and the custody population and that during the upcoming Phase 3 of implementation, that significant investments must be made to manage the custody population and sustain the alternative custody programs that have thus far prevented jail overcrowding. This may require Inyo County to make several investments, primarily in the recruitment of Probation Department personnel and in the creation of a Re-entry Coordinator position to manage the long term custodial population at the jail. Should those steps be taken, the ability to sustain alternative custody programs, better manage treatment (including healthcare) and services programs in the jail and promote the development of a Reentry Court for long term inmates will be significantly enhanced. The following proposals and goals for Phase 3 of Criminal Justice Realignment implementation are therefore set forth:

Case Management System/Outcome Measures

One of the core principles of Evidence Based Practice, as well as one of the requirements of AB 109, is the development of a means to constantly measure the outcomes of programs, policies and procedures. This allows an agency or organization to redirect limited resources from programs that do not work to programs that do work and make the necessary policy and cultural changes to sustain them. A reliable means of obtaining outcome measures promotes fiscally responsible decision making and promotes the philosophy of being smart on crime.

Presently, the Court, the Probation Department and District Attorney’s Office are using an antiquated case management system, JALAN, that makes it extremely difficult and time consuming for staff to gather data to formulate outcome measures, as often actual hand counts are necessary. The Sheriff’s Department, Health and Human Services and other justice partners all use their own respective case management systems, none of which are capable of communicating with one another.

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At the present, JALAN will only be operable for two more years. The Court will be implementing One Solution, a windows based system and the District Attorney's Office is also planning to implement a new case management system.

Start-up cost for a new case management averages between \$30,000.00 and \$80,000.00. Despite the high cost, long and short term cost savings will be realized arising out of improved efficiency, the capability of paperless filing, the capability of generating mandatory state reports and the capability of running actual outcome measures. Limited communication between the respective systems will also be possible, thereby enhancing systemic efficiency. The projected implementation of a new case management system will be Fiscal Year 14/15, with a goal of full implementation occurring in early 2015.

Programs and Services

In addition to the currently implemented treatment and services programs, it is proposed that the following programs be considered for possible implementation at the Inyo County Jail.

- **Domestic Violence Counseling**-Under California law, any offender who is convicted of a domestic violence or domestic violence related crime is required to complete a 52 week batterer's program. Currently, there is only one domestic violence counseling program in Inyo County being offered by Alpine Center in Bishop. By law, the Probation Department is responsible for certifying those programs. Frequently, offenders are required to serve a jail term prior to commencing their program and frequently, programs are interrupted when offenders violate supervision conditions and are returned to custody. Therefore, there is a significant need to offer a batterers treatment program at the jail. It is proposed that this can be accomplished with existing resources, by training a qualified employee of Health and Services and subsequently certifying them to provide the service at the jail.
- **Nutrition/Food Handling Program**-Frequently, inmates enter and leave custody with no job skills, making it difficult for them to secure employment and consequently contributing to higher recidivism rates. It is proposed that in collaboration with the Superintendent of Schools, a Nutrition/Food Handling program be implemented at the jail, which will provide participants with a food handling certificate and increase their ability to locate employment upon release. This can be accomplished with existing resources, utilizing the jail kitchen and existing personnel at the Sheriff's Department, who can be certified as a Food Handling Instructor.
- **Increased 12-Step/NA programs**-While Moral Reconciliation Training (MRT) has been implemented, given that substance abuse is the most common variable associated with crime and recidivism, increasing inmates access to 12-Step meetings and NA programs will significantly contribute to recidivism reduction. This can be accomplished with existing community based organizations.
- **Computer/Keyboarding Program**-In conjunction with the existing life skills program being offered at the jail by the Superintendent of Schools, including basic computer/keyboarding instructions to better enhance inmate employability upon their reentry into the community.
- **Art/Music Programs**-In collaboration with the Superintendent of Schools and other community based organizations, offer art and music programs to long term inmates at the jail, thereby enhancing cultural awareness and potentially contributing to employability upon reentry into the community.

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- **Sweat Lodge/Talking Circles**-Lack of access to cultural, spiritual and historical practices often contributes to recidivism amongst our Native American inmates, particularly when they are incarcerated for long periods of time. Sweat lodge and talking circles have been proven to contribute to the long term health and sobriety of our Native American clients and will be crucial to their successful reentry into the community. If current technical, space and security issues at the jail can be overcome, the Bishop Paiute Tribe stands ready to move forward with providing this crucial service.
- **Parenting Program**-Presently, there are many inmates who are confined for lengthy periods of time who have children and who have little to no access to their families. Inmates who have strong familial support systems upon their release are far less likely to reoffend. A parenting program would provide a foundation for long term inmates to successfully reenter the community and strengthen their ability to meaningfully engage their family members and children.
- **Wellness Program**-Teaching inmates how to manage their health and health related problems could have long term benefits to both the inmate and the community. This program can be accomplished with existing Health and Human Services resources.

Intensive Supervision/Case Management of the new AB 109 population

As discussed, the Probation Department has been able to implement and manage realignment thus far with existing staff. While the overall caseload has remained somewhat static since 2011, the duties of the line Deputy Probation Officer have broadened substantially, such that officers have essentially had to be retrained on how to do their jobs on a daily basis. In addition, with the need for alternative custody programs to alleviate jail overcrowding, an entirely new caseload had to be created, necessitating the reassignment of a full time Deputy Probation Officer to Pre-Trial Supervision and Electronic Monitoring and detracting from his ability to assist with the other mandatory duties of the Adult Probation Officer, including pre-sentence investigations, field supervision and court duty. As the PC 1170(h) caseload continues to grow, an entirely new caseload of higher risk offenders will require intensive supervision and case management on a level that cannot be provided by existing staff. Therefore, there will be a need to fill one existing vacant Deputy Probation Officer position in the Probation Department and to assign that officer to the supervision and case management of PC 1170(h) cases. Essential duties of that officer would include case management of Mandatory Supervision clients; field supervision of Mandatory Supervision and PRCS clients; participation in a Reentry Court team and other duties as assigned, which might include the supervision of a small number of high risk offenders granted probation. It is the contention of the CCP that the filling of this position will be necessary for the promotion of public safety, given the need to provide a higher level of supervision and management for this unique offender population. With the addition of a Deputy Probation Officer position, the organizational structure and service redesign of the department would be as follows:

Re-Entry Services Coordinator

As discussed, prior to AB 109, the California Department of Corrections and Rehabilitation experienced a 70% recidivism rate with parolees, most of whom were returned to custody to serve violation time, thereby exacerbating CDCR's population crisis. Furthermore, the very reason Criminal Justice Realignment occurred was due to the Coleman and Plata lawsuits, which successfully alleged CDCR had failed to provide adequate health and psychological care to those incarcerated. Inyo County cannot afford to experience the same situation as that of CDCR. While programs and services have been implemented at the jail, with more to follow, existing staff will not be able to successfully manage them or provide the level of case management

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necessary to direct inmates into appropriate programs. Furthermore, as more and more inmates are confined, there is an increased need to case manage health care and have the capability to direct inmates to appropriate health care services. It is therefore proposed that Inyo County create a Corrections Care Coordinator position, funded by realignment dollars, to effectively manage the treatment and services of both long term PC 1170(h) inmates and long term jail commitments imposed as a condition of probation.

The Re-Entry Services Coordinator position would be somewhat similar to the Correctional Counselor currently employed by CDCR, with, however, a more localized focus on the Inyo County community and the local realignment population. The position would be a non-sworn employee managed by Health and Human Services. Duties would include, but not be limited to:

- Creation of a custodial case plan: The case plan would be a living document that includes goals, interventions and programs and services for the individual inmate while incarcerated, and would follow that inmate through the reentry process and while they are under the community supervision of the Probation Officer.
- Assessment of inmates for alternative custody-In the event that the jail is approaching an unmanageable population level, the Re-Entry Services Coordinator would be in the best position to evaluate inmates and make recommendations for release into alternative custody programs.
- Case management of inmate health care-In collaboration with jail medical staff, monitor and case manage inmate health care needs. The Re-Entry Services Coordinator would be in the best position to make recommendations for release on alternative custody, should an inmate have, or develop, a critical health care need that could potentially cost the county millions of dollars.
- Develop community supports for inmates prior to release-The Re-Entry Services Coordinator would be integral in developing community supports for inmates prior to release, including family supports, spiritual, vocational and other pro-social community supports to assist the inmate with reentry into the community.
- Serve on a Reentry Court team-The Re-Entry Services Coordinator would be an integral part of a Reentry Court team, formulating plans for an inmate's transition into the community and subsequent services, community supervision and Court oversight of an inmate's Mandatory Supervision.

It is proposed that this new position be funded entirely by AB 109 dollars at a Range 73, or \$73,851.00 annually. This position, however, would have the ability to bill Medi-Cal for certain duties that occur with clients outside of the jail, thereby allowing the County to recoup an estimated \$49,905.00, with AB 109 dollars in the amount of \$23,946.00 offsetting the balance of the salary.

Catastrophic Illness Fund

For the purpose of being prepared to manage a catastrophic illness with an incarcerated AB 109 client, it is proposed that realignment dollars in the amount \$300,000 be kept in reserve. If some of those dollars are used to address a medical crisis, annual realignment funds may be utilized to keep the reserve at \$300,000.

Reentry Court

Reentry Court is defined in the National Institute of Corrections publication, "Do Reentry Courts Reduce Recidivism? Results from the Harlem Parole Reentry Court (Center for Court Innovation, Zachary Hamilton, March 2010): "One major reentry problem is the inefficient transition from prison to parole supervision. The period immediately following release represents an initial opportunity to build a support system and thereby reduce the likelihood of recidivism (Travis, 2005). The Reentry Court model was created to address this need (Maruna and LeBel, 2003; Travis, 2005). Adapting successful components of the drug court model, the reentry court uses judicial oversight and a collaborative case management process, with parole officers taking on a larger role in finding new and additional resources for their parolees and assisting in the design of the reentry plan with a judge and other court partners. In addition to providing an extra layer of oversight, the judge administers incentives and sanctions to promote compliance."

The Reentry Court would therefore provide the necessary oversight for offenders transitioning from long term custodial sentences back into the community, in addition to oversight of the various systemic partners involved in the supervision, treatment and care of that population.

¹ Reentry Court would provide:

- Assessment and Planning-Eligibility criteria and psycho-social assessment and service need identification, and multiple reentry planning partners (e.g. Judge, Probation Officers, Case Managers, Corrections Administrators, Law Enforcement, District Attorney, Public Defender)
- Active Oversight-Formal court appearances and judicial involvement.
- Management of Support Services-Court monitored social services.
- Accountability to Community-Feedback and input provided by an advisory board, efforts made to pay fees and restitution and involvement of victims' organizations.
- Graduated and Parsimonious Sanctions-The use of predetermined sanctions for violations in lieu of revocations and sanctions administered universally.
- Incentives for Success-Rewarding completion of program milestones (e.g. early release, graduation ceremonies to recognize milestones.)

With the growing amount of PC 1170(h) cases and the trend towards imposing split sentences, the development of a local Reentry Court would greatly enhance local public safety by providing a system of oversight and case management of offenders who otherwise would have been managed no differently than the typical probation case or the historical parole case. As the PC 1170(h)/Mandatory Supervision offender is by definition a higher risk offender, who would have historically been supervised by State Parole, of necessity, managing that population at an appropriately higher level is crucial to reducing recidivism and protecting the public. Implementation of a Reentry Court is therefore viewed as evidence based practice that has been proven to work and as one of the primary and most important goals of the Community Corrections Partnership during the next several phases of realignment implementation. Based upon the demonstrated success of the Inyo County Drug Court Program, there is significant support for the concept of a local Reentry Court, with current steps being taken to examine existing courts in California for the purpose of formulating a local model. Funding for a Reentry Court would largely be provided by AB 109 dollars and with the exception of a Corrections Care Coordinator and Deputy Probation Officer position, the program would be staffed by existing personnel.

¹ "Do Reentry Courts Reduce Recidivism? Results from the Harlem Parole Reentry Court" Center for Court Innovation, March 2010

CONCLUSION

Criminal Justice Realignment has, thus far, proven to be a challenging process for the Inyo County Criminal Justice System and its partners, representing the most significant redesign process the local system and its partners have ever experienced. Since October 1, 2011, and April of 2012 when the initial AB 109 Plan was submitted to the Board of Supervisors, the collaborative agencies have reached many of the goals originally set forth, including implementation of multiple evidence based treatment and services programs, alternative custody programs and the training and retraining of personnel. This has largely been accomplished with existing staff and resources and funded by AB 109 dollars and the budgets of individual agencies.

While the AB 109 population has largely remained static during the initial three years, current trends indicate that there is a strong probability that the jail population will reach an unmanageable level in 2014 or 2015, and that the Probation Department will no longer be able to effectively manage both the new Mandatory Supervision caseload and the alternative sentencing programs necessary to keep the jail population manageable, while accomplishing its mission of maintaining public safety and rehabilitating offenders. If the jail reaches that tipping point, or if any other unforeseeable events occur, such as one inmate with a severe medical issue, Inyo County will be faced with a significant financial crisis. The role of the Community Corrections Partnership, therefore, has transformed from the design of cost savings programs (alternative custody programs, treatment programs, etc.) to creating both short and long term cost avoidance solutions. This will, however, require the County to make several investments.

Short term cost avoidance solutions include the development of a Corrections Care Coordinator position to manage inmates sentenced to the jail for long term commitments, and the back filling of a currently authorized Deputy Probation Officer position to both manage the Mandatory Supervision caseload and assist with the other mandated duties of the Adult Probation Officer so that the current alternative custody programs can be sustained. Additionally, a new case management system will be implemented to not only increase staff efficiency, but provide for a means to generate actual outcome measures that contribute to evidence based, fiscally responsible decision making and policy changes.

Long term cost avoidance solutions include investing in programs designed to reduce recidivism, including incentivizing probation by reducing the term from five (5) years to three (3) years; implementation of additional treatment and service programs for both incarcerated offenders and offenders under community supervision; and most importantly, the implementation of a Reentry Court based upon the successful Drug Court model Inyo County has already benefited from.

As we progress, the Inyo County Community Corrections Partnership will continue to meet on a monthly basis to engage in ongoing collaboration and implementation of the next phase of Criminal Justice Realignment, with a "smart on crime," approach to public safety, recidivism reduction and criminal justice service redesign.

RECOMMENDATIONS

With the above in mind, the following recommendations have been made by the Executive Committee of the Inyo County Community Corrections Partnership and presented to the Board of Supervisors for consideration.

1. The development of a Re-Entry Services Coordinator position to manage inmates sentenced to the jail for long term commitments.
2. The authorization to fill a vacant Deputy Probation Officer position within the Probation Department to provide intensive supervision and case management services to the Post Release Community

INYO COUNTY COMMUNITY CORRECTIONS PARTNERSHIP

Supervision population, the Mandatory Supervision caseload, and to other high risk violent probationers.

3. Invest in a comprehensive case management/data management system(s) that will allow the Probation Department, District Attorney's Office, Health and Human Services, the Sheriff's Department, the Courts and other community partners to be integrated in some form to enhance data sharing and outcome measures.
4. Create a medical reserve account to be used in case of a catastrophic medical issue(s) with an inmate who is sentenced to a long term commitment in the Inyo County Jail pursuant to PC §1170(h).
5. Continue investing in programs designed to reduce recidivism by the; implementation of additional treatment and services programs for both incarcerated offenders and offenders under community supervision; enhancing the existing inmate worker program; and most importantly, the implementation of a Re-Entry Court based upon the successful Drug Court model Inyo County has already benefited from.

GOALS/BENCHMARKS

If the Board of Supervisors accepts the Inyo County Community Corrections Partnership's proposals and adopts this plan, given the proper resources, the following goals may be met:

1. Sustain alternative sentencing programs, treatment programs and offender supervision to keep the jail population under 99.
2. Reduce recidivism rates in Inyo County to less than the State CDCR parole average rate of 70%.
3. Implement a case management system that will allow for the creation of baseline data and the creation of benchmarks for success.
4. 100% of PC 1170(h) inmates will be released from jail with a case plan designed to address the offender's risks and needs in an effort to give them the best possible chance of success. In addition, a supervision plan will be developed to provide accountability for the offender.
5. Enhance In Custody Work Program to better provide a skill building program for inmates and supplement the local workforce.

INYO COUNTY COMMUNITY CORRECTIONS PARTNERSHIP

RESPECTFULLY SUBMITTED,



Jeffrey L. Thomson
Chief Probation Officer (CCP Chair)



Tammy Grimm
Inyo County Superior Court Executive Officer



Bill Lutze
Inyo County Sheriff



Thomas L. Hardy
Inyo County District Attorney



Chris Carter
City of Bishop-Chief of Police



Jean Turner
Inyo County Health and Human Services
Director

INYO COUNTY COMMUNITY CORRECTIONS PARTNERSHIP

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Jean Turner
Inyo County Health and Human Services
Director

The Inyo County Board of Supervisors approved this Community Corrections Partnership Plan on the 8th day of July, 2014:



Chairperson of the Board of Supervisors

INYO COUNTY COMMUNITY CORRECTIONS PARTNERSHIP

APPENDIX A-AB 109 PROGRAMS AND SERVICES OVERVIEW

Program	Agency	Implementation Status	Target Population	Staff Requirements
Electronic Monitoring	Probation w/Sheriff's Department	100% implemented	Pre-trial clients; PC 1170(h) clients; Probation clients; PRCS	.4 FTE Deputy Probation Officer. Sheriff personnel when needed.
Pre-Trial Services	Probation Department	100% implemented	Pre-Trial clients	.4 FTE Deputy Probation Officer
Random Drug Testing	Probation Department	100% implemented	Probation clients; PC 1170(h) clients; PRCS	5 FTE Deputy Probation Officers
STRONG Risk Assessment	Probation Department	100% implemented	Probation clients; PC 1170(h) clients; PRCS	5 FTE Deputy Probation Officers
ORAS Pre-Trial Risk Assessment	Probation Department	100% implemented	Pre-Trial clients	.4 FTE Deputy Probation Officer
Staff Training- Evidence Based Skillsets	Probation Department	Ongoing	Probation clients; PC 1170(h) clients; PRCS; Pre-Trial clients	5 FTE Deputy Probation Officers
Anger Replacement Training (ART)	Probation Department; HHS; School District	50% implemented	Probation clients (Adult and Juvenile); School clients; Probation clients; PC 1170(h); PRCS *Target population for adults are males age 18-30	.3 FTE Deputy Probation Officer 2 .4 FTE Juvenile Center Croup Counselors 2 Behavioral Health personnel
Violation Response Matrix	Probation	100% implemented	Probation clients; PC 1170(h) clients; PRCS	5 FTE Deputy Probation Officers
Interactive Journaling	Probation	100% implemented	Probation clients; PC 1170(h) clients; PRCS	5 FTE Deputy Probation Officers
Moral Reconation Training (MRT)	HHS	100% implemented	Probation clients; PC 1170(h) clients; Re-entry clients	
Adult Community Service	Probation Department	100% implemented	Probation clients; court referred clients; PC 1170(h) clients; PRCS	.8 FTE Probation Assistant
Parenting and Wellness	HHS	25% implemented	Re-entry clients; PC 1170(h) clients	
Life Skills	School District	100% implemented	In custody PC 1170(h) and probation clients	
GED program	School District/Sheriff's Department	100% implemented	In custody PC 1170(h) and probation clients	

**Inyo County Health and Human Services
Jail Health Care Costs by Month, Fiscal Year 2013-14**

Fixed Costs- Jail only	AB 109 ONLY		AB 109 ONLY		AB 109 ONLY		AB 109 ONLY		AB 109 ONLY		AB 109 ONLY		AB 109 ONLY		AB 109 ONLY	
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14
Contracted Health Services	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750	4,750
Jail Nurse Costs	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640	9,640
Pharmaceutical Dispensary Costs	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Total Fixed Costs	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890	15,890
Variable Costs- Jail only	Variable Costs- Jail only															
Variable Pharmaceutical Costs (1)	8,027	3,935	6,030	5,729	6,545	7,114	7,540	5,853	8,027	3,935	6,030	5,729	6,545	7,114	7,540	5,853
Inpatient Hospital Costs	1,646	21,606	12,854	5,872	4,055	9,820	25,037	17,684	1,646	21,606	12,854	5,872	4,055	9,820	25,037	17,684
Outpatient Hospital Costs	-	-	55,781	45,363	195	195	162	162	-	-	55,781	45,363	195	195	162	162
Physician Costs	-	-	162	324	-	-	-	-	-	-	162	324	-	-	-	-
Dentist Costs	1,102	4,280	-	-	-	-	-	-	1,102	4,280	-	-	-	-	-	-
Ambulance Costs	373	313	581	376	228	31	22	22	373	313	581	376	228	31	22	22
Other Medical Costs (2)	11,148	30,133	75,407	12,301	11,023	1,985	32,985	18,411	11,148	30,133	75,407	12,301	11,023	1,985	32,985	18,411
Total Variable Costs (3)	\$27,038	\$46,023	\$91,297	\$28,191	\$26,913	\$4,548	\$33,247	\$27,281	\$27,038	\$46,023	\$91,297	\$33,247	\$26,913	\$4,548	\$48,875	\$27,281
Total Fixed and Variable Jail Health Costs (4)	\$42,928	\$61,913	\$157,194	\$43,081	\$53,826	\$9,338	\$66,494	\$44,561	\$54,126	\$72,803	\$147,491	\$71,231	\$83,729	\$14,533	\$97,750	\$54,561
AB 109 % of total Jail Health Variable Cost	15%															
AB 109 % of total Jail Health Variable Cost	17%															
AB 109 ONLY	16%															
AB 109 ONLY	6%															
AB 109 ONLY	12%															
AB 109 ONLY	56%															
YTD TOTAL- all costs	\$330,217															
YTD AB 109-Only	\$106,891															

1 Includes all pharmaceutical costs for the jail, including those purchased by Mental Health
 2 Includes lab work, general medical supplies, etc.
 3 Fixed costs are spread to the AB109 population based on the % of total AB109 variable costs to the total variable costs.
 4 Totals do not reflect Juvenile Center health costs.
 ** February medical cost as of 3/13/14. Additional bills will likely be received throughout March and into April 2014

LARGE COST DETAIL		TOTAL: \$ 150,432	
Inmate #1 (AB 109)			
Hospital and Doctors	\$ 35,276	Ambulance Transport and Hospital	\$24,899
Inmate #3 (AB 109)			
Hospital	\$ 34,724	Inmate #4	\$ 12,082
Inmate #5			
Ambulance Transport and Hospital	\$5,614	Inmate #6	\$ 10,680
Inmate #7			
Hospital and Lab (incl. est. cost for January 2014 incident)	\$ 5,455	Ambulance Transport, Hospital, Doctors, and Dentist	\$ 15,288
Inmate #9			
Hospital	\$ 6,414		

NOTES: Total costs do not include medications for each non-AB109 inmate

Individual Inmate Health Care Costs Over \$10,000

July 2013-October 2013 YEAR TO DATE (includes those who may exceed \$10,000 by the end of the FY)				TOTAL: \$	98,266
Inmate #1 (AB 109)			Inmate #2		
Hospital and Doctors	\$ 34,917		Ambulance Transport and Hospital	\$	22,626
Inmate #3 (AB 109)			Inmate #4		
Hospital	\$ 16,410		Hospital	\$	12,082
Inmate #5			Inmate #6		
Ambulance Transport and Hospital	\$ 5,614		Ambulance Transport and Hospital	\$	6,617
FY 12/13			TOTAL:	\$	11,062
Inmate #1					
Ambulance Transport, Hospital, and Doctors	\$ 11,062				
FY 11/12				TOTAL:	\$ -
No inmates with medical bills greater than \$10,000					
FY 10/11				TOTAL:	\$ 60,882
Inmate #1			Inmate #2		
Ambulance Transport and Hospitals	\$ 23,597		Ambulance Transport and Hospital	\$	15,490
Inmate #3					
Hospitals and Doctors	\$ 21,795				
FY 09/10				TOTAL:	\$ 47,041
Inmate #1			Inmate #2		
Ambulance Transport and Hospitals	\$ 14,301		Ambulance Transport and Hospital	\$	15,996
Inmate #3					
Ambulance Transport and Hospital	\$ 16,744				
FY 08/09				TOTAL:	\$ 10,454
Inmate #1					
Ambulance Transport and Hospitals	\$ 10,454				
FY 07/08				TOTAL:	\$ 89,191
Inmate #1			Inmate #2		
Air and Ambulance Transport	\$ 16,466		Hospital	\$	15,041
Inmate #3			Inmate #4		
Air Ambulance, Surgeons, Hospitals Negotiated discounts and received some restitution from	\$ 47,449		Ambulance Transport and Hospitals	\$	10,235
FY 06/07				TOTAL:	\$ 167,174
Inmate #1			Inmate #2		
Air and Ambulance Transport and Hospital	\$ 26,104		Ambulance Transport and Hospital	\$	11,711
Inmate #3			Inmate #4		
Ambulance, Hospital and Surgeons Negotiated 80% discount from Loma Linda Medical Center	\$ 47,369		Hospitals Negotiated 20% from NIH	\$	28,318
Inmate #5					
Hospitals and Doctors Negotiated for discounts from Loma Linda and NIH and	\$ 53,672				
FY 05/06				TOTAL:	\$ 10,476
Inmate #1					
Ambulance Transport and Hospital	\$ 10,476				
FY 04/05				TOTAL:	\$ 41,702
Inmate #1			Inmate #2		
Hospital	\$ 20,814		Air and Ambulance Transport	\$	20,888

2011-12 AB 109 Allocations

County	2011-12 Allocation Percentage (AB 109)	[1] 2011-12 Allocation for AB 109 PROGRAMS	[2] 2011-12 Allocation for AB 109 DA/PD Activities (revocation)	[3] 2011-12 allocation for training, retention purposes (one-time)	[4] 2011-12 allocation for Comm Corrections Partnership planning (one-time)	Total
ALAMEDA	2.6026%	\$9,221,012	\$330,530	\$650,650	\$200,000	\$10,402,192
ALPINE	0.0217%	\$76,883	\$2,756	\$5,425	\$100,000	\$185,064
AMADOR	0.1534%	\$543,496	\$19,482	\$38,350	\$100,000	\$701,328
BUTTE	0.7722%	\$2,735,905	\$98,069	\$193,050	\$150,000	\$3,177,024
CALAVERAS	0.0990%	\$350,757	\$12,573	\$24,750	\$100,000	\$488,080
COLUSA	0.0605%	\$214,352	\$7,684	\$15,125	\$100,000	\$337,160
CONTRA COSTA	1.2907%	\$4,572,950	\$163,919	\$322,675	\$200,000	\$5,259,544
DEL NORTE	0.0625%	\$221,438	\$7,938	\$15,625	\$100,000	\$345,000
EL DORADO	0.3417%	\$1,210,643	\$43,396	\$85,425	\$100,000	\$1,439,464
FRESNO	2.4946%	\$8,838,368	\$316,814	\$623,650	\$200,000	\$9,978,832
GLENN	0.0935%	\$331,271	\$11,875	\$23,375	\$100,000	\$466,520
HUMBOLDT	0.4309%	\$1,526,679	\$54,724	\$107,725	\$100,000	\$1,789,128
IMPERIAL	0.3659%	\$1,296,384	\$46,469	\$91,475	\$100,000	\$1,534,328
INYO	0.0539%	\$190,968	\$6,845	\$13,475	\$100,000	\$311,288
KERN	3.0579%	\$10,834,140	\$388,353	\$764,475	\$200,000	\$12,286,968
KINGS	0.8078%	\$2,862,035	\$102,591	\$201,950	\$100,000	\$3,266,576
LAKE	0.2317%	\$820,913	\$29,426	\$57,925	\$100,000	\$1,008,264
LASSEN	0.1086%	\$384,770	\$13,792	\$27,150	\$100,000	\$525,712
LOS ANGELES	31.7692%	\$112,558,276	\$4,034,688	\$7,942,300	\$200,000	\$124,735,264
MADERA	0.4765%	\$1,688,240	\$60,516	\$119,125	\$100,000	\$1,967,880
MARIN	0.3681%	\$1,304,178	\$46,749	\$92,025	\$150,000	\$1,592,952
MARIPOSA	0.0467%	\$165,458	\$5,931	\$11,675	\$100,000	\$283,064
MENDOCINO	0.2805%	\$993,812	\$35,624	\$70,125	\$100,000	\$1,199,560
MERCED	0.7052%	\$2,498,524	\$89,560	\$176,300	\$150,000	\$2,914,384
MODOC	0.0217%	\$76,883	\$2,756	\$5,425	\$100,000	\$185,064
MONO	0.0283%	\$100,267	\$3,594	\$7,075	\$100,000	\$210,936
MONTEREY	1.0858%	\$3,846,989	\$137,897	\$271,450	\$150,000	\$4,406,336
NAPA	0.2969%	\$1,051,917	\$37,706	\$74,225	\$100,000	\$1,263,848
NEVADA	0.1454%	\$515,152	\$18,466	\$36,350	\$100,000	\$669,968
ORANGE	6.5138%	\$23,078,393	\$827,253	\$1,628,450	\$200,000	\$25,734,096
PLACER	0.8429%	\$2,986,395	\$107,048	\$210,725	\$150,000	\$3,454,168
PLUMAS	0.0434%	\$153,766	\$5,512	\$10,850	\$100,000	\$270,128
RIVERSIDE	5.9482%	\$21,074,473	\$755,421	\$1,487,050	\$200,000	\$23,516,944
SACRAMENTO	3.7088%	\$13,140,278	\$471,018	\$927,200	\$200,000	\$14,738,496
SAN BENITO	0.1546%	\$547,748	\$19,634	\$38,650	\$100,000	\$706,032
SAN BERNARDINO	7.2779%	\$25,785,600	\$924,293	\$1,819,475	\$200,000	\$28,729,368
SAN DIEGO	7.0860%	\$25,105,698	\$899,922	\$1,771,500	\$200,000	\$27,977,120
SAN FRANCISCO	1.4253%	\$5,049,838	\$181,013	\$356,325	\$200,000	\$5,787,176
SAN JOAQUIN	1.9153%	\$6,785,908	\$243,243	\$478,825	\$150,000	\$7,657,976
SAN LUIS OBISPO	0.6211%	\$2,200,557	\$78,880	\$155,275	\$150,000	\$2,584,712
SAN MATEO	1.1919%	\$4,222,902	\$151,371	\$297,975	\$150,000	\$4,822,248
SANTA BARBARA	1.0948%	\$3,878,876	\$139,040	\$273,700	\$150,000	\$4,441,616
SANTA CLARA	3.5468%	\$12,566,312	\$450,444	\$886,700	\$200,000	\$14,103,456
SANTA CRUZ	0.4693%	\$1,662,730	\$59,601	\$117,325	\$150,000	\$1,989,656
SHASTA	0.8436%	\$2,988,875	\$107,137	\$210,900	\$100,000	\$3,406,912
SIERRA	0.0217%	\$76,883	\$2,756	\$5,425	\$100,000	\$185,064
SISKIYOU	0.1256%	\$445,001	\$15,951	\$31,400	\$100,000	\$592,352
SOLANO	1.0747%	\$3,807,662	\$136,487	\$268,675	\$150,000	\$4,362,824
SONOMA	0.9146%	\$3,240,428	\$116,154	\$228,650	\$150,000	\$3,735,232
STANISLAUS	1.6965%	\$6,010,700	\$215,456	\$424,125	\$150,000	\$6,800,280
SUTTER	0.3295%	\$1,167,419	\$41,847	\$82,375	\$100,000	\$1,391,640
TEHAMA	0.3422%	\$1,212,415	\$43,459	\$85,550	\$100,000	\$1,441,424
TRINITY	0.0408%	\$144,554	\$5,182	\$10,200	\$100,000	\$259,936
TULARE	1.5969%	\$5,657,817	\$202,806	\$399,225	\$150,000	\$6,409,848
TUOLUMNE	0.1690%	\$598,767	\$21,463	\$42,250	\$100,000	\$762,480
VENTURA	1.6079%	\$5,696,790	\$204,203	\$401,975	\$200,000	\$6,502,968
YOLO	0.8396%	\$2,974,703	\$106,629	\$209,900	\$150,000	\$3,441,232
YUBA	0.2839%	\$1,005,858	\$36,055	\$70,975	\$100,000	\$1,212,888
TOTAL	1.0000	\$354,300,000	\$12,700,000	\$25,000,000	\$7,850,000	\$399,850,000

2012-13 AB 109 Allocations

County	2012-13 Allocation Percentage (AB 109)	[1] 2012-13 Allocation for AB 109 PROGRAMS	2012-13 Allocation Percentage (DA/PD)	[2] 2012-13 Allocation for AB 109 DA/PD Activities (revocation)	[3] 2012-13 allocation for Comm Corrections Partnership planning (one-time)	Total
ALAMEDA	3.4667%	\$29,220,814	2.7104%	\$395,718	\$200,000	\$29,816,533
ALPINE	0.0182%	\$153,408	0.0180%	\$2,628	\$100,000	\$256,036
AMADOR	0.1341%	\$1,130,329	0.1476%	\$21,550	\$100,000	\$1,251,879
BUTTE	0.6646%	\$5,601,913	0.7549%	\$110,215	\$150,000	\$5,862,129
CALAVERAS	0.0943%	\$794,855	0.0951%	\$13,885	\$100,000	\$908,739
COLUSA	0.0513%	\$432,408	0.0560%	\$8,176	\$100,000	\$540,584
CONTRA COSTA	2.2880%	\$19,285,552	1.4172%	\$206,911	\$200,000	\$19,692,463
DEL NORTE	0.0647%	\$545,356	0.0595%	\$8,687	\$100,000	\$654,043
EL DORADO	0.3950%	\$3,329,455	0.3453%	\$50,414	\$100,000	\$3,479,869
FRESNO	2.4658%	\$20,784,228	2.4875%	\$363,175	\$200,000	\$21,347,403
GLENN	0.0786%	\$662,519	0.0883%	\$12,892	\$100,000	\$775,411
HUMBOLDT	0.3964%	\$3,341,256	0.4231%	\$61,773	\$100,000	\$3,503,028
IMPERIAL	0.3709%	\$3,126,316	0.3633%	\$53,042	\$100,000	\$3,279,358
INYO	0.0469%	\$395,320	0.0497%	\$7,256	\$100,000	\$502,576
KERN	2.7823%	\$23,452,007	3.0187%	\$440,730	\$200,000	\$24,092,737
KINGS	0.7167%	\$6,041,064	0.7926%	\$115,720	\$100,000	\$6,256,784
LAKE	0.2054%	\$1,731,317	0.2247%	\$32,806	\$100,000	\$1,864,123
LASSEN	0.0923%	\$777,997	0.1032%	\$15,067	\$100,000	\$893,064
LOS ANGELES	31.7692%	\$267,782,587	31.7692%	\$4,638,303	\$200,000	\$272,620,890
MADERA	0.4083%	\$3,441,561	0.4643%	\$67,788	\$100,000	\$3,609,349
MARIN	0.5414%	\$4,563,461	0.3873%	\$56,546	\$150,000	\$4,770,006
MARIPOSA	0.0402%	\$338,846	0.0425%	\$6,205	\$100,000	\$445,051
MENDOCINO	0.2448%	\$2,063,419	0.2726%	\$39,800	\$100,000	\$2,203,219
MERCED	0.6179%	\$5,208,279	0.6905%	\$100,813	\$150,000	\$5,459,092
MODOC	0.0198%	\$166,894	0.0182%	\$2,657	\$100,000	\$269,551
MONO	0.0343%	\$289,115	0.0258%	\$3,767	\$100,000	\$392,882
MONTEREY	0.9410%	\$7,931,689	1.0637%	\$155,300	\$150,000	\$8,236,989
NAPA	0.2927%	\$2,467,168	0.2931%	\$42,793	\$100,000	\$2,609,961
NEVADA	0.2100%	\$1,770,090	0.1505%	\$21,973	\$100,000	\$1,892,063
ORANGE	6.6797%	\$56,303,191	6.5321%	\$953,687	\$200,000	\$57,456,878
PLACER	0.7340%	\$6,186,886	0.8254%	\$120,508	\$150,000	\$6,457,394
PLUMAS	0.0422%	\$355,704	0.0399%	\$5,825	\$100,000	\$461,529
RIVERSIDE	5.1232%	\$43,183,453	5.8375%	\$852,275	\$200,000	\$44,235,728
SACRAMENTO	3.3308%	\$28,075,313	3.6563%	\$533,820	\$200,000	\$28,809,133
SAN BENITO	0.1300%	\$1,095,770	0.1481%	\$21,623	\$100,000	\$1,217,393
SAN BERNARDINO	6.6254%	\$55,845,497	7.1875%	\$1,049,375	\$200,000	\$57,094,872
SAN DIEGO	7.0156%	\$59,134,492	7.0735%	\$1,032,731	\$200,000	\$60,367,223
SAN FRANCISCO	2.0262%	\$17,078,840	1.5002%	\$219,029	\$200,000	\$17,497,869
SAN JOAQUIN	1.7534%	\$14,779,409	1.8909%	\$276,071	\$150,000	\$15,205,480
SAN LUIS OBISPO	0.6145%	\$5,179,621	0.6169%	\$90,067	\$150,000	\$5,419,688
SAN MATEO	1.5961%	\$13,453,527	1.2412%	\$181,215	\$150,000	\$13,784,742
SANTA BARBARA	0.9457%	\$7,971,305	1.0721%	\$156,527	\$150,000	\$8,277,832
SANTA CLARA	4.0037%	\$33,747,187	3.6030%	\$526,038	\$200,000	\$34,473,225
SANTA CRUZ	0.6139%	\$5,174,563	0.4848%	\$70,781	\$150,000	\$5,395,344
SHASTA	0.7419%	\$6,253,475	0.8271%	\$120,757	\$100,000	\$6,474,232
SIERRA	0.0182%	\$153,408	0.2097%	\$30,616	\$100,000	\$284,024
SISKIYOU	0.1065%	\$897,689	0.1198%	\$17,491	\$100,000	\$1,015,179
SOLANO	1.0024%	\$8,449,230	1.0620%	\$155,052	\$150,000	\$8,754,282
SONOMA	1.0710%	\$9,027,459	0.9317%	\$136,028	\$150,000	\$9,313,487
STANISLAUS	1.4525%	\$12,243,123	1.6617%	\$242,608	\$150,000	\$12,635,731
SUTTER	0.2978%	\$2,510,156	0.3221%	\$47,027	\$100,000	\$2,657,183
TEHAMA	0.3032%	\$2,555,673	0.3338%	\$48,735	\$100,000	\$2,704,408
TRINITY	0.0353%	\$297,544	0.0368%	\$5,373	\$100,000	\$402,917
TULARE	1.3899%	\$11,715,467	1.5667%	\$228,738	\$150,000	\$12,094,205
TUOLUMNE	0.1422%	\$1,198,604	0.1622%	\$23,681	\$100,000	\$1,322,285
VENTURA	1.7880%	\$15,071,052	1.6280%	\$237,688	\$200,000	\$15,508,740
YOLO	0.7162%	\$6,036,850	0.8202%	\$119,749	\$150,000	\$6,306,599
YUBA	0.2487%	\$2,096,292	0.2760%	\$40,296	\$100,000	\$2,236,588
TOTAL*	1.0000	\$842,900,000	1.0000	\$14,600,000	\$7,850,000	\$865,350,000

*Does not Include Growth

2013-14 AB 109 Allocations

County	2013-14 Allocation Percentage (AB 109)	[1] 2013-14 Allocation for AB 109 PROGRAMS	2013-14 Allocation Percentage (DA/PD)	[2] 2013-14 Allocation for AB 109 DA/PD Activities (revocation)	[3] 2013-14 allocation for Comm Corrections Partnership planning (one-time)	Total
ALAMEDA	3.4667%	\$34,628,866	2.7104%	\$463,478	\$0	\$35,092,345
ALPINE	0.0182%	\$181,800	0.0180%	\$3,078	\$0	\$184,878
AMADOR	0.1341%	\$1,339,525	0.1476%	\$25,240	\$0	\$1,364,765
BUTTE	0.6646%	\$6,638,689	0.7549%	\$129,088	\$0	\$6,767,777
CALAVERAS	0.0943%	\$941,963	0.0951%	\$16,262	\$0	\$958,225
COLUSA	0.0513%	\$512,436	0.0560%	\$9,576	\$0	\$522,012
CONTRA COSTA	2.2880%	\$22,854,832	1.4172%	\$242,341	\$0	\$23,097,173
DEL NORTE	0.0647%	\$646,288	0.0595%	\$10,175	\$0	\$656,463
EL DORADO	0.3950%	\$3,945,655	0.3453%	\$59,046	\$0	\$4,004,701
FRESNO	2.4658%	\$24,630,876	2.4875%	\$425,363	\$0	\$25,056,239
GLENN	0.0786%	\$785,135	0.0883%	\$15,099	\$0	\$800,235
HUMBOLDT	0.3964%	\$3,959,640	0.4231%	\$72,350	\$0	\$4,031,990
IMPERIAL	0.3709%	\$3,704,920	0.3633%	\$62,124	\$0	\$3,767,044
INYO	0.0469%	\$468,484	0.0497%	\$8,499	\$0	\$476,983
KERN	2.7823%	\$27,792,395	3.0187%	\$516,198	\$0	\$28,308,592
KINGS	0.7167%	\$7,159,116	0.7926%	\$135,535	\$0	\$7,294,651
LAKE	0.2054%	\$2,051,741	0.2247%	\$38,424	\$0	\$2,090,164
LASSEN	0.0923%	\$921,985	0.1032%	\$17,647	\$0	\$939,632
LOS ANGELES	31.7692%	\$317,342,539	31.7692%	\$5,432,533	\$0	\$322,775,072
MADERA	0.4083%	\$4,078,509	0.4643%	\$79,395	\$0	\$4,157,904
MARIN	0.5414%	\$5,408,045	0.3873%	\$66,228	\$0	\$5,474,273
MARIPOSA	0.0402%	\$401,558	0.0425%	\$7,268	\$0	\$408,825
MENDOCINO	0.2448%	\$2,445,307	0.2726%	\$46,615	\$0	\$2,491,922
MERCED	0.6179%	\$6,172,203	0.6905%	\$118,076	\$0	\$6,290,279
MODOC	0.0198%	\$197,782	0.0182%	\$3,112	\$0	\$200,894
MONO	0.0343%	\$342,623	0.0258%	\$4,412	\$0	\$347,035
MONTEREY	0.9410%	\$9,399,649	1.0637%	\$181,893	\$0	\$9,581,542
NAPA	0.2927%	\$2,923,780	0.2931%	\$50,120	\$0	\$2,973,900
NEVADA	0.2100%	\$2,097,690	0.1505%	\$25,736	\$0	\$2,123,426
ORANGE	6.6797%	\$66,723,523	6.5321%	\$1,116,989	\$0	\$67,840,512
PLACER	0.7340%	\$7,331,926	0.8254%	\$141,143	\$0	\$7,473,069
PLUMAS	0.0422%	\$421,536	0.0399%	\$6,823	\$0	\$428,359
RIVERSIDE	5.1232%	\$51,175,645	5.8375%	\$998,213	\$0	\$52,173,857
SACRAMENTO	3.3308%	\$33,271,361	3.6663%	\$625,227	\$0	\$33,896,589
SAN BENITO	0.1300%	\$1,298,570	0.1481%	\$25,325	\$0	\$1,323,895
SAN BERNARDINO	6.6254%	\$66,181,121	7.1875%	\$1,229,063	\$0	\$67,410,183
SAN DIEGO	7.0156%	\$70,078,828	7.0735%	\$1,209,569	\$0	\$71,288,397
SAN FRANCISCO	2.0262%	\$20,239,712	1.5002%	\$256,534	\$0	\$20,496,246
SAN JOAQUIN	1.7534%	\$17,514,713	1.8909%	\$323,344	\$0	\$17,838,057
SAN LUIS OBISPO	0.6145%	\$6,138,241	0.6169%	\$105,490	\$0	\$6,243,730
SAN MATEO	1.5961%	\$15,943,443	1.2412%	\$212,245	\$0	\$16,155,688
SANTA BARBARA	0.9457%	\$9,446,597	1.0721%	\$183,329	\$0	\$9,629,926
SANTA CLARA	4.0037%	\$39,992,959	3.6030%	\$616,113	\$0	\$40,609,072
SANTA CRUZ	0.6139%	\$6,132,247	0.4848%	\$82,901	\$0	\$6,215,148
SHASTA	0.7419%	\$7,410,839	0.8271%	\$141,434	\$0	\$7,552,273
SIERRA	0.0182%	\$181,800	0.2097%	\$35,859	\$0	\$217,659
SISKIYOU	0.1065%	\$1,063,829	0.1198%	\$20,486	\$0	\$1,084,314
SOLANO	1.0024%	\$10,012,974	1.0620%	\$181,602	\$0	\$10,194,576
SONOMA	1.0710%	\$10,698,219	0.9317%	\$159,321	\$0	\$10,857,540
STANISLAUS	1.4525%	\$14,509,023	1.6617%	\$284,151	\$0	\$14,793,173
SUTTER	0.2978%	\$2,974,724	0.3221%	\$55,079	\$0	\$3,029,803
TEHAMA	0.3032%	\$3,028,665	0.3338%	\$57,080	\$0	\$3,085,745
TRINITY	0.0353%	\$352,612	0.0368%	\$6,293	\$0	\$358,905
TULARE	1.3899%	\$13,883,711	1.5667%	\$267,906	\$0	\$14,151,617
TUOLUMNE	0.1422%	\$1,420,436	0.1622%	\$27,736	\$0	\$1,448,172
VENTURA	1.7880%	\$17,860,332	1.6280%	\$278,388	\$0	\$18,138,720
YOLO	0.7162%	\$7,154,122	0.8202%	\$140,254	\$0	\$7,294,376
YUBA	0.2487%	\$2,484,264	0.2760%	\$47,196	\$0	\$2,531,460
TOTAL*	1.0000	\$998,900,000	1.0000	\$17,100,000	\$0	\$1,016,000,000

*Does not Include Growth

**Realignment Funding - Final Budget
(\$'s in Millions)**

Program	2011-12	2012-13	2013-14	2014-15
Court Security	\$496.4	\$496.4	\$496.4	\$496.4
Public Safety Programs	489.9	489.9	489.9	489.9
Local Jurisdiction of Lower-level Offenders and Parole Violators				
Local Costs	239.9	581.1	759.0	762.2
Reimbursement of State Costs	956.7	0.0	0.0	0.0
Realign Adult Parole				
Local Costs	127.1	276.4	257.0	187.7
Reimbursement of State Costs	262.6	0.0	0.0	0.0
Mental Health Services				
EPSDT	0.0	629.0	629.0	629.0
Mental Health Managed Care	0.0	183.7	183.7	183.7
Existing Community Mental Health Programs	1,083.6	1,119.4	1,119.4	1,119.4
Substance Abuse Treatment	183.6	183.6	183.6	183.6
Foster Care and Child Welfare Services	1,567.2	1,567.2	1,567.2	1,567.2
Adult Protective Services	55.0	55.0	55.0	55.0
Existing Juvenile Justice Realignment	97.1	104.1	103.2	103.3
Program Cost Growth*	0.0	339.0	624.5	1,063.9
Total	\$5,559.1	\$6,024.8	\$6,467.9	\$6,841.3
VLF Funds	\$453.4	\$453.4	\$453.4	\$453.4
1.0625% Sales Tax	\$5,105.7	\$5,571.4	\$6,014.5	\$6,387.9

* - This amount will be subject to discussion and is intended to cover county costs and reimburse reasonable state costs.

INYO COUNTY
PERSONNEL SERVICES
P. O. BOX 249
INDEPENDENCE, CA 93526



(760) 878-0377
FAX (760) 878-0465

AN EQUAL OPPORTUNITY EMPLOYER
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

RE-ENTRY SERVICES COORDINATOR

DEPARTMENT: Health and Human Services
LOCATION: Inyo County Jail and Countywide
SALARY: Range 73 \$4256;

****BENEFITS:** CalPERS Retirement System (2% at 55); employee contribution of 7% paid by Inyo County (EPMC reported as wages). Medical Plan – Employee responsibility for employee and dependent monthly premium on PERS Choice plan is 1% of base salary; 100% of employee and dependent monthly premium paid for dental and vision; \$20,000 term life insurance policy on employee. Vacation – 10 days per year during the first three years; 15 days per year after three years; 1 additional day for each year of service after ten years to a maximum of 25 days per year. Sick leave – 15 days per year. Flex (personal days) – 5 days per fiscal year. Paid holidays – 11 per year.

DEFINITION: Under the general clinical oversight of the HHS Behavioral Health Director who will be assigning tasks as directed by the CCP (Community Corrections Partnership) Executive Team, provide assessment, counseling, care coordination and community re-entry support to persons in a correctional or community correctional setting.

ESSENTIAL JOB DUTIES:

In a correctional setting as well as in the community, provides assessment of inmates committed to jail pursuant to Penal Code Section 1170(h); coordinates inmate treatment and services programs and refers inmates to appropriate treatment and services programs; assists in the development and implementation of a re-entry care plan; provides individual and group counseling around chemical dependency and/or mental health issues using evidence-based intervention strategies for persons in the correctional system. Provides individual case coordination and skill-building for inmates and/or persons re-entering the community: provides support and case management to same clients around benefits and access to housing, healthcare, employment or educational opportunities and other general living and recovery. Provides crisis intervention when appropriate and communicates around crisis conditions to appropriate partners. Participates in collaborative team meetings and trainings; prepares reports, chart notes, and completes data collection forms in a timely, accurate manner; communicates effectively both orally and in writing with the Custody staff, Courts and Probation and/or other collaborative partners; maintains appropriate client service standards in compliance with federal, state, and local laws and regulations; manages confidentiality appropriately; maintains appropriate and timely documentation, as required performs related duties as assigned.

EMPLOYMENT STANDARDS

Education/Experience:

A. A bachelor's degree in behavioral health with emphasis in social work, health education, drug and alcohol issues, vocational guidance, employment counseling, career assessment, or a closely related field.

OR

- B. (1) Six months of experience performing duties comparable to the Case Manager II or Social Worker I class; AND
(2) completion of 15 semester or 22 quarter college units in a human service or behavioral health field. Six months of additional experience may be substituted for the required education.

OR

- C. One year of experience performing duties comparable to the Social Worker I or Case Manager II class;

Knowledge of: Current best practices in the assessment, treatment, and care management of persons with chemical dependency, mental health issues or co-occurring disorders within a corrections setting and as applicable to re-entry into the community. Cultural issues, family dynamics, and impact of trauma as applicable in the provision of services to this population. Partners, services, and resources within the community to assist in effective service provision. Laws pertaining to confidentiality and the ethical care of persons with addictions.

Ability to: Work effectively in a custodial setting as well as in a variety of other settings including the home and at other professional and/or community site. Assess adults using a standardized measure of risk, addictions, mental health needs and related issues. Obtain facts and recognize the relevant and significant considerations; organize and maintain work detail; utilize supervision and teamwork to assess situations and develop effective intervention plans. Communicate effectively both orally and in writing with Custody Staff, Courts, Probation, and other collaborative partners. Diligently engage persons to establish a trusting relationship. Maintain client rapport; analyze situations and adopt effective course of action; demonstrate skill in the more difficult casework areas; act effectively under stressful situations. Work effectively with the target populations being able to identify the individual's goals, strength and needs in their current setting. Seek out and effectively link clients with appropriate community resources. Establish and maintain working relationships with other professionals from a variety of agencies, and with community members. Keep accurate, clear and timely records and documentation; work some evenings as needs or program needs require. Ability to stand, walk, lift and carry up to 25 pounds, climb and descend stairs; sit for prolonged periods of time; produce written documentation by hand or computer; use a telephone; drive a motor vehicle. Consistent attendance is an essential function of the position.

Special requirements: Applicants must possess and maintain certification as a drug and alcohol counselor during the term of employment

Applicants must: successfully complete a pre-employment background investigation and physical examination, submit to yearly tuberculosis test, possess or obtain within six months of employment a valid First Aid and CPR certification and maintain during term of employment, and possess a valid operator's license issued by the State Department of Motor Vehicles.