

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: February 25, 2014

TO: Sup. Marina Dimitrijevic, Chairwoman, Milwaukee County Board of Supervisors
Kerry Mitchell, Director, Department of Human Resources

FROM: Héctor Colón, Director, Department of Health and Human Services
Prepared by B. Thomas Wanta, Administrator/Chief Intake Officer – DCSD

SUBJECT: From the Director, Department of Health and Human Services, requesting authorization to create one position of Deputy Superintendent and one position of Juvenile Correction Officer Supervisor at the Juvenile Detention Center

Issue

The Director, Department of Health and Human Services (DHHS), is requesting authorization to create one position of Deputy Superintendent and one position of Juvenile Correction Officer Supervisor at the Juvenile Detention Center. The Deputy Superintendent position is being created in part to meet the additional management oversight responsibilities of both programming services in secure detention and in the community as part of the Milwaukee County Accountability Program and the alternative to detention initiative. The Juvenile Correction Officer Supervisor position is being created to meet the operational/ management oversight needs required to provide 24/7 custodial care and custody/admission screening of youth brought to secure detention by law enforcement agencies.

Background

Deputy Superintendent Create

In July 2012, the Milwaukee County Board of Supervisors authorized the implementation of the Milwaukee County Accountability Program, a short-term secure placement program, within the Milwaukee County Secure Detention Center as a dispositional placement option for the circuit courts as an alternative to Department of Correction placement. Over the last year, as we have begun implementation of the program, significant gaps in management emerged. The Deputy Superintendent position is being created in part to meet the additional management oversight responsibilities of both programming services in secure detention and in the community of the Milwaukee County Accountability Program as expansion of the program is anticipated. This position will have significant and mandatory responsibilities, including:

- Providing supervision, performance evaluations and discipline (as needed) of Juvenile Correction Officer Supervisor and Nurses and managing contracted services within the facility (housekeeping, dietary and psychiatric nursing services).
- Monitoring adherence to Detention Center Policy & Procedures, Milwaukee County Judicial Intake Policy and DHHS policies.
- Maintaining compliance with Wisconsin Administrative Code 346, Federal Laws, Prison Rape Elimination Act (PREA), Wisconsin State Statute 48 and 938.
- Providing management oversight of the screening (custody intake process) of youth brought to secure detention by law enforcement agencies to determine appropriate admission or community placement pending judicial review.
- Monitoring JCO and JCOS staff compliance with Law Enforcement Standards Board statutory certification and annual training requirements.
- Coordinating the Global Positioning Systems (GPS) equipment utilization by our community partners within the scope of our Juvenile Detention Alternative Initiative (JDAI).

The Deputy Superintendent's duties as outlined above are designed to account for public safety, provide quality services to youth and ensure that youth are placed in a safe positive environment while pending court litigation.

Across the county, it is common for a Deputy Superintendent to assume these responsibilities for facilities and programs of this magnitude. The Detention Center has been understaffed for many years and has operated without this position. However, with the recent expansion of Milwaukee County Accountability Program and the increased workload to ensure compliance with multiple regulatory agencies, this position becomes critical.

Juvenile Correction Office Supervisor Create

In September 2013, the County Board approved the reclassification of six Juvenile Correction Officer Supervisors to screen youth brought to detention for placement in place of designated Custody Intake Specialist staff. This intake function operates 24 hours per day, seven days per week. Juvenile Correction Officer Supervisors (JCOSs) assuming this task improved operational efficiency and reduced the reliance on overtime to perform these statutory required duties.

These intake screening duties were in addition to their original JCO Supervisor duties. As a result, day-to-day management oversight of the Detention Center has been strained due to the volume of intakes, particularly during the hours of 11:00 a.m. to 8:00 p.m. The amount of time being allocated during an intake process has taken a JCOS away from being available for Juvenile Correction Officer staff monitoring, emergency response, programming oversight, and other operations.

Recommendation

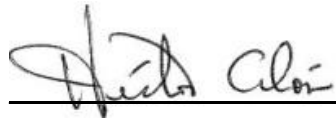
To assist DCSD in meeting the additional management oversight responsibilities of the Milwaukee County Accountability Program and the Juvenile Detention Alternative Initiative (JDAI) as well as meet the operational/management oversight needs required to provide 24/7 custodial care and custody/admission screening, it is recommended that the County Board of Supervisors authorize the Director, Department of Health and Human Services, or his designee, to create one position of Deputy Superintendent and one position of Juvenile Correction Officer Supervisor at the Juvenile Detention Center.

Fiscal Impact

The total 2014 estimated cost of this request is \$172,354 which reflects \$96,772 for the Deputy Superintendent position and \$75,582 for the Juvenile Correction Officer Supervisor position. These costs include salary, social security and the active fringe benefit rates contained in the 2014 Budget.

There is no tax levy impact associated with this request as all position costs will be absorbed by the anticipated 2014 Youth Aids surplus, which was reported to the County Board in the January Cycle as part of the State contract report with the Department of Correction. If the anticipated 2014 Youth Aids surplus does not materialize, DCSD will provide a correction action plan to the County Board in the September cycle. In subsequent budget years, DCSD will ensure that funds sufficient to cover these position costs are included in its budget.

Respectfully Submitted,



Héctor Colón, Director
Department of Health and Human Services

cc: County Executive Chris Abele
Raisa Kolton, Legislative Affairs Director, County Executive's Office
Kelly Bablitch, Chief of Staff, County Board
Don Tyler, Director, DAS
Josh Fudge, Interim Fiscal & Budget Administrator, DAS
Araceli Garcia, DHHS Human Resources Manager
Matt Fortman, Fiscal & Management Analyst
Steve Cady, Research Director, Comptroller's Office
Janelle Jensen, County Clerk's Office
Jodi Mapp, County Clerk's Office