

COMPENSATION AND BENEFITS

The starting salary range for the Chief Probation Officer position:

\$109,974- \$133,889/Annually

In addition the County offers a comprehensive executive benefits package which includes:

- PERS Retirement: 2% @ 50 for Classic PERS members, with 12% employee share paid by employee.
- Medical, Dental, Vision, and Supplemental Life Insurance;
- County-Paid Term Life Insurance of \$150,000 for employee and \$5,000 for dependents;
- Flexible Spending Accounts and Health Care Spending Accounts
- Holidays: Thirteen (13) paid holidays per year;
- Paid Sick Leave: Twelve (12) days per year accrued;
- Vacation; Eleven days a year up to five years of service; fifteen days up to ten years; seventeen days up to fifteen years; twenty days thereafter
- Employee Assistance Program
- Paid Administrative Leave: Thirteen (13) days of paid leave per year - Any unused leave may be converted as taxable compensation or may be converted to a Deferred Compensation Plan
- Disability Plans, Social Security and Medicare
- Deferred Compensation Program (Most **New Hires** to Sutter County who are enrolled in a County-sponsored Deferred Compensation Plan, will receive twenty-five dollars (\$25.00) per pay period deposited into their account, eligibility date varies by Unit); and an
- Educational Incentive/Tuition Reimbursement Program.



THE SELECTION PROCESS

Candidates are encouraged to applying online by submitting a completed Sutter County application, and attaching a compelling cover letter and resume.

This Recruitment Closes:

December 4, 2020

The Sutter County Human Resources Department must receive submitted applications, cover letters and resumes online by 5 p.m. on the Final Filing Date.

The complete job description and application are available at the following link:

<https://www.governmentjobs.com/careers/SutterCounty/jobs/2903490/chief-probation-officer?pagetype=jobOpportunitiesJobs>

If you have any questions, please contact us at :
Sutter County Human Resources
1160 Civic Center Blvd., Suite B
Yuba City, CA 95993
Phone: (530) 822-7113
Fax: (530) 822-7191
Email: hr@co.sutter.ca.us
www.suttercounty.org

Sutter County

is seeking highly qualified applicants for the position of



CHIEF PROBATION OFFICER



109,974 - \$133,889/Annually

CLOSES: December 4, 2020



Photo by Jack Davis

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THE OPPORTUNITY

Sutter County encourages applications for the position of Chief Probation Officer. Sutter County is seeking a highly skilled leader who can inspire and motivate, while exercising a commitment to excellence with professionalism and as an ethical role model. He/she will possess outstanding management, organizational, and leadership skills. The ideal candidate will display flexibility, adaptability, and resiliency suitable for the demands of today's dynamic environment.

THE COUNTY

One of northern California's hidden secrets, Sutter County is a friendly and growing community known for an outstanding quality of life and an affordable cost of living. Just a short distance from Sacramento, Lake Tahoe, and San Francisco, Sutter County is a great place to live and work!

Sutter County is located north of Sacramento along the Sacramento and Feather Rivers in California's fertile Central Valley. Set against the backdrop of the Sutter Buttes range, the region is blessed with sweeping mountain vistas, open space and clear skies. County residents share an appreciation of the outdoors and take full advantage of the area's many recreational opportunities. Neighborly and ethnically diverse, Sutter County residents participate in a wide variety of cultural festivals, community-oriented fairs, and parades. Other recreational activities include boating and fishing on the Feather River, hiking, hunting in prime wildlife habitat, golfing on several nearby courses, and enjoying a popular Farmers Market offering locally-grown fruits and vegetables from May to October.

The County is governed by a five-member Board of Supervisors, whose members each represent a District based on an equal representation of the County's population. Members of the Board of Supervisors serve as the legislative body for Sutter County and provide policy direction for all branches of County government. Each Board member is elected by the voters in his or her District to a four-year term.

With a long tradition of community participation and civic-mindedness, County residents are friendly and supportive of each other and their local government. County government works closely and partners with other government agencies. In 2014, Sutter County entered into a Joint Powers Agreement with Yuba County and Colusa County, for the ownership and operation of a Tri-County Juvenile Rehabilitation Facility based in Marysville within Yuba County. The facility was previously run as a bi-county agency between Sutter County and Yuba County. The County cooperates with adjacent Yuba County on areas of mutual interest including the establishment of bi-county agencies for flood control, waste disposal, transit and Sutter-Yuba Mental Health Services (a bi-county department). The counties also share a chamber of commerce.

Sutter County's economy is primarily based in agriculture, manufacturing, construction, transportation/utilities, finance, insurance, mining, and retail. In addition to many local businesses, major employers in the area include food processing, lumber and wood products, medical offices, and government. Educational institutions include a community college, nearby California State University campuses at Chico and Sacramento, and the University of California at Davis.



THE DEPARTMENT

The Department is comprised of three units: Adult Services, Juvenile Services, and Administrative Services. The Adult Services and Juvenile Services units include supervision and investigations. Juvenile Services also includes probation officers assigned to Yuba City High School, River Valley High School, Gray Avenue Middle School, Feather River Academy and Positive Attendance with YCUSD and LOUSD, as well as operating the GREAT Program, Parent Project, and Cognitive Behavioral Therapy for substance abusing youth. The Tri-County Juvenile Rehabilitation Facility, located in Marysville, houses adjudicated youth and those pending disposition. Camp Singer, located adjacent to the Juvenile Rehabilitation Facility, houses adjudicated youth. Adult resources include an onsite resource center encompassing all offender services, including substance abuse and cognitive behavioral services, vocational and educational programs; and a long standing Recovery Court program.

THE IDEAL CANDIDATE

The ideal candidate is a Chief Probation Officer who will inspire and lead in the promotion of community well-being and safety, reducing recidivism, and rehabilitating at-promise youth and adults. The ideal candidate is a visionary and innovator who demonstrates the ability to take on and successfully meet the challenges of today's community corrections system's needs.

The ideal candidate must have a solid knowledge base and understanding of the current trends and developments in the fields of probation, juvenile justice and corrections, and the emerging evidence-based programs in these fields. The ideal candidate will have a history of establishing and maintaining collaborative and effective partnerships with a diverse group of stakeholders to create strategies and practices that reflect the County's values of protecting and serving the residents of the County, as well as engaging the community and providing rehabilitative services to adult and juvenile populations.

The ideal candidate must be ready to serve as Chairperson of the Community Corrections Partnership, and will work to maintain and support a local criminal justice system that meets



the needs of the community through the adoption of evidence-based, cost-effective policies and practices that reduce recidivism, improve offender outcomes and promote public safety.

The Chief Probation Officer must work closely with the Probation Departments of both Yuba County and Colusa County to ensure efficient operation of the Tri-County Juvenile Rehabilitation Facility and Camp Singer programs, as well as to implement the impending changes that will occur as a result of the closure of the State's Division of Juvenile Justice and the rehabilitation of youth committed to local juvenile facilities. The ideal candidate will also continue the strong relationships that have been built between the department and other local agencies and service providers.

The ideal candidate will have a Bachelor's Degree from an accredited college or university in criminal justice, behavioral science or related field and five years of increasingly responsible experience in probation or corrections, including three years in a responsible management or supervisory capacity; or any combination of education and experience that provides equivalent knowledge, skills, and abilities. A Master's Degree may be substituted for one year of experience.

