

SAN MATEO COUNTY COMMUNITY CORRECTIONS PARTNERSHIP

Probation Department
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John L. Maltbie, Acting County Manager
John C. Beiers, County Counsel

Members

Stuart Forrest, Chair*
Chief Probation Officer

Adrienne Tissier
Board of Supervisors

Steve Wagstaffe*
District Attorney

Grace Nelson
District Attorney's
Office: Victims
Representative

Jean Fraser
Health System
Department

Beverly Johnson*
Human Services
Agency

Stephen Kaplan
Behavioral Health and
Recovery Services

John Joy
Human Services
Agency: Employment
Services

Beth Freeman*
Superior Court

John Digiacinto*
Private Defender

Susan Manheimer*
Chief, San Mateo
Police Department

Mike Nevin
Service League

Greg Munks*
Sheriff

Anne Campbell
County Office of
Education

*Executive Committee
Members

CCP HALF-DAY WORKSHOP MINUTES

November 30, 2011, 1:00-5:00 p.m.

City of San Mateo Main Library, 55 West 3rd Ave., San Mateo, CA

1. Call to Order

Meeting was called to order at 1:15 p.m.

2. Public Comment

Speakers recognized by the Chair

Martin Fox, Veterans Advocate

Sara Matlin, ACLU, Chair North Peninsula Chapter

Linnea Nelson, ACLU, Northern California Affiliate

3. Roll Call

4. Presentations and Information

Andy Riesenberg/Mikaela Rabinowitz – Resource Development Associates

Overview of Objectives

Andy Riesenberg gave an overview of the workshop objectives and established the ground rules for the discussion. To explore and analyze how to successfully achieve the goals for realignment in developing the Local Implementation Plan (LIP); to determine the mission of the CCP, and the principles to guide the plan; to establish the top priorities of the CCP for realignment; to understand the recommendations of the non-profit service providers and their needs; to have a guided discussion on how public safety and social services work together to successfully develop and implement the LIP.

Workshop goals: To discuss key substantive issues that will be used to guide the LIP. Andy Riesenberg stated that the workshop is not meant for making policy decisions or voting on action items.

Definition of Recidivism

Mikaela Rabinowitz stated one of the goals of AB109 is to reduce recidivism—recidivism can be measured in different ways. The definitions and data measures regarding evidence-based practices (EBP) in probation were developed by the Chief Probation Officers of California (CPOC).

The evidence-based practices requirements in Probation are uniquely different than the tracking and reporting data standards adopted by CPOC. The CCP must define the management of systems and services utilized locally in order to track outcomes that measure success based on local standards. Utilizing the Crime Analyst offers the best opportunity for the County to gather data that will facilitate the reporting requirements for all departments or agencies.

According to the CPOC, recidivism is defined as: A subsequent criminal adjudication/conviction while on probation.

Judge Beth Freeman expressed concern that the terminology used in the definition whereby the conviction date would be used as the measure—if probation were revoked—the recidivism rate could be zero. She mentioned that if you are dealing with the date that the alleged crime was committed, and a subsequent conviction then that works. She also expressed concern with the use of probation because 1170(h) sentences have no probation, and people coming out of state prison on PRCS supervision have no probation, thus, the recidivism rate under this definition would be zero. Judge Freeman felt the definition unworkable, and that every county can define what they want to manipulate the numbers.

Beverly Johnson asked under what definition the 70% recidivism rate was determined.

Mikaela Rabinowitz clarified that the CDCR reported that 70% of the individuals released from the CDCR returned to the CDCR.

Chief Forrest stated that the Probation recidivism rate has never been 70%, and that that reference only refers to the State of California prison system.

Mikaela Rabinowitz suggested that the CCP may want to consider an internal definition of recidivism.

Review of Evidenced-Based Practices

Mikaela Rabinowitz introduced the three (3) principles of EBPs:

- **Risk Principle** (Who) – The level of supervision or services should be matched to the risk level of the offender.
- **Needs Principle** (What) – The targets for interventions should be those offender characteristics that have the most effect on the likelihood of re-offending.
- **Treatment Principle** (What works) – The most effective services in reducing recidivism among higher risk offenders are cognitive behavioral interventions based on social learning principles.

Lee Thompson – County Counsel

Role of CCP

Lee Thompson stated that it is important for the CCP to understand that the Board of Supervisors controls the finances, and that the Board can separate the financial decisions from the plan itself.

Mr. Thompson's last comment was in regards to whether the four-fifths (4/5) no vote was required on both the plan and the budget—he reiterated that the four-fifths (4/5) no vote requirement was only applicable to the Board's approval of the plan. The budget approval process remains within the purview of the Board's normal approval process, which does not require a four-fifths (4/5) no vote to be rejected.

The on-going function of the CCP is to advise the Chief Probation Officer, and another task is to recommend the plan—the Executive Committee also votes on the plan.

1170(h) versus PRCS Population

Greg Munks stated that his staff fully intends to engage the in-custody population, and that the Sheriff's Department is working closely with the partners including Probation to ensure inmates are getting programming on both the inside and outside. He reiterated that one of the challenges is that the 1170(h) population's sentences are non-modifiable.

Stephen Kaplan emphasized that the success of the Achieve 180 Program is attributable to staff working directly with participants on their craft, and that the CCP may find it beneficial to capitalize on the Achieve 180 as a model for similar programs.

Andy Riesenber/Mikaela Rabinowitz – Resource Development Associates

Proposed Mission Statement

Andy Riesenber introduced the proposed mission statement and solicited feedback on the accuracy of the statement.

“The San Mateo County Community Corrections Partnership (CCP) is a body of governmental and community leaders collaborating to develop a comprehensive and coordinated plan for public safety realignment. We meet regularly to engage in action-oriented conversations for developing a plan, while listening and learning from each other’s expertise and experiences in protecting health, life and property; preserving the public peace; preventing crime; and promoting social and economic justice.”

The overall consensus of the CCP is that the mission statement should be in plain language and should simply state the core values of the CCP.

Priorities for Inclusion in the LIP

Chief Forrest stated that there are various levels of accountability in the partnership, and even when an individual is not under Probation's supervision, Probation is often times held accountable. This was most evident with a recent incident of a failure-to-report PCRS person in San Diego whereby prior to apprehension, he shot into a moving car that resulted in injuries. However, in the coverage of that incident and the public's point-of-view, Probation was responsible.

Mikaela Rabinowitz emphasized that the Memorandums of Understanding (MOUs) must be respectful of the accountability of the partner agencies.

The CCP recognized the importance of evaluating how services are delivered to the community and to minimized duplication of services in order to contain costs. The County must assess the services it must provide to the community and not duplicate those services that are already provided by other organizations.

CBO Forum Update

Over 50 participants attended the November 3rd workshop representing 38 community based organizations that provide substance abuse services, mental health care services, housing, education, job related services and homeless prevention services.

How to Achieve the Goals of AB109

Each member of the CCP was given a three-minute time limit to present their perspective on achieving the goals of AB109 by specifically reducing recidivism.

RDA charted the responses, which were categorized under various headings such as improving process, funding, public safety, health services, etc., Andy Riesenber emphasized that the goal is for the participants to respond to the question as opposed to responding to a person.

Revenue Summary for AB 109 Public Safety Realignment_FY 11-12 as of 11.30.2011

| | Allocation | YTD Receipts | Unremitted Balance | Available Balance of Allocation |
|--|------------------|------------------|-----------------------|------------------------------------|
| Local CCP Programming | 4,222,902 | 1,031,502 | 3,191,400 | 3,144,041 |
| One-time Local CCP Implementation & Training | 297,975 | 297,975 | 0 | 261,112 |
| One-time Local CCP Planning | 150,000 | 150,000 | 0 | 100,000 |
| DA/PDP Revocation Hearings | 151,371 | 24,330 | 127,041 | 151,371 |
| | 4,822,248 | 1,503,807 | 3,318,441 | 3,656,524 |

Cost Summary for AB 109 Public Safety Realignment_FY 11-12 as of 11.30.2011

1. Programmatic Allocation (for AB 109 implementation to fund the range of programmatic and detention options)

Total Allocation: \$4,222,902

| Department | Total Costs as of 11.30.2011 (see details in attached sheets) | | | |
|-----------------------|---|-----------------|---------------------------|------------|
| | Personnel Costs* | Operating Costs | Client Needs & Svcs Costs | Total |
| Probation Department | \$ 124,750 | \$ 30,010 | \$ - | \$ 154,760 |
| District Attorney | | | | |
| Sheriff's Office | | | | |
| Health System | \$ 7,509 | \$ 4,884 | \$ 3,335 | \$ 15,728 |
| Human Services Agency | \$ 14,621 | \$ 32,933 | \$ 12,858 | \$ 60,413 |
| Total Costs | \$ 146,880 | \$ 67,827 | \$ 16,194 | \$ 230,901 |

Balance \$3,992,001

Designations by ATR 994,840 0 0 \$994,840

* Personnel costs through November 26, 2011 payroll. ATR has committed \$994,840 for salaries & benefits. Actual available balance is \$3,144,041.

2. One-time Allocation for start-up costs (training and retention) to help cover counties' costs associated with hiring, retention, training, data improvements, contracting costs, and capacity planning

Total Allocation: \$297,975

| Department | Total Costs as of 11.30.2011 |
|---|------------------------------|
| Probation Department | |
| CCP administrative support costs (MA's time and Admin Secre's time) | 27,952 |
| Training costs for PRCS officers and CCP members | 5,831 |
| ISD charges for modifying Probation violence report | 1,010 |
| District Attorney | |
| S&B costs for creating Access Database to Track Cases | 2,070 |
| Total Costs | 36,863 |

Available Balance \$261,112

3. One-time allocation for CCP planning to assist county's CCP in developing local implementation plan

Total Allocation: \$150,000

| | Total Designations |
|---|--------------------|
| Probation Department-Facilitator Contract | 25,000 |
| Probation Department-Consultant Contract | 25,000 |
| Total Designations | 50,000 |

Available Balance \$100,000

4. District Attorney/Public Defender revocation costs to fund activities associated with the revocation hearings

Total Allocation: 151,371

No actuals year-to-date.

| Staffing Cost Summary from Proposed Interim Funding Requests: | | | | | | | | | | | |
|---|--|-------------|------------------------------|----------------------------------|----------------------|----------------|------------|------------------|--------------------|----------------|--|
| Department/Agency | Job Class | #FTE | Annual Salaries and Benefits | Year 1 Costs and Funding Request | | | Start Date | Actuals 11/30/11 | Committed 11/30/11 | Total | Purpose/Assumptions |
| | | | | Year 1 Costs | Other Funding Source | AB109 Funds | | | | | |
| Probation Department | | | | | | | | | | | |
| | Probation Services Manager I | 1 | 147,167 | 122,639 | 0 | 122,639 | Sept. 2011 | 22,069 | | 22,069 | PRCS unit manager |
| | Senior DPO | 1 | 145,989 | 121,658 | 0 | 121,658 | Sept. 2011 | 6,156 | | 6,156 | PRCS unit staffing |
| | Deputy Probation Officer III | 5 | 702,680 | 316,206 | 0 | 316,206 | | 78,281 | | 78,281 | PRCS unit staffing; 2 every 3 months starting from Oct. 2011; additional 2 will be needed FY 11-12, which is not included here |
| | Legal Office Specialist | 1 | 98,380 | 73,785 | 0 | 73,785 | Sept. 2011 | 18,244 | | 18,244 | PRCS unit clerical support |
| | Total Probation | 8.00 | 1,094,216 | 634,288 | 0 | 634,288 | | 124,750 | 0 | 124,750 | |
| District Attorney | | | | | | | | | | | |
| | Total District Attorney | 0.00 | 0 | 0 | 0 | 0 | | 0 | 0 | 0 | |
| Health System | | | | | | | | | | | |
| | Psychiatric Social Worker/MFT | 1 | 117,557 | 86,614 | 43,307 | 43,307 | Oct. 2011 | 1,644 | | 1,644 | To provide mental health assessment and linkage/breakage to mental health services |
| | Assessor/Case Manager | 1 | 109,503 | 80,692 | 40,346 | 40,346 | Oct. 2011 | 5,865 | | 5,865 | To provide mental health assessment and linkage/breakage to drug treatment services |
| | Psychiatrist | 0.2 | 43,989 | 32,345 | 16,173 | 16,173 | | | | 0 | To provide medication management services |
| | Total Health | 2.2 | 271,049 | 199,651 | 99,826 | 99,826 | | 7,509 | 0 | 7,509 | Assuming 50% federal funds |
| Human Services Agency | | | | | | | | | | | |
| | Social Worker | 1 | 129,500 | 97,125 | 0 | 97,125 | Oct. 2011 | | | 0 | To provide family reunification/social work case management |
| | Community Worker | 1 | 85,732 | 64,299 | 0 | 64,299 | Oct. 2011 | | | 0 | To provide linkage to community services |
| | Benefit Analyst II/III | 1 | 105,988 | 79,491 | 39,746 | 39,745 | Oct. 2011 | 9,961 | | 9,961 | To provide eligibility determination services |
| | Human Services Supervisor | 0.5 | 64,490 | 48,455 | 0 | 48,455 | | 4,660 | | 4,660 | To provide lead supervision, coordination, policy, procedure, and quality control of HSA's Service Connect team |
| | Total HSA | 3.5 | 321,220 | 289,370 | 39,746 | 249,624 | | 14,621 | 0 | 14,621 | |
| San Mateo County Police Chiefs and Sheriff Association | | | | | | | | | | | |
| | Crime Analyst | 1 | 129,822 | 75,730 | 0 | 75,730 | Dec. 2011 | | | 0 | To work in conjunction with the GIU tracking and coordinating crime and compliance efforts |
| | Total Police Chiefs and Sheriff Association | 1 | 129,822 | 75,730 | 0 | 75,730 | | 0 | 0 | 0 | |
| Grand Total for Positions | | | | | | | | 146,880 | 0 | 146,880 | |

| Operating Cost Summary from Proposed Interim Funding Requests: | | | | | | | | | |
|--|--|------------------|----------------------------------|----------------------|----------------|------------------|--------------------|---------------|---|
| Department/Agency | Item Description | Annualized Costs | Year 1 Costs and Funding Request | | | Actuals 11/30/11 | Committed 11/30/11 | Total | Purpose/Assumptions |
| | | | Year 1 Costs | Other Funding Source | AB109 Funds | | | | |
| Probation Department | | | | | | | | | |
| | General office supplies & operating | 66,667 | 50,000 | 0 | 50,000 | 1,247 | 4,450 | 5,697 | Includes office supplies, phone charges, office equipments, work station etc. |
| | Safety equipment and protective supplies | 18,089 | 13,567 | 0 | 13,567 | | | 0 | safety equipment is needed for the officers. |
| | 3 Breathalyzer | 1,800 | 1,800 | 0 | 1,800 | | | 0 | for drug testing |
| | Drug test kits @1,000/yr | 2,880 | 1,440 | 0 | 1,440 | 130 | | 130 | for drug testing |
| | 2 cars @ \$28K + \$1,650 equipped with Radio | 57,650 | 57,650 | 0 | 57,650 | | | 0 | 2 vehicles are needed for the officers out to the field. |
| | Vehicle maintenance cost | 4,000 | 2,000 | 0 | 2,000 | | | 0 | |
| | Vehicle Replacement costs | 7,143 | 0 | 0 | 0 | | | 0 | |
| | ISD charges for CCP agenda posting | | | | | 808 | | 808 | |
| | Overhead | 182,962 | 137,221 | 0 | 137,221 | 23,375 | | 23,375 | |
| | Total Probation | 341,191 | 263,678 | 0 | 263,678 | 25,560 | 4,450 | 30,010 | |
| District Attorney | | | | | | | | | |
| | | | | | | | | 0 | |
| | | | | | | | | 0 | |
| | | | | | | | | 0 | |
| | Total District Attorney | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Health System | | | | | | | | | |
| | Peer to Peer support services | 37,500 | 37,500 | 0 | 37,500 | | | 0 | To provide peer support services primarily for clients needing alcohol and drug treatment services. |
| | Operating costs @ \$7,000 per position | 10,500 | 10,500 | 5,250 | 5,250 | | 583 | 583 | |
| | Desktop computers | 800 | 800 | 0 | 800 | 500 | 0 | 500 | Laptop computer for one filled FT position |
| | Avatar license | 1,250 | 1,250 | 0 | 1,250 | 614 | 0 | 614 | Licenses for BHRS EHR |
| | Office Space Lease | 14,447 | 10,028 | 0 | 10,028 | 0 | 2,507 | 2,507 | Temporary in-take center at 455 County Center, shared office space for HSA and Health staff |
| | Overhead | 32,848 | 29,948 | 0 | 29,948 | 680 | 0 | 680 | IT development |
| | Total Health | 97,345 | 90,026 | 5,250 | 84,776 | 1,794 | 3,090 | 4,884 | Assuming 50% federal funds |
| Human Services Agency | | | | | | | | | |
| | Office Space Lease | 14,447 | 10,028 | 0 | 10,028 | 0 | 1,671 | 1,671 | Temporary in-take center at 455 County Center, shared office space for HSA and Health staff |
| | * Laptops for unit | 3,810 | 3,810 | 0 | 3,810 | | | 0 | ISD charge to Reconfig Phone and IT wiring in Parolle Space at 400 Count Center |
| | ISD Phone Charges | | | | | 2,778 | 2,929 | | |
| | Overhead (29% of personnel) | 93,154 | 83,917 | 0 | 83,917 | | 31,262 | 31,262 | |
| | Total HSA | 111,411 | 97,755 | 0 | 97,755 | 2,778 | 35,862 | 32,933 | |
| | Grand Total for Operating Costs | | | | | 30,132 | 43,402 | 67,827 | |

| Client Needs and Services Costs Summary from Proposed Interim Funding Requests: | | | | | | | | | |
|---|---|----------------------------------|------------------|----------------------|------------------|------------------|--------------------|---------------|--|
| | | Year 1 Costs and Funding Request | | | | | | | |
| Department/Agency | Item Description | Yr2 Costs | Year 1 Costs | Other Funding Source | AB109 Funds | Actuals 11/30/11 | Committed 11/30/11 | Total | Purpose/Assumptions |
| Probation Department | Contracted GPS | 173,010 | 129,758 | 0 | 129,758 | | | 0 | Per vendor quote based on 100 units/yr for hybrid GP! |
| | Total Probation | 173,010 | 129,758 | 0 | 129,758 | 0 | 0 | 0 | |
| Health System | Medical care @ \$6612 per client annualh | 1,057,920 | 600,370 | 300,185 | 300,185 | 1,924 | | 1,924 | Assume 80% enrollment; 50% utilization; total of 227 clients Y1, 400 clients Y |
| | Low-level mental health services @ \$6027 per client annually | 446,904 | 253,618 | 126,809 | 126,809 | | 30 | 30 | Assume 18% need, total of 227 client Y1, 400 Y2; 50% of costs will be reimbursed by federal funds |
| | Intensive mental health services @ \$20,425 per client annually | 817,000 | 469,775 | 234,887 | 234,888 | | | 0 | Assume 10% need, total of 227 client Y1, 400 Y2; 50% of costs will be reimbursed by federal funds |
| | Intensive residential AOD treatment @ \$9,000 per client annually | 225,000 | 180,000 | 90,000 | 90,000 | | 1,043 | 1,043 | Assume Y1 = 20; annualized = 25 |
| | Intensive outpatient AOD treatment @ \$4,478 per client annually | 129,862 | 102,994 | 51,497 | 51,497 | | 338 | 338 | Assume Y1 = 23; annualized = 29 |
| | Outpatient AOD treatment @ \$2,052 per client annually | 100,548 | 80,028 | 40,014 | 40,014 | | | 0 | Assume Y1 = 39; annualized = 49 |
| | Total Health | 2,777,234 | 1,686,785 | 843,392 | 843,393 | 1,924 | 1,411 | 3,335 | Assuming 50% federal funds |
| Human Services Agency | Grocery gift cards @ \$25 each | 18,000 | 13,500 | 0 | 13,500 | | 825 | 825 | Assume 100% of clients will need gift cards. Gift Cards will be handed out in \$25 dollar increments one time. |
| | Motel Vouchers @ \$75/day up to 30 days | 252,000 | 189,000 | 0 | 189,000 | | 6,225 | 6,225 | Assumes some clients will need Motel Vouchers (15 clients/month/ 14 days only) |
| | Housing adds 5 clients per month | 594,000 | 272,250 | 0 | 272,250 | | | 0 | Assumes adding 5 clients per month and leveling off at 30 |
| | Bus Pass @ \$64/month | 110,592 | 59,904 | 0 | 59,904 | 572 | 513 | 1,085 | Assume 80% of clients will need bus passes (24 clients*6 months) |
| | Phone Cards @ \$10/month | 17,280 | 9,360 | 0 | 9,360 | | 100 | 100 | Assume 80% of clients will need phone cards (24 clients added per month, one time) |
| | Clothing Vouchers @ \$20/month | 17,280 | 9,360 | 0 | 9,360 | 300 | 0 | 300 | Assume 80% of clients will need clothing vouchers (24 clients added per month, one time) |
| | Food Support for ineligible / 6 months | 216,000 | 117,000 | 0 | 117,000 | | | 0 | Assume 50% of clients ineligible due to drug conviction (15 clients) |
| | Vocational Training | 240,000 | 136,200 | 0 | 136,200 | | 2,500 | 2,500 | Assume 30% of clients \$ 2000 per (one time) |
| | Employment services (Contracted out) | 100,000 | 75,000 | 0 | 75,000 | | | 0 | Assume 30% of clients |
| | Career Interest Assessment | 8,400 | 4,000 | 0 | 4,000 | | | 0 | Assume 25% of clients \$70 per (one time) |
| | Community Mentor (Pastor Harris Contract) | 20,000 | 14,000 | 0 | 14,000 | | 1,225 | 1,225 | To provide supervisee, peer engagement, through individual mentoring, strength based counseling, and group counseling sessions to support reduced recidivism. |
| | Support Services (DMV, Licensing, Assessment) | 30,000 | 30,000 | 0 | 30,000 | | 598 | 598 | Assume 30% of clients |
| | Total HSA | 1,623,552 | 929,574 | 0 | 929,574 | 872 | 11,986 | 12,858 | |
| Sheriff's Office | Clothing & Personal Needs | 15,910 | 3,618 | 3,618 | 0 | | | 0 | \$0.18 x 241 inmates x 365 days. Prorated in year on |
| | Food Items - Maguire | 757,258 | 360,629 | 360,629 | 0 | | | 0 | \$8.61 x 241 inmates x 365 days. Prorated in year on |
| | Household Items | 88,608 | 42,216 | 42,216 | 0 | | | 0 | \$1.01 x 241 inmates x 365 days. Prorated in year on |
| | Inmate Medical Costs | 1,347,684 | 508,236 | 508,236 | 0 | | | 0 | \$15.32 x 241 inmates x 365 days. Prorated in year on |
| | Hope Inside Programming | 109,445 | 27,361 | 27,361 | 0 | | | 0 | per MSF estimate in 2008 |
| | Total Sheriff's Office | 2,318,905 | 942,060 | 942,060 | 0 | 0 | 0 | 0 | Year 1 will use existing budget and/or Reserves to fund |
| | Total Client Needs and Svcs | | | | | 2,796 | 13,397 | 16,194 | |
| Other Trust Fund Designations | | | | | | | | | |
| San Mateo County Police Chiefs and Sheriff Association | | | | | | | | | |
| | Supplemental Funds | 650,000 | 291,815 | 0 | 291,815 | | | 0 | This will create a pool of funds for law enforcement agency enforcement, compliance coordination, and collaboration with probation on home visits, monitoring, intervention, and enforcement distribution. Agencies will bill their needs and be reimbursed. |
| | Total Police Chiefs/Sheriff Assoc | | | | | 0 | 0 | 0 | |
| Countywide | Contingency Appropriation | | | | 150,000 | | | 0 | |
| | Total Countywide Contingency | | | | | 0 | 0 | 0 | |
| | Grand Total | 7,592,701 | 3,979,992 | 1,785,452 | 1,902,725 | 2,796 | 13,397 | 16,194 | |

Training Cost Summary from Proposed Interim Funding Requests:

| Department/Agency | Item Description | Annualized Costs | Year 1 Costs and Funding Request | | | Actuals 11/30/11 | Committed 11/30/11 | Total | Purpose |
|--|--|------------------|----------------------------------|----------------------|---------------|------------------|--------------------|--------------|---|
| | | | Year 1 Costs | Other Funding Source | AB109 Funds | | | | |
| <u>Probation Department</u> | | | | | | | | | |
| | One-time Specialized training @5,000/sworn staff | 45,000 | 30,000 | 0 | 30,000 | 5,831 | | 5,831 | Specialized trainings to help officers up to speed to manage this population. |
| | Annual ongoing STC requirement @1,000/staff | 9,000 | 0 | 0 | 0 | | | 0 | Mandatory trainings for sworn officers. |
| | Total Probation | 54,000 | 30,000 | 0 | 30,000 | 5,831 | 0 | 5,831 | |
| <u>District Attorney</u> | | | | | | | | | |
| | Total District Attorney | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| <u>Human Services Agency</u> | | | | | | | | | |
| | Staff training/Staffing costs | 12,000 | 12,000 | 0 | 12,000 | | | 0 | |
| | Total HSA | 12,000 | 12,000 | 0 | 12,000 | 0 | 0 | 0 | |
| Total for Training Costs | | | | | | 5,831 | 0 | 5,831 | |
| <u>San Mateo County Police Chiefs and Sheriff Association</u> | | | | | | | | | |
| | Training | 50,000 | 50,000 | 0 | 50,000 | | | 0 | This will create a pool of funds to be used for Training purposes |
| | Total Police Chiefs and Sheriff Association | 50,000 | 50,000 | 0 | 50,000 | 0 | 0 | 0 | |
| Grand Total | | | | | | 5,831 | 0 | 5,831 | |