

## **Santa Cruz County Probation**

### **Officers Inadequately Equipped and At Risk**

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#### **Summary**

The role of the Probation Department (Department) in Santa Cruz County, as in other counties, has changed significantly in recent years due to legislation and voter-approved propositions. As a result, former prison inmates with a higher level of criminal sophistication now require supervision at the community level. Many of them have prior felony criminal histories.

This Grand Jury report identifies concerns about the dangers and unnecessary risks Adult Division Deputy Probation Officers (DPOs) face in supervising some high-risk offenders. Inadequate or faulty safety equipment, lack of training, limited law enforcement support, and lack of an armed unit all contribute to an unsafe working environment.

The Department has received state, federal, and foundation grants in support of its rehabilitative programs as well as for improved internal data collection and reporting systems. But the Department has not adequately responded to the complaints and concerns of DPOs whose caseloads have increased and who now supervise an increasing number of violent offenders.

While the Department has not experienced any fatalities, violent offenders have injured Adult Division DPOs attempting to supervise them in the field. Equally concerning is that rather than risk injury or death, DPOs often do not visit offender's at work or home, leaving them unsupervised and the community unaware of the potential dangers posed by high-risk offenders in our neighborhoods.

## **Background**

The Santa Cruz County Probation Department (Department) consists of three divisions: Adult Services, Juvenile Services, and Juvenile Hall. This Grand Jury focused on the Adult Division Deputy Probation Officers (DPOs). These officers play two roles, social worker and enforcement officer. In the first role they assist the offender to rehabilitate and reintegrate into society. In the enforcement role they focus on protecting the public and enforcing probation terms.

Fieldwork, which is a required component of a DPO's duties, includes visits with offenders in their homes, places of employment, education facilities, and treatment centers. Field visits are used to verify addresses, and search for guns, drugs, and other prohibited possessions. DPOs help local law enforcement with the arrest of probation violators, and as members of the County [Task Force Unit](#) they patrol the streets in high crime areas.

Recent legislation has impacted the role of DPOs throughout California, including changes in policy, procedures, and tactics to supervise higher level felons entering our communities.

### ***Prison Realignment***

In 2009 the U.S. Supreme Court mandated a massive reduction in California's prison population. Governor Jerry Brown signed AB 109 into law (November 2011). Commonly referred to as Prison Realignment (Realignment), AB 109 transferred responsibilities of state parole officers to county deputy probation officers who now supervise felony offenders and many state parolees.<sup>[1]</sup>

### ***Proposition 47***

In 2014, Proposition 47, the Reduced Penalties for Some Crimes Initiative (Safe Neighborhood and Schools Act) was passed.<sup>[2]</sup> Crimes classified as "non-serious, non-sexual and non-violent," which had previously been felonies, were now classified as misdemeanors. Offenders who had already been sentenced under previous rules could apply to have their convictions reduced to misdemeanors. In January 2015, as many as 1 million Californians became eligible to change past felony convictions.

### ***Impact of Legislative Changes***

Legislative changes have increased reclassified probation cases at the county level. The state allocates funds to each county based on a formula to cover some of the additional expenses counties now incur.<sup>[3]</sup> Each county has developed an implementation plan that includes funding formulas, programs, practices, personnel needs, infrastructure changes, or a combination of all, to deal with the added caseloads.<sup>[4]</sup> Santa Cruz County has embraced a progressive approach to implementing Realignment, with an emphasis on rehabilitation programs.<sup>[5]</sup>

## **Use of Risk Assessments**

Several probation departments in California, including Santa Cruz, use a risk and needs assessment tool that categorizes offenders by their need for supportive and therapeutic services (housing, substance abuse, mental health, etc). The tool evaluates the risk to recidivate, but not the risk to harm a DPO. Offenders with both moderate and high risk needs may have unassessed violent behaviors, placing DPOs in potentially dangerous situations when supervising them. Only cases involving domestic violence or sexual offenses have separate risk assessment tools that measure the risk for future domestic violence or potential for sexual re-offending.<sup>[6]</sup>

## **Safety of DPOs**

DPOs are fully aware of the inherent risks of their jobs. But they also believe that to deliver effective community supervision to the highest risk offenders in the community, they should be equipped with the training and equipment needed to walk into dangerous situations with confidence and do their jobs safely.

Lack of sufficient training and safety equipment impacts DPOs when conducting [field visits](#), a necessary component of supervision. In many instances it is not safe for DPOs to perform field visits alone. Low staffing levels make it difficult to partner with other DPOs for field visits. In addition, local law enforcement is not always available to assist DPOs, due to their own priorities. Without adequate support or assistance DPOs are at personal risk in dangerous settings.

## **Scope**

For this report, the Grand Jury interviewed Department administration and staff, law enforcement administrators and officers, and members of the probation officers union. The Grand Jury reviewed the Department's Strategic Plan and annual reports, newspaper articles, other counties' grand jury reports, and papers by experts in the fields of probation and law enforcement.<sup>[7] [8] [9]</sup> We analyzed published reports evaluating AB 109 and Prop 47 to understand structural changes that have occurred in the last several years and their ramifications for the Department.<sup>[10] [11] [12] [13]</sup>

We requested and reviewed documents to understand caseloads, organizational structure, budgets, policies, procedures, and protocols of the Department and the Adult Division.

## **Investigation**

The focus of this report is on the risks faced by DPOs in the Adult Division, who do not have adequate safety equipment, training, an armed unit, and support of the Department to safely perform their jobs. DPOs and the Department acknowledge that probation work is inherently dangerous and accept those risks. However, the changing population of felons in the community puts DPOs at a higher level of risk without the support and equipment to safely supervise probationers.

The Grand Jury heard a consistent message from DPOs: a passion and a desire to do their jobs, but also a deep concern for their own safety and that of the community. One interviewee stated that sitting in court witnessing the level of felons being released into our community “terrifies me,” because DPOs are ill-equipped to supervise them.

The Grand Jury learned that Realignment has profoundly impacted DPOs. However, the impact of legislation is not the core reason for DPOs concerns about their safety and ability to perform their jobs. Through interviews and documentation reviews, the Grand Jury discovered key factors affecting the performance and morale of DPOs: the lack of (or faulty) safety equipment, the lack of department-wide training, heavy caseloads, and chronic understaffing. In addition, the unavailability of armed law enforcement to accompany DPOs on field visits, the policy prohibiting DPOs from being armed, and finally, their belief that Department management is not listening and responding to their concerns are other factors negatively impacting their ability to perform assigned duties.

Witnesses from the Department and local law enforcement expressed concerns about the high-risk offenders now on probation in the community. Under Realignment, low-level felony evaluation only applies to the most current offense and does not look at prior offenses. Thus, offenders with prior criminal histories of serious, violent, and/or sexual offenses can qualify for county probation. This is particularly concerning for DPOs supervising offenders who commit new felonies, which should render them ineligible for probation in Santa Cruz County; under Realignment these offenders are still eligible for local supervision.

### **SCCPOA: Documenting Concerns**

In interviewing Department staff, we learned that their safety issues and concerns predate Realignment. Recently (October 2018), the Santa Cruz County Probation Officers’ Association (SCCPOA) sent a letter to the Chief Probation Officer, judges of the Superior Court, the Board of Supervisors, and the County Administrative Officer, which reads in part:

*No probation officer should have to endure unnecessary stress that follows with involuntarily jeopardizing their personal wellbeing in the event of a physical threat. We demand a revision of current policies and procedures of field supervision. We call for the County of Santa Cruz to adopt full measures of safety for our Deputy Probation Officers to promote values of life and to preserve the integrity of community supervision. Absent of these considerations we request the County of Santa Cruz Probation Department suspend all mandated field contacts.*

In March 2019, a survey of union members indicated 87% favored suspending field visits until DPO safety needs are addressed. The Grand Jury learned the SCCPOA had not received a response to their letter as of June 2019.

The March 2019 *Adult Division Report* shows that DPO interaction and field visits with offenders decreased by 49% between March 2018 (371) and February 2019 (183), with

a 62% decline from October 2018 to December 2018.<sup>[14]</sup> The Grand Jury was informed by Department staff that the following factors contribute to lower field visits: low morale, stress, lack of training, understaffing, absences, and vacation days.

Witnesses stated that an additional field visits report, which was recently produced and shared among Department management team, showed even fewer field visits by DPOs during the last year. Although the Grand Jury requested a copy of this report, one was not received as of the writing of this report.

### ***Safety Concerns: Feeling Unsafe and Unheard***

The Grand Jury received testimony and was provided with documentation indicating that DPOs are being exposed to unpredictable and dangerous situations without the benefit of adequate safety equipment and training, thus leaving them at higher levels of vulnerability than necessary.

Many witnesses testified that the Department's management team does not prioritize or take DPO safety issues seriously enough. Multiple DPOs noted that because some members of the management team have never worked as adult DPOs, they feel that management is not sensitive to the risks associated with supervising certain offenders living in the community today.

The Department has an internal Safety Committee composed of two department managers, two SCCPOA representatives, and a supervising DPO.<sup>[15]</sup> The purpose is to review incidents and responses and discuss policy revisions, safety issues, training status, audit of safety equipment, and equipment needs. Witnesses reported that many of the safety issues and concerns are not taken seriously by the Department. Witnesses believe that management truly doesn't understand the position in which they are putting DPOs.

The Grand Jury interviewed a Department official who testified that there had been no legitimate threats or injuries to DPOs, and recalled only one recent event, describing it as "a tussle with no visible injuries sustained by an officer." The Grand Jury, however, received testimony and documentation for the same event, as summarized below.

The purpose of the field visit was to verify an address for an offender who was on probation for an assault with a deadly weapon involving an axe and a knife. DPOs were confronted by an agitated and noncompliant probationer who assaulted them. The DPOs' fear escalated when, during the assault, they saw a machete within reach of the offender. DPOs requested emergency assistance from Watsonville Police Department and the Santa Cruz County Sheriff's Office; multiple officers were needed to gain control of the situation and to detain the probationer. During a follow-up search of the home, more weapons were discovered.

There were other incidents reported during our investigation. Other less dramatic but equally dangerous situations were reported to the Grand Jury. The dismissive response by the Department of these threatening incidents adds to the DPOs feeling unsafe and unheard.

## **Safety Equipment**

The Department's position is that not all DPOs need the same level of safety equipment. DPOs, however, believe that for their personal safety and ability to supervise offenders in the field they need more comprehensive safety equipment.

The Grand Jury learned of the following problems with safety equipment:

1. Inadequate Vests. Under current Department policy, properly fitted bullet-proof and tactical vests are only issued to DPOs who supervise specialized units—that is, caseloads including Post Release Community Supervision (PRCS) probationers and those with serious mental health issues and violent sex offenders. But witnesses also noted that DPOs in non-specialized units now face the same dangers when conducting field visits with high-risk offenders and other previously violent offenders who are now classified as low- to moderate-risk offenders.

DPOs not assigned to specialized units are expected to share multi-sized vests, many of which do not fit. A too-small vest does not cover the body sufficiently, leaving the wearer vulnerable to injury; a too-big vest can ride up and impede one's ability to access safety equipment.

In addition, witnesses noted that the shared vests are not properly maintained, are often dirty and sweaty, and are not easily accessible to DPOs in the event of emergencies. According to best practices, a vest must be maintained to function properly.<sup>[16]</sup>

2. Malfunctioning Radios. Handheld radios are a lifeline to safety for a DPO experiencing danger during a field visit. DPOs and Department staff reported to the Grand Jury that the radios currently in use are limited in number and substandard. When conducting contact visits in remote areas of the County, DPO's handheld radios rarely function. In addition to handheld radios, DPOs and the SCCPOA have requested car radios with GPS capabilities that would transmit to Netcom (the County 911 dispatch center).
3. Lack of Tasers. After several years of administration opposition, tasers were finally approved for use by DPOs. We were unable to verify whether tasers are included in the proposed FY 2019–2020 budget.
4. Ineffective Oleoresin Capsicum (OC) Spray, known as pepper spray, is approved by the Department for DPOs to carry. Testimony from DPOs and law enforcement indicates that they do not believe OC spray is the best tool for keeping DPOs safe in the field. In fact, DPOs' statements regarding OC spray included the following: "It's good for dogs," and, "It's messy and gets in DPOs' eyes," and, "It's not always practical."
5. Restricted Use of Identifiable Clothing and Badges. Under current Department policy, DPOs are required to cover up all markings and equipment that identify them as probation officers: clothing, badges, handcuffs, and any safety equipment must

be covered with a jacket before going out into the field. (There are some specialized units and situations that allow for identifiable clothing.) The majority of witnesses, however, agreed that DPOs who are easily identifiable on scene, especially in a chaotic or dangerous situation, are safer from potential harm. According to a law enforcement website article,

*Where you place your badge—at your beltline or hanging from your neck—may directly affect your chances of surviving when you’re confronted by a responding law enforcement officer.<sup>[17]</sup>*

6. Lack of Narcan™. In 2015, the Drug Enforcement Agency issued a public warning to law enforcement and others to alert them to the potential for a lethal exposure from fentanyl, a white powdery narcotic that resembles cocaine and is 40 to 50 times stronger than heroin.<sup>[18]</sup> DPOs have requested that Narcan™ (a medication designed to rapidly reverse opioid overdose) be placed in their field visit [search kits](#) because of DPOs’ potential exposure to fentanyl in the field.<sup>[19]</sup>

The request was initially approved by the Department in March 2018, but to date Narcan™ is not in the DPO search kit. DPOs were told to obtain Narcan™ from Janus of Santa Cruz or request a prescription from their private physicians for personal use in the field.

## **Training**

The Grand Jury heard from DPOs about the lack of Department-wide training, the inadequacy of existing training, and the need for continuous, ongoing training that focuses on the realities of their field work. They feel unprepared and unsafe when visiting offenders in the field. Newly hired DPOs may be assigned high-risk case loads after only six months on the job, with no specialized training.

While staff were pleased that a pilot field safety training program was recently approved and implemented by the Department’s Safety Committee, they still identified concerns, including that only new hires are required to participate in the field safety training. Although the training is open to all DPOs, most find it challenging to participate in any non-mandatory training because of their other duties. Documents received by the Grand Jury show that as of January 2019, two DPOs have completed the new field safety training, two DPOs are currently enrolled with an expected completion date in Summer 2019, and three are on a waitlist to begin training in Fall 2019.

The Department offers 40 hours a year of ongoing education, including CPR/first aid, skill development, and classes on legislative changes impacting probation. An interviewee felt that 40 hours of ongoing education is not enough and shared that some probation departments have a weekly training day with a focus on “trained to serve and trained to survive.” There is no additional training for DPOs tasked with a higher risk caseload.

### ***Field Visits and Staff Shortages***

DPOs' fear for personal safety prevents them from supervising all offenders in the field according to their probation terms. Because DPOs are fearful when making field visits to high-risk offenders, they often don't make the required visits or merely leave a card at a home, rather than risk dangerous encounters and being injured.

The Grand Jury received testimony from interviews, reviewed documents, and Department policies and procedures related to DPO field visits. The testimony indicated that field visits are conducted based on practice not policy. For their safety, DPOs try to be accompanied by either another DPO or local law enforcement when conducting field visits with potentially volatile offenders. DPOs are conducting [contact visits](#) at the homes of known gang members, drug dealers, violent sex offenders, and those known to have a history of firearms and/or weapons possession.

As noted earlier, chronic staff shortages within the Department mean that two DPOs are often not available at the same time to make these required visits. Relying on law enforcement is not realistic due to their own heavy workloads and priorities. The end result is that a DPO must choose between conducting these visits without assistance, or leaving many offenders unsupervised, limiting their success at reintegration and rehabilitation, and potentially placing the community at risk.

### ***Pressure to Adhere to Standards While Risking Personal Safety***

The field visit situation presents a real quandary for DPOs who care about their professional responsibilities to the offenders and to the community. Many reported that there is pressure from within the Department to conduct field visits on high-risk populations, despite the risks they present. In contrast, supervisors advise DPOs to choose personal safety over a risky field visit.

Witnesses reported, however, that their fear of being labeled non-compliant will lead to negative personnel evaluations.

### ***Caseloads, Standards, and Risks***

Caseload size is also of concern to DPOs. The Grand Jury heard testimony that caseloads range from "too high" to "dangerously high." One staff member noted that domestic violence caseloads are "ridiculously high." Many DPOs reported that domestic violence offenders who are assessed with some of the highest risks receive little to no supervision.

The Adult Probation Division Annual Report: 2018 (see note 6) shows an increase of 31% in the AB 109 population between 2017 and 2018. In addition to caseload supervision, DPOs are expected to be more active in pre-trial cases, which have increased 300% over the past 10 years.

The American Parole and Probation Association (APPA) caseload standards recommend no more than 20 per DPO for offenders requiring intensive supervision; 50

per DPO for moderate- to high-risk offenders; and 200 per DPO for low-risk offenders.<sup>[20]</sup> Documents obtained by the Grand Jury show very few of the DPOs carry caseloads that fall within these guidelines. The highest numbers were noted in the areas of domestic violence and general supervision. The following are the average caseloads for Santa Cruz DPOs based on an April caseload report:

- Intensive supervision: 36 moderate- to high-risk offenders
- Moderate- to high-risk general supervision: 129 offenders (one DPO had 175 moderate- to high-risk offenders)
- Moderate- to high-risk Domestic violence: 111 total offenders

Table 1 depicts the caseload totals reported to the Grand Jury as of April 12, 2019. Currently 34 DPOs supervise 2,046 active cases and 477 [bench warrants](#). The assessed moderate- to high-risk cases were or approximately 64% of the total active cases.<sup>[21]</sup>

Table 1. Adult Division Caseload Assignments

Unit	Active Caseload	Moderate- to High-Risk Active Cases	Bench Warrants	Assigned DPOs
General Supervision	645	69%	161	5
Domestic Violence	558	49%	193	5
*PRCS/Intensive	209	88%	44	5
*1170(h) Intake	205	73%	128	4
Mental Health/ Sex Offender	195	52%	47	5
Pre-Trial	135	80%	0	6
Investigations	99	52%	10	4
Totals	2,046	64%	455	34

Source: Santa Cruz County Probation Department, April 2019.

\*PRCS: Post Release Community Supervision

\*1170(h): non-serious, non-violent, and non-sexual felony offenders

Figure 1 shows over 1,300 offenders assessed as high to moderate risk, requiring field visitations; over 500 low risk offenders require monitoring, but no field visitation.

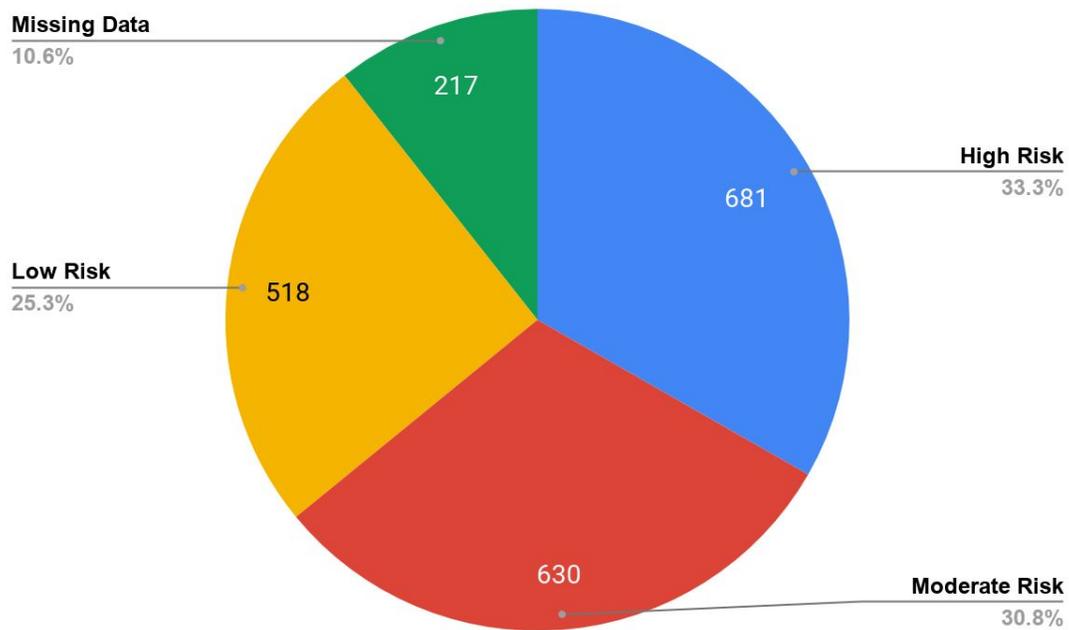


Figure 1. Adult Division Caseload Risk Assessment  
Source: Santa Cruz County Probation Department, April 2019

### ***To Arm or Not to Arm***

There has been a history of philosophical differences debated in the United States between arming or not arming DPOs. Current Department management believes that DPOs are not first responders and thus should not be armed. Many DPOs, however, believe that Santa Cruz should respond to the changing environment posed by Realignment, which mandates local supervision of high-risk felony offenders. A law enforcement officer stated, “We don’t go out to that house without five guys (for back-up), why are unarmed DPOs going out alone?”

According to SCCPOA, every county in the State, except Santa Cruz, has an armed DPO unit.

Santa Clara County, like many others in California, decided to form armed DPO units in anticipation of post AB 109 offenders released into their communities. DPOs who choose to be armed require both initial and subsequent arms training; no DPOs are forced to carry arms. A DPO union representative said that the change made Santa Clara’s DPOs more confident in doing field visits and less worried about being surprised by an offender’s attack.

In addition, the Grand Jury learned that SCCPOA representatives met with some Santa Cruz County Supervisors to discuss arming DPOs. Union representatives estimated that if armed, their safe supervision of offenders would increase 30–60 percent, thus eliminating the need to wait for law enforcement.

Witnesses acknowledged to the Grand Jury that not all DPOs want to be armed, nor do the witnesses think that they should be. They do believe that DPOs who supervise high-risk offenders, want to be armed, and are willing to adhere to training standards should have the option to be armed. In a recent survey by the SCCPOA, 95% DPOs agree there should be an armed unit within the Department.

#### *Unarmed DPOs: Liabilities, Not Assets*

Numerous witnesses, including law enforcement administration and officers, told the Grand Jury that unarmed DPOs are viewed as liabilities rather than assets in dangerous or risky situations. Law enforcement has to be concerned for their own safety as well as that of DPOs. In dangerous encounters with offenders, the DPO's only course of action is to find shelter, hide behind a car or behind an armed law enforcement officer, or run.

#### ***A Culture of Fear and Low Morale***

Many Department staff who spoke to the Grand Jury shared their feelings of hopelessness, low morale, and frustration with not fulfilling all their duties. They also expressed fear of retaliation from management when asking for support. The issues identified in this report support these allegations, including the sense that DPOs are not listened to and their concerns for safety are either not heard or dismissed. We also heard that DPOs who raise safety issues may receive negative evaluations or be overlooked for promotions. This culture has led to or exacerbated an already stressful job for many DPOs.

### **Conclusion**

Santa Cruz County Probation Department Adult Division DPOs are dedicated professionals who care deeply about their mandate to assist offenders in reintegrating into society. They also care about the safety of the community they serve, as well as their own personal safety when carrying out their duties. Unfortunately, many DPOs believe and told the Grand Jury that the "appearance and standing [of the Department] in the community" is of more importance to Department management than the concerns and safety needs of DPOs who are on the front lines.

The Grand Jury heard testimony that paints a picture of an environment where Department staff do not feel they can depend on management to support them or to provide them with the safety equipment and training needed for safe field work.

In light of extensive documentation and testimony the Grand Jury has developed the following findings and recommendations for the Santa Cruz County Probation Department, the Santa Cruz County Board of Supervisors, and the Santa Cruz County Administrative Officer.

## Findings

- F1.** Deputy Probation Officers' (DPOs') lack of safety equipment impedes their ability to do their assigned field visits without jeopardizing their own safety.
- F2.** The Department collects and stores, but does not track serious incident reports involving DPOs with offenders.
- F3.** The Department meets the minimum state requirements for annual DPO training, but does not provide sufficient safety training for DPOs in the field.
- F4.** Law enforcement is not always available to accompany DPOs in high-risk situations, resulting in fewer contact visits by DPOs.
- F5.** The failure of the Department to include an armed unit supporting DPOs increases safety risks to DPOs in the field.

## Recommendations

- R1.** The Department should provide Deputy Probation Officers (DPOs) with standardized safety gear (individually fitted vests, functioning radios, tasers, OC spray, identifiable clothing, and Narcan™) for their field visits. (F1)
- R2.** The Department should provide all DPOs with mandatory initial and ongoing field safety training in collaboration with the Safety Committee. (F3)
- R3.** The Department should coordinate with local law enforcement to develop policies and procedures for law enforcement officers to accompany DPOs during field visits. (F4)
- R4.** The Department should commission a needs assessment by an independent consultant to ascertain the potential harm to unarmed officers doing field work with high-risk offenders, with a focus on developing an armed unit. (F2, F5)

## Commendations

The Grand Jury commends the dedication and passion of the Santa Cruz County Probation Officers who work to keep themselves and our community safe while facing multiple challenges in fulfilling their duties.

## Required Responses

<b><i>Respondent</i></b>	<b><i>Findings</i></b>	<b><i>Recommendations</i></b>	<b><i>Respond Within/ Respond By</i></b>
Santa Cruz County Board of Supervisors	F1–F5	R1–R4	90 Days September 23, 2019
Santa Cruz County Chief Probation Officer	F1–F5	R1–R4	90 Days September 23, 2019
Santa Cruz County Sheriff	F4	R3	90 Days September 23, 2019

## Requested Responses

<i>Respondent</i>	<i>Findings</i>	<i>Recommendations</i>	<i>Respond Within/ Respond By</i>
Santa Cruz County Administrative Officer	F1–F5	R1–R4	90 Days September 23, 2019

## Defined Terms

- **APPA:** American Probation and Parole Association
- **Department:** Santa Cruz County Probation Department
- **DPO:** Deputy Probation Officer
- **OC:** Oleoresin capsicum (the active ingredient in pepper spray).
- **PRCS:** *Post release community supervision* (supervision of an offender who has been released from a California Department of Corrections and Rehabilitation institution by a county agency, pursuant to the *Post Release Community Supervision Act of 2011* whereby convicted felons are released from prison to county probation).
- **Realignment:** AB 109, commonly known as the Public Safety Realignment Act of 2011, and codified in Penal Code Title 2.05 as the Postrelease Community Supervision Act of 2011.
- **SCCPOA:** Santa Cruz County Probation Officers' Association

## Glossary

- **Bench warrant:** A written order issued by a judge authorizing the arrest of a person charged with some contempt, crime, or misdemeanor.
- **Field contact / field visit:** An interaction by a DPO supervising the probation terms of an offender, including office visits, phone calls, home visits, site visitation at employment, educational and therapeutic programs, or reports from external providers.
- **Felony:** a crime, sometimes involving violence, regarded as more serious than a misdemeanor, and usually punishable by imprisonment for more than one year.
- **High risk:** an assessment score given to an offender with the highest need for services (treatment and control techniques) and potential to reoffend without intensive supportive supervision.
- **Low risk:** an assessment score given to an offender with needs that do not require the same level of intensive services as an offender assessed moderate to high risk.

- **Mandatory supervision:** through a process called “split sentencing,” a judge can split the time of a sentence between a jail term and a period of supervision by a county probation officer.
- **Moderate risk:** an assessment score given to an offender whose needs do not require the same level of intensive services as an offender assessed as high risk.
- **Offender:** a person who commits an illegal act.
- **Penal Code 1170(h):** a post AB 109 classification of non-serious, non-violent, and non-sexual felony offenders being sentenced to local probation terms, rather than state prison, including drug offenders and a variety of personal property crimes with less than a \$950 value.
- **Pre-trial:** a proceeding held by a judge, arbitrator, DPO, etc. before a trial to simplify the issues of law and fact and stipulate certain matters between the parties, in order to expedite justice and curtail costs at the trial.
- **Rehabilitation:** the action of restoring someone to health or normal life through training and therapy after imprisonment, addiction, or illness.
- **Search Kit:** A supply bag or kit used by DPOs that contains first aid, trauma kits and other specialized tools and equipment needed for emergency response.
- **Task Force Unit:** The Santa Cruz County Anti-Crime Team is a local multi-agency task force comprised of personnel and other resources from law enforcement agencies. It combines, coordinates, and focuses the resources of city, county, state, and federal law enforcement agencies in Santa Cruz County to prevent and reduce violent crimes and major narcotics trafficking, and to apprehend those suspected of such crimes.

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### **Department Documents Reviewed**

- Santa Cruz County Probation Department Policy and Procedures Manual
- Santa Cruz County Department Job Descriptions
- Santa Cruz County Probation Department Safety Committee Agendas and Minutes: March 3, 2015 through April 10, 2019
- CAIS (Correctional Assessment and Intervention System) Women's Assessment Template
- Santa Cruz County Probation Department Officer Caseload Assignments, April 12, 2019
- Santa Cruz County Probation Department Caseload Totals by Assignment, April 12, 2019
- Santa Cruz County Probation Department Equipment Tracking Logs
- Santa Cruz County Probation Department 2018–2019 STC Training Hours Spreadsheet
- Email responses from Santa Cruz County Department regarding case management system; training policies; and staff completion of Field Safety Training
- Santa Cruz County Probation Department Adult Division Monthly Blast, March 2019
- Public Safety Realignment Santa Cruz County Implementation: A Report From the Santa Cruz County Probation Department, 2011–2013
- Santa Cruz County Public Safety Realignment and Post Release Community Supervision 2011 Implementation Plan, Oct. 4, 2011
- Santa Cruz County Probation Department Strategic Plan 2016–2012
- Santa Cruz County Probation Department Adult Division Annual Report 2017

### **Websites**

County of Santa Cruz, Probation Department

<http://www.co.santa-cruz.ca.us/Departments/ProbationDepartment.aspx>

National Council on Crime and Delinquency; Correctional Assessment and Intervention System (CAIS)

<https://www.nccdglobal.org/assessment/correctional-assessment-and-intervention-system-cais>