



**City and County of San Francisco  
Juvenile Probation Department**

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Chief Probation Officer's Presentation  
to the Board of Supervisors'  
Neighborhood Services and Safety Committee  
May 2, 2013

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Good afternoon Chair Campos, Members of the Neighborhood Services and Safety Committee, Supervisor Avalos and members of the audience.

Thank you for convening this afternoon's hearing that focuses upon Juvenile Probation Officers' field safety when monitoring the compliance of the highest risk probationers we are charged with the responsibility of supervising in the community.

It is most appropriate that the safety of our juvenile probation officers, who preserve and protect the safety of SF neighborhoods, will be addressed before the Neighborhood Services and Safety Committee.

We are grateful for the opportunity to advance the public's understanding of the changing landscape of juvenile probation work in San Francisco, manifested in two significant events:

- 1) The Division of Juvenile Facilities (DJF) Realignment legislation transferring juvenile parole responsibilities (previously performed by armed juvenile parole agents) to JPD over serious violent paroled offenders (now adults) effective 1/1/13; and,
- 2) A watershed event occurring last September when two of our Deputy Probation Officers conducting regular field compliance checks in the Mission District with two SFPD Gang Task Force officers, following a recent gang related homicide, faced the most serious life threatening situation ever reported to me involving juvenile probation officers under my supervision.

The very first group I engaged in a discussion about my grave concerns, even before I approached Department staff, was the Executive Committee of the Juvenile Justice Providers Association. I outlined my concerns about the increased safety risks endured by those Juvenile Probation Officers closest to the proliferating gang violence in our neighborhoods.

In January, my colleagues and I presented our thoughts on the **changing landscape and climate of the Juvenile Probation Department's work** before the Juvenile Probation Commission.

Since then, our discussions with City leaders, members of this committee, other members of the BOS, State Legislators, City Department staff, our juvenile justice system partners, community partner agencies and community members have been extremely helpful to us as we rethink our traditional practices and re-chart our course, to safely navigate the changing landscape of juvenile probation.

We have taken particular note of the voices of youth, Youth Commission members, and youth advocates who have registered both their support of enhancing officer safety as well as their opposition to the prospect of JPD arming our probation officers.

While time does not allow us to provide a comprehensive picture that includes all the dimensions and special duties associated with Juvenile Probation work, our presentation will focus upon those core peace officer responsibilities that preserve the public's safety by holding the highest risk, chronic, violent repeat juvenile offenders accountable for their actions while released into our communities under the Court's supervision.

It is my pleasure to introduce Assistant Chief Probation Officer Allen Nance to share the Power-point presentation he has prepared for this afternoon.

[ \*\*\*\*\*POWER POINT PRESENTATION\*\*\*\*\* ]

### CONCLUDING REMARKS

Simply defined, Probation, is the **grant** of community supervision, based on one's **promise to reform**.

While over **90%** of the youth we deal with are trying very hard and doing very well in their efforts to keep the promises they each made when granted probation, it is the **10%** of our workload, comprised of the most serious, chronic and violent individuals who continue to **flaunt their criminal intent** directly in the faces of the Courts, law enforcement and in the faces of our families, neighbors and loved ones, despite their "promise to reform".

#### Juvenile Probation Department Finds Itself In:

- Two "Camps"
  - Child/Family Welfare
  - Public Safety
- Wearing Two "Hats"
  - Counselor/Social Worker
  - Peace Officer
- Following Two Codes
  - WIC
  - Penal Code
  
- Our new vision seeks to preserve the special nature and legacy of the only stand alone Juvenile Probation Department in the state, one that remains fully committed to the principles of rehabilitation and treatment steeped in evidence based practices, and one that seeks to mitigate the dangers associated with holding the most violent probationers accountable through a closer association with the San Francisco Police Department.

### Findings/Conclusions

- The Department has surveyed Bay Area, CA and National Practices in dealing w/ high risk juvenile probationers

- None of the existing models reviewed would preserve the special identity of the SF Juvenile Probation Department AND provide the necessary protection for Probation Officers' safety when performing high risk peace officer functions
- There is once again pending CA legislation that would **mandate** probation officers assigned to high risk caseloads be armed w/ a firearm
- **JPD has no intentions at this time of establishing an armed unit of juvenile probation officers w/in JPD**
- JPD Probation Officers' formalized, full time presence within the SFPD would enhance its understanding of juvenile probationers and enrich the City's ability to administer its public safety agenda
- The integrity of the Department and the safety of Juvenile Probation Officers performing high risk law enforcement duties with serious, chronic violent juvenile probationers **can best be balanced** if JPD's "highest risk" peace officer functions were to be **exported and embedded** within the SFPD under the auspices of a **JPD/SFPD Task Force**

#### **SFJPD Proposed Model for Further Development**

- JPD's Serious Offender Program (SOP) Unit will be redesigned as the **Intensive Probation Services (IPS) Unit** that will accelerate its efforts focusing primarily on the rehabilitative and treatment case management components developed for high risk probationers
- High risk JPD peace officer functions/responsibilities associated with measuring and enforcing high risk juvenile probationers' compliance with court ordered conditions of release and staffing secure detainee transports would be **exported** to the SFPD and assumed under the auspices of the **JPD/SFPD Juvenile Task Force**
- An MOU between JPD/SFPD, similar to conventional task force agreements in existence, covering this proposed model will be created
- JPD would redeploy (under work orders) Deputy Juvenile Probation Officers who possess significant experience in supervising high risk juvenile probationers, and who possess superior service records, to the SFPD for assignment to this Juvenile Task Force, following psychological testing, qualification, selection, certification, training and subscription to SFPD's training standards, arming policies and use of force continuum
- Juvenile Probation Officers re-deployed to the JPD/SFPD juvenile task force would perform all the intensive community supervision compliance responsibilities that will accompany the treatment components of the case plan being managed by the JPD probation officer
- The JPD's IPS Unit probation officers would remain as the primary probation officer performing intensive case management responsibilities

- JPD/SFPD juvenile task force probation officers would perform all the intensive community supervision compliance responsibilities that will accompany and complement the treatment components of the case plan
- IPS Unit Supervisor would direct the work performed by juvenile probation officers assigned to the JPD/SFPD Task Force
- JPD/SFPD Task Force field operations would be headquartered in SFPD, assigned and supervised under a command structure outlined in the MOU that would preserve JPD's appointing authority over the juvenile probation officers assigned to this detail
- Costs to select, train and equip JPD staff assigned to the Task Force (not yet assessed) would be borne by JPD

The Juvenile Probation Department remains firm in its commitment to provide guidance and direction to youth and families we serve in ways that hold them accountable for their actions, increases their competencies to develop positive lifestyles and protects the safety of San Francisco residents and visitors.

We believe this proposed “**San Francisco model**” balances the safety needs of probation officers performing high risk peace officer functions with the Department's commitment to preserve its long standing identity of purpose.

As the Chief Probation Officer charged with the responsibility to rehabilitate SF juvenile offenders within the sound framework of public safety, **I also have a moral obligation, (especially in light of the 9/20/12 event)** to ensure that the Deputy Juvenile Probation Officers I lead, City and County employees, who perform high risk duties with high risk individuals, in high risk circumstances are afforded the appropriate protection and safeguards that will allow them to enhance the safety of SF residents.

We anticipate that our careful and deliberate attention to all the necessary details of this model will extend over the next 3-6 months.

We have pledged to present our final plans to the Juvenile Probation Commission before implementation.

Thank you for your attention.