



# COUNTY OF SAN DIEGO

## AGENDA ITEM

### BOARD OF SUPERVISORS

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First District

JOEL ANDERSON  
Second District

TERRA LAWSON-REMER  
Third District

NATHAN FLETCHER  
Fourth District

JIM DESMOND  
Fifth District

**DATE:** September 27, 2022

**03**

**TO:** Board of Supervisors

### **SUBJECT**

**PROBATION – AUTHORIZATION TO CONTRACT WITH CENTER FOR EMPLOYMENT OPPORTUNITIES, INC. FOR EDUCATIONAL SERVICES; APPLICATION AND ACCEPTANCE OF CALIFORNIA DEPARTMENT OF TRANSPORTATION FUNDS FOR WORK CREW LITTER ABATEMENT PROGRAM (DISTRICTS: ALL)**

### **OVERVIEW**

The San Diego County Probation Department (Probation) has worked successfully since 2014 with the not-for-profit Center for Employment Opportunities, Inc. (CEO) and California Department of Transportation (Caltrans) to provide Probation clients with educational services for job readiness, job placement, and employment opportunities. The CEO program provides comprehensive employment and training services exclusively to individuals who have recently been released from incarceration. Participants learn valuable life skills and employment skills to prepare them for entry into the community and the job market. Participants in CEO's paid transitional employment program serve on litter abatement work crews to gain skills and clean up highways throughout San Diego County. The County pays for this program, and in turn, Caltrans reimburses the County for wages paid to work crew participants.

On January 29, 2013(5), the Board of Supervisors approved an agreement between Probation and Caltrans to implement the Litter Abatement Program, and in 2014, Probation procured employment and litter abatement services with CEO, which was approved by the Board of Supervisors on April 29, 2014(5). Due to the ongoing success of this program, Probation sought to extend the contract with CEO until December 31, 2022. Today's requests are for authorization to renew the contract with CEO for up to three (3) years through December 31, 2025, plus three (3) one-year options through December 31, 2028 and an additional six (6) months if needed, and to authorize Probation to apply for and accept grant funds of up to \$8,528,985 from Caltrans for the period of January 1, 2023, through December 31, 2025, and to apply for and accept grant funds in subsequent years if there are no material changes to the grant terms and funding levels.

**RECOMMENDATION(S)**  
**CHIEF ADMINISTRATIVE OFFICER**

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1. In accordance with Board Policy A-87, Competitive Procurement, approve and authorize the Director of the Department of Purchasing and Contracting to enter into negotiations with Center for Employment Opportunities, Inc. (CEO), and subject to successful negotiations and a determination of a fair and reasonable price, award a contract for educational services for the period January 1, 2023, through December 31, 2025, and three (3) one-year options and an additional six (6) months if needed, and to amend the contract as needed to reflect changes to requirements and funding.
2. Authorize the Chief Probation Officer to apply for and accept California Department of Transportation funds in the amount of \$8,528,985 from January 1, 2023, through December 31, 2025.
3. Authorize the Chief Probation Officer to apply for and accept California Department of Transportation grant funds in subsequent years if there are no material changes to the grant terms and funding levels.
4. Authorize the Chief Probation Officer to review and execute grant documents, sign and submit related contracts, including any extensions, annual amendments and/or revisions that do not materially impact or alter services or funding level.
5. Waive Board Policy B-29, Fees, Grants, Revenue Costs - Department Responsibility for Cost Recovery, which requires docketing for board approval at least 15 days in advance of a grant application.
6. Approve the Resolution entitled: A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN DIEGO RELATING TO APPROVING THE COOPERATIVE AGREEMENT WITH THE STATE OF CALIFORNIA, DEPARTMENT OF TRANSPORTATION FOR WORK CREW LITTER ABATEMENT PROGRAM.

### **EQUITY IMPACT STATEMENT**

This program will continue to support justice-involved clients' successful re-entry into the job market by providing employment and training services while helping to maintain clean highways. Historically, systemic barriers and disproportionate incarceration rates have resulted in persons of color having a lower employment rate and higher recidivism rate. Research has shown that having a criminal record generates barriers to gaining employment, restricts the type of occupation a person can enter, and increases chances of dismissal that in turn results in higher unemployment in this population.

Probation and the Center for Employment Opportunities, Inc. (CEO) will monitor client engagement, job placement, and highway cleanup. Performance data will include tracking race, ethnicity, gender, program participation, and placement in transitional and permanent employment. The data will be used to monitor clients' successful re-entry into the job market.

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### **SUSTAINABILITY IMPACT STATEMENT**

Studies have shown that polluted environments lead to irreversible long-term health consequences, and that pollution disproportionately impacts communities highly populated by people of color. The Center for Employment Opportunities, Inc. (CEO) provides a multifaceted program designed to work specifically with justice-involved individuals to screen and assess skills, employment history and barriers to create an employment and training plan that will lead to successful re-entry into the job market. Individuals found suited to work cleaning the highways will be placed on a work crew and will be paid for cleaning completed throughout the County of San Diego to assist in the efforts to reduce environmental harm to communities. These actions will have a positive impact in the lives of justice-involved clients, communities, and the environment.

### **FISCAL IMPACT STATEMENT**

Funds for this request are included in the Fiscal Year 2022-23 Operational Plan for the Probation Department. If approved, this request will result in estimated costs and revenues of \$1,368,360 for January 1, 2023, through June 30, 2023. The funding source is California Department of Transportation. Remaining cost and revenue of \$7,160,625 will be included in future Operational Plans through Fiscal Year 2025-26. There will be no change in net General Fund cost and no additional staff years.

### **BUSINESS IMPACT STATEMENT**

N/A

### **ADVISORY BOARD STATEMENT**

N/A

### **BACKGROUND**

The Probation Department promotes employment opportunities for all clients on probation and has worked collaboratively with California Department of Transportation (Caltrans) and Center for Employment Opportunities, Inc. (CEO) to teach clients skills and provide paid work experience needed to achieve social and economic mobility. On January 29, 2013(5), the Board of Supervisors authorized the Chief Probation Officer to apply for and accept grant funds from Caltrans to implement a paid Post Release Community Supervision (PRCS) work crew litter abatement program, and to apply for and accept grant funds in future years. Under a contract authorized by the Board of Supervisors on April 29, 2014(5), the County contracted with CEO to provide a range of employment services to Probation clients. CEO utilizes an evidence-based program model to provide clients with on-the-job training and coaching, daily pay, weekly job development meetings, resume preparation, mock interviews, and a variety of supportive services to successfully transition clients back into their communities. On October 18, 2016(2), the Board of Supervisors authorized the extension of the CEO contract through December 31, 2022. In addition, on September 11, 2018(3), the Board of Supervisors authorized the appropriations for the work

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crew litter abatement program based on additional Caltrans funds and State community corrections incentive performance funds that were utilized to support two (2) additional work crews to maintain highway rights-of-way in San Diego County and further improve employment readiness for clients. Lastly, on January 14, 2020(8), the Board of Supervisors authorized the ratification of application and acceptance of Caltrans funds for this work crew litter abatement program.

Contracting with CEO and accepting funds from Caltrans have resulted in a positive impact by reintegrating clients back into their communities while improving road safety and cleanliness. In Fiscal Year 2021-22, CEO served nearly 280 individuals on probation, provided 64,000 engagement services, paid \$1.7 million in wages directly to probation clients, removed 7,482 cubic yards of litter from highways, placed over 200 people on probation into permanent jobs, and expanded clients' opportunities into higher-paying industries. Additionally, CEO connects clients with supportive services such as food distribution, CalFresh enrollment, court alternatives to resolve misdemeanor offenses, substance abuse program services, computer literacy, and transportation passes. Renewing the CEO contract and accepting Caltrans funds for this program will enable continuation of these critical services necessary for justice-involved clients to achieve successful reentry and self-sufficiency.

#### **LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN**

Today's proposed actions support the Sustainability, Equity, Community, and Justice Initiatives in the County of San Diego's 2022-2027 Strategic Plan, as these actions will advance opportunities for economic growth and development for individuals in need, reduce environmental pollution and health hazards, and improve quality of life for clients and community.

Respectfully submitted,



HELEN N. ROBBINS-MEYER  
Chief Administrative Officer

#### **ATTACHMENT(S)**

Attachment A – A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN DIEGO RELATING TO APPROVING THE COOPERATIVE AGREEMENT WITH THE STATE OF CALIFORNIA, DEPARTMENT OF TRANSPORTATION FOR WORK CREW LITTER ABATEMENT PROGRAM