

DYS/1199 APC Meeting-August 24, 2022

1199 Central Office

Attendees: Ginine Trim, Lewis George, Andrew Janning, Kelly East, Brad Nielsen, Angela Ziegler, Annie Person
David Scott, Turneikeio Belcher, Breda Hammond, Daniel See, Denise Delucio, David Vancleave, Leslie Gates, David Ziegler, Sara McCoy, Raymond Campos (virtual), Hasani Ngozi (virtual)

Agenda Items

Parole:

1) *Community Intervention and Intelligence Unit (CIU) Update*

o *Timeline for role out*

- Money is allocated, still need Controlling Board approval, could potentially be on agenda for September Controlling Board meeting
- Management goal is to implement ASAP and when feasibly possible
- Unit will be tasked with finding unknown whereabouts of youth, collaborating with local law enforcement, with the goal of re-engaging with these youth
- Projected staffing of unit is four (4) Juvenile Parole Officers (or new/updated class spec) and one supervisor
- Management continue to work on creating/developing the appropriate positions description and governing policies
- Union inquired if the new positions would carry a case load? Thoughts are that new positions would not have a regular caseload per se, but would have youth assign that require enhanced supervision. There could be instances where a youth could have an assigned JPO and then also be assigned with a member of the Unit. New positions would conduct surveillance and other duties as assigned, with the expectation the positions would require highly specialized training
- Union inquired if current JPOs could apply? Yes, the positions are expected to be 1199 positions and any current JPO who meets the MQs for the positions to welcome to apply. The new positions may require an OPOTA certification as part of the MQs
- Union requested involvement with policy development, Management is committed to having active union involvement with development-goal is for collaboration

2) *Scheduling: flex/ set schedule, overtime rules for JPOs*

- Union would like the continued flexibility with Management to implement flex schedule where appropriate
- Union provided a recent example of where an unforeseen transport caused a JPO to work an extended day

- JPO staff can flex off Friday by mutual agreement if needed, but sometimes there is work that needs performed on Friday
- Both Union/Management continue to work together and collaborate when necessary, with the goal to meet the needs of the assigned youth
- JPOs are in the people business and management appreciates JPO continued effort to serve youth needs, regardless of the time of day. Management is not averse to paying OT when necessary to provide the appropriate services to youth. The expectation is for JPO to timely communicate with the supervisor about any ongoing issues

3) *Telework for JPOs*

- Union explored the possibility of increased opportunity to telework, or the ability to take the one day assigned for the week to telework and break down into individual hours over different days of the week, not to exceed one day. Management is willing to discuss this topic potentially down the road
- Union expressed some concerns in relation to rural JPO ability to work in an appropriate location in the field during telework days, in lieu of working at home or in the office
- JPO are field workers, clients are in the field. 1 telework day per pay period
- If a telework day is interrupted by a crisis, the JPO can request to reschedule the telework day

4) *Bullet proof vest policy for JPOs*

- Union expressed concerns about fit, concern about covering what they should, concern about ability to protect based upon the current guns on the street, concern about identifying staff in the field and draw attention to staff, concern that vests only provide protection to people who carry guns and could return fire
- Union asked if vest could be optional, based upon JPO preference. Management said no, because we feel that the vest is a second line of protection when the relationship has failed. JPOs never know when a vest could be needed on a situation by situation basis. JPO safety is top priority. Management understands Union concerns, however the vest is a part of the JPO's safety equipment and is expected to wear it. There is an inherent risk with the work as a JPO.
- Union provided "spit shield" analogy in facility, how that requirement is optional
- Vest provides at least one level of protection

5) *FCFC Meeting attendance requirements for JPOs*

- Union questioned why JPOs are required to attend these meetings and noted sometimes the meetings are early (730AM) and sometimes 1.5 hours away
- Union inquired if they could attend virtually?
- Management has met already and discussed some of the union concerns. At this current time, there is no projected changes, but discussions are continuing. Management shall research the code and reconvene meeting for further discussion.
- Union noted sometimes counties submit bills/invoices to the JPO at the meetings

CPS:

6) CPS Staffing Issues

- Union expressed concern that CJCF CPS positions not being posted timely. Union mentioned there are two (2) current vacancies and two (2) other CPS are out on leave; thus, CPS staff are being overworked. Management is committed to posting/filling funded positions ASAP
- Union also expressed a concern new staff need to be properly trained and time is not provided for proper training. Union proposed new CPS receive training from established CPS, with intake as an example of training needed for current/new CPS staff. Management is committed to proper training and timely staffing
- Union asked if former behavioral staff at the facility be utilized to assist at the facility. Management noted those staff already have their own caseload, but individual instances can be discussed
- Union noted IRJCF need 2 CPS to handle the intake case load and noted there is a lack of training for new CPS staff
- Union noted some good/qualified applicants do not apply for CPS positions based upon the 2 late nights, going to 8PM
- CHJCF still has 3 different starting times?
- Union proposed float CPS position proposed at local meeting, union instructed to present at Statewide APC
- IRJCF CPS would like to go back to having weekends off. Management asked everyone to remember why unit management was created, to break larger groups into smaller groups, to supplement during off hours and weekends to engage youth. There are always work to perform during off hours, such as programming, paperwork, etc. Unit management schedules were not designed to be M-F, 8-4
- Management recognizes CPS is one of the most important positions in the facility
- Discussion for potential for alt schedules once updated unit management policies/procedures implemented.

Nursing:

7) Nursing mandation process/protocol (from Home and in person)

- Union expressed continued frustration in relation to the 2021 Nurse OT policy. CHJCF management is not following the policy in a consistent manner. Management goal to be consistent and reset to make sure implemented properly. LR Office shall schedule meeting at CHJCF for further discussion

Miscellaneous:

8) Youth transferring to with less than 90 days with no programming

- Union noted the Release Authority is stating youth are not receiving enough programming, especially when specific treatment is required for youth to be released. Sometimes youth

get to the last ninety (90) days with little or no programming. Sometimes there is a lack of staff to teach court ordered training

-Union noted there seems to be a randomness some transfers. Management recognizes there is a systemic issue that needs to be addressed. Sometimes courts are not aware of the DYS staffing issues for required/mandated training

-Management is committed to implementing required changes

-Union recognizes good relationship between JPO/CPS/BHP

9) *40 hours of COVID time*

-Union stated new variants always coming out which can exhaust EE SL. There are currently no discussions for the implementation of any leave related to COVID

10) *10 day quarantine for positive COVID case*

-Union noted DYS quarantine time is ten (10) days, when most other agencies are at five (5) days, with the exception being the Ohio Veterans Home at eleven (11) days

-Congregate quarantine at CDC remains at ten (10) days, which is what DYS is complying with

-If CDC provides updated guidance, DYS shall review and implement any appropriate changes

11) *Scheduling FPCs*

-Union requested more formalized schedule for these meetings. Some meetings are already occurring at the local facilities