



**Superior Court of California  
County of Mendocino**

JOHN A. BEHNKE  
*Presiding Judge*

ANN C. MOORMAN  
*Assistant Presiding Judge*

KIM TURNER  
*Court Executive Officer*

September 26, 2017

Honorable Board of Supervisors  
501 Low Gap Road, Room 1010  
Ukiah, CA 95482

RE: Letter of Support – Salary Increase for Chief Probation Officer Position

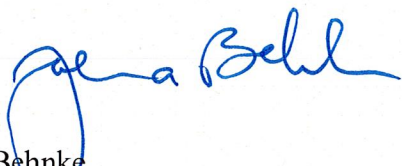
Dear Board Members:

The Mendocino County Superior Court Judges request that your Board approve the recommendation of the Mendocino County Human Resources Department to adjust the annual salary of the Chief Probation Officer, increasing it by two salary grades. We believe that this proposed annual salary range, approximately \$100,840 to \$122,593, will make it possible for the County and the Court to attract a broader and potentially more qualified pool of candidates for the position. A strong candidate pool will ensure that a highly qualified individual is identified and hired to meet the many statutory and local challenges required in this new environment with an emphasis on criminal justice reform.

The Court is seeking strong and steady leadership from the Chief Probation Officer so that the Probation Department can fulfill its mission to support the Court in ensuring compliance with court orders, developing and implementing restorative programs and using effective evidence-based practices to assist defendants in meeting their court-ordered responsibilities. Now, perhaps more than any other time in recent history, it is critical that the Probation Department rise to the many new statutory mandates that require more direct involvement with defendants and the use of evidence-based assessment and treatment tools. A Chief Probation Officer who brings new ideas, enthusiasm and vision to the Probation Department will be able to carry out this important work.

We look forward to working with the County on the recruitment and hiring process for a new Chief Probation Officer and hope that your Board will give strong consideration to the Human Resources Director's recommendation for a salary adjustment for this important leadership position.

Very truly yours,

A handwritten signature in blue ink, appearing to read "John A. Behnke". The signature is fluid and cursive, with the first name "John" being more prominent.

John A. Behnke  
Presiding Judge

cc: Ms. Carmel Angelo, Chief Executive Officer  
Ms. Heidi Dunham, Human Resources Director