

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

422



FROM: Human Resources Department

SUBMITTAL DATE:
April 29, 2013

SUBJECT: Confirm the appointment and salary of Mark A. Hake as Chief Probation Officer of Riverside County

RECOMMENDED MOTION: That the Board of Supervisors confirms the appointment and salary of Mr. Mark A. Hake as Chief Probation Officer of Riverside County effective May 16, 2013.

BACKGROUND: The County Human Resources Department conducted a nationwide recruitment to fill the Chief Probation Officer vacancy for the Riverside County Probation Department. Interviews were conducted by the Court/County Chief Probation Officer (CPO) Governance Committee which was established on February 26, 2013 by a Memorandum of Understanding (MOU) between the Superior Court and the County of Riverside establishing a joint responsibility in the recruitment and interview of the CPO when a vacancy occurs.

Departmental Concurrence

John Mooney
John Mooney, Asst. Human Resources Director for
Barbara A. Olivier,
Asst. County Executive Officer/Human Resources Director

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 27,544	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 7,988	Budget Adjustment:	No
	Annual Net County Cost:	\$ 68,874	For Fiscal Year:	2012/13

SOURCE OF FUNDS: County Funds	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

BY: *Ivan M. Chand*
Ivan M. Chand 4/29/2013

- Policy
- Consent
- Policy
- Consent

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Stone, seconded by Supervisor Ashley and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Tavaglione, Stone and Ashley
Nays: None
Absent: Benoit
Date: May 7, 2013
XC: HR, Probation

Kecia Harper-Ihem
Clerk of the Board
By: *Kecia Harper-Ihem*
Deputy

Prev. Agn. Ref.: 02/26/2013 3.43 | District: ALL | Agenda Number:

3-12

BACKGROUND continued:

Upon conclusion of the interview process Mr. Mark A. Hake was recommended for the position of Chief Probation Officer of Riverside County. Judges of the Superior Court affirmed the recommendation of the Court/County CPO Governance Committee on April 25, 2013, and selected Mr. Mark A. Hake as Chief Probation Officer of Riverside County by Order Number 04.24.13 (Attachment A).

By your action today you will confirm the appointment of Mr. Mark A. Hake as Chief Probation Officer of Riverside County at a salary of \$172,098 annually.

1
2 SUPERIOR COURT OF THE STATE OF CALIFORNIA
3 COUNTY OF RIVERSIDE
4

5 ORDER NO. 04.24.13

6 ORDER APPOINTING MARK A. HAKE AS
7 CHIEF PROBATION OFFICER OF
8 RIVERSIDE COUNTY

9 The Court finds as follows:

10 On or about October 30, 2012, Alan M. Crogan announced his retirement and
11 tendered his resignation as Chief Probation Officer for Riverside County, effective
12 December 26, 2012.

13 The County has publicly announced the opening of the position of Chief
14 Probation Officer. The County and the Court worked closely together to solicit the most
15 highly qualified applicants to be considered for the position. Each application was
16 reviewed by court and county personnel. Each application was reviewed and
17 considered in accordance with the quantitative and qualitative requirements and criteria
18 identified in the public announcement of the open position.

19 Riverside County is not a charter county which prescribes a method of
20 appointment and tenure for probation officers. Riverside County is not part of a merit or
21 civil service system governing the methods of appointment and tenure of probation
22 officers.

23 *Cal. Welf. & Inst. Code* § 270 exclusively controls the manner in which a
24 probation officer is appointed. Accordingly, after careful review and consideration of all
25 qualified applicants, the court finds that Mark A. Hake is the most qualified applicant for

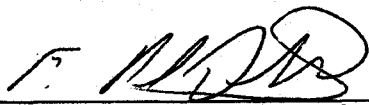
1 the position and meets and/or exceeds the announced requirements and criteria for the
2 position.

3 On April 24, 2013, the Honorable Paul Dickerson, the Presiding Judge of the
4 Riverside Superior Court Juvenile Court (and the undersigned herein), directed the
5 Riverside Juvenile Justice Commission to nominate Mark A. Hake for the position of
6 Chief Probation Officer of Riverside County as required under *Cal. Welf. & Inst. Code* §
7 270. On April 24, 2013, the Commission duly nominated Mark A. Hake for the position
8 of Chief Probation Officer of Riverside County.

9 Based on the foregoing, IT IS ORDERED:

- 10 1. Mark A. Hake is appointed Chief Probation Officer of The County of Riverside
11 effective forthwith. Mark A. Hake will act as the Chief Probation Officer for
12 both adult and juvenile services.
- 13 2. Mark A. Hake shall assume all of the duties and responsibilities of Chief
14 Probation Officer of Riverside County as prescribed by the relevant job
15 description, statutes, regulations and laws governing said duties and
16 responsibilities.
- 17 3. In light of this ORDER, the position of Interim Chief Probation Officer,
18 previously held by Mark A. Hake is terminated forthwith.

19
20 Dated this 25th day of April, 2013



21 HON. F. PAUL DICKERSON III,
22 PRESIDING JUDGE,
23 JUVENILE COURT,
24 Superior Court of the State of
25 California, County of Riverside

OATH

for the Office of Chief Probation Officer

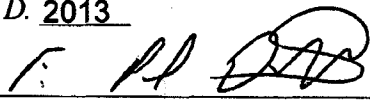
in and for the County of Riverside

I, Mark A. Hake, do solemnly swear
(or affirm) that I will support and defend the Constitution of the United States
and the Constitution of the State of California against all enemies, foreign and
domestic; that I will bear true faith and allegiance to the Constitution of the
United States and the Constitution of California; that I take this obligation
freely, without any mental reservation or purpose of evasion; and that I will
well and faithfully discharge the duties upon which I am about to enter.


Mark A. Hake

Subscribed and sworn to before me,

this 25th day of April
A.D. 2013


F. Paul Dickerson III,
Presiding Judge,
Juvenile Court,
Superior Court of California
County of Riverside