



TEAMSTERS LOCAL UNION No. 856

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March 25, 2016

Alameda County Board of Supervisors
1221 Oak Street #536
Oakland, CA 94612

VIA CERTIFIED MAIL: 7008 2810 0002 4079 2783

Susan Muranishi, Alameda County Administrator
1221 Oak Street #555
Oakland, CA 94612

VIA CERTIFIED MAIL: 7008 2810 0002 4079 2523

Dear Board of Supervisors & Administrator Muranishi,

Teamsters Local 856 represents the deputy probation officers at Alameda County Probation. We write you on behalf of our members to implore you to take immediate action to replace the Chief Probation Officer. For some time now, it has been evident that the Chief Probation Officer has been acting in a reckless manner and engaging in action that is contrary to the best interest of the County and the Department's employees and clients. While the County has shown that it intends to find a long-term replacement, the Chief has been left to wreak havoc on the Department. While we have been able to deal with a number of issues through the grievance procedure, the civil service process, bargaining, and through communications with Central Human Resources and County Counsel, the Chief has continued, undeterred with more attacks on our members. During the past few weeks she has made several decisions that undermine Department stability, hurt morale, and chill our ability to engage in productive bargaining at the table.

Such actions include, but are not limited to: (1) involuntarily transferring middle management directors to oversee positions that they have never held; (2) moving forward with promotions and promotional interviews that will have a lasting impact on the Department long after she leaves; and (3) involuntarily transferring line staff to new units and divisions in which they have never worked. Just this week, the Chief issued several involuntary transfers to long time Department employees, one of whom is a 65 year old, multi-decade veteran of the Department who is nearing retirement. He was just informed that he will be moved to a position he has never held. Another multi-decade veteran who is within 2 years of retirement was also informed he would be moved from Adult to



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Juvenile, despite having spent his entire career serving Adult clients. In addition to sending a signal that no one is safe in their current role and that you could be transferred out of your position at any time, unfounded moves like this make it impossible for probation officers to effectively serve clients and keep up with mounting caseloads. If her goal is dysfunction and chaos, she is achieving it.

We can do better. You can do better. At a minimum, the County must act to prevent further long term damage to the Department by removing her immediately and finding an interim replacement to attempt to stabilize things. A Chief who is on her way out should not be able to upend the Department, move people around, and disrupt bargaining. Teamsters Local 856, on behalf of its members at Alameda County Probation also formally requests that any action that she has taken with regards to the most recent slew of promotions, transfers, and policy changes be rescinded or halted by the Board, pending a decision by her replacement.

Do not hesitate to reach out if you have any questions. We can be reached at 650-635-0111.

Sincerely,



Peter Finn
Secretary-Treasurer
Teamsters Local 856



M. Malia Vella, esq.
Business Representative/Staff Attorney
Teamsters Local 856

PF/nc

CC: Kathy Mount, Human Resources Chief of Operations, Via Facsimile
Mary Welch, Interim Director, Human Resources, Via Facsimile