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Subj: Additional budget cuts needed...from Department of Parole and Probation
Date: 2/6/03 7:09:01 PM Pacific Standard Time
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Good Morning Committee Members:

I have some suggestions on a more appropriate way to run the officers.

Comparisons in salary/requirements for job:

To begin with, we must address the outrageous payscale they are provided. P&P Officers start out with a salary of \$36,498 year one and jump to \$43,305 in year two, according to their personnel office. They must have a Bachelor's degree in Criminal Justice or a related field, according to the personnel department. They are required to have 70 parolees on their caseload, I believe per NRS.

Teachers with a Bachelor's degree start out with a salary of \$27,384. High school and junior high school teachers have class loads of 30 plus students per class and 5-6 classes a day for a total of between 120-150 or more students.

Police officers in Las Vegas are required to have a high school diploma or GED and pass the academy. Their starting pay is \$39,703 according to their personnel department (702-229-3497) and I am still in shock over this payscale!

Income for Parole and Probation Department

Parole and Probation officers collect \$30 a month from each parolee they have on their caseload. Let's do the math...

70 parolees multiplied by
\$30 a month in fees equals
 \$2100 a month in income per officer multiply by
12 months a year and that gives you a total of
 \$25,200 per year per officer (no cost to taxpayers)

When an officer comes on duty the first year, this salary would be pretty close to the teaching salary. If we added another 10 parolees to the case load, that would be 80 and the total of \$28,800, comparable to the beginning teaching salary.

With a case load of 80 parolees, divide this number by the 20 working days in a month and you have 4 parolees on your case load per day or 2 hours per person per month. That is adequate time to handle the collection of fees, make a field visit or two and speak with them on the telephone once a week, if you are organized.

(I know this is adequate time, as I volunteer for the Prisoner Integration Experience and this is what I do, in addition to finding employers to hire felons, finding apartment complexes to allow them to move in with a total move in of \$399-\$499 in spite of their felony record, and assist them with clothing, food, and other social services.)

In addition to collecting fees and speaking with the felons, I believe these officers should be out beating the streets finding employers and agencies who can assist felons with job placement, finding housing for them, and

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ASSEMBLY JUDICIARY

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SUBMITTED BY: Kathy Thompson

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referring them to other agencies for assistance, instead of just saying go get a job. (Wow...what help!)

They have state cars and these need to be removed from the budget NOW. By removing the cars from the P&P officers, this saves Nevada taxpayers for the cost of the vehicles, the repair and maintenance of the vehicles, and the insurance. These officers can carpool to and from work just like everyone else in the working world does, and they can pair up to do their home visits, as well. When money comes out of the officers' pocket, they will get frugal real fast.

The Internal Revenue Service allows all employees to deduct mileage from their income tax returns as an employee business expense on form 2106. See form here: <http://www.irs.gov/pub/irs-fill/t2106.pdf> For mileage, form 2106 takes care of that expense, lightening the tax burden.

As the officers become more experienced and organized, they can add more people to their case loads and increase their salary. At 90 parolees, the salary jumps to \$32,400. At 100 parolees, the salary is \$36,000.

Fortunately, many officers like to work overtime, so instead of paying them for hourly or salary, or overtime, pay them on commission. Each parolee is worth \$30, so the P&P officers can work more days or more hours and earn more money based on performance/caseload.

A 40 hour week should allow for the 70-80 parolees.

This provides an incentive for the Parole and Probation officers to be organized and efficient, provide services for the felons, and provides the officers an opportunity to make more money (after their first two years) and keeps them from abusing their power to lighten their case load yet get paid the same for less work.

As for the P&P bureaucrats, they must provide services too or they don't get paid. They must be working supervisors and must make the income they need also. In addition, they should be out finding places to live, employers, and other services for the felons. No more Ivory Towers!

To recap—

1. Reduce the salary for starting pay—
2. Remove all state vehicles from the department
3. Pay on a commission basis (number served equals amount paid)
4. Allow for additional earnings by adding more to case load.
5. Make them find employers and housing for the felons. NO excuses!
6. Fire those who do not do the job. NO excuses!

Thank you for the opportunity to assist you in reducing the budget, while providing excellent service to Nevada citizens.

Best regards,

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