



# TEHAMA COUNTY PROBATION DEPARTMENT

*Chief Probation Officer, Pamela Gonzalez*

P.O. Box 99, Red Bluff, CA 96080



March 11, 2025

Re: Request for Position Title Change

This memo serves as justification for changing the position title of "Juvenile Detention Facility Counselor" to "Juvenile Detention Officer" for our facility. This change aims to provide clarity for potential applicants and improve recruitment and retention rates for new and existing staff.

1. **Clarification of Responsibilities:** The current title of "Juvenile Detention Facility Counselor" does not fully capture the scope of the role, which includes not only counseling youth but also ensuring their security and safety as a peace officer. The new title, "Juvenile Detention Officer," more accurately reflects these dual responsibilities and will help potential applicants better understand the nature of the position.
2. **Enhanced Recruitment:** The title change will assist in attracting a broader pool of qualified candidates who are not only experienced in counseling but are also prepared to take on the responsibilities of maintaining order and safety within the facility. This improved understanding of the role is likely to increase the number of suitable applicants.
3. **Improved Retention:** Clearly defining the role through the title change will help set accurate expectations for new hires. This transparency will contribute to higher job satisfaction and retention rates among both new and existing staff, as they will have a better understanding of their duties from the outset.

Changing the position title from "Juvenile Detention Facility Counselor" to "Juvenile Detention Officer" will help clarify the multifaceted nature of the role, attract better-qualified applicants, and enhance staff retention. I respectfully recommend approving this change to ensure our team is well-equipped to provide both support and security to the youth in our care.

Sincerely,

PAMELA GONZALEZ  
Chief Probation Officer

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Adult Probation Office: 1840 Walnut Street, Red Bluff, CA 96080 – P: (530) 527-4052 – F: (530) 527-1579

Juvenile Justice Center: 1790 Walnut Street, Red Bluff, CA 96080 – P: (530) 527-5380 – F: (530) 527-2717

Day Reporting Center: 780 Antelope Boulevard, Red Bluff, CA 96080 – P: (530) 527-4048 – F: (530) 527-4021