



San Diego County Probation Department

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Tamika Nelson, Chief Probation Officer

January 10, 2023

Eileen Delaney, Chair
Citizens' Law Enforcement Review Board
555 West Beech Street, Suite 505
San Diego, CA 92101-3819

POLICY RECOMMENDATION: PROACTIVE REVIEW OF EMPLOYEE MEDIA

Dear Chair Delaney,

The Probation Department supports the Citizens' Law Enforcement Review Board's (CLERB) independent review of our policies and present recommendations for improvement.

On November 17, 2022, CLERB recommended the Probation Department implement new policies and/or enhancements to existing policies regarding employee use of social media.

Management will routinely review employees' publicly available social media posts and department- issued cellphones and computers to ensure there is no biased content or other activity that would tend to indicate discriminatory conduct, as such conduct undermines the credibility and legitimacy of the Probation Department and creates doubt that all communities will be served equitably.

This recommendation presents challenges that currently we are not able to meet. The department's current resources and potential budget for the next fiscal year can neither implement nor sustain a dedicated "unit" to monitor publicly available social media posts and department-issued cellphones and computers at this time. However, should our staffing resources and fiscal outlook improve in the future, we will reassess adopting this recommendation.

Thank you for your service to the residents of San Diego County. It is our goal to provide the highest level of service to all residents of our county.

Sincerely,

A handwritten signature in black ink, appearing to read "Tamika Nelson".

TAMIKA NELSON
Chief Probation Officer

TN:bb