

**RESOLUTION**

WHEREAS, the Clark County Department of Juvenile Justice Services (DJJS) is a comprehensive public service agency that performs more than the traditional Juvenile Court functions of probation and detention; and

WHEREAS, the DJJS provides intervention services, guidance and control for youth ages 18 and under involved in delinquency and truancy; and

WHEREAS, the DJJS is experiencing difficulty filling the Juvenile Probation Officer I/II position as there is a critical shortage of trained personnel with qualifications and experience that meet the minimum job and P.O.S.T certification requirements; and

WHEREAS, reemployment of retirees in the Juvenile Probation Officer I/II position would provide an immediate resource of trained personnel to meet staffing needs; and

WHEREAS, NRS 286.523 provides that the governing body of an employer which desires to employ a retired public employee to fill a position for which there is a critical labor shortage must make certain determinations and findings regarding the need for such reemployment so that the retirement benefits of such personnel are not jeopardized; and

WHEREAS, on November 7, 2023, the Clark County Board of County Commissioners (Board) passed, adopted, and approved a resolution making findings that the Juvenile Probation Officer I/II positions required a critical labor shortage designation to meet staffing needs; and

WHEREAS, NRS 286.523(7) provides that the governing body of an employer which desires to re-designate a previously designated position for which there is a critical labor shortage must make new findings regarding the need for such re-designation; and

WHEREAS, the November 7, 2023 resolution is set to expire and Clark County and DJJS seek to re-designate the Juvenile Probation Officer I/II position as a position for which there is a critical labor shortage.

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**NOW, THEREFORE, the Board makes new findings and resolves as follows:**

1. DJJS is still experiencing a critical labor shortage of trained personnel with qualifications and experience to meet staffing needs.
2. Training for this position is extensive and complicated, and there is insufficient time to recruit and train new personnel for this position to meet the existing demand.
3. A total of 38 of the 233 Juvenile Probation Officer I/II positions remain vacant with an average vacancy length of 361 days. Between 2023 through present, there have been 49 separations and 44 hires.
4. DJJS has implemented additional recruitment tools, including Subscription to West Coast Job Fairs, Subscription to PoliceOne, Subscription to Lexipro Job Board, Career Fairs and local colleges, Career and Internship Expo, as well as offer internship and volunteer opportunities. These efforts have not resulted in increasing the pool of qualified applicants.
5. The effective date of the critical need re-designations for this position are not expected to last more than two additional years.

PASSED, ADOPTED AND APPROVED this \_\_\_\_\_, \_\_\_\_ 2025.

CLARK COUNTY, NEVADA BOARD OF COUNTY  
COMMISSIONERS

BY: TICK SEGERBLOM, Chair

Attest:

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LYNN MARIE GOYA, Clerk

Approved as to form:

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Office of the District Attorney