



Lorain County Domestic Relations Court

Position Description

Classification Title:

FLSA Status: Non-exempt
 Exemption Type: N/A
 Civil Service Status: Unclassified

Juvenile Detention Officer

Employment Status: Full-time
 Reports To: Shift Supervisor
 Division: Residential Services

DISTINGUISHING JOB CHARACTERISTICS

Supervises and directs the daily activities of youth residents in a secure detention facility by observing behavior, maintaining control, and administering appropriate disciplinary sanctions according to established policies and procedures. Ensures compliance with all LCDH policies and procedures to promote a safe, secure, and humane environment for residents and staff. Processes admissions and releases, supervises virtual court hearings, and transports youth as needed. Demonstrates regular and predictable attendance.

ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to satisfactorily perform each essential duty listed below. Reasonable accommodations will be made for disabled persons, covered by the Americans with Disabilities Act, in accordance with its requirements.

Interacts and supervises residents through participation in activities, individual discussions, and modeling behavior. Ensures the best possible care, welfare, and security of youth residents, utilizing behavior management techniques and established policies and procedures. Ensures compliance with federal, state, local and LCDH policies and procedures.

Maintains a safe and secure environment for both the residents and staff by diffusing disruptive/destructive behaviors through crisis intervention, de-escalation techniques, or physical intervention techniques to gain control of the situation. Reports and documents incidents in an appropriate and timely manner to management.

Processes new juveniles admitted into the facility. Completes an admissions interview on each juvenile, which includes a screening assessment tool. Responsible for recording all personal property received from juveniles upon admission and the return of their property at the time of release.

Performs searches of residents, resident's personal effects, and visitors in accordance with LCDH policies and procedures. Inspects and reports units for contraband, hazards and security problems.

Observes youth behavior and maintains awareness of juvenile's emotional and physical needs. Makes timely medical, psychological or behavioral referrals to qualified staff. Provides input to management or social services relative to residents' needs or concerns and identifies activities which may positively impact residents.

Monitors youth behavior and activity, ensures building security, controls activities and movements within the facility through use of surveillance equipment, electronic door locks, alarms, and speaker systems in accordance with established procedures, processes, and requirements. Alerts staff of security breaches, youth altercations and other security issues. Responds to law enforcement requests for the Detention Home and Assessment Center.

Serves as liaison between Juvenile Court, law enforcement, and public. Provides law enforcement with requested and approved information. Reviews juvenile court history and completes the intake admissions form under the direction of a Magistrate. Provides information to law enforcement, the Magistrate on call, or intake department regarding newly admitted youth.

Monitors the status of court-involved youths on ankle monitors after normal business hours. Reports unit tampers and GPS alerts to local law enforcement and In-Home Detention/PDS Program.

Completes pepper spray training and utilizes when necessary. Maintains personal skills and proficiency in the use of defensive tactics through ongoing academic training. Must physically perform under stress when confronted with an emergency, critical, and/or dangerous situation.

Completes accurate and coherent Behavior Observation logs reflecting juvenile's behavior, problems, visitations, isolations, restrictions, interaction with peers, and other issues in a timely manner. Recommends discipline and completes juvenile disciplinary reports.

Completes accurate and coherent incident reports, damage reports, and emergency medical reports, and submits them by the end of the shift following the use of pepper spray, physical force, or mechanical restraints.

Completes all mandatory training within required timeframes.

Assists with the completion of juvenile fingerprints on all felony and violent offense cases upon adjudication for detention youth.

Maintains a professional and polite disposition at all times when dealing with the public, coworkers, court staff, service providers, and other outside agencies. Stays calm and even-tempered when handling crises, stressful situations, continuous change, or unexpected developments. Works effectively in a team environment to accomplish organizational goals.

Must be awake and alert at all times. Demonstrates regular and punctual attendance and arrives prepared to work; meets all job safety requirements and all applicable OSHA safety standards that pertain to essential functions. Maintains flexibility in work hours to accommodate the needs of the Court.

OTHER DUTIES AND RESPONSIBILITIES

Assists with emergency evacuation procedures (e.g. fire, tornado, etc.). Monitors the fire alarm system and makes the appropriate notification when an alarm is activated. Performs general cleaning, laundry and other housekeeping tasks. May be required to operate a county vehicle to transport youth to a hospital, medical appointment, or other approved location. May be required to attend training to perform

assessment screenings and any other relevant training as recommended by a reasonable deadline set by Superintendent.

SCOPE OF SUPERVISION

None

EQUIPMENT OPERATED

Operates security and communication equipment including, but not limited to portable radios, metal detectors, mechanical restraints, pepper spray, handcuffs, shackles, control room switchboard, washer, dryer, television and other audio/visual equipment, computer, scanner, printer, telephone, copier, fax machine, and other general office equipment.

CONTACTS WITH OTHERS

Regular contacts inside and outside of the Court related to furnish information or reports, discuss controversial subjects, or complaint resolution where improper handling may effect result but where primary responsibility rests with the next higher level of supervision. Contacts include but are not limited to, parents/guardians, law enforcement, prosecutors, attorneys, GAL's, school officials, Child Protective Services and other Court or agency staff.

CONFIDENTIAL DATA

Ability to maintain confidentiality and exercise extreme discretion. Work involves some confidential data of major importance such as court records, client records, medical reports, evaluations, police reports or other information, which if disclosed, may have a pronounced adverse internal and/or external effect detrimental to the Court's interest, or contrary to recognized professional ethics.

WORKING CONDITIONS

While performing duties of this job, the employee frequently walks and stands. With assistance, the employee must be able to physically restrain, chase, and contain juveniles for their protection, protection of others, and/or self-protection. The employee must have the capacity to work in closed environment and work with criminal offenders, some of whom may be dangerous. While supervising offenders, they may interact with others, such as family members and friends of the offender, who may be upset or difficult to work with. Workers may be assigned to work in areas of the facility where there is a risk of violence or communicable disease. Occasionally handles emergency or crisis situations, frequently subject to interruptions, and multiple calls and inquiries.

USUAL PHYSICAL DEMANDS

The following physical demands are typically exhibited by position incumbents performing this job's essential duties and responsibilities. These physical demands are not and should not be construed to be job qualification standards, but are illustrated to help the employer, employee and/or applicant identify tasks where reasonable accommodations may need to be made when an otherwise qualified person is unable to perform the job's essential duties because of an ADA disability.

While performing the duties of this job, the employee is required to sit, speak clearly and to hear. Employee converses with others in person and by telephone. Vision demands close, relatively detailed

vision when using a computer screen and reviewing data. Must be able to physically intervene in disruptive and behavioral acting-out situations. Employee must be able to physically restrain and contain juveniles for their protection, protection of others, and/or self-protection.

No light duty or lifting restrictions permitted for this position.

Employees must indicate that they are able to physically demonstrate the following:

1. Ability to push and pull objects, pick up objects, and bend repeatedly in order to move mattresses, beds, and other furniture to conduct security checks and search residents.
2. Ability to step up on elevated surfaces, such as a bed or stool to conduct room searches.
3. Ability to reach, bend, and stoop to perform security checks, and other tasks.
4. Ability to walk extended periods throughout the facility.
5. Ability to stand for extended periods.
6. Ability to physically restrain residents under adverse conditions, including the ability to manage weights of up to 200lbs when restraining adolescents.
7. Ability to respond to emergency situations according to LCDH policies and procedures.
8. Ability to correctly handcuff and safely remove handcuffs from residents as needed.
9. Ability to effectively communicate (hear and respond) through the intercom/radio transmission monitoring system.
10. Ability to lift and carry containers of items weighing up to 45 lbs.
11. Must demonstrate competency in implementing physical force techniques and satisfactorily complete all the requirements in training of physical force.

Check and initial below:

- ☐ _____ I acknowledge that I can perform all physical requirements of the position as listed above.
- ☐ _____ I am not able to perform all physical requirements of the position as listed above (list below).

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of: the mission and objectives of the Court and Detention Facility, Juvenile Division policies and procedures, safety and security practices, CPR and first aid techniques. General knowledge of American Correctional Association standards and the Department of Youth Services standards, communication techniques, personality and social interactions; skilled at observing and evaluating detainee behavior, reacting quickly to escape attempts and other crisis situations. Complete knowledge of all required computerized systems for data management, communication, and documentation as well as, excellent interpersonal communication skills.

Ability to: read, write and understand the Standard English language; read and interpret instructions furnished in written, oral, diagrammatic, or schedule form; communicate verbally and in writing with co-workers, other court staff, and members of the public in a professional and effective manner; demonstrate sensitivity to professional ethics, gender, cultural diversities and disabilities. Ability to serve the public with diplomacy and respect, including occasional encounters with irate/difficult individuals. Ability to exercise patience, objectivity, maturity, initiative and adaptability. Ability to accept direction and recognize when further assistance is needed, ability to recognize boundaries between job duties and

authority. Exercise sound judgment, make informed decisions, apply common sense, carry out instructions and independently problem solve situations that arise and require immediate resolution.

Skill in: First Aid, CPR, listening skills, crisis intervention, de-escalation techniques, mediation, and verbal and written communication.

QUALIFICATIONS

High School Diploma or GED required. Ability to document identity and employment eligibility within three (3) days of original appointment as a condition of employment in compliance with Immigration Reform and Control Act requirements.

Must pass a criminal background check, possess a valid Ohio driver's license, provide proof of insurance, and a demonstrated safe driving record. Must be eligible to drive under the county commissioner's Driver/ Vehicle Risk Reduction Program.

LICENSURE OR CERTIFICATION REQUIREMENTS

Ohio Department of Youth Services Training Requirements, CPR and First Aid Certification. State Motor Vehicle Operators License and proof of insurance.

This job description in no manner states or implies that these are the only duties and responsibilities to be performed by the employee filling this position, who will be required to follow instructions and perform any duties required by the employee's supervisor or designee.

MANAGEMENT APPROVAL

_____	/	/	_____
Authorized Court Management Representative			Date

EMPLOYEE UNDERSTANDING

_____	/	/	_____
Employee			Date