

**SCOTT COUNTY JUVENILE DETENTION  
AND DIVERSION PROGRAMS**

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**MEMORANDUM**

Date: 02/07/2022

To: Mahesh Sharma, County Administrator  
RE: Organizational Change

This memorandum serves as a request to add two (2) Full-time Community-Based Youth Counselors to the Juvenile Detention Center Table of Organization, based on the need to provide more support to the community through the School Based Restorative Mediation Program. The request is supported outside of the budget process pursuant to Policy D, as a change in external funding.

**Staffing Need**

Since program inception in January 2021, the School Based Restorative Mediation program has been expanding consistently and rapidly. Over the past twelve (12) months, facilitators have served over three hundred (300) unduplicated youth in all nine (9) secondary schools in the Davenport school district as well as Bettendorf Middle School and High School. The program receives referrals on a daily basis and facilitators often times respond to multiple calls to multiple schools in one day. Over 90% of referrals end in a successful mediation and youth rarely are involved in violence in the future. The effectiveness of the program has caused a dramatic increase in demand.

The increased demand for facilitators has depleted staffing resources from other Scott County Juvenile Diversion programs as well as the Juvenile Detention Center. By filling two full time positions dedicated to this program, we can ensure the need for facilitators at each school will be fulfilled and consistency will be restored to other programs.

**Financial Impact**

All expenses for the School Based Restorative Mediation program are reimbursed through the Restorative Justice Programs contract with the Decategorization Board, so the position would be cost neutral. The annual budget for the Restorative Justice Programs contract is \$190,000.

Cc: Mary Thee, Human Resources Director  
David Farmer, Director of Budget and Administration