



Board Report

File #: 23-006, Version: 1

- a. Approve and authorize advanced step placement for Keith Boyd at Step 7 of the Undersheriff salary range effective December 30, 2022, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5;
- b. Approve and authorize advanced step placement for Garrett Sanders at Step 7 of the Chief Deputy Sheriff salary range effective December 30, 2022, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5;
- c. Approve and authorize advanced step placement for Eddie Anderson and Jeff Hoyne at Step 7 of the Chief Deputy Sheriff salary range effective January 3, 2023, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize advanced step placement for Keith Boyd at Step 7 of the Undersheriff salary range effective December 30, 2022, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5;
- b. Approve and authorize advanced step placement for Garrett Sanders at Step 7 of the Chief Deputy Sheriff salary range effective December 30, 2022, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5;
- c. Approve and authorize advanced step placement for Eddie Anderson and Jeff Hoyne at Step 7 of the Chief Deputy Sheriff salary range effective January 3, 2023, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5.

SUMMARY/DISCUSSION:

The Sheriff conducted a comprehensive review of qualified law enforcement professionals in selecting her executive management team. At the conclusion of her review process, she extended offers of employment to Keith Boyd to become her Undersheriff as well as Eddie Anderson, Jeff Hoyne, and Garrett Sanders to become her Chief Deputies who have over a combined 110 years of law enforcement service.

Placement at an advanced step may be requested to compensate an employee commensurate with their specialized knowledge, skill, years of relevant service, and recognition of their current compensation. Pursuant to the provisions of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Board of Supervisors' approval is required to authorize placement above step 3 in Unit Y.

Undersheriff Keith Boyd earned a Bachelor of Science degree in Criminal Justice from California State University Sacramento as well as a Master of Science degree in Law Enforcement and Public Safety Leadership and a Certificate of Law Enforcement Command from the University of San Diego.

For more than 27 years, Undersheriff Boyd has dedicated himself to public safety serving communities in California and Oregon. He attended the Sacramento County Sheriff's Office Basic Police Academy in 1995 and upon graduating joined the organization as a reserve deputy sheriff before subsequently joining the Marin County Sheriff's Office in 1996. He steadily worked his way up through the ranks from Deputy to Sergeant to Lieutenant in Marin County serving in all the bureaus (Field Services, Detention Services, and Administration

Services) of the Sheriff's Office. During his time in Marin County Keith served as a California Peace Officer Standards and Training (POST) subject matter expert in Special Weapons and Tactics (SWAT) and Coroner Operations.

In 2016, Undersheriff Boyd was appointed Deputy Chief of Police for the Woodburn (OR) Police Department and returned to California in 2018 where he served as a Police Officer for the Central Marin Police Authority. Undersheriff Boyd was appointed as a Captain with the King City Police Department in 2019 and has served as Chief of Police of the King City Police Department for two years. In addition, Undersheriff Boyd served as the Acting City Manager for King City in the absence of the City Manager.

Undersheriff Boyd has graduated from the following POST leadership courses: Sherman Block Supervisor Leadership Institute, P.O.S.T Management program, P.O.S.T. Executive Development program, and P.O.S.T. Command College Class 58 where he was awarded the prestigious Hank Koehn Command College Leadership Award which is awarded to one participant in each class for displaying exemplary leadership skills and selected by their peer classmates. In addition, Undersheriff Boyd has also completed the California Police Chief's Association Executive Development Program and the FBI LEEDA Executive Leadership Institute. He also holds California POST Basic, Intermediate, Advanced, Supervisor, and Management certificates.

Undersheriff Boyd previously served as a member of the League of Cities Governance, Transparency, and Labor Relations Police Committee; California Police Chiefs and State Sheriffs Associations Rapid DNA Committee; California Attorney Generals Criminal Justice Advisory Committee; Monterey County Emergency Medical Services Medical Care Committee; Monterey County Emergency Medical Services Operations Subcommittee; Monterey County Emergency Medical Services Medical Advisory Subcommittee; Monterey County Chief Law Enforcement Officers Association; and POST Coroner Curriculum Development Committee. In addition, Undersheriff Boyd is a current member of the California State Sheriff's Association, California Police Chief's Association, and International Association of Chiefs of Police.

Chief Deputy Jeff Hoyne earned a Bachelor of Arts degree in Homeland Security (Summa Cum Laude) as well as a Master of Public Administration degree in Organizational Management from American Military University.

Chief Deputy Hoyne has over 33 years of law enforcement experience attending the Arapahoe Community College Sheriff's Academy in December 1988. In March of 1989 he started his career with the Arapahoe County Sheriff's Office as a Deputy Sheriff assigned to the Detention Division. During his career, Chief Deputy Hoyne has served as a deputy and officer in California, Colorado, and Washington serving county, municipal, special district, and port authority agencies in operational, administrative, and specialty assignments. Chief Deputy Hoyne served 8 years as the Chief of Police for the Monterey Peninsula Airport District and 5 years for the City of Del Rey Oaks. In 2018, Chief Deputy Hoyne executed the consolidation of the Airport District and the City of Del Rey Oaks Police Department leading to reduced costs and increased for both jurisdictions.

During 2021 Chief Deputy Hoyne served as the Acting City Manager for the City of Del Rey Oak and at the conclusion of his one-year term he was promoted to the position of Assistant City Manager/Chief of Police performing executive roles in police and municipal services.

Chief Deputy Hoyne is a graduate of numerous police supervisory, leadership, and command courses including: the Northwestern University School of Police Staff and Command; California POST Executive Development Course; California Police Chief's Association Executive Leadership Institute at Drucker School of Management - Claremont Graduate University; FBI LEEDA Supervisory, Management, and Executive Leadership Institutes;

International Association of Chiefs of Police Leadership in Police Organizations course; and the Washington State first level Supervision course. He also holds California POST Basic, Intermediate, Advanced, and Executive certificates. He has also earned State of Colorado POST Basic and State of Washington Basic and Supervisory certificates.

Chief Deputy Hoyne has been a member of multiple law enforcement organizations during his career including: the Monterey County Chief Law Enforcement Officer Association (including two terms as president and two terms as secretary); the Monterey County Juvenile Justice Coordinating Committee; the Monterey County Domestic Violence Coordinating Council; the California Police Chiefs Association (serving on the Law and Legislative Committee); the Monterey County Peace Officers Association, and the California Peace Officers Association.

Chief Deputy Eddie Anderson possesses a Bachelor of Science in Criminal Justice Administration from Columbia Southern University. In addition, he possesses a Master of Arts in Organizational Leadership from Columbia Southern University, where he graduated with honors (Summa Cum Laude) with a GPA of 3.85.

Chief Deputy Anderson was a full time Police Officer with the City of Marina for 25 years. He began his career as a volunteer Reserve Police Officer in February 1997 and then in July 1997 he was hired as an officer trainee attending the Evergreen Police Academy. He successfully completed the Police Academy and was sworn in as a Police Officer the day of his graduation in December 1997. In December 2017, he was appointed an Acting Commander with the Marina Police Department and less than a year later he became the permanent Commander. During his tenure as a Commander with the Marina Police Department he has overseen both the Patrol Operations and Administrative Services Divisions as well as serving as the Acting Chief of Police when needed. In 2020, Chief Deputy Anderson had his first article titled “Why We Must Be the Example” published both by Police1 and the California Police Chief’s Magazine.

Chief Deputy Anderson has held many assignments during his career. He was a DARE Officer for both elementary and middle school, School Resource Officer, Field Training Officer, Field Training Officer Supervisor, Defensive Tactics Instructor, Mobile Field Force Operator, SRU Operator, Motor Sergeant, and Traffic Bureau Supervisor. In addition, he served on the Training Committee for the California Police Chiefs Association, and he currently instructs Emergency Vehicle Operations for the Marina, Coyote, and San Mateo Police Academies.

Chief Deputy Anderson was instrumental in assessing the internal structures and operations of the Marina Police Department identifying the need for a transformational shift in leadership behaviors and practices. As a result, he successfully led the yearlong Transformational Change Project (TCP) focused on and achieving the following main transformational change goals of improving the Marina Police Department’s organizational culture while enhancing teamwork and providing greater transparency to the public; increasing trust within the department and helping leaders serve as models of accountability; providing sworn officers and department staff with training and education plans outlining paths to individual career goals; and developing an ongoing program to keep officers apprised of new legislation and case law.

Chief Deputy Garrett Sanders attended Gavilan and Ohlone College majoring in Criminal Justice. In 1995, he graduated from the Tulare-Kings County police academy and joined the Monterey County Sheriff’s Office in January 1996. For the past 27 years, he has dedicated himself to providing public safety to the citizens of Monterey County. Chief Deputy Sanders began his career as a correctional deputy and served as a correctional training officer before transferring to the patrol division. While on patrol, he also served as a Field Training Officer for many years. Chief Deputy Sanders served on the County of Monterey Marijuana Eradication Team

(C.O.M.M.E.T.) before promoting to detective in 2005, where he worked as a Narcotics Detective. In 2007 he was promoted to patrol sergeant. During his time as a patrol sergeant, he worked all three patrol stations, Central (Salinas), Coastal (Monterey), and South County (King City). Chief Deputy Sanders also served on the Sheriff's Office SWAT team for more than sixteen years as a team member, sniper, assistant team leader, team leader, and commander. He also served as the dive team commander for two years.

After being promoted to Commander in 2013, he oversaw several commands within the Sheriff's office including at all three patrol stations, Jail Operations Commander, Court Services Commander, and Investigations Division Commander. For ten months in 2014-2015, Chief Deputy Sanders served as the contract law enforcement chief for the King City Police Department while the Sheriff's Office provided law enforcement services to the City of King.

Garrett has graduated from the following Police Officers Standards and Training leadership courses: Sherman Block Supervisory Leadership Institute, P.O.S.T. Management program, FBI LEEDA Management training, FBI LEEDA Executive Leadership training and is a 2017 graduate of the 268th class of the prestigious FBI National Academy.

Garrett has previously served as a representative member for the Bay Area UASI (Urban Area Security Initiative); served with the Monterey County Domestic Violence Coordinating Council; worked with the Police Athletics League (P.A.L.) and was a Sheriff's Office Explorer advisor for many years. In addition, Garrett is a current member of the FBI National Academy Associates (FBI NAA), the International Association of Chiefs of Police (IACP), the California Narcotics Officers Association (CNOA), and the California Association of Tactical Officers (CATO).

In determining the appropriate step for appointment, education, prior years of law enforcement and executive management experience for these positions were considered. Salary recommendations have been made in accordance with the County's Personnel Policies and Practices Resolution (PPPR) sections A.1.11.1, and A.1.11.5. These sections provide for appointment at a higher salary step for reasons including credit for experience, avoiding injustice, and salary negotiation.

In conclusion, approval is requested to appoint Mr. Boyd at Step 7 of the County's current Salary Schedule for the classification of Undersheriff and to appoint Mr. Anderson, Mr. Hoyne and Mr. Sanders, at Step 7 of the County's current Salary Schedule for the classification of Chief Deputy Sheriff.

OTHER AGENCY INVOLVEMENT:

N/A

FINANCING:

The positions are currently budgeted within the department and there will be no increase in salary & benefits associated with these actions and no impact to the County General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

Mark a check to the related Board of Supervisors Strategic Initiatives

☐ Economic Development
☒ Administration
☐ Health & Human Services
☐ Infrastructure
☒ Public Safety

Approved by: Tina Nieto, Sheriff-Coroner, Ext. #3750

Attachments:
Board Report