



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

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Authorize the advance step placement for Roderick Franks at Step 7 of the Assistant Director Social Services range effective with the beginning date of his employment, April 25, 2022.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Authorize an advanced placement at Step 7 for Roderick Franks selected for the position of Assistant Director (12C13), in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective April 25, 2022.

SUMMARY/DISCUSSION:

The Social Services Department, in collaboration with Executive Search Firm CPS HR Consulting, conducted a nationally advertised open, competitive recruitment for The Assistant Director of Social Services Position. Two panels of representatives comprised of local executive county leaders and community representatives participated in the competitive interview process of highly qualified candidates leading to the selection of Mr. Roderick Franks as the recommended individual for the position. Mr. Franks has indicated he will accept an offer of employment contingent on approval of appointment to Step 7 of the salary range.

Placement at an advanced step may be requested to compensate an employee commensurate with their specialized knowledge, skill, years of relevant experience, and recognition of their current compensation. Pursuant to the provisions of the Personnel Policies and Practices Resolution (PPPR) N0. 98-394, Board of Supervisors' approval is required to authorize placement above step 3 in Unit Y.

Mr. Franks earned his Bachelor of Arts degree in Psychology in 1986 from the University of Minnesota, and his Master of Arts, Counseling and Psychological Services from St. Mary's University, Winona, Minnesota in 1990. Mr. Franks has more than 32 years' experience in the Human Services field, including Community Outreach, Probation and Court Services, Child Welfare, and Income Support Services.

Mr. Franks is currently the Health and Human Services Director in Carver County Minnesota, a position he has held since 2015. In that capacity, he is responsible for all human services operations, including social services, public health, court services, and behavioral health in a department of over 300 staff. He has extensive experience preparing budgets, developing programs, and developing and administering strategic plans.

Among a wide variety of accomplishments, Mr. Franks is a licensed social worker, psychologist, former probation officer, and former school board director.

Mr. Franks expressed that he and his family have been seeking opportunities to relocate to California, and more specifically to Monterey County, where he would reside full time.

In determining the appropriate step for appointment, specialized skills, years of relevant experience and range of complex qualifications were considered. Placement at step 7 of the salary range was an important consideration, as he is relocating from the Mid-West, and cost of living is considerably higher in California, and in our region. Salary recommendations have been made in accordance with the County's PPPR, Section A.1.11.1 and A.1.11.5.

Therefore, approval is requested to place Mr. Franks at Step 7 of the County's current salary schedule for the classification of Assistant Director of Social Services.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and the Human Resources Department have been consulted and reviewed the report.

FINANCING:

Funding for the Assistant Director of Social Services position is included in the Department's FY 2021-22 adopted budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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