



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 Brette Neal at Step 6 of the Deputy Director Social Services range effective with the beginning date of her employment, April 25, 2022.

RECOMMENDATION:

Authorize an advanced placement at Step 6 for Brette Neal selected for the position of Deputy Director (60110), 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 Deputy Director of Social Services position which will manage operations for the Administrative Support Services Branch of the Department. A panel of representatives comprised of local internal and external executive county leaders and community representatives participated in the competitive interview process of highly qualified candidates leading to the recommendation to appoint Brette Neal as the selected individual for the position. Ms. Neal has indicated she will accept an offer of employment contingent on approval of appointment to Step 6 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. Ms. Neal currently holds the position of Department Human Resources Manager-Merit within the Department of Social Services at Step 7 of Unit X.

Ms. Neal was raised here on the Monterey Peninsula in Marina, California, and is a graduate of Seaside High School. Ms. Neal earned her Bachelor of Science Degree in Business Administration from Fayetteville State University in North Carolina in 1996. She began her professional career in the private sector holding progressively more responsible positions such as Office Manager, and then Supervisor-Program Coordination, Program Management for CTB-McGraw Hill.

Ms. Neal joined Monterey County in 2008 in the Human Resources Department, again working her way through more progressively responsible positions from 2008-2018, including being the County's primary labor negotiator. In 2018, Ms. Neal joined the Monterey County Department of Social Services as the Department Human Resources Manager, where she continues to provide excellent leadership. There, she has been instrumental in implementing various system, practice, and policy changes. She has consistently demonstrated an ability to listen, analyze

issues, build coalitions and partnerships, and navigate through complex issues. It was that ability, among others that led to the recommendation of Ms. Neal as the successful candidate.

In determining the appropriate step for appointment, specialized skill, years of relevant experience and range of complex qualifications were considered. Placement at step 6 of the salary range was an important consideration, as she will be taking on a broader and more complex array of responsibilities. 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 Ms. Neal at Step 6 of the County's current salary schedule for the classification of Deputy 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 Deputy Director of Social Services position is included in the Department's SOC005 FY 2021-22 Adopted Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action supports the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County and growing our own local leadership talent.

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



Prepared and Approved by: Lori A. Medina, Social Services Director, x4431