



# Monterey County

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066

## Board Report

Legistar File Number: 15-0114

February 10, 2015

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**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

Authorize advance step placement of Galen Bohner at Step 7 of the Undersheriff salary range effective December 31, 2014 in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5

### RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to authorize advance step placement of Galen Bohner at Step 7 of the Undersheriff salary range effective 12/31/2014 in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

### SUMMARY/DISCUSSION:

The Sheriff conducted extensive recruitment for the Undersheriff position. Galen Bohner was selected through the process as qualified for this position. He has agreed to accept the position at Step 7 of the 7-step salary range of the position.

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

Mr. Bohner's knowledge, abilities and work experience warrant his appointment at an advanced step. He is highly qualified for this Undersheriff position. He has 30 plus years of experience between the Monterey County Sheriff's Office and the San Bernardino County Sheriff's Department. His last assignment with San Bernardino County was as Lieutenant/ Executive Officer of a large dual operation (county and contract city) station. He was responsible for managing the daily operations and budget of the station as well as being the Assistant Police Chief for the contract City of Adelanto. His assignments included leadership roles in Custody, Operations, Narcotics Enforcement, Gang Enforcement, and SWAT.

Mr. Bohner brings 31 years of unique experience in leadership roles, with working knowledge of every bureau within the mission of a Sheriff's Office. Mr. Bohner comes with vast experience from a large, progressive sheriff's department, during a time the county is facing struggles with tight budgets and manpower shortages. His fresh ideas and perspective will be

critical while facing these challenges now and in the future.

Galen Bohner has successfully completed several Advanced Police Management and Leadership courses which has prepared him for this assignment. Mr. Bohner grew up in southern Monterey County, has a wife and three adult children.

In order to accept this position, Mr. Bohner had to resign from his position with the San Bernardino County Sheriff's Department. He was in line to be promoted to the rank of Captain, which would have resulted in a very substantial pay increase, along with a premium benefit package. In order to accept this position Mr. Bohner's wife had to resign from her position with the San Bernardino County Superintendent of Schools, thus giving up her contributing salary and future retirement income. Mr. Bohner has also incurred an increase in housing costs since he must maintain his home in San Bernardino County due to the flat housing market and not wishing to take a loss, plus pay significant rental costs on the Central Coast.

In order for Mr. Bohner to assist the sheriff with the transition of the new administration, he agreed to start work before the agreed upon step 7 salary was approved. Mr. Bohner has supplemented his lower salary with his savings.

In determining the appropriate step for appointment, prior compensation levels and the effect of differences in compensation and benefits for each position 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, difficulty of recruitment, avoiding injustice, and employee negotiation. In consideration of Mr. Bohner's considerable experience, approval is requested to place Mr. Bohner at Step 7 of the County's current salary schedule for the Undersheriff position.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and Central Human Resources have reviewed the report.

FINANCING:

The Undersheriff position is included in the adopted Sheriff's Fiscal Year 2014-15 budget.

Prepared by: Hye-Weon Kim, Finance Manager

Approved by: Steve Bernal, Sheriff-Coroner