



# Monterey County

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

## Board Report

Legistar File Number: 18-123

February 13, 2018

**Introduced:** 2/5/2018

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

Authorize an advanced placement at Step 4 for Jeremy Dzubay, selected for the position of Assistant Public Defender salary range, in accordance with Personnel Policies and Practices, Resolution (PPPR) No. 98-394, Sections A.1.11.1 and A.1.11.5, effective February 17, 2018.

### RECOMMENDATION:

It is recommended that the Board of Supervisors authorize an advanced placement at Step 4 for Jeremy Dzubay, selected for the position of Assistant Public Defender salary range, in accordance with Personnel Policies and Practices, Resolution (PPPR) No. 98-394, Sections A.1.11.1 and A.1.11.5, effective February 17, 2018.

### SUMMARY/DISCUSSION:

The Human Resources Department conducted an open, competitive recruitment for the Assistant Public Defender position. After conducting the selection process, it is recommended that Mr. Dzubay be hired for this position. He has accepted an offer of employment contingent on approval of appointment to Step 4 of the salary range.

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) No. 98-394, Board of Supervisors' approval is required to authorize placement above Step 3 in Unit Y.

Mr. Dzubay holds a Juris Doctorate from the California Western School of Law and a Bachelor of Science degree from the University of Wisconsin-Madison. In addition, Mr. Dzubay has been acting as Assistant Public Defender since January 2017. Mr. Dzubay is also an Adjunct Professor of Law at Monterey College of Law, teaching Advance Criminal Trial Advocacy. He first started his career with Monterey County in 2010 as a Deputy Public Defender. Prior to his career with the County, Mr. Dzubay had his own law practice where he defended over 600 clients in California Superior Courts and Federal District Courts for California, Utah, Nevada, and Alabama. The request for a Step 4 for Mr. Dzubay is warranted because of his 12 years of experience, knowledge, skills and abilities in the field of law and his tenure with Monterey County. He handles the Public Defender's most serious cases, including capital cases.

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 direct work experience,

difficulty of recruitment and employee negotiation.

Therefore, approval is requested to place Mr. Dzubay at Step 4 of the County's current salary schedule for the classification of Assistant Public Defender.

OTHER AGENCY INVOLVEMENT:

Representatives both, internal and external to Monterey County, including the Human Resources Department, Department Heads, and representatives from other agencies assisted in the recruitment and selection process leading to the selection of Mr. Dzubay, and this request.

FINANCING:

This action will not have an impact to the County General Fund. The salary and benefits of the vacant Assistant Public Defender position are included in the Public Defender's FY 2017-18 budget.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The recommended action addresses 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.

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

Prepared By: Ginger Ramirez, Associate Personnel Analyst, 759-6723

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachment:  
Resolution

cc: Susan Chapman, Public Defender