

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING: May 24, 2011 - Consent	AGENDA NO.: 30
SUBJECT: Approve advanced step placement for Max Houser at Step 4 of the Undersheriff salary range and Chuck Monarque at Step 5 of the Chief Deputy Sheriff salary range, effective June 4, 2011, pursuant to Sections A.1.11.1 and A.1.11.5 of the Personnel Policies and Practices Resolution 98-394.	
DEPARTMENT: Sheriff's Office	

RECOMMENDATION

It is recommended the Board of Supervisors approve advanced step placement for Max Houser at Step 4 of the Undersheriff salary range and Chuck Monarque at Step 5 of the Chief Deputy Sheriff salary range, effective June 4, 2011, pursuant to Sections A.1.11.1 and A.1.11.5 of the Personnel Policies and Practices Resolution 98-394.

SUMMARY/DISCUSSION

The Sheriff's Department has several Unit Y positions that the Sheriff has determined to fill at this time. Although these positions are created and allocated by the Board of Supervisors in the budget, the Sheriff has the option of filling these positions with acting, temporary, part-time or at-will employees. As "at-will" positions, the employees being placed in these positions will have no right to return to previously occupied positions within the County (if any) and are ineligible for seniority credit for time served in previously held positions in any future personnel action.

While the Sheriff has the authority to appoint individuals to these positions, pursuant to the provisions of the Personnel Policies and Practices Resolution 98-394 (see attached), only the Board of Supervisors can authorize placement at Step 4 in Unit Y.

Max Houser has been selected for appointment to the Undersheriff position and Chuck Monarque has been selected for appointment as the Chief Deputy Sheriff of the Enforcement Operations Bureau. In order to ensure that both employees are appropriately compensated in accordance with applicable County policies, the Board's approval of an advanced step placement is required.

Mr. Houser's work experience warrants his appointment at an advanced step. He comes to the County with over 30 years of law enforcement experience, including working for the California Department of Justice – Bureau of Narcotics Enforcement, City of Salinas, and County of Fresno Sheriff's Department. In addition, Mr. Houser is an accomplished instructor and trainer and has received numerous commendations and honors. By placing Mr. Houser at Step 4, he will be compensated three percent more than his highest paid subordinate.

Mr. Monarque currently occupies a position within Unit C and receives Advance Police Officer Standards and Training (POST) and 8% Longevity Performances stipends and currently contributes seven percent of his salary as the employee share of retirement. His appointment to a position within the Y Unit will not include any stipends or longevity pay, nor require any

contribution to his retirement. In determining the appropriate step for appointment, the effect of these differences in compensation and benefits for each Unit was considered.

Chuck Monarque is currently a Sheriff's Captain at Step 7 and placement of Mr. Monarque at Step 5 of the Chief Deputy Sheriff range would result in a slight salary decrease, but when adjusted for the change in retirement contribution rates would have the effect of a seven percent increase.

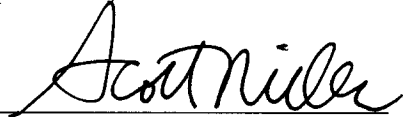
OTHER AGENCY INVOLVEMENT

CAO-Human Resources has reviewed and approved this report.

FINANCING

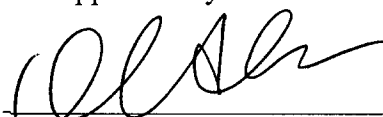
The previous incumbents of these positions were both at Step 5 and therefore there will be no impact on the adopted budget of the Department. In addition, due to restructuring within the Department and the elimination of some management positions, the newly appointed employees will have greater management responsibilities than the previous incumbents.

Approved by:



Scott Miller
Sheriff-Coroner
Date:

Approved by:



Keith Honda
Assistant CAO
Date: