



Monterey County

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

Board Report

File Number: 22-632

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Approve and authorize advanced step placement for Jake Stroud at Step 4 of the Assistant Treasurer-Tax Collector salary range, effective June 18, 2022, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1, A.1.11.2, and A.1.11.5. (ADDED VIA ADDENDA)

RECOMMENDATION:

It is recommended that the Board of Supervisors approve and authorize advanced step placement for Jake Stroud at Step 4 of the Assistant Treasurer-Tax Collector salary range, effective June 18, 2022, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1, A.1.11.2, and A.1.11.5.

SUMMARY/DISCUSSION:

The current Assistant Treasurer-Tax has formally tendered her retirement and the Treasurer-Tax Collector (TTC) has appointed Jake Stroud, Chief Deputy TTC-Treasury, to assume the role effective June 18, 2022. Pursuant to provisions of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Sections A.1.11.1, A.1.11.2, and A.1.11.5, authorization for placement to Unit Y classifications at an advanced step above Step 3 may be requested from the Board of Supervisors to most appropriately compensate an employee commensurate with their years of relevant experience, knowledge, skills, and abilities specific to the requirements of the position.

Jake Stroud graduated Summa Cum Laude from the University of Northwestern in Saint Paul, Minnesota. He was employed with the Minnesota Department of Revenue and as he expanded his expertise and management experience, he quickly promoted to his last position as Revenue Operations Manager.

Jake joined the TTC in April 2017 as Revenue Operations Manager. He promoted to the position of Chief Deputy TTC-Revenue Division in May 2020. He enthusiastically assumed dual responsibility as Chief Deputy for both Revenue and the Treasury in February 2021, following the retirement of the former Treasury Manager. Jake has been managing critical and time sensitive Treasury functions including daily banking, cash flow, reconciliation, and investment responsibilities. Since assuming Treasury responsibilities, he maintains the approximately \$2.6 billion portfolio and has overseen asset growth of at least \$500 million. He has expanded and encourages training opportunities for staff and implemented a variety of operational and service enhancements all while continuing to manage and maintain division head responsibilities for the Revenue Division.

Jake has dedicated himself to serving the taxpayers of Monterey County. He actively engages in

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activities for continual growth and improvement, interacting with subject matter experts, including counterparts in the courts, other counties, departmental managers, and staff. He is a collaborative, productive, and motivational leader focused on continual improvement. Staff under his leadership continue to excel and thrive. Jake’s demonstrated skills and expertise, positive and approachable demeanor, and well-established role as a mentor and leader will continue providing significant contributions to the Treasurer-Tax Collector, Monterey County departments, and the citizens we serve.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and concurs with recommended actions.

FINANCING:


Approval of this request has no negative impact to the General Fund. The Assistant TTC position is currently budgeted at Step 7 and the position was projected to remain at that level in the FY 2022-23 Recommended Budget. Hiring Mr. Stroud at Step 4 provides some cost savings, but more importantly, it offers an appropriate increase in salary commensurate with the additional responsibilities of the new position. It also serves to recognize his ongoing contributions as an exceptional leader, decision maker, and administrative and operational subject matter expert.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:


Recommended actions comply with the Board of Supervisors Strategic Initiative for Administration, promoting an organization that practices efficient and effective management, supporting core services and efficient allocation of resources, fostering innovation, encouraging employee engagement, and recruiting and retaining a talented workforce that supports the mission of Monterey County.

X Administration

Prepared by:

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Attachments:

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