



# County of Monterey

**Item No.41**

## Board Report

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

**Legistar File Number: 23-908**

**December 05, 2023**

**Introduced:** 11/29/2023

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

a. Approve and authorize advanced step placement for Jason Smith at Step 7 of the Chief Deputy Sheriff salary range retroactive to December 4, 2023, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5.

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

a. Approve and authorize advanced step placement for Jason Smith at Step 7 of the Chief Deputy Sheriff salary range retroactive to December 4, 2023, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5.

### SUMMARY/DISCUSSION:

The Sheriff conducted a comprehensive review of qualified law enforcement professionals in making this selection for her executive management team. At the conclusion of her review process, she extended an offer of employment to Jason Smith to become her next Chief Deputy Sheriff.

Placement at an advanced step may be requested to compensate an employee commensurate with their specialized knowledge, skill, years of relevant service, and recognition of their current compensation package. Pursuant to the provisions of Personnel Policies and Practices Resolution (PPPR) No. 98-394, Board of Supervisors' approval is required to authorize placement above step 3 in Unit Y.

Chief Deputy Jason Smith, for more than 34 years, has dedicated himself to public safety serving in communities throughout Monterey County. At the age of 14 he joined the Monterey County Sheriff's Office as a Sheriff's Explorer. Upon graduating high school, he accepted a volunteer firefighter position with the City of Marina, where he volunteered for 4 years. Jason attended Monterey Peninsula College and Gavilan College and majored in Criminal Justice. In 1997, he graduated from the Gavilan College police academy in Gilroy CA. Jason was hired as police officer in September 1997 with the City of Greenfield and then joined the Monterey County Sheriff's Office in 1998 where he has served at the ranks of deputy sheriff, sergeant, commander, and acting chief deputy sheriff for the past 3 months.

Jason started has worked as a deputy sheriff in the Corrections Operations Bureau at the county jail, where he was also assigned to the transportation unit before transferring to the Enforcement Operations Bureau patrol division. While on patrol, Jason held many collateral assignments. He worked as a K-9 handler with his partner "Jack", was Field Training Officer, Mobile Field Force team leader, SWAT team member, SWAT team leader, SWAT commander. He has worked at all three

patrol stations across the county, Central (Salinas), Coastal (Monterey), and South County (King City). In addition to his day-to-day duties Jason taught Taser certifications, Defensive tactics, Drug abuse recognition and Emergency Vehicle Operations.

After being promoted to Sergeant in 2014, Jason worked at the Coastal division and returned to Central patrol station while also working as a SWAT Team Leader. In 2016, Jason was assigned to the Community Services division where he coordinated over twenty-five special events per year, responded and coordinated all MCSO responses to disasters, working closely with many county agencies and public safety agencies during disasters. After being promoted to Commander in 2020 Jason held many commands within the Sheriff's office: Community Services division, all three patrol stations, and the Investigations Division Commander, as well as was the SWAT team commander.

Jason has graduated from the following Police Officers Standards and Training leadership courses: Sherman Block Supervisory Leadership Institute, P.O.S.T. Management program. Jason served as a Sheriffs Explorer Advisor, Sergeant, and Commander for over ten years. In addition, Jason is a member of the California State Sheriffs association (CSSA), the California Narcotics Officers Association (CNOA), and the California Association of Tactical Officers (CATO).

In determining the appropriate step for appointment for this at-will position, prior compensation levels and the effect of differences in compensation and benefits for these positions were considered. In addition, comparison was made to the Sheriff's Captain (merit system) salary structure as well. 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, avoiding injustice, and employee negotiation.

In conclusion, approval is requested to appoint Mr. Smith at Step 7 of the County's current Salary Schedule for the classification of Chief Deputy Sheriff.

OTHER AGENCY INVOLVEMENT:

N/A

FINANCING:

This position is currently budgeted within the department at step 7 and there will be no increase in salary and benefits associated with these actions and no impact to the County General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Mark a check to the related Board of Supervisors Strategic Initiatives

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

Prepared by: Keith Boyd, Undersheriff  
Approved by: Tina Nieto, Sheriff



Attachments:  
Board Report