



Monterey County

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Board Report

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Matter Type: General Agenda Item

- a) Appoint Henry Gonzalez as Agricultural Commissioner and Monterey County Sealer of Weights & Measures for a four-year term of office effective March 5, 2018; and
- b) Authorize an advanced placement at Step 4 for Henry Gonzalez, selected for the position of Agricultural Commissioner 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 March 5, 2018.

RECOMMENDATION:

- a) Appoint Henry Gonzalez as Agricultural Commissioner and Monterey County Sealer of Weights & Measures for a four-year term of office effective March 5, 2018; and
- b) Authorize an advanced placement at Step 4 for Henry Gonzalez, selected for the position of Agricultural Commissioner 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 March 5, 2018.

SUMMARY/DISCUSSION:

The Human Resources Department conducted an open, competitive recruitment for the Agricultural Commissioner position. After conducting the selection process, it is recommended that Mr. Gonzalez 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. Gonzalez is the current Agricultural Commissioner of Ventura County, having served in that capacity since 2008. Prior to becoming Ventura County's Agricultural Commissioner, Mr. Gonzalez was hired by the Monterey County Agricultural Commissioner's Office where he worked for 24 years serving in the capacity of Quarantine Insect Trapper, Agricultural Inspector/Biologist, Deputy Agricultural Commissioner and Chief Deputy Agricultural Commissioner. Mr. Gonzalez holds an Associate of Science degree in Agricultural Mechanics from Hartnell College, Salinas, a Bachelor's degree in Agricultural Science from California State University, Fresno, and an Executive Master's degree in Public Administration from Golden Gate University, San Francisco.

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.

California statute requires each county to appoint a County Agricultural Commissioner. This action fulfills the County's obligation in that regard. Section 2121-2123 of the California State Food and Agricultural Code sets forth appointment and employment procedures for county Agricultural Commissioners. The Board of Supervisors shall appoint the Agricultural Commissioner for a four-year term of office with a license of qualification issued by the California Secretary of Agriculture.

California statute requires each county to appoint a County Sealer of Weights and Measures. This action fulfills the County's obligation in that regard. Section 12200 of the California State Business and Professions Code sets forth appointment and employment procedures for county Sealers of Weights & Measures. The Board of Supervisors shall appoint the Sealer of Weights & Measures for a four-year term of office with a license of qualification issued by the California Secretary of Agriculture. Per the Personnel Policies and Practice Resolution (PPPR) No. 98-394 Section A.9.13 Sealer of Weights & Measure Premium Pay, if appointed by the Board Mr. Gonzalez will receive a five percent (5%) premium pay in addition to the base salary.

Therefore, appointment of Mr. Gonzalez as Agricultural Commissioner and Monterey County Sealer of Weights & Measures for a four-year term of office effective March 5, 2018, and placement of Mr. Gonzalez at Step 4 of the County's current salary schedule for the classification of Agricultural Commissioner is requested.

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. Gonzalez, and this request. County Counsel reviewed the report for consistency with state law.

FINANCING:

This action will not have an impact to the County General Fund. The salary and benefits of the vacant Agricultural Commissioner position are included in the Agricultural Commissioner'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

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