



# Monterey County

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## Board Report

Legistar File Number: 16-257

March 01, 2016

**Introduced:** 2/19/2016

**Version:** 1

**Current Status:** Consent Agenda

**Matter Type:** General Agenda Item

Authorize advance step placement of Jerry Teeter at Step 5 of the Chief Deputy Sheriff salary range effective March 5, 2016 in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

### RECOMMENDATION:

It is recommended that the Board of Supervisors authorize advance step placement of Jerry Teeter at Step 5 of the Chief Deputy Sheriff salary range effective March 5, 2016 in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

### SUMMARY/DISCUSSION:

Sheriff Steve Bernal has selected Commander Jerry Teeter of the Monterey County Sheriff's Office for appointment as Chief Deputy Sheriff of the Enforcement Operations Bureau. He has agreed to accept the position at Step 5 of the 7-step salary range of the position.

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) #98-394, Board of Supervisors' approval is required to authorize placement above Step 3 in Unit Y.

Mr. Jerry Teeter is a thirty-one (31) year veteran of the Monterey County Sheriff's Office where he most recently served as a Sheriff's Commander. His most recent assignment is that of the commander of the South County Station. His prior assignments include Division Commanders of Investigations, Coroners, Narcotics, Homeland Security and Special Operations.

As the commander of Investigations, Mr. Teeter managed complex criminal investigations such as homicides and sexual assaults. He also managed the Special Weapons and Tactics (SWAT) Team, Bomb Squad, Hostage Negotiation Team, Monterey County Mobile Field Force, Stolen Vehicle Task Force, Vehicle Abatement, Code Enforcement, Reserves, Motor Squad, Dignitary Protection, and the Sheriff's Office fleet of vehicles, all special events at Laguna Seca, Pebble Beach and Lake San Antonio. He has managed Law Enforcement Services at large special events such as the AT&T National Pro-Am Golf Tournament at Pebble Beach and the International MotoGP motorcycle races at Laguna Seca and disasters such as the Basin Complex Fire.

Mr. Teeter was the Region 2 Law Enforcement Mutual Aide Coordinator for Monterey County. He has also been Law Enforcement Branch Chief for the Monterey County Office of Emergency Services. Additionally, he has served as an Internal Affairs Sergeant, investigating

allegations of policy violations by department personnel. He has maintained budgets for various large events and work units under his command.

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 experience, difficulty of recruitment, avoiding injustice, and employee negotiation. In consideration of Mr. Teeter's considerable experience as well as the difficulty the department has had recruiting and filling this critical position, approval is requested to place Mr. Teeter at Step 5 of the County's current salary schedule for the Chief Deputy Sheriff position.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and Central Human Resources have reviewed the report.

FINANCING:

There is no impact on the General Fund Contribution as result of the recommendation. The Chief Deputy Sheriff position is included in the adopted Sheriff's Fiscal Year 2015-16 budget. The retiring Chief Deputy Sheriff is at Step 6 of the County's current salary schedule for the Chief Deputy Sheriff position.

Prepared by: Hye-Weon Kim, Finance Manager

Approved by: Stephen Bernal, Sheriff-Coroner