



Monterey County

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Board Report

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Authorize advance step placement of Tracy Brown at Step 6 of the Chief Deputy Sheriff salary range effective December 31, 2014 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 Tracy Brown at Step 6 of the Chief Deputy Sheriff salary range effective 12/31/2014 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 conducted an extensive review for the Chief Deputy Sheriff position. Tracy Brown was selected through the process as qualified for this position. He has agreed to accept the position at Step 6 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. Brown's knowledge, abilities and work experience warrant his appointment at an advanced step. He is highly qualified for this Chief Deputy Sheriff position. He is a 27 year veteran of the Monterey County Sheriff's Office where he most recently served as Commander (7th step salary range), retiring in May of 2011. His assignments included Division Commander of Patrol Stations in Salinas and Monterey, where he oversaw the daily duties of Sergeants and Deputies, as well as the Search and Rescue Team, and the Field Training Officer program. He commanded the Professional Standards Division overseeing Internal Affairs, Human Resources, Work Comp, and the Backgrounds Unit.

Tracy Brown was born in Salinas and lived in the Salinas area his entire life until he retired. His father retired from the Monterey County Sheriff's Office as a Lieutenant after 30 years of service. His son currently works for the Sheriff's Office, becoming the third generation of Brown family members to serve the citizens of Monterey County.

Mr. Brown graduated from North Salinas High School and holds an A.A. degree from Hartnell College. He possesses a B.A. degree from Union Institute and University in Law Enforcement Management.

Mr. Brown agreed to accept the position, offered by Sheriff Bernal, at the 6th step level. This level was felt to be appropriate due to: 1. Mr. Brown was being asked to come out of retirement. 2. Mr. Brown and his wife were being asked to move from their home in Tehama County to Monterey County, incurring greatly increased costs for housing. 3. Mr. Brown's current retirement formula is at risk of being greatly reduced due to changes in PERS since he has retired.

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. Brown's considerable experience as well as the difficulty the department has had recruiting and filling this critical position, approval is requested to place Mr. Brown at Step 6 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:

The Chief Deputy Sheriff position is included in the adopted Sheriff's Fiscal Year 2014-15 budget.

Prepared by: Hye-Weon Kim, Finance Manager

Approved by: Stephen Bernal, Sheriff-Coroner