



County of Monterey

Item No.

Board Report

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

Legistar File Number: 24-767

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a. Approve and authorize advanced step placement for Timothy Lanquist at Step 7 of the Chief Deputy Sheriff salary range retroactive to December 2, 2024, 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 Timothy Lanquist at Step 7 of the Chief Deputy Sheriff salary range retroactive to December 2, 2024, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5.

SUMMARY/DISCUSSION:

The Sheriff conducted a national recruitment process utilizing a firm retained through the Human Resources Department. At the conclusion of the recruitment process 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, and in advance of the current hiring freeze, she extended an offer of employment to Timothy Lanquist 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 Timothy Lanquist, for more than 29 years, has dedicated himself to public service. Tim served six years with the United States Navy attaining the rank of Lieutenant. He served in various management and leadership roles including Naval Academy Sports Information Officer as well as Recruit Training Division Officer, Manpower Officer, and Assistant Director of Military Training at the Navy's only boot camp in Great Lakes, IL.

Tim started his law enforcement career with the Ventura County Sheriff's Office in 2001, graduating from the Ventura County Criminal Justice Training Center in March 2002. During his time with the Ventura County Sheriff's Office Tim has rose to the rank of Captain. Tim worked numerous assignments including Custody, Patrol, Property Crimes Investigator, Major Crimes Sexual Assault Investigator, Court Services Administrative Sergeant, Internal Affairs Investigator, Patrol Watch Commander, Detention Services Administrative and Legal Captain, and Todd Road Jail Facility

Manager.

Tim's last assignment was as the East County Patrol Captain where he was responsible for daily operations of patrol resources for the contract City of Thousand Oaks and its unincorporated areas. He was also responsible for managing the agency's Field Training program. Tim spent 14 years as a member and supervisor on the Sheriff's Tactical Response Team. He was part of the Sheriff's Incident Management Team for the Thomas and Woolsey Fires and managed mutual aid response teams to the Montecito Floods in 2017 and Caldor Fire in El Dorado County in 2021.

During Tim's tenure in Corrections Operations he was responsible for the administration of the agency's \$130 million corrections budget while implementing personnel and operational changes to maximize productivity, efficiency, and morale. In addition, Tim served as the primary liaison to their multidisciplinary correctional health care team that received National Commission on Corrections Health Care accreditation. In his role, Tim served as the contract negotiator and manager for a \$100 million, multi-year correctional medical contract with innovative standards and performance-based cost recovery controls. Tim is also a Certified Correctional Health Professional by the National Commission on Correctional Health Care.

Tim possesses a Bachelor of Science in Economics from the United States Naval Academy and a Master of Science in Operations Research from the Naval Postgraduate School. Tim is a member of the Academy of Correctional Health Professionals, California Jail Program Administrators, American Jail Association, National Commission on Correctional Health Care, and the California State Sheriff's Association. Tim is a graduate from the Sherman Block Supervisory Leadership Institute and holds California POST Advanced, Supervisory, and Management Certificates.

In determining the appropriate step for appointment for this at-will position, prior compensation levels which was at or above the salary schedule for this classification and the effect of differences in compensation and benefits for these positions 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, avoiding injustice, and employee negotiation.

In conclusion, approval is requested to appoint Chief Deputy Lanquist 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 on 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

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Attachments:
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