



Monterey County

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Report

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Authorize advance step placement of Mr. Michael Moore at Step 5 of the Undersheriff salary range retroactively effective February 6, 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 Mr. Michael Moore at Step 5 of the Undersheriff salary range retroactively effective February 6, 2016 in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

SUMMARY/DISCUSSION:

Mr. Michael Moore was appointed as the Chief Deputy Sheriff-Corrections Operations Bureau on January 29, 2015 after an extensive recruitment process. Effective February 6, 2016, Mr. Moore was appointed as the Undersheriff and 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.

Chief Deputy Moore has approximately 25-years of law enforcement experience including nearly 5-years of command experience in large and medium sized counties. As the Chief Deputy of the Corrections Operations Bureau, Mr. Moore was responsible for management of the Monterey County Jail, Transportation Division, and Court Security of all facilities of the Superior Courts of California in Monterey County. The Corrections Operations Bureau is the largest of the three Bureaus of the Sheriff's Office.

Prior to his appointment as Chief Deputy with the Monterey County Sheriff's Office, he was a Captain with the San Bernardino County Sheriff's Department. His last assignment with the San Bernardino Sheriff's Department was as a Captain/Chief of Police for the city of Highland. He was responsible for all law enforcement services (patrol, investigations, crime prevention, gang, and public relations) to a population of nearly 54,000 residents. His previous assignments included Division Commander of the Frank Bland Regional Training Center and Training Division, Commander of the Internal Affairs Division, Commander of the Inland Regional Narcotics Enforcement Team and Regional Methamphetamine Task Force, including management and supervision of Federal, State and local law enforcement officers.

Mr. Moore holds a bachelor of arts (BA) degree in History/Social Science, a master of arts (MA) degree in Business and Organizational Security Management. Mr. Moore is a graduate of the Police Executive Research Forum's Senior Management Institute for Police Session #56 and California Commission on POST Executive Development Course. Mr. Moore was awarded his POST Management certificate in 2013.

In consideration of Mr. Moore's considerable experience as well as the difficulty the department has had recruiting and filling this critical position, approval is requested to place Mr. Moore at Step 5 of the County's current salary schedule for the Undersheriff position.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Undersheriff position is included in the adopted Sheriff's Fiscal Year 2015-16 budget at Step 6. It is expected there is no additional cost increase due to Mr. Moore's appointment at Step 5.

Prepared by: Hye-Weon Kim, Finance Manager, ext. 3749

Approved by: Stephen Bernal, Sheriff-Coroner, ext. 3825