



Monterey County

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Board Report

Legistar File Number: 17-0792

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Current Status: Agenda Ready

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Matter Type: General Agenda Item

Authorize advance step placement of John Mineau at Step 5 of the Undersheriff salary range in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1, A.1.11.4, and A.1.11.5.

RECOMMENDATION:

It is recommended that the Board of Supervisors authorize advance step placement of Undersheriff John Mineau at Step 5 of the Undersheriff salary range in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1, A.1.11.4, and A.1.11.5.

SUMMARY/DISCUSSION:

John Mineau was appointed as the Chief Deputy Sheriff-Corrections Operations Bureau on August 8, 2016 after an extensive recruitment process. Mr. Mineau was appointed as the "Acting" Undersheriff on April 19, 2017. Pursuant to PPPR Section A.1.11.4 When an employee is permanently appointed to a position in which he/she held an "acting" appointment without a break in service, he/she shall receive a minimum five percent (5%) increase in salary over the salary received in the class held prior to the "acting" appointment, in accordance with this Resolution. Step 5 in the Undersheriff Salary Range meets the "5% requirement" in the PPPR. Effective July 8, 2017, Mr. Mineau was appointed as the Undersheriff and has agreed to accept the position at Step 5 of the 7-step salary range of the position.

Additionally, 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.

Undersheriff John Mineau has over 26 years of law enforcement experience including more than 8 years' experience as an Undersheriff in another California County. As the Chief Deputy of the Corrections Operations Bureau, Mr. Mineau 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 joining the Monterey County Sheriff's Office, Undersheriff Mineau has worked at all levels of county and municipal law enforcement agencies. Mr. Mineau was appointed as the

Undersheriff for Lassen County in 2008 and served in that capacity until joining the Monterey County Sheriff's Office in 2016. Mineau earned a Bachelor's degree in Criminal Justice Management and a Master's Degree in Public Administration. He is also a graduate of California's Commission on Peace Officer's Standards and Training (POST) Command College. Additionally, Mr. Mineau has been a two-time appointee to the California Board of State and Community Corrections (BSCC) Executive Steering Committee to update California Title 15 and 24 minimum jail standards. Mr. Mineau also published an article on California Public Safety Realignment (AB 109) in the magazine for the American Jail Association. Mineau is a member of the California State Sheriff's Association (CSSA) Legislation Committee where he advocates for critical public safety legislation impacting the criminal justice system and citizens of Monterey County.

In consideration of Undersheriff Mineau's considerable experience, his current pay grade as Acting Undersheriff, as well as the difficulty the department has had recruiting and filling this critical position, approval is requested to place Mr. Mineau 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 2017-18 budget at Step 6. It is expected there is no additional cost increase due to Mr. Mineau's appointment at Step 5.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This request meets the Board's strategic initiatives by:

"Promoting an organization that practices efficient and effective resource management..."

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- X Administration
- Health & Human Services
- Infrastructure
- Public Safety

Approved by: Steve Bernal, Sheriff-Coroner

