



Monterey County

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

Board Report

Legistar File Number: 14-1270

December 02, 2014

Introduced: 11/18/2014

Current Status: ATS Paused

Version: 1

Matter Type: General Agenda Item

- a. Confirm the appointment of the Monterey County Chief Probation Officer Marcia Parsons; and
- b. Approve an advanced placement at Step 4 effective December 13, 2014, pursuant to Sections A.1.11.1 and A.1.11.5 of the Personnel Policies and Practices Resolution 98-394.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Confirm the appointment of the Monterey County Chief Probation Officer Marcia Parsons; and
- b. Approve an advanced placement at Step 4 effective December 13, 2014, pursuant to Sections A.1.11.1 and A.1.11.5 of the Personnel Policies and Practices Resolution 98-394.

SUMMARY/DISCUSSION:

The Judges of the Monterey County Superior Courts are recommending appointment of Marcia Parsons as the Chief Probation Officer for the County of Monterey and request that your Monterey County Board of Supervisors confirm this appointment.

Pursuant to State law, the Superior Court shall appoint the Chief Probation Officer for each county. The Monterey County Superior Court Judges have selected Marcia Parsons for that position. Ms. Parsons is currently the Assistant Chief Probation Officer. Because of her close relationship between the Courts and the County in the area of Probation services, the Court respectfully requests that your Board confirm the appointment. This position is a Y Unit Department Head level position. As an "at-will" position, the employees being placed in these positions will have no right to return to previously occupied positions within the County.

Pursuant to the provisions of the Personnel Policies and Practices Resolution 98-394 (see attached), only the Board of Supervisors can authorize placement above Step 3 in Unit Y.

Marsha Parsons has been selected for appointment to the Chief Probation Officer position and placement at advanced step 4 is requested to compensate employee commensurate with their specialized knowledge, skills, experience, and experience in the Monterey County Probation Department. Ms. Parson's has spent the last 25 years in the Monterey Probation Department, close to 11 years as the Assistant Chief Probation Office. As the Assistant Chief, Ms. Parsons oversaw three critical areas of Probation operations, the hiring process, staff training, and

employee discipline. She acted in absence of the Chief Probation Officer and participated in Department budget preparation, among numerous other duties. Prior to the Assistant Chief Position, Ms. Parsons, spent 14 years in the Department, serving in line staff positions, supervisory positions, management positions, and administrative positions. She has many years of experience in both the Juvenile and Adult Divisions as well as in the Institutions. Prior to coming to Monterey County, she started her work in Probation as a Group Counselor at the Santa Clara County Juvenile Hall and Deputy Probation Officer with the Santa Clara County Juvenile Probation Department.

Ms. Parsons has a Bachelor of Arts in Sociology (With Emphasis in Corrections) from San Jose State University and Juris Doctorate from the Monterey College of Law.

OTHER AGENCY INVOLVEMENT:

This was coordinated with Monterey County Superior Court Judges and the office of County Counsel.

FINANCING:

Funding for this position is approved for FY 14-15 Probation budget.

Approved by:

Manuel T. González
Assistant County Administrative Officer

Dated: November 20, 2014