



# Monterey County

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## Board Report

Legistar File Number: 18-1148

December 11, 2018

**Introduced:** 11/20/2018

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

Authorize advance step placement of James Bass at Step 7 of the Chief Deputy Sheriff salary range effective January 5, 2019, 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 James Bass at Step 7 of the Chief Deputy Sheriff salary range effective January 5, 2019, 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 has selected Captain James Bass of the Monterey County Sheriff's Office for appointment as Chief Deputy of the Corrections Operations Bureau. He has agreed to accept the position at Step 7 salary range of this 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. James Bass has over 24 years of law enforcement experience. He has worked his way through the ranks in the Monterey County Jail earning promotions to Sergeant, Commander, and Captain. Mr. Bass has expertise in the management and operation of the Monterey County Jail and has served previously as an "Acting Chief Deputy Sheriff." Mr. Bass has been performing many of the duties of the Chief Deputy Sheriff since the position became vacant in April of 2016. Mr. Bass has extensive knowledge related to local jail litigation and has been the Sheriff's primary liaison to Monterey County Counsel for the Hernandez implementation plans and court monitoring. As Jail Captain, Mr. Bass has been responsible for day to day management of the Monterey County Jail, Transportation Division, Court Security of all facilities of the Superior Courts of California in Monterey County and has been the Sheriff's Office primary liaison for the Jail expansion project; from initial planning, plan reviews and approval, and now during construction. The Corrections Operations Bureau is the largest of the three Bureaus of the Sheriff's Office. Additionally, Mr. Bass has a Bachelor's Degree in Criminal Justice Management and has completed numerous leadership courses including the Sherman Block Supervisory Leadership Institute and Police Executive Research Forum's Senior Management Institute for Police.

In determining the appropriate step for appointment, prior compensation level 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 unjust, and employee negotiation. In consideration of Mr. Bass' considerable experience as well as the difficulty the department has had recruiting and filling this critical position, approval is requested to place Mr. Bass at Step 7 of the County's current salary schedule for the Chief Deputy Sheriff position.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Chief Deputy Sheriff position is included in the adopted Sheriff's Fiscal Year 2018-19 budget beginning at mid-year. The annualized cost difference between Mr. Bass' current pay and Step 7 of the Chief Deputy Sheriff's pay is \$17,362.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This request meets the Board's strategic initiatives by:

*The proposed recommended action supports the Board of Supervisors administration strategic initiative. The recommended action will allow the Sheriff's Office to continue promoting an organization that practices efficient and effective resource management by attracting, recruiting, and retaining a diverse talented workforce that supports the mission of the County of Monterey.*

Mark a check to the related Board of Supervisors Strategic Initiatives

Economic Development  
☒ Administration  
Health & Human Services  
Infrastructure  
Public Safety

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