



Legislation Details (With Board Report)

**File #:** 19-1285      **Name:** Emergency Communications Director - Step 6  
**Type:** General Agenda Item      **Status:** Passed - Human Resources Department  
**File created:** 1/17/2019      **In control:** Board of Supervisors  
**On agenda:** 1/29/2019      **Final action:** 1/29/2019  
**Title:** Authorize an advanced placement at Step 6 for Lee Ann Magoski, selected for the position of Director Emergency Communications Director (14A26), in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon her appointment to the position. (REVISED VIA SUPPLEMENTAL)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Item No. 40 Completed Board Order

Date	Ver.	Action By	Action	Result
1/29/2019	1	Board of Supervisors	approved - human resources department	Pass

Authorize an advanced placement at Step 6 for Lee Ann Magoski, selected for the position of Director Emergency Communications Director (14A26), in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon her appointment to the position. (REVISED VIA SUPPLEMENTAL)

**RECOMMENDATION:**

Authorize an advanced placement at Step 6 for Lee Ann Magoski, selected for the position of Director Emergency Communications Director (14A26), in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon her appointment to the position.

**SUMMARY/DISCUSSION:**

The Human Resources Department, in collaboration with Executive Search Firm Avery Associates, conducted a nationally advertised open, competitive recruitment for Director Emergency Communications Director. Recruitment for the Director Emergency Communications Director has proven to be difficult. The County conducted 3 separate recruitments to identify a qualified candidate. In this last recruitment effort, the selection panel, comprised of local Fire and Safety representatives that are stake holders in our consolidated 911 operations, unanimously recommended that Ms. Magoski be hired for this critical, public safety position. She has accepted an offer of employment contingent on approval of appointment to Step 6 of the salary range.

Placement at an advanced step may be requested to compensate employee commensurate with their specialized knowledge, skill, years of relevant experience, and recognition of their current compensation. Pursuant to the provision of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Board of Supervisors' approval is required to authorize placement above Step 3 in Unit Y.

Ms. Magoski earned a Master of Arts Degree in Leadership and a Bachelor of Arts Degree in Management;

both degrees were obtained from Saint Mary's College of California. In addition, Ms. Magoski has 22 years of experience in the communications profession, and is an accomplished public safety communications leader with extensive experience managing a 24/7 dispatch center, implementing technology solutions, managing projects and programs, and administering budgets. Most recently, Ms. Magoski served as the Communications Dispatch Manager for the Marin County Sheriff's Office, responsible for the leadership and management of a team of 53 personnel that provide call-taking and dispatch services to the Sheriff's Office, five police departments, nine fire departments and all ambulance dispatch in the County of Marin. In addition, she is an active leader in the local communications community, serving as a Board Member for the California Chapter of the National Emergency Number Association (CalNENA), the State OES 9-1-1 Advisory Board and Long Range Planning Committee (LRPC), and the Bay Area Regional Interoperability Communications System Authority (BayRICS).

In determining the appropriate step for appointment, specialized knowledge, skill, years of relevant experience, and difficulty in recruiting and attracting qualified candidates for the position were considered. Salary recommendations have been made in accordance with the County's PPPR, Sections A.1.11.1 and A1.11.5. These sections provide for appointment at a higher salary step for reasons including credit for experience, difficulty of recruitment, avoiding injustice, and employee negotiation.

Therefore, approval is requested to place Ms. Magoski at Step 6 of the County's current salary schedule for the classification of Director Emergency Communications ~~Director~~.

OTHER AGENCY INVOLVEMENT:

Representatives both internal and external to Monterey County, including the County Administrative Office, department heads, and representatives from other counties and Monterey County agencies, such as police and fire departments, assisted in the recruitment and selection process leading to the selection of Ms. Magoski, and this request.

FINANCING:

The Director Emergency Communications ~~Director~~ position is included in the Emergency Communications Department's FY 2018-19 Budget and rate structure.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended action supports the Board of Supervisors administration strategic initiative. Ms. Magoski's demonstrated abilities and history as an established public safety communications leader are expected to lead to significant contributions for the benefit of the Emergency Communications Department, other Monterey County departments and user agencies, and County citizens. The recommended action will enable the Emergency Communications Department 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 Department.

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

Prepared by: Suzanne Paluck, Senior Personnel Analyst, 759-6984  
Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043