



Operations, Narcotics Enforcement, Gang Enforcement, and SWAT.

Mr. Bohner brings 31 years of unique experience in leadership roles, with working knowledge of every bureau within the mission of a Sheriff's Office. Mr. Bohner comes with vast experience from a large, progressive sheriff's department, during a time the county is facing struggles with tight budgets and manpower shortages. His fresh ideas and perspective will be critical while facing these challenges now and in the future.

Galen Bohner has successfully completed several Advanced Police Management and Leadership courses which has prepared him for this assignment. Mr. Bohner grew up in southern Monterey County, has a wife and three adult children.

In order to accept this position, Mr. Bohner had to resign from his position with the San Bernardino County Sheriff's Department. He was in line to be promoted to the rank of Captain, which would have resulted in a very substantial pay increase, along with a premium benefit package. In order to accept this position Mr. Bohner's wife had to resign from her position with the San Bernardino County Superintendent of Schools, thus giving up her contributing salary and future retirement income. Mr. Bohner has also incurred an increase in housing costs since he must maintain his home in San Bernardino County due to the flat housing market and not wishing to take a loss, plus pay significant rental costs on the Central Coast.

In order for Mr. Bohner to assist the sheriff with the transition of the new administration, he agreed to start work before the agreed upon step 7 salary was approved. Mr. Bohner has supplemented his lower salary with his savings.

In determining the appropriate step for appointment, prior compensation levels 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 injustice, and employee negotiation. In consideration of Mr. Bohner's considerable experience, approval is requested to place Mr. Bohner at Step 7 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 2014-15 budget.

Prepared by: Hye-Weon Kim, Finance Manager

Approved by: Steve Bernal, Sheriff-Coroner