

generations of Brown family members that have served the citizens of Monterey County.

Mr. Brown graduated from North Salinas High School and holds an A.A. degree from Hartnell College. He possesses a B.A. degree from Union Institute and University in Law Enforcement Management. He possesses a Peace Officer Standards and Training Executive Management training certificate, a POST Management certificate, and a POST Supervisory certificate.

Mr. Brown agreed to accept the position, offered by Sheriff Bernal, at the 6th step level. It is believed that this level is appropriate because Mr. Brown possesses extensive training and experience with the intricacies of the Monterey County Sheriff's Office, is coming out of retirement to work in the new administration and has increased housing costs associated with moving from Tehama County back to Monterey County.

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 direct work experience, difficulty of recruitment and employee negotiation. Considering all these factors, it is requested that Mr. Brown be placed at Step 6 of the County's current salary schedule for the Chief Deputy Sheriff position.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Chief Deputy Sheriff position is included in the adopted Sheriff's Fiscal Year 2014-15 budget.

Approved by: Stephen Bernal, Sheriff-Coroner