



Legislation Details (With Board Report)

**File #:** 19-0088      **Name:** Advance Step CDAI  
**Type:** General Agenda Item      **Status:** Passed - District Attorney's Office  
**File created:** 2/19/2019      **In control:** Board of Supervisors  
**On agenda:** 3/12/2019      **Final action:** 3/12/2019  
**Title:** Authorize advance step placement of Ryan McGuirk at Step 4 of the Chief District Attorney Investigator salary range effective January 19, 2019, in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. No. 27 Completed Board Order

Date	Ver.	Action By	Action	Result
3/12/2019	1	Board of Supervisors	approved - district attorney	Pass

Authorize advance step placement of Ryan McGuirk at Step 4 of the Chief District Attorney Investigator salary range effective January 19, 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 Ryan McGuirk at Step 4 of the Chief District Attorney Investigator salary range effective January 19, 2019, in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

SUMMARY:

The current elected District Attorney has selected Investigative Captain Ryan McGuirk of the Office of the District Attorney for appointment as Chief District Attorney Investigator for the Office of the District Attorney. He has agreed to accept the position at Step 4 of the salary range of this position, effective January 19, 2019. This request is submitted subsequent to the effective date as the new District Attorney made the decision to fill this key position just after her swearing in ceremony. The request is to make it retroactively effective to January 19, 2019.

DISCUSSION:

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.

Captain McGuirk has over 18 years of law enforcement experience, from his initial tour of duty with the Pacific Grove Police Department and has been a member of the District Attorney's office since 2008. He has been honored as District Attorney Investigator of the Year, as Office of the Year for the City of Pacific Grove, the recipient of the Award of Merit from the Monterey County Peace Officers Association and received the Law

Enforcement Service Award from the Domestic Violence Coordinating Council of Monterey County.

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 PPR Section 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 an injustice, unusual qualifications, reduction in pay and employee negotiations. In consideration of Mr. McGuirk's extensive law enforcement experience and demonstrated outstanding service to our community, approval is requested to place Mr. McGuirk at step 4 of the current salary schedule for the Chief District Attorney Investigator position.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Chief District Attorney Investigator position is included in the adopted District Attorney's Fiscal Year 2018 -19 budget. This step level is included in the current year budget and will have no adverse impact on the current Fiscal Year.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended action supports the Board of Supervisors administration strategic initiative. The recommended action will allow the District Attorney'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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Attachments:  
Board Report