



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 13-0063, **Version:** 1

Authorize advance step placement of Mr. David Spaur at Step 4 of the Economic Development Director salary range, effective February 11, 2013, 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, in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5, authorize advance step placement of Mr. David Spaur at Step 4 of the Economic Development Director salary range, effective February 11, 2013.

SUMMARY/DISCUSSION:

The County Administrative Office conducted an extensive national recruitment for the vacant Economic Development Director position. As a result, Mr. Spaur was selected as the individual best qualified for this position and has agreed to accept the position at Step 4 of the 7-step salary range of the position.

Placement at advanced step may be requested to compensate employees to 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, only the Board of Supervisors can authorize placement above Step 3 in Unit Y.

Mr. Spaur's knowledge, abilities and work experience warrant his appointment at an advanced step. Mr. Spaur has nearly 25 years of executive experience in the community and economic development field. He has held Economic Development Director positions with three public agencies: City of Sacramento, City of Mesa, Arizona, and Placer County. He also led non-profit economic development corporations in Merced County, Fresno County, San Luis Obispo County and Flagstaff, Arizona.

Mr. Spaur has a bachelor degree in Geography and Planning Development from CSU-Chico, completed the Economic Development Institute (Masters Level) Program at the University of Oklahoma and is a certified economic development professional. He is affiliated with a number of economic development professional organizations, including California Association of Economic Development and International Economic Development Council.

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.

Therefore, approval is requested to place Mr. David Spaur at Step 4 of the County's current salary schedule for the Economic Development Director position.

OTHER AGENCY INVOLVEMENT:

CAO and Human Resources staff reviewed and assisted in preparation of this report.

FINANCING:

The Economic Development Director position is included in the FY12/13 budget. There are sufficient appropriations with the respective budget units.

Approved by:

Dr. Lew C. Bauman
County Administrative Officer
County of Monterey