



## Board Report

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**File #:** A 23-004, **Version:** 1

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Approve and authorize advanced step placement for Gregg Macfarlane at Step 4 of the Assistant Assessor-Valuation salary range, effective January 14, 2023, in accordance with Personnel Policies and Practices Resolution No. 98-394, Section A.1.11.1.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors:

Approve and authorize advanced step placement for Gregg Macfarlane at Step 4 of the Assistant Assessor-Valuation salary range, effective January 14, 2023, in accordance with Personnel Policies and Practices Resolution No. 98-394, Section A.1.11.1.

**SUMMARY/DISCUSSION:**

The current Assistant Assessor-Valuation has been elected as the Assessor, County Clerk/Recorder, effective January 3, 2023. The Assessor, County Clerk/Recorder has appointed Gregg Macfarlane, Supervising Appraiser, to assume the role effective January 14, 2023. Pursuant to provisions of the Personnel Policies and Practices Resolution No. 98-394, Section A.1.11.1, authorization for placement to Unit Y classifications at Step 4 may be requested from the Board of Supervisors to most appropriately compensate an employee commensurate with their years of relevant experience, knowledge, skills and abilities specific to the requirements of the position.

Gregg Macfarlane graduated from California Polytechnic State University, San Luis Obispo with a degree in Agriculture Business (appraisal and finance concentration). Mr. Macfarlane started his appraisal career with Sizemore & Sizemore Appraisal services as a timber cruiser and appraisal trainee, from there Mr. Macfarlane gained his state residential appraisal license and began working for Harris Appraisal Services. Mr. Macfarlane was then employed by Elmore County Revenue Commissioners Office (Idaho) specializing in Ad Valorem residential appraisal. A couple of years later he was offered a position with Farm Credit as an Agricultural Fee Appraiser conducting appraisals on properties ranging from small homesteads, row crops to large commercial vineyards. He then moved to a local fee appraisal company conducting appraisals on single family residences and some multi-family residences.

In 1999, Mr. Macfarlane joined the County of Monterey Assessor's Office. He has worked as an Appraiser I, Appraiser II, Appraiser III and currently as a Supervising Appraiser since 2013. In addition to his years of experience in determining the valuation for single family, multi-family residences and commercial properties, Mr. Macfarlane is well versed in specialty properties such as mines and quarries, oil and gas, wind and solar installations, co-generation plants and the Williamson Act program. He is also a staff member of the Ag Preserve Committee and Ag Advisory Committee.

Mr. Macfarlane is the preparer of the State of California subvention report, works with other agencies on the Ag Preserve Committee to determine eligibility of properties for the Williamson Act. He develops the financial impact report for new Williamson Act applications, which is then presented to the Board of Supervisors.

Mr. Macfarlane's years and breadth of experience in the various types of valuations determined by the Assessor's Office is crucial to the ongoing operations of the office.

In determining the appropriate step for appointment, prior compensation levels and the effect of differences in compensation and benefits for the position was considered, in addition credit for experience and employee negotiation. Therefore, the Assessor-Clerk-Recorder requests appointment of Mr. Macfarlane to Step 4 of the Assistant Assessor-Valuation salary range.

**OTHER AGENCY INVOLVEMENT:**

The County Administrative Office and the Human Resources Department support the step placement request.

**FINANCING:**

Approval of this request has no negative impact to the General Fund. The Assistant Assessor-Valuation position is currently budgeted at Step 7 and the position was projected to remain at that level in the FY 2022-23 Budget. Hiring Mr. Macfarlane at Step 4 provides some cost savings, but more importantly, it offers an appropriate increase in salary commensurate with the additional responsibilities of the new position. It also serves to recognize his ongoing contributions as an exceptional leader and operational subject matter expert.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

Recommended actions comply with the Board of Supervisors Strategic Initiative for Administration, promoting an organization that practices efficient and effective management, supporting core services and efficient allocation of resources, fostering innovation, encouraging employee engagement, and recruiting and retaining talented workforce that supports the mission of Monterey County.

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

Prepared by:

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Approved by:

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