



County of Monterey

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

Board Report

File #: 12-1196, **Version:** 1

Authorize advance step placement of Michael Ferry at Step 4 of the Chief Ranger/Parks Director salary range, effective February 1, 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 Michael Ferry at Step 4 of the Chief Ranger/Parks Director salary range, effective February 1, 2013.

SUMMARY/DISCUSSION:

The County Administrative Office conducted an extensive national recruitment for the Chief Ranger/Parks Director position. Mr. Ferry was selected as the individual best qualified for this position. He 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 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. Ferry's knowledge, abilities and work experience warrant his appointment at an advanced step. Mr. Ferry has over 30 years of experience in the parks/recreation and park ranger field. He began his career as a Park Ranger with the County in 1980 and in 1987 established a career in the California State Parks system. He has achieved increasingly responsible positions with the State Parks system, where he has served in several assignments on the Central Coast. Since 2007, Mr. Ferry has been serving as State Park Superintendent III where he is assigned to the Asilomar Sector of the Monterey District. He is responsible for, and manages, Asilomar State Beach and Conference Grounds, as well as 14 State historic properties in Monterey. He is also the designated Acting Monterey District Superintendent in the absence of the District Superintendent. The Asilomar Conference Grounds facility is the largest revenue-generating concession contract in the State Parks system; Mr. Ferry had a lead role in bidding and negotiating the current contract and monitors contract compliance. Importantly, given the law enforcement responsibility of County Chief Ranger role, he performs as the chief law enforcement official for the Monterey District and investigated all cases and complaints of a law enforcement nature. He was awarded a Bachelor's Degree in Natural Resource Management (concentration in Parks and Recreation) by Cal Poly San Luis Obispo.

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. Michael Ferry at Step 4 of the County's current salary schedule for the Chief Ranger/Parks Director position.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Chief Ranger/Parks Director position is included in the FY12/13 budget. There are sufficient appropriations with the respective budget units.

Approved by:

Lew C. Bauman
County Administrative Officer