



County of Monterey

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

Board Report

File #: 15-0171, **Version:** 1

Authorize advance step placement of Galen Bohner at Step 7 of the Undersheriff salary range effective December 31, 2014 in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5. (ADDED VIA ADDENDUM)

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to authorize advance step placement of Galen Bohner at Step 7 of the Undersheriff salary range effective 12/31/2014 in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

SUMMARY/DISCUSSION:

The Sheriff conducted extensive recruitment for the Undersheriff position. Galen Bohner was selected through the process as qualified for this position. He has agreed to accept the position at Step 7 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, Board of Supervisors' approval is required to authorize placement above Step 3 in Unit Y.

The Undersheriff is an executive management position and is second in command organizationally of the one of the largest department within the county. The Undersheriff assumes office wide responsibility in the absence of the Sheriff. The Undersheriff is responsible for the supervision and administration of all three bureaus within the Sheriff's Office (Enforcement, Custody and Administration).

Mr. Bohner's knowledge, abilities and work experience warrant his appointment at an advanced step. He is highly qualified for this Undersheriff position. He has 31 years of law enforcement experience between the Monterey County Sheriff's Office and the San Bernardino County Sheriff's Department. He possesses command, managerial, and supervisory experience spanning every Bureau of the Monterey County Sheriff's Office. His last assignment with San Bernardino County was as Lieutenant/ Executive Officer of a large dual operation (county and contract city) station. He was responsible for managing the daily operations and budget of the station as well as being the Assistant Police Chief for the contract City of Adelanto. His assignments included command, managerial, and supervisory roles in Custody, Operations, Narcotics Enforcement, Investigations, Gang Enforcement, and Special Weapons And Tactics (SWAT). He also has previous experience working in the Coroners Division and Internal Affairs.

Mr. Bohner has an A.S. degree in Administration of Justice. He possesses Basic, Intermediate, Advanced and Management POST certificates. He is a graduate of the POST Supervisory Course, Sherman Block Leadership

Institute, POST Management School, PMI Police Budget Academy, the San Bernardino County Sheriff's Management School, plus thousands of additional training hours in advanced officer training over the past 31 years. He has been recognized in the Superior Court as a gang and narcotics expert.

Mr. Bohner's total compensation package which includes salary, medical and dental insurance, a payment into retirement medical trust account and retirement with San Bernardino County as a lieutenant was approximately \$235,225 annually. His total compensation package which includes salary, medical and dental insurance and retirement as Undersheriff at Step 7 would be approximately \$278,790 annually, a difference of approximately 18.5%. Mr. Bohner is now tasked with a significantly higher work load, a larger span of responsibility, and comes into an At Will position which supports his placement at step 7.

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, and employee negotiation. In consideration of Mr. Bohner's considerable experience, approval is requested to place Mr. Bohner at Step 7 of the County's current salary schedule for the Undersheriff position.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

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

Approved by: Stephen Bernal, Sheriff-Coroner