



# County of Monterey

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

## Board Report

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**File #:** 15-0284, **Version:** 1

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Authorized advance step placement of Kevin Oakley at Step 5 of the Chief Deputy Sheriff salary range effective January 10, 2015 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 authorized advance step placement of Kevin Oakley at Step 5 of Chief Deputy Sheriff salary range effective January 10<sup>th</sup>, 2015 in accordance with Personnel, Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

### SUMMARY/DISCUSSION:

Sheriff Steve Bernal conducted an extensive selection process that lasted several weeks after taking office to fill the Administration Operations Bureau Chief Deputy Sheriff position. Kevin Oakley was selected through a competitive process and is abundantly qualified for this position. It is recommended he start at Step 5 of the 7-step salary range of the position, which is consistent with prior approval by the Board of Supervisors for the Deputy Chief of the Corrections Bureau. Step 5 will provide him the minimum 5% salary increase in accordance with Personnel, Policies and Practices Resolution (PPPR). Therefore, Step 5 of the Chief Deputy salary range is recommended.

Placement at the advanced step may be requested to compensate employees commensurate with their specialized knowledge, skills, experience, in recognition of their current compensation. Pursuant to the provisions of Personnel Policies and Practices Resolution PPPR #98-394, Board of Supervisors' approval is required to authorize placement above Step 3 in Bargaining Unit Y.

Mr. Oakley's knowledge, abilities and work experience warrant his appointment at an advanced step. He is highly qualified for this Chief Deputy Sheriff position. He is a 25 year veteran of the Monterey County Sheriff's Office where he most recently served as Commander. He is a recognized expert in gangs and computer crimes and has been called to testify in court on several occasions. His prior assignments include Division Commander of patrol stations in Monterey and King City. His most current command was in the Special Operations Division, where he managed most of the department's specialized units and large events. Under his most recent command, he managed the SWAT Team, Bomb Squad, Hostage Negotiation Team, Monterey County Mobile Field Force, Stolen Vehicle Task Force, Vehicle Abatement, Code Enforcement, Reserves, Motor Squad, Dignitary Protection, the department's fleet of vehicles, all special events at Laguna Seca, Pebble Beach and Lake San Antonio. He managed events such as the 2010 US Open, both Basin Complex Fires and the most recent large successful event called Lightning in a Bottle. He was the Region 2 Law Enforcement Mutual Aide Coordinator for Monterey County. He commanded two Mobile Field Force

platoons comprised of five different local agencies that were deployed to the civil unrest in Oakland, CA. on two separate occasions. He has also been the Deputy Operations Chief for the Monterey County Office of Emergency Services for the past five years. He has maintained budgets for various large events and work units under his command.

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 an appointment at a higher salary step for reasons including credit for experience, difficulty of recruitment, avoiding injustice, and employee negotiations. Because of Mr. Oakley is considerable experience; approval is requested to place Mr. Oakley at Step 5 of the County's current salary schedule of Chief Deputy Sheriff position. This placement will also be consistent with the previous placement of the Chief Deputy Sheriff of the Enforcement Operations Bureau.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Executive Director - Administration Bureau position was included in the adopted Sheriff's Fiscal Year 2014 - 15 budget and the reallocation of the position to Chief Deputy Sheriff position was approved by the Board of Supervisors on March 10, 2015.

Prepared by: Galen Bohner, Undersheriff  
Approved by: Steve Bernal, Sheriff-Coroner