



# County of Monterey

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

## Board Report

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**File #:** 13-0390, **Version:** 1

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Approve and authorize advanced step placement for Mr. Johnathan H. Lewin at step 7 of the Director of Emergency Communications salary range, effective June 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 approve and authorize the advanced step placement for Mr. Johnathan H. Lewin at step 7 of the Director of Emergency Communications salary range, effective June 1, 2013, in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1 and A.1.11.5.

### SUMMARY/DISCUSSION:

The County Administrative Office conducted an extensive national recruitment for the Director of Emergency Communication position. This is a Unit Y, Department Head level position, which is an “at-will” position.

Pursuant to the provisions of the Personnel Policies and Practices /resolution #98-394 only the Board of Supervisors can authorize placement above Step 3 in Unit Y.

Following a competitive national recruitment, Mr. Johnathan H. Lewin has been selected for appointment to the Director of Emergency Communications. Placement at advanced step is requested to compensate the employee commensurate with his specialized knowledge, skills, experience, and recognition of their current compensation.

Mr. Lewin’s extensive knowledge, ability, and work experience warrant his appointment at an advanced step. Mr. Lewin has served from 2010 to the present as Managing Deputy Director, Office of Emergency Management and Communications, City of Chicago, Illinois. In this capacity he directs the consolidated Emergency Communications function for City of Chicago public safety agencies including police, fire and emergency management. He supervises staff of sworn and civilian personnel and oversees innovative technology programs to support police, fire/EMS and emergency management. Mr. Lewin also serves as a sworn Chicago Police Commander (2005 to present). In addition, Mr. Lewin has over 10 years of experience in all facets of emergency communications and response with the City of Chicago. Mr. Lewin has a master’s degree in Security Studies, United States Naval Postgraduate School, a Masters of Public Policy and Administration-Public Safety Concentration, Northwestern University and a Bachelors of Science in Administration of Justice-Law Enforcement Concentration, Southern Illinois University.

In determining the appropriate step for appointment, prior compensation levels and the effect of differences in compensation and benefits for this 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.

In conclusion, approval is requested to place Mr. Johnathan H. Lewin at Step 7 of the County’s current Salary

Schedule for the Classification of Director of Emergency Communications.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Director of Emergency Communications position is included in the FY 2012/13 Budget. There is sufficient appropriation within the Emergency Communications budget unit to fund this position.

Approved by:

Nicholas E. Chiulos  
Assistant County Administrative Officer

April 15, 2013