



County of Monterey

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

Board Report

File #: 19-0597, **Version:** 1

Authorize an advanced placement at Step 4 for Lori Medina selected for the position of Director of Social Services(11A12), in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective August 3, 2019.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Authorize an advanced placement at Step 4 for Lori Medina selected for the position of Director of Social Services(11A12), in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective August 3, 2019.

SUMMARY/DISCUSSION:

The Human Resources Department, in collaboration with Executive Search Firm Avery Associates, conducted a nationally advertised open, competitive recruitment for Director of Social Services. A panel of external representatives comprised of executive administrators from other counties and a local community-based organization participated in the competitive interview process leading to the recommendation of Ms. Lori Medina for appointment as Director of Social Services. Ms. Medina has indicated she will accept an offer of employment, contingent on approval of appointment to Step 4 of the salary range.

Placement at an advanced step may be requested to compensate employee commensurate with their specialized knowledge, skill, years of relevant experience, and recognition of their current compensation. Pursuant to the provision of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Board of Supervisors' approval is required to authorize placement above Step 3 in Unit Y.

Ms. Medina earned a Master of Social Work from University of Southern California in 1992 and a Bachelor of Arts Degree from Morris Brown College, Atlanta Georgia in 1990. In addition, Ms. Medina has over 27 years of experience working in County Social services agencies, and in Children and Family Services. She currently serves as the Deputy Director of Social Services of the Family and Children's Services Branch for the County of Monterey. She was appointed to this position in April 2016. Prior to joining the County of Monterey, Ms. Medina held several positions with the County of Santa Clara, most recently serving as their Director of Family and Children Services and overseeing a staff of 600 and a budget of \$160 million. Ms. Medina agreed to a pay cut when she accepted her initial appointment with the County of Monterey. Based on her combined service with Los Angeles, Santa Clara and Monterey counties, Ms. Medina brings a breath of knowledge and administrative expertise that will serve the Monterey community and champion all aspects of the social services programs.

In determining the appropriate step for appointment, specialized knowledge, skill, years of relevant experience, and difficulty in recruiting and attracting qualified candidates for the position were considered. Salary recommendations have been made in accordance with the County's PPPR, Sections A.1.11.1 and A1.11.5. These sections provide for appointment at a higher salary step for reasons including credit for experience, difficulty of recruitment, , and employee negotiation.

Therefore, approval is requested to place Ms. Medina at Step 4 of the County's current salary schedule for the

classification of Director of Services.

OTHER AGENCY INVOLVEMENT:

There was no other agency involvement.

FINANCING:

Financing for the Director of Social Services position is included in the Department's FY 2019-20 adopted budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended action supports the Board of Supervisors administration strategic initiative. Ms. Medina's demonstrated knowledge, skills and abilities are expected to lead to significant contributions for the benefit of the Social Services Department, other Monterey County departments and user agencies, and County citizens. The recommended action will enable the Social Services Department to continue promoting an organization that practices efficient and effective resource management by attracting, recruiting, and retaining a diverse talented workforce that supports the mission of the Department.

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

Prepared and Approved by: Irma Ramirez-Bough, Human Resources Director, x5043