



County of Monterey

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

Board Report

File #: 14-102, **Version:** 1

Authorize advance step placement of Edward Laverone at Step 6 of the Chief Deputy Sheriff salary range 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 Edward Laverone at Step 6 of the Chief Deputy Sheriff salary range 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's Office conducted an extensive national recruitment for the Chief Deputy Sheriff position. Edward Laverone was selected through the process as qualified for this position. He has agreed to accept the position at Step 6 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.

Mr. Laverone'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 27 year veteran of the Santa Clara County Sheriff's Office where he most recently served as Captain. His assignments included Division Commander of Patrol, Jail Administration, Civil-Warrants, Stanford University Liaison and most recently Special Operations overseeing, narcotic, gang and intelligence investigations, air support, search and rescue, emergency preparedness, air support and SWAT. Prior to working for Santa Clara County, Ed was a deputy probation officer in San Benito County.

Edward Laverone was born in Hollister and raised in San Juan Bautista where he is an eighth generation resident. He served on the City Council and was Mayor in 2011. Mr. Laverone holds a BS in Political Science, a MA in Law Enforcement Leadership Development and is a PhD Candidate in Business Administration with an emphasis in Public Administration. Ed is also a graduate of POST Command College Class 42.

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. In consideration of Mr. Laverone's considerable experience as well as the difficulty the department has had recruiting and filling this critical position, approval is requested to place Mr. Laverone at Step 6 of the County's current salary schedule for the Chief Deputy Sheriff position.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The Chief Deputy Sheriff position is included in the FY13/14 budget. There are sufficient appropriations within the respective budget units.

Prepared by: John Guertin, Executive Director - Admin.

Approved by: Scott Miller, Sheriff-Coroner