



# County of Monterey

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

## Board Report

---

**File #: 20-124, Version: 1**

---

Authorize the advance step placement for Laura Neal at Step 4 of the Deputy Director Social Services range effective with the beginning date of her employment in accordance with Personnel Policies and Procedures Resolution (PPPR) #98-34, Sections A.1.11.1 and A.1.11.5.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors:

Authorize the advance step placement for Laura Neal at Step 4 of the Deputy Director Social Services range effective with the beginning date of her employment in accordance with Personnel Policies and Procedures Resolution (PPPR) #98-34, Sections A.1.11.1 and A.1.11.5.

**SUMMARY/DISCUSSION:**

The Department of Social Services, in collaboration with CPS HR Consulting (Cooperative Personnel Services), conducted an extensive nationally advertised open, competitive recruitment for the Deputy Director Social Services, Family and Children's Services position. Recruitment began October 17, 2019 and selection interviews were conducted on January 22, 2020 by a six (6) -member panel comprised of diverse cross sector leaders including department heads, executive managers, system partners, and community stakeholders. That process led to the recommendation of Laura Neal for appointment to the Deputy Director Social Services, Family and Children's Services position. Ms. Neal has indicated that she would accept an offer of employment contingent upon approval of appointment to Step 4 of the salary range.

Placement at an advanced step may be requested to compensate an 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 Procedures Resolution (PPPR) #98-394, Board of Supervisors' approval is required to authorize placement above Step 3 in Unit Y.

Ms. Neal has over 30 years in the field of Child Welfare. For 27 years Ms. Neal held various front line, supervisory and management positions in Toledo Ohio's Lucas County Children's Services. There, she led numerous system level reforms, receiving local and national recognition. For the last 3 years, Ms. Neal has worked as a National Strategic Consultant with the Annie E. Casey Foundation, Child Welfare Strategy Group. In that capacity, she has worked with 14 local and state jurisdictions across the country on reform efforts to improve child welfare outcomes and system responses. Ms. Neal's current salary is \$170,000 per year but has agreed to a salary reduction contingent on Board approval at Step 4 of the salary range, which is \$142,044 per year.

Ms. Neal indicated she was attracted to Monterey County because of the excellent outcomes achieved here and reputation for embracing reform efforts. In addition, much of her family resides in California and she wishes to

relocate to Monterey County. She is an energetic and thoughtful leader with a reputation of developing and improving programs.

Based on Ms. Neal's expansive experience and specialized skill, approval is requested to place Ms. Neal at Step 4 of the salary schedule for the classification of Deputy Director Social Services.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has been consulted and has reviewed the report.

FINANCING:

Financing for the Deputy Director Social Services, Family and Children's 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 Health and Human Services and Administration strategic initiatives. Ms. Neal's demonstrated knowledge, skills and abilities are expected to lead to significant contributions for the benefit of the Social Services Department. 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.

Check the related Board of Supervisors Strategic Initiatives:

Economic Development

Administration

Health & Human Services

Infrastructure

Public Safety

Prepared by: Prepared by: Lori A. Medina, Director, x4430

Approved by: Lori A. Medina, Director, x4430