



County of Monterey

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

Board Report

File #: 13-0449, **Version:** 1

Approve and authorize advanced step placement for Mr. William E. Harry at Step 5 of the Director of Emergency Communications salary range, effective June 24, 2013, in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1

RECOMMENDATION:

It is recommended that the Board of Supervisors approve and authorize the advanced step placement for Mr. William E. Harry at Step 5 of the Director of Emergency Communications salary range, effective June 24, 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 Communications 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 and consideration of candidates, Mr. William E. Harry has been selected for appointment to the Director of Emergency Communications position. Mr. Harry’s extensive knowledge, ability, and work experience warrant his appointment at an advanced step.

Placement at advanced step is requested to compensate the employee commensurate with his specialized knowledge, skills, experience and recognition of their current compensation.

Mr. Harry has served from 2006 to the present as Executive Director, Salt Lake Valley Emergency Communications Center, Utah. In this capacity, he directs the consolidated Emergency Communications function for public safety agencies including 9-1-1, police, fire and emergency medical dispatch center servicing seventeen police and fire/emergency medical response agencies, and the cities and communities of Salt Lake County. Mr. Harry’s prior experience includes work with the California 9-1-1 Emergency Communications Office, providing expertise and management project coordination for the planning and statewide deployment of wireless enhanced 9-1-1 (E9-1-1); serving in the Sacramento Regional Fire/EMS Communications Center as Chief Executive Officer; and he spearheaded the successful statewide implementation of the Emergency Alert System in support of the State of Californian Amber Alerts while with the Telecommunications Section, Department of the California Highway Patrol in Sacramento, California.

Mr. Harry has a Bachelor of Arts degree in Social Sciences, Chapman College, and is a Certified Emergency Number Profession (ENP) by the National Emergency Number Association Institute.

In determining the appropriate step for appointment, prior compensation levels, cost of living considerations, and the effect of differences in compensation and benefits for this position were considered. Salary recommendations are 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.

OTHER AGENCY INVOLVEMENT:

CAO and 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

Prepared by:

Approved by:

Ruby Urueta
Associate Human Resources Analyst

Lew C. Bauman
County Administrative Officer

Date: April 30, 2013