



# County of Monterey

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

## Board Report

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Authorize advance step placement of Michael Moore at Step 5 of the Chief Deputy Sheriff salary range effective 1/26/2015 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 authorize advance step placement of Michael Moore at Step 5 of the Chief Deputy Sheriff salary range effective 1/26/2015 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 recruitment for the Chief Deputy Sheriff position. Michael Moore was selected through the process as qualified for this position. He has agreed to accept the position at Step 5 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. Moore'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 an approximately 24-year veteran of the San Bernardino County Sheriff's Department where he most recently served as Captain/Chief of Police. His assignments included Division Commander of the Frank Bland Regional Training Center and Training Division, responsible for basic and advanced training for all law enforcement agencies serving over two million residents Commander of the Internal Affairs Division, responsible for all administrative investigations of a 3000 employee organization, Commander of the Inland Regional Narcotics Enforcement Team and Regional methamphetamine Task Force, including management and supervision of Federal, State and local law enforcement officers, and most recently served as Captain/Chief of Police for the city of Highland responsible for all law enforcement services (patrol, investigations, crime prevention, gang, and public relations) to a population of nearly 54,000 residents. Mr. Moore held supervisory positions in San Bernardino County's Type I and II jail facilities and Transportation Division.

Mr. Moore holds a BA in History/Social Science, MA in Business and Organizational Security Management and is Board Certified in Security Management. Michael is a graduate of the Police Executive Research Forum's Senior Management Institute for Police Session 56 and California Commission on POST Executive Development Course. Mr. Moore was awarded his POST Management certificate in 2013. Additionally, Michael is faculty member of the University of Phoenix and has taught college students courses in Policing Theory and Practice and Introduction to Corrections. Prior to working for the San Bernardino County Sheriff's Department, Mr. Moore was a correctional officer in the city of Adelanto.

In order to accept this position Mr. Moore's wife had to retire from her position with the San Bernardino County Superior Court of California, thus giving up her contributing salary and future retirement income.

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. Moore's considerable experience as well as the difficulty the department has had recruiting and filling this critical position, approval is requested to place Mr. Moore at Step 5 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 adopted Sheriff's Fiscal Year 2014-15 budget.

Prepared by: Hye-Weon Kim, Finance Manager

Approved by: Stephen Bernal, Sheriff-Coroner