



# County of Monterey

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

## Board Report

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**File #:** 16-960, **Version:** 1

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Authorize advance step placement of John Mineau at Step 5 of the Chief Deputy Sheriff salary range effective 8/8/2016 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 John Mineau at Step 5 of the Chief Deputy Sheriff salary range effective 8/8/2016 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. John Mineau 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. Mineau's knowledge, abilities, and work experience warrant his appointment at an advanced step. He is highly qualified for this Chief Deputy Sheriff position. Mr. Mineau has been a lawenforcement officer since 1991 and worked for the Susanville Police Department as a lieutenant and Lassen County Sheriff's Office where he served as the undersheriff from 2008 until his appointment as Chief Deputy Sheriff for the Monterey County Sheriff's Office.

Mr. Mineau holds a BA in Criminal justice Management and a Master's in Public Administration. John is a graduate of the California Commission on POST Command College. Mr. Mineau has a POST Management certificate and completed the POST Executive Development course. Additionally, John was appointed to the Board of State and Community Corrections (BSCC) Executive Steering Committee to update California Title 15 and 24 minimum jail standards and published an article on California Public Safety Realignment (AB 109) in the magazine for the American Jail Association.

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. Mineau's considerable experience as well as the difficulty the department has had recruiting and filling this critical position, approval is requested to place Mr. Mineau 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 2016-17 budget.

Approved by: Steve Bernal, Sheriff-Coroner