



# County of Monterey

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

## Board Report

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**File #:** BC 17-073, **Version:** 1

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Public Defender's report on the status of its reorganization plan.

### RECOMMENDATION:

It is recommended that the Budget Committee receive an update on the Public Defender's reorganization plan.

### SUMMARY/DISCUSSION:

The Public Defender makes the request for funding to cover the reorganization proposal for new classifications which would be filled by a promotional competitive process within the Public Defender's Office; the study findings for the filled Finance Manager I and the filled Supervising Public Defender Investigator; and the additional allocations of an Accountant I (1.0 FTE) and a Legal Secretary (1.5 FTEs). The Human Resources Department initiated the reorganization study in February of 2017.

The Public Defender's Office met with the Human Resources on Monday, May 22, 2017; HR requested position description questionnaires be completed for the new proposed classifications. Human Resources requires further information regarding the positions being requested to ensure the positions are classified appropriately and salaries are commensurate with assigned duties clearly outlining the distinguishing characteristics between classifications in the related job families providing justifiable pay differential between classes and that the positions maintain currency with relevant labor markets.

The Public Defender's Office will continue to work with Human Resources and CAO presenting any additional reports relating to the ongoing reorganizational study.

### OTHER AGENCY INVOLVEMENT:

Discussions have continued with the CAO's Office and Human Resources concerning these developments. Due to late submission of this report, the CAO has not had time to complete its review.

### FINANCING:

This is an informational report and does not have financial implications or impact on the General Fund.

### BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

**ADMINISTRATION:** Promote an organization that practices efficient and effective resource management. Reorganization plan will provide strong responsiveness to our clients, justice partners and the community. It will reflect accountability and transparency throughout the Department.

**PUBLIC SAFETY:** Protect and defend the right to live in a society free of and safe from unlawful State interference, by vigorously defending individual rights.

**HEALTH AND HUMAN SERVICES:** Protect the mental and physical health of youths and adults unable to care for themselves by asserting their rights of access to effective healthcare, education, and behavioral health services. This will create a safe environment for our clients to achieve their potential, and allow our

communities to thrive and grow and reduce recidivism.

ECONOMIC DEVELOPMENT: Avoid unnecessary disruptions to employment and business activity by collaborating with our safety partners to keep our clients in nonviolent cases out of custody and in the workforce. The reorganization plan will facilitate communication and productivity between our safety partners, the courts and other departments within the County.

Approved by: Susan Chapman, Public Defender, x5806