



County of Monterey

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

Board Report

File #: 19-0891, **Version:** 1

Authorize advance step placement of John Thornburg at Step 7 of the Chief Deputy Sheriff salary range in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1, A.1.11.5, and A. 5.1, effective November 23, 2019.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Authorize advance step placement of John Thornburg at Step 7 of the Chief Deputy Sheriff salary range in accordance with Personnel Policies and Practices Resolution (PPPR) #98-394, Sections A.1.11.1, A.1.11.5, and A.5.1, effective November 23, 2019.

SUMMARY/DISCUSSION:

John Thornburg is currently the Captain for the Corrections Operations Bureau. Captain Thornburg has been selected to fill the vacant Chief Deputy Sheriff of Operations position for the Sheriff's Office. Pursuant to PPPR Section A.5.1., the salary of an employee who is promoted or reclassified to a class having a higher salary range shall be adjusted to the first step of the new salary range or to the next higher step which provides a minimum of five percent (5%) salary increase. Captain Thornburg will have to be placed at Step 7 in the Chief Deputy Sheriff salary range to meet the "5% requirement" in the PPPR. Captain Thornburg will become the Chief Deputy Sheriff effective November 23, 2019. Captain Thornburg has agreed to accept the position at the Step 7 salary range of the position.

Additionally, 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.

John Thornburg has over 22 years of law enforcement experience. He has worked his way through the ranks in the Monterey County Sheriff's Office earning promotions to Sergeant, Commander, and Captain. Captain Thornburg has expertise in the management and operation of the Monterey County Jail. Thornburg has extensive knowledge related to local jail litigation and has been a key liaison to the County Counsel's Office for the Hernandez implementation plans and other litigation matters related to patrol operations. As the Jail Captain, Thornburg has been responsible for day to day management of the Monterey County Jail, Transportation Division, Court Security of all facilities of the Superior Courts of California in Monterey County. The Corrections Operations Bureau is the largest of the three Bureaus of the Sheriff's Office. Additionally, Thornburg has a master's degree in Special Education and has completed numerous leadership courses including the Sherman Block Supervisory Leadership Institute and POST Command College.

Considering Thornburg's extensive experience, Thornburg fits the criteria for placement at advanced step "compensate employees commensurate with their specialized knowledge, skills, experience, and recognition of their current compensation." Additionally, considering his current pay grade as Captain; Thornburg meets another requirement for advanced placement in the salary schedule. The only available step to meet the 5% rule under PPPR section A.5.1 would be step 7.

Therefore, approval is requested to place Captain Thornburg at Step 7 of the County's current salary schedule for the classification of Chief Deputy Sheriff.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and Human Resources Department have reviewed the report.

FINANCING:

The Chief Deputy Sheriff position is included in the adopted Sheriff's Fiscal Year 2019-20 budget. This position and pay scale is already accounted for in the current fiscal year adopted budget. This action has no budget impact on GFC.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This request meets the Board's strategic initiatives by:

"Promoting an organization that practices efficient and effective resource management...."

Mark a check to the related Board of Supervisors Strategic Initiatives

Economic Development
X Administration
Health & Human Services
Infrastructure
Public Safety

Prepared by: John Mineau, Undersheriff

Approved by: Steve Bernal, Sheriff-Coroner