

Compensation and Benefits

The County of Monterey provides a competitive compensation and benefits package. The salary range for this position is currently \$128,664.00 – \$175,620.00 annually. The County has adopted a seven-step salary schedule with step advances granted every two years. Generally appointments are made between step levels 1 through 3 based on the successful candidates qualifications and experience. The excellent benefits package includes:

- ◆ Retirement: CalPERS, 2% @ 55 for classic members (employee pays 7% of member share) or 2% @ 62 for new members (employee pays 6.25% of member share). The County also participates in Social Security.
- ◆ Annual Leave: 23 days of annual leave are allowed in the first year; up to 37 days annually after 25 years.
- ◆ Holidays: 10 paid holidays per year plus 1 floating holiday. Christmas Eve when December 24 falls on a Monday-Thursday.
- ◆ Health Insurance: Cafeteria-style benefits plan offers a variety of pre and post-tax options including medical, dental and vision insurance for employees and dependents.
- ◆ Health Flexible Spending Accounts: May contribute up to \$2,600 annually to a flexible spending account and up to \$5,000 annually to a dependent care assistance program.
- ◆ Life Insurance: \$50,000 Term Life Insurance Policy is provided.
- ◆ Management Allowance: \$54.17 per month.
- ◆ Automobile Allowance: Up to \$375 per month for use of privately owned automobile to execute duties.
- ◆ Professional Organization Membership: \$400 per calendar year.
- ◆ Professional Leave: 10 days per year, non-accruable.
- ◆ Deferred Comp: Voluntary program available.
- ◆ Employee Physical Exam: Eligible to receive annual physical exam at Natividad Medical Center (NMC).



For additional information on the County of Monterey, please visit its website at www.co.monterey.ca.us.

Equal Opportunity

Monterey County is an equal opportunity employer and a drug-free workplace. The County seeks candidates who can make contributions in an environment of cultural and ethnic diversity. Monterey County provides reasonable accommodations for the disabled. If candidates require special arrangements to participate in the selection process, they should state their needs in writing when submitting an application package.

The Process

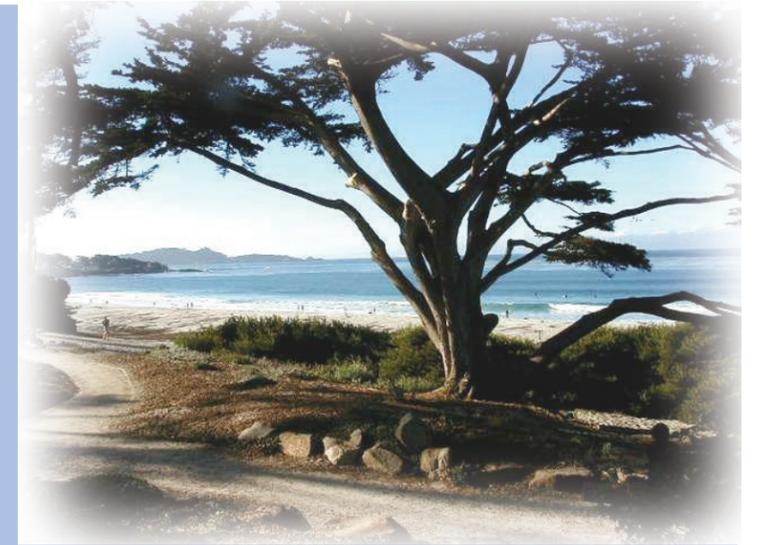
If you are interested in pursuing this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

Bill Avery or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

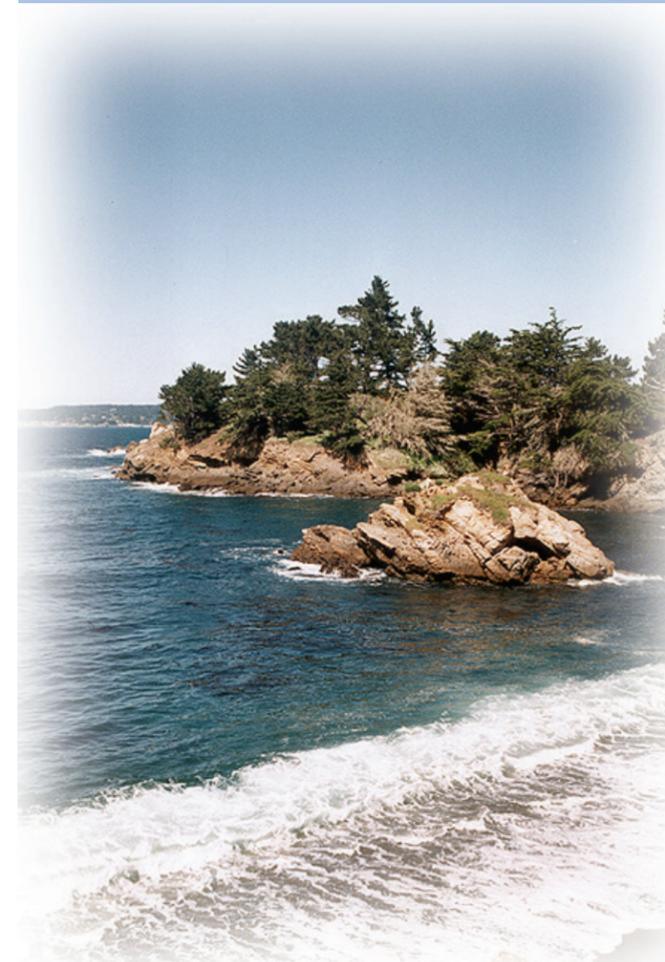


The final filing date for this recruitment is February 1, 2019

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or by email at paulk@averyassoc.net or Bill Lopez at 408 888-4099 or by email at williaml@averyassoc.net.



The County of Monterey



*invites your interest
for the position of*

County Librarian

Monterey County

Monterey County encompasses some of California's most stunning scenery and offers an ideal year round Mediterranean climate. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 400,000 residents and the numerous tourists who visit the area year-round. Monterey County boasts world-renowned attractions such as the spectacular Big Sur Coast, Monterey Bay Aquarium, Cannery Row and the Steinbeck Center. It's also home to Laguna Seca Raceway and many world-famous golf courses including Pebble Beach, Spanish Bay, and Poppy Hills.



The County hosts annual events including the Monterey Jazz Festival, Red Bull U.S. Grand Prix, Sea Otter Classic, Concourse D'Elegance, and the California Rodeo.

Encompassing a total land area of 3,324 square miles, Monterey is the 16th largest of California's 58 counties and has an economy largely based on agriculture and tourism. The Salinas Valley, known as the "salad bowl of the nation", is abundant with lush produce fields and thriving vineyards. There are several major educational institutions including California State University, Monterey Bay, Middlebury Institute of International Studies at Monterey, the Defense Language Institute (DLI) and Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College, and Hartnell College in Salinas.

County Government and the County Library

Monterey County has over 5,200 employees with an all funds operating budget of approximately \$1.4 billion. Monterey is a general law county and the governing body is the Board of Supervisors, which is comprised of an elected representative from each of the five voting districts within the County. The Board is elected to alternating four-year terms with elections conducted in even numbered years. The Board appoints the County Administrative Officer, who oversees County operations.

The County also has five elected department heads including: Assessor/Recorder-County Clerk, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector.

Monterey County Free Libraries (MCFL) is a public library system whose mission is to bring ideas, inspiration, information and enjoyment to the community. MCFL's operations are primarily financed through its own share of the property tax. MCFL provides services through a network of 17 branches (two of which are currently closed but will soon be re-opening), three bookmobiles, a virtual branch/website,



branchlets, and Library by Mail. The Libraries' current operating budget is 9.9 million with a total staff of 68 librarians and paraprofessionals.

The Position of County Librarian and the Ideal Candidate Profile

The County Librarian will be a progressive, responsive and service oriented professional that provides exceptional leadership and expertise in the management and oversight of library operations. This at-will position is appointed by and works closely with the County Board of Supervisors and the County Administrative Officer, and will have significant interactions with the numerous constituents of the library.

A key priority of this role is completing the current update of the Library Strategic Plan and to ensure a successful implementation of the plan. Other priorities include oversight of facilities and technology upgrades including the planned re-opening of two branches. As a large rural library system with limited financial resources, augmentation and expansion of current and new funding streams will be an essential part of the role.

The new Library Director will offer a fresh new set of "eyes" for library operations and provide a renewed sense of energy and enthusiasm to the environment. This requires a collaborative, active, transparent, and team oriented leadership style that empowers, values and utilizes the expertise of the seasoned and dedicated library staff. The ideal candidate will be a forward, innovative yet pragmatic thinker and active communicator, who serves as a passionate advocate for the MCLS. A relationship based, empathetic, and engaging interpersonal style will also be essential to connect with the various partners of the Library. Partners include the unique communities throughout Monterey County where the 17 branches are located, the Foundation of Monterey County Free Libraries, the 10 different Friends of the Library groups, and the numerous volunteers who collectively provide crucial services, support and financial resources to the Library.

The successful candidate will have excellent administration skills especially in the areas of budget, finance,



and personnel management skills along with technology prowess in providing enhancements to productivity, innovation and efficiency including five years of increasing responsibility experience in a professional level library position. Extensive public libraries experience including management of a mid-to-large multi branch library system is expected. Overall, this position requires three or more years of supervisory or management level experience including program planning, development and administration within a public library setting and an MLS from a college or university accredited by the American Library Association.

