

Compensation and Benefits

The County of Monterey offers a competitive salary and benefits package. The annual salary range for this position is \$123,858 - \$169,068 depending on qualifications. The 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 employee 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: \$45.84 per month.
- ◆ Professional Development: Stipend of \$400 per calendar year.
- ◆ Professional Leave: 10 days per year, non-accruable.
- ◆ Deferred Comp: Voluntary 457 program available.
- ◆ Employee Physical Exam: Eligible to receive annual physical exam at Natividad Medical Center (NMC).



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.

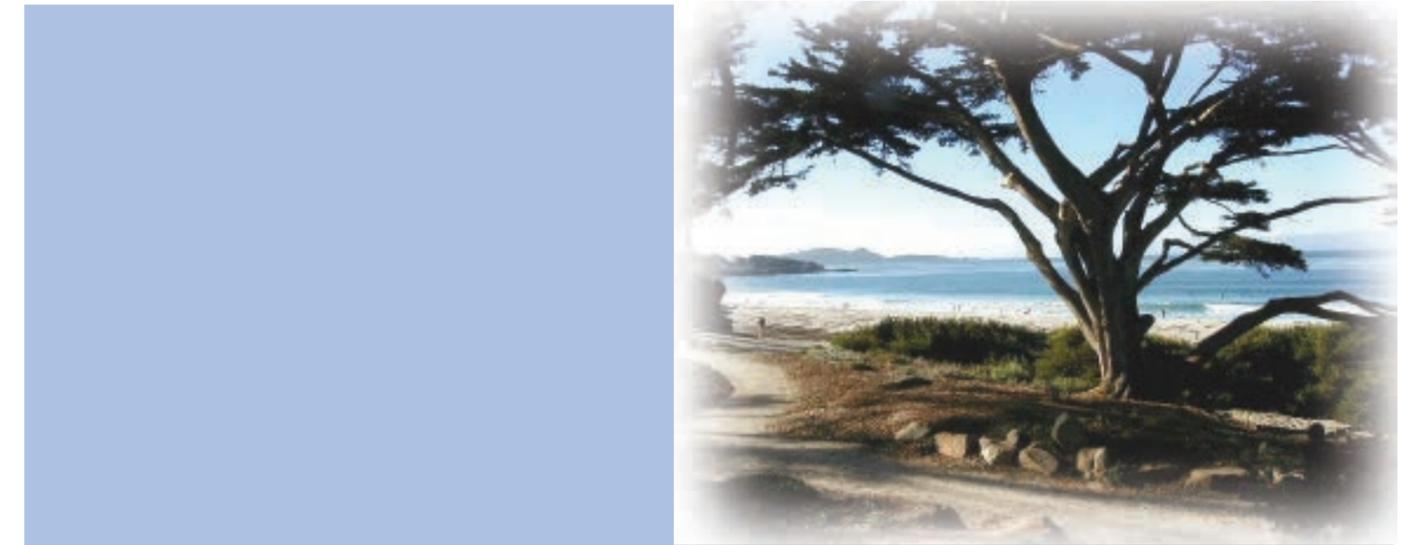
The Process

To apply for 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).

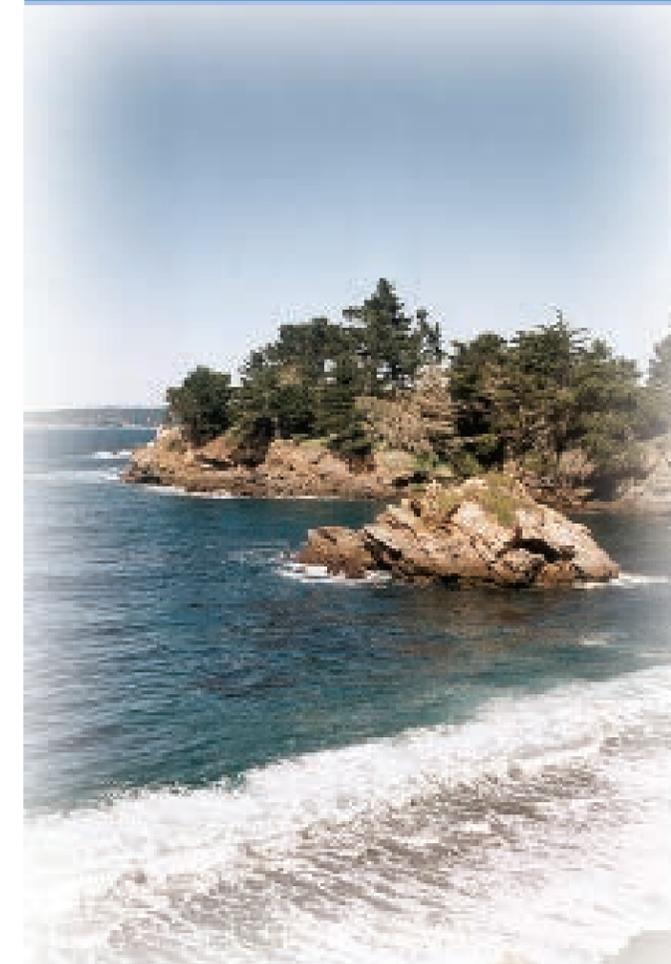
Paul Kimura or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

This final filing period for this recruitment is June 8, 2018.

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*

**Chief
of
Public Works**

The County of Monterey

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

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 (CAO), 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. The

RMA Director is one of three department heads appointed by the Board and CAO. The current RMA Director has served in this capacity since 2015.

The Public Works and Facilities Division is part of the County's Resource Management Agency (RMA) which was initially created to incorporate key land use functions in a single functional department. The RMA operates with a FY 2017-18 overall budget of almost \$194 million with a staff of 280.3 FTEs. In mid-2016, the RMA evolved to an organizational model that includes three divisions – Administration, Land Use and Community Development, and Public Works and Facilities. Each of the three divisions is headed



by Deputy Directors that report to the Director of the RMA. Public Works and Facilities includes three separate units with each headed by a Chief. The three separate and distinct units are Public Works, Facilities, and Parks. The newly established role of Chief of Public Works will report to the Deputy Director of Public Works & Facilities and will have oversight for design (engineering), construction, and maintenance for countywide Roads and Bridges. This unit includes Project Management, and Traffic Engineering.

The Position and Ideal Candidate

RMA created a classification of Chief of Public Works and Facilities for all of its Chief positions. This position has a functional title of Chief of Public Works with oversight of engineering, roads and bridges. This Chief will join the RMA during a time of exciting and challenging transition as retirements and attrition has resulted in a new executive leadership team. With new leadership, there is a great opportunity to facilitate, coordinate and enhance communications and work systems throughout the RMA. This will require proactive and progressive leadership in helping to create an environment and culture of collaboration, innovation and efficiency.

RMA is evolving its CIP model to incorporate greater levels of contracting for project design and project management. This necessitates greater focus on project oversight and contract/project management. This includes a need for more effective work planning systems and schedules to address deferred maintenance totaling about \$1 billion (\$700M roads and \$300M bridges). The unit must also address extensive damages to county roads and bridges caused by the 2016 winter storms which is estimated to cost \$60 million. Project management requires close internal coordination with Land Use and Administrative personnel and externally with federal and state regulatory agencies. There is also a need to work closely with regional and state agencies to secure state and federal funding for other capital projects.

Administration skills related to financial and capital planning, budgeting, and management of resources are critical to this role. An engaging and active leadership style that positively impacts and influences the work environment will also be essential in this position. The ideal candidate will develop and maintain positive relationships with

various regional, state and federal partners and entities, while enhancing communications and work relationships throughout the RMA and overall county operation.

The new Public Works Chief will have at least five years (5) years of administrative, supervisory, or managerial level experience that includes a wide variety of engineering activities. Graduation from an accredited college or university with a BS in Civil Engineering or a related field and valid registration as a Professional Engineer in Civil Engineering within the State of California, or the ability to secure that registration within one year, are requirements for this position. An MS/MA degree is highly desirable.

