

## Compensation and Benefits

The County of Monterey provides a competitive compensation and benefits package. 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 4, based on the successful candidate's qualifications and experience. The benefits package includes:

- ◆ Retirement: CalPERS Pension Plan; 2% @ 55 for classic members (employee pays 7% member share) or 2% @ 62 for new members (employee pays 6.25% member share). The County also participates in Social Security.
- ◆ Annual Leave: 23 days of annual leave are accrued in the first year; up to 37 days annually after 25 years.
- ◆ Professional Leave: 10 days per calendar year, non-accruable.
- ◆ Holidays: 10 paid holidays per calendar year, plus one Floating Holiday.
- ◆ Winter Recess Leave: 4 days per calendar year, non-accruable (subject to Board approval each year).
- ◆ Health Insurance: The County provides a Flexible Benefits Plan which includes health care, dental, and vision coverage.
- ◆ Life Insurance: \$50,000 term life insurance policy.
- ◆ Management Expense 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.
- ◆ Flexible Spending Account / Dependent Care Assistance Program: Voluntary program available.
- ◆ 457 Deferred Compensation Plan: Voluntary program available.
- ◆ Preferred parking at the Government Center-Courthouse campus.



For additional information on the County of Monterey, please visit its website at [www.co.monterey.ca.us](http://www.co.monterey.ca.us).

## Equal Opportunity

Monterey County is a drug-free work place and an equal opportunity employer. The County seeks a candidate 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 the 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/](http://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).

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This final filing period for this recruitment is October 30, 2018

Avery Associates is expecting to conduct preliminary interviews with qualified applicants in the first two weeks of November. It is anticipated that recommended candidates will interview with Monterey County in late November 2018.

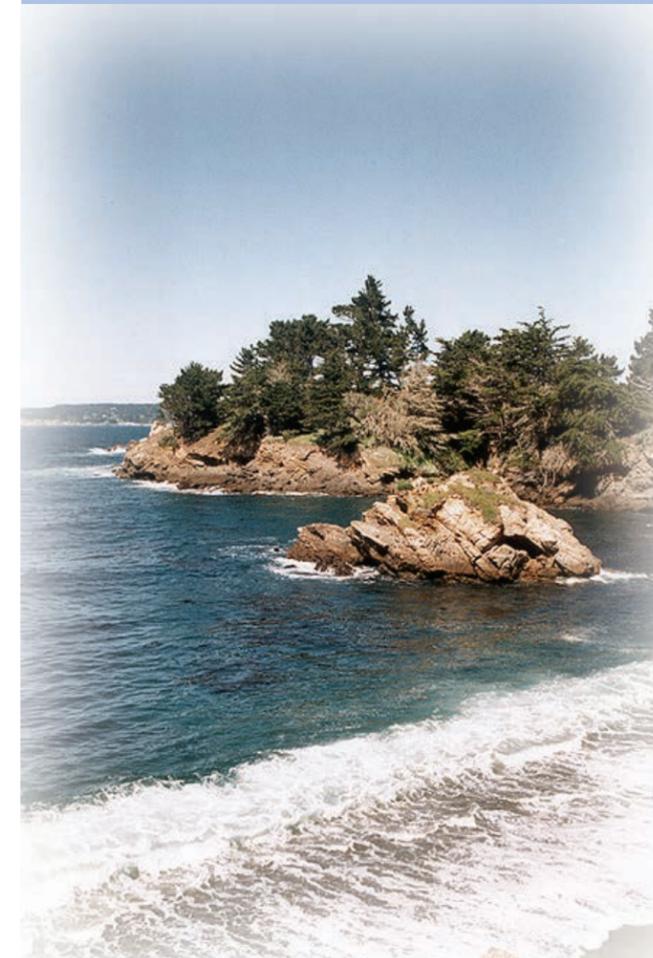
If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or by email at [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or Bill Lopez at 408.888.4099 or by email at [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



# The County of Monterey

*invites your interest  
for the position of*

**Director of  
Emergency  
Communications**



## 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 more than three million 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 National Steinbeck Center. It is also home to many world-famous golf courses, including Pebble Beach, Spanish Bay, Spyglass, and Poppy Hills.



The County hosts numerous acclaimed events including the Monterey International Blues Festival, Monterey Jazz Festival, Big Sur International Marathon, and California Rodeo in Salinas. Encompassing a total land area of 3,324 square miles, Monterey County is the 16th largest of California's 58 counties and has an economy based largely 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 also several major educational institutions, including California State University of Monterey Bay, Middlebury Institute of International Studies at Monterey, Defense Language Institute Foreign Language Center, Naval Postgraduate School, Monterey Peninsula College, and Hartnell College in Salinas.

The mission of Monterey County is to excel at providing quality services for the benefit of all Monterey County residents, while developing, maintaining, and enhancing the resources of the area. As a values-based learning organization, our focus is to continually improve County systems, processes, and management practices through an environment of empowerment and innovation.

## County Government and the Emergency Communications Department

Monterey County has 24 departments with approximately 5,240 employees and a budget of approximately \$1.5 billion. This 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 supervisorial districts in the County. The County Seat is in Salinas at the Government Center-Courthouse campus, with many department offices located in a variety of other locations throughout the County.



The Emergency Communications Department operates the countywide consolidated emergency communications system with an operating budget of over \$13 million and a staff of 75. In addition to providing services to the County Sheriff, there are over thirty contracted agencies including 11 of 12 incorporated police departments, fire agencies for all 12 cities, Monterey Regional Airport District police, Salinas Valley State Prison, and California State University. While E-911 services are a primary focus, the Department

also covers urgent and non-emergency back-up telephone numbers and associated dispatching. The maintenance of crucial console and radio dispatch equipment is of paramount importance to the continuity of operations. The Department's funding model is roughly split between Monterey County (30%) and the other contracting agencies (70%). The Department is a major component of the County's public safety initiative to create a safe environment for people and businesses in the community.

The Department also has responsibility for administration of the Next Generation Public Safety Radio System Project (NGEN). This project was initiated to meet a Federal Communications Commission (FCC) mandate and will replace the public safety and local government voice radio networks. The NGEN Project will have a positive impact on the ability of public safety agencies to respond to gang and other criminal activity.

## The Position and Ideal Candidate

The Director of Emergency Communications is the administrator of the County's Public Safety Answering Point (PSAP). The Director is responsible for the overall administration and management of functions related to E-911 telephone and radio dispatching for police and fire. The Director will report to an Assistant County Administrative Officer, but will also consult regularly with the Executive Board representing the contracting agencies.

This highly visible role requires a "bridgebuilder" with exceptional communication and relationship skills. An essential element is to work positively and responsively with the Executive Board and contracting agencies, while representing the interests of the County. Key priorities include continued expansion of regional dispatch services and in doing,



implementing systems to provide greater sharing of information and a higher level of interoperability between responding public safety agencies. This will also require an active and ongoing recruitment, hiring and training effort to bring on new dispatchers. Longer term priorities include development of a feasibility study for the Department to establish an alternate dispatch location, and in conjunction with cities and user agency representatives, continuing to explore the possibility of a new governance model for Emergency Communications.

Responsiveness to the diverse needs of member agencies is crucial to success in this role. The Director must proactively address problems, operating transparently, and actively engage stakeholders. Demonstrated experience with change management and process improvement will be key to enhancing operations moving forward.

The new Director will embrace an organizational culture that values dedicated service to the public in a collaborative work environment. He or she should confidently lead a staff that is committed to providing individualized service to citizens in their greatest times of need, even in an environment with high stress, overtime, and turnover. Earning widespread respect through effective communication and demonstrated subject matter knowledge will be essential to long-term success.

The ideal candidate will have a working knowledge of E-911 call delivery systems, trending technology changes, and police, fire, and EMS dispatching. An exceptional personnel and finance administrator with strong budgeting skills and a track record for innovative funding of operations is expected. Education and experience requirements include a Bachelor's degree in Public or Business Administration (or a related field) and three years of administrative and/or managerial experience in a medium to large-sized emergency communications organization, or a satisfactory equivalent combination of training and experience.