

## Compensation and Benefits

The County of Monterey offers a competitive salary and benefits package. The annual salary range for this position is \$105,805.44 - \$144,505.92. 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 candidate selected for this position will receive a 10% salary premium for possessing a Sealer of Weights and Measures license. 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).



## 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.

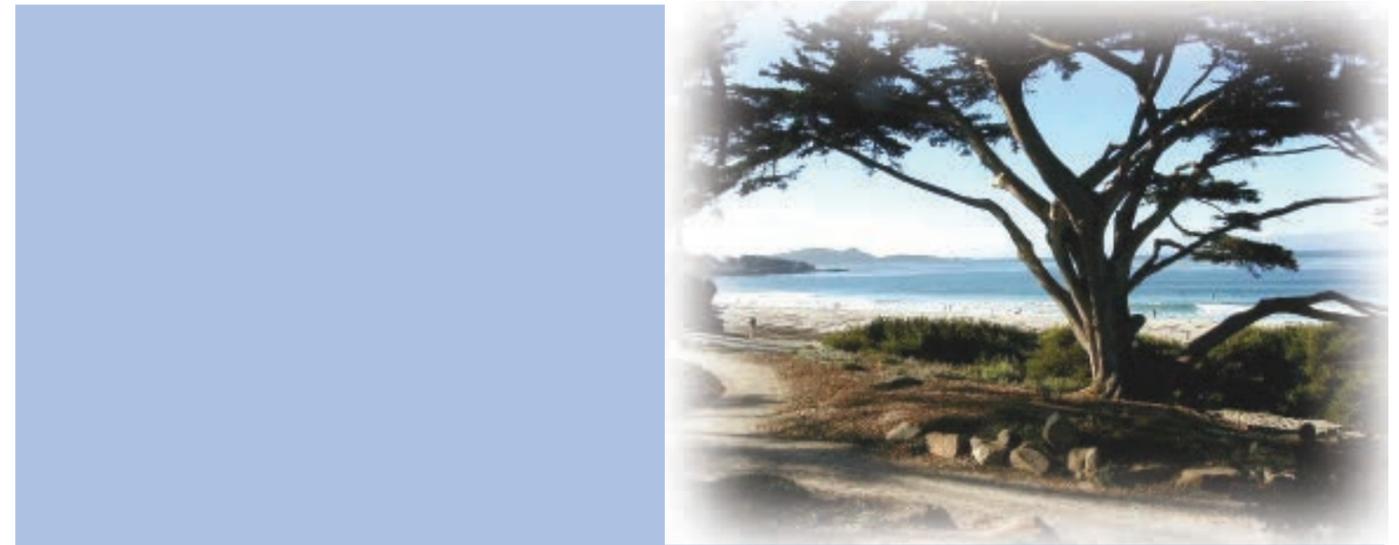
## The Process

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/](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).

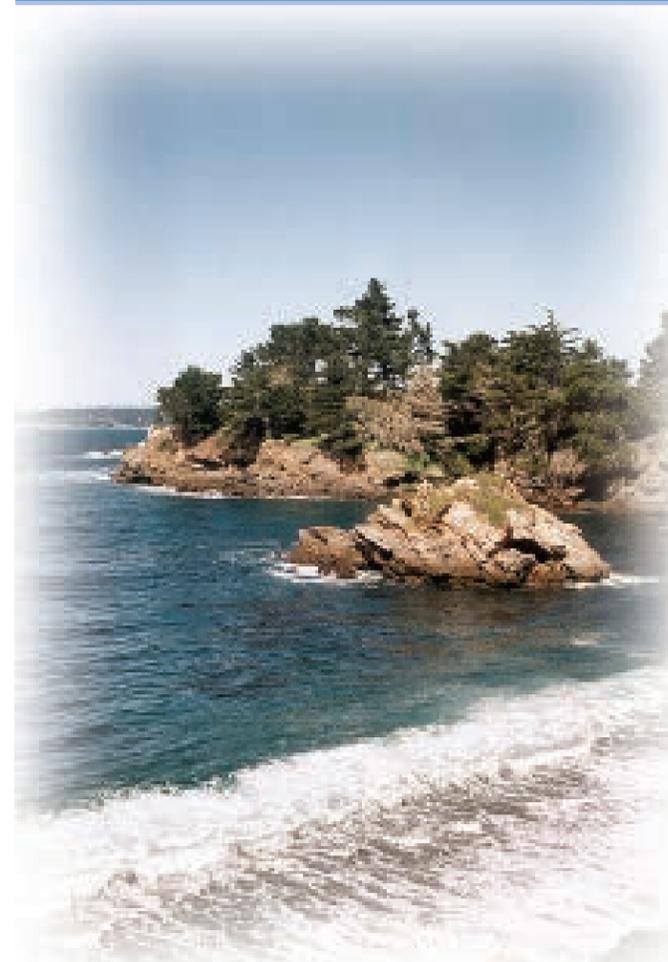
Paul Kimura or Bill Lopez  
Avery Associates  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The final filing date for this recruitment is February 8, 2019.

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*

## Assistant Agricultural Commissioner

## 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 world", 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 Agricultural Commissioner's Department

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.

The Agricultural Commissioner's Department promotes and protects agriculture, the environment, and public welfare through enforcement of various laws and regulations. The Agricultural Commissioner is responsible for managing a budget of almost \$10.6 million and a staff of 83 FTEs.



### The Position and the Ideal Candidate

The Assistant Agricultural Commissioner is appointed by the Agricultural Commissioner/Sealer of Weights and Measures and assists the Commissioner in the overall direction and management of the department and serves as the Commissioner in the event of an absence or schedule conflict. The individual will assist in the oversight for a wide variety of environmental programs and controls critical to the health and

well-being of Monterey County's natural resources and agriculture sector. These include agriculture worker health and safety; regulation of pesticides; pest prevention, exclusion, and eradication services; and consumer protection. He/she will help the Commissioner safeguard the County from the introduction of harmful pests and diseases detrimental to agriculture and the environment; and promote and protect agriculture and providing assurance for business and consumer confidence in the market. The Agricultural Commissioner/Sealer of Weights and Measures is required by law to act as the local enforcement agency for specific laws and regulations pertaining to agriculture and business.



Current agricultural concerns include continued vigilance and control of insects and pests that can significantly compromise the health and quarantine status of vegetables and fruit bearing plants. The issue of pesticides is a contentious issue in the community and it will be important for the Assistant Commissioner to work with the community in an empathetic manner to hear out their concerns and deliver pragmatic solutions. Additionally, it will be important to work with the emerging cannabis industry in the implementation of supply side and demand side regulations to ensure partnership and compliance.

The Assistant Agricultural Commissioner will be a progressive manager and administrator with an inclusive, collaborative and team oriented leadership style. These attributes will be critical in fostering the strong relationships required at the department and county levels, with elected/appointed officials, and with county wide public constituents. It is important that the Assistant Commissioner foster close relationships with the Commissioner, agriculture, and the community. Awareness of current regional trends, policies, and legislation, which affect the agricultural and viticulture industries and the local environment, is an absolute necessity. This role is highly outward facing as well and this individual must be comfortable presenting in front of the Board of Supervisors, the public as well as doing media interviews, exceptional writing skills will also be very important to this role. This role also requires the ability to maintain high standards of performance, customer service, and positive interactions within an environment that has the potential to produce challenging issues.

The Assistant Agricultural Commissioner will have a professional background that includes two years' experience performing the duties of a Deputy Agricultural Commissioner or Sealer with at least one of the following responsibilities: directing a major branch office of a County Agricultural Commissioner's department, or directing County-wide programs such as: pesticide regulation, pest prevention and plant regulation, commodity regulation,



integrated pest management, and weights & measures inspection. Another considered qualification would be two years of experience in a supervisory or management position within Division of Plant Health and Pest Prevention or the Division of Measurement Standards of the California Department of Food and Agriculture, or within the California Department of Pesticide Regulation. Possession of licenses of eligibility as a County Agricultural Commissioner and County Sealer of Weights and Measures issued by the California Department of Food and Agriculture as well as a valid California Driver's License are required for this position.