

Compensation and Benefits

The County of Monterey offers a competitive salary and benefits package. The annual salary range for this position is \$105,840 - \$144,564. The County has adopted a seven-step salary schedule with step advances every year. The RMA Director is the appointing authority to determine an entry step, which will be based on the successful candidate's 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 \$2,700 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.
- ◆ Educational Stipend: 2% of hourly base rate.
- ◆ Professional Leave: 10 days per year, non-accrual.
- ◆ Deferred Comp: Voluntary program available.
- ◆ Employee Physical Exam: Eligible to receive annual physical exam at Natividad Medical Center (NMC).
- ◆ Professional Development Stipend: \$400 per calendar year.



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 the application package.

The Process

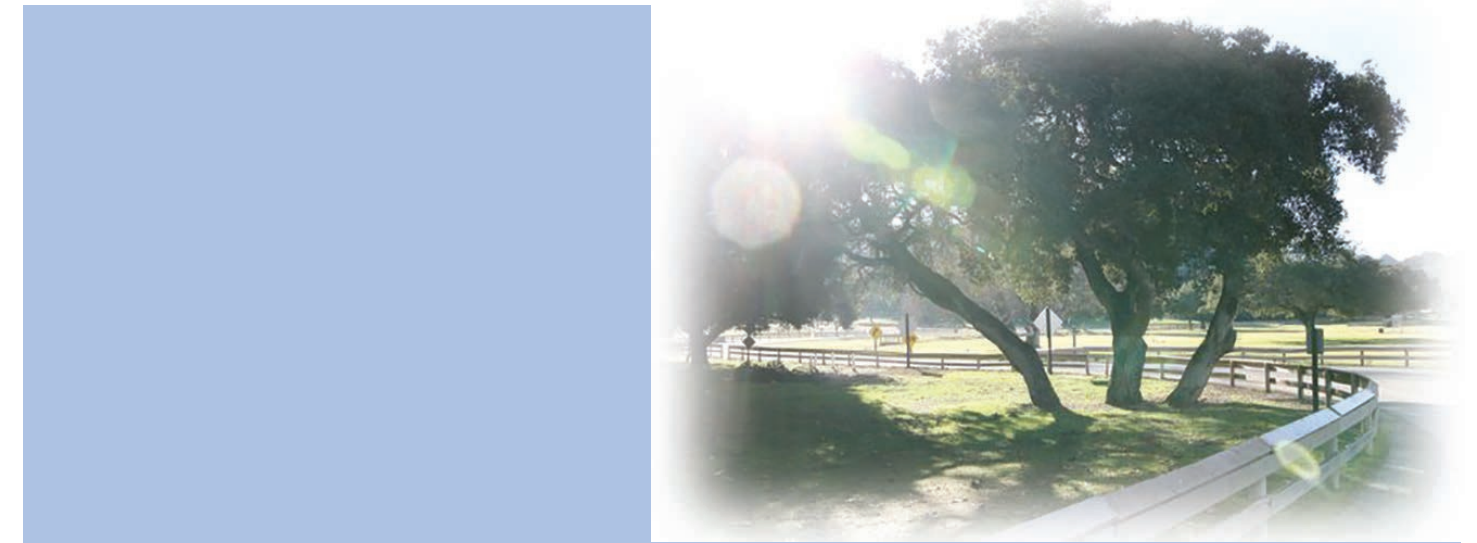
To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not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

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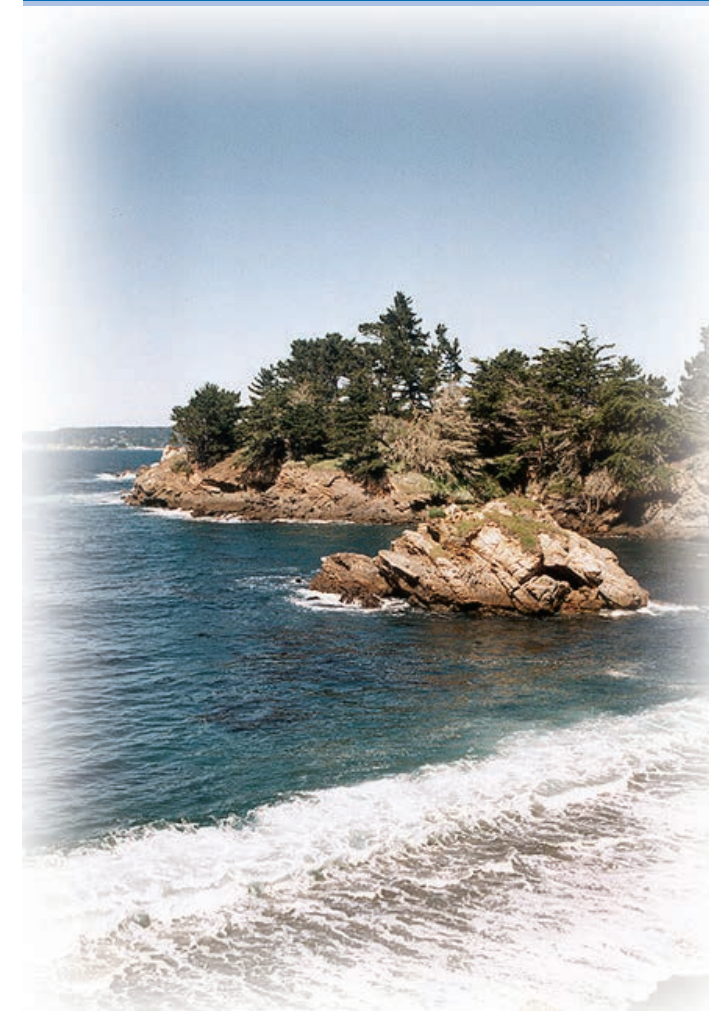
The final filing period for this recruitment is March 15, 2019.

Avery Associates is expecting to conduct preliminary interviews with qualified applicants in the mid to late-March timeframe. It is anticipated that recommended candidates will interview with Monterey County in mid-April 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*

Chief of Parks

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 446,000 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, Indycar Grand Prix of Monterey, 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 Resource Management Agency

Monterey County has over 5,170 employees with an all funds operating budget of approximately \$1.5 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. County operations include 24 departments or agencies and have five elected department heads including: Assessor/Recorder-County Clerk, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector.



Monterey County Parks is a part of the of the County's Resource Management Agency (RMA). The RMA Director is a department head appointed by the Board of Supervisors. The Resource Management Agency (RMA) brings together a range of Land Use and Capital services, including Building Services, Planning, Public Works, Parks and Facilities to ensure reasonable and safe development, plan for future needs of the County, manage infrastructure and county facilities, and protect natural resources. The RMA is divided into three divisions: Land Use & Community Development, Public Works, Parks & Facilities, and Administrative Services.

Monterey County Parks maintains stewardship over a system of county parks consisting largely of natural open space and trails with some active recreation opportunities. These outdoor recreation resources are managed to preserve, promote, and interpret the natural, historical, and cultural values of Monterey County. They are operated to provide opportunities for the public's enjoyment, inspiration, education, personal development and cultural enrichment. The recreation areas are located throughout the County and include: Toro Park, Special District Parks, San Lorenzo Park, Royal Oaks Park, Manzanita Park, Jacks Peak Park, the former Fort Ord Travel Camp, Lake San Antonio, Lake Nacimiento and Laguna Seca Recreation Area. Monterey County has third party agreements for management of Manzanita Park recreation areas, San Lorenzo Park Museums, Laguna Seca Recreation Area and Lake Nacimiento Resort.

The Position and Ideal Candidate

The Chief of Parks is a newly classified management position reporting directly to the Deputy Director of the Public Works, Parks & Facilities Division. The incumbent is expected to exercise substantial, independent authority to manage the day-to-day operations of the County parks organization including: planning, developing, managing and evaluating the maintenance, operations, natural resources, law enforcement and public activity programs; coordinates maintenance activities interdepartmentally and with other governmental, public and private agencies; assists the public in the use of County parks and recreation facilities and resources and developing new and creative ways to market and use the parks. The individual will manage between 15-20 full time staff plus part time staff and volunteers that will fluctuate depending on the season.



The new Chief will be expected to transform the parks operation through upgrades and enhancements of business practices resulting in improved efficient and effective operations. RMA will be assuming management control of two new parks and a key priority will be the need to update and improve management plans and systems for all County parks consistent with the adopted Strategic Plan. As part of this update effort, trail plans for two of the parks will also need to be established that balances multiple types of users (hiking, biking, equestrian) and the environment. The park system relies heavily

on partners internal and external to the Resource Management Agency, which will require the Chief to operate with a high level of collaboration with effective communications leading to constructive relationships.

This position requires a highly visible administrator that possesses exceptional interpersonal skills to effectively engage with others productively at all levels. A positive open attitude and customer service oriented interpersonal style shall be the basis for formulating trusting relationships with constituents and various committees, commissions and foundations affiliated with parks. The ideal candidate shall possess excellent communication skills, both verbal and non-verbal; maintain an upbeat "can do" attitude that fosters cooperation and teamwork; is goal and results driven; and a strong business and financial acumen. This position will also be responsible for identifying and securing additional funding streams to support the Parks system.

A Bachelor's degree in natural resources, park management and administration, public administration or a related field and at least five years of increasingly responsible administrative, supervisory and/or managerial experience in the operation or protection of a park, forest, public recreation or historical area is required. Also, the desired candidate should have at least three years supervising activities of staff engaged in the operation or natural resources management with a park or recreation resource agency. A combination of education and/or direct equivalent experience may be qualifying for consideration.