

Compensation and Benefits

The County of Monterey offers a competitive salary and benefits package. The annual salary range for this position is \$113,676 - \$155,172 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 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-accruable.
- ◆ 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 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).

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The final filing date for this recruitment is June 28, 2019.

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



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, 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. Facilities and grounds maintenance, including vertical construction project management (Architectural Services) is part 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.

The Public Works, Parks & 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 2018-19 overall budget of almost \$146 million with a staff of 281.5 FTE's. Public Works, Parks & Facilities includes three separate units with each headed by a Chief. The newly established role of Chief of Facilities will report to the Deputy Director of Public Works, Parks & Facilities and will have oversight for the design (architectural services), construction, and maintenance of multi-use county facilities as well as county lands. Facilities that are county owned but used by a singular department are independently managed by the department occupant.

The Position and Ideal Candidate

RMA created a classification of Chief of Facilities with oversight of architectural services and facilities. 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 Capital Improvement Program (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 preventative maintenance. Key projects include a \$90 million jail addition and completion of a new juvenile hall facility. Additionally, a future project entails disposition of the county old jail facility within the historic courthouse building.

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 Chief of Facilities will have at least five years (5) years of administrative, supervisory, or managerial level experience that includes a wide variety of Facilities, Capital Projects and/or General Services activities. Graduation from an accredited college or university with a degree in Architecture, Civil or Structural Engineering, Construction Administration or a related field. Current membership with National American Institute of Architects (AIA) or the ability to secure National AIA membership within one (1) year of appointment is highly desired. A Master's degree is highly desirable.

