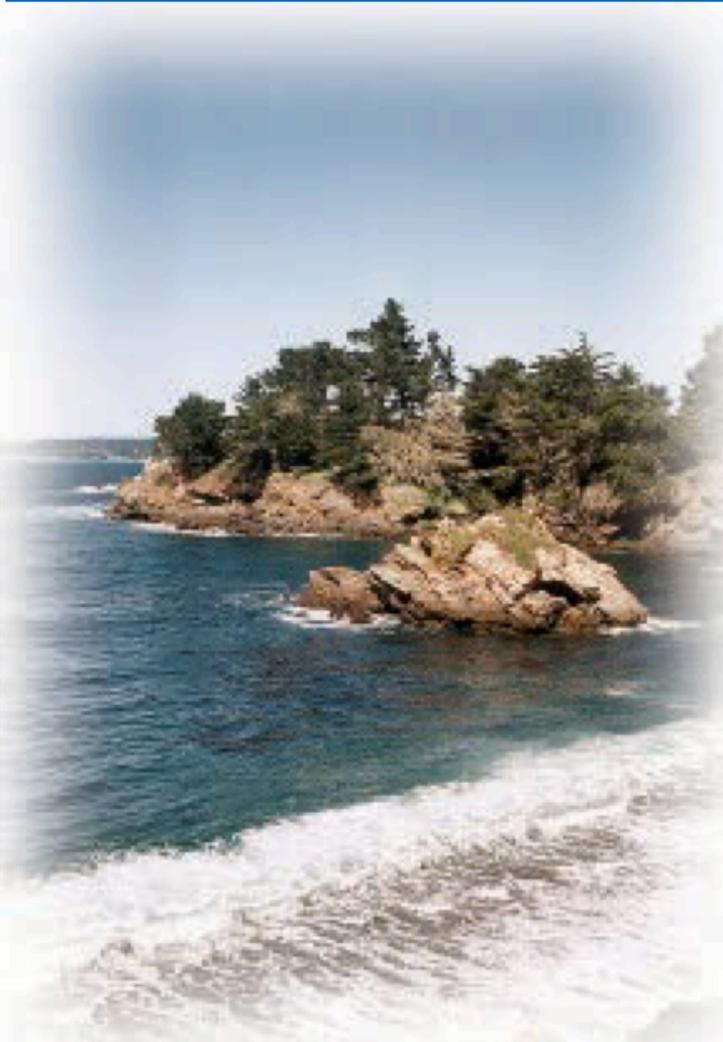




The County of Monterey

*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 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 Public Works, Facilities & Parks Department

Monterey County has over 5,402 employees with an all funds operating budget of approximately \$1.6 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 25 departments or agencies and have five elected department heads including: Assessor-County Clerk-Recorder, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector.



The newly created Department of Public Works, Facilities & Parks (PWWF) is responsible for public works, county roads and bridges, county parks, and county facilities. The Chief of Public Works will report to the Director of Public Works, Facilities, and Parks and will have oversight for design (engineering), construction, and maintenance for countywide roads and bridges. This unit includes Project Management, Traffic Engineering, the County Surveyor, Special

Districts, and stormwater and floodplain management.

The Position and Ideal Candidate

The Chief of Public Works is tasked with oversight of engineering and maintenance of roads and bridges, special districts, stormwater and floodplain management, and traffic engineering. This Chief will join the organization during a time of exciting and challenging transition as there is a great opportunity to facilitate, coordinate and enhance communications, work systems, and processes throughout the division. This will require proactive and progressive leadership in helping to create an environment and culture of collaboration, innovation and efficiency.



PWFP is continuing to evolve 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 over \$1.5 billion (\$700M roads, \$300M bridges, and \$500M in road appurtenances such as signage, striping, and traffic signals). The unit must also address extensive damages to county roads and bridges caused by the 2017 winter storms which is estimated to cost over \$60 million, the 2019 winter storms, and now the 2020 Fires; additionally, the unit must continue to deliver on Measure X campaign projects, grant-funded projects such as bridges, and reactive maintenance needs. 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 PWFP and overall county operation.



The ideal candidate will typically possess a Bachelor of Science or Bachelor of Engineering degree in Civil Engineering or a related field and at least five years (5) years of administrative, supervisory, or managerial level experience that includes a wide variety of engineering activities. Valid registration as a Professional Engineer in Civil Engineering within the State of California, or the ability to secure that registration within one year, is required. An MS/MA degree and experience in customer service, operations and maintenance principles, and traffic engineering are highly desirable.

Compensation and Benefits

The County of Monterey offers a competitive salary and benefits package. The annual salary range for this position is \$134,024 - \$182,946 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: 11 paid holidays per year plus 1 floating holiday.
- ◆ 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 \$2,750 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, please contact Kim Moore, Assistant Director of Human Resources at 831.755.5353.

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
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The final filing date for this recruitment is February 5, 2021.

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.