



The County of Monterey invites your interest
in the position of

DEPUTY DIRECTOR OF PUBLIC WORKS & FACILITIES

ANNUAL SALARY RANGE OF
\$151,872 - \$207,312



RMA VISION

The Vision of the Monterey County Resource Management Agency is to enhance the quality of life and economic health of the community by providing responsive, efficient, and high quality public services and to promote good stewardship of natural and man-made resources.





THE REGION

Monterey County's 443,281 residents enjoy a wide range of natural environments, rich agricultural lands, gentle Mediterranean climate, and a high quality life. Residents are proud of their global reputation, rich history, and cultural and economic diversity; protective of their natural resources and pristine environment and recreation. Monterey County's 3,324 square miles encompass 12 cities in four richly distinctive communities: North County, Monterey Peninsula, Salinas Valley, and the Big Sur Coastline. The County's two largest industries are

agricultural (\$4 billion annually) and tourism (\$2 billion annually). Appreciation for each region's unique history, natural resources and rich ethnic, cultural and religious diversity contributes to a sense of community that encourages the active participation and involvement of all residents. Nestled in its naturally beautiful environment, 95 miles south of San Francisco and 60 miles south of San Jose, Monterey County offers ready access to major urban centers, beautiful parks and recreational facilities, and excellent educational and research institutions.

COUNTY GOVERNMENT

Monterey County is one of the original counties of California, created in 1850 by the state's first legislature. Not only was Monterey the first county seat, it was California's first capitol. The County is now ranked 16th in population among the 58 California counties. Monterey County is a "general law" county with authority to govern the County vested in a five-member Board of Supervisors. The County has a \$1.5 billion annual budget and 5,171 highly dedicated employees.

RESOURCE MANAGEMENT AGENCY

The Resource Management Agency (RMA) was formed to optimize the County's delivery of land-use related services and is comprised of three distinct divisions: Land Use and Community Development, Public Works, Parks and Facilities, and Administrative Services. The Director of RMA is appointed by the CAO with the concurrence of the Monterey County Board of Supervisors and has responsibility of managing and administering the Department's approximately \$146 million operating budget and 282 positions. There are 27 distinct functional units responsible for a wide range of important County functions, including constructing and maintaining public infrastructure, developing and enforcing land use policy and regulations, ensuring building regulations are met, conducting development review, developing capital projects, maintaining County lands, operating County Parks, and County facilities.

PUBLIC WORKS AND FACILITIES DIVISION

The Public Works, Parks and Facilities Division has a \$49.9 million budget and 145 highly competent and dedicated employees assigned to six functional areas: Engineering, Architectural Services, Project Management, Roads and Bridges Maintenance, Facilities Maintenance, and Parks Operations. This Division is responsible to design, construct and maintain the County's transportation system and County-owned facilities, including County Parks.

THE POSITION

The Deputy Director of Public Works and Facilities is appointed by and reports directly to the Director of RMA. This executive level position is an "At-Will" position that serves at the pleasure of the appointing authority. The Deputy Director is a key member of RMA's executive team; provides overall leadership and management of the Parks, Public Works and Facilities Division's staff, programs, and operations; coordinates design and operational functions; directs the preparation of plans, specifications, deeds, and other documents necessary for construction contracts, land acquisitions, and RFP for professional services and operation contracts; oversees the review of plans, maps, and developmental proposals to determine effects on facilities, transportation, drainage; manages park operations, sanitary sewers and solid waste disposal; confers with other County departments and outside agencies to assure coordination of CIP projects and other programs; represents the County regarding public works, programs and projects in meetings the media, public, elected and appointed officials and Federal, State, City, County, and other regulatory agencies; works closely with the Deputy Director of Land Use and Community Development and Deputy Director of Administrative Services; and assists the RMA Director to further the Division's and Resource Management Agency's goals and objectives.



CHALLENGES

Some current challenges that need to be tackled by the Deputy Director of Public Works & Facilities include:

- Finding solutions to address a deteriorating infrastructure with limited funding and address a backlog of deferred maintenance; ensuring funds are used responsibly and within budget; implement organizational changes for improved efficiency, effectiveness and cost savings.
- Create an environment of cohesiveness with the ability to motivate and engage in a collaborative, team-spirited work environment to contribute to the overall success of the Agency.
- Identify operational areas and processes that can be modified, streamlined, automated, and /or restructured to improve service delivery and efficiency to respond to changes in policy, legislation, regulatory mandates and public expectations with limited resources.

QUALIFICATIONS

Qualified candidates will typically have education, experience and training equivalent to a Bachelor of Science or Bachelor of Engineering degree with a focus in Civil Engineering and seven (7) years of administrative or managerial level experience that includes a wide variety of professional engineering activities and which includes at least three (3) years in the public sector at the supervisory and/or management level. A valid certificate of registration as a Professional Engineer issued by the California Board for Professional Engineers and Land Surveyors is highly desirable.

The ideal candidate will have current technical professional knowledge of complex engineering principles, methods, standards, and techniques; thorough knowledge of State and Federal laws relating to public construction and maintenance of infrastructure components, principles and practices of public administration, personnel management, fiscal management, public financing, grants and contracts administration; and rate setting. In addition, the candidate will have broad project management and budgeting experience; extensive experience directing diverse management, professional, para-professional, technical, and support staff; and experience working in a socio-economically diverse community comparable to Monterey County as well as the ability to successfully build and maintain relationship with the Board of Supervisors, Department Heads, and diverse groups and stakeholders.

PERSONAL CHARACTERISTICS

- ◆ Administrative Leader and Mentor
- ◆ Team Player
- ◆ Strategic Thinker
- ◆ Big Picture Oriented
- ◆ Customer Service Oriented
- ◆ Positive Can-Do Attitude
- ◆ Analytical
- ◆ Solution Oriented
- ◆ Approachable
- ◆ Consensus Builder
- ◆ Flexible
- ◆ Politically Astute but Apolitical



SALARY AND BENEFITS

EQUAL OPPORTUNITY EMPLOYER

Monterey County is a drug-free work place and an equal opportunity employer. The County seeks candidates who can make contributions in an environment of cultural and ethnic diversity.

The salary for the Deputy Director of Public Works & Facilities is **\$151,872 to \$207,312** annually, Depending on Qualifications. The County has adopted a seven-step salary schedule. Appointments are made based on the successful candidate's qualifications and experience. The Department Head has authority to make appointments between step levels one (1) through three (3). Compensation beginning at step four (4) require Board of Supervisors approval. Candidates are eligible for step increases every two years until the top step is attained. In addition, the County offers a competitive benefits package that includes:

- Flexible Benefit Allowance: \$1,060.44 per month for employee only medical coverage when enrolled in a plan through the County.
- County-paid dental and vision for employee only enrollment.
- Flexible Spending Account
- Deferred Compensation 457(b) Plan: Voluntary participation deferred compensation program.
- Retirement:
 - ◊ Misc. Classic Employee Share of Cost 7% to California State Public Employees Retirement System (CalPERS) and a 2% at 55 retirement formula.
 - ◊ Misc. PEPRA Member- Employee Share of Cost 6.25% to CalPERS and a 2% @ 62 retirement formula.
- Annual Leave: (In lieu of Vacation and Sick leave) 23 days the first 2 years, progressing up to 37 days after 25 years.
- Holidays: 10 days per calendar year plus 1 Floating Holiday.
- Professional Leave: 10 days per calendar year, non-accrual.
- County paid UNUM Disability Insurance.
- Life Insurance: \$50,000 Term Life.
- Monthly Automobile Allowance of \$375 per month
- The County participates in Social Security/Medicare.
- Other benefits: Management Expense Allowance, Professional Development Stipend, and Annual Physical Examination reimbursement up to \$300 per fiscal year.

Please visit <https://www.co.monterey.ca.us/personnel/Benefits.html#plan> for summary of Executive Management benefits.

APPLICATION PROCESS

The position is **Open Until Filled**. To be considered for this exceptional opportunity, please submit two (2) copies of your resume with a signed cover letter outlining qualifications, a response to the supplemental question, and a list of five (5) professional references is required for consideration. To submit your materials, please email or mail your materials to:

Resource Management Agency Human Resources

Attention: Julie Aulenta

1441 Schillings Place

Salinas, CA 93901

Email: AulentaJA@co.monterey.ca.us

First review of application materials will be conducted on **Friday, May 24, 2019**.

Following the final filing date, application materials will be screened and competitively evaluated and preliminary interviews will be scheduled with candidates possessing the most relevant qualifications. Those applications who possess the required knowledge, skills, and work experience will be invited to participate in a competitive selection process. Selection of the Deputy Director of Public Works and Facilities will follow shortly thereafter.

SUPPLEMENTAL QUESTION:

Present two examples of creative solutions and funding sources to address Monterey County's deteriorating infrastructure, including roads and bridges, buildings and parks.

