



UNDERSHERIFF



**BOB MURRAY
& ASSOCIATES**
Experts In Executive Search

THE COMMUNITY

The County of Monterey, spread across 3,800 square miles, is a diverse community set in a picturesque coastal location and offers tourists and residents alike the comfort of a moderate Mediterranean climate, miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys. Boasting such world-renowned attractions as the spectacular Big Sur Coast, Laguna Seca Raceway, 17-Mile Drive, Monterey Bay Aquarium, Cannery Row, the Steinbeck Center, the Monterey Jazz and Blues Festivals and Pebble Beach – possibly the world's most famous golf course, it's easy to see why over 450,000 residents choose to live here and an estimated four million visitors a year make the County of Monterey their destination of choice.

In addition to a thriving tourist trade, the County's economy is largely based in a vigorous agricultural industry. Known as the "Salad Bowl of the World" the Salinas Valley provides fresh strawberries, vegetables, wine grapes and leafy greens to the entire country. California's 16th largest county provides many educational opportunities including California State University at Monterey Bay, the Middlebury Institute of International Studies at Monterey, Monterey Peninsula College, Hartnell College, the Defense Language Institute, and the Naval Postgraduate School. All these factors combine to make the County a healthy, economically diverse region eager to foster and sustain an enriching lifestyle for its residents.

THE ORGANIZATION

The Monterey County Sheriff's Office, headquartered in Salinas, CA, is administered by the elected Sheriff-Coroner, Tina M. Nieto, providing law enforcement and public safety services across the 3,800 square miles comprising the County of Monterey since 1850. As the County's chief law enforcement officer, the Sheriff is



responsible for planning, organizing, directing, and reviewing the activities and operations of the Sheriff's Office, including adult correctional facilities, rehabilitation, and re-entry services for offenders; court security; public safety and emergency services; and forensic services as well as specialized programs, such as SWAT, Explosive Ordinance, Crisis

Negotiations, Search and Rescue, Dive, Marijuana Eradication, Mounted Patrol, Auto Theft, , and Air Operations. The Sheriff's Office coordinates assigned activities with other County departments and outside agencies while providing highly responsible and complex administrative support to the County Administrator and Board of Supervisors.

The Sheriff's Office strives for continuous improvement and innovation. Through its five creeds "Trust, Communication, Commitment, Accountability, and Results" the organization takes pride in modern policing, acting on input and feedback from the community and colleagues; constantly implementing best-practices; and exploring alternative solutions to current issues. The 453 authorized employees, 314 sworn and 139 professional staff of the Sheriff's Office, serve the community across the Administration Operations, Corrections Operations, and Enforcement Operations Bureaus through its \$185 million operating budget.

Guided by the principles of modern policing the Sheriff's Office is committed to keeping the peace and earning the trust of the community it serves by increasing engagement and transparency while enhancing the quality of life across the County. Recognizing the community is our customer and success is achieved when our customer feels they have been well and fully served is paramount to our continual growth serving our customers. Community problems are best addressed by working in partnership with the community and as such the Sheriff's Office actively seeks collaborative partnerships to optimize resources and address community concerns. With a focus on delivering efficient and proactive police services to a diverse community, the Sheriff's Office collaborates closely with governmental entities, educational institutions, non-profit organizations, and community-based groups, as well as their public safety partners at the local, state, and federal levels.

The Sheriff's Office provides public safety services to the residents of the County of Monterey including 24-hour uniformed patrol, the investigation of crimes, criminal records management, and community policing. It is also responsible for the safekeeping and security of persons arrested by any law enforcement agency in the County of Monterey. In addition, in fulfilling the duties of the coroner staff investigates all reportable deaths to determine the cause and manner of those deaths.

The Monterey County Corrections Bureau is responsible for the safe, secure, and efficient operation of the County's custodial facilities, serving an average daily inmate population of approximately 850

to 900 individuals. The Bureau is comprised of six key divisions: Operations, Compliance, Support Services, Court Security, Transportation, and Programs, each playing a critical role in maintaining facility security, ensuring regulatory compliance, supporting judicial operations, and providing rehabilitative services to those in custody.

Demonstrating a commitment to reducing recidivism and supporting successful community reintegration, the County recently launched the Corrections Re-Entry and Resource



Center. This innovative program provides comprehensive services and resources to individuals transitioning from incarceration back into the community, both upon release and during the post-release period. Through a collaborative approach focused on rehabilitation, accountability, and support, the Bureau continues to advance modern correctional practices while promoting public safety and positive outcomes for justice-involved individuals.

THE POSITION

Under the administrative direction of the Sheriff, the Undersheriff serves as the second-in-command of the Sheriff's Office and is responsible for planning, organizing, directing, and coordinating the activities of the Administration, Corrections, and Enforcement Operations Bureaus. This at-will executive management position reports directly to the Sheriff and serves at the pleasure of the incumbent Sheriff. In the Sheriff's absence, the Undersheriff assumes full command and operational responsibility for the Sheriff's Office.

The Undersheriff provides strategic leadership and oversight for all major functions of the Sheriff's Office, ensuring the effective delivery of law enforcement, corrections, and administrative services. Responsibilities include developing, implementing, interpreting, and enforcing departmental policies and procedures; evaluating and recommending legislative initiatives that may impact Sheriff's Office operations; and preparing reports related to management, organizational effectiveness, and administrative functions.

The position plays a key role in organizational planning and resource management, including assisting with the development, administration, and oversight of the Sheriff's Office budget. The Undersheriff also directs the development and implementation of programs related to crime prevention and investigation, protection of life and property, inmate care and custody, emergency preparedness, communications, and other essential public safety services.

As a senior executive leader, the Undersheriff coordinates activities with federal, state, and local law enforcement and corrections agencies to maintain public safety and effective interagency collaboration. The position also oversees personnel-related functions, including recruitment, selection, training, performance management, discipline, and promotional processes, while fostering a culture of professionalism, accountability, and continuous development.

The Undersheriff serves as a representative of the Sheriff and the Sheriff's Office before community organizations, civic groups, the media, and the County Board of Supervisors. The position also directs collaborative efforts with the Administrative Office of the Court and the Superior Court of California, County of Monterey, to ensure effective coordination of public safety and judicial operations.

The successful candidate will possess exceptional leadership and interpersonal skills, with the ability to build trust and maintain a close working relationship with the Sheriff



while exercising the highest levels of discretion, professionalism, and confidentiality. The ideal candidate will demonstrate strong written and verbal communication skills, sound judgment, integrity, and the ability to make decisive decisions in both routine and emergency situations. They will be skilled at mentoring and developing staff, fostering positive working relationships at all organizational levels, and proactively identifying challenges and implementing effective solutions.

The position requires comprehensive knowledge of modern law enforcement administration; the operations of the Administration, Corrections, and Enforcement Bureaus; budget and fiscal management; public funding and grant administration; personnel management practices; affirmative action and grievance resolution processes; and the organizational structure and functions of both the County of Monterey and the Sheriff's Office.

THE IDEAL CANDIDATE

The County of Monterey is seeking a strategic, forward-thinking leader with exceptional financial acumen and a demonstrated understanding of public sector budgeting principles as their next Undersheriff. Given the importance of fiscal stewardship to the organization's long-term success, candidates must possess the ability to develop, manage, and communicate complex budgets, align financial resources with organizational priorities, and make sound decisions that support both immediate operational needs and long-range objectives.

A strong background in financial planning, forecasting, and resource allocation will be an important component of the selection process.

The ideal candidate brings extensive high-level management experience within complex organizations. The successful candidate will also be a visionary leader who understands today's challenges while actively



preparing for tomorrow's opportunities. They will bring an innovative mindset and a willingness to challenge conventional thinking, seeking continuous improvement rather than relying solely on past practices. This individual will be able to anticipate emerging trends, identify future needs, and develop strategies that position the organization for long-term success. They will balance practical, day-to-day realities with a progressive outlook, inspiring others to embrace new ideas, elevate performance, and pursue excellence in service delivery.

Any combination of training, education and/or experience which provides the knowledge, skills and abilities and required conditions of employment listed above is qualifying. An example of a way these requirements might be acquired is:

- Education and experience equivalent to the completion of an Associate's Degree and two years of paid public law enforcement management experience equivalent to that gained as a Sheriff's Commander.
- Possession of a Bachelor's Degree from an accredited college or university is preferred. A Master's Degree is highly desirable.

COMPENSATION

The salary range for the Undersheriff is \$218,842.29-\$298,891.51 annually; placement within the range is dependent on qualifications and experience. The County also offers a competitive benefits package.

View full benefits package [here](#).

Retirement Plan - California Public Employees' Retirement System (CalPERS). CalPERS will have the final determination of Classic vs. PEPR membership.

Medical Insurance - CalPERS Health Insurance

- Preferred Provider Organization (PPO): Pers Gold, Pers Platinum, PORAC (Safety Members)
- Health Maintenance Organization (HMO): Kaiser Permanente, Anthem Select, Blue Shield Access+

Dental Insurance - County of Monterey Dental Plan

- \$2,000 annual max. per covered person

Orthodontia - \$1,500 lifetime max. per covered person

Vision - Vision Service Plan (VSP)

- Exam, lenses, and frames available every 12 months
- \$220 allowance for frames and contacts

Health Flexible Spending Accounts

- Flexible Spending Account (FSA) - Employee may contribute up to the IRS maximum, on a pre-tax basis
- Dependent Care Assistance Program (DCAP) - Employee may contribute up to \$7,500 annually per household, on a pre-tax basis.

Deferred Compensation 457(b) Plan - Newly hired employees are automatically enrolled at a rate of 1% of pre-tax salary and increased by 1% each year up to a 10% contribution rate. All employees may voluntarily participate at any time.

Life Insurance - County paid \$50,000 Group Term Life

Holidays - 13 paid holidays

Floating Holiday - 1 day per calendar year

Professional Leave - 10 days per calendar year

Annual Leave - Accrued Annual Leave; accrual computed according to years of service with a maximum accrual of 850 hours. 50% of verified California public sector County or City service applied toward computation

Longevity Pay - 10 years of consecutive County service 2.5%; 15 years 3.5%; 20 years 5.5%

OTHER BENEFITS

Management Expense Allowances - \$75.00 per month

Auto Allowance - \$375 per month ; County provides take home vehicle

Professional Development Stipend - \$450 per calendar year

Employee Assistance Program - The EAP offers confidential counseling, legal, financial, and referral services to employees and members of their household.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:

Open Until Filled

First review of resumes: August 3, 2026

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the County of Monterey. Candidates will be advised of the status of the recruitment following selection of the Undersheriff.

If you have any questions, please do not hesitate to call Ms. Adele Fresé at:

(916) 784-9080



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