



# PARKS & RECREATION DIRECTOR

CITY OF MONTEREY, CA

## CAREER OPPORTUNITY

**Salary:** \$186,528 - \$226,728

Annually

**Application Deadline:**

September 7, 2025, by 11:59 PM



THE CITY OF  
**MONTEREY**  
*monterey.gov/hr*

## THE MONTEREY COMMUNITY

The City of Monterey is a historic and progressive coastal community serving as the economic and cultural hub of the beautiful Monterey Peninsula.

One of California's most historic cities, Monterey was home of the Native Rumsen people for thousands of years, was the original state capital of Alta California, and features more historic buildings in its downtown than any other city west of Santa Fe. Known for preservation of its history, culture, and natural environment, Monterey also is a leader in creating a sustainable community by striking a balance between tourists and residents. The City covers an area of approximately 8 square miles and has a resident population of 30,218, which daily rises to 70,000. Monterey attracts over 4 million visitors annually and is famous for its dazzling waterfront including the Monterey Bay Aquarium, Fisherman's Wharf, and Cannery Row along with over two miles of City-maintained beaches and the Monterey Bay National Marine Sanctuary featuring harbor seals, sea otters, and more.

Monterey is truly unique among cities in California. Three military installations and several educational institutions are located within Monterey's city limits including the Defense Language Institute at the U.S. Army Garrison Presidio of Monterey, Naval Postgraduate School, U.S. Coast Guard Station Monterey, Middlebury Institute of International Studies at Monterey, and Monterey Peninsula College. The Monterey Peninsula is a thriving region offering rich culture, strong business and industry, quality education, and unmatched hospitality.

Residents and visitors alike benefit from the spectacular natural beauty of the Monterey Peninsula. Those who work and live in the Monterey area enjoy a high quality of life in a medium-sized city among the forests and coastline, but with the amenities and services typically offered in a large metropolitan area.



## THE ORGANIZATION

The City Council lives up to its mission to provide visionary leadership ensuring a safe, healthy, historic, economically vibrant, and sustainable environment. The City operates under the Council-Manager form of government and currently has approximately 430 full-time and regular part-time employees. The annual City budget is approximately \$230 million.

Monterey is a full-service city that provides police, fire, public works, planning, recreation, parks, and library services. The City also operates its own conference center, sports center, parking, campground, cemetery, beaches, and marina facilities.



## THE PARKS & RECREATION DEPARTMENT

The City of Monterey's Parks and Recreation Department manages extensive parks, recreation programs and facilities, and plays a vital role in the quality of life for residents and visitors alike. In addition to recreation programming, the Recreation Division oversees the Monterey Sports Center, which is a premier fitness facility on the Monterey Peninsula and four (4) Community Centers which host events, enrichment classes and educational programs. The Parks Division manages a vast array of park facilities and includes the city's historic cemetery and extensive urban forest. The City currently owns and operates more than 35 parks—ranging from neighborhood green spaces to a 50-acre campground—as well as Monterey's segment of the stunning Monterey Bay Coastal Trail. The City's commitment to equitable access began over a century ago: since 1909, land has been acquired to ensure nearly every resident is within walking distance of a park.



## THE POSITION

This leadership position presents an exceptional opportunity for a seasoned Parks and Recreation professional to shape the future of recreation services in the City of Monterey. The Parks and Recreation Director will oversee a range of services that includes community recreation programs for all ages, parks, beaches and urban forestry, special events, facility operations, and the Monterey Sports Center – one of the City's flagship facilities.

The City is seeking a collaborative and innovative leader to take the department forward. The new Director will focus on strengthening the alignment between the Sports Center and broader recreation programs, fostering a more integrated and cohesive team, and enhancing services that reflect the evolving needs of the Monterey community.

This is a key executive role for a leader who brings strategic insight, operational strength, and a deep commitment to community wellness and engagement. The position offers the opportunity to lead in a well-managed, full-service city that values creativity, professionalism, and the natural beauty that defines the Monterey Peninsula.

## THE IDEAL CANDIDATE

The Parks and Recreation Director will be visionary, adaptable, and resourceful. The ideal candidate must be able to delegate effectively and be hands-on when necessary. Serving as an integral member of the Executive Team, the successful candidate must have the aptitude and positive attitude to guide a dynamic Parks and Recreation Department. They must be team-oriented, have a can-do attitude, a sense of humor, loyalty, a strong sense of self-awareness and be driven toward implementable solutions. They will have high political acumen, be flexible, and have the ability to communicate effectively with elected officials, colleagues, staff, and residents. This is an Executive, at-will classification that will plan and direct all business in the Department.



### Minimum Qualifications:

- Equivalency of a Bachelor 's Degree from an accredited college or university in Park Management, Recreation/Leisure Services, or a related field.
  - A Master's Degree in a related field in highly desirable.
- Six years of increasingly responsible administrative experience in Park and Recreation with three years experience managing at the level equivalent to the level of a major division chief or higher is required.
- Any equivalent combination of education and experience may be considered.

## COMPENSATION

- **Salary Range:** \$7,772 - \$9,447/semi-monthly; \$186,528 - \$226,728/annually
- **Retirement:** CalPERS 2.7 % @ 55 with highest year average formula is provided for current City of Monterey employees or new employees who were hired prior to January 1, 2013 and who are currently active or have been active within six months of date of hire in the CalPERS retirement system. The CalPERS retirement formula for new employees that do not meet the criteria stated above is 2% @ 62 with highest three-year compensation average. The City participates in the Medicare portion of Social Security only.
- **Management Leave:** 80 hrs.
- **Deferred Compensation:** City will match employee contributions up to a maximum of \$150.00 per month.
- **Health Plan Spending Fund:** A minimum of \$997.15 and up to \$2,635.62 per month, dependent upon level of participation (cash-in-lieu of benefits is \$300).
- **Dental:** Fully paid employee coverage.
- **Vision:** Fully paid employee coverage.
- **Tuition Reimbursement:** Up to \$1,000 per fiscal year
- **Short Term / Long Term Disability Plan**
- **Flexible Spending Account**
- **Wellness Benefits:** Includes Fitness Pass, Fitness Activity Plan (up to 40 hours of leave), City Recreation Program Fees, Employee Assistance Program.
- **Voluntary Group Legal Services**
- **Voluntary Unpaid Leave:** Up to 80 hours per calendar year.
- **Holidays:** 14 paid days annually, plus 1 floating holiday.
- **Sick Leave\*** 12 days per year
- **Vacation\*** 1-5 years/10 days; 6-10 years/15 days; 11-15 years/ 17 days; 15+ years/20 days; 20+ years/23 days per year.
- **\*Relocation assistance, sick leave and vacation balances and initial vacation accrual rate negotiable**



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## TO APPLY

All applications must be submitted online at the website below. The application process will require a detailed resume and cover letter. Please include in your cover letter the size of staff and budget you currently manage.

**[monterey.gov/hr](http://monterey.gov/hr)**

A limited number of applicants who clearly show that they most closely meet the needs of this position in terms of training, experience, education, and other job-related characteristics will be accepted to participate in the selection process.

To be considered, please attach your resume and cover letter to your online application by September 07, 2025 at 11:59 p.m. Hard-copies, faxes and emailed material will not be accepted.

## TALENT ACQUISITION SCHEDULE

**Filing Deadline** – September 7, 2025, at 11:59p.m.

**Panel Interviews** – In-person panel interviews are scheduled for September 22, 2025.

**Finalist Interview Process** – In-person final interviews are scheduled for September 23, 2025.

Please contact Human Resources with any questions.

**City of Monterey  
Human Resources**  
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Monterey, CA 93940  
Tel: 831.646.3765  
Website: [monterey.gov](http://monterey.gov)



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