



# County of Monterey

**Item No.**

## Board Report

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

**Legistar File Number: 25-399**

**June 10, 2025**

**Introduced:** 5/29/2025

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

Approve and authorize advanced step placement for Enedina Garcia at Step 5 of the Assistant Auditor-Controller salary range, tentatively effective June 16, 2025, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Sections A.1.11.1 and A.1.11.5.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors approve and authorize the advanced step placement for Enedina Garcia at Step 5 of the Assistant Auditor-Controller salary range, tentatively effective June 16, 2025, in accordance with PPPR No. 98-394, Sections A.1.11.1 and A.1.11.5.

**SUMMARY/DISCUSSION:**

The Auditor-Controller hired an Executive Recruiting Firm to conduct an open, competitive recruitment for the position of Assistant Auditor-Controller. Of the 77 applicants, only four were deemed to meet the minimum qualifications of the position. After the initial virtual interviews, only two of the four candidates were found qualified and invited to attend the in-person final interview. However, one of those candidates withdrew from the process.

Enedina was interviewed by the Auditor-Controller, the Executive Management Team, and other staff who report to the Auditor-Controller. All three interview panels found Enedina to be highly qualified for the position. Enedina's responses demonstrated that she has the pertinent knowledge, skills, aptitude, and relevant experience required to be successful in the position of Assistant Auditor-Controller. Such qualities are not easily accessible for this difficult to fill position.

Enedina has over 17 years of progressively responsible experience with the Auditor-Controller/Treasurer-Tax Collector's Office in Fresno County. She has served in the capacity of Assistant Auditor-Controller for Fresno County, for the last seven years where she has been responsible for the oversight of the Auditor-Controller Divisions: Administration, Financial Reporting and Audits, General Accounting, and Special Accounting. Enedina earned a bachelor's degree in Business Administration- Accountancy from California State University Fresno.

Enedina's relevant experience and her educational background are a strong match to the role of Assistant Auditor-Controller and will position her well to oversee, supervise, and manage the divisions within the County of Monterey Auditor-Controller's Office.

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Enedina has accepted an offer of employment contingent upon approval of appointment at step 5 of the salary range, due to factors such as the high cost of living in the County of Monterey, among others. Placement at an advanced step may be requested to compensate employees commensurate with their specialized knowledge, skills, and years of relevant experience.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed and concurs with the recommendation.

FINANCING:

Funding for the position is included in the Auditor-Controller's FY 2024-25 and 2025-26 Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:


The proposed recommended action addresses the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the Auditor-Controller's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of the County of Monterey.


Check the related Board of Supervisors Strategic Initiatives:

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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