

Ms. Monroy-Dexter holds a Master of Arts from Bowling Green State University and a Bachelor of Arts from California State University, Sonoma. She is CEQA certified through the University of California, San Diego. With more than 20 years of experience guiding public-sector operations, program development, and strategic planning, she brings a structured, outcomes-driven approach to environmental consulting and regulatory compliance. As Chief Executive Officer of Condor Country Consulting, Ms. Monroy-Dexter ensures seamless project execution across multidisciplinary teams, delivering defensible environmental documentation for biological, botanical, wetland, and cultural resource assessments through stakeholder-informed planning. She specializes in strategic planning, regulatory compliance, and risk mitigation guiding multidisciplinary projects through environmental review while aligning deliverables with permitting timelines and enforceability thresholds. Her leadership spans contract negotiations, interagency coordination, and resource management, ensuring timely, transparent, and defensible project delivery. Drawing on decades of public service, she integrates environmental compliance with practical implementation. Ms. Monroy-Dexter's commitment to sustainability, stakeholder communication, and financial stewardship ensures that every project she leads is pragmatic, responsive, and rooted in long-term environmental value.

## EDUCATION

CEQA Certification, University of California, San Diego Extended Studies (Completed June 2025)

Master of Arts in College Student Personnel, Bowling Green State University (August 1996 – May 1998)

Bachelor of Arts in English/History, California State University, Sonoma (August 1991 – May 1996)

## WORK HISTORY

- **President, Condor Country Consulting** (January 2023 - Present)  
As President of Condor Country Consulting, Ms. Monroy-Dexter oversees strategic operations, project planning, and business development. She guides the preparation of defensible environmental documentation and facilitates interdisciplinary coordination across natural and cultural resource projects. Drawing on more than 20 years of public-sector experience, she leads internal system improvements, strengthens regulatory and community partnerships, and supports efficient, accountable project delivery aligned with sustainability goals and client priorities.
- **Recreation Program Manager, City of Concord** (January 2017 – May 2024)  
Managed operations for the Aquatic Center, Camp Concord, and the Senior Citizens Center, balancing multimillion-dollar budgets, supervising a diverse staff team, and advancing department initiatives that prioritized equity, accessibility, and fiscal responsibility. Led capital improvement projects involving site enhancements, programming redesign, and interagency contract negotiations. As needed, supported executive leadership as acting Department Director, participating in cross-functional planning efforts and City Council communications. Coordinated with advisory commissions and community partners to align recreation services with broader city goals while maintaining operational compliance and stakeholder trust. Served as the staff liaison to the City Council commissions and as the city liaison board member to the non-profit Friends of Camp Concord (FOCC), Meals on Wheels Diablo Region (MOWDR), and the Concord Senior Citizens Club.
- **Recreation Program Coordinator, City of Concord (September 2013 - December 2017)**  
Responsibilities include community center operations, research, development, planning, organizing, hiring, and providing supervision and leadership to facility staff, the City of Concord's Adult Sports program, and the department Registration Office. Work collaboratively with other departments and community members to build new Pickleball courts and develop programming. Led transition from a contract to an in-house field maintenance staff, establishing field preparation schedule and prioritizing short and long-term maintenance projects.
- **Camp Director, Camp Concord at South Lake Tahoe, City of Concord** (January 2009 - September 2013)  
Directed all facets of operations for Camp Concord, a 29-acre residential camp located on federal land within the Lake Tahoe Basin, operating under a USDA Forest Service Special Use Permit. Supervised

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seasonal teams of up to thirty-five (35) staff and managed contracts with facilities and maintenance providers. Coordinated closely with regulatory agencies including the USDA Forest Service, El Dorado County, and the Lake Tahoe Fire District, to ensure compliance with federal, state, and local requirements. Led program development, marketing, budgeting, and risk management initiatives, while creating inclusive outdoor experiences for diverse user groups. Increased camp revenue through strategic expansion of group rentals and new program offerings and collaborated with the nonprofit Friends of Camp Concord to implement volunteer-led capital improvements that enhanced site functionality and guest experience.

- **Recreation Program Aide, City of Concord** (November 2004 – January 2009)  
Directed day-to-day operations of a high-traffic, multi-use community center, overseeing facility rentals, program development, and budget management. Led research, marketing, and contract execution to support sustained revenue growth and client satisfaction. Designed and launched a teen leadership program that emphasized civic engagement and skill development and successfully opened the Bud Hansen Wisteria Arbor as a new event venue, increasing access to public spaces and expanding rental capacity. Consistently exceeded financial and service performance goals through strategic planning and responsive customer service practices.
- **Director, Crockett Community Center, Contra Costa County** (April 2002 – November 2004)  
Managed daily operations for a 4,000+ square foot community center and adjacent park, overseeing facility rentals, senior outreach programs, and recreation class offerings under the direction of an elected advisory board. Developed and administered the annual budget, prepared reports for county officials, and presented regularly at board meetings. Led marketing and fundraising efforts, securing supplemental funding through public grants and private donations. Planned and executed six annual community-wide events and supervised a team of staff and volunteers to ensure responsive, inclusive service delivery.
- **Residence Community Coordinator, Saint Mary's College of California** (June 1998 – August 2000)  
Led residential life operations across six campus housing facilities serving approximately 1,000 students, supervising a staff of thirty-one (31) and overseeing policy development, recruitment, training, and budget management. Designed and facilitated professional development and conflict resolution programming focused on leadership, communication, and crisis response. Developed and implemented hiring processes and staff evaluation protocols that aligned with institutional goals. Guided student conduct processes with a focus on documentation, procedural consistency, and equitable resolution, and coordinated campus-wide events including orientations and community engagement initiatives that fostered connection, accountability, and institutional culture.

## **SIGNIFICANT ACCOMPLISHMENTS**

### *Regulatory Alignment and Implementation*

- Lead the development of defensible environmental documentation at Condor Country Consulting, coordinating CEQA/NEPA requirements with implementable outcomes across natural and cultural resource projects.
- Managed a USDA Forest Service Special Use Permit for a 29-acre residential camp in South Lake Tahoe, ensuring long-term compliance with federal and state regulations.
- Designed and implemented mitigation measures and reporting protocols across multi-program operations, ensuring transparency, stakeholder accountability, and long-term sustainability.

### *Project Management & Operational Strategy*

- Oversee firmwide operations, staffing, and systems development at Condor, supporting efficient workflows, quality control, and interdisciplinary coordination.
- Directed multimillion-dollar capital improvement projects involving site enhancements, programming redesigns, and interagency negotiations.
- Transitioned field maintenance operations from contracted to in-house services, developing scalable systems for project prioritization and execution.

- Supervised project delivery across public recreation assets, balancing resources, team performance, and long-term planning objectives.

*Fiscal Stewardship & Contract Oversight*

- Guide financial strategy and cost realism at Condor, aligning deliverable development with client priorities and regulatory frameworks.
- Managed three municipal budgets totaling \$1.5 million, achieving sustained cost recovery through operational redesign.
- Negotiated strategic facility use contracts that generated \$30,000+ in recurring annual revenue and enhanced public access through interagency collaboration.
- Secured grant funding at both city and county levels to support critical community services, including nutrition, transit, and air quality programs.

*Stakeholder Engagement & Community Partnerships*

- Spearhead client and agency relationships at Condor, aligning technical services with jurisdictional priorities, strengthening interagency trust, and advancing sustainable outcomes through collaborative environmental planning.
- Led public outreach and commission coordination on major land use initiatives, including repurposing sports fields and planning a 70-acre tournament complex.
- Partnered with nonprofits, school districts, and public health agencies to co-develop inclusive outdoor education, mobility, and recreation programs.
- Represented the City of Concord and Condor on nonprofit boards, workgroups, and commissions focused on equity, aging, and long-range program access.

**AWARDS AND AFFILIATIONS**

- **2024–Present** – Appointed by the Contra Costa County Board of Supervisors to the Advisory Council on Aging, representing the City of Martinez
- **2022** – Exceptional Employee Award for Demonstrated Excellence in Leadership, City of Concord
- **2020–2024** – Member, Contra Costa Senior & Adult with Disability Network (Contra Costa Area Agency on Aging advisory group)
- **2020–2024** – Member, Senior Mobility Action Council (SMAC), a Contra Costa County Advisory Council on Aging workgroup
- **2016–2020** – Director of Membership, California Parks and Recreation Society (CPRS) District 3
- **2009–Present** – Board Member, Friends of Camp Concord, supporting capital improvements and community engagement for Camp Concord in South Lake Tahoe

**CERTIFICATIONS AND PROFESSIONAL MEMBERSHIPS**

- CEQA Practice Certificate, University of California, San Diego
- Certified Park and Recreation Professional (CPRP), National Recreation and Park Association
- CPR/First Aid/AED Certified Trainer, American Red Cross (March 2023)
- Member, Association of Environmental Professionals (AEP)
- Member, California Parks and Recreation Society (CPRS)
- Member, National Recreation and Park Association (NRPA)
- In progress, ongoing coursework in project management, compliance strategy, and behavioral science to support environmental decision-making