

A composite image featuring a stethoscope, an ECG (heart rate) line, and a blister pack of white pills. The background is a light blue color with a dark blue overlay in the center where the text is located.

DIRECTOR OF HEALTH SERVICES



THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova and Sacramento. The population of Sacramento County's unincorporated area is approximately 564,000.

Residents in Sacramento County have a variety of recreational, dining and entertainment options to choose from. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines and beers.

Sacramento County is one of the most affordable home-buying metropolitan areas in the state, and has a skilled workforce, high graduation rates and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology and life sciences.

COUNTY GOVERNMENT

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing and directing County activities. Other elected officials include the Assessor, District Attorney and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments. The four agencies within the County, which report to the County Executive, are Administrative Services, Municipal Services, Public Works and Infrastructure, and Social Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice and municipal services (including law enforcement), as well as other services to County residents. Major services include the Airport System, Animal Care and Regulation, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration and Water Resources.

The County's total operating budget for 2020-21 is \$6.41 billion, and there are more than 12,500 full-time employees.

THE DEPARTMENT OF HEALTH SERVICES

The Department of Health Services, as part of the Social Services Agency reporting to the Deputy County Executive, provides services and programs to residents of unincorporated Sacramento County and the seven cities within its boundary. The primary mission of the Department is to promote and improve the health and wellness of the residents of Sacramento County.

The Department of Health Services was established during Fiscal Year 2017-18. The Department includes the following divisions: Primary Health Services, Public Health Services, and Behavioral Health Services. The Department also is responsible for Juvenile Medical and Adult Correctional Services, as well as the oversight of the Medical Treatment budget units. The Fiscal Year 2020-21 Budget is approximately \$795 million and includes funding from Federal, State, Realignment and grants, with a Net County Cost of \$100 million and 1,001.3 full-time employees.

THE POSITION

The Director of Health Services plans, organizes, evaluates, and directs the operations and activities of the Department.

Through subordinate managers and by working collaboratively, the Director is responsible for developing and managing the goals, objectives, and policies of the department.

The Director of Health Services is the department's appointing authority and acts as the County liaison with funding and regulatory agencies, obtains program approval, establishes and maintains cooperative working relationships with board members and County officials, and identifies opportunities for efficiency improvements in legislative and regulatory review processes.



THE IDEAL CANDIDATE

The ideal candidate will possess the following attributes:

The County of Sacramento is seeking a dynamic individual with a broad background in public, primary, and behavioral health services as well as extensive health services experience with each of the following: program planning and implementation, budgeting, contract negotiation and monitoring, development of a comprehensive and collaborative service delivery system, and supervision and management of staff. Ideal candidates are hands-on, strategic managers who have proven leadership ability to effectively manage each department division towards established goals.

The County is looking for a self-driven and enthusiastic leader with solid experience as the Director of Health Services. Ideal candidates are experienced managers who can hold staff accountable while promoting teamwork and cultivating an environment of mutual respect. The Director must be personable and approachable and work well with individuals at all levels of the organization.

The Director of Health Services will be a self-directed and result-oriented leader who is highly skilled at building effective professional relationships. Successful candidates will exemplify tremendous personal integrity and dedication to public service in addition to having exceptional interpersonal and communication skills.

Highly qualified candidates will have extensive, in-depth management experience in the provision of health and/or behavioral health services, substantial experience with high-level management responsibility formulating and implementing comprehensive operational programs, functions, budgets, and administrative processes working for a large governmental agency. Additionally, highly qualified candidates will possess a Bachelor's degree or higher from an accredited college or university in business administration, health services, health administration, environmental health, public administration, social work, counseling, psychology, medicine, nursing, or a closely related field. A graduate degree in these fields is preferred.

APPLICATION PROCESS

If you or a colleague are interested in this outstanding opportunity, please submit a detailed resume as soon as possible to:

Robert Neher, FACHE, President or Lawrence Davenport, D.Ed., Executive Vice President

Neher & Associates
3790 Millerton Place, Suite 100
West Sacramento, CA 95691

Telephone: (916) 443-2421, Facsimile: (916) 443-5949

Applications are preferred electronically at: robertneher@executivesearchneher.com or our website at www.executivesearchneher.com

COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$221,383 - \$244,085 annually, which is dependent on qualifications and includes a 3.35% management incentive.

The attractive benefits program includes:

- **Retirement** – The County's Retirement plan is provided by the County Retirement Act of 1937 and is managed by the Sacramento County Employees' Retirement System (SCERS) Board of Retirement.
- **Auto Allowance** – \$450 per month.
- **Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- **Deferred Compensation** – A deferred compensation program is available through the County 457(b) Deferred Compensation Plan. The County will match contributions to the 457(b) Deferred Compensation Plan up to 1% of the monthly gross salary into a 401(a) plan as long as the contributions to the 457(b) are at least 1% of gross salary continuously throughout the year.
- **Life Insurance** – \$50,000 in life insurance coverage for the employee and \$2,000 for all eligible dependents. Employees have the option to purchase up to \$600,000 in additional life insurance coverage.
- **Holidays** – 13.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave** – 15 days per year.
- **Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Other Benefits** – The County contributes \$25.00 per pay period into a Retiree Health Savings Plan.

Should you have any questions with regard to your own interest, or a recommendation of a colleague, please contact us at the numbers or e-mail above.

This position will be officially open until filled, however; the search is on a fast track. Leading candidate applications will likely be reviewed in January to early February 2021 and screening interviews scheduled in mid to late February 2021. Interviews with the County will follow quickly thereafter. Supplemental information may also be requested of leading candidates/finalists.

This position is exempt from the County of Sacramento Merit system. Appointments to exempt positions in the County are at-will and not governed by the Merit System Rules. The County of Sacramento is an Equal Opportunity Employer and values diversity at all levels of the organization. Final appointment will be conditional upon successful completion of references and a background investigation.