



# COUNTY HEALTH OFFICER





## 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 600,000.

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 a metropolitan area with 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, Community Services, Public Safety & Justice, and Health and Human 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 Services, 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 Approved Fiscal Year (FY) 2025-26 Budget is approximately \$9.2 billion, and there are more than 12,800 full-time employee positions.



# THE DEPARTMENT

The Department of Health Services, as part of the Health and Human Services Agency (HHS) reporting to the Deputy County Executive – HHS, 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.

With 1,566 FTEs and an annual budget of \$1.047 billion, the Department of Health Services is comprised of the following service divisions: Primary Health Services, Public Health, and Behavioral Health Services. The Department is also responsible for correctional health services, as well as the oversight of indigent care treatment programs.

# THE DIVISION

Sacramento County Public Health (SCPH) is nationally accredited by the Public Health Accreditation Board and is comprised of over twenty distinct programs dedicated to protecting and improving the health and well-being of the community through disease prevention, health education, health promotion, and preparedness. With a commitment to equity, SCPH collaborates with local agencies and community groups to create a healthier, safer environment for everyone in the county. Public Health has Fiscal Year 2024-25 budget of over \$126 million and 378.7 full-time equivalents.

# THE POSITION

Working as a key member of the Health Services leadership team, the County Health Officer plans, organizes, and directs the Public Health Division. The Public Health Officer oversees the daily operations of Public Health, with 7 direct reports, including a Deputy Public Health Officer. Programs under his/her direction include, but are not limited to, California Children's Services, Family and Children Services, Communicable Disease, TB and STD Control and Surveillance, Immunizations, Vital Records, Public Health laboratory, Public Health Emergency Preparedness, Emergency Medical Services and health education programs. The incumbent is responsible for assessing and protecting the County's health status and enforcing relevant federal, state, and local health laws and regulations.

The County Health Officer is appointed by the Board of Supervisors and reports directly to the Director of Health Services, or designee, and is exempt from Civil Service. The incumbent is responsible for helping develop the strategic direction of the Department of Health Services, in coordination with the Director. The incumbent establishes policies and practices to ensure alignment across the service lines in the Department. The incumbent works with partners to develop and maintain rapport with community hospitals, Federally Qualified Health Centers, Managed Care Plans, and Community-based Organizations. The incumbent provides a critical role bridging clinical expertise with executive strategy for the Department of Health Services. The incumbent is also responsible for planning, organizing, implementing and evaluating a variety of public health and primary care programs, and working with other local, state, and national agencies, and the local medical community to promote and protect public health.

# DESIRED QUALIFICATIONS

The equivalent of three years full-time paid experience serving as a Public Health Officer in a public health environment.

OR

The equivalent of five years full-time paid experience in planning, organizing, and coordination of local government-based and community public health programs. The equivalent of at least three years must include responsibility for program planning and evaluation, and overseeing clinical services.



# THE IDEAL CANDIDATE

**Sacramento County is seeking a highly qualified and dynamic leader with extensive, in-depth management experience in the planning and provision of public health programs and services.**

***Ideal candidates will demonstrate high-level experience and an ability to:***

- Provide collaborative leadership with a strong commitment to public health and primary care
- Organize, direct, and coordinate activities designed to protect and promote public health
- Evaluate public health risks and hazards and communicate information effectively and proactively
- Research, prepare, and interpret clinical, technical reports and data
- Plan and prepare protocols; interpret and make decisions in accordance with appropriate laws, regulations, and policies
- Work cooperatively with other departments, officials, and employees including the local health care community; and speak effectively to diverse audiences
- Develop organizational strategy and promote organizational values and goals
- Analyze complex problems and recommend and implement creative solutions and strategies
- Analyze and implement program mandates
- Prepare and deliver clear and concise reports, correspondence and presentations
- Exercise sound independent judgement within broad policy guidelines
- Develop and maintain cooperative relationships with a wide variety of stakeholders, such as public and private agencies, other governmental organizations, the general public, and the media.
- Be politically sensitive to challenges and opportunities related to public health
- Influence and persuade others to accept a particular viewpoint or follow a particular course of action
- Collaborate and/or negotiate with interested groups and agencies to gain cooperation in support of the department's goals
- Recognize and effectively respond to the ever-changing priorities, needs, and conditions related to the assignment

***Additionally, highly qualified candidates will:***

- Possess high-level management experience with responsibility for formulating and implementing comprehensive operational programs.
- Demonstrate thorough knowledge and understanding of the services provided by the Department
- Be a hands-on, self-driven and results-oriented strategic leader
- Have exceptional interpersonal and communication skills
- Work well with elected officials, governing boards, officials from all levels of government, public and private agency leaders, business owners, advocacy groups, the general public, and the media
- Possess excellent analytical, organizational, and written skills
- Have graduated from an accredited medical school
- Possess a valid license to practice medicine in the State of California
- Possess a Master's degree in Public Health or the equivalent and Board Certification, by one of the primary medical specialty boards



# COMPENSATION



The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is **\$300,024.72 - \$330,760.08** annually.

## *The attractive benefits program includes:*

- **Retirement** – The County's defined-benefit pension plan is provided by the County Employees' Retirement Law of 1937 and is managed by the Sacramento County Employees' Retirement System (SCERS) Board of Retirement.
- **Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- **Dental Insurance** – Covers 100% of the dental plan premium for the employee and eligible dependents.
- **Deferred Compensation** – A Deferred Compensation Program is available through the County 457(b) Deferred Compensation Plan. For each 1% contribution made by the employee to the 457(b) Deferred Compensation, up to a total of 5%, the County will provide a corresponding percentage match into a 401(a) plan for the pay period.
- **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 \$1,000,000 in additional life insurance coverage.
- **Holidays** – 14.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave** – 15 days per year.
- **Management Leave** – Up to 80 hours of management leave annually that are replenished at the start of the next calendar year up to a maximum of 80 hours.
- **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 into a Retiree Health Savings Plan. After 10 years of County service, employees are eligible for 4% longevity pay.

# HOW TO APPLY

If you are interested in pursuing this unique and exceptional career opportunity, please submit your letter of interest and resume to the Department of Personnel Services Recruitment and Talent Acquisition Team at [DPS-Recruitment@saccounty.gov](mailto:DPS-Recruitment@saccounty.gov).

**This recruitment is open until filled. The next submission date is Monday, February 2, 2026.**

Submissions will be screened according to the qualifications outlined above. The most qualified candidates will be invited to participate in the interview and selection process. The County is holding the week of **February 23, 2026** for first round interviews and the week of **March 2, 2026** for in-person second round interviews. The recommended candidate's final approval is scheduled to be presented to the Board of Supervisors on **April 7, 2026** or **April 28, 2026**. The target start date for the new hire is **April 20, 2026** or **May 11, 2026**. If you have questions and for additional information about this position, please contact the Recruitment and Talent Acquisition Team at [DPS-Recruitment@saccounty.gov](mailto:DPS-Recruitment@saccounty.gov).

*Sacramento County is about enriching communities to thrive. We strive to create inclusive workplaces that reflect the communities we serve. We value and celebrate the unique perspectives, backgrounds, abilities, and diverse dimensions of our employees and residents. Through transparency, courage, innovation, and trust we are committed to advance equity and transformational change.*

*We are a proud equal opportunity employer. If you need assistance or an accommodation due to a disability for any phase of the hiring process, please contact our Disability Compliance Office at [dco@saccounty.gov](mailto:dco@saccounty.gov) or 916-874-7642, CA Relay 711.*