

# DEPUTY DIRECTOR OF BEHAVIORAL HEALTH

Deputy Director – Human Services

Sacramento County

A scenic landscape photograph featuring a prominent red steel truss bridge spanning a river. The bridge's structure is reflected in the calm water below. In the foreground, there are lush green grasses and branches of cherry blossom trees in full bloom, with delicate pink flowers. The background shows a forested hillside under a clear sky. The entire image is overlaid with a semi-transparent blue geometric pattern.

# Deputy Director – Human 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 options to choose from. The County is home to more than 15,000 acres of parks; fishing, boating, windsurfing, 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. Opportunities for road and mountain biking are plentiful as well. 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 industries.

## 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 and Assistant 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, Sheriff, Transportation, Waste Management and Recycling, Voter Registration and Water Resources.

The County's total operating budget for 2021-22 is \$6.95 billion, and there are more than 12,800 full-time employees.

# DEPUTY DIRECTOR HUMAN SERVICES POSITIONS

Deputy Director – Human Services is an executive management level position that reports directly to the department’s Director: the Director of Child, Family, and Adult Services; Director of Health Services; Behavioral Health Director; or Director of Human Assistance. Each Deputy Director – Human Services executive manager is responsible for the overall administration of a branch or for delegated elements of the overall departmental operations, finance, or administration. Incumbents provide organizational leadership through changing technologies, initiatives, and legislative mandates. This position acts as a key advisor to and the delegated authority for the Department Director or Behavioral Health Director.

The current vacancy resides within the Department of Health Services and is responsible for day-to-day operations of the department’s Behavioral Health Services (BHS) Division. The eligible list established as a result of this examination will be used to fill the immediate Deputy Director position as well as future vacancies in this class.

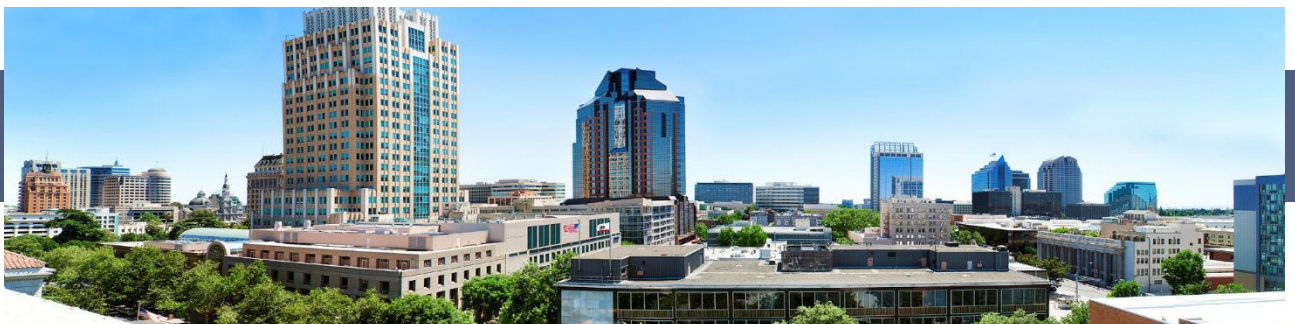
## BEHAVIORAL HEALTH SERVICES DIVISION (immediate opening)

Behavioral Health Services resides within the Department of Health Services. The Department provides services and programs to residents of unincorporated Sacramento County and the seven cities within its boundary. The missions of the department are to deliver health and behavioral health services to the community, and to direct resources toward creative strategies and programs which prevent problems, improve well-being, and increase access to services for individuals and families. To further our mission, we seek close working relationships among staff, with other governmental offices, and within the community.

In addition to Behavioral Health Services, the Department includes Primary Health and Public Health.

The Deputy Director of Behavioral Health Services reports to the Behavioral Health Director. The Division includes administration and management of culturally sensitive public mental health and Substance Use Prevention and Treatment services across Sacramento County. Mental health services include a continuum that includes prevention, treatment, crisis, residential, sub-acute locked facilities and inpatient psychiatric hospitals. Substance Use Prevention and Treatment services include a continuum of prevention programs, outpatient programs, residential programs, Narcotic Treatment Programs and residential, detox providers. Through agreements with the State of California, Behavioral Health Services manages the local Medi-Cal Mental Health Plan (MHP) and the local implementation of the Drug Medi-Cal Organized Delivery System services.

Behavioral Health Services has a budget of approximately \$446 million with over 555 full time county employees. Over 90% of services are managed and administered through over 200 contracted providers across mental health and Substance Use Prevention and Treatment services.



# DEPUTY DIRECTOR OF BEHAVIORAL HEALTH

Specific responsibilities include:

- Assists the Behavioral Health Director in providing policy guidance and plans, organizes, directs, and evaluates the organization, programs, and activities of BHS;
- Develops and manages the development of division goals, objectives, and policies to meet the department's strategic direction;
- Through subordinate personnel, plans, organizes, directs, and evaluates, the operations of the division; develops and evaluates proposals for programs, services, and projects to meet service needs and requirements, to respond to legislative changes, and/or to resolve identified problems; ensures effective utilization of available resources by managing organizational change, allocation of staff resources, and work process;
- Selects, trains, supervises, develops, and evaluates subordinate personnel; monitors and directs employee relations activities;
- Develops and maintains effective working relationships with Federal, State, and local government agencies and community groups to ensure service goals and requirements are met and to coordinate for program effectiveness and efficiencies; oversees continuous quality improvement efforts;
- Directs the review, planning, evaluation, and development of the division budget. Oversees administration of the division budget and ensures appropriate fiscal controls and reporting processes are in place;
- Represents the division and the County; works closely with governmental agencies, Board of Supervisors, public and private organizations and community and media groups to provide technical assistance and address issues of mutual concern; makes presentations to regulatory, governing, and related councils and boards, and;
- Reviews program, evaluation and expenditure reports, monthly claims and reimbursement submissions for federal and state funds for behavioral health county operated and contracted programs;
- Organizes and navigates stakeholder process, development and completion for approval of the Mental Health Services Act annual and three year plan on behalf of Sacramento County;
- Informs, advises and assists Mental Health Board and its subcommittees, in accordance with Title 9 regulations and works with other Board of Supervisors' advisory boards such as Alcohol and Drug Advisory Board;
- Responds to and reviews recommendations to resolve complex problems or complaints; takes or directs appropriate remedial action, and follow up actions.



# IDEAL CANDIDATE

## DEPUTY DIRECTOR OF BEHAVIORAL HEALTH

The Director of Health Services is seeking dynamic individuals with a broad background in mental health and Substance Use Prevention and Treatment services to lead day-to-day operations as the next Deputy Director of Behavioral Health Services.

Ideal candidates will have extensive clinical and administrative behavioral health 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 clinical and non-clinical staff. A clinical license is preferred, but not required.

In addition to having extensive high-level Primary Health experience, ideal candidates will have proven experience with and a passion for:

- Formulating and implementing comprehensive behavioral health programs, functions, budgets, and administrative processes for a governmental agency;
- Functioning as a self-directed and result-oriented leader with exceptional time sensitive problem solving skills;
- Adept at effectively utilizing limited resources while maintaining high level of programs and services;
- Communicating and resolving controversial issues in a culturally sensitive, participatory and effective manner;
- Building effective professional relationships in multidisciplinary administrative and treatment teams;
- Exemplifying tremendous personal integrity and dedication to public service;
- Engaging and educating different stakeholders with hands-on, strategic management skills to balance requests with available resources;
- Proven leadership ability to effectively manage service programs towards established goals;
- Having exceptional communication skills, both orally and in writing with an ability to make effective presentations to diverse audiences;
- Dynamic thinking that can break barriers and be a change agent to advocate for a balanced behavioral health service system;
- Being personable and approachable and working well with individuals at all levels of the organization and with sensitivity to a culturally diverse workforce;
- Understanding of safety, practice and workforce needs of inpatient and outpatient behavioral health programming, and;
- Holding staff accountable while promoting teamwork and sustaining an environment of mutual respect.



# Deputy Director – Human Services

## CHALLENGES AND OPPORTUNITIES

Key challenges and opportunities facing the new Deputy Director of Behavioral Health Services include:

- Developing and preserving a robust County/community partnership to maximize opportunities to build effective culturally competent programs to meet behavioral health service needs for a diverse community across all ages;
- Articulating and balancing management of multiple funding streams and multiple jurisdictional demands for same funding;
- Managing federal and state audit requirements to maximize local use of all available funding opportunities and preventing reversion of local funds;
- Ongoing implementation of a Drug MediCal-Organized Delivery System for substance use services as a vehicle to innovate and bring state of the art practices with multiple levels of care for addiction services to Sacramento County;
- Developing innovative behavioral healthcare partnerships that increase and improve service capacity and deliver care at the least restrictive environment keeping clients and community safe;
- Ensuring the interests of behavioral health consumers and that service systems are protected as part of any changes to the Affordable Care Act, managed care redesign, CalAIM, and California's Medi-Cal program;
- Participating in building creative behavioral health programming for complex, frequent service user programs that target community needs in the area of homelessness, criminal justice, and affordable housing;
- Educating and informing County and community stakeholders on cost benefit analysis of increasing community behavioral health services, the relationship between inpatient and outpatient costs and expenditures, and resulting choices that impact all populations.



# COMPENSATION AND BENEFITS

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$170,422 - \$187,899 annually. The position receives a 3.35% management incentive in addition to the base salary.

## **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.

**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 \$1,000,000 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.

## DEPUTY DIRECTOR - HUMAN SERVICES

### APPLICATION AND SELECTION PROCESS

**Apply online via the County’s jobsite: [www.sacountyjobs.net](http://www.sacountyjobs.net).**

**To be considered for this incredible opportunity, complete the County’s standard application and supplemental questionnaire by the filing deadline.**

**Accepting applications until the position is filled:  
see job announcement for next cut off dates:**

**For questions regarding the position or the exam, please contact Cathy O’Connell, Senior Personnel Analyst, via phone at 916/874-7398, or via email at [OconnellC@SacCounty.gov](mailto:OconnellC@SacCounty.gov).**