DIRECTOR OF HEALTH SERVICES
THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.6 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 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, Community Services, Public Safety and Justice, 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 2022-23 is more than $7.3 billion, and there are more than 13,300 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, Social Services, 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 Approved Fiscal Year 2022-23 Budget is approximately $707 million and includes funding from Federal, State, Realignment and grants, with a Net County Cost of $37 million and 1,168.1 full-time employees.

THE POSITION

The Director of Health Services is responsible for the overall planning, organization, and evaluation of all Department operations and activities. The Director oversees all operations, including the creation, implementation, and improvement of policies, protocol, and procedures relating to all aspects the Department's programs and services. The Director of Health Services also establishes the Department's short and long-term goals and programs.

The Director of Health Services serves as 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 Director ensures adherence to laws and regulations and maintains effective working relationships with staff, County leaders, internal and external stakeholders, advocacy and community groups, and health services organizations to create, implement, and achieve shared goals and initiatives.

CHALLENGES AND OPPORTUNITIES

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

- Designing health care and behavioral health strategies to meet the needs of priority populations, including the unhoused, justice involved individuals, youth involved in child welfare and juvenile justice systems, aging adults, etc.

- Ensuring adequate behavioral health (Specialty Mental Health and Substance Use Treatment) capacity and infrastructure to meet increasing service demands.

- Developing strategies to address the impact of workforce shortages across health and behavioral health systems.

- Ensuring the County is effectively tailoring new strategies, such as CalAIM initiatives, a Social Health Information Exchange, etc. to meet local needs.
The County of Sacramento is seeking a dynamic individual with a broad health services background as well as extensive, in-depth management experience in the provision of health and/or behavioral health services.

**Ideal candidates will demonstrate high-level experience with as well as an ability to:**

- Lead strategic planning, staff development, and organizational effectiveness initiatives
- Govern a service focused work culture, while cultivating an environment of mutual respect
- Direct, engage, and motivate staff through transformative cultural change and program initiatives
- Develop and sustain strong partnerships and professional relationships with stakeholders, community members, governing boards, elected officials, advocacy groups, and community providers and organizations
- Develop innovative strategies and solutions for meeting program and services objectives and policy goals
- Effectively navigate and resolve social and political issues that influence the administration of health services programs and initiatives
- Provide direction and guidance to staff regarding organizational vision, strategic goals, and program initiatives

Additionally, the Director of Health Services will:

- Demonstrate extensive knowledge and understanding of the laws, regulations, and trends affecting primary health care, mental health, substance abuse, treatment and outreach, and prevention and treatment programs
- Have extensive experience implementing comprehensive operational programs, functions, budgets, and administrative processes for a large governmental department
- Have extensive experience interpreting laws and regulations pertaining to health care and prevention and treatment programs and services as well as extensive experience leading collaborative policy and program development efforts
- Have extensive, high-level experience directing administrative, budget and fiscal management, and personnel management activities for a large governmental organization
- Have exceptional analytical, organizational, and interpersonal and communication skills
- Work well with elected officials, governing boards, officials from all levels of government, internal and external agency leaders, business owners, advocacy groups, the general public, and the media
- Be a hands-on, self-driven and results-oriented strategic leader
- Be personable and approachable and enthusiastically motivate and unify staff and internal and external stakeholders
- Exemplify personal integrity, dedication to public service, and a commitment to improving the lives of community members
- Possess a Master’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 related graduate degree is preferred
**APPLICATION PROCESS**

If you are interested in pursuing this unique and exceptional career opportunity, please submit your resume and cover letter via email to MabraC@saccounty.gov.

**The initial filing cutoff is Monday, August 22, 2022.**

To be considered for this exciting opportunity, please apply by August 22, 2022. This recruitment will remain open until the position is filled.

Following the filing deadline, submittals will be screened according to the qualifications outlined above. The most qualified candidates will be invited to participate in the interview and selection process. Interviews are tentatively scheduled as follows:

- Panel Interviews – week of September 19, 2022
- Final Interviews – week of **September 26, 2022**

If you have questions and for additional information about this position, please contact Candice Mabra, Human Resources Manager, via phone at 916/874-1681 or via email at MabraC@saccounty.gov.

**The County of Sacramento is An Equal Opportunity Employer.**

---

**COMPENSATION**

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is $234,849 - $258,911 annually, including a 3.35% management incentive. 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.

**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 $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.