



MEDICAL DIRECTOR

SACRAMENTO
COUNTY





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 more 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, Public Safety and Justice, Community Services, 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 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) 2024-25 Budget is over \$8.8 billion, and there are more than 13,600 full-time employees.

THE DEPARTMENT

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 2024-25 Budget is approximately \$1.02 billion and includes funding from Federal, State, Realignment and grants, with 1,501.6 full-time employees.



THE POSITION

The Medical Director is responsible for the following:

- Planning, organizing, evaluating, and directing the medical activities for Primary Health Services, a division of the Department of Health Services.
- Overseeing medical activities of the Primary Care Center various satellite sites.
- Serving as liaison to residency programs operating at the Primary Care Center.
- Developing and managing goals, objectives, and policies of the medical program through subordinate managers.
- Performing direct clinical duties and providing medical direction.
- Formulating and implementing comprehensive operational programs, functions, and administrative operations.

The Medical Director reports to a Human Services Division Manager or higher classification depending on the needs of the organization. This position is required to perform at least 10% direct patient care. The patient population is focused on low-income, homeless, and Medi-Cal patients, and programs in the Health Center serve children, families, refugees, and the unhoused.





SPECIAL REQUIREMENT

A valid license issued by the California State Board of Medical Examiners to practice as a physician. Board Certified in Internal Medicine or Family Practice is highly desirable.

IDEAL CANDIDATE

The ideal candidate will have proven experience with and a passion for:

- Outstanding communication (verbal/written), organizational, and leadership abilities.
- Exhibiting excellent clinical skills, including leading by example.
- Motivating others in working to achieve organizational goals.
- Conducting effective multidisciplinary team meetings, including weighing differing opinions among staff while striving toward organizational excellence.
- Experience with electronic medical record systems, including management reporting tools.
- Minimum 5 years of experience in a leadership position.
- Extensive, in-depth management experience in the provision of medical services.



COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$256,260 - \$311,487 annually plus an additional 3.35% management incentive for a combined total of \$264,845 - \$321,923.

Effective June 30, 2024, a general salary wage adjustment of 3.3% will be made based on changes in the CPI index (CPI-W) over the past year. With the adjustment, the salary range for this position will be \$264,717 - \$321,767. With the 3.35% management incentive, the combined total will be \$273,585 - \$332,546.

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.
- **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 3% 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** – 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.
- **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.

HOW TO APPLY

If you are interested in pursuing this unique and exceptional career opportunity, please submit your cover letter and resume to Stephanie Hofer, Senior Administrative Analyst, at hoferstep@sacounty.gov.

This recruitment is open until filled. The next submission date is Thursday, July 18, 2024.

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.

If you have questions and for additional information about this position, please contact Stephanie Hofer, Senior Administrative Analyst, at hoferstep@sacounty.gov or 916.876.7413.

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