



MEDICAL DIRECTOR, DETENTION CORRECTIONAL FACILITIES

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 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 Approved Fiscal Year 2023-24 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 is also responsible for Juvenile Medical and Adult Correctional Services, as well as the oversight of the Medical Treatment budget units. The Approved Fiscal Year 2023-24 Budget is approximately \$993 million and includes funding from Federal, State, Realignment and grants, with 1,538.9 full-time employees.

THE POSITION

The Sacramento County Adult Correctional Health (ACH) Program provides medical, dental, and mental health care services to over 3,000 incarcerated adult inmates at two jail facilities. On-site clinical services include primary care, women's health, dental services, behavioral health services, limited specialty, pharmacy, laboratory, and radiology. Levels of secondary and tertiary care are made available through outside providers and local hospitals.

We are currently seeking an experienced Medical Director to join our team. The Medical Director will provide oversight, medical expertise, and clinical and organizational leadership to ensure quality health care services are delivered to our inmate-patient population. Job responsibilities will be split between direct patient care (20%) and administrative responsibilities (80%).

CLINICAL RESPONSIBILITIES

- Ensure that patient care meets correctional health care and community care standards.
- Ensure clinic staff adherence to local, state, and federal laws.
- Provide consultation and direction to clinical staff.
- Monitor adherence to ACH policies and May's Consent Decree Requirements.
- Proactively identify, treat, and manage inmates with serious medical conditions.
- Establish and maintain practice standards for all providers, including policies and procedures and protocols.
- Establish and maintain greater access to on-site and off-site specialty services and providers.

ADMINISTRATIVE/ SUPERVISORY DUTIES

- Work within a multidisciplinary management team to meet organizational goals and objectives.
- Actively listen to and monitor staff needs, suggestions and concerns.
- Utilize an electronic health record system to document and manage patient care and to assess and report on quality, productivity, and other measures.
- Proactive involvement in organizational decisions and policy implementation to enhance patient care.
- Establish clinical documentation guidelines and relevant review tools.
- Provide evaluation and take appropriate action to enhance provider performance and quality of care.
- Solve administrative and clinical issues.
- Lead the development of innovative care management, risk assessment, or other activities that improve the quality of care while controlling costs.
- Effectively communicate with clinical staff at provider and staff meetings.
- Implement and maintain a Peer Review program.
- Chair the Quality Improvement Committee, facilitate quality improvement processes, monitor identified clinical indicators, and provide direction for areas needing improvement.
- Co-Chair Pharmacy & Therapeutics Committee.
- Complete physician evaluations, disciplinary measures, oversight, and recruitment.
- Other duties as indicated.

REQUIREMENTS

- M.D. or D.O. degree with a current California medical license
- Minimum 5 years of experience in medical practice
- Board certified in Internal, Family or Emergency Medicine

DESIRED SKILLS & EXPERIENCE

- Passion for working with the criminal justice population.
- Outstanding communication (verbal/written), organizational, and leadership abilities.
- Excellent clinical skills, including leading by example.
- Ability to motivate others in working to achieve organizational goals.
- Ability to conduct 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.

COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. **Please see chart below for salary information.**

Base Salary which includes Correctional Differential	25% Correctional Differential	\$308,857 - \$357,549
Management Differential	3.35%	\$10,347 - \$11,978
Lead Differential – RCCC	12.5%	\$37,063 - \$44,694
Total Salary		\$356,267 - \$414,221

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 for the pay period or at least 1% of the compensation earned year-to-date.
- **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 into a Retiree Health Savings Plan. After 10 years of County service, employees are eligible for 2.5% longevity pay.

HOW TO APPLY

If you are interested in pursuing this unique and exceptional career opportunity, please submit your resume and cover letter to Tianna Hammock, Health Services Administrator, at hammockt@saccounty.gov. This recruitment is **Open until filled**.

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 Tianna Hammock, Health Services Administrator, at hammockt@saccounty.gov or (916) 875-9901.

