

The County of Placer, California
is seeking a highly skilled professional for the position of

Director of Health and Human Services

Department of Health and Human Services
(Unclassified Management)

Apply by 5:00 PM on Monday, July 6, 2020



Annual Salary: \$179,593 - \$224,307 with an attractive benefits package





The Opportunity

This is an extraordinary career opportunity to join a progressive and innovative County located in scenic Northern California. Placer County is an award-winning organization and a noted leader in the field of health and human services. The County seeks to attract highly qualified candidates for consideration that bring credibility, passion, and an innovative approach to the delivery of services to the community.

County Governance and Organization Structure

The County is governed by a five-member Board of Supervisors elected to four-year terms by voters within their respective districts. This governing structure has all non-elected Department Heads reporting to the County Executive Officer. The County's budget for fiscal year 2019/2020 is \$1.03 billion with a current staff of over 2,660 positions.

Placer County Department of Health and Human Services

The consolidated Department of Health and Human Services, Placer County's largest department, is a mission-driven organization responsible for a broad range of health and human services. Health and Human Services places people first in its continuing mission of safeguarding the health, environment, and well-being of Placer County's residents and animals. Health and Human Services consists of the following six divisions:

- **Public Health**, including communicable disease control, vital records, California Children's Services, Whole Person Care, emergency preparedness, Women, Infants & Children (WIC) and chronic disease and substance abuse prevention programs.

- **Children's System of Care**, including child welfare/Child Protective Services and children's mental health.
- **Adult System of Care**, including adult mental health, substance use disorder services, Public Guardian/Public Administrator, Adult Protective Services and In-Home Support Services (IHSS).
- **Human Services**, including public assistance programs, veteran's services and the Placer County Housing Authority.
- **Environmental Health/Animal Services**, including retail food facility and other consumer protection inspections, land use development reviews and hazardous materials regulation, as well as animal control and operation of the new Animal Services Center, caring for 3,000 animals per year with a 92% live release rate.
- **Administration**, including budget development and control, accounting, billing, contracts development and management and HIPAA compliance.

Health and Human Services is the largest department within the County with a budget of approximately \$212 million and over 750 employees. Services are provided at two locations in South Placer, three locations in mid-Placer and three locations in the Tahoe area.

The Position

The Director of Health and Human Services is an at-will position. It provides leadership and fiscal responsibility for all Health and Human Services Divisions and programs to ensure integrated service delivery and resource management across the Department. The Director is responsible for leading interdisciplinary initiatives to further the Board of Supervisors' annual priorities shaped by nine critical success factors, including collaborative health and human services, strategic relationships and community engagement, and achievable housing.



The Director is expected to develop and maintain strong relationships with safety net services providers, health care organizations and local law enforcement agencies to ensure that community issues are addressed holistically while leveraging a variety of resources and expertise.

Other key responsibilities include:

- Applying strategic, innovative thinking to the development of the Department's annual budget, evaluating the Department's needs and fiscal condition while seeking opportunities for improvement and increased cost effectiveness.
- Monitoring legislation, trends, and national best practices to conduct short-and long-term planning for continued effective delivery of health and social services programs including the research, preparation, and administration of new and existing grant opportunities.
- Developing and maintaining relationships with citizens and key stakeholders in a community that is geographically dispersed with multi-cultural and socioeconomic diversity.
- Representing the County Executive Officer and the Board of Supervisors in meetings with representatives of private and governmental agencies, community organizations, and other important stakeholders internal and external to Placer County.

Key Health and Human Services Priorities for 2020/2021

Key department priorities for the 2020/2021 budget year include:

- **COVID-19** – Further develop and fully implement a robust public health, communicable disease response to prevent disease, support health care and business partners, and effectively manage COVID-19

cases.

- **Homelessness** – Expand care coordination, sheltering and permanent supportive housing options to reduce homelessness countywide.
- **Child Welfare Reform** – Expand the implementation of evidenced-based practices to increase family care placements, reduce congregate care usage and improve outcomes for children in the child welfare system.
- **Mental Health and Substance Use Disorder Services** – Expand and improve the coordination of behavioral health services through initiatives such as CalAIM and the Drug Medi-Cal Organized Delivery System (ODS).
- **Strategic Plan Implementation** – Continue the implementation of the department's strategic plan priorities to: 1) provide leadership on key community issues, 2) deliver effective and integrated health and human services, 3) attract and retain the next generation workforce and 4) promote financial sustainability.
- **Community Partnerships** – Expand and explore new opportunities to engage community organizations and identify resources to better meet the needs of County residents, as well as strengthen neighborhoods.

Quality of Life

Placer County presents a rapidly growing and prosperous community characterized by a healthy and mature economy, attractive business environment, a low crime rate and residents who benefit from a developed educational, safety and healthcare infrastructure. It is consistently ranked first for its quality of life and is in the top healthiest counties in California. It is also home to Sierra College and William Jessup University, with plans for two additional universities to develop in the western part of the County.



Placer County contains approximately 385,000 residents, which includes those living in the cities of Roseville, Rocklin, Lincoln, Loomis, Auburn and Colfax as well as unincorporated areas including the North Shore of Lake Tahoe. The County is bordered by Nevada County to the North, the State of Nevada to the East, El Dorado and Sacramento counties to the South, and Sutter and Yuba counties to the West. The County seat and the Government Center are located in Auburn.

Well known for excellent, award winning elementary and high schools, the County also offers a range of affordable housing options. Outdoor recreation activities are abundant given its proximity to both the Sierra Nevada Mountains and Lake Tahoe. Activities range from hiking, biking, and horseback riding, to river rafting, snowshoeing and skiing.

The Ideal Candidate

The ideal candidate will be a decisive leader, a strong budget and program manager, and an accomplished professional with a demonstrated ability to develop innovative options to address issues facing the Department and the community. This effective leader will bring outstanding creativity and consensus building skills, along with a track record of working collaboratively with a broad range of people and organizations.

Other personal traits required for success in Placer County include:

- Confident and compassionate leader who can develop, motivate and oversee a large workforce,
- Excellent and persuasive communicator, capable of delivering effective public presentations,

- High level of integrity and core values that are demonstrated consistently throughout decisions and actions.
- A balance of compassion and organization agility to effectively address controversial and sensitive issues,
- Commitment to develop and promote successful public-private partnerships,
- Strong sense of fiscal responsibility with the ability to optimize resources, and predict and monitor emerging funding streams,
- Focus on community engagement and visibility as an advocate for health and human services throughout the communities of Placer County as well as statewide and nationally,
- Innovative and interdisciplinary approach to build on Placer County's award-winning reputation, focusing on best practice models.
- Dedication to delivering programs that contribute to a safe and caring community, environmental stewardship, and a healthy economy.

Qualifying Experience and Education

This high-level administrative position requires senior level experience in a leadership role for a major social services department. This position also requires in-depth knowledge and experience in financial management as well as demonstrated experience in program development, implementation, and overall management of an organization.

Education – This position requires a Bachelor's degree in public administration, public health, health science, business, sociology, psychology, or a related field. An advanced degree (i.e., MBA, MPH, MPA, MHA or MSN) or another related post-graduate training is preferred.



Experience – At least seven (7) years of senior management experience in a large, complex public health or similar health and human services agency is required. Candidates with bilingual skills will be highly regarded.

Compensation and Benefits

The annual salary range for this unclassified management position is \$179,593 to \$224,307 (starting salary contingent on qualifications and experience). For those candidates possessing a medical degree, the salary range may be increased depending on qualifications and assigned responsibilities.

In addition, the County offers an attractive benefits package including:

- **Annual Leave** – The County provides management employees 100 hours of management leave to be used as time off or paid in cash. Employees also receive thirteen paid holidays per year and accrue 10 – 25 days of vacation annually based on years of service.
- **Cafeteria Plan** – The County provides \$4,000 per calendar year to be taken in cash, deposited in a medical spending account, dependent care spending account or a sponsored 401(k) plan.
- **Health, Dental and Vision Insurance** – Health coverage is available through CalPERS with the County paying 80% of the selected plan's total premium. Dental and Vision insurance are fully paid by the County for the employee; the employee pays the premium for dependents.
- **Life Insurance** – The County provides a double indemnity life insurance policy of \$50,000 and an accidental death policy of \$10,000.
- **Retirement Plans** – The County participates in Social Security and the California Public

Employees' Retirement System (CalPERS).

- **Auto Allowance** – The Director of Health and Human Services can elect to receive a \$550 per month automobile allowance if they are not assigned a permanent overnight vehicle.

Application Process

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established.

Candidates must **apply by 5:00 PM on Monday, July 6, 2020** for first consideration. Applications must be submitted via the County's website at www.jobsatplacercounty.com and must include an updated, job-related resume. Interested candidates are encouraged to apply immediately.

Appointment to this position will be contingent upon successful completion of a post-offer, pre-employment background investigation, including fingerprint clearance, and physical examination.



HUMAN RESOURCES DEPARTMENT

Equal Opportunity Employer

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www.placer.ca.gov/departments/humanresources

Placer County is an equal opportunity employer and is committed to an active nondiscrimination program. It is the stated policy of Placer County that harassment, discrimination, and retaliation are prohibited and that all employees, applicants, agents, contractors, and interns/volunteers shall receive equal consideration and treatment. All terms and conditions of employment, including but not limited to recruitment, hiring, transfer, and promotion will be based on the qualifications of the individual for the positions being filled regardless of gender (including gender identity and expression), sexual orientation, race, color, ancestry, religion, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cancer or genetic characteristics/information), age (40 or over), marital status, military and/or veteran status, sex (including pregnancy, childbirth and related medical conditions), or any other classification protected by federal, state, or local law. Please contact the Human Resources Department at least 5 working days before a scheduled examination if you require accommodation in the examination process. Medical disability verification may be required prior to accommodation.