



Placer County Health and Human Services Department

Invites applications for:

Health Officer

Total Estimated Annual Salary (includes base hourly rate and additional pays):
\$238,697 to \$290,106

Estimated Total Compensation (annual salary and benefits):
\$278,070 to \$340,850

This recruitment will be open until filled. To be considered in the first round of interviews, please submit your application **no later than 5:00 PM on Friday, August 16, 2019.**

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 nearly all non-elected Department Heads reporting to the County Executive Officer. The County's budget for FY 2019/20 is \$960 million with a current staff of approximately 2,665.

Health & Human Services Department

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

- Public Health
- Adult System of Care
- Children's System of Care
- Human Services
- Administration
- Environmental Health/Animal Services

The successful candidate for this position will have the exciting opportunity to work closely with the Department Director to lead a team committed to protecting and promoting community health throughout the County.

The HHS operating budget for 2019/20 is approximately \$212 million with 753 positions.

The Position

The Health Officer is an unclassified, executive level position that is appointed by the Board of Supervisors and reports directly to the Director of Health and Human Services. This position is responsible for the promotion, preservation and protection of the community's health.

The Public Health Division is comprised of 83 funded positions and an annual budget of approximately \$18.5 million. It operates a host of programs including Communicable Disease Control, Children's Medical Services, Maternal/Child/Adolescent Health, Emergency Preparedness and Response, Tobacco Prevention and Control, Substance Use Prevention, Nutrition Education and Obesity Prevention, Oral Health, Whole Person Care and Vital Records.

The Health Officer has senior management responsibility for planning, organizing, and directing these programs and others throughout HHS to best promote the health of all Placer County residents. The Health Officer may also direct day-to-day operations of the Public Health division serving as the lead member of the division's management team; and exercise direct supervision over management, supervisory, professional, technical and clerical personnel.

Sample Duties

- Plan, organize, direct and evaluate the delivery of comprehensive County wide programs to protect and promote public health and mitigate public health hazards.
- Enforce all statutes, ordinances and regulations related to public health.
- Consult and provide policy direction regarding communicable disease control, outbreak investigations and emergency preparedness and response.
- Participate in policy development and operational aspects of any service sector within the department that includes a health component.
- Direct, coordinate and participate in the development and delivery of goals, objectives, policies, procedures and priorities that protect public health and conform with applicable public health standards and accepted clinical practices.
- Coordinate the activities of public health related programs with divisions, departments and outside agencies and organizations.
- Develop, administer and monitor the Public Health Division budget.

- Participate in the selection process, supervise, train and evaluate management, professional, technical and clerical subordinate personnel.
- Coordinate public health activities with other public and private agencies.
- Oversee communicable disease investigations and follow-up, including consultation to the local medical community.
- Act as the medical expert and County authority on questions from animal services regarding rabies, direct animal services personnel in all rabies situations; communicate with the public and act as a spokesperson on rabies.
- Develop and ensure quality standards relative to the delivery of County health programs.
- Provide consultation to private medical care providers regarding public health issues.
- Serve as a member of the California Conference of Local Health Officers (CCLHO).

The Ideal Candidate

The ideal candidate will be a decisive public health leader, a strong manager, and an accomplished professional with a demonstrated ability to develop innovative options to address health and other issues facing the department and the community. This effective leader will bring outstanding creativity, communication, and consensus, building skills along with a track record of working collaboratively with a broad range of people and organizations reflecting a diverse cultural and economic population.

In addition to the minimum education and experience, the ideal candidate will be an articulate, patient, politically astute and goal-oriented individual who is able to communicate effectively and contribute to the accomplishment of the goals and objectives of Placer County and HHS. In addition, the ideal candidate will possess and demonstrate the following experience and skills:

- Mentoring, leading, and motivating staff in a complex, integrated and multi-disciplinary service environment that fosters mutual respect.
- Ability to develop, implement, evaluate, and achieve organization-wide goals, as well as client services programs with a focus on successful outcomes that result in populations achieving self-sufficiency, improved health, personal safety and dignity.
- Excellent interpersonal skills; team building, coaching, and supervising.

- Ability to maintain a steady sense of humor.

Placer County and the Region

Placer County presents a rapidly growing and prosperous community characterized by a healthy and mature economy, attractive business environment, 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 approximate 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 Government Center is in Auburn.

Well known for excellent, award winning elementary and high schools, Placer County also offers a range of affordable housing options.

Outdoor recreation activities are abundant all year long 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.

Minimum Qualifications

Education - Possession of a Doctor of Medicine degree from a medical school that is recognized or approved by the Medical Board of California or Osteopathic Medical Board of California, a Master's degree in Public Health or a related field is preferred.

Experience - Six years of increasingly responsible experience in public health service delivery, including two years of management responsibility.

License - Valid Physicians and Surgeon's Certificate issued by the Medical Board of California or Osteopathic Medical Board of California. Board Certification in a medical subspecialty such as Preventive Medicine, Internal Medicine, Pediatric or Family Medicine.

Compensation and Benefits

The total estimated annual salary range for this unclassified management position is \$238,697 - \$290,106, which includes a 20% additional pay for Board certification, and a 2.5% retention bonus (paid bi-annually). In addition, the County also offers an attractive benefits package as described below. The estimated total compensation (base salary with additional pays and benefits) is \$278,070 - \$340,850.

Management, Sick Leave, Holidays and Vacation - The County provides 100 hours of management leave to be used as time off or cash-in, as well as 12 paid days of sick leave per year and 13 paid holidays per year. Vacation is accrued beginning at 10 days per year, increasing to a maximum of 25 days per year with 20 years of service.

Cafeteria Plan - The County provides \$4,000 per calendar year that can be taken in cash or used for unreimbursed medical expenses, unreimbursed dependent care expenses, or 401(k) plan contribution.

Deferred Compensation - Voluntary 401(k) is available through payroll deductions. The County will match one dollar for every four dollars in employee contributions made to a 401(k) account up to a maximum employer contribution of \$750.00 per employee per calendar year.

Education Allowance - Tuition reimbursement is available for approved classes up to a maximum of \$1,200 per year.

Health, Dental and Vision Insurance - Health coverage is available through California Public Employees' Retirement System (CalPERS) with the County paying 80% of the selected plans total premium for employee. Dental and Vision insurance are fully paid by the County for the employee; the employee pays the premium for dependents.

Life Insurance - A fully paid Double Indemnity Life Insurance policy of \$50,000 is provided for the employee. An Accidental Death policy of \$10,000 is also fully paid by the County.

Retiree Medical - Placer County employees hired prior to January 2, 2005, receive the same County medical contribution as active employees upon retirement with five years of PERS service credit.

Employees hired after January 2, 2005, receive 50% of the County medical contribution upon retirement with ten years PERS service credit inclusive of five years of Placer County service. Employees receive an additional 5% of the County medical contribution for each additional year of service up to 20 years.

Retirement Plans - Employees are covered by Social Security and the California Public Employees Retirement System (CalPERS). Placer County has three pension tiers for miscellaneous members, 2.5% at 55, 2% at 55 and 2% at 62. The tier an employee is placed in is dependent upon hire date and CalPERS membership date. Beginning January 2, 2013, all new hires to Placer County who have not been members of CalPERS within the last six months will generally be placed in a 2% @ 62 formula. Both the employer and employee contribute 6.2% into Social Security and 1.45% into Medicare.

Application Process

To be considered for this excellent career opportunity, please submit a completed application, a cover letter and an expanded resume (no more than five pages) via the County's website at www.jobsatplacercounty.com.

This recruitment will be open until filled. Interested candidates are encouraged to apply immediately. To be included in the first screening, completed application materials must be submitted no later than 5:00 PM on Friday, August 16, 2019.

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

Selection Process

An application appraisal screening will be conducted to select a reasonable number of the best-qualified candidates who will be invited to an interview. The interviews will be used to appraise the education, experience, and personal qualifications of each best-qualified applicant.

For additional information about Placer County please visit the website at www.placer.ca.gov.