

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

CHIEF PSYCHIATRIST

DEPARTMENT OF HEALTH AND HUMAN SERVICES
Unclassified Management



Annual Salary: \$244,629 to \$305,510/year* and an attractive benefits package

**Annual salary at appointment based on qualifications and experience.*

** This classification is scheduled to receive a General Wage Increase of 2% effective July 3, 2020.*

Due to California Retirement Law, your CalPERS Pension formula is dependent upon your hire date with Placer County.

This recruitment will be open until filled. To be considered for the first round of interviews, application materials must be submitted by 5:00 PM on March 30, 2020. A second screening will be conducted if needed.

To apply for this outstanding career opportunity, please submit an application via the County's website at www.JobsAtPlacerCounty.com.



THE POSITION

The Health and Human Services (HHS) Department has a permanent, full-time position available within the HHS Behavioral Health delivery system. The position provides oversight to the four (4) county operated behavioral health clinics and provides direct services with the Roseville clinic, serving adults. The Chief Psychiatrist is an unclassified position that receives direction from the Behavioral Health Director (or designee) and Health Officer. The position serves at the pleasure of the Appointing Authority. The Chief Psychiatrist performs full line and functional management responsibility for work in general psychiatry, which includes planning, organizing and directing the work of assigned medical and psychiatric staff and services; directing, overseeing and participating in the development of the medical care work plan; assigning work activities, projects and programs; monitoring work flow; reviewing and evaluating work products, methods and procedures; recommending the appointment of personnel; examining patients and diagnosing illnesses; prescribing and administering medical treatment; making rounds and reviewing reports, records and general progress of patients; consulting with other psychiatric providers and making referrals as necessary. The chief would spend approximately 30% of their time on administrative and oversight functions and 70% on direct patient care.

Placer County Systems of Care are integrated with social services and behavioral systems around the unique needs of adults and children who are often involved in multiple county systems. Our adult system includes Adult Mental Health, Substance Use Services, In-Home Support Services, Public Guardian and Adult Protective Services. Our children's services are an integrated system of care including juvenile probation, behavioral health, educational foster youth services, child welfare services, probation, community partners and more. Placer County is an innovative workplace that offers a wide array of services to meet the needs of the whole person. Within the Roseville clinic (where this position primarily works) the client receives psychiatric care, have access to wellness programs, intensive case management, housing services, forensic mental health supports, crisis residential services,

substance use services and more. There are plans to bring in integrated physical health services within the facility in 2020. Children and families receive access to a wide variety of services aimed at increasing wellness and independence and decreasing the need for system involvement. Prevention and wraparound services are well resourced to maximize family and child wellness.

THE IDEAL CANDIDATE

The Department of Health and Human Services is looking for someone with outstanding communication skills, demonstrated ability to create and maintain a team atmosphere, and proven leadership in problem solving and decision making. The ideal candidate will have a history of candor, integrity, flexibility, diplomacy and credibility; demonstrated abilities to establish and maintain effective and productive work relationships with internal organizations and other public or private organizations and work as a member of an integrated services team; ability to delegate authority appropriately and encourage the development of staff.

In addition to the minimum education and experience, the ideal candidate will possess:

Knowledge of:

- Working effectively with individuals struggling with serious mental disorders and/or comorbid disorders.
- Working with diverse communities and age groups.
- Principles and practices of general medicine and surgery.
- Gross pathology and psychiatric social work, physical therapy and the various rehabilitation therapies.
- Modern hospital and clinical practice and administration.
- Methods and standards for medical and surgical care of patients.
- Equipment, tools and supplies used in diagnosis and treatment of disease.
- Principles and practices of leadership, motivation, team building and conflict resolution.

- Pertinent local, State and Federal rules, regulations and laws.
- Principles and practices of policy development.
- Principles and practices of organizational analysis and management.
- Budgeting procedures and techniques.
- Modern office procedures and computer equipment.
- Principles and practices of supervision, training and personnel management.

Ability to:

- Organize and direct medical care operations.
- On a continuous basis, know and understand all aspects of the job; intermittently analyze work papers, patient charts, reports and special projects; identify and interpret technical and numerical information; observe and problem solve operational and technical policies and procedures; explain medical procedures.
- On an intermittent basis, sit at desk for long periods of time while reviewing charts and patient histories, preparing reports and attending case conferences; intermittently walk, stand, bend, twist and reach while examining/treating patients or conducting surgery. Intermittently twist to reach equipment surrounding desk or treatment areas; perform simple grasping and fine manipulation; use telephone and write or use a keyboard to communicate through written means; see with correctable visual and hearing acuity sufficient to examine and diagnose patients and conduct surgery; and occasionally lift moderate weight.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Gain cooperation through discussion and persuasion.
- Interpret and apply County and Department policies, procedures, rules and regulations.
- Prepare and administer a budget.
- Supervise, train and evaluate personnel.
- Develop and recommend policies and procedures related to assigned operations.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Communicate clearly and concisely, both orally and in writing.
- May be expected to provide on-call services or to work outside of traditional 8:00 AM -5:00 PM working hours.

THE DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS)

By placing people first, HHS provides a unified system of quality services to safeguard the health and well-being of the people in Placer County communities and to realize its vision to help keep children, adults, and families healthy, and to ensure that animals are cared for and valued. Placer County HHS is dedicated to fostering a positive and community-based services approach between employees and our community—the Placer Model. In addition to reflecting innovation, the Placer Model is built on collaboration with many community and local agency partners and the foundational belief that the services provided must be research based, cost effective, and sustainable.

The Department consists of Administration, Adult System of Care; an integrated Children's System of Care; Public Health, Animal Services and Environmental Health; and Human Services and Veterans Administration. These programs offer services throughout the County, with offices in the Auburn, South Placer, and the North Lake Tahoe areas. Services are offered on-site in other communities as well. In total, the Health and Human Services Department has 797 allocated permanent positions and a fiscal year 2019/2020 annual budget of \$212.2 million.

Placer County's commitment to local government services, innovative and effective management of the available resources and the outstanding professionalism and commitment of its employees has consistently resulted in quality-based outcomes that are among the best in the state. HHS is committed to transformational management and consistently engages the best and brightest of its management team to identify and implement service redesigns that directly benefit residents, businesses, land development and management, schools, criminal justice system colleagues, and the broad array of community partners we are honored to work alongside. This commitment to service redesign allows the department to grow state and federal funding while reducing the general fund contribution both in real dollars and as a percentage of operating costs.

COUNTY GOVERNMENT & ORGANIZATIONAL STRUCTURE

The County is governed by a five-member Board of Supervisors elected to four-year terms by voters within their respective districts. The responsibilities of the appointed County Executive Officer (CEO) are defined in County Charter. Six County officials are elected at-large (Assessor, Auditor-Controller, County Clerk-Recorder-Registrar of Voters, District Attorney, Treasurer-Tax Collector, and Sheriff-Coroner-Marshall). The County's budget for FY 2019/2020 is \$1 billion with a staff of approximately 2,912.



VIBRANT COMMUNITIES WITH EXTRAORDINARY POTENTIAL

Placer County is an extraordinary community characterized by a healthy and diverse economy, attractive business environment, and residents who benefit from high quality educational, safety, and healthcare infrastructure, in addition to a wide variety of outstanding recreational opportunities. The government center of Placer County (located in Auburn) is well positioned 30 miles northeast of Sacramento, the State capital. The total population is approximately 385,000 in both the unincorporated and incorporated (Auburn, Colfax, Lincoln, Loomis, Rocklin, and Roseville) areas of the County. Encompassing 1,506 square miles, Placer County is part of the greater Sacramento region, which also includes the counties of El Dorado, Sacramento, Sutter, Yolo, Nevada and Yuba. Lake Tahoe is a short 90-minute drive from the western-most points of the county.

EMPLOYER OF CHOICE AND QUALITY OF LIFE

Meeting and exceeding community service demands requires a high-quality workforce that works collaboratively with its many partners and embraces innovative approaches. Placer County leadership is dedicated to supporting a high-performing workforce with a customer focus and commitment to continuous improvement.

Placer County is consistently ranked first for its quality of life and in the top healthiest counties in California. Home to Sierra College and William Jessup University, with plans for two additional universities to develop in the western part of the County, Placer also offers exceptional outdoor recreation opportunities and scenic open spaces. A wide range of housing options exist in the County including multi-family, small lot suburban and urban residential projects, ranchettes, larger rural residential properties and extensive farmlands with a mix of farming and ranching opportunities.

Outdoor recreation activities in Placer County are abundant all year long from hiking and biking, to horseback riding, rafting on rivers, snowshoeing and skiing. Placer County has a strong heritage as part of California's Gold Country and is considered the Gateway to the Sierra.

THE MINIMUM REQUIREMENTS FOR THIS POSITION ARE:

Experience: Five years of increasingly responsible experience in providing psychiatric services, including two years of supervisory responsibility preferred.

Training: Equivalent to a Doctorate of Medicine degree from an accredited college or university that is recognized or approved by the Medical Board of California or Osteopathic Medical Board of California.

License or Certificate:

- Possession of a valid and current California Physician and Surgeon license and Federal DEA License. Board Certified in Psychiatry is highly desirable.
- Eligible to possess State issued license to supervise Mid-Level Practitioners.
- Hospital privileges and staff status at local hospitals and medical care facilities.
- May need to possess a valid driver's license as required by the position. Proof of adequate vehicle insurance and medical clearance may also be required.

NOTE: The physician selected for this position must maintain insurability through the professional liability insurance carrier of Placer County's choice.

COMPENSATION AND BENEFITS

Salary: The annual salary range for this unclassified position is \$244,629 to \$305,510/year. Starting salary will be dependent upon qualifications and experience. A longevity increase of 2% is added at 10 years of service and 3% at 15 years of service (calculated cumulatively for a total of 5%). In addition, the County offers an attractive benefits package, including:

- **Management/Annual Leave:** The County provides management employees 100 hours of management leave to be used as time off or paid in cash.
- **Retention Bonus:** May receive a retention bonus of 2.5% of salary for hours paid every six months based on satisfactory performance. Determination shall be

made at the discretion of the Director of Health and Human Services, or designee, with concurrence from the County Executive Office.

- **On-Call Pay:** May receive on call pay in the amount of \$1,530 per week for HHS Adult System of Care services and \$450 per week for HHS Children's Systems of Care services when assigned to on call duty and upon approval of the Director of Health and Human Services or designee.

In addition, the County offers an attractive benefits package. The following information represents benefits available to permanent Placer County employees as of January 1, 2019. Please note that benefit levels and payment amounts are subject to change, based on County Executive Office/Board of Supervisors mandates.

- **Holidays:** 13 paid holidays per year, one of which is a floating holiday.
- **Vacation:** Employees accrue 10 – 25 days of vacation annually based on years of service.
- **Sick Leave:** 12 days per year.
- **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 and fully paid by the County for the employee, with dependent coverage available at employee's expense.
- **Life Insurance:** The County provides a double indemnity life insurance policy of \$50,000 and an accidental death policy of \$10,000. Additional coverage may be purchased by the employee.

- **Retiree Medical:** Employees hired prior to January 1, 2005, received the same County medical contribution as active employees upon retirement with five years PERS service credit. Employees hired after January 1, 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:** The County participates in Social Security and the California Public Employees' Retirement System (CalPERS). Due to recent California Legislative action, your CalPERS Pension formula is dependent upon your hire date with Placer County. Both a 457 deferred compensation plan and a 401(k) plan are available at the employee's option.

APPLICATION AND SELECTION PROCESS

This recruitment will be open until filled. To apply for this outstanding career opportunity, please submit an application via the County's website at www.JobsAtPlacerCounty.com by March 30, 2020. 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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Main Telephone: (530) 889-4060
www.placer.ca.gov/jobs

Placer County is an equal opportunity employer and is committed to an active nondiscrimination program.



Thank you for your interest in employment with Placer County. 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.