



SACRAMENTO
COUNTY

DEPUTY COUNTY
EXECUTIVE -
COMMUNITY
SERVICES



BOB MURRAY
& ASSOCIATES
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 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 564,000.

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 most 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, Community Services, Public Safety & Justice, 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 total operating budget for 2021-22 is over \$6.5 billion, and there are more than 12,700 full-time employees.

COMMUNITY SERVICES AGENCY

The Community Services Agency is largely responsible for providing services to the residents of unincorporated Sacramento County including code enforcement, construction management and inspection, building permits and development services, garbage/recycling collection, road maintenance, clean water, and storm protection. Agency departments include the Agricultural Commissioner Sealer of Weights and Measures, Airports, Animal Care and Regulation, Community Development, Economic Development, Regional Parks, Transportations, Waste Management and Recycling, and Water Resources. The Deputy County Executive - Community Services also acts as the County Executive's liaison to the Sanitation Districts Agency and the Southeast Connector JPA.

The Agency's assigned departments employ over 1,700 full-time equivalent employees in addition to a variety of student interns, volunteers, and contractors. The Fiscal Year 2021-22 Adopted Budget includes total appropriations of approximately \$1.49 billion and includes multiple funding streams, including Federal and State revenue, various fees, and grants

THE POSITION

The position works under the executive policy direction of the County Executive Officer and provides policy direction

to all subordinate department heads. The Deputy County Executive – Community Services has the overall responsibility for policy development, fiscal management, and the administration and coordination of programs and services for all assigned departments.



THE IDEAL CANDIDATE

The County of Sacramento is seeking a dynamic individual with a broad community services background as well as extensive, in-depth executive level experience directing community services programs and activities.

Ideal candidates will demonstrate high-level experience with as well as an ability to:

- Lead strategic planning, staff development, and organizational effectiveness initiatives
- Hold agency leaders accountable and govern a service focused work culture, while cultivating an environment of mutual respect
- Direct, engage, and motivate staff through transformative program initiatives
- Develop and sustain partnerships and professional relationships with stakeholders, community members, governing boards, elected officials, advocacy groups, the general public, and the media
- Interpret laws and regulations pertaining to public works and municipal services programs and services; develop, modify, and implement policies and procedures to ensure operational compliance
- Establish and maintain cooperative working relationships with the Board of Supervisors, agency leadership and staff, elected officials, citizens, and public and private organizations
- Oversee and direct administrative, budget, and fiscal management, and personnel management activities for a large governmental organization
- Lead and motivate established teams through adversity and organizational change
- Develop innovative strategies and solutions for meeting program and services objectives and policy goals
- Effectively navigate and resolve social, political, and environmental issues that influence the administration of public agency programs and initiatives
- Provide direction and guidance to agency leaders regarding organizational vision, strategic goals, and program initiatives

Additionally, the Deputy County Executive – Community Services will:

- Demonstrate extensive knowledge and understanding of the laws, regulations, and trends affecting Community Services Agency departments
- Be a hands-on, self-driven and results-oriented strategic leader
- Be personable and approachable and enthusiastically motivate and unify peers, stakeholders, staff, and members of the community
- Exemplify personal integrity and dedication to public service
- Demonstrate passion and commitment to improving the lives of County residents, visitors, and business owners
- Have exceptional analytical, organizational, and interpersonal and communication skills
- Work well with elected officials, governing boards, officials from all levels of government, public and private agency leaders, business owners, advocacy groups, the general public, and the media
- Have two (2) years of experience as a department head for a Sacramento County Community Services agency OR two (2) years of executive experience in a public agency with responsibility for directing public works and municipal services departments for a large governmental agency
 - Possess a Bachelor's degree or higher from an accredited college or university in public administration, business administration, civil engineering, or a related field



CHALLENGES AND OPPORTUNITIES

Key challenges and opportunities facing the new Deputy County Executive – Community Services include:

- Overseeing the significant and newly proposed Community Development

Department, including the financing and delivery of associated new infrastructure

- Prioritizing the identification of additional funding and the implementation of best pavement maintenance methods to rectify the continuing deterioration of Unincorporated Area roadways, which have reached critical proportions and for which funding levels are not sufficient
- Facilitating changes in the recycling market and the implementation of SB 1383 organics collections and disposal requirements throughout the County of Sacramento
- Prioritizing the long-term Water Supply/Arden CIP, including full-funding and implementation over the next three years as well as funding for the remaining projects in the CIP over the next 10 years; the remaining Arden water meter projects will have the greatest impact to funding over the next 10 years
- Developing and improving Agency processes
- Hiring and retaining qualified personnel

COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$248,380 - \$273,822 annually, including a 3.35% management incentive. 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.

Auto Allowance - \$450 per month.

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 1% 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 - 13.5 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.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:

Open Until Filled; First Screening of Resumes on March 11, 2022

Following the filing deadline, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. Candidates will be advised of the status of the recruitment following finalists' selection. Finalist interviews will be held with the County of Sacramento. Candidates' identities for this position will remain confidential until interviews with the County are held. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to contact Carmen Valdez at:

(916) 784-9080

***The County of Sacramento is
An Equal Opportunity Employer.***

