

C A R E E R O P P O R T U N I T Y



"Exceptional Local and Regional Leadership"

DIRECTOR OF HUMAN RESOURCES

HUMAN RESOURCES DEPARTMENT COUNTY OF PLACER, CALIFORNIA \$175,739-\$219,482 DOE/DOO

THE COUNTY OF PLACER, CALIFORNIA, SEEKS A VISIONARY AND STRATEGIC DIRECTOR OF HUMAN RESOURCES (HR) to lead the Human Resources Department, including overseeing 57 staff, an approximate budget of \$7.7 million, and oversight of \$18.2 million in proprietary funds. They will build on the existing strengths of the organization while pioneering the County's innovative work in employee recognition and engagement! The role requires a creative problem-solver who will embrace new ideas and expedite the pace of programmatic changes and process improvements. While acting as a department head, they will collaborate with the County Executive Office, stakeholders, and elected officials, providing centralized services to the County's 19 departments. The ideal candidate should possess an unbiased and flexible mindset. A background in labor relations is ideal for this role, as they will actively engage with the County's four recognized bargaining units. Exceptional interpersonal skills, including relationship building, customer service, influential leadership, a desire to mentor others, and a mission-focused approach are crucial. The HR Director will be responsible for the Department's fiscal stewardship, talent acquisition, benefits and operations, and learning and development, as well as Workers' Compensation, safety, retirement planning, and employee support services. If you are a seasoned HR professional with a proven passion for workplace culture and development—*apply today to lead a dedicated team!*



THE COMMUNITY

SPANNING 1,407 MILES, FROM THE SACRAMENTO VALLEY TO THE SIERRA FOOTHILLS to the shores of North Lake Tahoe, Placer County is truly a special place. With breathtaking scenery and rich history, it is a year-round destination for winter and summer recreation that attracts more than one million visitors each year. If you are an outdoor enthusiast, there is no better place to be than Placer County with its natural lakes and rivers for whitewater rafting and fishing, as well as handful of picturesque and world-renowned ski resorts. The County is home to more than one million acres of national forest land filled with trails for hiking, horseback riding and mountain biking.

Learn what makes Placer County an incredible place to live

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THE COUNTY

THE COUNTY OF PLACER GOVERNMENT CONSISTS

of a five-member Board of Supervisors, overseen by the appointed County Executive Officer, serving the County's population of approximately 405,000 residents. The County's mission is to provide responsive, efficient, and effective public services that promote the health, safety, well-being, and prosperity of its citizens while protecting its environmental resources and preserving the rich heritage of this region. The County is known for providing exceptional local and regional leadership, that works in partnership with the community to develop creative solutions to the diverse issues facing the region and bestows to current and future generations even better communities in which to live, raise families, work, vacation, and conduct business.

[Learn more about the County of Placer](#)

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PLACER COUNTY STATISTICS

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Top 10 Places to Raise a Family in California: The County reached number seven out of 58 in 2023.

Healthiest Counties in California: Ranked highly in areas such as longevity, quality of life, social and economic behaviors, and access to clinical care.

Best-Educated Counties in California: 50% of residents have achieved an associate's degree or higher.

Economically Strong County: Median household income of \$99,734 and median home value of \$539,400.

Highest Quality Schools in California: The County has good student-teacher ratios, high graduation rates, and exceptional test scores.

THE DEPARTMENT

THE HUMAN RESOURCES DEPARTMENT PROVIDES high-quality HR services to attract, develop, motivate, and retain a skilled workforce within a supportive environment. The Department is responsible for providing centralized human resources services to all 19 departments and 2,870 employees in the County. The Department contains four Divisions: 1.) Talent Acquisition and Department Support, 2.) Benefits and Operations, and 3.) Learning and Development, and 4) Workers' Compensation and Safety. These division provide recruitment and retention services, employee and labor relations, benefits, payroll administration, individual and group training through an Employees' University and a learning management system that also provides career development, retirement planning, employee support services (EAP), and safety and risk services. The County is growing, and currently has four bargaining units, which may become six by the end of 2024. The County aspires to provide exceptional employee-related programs and promote equity, inclusion, and belonging to ensure diversity in thought and people teams, and also to ensure that they are meeting the needs of everyone in the community and County organization.

THE JOB / THE IDEAL CANDIDATE

THE HR DIRECTOR HAS OVERSIGHT of the HR Department's 57 employees, its annual operational budget of approximately \$7.7 million, and oversight of approximately \$18.2 million in propriety funds, with budget stewardship to be shared by the Deputy HR Director. The HR Director reports to the County Executive Officer, frequently preparing and presenting information, making recommendations, and providing expert consulting. They will work in the critical areas of labor relations, employee classification and compensation, health and employment benefits, deferred compensation, talent acquisition and workforce development, succession planning, safety and risk management, and organizational development. The HR Director also receives policy direction from the Civil Service Commission in carrying out the statutory authorities of the Commission, as the appellate body for grievances and disciplinary hearings—and acts as manager of the Civil Service in support of the Commission.

Placer County has fostered an environment which promotes long term employee satisfaction and retention. The HR director will be encouraged to continue this focus through innovative ideas and new employee retention and engagement best practices. They will be a decisive and capable leader, eager to find solutions and get to 'yes' by partnering with departments and seeking to understand their unique needs and challenges. This individual will take calculated risks to expand the Department's influence—connecting with other jurisdictions and HR professionals across the state. They will develop new programs, enhance current programs, identify new resources, lead an engaged and dedicated workforce, and be a thoughtful business partner in the development of countywide policies and procedures. The ideal candidate will be a people-centric leader who values a range of perspectives. They should take a data-driven approach when presenting to the Board and continue to pursue innovative new technologies for marketing positions, recruiting for competencies, and interviewing and hiring quality candidates. By leading with a pioneering spirit, they will champion process improvement in the County and create significant impact in the community.



The ideal candidate will also...

- ▶ Have an in-depth working knowledge of core HR functions.
- ▶ Be a strategic thought partner and advisor to the County Executive Officer and all departments.
- ▶ Be diplomatic, unbiased, and capable of building collaborative partnerships with unions.
- ▶ Be a forward-thinking leader who anticipates trends and issues.
- ▶ Move issues forward to match the urgency of the needs and execute at a high level of consistency.
- ▶ Foster and promote new ideas and embrace long-range strategic planning initiatives.
- ▶ Value employees as the County's most precious resource!

EMPLOYMENT STANDARDS

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

EDUCATION: Equivalent to a bachelor's degree from an accredited college or university with major course work in business, public or personnel administration, or a related field.

EXPERIENCE: Seven years of increasingly responsible experience in public sector human resources administration, including four years of administrative and management responsibility in a senior or executive leadership role.

DRIVER'S LICENSE: 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.

SUBSTITUTIONS

- ▶ Bachelor's degree in a related field and equivalent years of experience.

HIGHLY DESIRED

- ▶ Master's degree in business or public administration, organizational development, or a related field.
- ▶ Professional certification in Human Resources.



FUTURE PROJECTS & OPPORTUNITIES

Competency Modeling

System: Develop and implement solutions for competency-based hiring, training, and career development.

Performance Evaluation

System: Revamp and streamline a system for evaluating, recognizing, and advancing employees which fosters proactive, continual and consistent employee and supervisor communication and support.

Marketing & Communications:

Collaborate with marketing and communications staff to present key education and information to applicants and employees.

Recognition Program:

Create resources and systems for supervisors to celebrate employee successes. Assist the County Executive Office with deployment of a larger program to provide uniform support and encouragement to the entire organization.

Recruiting & Hiring Technologies:

Seek new technologies to recruit excellent candidates, furthering the County's reputation as an employer of choice.

Wellness Program:

Build on existing program and encourage a culture of health and wellness.



COMPENSATION & BENEFITS

The annual salary for HR Director is **\$175,739–\$219,482 DOE/DOQ**. In addition, the County offers an **attractive benefits package** that includes:

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General Wage Increases: 4% increase in June 2024.

Public Employees' Retirement System (CALPERS): 2% at 62 for new, and 2% at 55 for classic employees; the County contributes 6.2% toward Social Security.

Medical, Dental, and Vision Insurance: The County offers benefits for employees, spouses, and eligible dependents.

Flexible Spending Account

Life Insurance and AD&D: County-paid \$50,000 life insurance and a \$10,000 ad&d policy are provided at no cost to the employee.

Deferred Compensation: Voluntary deferred compensation programs through Lincoln Financial Group including both pre-tax and Roth after-tax contributions. For Management Employees, the County will match \$1 for every \$2 contributed up to a 401(k) annual maximum of \$1,500. Please see **Benefits Summary sheet**.

[CLICK LINK](#)

Holidays: 12 annual paid holidays, plus two floating holidays per year.

Management Leave: 100 hours per year, taken as time off or cashed out.

Sick Leave: 12 paid days per year. No cap on accruals; no cash-out option.

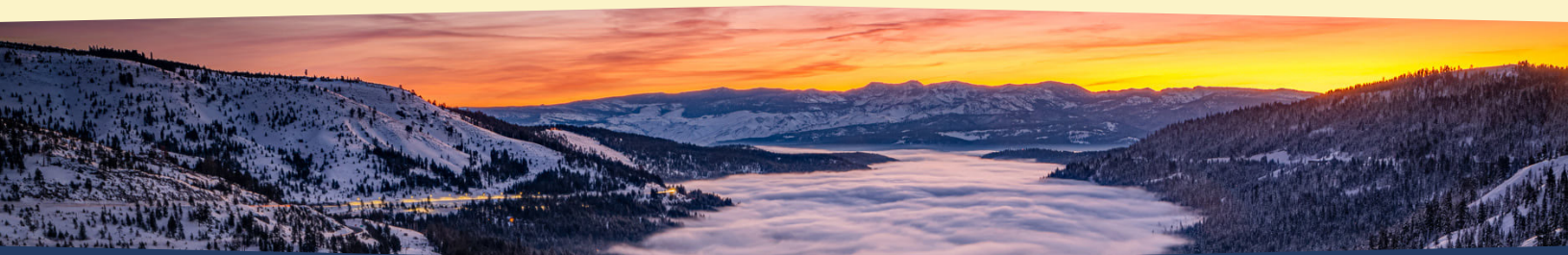
Salary Protection & Bereavement Leave

Employee Assistance Program: Available at no cost—including coaching, parenting and childcare services, eldercare resources, financial coaching, and legal consultation.

Auto Reimbursement: \$750 per month.

Cafeteria Plan: Employer contribution of \$5,000 annually.

Tuition Reimbursement: Max \$1,200 per fiscal year on approved classes.



HOW *to* APPLY

For first consideration, apply by **APRIL 2** at:

WBCP JOB BOARD

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SAVE THE DATES

Round one virtual interviews will take place on **APRIL 25**; Finalists will move forward to round two in-person interviews on **MAY 3**. Selected candidates must be available for both rounds of interview dates.

Please contact your recruiter, Terri, with any questions:

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866.929.WBCP (9227)

toll-free

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