

San Joaquin County Employment Opportunity

Public Health Director

Chief Deputy Director-PHS

About the position

The Public Health Director is an exciting and rewarding opportunity for an individual with a passion for public health services and modeling leadership excellence for an agency that serves a culturally diverse community in San Joaquin County. The Director provides strategic direction and administrative oversight for the Department of Public Health Services (PHS). The Director is responsible for leading, managing, and administering PHS programs, functions, budgets, activities and ensuring compliance with all applicable laws, regulations, and policies established by the Director of Health Care Services, the County Administrator, and the San Joaquin County Board of Supervisors.

About the department

Public Health Services is a division of the Health Care Services Agency, an agency dedicated to creating and supporting an environment that promotes the achievement of optimal individual, family and community health. In 2022, a new facility was completed that includes a regional Public Health Laboratory. The PHS main campus is located in Stockton, California. The Department serves a growing population of over 760,000 with conventional and progressive community engagement and interaction.

The Department supports several program areas that include Administration, Policy & Planning, Family Health Programs & Health Promotion, Nursing, Health Education, Disease Control and Prevention, Children Medical Services, Emergency Preparedness, Children's Services, and Whole Person Care. PHS boasts a tradition of strong community partnership and leadership in health advocacy, disease prevention, education, leadership and strategic planning.

The ideal candidate

The ideal candidate for this position will demonstrate strong-progressive leadership skills with the proven ability to effectively manage, build consensus among staff, and foster collaboration among program partners. Will have an in depth knowledge of emerging health and system issues in California and will be experienced in working with and adapting to the needs of the constituents of elected officials in local government. The candidate best suited for this position will be a self-starter with strong analytical and problem solving skills, extensive administrative experience dealing with internal departmental issues such as human resources and labor relations, budgeting, strategic planning and will promote collaborative relationships to get things done. Will maintain a high level of professional integrity, bring innovative and strategic ideas to continuously improve public health services, and possess a strong desire to have a career in public service.

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0423-EH2200-EX

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Third Floor, Suite 330
Stockton, California 95202



Make San Joaquin County your new home!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Mickey Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



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Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



Agriculture

The county is one of the most agriculturally rich regions in California. Grapes are the leading commodity, with 98,000 bearing acres, much of that in wine grapes. Over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Almonds, walnuts, tomatoes and cherries round out the top crops, with an abundance of other produce. Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

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Typical Duties

Responsibilities and duties assigned to this position may expand beyond those identified below.

- Plans, organizes, and directs Public Health Services programs, functions, budgets and activities.
- Directs operations to maximize efficiency, improve service levels, manage administrative and service provision costs, and ensure effective utilization of available resources.
- Exercises good judgment and makes sound business decisions in managing activities.
- Provides strategic leadership through communication and accomplishment of the organizational mission, vision, and values.
- Directs the development and implementation of Public Health Services operational policies and procedures; administers programs in compliance with legal regulations and requirements.
- Directs the development and administration of Public Health Services budgets and operating objectives.
- Determines levels of service; analyzes services to ensure continuous improvement, cost effectiveness and superior customer service.
- Recommends policies and programs to the Board of Supervisors.
- Participates on task forces and committees; represents Public Health Services to outside agencies and the general public.
- Manages the work activities and responsibilities assigned to Public Health Services staff.
- Directs and administers personnel matters including employee selection, assignment, and evaluation; directs employee discipline as required; directs and oversees staff development and training.

Desirable Qualifications

Candidates invited to participate in the screening and selection process will possess a combination of education and experience comparable to:

Education: Graduation from an accredited university with a master's degree in public health, business administration, public administration, or related field.

Experience: Five years of senior-level management experience in a federal, state, or local public health department, or other research, epidemiological, or population-based health setting.

Required Qualifications

Possession of a valid California driver's license.



Supplemental Questions

These questions will be reviewed by the screening panel in evaluating your qualifications.

1. Describe the public health related programs that you have managed. Include your role/position in the organization and the number of staff supervised.
2. Describe your experience developing, implementing and evaluating public health programs, services, and related operational policies and procedures.
3. Describe your collaboration experience with federal, state and county agencies, Public Health medical professionals, community groups, and the public.
4. Describe your experience representing your agency before a board, commission or governing body.
5. Describe your involvement with administering complex budgets. Include the size and your role in preparing, presenting, monitoring and managing the overall department budget.

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Compensation and Benefits

Approximate Annual Base Salary:
\$149,966—\$182,284

Salary includes pending 5% raise

Effective July 2023 - 5% Cost of Living Adjustment increase

In addition to the base salary, the County offers a comprehensive compensation package that includes:

- Cafeteria Plan (annual amount which is considered the employer’s health benefit contribution and may be used to purchase medical, dental, and vision coverage. Depending on the health plan selected, premiums not paid by the Cafeteria allowance will be the employee’s responsibility through a pre-tax deduction. Unused monies are paid as additional salary.)
- 5% employer contribution to the County’s 457 Deferred Compensation Plan
- Vacation cash-out up to 15 days annually
- 1937 Retirement Act plan with CALPERS reciprocity
- 125 Flex Spending Benefits Plan
- 12 days of sick leave annually (unlimited accumulation)
- 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- 14 paid holidays per year

Recruitment Incentives*

- Reimbursement of qualifying moving expenses up to \$8,000
- Vacation accrual rate consistent with candidate’s total years of public service
- Sick leave credit up to 160 hours of unreimbursed sick leave from prior employer

**Recruitment incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.*

Application and Selection

If warranted by the number of candidates, applications may be reviewed by a screening panel to determine those selected to participate in a screening interview. Final candidates will be interviewed by the Director of the Health Care Services Agency.

Final appointment will be conditional upon passing a drug screening test, DOJ Live Scan fingerprinting, as well as a background investigation.

Completed application package including the supplemental application must be submitted to the Human Resources Division by the final filing date:

Final Filing Date: **May 12, 2023**

If you are interested in this excellent career opportunity please visit our [webpage](#) - or - scan this QR code with your smartphone’s camera.



This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.

Potential cashable compensation	Step 1	Step 5
Annual Salary	\$149,966	\$182,284
5% Deferred Comp	\$7,498	\$8,680
Vacation Cash-out (15 days)	\$8,652	\$10,516
Cafeteria	\$24,023	\$24,023
Car Allowance	\$7,020	\$7,020
Total	\$197,159	\$232,523

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