

Compensation and Benefits

The County offers a comprehensive and competitive compensation and benefit package. The base salary range for this position is \$159,358-\$193,701 annually, DOQ. The excellent benefits package includes:

- ◆ **Retirement** – CalPERS with a 2% @ 60 formula for Classic PERS members. Employee pays own contribution of 7% (paid as a pre-tax deduction). For new PERS members, a 2% @ 62 formula applies, with an employee contribution of 6.25%. The County participates in Social Security.
- ◆ **Longevity Pay** – Employees are eligible to receive an additional 2.5% longevity pay, per level, after the completion of continuous service at 10, 15, 20, 25, 30, and 35 years. Employees may receive credit for prior years of service employed with California cities, counties, joint power authorities, and other special districts as approved by the Director of Human Resources and the County Administrator.
- ◆ **Medical Insurance** – CalPERS medical insurance. The County offers a “cafeteria style” medical package. The County contribution for family coverage for the 2019 calendar year is \$1,498.09 per month. The County offers a cash back provision for those who choose employee-only or who waive medical insurance coverage.
- ◆ **Dental and Vision Insurance** – County pays 100% of cost.
- ◆ **Holidays** – 12 Fixed Paid Holidays per year, and one floating holiday in each calendar year.
- ◆ **Vacation** – Accrual at the rate of three weeks per year; accrual at the rate of four weeks beginning year 10.
- ◆ **Administrative Leave** – 80 hours annually granted on July 1.
- ◆ **Deferred Compensation** – 457 plan, with the choice of three providers. County contributes a dollar-for-dollar match to a maximum of \$5 per pay period.
- ◆ **Life Insurance** – 1.5 times employee's base yearly earnings to a maximum of \$350,000. Employees may purchase supplemental life.
- ◆ **Education Allowance** – Tuition reimbursement is available to a maximum of \$1,100 per fiscal year.
- ◆ **Sick Leave Accrual** – Full-time employees earn 12 days per year. There is no limit on maximum accrual.
- ◆ **Flexible Spending Accounts** – The County offers three different Flexible Spending Accounts for Health Care Reimbursement, Dependent Care Reimbursement, and Transportation Expenses.
- ◆ **Long Term Disability** – Long Term Disability insurance coverage is paid for by the County.
- ◆ **Employee Assistance Program (EAP)** – The County provides an Employee Assistance Program through MHN for employees and their eligible dependents.
- ◆ **Retiree Health** – The County offers a Retirement Health Savings (RHS) account. Upon retirement from the County, 100% .



The Process

If you are interested in pursuing this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

Paul Kimura or Bill Lopez
Avery Associates
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Los Gatos, CA 95030

The final filing date for this recruitment is June 7, 2019.

If you have any questions regarding this position, please feel free to contact Paul at paulk@averyassoc.net or 408.399.4424 or Bill at williaml@averyassoc.net or 408.888.4099.



The County of Solano



*invites your interest
for the position of*

Assistant Director of Health and Social Services

Solano County

Solano County is a special place, with its inviting mix of rural and suburban lifestyles and easy access to all of the urban amenities associated with two of the nation's most dynamic metropolitan regions. Situated midway between San Francisco and Sacramento, the State Capitol, Solano County is home to rolling hillsides, waterfronts and fertile farmland. County residents can enjoy day trips to the San Francisco Bay Area, Lake Tahoe region and the Napa and Sonoma Valleys. Thanks to a mild climate, plenty of open space, proximity to lakes, rivers and mountains, residents can enjoy year round outdoor recreational activities like fishing, boating, skiing, hiking and biking.



Solano County is a growing community that reaps the benefits of its ideal location for those who live and work here. The blend of agriculture, corporate business and pleasant lifestyle enhance the attraction of Solano County. The County limits residential and commercial development outside of cities, thus preserving approximately 80 percent of the land for open space or agricultural uses. Blessed with a thriving agricultural economy, the County is also home to biotechnology and other growth industries. With its strategic location, affordable housing, natural and human resources, a history of responsible land use planning and attractive quality of life, Solano County has entered the 21st Century with a promising future as a place to live, learn, work and play.

County Government and the Health and Social Services Department

The County encompasses over 900 square miles and has a population of over 445,000 residents, which are concentrated in the seven incorporated cities of: Benicia, Dixon, Fairfield, Rio Vista, Suisun, Vacaville and Vallejo. A five-member County Board of Supervisors governs Solano County. The Supervisors appoint a County Administrative Officer to oversee the day-to-day operations. County operations have an operating budget of approximately \$900M with a staffing allocation of over 2,900 employees.

The Department of Health and Social Services provides a variety of services aimed at improving the lives of children, adults, families and the elderly. The department's leadership strives to operate as a collaborative team who are committed to developing a fully service integrated, healthy, productive organization that prides itself on providing excellent services. Through countywide planning and coordination, the County's role in health care includes providing social and clinical services and health care assistance, alcohol, drug and mental health services and protecting the community from public health threats.



Over the years the functions of public and behavioral health, and social and human services have integrated to form one single department, Health and Social Services. Today it is the largest department in the

County, with an operating budget of \$330+ million, a senior and executive management staff of 10, and approximately 1,200 employees working in multiple office locations throughout the county. The department delivers services and programs to residents in all seven cities and unincorporated areas, and is currently organized into five divisions: Administration, Social Services, Public Health Services, Behavioral Health Services, and Public Assistance Programs. The department is in process of undergoing a transformation that will allow for services to be integrated from a customer perspective to improve outcomes and community health and well-being.



The Position and Ideal Candidate Profile

The Assistant Director of Health and Social Services will oversee several direct reports of Division Deputy Directors and other assigned staff and has indirect supervision of policy and budget development staff. This is an at-will position that reports to the Director of Health and Social Services and assists the Director in the management of the day-to-day responsibilities, as well as the service transformation of the Department. With the County Board resolution regarding AB 2821 allowing the department to operate as an integrated health and human services agency, this position will participate in the design of services, fiscal administration and operationalization of a fully integrated department from a customer's perspective.

This position is key in operationalizing the department's mission to "Promote Healthy, Safe and Stable Lives". The departmental vision of "A Healthy, Safe and Stable Community" is operationalized using the values of Diversity, Respect, Integrity, Fairness, Transparency, Equity and Responsiveness. The department has undergone work with the American Public Human Services Association, as well as Performance Works, to identify internal and external influences and opportunities to integrate services across the department. The department management has identified leadership principles to guide behaviors and accountability which will be imperative for the Assistant Director to model and implement. The leadership principles are: Optimism, Curiosity, Partnership, Agility, Delivering Results, Commitment, Communication, Excellence, Thoroughness, Collaboration and People Matter.

The ideal candidate will be an experienced organizational leader that is masterful with change management, while incorporating the technical expertise of internal and external resources. A rich experience base in managing health and social service programs and services in California is expected in this role. A leadership style that's



relationship based, focused on measurable results, and emphasizes mentorship and staff development are essential attributes. Excellent communication skills, exceptional diplomacy, and a high level of self-initiative are also needed in this assignment. The Assistant Director must be adept at managing competing demands, multiple priorities, have a passion for public service, and reflect the County's Core Values. The position requires a Bachelor's degree in Social Work, Health Care, Psychology, Public Health, Public Administration, Business or other related field and a post graduate degree is highly desirable.