The Stanislaus County Board of Supervisors invites resumes from qualified candidates for the position of

Chief Executive Officer

www.stanceo.org
ABOUT THE COMMUNITY

Stanislaus County is located in Central California within 90 minutes of the San Francisco Bay Area, the Silicon Valley, Sacramento, the Sierra Nevada Mountains and California’s Central Coast. With an estimated 538,388 people calling this area home, the community reflects a region rich in diversity with a strong sense of community. Two of California’s major north-south transportation routes (Interstate 5 and Highway 99) intersect the area and the County has quickly become one of the dominant logistics center locations on the west coast.

The County is home to a vibrant arts community with the world-class Gallo Center for the Arts, a symphony orchestra, and abundant visual and performing arts. Stanislaus County is a global center for agribusiness, positioned by its mild Mediterranean climate, rich soils and progressive farming practices.

The area is recognized internationally for agricultural innovation with wine, almonds, poultry, milk, cattle, and walnuts being some of the featured industries. The County is also home to Stanislaus State University, Modesto Junior College and benefits from satellite locations of other high-quality educational institutions. The County was established in 1854 and has a total land area of 1,515 square miles. Temperatures range from an average low of 38 degrees Fahrenheit in the winter to an average high of 85 degrees in the summer. Temperatures move up into the 90s during the summer months with low humidity and cool evening breezes from the San Joaquin Delta.

STANISLAUS COUNTY GOVERNMENT

Stanislaus County is a general law county governed by a five-member Board of Supervisors, who are elected on a non-partisan basis to four-year overlapping terms. The County is divided into five supervisorial districts. The Board of Supervisors has both legislative and administrative duties and responsibilities as prescribed by law. The Board is assisted in its administrative responsibilities by the Chief Executive Officer who is delegated broad responsibility for budgeting. The Stanislaus County budget for Fiscal Year 2016-2017 is over $1 Billion with a staff of 4,315 full-time allocated positions within 26 departments.

THE CHIEF EXECUTIVE OFFICE

The mission of the Chief Executive Office is to provide leadership, management, administration and coordination of all County government operations, personnel and employee relations, and other activities specified by federal, state and local law.

The Chief Executive Officer currently has direct responsibility for the administration and operation of several Divisions that include: Operations and Services which includes Human Resources, Office of Emergency Services, Clerk of the Board, Capital Projects, and Risk Management. There are 75 staff employed in the Chief Executive Office. In addition, the Chief Executive Officer is also responsible for the administration of the 13 appointed Department Heads for: the Health Services Agency, Public Works, Aging and Veteran Services, General Services Agency, Public Defender, Alliance Work-net, Child Support Services, Environmental Resources and Parks, Library, Behavioral Health and Recovery Services, Planning, the Community Services Agency and Strategic Business Technology.

The Fiscal Year 2016-2017 operating budget for the Chief Executive Office is just over $9 million.
 UNIQUE OPPORTUNITY

Stanislaus County is seeking an experienced, energetic, results-oriented leader to serve as the County Chief Executive Officer. Opportunities will include:

- Setting aside traditional organization expectations, practices and policies and embracing new and innovative ways to meet the demands of the customers.
- Leading the organization on its journey toward community transformation and prosperity through the collaborative Focus on Prevention initiatives. The goal is to create a shared community vision that lays the foundation for ongoing transformation and culture change that inspire deeper connections and tangible improvements in the lives of all Stanislaus County residents. The four levers of change identified that will improve the quality of life of Stanislaus residents are: to reduce homelessness, to strengthen families, to invest in and support youth, and, to reduce recidivism and re-entry into the criminal justice system.
- Improving Stanislaus County’s jobs-to-housing imbalance and providing locally based opportunities for sustainable-wage jobs that will not require commutes beyond the County’s borders. To that end, the Crows Landing Industrial Business Park (to be constructed on the former Crows Landing Naval Air Facility) will focus on the job creation in industries that cause its residents to commute most—manufacturing and assembly; transportation and warehousing; public administration / facilities; as well as general office. The business park will happen over three ten-year phases (a total of 30 years). http://www.crowsbizpark.biz/
- Strengthening relationships with other public agencies in the County with continued focus on partnerships that provide for efficiencies and cost savings.
- Maintaining an environment that allows for collaboration and cooperation between departments.
- Promoting and supporting a diverse workforce that reflects the community.
- Continuing strong relationships with 12 Labor Associations.

THE POSITION

The Chief Executive Officer is responsible for: long range financial, facilities and organizational planning; ensuring that County departments are producing services and results in accordance with the Board’s goals, policies, budgets and legal mandates; and improving management and information systems to guarantee the most effective use of County personnel, money, facilities and equipment.

Typical duties include:

- Implement the Board’s legislative advocacy program, including the initiation of legislation, analysis of proposed State and Federal legislation, and review of all Department Head requests involving legislative activities;
- Conduct continuous research in administrative management practices to create greater efficiency and economy in County government and take appropriate actions based on the results;
- The Chief Executive Officer should also be prepared to develop and recommend plans to improve County operations and to prepare for future County growth and development;
- As County budget officer, supervise and direct the preparation of the annual County budget;
- Appoint, suspend or remove, subject to confirmation by the Board of Supervisors, all non-elected department heads;
- Recommend necessary transfers, reassignments or consolidations of County governmental functions and services;
- Provide management training and develop leadership qualities among Department Heads in order to build a County management team that can plan for and meet present and future challenges;
- Serve as the Director of Emergency Services and exercise control of County government in extreme emergencies; Oversee all County insurance programs and be responsible for risk management and safety operations; and
- Evaluate existing and proposed departmental programs and make recommendations for changes and/or modifications as determined.
THE IDEAL CANDIDATE

The selected candidate should clearly understand their role and responsibilities while respecting and effectively communicating with the elected Board of Supervisors. The selected candidate must be able to balance fiscal responsibility with program needs, and be an individual who is approachable, collaborative, solution oriented, and calm under pressure. The selected candidate must possess excellent interpersonal skills, be able to communicate effectively, be a well-rounded, dynamic leader with a strong business sense and have the ability to effectively manage and lead a large, complex organization. The candidate must be politically astute with high ethical values and be respected for his/her integrity and honesty.

The Chief Executive Officer is appointed by the Board of Supervisors and serves as an at-will employee at the pleasure of the Board. The selected candidate should possess a bachelor’s degree in public/business administration or a related field from an accredited college or university. A graduate degree is preferred, although emphasis will be placed on executive and administrative qualifications, experience and ability.

The selected candidate should have experience in budgeting, finance and business analysis, economic development, agribusiness, health operations, strategic planning, short and long-range planning, inter-governmental relations, and negotiations with employee organizations.

The ideal candidate recognizes the benefits of community involvement and will be willing to make a long-term commitment to Stanislaus County.

COMPENSATION

The salary for this position will be negotiated upon hire, with hiring dependent upon the qualifications and experience of the selected candidate. Stanislaus County also offers a fringe benefits package for its executives that typically includes:

- Retirement benefit (2% at approximately age 61 formula);
- Health Plan coverage for employee and dependents (health, dental, vision);
- County paid Deferred Compensation at 2% of base salary;
- Three weeks annual vacation accrual upon entering County service (after completion of one year’s service, four weeks of annual vacation is earned; after completion of 20 years service, five weeks of vacation is earned per year);
- 32 additional vacation hours annually;
- 56 hours administrative/management leave per year (does not carryover from year to year);
- 96 hours of sick leave annually;
- 10 paid holidays annually;
- Term life insurance;
- Disability protection;
- Automobile allowance;
- Portion of out-of-area moving expenses (Applicants should be willing to relocate to Stanislaus County).
HOW TO APPLY

The County of Stanislaus is an Equal Opportunity Employer.

For consideration, please send your resume to: ceorecruit@stancounty.com by May 4, 2017. For additional information on this position please see our recruitment website at www.stanceo.org.

Please contact Tamara Thomas at ThomasT@stancounty.com or by phone at (209) 652-6513 with any questions.

Stanislaus County is committed to establishing and maintaining effective working relationships with the general public, co-workers, supervisors, and members of diverse cultural and linguistic backgrounds regardless of race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, pregnancy related condition, marital status, gender/sex, sexual orientation, gender identity, gender expression, age (over 40), political affiliation or belief, or military or veteran status.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodation Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the “Additional Information” section of the application form.


GENERAL QUALIFICATIONS

- Pass County-paid pre-employment drug screening and job-related background investigation;
- Perform job duties in a manner assuring a safe working environment for oneself and others; and
- Maintain confidential information according to the legal standards and/or County regulations as required.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information, which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understandings, and such information prevails over information contained in this flyer. Questions regarding this announcement may be directed to the Stanislaus County Chief Executive Office/ Personnel.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at http://www.stancounty.com/riskmgmt/ under "Disability Management".