

Total Compensation and Benefits - \$240,165 Includes Cashable Benefits

San Bernardino County offers an excellent compensation and benefits program. The base salary for this position pays up to **\$192,046*** annually, DOQ - increasing to \$193,960 effective July 23, 2016. The benefits program includes:

Retirement Plans

- ◆ Generous County pension – vested after 5 years (www.sbcera.org)
- ◆ County contributes 1% after 5 years, 1.75% after 10 years, then 2.75% after 16 years to the Retirement Medical Trust
- ◆ Eligible to participate in the 457(b) Deferred Compensation Plan with County contribution of one times employee contribution up to 1% of base salary (**up to \$1,920 annually**)
- ◆ Eligible to participate in 401(k) Defined Contribution Plan with County contribution of two times employee contribution up to 8% of base salary (**up to \$15,364 annually**)

Health Benefits

- ◆ Medical and dental premium subsidies to offset the cost of insurance premium (**up to \$12,795 annually**)
- ◆ Vision coverage for employee and eligible dependents (employer-paid)
- ◆ Eligible to participate in Flexible Spending Account with County match (**up to \$1,040 annually**)

Paid Time Off

- ◆ Vacation leave – two weeks annually increasing to four weeks annually after nine years of service
- ◆ Administrative leave – 80 hours annually
- ◆ Sick leave – 12 days annually (unlimited accrual)
- ◆ Holidays – 14 days annually (13 fixed, 1 floating)

Miscellaneous Benefits

- ◆ Automobile allowance – **\$14,600 annually**
- ◆ Portable communication device allowance – **\$2,400 annually**
- ◆ Tuition Reimbursement – **\$1,000 annually**
- ◆ Health club membership – up to **\$324 annually**
- ◆ Term Life Insurance – **\$50,000** (County-paid)
- ◆ Variable Group Universal Life Insurance – pays 50% of premium cost for policy equal to one times annual base salary
- ◆ Short term disability – pays 55% of salary up to **\$1,610 weekly**
- ◆ Long term disability – pays 60% up to **\$10,000 monthly**
- ◆ Voluntary life and AD&D insurance available
- ◆ Dependent care assistance available

The Process

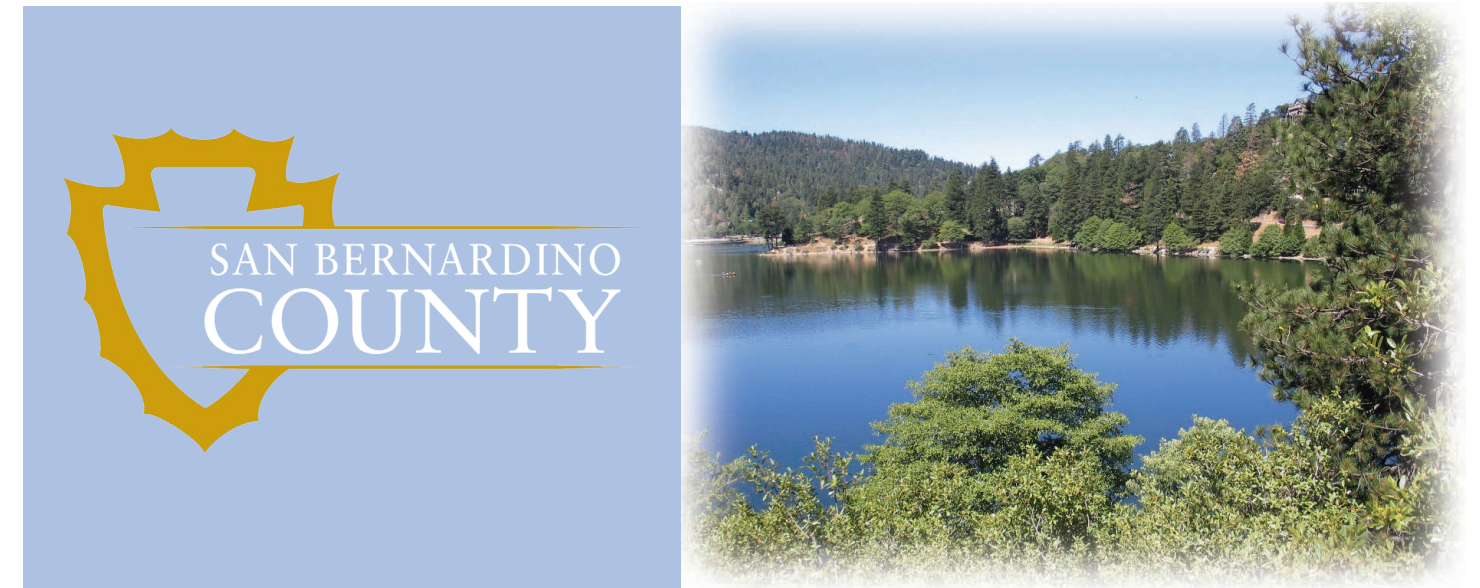
If you are interested in pursuing this unique and exceptional career opportunity, please forward (e-mail preferred) a letter of interest, your resume, including your current salary, and contact information including email addresses for five work-related references (who will not be contacted until mutual interest is established) to:

Bill Avery or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

No final filing date for this recruitment has been established. Application materials received will be reviewed and processed every 30 days until a sufficient number of qualified applications are received.

*This classification is under consideration to be placed on a salary range with the top step of the range comparable to the annual salary indicated above.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or Bill Lopez at 831.454.8301.



The County of San Bernardino



SAN BERNARDINO COUNTY GOVERNMENT
ARROWHEAD PLAZA

*invites your interest
for the position of*

Director of Human Resources

San Bernardino County

Located in the heart of Southern California's scenic Inland Empire, San Bernardino County is the state's fifth most populous county. It's also the largest geographic county in the United States with 20,000 square miles of land – more than double the size of the state of New Jersey. With a population of almost 2.1 million people, San Bernardino County also stands as one of the nation's fastest growing areas.



The County seat is located in the City of San Bernardino, which is also the County's largest city with more than 213,000 residents. Colleges, hospitals, retailers, government, railways, trucking, and shipping companies form the foundation of the County's employment base. Although the local economy is growing, residential real estate remains an excellent value – among the most affordable in all of California.

The County's diverse geography and extensive natural resources, as well as its proximity to major economic and population centers, provide unique opportunities for varied industry sectors to thrive, including commerce, education, tourism and recreation. Ontario International Airport, located in San Bernardino County's second-largest city, offers flights to and from metropolitan cities throughout the U.S. and Mexico. Local high schools and elementary schools carry excellent rankings and the County hosts more than 16 public and private colleges and universities.

Centrally located within the Southern California region, San Bernardino County offers unparalleled lifestyle choices. An hour east of the beach and an hour west of the desert, the urban environment of the San Bernardino valley provides easy access to shopping, dining, entertainment and sporting venues. The mountain communities, a mere 25 miles from the County seat, offer a variety of lifestyle and outdoor recreation options including hiking, skiing, fishing and swimming. In the fast-growing Victor Valley and Morongo Basin areas, the relaxed, rural lifestyle and natural beauty of the California desert greets visitors and residents alike.

The County of San Bernardino is a growing, dynamic area where the spirit of the early pioneers is still evident and reflected in the pride of its modern-day residents. San Bernardino County demonstrates what makes inland Southern California a true empire and is a county dedicated to prosperity and well-being.

County Government and the Human Resources Department

San Bernardino County operates under a charter form of government. The five members of the Board of Supervisors govern the County and are elected by District on a non-partisan basis to serve four year staggered terms. The Board is responsible for setting policy, goals and objectives for the organization and is the approving authority for the County budget. The Board of Supervisors appoints the County Chief Executive Officer (CEO), who is charged with implementation of Board policy and oversight of county operations and services.

The County of San Bernardino has nearly 22,000 employees in 38 departments and an annual budget of more than \$5.2 billion of which \$2.9 billion comprises the General Fund. The County is responsible for local implementation of state and federal health and welfare programs and enforcement of various state public health and safety regulations throughout the County. In addition, the County provides direct, municipal services (e.g., parks, libraries, water/wastewater, code enforcement, animal control, land use planning, etc.) to more than 250,000



residents in its unincorporated communities. The County also owns and operates Arrowhead Regional Medical Center, a 456-bed, university-affiliated general medical and surgical teaching hospital and trauma center.

The Human Resources Department (HRD) administers human resources (personnel) programs and activities for the County. The HRD consists of 137 full-time employees and operates on an annual budget of \$17 million. Major services include classification and compensation, recruitment and selection (merit system), benefits and payroll, employee and labor relations. The HRD also provides staff support to the County Equal Opportunity and Civil Service Commissions. Although human resources programs are administered as a centralized function, several staff are dedicated and/or deployed within specific county departments to promote more direct understanding of and responsiveness to operational issues. The County is a union environment where 11 recognized exclusive bargaining agents represent employees in 22 bargaining units that include more than 90% of the County's employees.

The Position and Ideal Profile

The Director of Human Resources oversees a centralized human resources operation and reports to the County CEO. The position serves as a key member of the County's executive management team and trusted advisor to members of the Board of Supervisors, CEO and department heads, including four elected department heads (Sheriff, District Attorney, Auditor-Controller/Treasurer/Tax Collector and Assessor-Recorder-County Clerk). Cultivation and maintenance of these relationships demands an energetic leader with exceptional communication skills.

The difficult economic environment in recent years necessitated implementation of a variety of cost-containment and reduction measures in County departments. As the economy begins to recover, the impact of an increasingly competitive job market, aging workforce and growth in state and federally-funded programs, combine to create mounting pressure on the HRD to ensure the County is positioned to quickly and effectively attract, hire and retain qualified staff to support county operations. Responding to these demands will challenge the County to explore new techniques for recruiting specialty talent and require ongoing collaboration with labor representatives and department managers. The Director of Human Resources will position the HRD as a true business partner to county management and operations and lead the implementation of innovative strategies that will better serve the County, its departments and its employees.



In addition to addressing organizational priorities, the Director of Human Resources will need to ensure proper staffing, training, growth, development and succession planning for the HRD. Department staffing levels have fallen in recent years, even as implementation of state and local regulations, including the Affordable Care Act and the Public Employees' Pension Reform Act, placed increased demand on staff resources. Fortunately, the HRD has an extremely dedicated and talented staff and, under the exceptional leadership of a creative,

proactive and engaged Director, the department's potential is virtually unlimited.

The ideal candidate will be an energetic team player with strong communication and organizational skills and the ability to adapt to changing and competing priorities within a diverse, fast paced environment. Positive interpersonal skills, a commitment to excellence, and a focus on customer service will be key to success. This position requires an extensive and broad range of public sector human resources experience at an executive level. Experience implementing effective recruiting programs, creative organizational development initiatives and a successful history in labor relations are critical. Management experience supervising professional staff is expected along with an educational background commensurate with the responsibilities of this position. An MPA or MBA or related advance degree is desirable.

This position is in the unclassified service and serves at the pleasure of the appointing authority, the Chief Executive Officer.