

Compensation and Benefits

The salary range for this position is between \$151,000-\$183,541 depending on previous experience. The County offers a competitive benefits program that includes the following:

- ◆ Retirement - The County pays the employer contribution to CCCERA, a 1937 Act defined benefit retirement plan, which has reciprocity with other 1937 Act county retirement systems, CalPERS and systems with CalPERS reciprocity. Employee contributions are based on a percentage of pensionable compensation. The County also participates in Social Security and Medicare.
- ◆ Medical Insurance - A variety of medical and dental plans are offered.
- ◆ Life Insurance - County program is provided; employee may subscribe to a voluntary supplemental program.
- ◆ Long Term Disability - County paid program.
- ◆ Vacation Leave - Initial monthly accrual rate is 10 hours, up to maximum accumulation of 240 hours.
- ◆ Sick Leave - Monthly accrual is 8 hours.
- ◆ Annual Management Administrative Leave - 94 non-accruable leave hours are credited each January 1st (prorated for those hired after January 1st)
- ◆ Personal Holiday Credit - Accrual of 2 hours each month, up to 40 hours.
- ◆ Holidays - 10 holidays per year.
- ◆ Executive Professional Development Reimbursement - Eligible for reimbursement of \$925 each 2-year period for qualifying expenses.
- ◆ Deferred Compensation Plan - County contributes \$85, plus an additional \$150 per month upon qualifying employee contributions to a 457 plan.
- ◆ Executive Life Insurance package
- ◆ Management Longevity Pay



The Process

If you are interested in pursuing this desirable 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
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The final filing date for this recruitment is April 9, 2018.

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



County of Contra Costa



*invites your interest
for the position of*

Chief of Plant Operations

The County of Contra Costa

Located in northern California, Contra Costa County covers approximately 733 square miles extending from the northeastern shore of San Francisco Bay east to San Joaquin County. With a population of just over 1 million, the County is among the ten most populous counties in California and home to one of the State's most ethnically, culturally, and socioeconomically diverse populations. It has one of the fastest growing work forces among Bay Area counties, with growth in its employment base being driven by the need to provide services to an increasing population and the presence of relatively high-wage skilled jobs.



The County contains 19 incorporated cities and includes a variety of urban, suburban, industrial, agricultural, and port areas. Substantial portions of the County are served by the San Francisco Bay Area Rapid Transit (BART), which has contributed to significant residential and commercial development. Contra Costa is home to numerous attractions, including wildlife refuges, state parks, historic sites, and a variety of museums. Mount Diablo, a 3,849-foot peak at the north end of the Diablo Hills, is popular with outdoor enthusiasts, as are hiking, biking, horseback riding, boating, and other activities. The wine country of Napa and Sonoma Counties, picturesque seaside communities such as Carmel and Monterey, and the Sierra Lake Tahoe region are all within driving distance of Contra Costa.

Several prestigious public and private academic institutions are also located nearby, including Stanford University, University of California at Berkeley, University of San Francisco, University of the Pacific, San Jose State University, and California State University, East Bay. One of California's best community college systems is also located in Contra Costa County.

County Government & the Health Services Department

Contra Costa County was created in 1850 as one of the 27 counties formed at the time of California's statehood. The County Seat and County's Administrative Offices are located in the City of Martinez. Contra Costa County is governed by an elected five-member Board of Supervisors and includes a variety of citizen commissions, committees, and other entities that advise the Board and County staff of issues and policy. The County Administrator is responsible

for the day-to-day operations of the County, including overseeing implementation of Board directives; planning, monitoring, and overseeing County operations; supervising appointed Department Heads; and preparing the annual budget, among other tasks.

The County provides a full range of services through 25 County departments divided into the service areas of Public Protection, General Government/ Municipal Services, Health and Human Services, and Special Districts and Authorities. It has just shy of 10,000 employees and a total FY2017/18 budget of \$3.5 billion with a General Fund budget of \$1.6 billion.



Contra Costa Health Services (CCHS) is the largest department of County government, employing more than 4,250 individuals. Only 6% of the CCHS budget is from the County's General Fund. The remaining 94% is supported by federal and state funding programs, such as Medi-Cal and Medicare as well as program grants and fees.

CCHS provides quality health care to the public at a main hospital located in Martinez and 11 health centers located throughout the County ranging from Richmond all the way to Brentwood.

The Position and Ideal Candidate

The County's health care system is nationally recognized for its excellence. The Chief of Plant Operations will oversee all the facilities and technical support services for the Contra Costa Regional Medical Center and health centers (CCRMC and HC). This new role will report directly to the Chief Operations Officer of CCRMC and HC and will have the opportunity to shape the role and direction of facilities management within the system. Prior to the creation of this role the medical facilities were under the supervision of the County's General Services Division. With this change, the focus will continue to be on regulatory compliance, safety and proactive maintenance practices and will provide a greater level of support and responsiveness to CCRMC and HC specific requirements.

The new Chief of Plant Operation's primary mission will be to maintain medical facilities in a condition that prioritizes and follows patient safety and infection control guidelines and principles. The Chief will continuously assess the maintenance program to ensure it meets applicable regulatory standards, with a focus on operationalizing procedures and systems to ensure optimal performance. This position interacts with a broad range of other positions within the health system including doctors and nurses, so a strong focus on collaborative team building to achieve the mission of the organization is needed to ensure success.

The Chief will be a strong, visionary leader with the ability to both assess the needs and operationalize the solutions best suited to CCRMC and HC. The ideal candidate is expected to provide creativity and flexibility in problem solving along with excellent interpersonal and communication skills to work collaboratively with internal and external partners. An ability to build strong relationships with General Services, the broader Public Works Department and other county departments is essential in this assignment.



He/she will need health care facilities experience in an acute care facility. The position also requires a solid understanding of federal, state, local regulations, codes and ordinances with relation to medical facilities maintenance and upkeep. A Bachelor's degree from an accredited university or college in a related field with a minimum of six years of progressively responsible management or supervisory experience in: administration, engineering, architectural project management and construction projects, facilities management operations in a health care setting is also required.