

Compensation and Benefits

The salary range for this position is between \$99,631-\$121,102 annually, DOQ (3% increase effective 7/1/18). 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, and vision plans are offered.
- ◆ Life Insurance - County program is provided; employee may subscribe to a voluntary supplemental 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 \$625 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.
- ◆ 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.)

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The final filing date for this recruitment is May 4, 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*

Facilities Maintenance Manager

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 on 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 Facilities Maintenance Manager will report directly to the Chief of Plant Operations and will be responsible for implementing the Chief of Plant Operations' directives to operationalize procedures for ensuring the maintenance and upkeep of Contra Costa Regional Medical Center and Health Centers (CCRM and HC) facilities. The Facilities Maintenance Manager will plan, organize and direct the plant operation activities to ensure that the facilities of the health care system are maintained to a high standard. They will also work directly with the maintenance and engineering staff to ensure that projects are being carried out promptly and correctly.

The chief objective of the Facilities Maintenance Manager will be to work collaboratively with the Chief of Plant Operations and the staff of the Regional Medical Center and Health Centers to ensure patient safety and infection control. This means working collaboratively with all the stakeholders as the task of maintaining the facilities and ensuring patient safety also falls with doctors and nurses. The County prides itself on a team culture that works together to creatively solve problems. The successful candidate will be adept at working in that environment.



The ideal candidate will be strong leader, with a proven track record of successful facilities maintenance. The individual will be able to work collaboratively inside and outside the organization to ensure that projects are completed and standards are maintained. He/she will also be an innovative problem solver with the flexibility to adapt to changing circumstances and the ability to react accordingly. A typical way to qualify would be: A Bachelor's degree from an accredited university or college in business administration, public administration, engineering, or a related field as well as four years of journey-level experience in facility operations or construction projects in a health care setting, two years of which were in a supervisory capacity.