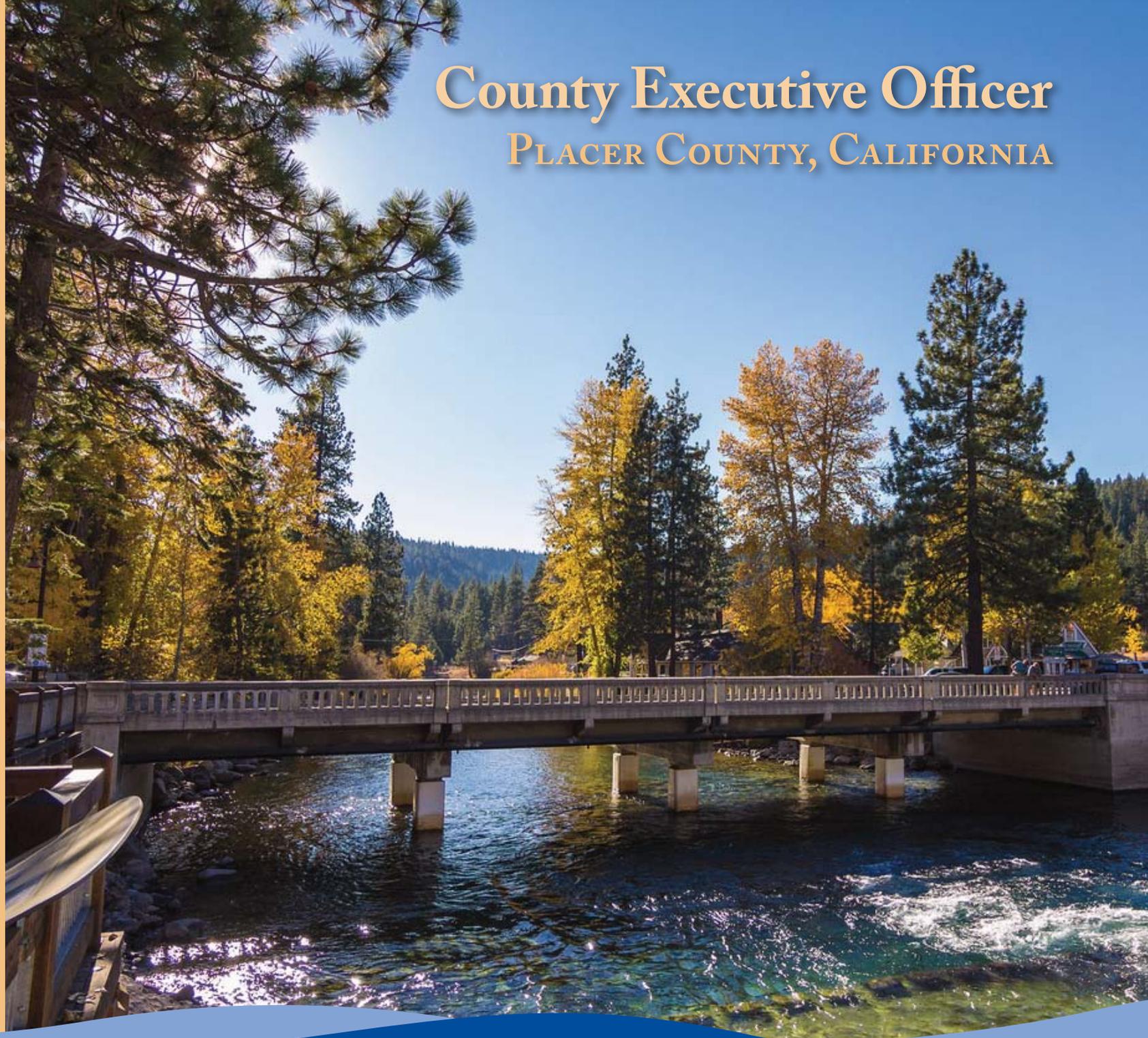


County Executive Officer

PLACER COUNTY, CALIFORNIA

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EXECUTIVE SEARCH



VIBRANT COMMUNITIES WITH EXTRAORDINARY POTENTIAL

Placer County is a prosperous community characterized by a healthy and diverse economy, attractive business environment, and residents who benefit from high quality educational, safety, and healthcare infrastructure, in addition to a wide variety of outstanding recreational opportunities. The government center of Placer County (located in Auburn) is 30 miles northeast of Sacramento, the State capital.

The total population is approximately 370,000 in both the unincorporated and incorporated (Auburn, Colfax, Lincoln, Loomis, Rocklin, and Roseville) areas of the County. Encompassing 1,506 square miles, Placer County is part of the greater Sacramento region, which also includes the counties of El Dorado, Sacramento, Sutter, Yolo, Nevada and Yuba. Lake Tahoe is a short 90-minute drive from the western-most points of the County.

Stretching over one hundred miles, from the breathtaking vistas of the truly one-of-a-kind Lake Tahoe down through the verdant foothills of the Sierra Nevada Mountains to the lush Sacramento Valley, Placer County encompasses some of the most beautiful and diverse scenery in Northern California. The County has three distinct geographic regions: the Valley, the Gold Country, and the High Country. The Valley is the most urbanized of the three regions in terms of population and overall commercial development. The Gold Country's picturesque farm land and Gold-Rush era towns dot oak-covered foothills, while the Sierra Nevada Mountains feature majestic forests, craggy peaks and pristine alpine lakes.

Placer County is consistently ranked first for its quality of life and in the top healthiest counties in California. Home to Sierra College and William Jessup University, with plans for two additional universities to develop in the western part of the County, Placer also offers exceptional outdoor recreation opportunities and scenic open spaces. A wide range of housing options exist in the County including multi-family, small lot suburban and urban residential projects, ranchettes, larger rural residential properties and extensive farmlands with a mix of farming and ranching opportunities.

Outdoor recreation activities in Placer County are abundant all year long from hiking and biking, to horseback riding, rafting on rivers, snowshoeing and skiing. Placer County has a strong heritage as part of California's Gold Country and is considered the Gateway to the Sierra.

COUNTY GOVERNANCE AND ORGANIZATION STRUCTURE

The County is governed by a five-member Board of Supervisors elected to four-year terms by voters within their respective districts. The responsibilities of the appointed County Executive Officer (CEO) are defined in the County Charter. Six County officials are elected at-large (Assessor, Auditor-Controller, County Clerk-Recorder-Registrar of Voters, District Attorney, Treasurer-Tax Collector, and Sheriff-Coroner-Marshall).

Meeting and exceeding community service demands requires a high-quality workforce that works collaboratively with its many partners and embraces innovative approaches. Placer County leadership is

dedicated to supporting a high-performing workforce with a customer focus and commitment to continuous improvement.

Placer County provides a wide range of services to its residents through approximately 20 departments and 3,000 employees. These services include public protection services, medical and health services, public assistance programs, sanitation services, the construction and maintenance of roads and infrastructure, environmental services, parks, libraries, and a variety of other general governmental services. The county also offers many services that cities do not provide and makes them available to everyone in the county, including those who live within cities. Many criminal justice and health services fall into that category, as do restaurant inspections, aid to needy families, support for veterans, child-support services, child protective services, child abuse prevention, and adult protective services.

Placer County is financially sound, with a strong infrastructure and a fiscally conservative Board of Supervisors. The Board recently approved the county's final 2017-18 budget of \$866.2 million, an increase of 6.2 percent from the previous year's budget of \$815.8 million. The budget reflects the Board's following priorities:

- Criminal Justice Master Plan Implementation
- Affordable Housing/Homelessness
- Library Services
- Infrastructure
- Environmental Sustainability
- Placer County Fire Sustainability
- Pension and Other Post-Employment Liabilities
- Leading Strategically.

For more information about Placer County, please visit <http://www.placer.ca.gov>.

THE POSITION

The County Executive Officer (CEO) is the chief administrative officer of the County. The CEO is appointed by, represents, and serves at the pleasure of the Board of Supervisors. The CEO is responsible for managing and directing the activities of County departments and offices, other than those of the County Counsel and elected department heads. Other major responsibilities include coordinating the work of all County offices and departments, both elective and appointive; analyzing and recommending the County budget; conducting administrative studies of County operations and preparing recommendations for the Board of Supervisors; planning, organizing, directing and reviewing the activities of the County Executive Office; and providing highly responsible and complex administrative support to the Board of Supervisors.

Duties may include, but are not limited to, the following:

- Act as agent for the Board of Supervisors in the administration of County offices, departments and institutions.
- Appoint, suspend, or remove all appointive department heads, except the County Counsel, subject to confirmation by the Board of Supervisors
- Supervise and direct preparation of the annual County budget; and direct the preparation of budget recommendations to the Board of Supervisors.
- Direct continuous review of County expenditures throughout the fiscal year to ensure proper expenditures of authorized funds.
- Recommend a long-range plan of capital improvements, and financing recommendations.
- Advise the Board on matters of policy and administration; formulate and present to the Board plans to implement policies and accomplish goals established by the Board

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- Develop, implement and maintain an adequate system of checks and controls to safeguard County money and property.
- Represent the Board as assigned in relationships with other governmental agencies, boards and commissions, legislative bodies and the community.
- Develop, plan and implement the goals and objectives of the County Executive Office, including directing the work plan and budget of that office.



The position requires a Bachelor's degree from an accredited college or university with major course work in business or public administration or a related field; seven years of increasingly responsible experience in a government agency, directing, preparing and coordinating a variety of programs including budget and fiscal control, four years of which must have been in an administrative and management capacity.

THE IDEAL CANDIDATE

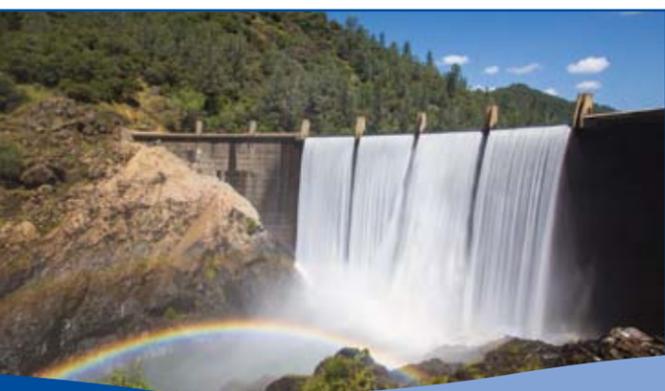
This ideal candidate description was developed after discussions with all members of the Placer County Board of Supervisors.

The ideal candidate for this opportunity has been described as a proven visionary leader of the utmost integrity; a strategic thinker; and an energetic, team-oriented participative manager. The County Executive Officer will team with the Board of Supervisors and work with all Elected Officials, maintaining effective relations with them by treating all fairly, equally, and respectfully. The Board of Supervisors is looking for a manager who will provide professional recommendations and point out both options and implications that lead to effective decision making.

The selected individual will be a true leader of the organization, respecting the abilities of the management team, and valuing professional input from staff. The CEO will quickly gain credibility within the organization through strong interpersonal skills, an ethical and honest approach, mutual respect, effective communication and listening skills, and an appropriate sense of humor. The ideal candidate is decisive, holds staff accountable, and ascribes to a culture of teamwork throughout the organization.

The incoming CEO has also been described as even-tempered; firm and able to push back when necessary; and focused with the ability to get things done. It is expected that the CEO will be collaborative in working with the Board of Supervisors, Elected Officials, staff, residents, and the business community at all times, and in particular in their efforts to encourage economic development throughout the County. The CEO will be aware of and sensitive to the distinct differences and needs of the various communities and regions within the County. Most importantly, the CEO will appreciate and preserve Placer County's tradition of quality service with excellent financial oversight while positioning the County for future success.

The desired candidate will have demonstrated leadership experience in local government, including a very strong knowledge and understanding of finance in the public sector, budgeting and





economic development. The selected candidate will also demonstrate strong managerial, communication, business management, financial management, and interpersonal skills including success in coaching and mentoring staff.

This is an incredible opportunity to take the lead of one of California's premier Counties that is primed for continued success.

THE COMPENSATION

The annual salary range for this outstanding opportunity is from \$229,753 to \$279,312 dependent upon qualifications and experience. A 3% increase in this range is scheduled for June 9, 2018. In addition, the County offers an attractive benefits package including but not limited to:

ANNUAL LEAVE: 100 hours of management leave to be used as time off or paid in cash. Employees also receive 13 paid holidays per year and accrue 10 – 25 days of vacation annually based on years of service. Sick leave is accrued each pay period.

CAFETERIA PLAN: \$2,100 per calendar year to be taken in cash, deposited in a medical

spending account, dependent care spending account or a sponsored 401(k) plan.

HEALTH DENTAL AND VISION INSURANCE:

Health coverage is available through CalPERS with the County paying 80% of the selected plan's total premium. Dental and vision insurance are fully paid by the County for the employee; the employee pays the premium for dependents.

LIFE INSURANCE: The County provides a double indemnity life insurance policy of \$50,000 and an accidental death policy of \$10,000.

AUTO ALLOWANCE: \$550/mo.

DEFERRED COMPENSATION: Voluntary 457 and 401(k) are available through payroll deduction, the County will match employee contributions to a 401(k) \$1 for every \$4, to a maximum of \$750/yr.

RETIREE MEDICAL: Must have 10 years PERS service credit with 5 years with Placer County.

RETIREMENT: The County participates in Social Security and the California Public Employees' Retirement System (CalPERS) 2% @ 55 for Classic members.



SEARCH SCHEDULE

Filing DeadlineNovember 13, 2017

Preliminary InterviewsNovember 15 - 24, 2017

Recommendation of CandidatesNovember 28, 2017

Finalist Interview Process.... Week of December 11, 2017

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney

apply@peckhamandmckenney.com

Resumes are acknowledged within two business days. Cal Phil McKenney toll-free at (866) 912-1919 for more information.



www.peckhamandmckenney.com