



# PUBLIC SAFETY & JUSTICE

*DEPUTY COUNTY EXECUTIVE*

SACRAMENTO  
COUNTY







## THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova and Sacramento. The population of Sacramento County's unincorporated area is approximately 564,000.

Residents in Sacramento County have a variety of recreational, dining and entertainment options. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines and beers.

Sacramento County is one of the most affordable home-buying metropolitan areas in the state, and has a skilled workforce, high graduation rates and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology and life sciences.

## COUNTY GOVERNMENT

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing and directing County activities. Other elected officials include the Assessor, District Attorney and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments. In July 2021, the Board of Supervisors started the process to reorganize agencies and departments. The proposed four agencies within the County, which report to the County Executive, are Administrative Services, Community Services, Public Safety & Justice, and Social Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice and municipal services (including law enforcement), as well as other services to County residents. Major services include the Airport System, Animal Care and Regulation, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration and Water Resources.

The County's total operating budget for 2021-22 is over \$6.5 billion, and there are more than 12,700 full-time employees.

# PUBLIC SAFETY & JUSTICE AGENCY

The Public Safety and Justice Agency is largely responsible for the provision of public safety and justice services throughout the County. Assigned departments include the Probation Department, the Coroner's Office, the Conflict Criminal Defenders Office, and the Public Defender's Office. The Agency provides various programs and services for juvenile field and court, adult field and court, youth detention, adult corrections, victim and restitution, jail diversion, rehabilitation and the reduction of recidivism, death investigations, autopsies and medical examinations, death certificates, regional disaster emergencies, and defending persons charged with offenses, including investigations, legal research, conservatorship cases, and proposition 47 conviction changes.

The Deputy County Executive – Public Safety & Justice also acts as the County Executive's liaison to the Offices of the Sheriff, and District Attorney; coordinates with the Superior Court, the Office of the Inspector General, the Criminal Justice Cabinet, and the Community Corrections Partnership Committee.

The Agency works in collaboration with internal and external stakeholders, ensuring community engagement, provides central oversight and coordination of criminal justice matters, and assumes responsibility for the County's role with the County's criminal justice system.

The Agency's assigned departments employ 862.1 full-time employees in addition to a variety of student interns, volunteers, and contractors. The Fiscal Year 2021-22 Budget is \$233 million and includes multiple funding streams, including Federal, State, Realignment, and Grants.

## THE POSITION

The Deputy County Executive – Public Safety & Justice is a newly created executive position, established to lead the County's Public Safety & Justice Agency. The position works under the executive policy direction of the County Executive Officer and provides policy direction to all subordinate department heads. The Deputy County Executive – Public Safety & Justice has the overall responsibility representing the Agency publicly as well as for the overall policy development, fiscal management, and the administration and coordination of programs and services for all assigned departments.

## THE IDEAL CANDIDATE

The County of Sacramento is seeking a dynamic individual with a broad background in public safety and/or justice departments as well as extensive, in-depth executive level experience directing public safety or justice programs and activities.

### ***Ideal candidates will demonstrate high-level experience with as well as the ability to:***

- Establish and maintain cooperative working relationships with the Board of Supervisors, agency leadership and staff, elected officials, citizens, and public and private organizations
- Oversee and direct administrative, budget and fiscal management, and personnel management activities for a large governmental organization
- Lead and motivate established teams through adversity and organizational change
- Develop innovative strategies and solutions for meeting public safety, legal assistance, and criminal justice program objectives and policy goals
- Effectively navigate and resolve social, political, and environmental issues that influence the administration of public agency programs
- Provide direction and guidance to department heads/executive leaders regarding organizational vision, strategic goals, and program initiatives
- Hold staff accountable while promoting teamwork and cultivating an environment of mutual respect

### ***The Deputy County Executive – Public Safety & Justice will:***

- Be a hands-on, self-driven, and results-oriented strategic leader
- Be personable and approachable and enthusiastically motivate teams
- Exemplify tremendous personal integrity and dedication to public service
- Have exceptional interpersonal and communication skills
- Demonstrate a commitment to the use of evidence-based practices in corrections and rehabilitation services
- Possess an extensive understanding of evidence-based practices used in corrections and rehabilitation services
- Demonstrate thorough knowledge and understanding of the interrelationships between prevention and intervention in the criminal justice system





Additionally, successful candidates will either have an active membership with the State Bar of California or possess a Bachelor's degree or higher from an accredited college or university in Criminal Justice, Business or Public Administration, Science, Social Work, Sociology, Psychology, or a closely related discipline. Qualified candidates will also have two (2) or more years of experience working in one (1) or more of the following positions:

- Department head over a Public Safety or Justice department
- Department head over a Social Services Department, with experience or a background in Public Safety and Justice
- Executive management position for a public agency with responsibility for directing a public safety, social services, or justice department/agency (e.g. juvenile and criminal justice management, coroner functions, or legal assistance)

## COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$248,379 - \$273,822 annually, which is dependent on qualifications and includes a 3.35% management incentive. **The attractive benefits program includes:**

- **Retirement** – The County's Retirement plan is provided by the County Retirement Act of 1937 and is managed by the Sacramento County Employees' Retirement System (SCERS) Board of Retirement.
- **Auto Allowance** – \$450 per month.
- **Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- **Deferred Compensation** – A deferred compensation program is available through the County 457(b) Deferred Compensation Plan. The County will match contributions to the 457(b) Deferred Compensation Plan up to 1% of the monthly gross salary into a 401(a) plan as long as the contributions to the 457(b) are at least 1% of gross salary continuously throughout the year.
- **Life Insurance** – \$50,000 in life insurance coverage for the employee and \$2,000 for all eligible dependents. Employees have the option to purchase up to \$600,000 in additional life insurance coverage.
- **Holidays** – 13.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave** – 15 days per year.
- **Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Other Benefits** – The County contributes \$25.00 per pay period into a Retiree Health Savings Plan.

## CHALLENGES AND OPPORTUNITIES

### Challenges

- Working with the Sheriff's Office and other County staff in implementing the Consent Decree of the Mays lawsuit, including collaborating to resolve various remedial issues in the County jail
- Working with community stakeholders, law enforcement representatives, and the courts to ensure racial, ethnic and economic fairness in the county's criminal justice system.
- Overseeing existing programs designed to reduce the County jail population, and evaluating potential new approaches
- Implementing the County's approach to Juvenile Justice Realignment, as required by State law
- Ongoing administration of the County's Youth Detention Center
- Dealing with the increasing caseload demands of the Public Defender's Office; ensuring effective representation of criminal defendants

### Opportunities

- Working in direct collaboration with the Social Services Agency and other County departments to coordinate jail reduction and diversion efforts
- Having a lead role with the courts and other criminal justice partners in pursuing innovative alternative approaches to incarceration and successful post-release practices
- Working to assess and implement evidenced-based practices for the screening of and assessment to select the right persons for diversion and release from confinement
- As the County Executive's liaison to the County's Criminal Justice Cabinet, working with justice partners and stakeholders to address current and long-term policy issues and helping to create efficiencies in law enforcement, corrections, and court agencies

## HOW TO APPLY

This recruitment will remain open until filled. For immediate consideration, please apply by the initial filing deadline, Monday, November 15, 2021. Interested candidates should apply by November 15, 2021 to Peckham & McKenney by submitting a compelling cover letter and a comprehensive resume (including month & year of employment). Highly qualified candidates who apply by the initial filing deadline will be invited to participate in the interview and selection process, which is tentatively calendared for immediately following the initial filing date.

Please visit the Peckham & McKenney website, at [www.peckhamandmckenney.com](http://www.peckhamandmckenney.com), to apply online.

For further information or questions on the recruitment process, please contact Diana Bishop, Executive Recruiter, at 408/800-7653, or by emailing Diana at [diana@peckhamandmckenney.com](mailto:diana@peckhamandmckenney.com).

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