



The County of Butte

Is Seeking An Environmental Health Director



UNIQUE OPPORTUNITY

Butte County seeks a creative, sophisticated and progressive manager to serve as its next Environmental Health Director.

ABOUT BUTTE COUNTY

Butte County is situated on the east side of Northern California's Sacramento Valley and covers 1,640 square miles between the Sacramento River to the west and the Sierra Nevada Mountains to the east. This "Land of Natural Wealth and Beauty" was founded on February 18, 1850 and is one of California's original counties.

Its name is derived from the Marysville or Sutter Buttes, which lay within the boundaries of the County when it was created. Butte County is home to a growing population of 210,500 people who live in the incorporated cities of Biggs, Chico, Gridley, Oroville (the county seat), and the Town of



Paradise. The County offers an ideal economic atmosphere with inexpensive land, a highly educated labor force and a lower than average cost of living.

Butte County has a variety of opportunities for cultural enrichment, recreation, and relaxation in a non-congested, rural environment. Bidwell Park, in Chico, is the third-largest city park in the world extending 12 miles along Big Chico Creek. Lake Oroville and the Sierra Nevada Mountains also provide a wide array of recreational activities. Educational and cultural activities are available through California State University, Chico with an enrollment of more than 15,000 students. In addition, Butte County is less than an hour and a half drive to Sacramento and only three hours from the San Francisco Bay Area.

RECREATIONAL ACTIVITIES

In Butte County, there is something for everyone. Recreational opportunities include water sports of all types on crystal lakes dotting the County's landscape. Whitewater rafting and canoeing are available in the canyons of the area's numerous rivers. Anglers can try their luck casting for trophy trout and bass. Additionally, equestrian and mountain biking trails run for hundreds of miles with countless square miles of wilderness making for wonderful backpacking excursions. Portions of the Lassen and Plumas National Forests fall within the County boundaries. There is literally no end to the beauty of the area's natural offerings and few places in the nation have the variety or quality of scenery and activities found here.

COUNTY GOVERNMENT

Butte County is a Charter County with an FY 04-05 budget of \$318 million and approximately 2,150 full-time employees. It has a proud tradition of being a stable local government bolstered by a forward-looking Board of Supervisors who are elected for four-year terms on an alternating basis. In addition to the Board of Supervisors, the following officials are directly elected:

- Assessor
- Tax Collector – Treasurer
- Auditor – Controller
- Sheriff – Coroner

- District Attorney
- Clerk – Recorder

Appointed department heads who report to the Chief Administrative Officer but are appointed by the Board of Supervisors include:

- Agricultural Commissioner/Sealer of Weights and Measures
- Director of Employment and Social Services
- Director of Child Support Services
- Director of Behavioral Health
- Director of Developmental Services
- Information Systems Director
- Library Director
- Human Resources Director
- Public Works Director
- Public Health Director
- Water and Resource Conservation Director

The California Department of Forestry and Fire Protection provides fire services for unincorporated areas, and the Farm and Home Advisor is an extension program of the University of California.

Butte County's elected and appointed officials and employees are committed to providing service, with dignity and respect, which promote an optimal quality of life for all County residents.

BUTTE COUNTY'S VISION:

- To ensure basic health, safety, and protection of people.
- To facilitate commerce and trade.
- To resolve issues in an honest, consistent, and unbiased manner.
- To provide service that is efficient, cost effective, and prompt, utilizing both public and private means.
- To make public records readily accessible for information and education.

PUBLIC HEALTH DEPARTMENT

DEPARTMENT OF PUBLIC HEALTH MISSION & GOALS

The mission of Butte County Department of Public Health is to protect the public through promoting individual, community and environmental health.

Our goals are to:

- Encourage communities and individuals to assume primary responsibility for adopting lifestyles conducive to optimum health.
- Prevent the spread and complication of disease, disability, injury, and/or premature death.
- Survey the health needs of the community and provide leadership in creating a healthful environment.

The Butte County Public Health Department consists of the following seven divisions:

- Administration – The Administrative Services staff provides support services to all programs within the Public Health Department.
- Environmental Health – Environmental conditions can affect personal and community health. The Environmental Health Division staff has responsibilities under state and county laws to monitor and regulate harmful environmental conditions.

- **Health Education** – The Health Education Division encourages individuals and communities to adopt healthy behaviors and lifestyles, and provides a wide range of informational, educational, screening, referral, and clinical services and programs to promote the well-being of the individual, family and community.
- **Public Health Clinics** – The Public Health Clinics work to protect individuals and the community from the spread and complication of disease, and are committed to providing quality health information, education and services. Licensed personnel, under the medical direction of the Public Health Officer, provide services in a timely, confidential, and customer-friendly atmosphere.
- **Public Health Laboratory** – Specializing in infectious diseases, the laboratory staff tests specimens to identify causes of disease and prevent epidemics.
- **Public Health Nursing and WIC** – The Public Health Nursing Division offers a wide variety of services to promote healthy behaviors and to prevent and control communicable diseases.

Department of Public Health resources include a staff of 188 with a budget of \$24 million.

ENVIRONMENTAL HEALTH

The Environmental Health Division serves to protect and promote public health through education and permit programs that enforce state and county laws and regulations. The Division is largely funded through user fee permit programs. Reporting to the Public Health Director, the Environmental Health Director plans, directs and manages the division's staff and functions including: Commercial/Public Swimming Pools/Spas; Domestic Water Wells; Hazardous Materials; Land Use; Liquid Waste (onsite sewage disposal); Public Water Supply Permit Program, Retail Food Protection; Solid Waste (facilities & haulers); Animal Control. The Division's Deputy Director handles management responsibilities for Animal Control services. Environmental Health Division resources include a \$2.2 million budget with 43 staff.

CURRENT ISSUES AND PRIORITIES

In preparation for the recruitment of an Environmental Health Director, the County has identified the current issues and priorities that will need to be addressed by the successful candidate:

STAFF DEVELOPMENT

A number of vacancies exist in the Environmental Health Division that need to be filled. Among the key responsibilities of the new Director are: effectively filling the gaps; fostering a feeling of "team" within the Division; and leading staff into the future. This will require a commitment to staff development, retention, and recruitment.

COUNTY GROWTH

Butte County is experiencing change as development is altering the environment in what used to be a primarily rural/agricultural county. This growth is causing capacity concerns relating to onsite wastewater (the County currently has two wastewater treatment plants, one each in Oroville and Chico; these facilities are not operated by the County of Butte). Growth is also occurring in areas with poor soil – traditional septic systems are decreasing as a viable option. The Public Health Department will be teaming

with a consultant to review these and other wastewater issues and develop a draft plan for the County Board of Supervisors' consideration, and to plan for development of a regional sanitation district or similar option on how best to deal with these growth and capacity concerns.

AB885

The passage of Assembly Bill 885, which establishes statewide standards for onsite wastewater systems, will have a serious impact on the approach public agencies take to onsite wastewater issues when AB885 is implemented. This will be a top priority item needing to be addressed by the new Director.

PROGRAM DEVELOPMENT

There are limited formal policies and procedures in place; there is a need for staff to have the security of policies that can be supported and explained to the public. This is a wonderful opportunity for a new Director to take this program and formulate his/her own approach and provide a fresh look with new ideas for the Environmental Health Division. The Director of Public Health finds environmental health issues fascinating, is excited by the opportunity to have the environmental health division become a more integral part of the operation of all Public Health programs, and looks forward to working with the new Director to establish Butte County's Environmental Health Division as the model program in Northern California.

THE IDEAL CANDIDATE

The ideal Director of Environmental Health candidate is an experienced, innovative public health executive or top-level assistant with an extensive background in environmental health administration and possesses strong negotiation and staff management skills. This enthusiastic and collaborative leader will bring excellent communication, creative problem solving and interpersonal skills as well as a broad vision for the future of public sector environmental health services. The successful candidate will bring with him/her relevant knowledge of land use issues. A history of demonstrating a commitment to staff development and empowerment will also be considered favorably.

Specific requirements are as follows:

EXPERIENCE AND EDUCATION

Environmental health professionals with significant public sector experience serving as an environmental health specialist, including three years of supervisory experience. A Bachelor's degree in Environmental Health, Public Health, Biological

Science, Chemistry, or related field is required. Possession of a valid certificate of registration as an Environmental Health Specialist issued by the California State Department of Health (or the ability to obtain one with one year) is expected. The Director must maintain a valid California driver's license and insurability.

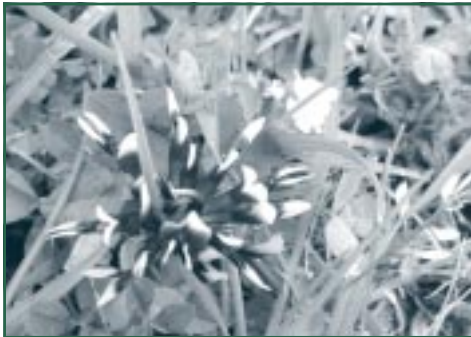


MANAGEMENT STYLE/PERSONAL CHARACTERISTICS

County officials are searching for an Environmental Health Director with the following additional leadership and management characteristics:

- Possesses a strong sense of ethics, both personally and professionally
- Progressive; forward thinking; enjoys challenges
- Team player – can work collaboratively with the Public Health Department executive team
- Exhibits extraordinary political acumen and sophistication
- Strong leadership skills; provides direction and vision for the staff
- Empowers staff
- A professional who practices accountability and instills pride and confidence in staff
- Committed to training and development; building future leaders
- Outstanding communication skills; communicates with confidence, integrity and professionalism
- Generous with his/her time; supportive, understanding, compassionate; a good listener
- Energized by major challenges and accomplishments
- Creative problem solver – thinks “outside the box”
- Exceptional and proven manager of people
- Possesses sound judgment and excellent intuition
- Comfortable working with elected officials, community groups, stakeholder agencies, and the public
- Calm under pressure, resilient and has a good sense of humor

COMPENSATION AND BENEFITS



SALARY

The salary range for this position is \$68,220 - \$82,932 (range is currently under review by the County). Actual salary will be based on the qualifications of the successful candidate.

The County also offers an attractive benefit program, which includes the following:

RETIREMENT

- Participation in the PERS program 2% @ 55 (single highest year). County pays employee's contribution

LEAVE PROGRAM

- Vacation based on years of service beginning at 14 days per year
- Sick leave of 12 days per year
- 11 paid holidays per year

INSURANCE

- Participation in the County sponsored Health Plan under PERS, which includes a choice between three medical plans as well as dental and vision insurance
- Life insurance of \$25,000

ADDITIONAL BENEFITS

- Optional supplemental life insurance; accidental death and dismemberment insurance
- Participation in County's 125 Cafeteria Plans; Deferred Comp (457) Plans; Short/Long-term Disability Programs

APPLICATION AND SELECTION PROCEDURE

To be considered for this excellent career opportunity as Environmental Health Director, submit a cover letter with current salary, resume, and three work-related references by **Monday, May 9, 2005** to:



Stuart Satow
CSAC Human Resources Advisory Services
241 Lathrop Way
Sacramento, California 95815
Tel. 916 263-1610 or 916 263-1401
Fax: 916 561-7205
E-mail: resumes@cps.ca.gov
Website: www.cps.ca.gov/search

Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. CSAC HR Advisory Services will report the results to the County. The County will then select candidates to be invited to participate in interviews in Butte County (Oroville) in early June. An offer of appointment is expected in late June following extensive reference and background checks and a final interview. For additional information about this excellent opportunity, please contact Stuart Satow.

Visit the Butte County website at:
www.buttecounty.net