



COUNTY OF SONOMA

575 ADMINISTRATION
DRIVE, ROOM 102A
SANTA ROSA, CA 95403

SUMMARY REPORT

Agenda Date: 11/2/2021

To: Sonoma County Board of Supervisors

Department or Agency Name(s): County Administrator, Human Resources

Staff Name and Phone Number: Sheryl Bratton, 565-3578 Christina Cramer, 565-2988

Vote Requirement: Majority

Supervisorial District(s): Countywide

Title:

Department Head Personal Services Agreement - Department of Health Services

Recommended Action:

Authorize the Board of Supervisors to execute a Personal Services Agreement with Derrick Neal as Director of Health Services, with the agreement from December 1, 2021 to November 30, 2024 at the "E" step of the position's salary range, and eligibility for other County benefits in accordance with Salary Resolution 95-0926.

Executive Summary:

The salary and fringe benefits provided to County department and agency heads must be considered by the Board of Supervisors at a regularly scheduled Board meeting. Further, an oral summary of the salary and benefits recommended action must be presented at the meeting where the final Board action is taken. (California Government code §54953, 54956)

After a successful nationwide recruitment and extensive selection process, it is recommended the Board of Supervisors appoint Derrick Neal as the new Director of Health Services.

Discussion:

The Director of Health Services reports to the Board of Supervisors and oversees the County's public health and behavioral health services, which promote, protect and ensure access to services to support the health and well-being of all residents in Sonoma County. The Director has a critical role in collaborating with community partners, emergency management departments and businesses to establish local health related priorities. The Director oversees four divisions: Administration, Public Health, Behavioral Health and Health Policy, Planning and Evaluation. More recently, the Department of Health Services has led the COVID-19 Pandemic response for the County. The Department of Health Services has a fiscal year budget of \$275 million dollars and has approximately 580 total staff.

Upon the announcement of the former Director Health Services resignation, Human Resources coordinated with Wendi Brown Creative Partners, Inc. a public sector executive search firm, to conduct an extensive nationwide recruitment. The most highly qualified candidates were invited to interview with a diverse group consisting of subject matter experts, community stakeholders, and County department heads, the County Administrator, and the Board of Supervisors. At the conclusion of the process, The Board of Supervisors selected Derrick Neal as the next Director of Health Services.

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Mr. Neal is a health administrator with extensive experience in public and behavioral health and has served in many different roles in County and State government. Mr. Neal was most recently the Executive Director for Williamson County and Cities Health District. Before that, Mr. Neal spent three years as director of the Victoria County Public Health Department in Victoria, Texas.

Mr. Neal earned a Masters of Public Administration from the University of Illinois and a Bachelors of Arts degree in Sociology from Jackson State University. He is a PhD candidate in Public Administration with Capella University.

The Personal Services Agreement with Derrick Neal places him at the “E” step of the salary range, with an annual salary of \$228,876 with an effective term from December 1, 2021 through November 30, 2024 and all other benefits and compensation as prescribed in the Salary Resolution 95-0926. If the Board approves today’s action, Mr. Neal will officially start on December 1, 2021.

Strategic Plan:

INSTRUCTIONS: If this item directly supports implementation of an objective in the County’s Five-year Strategic Plan briefly describe how the activity or project will help to achieve the desired outcomes associated with the objective. If this item does not directly support the Strategic Plan delete the full text under this header and input “N/A.”

N/A

Prior Board Actions:

None.

FISCAL SUMMARY

| Expenditures | FY 21-22 Adopted | FY22-23 Projected | FY 23-24 Projected |
|------------------------------------|-----------------------------|------------------------------|-------------------------------|
| Budgeted Expenses | | | |
| Additional Appropriation Requested | | | |
| Total Expenditures | | | |
| Funding Sources | | | |
| General Fund/WA GF | | | |
| State/Federal | | | |
| Fees/Other | | | |
| Use of Fund Balance | | | |
| Contingencies | | | |
| Total Sources | | | |

Narrative Explanation of Fiscal Impacts:

Ongoing annualized salary and benefit costs associated with this position is already incorporated into the

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Department of Health Services budget. This action does not increase any budget appropriations.

| Staffing Impacts: | | | |
|--|--|---------------------------|---------------------------|
| Position Title (Payroll Classification) | Monthly Salary Range (A-I Step) | Additions (Number) | Deletions (Number) |
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Narrative Explanation of Staffing Impacts (If Required):

None.

Attachments:

Initial Appointment - Personal Services Agreement, Derrick Neal

Related Items "On File" with the Clerk of the Board:

None.