



Legislation Details (With Text)

File #: 2021-1192
Type: Regular Calendar Item **Status:** Agenda Ready
File created: 10/13/2021 **In control:** Human Resources
On agenda: 11/2/2021 **Final action:**
Title: Department Head Personal Services Agreement - Department of Health Services
Sponsors: County Administrator, Human Resources
Indexes:
Attachments: 1. Summary Report., 2. Personal Services Agreement

Date	Ver.	Action By	Action	Result
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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.

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:

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 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)

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.