



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: February 6, 2018

Subject: APPOINTMENT OF HEALTH SERVICES DIRECTOR - EXEMPT - ANNA ROTH

RECOMMENDATION(S):

1. ADOPT Personnel Resolution No. 22233 to reallocate the salary of the classification of Director of Health Services-Exempt;
2. APPOINT Anna Roth to the classification of Director of Health Services-Exempt at Step 1 of the salary range effective February 1, 2018, all other benefits as provided in the current Management Resolution applicable to the position of Health Services Director;
3. ADOPT Resolution No. 2018/61 rescinding and superseding Resolution No. 2015/339, to appoint Anna Roth to the Office of Public Guardian and the Office of Public Administrator, effective February 1, 2018, pursuant to Government Code sections 27431 and 24011 and Ordinance No. 2015-20; and to appoint Anna Roth as the Director of Health Services; and
4. WAIVE requirements of Government Code section 24001 for this appointment and find that the best interests of the County are and will be served by this waiver, all as recommended by the Board of Supervisors.

FISCAL IMPACT:

The total cost of the position is \$500,000, including \$98,000 in pension costs. The position is budgeted within the Hospital Enterprise Fund I.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **02/06/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: February 6, 2018

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Dianne Dinsmore, Human Resources Director (925) 335-1766

By: June McHuen, Deputy

BACKGROUND:

It is recommended that the unrepresented classification of Director of Health Services-Exempt (VCA1) be reallocated from a single step class (\$17,944.42) to a three step class (\$28,025.27 to \$30,897.86).

The County retained Neher and Associates to recruit for a new Health Services Director. The job announcement was advertised on-line and with a wide variety of organizations (over 70) including organizations such as the American Public Health Association (APHA), the American Hospital Association (AHA), the National Association of Health Services Executives (NAHSE), the American College of Healthcare Executives (ACHE), the Medical Group Management Association (MGMA), American Association of Managed Care Nurses (AAMCN), National Hispanic and other Medical Associations, California and numerous other State Hospital Associations, National Association of Healthcare Leaders, the National Association of County & City Health Officials (NACCHO) and many more. Job announcement brochures were also e-mailed or mailed to a large number of Professional Associations and individuals as part of the recruitment/networking.]. Over 104 candidates applied by the final filing date of the recruitment. Neher and Associates screened applicants and 15 leading candidates were forwarded to the County for review. Seven semi-finalists were then selected for additional interview on December 15, 2017, with the County Selection Committee comprised of David Twa, County Administrator, Dianne Dinsmore, Director of Human Resources, Jeff Smith, County Executive, Santa Clara County, and Rebecca Rozen Regional Vice President, Hospital Council of Northern & Central CA. Interviews were held on December 15, 2017. Following those interviews, three finalists were forwarded to the Board of Supervisors for consideration.

Ms. Roth has served as Chief Executive Office of Contra Costa Regional Medical Center and Health Centers for nine years. She holds a master's degree from the University of California, San Francisco, and a Master in Public Health from Harvard University. She is a registered nurse with more than 30 years of health care experience and is an Institute for Healthcare Improvement Quality Improvement Fellow. Ms. Roth is a leader in system redesign and innovation and a strong advocate for the inclusion of patients, families and the community as full partners in the delivery of health services. In addition to Ms. Roth's healthcare experience, she has also held executive leadership roles locally, statewide and nationally as board member and chair of both the Essential Hospitals Institute and the California Health Care Safety Net Institute. Roth is also a lecturer at the UC Berkeley School of Public Health.

I am recommending Anna Roth be appointed Health Services Director at Step 1 of the salary range effective February 1, 2018.

I am also recommending Ms. Roth be appointed to the Office of Public Guardian and the Office of Public Administrator effective February 1, 2018. These appointments are required to be made by resolution. Attached Resolution No. 2018/61 fulfills that

requirement.

This action also find that the best interests of the County are served by this waiver of the requirement of county residency for the appointment of this county officer, as authorized by Government Code section 24001.

CONSEQUENCE OF NEGATIVE ACTION:

The position will remain vacant causing continued stress on the administration of the department.

ATTACHMENTS

Resolution No. 2018/61

P300 No. 22233