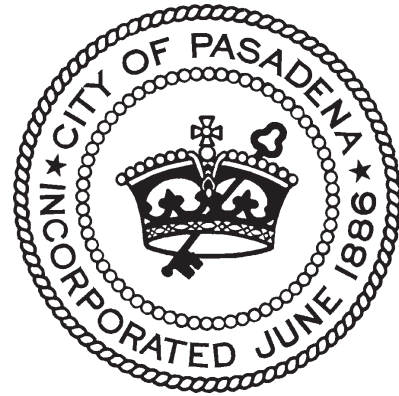


Compensation & Benefits

Pasadena offers a generous and comprehensive salary and benefit package which includes the following:

- ◆ Salary: The salary control point if appointed as the Public Health Director/Health Officer is \$186,688.11. The control point if appointed as the Public Health Director (only) is \$149,350.66. The starting salary will be commensurate with the selected candidate's qualifications.
- ◆ Retirement: Benefits are provided through the Public Employees Retirement System (PERS). The benefit formula is 2.5% @ 55. The City pays 4.4% of the PERS member 8% contribution toward retirement which is also considered compensation for retirement purposes.
- ◆ Paid Leave: Twelve holidays per year, plus generous vacation, sick leave and management leave benefits.
- ◆ Health Insurance: City contributes \$976.45 per month, which can be allocated for health insurance and/or into a personal deferred compensation account.
- ◆ Dental Care: City contributes 100% of the employee's premium plus \$80 for dependents.
- ◆ Life Insurance: \$200,000.
- ◆ Car Allowance: \$475 per month.
- ◆ Personal Development: An annual allowance of \$1,000 is provided to enhance professional or personal development.
- ◆ 9/80 Work Schedule: The City is on the 9/80 work schedule and is closed every other Friday.



The Process

To be considered for this exciting career opportunity, please forward a letter of interest and your resume with salary history and five work-related references (who will not be called until mutual interest is established) to:

Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408-399-4423
E-mail: jobs@averyassoc.net
www.averyassoc.net



The final filing date for this position is March 19, 2010. Preliminary screening and interviews with the search firm will take place through mid April. Individuals who are determined to be best qualified will proceed in the selection process anticipated to take place in late April/early May. Upon completion of a thorough reference and background check, it is anticipated that the successful candidate will be appointed by the end of May, 2010.

If you have any questions regarding this position, please contact Mr. Kimura at 408-399-4424.

The City of Pasadena

*invites your interest for
the position of*



Photo by: victormuschettaphotography.com

Director of Public Health/ Health Officer

The Community

The City of Pasadena is nestled at the foothills of the San Gabriel Mountains approximately 10 miles northeast of downtown Los Angeles. Incorporated in 1886, the 23 square mile city has become an ethnically and culturally rich city with a population of 150,185 which is 39% White, 33% Latino, 14% African-American, and 10% Asian.

The City takes pride in maintaining its historical character and quality of life while continuing to guide ongoing economic development. Old Pasadena, the twelve-square block shopping and entertainment district, is a classic example of balancing architectural and historical preservation with smart economic growth. The Playhouse District, anchored by the Pasadena Playhouse, also maintains many of the original structures while providing a center for culture, commerce and community.

In addition to its strong economic base, Pasadena is home to the world renowned Tournament of Roses and the Norton-Simon Museum. The Pasadena Symphony, California Philharmonic and the Pasadena Pops offer an array of musical events. The Pasadena Civic Auditorium and the Pasadena Playhouse are popular venues for music and theatre.

City Government and the Public Health Department

The City of Pasadena is a full-service municipality governed by a Council/Manager form of government. The Mayor is elected at large and a seven member Council is elected by district. The City is comprised of 15 Departments providing traditional services including a Public Health Department, Water and Power Utility, and a Library. With an operating budget of \$616.5 million, the City employs 2,239 employees.

The Pasadena Public Health Department is one of three municipally operated health departments in California and has provided public health services to its community for over 115 years. As the Pasadena community has grown and become more diverse, the services of the Department have also grown. Today, with its 96 employees and \$12 million budget, the Department actively partners with other community groups and service providers to ensure a comprehensive approach to public health care and wellness in the community.

The Department is comprised of five divisions including: Maternal and Child Health, Disease Prevention and Control, Health Promotion and Policy Development, Environmental Health Services, and Administration. Clinical services include prenatal, adult, child and travel immunizations, tuberculosis, and HIV/AIDS comprehensive outpatient care. Some of the available public health programs are Child Health and Disability Prevention, HIV Outreach, WIC Supplemental Nutrition, Alcohol and Drug Abuse Recovery, Black Infant Health, Tobacco Control, Nutrition and Physical Activity Promotion, and a comprehensive environmental health program of education and enforcement of health codes. Programs housed in the Administration Division include Bioterrorism and Public Health Emergency Response, Health care access coordination, health data and Vital Records.

Mission Statement:

The City of Pasadena is dedicated to deliver exemplary municipal services responsive to our entire community and consistent with our history, culture and unique character.

The Position

It is the desire of the City of Pasadena to have a Director of Public Health who also serves as the City's Health Officer. The City will also consider appointment of a Director of Public Health only, should the preferred candidate not be a physician.

Reporting to the City Manager, the Director of Public Health/Health Officer serves in accordance with the California Health and Safety Code. Responsibilities include policy development and community health planning for the jurisdiction; overall direction and guidance for the Public Health Department, including personnel and budgets; and enforcing local health orders and regulations. The Director of Public Health/Health Officer also serves as the medical director and supervisor of all clinical services and programs; medical director of bioterrorism and public

health emergency planning, as well as the city's EMS paramedic services; department liaison to city council and elected officials; and media spokesperson on public health issues.

Opportunities and challenges include:

- ◆ Identifying new funding sources in the face of increasing costs and declining resources.
- ◆ Leveraging resources and serving as a key public representative and partner to stakeholders in negotiating an effective health care network, acting as an advocate for the medically underserved.
- ◆ Expanding partnerships to sustain long-term health improvement efforts and underwrite rising core operating costs.
- ◆ Enhancement of public health preparedness for bioterrorism and public health emergencies such as H1N1 flu and other infectious disease outbreaks.
- ◆ Addressing local public health and health care workforce development and training.
- ◆ Strengthening oversight and enforcement of Health & Safety Codes, Regulations, and local ordinances.
- ◆ Increasing involvement in and utilization of programs that are best driven by the community and serve broader public health purposes.
- ◆ Assessing customer service and developing or enhancing methods to strengthen service to the community.

The Ideal Candidate

The new Director of Public Health/Health Officer will join a world-class model public health practice that champions opportunities for every member of the community to live a healthy life. The ideal candidate will reflect the values that are consistent with the City of Pasadena's Core Values which include: responsiveness; honesty and integrity; accountability; excellence; open, clear and frequent communication; innovation; diversity and inclusiveness.

Competencies to include but not limited to:

- ◆ A strategic thinker who can lead both clinical and programmatic departmental operations and collaborate with community partners to ensure a responsive local public health delivery system.
- ◆ Proven experience and demonstrated success meeting high standards and accountability requirements, developing and implementing strategic goals and objectives, and leveraging limited resources.
- ◆ Familiarity with the Health and Safety Code and essential services of public health, as well as technical expertise as a physician.
- ◆ Understanding of health finance and public funding.

Desired Characteristics:

- ◆ A passion for public service and a dedication to improving the health of communities through public health best practices and innovative approaches.
- ◆ Ability to work with diverse stakeholders and a community with a culture of engagement, collaboration and partnership.
- ◆ Results oriented with good judgment, values, decision-making skills and professional work ethic.
- ◆ Ability to inspire trust among the leadership team and capitalize on their experience to enhance public health operations and service delivery.
- ◆ Broad understanding of the determinants of health and vision to navigate the constantly shifting public health and health care environment.

The ideal candidate for the role of Director of Public Health/Health Officer will be a physician with a Board certified medical specialty recognized by the American Board of Medical Specialists and will possess a Master's degree in Public Health with at least four years of responsible experience as a physician in a public health organization or community based setting, preferably with expertise in infectious disease control. The City will also consider candidates for the Director of Public Health only. This position will require four or more years as a Public Health Executive/Manager within a County, City or other public health related environment along with a Master's degree in Public Health, Public or Business Administration, Hospital Administration or related field.