



Grossmont  
Healthcare  
District

**Chief Executive Officer**

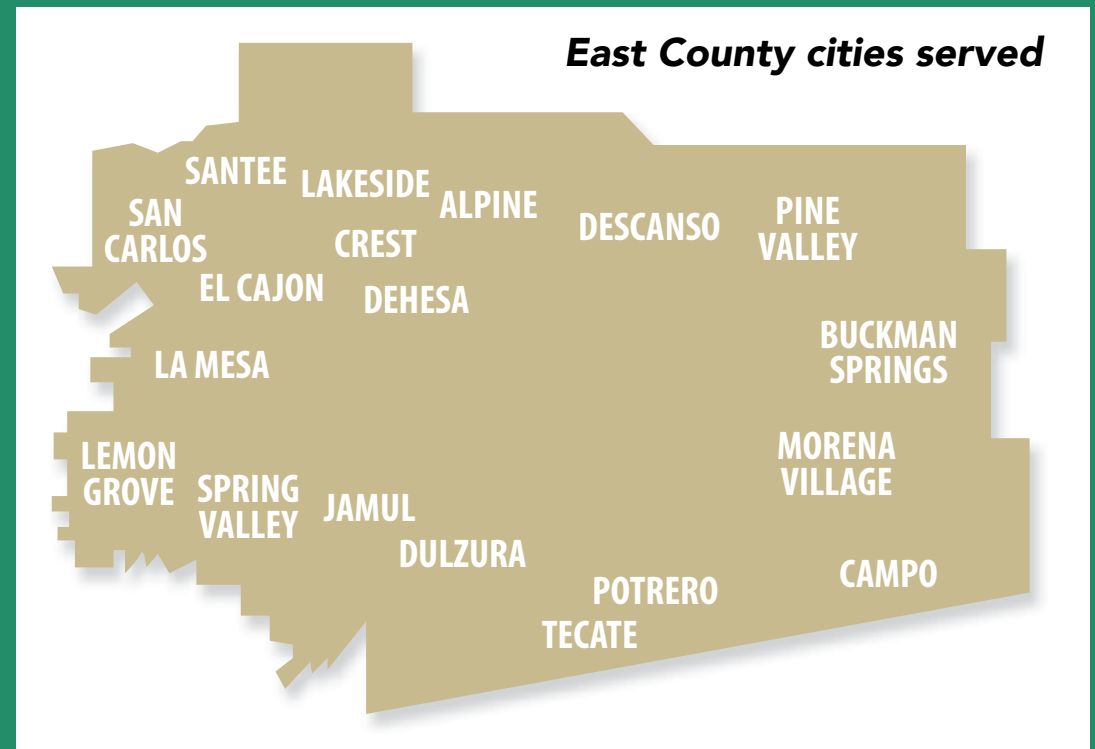


## An Exciting Opportunity!

This is an exciting opportunity to join the Grossmont Healthcare District (GHD) as its new Chief Executive Officer. This vacancy is a result of an upcoming retirement (March 2021) of a long-tenured and highly respected CEO, Mr. Barry Jantz. The Board of Directors is conducting a comprehensive recruitment focused primarily within California to attract highly qualified professionals for consideration. This at-will position serves at the pleasure of the Board of Directors.

Grossmont Healthcare District is a special district that supports health-related community programs and services in San Diego's East County region, and leases Grossmont Hospital operations to Sharp HealthCare on behalf of local taxpayers.

In order to lead this organization, top candidates may draw on a broad array of executive level experience gained through experience in local government (special district, city, or county) or with a non-profit or private organization that deals with health policy, health programs, and/or public health. Relationship building skills are also highly valued by the Board as are strong communication and innovative management skills to lead this small and impactful organization. Top contenders will also have an enthusiasm and desire to expand community and stakeholder engagement to further enhance and elevate GHD's contributions in the region.



[grossmonthealthcare.org](http://grossmonthealthcare.org)

## History and Overview of Grossmont Healthcare District

Grossmont Healthcare District was founded as Grossmont Hospital District in 1952 by civic leaders and physicians who wished to establish a new hospital to satisfy the unmet healthcare needs of the people of San Diego's East County. Grossmont Hospital was built with taxpayer funds and opened for business in 1955. Operation of the hospital was under the control of a publicly elected, five-member board of directors serving four-year terms. Over the next 60 years, the Hospital District Board of Directors presided over the growth of a small rural community facility as it expanded into a 536-bed medical center.

In 1991, the District Board entered into a collaborative partnership for hospital operations with Sharp HealthCare. The affiliation agreement included the establishment of a non-profit public corporation, Grossmont Hospital Corporation. A lease was executed between Grossmont Hospital District and Grossmont Hospital Corporation for a term of 30 years. Because the Board's focus has broadened to include more general healthcare needs and not just hospital services, the Board changed its name to the Grossmont Healthcare District in 1997. In 2014 the voters within the District's boundaries overwhelmingly passed Proposition H to extend the existing lease through May 2051. As such, the District Board continues to serve as the landlord overseeing the lease on behalf of the taxpayers, who maintain ultimate ownership.

In 2019, GHD transitioned to zone-based elections. Today, the District continues to be governed by a five-member Board of Directors representing nearly one-half million people residing within the District's 750 square miles in San Diego's East County region. Board meetings are held twice per month on the first Monday and third Friday at 7:30 am.





## History and Overview of Grossmont Healthcare District (continued)

Importantly, the District recently completed the management of the construction improvement projects at community-owned Grossmont Hospital, paid for by proceeds from Proposition “G,” a \$247-million bond measure approved by voters in June 2006.

In early 2019, the GHD Board allocated \$4 million to Sharp Grossmont Hospital to provide resources for the hospital’s efforts to be designated as a Comprehensive Stroke Center. During this same year, GHD invested over \$197,000 in scholarship awards geared toward local students pursuing careers in healthcare. Additionally, the District supported many non-profit, health related organizations by means of grants and sponsorships in support of various community programs and services. Notably, GHD also invested over \$2.4 million in grants and sponsorships in FY2019 for the benefit of residents served by local health organizations addressing priority health needs as follows:

- 52% | Direct Patient Care | \$1,243,000
- 19% | Aging | \$469,500
- 12% | Workforce Development | \$305,000
- 8.5% | Disability Services | \$209,400
- 3.0% | Behavioral & Mental Health | \$83,175
- 2.0% | Cancer | \$50,000
- 1.8% | Social Services | \$41,750
- 1.7% | Chronic Conditions | \$40,077

*For more information about GHD, review the list of public documents available on the District’s website or access through this link ([www.grossmonthealthcare.org/public-documents/](http://www.grossmonthealthcare.org/public-documents/)).*

## History and Overview of Grossmont Healthcare District (continued)

Further expanding its contributions to the region, the District operates the Dr. William C. Herrick Community Health Care Library at Briercrest Park. The public library, which opened in 2002, is a comprehensive consumer health library specializing in providing reliable health information, accessible both on-site and via the internet. The District also operates a Conference Center and smaller meeting rooms that are available to community based, non-profit, health-related organizations for lectures, seminars, workshops, and classes.

Within the Conference Center is the Gallery of Honor, a permanent historical public display of photographs and biographies of inspirational East County residents and former residents who have played a leading role in shaping the world of today. The Gallery's honorees represent more than 130 years of East County history.





## ***The Mission of Grossmont Healthcare District***

As stewards of the public trust, the Grossmont Healthcare District preserves and protects those resources entrusted to its care. To maintain and improve the physical and behavioral health of its constituents, the District:

- Partners with the hospital operator, Sharp HealthCare, to ensure access to state-of-the-art medical services at Grossmont Hospital for all residents of Grossmont Healthcare District and beyond.
- Anticipates and recognizes the unmet health care needs of the communities served and supports suitable services to the greatest extent possible consistent with available resources.

*The Grossmont Healthcare District is the only special district in the State of California with a hospital lease in place that has passed a bond issue specific to making improvements at a leased hospital. The approval for this bond issuance was overwhelmingly supported by the community and further emphasizes the support of the District and its overall mission.*



## Responsibilities of the Chief Executive Officer

The Chief Executive Officer (CEO) of the Grossmont Healthcare District implements the Board of Director's policies and administers programs consistent with the District's mission. The CEO organizes, directs, and manages the human resources, assets, programs, and property maintained by the District Office, including all related financial interests and obligations. Importantly, the CEO serves as a liaison with Sharp Grossmont Hospital and community/state/federal officials, assures legal compliance with state, regional, and community regulations, and monitors fiscal commitments and the operational budget of the District. Additionally, the CEO works with the elected Board, staff, committees, and consultants, and represents the District in relations with other organizations, grant recipients, government entities, consultants, and vendors.

## ***Relationships***

The CEO is appointed by and responsible to an elected Board of Directors who set District policy. In addition, the CEO works closely with the committees of the Board in carrying out duties and assignments as required. As the administrative head of the organization, the CEO exercises authority and responsibility subject to limitations granted by the Board and policies of the District as interpreted by the Board and Counsel. Additionally, the CEO carries out all District policies, directives, resolutions, and orders with support from nine (9) full-time staff including the following key individuals: Director of Administrative Services, Director of Programs & Outreach, Library Director, Executive Assistant, and Administrative Assistant. Other specialty assistance is gained through the periodic use of Public Relations, Facilities, Information Technology, and other external consultants. Additional duties of the CEO include working directly with the District's General Counsel, accounting firm, lobbyist, and financial auditor.





## ***Administration and Management Responsibilities***

The CEO manages the operations of the Grossmont Healthcare District's facilities and programs, including systems development for management and accountability, management of the physical property, maintenance of District records, supervision and recruitment of employees, and provision for professional staff development.

### **Key Duties:**

- Subject to the pleasure of the Board of Directors, the CEO leads and oversees all staff and consultants as appropriate for carrying out the functions of the District;
- Provides mission-driven strategic leadership with Board approved goals with measurable results;
- Administers and safeguards the terms and conditions of the lease agreement with Sharp HealthCare;
- Fosters caring, excellence in management and creative and innovative solutions, including the administration of all District's programs such as enhancing offerings to under-served communities and under-represented groups;
- Maintains collegial and congenial working relationships with a wide range of stakeholders including elected and appointed officials in the region and statewide on District programs such as pending and mandated legislative issues that might impact District operations;
- Maintains facility operations for the District buildings, property, security, insurance, and related functions;
- Coordinates and oversees facility usage (Library, Conference Center, etc.) and facility repairs and maintenance including safety rules and policies;
- Oversees implementation of approved District programs including grants program;
- Provide sound, competitive employee compensation and benefits programs, including retirement, health and disability insurance benefits, and other fringe benefits; and
- Oversees all District communication, public education, and publications with an appreciation for inclusion and diversity with enhanced use of technology and social media.

## ***Board and Committee Support***

The CEO oversees preparation of the Board of Director's meeting agendas, attends as an ex officio member, reports on the status of the District office and its programs, and makes recommendations to committees and the Board. The CEO meets regularly with Board members on issues and decisions and is responsible to the Secretary to ensure the records and minutes are maintained. Additionally, the CEO is responsible to the Treasurer to ensure sound fiscal and budgetary balances and reports are maintained.

### **Key Duties:**

- Actively responds to public inquiries and public notices and further expands insight into the contributions of GHD.
- Arranges and oversees all meetings with supported documentation and completed staff reports.
- Coordinates District elections with the Registrar of Voters, filing of the Statement of Facts Roster of Public Agencies with the State of California, and the review and filing of Conflict of Interest Code forms with the County of San Diego. Ensures the proper filing of Economic Interest forms.
- Assures that all financial reporting is submitted in a timely manner for District approval and exceeds expectations for transparency, including timely payment (or refinancing) of District's financial commitments, obligations, and invoices.
- Properly protects and accounts for District assets.
- Administers, coordinates, and oversees all District functions (i.e., community events, health fairs, and hosting of other events held at the District).



## The Ideal Candidate

The ideal candidate for consideration will be a collaborative and confident leader who has a successful track record focused on public service with emphasis on providing programs in a public sector environment. In addition to executive-level management experience, career emphasis may include specific focus on health policy, health programs, and/or public health. This top candidate will also have excellent business acumen complemented by outstanding communication and organizational skills. Relationship building skills are also paramount to success.

Additionally, this ideal candidate will provide vision and strategic leadership and at the same time, be skilled at managing day-to-day operations. This will require an energetic, engaged, and hands-on management style to lead a small, highly educated professional team that works independently yet collaboratively on achieving set goals. Additionally, this top candidate will ensure accountability and transparency to the taxpayers and will be focused on continuing to deliver high-quality services and programs across a geographically and ethnically diverse population. This continued focus will require excellent people skills and frequent interaction with a network of non-profit and community-based organizations. By eagerly engaging in these activities, the new CEO will continue GHD's legacy and further align strategic goals and initiatives with the evolving needs of the region. Additionally, public speaking skills, experience with government affairs and both regional and statewide legislative activities are also sought in this top executive.



## Desired Experience and Education Requirements

**Experience:** Significant and progressively responsible experience at the executive level with a public agency (special district, city, or county), nonprofit entity, or private organization (i.e., providing health programs or public health related services). Experience must include a solid track record of responsibility for resources (budget, programs, and staff) of comparable size or greater.

Candidates will be evaluated on their overall employment history presented through their submittal of a comprehensive package of information outlining career highlights and notable achievements. Although specific experience in California is highly valued by the Board, all highly qualified candidates are strongly encouraged to apply for consideration.

**Education:** Bachelor's degree is required. Master's degree (Business, Public Administration, Public Health, or Public Policy or related field) is strongly desired. An advanced degree (JD or PhD) may be an added plus combined with relative career experience.

**Certifications/License:** None required although relative certifications and licenses should be included by applicants for full consideration.

Ralph Andersen & Associates and the Grossmont Healthcare District Board of Directors reserves the right to select any combination of experience, education, and career history that will uphold the ideals and values of this organization and continue to provide the highest level of service.

## Compensation and Benefits

The annual salary range is \$175,000 to \$230,000. Placement within the range will be based on qualifications (DOQ) including experience, education, and overall career history. The District participates in the CalPERS Retirement program with 3%@60 (Classic Members) and 2%@62 for New Members. Moving and relocation expenses may be included in the employment offer. Further details on compensation and benefits are available through the recruiting firm, Ralph Andersen & Associates.

## The Selection Process

Candidates are encouraged to apply early in the process by submitting a comprehensive resume and compelling cover letter. This recruitment is considered open and on-going until a final selection is made. Interested parties are asked to submit resumes no later than **January 25, 2021**. Review of resumes by the Board of Directors will begin in late January. Interested candidates should submit via email to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Applicants should be aware that references will not be requested until a later point in the process and will not be contacted until mutual interest has been established.



Ralph Andersen & Associates will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited to interview with the Board of Directors. Interviews with the Board (Round #1) will be conducted using video technology during early February. A second interview (Round #2) may be conducted in-person (with social distancing safeguards in place) during mid-February. It is anticipated that the newly selected Chief Executive Officer will join Grossmont Healthcare District in mid-March 2021 (**or** at a mutually agreeable date) to allow a smooth and orderly transition with the outgoing CEO. Detailed background and reference checks will be required.

Confidential inquiries are welcomed and encouraged to Heather Renschler, Project Director or John Slaughter, Senior Consultant at (916) 630-4900.

*The Grossmont Healthcare District is an equal employment opportunity employer and encourages all qualified individuals to submit career history and credentials for this exceptional career opportunity.*