

Peckham & McKenney
"All about fit"



20
years

**PECKHAM
&
MCKENNEY**
EXECUTIVE SEARCH

County Executive Officer
COUNTY OF MERCED, CALIFORNIA

THE COMMUNITY

Nestled in the heart of California's Central Valley, Merced County stands as a thriving example of agricultural abundance, economic opportunity, and forward-thinking community development. Spanning approximately 1,938 square miles—from the coastal ranges to the foothills of the Sierra Nevada—Merced County is ideally positioned with rich flatlands and reliable water sources that support a robust agricultural economy at the core of California's food production.

With its population currently estimated at 290,014, Merced County is one of the fastest-growing regions in the state and ranks as the 23rd largest county by population. This growth reflects not only the region's livability but also its increasing role in California's broader economic landscape.

A key driver of innovation and education in the region is the University of California, Merced—the 10th campus in the UC system—opened in 2005. This state-of-the-art institution brings a



spirit of discovery and advancement in science, medicine, and the environment, contributing to the county's rising reputation as a hub of knowledge and research.

Merced County is also home to dynamic economic development initiatives, including the vehicle dynamics testing facility and inland port and rail district at Castle Commerce Center. These projects are attracting attention from technology companies and the goods movement industry, generating job opportunities and long-term growth potential.

Beyond its economic and educational strengths, Merced County is deeply committed to enhancing quality of life through the development of vibrant, accessible open spaces. Strategic investments in parks and public areas underscore the County's dedication to creating healthy, connected, and

inclusive communities for residents and visitors alike.

Whether you're drawn by its agricultural roots, academic innovation, or natural beauty, Merced County offers a promising future and a welcoming environment for all.

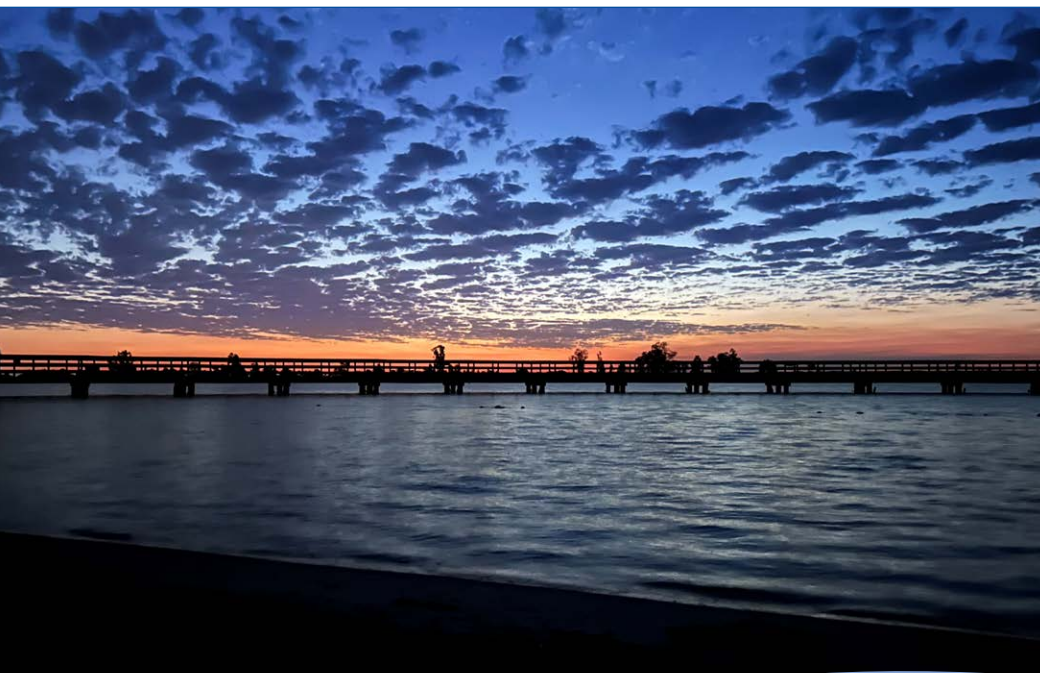
To learn more about the County of Merced, please visit www.countyofmerced.com and https://youtu.be/ckDBCWV3Y_k.

THE ORGANIZATION

Merced County is a General Law County that is governed by a five-member Board of Supervisors. Each member is elected from the district in which he or she resides and serves a four-year term, with elections occurring every two years for alternate districts. The chairperson is elected annually to preside over the Board meetings and exercise leadership for the Board. The Board meets two Tuesdays per month.

The **Final Budget for FY 2024-25** for all funds, departments, and programs totals \$1.14 billion, an increase of \$4.3 million from the FY 2024-25 Proposed Budget of \$1.13 billion. The General Fund budget is \$812.5 million and discretionary funds are \$212.2 million. The County has 2,466 full-time allocated positions that provide services such as law and justice, community development, fire protection, public health, public works, and general administration.

The County Executive Officer's Department is organized into five work components: CEO Clerk of the Board, CEO Support, CEO Human Resources, CEO Risk Management, and CEO Budget Services. The CEO serves as the County Purchasing Agent and Clerk of the Board. The



department is supported by 39 full-time personnel.

THE POSITION

Appointed by the Board of Supervisors, the County Executive Officer serves as the administrative officer and principal advisor to the Board. Under policy direction from



the Board, the Officer oversees budget and finance, administrative operations of County departments, and acts as Clerk of the Board as required by Ordinance Number 1507.

THE IDEAL CANDIDATE

The ideal candidate for the next Merced County CEO will possess broad and extensive County government experience. They will be responsive, approachable, visible, have an open-door policy, and be actively engaged with the community, local agencies, business partners, stakeholders, community organizations, and the County organization.

Additionally, the ideal candidate will possess the following attributes:

- Fiscal acumen with experience managing and delivering structurally sound and sustainable budgets.

- Visionary and creative mindset, focused on improving operations and creating efficiencies.
- Proven track record as an effective manager who is action-oriented, gets things done, and who anticipates and quickly addresses problems.
- Effectively delegates without losing track of important programs or projects.
- Strong leader and independent thinker, capable of making timely decisions.
- Able to say no when necessary but strategizes to get to yes.
- Ethical and politically astute, without a personal agenda, and able to effectively facilitate constructive policy discussion and direction from the Board.
- Effective communicator, who is honest, direct, transparent, fair, and in frequent communication with Board Members.
- Able to effectively and efficiently implement the Board's priorities while managing strategic risks associated with such priorities.
- The ability to give equal dignity to the work programs of all Supervisors while providing direct and honest feedback.
- Ability to foster and maintain a workplace culture of respect, innovation and integrity, through clearly established expectations and accountability.

Peckham & McKenney
"All about fit"

It is strongly desired that the next CEO reside within the County of Merced or be willing to relocate to the County of Merced. Candidates with a mix of private and public sector experience are encouraged to apply.

EDUCATION AND EXPERIENCE

This position requires the equivalent to broad and extensive public agency experience in a management or administrative capacity and graduation from an accredited four year college or university. Responsibilities must have included development and administration of agency programs, budgets, and personnel.

COMPENSATION & BENEFITS

The annual salary is negotiable dependent on qualifications. The salary for this at-will position is anticipated to be \$283,550. The County offers a competitive benefit package that includes:

ANNUAL ALLOWANCES:

- » Auto - \$8,400
- » Communication - \$1,800
- » Expense - \$4,800

MERCEDCERA RETIREMENT: The retirement plan is a defined benefit plan administered pursuant to the County Employees Retirement Law of 1937 and other provisions



of the California Government Code. The applicable benefit formula is dependent upon your hire date with a MercedCERA employer; your pension amount will be determined by your age, years of service and final compensation amount. Merced County Employee Retirement Association members also pay into Social Security.

HEALTH INSURANCE: County paid health plan with multiple Anthem plans to select from. The County biweekly maximum contributions are:

- » 100% for employee with a maximum of \$495.69; and
- » 50% of dependent with a maximum of \$135.23 for child/\$269.08 for spouse.

County sponsored employee health clinic available for zero or reduced co-pay depending on selected health plan.

DENTAL AND VISION PLANS: The County will pay 100% for employee and 50% of dependent premiums.

SHORT / LONG TERM DISABILITY INSURANCE: 100% County paid.

SEARCH SCHEDULE

Filing Deadline:..... May 29, 2025

Preliminary Interviews (telephonic): June 2 - 4, 2025

Meeting to review all applicants:..... June 10, 2025

Panel Interviews (In-Person): June 20, 2025

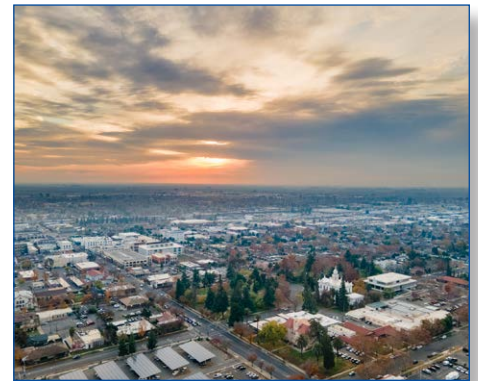
Finalist Interviews (In-Person):..... June 21, 2025

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

LIFE INSURANCE: \$85,000 (including AD&D). Voluntary employee paid Term and Whole Life Insurance available.

ANNUAL PAID TIME OFF:

- » Holidays - 12 holidays plus 2 personal holidays;
- » Vacation - Up to 20 days after 10 years of continuous employment. Optional annual buy back of 80 hours of accumulated vacation leave;
- » Sick Leave: 130 hours per year. Optional annual buy back available; and
- » 96 hours of paid management leave.



THE RECRUITMENT PROCESS

To apply for this key position and exciting career opportunity, please submit a current resume and compelling cover letter through our website at:

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Contact Roberta Greathouse at 831.998.3194, toll-free at 866.912.1919, or via email at Roberta@PeckhamandMcKenney.com if you have any questions regarding this position or the recruitment process.

**PECKHAM
&
MCKENNEY**
EXECUTIVE SEARCH

www.peckhamandmckenney.com

