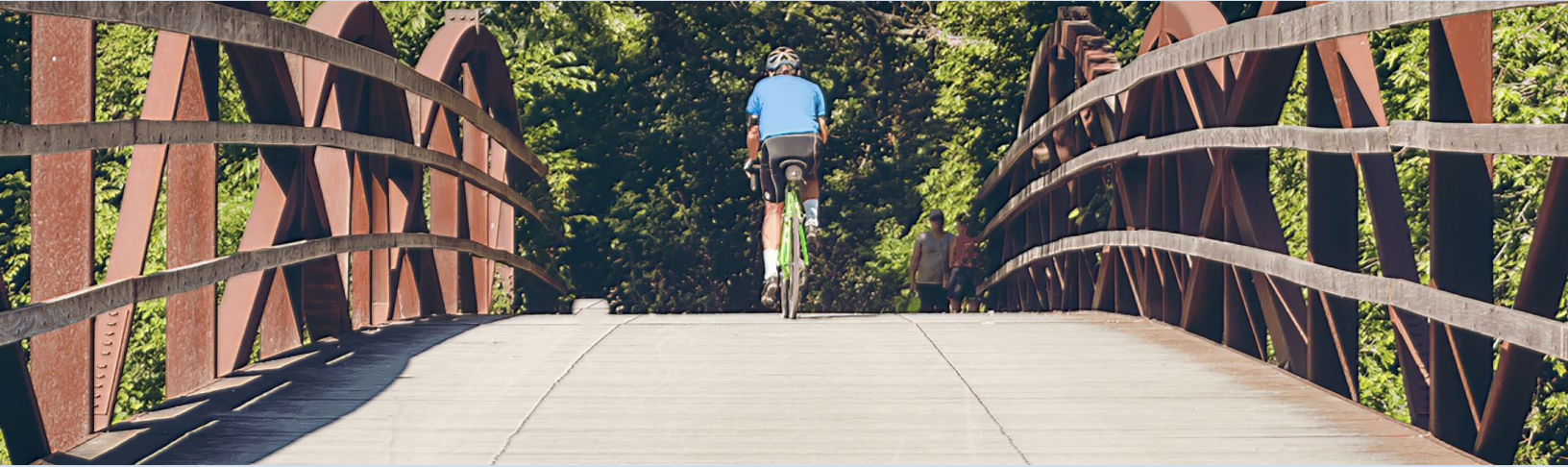


EXECUTIVE DIRECTOR
LAKE COUNTY HEALTH
DEPARTMENT AND COMMUNITY
HEALTH CENTER
LAKE COUNTY, ILLINOIS





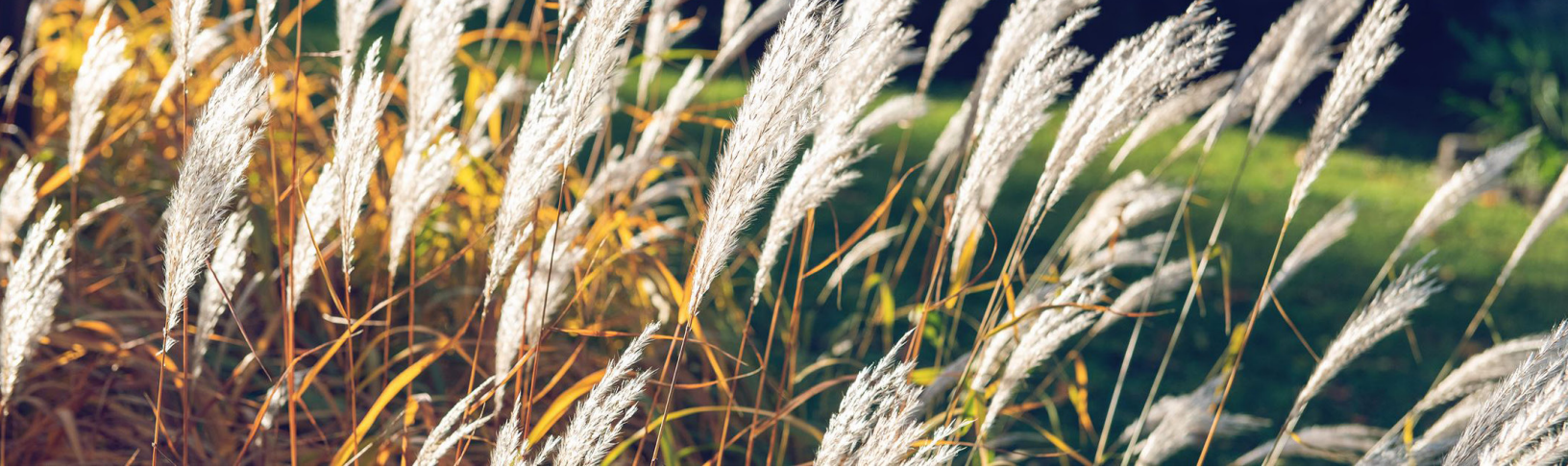
Lake County, IL (population 703,462) seeks an effective, inspiring leader and strategic public health professional to serve as the next Executive Director of their Health Department. Lake County Health Department and Community Health Center, a department of Lake County government, provides a collection of essential public health services, including behavioral health, disease control, environmental health, prevention, and primary care services. The Department offers 50 programs, funded by 80 different grants, to a community of over 700,000 residents.

This brochure provides background information on Lake County and the Health Department as well as the requirements for the Executive Director's position. Additional information about [Lake County](#) and the [Health Department](#) specifically can be found on their website: lakecountyil.gov.

Candidates interested in applying for the position should submit their résumé and cover letter, along with contact information for five (5) work-related references by September 23, 2024 for best consideration at govhrusa.com. Questions regarding this opportunity should be directed to the Executive Recruiter working with the Lake County Health Department:

MGT (formerly GovHR USA)
Maureen Barry, Senior Consultant
Phone: 847-380-3240, x116





THE COUNTY

Lake County offers a quality of life that is unmatched for young professionals, families and corporate executives alike. Lake County is home to more than 700,000 residents and 28,000 businesses, ranging from small family-owned businesses to major corporations, including Abbott Laboratories, Baxter Healthcare Corporation, Takeda Pharmaceuticals North America and the Vista Health System. The County has charming rural communities, thriving urban and suburban communities, pastoral unincorporated areas, and exciting entertainment and shopping venues. A wide variety of recreational opportunities can be found through the miles of Lake Michigan shoreline, the Chain O'Lakes and the highly acclaimed Lake County Forest Preserves system. Located along the shore of Lake Michigan, 30 miles north of Chicago and 40 miles south of Milwaukee. In addition to Lake Michigan, Lake County is home to 170 other lakes and rivers, 400 miles of streams and thousands of acres of wetlands and preserved wildlife areas.

The county seat is in Waukegan. The county has 52 municipalities, including Highland Park, Lake Forest, Lake Zurich, Barrington, Fox Lake, Deerfield, Libertyville, in addition to some unincorporated areas. Gurnee is home to Six Flags Great America, Gurnee Mills Shopping Mall and the Great Wolf Lodge and Water Resort. Other Lake County attractions include the Ravinia Music Festival, a large outdoor entertainment venue in Highland Park, the North Point Marina in Winthrop Harbor, and Waukegan Harbor. Lake County is also home to the Great Lakes Naval Station, the United States Navy's Headquarters Command for Training and the Navy's only recruit training center. Lake County's public school districts are listed among the best in the state, with many of its schools ranking among the best in the nation.

LAKE COUNTY AT-A-GLANCE

Population: **714,342**

Land Area: **443.61** square miles

Median Home Value: **\$313,700**

Median Household Income: **\$104,553**

Per capita income in past 12 months (in 2022 dollars), 2018-2022: **\$53,677**

Persons with a disability, under age 65 years: **6.6%**

Persons without health insurance, under age 65 years: **7.4%**

Housing units: **270,669**

Public Transportation: **Metra** Train and **PACE** Suburban Bus





LAKE COUNTY GOVERNMENT

Lake County is governed by a 19-member elected Board who serve either a four-year or two-year term. The Board serves as the legislative body of the county government. The Chair is elected from among the Board members. The County spends more than \$635 million annually and allocates funding to more than 30 departments and divisions and approximately 2,700 employees that provide services including public works, law enforcement, health care, transportation, and criminal justice. There are also seven independently elected officials responsible for their respective departments. The County Administrator serves as the chief administrative officer for county government and oversees ten departments (not including the Health Department).

The County Board operates through a committee system utilizing the following twelve standing committees to develop policy: Committee of the Whole, Diversity and Inclusion, Planning/Building/Zoning and Environment, Ethics, Financial and Administrative, Health and Community Services, Law and Judicial, Legislative, Public Works/Transportation, Reapportionment, and Rules Committee. There is also a new committee on Broadband.

The County also has seven elected offices including the Coroner, County Clerk, State's Attorney, Sheriff, Recorder of Deeds, Clerk of the Circuit Court, Regional Office of Education and Treasurer.

Lake County values its employees and realizes the importance of recruiting and retaining high quality talent. The Fiscal Year 2024 Budget includes a 4% increase for non-union staff as well as funding for potential salary, wage, and/or benefit adjustments resulting from a compensation study. The authorized personnel count for FY24 is 2,586 full time and 108 part time positions, an increase of 21 full-time positions and a decrease of 9 part-time positions. Most of the growth in full-time positions in this budget is in the Health Department, which is adding 26 full-time positions to fund all the fee-for-service and managed care arrangements, as well as the anticipated grants for the next fiscal year.



LCHD's mission is promoting the health and well-being of all who live, work, and play in Lake County. To accomplish this mission, we work closely with community partners to address the social, economic, and environmental causes of health inequity. If we can improve health for all Lake County residents, our vision will become a reality: Healthy Choices. Healthier People. Healthiest Communities.

COMMUNITY HEALTH ASSESSMENT (CHA)

The Community Health Assessment (CHA) uses quantitative and qualitative methods to collect and examine health status indicators and provide an understanding of health in a community. The CHA guides the development and implementation of a Community Health Improvement Plan (CHIP) by justifying how and where resources should be allocated to best meet community needs. The Mobilizing for Action through Planning and Partnerships (MAPP) framework was utilized for the assessments.

[Lake County Community Health Assessment 2022-2026](#)

COMMUNITY HEALTH IMPROVEMENT PLAN (CHIP)

Every five years, community partners from across Lake County get together to develop the Community Health Improvement Plan (CHIP). This coalition is known as Live Well Lake County (LWLC). After discussing key challenges and opportunities and collecting and analyzing data about the health and well-being of our Lake County residents, the coalition identified the following three priority areas for action:

- Access to Care
- Education
- Housing

[Lake County Community Health Improvement Plan, 2022-2026](#)

DIRECTORY OF SERVICES

At the Lake County Health Department and Community Health Center, we provide our residents with convenient access to the services they need to lead healthy and productive lives. Our Directory of Services provides information on the Health Department's administrative, behavioral health, disease control, environmental health, prevention, and primary care services, including a map of our locations and tips for staying healthy and safe.

As one of the largest human service providers in Lake County, we believe that services must be available without barriers. No residents are turned away due to an inability to pay. We also believe in providing services in an environment of mutual respect, free of discrimination or bias.

[Directory of Services - English \(PDF\)](#)



LAKE COUNTY HEALTH DEPARTMENT

The Lake County Health Department (LCHD) provides a comprehensive array of preventive and environmental health services, including outpatient medical, dental, and mental health services. Established by referendum in 1956, the LCHD is governed by a 12-member appointed Board of Health and is served by 863 full-time and 151 part-time and flex employees with an \$88 million FY2024 budget.

The Lake County Health Department and Community Health Center, a department of Lake County government and a Federally Qualified Health Center (FQHC), offers 50 programs, funded by 80 different grants, to a community of over 700,000 residents. As an FQHC, approximately 25% of the budgeted revenues come from local taxes, with the other 75-80% of the department's budget funded by grants.

Each year the Health Resources Services Administration (HRSA) recognizes high performing health centers for quality improvement by awarding Community Health Quality Recognition (CHQR) badges. CHQR badges can be earned for improving access, quality, equity, Health IT, and/or COVID-19 Public Health Emergency Response. In 2023, the Health Department was awarded a bronze Health Center Quality Leader badge for having the best overall performance (top 30% of health centers) on clinical quality measures, also known as HRSA UDS measures.

As an Illinois certified local health department, LCHD is required to deliver the ten essential public health services of a local health department:

1. Monitor health status to identify and solve community health problems.
2. Diagnose and investigate health problems and health hazards in the community.
3. Inform, educate, and empower people about health issues.
4. Mobilize community partnerships and action to identify and solve health problems.
5. Develop policies and plans that support individual and community health efforts.
6. Enforce laws and regulations that protect health and ensure safety.
7. Link people to needed personal health services and assure the provision of health care when otherwise unavailable.
8. Assure competent public and personal health care workforce.
9. Evaluate effectiveness, accessibility, and quality of personal and population-based health services.
10. Research for new insights and innovative solutions to health problems.

More information on LCHD's services can be found in the [2020-2045 Strategic Plan \(PDF\)](#) and the [Annual Report of the Lake County Health Department 2023 \(PDF\)](#).

PRIMARY POSITION RESPONSIBILITIES

The Executive Director is responsible for providing effective and inspiring leadership to the Health Department workforce, while overseeing administrative, fiscal, information technology, behavioral health, medical, prevention and environmental health services, and all other human resource operations of the Lake County Health Department and Community Health Center (LCHD/CHC) and ensuring compliance with the Lake County Board of Health (BOH) directives and applicable grantor, federal and state requirements.

Under the policy direction of the BOH and the Governing Council (GC), the Executive Director is expected to form true partnerships with Lake County senior leadership, Lake County Board members, and all county, regional, state, and federal partners focused on the health and well-being of all those who work, live and play in Lake County. The Executive Director is an advocate for public health on a local level, as well as at the state and federal level. The Executive Director must be visible and accessible to the community.

The responsibilities of the Executive Director of the LCHD include, but are not limited to:

Building Trusted Partnerships

- Represent the Lake County Health Department on local, state, and national boards or committees advancing the practice of Public Health.
- Actively consult with private and public agencies in development of local plans for the effective and efficient delivery of public health services.
- Promote good public relations, with other local providers of health or human services, with the assistance of the Board of Health and Governing Council. Actively work within the community to enhance the work and reputation of the department
- Maintain liaison with local and state agencies concerned with public health and other departmental services.
- Serve as a public health consultant to elected and appointed officials, medical providers, school districts, community agencies and the general public.

Budgeting and Fiscal Management

- Recommend the annual budget to the Budget Committee prior to consideration by the Board of Health and Governing Council. The Board of Health then submits the budget request to the County Board for consideration and approval.
- Assure that the budget appropriations are not exceeded and that overall revenue projections are achieved.

Policy and Governance

- Attend all meetings of the Board of Health and Committees of the Board as required, as well as the Governing Council. Advise and assist the Board of Health and Committees on topics relating to public health principles and Health Department ordinances, policies and procedures.
- Assist the Board of Health and Governing Council in policy development; recommend the establishment and revision of Board policies.
- Assist in the development of strategic plans for the department. Planning should include: Health Department objectives, organization, staff development and coordinated Division planning consistent with the State of Illinois Standards for Local Health Departments and State Statutes.
- Monitor state and federal legislation, with appropriate comments and recommendations. Work with legislators to introduce such legislation necessary for program enhancement and public health advocacy.

Leadership

- Conduct regular, weekly meetings of the Executive Team to consider and act upon general Department strategic plan objectives and specific programmatic issues or projects.
- Maintain and promote ethical and equitable employee relations.
- Foster a culture of a “one agency” approach to development of the senior leadership team as well as the overall organization to enhance the quality of internal working environments and positive experiences with those we serve.



EDUCATION AND EXPERIENCE REQUIREMENTS

LCHD is seeking an Executive Director with strong problem solving and public process facilitation skills to lead the Health Department. The successful candidate will have:

- Master's degree in public health, administration, or related field. PhD is preferred.
- Demonstrated progressive executive-level management experience, preferably gained in a comparable public health department or large and complex governmental organization serving a diverse population that includes organizational, staff, budget, and financial management experience.
- Knowledge of federal, state, and local rules and regulations related to all aspects of public health and Federally Qualified Health Center (FQHC) operations.
- Politically astute with the ability to engage the community and elected officials to garner support for health and human service programs with a common foundation of a collaborative work environment and partnership.
- Demonstrated experience as a strategist, with proven ability to set priorities, establish clear (and high) expectations and execute identified strategies.

COMPENSATION AND BENEFITS

The salary range is \$208,624 – \$318,635. The anticipated starting salary is \$250,000 +/- DOQ. A comprehensive benefits package includes participation in the Illinois Municipal Retirement Fund (IMRF), health insurance including medical, dental, and vision coverage (also available to dependents), flexible spending account, and life insurance. The Department also offers paid vacation, personal leave, holidays, and sick leave. Lake County does not have a residency requirement.

This position is exempt under FLSA and is eligible for remote work and flexible scheduling. Attendance at evening meetings is generally required from 2-4 times per month.

HOW TO APPLY

Apply online at govhrusa.com with a resume, cover letter and contact information for five professional references by September 23, 2024 for best consideration. Position open until filled. Questions may be directed in confidence to Maureen Barry, Senior Consultant, MGT (formerly GovHR USA), at 847-380-3240, x116.

The Lake County Health Department is an Equal Opportunity Employer. This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Illinois.

