



DEPUTY DIRECTOR OF GENERAL SERVICES

(TWO POSITIONS AVAILABLE)

SACRAMENTO COUNTY, CA

Recruitment Services Provided By





The Community

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents, and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova, and Sacramento. The population of Sacramento County's unincorporated area is approximately 600,000.

Residents in Sacramento County have a variety of recreational, dining and entertainment options to choose from. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines and beers.

Sacramento County is a metropolitan area with a skilled workforce, high graduation rates and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology and life sciences.

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County Government

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing and directing County activities. Other elected officials include the Assessor, District Attorney and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments. The four agencies within the County, which report to the County Executive, are Administrative Services, Community Services, Public Safety & Justice, and Health and Human Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice and municipal services (including law enforcement), as well as other services to County residents. Major services include the Airport System, Animal Care Services, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration and Water Resources.

The County's Approved Fiscal Year (FY) 2026-27 Budget is approximately \$9.0 billion, and there are more than 12,800 full-time employee positions.



The Department

The Department of General Services (DGS) delivers integrated operational services and facility asset management functions that keep Sacramento County operating across 984 square miles.

DGS at a glance:

- 480+ employees
- \$1.27 billion in annual resource responsibility, including operating, capital, and county-contract expenditures
- 5.8+ million square feet of County-owned facilities
- 2+ million square feet of leased space
- 2,400 vehicle fleet
- 1.07B five-year capital improvement program
- 1,200 annual contracts implemented

DGS's organizational structure consists of two divisional-level programs and eight divisions:

- Administrative & Business Services Division
- Alarms & Support Services Division
- Architecture Services Division
- Contracts & Purchasing Services Division
- Energy, Sustainability & Climate Action Division
- Facility Maintenance & Operations Division
- Fleet Services & Parking Enterprise Division
- Mays Compliance Program
- Real Estate, Asset, and Capital Management Division
- Security Services Program

Countywide Impact Initiatives

- **Correctional Facilities Construction and Mays Consent Decree Compliance** – DGS leads the planning, design, and construction work required to bring the County’s correctional facilities into compliance with the Mays Consent Decree and modern standards for safety, care, and accessibility.
- **Countywide ADA and Accessibility Compliance** – The Department manages ADA assessments, facility upgrades, and program access improvements to ensure County buildings meet State and Federal requirements and remain safe, accessible, and equitable.
- **Countywide Climate Action Plan Implementation** – DGS drives facility modernization, energy efficiency, renewable energy expansion, and operational decarbonization efforts that support the County’s long-term sustainability and resilience goals.
- **Countywide Safety, Physical Security, and Emergency Preparedness Infrastructure** – Through its Security Program and Alarms & Support Services, DGS oversees life-safety systems, security upgrades, access control modernization, and emergency readiness across County facilities.
- **Health Services Infrastructure** – DGS manages major capital projects supporting behavioral health and health services expansion, including improvements to the Warren E. Thornton Youth Center and development of the DHS Watt Avenue Behavioral Health Campus.
- **Homeless Services and Housing Infrastructure** – The Department delivers facility and site development for Safe Stay communities and other sheltering initiatives, expanding capacity in key corridors and supporting the County’s homelessness response strategy.
- **Strategic Capital Investment and Public Asset Portfolio Management** – DGS leads long-range facilities and capital planning, modernizes project delivery, and manages the County’s real estate portfolio. This includes guiding investments and stewarding public assets through acquisition, leasing, disposition, and long-term portfolio strategy.
- **Zero-Emission Fleet Transition** – DGS guides the County’s transition of its 2,400-unit fleet to zero-emission vehicles, including procurement planning, infrastructure readiness, and compliance with State sustainability requirements.

The Positions

Make a Difference in Sacramento County

This is a rare opportunity to help shape the operational infrastructure of one of California's largest counties. Deputy Directors of General Services influence how Sacramento County delivers essential public services through strategic leadership of facilities, capital delivery, operational systems, and organizational modernization initiatives.

Key Responsibilities

- Provide executive leadership across multiple operational and technical service areas, ensuring alignment with departmental goals, policies, performance expectations, and Countywide priorities.
- Modernize service delivery, business processes, internal systems, and reporting structures to improve efficiency, transparency, accountability, and customer service.
- Use data, performance metrics, forecasts, and analysis to guide decisions, improve outcomes, and support continuous improvement.
- Negotiate and oversee complex professional services, operational, and technical contracts, and resolve significant contractual and operational issues requiring executive judgment.
- Direct long-range planning, major studies, budgets, performance goals, and cross-department initiatives related to facilities, infrastructure, capital investment, asset management, and operational services.
- Strengthen the safety, reliability, resilience, and sustainability of County facilities, assets, infrastructure, and operations, including implementation of the Climate Action Plan and long-range capital priorities.
- Ensure compliance with applicable Federal, State, and local laws, regulations, and industry standards.
- Represent the Department before County leadership, partner agencies, and other stakeholders; communicate complex issues clearly; and coordinate across divisions and departments to advance strategic objectives.
- Foster a culture of accountability, collaboration, safety, environmental stewardship, fairness, inclusion, and respect, while serving as a principal advisor to the Director and exercising delegated authority when needed.

Portfolio Assignment Possibilities

Deputy Directors may be assigned responsibility for one or more major operational portfolios within the Department of General Services based on organizational needs, leadership experience, and strategic priorities.

Capital Delivery & Design Portfolio

Possible oversight responsibilities may include:

- Architecture Services
- Engineering oversight and technical review
- Capital project delivery
- Executive oversight of design and construction delivery
- Technical standards and regulatory compliance
- Major infrastructure initiatives
- Professional services contracts for architecture and engineering services

Candidates assigned to this portfolio typically possess experience in:

- Architecture, engineering, or construction program leadership
- Public infrastructure project delivery
- Technical review and regulatory compliance
- Design and construction oversight
- Management of multidisciplinary technical teams and professional services contracts

Desired qualifications may include:

- California Professional Engineer (PE) license
- Experience leading multidisciplinary technical teams
- Large-scale civic or public sector capital project delivery

Facilities Operations & Asset Management Portfolio

Possible oversight responsibilities may include:

- Facilities Maintenance & Operations
- Real Estate and Asset Management
- Capital planning and lifecycle strategy
- Support services operations
- Facility reliability and service delivery programs

Candidates assigned to this portfolio typically possess experience in:

- Facilities operations and organizational service delivery
- Public asset management and operational continuity
- Capital planning and lifecycle strategy
- Real estate and support service operations
- Long-range facilities stewardship and operational resilience

Desired qualifications may include:

- Executive leadership in facilities or operational services
- Experience managing complex public assets and service environments
- Certifications related to facilities, operations, asset management, or organizational leadership

The Ideal Candidate

Core Competencies

The ideal candidate is a strategic and operational leader who can navigate complexity, build trust across organizations, and guide large public service systems with professionalism, accountability, and sound judgment.

Knowledge of:

- Public-sector operational and infrastructure management principles
- Strategic planning, organizational leadership, and performance management
- Regulatory compliance, public accountability, and risk management frameworks
- Budgeting, contract administration, and professional services management
- Stakeholder engagement and executive-level communication practices
- Organizational operations, service delivery, and workforce leadership

Ability to:

- Lead complex operational or technical programs in a public-sector environment
- Develop long-range organizational and infrastructure strategies
- Build collaborative relationships across departments and stakeholder groups
- Evaluate operational, fiscal, and regulatory risks
- Lead multidisciplinary teams and executive-level initiatives
- Navigate complex political and organizational environments professionally and effectively

Personal Attributes

The ideal Deputy Director demonstrates integrity, accountability, and sound judgment in all aspects of their work. They remain composed, self-aware, and respectful under pressure, and they are adaptable in the face of changing conditions or priorities. They bring a strong service ethic, approaching decisions with fairness, humility, and a commitment to public benefit. They excel at building partnerships, communicating with clarity, and exercising sound judgment. They are forward-looking and data-informed, with a commitment to strengthening performance, service quality, compliance, and long-term sustainability across all program areas.

Their professional presence is grounded, steady, and solutions-oriented. They build trust through transparency, consistent follow-through, and clear communication. Collaboration is a defining trait: they engage colleagues openly, value diverse perspectives, and foster a culture of shared responsibility and respect.

This is a leader who combines operational credibility, sound judgment, and character - principled, balanced, and dedicated to public service.

Qualifications

Minimum Qualifications

Any combination of experience and education or training that is likely to provide the minimum knowledge and abilities. Typical ways to obtain the knowledge and abilities would be:

Either:

1. Four years of administrative or management experience, including responsibility for planning, organizing, and directing varied types of programs. At least two years of the required experience must have involved budgeting and rate-setting activities associated with a Proprietary Fund, such as an inter-services fund or an enterprise fund.

Or:

2. Two years as a Division Chief in the Department of General Services.

Preferred Qualifications

The most competitive candidates will demonstrate executive-level leadership experience in complex public-sector operational, infrastructure, facilities, asset management, or capital program environments. Depending on portfolio assignment, preferred qualifications may include:

Capital Delivery & Design

- A bachelor's or master's degree in Civil Engineering, Engineering Management, Construction Management, Architecture, or a related technical field
- Experience leading architecture, engineering, design, or construction delivery functions
- Oversight of complex civic or public-sector capital programs
- A California Professional Engineer (PE) license is highly desirable
- Experience managing multidisciplinary technical teams and professional services contracts

Facilities Operations & Asset Management

- Experience overseeing facilities operations, public asset management, real estate, capital planning, operational continuity, or organizational support services
- Experience managing large-scale public facilities or operational service environments
- Executive leadership experience involving operational strategy, lifecycle planning, and organizational service delivery
- Certifications related to facilities, operational leadership, asset management, real estate, continuity planning, or organizational operations may be beneficial



Compensation

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$189,068.04 - \$208,445.04 annually. This position is eligible for a 3% COLA effective July 1, 2027.

The attractive benefits program includes:

- **Retirement** – The County’s defined-benefit pension plan is provided by the County Employees’ Retirement Law of 1937 and is managed by the Sacramento County Employees’ Retirement System (SCERS) Board of Retirement.
- **Medical Insurance** – Choice of HMO and High-Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- **Deferred Compensation** – For each 1% contribution made by the employee to the 457(b) Deferred Compensation, up to a total of 5%, the County will provide a corresponding percentage match into a 401(a) plan for the pay period.
- **Life Insurance** – \$50,000 in life insurance coverage for the employee and \$2,000 for all eligible dependents. Employees have the option to purchase up to \$1,000,000 in additional life insurance coverage.
- **Holidays** – 14.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave** – 15 days per year.
- **Management Leave** – Up to 80 hours of management leave annually that are replenished at the start of the next calendar year up to a maximum of 80 hours.
- **Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Other Benefits** – The County contributes into a Retiree Health Savings Plan. After 10 years of County service, employees are eligible for 4% longevity pay.

How to Apply

To be considered for this incredible opportunity, applicants must complete and submit an online County of Sacramento employment application and supplemental questionnaire via the County's job site, at:

www.saccountyjobs.net

For immediate consideration for this excellent opportunity, please submit your application by the first deadline on Monday July 13, 2026 at 5:00PM. The final cut-off date is Monday, July 27, 2026 at 5:00PM. The most qualified candidates will be invited to participate in the interview and selection process. 1st round interviews are tentatively scheduled for the week of Monday, August 31, 2026, and 2nd round interviews are tentatively scheduled for the week of Monday, September 7, 2026. The target start date for the new hire is early October 2026.

Following the establishment of the eligible list, as vacancies become available, the most qualified candidates will be invited to participate in the interview and selection process. If you have questions or would like additional information about this position, please contact:

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Sacramento County is about enriching communities to thrive. We strive to create inclusive workplaces that reflect the communities we serve. We value and celebrate the unique perspectives, backgrounds, abilities, and diverse dimensions of our employees and residents. Through transparency, courage, innovation, and trust, we are committed to advancing equity and transformational change.

We are a proud equal opportunity employer. If you need assistance or an accommodation due to a disability for any phase of the hiring process, please contact our Disability Compliance Office at dco@saccounty.gov or 916-874- 7642, CA Relay 711.