

**SAN FRANCISCO  
HEALTH SERVICE SYSTEM**  
Affordable, Quality Benefits & Well-Being



**BERKELEY SEARCH**  
CONSULTANTS

# **SAN FRANCISCO HEALTH SERVICE SYSTEM EXECUTIVE DIRECTOR RECRUITMENT UPDATE**

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PRESENTED ON FEBRUARY 13, 2025

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**BY BERKELEY SEARCH CONSULTANTS**

**JULIA MORSE**

VP, Healthcare and Public Sector Practices

**AMANDA KRELLER**

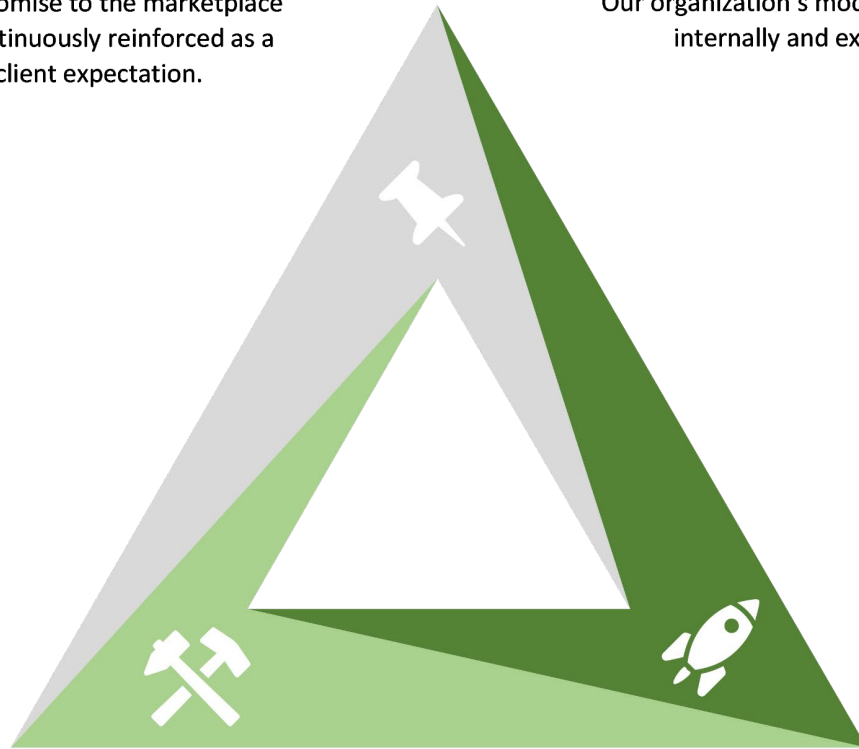
Director, Healthcare and Public Sector Practices

**VALUE ADDED BEFORE VALUE RECEIVED**

Our firm's promise to the marketplace which is continuously reinforced as a basic client expectation.

**TEAMWORK BEFORE INDIVIDUALISM**

Our organization's mode of operation internally and externally.



**RELATIONSHIPS BEFORE TRANSACTIONS**

Our firm's fundamental approach to business. Our organizational ethics of Honesty, Sincerity, Transparency, and Respect will be honored, without question, in all internal and external interactions.

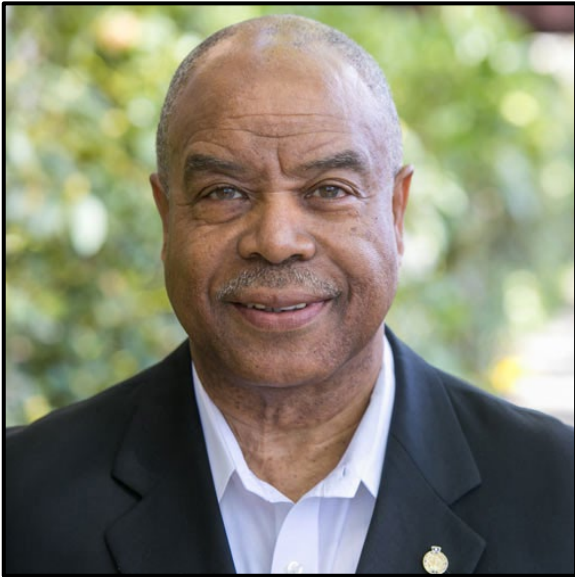
Berkeley Search Consultants uses diversity sites, with access to millions of diverse candidates, both fee-based, and open to all to source candidates as broadly as possible.

BSC leverages national associations and targeted postings to reach diverse candidates, including communities of color, women, LGBTQ+, disability and veterans' groups.

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**OUR PHILOSOPHY**  
**BERKELEY SEARCH CONSULTANTS**

## OUR TEAM



Efton Hall, Jr., MPH, Senior  
Vice President Healthcare &  
Public Sector Practices



Julia Morse, VP, Healthcare and  
Public Sector



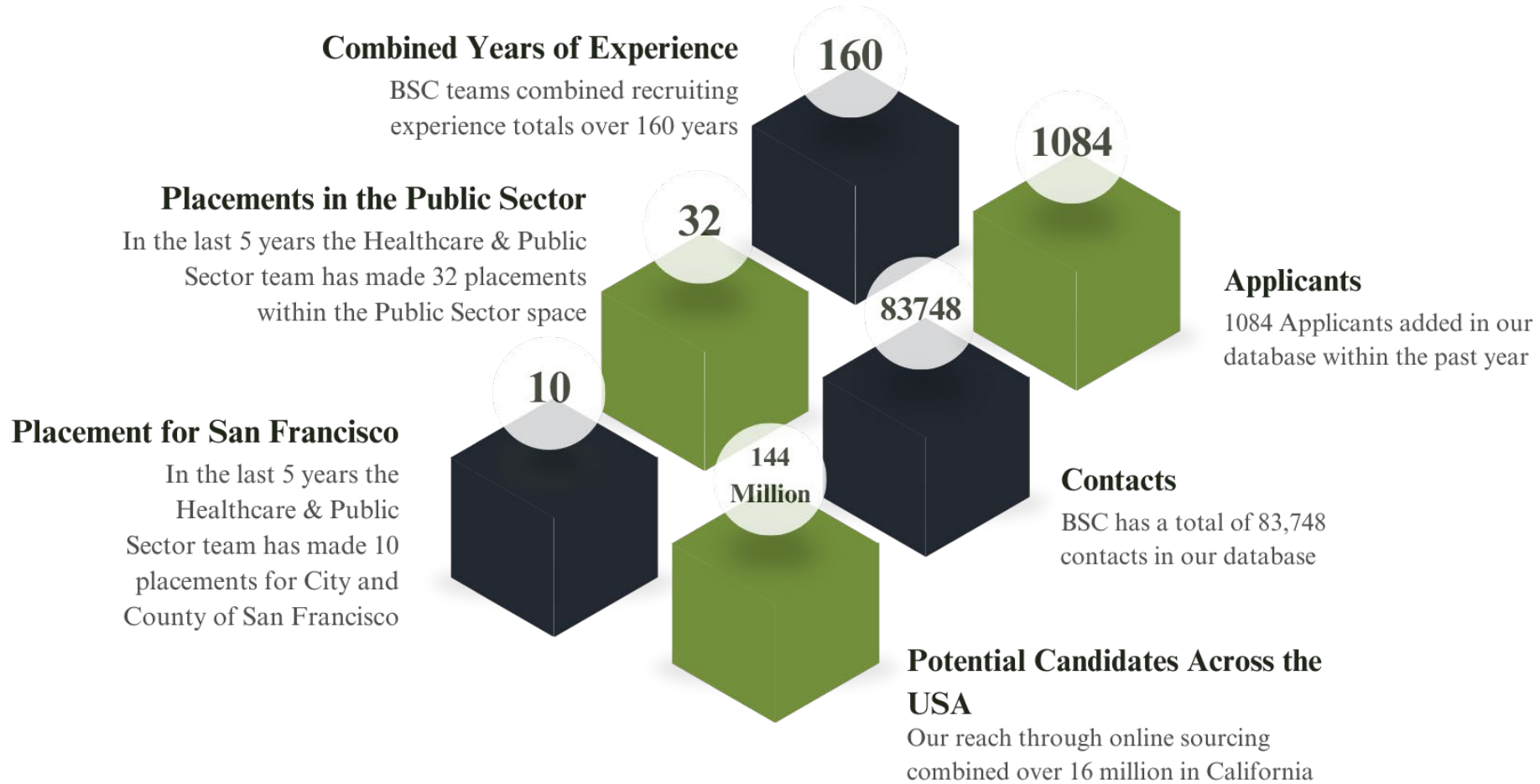
Amanda Kreller, Director, Healthcare  
and Public Sector



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## FIRM STATISTICS

# OUR NUMBERS



# OUR APPROACH



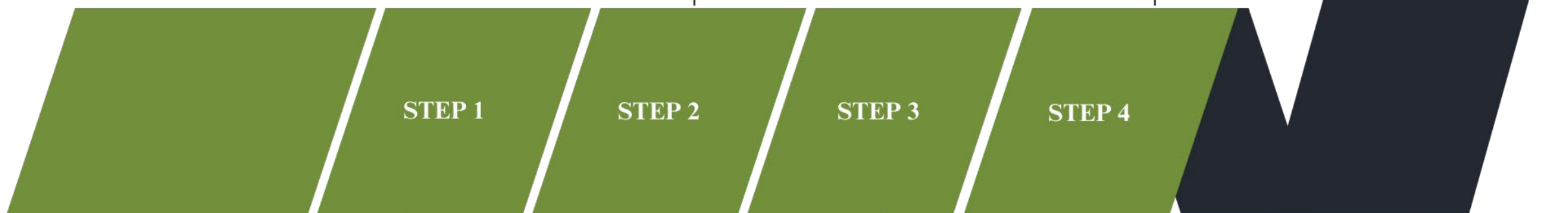
## IDENTIFY

- Leverage numerous recruiting resources, beginning with networking, to identify and target potential qualified candidates
- Connect, gauge interest and motivations and conduct initial candidate interviews



## OFFER

- BSC presents offer to candidate
- Facilitate any negotiations
- Obtain candidate's formal acceptance of the offer



STEP 1

STEP 2

STEP 3

STEP 4



## LAUNCH

- Collaborate closely with clients to develop and define requirements for the search
- Co-create with client and internal recruiting team a solid search strategy



## QUALIFY

- Present to client a short list of highly qualified candidates
- Facilitate and manage the entire client- candidate interview process
- Upon selection of a finalist candidate, BSC conducts professional reference checks.

## ADVERTISING & SOURCING STRATEGY

### LIST OF JOB BOARDS THAT FEATURED THE EXECUTIVE DIRECTOR POSITION

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**The Ladders**

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**LinkedIn**

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**American College of Healthcare Executives**

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**Municipal Management Association of Northern California**

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**Municipal Management Association of Southern California**

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**Employee Benefits Planning Association**

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**Asian American Professionals**

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**Association of Latino Professionals**

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**National Association of Health Services Executives**

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**National Forum for Black Public Administrators**

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**Berkeley Search Consultants website**

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**SF.Gov website**

**81**  
Direct Applicants

**330**  
Outreach

# Executive Director

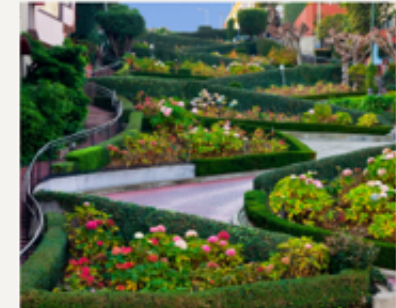
## San Francisco Health Service System



**The San Francisco Health Service System** is seeking a dynamic and visionary leader to become the next Executive Director. This individual will be responsible for guiding the strategic direction of SFHSS, ensuring the effective administration of comprehensive health benefits for 123,000 employees, retirees, and their dependents. The ideal candidate will have a proven track record of leadership in the health services field, strong analytical skills, and the ability to navigate complex regulatory environments. They will demonstrate a commitment to equity, diversity, and inclusion, and possess the ability to foster collaboration and build strong community relationships. The Executive Director will play a pivotal role in enhancing the quality and accessibility of health services for all members of the San Francisco Health Service System.

## About the City and County of San Francisco

The City and County of San Francisco, the bustling heart of Northern California, is renowned for its vibrant mix of diverse communities and cultural attractions set against the backdrop of breathtaking natural scenery. Located on the picturesque West Coast of the United States, San Francisco offers a unique blend of urban sophistication and natural beauty, making it one of the most cosmopolitan cities in the world. Known for its iconic landmarks like the Golden Gate Bridge, Alcatraz Island, and its historic cable cars, San Francisco offers a vibrant and diverse urban environment. The city has a population of over 880,000 residents and attracts more than 25 million visitors annually. Its unique blend of natural beauty, cultural richness, and economic vitality make it a desirable place to live and work. San Francisco is the only city in California with a consolidated city and county government, which enhances the efficiency and coordination of its public services.



## About the San Francisco Health Service System

The San Francisco Health Service System (SFHSS) is dedicated to negotiating and administering comprehensive health benefits for over 123,000 employees, retirees, and their dependents from the City and County of San Francisco, the San Francisco Unified School District, the Community College of San Francisco, and the San Francisco Superior Court. SFHSS is responsible for executing all phases of benefit operations and administration, ensuring that the programs are effective and meet the diverse needs of its members. The SFHSS manages a benefits budget of over \$1.2 billion and an administrative/operations budget of \$19 million, both of which are subject to approval by the Board of Supervisors. With a strong focus on Well-being and Data Analytics programs, SFHSS continuously reviews and improves the health and pharmacy utilization and performance of its insurance programs, including Accountable Care Organizations.



## About the Position

Reporting to the San Francisco Health Service System Board, the Executive Director of SFHSS is the key executive and management leader responsible for the overall strategic planning, administrative, and operational effectiveness of SFHSS. The Director oversees all divisions within SFHSS, including Administration, Finance, Operations, Data Analytics, and Well-being. The Director's responsibilities include setting organizational objectives, monitoring performance, ensuring compliance with local, state, and federal laws, and managing relationships with various stakeholders, including city departments, elected officials, and external partners. The Director plays a crucial role in developing and implementing health benefit programs, ensuring they provide enhanced value while controlling healthcare costs and maintaining high-quality standards.



## The Ideal Candidate

- **Visionary:** Always thinking ahead, balancing long-term strategy with day-to-day operations.
- **Strong commitment to quality care:** Leverage the care structure to ensure members receive quality care.
- **Professional demeanor:** Able to confidently and gracefully navigate political waters and opposing views.
- **Fiscal astuteness:** Work closely with the Chief Financial Officer to strategically manage operational and Health Trust budgets.
- **Continuous learner:** Stays abreast of current trends and developments in health benefits administration, including participating in relevant industry associations (e.g., National Association of Employee Benefit Plans and the Business Group on Health).
- **Strong leadership:** Leads a diverse team effectively and manages relationships with all stakeholders.
- **Collaboration:** Promotes a culture of teamwork and cross-departmental partnerships.
- **Problem-solving skills:** Able to creatively and effectively find opportunities in challenges.



## Education/Experience Requirement

- Education Required: Possession of a baccalaureate degree from an accredited college or university; AND
- Experience: Increasing levels of responsibility in employee health benefits policy, design, and administration, with a minimum of 5 years of management-level employee benefits/health plan administrative/healthcare administrative or related experience including a minimum of 3 years of senior management/executive level employee benefits/health plan administrative/healthcare administrative or related experience. All experience described above must include supervisory experience.

### Substitution:

- Applicants may substitute up to two (2) years of the required education with additional qualifying experience in employee benefits/health plan administrative/healthcare administrative or related experience at the senior management/executive level on a year-for-year basis. One year (2000 hours) of additional qualifying experience will be considered equivalent to 30 semester units/45 quarter units.
- Applicants may substitute a Masters in Human Resources Management, Health Administration, Health Economics, or a related discipline for one year of experience.

### Desirable Qualifications:

- Possession of an advanced degree such as a MBA or a Masters' Degree in another related discipline.
- Possession of a Professional Certification such as CEBS (International Foundation of Employee Benefit Plans), SPHR (Human Resources Certification Institute) or SHRM-SPC (Society for Human Resource Management).

## Compensation and Benefits

\$213,018 - \$271,778 Annually

**Retirement:** The San Francisco Employees' Retirement System (SFERS) administers two benefit programs for active and retired members: a Pension Plan (defined benefit plan) and a 457(b) Deferred Compensation Plan (defined compensation plan).

- For more information on SFERS, click [here](#)

**Health Benefits:** City and County of San Francisco employees can choose from Health Net CanopyCare HMO, Blue Shield of California Access+ HMO, Blue Shield of California Trio HMO, Kaiser Permanente HMO or Blue Shield of California PPO health plans.

- **Dental Benefits:** City & County of San Francisco employees have three dental plans to choose from: Delta Dental PPO, DeltaCare USA DHMO or UnitedHealthcare Dental DHMO.
- **Vision Benefits:** All SFHSS members and their dependents who are enrolled in an SFHSS medical plan are automatically enrolled in the VSP Basic Plan at no additional cost. We also offer an enhanced plan called the VSP Premier Plan at an additional cost based on the number of members enrolled in coverage.

**Paid Time Off:** 12 paid holidays, vacation leave accrual and additional management leave annually, an additional 5 floating days per year, and sick leave accruals.

**Additional Benefits:** Additional benefits range from Life and Disability insurance, which comes with different union memberships, Flexible Spending Accounts (FSAs), which allow you to spend pre-tax dollars on health expenses and/or child or elder care, the Employee Assistance Program (EAP), which provides counseling and other mental health services to employees, and a Surrogacy and Adoption Assistance Plan.

For a complete list of benefits, click [here](#)

## How to Apply



**Application Deadline:** Candidates must apply by February 5th, 2025 for first consideration.

[APPLY HERE](#)

If you'd like to learn more, be considered for future roles, or refer qualified individuals, please contact

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BERKELEY SEARCH  
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# RECRUITING PROCESS

