



CHIEF EXECUTIVE OFFICER, COMMUNITY MENTAL HEALTH MACOMB COUNTY, MICHIGAN

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Macomb County, MI (pop. 885,642) County Seat: Mount Clemens. Macomb County is located in southeast Michigan, adjacent to the counties of Wayne, Oakland, Lapeer, and St. Clair. Covering over 480 square miles, Macomb County is characterized by dynamic urban clusters, expansive networks of industry and commerce, pristine natural features, and bountiful agricultural lands. The County also features 32 miles of lake coastline, more than 17,000 acres of parks and recreational spaces and is equipped with more than 155 miles of non-motorized trails. Fishing, boating, and kayaking opportunities abound on the Clinton River and Lake St. Clair. Great entertainment can be found at Macomb County's spectacular golf courses, popular retail destinations, delectable restaurants, top-notch breweries, and local festivals. From the densely populated southern cities to the rural northern villages, Macomb County possesses a wealth of assets that make it a desirable place to live, work and play.



MACOMB COUNTY CENSUS DEMOGRAPHICS AT A GLANCE (2023 data, U.S. Census)

Number of municipalities: **27**
Number of public-school districts: **21**
Persons under 18 years: **20.5%**
Persons over 65 years: **18.4%**
White alone: **75.6%**
Black or African American: **13.7%**
Asian: **5.0%**
Hispanic or Latino: **3.0%**
Two or More Races: **2.8%**
Foreign born persons: **11.3%**
Households: **373,518**
Owner-occupied housing: **74.8%**
Median home value: **\$216,200**
Median gross rent: **\$1,519**
Median household income: **\$73,876**
Persons in poverty: **9.8%**
Bachelor's degree or higher: **26.8%**
Total employment establishments: **19,119**
Total employment: **298,681**

VIBRANT ECONOMY

Macomb County is home to many automotive, health care, aerospace, and defense organizations, strong entrepreneurial activity, and innovative employers. Macomb County also has large and growing agricultural/food production and automation/robotics industries.



Top Employers

- General Motors
- Stellantis
- U.S. Army/Detroit Arsenal
- Henry Ford Health System
- Ford Motor Company
- Ascension Health
- McLaren Macomb Health Care
- General Dynamics Land Systems

MACOMB COUNTY COMMUNITY MENTAL HEALTH

Macomb County is seeking a knowledgeable and experienced Chief Executive Officer (CEO) to lead the Macomb County Community Mental Health (MCCMH) Department. This position reports to the MCCMH Board of Directors and works closely with the County Executive Office. The MCCMH Board is a 12-member citizen board appointed by the Macomb County Board of Commissioners to oversee the behavioral, mental, physical, and medical health needs of the citizens of Macomb County. The CEO leads a department of dedicated employees and a network of service providers that support Macomb County citizens with intellectual/developmental disabilities, adults with mental illness, children with serious emotional disturbance, and persons with substance use disorders.

The CEO works closely with the MCCMH Board and 15 department directors to maintain MCCMH's commitment to protect, enhance, and uphold service recipient's rights, person-centered planning, and consumer-driven approaches. MCCMH is one of the largest departments of the County, with more than 345 budgeted employees and an operational budget of over \$244 million. MCCMH has offices throughout the County, the CEO works out of MCCMH administrative offices in Clinton Township.



LEADERSHIP OPPORTUNITIES AND EXPECTATIONS FOR THE CHIEF EXECUTIVE OFFICER

The successful candidate will have exceptional communication and collaboration skills. A critical responsibility of the CEO is to serve as the representative and advocate of MCCMH to the Board of Commissioners, County Executive, Michigan Department of Health and Human Services (MDHHS), Substance Use Disorder, Community Providers for MCCMH Medicaid, Healthy Michigan, and other stakeholders. In their role, the CEO must serve as a confident consensus builder committed to the tenets of transparency, collaboration, and inclusive excellence.

Staff Support – As the leader of a team of nearly 350 individuals, the next CEO will have the opportunity to work with a group of highly talented professionals to oversee the important work of MCCMH. The current staff operates effectively and does not require a micromanager, rather the successful CEO will be supportive, transparent, an active listener, and highly communicative. Recognizing the national shortage of community mental health employees, the next CEO will have the opportunity to work with CMH and County staff to develop a positive organizational culture and retention and recruitment plans that are engaging and successful.

Funding Stability and Innovation – MCCMH currently has stable funding. Pandemic related relief funding has helped the organization maintain and expand services. The next CEO will work with the Board and staff to prioritize funding growth. Approximately 98.5% of the funding for the Mental Health Fund is provided by Medicare, Medicaid, and the State General Fund, the remaining is contributed by the County General Fund. Working with the MCCMH Policy and Legislative Committee, the CEO will advocate at the national, state, and local levels for policies that support the work of CMH. With a substantial amount of the organization's funding being out of the control of CMH, the next CEO will be encouraged and supported by the Board to think resourcefully when considering the use of funds and the acquisition of additional revenue to serve the community.

Communication, Engagement and Service Provider Relationships – Increasing access to and awareness of the services offered by MCCMH, and its network of providers, will be a top priority for the CEO. This includes persuasive marketing initiatives and personal engagement with community organizations. The CEO will also create confidence and partnership with the existing (and future) network of CMH service providers, working to ensure program integrity and compliance, while simultaneously encouraging service improvement, expansion, and innovation.

Dynamic Leadership – As the leader of a department that provides vital life changing services, the CEO will have the opportunity to make a significant impact in Macomb County and on the experience of its employees, citizens, and stakeholders. One of the most important roles of the CEO is to work closely with other County leaders to facilitate discussions to improve the well-being of the County's residents. The CEO must be able to diplomatically balance the demands of many diverse constituencies (MCCMH board members, staff, County Commissioners, County Executive, service providers, clients, families, community members, etc.) while keeping the mission of the MCCMH always front and center. This position also will have the opportunity to build relationships with other community mental health agencies throughout Michigan and to develop best-practices for community mental health services.



QUALIFICATIONS AND EXPERIENCE

The County is seeking applications from strategic and innovative leaders with proven experience in leading community and mental health services. The County welcomes candidates who have a successful record of advancing a culture and capacity for innovation and transformation in support of key organizational goals.

Required Education and Experience:

- Master's degree in Social Work, Psychology, Education, Public Health, Business Administration, or related field.
- Five (5) years of experience working as an executive in mental health or human services.
- Five (5) years of experience in an administrative leadership capacity in a mental health or substance abuse community-based organization.
- Preferred experience in clinical practice within a mental health or substance abuse field.

Wage range is \$118,023 to \$167,983, DOQE, with an excellent benefits package, including a car allowance, a generous amount of paid time off, and no premium contribution for medical, dental, and vision insurance coverage for the employee, spouse, or dependents.

In addition to the generous benefit package provided to all Macomb County employees, an employee on the Executive pay scale will receive the benefit offerings as described below:

Paid Time Off

30 Paid Time Off days per year

- 15 days of PTO dropped in at hire, and accrue 15 days for the remainder of first year
- Normal accrual of 30 days per year after 1 year of service

Paid Time Off Conversion

Up to 120 hours of unused Paid Time Off may be converted to cash annually

Car Allowance

\$350.75 monthly paid in 1st check each month



County-Provided Cell Phone

Short Term Disability

Short Term Disability Program that will pay 60% of weekly earnings, up to \$1,500 weekly

- Benefits are effective after 8 days of illness or 1st day for accident
- Sick Leave, if available, will be used to make up the differential to receive 100% weekly earning

Long Term Disability

Long Term Disability Program that will pay 70% of monthly earnings, up to \$6,000 monthly

Life Insurance

\$500,000 Life Insurance benefit with the opportunity to purchase additional supplemental life insurance

Apply online at www.GovHRjobs.com with resume, cover letter, contact information and three (3) professional references. Questions regarding the position may be directed to the attention of Jaymes Vettrano, Vice President, GovHR USA, Tel: 847-380-3240

Candidates will be reviewed upon receipt of application, with preliminary reviews to be completed by April 2, 2024. Macomb County is an Equal Opportunity Employer.

[CLICK HERE TO APPLY](#)

***Credit for contributing to the narrative, data and photographs: Macomb County and census.gov.*