



**Stanislaus County**  
now offers an employee  
bonus worth up to  
**\$10,000 or 21  
additional days of  
leave time!\***  
*\*See inside for details*

# Senior Physician Assistant Stanislaus County Health Services Agency

**\$115,024 - \$139,817 Annually**

Apply by April 30, 2024



# THE POSITION

The Health Services Agency (HSA) is looking for a Senior Physician Assistant who is passionate about working with patients in a clinic setting, detail oriented, has excellent communication skills and who can work well under pressure. We currently have full time openings in our clinics located throughout Modesto, CA.

The position provides a variety of primary diagnostic and medical care services under the direction of a Physician. Positions in this class are characterized by the responsibility for performing basic diagnostic, treatment, rehabilitative and supportive services and functions as a member of the primary health care or emergency medical team. This leadership position is distinguished from the entry-level Physician Assistant by the greater independence and expertise in job performance and by the progressive increase in quantity and quality of work performed. The Senior Physician Assistant also must achieve the full confidence and trust of the Primary Care Physician. This position is subject to overtime, standby, and callback assignments and performs related duties as required.

## 5 Reasons to choose Health Services Agency as your workplace:



*Health Services Agency is committed to supporting community health!*

### ***Make a difference in the community***

Working at a Health Services Agency clinic will provide you with an opportunity work with an incredible and committed team who genuinely cares about our community and strives to provide top quality healthcare.

### ***Build community partnerships and friendships through collaboration***

Working in a clinic, you learn from many community agencies, healthcare partners, and education systems that combine resources to make a positive impact serving Health Services Agency patients.

### ***Current employees shared that it's a great place to work!***

Caring and compassionate co-workers, positive work culture, growth opportunities, and great job security.

### ***Grow your skills and be innovative***

Working at Health Services Agency offers many opportunities for professional growth in healthcare and community engagement. You will have opportunities to learn about current issues such as health and racial equity, healthcare trends, and community partnerships.

### ***Be part of something bigger***

Whether working with individuals or part of a team, you will be making an important impact on our community members of all ages and backgrounds from pediatric to senior patients.





## THE TYPICAL TASKS

- Secure a comprehensive patient health history and performs physical examinations;
- Recognize and evaluate medical problems which call for immediate attention by, or referral to, a Physician or clinic provider;
- Perform, or may order performed for the patient, laboratory and diagnostic procedures;
- Draw blood and collect specimens as indicated for additional tests;
- Assist the Primary Care Physician in providing services to patients requiring continuing care, including the review of treatment and therapy plans;
- Perform routine therapeutic procedures;
- Develop diagnoses, records and present pertinent data to the collaborating Physician;
- Collaborate with the Attending Primary Care Physician in ordering drugs and supplies, maintaining patient records and equipment;
- Facilitate the Primary Care Physician's referral of patients to the appropriate health facilities or other community resource;
- Instruct and counsel patients in matters pertaining to their physical and mental health;
- Define and treat mild psychiatric disorders and refers cases to psychologists, psychiatrists, or other mental health workers for further evaluation;
- Observe and record patient progress, update and summarize charts;
- Screen daily, on a rotational basis, clinical laboratory reports for emergent abnormalities; and
- Collaborate with physicians and other members of the health care team in providing care and acts as a consultant to their nursing staff in the area of specialization.

## MINIMUM QUALIFICATIONS

### SKILLS/ABILITIES

- Diagnose, treat and refer patients with abnormal health conditions;
- Communicate orally and prepare clear, concise, written reports sufficient to explain diagnosis, patient history and follow up;
- Practice basic diagnostic procedures, as a medical examiner, under supervision;
- Facilitate the Primary Care Physician's referral of patients;
- Assist in planning orientation for new Nurse Practitioners and Physician Assistants and review annually;
- Use thermometers, stethoscopes, blood pressure devices and small medical instruments;
- Assure compliance with policies and procedures and standards of care; and
- Investigate and attempt to resolve complaints following departmental and County policy.

### KNOWLEDGE

- Routine diagnostic and treatment techniques used in practicing primary care medicine;
- Ethics and laws under which medicine is practiced;
- Socioeconomic principles of medicine; and
- Roles and responsibilities of community health care agencies and health professionals.

*Interested in learning more about  
Health Services Agency?*

*Scan the QR code or visit [www.schsa.org](http://www.schsa.org)*





## EDUCATION/EXPERIENCE

- Completion of a Primary Care Physicians Assistant Training Program approved by the State Board of Medical Quality Assurance and possession of a certificate or letter of approval to practice as a Physician Assistant by the State Board of Medical Quality; AND
- Possession of at least one (1) year of increasingly responsible experience as a Physician Assistant.

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 558-7192 to make other arrangements by application deadline. Failure to submit proof will result in disqualification.

*We build community by promoting health and wellness through services and collaboration for all people in Stanislaus County*

*Apply today to join our team & make  
a difference in Stanislaus County*

For the full job description, including minimum qualifications, scan the QR Code or click here







**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



# JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000** or 21 additional days of leave time!\*

\*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000-\$10,000 OVER THREE ANNUAL INSTALLMENTS

## YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



### Cash Payout

Redo that kitchen or paydown debt.

*It's all yours.*



### Leave Time

Take a little extra time off and enjoy yourself.

*You've earned it.*



### Deferred Compensation

Reduce some taxable income and receive it later.

*Why not?*



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.



**clubwellness**  
myclubwellness.org

# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



#### Option 1 BONUS CASH PAYMENT

*(Default if employee declines to make a choice)*

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



#### Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



#### Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

### Eligibility for Employee Choice Bonus Plan



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2025, are eligible to receive future payments in accordance with their new hire date.



## COMPENSATION & BENEFITS

Approximate Annual Base Salary:  
**\$115,024 - \$139,817 Annually**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- Two weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

*Details available upon request.*

## RECRUITMENT INCENTIVES:

### **Employee Choice Bonus Plan:**

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit [stanjobs.org](http://stanjobs.org) for details.

### **Career Ladders:**

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization—from Accounting to Public Safety to IT.

### **Learning Institute:**

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



## **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

## **APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY April 30, 2024**

### **Oral Examinations are tentatively scheduled for the week of May 6, 2024**

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

### **Resumes will not be accepted in lieu of a completed application.**

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

## **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

## **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

## **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.