



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

# Public Health Manager IV

Stanislaus County Health Services Agency

**\$98,508-\$147,763 Annually**

Apply by January 23, 2024



Take Your Place.

# ABOUT THE DEPARTMENT

The overarching goal of the Public Health Division of the Health Services Agency is to ensure that all Stanislaus County residents can achieve optimal health and wellness at every stage of their lives. The Public Health Division is responsible for promoting, protecting, and improving the health of the entire County. The Public Health Division manages and directs a range of programs and services including Communicable Disease Prevention, Emergency Preparedness, Family Health Services, Health Promotion, Children Medical Services, and the Women, Infants and Children (WIC) program.

As an accredited Public Health department, we are committed to improving the health and quality of life in our community through community engagement, collaboration, and partnerships. We prioritize health equity and continuous quality improvement to deliver effective, population health services that make a meaningful impact in the lives of the people we serve.

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

## 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***

Work with an incredible and committed team that genuinely cares about the work they do. Public Health offers a job that is essential to improving the health of our community.

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

Working in Public Health, you learn from many community agencies, healthcare partners, and education systems that combine resources to make a positive impact on the lives of others.

### ***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 in Public Health offers many opportunities for professional growth. Further your professional skills in data analysis and community assessment, public speaking, meeting facilitation, and community engagement. Continue to learn about current topics such as health and racial equity and adverse childhood experiences.

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

Whether working directly with individuals, often those with the greatest need, or identifying the root causes of larger community challenges, Public Health is essential to promote healthy behaviors and protect the health of the entire community.

## THE POSITION

The Public Health Manager IV will lead the Health Initiative Unit, overseeing the management and strategic direction of a newly established, county-wide health initiative with a dedicated focus of improving the overall health and well-being of the community. This initiative will include a volunteer Leadership Council and Community Coalition, which will guide the effort while ensuring robust stakeholder engagement and community participation.

The Manager IV will align this initiative with other county programs that share similar goals, coordinating efforts and strategies for maximum impact. This role will spearhead efforts to address key health disparities identified in the Community Health Assessment, focusing on their root causes. By engaging community partners and residents at every level, the Manager will work to develop and implement sustainable solutions.

Using data-driven strategies within the Community Health Improvement Plan, the Manager IV will collaborate with local organizations, healthcare providers, and residents to create long-term solutions that tackle the underlying causes of poor health outcomes. The manager will play a crucial role in championing change, leading the implementation of new ideas, and fostering innovation. This role is pivotal in advancing community health and achieving health equity through innovative, community-driven approaches.

The Manager IV will facilitate multi-sector partnerships, amplify community voices, and drive systemic change to improve health outcomes. This includes implementing the collective impact framework to achieve lasting, transformational results and fostering stronger, healthier communities. This position will provide backbone support to the Leadership Council as it plays a crucial role in shaping policies, securing funding, and overseeing the implementation of innovative programs that will ultimately improve the community's overall health outcomes.

## THE TYPICAL TASKS

- Provide vision and oversight to the Health Initiative including leading a team to provide backbone support to this countywide collective impact effort;
- Work with internal programs to support the development of the Community Health Assessment and implementation of the Community Health Improvement Plan;
- Engage community stakeholders including recruitment, orientation, and engagement to facilitate the work of the initiative and its workgroups;
- Establish and maintain an effective communication strategy for the Leadership Council, Community Coalition, and community at large to build and maintain a positive image and continued engagement;
- Provide support and oversight for the development of data-driven decision-making, analysis, and evidence-based program development and implementation;
- Establish metrics to track the success and impact of the health initiative utilizing the Results Based Accountability framework. Continuously evaluate the effectiveness of interventions and strategies and make data-driven adjustments to improve outcomes;
- Build support for policies and funding that support community health improvement efforts. Stay informed about local, state, and national health policies, and work to influence changes that will benefit the community's health;
- Represent the Public Health Division at key meetings with regional partners, community stakeholders, allies, and funders;
- Support community engagement activities to build and maintain effective partnerships for addressing socio-economic factors to advance community health;
- Facilitate strategic planning activities including identification of vision, mission, goals, community level outcomes and priority strategies;
- Use planning, writing, and assessment skills to develop and share compelling materials, reports, and presentations about our work and its impact and that of our partners;
- Assist in budget planning and monitoring to ensure financial stability and growth;
- Participates in after-hours activities including partner meetings, events, and community outreach;
- Participate in writing grants and other funding proposals; and
- Support leadership in the development and implementation of organizational initiative, objectives, and strategies related to the advancement of health.

# MINIMUM QUALIFICATIONS

## EDUCATION & EXPERIENCE

### PATTERN I

- A Bachelor's degree from an accredited college or university in Public Health, Public/Business Administration, Health Science, Behavioral Science, Social Science, or a closely related field; AND
- Four (4) years of management level experience in a Public Health department or organization conducting program planning, administration, management, and facilitating stakeholder efforts or multi-sector grants.

### PATTERN II

- A Master's degree from an accredited college or university in Public Health, Public/Business Administration, Health Science, Behavioral Science, Social Science, or a closely related field; AND
- Two (2) years of management level experience in a Public Health department or organization conducting program planning, administration, management, and facilitating stakeholder efforts or multi-sector grants.

*Proof of education (degree or transcripts) 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 before 5pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.*

## KNOWLEDGE/SKILLS/ABILITIES

- Public Health Practices & Principles
- Public Relations & Communication
- Management & Leadership
- Community Assessment and Engagement
- Performance Management & Results Based Accountability
- Establishing & Maintaining Interpersonal Relationships
- Social Perceptiveness
- Problem Solving & Communication
- Communications & Media
- Strategic Planning
- Critical Thinking & Change Management
- Public Speaking

*Interested in learning more about  
the Health Services Agency?*

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





**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:  
**\$98,508-\$147,763 Annually**

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

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 1.5% of base salary
- 2 weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance upon Department Head approval
- Moving allowance recruited from out-of-County
- Disability protection
- 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: January 23, 2025**

### **Oral Examinations are tentatively scheduled for the week of February 3, 2025**

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.