



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 Nurse III

Health Services Agency

\$111,488 - \$135,491 Annually

Apply by August 14, 2025



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.

THE IDEAL CANDIDATE

The ideal candidate for this position in Children's Medical Services (CMS) has experience working with community partners and community resources. The candidate supervises multiple programs. The ideal candidate has knowledge of health equity, social determinants of health, and quality improvement processes.

THE POSITION

This is a lead Public Health Nurse position under the general direction of the CMS manager to support the staff within the following programs: Childhood Lead Poisoning Program (CLPPP), and Health Program for Children in Foster Care (HCPCFC). Respectively, these programs promote the reduction and elimination of lead in children and provide oversight of children in foster care getting medical/dental care routinely with emphasis on psychiatric medication oversight and monitoring. This position provides diverse leadership working with community partners, public health nurses, community health workers, administrative and health education staff. The position entails enforcing policies and procedures looking through a lens of collaborations, quality improvement, process change, and effectiveness of services on the clients served. The role is characterized by flexibility, accountability, integrity, ingenuity, responsibility, social justice and professionalism.

The Public Health Nurse (PHN) III position in Public Health can involve planning, coordination, implementation, and assistance with the administration and direction of staff in various Public Health programs. These programs provide population-based services in clinical and community settings focused on illness and injury prevention, health promotion through education, case management, direct care, and community collaboration. Areas of practice may include but are not limited to maternal and child health, communicable disease, chronic illness, and HIV/STD.

This specific PHN III position is primarily assigned to the Children's Medical Services department. The PHN III is responsible for supervising and directing nursing and case management staff, as well as planning, coordinating, and implementing program activities within the CLPPP and HCPCFC programs.

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

Scan the QR code to learn more about
the department!





THE TYPICAL TASKS

Depending on program assignment the Public Health Nurse III may perform in one or more of the following activities or similar activities within Public Health Nursing practice that may occur in individual homes, the community, an office, a clinic or other locations applicable to the activity.

- Act as a resource for nursing problems and program-related issues, assigned to the Public Health program;
- Attend local, state, regional, and Managed Care Plan meetings to represent the program, stay informed of policy changes, and collaborate with stakeholders to enhance service delivery;
- Plan, develop and oversee one or more Public Health programs including but not limited to assuring contract compliance, completion of reports and participation in grant applications;
- Plan and oversee provision of direct client education on health maintenance, disease and injury prevention;
- Plan and coordinate medical or comprehensive case management services to clients;
- Plan, develop and implement direct client services which may include Direct Observed Therapy (DOT), immunizations and health screening activities;
- Plan, coordinate and participate in community assessment and collaborative activities to improve services;
- Provide leadership for program planning and policy development;
- Coordinate the planning and implementation of individual and community based outreach activities;
- Participate in the preparation of budget development, oversight and reporting;
- Report on the work performance of those overseen;
- Prepare or assist in the preparation of annual staff evaluations under the direction of the Program Manager or other Public Health Management;
- Participate in the hiring process; and
- Provide leadership and participate in emergency/disaster preparedness and response.

*Become a full-time Nurse at HSA
and receive a **bonus of \$3000****

MINIMUM QUALIFICATIONS

KNOWLEDGE

- Principles and practices of public health nursing;
- The Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy, Security and Breach Notification Rules;
- Basic principles of epidemiology;
- Pharmaceuticals, side effects, and possible complications of use;
- Health counseling methods;
- Standard nursing procedures;
- Interviewing techniques, and the methods used to gather data;
- Community resources likely to be needed by the client population served;
- First aid procedures;
- Prevention, detection, reporting and treatment of child abuse and neglect;
- Federal and State laws and regulations governing public health programs;
- Physiological, cultural, environmental, sociological and psychological differences and problems encountered in public health nursing;
- Disease investigation, control and prevention as related to chronic and communicable diseases and illnesses and injuries;
- Principles of program management and budgeting; and
- Principles of employee supervision, staff development and personnel policies.

*Interested in learning more about
Health Services Agency?*

Scan the QR code or visit www.schsa.org



MINIMUM QUALIFICATIONS (CONT.)

SKILLS/ABILITIES

- Assess individuals and families including, physical assessment, health status and history, social support system and environment;
- Identify Public Health related nursing diagnoses and identify appropriate outcomes;
- Develop service plans with individuals, families and members of interdisciplinary teams;
- Initiate and follow through with activities;
- Administer medications, oral and injectable;
- Maintain client and program related documentation;
- Learn to utilize various types of information systems used by the agency or program;
- Communicate information to individuals and groups;
- Understand and interpret laws and regulation applicable to performance of responsibilities;
- Establish and maintain cooperative working relationships;
- Provide professional leadership and direction of personnel in a specific program and/or clinic, necessary to maintain the efficient delivery of effective Public Health care services;
- Direct the care/service given to a group of patients that includes coordinating the activities of the nursing clinic and/or program staff;
- Train, direct, check, review, assign and organize the work of other personnel, which may include Public Health Nurses I and II, Staff Nurses, Community Health Workers, Administrative Clerks, Health Educators, Public Health students, and/or volunteers;
- Employ critical thinking skills including analysis of data, problem solving and logical decision-making to address public health related issues;
- Analyze data, problem solve and make logical decisions; and
- Write and prepare statistical and narrative reports.

EDUCATION & EXPERIENCE

- Bachelors of Science in Nursing; AND
- Four (4) years' experience as a Nurse, of which two (2) years is in Public Health as a Nurse. (An advanced degree in nursing, or a public health related field may be substituted for one year of the required experience.); OR
- Three (3) years' of increasingly responsible nursing experience in a public or private health care setting, with one (1) year as a case manager or public health nurse. (An advanced degree in nursing, or public health related field, may be substituted for one year of the required experience in case management or public health nursing); AND
- Current valid California license to practice as a Registered Nurse; AND
- Current valid California Public Health Nurse certificate; AND
- Current valid BLS/CPR provider certificate; AND
- Willingness to complete a certified child abuse detection course as required by the State of California.

Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 558-4872 to make other arrangements by application deadline. Failure to submit proof will result in disqualification.

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





**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 NEW 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**

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Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, 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



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- 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, 2026, are eligible to receive future payments in accordance with their new hire date.



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RELATIONS

Take Your Place.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$111,488 - \$135,491 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 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 Classified Service of the County and is assigned to the Registered Nurses bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months.

Incumbents may also be subject to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding).

APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY August 14, 2025

Oral Examinations are tentatively scheduled for the week of August 25, 2025.

Note: The eligible list generated from this recruitment may be used to fill future extra-help, part-time and full-time vacancies throughout Stanislaus County.

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.