



# THE COUNTY OF STANISLAUS

## HEALTH SERVICES AGENCY



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

*\*See inside for details*

### Staff Nurse III

**\$105,019 - \$127,628 Annually**

Apply by September 18, 2025

# THE IDEAL CANDIDATE

The Health Services Agency (HSA) is looking for a team member who is passionate about working in public health and/or clinics to improve the health of our community. The ideal candidate is energetic, team oriented, a strong collaborator and innovative.

# THE POSITION

The Health Services Agency is looking to fill a Staff Nurse III full-time position for our Immunization Clinic. The Staff Nurse III will train, direct, monitor, assign, supervise and organize the work of other personnel, which may include Staff Nurses, Medical Assistants, Administrative Clerks, Students, Volunteers, and other healthcare workers.

The Staff Nurse III is a leadership position and will be responsible for operational oversight of the Public Health Immunization Clinic. Oversight includes but is not limited to, operation of the day-to-day function of the immunization clinic, personnel, clerical functions, safety of staff and public, and customer services.

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



Scan the QR code to learn  
more about the department!



### ***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

- Monitors the day-to-day management of vaccination administration sites ensuring site selection and readiness, vaccine inventory management, patient communication and scheduling, and staffing allocations are in alignment with vaccine administration expectations and outcomes;
- Administers vaccinations for the community;
- Provides work direction, technical expertise, and guidance, and performs supervisory duties for program staff; and provides recommendations and summaries of performance to manager to be included in annual performance reviews;
- Provides logistical support to coordinate vaccinating residents in high-priority areas, including managing data, notification of vaccine clinic locations, and providing administrative support;
- Facilitates process improvement in coordination with site leads, with special emphasis on continuous quality improvement (CQI);
- Investigates reports of communicable disease and surveys occurrences of reportable disease in individuals and groups, following medical protocols, guidelines, and procedures; develops reports and communicates findings to other medical and professional partners including recommendations regarding control measures; monitors status of outbreaks; maintains databases and compliance with program standards and legal requirements;
- Conducts communicable disease, epidemiological, and other related studies under direction and collaboration with the Health Officer and the Communicable Disease Manager; manages data related to communicable disease; collects, compiles and analyzes statistics used to develop epidemiological reports for use by the county and other entities;
- Acts as a resource and provides consultation and health information to individuals, families, health care providers, community agencies, schools, and other agencies regarding communicable diseases; collaborates with other jurisdictions in infection control management, coordination, and integration to improve and standardize services;
- Enforces communicable disease codes in accordance with Health Authority guidelines and in consultation with the Health Officer; identifies and communicates exclusions from public facilities according to state or local guidelines;
- Maintains HIPAA standards and confidentiality of protected health information; and reports critical incidents and information regarding quality of care issues.

- Participates in program planning activities; develops and updates policies and procedures related to communicable disease services; participates on internal and external communicable disease related committees; works closely with Health Officer and CD Manager to develop and maintain standing-orders and protocols;
- Initiate the nursing process and perform nursing care, including therapeutic measure prescribed by medical authority within the limit of the nurse Practice Act and department policy; and
- Prepare or assist in the preparation of annual staff evaluation under the direction of the manager.
- Represents HSA as a health resource person in the community. Interprets public health programs and policies to individuals, families, community groups, schools, physicians, and other collateral community agencies and service providers.

## MINIMUM QUALIFICATIONS KNOWLEDGE

- Principles and practices of the nursing process;
- The Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy, Security and Breach Notification Rules and supervision;
- Nursing procedures, techniques, equipment and supplies;
- Principles of contact investigation and infection control;
- Collaborative health planning with multi-disciplinary teams;
- Medical terminology, modern nursing principles, methods and procedures;
- Use and effects of medicine, controlled substances, clinic supplies, equipment and disease processes including communicable diseases, symptoms and treatments;
- Case Management Protocols and Procedures;
- Developing care management programs and plans that focus on improving the health status of insured members;
- Nurse-Patient Relationships and Management of Patient Health Maintenance/Illness Status; and
- Monitoring and ensuring the quality of a Health Care Practice.

# MINIMUM QUALIFICATIONS CONT.

## SKILLS/ABILITIES

- Performs in stressful and crisis situations, interpret policies and procedures and apply them with good judgment;
- Communicate effectively orally and in writing;
- Use of various computer programs such as Windows and an Electronic Medical Record;
- Follow complex oral and written directions and prepare clear and concise written reports including documentation in the medical records;
- Provide safe, effective and efficient nursing care;
- Train and evaluate the work of assigned staff and other support personnel;
- Provide leadership and direction of personnel to maintain the efficient delivery of effective Health Services Agency patient care services;
- Direct the care given to a patient including coordinating the activities of clinic staff and/or program effectiveness;
- Direct, check, review, assign and organize the work of other personnel;
- Communicate expectations, monitor performance and address unsatisfactory performance; and
- Participate in the recruitment process and make recommendations for hire.

## EDUCATION & EXPERIENCE

- Associate or higher degree in Nursing.

## LICENSE/CERTIFICATION

- Current valid California license to practice as a Registered Nurse;

AND

- After receiving Registered Nurse license, three (3) years full-time experience in a hospital/outpatient setting or experience which utilized the development of critical thinking skills; OR
- Performing the job functions as a Staff Nurse II in an HSA clinic/program for three (3) years; AND
- Current BLS/CPR certification

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 before 5:00 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.



Here at the  
**Health Services Agency...**

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

**Full Time Nurse Bonus  
\$3000\***





**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**

Take Your Place.



**clubwellness**  
myclubwellness.org

# 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.



**STANISLAUS**  
**COUNTY HUMAN**  
**RELATIONS**

Take Your Place.

## COMPENSATION & BENEFITS

Approximate Annual Base Salary:  
**\$98,987 - 120,307 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 \$10,00 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 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: September 18, 2025**

### **Oral Examinations are tentatively scheduled for the week of September 28, 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.