



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 II

Health Services Agency

**\$106,184-\$129,043 Annually**

**Apply by November 6, 2025**



Take Your Place.



## THE POSITION

The Public Health Nurse II is an intermediate level position that will provide population based services in clinical and/or community settings focused on illness and injury prevention and health promotion programs through education, case management, and direct care and community collaboration. 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 TYPICAL TASKS

Depending on the program assignment the PHN II 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:

- Plans and provides direct client education on health maintenance and disease and injury prevention;
- Medical or comprehensive case management of patient/client caseload;
- Provide direct patient/client services including, but not limited to Direct Observed Therapy (DOT), immunizations, assessments and health screen activities;
- Collaborates with child welfare by sharing health expertise and reviewing medical records to support the safety, well-being, and development of children involved in they system;
- Coordinate care for foster youth, monitor progress, and connect families to community resources to promote stable, healthy home environments;
- Participates in community assessment and collaborative activities to improve health services;
- Participate in emergency/disaster preparedness and response;
- Participate in population based community assessment;
- May assist PHN III Coordinator in the professional mentoring and direction of personnel in a specific program and/or clinic, necessary to maintain the efficient delivery of effective public health care services;
- When requested, provide input on the work performance demonstrated by staff working in his/her program that may be of assistance of PHN III or program Manager and considered in performance evaluations;
- Lead or participate in communicable disease epidemiological investigation;
- Develop and provide health maintenance and disease and injury prevention education to individuals or groups; and
- Develop and provide individual and community based outreach activities.

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

Scan the QR code to learn  
more about the department!



# MINIMUM QUALIFICATIONS

## Knowledge/Skills/Abilities

- Principles and practices of public health nursing;
- The Health Insurance Portability and Accountability Act of 1996 (HIPPA) Privacy, Security and Breach Notification Rules;
- Basic principles of epidemiology;
- Pharmaceuticals, side effects, and possible complications of use;
- Health counseling methods;
- 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;
- Establish and maintain cooperative working relationships;
- Disease investigation, control as related to chronic and communicable diseases and illnesses, and injuries;
- 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 regulations applicable to performance of responsibilities;
- Establish and maintain cooperative working relationships;
- Provide services in home, community and or office or clinical environments; and
- Mentor and direct students, entry-level professional staff and non-professional staff.

## EDUCATION & EXPERIENCE

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

- Bachelors of Science Nursing; AND
- Two (2) years full-time nursing experience which is in public health; (an advanced degree in nursing, or a public health related field, may be substituted for one year of the required experience.); OR
- Minimum of two years nursing experience in a closely related field like communicable disease-infection control/pediatrics/case management; 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.

# QUICK GUIDE TO APPLYING

## APPLICATION PROCESS



1.  
Find the  
Right Job



2.  
Update Your  
Application



3.  
Submit Your  
Application



4.  
Wait for  
Processing



5.  
Receive Notice of  
Application Status

## APPLICATION BEST PRACTICES

### BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

### BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

### UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

### ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

### HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

## COMMON MISTAKES TO AVOID

### WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

### OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



**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  
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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.



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## COMPENSATION & BENEFITS

Approximate Annual Base Salary:

**\$106,184 - \$129,043 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! 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 subjected to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding).

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

## APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY November 6<sup>th</sup>, 2025

### Oral Examinations are tentatively scheduled for the week of November 17<sup>th</sup>, 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.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

## 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.