



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

*\*See inside for details*

# Director of Health Services Agency

Health Services Agency

\$173,160 - \$259,729 Annually

Apply by January 16, 2025



# THE POSITION

The County of Stanislaus, Health Services Agency invites applications from qualified candidates for the Director of Health Services Agency.

The Health Services Agency seeks a passionate, experienced, and visionary leader with a strong background in population health, a proven ability to implement comprehensive health programs and services, and expertise in managing complex funding sources and large-scale operations. The Health Services Agency Director provides strategic leadership, oversight, and direction to ensure the effective operation of public health and primary care safety net services for the community. Key responsibilities include managing a multi-million-dollar budget, overseeing staff and resources, ensuring compliance and quality assurance, driving emergency planning and preparedness, fostering stakeholder collaboration, assuring safety net services, coordinating with other county leaders and engaging with the community to promote public health initiatives and improved community health.

The Health Services Agency is organized into four division with directors reporting to the Agency Director. The four divisions include Public Health Services, Clinic Services, Planning & Administration, and Finance & IT. Additional direct reports to the Agency Director are the Public Health Officer and the Clinic Division's Medical Director. The Agency Director serves as the Project Director/Executive Director under the Federally Qualified Health Center designation. While the position reports to an Associate Executive Officer in the County's Chief Executive Office, it also has a reporting relationship to the Community Health Center Board.

# THE IDEAL CANDIDATE

The ideal candidate for the Director of Health Services Agency will be a charismatic and influential leader with exceptional emotional intelligence and a passion for public health and safety net based care. They will excel in communication, both written and verbal, and will have a proven ability to foster and sustain strong relationships with stakeholders at all levels, including staff, community partners, healthcare organizations and government agencies. The ideal candidate will bring a proven track record of success in managing large-scale operations, complex funding sources, data-driven performance management, and diverse teams. They will stay ahead of public health trends, best practices, and regulatory requirements, ensuring the agency's programs align with the evolving needs of the community while advancing organizational goals. This will be a passionate leader, inspired by and engaged in the possibilities of the State's CalAIM transformational initiative. This leader will inspire trust and collaboration, leveraging their vision and expertise to enhance health outcomes, promote equity, and foster community engagement across the County.



*Scan the QR code to learn more  
about the Health Services Agency  
or visit [www.schsa.org](http://www.schsa.org)*



# WHO WE ARE

The Health Services Agency serves as Stanislaus County's Public Health department and provides primary care services to Medi-Cal, Medicare and uninsured patients. The agency achieved national Public Health Accreditation in 2019 and its clinic services have been Federally Qualified Health Center (FQHC) designated since 2007. The HSA actively promotes health improvement through dedicated community collaboration, strategic visioning and data-driven performance management across many programs and services.

## HSA Services Include:

- Two FQHC primary care clinics located in Modesto
- Medi-Cal Managed Care participation, Indigent/Safety Net services, CalAIM planning and coordination – Street Medicine, Enhanced Care Management (under development)
- Physician Residency program support
- Public Health Promotion and Education Programs
- Women, Infant and Children's Nutrition Program
- Public Health Communicable Disease Control
- Maternal, Child, Adolescent Health and Public Health Field Nursing programs
- Public Health Nursing – embedded in Social Services teams
- Emergency Preparedness and Medical Health Operational Area Coordinator program
- Epidemiology and Community Health Planning
- Vital Records

## HSA 2023 HIGHLIGHTS



**\$4,176,110 worth of fruits and vegetables** purchased with benefits provided to WIC participants.



Stanislaus County Health Services Agency registered **10,139 births and 5,717 deaths**



**31,557 vaccine doses were administered** to reduce vaccine preventable diseases.



**6,546 home visits** were conducted to ensure safe living spaces for **children in need of medical care.**



**20,099 patients** were served through over **70,000 patient visits** by the Agency's primary care clinics.



*For review of the full 2023 Stanislaus County Public Health Annual Report, scan the QR code.*

## THE TYPICAL TASKS

- Advise and consult with Board of Supervisors and county staff on public health matters
- Develop and implement strategic plans to achieve the agency's goals and objectives
- Provide strong leadership, vision and administrative support to County, community, and health industry leaders
- Assess organizational and community needs and successfully collaborate, develop and implement workplans
- Plan and organize monthly Community Health Center Board meetings, including agendas and presentations; a Brown Act applicable body
- Maintain current knowledge of associated regulations, program developments, research, health analytics and strategies
- Oversee the development and administration of multi-million-dollar budgets, ensuring fiscal responsibility and compliance
- Plan, organize, direct and coordinate the activities and programs of the department, within County and Agency organizational structure and policy, national accreditation standards and the Public Health Officer's and the Medical Director's medical direction
- Consult with supervising staff regarding difficult problems and coordinate finding of solutions;
- Coordinate programs and confer with other agencies, departments, and counsel regarding activities, emerging issues, risk management and/or other concerns
- Oversee the implementation of healthcare policies; assure compliance/coordinate proposed new or revisions to Agency applicable County Ordinances.
- Engage with coalitions and associations to objectively consider and advocate on health policy
- Lead public health campaigns or initiatives to address health disparities and improve community well-being;
- Provide enabling leadership for quality improvement plans to improve FQHC population-based patient outcomes
- Conduct regular performance reviews of programs, services, and staff to ensure alignment with organizational goals and
- Develop and implement strategies to ensure equitable access to health services across diverse populations.



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

# MINIMUM QUALIFICATIONS

## KNOWLEDGE/SKILLS/ABILITIES

- Administration & Management
- Municipal & Operations Management
- Collaborative Leadership
- Public Relations & Communication
- Policy Development & Compliance
- Problem Solving & Decision Making
- Strategic Vision & Planning
- Results Based Accountability
- Personnel & Human Resources
- Critical Thinking
- Customer Focus
- Finance Management
- Technical Proficiency
- Employee Relations
- Adaptability & Flexibility
- Health Program Regulations
- Contract Negotiations
- Public Speaking

## EDUCATION & EXPERIENCE

- A Bachelor's degree from an accredited college or university in Public Health, Nursing, Public Administration, Healthcare Administration, Business Administration, or a closely related field.
- AND
- Five (5) years of executive level Management experience including program, budget and personnel management responsibilities in a public health organization.

*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've got you covered...

*Take a peek into our total compensation offerings!*



2025 Insurance Rates for Full-Time Employees



2024 Benefit Summary



\$1,200 Annual Professional Development



Up to \$7,500 in Moving Allowance

Click the underlined text to be directed to the links!



**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:

**\$173,160 - \$259,729**

The County of Stanislaus provides a competitive and comprehensive benefits package for Department Head employees including:

Insurance: Extensive health, dental, and vision coverage options for employees and dependents

Professional Development: \$1,200 per Fiscal Year

Voluntary Deferred Compensation Plan (457B) plus 2% base pay contributed by the County

Life and Disability Insurance: Term life insurance policy, as well as Accidental Death/Disability coverage

Vacation: Accruing biweekly:  
3 weeks for the first year  
4 weeks per year 2 thru year 20  
5 weeks per year beginning at year 21  
Vacation accruals are subject to maximum limits

Holidays: 12 paid holidays annually

Sick Leave: Sick leave is accrued at a rate of 96 hours per year

Car Allowance: \$4,800 annually, plus mileage

Moving Allowance: Recruited from out-of-County up to \$7,500

## 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 Human Resources 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 16, 2025**

### **Oral Examinations are tentatively scheduled for the week of January 27, 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.