

# COUNTY OF SANTA CRUZ

INVITES YOU TO APPLY FOR THE POSITION OF:

## MEDICAL DIRECTOR-HEALTH SERVICES CLINICS

Salary: \$220,584 – 255,382 / Annually

CalPERS retirement benefits plus Deferred Compensation and  
Defined Contribution plans available.\*

Candidates may be eligible for relocation assistance and advanced  
paid leave accrual.



Beautiful Coastal Community  
Mediterranean Climate  
Excellent Quality of Life Environment

Closing Date: Continuous

## MEDICAL DIRECTOR-HEALTH SERVICES CLINICS

This class is a physician class with clinic medicine experience. Incumbents serve as the director for various Health Services Agency medical clinics. Assignments may rotate depending on agency requirements and specialty training. Incumbents are responsible for the medical quality assurance and medical management of one or more clinics, provide medical and technical advice to staff and the local medical community and may serve as the Health Officer in the latter's absence. The current vacancy is at the Santa Cruz Emeline Clinic overseeing a staff of 10 physician and midlevel providers. This clinic is a dynamic integrated health setting serving vulnerable populations in Santa Cruz County.

## SANTA CRUZ COUNTY

Santa Cruz County has approximately 270,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests and rich farmland. It has an ideal Mediterranean climate with low humidity and 300 days of sunshine a year. Its unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art, as well as golfing, surfing, hiking and biking offer a wealth of leisure activities. Higher education includes Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour away. These elements of high quality living make Santa Cruz one of California's most desirable areas.

## APPLICATION PROCESS

**Candidates must submit a County Application and answers to the supplemental questionnaire.** The completed application packet must be received by the Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060 or online at [www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com). For more information, contact Nisha Patel, Employment Services Manager at (831) 454-3067. Hearing Impaired TDD/TTY: 711.

**If you have a disability that would require a test accommodation, call (831) 454-2600.**

## SUMMARY OF QUALIFICATIONS

Four years of general medical clinic experience as a practicing physician. Certification by an American Specialty Board in a specialty closely related to clinical health care provided by the County of Santa Cruz may be substituted for two years of experience.

License/Certificate Requirements:

- Possession of a valid Physician and Surgeon's Certificate issued by the State of California.
- Possession of a State and/or Federal narcotic license for administration of narcotics to inmates and patients.
- Possession of a valid California Class C Driver License.

## IDEAL CANDIDATE

The ideal candidate will have strong leadership experience and the ability to make independent decisions within established policies and procedures set forth by the Board of Supervisors, County Administrative Officer, Director of Health Services, and Federal, State & County laws, ordinances, and regulations.

## SUPPLEMENTAL QUESTIONNAIRE

**The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your responses must also be included in the Employment History section of the application.**

**NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.**

1. Describe your experience supervising and training medical practitioners including the evaluation, and review of work for appropriate diagnosis, treatment and chart documentation.
2. Describe your experience developing and implementing policies and procedures for medical practitioners.
3. Describe your experience with quality management in a clinic setting. Provide specific examples of how you ensured that the medical care provided met quality assurance standards.

## BENEFITS

### **EMPLOYEE BENEFITS:**

**VACATION** - 16 days 1<sup>st</sup> year, increasing to 31 days per year after 15 years service. Available after 1 year service.

**ADMINISTRATIVE LEAVE** – One week advanced upon appointment; two weeks accrued each year; can be taken in cash or time off.

**HOLIDAYS** - 13 paid holidays per year.

**SICK LEAVE** - Six days per year.

**BEREAVEMENT LEAVE** - 3 days paid in California, 5 days paid out-of-state.

**MEDICAL PLAN** - The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

**DENTAL PLAN** - County pays for employee and eligible dependent coverage.

**VISION PLAN** - The County pays for employee coverage. Employee may purchase eligible dependent coverage.

**RETIREMENT AND SOCIAL SECURITY** - Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013(PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

**DEFERRED COMPENSATION** - A deferred compensation plan is available to employees.

**\*DEFINED CONTRIBUTION PLAN** - For Tier 3 eligible employees who elect to participate, the employee contribution shall be 3%, and the employer contribution shall be the lesser of 6.25% or the current CalPERS Tier 3 employer contribution rate, for all regular salary earnings over the compensation cap as determined by PEPRA (2018 cap = \$121,388).

**LIFE INSURANCE** - County paid \$50,000 term policy. Employee may purchase additional life insurance.

**LONG TERM DISABILITY PLAN** - Plan pays 66 2/3% of the first \$13,500, up to \$9,000 per month maximum.

**DEPENDANT-CARE PLAN** - Employees who pay for qualifying child or dependent care expenses may elect this pre-tax program.

**H-CARE PLAN** - Employees who pay a County medical premium may elect this pre-tax program.

**HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA)** – Employees may elect this pre-tax program to cover qualifying health care expenses.

**NOTE:** The provisions of this bulletin do not constitute an expressed or implied contract.

**Equal Opportunity Employer committed to building a diverse workforce**



County of Santa Cruz  
Personnel Department  
701 Ocean Street, Room 510  
Santa Cruz, CA 95060  
(831) 454-2600

[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)

Job # 18-PT5-02