County of Santa Cruz

INVITES YOU TO APPLY FOR:

CLINIC PHYSICIAN

HEALTH SERVICES AGENCY

Bilingual (English/Spanish) Candidates Encouraged to Apply

Supplemental Questionnaire Required

Open and Promotional
Job # 26-PT3

Salary: $273,666 – 295,963 / Annually

Closing Date: Friday, December 4, 2026

County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.
Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

THE JOB: Under direction, provide medical services for Health Services Agency primary care clinics; provide on-call services; and perform other duties as required. **The ideal candidate would have internal medicine and geriatric experience.**

THE REQUIREMENTS: Any combination of education and experience which would provide the required knowledge and abilities is qualifying. A typical way to obtain knowledge and abilities would be:

License/Certificate: Possession of a valid Physician and Surgeon's Certificate issued by the State of California and a valid California Class C Driver License (out-of-state certificate and/or license sufficient at time of application, with California certificate/license required at time of hire). Possession of a Federal narcotic license for administration of narcotics to patients required at time of hire.

SPECIAL REQUIREMENTS/CONDITIONS: Background Investigation: A background investigation and fingerprinting is required. **Special Working Conditions:** Exposure to odors such as vomitus, feces, urine and draining abscesses; fumes from cleaning supplies and solvents; and infections which might cause chronic disease or death.

Knowledge: Thorough knowledge of current principles and practices of medicine. Some knowledge of functions and services of local public health agencies.

Ability to: Perform medical diagnosis and treatment; provide medical direction to subordinate staff; evaluate and review the work of mid-level medical practitioners for appropriate diagnosis, treatment and chart documentation; prepare protocols; establish and maintain an effective working relationship with others; prepare clear and concise written and oral reports; analyze situations accurately and adopt an effective course of action; learn to conduct in-service training programs; secure State certification to supervise and direct mid-level practitioner; and learn to input, access and analyze data using an electronic health records system.

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated in the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Suite 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color, and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background Investigation.

CLINIC PHYSICIAN - HSA - 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 experience referred to in your response must also be included in the Employment History section of the application.

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 working in a community clinic setting.

2. Describe your experience working with electronic health records.

3. Please submit any required certification(s) in one of the following ways:
   Upload online with your application (OTHER Tab)
   Email: personnel@santacruzcounty.us
   Fax: 831-454-2411
   Hand-delivery or mail: 701 Ocean Street, Suite 510, Santa Cruz, CA 95060

EMPLOYEE BENEFITS:

ANNUAL LEAVE - 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

ADMINISTRATIVE LEAVE - Advanced one week upon appointment; in addition, earn two weeks per year. Can be taken in cash or time off.

HOLIDAYS - 14 paid holidays 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 health plans. For most plans, County contributions pay a majority of the premiums for employees and dependents.

DENTAL PLAN - County pays for employees and dependent coverage.

VISION PLAN - County pays for employee coverage. Employees may purchase eligible dependents coverage.

RETIREMENT AND SOCIAL SECURITY - Pension formula 2% at 60 (for Classic/Tier 2 employees) or 2% at 62 (for New/Tier 3 employees) as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). 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 (2026 cap = $159,733).

LIFE INSURANCE - County paid $100,000 term policy. Employees may purchase additional life insurance.

LONG TERM DISABILITY PLAN - County paid plan. Plan pays 67% up to $10,000 per month maximum.

DEPENDENT-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.

RELOCATION ASSISTANCE - Selected candidates may be eligible for relocation assistance for difficult to recruit classifications, up to a maximum of $10,000, based on actual costs.

ADVANCED ACCRUAL RATES - Selected candidates may be eligible for the advanced setting of accrual rates for leaves based upon the number of years of service with other public agencies for difficult to recruit classifications.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.