County of Santa Cruz

INVITES YOU TO APPLY FOR:

ENVIRONMENTAL HEALTH SPECIALIST III

Consumer Protection Program



Supplemental Questionnaire Required

Open and Promotional
Job # 26-TJ9-01

Salary: $9,008 – 11,407 / Month

Closing Date: Friday, December 17, 2026

Plus $10,000 Recruitment Incentive*

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, inspect and investigate environmental health conditions to enforce Federal, State, County and local environmental health and safety laws, ordinances, and regulations; obtain compliance or corrective action; educate the public concerning environmental health and safety; and do other work as required. Environmental Health Specialist III is the professional level expert and/or project leader in the Environmental Health Specialist series. Under direction, incumbents work independently, respond to emergency calls, and are responsible for specialized complex environmental health programs such as water supply, land use, hazardous materials management, housing inspection, plan checker, solid waste management or alternative sewage systems. Additional certificates/training for appropriate specialty areas may be required. Environmental Health Specialist III positions may be assigned in one of the following units: Consumer Protection, Hazardous Materials, Site Mitigation, Land Use and Water Resources. **The eligible list established from this recruitment will be used to fill the current and future vacancies throughout the life of the eligible list.**

Inspectors are required to work in the office or out in the field. A hybrid remote work option may be available depending on the type of work and operational needs.

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

Four years of professional environmental health field experience.

Special Requirements/Conditions: License Requirements: Possession of a valid certificate of registration as an Environmental Health Specialist issued by the California State Department of Health Services. Possess and maintain a valid California Class C Driver License. **Note:** Out of state candidates may apply and go through the recruitment process, however, California certificates/licenses must be provided at the time of appointment.

Special Working Conditions: Exposure to variable temperatures; slippery surfaces; loud noises; sunburn; dust and pollen; bee stings; infections, such as tick-borne Lyme disease or mosquito-borne encephalitis; angry or hostile persons; hazardous materials; wetness, such as while walking in the rain or through a stream on a site inspection; raw or partially treated sewage; inadequate ventilation; live electrical wires, aggressive dogs, fleas, cockroaches, and rodents.

Other Special Requirements: Positions may be assigned to carry a pager, cell phone or other communication equipment and respond to emergency situations and perform on-call or call-back duties. Work situations may include evenings, weekends, and holidays.

Knowledge: Thorough knowledge of methods and techniques of scientific investigation, inspection and resolving unsanitary conditions; principles and practices of environmental health inspections, regulations and enforcement; functions and relationships of Federal, State, regional and local regulatory agencies responsibility for investigating violations of environmental health and safety laws; proven techniques and methodologies to conduct scientific and regulatory investigations; environmental health and safety codes; principles of environmental health and sanitation; state laws, local ordinances and regulations governing environmental health and sanitation; and a particular area of specialization such as public water systems, hazardous materials management, housing inspection, solid waste management, plan check reviews, alternative sewage systems, land use, sensitive site and environmental condition reviews. Some knowledge of the principles and techniques of project leadership and training.

Ability to: Analyze situations accurately and take effective action; establish and maintain cooperative relationships with others; prepare clear and concise reports; detect unsanitary conditions and public health hazards, secure corrective action through education or voluntary compliance or legal enforcement; provide instruction in the methods and procedures of sanitary inspection and correction of unsanitary conditions; understand conditions and develop alternatives for soils and percolation problems; environmental health and safety codes; principles of environmental health and sanitation; apply Federal and State laws, local ordinances and regulations governing environmental health and sanitation; obtain additional training pertaining to environmental health; input, access and analyze data using a computer; make public presentations; respond to emergency calls pertaining to environmental health during work and non-work hours; resolve unsanitary conditions and public health hazards; obtain additional specialized training pertaining to environmental health; deliver accurate and respectful risk communication to the public; apply specialized knowledge and expertise to complex assignments; plan, organize and carry out research, analyze and evaluate data, prepare comprehensive reports, and make recommendations based on findings; coordinate and standardize a specific program; develop and conduct training modules; provide consultative advice to various groups and agencies; guide and advise EHS I/II/III co-workers in difficult field inspections; and assist the program manager as necessary.

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 on 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, Room 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, and 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.

EMPLOYEE BENEFITS:

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

***$10,000 Recruitment Incentive** – initial payment of 50% within 30 days of start date. Remaining 50% of payment upon completion of one calendar year of service (2080 service hours).

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 medical plans. For most plans, County contributions pay most of the premiums for employees and eligible dependents.

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

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

RETIREMENT - 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.

LIFE INSURANCE - County paid $20,000 term policy. Employee may purchase additional life insurance.

DISABILITY INSURANCE - Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN - Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

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.

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

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

ENVIRONMENTAL HEALTH SPECIALIST III
SUPPLEMENTAL QUESTIONNAIRE

NAME:_____

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 responses must also be included in the Employment History section of the application.

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

1. Do you possess a valid Certificate of Registration as an Environmental Health Specialist issued by the California Department of Public Health?

   YES_____ If yes, submit a copy of your certificate and/or a current registration card by fax to (831) 454-2240 or email to: HumanResources@santacruzcounty.us

   NO_____

2. Describe your training and experience in conducting inspections to determine compliance with Federal, State, and local health codes and regulations.

3. Describe your training and experience which demonstrate your knowledge, skills and abilities in each of the following areas:

   a) Land use, such as onsite wastewater disposal systems, enhanced or alternative treatment technologies, site suitability evaluations of soils and percolation rates; private residential and agricultural water well siting, well construction and destruction permits, water recycling, water pollution controls, and complaint investigations; environmental review plan checks for building permits and discretionary projects.

   b) Consumer protection, such as food safety, facility inspections and plan checks, foodborne illness investigations, Hazard Analysis Critical Control Point (HACCP) plans, public bathing places, housing and institutions, body art, medical waste, vector control and abatement, general sanitation, public presentations, and enforcement activities.

   c) Certified Unified Program Agency (CUPA) activities, including hazardous materials and hazardous waste inspections, investigations, emergency response, and enforcement activities.