

## Public Health Nursing Administration Recruitment and Retention



## Public Health Nursing Mission

Public Health Nursing improves the well being of communities by promoting health and preventing disease, disability and premature death among all residents of Los Angeles County. Public Health Nursing improves the quality of neighborhood life by working in partnership with community residents to create the conditions that assure healthy lives.



## Public Health Nursing Vision

Public Health Nursing –  
Working Together to Assure  
Healthy People in  
Healthy Communities



## COUNTY OF LOS ANGELES PUBLIC HEALTH CENTERS

- Antelope Valley
- Central
- Curtis R. Tucker
- Glendale
- Hollywood/Wilshire
- Martin Luther King, Jr.
- Monrovia
- North Hollywood
- Pacoima
- Pomona
- Ruth Temple
- Simms/Mann/  
Torrance
- Whittier



## Public Health Programs

- Communicable Disease Control and Prevention
  - Acute Communicable Disease Control
  - Tuberculosis Control
  - Immunization Program
- Children's Medical Services
  - California Children's Services (CCS)
  - Child Health & Disability Prevention (CHDP)
  - Health Care Program for Children in Foster Care (HCPCFC)
  - Emergency Preparedness Response
- Organizational Development and Training
- Maternal Child and Adolescent Health
  - Childhood Lead Poisoning Prevention Program (CLPPP)
  - Comprehensive Perinatal Services Program (CPSP)
  - Sudden Infant Death Syndrome (SIDS)
  - Fetal Infant Mortality Review (FIMR)
  - Nurse Family Partnership (NFP)
  - Prenatal Care Guidance (PCG)



## Public Health Programs Con't

- Community Health Services
- Chronic Disease and Prevention
- Homeless Program
- Division of HIV & Sexually Transmitted Disease Program (DHSP)
- Nursing Administration
- Office of Women's Health
- Toxics Epidemiology
- Office of Women's Health



### Nursing in LA County Department of Public Health

- Department of Public Health (DPH) has over 780 nurses over various programs and divisions
- Majority of nursing personnel are in Community Health Services (38.1%), Children's Medical Services (28.7%) and Health Facilities (11.2%)

Division	Percentage
Community Health Services	38.1%
Children's Medical Services	28.7%
Health Facilities	11.2%
Other divisions	22.0%, 13%, 6.9%, 0.2%

### Diverse Workforce

Ethnicity	LAC DPH RNs (%)	CA STATE RNs (%)
ASIAN/PACIFIC ISLANDERS	16%	6%
BLACK	4%	28%
FILIPINO	15%	21%
HISPANIC	30%	9%
WHITE	11%	54%

### Public Health Nurses

- Capable of making independent decisions using their experience and knowledge
- Comfortable working autonomously and as a team member.
- Committed to the prevention of disease and improvement of health of large groups of people
- Willing to contribute to the practice of Public Health Nursing

### Work Environment

- Encourages collaboration
- Input on decisions
- Provides professional growth opportunities

### We are treated with dignity and respect!

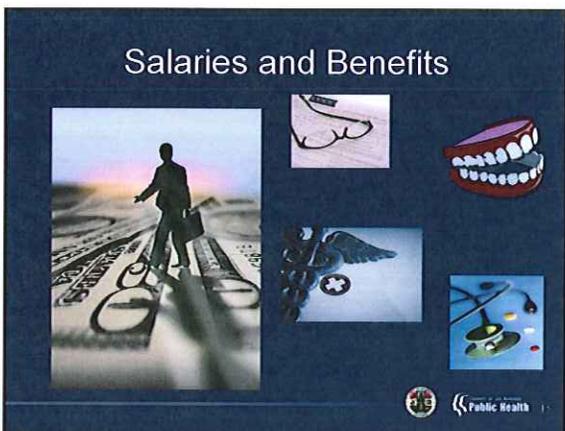
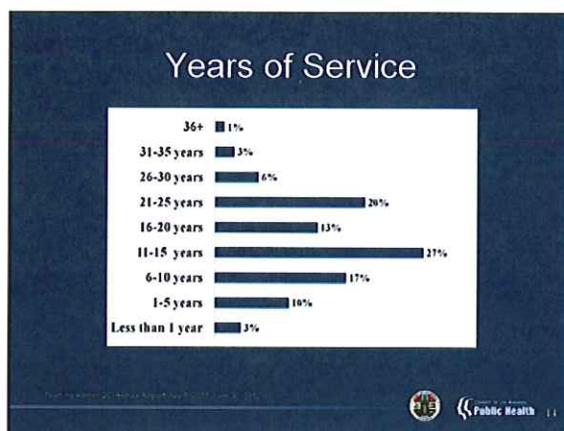
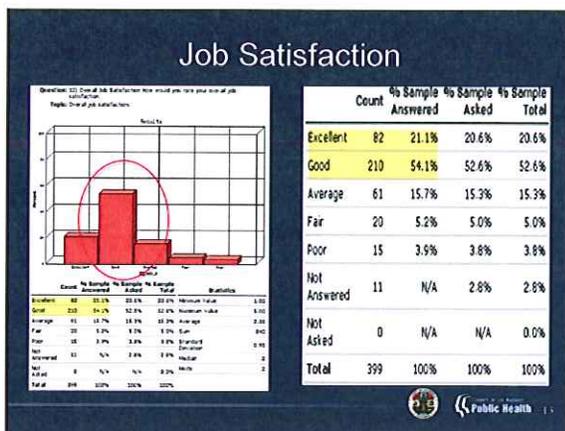
Question: (2) Professional recognition: How would you rate the following:  
Topic: I am treated with dignity and respect.

Response	Count	% Sample Answered	% Sample Asked	% Sample Total
Strongly Agree	55	24.4%	23.8%	23.8%
Agree	240	61.7%	60.2%	60.2%
Disagree	40	10.3%	10.0%	10.0%
Strongly Disagree	14	3.6%	3.5%	3.5%
Not Answered	10	N/A	2.5%	2.5%
Not Asked	0	N/A	N/A	0.0%
Total	399	100%	100%	100%

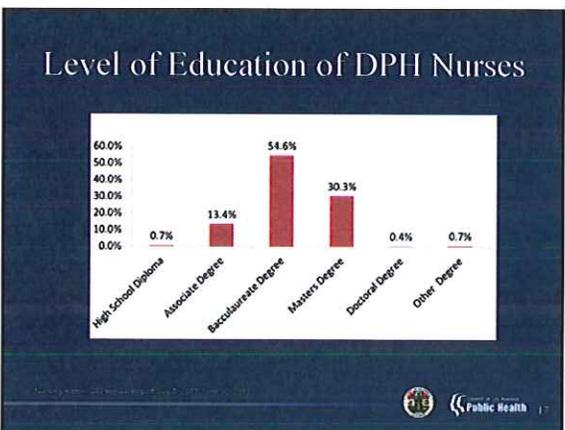
### Team Spirit

Question: (2) Professional recognition: How would you rate the following:  
Topic: There is a team spirit among my co-workers

Response	Count	% Sample Answered	% Sample Asked	% Sample Total
Strongly Agree	101	25.9%	25.3%	25.3%
Agree	217	55.6%	54.4%	54.4%
Disagree	47	12.1%	11.8%	11.8%
Strongly Disagree	25	6.4%	6.3%	6.3%
Not Answered	9	N/A	2.3%	2.3%
Not Asked	0	N/A	N/A	0.0%
Total	399	100%	100%	100%



- ### Working in Public Health
- A plethora of opportunities for nurses who want to work in Public Health
  - Several office locations throughout the county
  - Opportunities for professional growth
  - Being part of a well-educated and knowledgeable Public Health Team
  - Becoming a leader and an expert in Public Health issues



- ### Salaries
- **Competitive Salaries**
    - ❖ 20 Step Salary Range
    - ❖ New PHN starting Salary (less than 1 year experience) = \$71,470 annually
    - ❖ New PHNs with full-time RN experience in the U.S. (1 to 20 years experience) = \$72,900-104,124 annually

### Benefits

- Paid Medical and Dental Plans
- Domestic Partner and children Benefit Programs
- Health Care and Dependent Care Spending Accounts



### Benefits cont.

- We offer contributory and non-contributory defined retirement plans
- In addition, you have the option of participating in the County's deferred compensation plan.



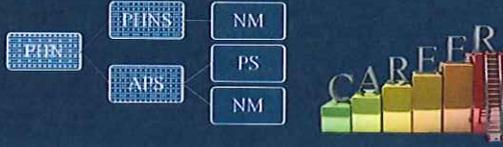
### Benefits cont.

- Orientation Program
- CEU: up to 40 hours of county time
- Flexible Schedules:
  - Weekends and Holidays off
  - Traditional 5/40 or 9/80 available



### Career Opportunities

- Ability to experience different work settings: Programs, District, Liaison




### Application Process

1. Complete an Employment Application (online)
2. Examination: consist of 3 parts-
  - 1 Part I: Training & Experience
  - 2 Part II: A Broad-Based Employment Skills Test (B-Best)
  - 3 Part III: A Work Styles Assessment (WSA)
3. Name added to Eligible List of PHNs
4. Interview with Supervisor/APS/NM



### Join the Los Angeles County Department of Public Health Any Questions???



[publichealth.la.county.gov/phn](http://publichealth.la.county.gov/phn)

