



THE COUNTY OF STANISLAUS

BEHAVIORAL HEALTH AND RECOVERY SERVICES



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

**See inside for details*

MENTAL HEALTH CLINICIAN III

\$91,644-\$111,384 Annually

This is a continuous recruitment.

We encourage you to apply immediately as this recruitment may close at any time.

Oral Examinations will be completed on a consistent basis.

ABOUT THE DEPARTMENT

Stanislaus County Behavioral Health and Recovery Services is dedicated to principles of behavioral health that address both mental health and substance use disorders. Our services span inpatient and outpatient psychiatric care, substance use disorder support, behavioral health education, and advocacy, among others. We operate throughout Stanislaus County, managing sites and collaborating with community agencies and County departments.



*Interested in learning more about the Behavioral Health and Recovery Services Department?
Scan the QR code or visit <https://www.stancounty.com/bhrs/>*

THE POSITION

The Mental Health Clinician III will provide administrative support and technical assistance in the areas of quality improvement, risk management, compliance/regulatory standards, state and other audits/reviews, and training. Quality Services Mental Health Clinician III staff will regularly meet with the BHRS Quality Services and Risk Manager for the purpose of supervision, oversight and problem solving. This position ensures the highest level of quality is met throughout our department and will assist the Quality Services Staff Services Analysts. This position also works closely with Senior Leadership and other supervisory staff on quality services processes. The Workforce Development and Training Department provides effective training that promotes continuous learning and professional development and offers opportunities for staff to maintain their licensure, or re-certification by providing continuing education units. The Workforce Development and Training Department Mental Health Clinician III will assist in the Department's Training Program under the direction and guidance of the Workforce Education and Training Coordinator/Manager. The Mental Health Clinician III will work directly with the different systems of care to assure they are receiving the appropriate and required training to promote their staff's knowledge and quality service for all clients. The Mental Health Clinician III will also help review, research, create and/or facilitate trainings for BHRS staff and contractors. In addition, the Mental Health Clinician III will assist in providing clinical supervision to ASW/AMFT/APCC's and school interns. This position requires effective oral and written communication skills, the ability to work within a team framework and multicultural knowledge, skills and experience. Other desirable qualities for these positions include the ability to maintain accurate, well-organized records, knowledge of clinical standards and Medi-Cal documentation requirements for both mental health and substance use disorders, and an understanding of the quality improvement processes and tools. Knowledge and experience using the electronic health record, spreadsheets and database software are extremely important to succeed in this position.

TYPICAL TASKS

- Participate in out of county activities related to Quality Services such as meetings and annual conferences;
- Conduct department audits and pre-audit site certifications;
- Develop, train, and support staff and contractors in the department documentation content and Medi-Cal standards to ensure compliance;
- Assist in organizing, data collecting, and facilitating the State/Federal audits for the department;
- Provide support around training of department staff and contractors in the areas of electronic health record Medi-Cal documentation standards;
- Assist with complaint review and analysis/ investigation of incident reports;
- Assist with testing and training electronic health record updates and new releases;
- Assist the state required Performance Improvement Projects
- Develop and update department policies related to BHRS Quality Services and Risk Management
- Coordinate quality and compliance review processes;
- Provide support to the Quality Management Team;
- Analyze new clinical processes and regulations and assist with implementation through the electronic health record or other necessary platforms;
- WE&T Mental Health Clinician III will provide culturally competent supervision for assigned clinical and/or interns; Provide presentations on various identified trainings for department and contract agency staff;
- Train in ethical practices and compliance issues;
- Knowledge of Mental Health Services Act essential elements;
- Strategically build and maintain relationships with co-workers, community partners across the county, and participate in a wide range of community collaborative and capacity building efforts, and provide education to reduce stigma;
- A strong commitment to and demonstrated skills in provision of culturally competent services to diverse populations, consistently utilizing multicultural skills, knowledge and experience;
- WE&T Mental Health Clinician III will evaluate employee performance related to progress toward licensure and ability of staff they are clinically supervising;
- WE&T Mental Health Clinician III will provide group and individual clinical supervision and training focusing on case formulation and clinical diagnosis;
- Other duties as assigned.

MINIMUM QUALIFICATIONS

KNOWLEDGE

- Possess all the knowledge of a MHC II classification including clinical licensure in addition to;
- Extensive experience and training in the provision of culturally competent services to diverse populations and groups;
- Current BBS requirements for appropriate licenses;
- Regulatory compliance issues, departmental policies, documentation standards, legal and ethical issues and quality management; and
- Multicultural skills.

MINIMUM QUALIFICATIONS

SKILLS/ABILITIES

- Posses all the skills and abilities of a MHC II in addition to:
- Maintain required supervision records related to licensure and BBS requirements;
- Maintain licensure though the BBS;
- Collaborate and cooperate with the administrative supervisor;
- Participate as a member of the team and supervise Mental Health Clinicians I/II;
- Complete BBS Supervision Training;
- Demonstrate excellence in clinical practice, clinical supervision and cross cultural supervision; Demonstrate evidence of exemplary clinical service;
- Demonstrate high level of ethical practice with no ethical violations; and
- Demonstrate specialized clinical practice knowledge and skill with specific client populations.
- Participate as a positive contributing member within a collaborative team, utilizing conflict resolution techniques; Ability to utilize technology and computer software (Zoom, Microsoft Teams, Microsoft Office, etc.);

EDUCATION & EXPERIENCE

- Graduation from an accredited two (2) year graduate program with receipt of a master's degree; AND
- Licensed in the State of California as a Clinical Social Worker (LCSW), Marriage and Family Therapist (LMFT) or Licensed Professional Clinical Counselor (LPCC); AND
- Enrollment through the California Department of Health Care Services (DHCS) Provider Application and Validation for Enrollment (PAVE) portal; AND
- Two (2) years of post-licensure clinical practice experience in a behavioral health setting providing Short-Doyle Medi-Cal Specialty Mental Health Services (SMHS) or Drug Medi-Cal Organized Delivery System Services (DMC-ODS)

We recognize your time is valuable, please only apply if you meet the following required qualifications.

Proof of education and certification is required for verification purposes at the time of application. Applicants who are unable to submit proof of education must call (209) 525-7339 to make other arrangements. Failure to submit proof or make other arrangements before the final filing date will result in disqualification.



**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:
\$91,644-\$111,384 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- 2 weeks annual vacation upon entering County service
- 96 hours of sick leave annually
- 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request

Apply today to join our team & make a difference in Stanislaus County!

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 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 Accounting 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 Classified Service of the County and is assigned to the Community & Health Services bargaining unit for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months. Incumbents may also be subject to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding).

The Job Task Analysis provides information detailing the physical and functional demands of the classification. <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

APPLICATION PROCEDURES/FINAL FILING DATE: Continuous but may close at any time.

Oral Examinations are tentatively scheduled: On a continuous basis

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.