



# THE COUNTY OF STANISLAUS

COMMUNITY SERVICES AGENCY



SOCIAL WORKER III  
\$67,537- \$82,076 Annually

Please apply by August 5th, 2024  
Interviews tentatively scheduled for the week of August 12th, 2024

# THE DEPARTMENT

The Community Services Agency (CSA) provides a broad range of social services to the community. CSA is comprised of over 1,100 employees and has an annual operating budget of over \$326 million. CSA partners with County government agencies and numerous community based organizations to create culturally responsive and accessible services. Over 308,000 residents receive services through CSA. The Agency is organized into five Divisions: (1) Adult, Child, and Family Services Division (ACFSD); (2) StanWORKs Division; (3) Finance and Operations Division; (4) Housing and Homelessness; and (5) Administration.

# THE POSITION

The Social Worker III position is the advanced journey-level in the social work series. Incumbents for this position provide more difficult social services and casework, including foster home licensing, out-of-home placement for children and youth, juvenile and family court liaison, adoptions, family reunification, family maintenance, early and permanent placement. Incumbents for this position are also expected to work independently without intensive supervision.

# THE IDEAL CANDIDATE

The ideal candidate for the position of Social Worker III must possess knowledge of the laws and principles related to child and welfare. They must possess broad knowledge and understanding of normal child development and how trauma impacts the developmental process. The successful candidates will have the skill and ability to conduct client interviews, assessments, and crisis intervention activities. Incumbents in the position will exercise sound judgment in making diagnostic risk assessments and decisions regarding placement of children and handle high pressure, crisis situations professionally, and be able to extract appropriate information during such situations. In adult social services, this individual acts as a lead worker and carries more difficult adult protective services and In-Home Supportive Services cases, does public speaking and trains new staff. They must be able to work with a variety of individuals with varying degrees of mental health functioning, literacy, coping abilities, and life skills.



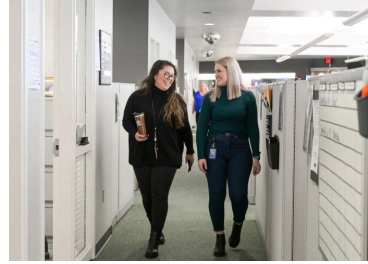


# THE TYPICAL TASKS

- Coordination of services with other public/private agencies;
- Provide information and referral services;
- Responds to written and/or verbal inquiries by clients and others in an appropriate manner and within a prescribed time frame;
- Consults with the supervisor on an ongoing basis and on matters that may need clarification or guidance;
- Attends unit and other meetings as directed;
- Attends training as required;
- Participate on committees as requested by supervisor or manager;
- Establish and maintain a professional work rapport with customers, staff and outside agencies;
- Provide initial crisis intervention and counseling to children and their families;
- Investigate for Juvenile Court dependency actions;
- Provide services to children in out-of-home care and to their parents;
- Interview children and families to determine the need for services to support and strengthen family functioning;
- Provide intensive home based services to abused/neglected children and their families;
- Provide suitable out of home placements and supervises the children in these placements;
- Provide services and transitional planning to foster youth in out of home care;
- Provide safety and risk assessments throughout the duration of a case;
- Assess prospective adoptive parent's suitability to adopt;
- Coordination and provision of services for families (including home-based services) where child abuse and/or neglect have been identified;
- Coordination of placement for children when they cannot safely remain in the family home;
- Write court reports and make recommendations and presentations to the Juvenile Court;
- Provide orientation to families interested in becoming licensed foster care or relative care providers;
- Have a working knowledge and be able to utilize the CWS/CMS computer system;
- In adult services, serve as a lead worker and back-up supervisor to the Social Worker Supervisor I;
- Compete assigned tasks on time; and
- Perform other duties and special projects as directed.

# KNOWLEDGE, SKILLS & ABILITIES

- Socioeconomic conditions and trends;
- The basic principles of individual and group behavior;
- Current issues in the field of social welfare;
- Principles of interviewing and problem-solving methodology;
- Basic public welfare programs on the Federal, State, and local levels;
- The general principles of public assistance policies and programs; and
- Problems in the field of public social services and current methodology.
- Establish rapport and engage clients in services;
- Analyze situations and adopt an effective course of action;
- Apply existing laws, rules and regulations to department operations;
- Interpret social services programs for applicants, recipients or other members of the public;
- Interview;
- Maintain records;
- Work constructively within a community setting and effectively use appropriate resources and services;
- Review cases, prepare written summary and management reports regarding Quality Assurance;
- Write court reports and testify effectively;
- Train new Social Worker I's and II's;
- Visually examine clients for bruises, lacerations and other signs of physical abuse;
- Public speaking; and learn online computer input.



## EDUCATION & EXPERIENCE

### PATTERN I

- One (1) year performing duties comparable to a Social Worker II in a public social services agency; OR
- Two and one-half (2½) years performing duties as a Family Services Specialist III.

### PATTERN II

- Graduation from an accredited four-year college which includes 30 units in Social Welfare, Social/Human Services, Sociology or other Behavioral Science; AND
- Two (2) years social work casework experience in a public or private social services agency.

In addition to Pattern I and II:

- Possess and maintain a valid California Driver's License. Employees may be required to use personal transportation during the performance of their duties.
- Possess and maintain a valid Real ID driver license or Identification Card, valid U.S. passport or passport card, military ID or other federally approved identification to fly within the United States during the performance of their duties effective October 1, 2020.
- Proof of liability insurance as required by the State of California.

### Desirable Qualification

In addition to the minimum qualifications, applicant screening will focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

- Graduation from an accredited four-year college which includes 30 units in Social Welfare, Social/Human Services, Sociology or other Behavioral Science

Selected candidates will be required to obtain and maintain security clearance to access federal, state and local detention facilities, schools and hospitals in the performance of their duties.

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-558-1200 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline 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:  
**\$67,537- \$82,076 Annually**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County Managers 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
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- Optional participation in Flexible Spending Account & Health Savings Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program
- Details available upon request

Details available upon request

## 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](http://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. The probationary period does not apply to unclassified positions.

## **APPLICATION PROCEDURES/FINAL FILING DATE: Monday, August 5, 2024**

### **Oral Examinations are tentatively scheduled for the week of August 26, 2024**

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.