



THE COUNTY OF STANISLAUS

DEPARTMENT OF ENVIRONMENTAL RESOURCES



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

**See inside for details*

Landfill Manager (Manager I)

\$68,889-\$103,334 Annually

This is a continuous recruitment.

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

ABOUT THE DEPARTMENT

The Department of Environmental Resources (DER) has a total of eight (8) service areas which include Administration, Environmental Health, Code Enforcement, Solid Waste, Hazardous Materials, Landfill, Groundwater Management and Milk and Dairy. The Department has 91 full-time employees, with a Fiscal Year Adopted 2024 total budget of \$42.3 million.



THE POSITION

Under general administrative oversight by the Manager III of the Landfill Division, Department of Environmental Resources, the Manager I will plan, organize and direct the activities of the Landfill Division in the Environmental Resources Department.

The Manager I will be experienced in Environmental Management Programs, a strong administrator and leader, and have excellent communication skills. The ideal candidate will be innovative and creative in planning, developing, and implementing programs and working collaboratively with other public and private entities.

TYPICAL TASKS

- Work collaboratively with staff to oversee daily operations and fill sequencing by using clear instructions and by having an active presence at the working face of the Landfill;
- Actively engage with staff by providing feedback, lead by example, and be a positive role model by possessing a passion for the work;
- Ensure staff complies with all safety measures including wearing the proper Personal Protective Equipment;
- Ensure staff is properly trained and training is documented to perform their assignments;
- Ensure all Injuries and Near Miss Incidents are documented and reported;
- Ensure that all equipment and vehicles are serviced regularly and as needed;
- Handle daily logistics by contacting the appropriate vendor(s) for estimates, bids, or quotes to address equipment needs and site issues;
- Prepare the bi-weekly schedule;
- Respond accordingly to after-hour calls;
- Fill in where needed during staffing shortages;
- Provide leadership in accomplishing the goals and objectives which support the mission of the Department;
- Work effectively, diplomatically, and successfully with various County departments, governmental agencies, citizens groups and the public;
- Develop and manage plans and resources to accomplish the goals and objectives of the division;
- Perform and complete a wide range of complex assignments and projects relating to Landfill issues;
- Analyze and interpret laws and regulations, and influence reforms in public policy and program operations;
- Ensure compliance with State, Federal, and local policies, regulations and directives;
- Analyze and evaluate program operations and work in collaboration with other; employees, professionals and the general public to eliminate duplication and design effective environmental management systems;
- Provide technical and administrative policy guidance and direction to the Division personnel under the direction of the Manager III;
- Represent the Department at meetings and conferences with representatives of State and Federal agencies, local public and private agencies, community groups/individuals and the media regarding policy and operations matters as directed by the Manager III;

TYPICAL TASKS CONT.

- Represent the Department at meetings and conferences with representatives of State and Federal agencies, local public and private agencies, community groups/individuals and the media regarding policy and operations matters as directed by the Manager III;
- Plan, organize, direct and coordinate, through subordinate staff, the administration of a Division of the Department;
- Manage personnel issues, including supervision, recruitment, payroll, disciplinary actions and evaluations under the direction of the Manager III;
- Analyze and develop necessary policies and procedures relating to the activities of a diversified staff;
- Meet regularly with Division staff to provide direction and ensure goals and objectives are being met;
- Develop outcome measures for the programs and personnel within the Division;
- Develop partnerships and innovative integrated approaches to service delivery;
- Participate in the development of the strategic plan, goals, objectives, policies, and procedures and to formulate specific plans for their implementation; and
- Prepare records, reports and correspondence.

MINIMUM QUALIFICATIONS

KNOWLEDGE

- Federal, State and local laws governing Environmental Resources/Landfill Operations;
- Principles of administration, supervision and personnel management;
- Methods of effective public relations;
- Principles, methods and techniques of effective employee development, training and motivation; and
- Budget documents and Division budget preparation and monitoring.

SKILLS/ABILITIES

- Establish and maintain cooperative working relationships with groups and organizations, employees and officials;
- Work with County, State, Federal and local government officials in the establishment of coordinated and effective programs and services;
- Delegate responsibility and authority effectively;
- Effectively handle all aspects of personnel related matters; and
- Utilize a computer, computer related equipment, and current software applications.

EDUCATION & EXPERIENCE

- Graduation from an accredited four-year college or university with a degree in public/business administration or field related to the department's programs; AND
- One (1) year of supervisory experience in solid waste area or a related field is required.

LICENSE

- Applicants must possess and maintain a valid California Driver's License and remain free from repeated preventable accidents.

Progressively responsible experience in a solid waste related area may be substituted for the required education on a year-for-year basis.

DESIRABLE QUALIFICATIONS

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.

- Certification as a Manager of Landfill Operations; AND
- Possession of a valid Commercial Driver's License; OR
- Certification by the California Department of Pesticide Regulation as a Qualified Applicator.

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-6770 to make other arrangements. Failure to submit proof will result in disqualification.



Interested in learning more about the Department of Environmental Resources?

Scan the QR code or visit www.stancounty.com/er





**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?

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:
\$68,889 - 103,334 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
- County paid Deferred Compensation at 1.5% of base salary
- 2 weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance upon Department Head approval
- Moving allowance recruited from out-of-County
- Disability protection
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

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 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 Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

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.