



# THE COUNTY OF STANISLAUS

STANISLAUS REGIONAL 9-1-1



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

*\*See inside for details*

RADIO COMMUNICATIONS ENGINEER  
(INFRASTRUCTURE ENGINEER II)

\$95,201-\$115,710 Annually

**Please apply by November 1, 2024**

## ABOUT THE DEPARTMENT

Stanislaus Regional 9-1-1 is a Joint Powers Authority (JPA) formed through an agreement between Stanislaus County, the City of Modesto, and several surrounding cities. The Stanislaus Regional 911 center serves as a communications hub, consolidated dispatch center, and Public Safety Answering Point (PSAP) for more than 22 law enforcement and fire agencies spread across the county's unincorporated regions and eight incorporated cities. Primary functions include emergency call management, dispatching services of emergency responders, call routing and transfer, coordination of emergency resources and response, and dissemination of public safety information during emergencies. The center staffs a total of 58 full-time professional and technical staff who provide operational, technical, and administrative support to manage a call volume of approximately 600,000 annually.



*Interested in learning more about the Stanislaus Regional 9-1-1  
Scan the QR code or visit [www.stan911.com](http://www.stan911.com)*

## THE POSITION

Stanislaus Regional 9-1-1 Radio Communications Engineers (Infrastructure Engineer II) are responsible for designing, developing, and maintaining the Stanislaus County emergency radio communications system. As part of a team, they will maintain the emergency radio communications system, troubleshoot and resolve issues as they arise, and develop and implement plans for radio system expansion. They are responsible for installing, programming, and maintaining mobile and portable land mobile radios (LMR) in emergency vehicles and apparatus. Radio Communications Engineers will collaborate with Fire, Law, EMS, and other technical professionals to ensure a reliable emergency radio communications system within Stanislaus County and with partner agencies. Radio communications engineers are responsible for building and maintaining radio communications sites and radio towers in the Stanislaus County area.

This position requires technical judgment, initiative, and accountability in making decisions in accordance with established guidelines. This position is subject to overtime, standby, weekend, holiday, shift, and callback assignments as identified in their MOU (Memorandum of Understanding). Performs related duties as assigned.

### WORKING CONDITIONS

Position will require travel to remote sites including traversing uneven terrain. Position will also include exposure to potentially hazardous situations including inclement weather, RF radiation, electrical shock, heights, and falls.



## THE IDEAL CANDIDATE

The ideal candidate for this position is a highly skilled and motivated professional with a deep understanding of radio communications systems, particularly in emergency services. They possess strong technical expertise in land mobile radios (LMR) and radio frequency (RF) infrastructure, with proven experience in designing, installing, and maintaining communication systems. The candidate thrives in fast-paced environments that require quick problem-solving and technical judgment to ensure continuous and reliable emergency communication across multiple agencies.

They are detail-oriented, proactive, and take full ownership of projects, from planning and system development to troubleshooting complex issues. The ideal candidate has experience working with Fire, Law Enforcement, and EMS teams, ensuring that radio communication remains uninterrupted during emergencies. They demonstrate excellent collaboration and communication skills, working effectively with both technical professionals and first responders.

Above all, the ideal candidate is committed to public safety and excels at providing the technical solutions necessary to support Stanislaus County's emergency response teams. They bring both technical acumen and a sense of responsibility to the role, ensuring a seamless and reliable emergency radio communications system.

## TYPICAL TASKS

- Utilize the appropriate techniques, skills, and equipment to perform installations on and modifications and repairs to: radio systems, dispatch consoles, physical security systems, data networks, and CCTV systems;
- Assist with and produce documents to include lease agreements, memorandums of understanding, and bid specifications;
- Ensure compliance with laws and regulations applicable to operations including maintaining FCC licensing;
- Oversee, schedule, and verify the work of contractors and vendors.
- Perform a variety of activities related to the analysis, installation, programming, application and troubleshooting of networking systems, servers, communication systems and related equipment for County needs;
- Coordinate information and resources to assure proper and timely installation, maintenance, modification and repair of network, server, and communication systems, equipment, and devices; administer, evaluate, and modify network, server, and communication systems to assure proper security and operation; monitor and inspect projects to assure accuracy, completeness and compliance with County technology and proper adaptation with existing systems;
- Provide technical support and assistance to customers; participate in answering and directing questions and concerns from County personnel, departments and internal department inquiries; assist field technicians with installation, network connection and other technical issues as required;
- Perform a variety of preventive security monitoring activities; evaluate systems for unnecessary or unsafe activities and develop solutions to avoid exposures; identify and correct errors and performance flaws; perform regular backups of systems and data to assure adequate network information availability;
- Participate in a variety of other assigned activities such as developing and maintaining procedural manuals, flow charts and diagrams;
- Design, implement, monitor, and maintain enterprise networks using LAN/WAN inter-networking technology, including network protocols and management systems, using diagnostic tools;
- Configure, install, operate, and maintain infrastructure hardware, appliances, software, and related servers;
- Evaluate and recommend network hardware and related hardware and software, server configuration, and telecommunications equipment;
- Monitor the overall performance of the systems and communications software, and resolve problems as required;
- Perform project cost estimates and ensures billing procedures and costs are correct and timely;
- Assist with the development and implementation of project plans;
- May supervise, train, and evaluate performance of staff as assigned;
- Physical capability to perform demanding tasks such as climbing, recurring bending, crouching, long periods of standing, as well as lifting and moving objects weighing more than 50 pounds; and
- Perform related duties as assigned.

# MINIMUM QUALIFICATIONS

## EDUCATION & EXPERIENCE

### PATTERN I

- Two years as an Infrastructure Engineer I with Stanislaus County.

### PATTERN II

- Equivalent to the completion of a Bachelor's Degree from an accredited college or university with major coursework in computer science, information technology, or a related field; AND
- Two (2) years network engineering or telecommunication engineering experience.

### PATTERN III

- Possession of an approved information systems technology certificate, or completion of an approved information systems training course or equivalent to an Associate's Degree from an accredited college or university with 30 units of computer related coursework; AND
- Four (4) years of related network engineering or telecommunication engineering or related information technology experience.

### LICENSES & CERTIFICATES

- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.
- Depending upon assignment, demonstrated technical competency and/or certification pertaining to the information technology used by the appointing department may be required.



*For details regarding the job description and to learn more about the position, scan the QR code*

## DESIRABLE QUALIFICATIONS

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

- Two years of experience working with electronic principles, RF concepts, and telecommunications systems operations and troubleshooting techniques needed to restore complex radio, network, and communications systems; **OR**
- Two years of experience in a working environment identifying and utilizing applicable test equipment to include but not limited to: service monitor, multimeter, TIMS set, lineman's handset, watt meter, and spectrum analyzer; **OR**
- Two years of experience working with safety techniques necessary to minimize exposure to dangers while operating in potentially hazardous environments.





**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  
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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:  
**\$95,201-\$115,710 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 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](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 Technical Services bargaining unit for labor relations purposes.

## **APPLICATION PROCEDURES/FINAL FILING DATE: NOVEMBER 1, 2024**

### **Oral Examinations are tentatively scheduled for the week of November 11, 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.