



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

Human Resources Director (Manager III)

Stanislaus County Behavioral Health and Recovery Services

\$87,131 - \$130,686 Annually

Apply by January 10, 2025



THE DEPARTMENT

Behavioral Health and Recovery Services (BHRS) is committed to behavioral health principles that are responsive to both mental health services and substance use disorders. Our scope of services includes, but is not limited to, inpatient and outpatient psychiatric services, mental health services, substance use disorder services, behavioral health education and prevention, public guardian functions, supportive services, and advocacy. We offer these services throughout Stanislaus County at Behavioral Health and Recovery Services managed sites and in partnership with community agencies, as well as other County departments.

THE POSITION

The Human Resources Division is responsible for employee relations, recruitment and retention, performance management, injury management, payroll, benefits, labor relations, and position control for the Department. The Human Resources Director (Manager III) is responsible for leading the organization's personnel management activities, developing policies and procedures consistent with the requirements of local government organizations with multiple and complex funding sources, conducting analyses and evaluations of human resources policies and procedures, preparing complex and technical reports as required and requested by the Director, Chief Fiscal and Administrative Officer, Chief Operations Officer, Medical Director and other oversight entities. The Human Resources Director (Manager III) will lead, manage, and direct administrative staff and work in conjunction with the County's Chief Executive Office and County Counsel to ensure compliance with employment law and personnel policies. The Human Resources Director works to maintain sustainable staffing levels throughout the Department such that services and programs are provided in the most efficient and effective manner, builds collaborative relationships with labor organizations representing BHRS staff, and administers the Department's Equal Rights program.

THE IDEAL CANDIDATE

The ideal candidate is adept at handling challenges in a fast-paced organization with diverse human relations and resource issues. They use creative strategies and possess a management style that drives multiple change initiatives. Strong interpersonal, communication, and collaboration skills, coupled with leadership and direction, are essential for providing quality service. The successful candidate demonstrates high emotional intelligence, professional ethics, and integrity. They are a collaborative leader and relationship builder, committed to supporting the Human Relations Mission, Vision and Values continuously.



TYPICAL TASKS

- Consult with department and centralized County leadership staff regarding personnel matters and assist in providing mentoring and coaching;
- Consult with department and County leadership in matters regarding the administration of the County's discipline ordinance and administer and support the employee discipline process;
- Advise department personnel on best practices in managing human resources;
- Prepare necessary reports, plans, and policies related to human resources operations;
- Coordinate all phases of recruitment and selection process for the department;
- Review, interpret and provide guidance on current or proposed County ordinances/policies, State and Federal laws and regulations, and County labor agreements;
- Administer Department Equal Rights Program, including investigating EEO grievances;
- Consult with department and County leadership, designated employee, and representatives on labor relations issues within the scope of union representation;
- Assist department managers in the planning, implementation and management of recruitment, workforce development, payroll, discipline, and other human resources functions including committee participation as requested;
- Represent department and make presentations to management staff and other agencies;
- Compose written reports; Participate on County management team for labor negotiations as necessary;
- Advise, plan, implement, and direct human resources projects and activities as assigned;
- Advise department employees engaged in human resource activities including recruitment and selection, payroll, leaves of absence and risk management, safety, return to work programs, training and employee development; and
- Administer and manage internal affair investigations and employee discipline.

MINIMUM QUALIFICATIONS KNOWLEDGE/SKILLS/ABILITIES

- Personnel & Human Resources
- Administration and Management
- Administrative
- Customer & Personal Service
- Law & Government
- Active Listening
- Critical Thinking
- Judgement & Decision Making
- Systems Analysis
- Complex Problem Solving
- Education & Training
- HR Processes

EDUCATION & EXPERIENCE

- Three (3) years of management level experience in Human Relations related functions (labor relations, performance management, position classification, salary administration, EEO programs, personnel policy administration, records management, leave of absence, disability management, employee recruitment and retention, compliance, and training development); AND
- Graduation from an accredited four (4) year college or university with a degree in Public Administration, Business Administration, Human Resources Management, Organizational Management, or a closely related field.

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

Proof of education (degree or transcripts) is required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-7339 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
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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

\$87,131-\$130,686 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 61 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
- 10 paid holidays annually
- \$900 annual Professional Development reimbursement
- Optional participation in Flexible Spending Account & Health Savings 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: January 10, 2025

Oral Examinations are tentatively scheduled for the week of January 20, 2025

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.