



# THE COUNTY OF STANISLAUS

## HEALTH SERVICES AGENCY



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

*\*See inside for details*

## Community Health Worker II

### \$43,950 - 53,435 Annually

**Please apply by February 10, 2025 or after 100 applications are received. Bilingual applicants are encouraged to apply.**

## THE POSITION

The Community Health Worker II, under general supervision, assists professional staff in a variety of clinical and community health care functions. The current opening is in the Women, Infants, and Children's (WIC) Program in the Community Wellness and Promotion Department. The incumbent will assess program eligibility, conduct certification, provide nutrition education, breastfeeding support and referrals to healthcare and other community services. The WIC program helps pregnant and postpartum women and infants and children, up to age five, eat well and stay healthy. WIC serves families from many different cultural and ethnic traditions, languages, backgrounds and abilities. It is designed to promote positive health outcomes and reduce health disparities in populations we serve.

## THE IDEAL CANDIDATE

The Health Services Agency (HSA) is looking for part-time and full-time bilingual (Spanish/English) team members who are interested in a career where you can make a difference in the health of our community through improved nutrition. The ideal candidate is energetic, team-oriented with strong customer service, communication and interviewing skills. The position requires the ability to work in a fast-paced environment and to have a passion for health and nutrition for mothers and their children. Candidates that are bilingual are highly sought after, to ensure we provide culturally competent services to all WIC participants.

**Bilingual applicants are strongly encouraged to apply. Upon successful completion of our bilingual proficiency assessment, you'll receive an additional \$1 per hour in compensation.**

### 5 Reasons to choose Health Services Agency as your workplace:

*Health Services Agency is committed to supporting community health!*

#### ***Make a difference in the community***

Work with an incredible and committed team that genuinely cares about the work they do. Public Health offers a job that is essential to improving the health of our community.

#### ***Build community partnerships and friendships through collaboration***

Working in Public Health, you learn from many community agencies, healthcare partners, and education systems that combine resources to make a positive impact on the lives of others.

#### ***Current employees shared that it's a great place to work!***

Caring and compassionate co-workers, positive work culture, growth opportunities, and great job security.

#### ***Grow your skills and be innovative***

Working in Public Health offers many opportunities for professional growth. Further your professional skills in data analysis and community assessment, public speaking, meeting facilitation, and community engagement. Continue to learn about current topics such as health and racial equity and adverse childhood experiences.

#### ***Be part of something bigger***

Whether working directly with individuals, often those with the greatest need, or identifying the root causes of larger community challenges, Public Health is essential to promote healthy behaviors and protect the health of the entire community

# THE TYPICAL TASKS

- Screen, interview and determine program eligibility;
- Completes certification paperwork and documents in State program;
- Prepares nutrition assessments for WIC clients;
- Counsels WIC clients based on results of nutrition assessment;
- Refers to appropriate agencies;
- Prepares/distributes WIC benefits;
- Reception/call center duties – answers questions, screens applicants;
- Teach nutrition classes;
- Translate as needed; and
- Participate in community outreach activities as needed.

# MINIMUM QUALIFICATIONS

## Knowledge

- Basic human anatomy and physiology;
- Available community services and resources;
- Routine nursing techniques including first aid procedures;
- Aseptic laboratory techniques; and
- Methods and techniques of effective communication and interviewing.

## Skills/Abilities

- Function effectively as a health care team member;
- Communicate, understand and follow routine medically-oriented oral and written instructions; and
- React quickly in crisis situation.

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

For the full job description, including minimum qualifications, scan the QR Code or click here



# EDUCATION & EXPERIENCE

## PATTERN I

- Qualified for promotion to Community Health Worker II.

## PATTERN II

- Equivalent of twelve (12) months of clerical and paraprofessional nursing training or experience, either voluntary or paid, in a health care setting; AND
- 15 related semester units of college-level course work, including at least one class in either: Psychology, Sociology, Biology or Physiology.

## PATTERN III

- Bachelor's degree in the Behavioral Sciences, Biology, Social Services, Nutrition, Health Education, or a closely-related field.

## PATTERN IV

- Current California License as a Registered Nurse or Licensed Vocational Nurse.

## PATTERN V

- Graduation as a Medical Assistant from a vocational school training program and six months of experience in a health care setting.

*Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-558-4465 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.*

## DESIREABLE 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.

- Bilingual Spanish/English, ability to pass a certification of oral testing.





**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:  
**\$43,950 - \$53,435 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
- Two 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 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.

Part-time extra-help is a provisional classification where permanent status may not be obtained. This position is subject to overtime, standby, shift, and callback assignments and will perform related duties as assigned. This position is non-benefited except for participation in a 401a program with Nationwide.

Incumbents may also be subject to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding).

## **APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY February 10, 2025**

### **Oral Examinations are tentatively scheduled for the week of February 17, 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.