



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

**See inside for details*

Employee & Labor Relations Management Consultant (Manager II/III)

Chief Executive Office

\$77,084 - \$130,686 Annually

Apply by March 10, 2025

ABOUT THE POSITION

The Employee & Labor Relations Management Consultant II/III conducts a variety of complex human relations work with a primary focus on labor relations, discipline, disability management, and equal rights. A typical day involves; in depth analysis of human resource regulations, policies, and laws; communication in a variety of methods with employee labor organizations, employees, and departments; reviewing and writing reports and disciplinary notices and orders; and conducting investigations. This position is fast paced and allows for many opportunities to learn and grow new skills as a manager.

THE IDEAL CANDIDATE

The ideal candidate will possess a unique blend of interpersonal, analytical, and advocacy skills. Strong communication and negotiation skills are crucial, as the candidate will be responsible for fostering positive relations between the agency and its employees, engaging in collective bargaining, and addressing labor disputes effectively.

The ideal candidate should also demonstrate a high level of integrity, ethical conduct, and a commitment to fairness and equity.



Here at **Stanislaus County**, our mission is
“We Build Community”...

Check out our 5 values!



We believe **EACH**
PERSON MATTERS



We work every day to
earn people's **TRUST**



We are
GOOD PARTNERS



We encourage
INNOVATION



We deliver
RESULTS

THE DIVISIONS

The CEO-Human Relations Division serves as the definitive leader on Countywide HR and personnel management. Through HR programs and models, the division develops standards that comply with best practice hiring guidelines and provides policy direction to all departments. Stanislaus County currently has a hybrid oversight approach to County direction with a decentralized model for larger departments and a more centralized model for smaller and medium sized departments.

The CEO-Human Relations Division consists of five units:

Programs & Standards



Operations & Benefits



Employee Relations



Safety



Department Support Unit



THE TYPICAL TASKS

- Participate on County management team for labor negotiations
- Oversee and participate in conducting workplace investigations and make recommendations regarding disposition of grievances arising out of labor agreement administration and/or discrimination complaints
- Ensure compliance with Federal, State and Local laws, policies, and labor agreements
- Advise county departments on employee relations matters such as Memoranda of Understanding (MOU) interpretation, discipline, investigations, contract grievances, and arbitration hearings
- Implement and make recommendations on labor relations policies and procedures to comply with laws, regulations, and labor agreements
- Consult with department and County leadership staff and designated employee representatives on labor relations issues within the scope of union representation
- Consult with department and County leadership staff in matters regarding the administration of the County's discipline ordinance and the employee discipline process
- Other duties as assigned

HUMAN RELATIONS FUNCTIONS

Under direction of the Labor Relations Senior Management Consultant, you will be responsible for the following functions:

- Collective Bargaining/Labor Negotiation
- EEO Grievances
- Workplace Investigations
- Conflict Resolution
- Governance & Compliance
- Policy Development
- Progressive Discipline Oversight



We've got you covered...

Take a peek into our total compensation offerings!



[2025 Insurance Rates for Full-Time Employees](#)



[2025 Benefit Summary](#)



[\\$900 Annual Professional Development](#)



[Up to \\$5,000 in Moving Allowance](#)

Click the underlined text to be directed to the links!



MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- Analytical Thinking
- Analysis and Research
- Compliance and Legal Knowledge
- County Government Functions
- Critical Thinking
- Collective Bargaining
- Decision-Making and Judgment
- Employee Engagement and Development
- Effective Communication
- Personnel and Human Resources
- Project and Program Management
- Relationship Building
- Strategic Planning and Goal Setting

EDUCATION & EXPERIENCE

MANAGER II

- One (1) year of progressively responsible management experience performing duties comparable to a Stanislaus County Manager; AND
- Graduation from an accredited four-year college or university with a degree in public or business administration or a closely related field.

MANAGER III

- Two (2) years of progressively responsible management experience performing duties comparable to a Stanislaus County Manager; AND
- Graduation from an accredited four-year college or university with a degree in public or business administration or a closely related field.

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

DESIREABLE QUALIFICATIONS

In addition to the above minimum qualifications, screening may focus on the following desirable qualification. Please detail any of the desirable experience you have in the duties section of your application.

- One (1) year of experience working as a manager in Public Sector Employee & Labor Relations

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-6341 to make other arrangements. Failure to submit proof 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:
\$77,084 - \$130,686

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 if 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 Human Resources 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: APPLY BY March 7, 2025

Oral Examinations are tentatively scheduled for the week of March 17, 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.