



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

**See inside for details*

Director of Aging & Veterans Services

Aging & Veterans Services

\$123,364 - \$185,057 Annually

Apply by April 7, 2025



THE POSITION

The County of Stanislaus, Aging & Veterans Services invites applications from qualified candidates for the Director of Aging & Veterans Services.

The Aging & Veterans Services Department seeks a passionate, experienced, and visionary leader with a strong background in strategic direction, operations, and program delivery to fulfill the department's mission of helping older adults and veterans obtain the services and benefits they need to live secure, healthy, and independent lives. This role requires expertise in strategic leadership, operational excellence, and program delivery to maximize the department's impact.

Responsibilities include overseeing planning, program development, and community engagement while ensuring compliance with federal and state regulations, including the Federal Older Americans Act, and leveraging diverse funding sources to implement impactful programs.

We Build Community by helping older adults and veterans obtain the services and benefits they need to live safe, secure, healthy, and independent lives.

THE IDEAL CANDIDATE

The ideal candidate for the Director of Aging and Veterans Services will be a compassionate and visionary leader with exceptional emotional intelligence and a deep commitment to serving Veterans, older adults, adults with disabilities, and their caregivers. They will excel in communication, both written and verbal, and have a proven ability to build and maintain strong partnerships with stakeholders, including staff, community organizations, advocacy groups, and government agencies. This candidate will bring a successful track record of managing diverse programs and operations, navigating complex funding streams, and driving data-informed decision-making to improve outcomes. They will have a thorough understanding of Veterans' services, community-based systems of care, and innovative approaches to promoting equity and accessibility. This individual will lead with passion and purpose, advancing initiatives that honor Veterans' sacrifices, empower older adults, and enhance the quality of life for all those they serve in Stanislaus County.

*Scan the QR code to learn more
about Aging & Veterans Services or
visit www.stancounty.com/aging/*



WHO WE ARE

The Stanislaus County Department of Aging & Veterans Services is dedicated to empowering older adults, veterans, and their families by connecting them to essential services and resources that promote secure, healthy, and independent living. As one of 33 designated Area Agencies on Aging (AAA) in California, we implement programs funded primarily through the Older Americans Act to address the unique needs of individuals aged 60 and older. In addition, we provide comprehensive support, collaborating with local nonprofits, service providers, and community partners to ensure that Stanislaus County's older adults and veterans receive compassionate and effective support tailored to their needs. The Stanislaus County Commission on Aging, a 21-member advisory council, works with the Department and the Board of Supervisors to advocate for older adults and ensure programs meet their needs. The Stanislaus County Veterans Advisory Commission advises the Board of Supervisors and County staff on veterans' matters, holds informal public meetings, provides information, and gathers public input on veterans' issues.

Area Agency on Aging Services Include:

- Multipurpose Senior Services Program (MSSP)
- Prevention & Early Intervention Services (Project Hope)
- Program to Encourage Active Rewarding Lives (PEARLS)
- Health Insurance Counseling and Advocacy Program (HICAP)
- Family Caregiver Support Program
- Senior Nutrition Programs
- Information and Assistance
- Case Management

Contracted Services Include:

- Legal Services
- Housing Assistance
- Homemaker Services
- Fall Prevention Program
- Supplemental Nutrition Assistance Program/Education (SNAP Ed)
- Health Promotion/Young at Heart Strength Training

Veterans Services Office (VSO) Services Include:

- VA Benefits
- Housing Placement & Case Management for Homeless Veterans
- Individual & Group Counseling for Veterans

5 Reasons to choose Aging & Veterans Services as your workplace:

Aging and Veterans Services is committed to helping Older Adults and Veterans!

Make a Difference in the Community

Support Veterans, their families, and caregivers by connecting them to essential benefits and resources. Be a vital link for older adults, adults with disabilities, and caregivers, helping them navigate systems of care and access community-based services.

Build Connections and Collaborate

Team up with passionate people and organizations to create lasting impacts for Veterans, older adults, and adults with disabilities.

Grow your Skills and Be Innovative

Advance your leadership in Veterans' benefits, advocacy, and older adults services. Strengthen your executive expertise in strategic planning, policy development, and community partnerships while driving innovation in health equity and disability resources. Lead with impact and create lasting change in the lives of others.

Be Part of Something Bigger

Your leadership ensures Veterans, older adults, and adults with disabilities can access life-changing benefits and services.

Lead a Department Built on Strong Culture!

Join a department that cultivates an empowering workplace culture, fosters collaboration and innovation, and brings together a team you'll be proud to call your own.

THE TYPICAL TASKS

- Provide day-to-day leadership to department employees, aligning with the organization's Vision, Mission, and Values
- Develop and implement strategic and business plans to achieve the department's goals and objectives
- Ensure accountability by assigning and monitoring duties and projects for managers and staff
- Monitor developments in aging and veterans services, analyze legislative impacts, and recommend policy adjustments to the Board of Supervisors
- Advocate for programs and funding that address the needs of older adults, veterans, and their caregivers
- Build and maintain partnerships with agencies, nonprofits, advocacy groups, and governmental organizations to enhance services
- Organize public meetings and workshops to educate and engage the community on relevant issues
- Collaborate with commissions, community organizations, and stakeholders to identify and address service gaps
- Direct the development and implementation of operational policies, procedures, and quality improvement strategies
- Oversee compliance with grant requirements, including monitoring, reporting, and conducting Request for Proposal (RFP) processes for contracted services
- Supervise monitoring of Older Americans Act (OAA) and Older Californians Act (OCA) grant compliance and preparing of both progress and final reports
- Conduct RFP process for OAA and OCA contracted services not directly operated by the department
- Anticipate trends and adapt departmental strategies to align with evolving community needs
- Develop, monitor, and manage the department's budget, ensuring efficient use of federal, state, and local funding
- Seek and secure funding and grants; develop programs and write proposals to support departmental priorities
- Provide regular updates to county leadership and the Board of Supervisors on operations, legislative impacts, and priorities
- Represent the department in local, regional, and state planning efforts to align with broader goals
- Provides staff support to the Commission on Aging and the Veterans Advisory Commission

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



MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- Administration & Management
- Collaborative Leadership
- Public Relations & Communication
- Policy Development & Compliance
- Problem Solving & Decision Making
- Strategic Vision & Planning
- Results Based Accountability
- Personnel & Human Resources
- Program Regulations for Older Adults & Veterans
- Critical Thinking
- Program Development & Implementation
- Budget Management
- Technical Proficiency
- Employee Relations
- Adaptability & Flexibility
- Contract Negotiations
- Public Speaking

EDUCATION & EXPERIENCE

- Bachelor's Degree from an accredited college or university; AND
- Five (5) years of progressively responsible experience as a manager performing duties including program, budget, and personnel management, and the execution of complex administrative functions.

*Additional experience as described above may be substituted for education on a year-for-year basis

Proof of education may 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 by application deadline. Failure to submit proof will result in disqualification.

DESIRABLE QUALIFICATIONS

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

- Bachelor's degree in business administration, public administration, or social services; OR
- One (1) year of experience working in a Human Services Organization providing services to veterans or older adults.

We've got you covered...

Take a peek into our total compensation offerings!



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



[2025 Benefit Summary](#)



[\\$1,200 Annual Professional Development](#)



[Up to \\$7,500 in Moving Allowance](#)

Click the underlined text to be directed to the links!



**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:

\$123,364 - \$185,057

The County of Stanislaus provides a competitive and comprehensive benefits package for Department Head employees including:

Insurance: Extensive health, dental, and vision coverage options for employees and dependents

Professional Development: \$1,200 per Fiscal Year

Voluntary Deferred Compensation Plan (457B) plus 2% base pay contributed by the County

Life and Disability Insurance: Term life insurance policy, as well as Accidental Death/Disability coverage

Vacation: Accruing biweekly:
3 weeks for the first year
4 weeks per year 2 thru year 20
5 weeks per year beginning at year 21
Vacation accruals are subject to maximum limits

Holidays: 12 paid holidays annually

Sick Leave: Sick leave is accrued at a rate of 96 hours per year

Car Allowance: \$4,800 annually, plus mileage

Moving Allowance: Recruited from out-of-County up to \$7,500

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: April 7, 2025

Oral Examinations are tentatively scheduled for the week of April 14th

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.