



THE COUNTY OF STANISLAUS

ANIMAL 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*

Registered Veterinary Technician
(Animal Care Specialist III)

\$48,568- \$59,051 Annually

This is a continuous recruitment. We encourage you to apply immediately as this recruitment may close at any time.

ABOUT THE DEPARTMENT

The Stanislaus County Animal Services Agency provides a welcoming and humane place for animals and those who care for them. We protect, educate and serve the public; to develop programs to continuously improve the lives of people and animals within our community.

The Stanislaus Animal Services Agency is a Joint Powers Authority established in 2009 and is made up of the cities of Modesto, Ceres, Patterson, Waterford, Hughson, and the unincorporated areas of Stanislaus County.

IDEAL CANDIDATE

The ideal candidate is an experienced and compassionate professional dedicated to protecting and rehabilitating vulnerable animals. They should be proficient in advanced veterinary procedures such as anesthesia monitoring, dental care, surgical assistance, and emergency care, with a strong understanding of animal anatomy, physiology, pharmacology, and disease processes. Excellent communication and interpersonal skills enable them to interact effectively with veterinarians, colleagues, clients, and pet owners, providing education on animal health and treatment plans. Leadership abilities are essential, as they will mentor and guide junior technicians and support staff, ensuring efficient clinic operations.

In addition to overseeing patient care, they manage the day-to-day operations of the veterinary clinic, including inventory management and equipment maintenance. With a strong passion for animal welfare, they actively participate in continuing education to stay updated on advancements in the field, striving to improve the lives of animals and their owners through their expertise and dedication.

WHY YOU SHOULD WORK HERE

At Stanislaus Animal Services Agency, our passion for animals is matched only by our **vibrant and fun-loving work environment**. We are a dedicated team that combines hard work with a sense of camaraderie and joy, ensuring that every day is as rewarding as it is enjoyable. For an RVT, this means **joining a dynamic group of animal lovers who support each other, celebrate successes together, and make a real difference in the lives of the animals we care for**. At SASA, your expertise will be valued and your work will be fulfilling, all while having a blast with a team that knows how to have fun while making a positive impact.



For more information on Animal Services Agency,
scan the QR code or visit stanislausanimalservices.com



TYPICAL TASKS

- Maintain equipment related to veterinary medicine;
- Assist veterinarian in surgical procedures including performing routine blood tests on animals prior to surgery;
- Triage injured/sick animals brought into the shelter;
- Treat and monitor sick and/or injured animals at the shelter;
- Maintain accurate medical records;
- Microchip and vaccinate animals at the shelter;
- Perform temperament/health testing of dogs and cats at the shelter as part of the pre-adoption screening;
- Administer prescribed medications and treatments to animals at the shelter;
- Perform data entry of all medical records into the Chameleon computer program;
- Operate computer software for tracking animals;
- Discuss post-op and post-adoption directions with adopters; and
- Assist Animal Care Specialists I and II with their tasks.



We've got you covered...

Take a peek into our total compensation offerings!



[2024 Insurance Rates for Full-Time Employees](#)



[Employee Assistance Program \(EAP\)](#)



[Employee Choice Bonus Plan](#)



[Spending Accounts - HSA/FSA](#)

Click the underlined text to be directed to the links!

MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE

PATTERN I

- At least one (1) year experience gaining the knowledge, skills and abilities required to perform the tasks of the position generally acquired in a veterinary hospital setting; AND
- Possess and maintain a valid California Registered Veterinary Technician license; AND
- Possess and maintain valid First Aid/CPR/AED Certificates within one (1) year from date of appointment; AND
- Successfully complete the in-house euthanasia certification within one (1) year of employment.

PATTERN II

- 30 units of college course work in Animal Science or a related field; AND
- Possess and maintain a valid California Registered Veterinary Technician license; AND
- Possess and maintain valid First Aid/CPR/AED Certificates within one (1) year from date of appointment; AND
- Successfully complete the in-house euthanasia certification within one (1) year of employment.

KNOWLEDGE

- Basic anatomy of common domestic pets;
- Basic drugs and their use in veterinary medicine;
- Basic knowledge of common diseases of domestic pets and the recommended treatment;
- Basic handling techniques and basic behavioral characteristics of domestic pets, livestock and common wildlife; and
- State and local ordinances relating to the care and maintenance of domestic pets, livestock, wildlife and quarantining of suspect rabid animals.

SKILLS/ABILITIES

- Handle and care for animals in a respectful, compassionate and humane manner;
- Identify common canine and feline breeds and other species of animals;
- Prepare legible, clearly written records, logs, and forms;
- Follow written and oral instructions and possess basic computer knowledge;
- Safely use animal handling equipment and common hand tools for the repair of equipment;
- Effectively read, understand, interpret, and answer questions raised by fellow employees and the general public regarding policies and procedures at the Animal Services Center;
- Assist and work closely with authorized volunteers at the shelter;
- Set up and complete basic laboratory tests;
- Take a blood sample and give medication by intravenous route; and
- Administer appropriate drug/dose for general anesthesia and monitor during procedure.



Take Your Place.



**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:

\$48,568 - \$59,051 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
- 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 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.

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

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

APPLICATION PROCEDURES/FINAL FILING DATE: Continuous but may close at anytime

Written Examinations are tentatively scheduled on a continuous basis.

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 Officer / Human Resources.