



# THE COUNTY OF STANISLAUS

COMMUNITY 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*

## Infrastructure Engineer II

\$95,201 - \$115,710 Annually

Please apply by 11/5/ 2024

## THE IDEAL CANDIDATE

The Stanislaus County Community Services Agency seeks a candidate with strong server-side technology expertise. The ideal candidate will be proficient in Microsoft Active Directory, Microsoft Configuration Manager, VMWare, Windows Server Management, Microsoft 365, Cyber Security Principles, and Storage Infrastructure. Candidates are expected to have experience implementing, configuring, and optimizing server environments, ensuring scalability, reliability, and security. The candidate should demonstrate a solid understanding of cyber security best practices, disaster recovery planning, and cloud infrastructure management, particularly in hybrid environments.

The ideal candidate should stay current with emerging trends and technologies and readily adapt to rapidly evolving technical requirements. The successful candidate will work well in a team environment, possess strong collaboration and communication skills, multitask, solve complex problems, and work effectively with various external entities.

*Interested in learning more about the Community Services Agency?  
Scan the QR or visit <https://www.csa-stanislaus.com/>*



## ABOUT THE POSITION

The Infrastructure Engineer II is a critical journey-level role focused on server and systems management within the agency's IT infrastructure. The primary responsibilities include designing, deploying, configuring, and maintaining Windows Server environments and virtualized systems utilizing VMWare. Responsible for managing Microsoft Active Directory, handling complex directory services, user/group policies, and authentication protocols. The role requires advanced knowledge of server management, system design, installation, configuration, deployment, and ongoing operations and management. The Infrastructure Engineer II will also manage Storage Infrastructure, ensuring data is efficiently stored, replicated, and recoverable. This includes implementing and maintaining backup solutions, developing disaster recovery plans, and managing storage area networks (SAN). Expertise in Cyber Security Principles is critical, as the role requires monitoring systems for vulnerabilities, implementing security protocols, and managing incident responses to maintain a secure IT environment. This role involves independent decision-making, troubleshooting, and resolving high-complexity server-side issues and performance bottlenecks. The Infrastructure Engineer II will collaborate with other IT professionals to provide solutions that meet departmental needs and larger organizational objectives. Supervision of other IT staff and leading technical projects are expected, with opportunities to contribute to long-term IT strategies within the agency.



## TYPICAL TASKS

Duties may include, but are not limited to, the following:

- Perform a variety of activities related to the analysis, installation, programming, application and troubleshooting of networking systems, servers, communication systems and related equipment for County needs
- Stay current on developments/trends in server, network, and information security technologies and practices
- Coordinate information and resources to assure proper and timely installation, maintenance, modification and repair of network and communication systems, equipment, and devices; administer, evaluate, and modify network, server, and communication systems to assure proper security and operation; monitor and inspect projects to assure accuracy, completeness and compliance with County technology and proper adaptation with existing systems
- Provisioning and configuring Microsoft 365 (M365) platform, Active Directory and Group Policy, DNS, DHCP, Print Management; Windows 10/11 Enterprise, Microsoft Azure, PowerShell, Virtualization (VMware) environments, Storage Systems, Mobile Device Management systems, Backup Solutions, Business Continuity/Disaster Recovery Planning, and other adopted systems in Windows Domain Environments, Azure Active Directory, Windows Servers (2016, 2019, 2022, 2025);
- Administering permissions utilizing the principals of Role-Based access and Least Privilege.
- Secure automation including PowerShell, Python, and Bash;
- Virtualization and hypervisor technologies including VMWare vCenter and Horizon VDI;
- Microsoft Windows desktop operating system maintenance and troubleshooting. Including enterprise level deployment methods such as SCCM;
- Provide technical support and assistance to customers;
- Perform a variety of preventive security monitoring activities; evaluate systems for unnecessary or unsafe activities and develop solutions to avoid exposures; identify and correct errors and performance flaws; perform regular backups of systems and data to assure adequate network information availability;
- Participate in a variety of other assigned activities such as developing and maintaining procedural manuals, flow charts and diagrams;
- Designs and administers Microsoft Active Directory, Microsoft Exchange, and file and application server platforms;
- Configure, install, operate, and maintain infrastructure hardware, appliances, software, and related servers;
- Evaluate and recommend network hardware and related hardware for server infrastructure environments
- Monitor the overall performance of the systems and communications software, and resolve problems as required;
- Perform project cost estimates and ensures billing procedures and costs are correct and timely;
- Supervise, train, and evaluate performance of staff
- Develop and implement project plans; and
- Perform other related duties as assigned.

*Systems will vary by department. A complete list of systems is available at <http://www.stancounty.com/ITC/supportedsystems.html> or scan the QR code.*



# MINIMUM QUALIFICATIONS

## EDUCATION & EXPERIENCE

### PATTERN I

- Two (2) years as an Infrastructure Engineer I with Stanislaus County.

### PATTERN II:

- Equivalent to the completion of a Bachelor's Degree from an accredited college or university with major coursework in computer science, information technology, or a related field; AND
- Two (2) years of journey level experience in network engineering, telecommunication engineering, or related information technology experience.

### PATTERN III:

- Possession of an approved information systems technology certificate, or completion of an approved information systems training course or equivalent to an Associate's Degree from an accredited college or university with 30 units of computer related coursework; AND
- Four (4) years of journey level experience in network engineering, telecommunication engineering, or related information technology experience.

**Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-5460 to make other arrangements before 5pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.**

## LICENSE AND/OR CERTIFICATE

- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements;
- Depending upon assignment, demonstrated technical competency and/or certification pertaining to the information technology used by the appointing department may be required.

*For the full job description, including the knowledge, skills, and abilities, scan the QR code or click [here](#).*







**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:  
**\$95,201 - \$115,710 Annually**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time represented County employees including:

- Excellent retirement benefits
- Medical, dental, vision, and basic term life insurance plans
- Vacation Accruals
- Disability protection
- 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 more information.

### 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 Technical 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 November 5, 2024

### **Oral interviews tentatively scheduled for the week of November 18th, 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. <https://www.stancounty.com/personnel/pdf/ADATestingForm.pdf>

## 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.