



# THE COUNTY OF STANISLAUS

BEHAVIORAL HEALTH AND RECOVERY SERVICES



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

*\*See inside for details*

## Psychiatrist

**\$241,716-\$293,820 Annually**

This is a continuous recruitment.

We encourage you to apply as this recruitment may close at any time.

Oral Examinations will be completed on a consistent basis.

## ABOUT THE COUNTY

Stanislaus County is located in Central California within 90 minutes of the San Francisco Bay Area, the Silicon Valley, Sacramento, the Sierra Nevada Mountains and California's Central Coast. With an estimated 552,878 people calling this area home, the community reflects a region rich in diversity with a strong sense of community. Two of California's major north-south transportation routes (Interstate 5 and Highway 99) intersect the area and the County has quickly become one of the dominant logistics center locations on the west coast.

The County is home to a vibrant arts community with the world-class Gallo Center for the Arts, a symphony orchestra, and abundant visual and performing arts. Stanislaus County is a global center for agribusiness, positioned by its mild Mediterranean climate, rich soils and progressive farming practices. The area is recognized internationally for agricultural innovation with wine, almonds, poultry, milk, cattle, and walnuts being some of the featured industries. The County is also home to California State University Stanislaus, Modesto Junior College and benefits from satellite locations of other high-quality educational institutions. The County was established in 1854 and has a total land area of 1,515 square miles. Temperatures range from an average low of 43 degrees in the winter, to an average high of 92 degrees in the summer. Temperatures move up into the high 90s during the summer months with low humidity and cool evening breezes from the San Joaquin Delta.

## ABOUT THE POSITION

The Stanislaus County Behavioral Health and Recovery Services Department is recruiting to fill three full-time Psychiatrist positions. BHRS is responsible for providing or arranging for the provision of an array of specialized behavioral health services for residents in and around Stanislaus County. The BHRS outpatient clinics provide outpatient services to clients of various cultural and socio-economic backgrounds. The treatment provided in the clinics are primarily recovery-oriented and community focused with a strong emphasis on a multidisciplinary approach.

Under the direction of the Medical Director or designee, but with independent responsibility and for professional result, the Psychiatrist works, collaborates and consults with multidisciplinary treatment teams for the prevention, diagnosis, and treatment of various emotional disturbances affecting individuals, groups and families, and performs other related work as required.



## TYPICAL TASKS

- Conduct psychiatric evaluations, make diagnosis and prescribe treatment and medications;
- Conduct individual, group and joint family psychotherapy;
- Organize data concerning patient's family, medical history, and onset of symptoms;
- Order laboratory and other special diagnostic tests and evaluate data;
- Prepare and present cases for review by other staff members;
- Participate in staff consultation in diagnosis and determination of treatment programs;
- Prepare and maintain complex treatment and progress reports on assigned cases and consultations;
- Participate with professional members of other disciplines in collaborative treatment and in matters relating to diagnosis and treatment recommendations;
- Demonstrate community collaboration skills;
- Work with community and professional groups to promote better understanding and acceptance of mental health problems and community programs;
- Work as assigned on departmental quality improvement and practice monitoring activities, including committees of the Doctors Medical Center/ Doctors Behavioral Health Center; and
- Provide clinical teaching and consultation to other members of the multi-disciplinary treatment staff; AND
- Other duties as assigned

*Interested in learning more about the Behavioral Health and Recovery Services Department?*

*Scan the QR code or visit:  
[www.stancounty.com/bhrs/](http://www.stancounty.com/bhrs/)*



# MINIMUM QUALIFICATIONS

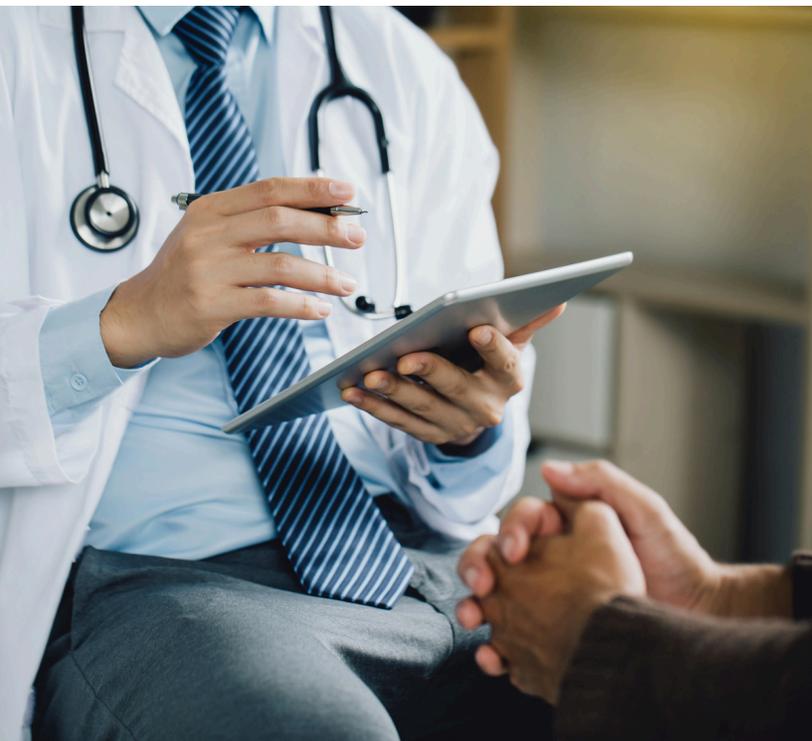
## EDUCATION & EXPERIENCE

- Complete a three (3) year Psychiatry Residency training program in an institution approved by the American Board of Psychiatry and Neurology (ABPN), or equivalent experience, and/or education, and/or certification; AND
- Possess a valid license as a Physician and Surgeon issued by the California Board of Medical Examiners.

## DESIRABLE 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.

- Certification in Psychiatry from the American Board of Psychiatry and Neurology or possessing a written statement from the Secretary of the Board indicating eligibility for examination.
- Lived experience as a consumer or a family member of a consumer of behavioral health services.



## KNOWLEDGE

- General Medicine and psychiatry;
- Recent developments and programs in the field of psychiatry and community mental health;
- Clinic organization, management and procedures; and
- Behavioral and environmental aspects of physical illness, emotional disturbances and mental disability or retardation

## SKILLS/ABILITIES

- Demonstrate clinical skills in the diagnosis and treatment of mental disorders;
- Write psychiatric reports for courts of laws and public and private agencies;
- Analyze situations and adopt an effective course of action;
- Works with culturally diverse staff and patients; and
- Meet requirements to allow membership at Behavioral Health Center

We recognize your time is valuable, please only apply if you meet the following required qualifications.

Proof of education and certification is required for verification purposes at the time of application. Applicants who are unable to submit proof of education must call (209) 525-7339 to make other arrangements. Failure to submit proof or make other arrangements before the final filing date 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:

**\$247,716-\$293,820**

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
- Upon entering County service, accrual of two-weeks annual vacation
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 10 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 and 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.

## **APPLICATION PROCEDURES/FINAL FILING DATE: Continuous but may close at any time**

### **Oral 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 Office/ Human Resources.