



# 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*

### County Veterinarian

### \$157,206 - \$235,830 Annually

**This is a continuous recruitment.**

We encourage you to apply immediately as this recruitment may close at any time.  
Oral Examinations will be completed on a continuous basis

## 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.

## ABOUT THE POSITION

The County Veterinarian provides medical services with focus on high volume spay/neuter services to public and shelter animals. This individual supervises the public spay/neuter and vaccine clinic, inspects, investigates, diagnoses, prevents, controls and eradicates contagious and infectious diseases of animals and enforces applicable laws and regulations. The position provides care of impounded animals at the County animal shelter. The County Veterinarian works under the direction of the Animal Services Director and is subject to policy determination of the Director, Chief Executive Officer, and the Board of Supervisors. This is an at-will position and performs related duties as assigned.

## 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 Veterinarian, 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 [www.stanislausanimalservices.com](http://www.stanislausanimalservices.com)







## TYPICAL TASKS

- Maintain up-to-date knowledge of shelter animal health protocols, surgical procedures and companion animal health issues;
- Perform in-house walkthroughs and conduct rounds; Regularly perform veterinary health care functions, including examination and treatment of sheltered animals;
- Induce and maintain animals under anesthesia, operate anesthetic machine and surgical monitoring equipment;
- Perform surgical procedures on shelter and community (owned) animals including, but not limited to, ovariohysterectomy, castration, cryptorchid abdominal castration, hernia repair (umbilical/inguinal), dental extractions, mass removals, amputations and enucleations;
- Oversee the administration of medications and treatments to shelter animals, ensuring they are completed and monitored appropriately;
- Explain medical needs to potential adopters and foster parents and conduct follow-up appointments as needed;
- Ensure quality client care is provided and provide guidance to staff for situations regarding immediate problem solving;
- Euthanize and/or assist with euthanasia of animals as needed;
- Direct, supervise, evaluate, train and/or plan the work of personnel assigned to the Animal Care Specialist III position;
- Ensure all clinic staff members are adhering to proper protocols;
- Implement and maintain medical record and drug use logs to established standards of veterinary and sheltering practices, ensuring that records are complete, accurate and compliant at all times;
- Supervise the use and security of controlled drug;
- Serve as an expert witness in criminal matters related to animal abuse and cruelty issues;
- Collaborate with the veterinary community and other interested groups to promote animal health care;
- Possess a good working attitude and excellent communication skills with colleagues and staff.

## MINIMUM QUALIFICATIONS

### EDUCATION & EXPERIENCE

- Graduation with a Doctorate in Veterinary Medicine

#### AND

- Must meet legal requirements to practice veterinarian medicine in the State of California by time of appointment

#### AND

- Possession of a valid Controlled Substance Registration Certificate as issued by the U.S. Department of Justice by time of appointment.

### 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.

- Two (2) years of clinical experience;

#### AND

- One (1) year previous shelter medicine experience;

#### AND

- One (1) year previous shelter medicine experience.

## KNOWLEDGE

- Basic supervisory methods and techniques;
- Animal behavior, common diseases, sanitation practices, animal anatomy, first aid, animal capture and handling techniques
- Basic methods of record keeping;
- State and local ordinances relating to animal care, control, welfare and rabies control
- Various breeds of dogs and species of animals, including native wildlife and domestic animal behavior.

## SKILLS/ABILITIES

- Participate in process management and evaluation of business results
- Examine and test livestock/animals for diseases communicable to humans
- Perform postmortem examinations of animals that died of unknown causes and make diagnoses based on pathological findings
- Examine animals in bite cases and establish and maintain quarantines when necessary;
- Work with field officers in conducting investigations of cruelty/neglect
- Consult with other public agencies and public and private groups to prevent and control the outbreak of animal related diseases
- Enhance adoption programs
- Maintain charts/records and prepare correspondence and reports
- Collaborate with stakeholders to ensure the mission of Animal Services is realized.
- Proven ability to spay/neuter animals.





# QUICK GUIDE TO APPLYING



## APPLICATION PROCESS



Find the  
Right Job



Update Your  
Application



Submit Your  
Application



Wait for  
Processing



Receive Notice of  
Application Status

## APPLICATION BEST PRACTICES

### BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

### BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

### UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

### ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

### HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

## COMMON MISTAKES TO AVOID

### WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

### OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



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 NEW 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  
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Take Your Place.



clubwellness  
myclubwellness.org



# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, 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



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- 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, 2026, are eligible to receive future payments in accordance with their new hire date.



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COUNTY HUMAN  
RELATIONS**

Take Your Place.

## COMPENSATION & BENEFITS

Approximate Annual Base Salary:  
**\$157,206 - \$235,830 Annually**

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

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

**Deferred Compensation:** 2% of base wages to 457 deferred compensation plan

**Automobile Allowance:** Option to select annual automobile allowance of \$4,800 or use of County provided vehicle

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

**Professional Development:** \$1,200 annual allowance for professional development, to include continuing education and professional memberships

**Vacation:** Accruing biweekly, 120 hours in year one, 160 hours years two through 20 and 200 hours starting year 21. Vacation accruals subject to maximum limits. This position will also receive an additional 32 hours of special vacation leave per year, accrued biweekly

**Holidays:** 12 paid holidays annually

**Management Leave:** 56 hours of management leave annually. Must be used in the year earned.

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

**Relocation Expenses:** Up to \$7,500 for qualifying expenses, subject to advanced approval

## RECRUITMENT INCENTIVES

### **Employee Choice Bonus Plan:**

Stanislaus County now offers an employee bonus worth up to \$10,000! Visit [stanjobs.org](http://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.

Community Animal Medicine Project (CAMP) training provided.

## 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: Continuous but may close at anytime**

**Written Examinations are tentatively scheduled on a continuous basis.**

Applicant may be required to perform a skills assessment to include proficiencies in high volume spay/neuter. 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. The form can be found at <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 policies 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 sent.

## **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(s) of Understanding, 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 via email at [jobhelp@stancounty.com](mailto:jobhelp@stancounty.com)