



THE COUNTY OF STANISLAUS

HEALTH 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*

IT Manager

\$98,508 - \$147,763 Annually

Apply by May 12, 2025 or after 75 applications are received

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.

*Interested in learning more about the Health Services Agency?
Scan the QR code or visit www.schsa.org*



THE POSITION

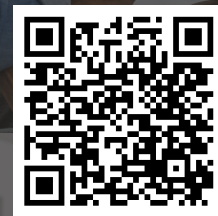
This is the management level series in the Information Technology job family. Incumbents manage all Information Technology needs for a medium to large county department. Incumbents are responsible for the development, implementation, and evaluation of information technology programs, policies, and procedures. These activities include: product and service delivery, infrastructure and operations, security, compliance and risk mitigation, and strategy and planning. Incumbents are responsible for budget preparation and administration and supervise a team responsible primarily for single department systems. Managerial duties are the preponderant duty and generally comprise at least 50% of the incumbent's time but incumbents may perform high level professional work in areas such as software engineering and analysis, systems engineering, software administration or other disciplines.

THE TYPICAL TASKS

- Plan, direct, and manage the day-to-day activities of information technology operations within a County department;
- Analyze operations, establish priorities, and develop short and long range plans;
- Provide technical expertise and functional management of the implementation, administration and maintenance of department programs, database applications, client/server applications, and office automation including Internet related applications;
- Act as a consultant to County departments regarding information technology services and the feasibility of adopting information technology solutions;
- Design, implement and administer department information technology systems including the selection and performance of hardware and software purchases, upgrades, designs and configurations, installation and maintenance of network-related components including Internet related applications;
- Develop procedures to monitor performance of installed systems; ensures that proper backup, restart and security procedures for information technology systems are developed and defined;
- Assist in the preparation, review and evaluation of Request For Proposal's (RFP) for information technology systems; and participates in contract negotiations;
- Develop and manage the division capital and operating budget;
- Interview, select, train, and evaluate subordinate staff;
- Establish and evaluate division goals, programs, policies, and procedures;
- Prepare and/or supervise the preparation of reports, memoranda, correspondence, studies, research, and/or special projects;
- May represent the Department in meetings or act as a liaison with the Board of Supervisors, other agencies, commissions, committees, and the public; and
- May perform professional level systems engineering, software development or software administration.



*Join the IT team at the
Health Services Agency,
apply today!*





MINIMUM QUALIFICATIONS

KNOWLEDGE

- Principles and practices of public administration, organization, and management;
- Federal, state and local laws, rules, regulations and ordinances governing the department;
- Department policies, rules, regulations, and procedures;
- The characteristics and capabilities of computer equipment and applications;
- Personnel management principles and practices, including staff development and supervision;
- Methods and procedures of fiscal management including inter-service funds and enterprise funds, work authorization, and debt service;
- Principles of management and enforcement of conditions of a variety of contracts;
- Organizational and functional structure of the County;
- Methods and procedures involved in conducting analytical studies of administrative and management practices, methods, and procedures;
- Principles and practices of public funding, budget preparation, administration, and control;
- Operations and functions of an assigned business unit;
- Principles and practices of project management.

SKILLS/ABILITIES

- Research, compile, analyze and draw sound conclusions on complex issues, proposals, and procedures;
- Plan, coordinate, organize, and direct the work of staff;
- Organize and prioritize duties and manage time effectively;
- Recognize operational issues and develop effective solutions;
- Analyze, monitor, and prepare the budget;
- Prepare clear and concise correspondence and reports;
- Interview, select, train, evaluate, and discipline subordinate staff;
- Conduct effective supervision;
- Timely address HR related staffing issues;
- Communicate clearly and concisely, both orally and in writing;
- Demonstrate and maintain a high degree of maturity, integrity, loyalty, accountability, creativity, and good judgment;
- Establish and maintain effective working relationships at all organizational levels, as well as with other agencies and the public;
- Maintain the County's commitment to provide excellent customer service;
- Manage project teams and user groups;
- Communicate technical issues to individuals with varying degrees of information technology knowledge;
- Work independently and as a cooperative, contributing member of a team;
- Work with confidential and protected information and maintain confidentiality of data.

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

For the full job description,
including minimum qualifications,
scan the QR Code.





EDUCATION & EXPERIENCE

PATTERN I

- 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
- Three (3) years of advanced journey level experience in application or web development, business analysis and programming, systems engineering, software administration or related field including a minimum of two (2) years supervisory experience.

PATTERN II

- Three (3) years as a Software Engineer III, Software Administrator III, Infrastructure Engineer III with Stanislaus County.

PATTERN III

- Possession of an approved information systems technology certificate, or completion of an approved information systems training course or equivalent to an associate degree from an accredited college or university with major coursework in computer science, information technology, or a related field; AND
- Five (5) years of advanced journey level experience in application or web development, business analysis and programming, systems engineering, software administration or related field including a minimum of two (2) years supervisory experience.

DESIREABLE 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 experience managing cross-functional IT teams, such as Helpdesk, Desktop Support, Infrastructure, and Software Development, within a complex enterprise or public sector environment; AND
- Two (2) years of experience working in an environment subject to HIPAA regulations, with a demonstrated understanding of privacy and security compliance requirements.

Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-558-7192 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline 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.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

COMPENSATION & BENEFITS

\$98,508 - \$147,763 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
- County paid Deferred Compensation at 1.5% of base salary
- 2 weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 10 paid holidays annually
- \$900 annual Professional Development reimbursement
- Moving allowance recruited from out-of-County
- Disability protection
- 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 \$10,00 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 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: APPLY BY 05/12/2025 or after 75 applications are received

Oral Examinations are tentatively scheduled for the week of 05/19/2025

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.