



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

*\*See inside for details*

## Accountant III

Stanislaus County - Various Departments

**\$83,158 - \$101,067 Annually**

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

## ABOUT THE COMMUNITY

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 558,000 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. Stanislaus County has a current year total budget of \$1.6 billion and over 4,700 positions within 27 agencies and departments.



### 5 Reasons to work at Stanislaus County

*Becoming a community of choice, where people live, work, and thrive - a place worthy of calling home.*

#### ***Make a difference in the community***

Join an incredible team committed to making a real difference in our community. As an accountant for the county, your work will have a crucial role by ensuring the effective management of resources across various departments.

#### ***Build community partnerships and friendships through collaboration***

By ensuring efficient financial management, you'll help various departments address community needs, from infrastructure and social services to public safety, making a meaningful impact on the well-being of the entire county.

#### ***Current employees shared that it's a great place to work***

Caring and compassionate co-workers, positive work culture, growth opportunities, and great job security.

#### ***Grow your skills and be a good partner***

Working for Stanislaus County provides a wealth of opportunities for personal and professional growth. As an accountant, you'll have the chance to sharpen your skills in data analysis, financial management, and strategic planning while becoming a trusted partner across various departments.

#### ***Be part of something bigger***

Whether you're supporting critical services behind the scenes or helping identify the root causes of complex community challenges, working as an accountant for the County allows you to be part of something bigger.



# THE POSITION

Stanislaus County is looking for enthusiastic accounting professionals to join our team. The Accountant III classification can be found throughout our 27 departments. This recruitment is being conducted to fill multiple vacancies within Stanislaus County and establish an eligibility list to fill future vacancies throughout the County.

The Accountant III is the advanced journey level class in the Accountant series. At this level, professionals perform complex, technical accounting or auditing work, work with sophisticated accounting systems, and prepare reports for the Chief Executive Office and/or department/program managers. Individuals in this role work independently and take responsibility for the most complex and technical professional accounting work. This position oversees assigned accounting activities and may supervise other professional, paraprofessional, and clerical staff. The Accountant III differs from the Accountant II in that professionals at this advanced level handle more challenging financial and accounting work, exercise greater independence and professional judgment, and may lead or supervise staff performing accounting tasks.

## TYPICAL TASKS

- Establish, review, revise and supervise the maintenance and control of fiscal record keeping functions and systems within a division/large department, performing field work as required;
- Examine/analyze complex fiscal record keeping systems and procedures in departments in order to make recommendations for improvements, to determine compliance with codes/ordinances or to prepare reports;
- Assist in the preparation and coordination of County budgets, financial statements and annual audits;
- Financial consultant with administrative and program managers;
- Consult with program managers and supervisors on budget and monitor financial reports;
- Review laws, legislation and policies to determine impact on procedures and to provide guidance in the performance of auditing, accounting and fiscal work;
- Provide technical and functional supervision over clerical, paraprofessional and professional accounting staff;
- Represent the County and department at multi-jurisdictional meetings and coordinates work with other County and non-County agencies; and
- Prepare, design, implement and report to management fiscal impacts on special projects.





# MINIMUM QUALIFICATIONS

## SKILLS/ABILITIES

- Plan, direct, coordinate and review the work of professional and clerical accounting staff;
- Effectively analyze and evaluate accounting problems, and develop appropriate data and recommendations in the preparation of reports and statements;
- Develop and organize accounting systems for application to electronic data processing;
- Research, study and apply various Federal, State and local codes and ordinances to assure legal compliance;
- Establish and maintain effective internal and external working relationships;
- Communicate well both orally and in writing, and interpret fiscal policies, practices and methods to governmental officials and department heads;
- Interpret and analyze computer data and material, define problem areas and draw logical conclusions;

## KNOWLEDGE

- Governmental, auditing, accounting and budgeting methods principles and practices;
- Internal Audit and Consulting Standards;
- Fiscal record keeping systems and functions;
- Principles of supervision and training;
- Financial management systems and management information systems and principles;
- Computer systems and their application to accounting and reporting functions; and

## EDUCATION & EXPERIENCE PATTERN I

- Bachelor of Arts degree with major or work in Accounting, Finance, Public Administration, Business Administration, or Economics; AND
- One (1) year of experience performing complex accounting work or other tasks equivalent to a Stanislaus County Accountant II.

## PATTERN II

- The equivalent of 24 semester units of college coursework in Business Administration, Accounting or a closely related field; AND
- Three (3) years experience performing complex and highly responsible technical accounting work required in the maintenance of fiscal and statistical records. One of the three years experience must be equivalent to a Stanislaus County Accountant II and must include: journal entries, posting ledgers, trail balances and reconciliations to establish and maintain accounting books and records.

**Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-6341 to make other arrangements. Failure to submit proof 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 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  
COUNTY HUMAN  
RELATIONS

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.



**STANISLAUS  
COUNTY HUMAN  
RELATIONS**

Take Your Place.

## COMPENSATION & BENEFITS

Approximate Annual Base Salary:

**\$83,158 - \$101,067 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](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 Human Resources 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 Mid Management/Supervisory 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 Office/ Human Resources.