



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

**See inside for details*

Social Worker IV/V (IHSS)

Community Services Agency

\$75,441-\$96,283 Annually

Apply by July 31st, 2025

THE IDEAL CANDIDATE

The Community Services Agency is seeking dedicated individuals with a Masters degree in Social Work, Counseling, or closely related field, and case management experience in a public or private social services agency. The ideal candidate will apply the principles of Social Work practice related to working with children, adults, and their families. They will have strong personal and professional ethics, maintain timelines, write professionally, and prioritize their workload. The ideal candidate also has experience working with older adults and adults with complex medical and or psychosocial issues.

ABOUT THE DEPARTMENT

The Community Services Agency (CSA) offers a wide array of social services to the community. With a workforce of more than 1,100 employees, CSA operates on an annual budget exceeding \$369 million. The agency collaborates with County government bodies and various community-based organizations to provide services that are culturally sensitive and accessible. More than 308,000 residents benefit from CSA's services. The Agency is structured into five divisions: (1) Adult, Child, and Family Services Division (ACFSD); (2) StanWORKs Division; (3) Finance and Operations Division; (4) Housing and Homelessness; and (5) Administration.

*We build community by cultivating safety, stability, and resiliency –
strengthening the foundation for all.*

ADULT, CHILD, AND FAMILY SERVICES PROGRAMS

The Adult, Child, and Family Services Division (ACFSD) encompasses programs such as Adult Services, In-Home Support Services (IHSS), Children Services, Adoption Programs and Foster Care Services.

Click the icons to learn more about some of the ACFSD programs.



[Adult Services](#)



[Adoption Programs](#)



[IHSS Services](#)



[Children Services](#)

THE PROGRAM

About Adult Protective Services (APS). The APS program is a fast paced, crisis response program that receives reports and investigates incidents of suspected abuse, neglect, including self-neglect of seniors and dependent adults. Responsibilities of the team include receiving calls from the community, completing suspected abuse reports, conducting risk assessments, creating services plans, documenting cases within required time frames, and coordinating with law enforcement, legal and medical services, and other social services agencies. Social Workers are required to work in the office and in the field conducting home and community visits.



THE POSITION

This classification is assigned to Adult Protective Services (APS) and performs professional casework of an advanced nature in the most difficult social services areas. The casework requires the application of high level and sophisticated social services expertise and techniques. Individuals at this level are expected to work independently without extensive supervision. This position is subject to overtime, standby, and callback assignments, and performs related duties as assigned.

SOCIAL WORKER IV

The Social Worker IV is the highest level in the Social Worker series unless assigned to Child Protective Services. This position performs professional casework of an advanced nature in the most difficult social service areas. The casework requires the application of high level and sophisticated social services, expertise and techniques. Casework is in complex areas such as adoptions and child protective services. Individuals at this level are expected to work independently without extensive supervision. This position is subject to overtime, standby, and callback assignments. Performs related duties as assigned.

SOCIAL WORKER V

The Social Worker V is the full journey level Social Worker series. Individuals in this class independently perform difficult professional casework that requires the application of sophisticated social services expertise and techniques. Assignments are typically in the complex social service program areas such as adoptions, court liaison, family reunification, early placement, emergency intake/response, family maintenance, and permanent placement. Incumbents at this level work under direction, choosing from a wide range of procedures to achieve objectives. This position is subject to overtime, standby, and callback assignments. Performs related duties as assigned.



TYPICAL TASKS

SOCIAL WORKER IV

- Receive and screen reports of adult abuse or neglect from the community for degree of urgency;
- Provide 24-hour protective services by serving as after-hours social worker on a rotation basis;
- Investigate adult abuse or neglect referrals;
- Provide initial intake, crisis intervention and counseling services to vulnerable adults;
- Provide case management services involving cases dealing with specialized APS services;
- Investigate adult abuse and neglect referrals; when in the field, request law enforcement, mental health and/or ambulance and emergency services as needed for the immediate protection of vulnerable adults;
- Consult with supervisor as needed regarding the placement of adults in an alternative living arrangement, i.e., other than the adults' homes;
- Provide initial intake, crisis intervention and counseling services to vulnerable adults;
- Participate on community outreach/education and on community task forces and committees;
- Possess a working knowledge and ability to utilize LEAPS APS database system; and
- Participate and complete and training courses.

SOCIAL WORKER V

- Receive and screen reports of adult abuse or neglect from the community for degree of urgency, and based on the information, determine response times;
- May provide ongoing case management services involving cases dealing with specialized APS services;
- Investigate referrals of financial abuse and work closely with financial institutions, gather financial information, and prepare and submit reports to law enforcement and/or District Attorney's office in high profile financial exploitation cases;
- Investigate adult abuse and neglect referrals; when in the field, request law enforcement, mental health and/or ambulance and emergency services as needed for the immediate protection of vulnerable adults;
- Consult with supervisor as needed regarding the placement of adults in an alternative living arrangement, i.e., other than the adults' homes;
- Investigate referrals of alleged sexual abuse of adults;
- May be called upon to testify in court hearings in cases of financial abuse, sexual abuse, neglect or self-neglect;
- Can function as a lead worker in the absence of the supervisor when necessary;
- Participate and complete APS Academy trainings; and
- May function as lead worker in community task forces or committees.



MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

SOCIAL WORKER IV

- Apply the principles of Social Worker practices related to working with children, adults and their families;
- Evaluate personal and psychological factors in children and/or family situations;
- Act effectively under stressful situations;
- Provide specialized individual, family and group counseling;
- Work effectively with professionals in other disciplines and at the same time maintain professional identity;
- Express strong personal and professional ethics;
- Respect and protect the rights of clients and;
- Demonstrate a commitment to children, their protection and their rights to permanent placement, preferably in their own homes.
- Social service research methods;
- Child development and the stages of aging;
- The impact physical and mental health problems have on personality development and functioning;
- Group dynamics; and
- Therapeutic intervention techniques.

SOCIAL WORKER V

- Apply the principles of Social Worker practices related to working with children, adults and their families;
- Evaluate personal and psychological factors in children and/or family situations;
- Act effectively under stressful situations;
- Provide specialized individual, family and group counseling;
- Work effectively with professionals in other disciplines and at the same time maintain professional identity;
- Express strong personal and professional ethics;
- Respect and protect the rights of clients;
- Social service research methods;
- Socioeconomic conditions and trends;
- Demonstrate a commitment to children, their protection and their rights to permanent placement, preferably in their own homes;
- Current issues in the field of child social welfare;
- Social welfare programs at the Federal, State and local levels;
- Child development and the stages of aging;
- The impact physical and mental health problems have on personality development and functioning;
- Group dynamics; and
- Therapeutic intervention techniques

EDUCATION & EXPERIENCE

SOCIAL WORKER IV PATTERN I

- Master's degree in Social Work or an approved two (2) year (60 unit) Masters degree in Counseling.

PATTERN II

- Possession of a Master's degree must be acquired within three (3) months of the application date for the position and prior to appointment.

SOCIAL WORKER V

- Possession of a Master's degree in social work (MSW) or an approved two (2) year (60 unit) master's degree in counseling; AND
- Two (2) years of experience as a Social Worker IV in a Stanislaus County Child Welfare, Adult Services, or Health Services Agency program area; OR
- Two (2) years of post-graduate social work case management experience at the Master's degree level comparable to a Stanislaus County Social Worker IV in a public Child Welfare, Adult Services, or Health Services Agency program area.

Selected candidates will be required to obtain and maintain security clearance to access federal, state and local detention facilities, schools and hospitals in the performance of their duties.

Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-558-1200 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.

LICENSE

- Employees may be required to use personal transportation during the performance of their duties; AND
- Proof of liability insurance as required by the State of California; AND
- Must possess and maintain a valid California driver's license; AND
- Must possess and maintain a valid Real ID driver license or Identification Card, valid U.S. passport or passport card, military ID or other federally approved identification to fly within the United States during the performance of their duties effective May 2023.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening will 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 post-graduate social work case management experience at the Master's degree level comparable to a Stanislaus County Social Worker IV in Adult Services.



**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 payday 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

Stanislaus



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

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$75,411 - \$96,283

The County of Stanislaus provides a competitive and comprehensive benefits package for regular confidential 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 1.0% of base salary
- 2 weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$400 annual Professional Development reimbursement
- 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 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 Community & 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. The probationary period does not apply to unclassified positions.

APPLICATION PROCEDURES/FINAL DATE: July 31, 2025.

Oral Examinations are tentatively scheduled for the week of August 11, 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.