



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

*\*See inside for details*

# Senior Community Health Worker

Stanislaus County Health Services Agency

**\$52,020 - 63,232 Annually**

Apply by January 2nd, 2025 or before 75 applications received

Bilingual candidates encouraged to apply



# THE POSITION

Stanislaus County Health Services Agency (HSA) Senior Community Health Worker (Sr CHW) in Healthy Families America provides evidence-based interventions via home visiting with pregnant and parenting women and their families. The Sr CHW will conduct a comprehensive assessment, develop a care plan with the family and connect the family with needed resources and referrals. The Sr CHW will develop a long-term trusting relationship with the family to assist with strengthening the parent-child relationship; assist parents in improving their skills to optimize the home environment; improve the family support system; and increase the family's ability to problem solve and assume the role of advocate for themselves and their children. Services are typically provided in the family's home although they could also occur in other community-based locations based on the family needs

# IDEAL CANDIDATE

The ideal candidate for Healthy Families America (HFA) will have experience in working with, or providing services to, children and families; acceptance of individual differences; knowledge of infant and child development; and a willingness to engage in building reflective capacity (e.g., capacity for introspection, communication awareness of self in relation to others, recognizing value of supervision, etc.). They are mission-driven, empathetic, and highly organized, with a commitment to equity and a deep understanding of the challenges faced by families. This candidate excels in building trust with diverse communities and demonstrates success in connecting families to critical health and social services, including mental health support, housing resources, and preventative care.

**Bilingual encouraged to apply. Upon successful completion of our bilingual proficiency assessment, you'll receive an additional \$1 per hour in compensation.**

Here at **Health Services Agency...**

*We build community by  
promoting health and wellness through service and  
collaboration for all people in Stanislaus County!*

Scan the QR code to learn  
more about the department!





# THE TYPICAL TASKS

- Assists public health professionals in providing a wide variety of culturally appropriate community public health services; assists staff in working with clients of non-traditional cultural patterns and navigating various cultural barriers;
- Interviews clients to document health conditions and determine eligibility for program participation;
- Use reflective practice techniques in order to engage parents and explain the home visiting services to interested parents;
- Interviewing, gathering and assembling related information and preparing reports; maintains appropriate records and files for clients/patients;
- Initiate and maintain regular and long-term (up to five years) contact/support with families;
- Facilitates work groups; teaches and speaks to large groups of people;
- Organizes data, develop information, and prepare clear, concise, comprehensive records and reports;
- Teaching basic health practices to clients and families; may assist in re-enforcing basic public health concepts of nutrition, hygiene, sanitation and related health initiatives;
- Clarifies program requirements and eligibility to clients, provides supportive counseling and provides information on health-related topics; refers clients to other community based programs and services including health care, housing, food, education and transportation;
- Independently performs work at outreach clinics and makes home visits, participates in community-oriented educational activities
- Assists client with referrals to services and resources;
- May assist with a variety of concerns impacting clients/families, including but not limited to the control and prevention of chronic condition or infectious diseases, behavioral health conditions and need for preventive services;
- Provide family-centered, strength-based, interventions with families directed at: establishing a trusting relationship; assisting in strengthening the parent-child relationship; assisting parents in improving their skills to optimize the home environment; improving the family support system; and increasing the family's ability to problem solve and assume the role of advocate for themselves and their children;
- Assist the family in establishing goals and a plan for accomplishment of those goals;
- Screen for normal growth and development of the child;
- Assist with services related to perinatal care preventative care, sexual reproductive health, environmental and climate-sensitive health issues, oral health, aging, injury, chronic disease management, domestic violence, and other violence prevention services;
- Reports suspected child abuse and/or neglect aligning with California State reporting laws, the Health Services Agency's procedure, and programs grant requirements;
- Other duties as assigned, within the classification.

# MINIMUM QUALIFICATIONS

## EDUCATION & EXPERIENCE

### PATTERN I

- Equivalent of twelve (12) months of clerical and paraprofessional nursing training or experience, either voluntary or paid, in a health care setting; AND
- Fifteen (15) related semester units of college-level course work, including at least one class in either: Psychology, Sociology, Biology or Physiology; AND
- One (1) year of experience comparable to Community Health Worker in Stanislaus County.

### PATTERN II

- Two (2) years of experience comparable to a Community Health Worker in Stanislaus County.

### PATTERN III

- Equivalent of twelve (12) months of clerical and public health training or experience, either voluntary or paid, in a public health department; AND
- Fifteen (15) related semester units of college-level coursework, including at least one class in either: Behavioral Science, Biology, Social Services, Nutrition, Health Education or a closely related field. AND
- One (1) year of experience comparable to a Community Health Worker in Stanislaus County.

### LICENSE/CERTIFICATION

- Some positions may require completion of a Community Health Worker certification. If the selected candidate does not have this certification, they must begin certification training within six-month of employment.
- Some positions may require certification as a Comprehensive Perinatal Service Program (CPSP) or obtain within the first 90-days of employment.

Proof of education is required for verification purposes at the time of application. Applicants who are unable to submit proof must call (209) 558-4872 to make arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing date deadline will result in disqualification.

For the full job description, including Knowledge, Skills, and Abilities, scan the QR code or [click here](#)



## 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.

- Bilingual proficiency in one of more of the following languages: Arabic, Dari, Persian/Farsi, Assyrian, Hindi, Punjabi, and/or Tagalog.



# QUICK GUIDE TO APPLYING

## APPLICATION PROCESS



1.  
Find the  
Right Job



2.  
Update Your  
Application



3.  
Submit Your  
Application



4.  
Wait for  
Processing



5.  
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  
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:  
**\$52,020 - \$60,216 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
- Two 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 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 & 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.

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: Apply by January 2, 2025 or before 75 applications received.**

**Oral Examinations are tentatively scheduled for the week of January 12, 2025.**

Note: The eligible list generated from this recruitment may be used to fill future extra-help, part-time and full-time vacancies throughout Stanislaus County.

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.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

## 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.