



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

*\*See inside for details*

# Conservator Investigator Supervisors

Behavioral Health & Recovery Services

**\$77,916 - \$94,723 Annually**

Apply by January 29<sup>th</sup>, 2026



# ABOUT THE DEPARTMENT

Behavioral Health and Recovery Services is committed to behavioral health principles that are responsive to both mental health services and substance use disorder services. Our scope of services includes, but is not limited to, inpatient and outpatient psychiatric services, substance use disorder services, behavioral education and prevention, public guardian functions and advocacy. We offer these services throughout Stanislaus County at Behavioral Health and Recovery Services managed sites and partner with community agencies, as well as other County departments.

**Interested in learning more about Behavioral Health & Recovery Services?**

*Click [here](#) to visit their website or visit [www.stancounty.com/bhrs/](http://www.stancounty.com/bhrs/)*

## ABOUT THE POSITION

Under direction, the Conservator Investigator Supervisor oversees the work of all the departments' Conservatorship Investigators. The office of conservatorship Investigations determines eligibility for all types of conservatorship, which includes making recommendations to the Superior Court of whether to initiate and / or maintain a conservatorship. The incumbent will be expected to meet with Court personnel, County Counsel, private providers, county providers, clients and their family / support persons in a variety of community settings. The Conservator Investigator Supervisor (CIS) provides oversight to the office of Conservatorship Investigations to determine if conservatorship is needed for individuals who may need mental health treatment, financial management, appropriate placement, or medical treatment. Under supervision of the Conservator Investigator Supervisor, Conservator Investigators are responsible to complete the necessary documentation to petition for the Public Guardian who evaluates individuals to determine eligibility for conservatorship, which includes making recommendations to the Superior Court of whether to initiate and/or maintain a conservatorship and also includes meeting with clients in a variety of community settings.





## THE TYPICAL TASKS

- Provide assistance and act as an advisor when resolving difficult cases;
- Supervise all investigations;
- Conduct staff meetings;
- Advocate for staff when necessary;
- Review and sign timecards, requests for supplies, and travel requests;
- Complete evaluations for staff and address staff issues;
- Establish goals and prioritize objectives for the office of Conservatorship Investigations;
- Work with County Counsel to coordinate court hearing dates, taking into consideration staff workloads, availability of transportation and the expert witness;
- Collaborate with County Counsel regarding referrals from the Superior Court for individuals in the criminal justice system;
- Attend leadership meetings and trainings;
- Provide trainings to BHRS staff or the public regarding conservatorship;
- Attend planning and linking conferences;
- Collaborate with a multi-disciplinary team;
- Review the evidence of grave disability;
- Examine all possible alternatives to conservatorship;
- Interview family members, community members and agencies;
- Review medical record charts and analyze all information and formulate a recommendation consistent with statutes and case law;
- Understand and provide direction under policy, statutes, and case law;
- Update LPS Renewal/Termination Policy and the Establishment of the LPS Conservatorship Policy, as needed;
- Prepare a detailed comprehensive report for the court;
- Schedule appointments for the proposed conservatee to be evaluated by the expert witness;
- Arrange transportation for the proposed conservatee to attend the evaluation and the court hearing;
- Attend the evaluation, court proceedings and testify, if called;
- Implement systematic changes regarding Electronic Health Record (EHR) system;
- Adhere to documentation policy in accordance with State and Federal guidelines;
- Prepare necessary reports, petitions, letters, etc. for various receivers, such as the court, expert witness, public defender, attorneys, agencies, hospitals, financial institutions and the Public Guardian; and
- Other duties as assigned.

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



# MINIMUM QUALIFICATIONS

## KNOWLEDGE

- Probate, Welfare and Institutions, Penal Codes and how they apply to conservatorship;
- The impact that case law can have on current procedures and practices;
- Support and resources in the community that can provide assistance to mentally ill and cognitively impaired individuals; and
- Tools for evaluating the decision making capacity of individuals who are cognitively impaired or mentally ill.

## SKILLS/ABILITIES

- Communicate the goals and purpose of the Public Guardian's Office;
- Verbalize, summarize and justify position effectively;
- Analyze information to arrive at an opinion in an investigation;
- Interview mentally ill or cognitively impaired individuals;
- Prepare clear and concise written reports and correspondence;
- Plan and organize work effectively to meet deadlines imposed by the law and exigent circumstances;
- Identify solutions to resolve problems without imposing restrictive laws;
- Develop relationships with partners in the community;
- Establish a rapport with elderly or mentally ill individuals;
- Maintain accurate records of contacts in an investigation; and
- Maintain professional and ethical boundaries.

## EDUCATION & EXPERIENCE

- Two (2) years of experience performing duties comparable to the Stanislaus County Conservator Investigator.

NOTE: One (1) year of graduate work in psychology, social work, counseling or psychiatric nursing may be substituted for one (1) year of the required experience.

Proof of education is 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 before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline may result in disqualification.



# QUICK GUIDE TO APPLYING



## APPLICATION PROCESS



Find the  
Right Job



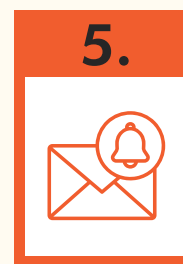
Update Your  
Application



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!**

### DESIRABLE QUALIFICATIONS MATTER

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

Providing old contact info or leaving references blank. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

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

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Thinking a computer or automated system will select qualified candidates. **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.

## COMPENSATION & BENEFITS

### **\$77,916 - \$94,723 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 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: January 29<sup>th</sup>, 2026 by 5pm**

### **Written Examinations are tentatively scheduled for the week of February 2<sup>nd</sup>, 2026**

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.