



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

**See inside for details*

Fiscal Manager (Manager IV)

Stanislaus County Behavioral Health and Recovery Services

\$102,460-\$153,670 Annually

Apply by February 27, 2026



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.

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 disorders. 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 the Behavioral
Health and Recovery Services department?*

Scan the QR code or visit <https://www.stancounty.com/bhrs/>



THE POSITION

The Administrative and Fiscal Services Division is responsible for budgeting and financial analysis for all Department programs, financial reporting associated with a county behavioral health organization; management reporting; accounts payable, accounts receivable and related functions; patient finance, claiming and benefits assistance; grant and contract administration; purchasing; safety and facilities management. Reporting to the Chief Fiscal Officer, the Fiscal Manager (Manager IV) is responsible for the administration of the department's financial, audit, accounting and cost plan systems, which includes developing fiscal policies and procedures consistent with the requirements of multiple and complex funding sources, conducting budgetary and statistical evaluations and analyses, preparing complex and technical financial reports as required by the funding sources and as requested by the Director, Chief Fiscal Officer and other oversight entities.

The incumbent will advise managers on fiscal, budget, and financial issues, prepare executive reports, direct claiming and statistical reviews and perform special studies. The Fiscal Manager (Manager IV) will manage and supervise several managers and a team of technical staff responsible for budget analysis, financial and cost accounting, claiming, and benefits assistance.

THE TYPICAL TASKS

- Prepare the Department annual budget and quarterly budget updates and act as leader of the BHRS Budget Team, to develop, administer, and implement department financial policies and procedures;
- Monitor and review variance management of BHRS budget units, which are highly complex special revenue funds with over 120 different programs, multiple oversight agencies, and unique funding terms and conditions;
- Serve in a consultative role to other department managers to gather, understand, interpret program budget/operations requests to facilitate implementation of goals and objectives;
- Prepare reports outlining fiscal claiming options and potential liabilities for executive consideration;
- Ensure compliance with mandated rules, regulations, policies and procedures in assigned functional area of responsibility including accounting, budget, grants, and claiming;
- Develop goals, objectives, policies and procedures for BHRS in assigned functional areas of responsibility;
- Conduct research in a variety of areas, to include but not limited to: finance, budget, staffing, legislative affairs specific to the assigned functional area of responsibility;
- Provide options and recommendations on financial, administrative, and operational issues, with recommendations on courses of action;
- Serve as the primary contact during audit engagements;
- Devise or recommend new or modified accounting systems to provide complete and accurate financial and statistical accounting of the department transactions for funding reimbursement;
- Conduct presentations on assigned functional area's operations and activities to internal and external entities;
- Provide human resource leadership for the assigned functional area of responsibility including staffing, recruitments, performance evaluations, staff development, employee relations, safety management, recommendations for appointment and work scheduling; and
- Represent Stanislaus County BHRS on various organization-wide collaborative teams, and provide feedback to legislative partners and oversight agencies at the state level.

MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- Accounting & Budget
- Administration and Management
- Strategic Leadership
- Learning Strategies
- Project Management
- Law & Government
- Public Behavioral Health Funding
- Critical Thinking
- Complex Problem Solving
- Judgment & Decision Making
- Professional Communication
- Attentiveness
- System and Procedures Analysis
- Legislation, Policies, and Standards
- Reading Comprehension
- Governmental Accounting Procedures



MINIMUM QUALIFICATIONS CONT.

EDUCATION & EXPERIENCE

- Graduation from an accredited four-year college or university with a bachelor's degree in Public or Business Administration, Finance, Accounting, or a closely related field
AND ONE OF THE FOLLOWING:
- Four (4) years of progressively responsible management experience in a public agency performing duties involving finance, budget, and accounting. One (1) of the years must be comparable to a Manager III in Stanislaus County; OR
- Two (2) years of complex accounting experience in a behavioral health organization and two (2) years of progressively responsible management experience performing duties involving finance, budget, and accounting. One (1) of the years must be comparable to a Manager III in Stanislaus County.

Proof of education (degree or transcripts) are required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-4313 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.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications.

- Possession of a master's degree in Business, Accounting, Finance, or Public Administration
- Three (3) years of public sector experience in a Behavioral Health agency



Interested in learning more about
the community of Stanislaus County?

Scan the QR code to read through the "Selling
Stanislaus" guide from Opportunity Stanislaus



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!**

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?

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: **\$102,460-\$153,670 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
- 12 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance upon Department Head approval
- 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 \$10,000 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 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 February 27, 2026

Oral Examinations are tentatively scheduled for the week of February 9, 2026

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.