



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

**See inside for details*

Deputy Fire Warden/Deputy Director Stanislaus County Office of Emergency Services

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

Apply by March, 17, 2026

ABOUT THE DEPARTMENT

As the Stanislaus County Office of Emergency Services, we strive to provide a safe and resilient community through emergency management and coordination within the Stanislaus County Operational Area. Our goal is to protect lives, property and the economy by preparing, planning, mitigating, responding and recovering from disasters and emergencies.

OES is responsible for the day-to-day administration of Stanislaus County's disaster preparedness, mitigation, response and recovery programs. OES develops and maintains the Stanislaus County Emergency Operations Plan and its associated annexes. OES also coordinates training, planning and exercises for first responders throughout the Stanislaus Operational Area.

OES maintains the Emergency Operations Center (EOC) in Modesto. The EOC is the focal point for local coordination during a disaster. OES also facilitates the Operational Area Council and the Disaster Council.

THE POSITION

Under the general direction of the Fire Warden/Director of Emergency Services, the incumbent is responsible for planning, developing, coordinating and implementing response plans and emergency services programs and events. The incumbent is also responsible for supervising, training and evaluating assigned staff and to perform other related duties as required. Candidates must be able to demonstrate management and budget administration experience.

This is a management level classification that reports to and functions as the deputy to the Fire Warden/Director of Emergency Services. This position works in a highly collaborative nature with other local government entities to ensure that emergency services are provided and coordinated throughout Stanislaus County and the region.

THE IDEAL CANDIDATE

Successful candidates will have extensive experience in emergency management, fire prevention, and emergency medical services, along with the ability to effectively coordinate with a wide range of stakeholders. They will demonstrate a strong understanding of countywide disaster planning and preparedness, as well as budget administration and grant management, and bring proven emergency management expertise supported by continuing education through courses such as CalOES Terrorism and Homeland Security Certificate, CalOES CSTI EOC Position Credentials, and CalOES Emergency Management Specialist Certification.

Knowledge/Skills/Abilities

- Emergency Management
- Emergency Operations Center (EOC) Management
- Fire Safety Regulations
- California Fire Code and Ordinances
- Administration and Management
- Effective Oral and Written Communication
- Judgement and Decision Making
- Strategic Planning
- Adaptable Leadership
- Budget Administration

Scan the QR code to learn more about the Office of Emergency Services, or visit stanoes.com/



THE TYPICAL TASKS

- Assist in the planning and implementation of countywide emergency preparedness and response programs, ensures coordination of local resources in times of disaster
- Plan, schedule and conduct regular emergency exercises and trainings with federal, state and local emergency organizations
- Provide coordination and assistance to the County executive team, the emergency managers of the nine cities, County staff, and numerous governmental and non-governmental agencies
- Provide staff support during activation of the Emergency Operations Center (EOC) and may serve as EOC Director and/or incident commander on an all-hazard Incident Management Team
- Coordinate emergency plan development for operational area agencies
- Develop, coordinate and present information on all-hazard programs concerning floods, fire, law, earthquake, Ag, public health and other related emergency preparedness topics
- Provide fire agencies in the county with various administrative services including coordinated investigation, inspection, prevention, training, communication
- Serve as an alternate Fire & Rescue Operational Area Coordinator, understanding statewide coordination, deployment and reimbursement
- Maintain fire and emergency management resource assets and inventories
- Perform 24-hour duty officer rotation for emergency services responsibilities
- Coordinate operational area mutual aid plans
- Provide administrative assistance and oversight to OES staff in the day to day functions
- Coordinate and operate with federal, state, regional and local dispatch/command centers
- Maintain and operate systems including WebEOC, OASIS, IPAWS, Everbridge, CDEC, ROSS, IQS, RMS and CICC
- Assist with the management and coordination of grant programs and related training
- Coordinate volunteer programs and provide liaison between OES and community/faith-based organizations
- Liaison with Stanislaus Regional 911 and other emergency services partner agencies
- Ensure human resource development to include selection, development and evaluation of staff
- Assist with the development and monitoring of the budget
- Evaluate customer needs and existing processes to improve services
- Provide strong leadership in information technology, communication systems and practices throughout the operational area
- Conduct training in emergency related fields including Standardized Emergency Management System (SEMS) and Incident Command System (ICS)
- Ensure integration and support of emergency management, fire and mutual aid efforts
- Oversee Operational Area Council and Disaster Council meetings



MINIMUM QUALIFICATIONS

- Graduation from an accredited four-year college or university with a degree in Emergency Management, Fire Science, Public Administration, or a related field; AND
- Three (3) years of progressively responsible management level experience working in emergency services
- Incident Command System (ICS) 300/400

Proof of education and certification 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 p.m. 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 above, applicant screening will focus on the following desirable qualifications. Please list any of these qualifications you may have in the "Duties" section of the online application.

- Two (2) years of experience in the California Mutual Aid System
- Current instructor certification through FEMA and State of California in the areas of fire and emergency management
- Experience with the review, implementation and application of the California Fire Code for a minimum of one code cycle (3 years)
- Two (2) years of experience in grant management and administration
- CalOES Advanced Professional Series Certification

QUICK GUIDE TO APPLYING



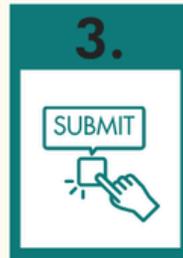
APPLICATION PROCESS



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

COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$102,460 - \$153,670

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County Managers including:

- Excellent Safety tier retirement benefits (2.7% at approximately age 57 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 if recruited from out-of-County
- Management disability plan
- 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! 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

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. The form can be found at <https://www.stancounty.com/personnel/pdf/ADATestingForm.pdf>

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 policies 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 sent.

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(s) of Understanding, 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 via email at jobhelp@stancounty.com