



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

**See inside for details*

Director of Child Support Services

Stanislaus County

\$141,252 - \$211,889 Annually

Apply by June 18, 2025

THE POSITION

The County of Stanislaus invites applications from qualified candidates for the Director of Child Support Services.

For this position, Stanislaus County seeks a strategic, experienced, and community-focused leader with a strong background in public administration, social services, or child support program management. The Director of Child Support Services provides executive leadership and oversight to ensure effective and high-quality service delivery that promotes family stability and the well-being of children. Key responsibilities include leading department-wide operations, driving performance improvement, fostering a culture of service excellence, and collaborating with stakeholders, county leaders, and the community. DCSS provides essential services such as establishing parentage, establishing and modifying support orders, locating parents, and collecting support payments. With a strong commitment to accessibility and customer service, DCSS supports equitable outcomes and brighter futures for families across Stanislaus County.

We Build Community by promoting the well-being of children by locating parents, establishing parentage, and obtaining and enforcing orders while providing the excellent level of service our customers deserve

THE IDEAL CANDIDATE

The ideal candidate is a dynamic and visionary leader with a deep understanding of child support administration and strong executive leadership skills. They will bring proven experience managing complex public service operations, including oversight of budgets, human resource management, policy development, and regulatory compliance. A background in delivering child support services at the local level is preferred, along with the ability to anticipate and adapt to the evolving needs of the community and to a rapidly evolving policy landscape. Exceptional interpersonal and communication skills are essential, as the role requires close collaboration with county leadership, state agencies, community partners, and the public. The successful candidate will excel at driving operational performance, fostering innovation, and navigating legal and administrative complexities to deliver efficient, equitable, and effective services. A passion for public service, along with integrity, strategic vision, personal resiliency, and a commitment to improving outcomes for children and families, will be critical to thriving in this role.

Scan the QR code to learn more about the Department of Child Support Services or visit www.stanacodess.org



WHO WE ARE

The Department of Child Support Services (DCSS) is comprised of a team of dedicated professionals committed to supporting the success of families and children throughout our community. Grounded in integrity and driven by a mission of promoting the well-being of children, we work towards removing barriers for parents and ensure children have the resources they need to thrive. Our approach combines compassionate service with continuous improvement, leveraging technology, community partnerships, and customer feedback to enhance our impact. We are proud to serve a diverse population and to lead with values that reflect our belief in accountability, and the power of strong families to shape a stronger community.

DCSS Services Include:

- Establishing Parentage
- Establishing Child Support Orders
- Modify Support Orders
- Collect Support Payments
- Customer Response Services
- Debt Relief
- Complaint Resolution

DEPARTMENT HIGHLIGHTS



Stanislaus County DCSS collected over **\$50 million** in **child support** in 2024.



The department's ongoing **Debt Reduction Program** continues to help eligible parents **lower barriers to payment by** negotiating unpaid child support owed to the state.



For every **\$1 spent** by our department, over **\$3 is returned to the community**, a 300% return on investment.



Award winning in categories including **Outstanding Program, Excellence, Cultural Heritage, Group Achievement, and Program Awareness.**



Hundreds of families received backpacks, entertainment, and community resources at the **6th Annual Kids Connect** event in July 2024.

THE TYPICAL TASKS

- Lead department staff by communicating and exemplifying the organization's Vision, Mission, and Values
- Direct the creation and implementation of all administrative, operational, and service delivery policies
- Provide recommendations to the Board of Supervisors on department-related matters
- Develop, implement, and monitor the department's strategic/business plan
- Manage departmental budget in accordance with County, State, and Federal policies and procedures
- Drive continual organizational change to improve efficiency, reduce costs, and streamline processes
- Develop a human resource plan to support the department's goals, including staffing and staff development
- Oversee customer needs assessments and create systems for ongoing feedback
- Remain abreast of trends, potential issues, and changes in statute, regulations, and policy
- Work with attorneys and all department staff to ensure compliance with laws and regulations
- Monitor legislative proposals, assess their impact, and advise on necessary actions
- Collaborate with the State Department of Child Support Services on policy and procedural changes
- Build and maintain relationships with State agencies, the courts, community organizations, advocacy groups, and other related stakeholder groups
- Prepare and present reports and analytical studies

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



MINIMUM QUALIFICATIONS

KNOWLEDGE/SKILLS/ABILITIES

- Administration & Management
- Collaborative Leadership
- Public Relations & Communication
- Policy Development & Compliance
- Problem Solving & Decision Making
- Strategic Vision & Planning
- Results Based Accountability
- Personnel & Human Resources
- Child Support Services Regulations & Policy
- Critical Thinking
- Customer Focus
- Political Acumen
- Finance Management
- Employee Relations
- Adaptability & Flexibility
- Negotiation
- Public Speaking

EDUCATION & EXPERIENCE

- A Bachelor's degree from an accredited college or university; AND
- Five (5) years of progressively responsible experience as a manager in a public agency performing duties including program, budget, and personnel management, and the execution of complex administrative functions; OR
- Five (5) years of progressively responsible experience as a manager in a child support setting performing duties including budget oversight, staff supervision, and the execution of complex administrative functions.

Proof of education will be 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 by application deadline. Failure to submit proof will result in disqualification.



We've got you covered...

Take a peek into our total compensation offerings!



2025 Insurance Rates for Full-Time Employees



2025 Benefit Summary
(see page 9)



\$1,200 Annual Professional Development
(see page 204)



Up to \$7,500 in Moving Allowance
(see page 200)

Click the underlined text to be directed to the links!



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 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, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, 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



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- 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, 2025, are eligible to receive future payments in accordance with their new hire date.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$141,252 - \$211,889 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for Department Head employees including:

Insurance: Extensive health, dental, and vision coverage options for employees and dependents

Professional Development: \$1,200 per Fiscal Year

Voluntary Deferred Compensation Plan (457B) plus 2% base pay contributed by the County

Life and Disability Insurance: Term life insurance policy, as well as Accidental Death/Disability coverage

Vacation: Accruing biweekly:
3 weeks for the first year
4 weeks per year 2 thru year 20
5 weeks per year beginning at year 21
Vacation accruals are subject to maximum limits

Holidays: 12 paid holidays annually

Sick Leave: Sick leave is accrued at a rate of 96 hours per year

Car Allowance: \$4,800 annually, plus mileage

Moving Allowance: Recruited from out-of-County up to \$7,500

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 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: June 18, 2025

Oral Examinations are tentatively scheduled for the week of June 23, 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.