



Fiscal Analyst

Hiring Range: \$4,242-\$4,667/mo

Official County Applications Available at: www.co.yuba.ca.us

Final Filing Deadline:

[View complete Class Specifications on the Human Resources & Organizational Services homepage](#)

Wednesday, July 26, 2017 @ 5:00

The County of Yuba is currently recruiting for the position of **Fiscal Analyst** in the Health & Human Services Department. Under general supervision, incumbent to this position will perform a variety of difficult and complex professional level analytical work to support the operations of County departments, agencies and programs in areas such as the development and administration of the annual budget, financial/fiscal analysis and reporting, grant monitoring and administration; and will perform other duties as assigned. This is the journey level classification in the professional Analyst series. This position reports directly to a management classification or a Finance and Administrative Supervisor, depending on department assigned. This class is distinguished from the Administrative Services Officer I/II in that the latter has management responsibilities for planning, organizing, coordinating and managing a variety of administrative, budgetary, financial, programmatic, and analytical functions for a designated department. Further, this class is distinguished from Administrative Analyst I/II in that the latter focuses on a legislative analysis, evaluation and development of management/administrative policy, and the development and administration of contractual agreements.

Examples of knowledge skills and abilities required for successful performance: Knowledge of principles and practices of government budget and administration, accounting and financial recordkeeping; techniques for working successfully with other employees in a lead capacity; Federal and State grant procedures and management; and Federal and State laws, rules and regulations pertaining to governmental financial accounting and budgeting. Skill in collecting, compiling, organizing, analyzing and interpreting financial and budgetary data; identifying existing or potential complex operational problems and develop effective resolutions; interpreting and applying provisions of Federal, State and local legislations, rules and regulations pertinent to the administration of a public department; and performing complex financial and budgetary studies. Ability to analyze and evaluate financial and budgetary problems and implement effective solutions; prepare and assist in the preparation of multiple, complex departmental and grant budgets; and work independently under limited to no supervision, exercise independent judgment and use initiative. *This is a representative summary of the major duties and abilities. Please refer to the class specification for full description of knowledge, skills and abilities, as well as examples of duties and other qualifications required for this position.*

EMPLOYMENT REQUIREMENTS

The minimum and preferred requirements are listed below. While the following requirements outline the minimum qualifications, Human Resources reserves the right to select applicants for further consideration who demonstrate the best qualifications match for the job. Meeting the minimum qualifications does not guarantee further participation in selection procedures.

Minimum: Bachelor’s Degree from an accredited college or university with major coursework in Accounting, Business Administration, Economics, Finance, Public Administration, Statistics, or a field related to the work and two years of para-professional fiscal and/or accounting experience at lease equivalent to the County’s classification of Senior Accounting Technician. *Candidates with strong experience who lack the degree are encouraged to apply.*

Preferred: In addition to the minimum, two years of experience at least equivalent to the County’s class of Senior Accounting Technician.

Special Requirements: Must successfully complete an extensive and thorough background investigation which includes Live Scan fingerprinting and a credit check. Will be required to perform disaster service activities pursuant to Government Code 3100-3109. Must file statements of economic interest with the Yuba County Clerk/Recorder.

Working Conditions: Generally a typical office setting. May be required to attend meetings outside the normal business hours.

BENEFITS AND COMPENSATION

MERIT INCREASE:	Typically 5% each year for the first 7 years	Dental/Vision:	County pays 100% of the Basic Plan Premiums for EE only and 80% for dependent(s).
RETIREMENT:	Misc.—See Pension Reform Link on Human Resources Webpage for additional information. Yuba County does not participate in Social Security.	Life:	County provides \$50,000 in life insurance Coverage.
VACATION:	12 days for first 5 yrs with incremental increases every 5 yrs thereafter, up to 20 yrs	DEFERRED COMP:	Voluntary Deferred Compensation plan(s) are available
HOLIDAYS:	An average of 13 paid holidays per year, including 2 floating holidays	EE ASST. PLAN:	County paid confidential family wellness plan
SICK LEAVE:	Accrued every payroll period, up to 12 days per yr	UNION AFFILIATION:	YCEA
HEALTH:	The County pays 90% of the Basic Plan premium for employee only and 70% for dependent(s).		

Submit Completed Official County Applications to:
Human Resources and Organizational Services, 915 Eighth Street, Suite 113, Marysville, CA 95901

COUNTY OF YUBA

Yuba County is located in the Northern Sacramento Valley, approximately 40 miles north of the State Capitol, Sacramento, and two hours away from San Francisco and Lake Tahoe. The boundaries stretch from the farms and orchards of the valley to the timberlands of the Sierras. With an estimated population of 70,000, Yuba County offers its residents the many advantages of a rural lifestyle, away from the pressures of the urban areas. The County's rivers, lakes and outdoor recreation areas provide excellent hunting, fishing, boating, and skiing opportunities.

Statement of Commitment—We are dedicated to providing responsive, innovative and sustainable services that enhance the quality of life and uphold the public trust and interest.

APPLICATION/SELECTION PROCEDURES

TO APPLY FOR FISCAL ANALYST:

Submit an official Yuba County employment application, **copies of valid license(s), certificate(s) and college transcripts, diploma or grade reports** to County of Yuba – Human Resources and Organizational Services, 915 Eighth Street, Suite 113, Marysville, CA 95901. Official County applications and materials are available online at www.co.yuba.ca.us or at the Human Resources and Organizational Services Department. **Note: All diplomas or degrees must be from an accredited college or university. To obtain information regarding accreditation, refer to the US Department of Education Office of Post Secondary Education at: <http://ope.ed.gov/accreditation/search.aspx>**

APPLICATION SCREENING:

To begin the hiring process, an applicant must submit a completed County application prior to the final filing deadline. Applications must be completed legibly, all questions must be answered, and the required documentation must be provided. ***Please be sure to use the current application located on the County website. Old applications cannot be accepted. All applicants will be given written notice regarding the status of their application and selection procedures. The County prefers to communicate via email, if provided, to expedite communication. It is also recommended that applicants review their SPAM mail daily as to not miss any important communication from the County.*** Please refer to the [Employment Application Instructions](#), which accompanies the County application, for additional details. Failure to provide the required documentation may result in rejection of your application.

Applicants must provide the following documents by the filing deadline:

- **Yuba County Employment Application—complete & signed**
- **Supplemental Questionnaire—complete & signed**
- **Diploma and Unofficial Transcripts**
- **Copies of Certifications**

MINIMUM QUALIFICATIONS:

All applicants must clearly demonstrate he/she meets the minimum qualifications, by the final filing deadline, to be considered in the selection and testing phases of the process.

EDUCATION AND EXPERIENCE:

Education and experience as detailed on the employment application will be thoroughly reviewed. Please include all experience, education, and training pertinent to the knowledge, skills and abilities required for the position. This is an essential part of the process and will be used to determine further eligibility to participate in the next phase of the selection procedures.

SUPPLEMENTAL QUESTIONNAIRE:

A completed supplemental questionnaire is an essential part of the examination process for this position. The responses will be reviewed for sufficient detail and will be rated according to pre-determined guidelines. Please include; 1) Places of employment; 2) pertinent dates; 3) duties performed, etc. when responding to the questions. If a job included responsibilities applicable to several questions, separate the different functions of the job to answer all the questions completely. Any experience and/or training listed **MUST** be identified on your application. Resumes, letters and other materials will not be evaluated or considered as responses to the supplemental questionnaire.

QUALIFICATIONS APPRAISAL PANEL: (Tentatively scheduled the week of August 7, 2017)

This is the final step in the examination process. Applicants who have successfully completed the previous examinations will be invited to participate in a qualifications appraisal panel. The process consists of three or four panel members along with a subject matter expert who will ask individuals questions related to the essential functions and/or attributes required for the position. Applicants will also be participating in a skills test during the Qualifications Appraisal Panel consisting of one or more components used to measure the applicant's knowledge, skills, and abilities related to some of the functions required for this position.

TESTING ACCOMMODATION:

If special accommodations are required at any stage of the selection process, complete the Request for Reasonable Accommodation in the Examination Process Form and provide the required documentation by the final filing deadline. The form can be obtained by accessing the link on the Human Resources and Organizational Services homepage or by contacting Human Resources.

VETERAN'S CREDIT:

All applicants who have successfully completed the application/selection procedures and examination process may be eligible for veteran's credit. Applicants must have served on active duty for a period of not less than 90 days in the armed forces in time of war or national emergency, or in time of peace in a campaign or expedition for service in which a medal has been authorized by the government of the United States and who has been discharged or released under honorable conditions, and widows of such persons shall be allowed credit. Military Records Form DD214 must be submitted for further review and determination of appropriate credits.

WAIVER OF SELECTION PROCEDURES:

When selection procedures have been publicly announced and the number of applicants meeting the minimum qualifications for the position is five or less, the Human Resources Director may, at her/his discretion; a) Waive the competition entirely and submit the names of the applicants meeting the minimum qualifications to the appointing department, b) Revise the conditions of competition to a more practical basis under the circumstances.

EMPLOYMENT ELIGIBILITY LIST:

An employment eligibility list is established for those applicants who successfully pass all phases of the examination process. This list will be held for a period of six (6) months and may be extended to a maximum of one (1) year from the date the list is certified. For each vacancy the top five (5) ranks on the list will be certified to the department for final selection, which will include a departmental interview.

DEPARTMENTAL INTERVIEW:

The Health & Human Services department will notify the applicant of the date and time of his/her interview. The applicant will be asked a series of questions about his/herself and his/her related experience, education and training that exhibit the knowledge, skills and abilities essential to the job. The applicant may also be asked questions about hypothetical situations to test his/her ability to make decisions and use sound judgment and common sense.

CONDITION OF EMPLOYMENT

All appointments to a position are contingent upon successful completion of the following items:

BACKGROUND INVESTIGATION:

Selected applicant(s) must undergo a background investigation. Certain positions are required to undergo fingerprinting for the purposes of criminal history information. Background investigations may include verification of education, professional licenses and/or certifications, credit history, driving history, previous work history, personal and professional references, and records of mandated drug and alcohol testing as required for safety sensitive transportation work by Department of Transportation.

PRE-EMPLOYMENT MEDICAL REVIEW/EXAMINATION:

Selected applicant(s) who successfully complete the background investigation and are required to complete a pre-employment medical review/examination, which may include drug screening, to assess his/her overall medical suitability for the position.

IMMIGRATION REFORM AND CONTROL ACT OF 1986:

Selected applicant(s) are required to submit documents verifying the applicant's identity and authorization to work in accordance with the Immigration Reform and Control Act of 1986.

LICENSING AND CERTIFICATIONS:

Some positions are mandated by law to possess and maintain specialized certificate(s), license(s) and/or registration(s) at the time of appointment. Certain positions are required to obtain such items within an established timeframe or be subject to dismissal.

AGENCY SHOP:

All new, regular employees, with the exception of supervisory position(s), shall be required to join the employee association or pay a 'Fair Share Fee' as a condition of employment.

DISASTER SERVICE WORKERS:

All Yuba County Employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.