



PROGRAM AIDE -Homeless & Integrated Services

Hiring Range: \$2,975-\$3,273/month

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

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

Final Filing Deadline:

Tuesday, March 28, 2017 @ 5:00 PM

The County of Yuba is currently recruiting for the position of **Program Aide** in the Homeless and Integrated Services Division of the Health & Human Services Department. This position reports directly to an associated professional, supervisory, or managerial position depending on assignment. This is a stand-alone journey level in the client services series, and is distinguished from Social Worker in that the latter are assigned the full range of casework duties and this position assists and supplements them in this role. Under general supervision, the incumbent will assist professional and technical staff in providing a variety of casework and program support to assigned client base; provide routine and structured office, community and client support to department programs including completing necessary forms and documents, monitoring visitations, conducting supervised in-home instruction, community outreach, presentations of health information and providing support for social workers or health education specialists; and related work as assigned.

Examples of knowledge skills and abilities required for successful performance: knowledge of basic concepts of services provided by Health & Human Services; standard office practices and procedures, including filing and the operation of standard office equipment, general operation of computer equipment and word processing; record-keeping principles and practices; basic principles affecting human behavior, and basic interviewing and case management principles and techniques. Skill in establishing priorities and accomplishing objectives within acceptable time frames, amid interruptions and changing demands; effectively using tact, patience, courtesy, discretion and prudence in dealing with those contacted in the course of the work; gathering and analyzing investigative materials; performing drug testing procedures with accuracy and in accordance with established guidelines. Ability to communicate clearly, effectively and concisely, both verbally and in writing; read and comprehend complex written materials, to include laws, policies and regulations; understand and comply with laws and policies regarding confidential, sensitive and protected information; interview persons from diverse socio-economic, cultural and educational backgrounds and obtain confidential information in a persistent, tactful and courteous manner. *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: 60 Semester units from an accredited college or institution with significant coursework in Criminal Justice, Health, human Services, Social Services, Sociology, Psychology or a related field and one year of experience working with juvenile or adult offenders, children and families, the elderly, disabled, and/or dependent adults or within the Criminal Justice field.

Preferred: In addition to the minimum, an Associate's degree in Criminal Justice, Public Health, Human Services, Social Services, Social Work, Sociology, Psychology, or a related field and additional years of experience as previously defined.

Special Requirements: Must successfully complete an extensive and thorough background investigation which may include Live Scan fingerprinting prior to hire. DMV printout prior to hire. Must possess or have the ability to obtain a valid California Class C driver's license within ten (10) days of employment. Will be required to perform disaster service activities pursuant to Government Code 3100-3109.

Working Conditions: Potential exposure to contagious or infectious diseases or hazardous substances and chemicals; may work with hostile or abusive individuals.

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 PROGRAM AIDE:

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: *(Tentative scheduled for 4/14/17)*

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 must successfully complete the Qualifications Appraisal Panel with a passing score to continue to the next phase of the recruitment process. The scores from the Qualifications Appraisal Panel process will be used in establishing the employment list.

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 up to a maximum of one 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 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.