

Butte County JOBS

THE OFFICIAL PUBLICATION OF THE BUTTE COUNTY DEPARTMENT OF HUMAN RESOURCES

August 2010

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Spring Runoff, Feather Falls Trail
Photo Courtesy of Aaron Quin

Butte County is currently accepting applications for the position of *Medical Director* within the Department of Behavioral Health. For additional information on this excellent career opportunity including salary, filing date, benefits and requirements for the position, please turn to page 3.

BUTTE COUNTY DEPARTMENT OF HUMAN RESOURCES

DIRECTOR – HUMAN RESOURCES

- **Brian Ring**, (530) 538-7652

ASSISTANT DIRECTOR - HUMAN RESOURCES

- **Charlie Wilson**, (530) 538-6948

PRINCIPAL HUMAN RESOURCES ANALYST

- **Mark Chambers**, (530) 538-2174
Accommodations (ADA/FEHA), Non-Discrimination Issues

SENIOR HUMAN RESOURCES ANALYST

- **Sheri Waters**, (530) 538-6950
Leave Issues (FMLA, CFRA, PDL), Pre-Employment Medical Evaluations, Recruitment & Selection
- **Aaron Quin**, (530) 538-2157
Recruitment & Selection, Salary Ordinance, Classification and Compensation Surveys, Departmental Website

HUMAN RESOURCES ANALYST

- **Connie Meahan**, (530) 538-6945
Bilingual Certification, Background Investigations, Recruitment & Selection

HUMAN RESOURCES SPECIALIST, SENIOR

- **Kimberly Lewis**, (530) 538-6946
Recruitment Support, Applicant Data Entry, Employee Benefits, New Employee Orientation, COBRA

HUMAN RESOURCES SPECIALIST

- **Rebecca Worley**, (530) 538-7239
Employee Personnel Documents, Personnel Files, Employee Benefits, New Employee Orientation, COBRA

ADMINISTRATIVE ASSISTANT, SENIOR

- **Tracey Carpenter**, (530) 538-7652
Director's Calendar, Training Coordination/Registration, Accounts Payable, Departmental Purchasing

ADMINISTRATIVE ASSISTANT

- **Pam Lindquist**, (530) 538-3880
FMLA Tracking & Reporting, Pre-employment Physical Scheduling

ADMINISTRATIVE ANALYST

- **Rhonda Brantley**, (530) 538-6451
W2s, Journal Corrections

PAYROLL SPECIALIST

- **Sheri Atkison**, (530) 538-7756
W4s, Time Card Corrections, Direct Deposit, PERS, Life Insurance, Garnishments, Union Dues, Special Pays
- **Raeshell Forrester**, (530) 538-2837
Action Form Processing
- **Spiros Banos**, (530) 538-6104
Deferred Compensation, Back Wages Issues
- **Karen Gold**, (530) 538-7570
W4s, Time Card Corrections, Direct Deposit, Paid Family Leave, 4850 Payments, SDI, Work Comp Calcs, Catastrophic Leave
- **Carla May**, (530) 538-7741
FMLA, Health Insurance Billing, Non-Comp Issues, Retiree Health, Creative Benefits Plan

HOW TO CONTACT US

DEPARTMENT OF HUMAN RESOURCES

3-A County Center Drive, Oroville, CA 95965

Phone: (530) 538-7651

TTY/TDD: (530) 538-6833

Email: personnel@buttecounty.net

Job Hotline (recorded job listing): (530) 538-7653

Fax Line: (530) 538-7790

Website: www.buttecounty.net/personnel

MEDICAL DIRECTOR

| | |
|---------------------------|--|
| Annual Salary | Salary range: \$211,584 — \$259,000 |
| Recruitment Number | 104116044 |
| Filing Period | Continuous (open until filled) |

Requirements:

- Graduation from an approved medical school and satisfactory completion of a three (3) year psychiatric residency approved by the American Medical Association or the American Osteopathic Association.
- Five years experience in clinical psychiatry, or community mental health services, of which three (3) years is in a highly responsible administrative, teaching or supervisory capacity. Public Sector experience preferred.
- Valid State of California driver's license may be required.

Special Requirement:

- Possession of a valid license as a physician and surgeon issued by the State of California and a valid certificate in psychiatry issued by the American Board of Psychiatry and Neurology or written evidence of successful completion of a psychiatry residency.

Responsibilities: This is a single position classification reporting to the Behavioral Health Director. In collaboration with the Assistant Director of Clinical Services, the incumbent ensures quality medical and psychiatric treatment through the direction and evaluation of the medical component and all clinical services across the mental health system and acts as a key participant in ongoing clinical review of programs and services in the mental health system. This class is distinguished from the Behavioral Health Director in that the Behavioral Health Director has full operational responsibility for the Department, while the Medical Director in collaboration with the Assistant Director of Clinical Services is responsible for the medical component and all clinical services within this system.

Additional Information:

For additional information about this recruitment including benefits and how to apply, please visit our website at www.buttecounty.net/personnel for a complete downloadable flyer.

PSYCHIATRIST

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|---------------------------|---------------------------------------|
| Bi-Weekly Salary | \$5,447.56 — \$7,300.26 |
| Monthly Equivalent | \$11,803 — \$15,817 |
| Recruitment Number | 104125102 |
| Filing Period | Continuous (open until filled) |

The Position:

Under general direction, provides clinical assessments and treatment services to alleviate suffering in clients with behavioral health disorders.

Plans and carries out assignments independently; interaction with the supervisor is typically to receive daily or weekly assignments, prioritize workload and exchange opinions on work related matters. Reports to Assistant Director or Program Manager.

Requirements:

- Medical Doctor's degree required, and a valid Physician and Surgeon Certificate issued by the State of California Board of Medical Examiners.
- Must possess or be eligible for certification by the American Board of Psychiatry as a Psychiatrist; must remain active with all annual licensing requirements, and maintain a clear criminal record.
- Valid State of California driver's license may be required.

Agency Shop: Employees hired in this classification must either join the union or pay a service fee to cover the union's expense of carrying out its representation duties.

OCCUPATIONAL THERAPIST

| | |
|---------------------------|-----------------------|
| Bi-Weekly Salary | \$1,931.08—\$2,587.83 |
| Monthly Equivalent: | \$4,184—\$5,607 |
| Recruitment Number | 104048097 |
| Filing Period | 08/02/10 — 08/27/10 |

Requirements:

- Bachelor's degree in Occupational Therapy, **AND** one (1) year of experience.
- Must have current licensing with the California Board of Occupational Therapy and remain active with all annual licensing requirements.
- Valid State of California driver's license is required.
- Must pass a pre-employment physical.

Responsibilities: Under limited supervision, performs patient care therapy services in the treatment of children and adults with special health care needs in clinic settings to support the goals of the Public Health Department.

Agency Shop: Employees hired in this classification must either join the union or pay a service fee to cover the union's expense of carrying out its representation duties.

OCCUPATIONAL THERAPIST, SENIOR

| | |
|---------------------------|-------------------------|
| Bi-Weekly Salary | \$2,131.56 — \$2,856.49 |
| Monthly Equivalent | \$4,618 — \$6,189 |
| Recruitment Number | 104070098 |
| Filing Period | 08/02/10 — 08/27/10 |

Requirements:

- Bachelor's degree in Occupational Therapy, **AND** three (3) years therapy experience, preferably in a rehabilitation setting. Two (2) years of experience in a program providing therapy to children with special orthopedic or neuromuscular needs preferred.
- Must be licensed as an Occupational Therapist in the State of California, and remain active with all annual licensing requirements.
- Valid State of California driver's license is required.

Responsibilities: This is a senior-level position in the Therapist series and involves assignments requiring greater understanding of departmental policies and more extensive technical knowledge than those normally given an Occupational Therapist. Incumbents are expected to work independently and guide other therapists in the clinical setting and to administer varied occupational therapy treatments and evaluations of children and adults with special health care needs. Reports to the Supervising Therapist and/or the California Children's Services Program Administrator.

Agency Shop: Employees hired in this classification must either join the union or pay a service fee to cover the union's expense of carrying out its representation duties.

PHYSICAL THERAPIST

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|---------------------------|-----------------------|
| Bi-Weekly Salary | \$1,931.08—\$2,587.83 |
| Monthly Equivalent: | \$4,184—\$5,607 |
| Recruitment Number | 104049099 |
| Filing Period | 08/02/10 — 08/27/10 |

Requirements:

- Bachelor's degree in Physical Therapy, **AND** one (1) year of experience.
- Must have possession of a valid Certificate of Registration as a Physical Therapist issued by the Board of Medical Examiners of the State of California, and remain active with all annual licensing requirements.
- Valid State of California driver's license is required.
- Must be able to pass a pre-employment physical.

Responsibilities: Under limited supervision, performs patient care therapy services in the treatment of children and adults with special health care needs in clinic settings to support the goals of the Public Health Department.

Agency Shop: Employees hired in this classification must either join the union or pay a service fee to cover the union's expense of carrying out its representation duties.

PHYSICAL THERAPIST, SENIOR

| | |
|---------------------------|-------------------------|
| Bi-Weekly Salary | \$2,131.56 — \$2,856.49 |
| Monthly Equivalent | \$4,618 — \$6,189 |
| Recruitment Number | 104071100 |
| Filing Period | 08/02/10 — 08/27/10 |

Requirements:

- Bachelor's degree in Physical Therapy, **AND** three (3) years therapy experience, preferably in a rehabilitation setting. Two (2) years of experience in a program providing therapy to children with special orthopedic or neuromuscular needs preferred.
- Must have possession of a valid Certificate of Registration as a Physical Therapist issued by the Board of Medical Examiners of the State of California, and remain active with all annual licensing requirements.
- Valid State of California driver's license is required.

Responsibilities: This is a senior-level position in the Physical Therapist series and involves assignments requiring greater understanding of departmental policies and more extensive technical knowledge than those normally given a Physical Therapist. Incumbents are expected to work independently and guide other therapists in the clinical setting and to administer varied physical therapy treatments and evaluations of children and adults with special health care needs. Reports to the Supervising Therapist and/or the California Children's Services Program Administrator.

Agency Shop: Employees hired in this classification must either join the union or pay a service fee to cover the union's expense of carrying out its representation duties.

LANDFILL MAINTENANCE WORKER

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|---------------------------|-----------------------|
| Bi-Weekly Salary | \$876.26 — \$1,174.27 |
| Monthly Equivalent | \$1,899 — \$2,544 |
| Recruitment Number | 104348096 |
| Filing Period | 08/02/10 — 08/27/10 |

Requirements:

- One (1) year experience as laborer and basic equipment operator.
- Valid State of California driver's license is required.

Responsibilities: Under close direction, performs unskilled and heavy manual labor tasks associated with landfill disposal operations. This is an entry-level position; reports to a Supervisor.

Agency Shop: Employees hired in this classification must either join the union or pay a service fee to cover the union's expense of carrying out its representation duties.

PROGRAM MANAGER, CLINICAL SERVICES

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|---------------------------|-------------------------|
| Bi-Weekly Salary | \$2,295.46 — \$3,076.13 |
| Monthly Equivalent | \$4,973 — \$6,665 |
| Recruitment Number | 104105101 |
| Filing Period | 08/02/10 — 08/13/10 |

Requirements:

- Master's degree in Social Work, Counseling, Psychiatric Nursing, or a PhD. or PsyD in Psychology, **AND** three (3) years professional program, budget or supervisory experience in a behavioral health setting. One (1) year of supervisory experience required. One (1) year of experience in Butte County preferred.
- Must be licensed to practice by the California Board of Behavioral Sciences or the California Board of Psychology and, remain active with all annual licensing requirements, and maintain a clear criminal record.
- Valid State of California driver's license is required.

Responsibilities: Under limited supervision, manages clinical programs and staff providing behavioral health treatment services to county residents. In the Program Manager classification, incumbents manage staff, facilities, budgets, and interaction with the community; and exercise independent judgment for directing the treatment provided to clients, according to ethical and legal standards. Reports to Assistant Director.

PUBLIC HEALTH ASSISTANT (BILINGUAL: SPANISH SPEAKING)

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|---------------------------|-----------------------|
| Bi-Weekly Salary | \$967.22 — \$1,296.17 |
| Monthly Equivalent | \$2,096 — \$2,808 |
| Recruitment Number | 104056105 |
| Filing Period | 08/02/10 — 08/27/10 |

Requirements:

- High school diploma or GED equivalent certificate.
- One (1) year experience in medical office, public health setting, or community based organization.
- Valid State of California driver's license may be required.

****Medical Assistant Certification is highly desired.****

Responsibilities: Under close supervision, assists health care professionals in providing a variety of health care services to the community and other public agencies; checks in patients and obtains information from clients; assists clients with application and eligibility requirements.

Agency Shop: Employees hired in this classification must either join the union or pay a service fee to cover the union's expense of carrying out its representation duties.

PUBLIC HEALTH ASSISTANT, SENIOR (BILINGUAL: SPANISH SPEAKING)

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|---------------------------|-------------------------|
| Bi-Weekly Salary | \$1,041.60 — \$1,395.85 |
| Monthly Equivalent | \$2,257 — \$3,024 |
| Recruitment Number | 104055106 |
| Filing Period | 08/02/10 — 08/27/10 |

Requirements:

- High school diploma or GED equivalent certificate.
- Two (2) years experience as a Public Health Assistant for Butte County or comparable position in a public health setting, medical office or community based organization.
- Valid State of California driver's license may be required.

****Medical Assistant Certification is highly desired.****

Responsibilities: Under general supervision, assists health care professionals in providing a variety of health care services to the community and other public agencies; checks in patients and obtains information from clients; assists clients with application and eligibility requirements.

Agency Shop: Employees hired in this classification must either join the union or pay a service fee to cover the union's expense of carrying out its representation duties.

CORRECTIONAL OFFICER (LATERAL)

Summary: Under general supervision of Shift Sergeant, maintains safety and security of the staff, inmates, visitors and facility. Processes and supervises inmates, providing a stable, coherent, and predictable facility where inmates, staff and visitors are relatively safe, and conditions are humane.

Education, Experience, Certifications and Licenses:

- High school diploma or equivalent GED certificate.
- Valid State of California driver's license is required.
- Must obtain certification in CPR and First Aid within one year.
- **Additional qualifications for lateral transfers: Must be currently working as a correctional officer in a correctional facility where a California State Board of Corrections approved test was administered prior to employment, and have one (1) year of experience as a correctional officer.**

Special Requirements: All applicants must be 18 years of age or older with the following exception: Person 17 years of age, but less than 18, may apply but may not be appointed until they reach 18 years of age. Proof of minimum age requirements may be required. Be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship. Applicants must be of good moral character and successfully pass a thorough background investigation including polygraph, psychological examination, fingerprinting, and records check. Must have successfully completed, or successfully completed during the probationary period, a jail operations course certified by the California State Board of Corrections; must be willing to work in uniform during weekdays, weekends, and holidays on any assigned shift.

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| Bi-Weekly Salary | \$1,450.22—\$1,943.44 |
| Monthly Equivalent | \$3,142—\$4,211 |
| Correctional Officer (Lateral) | 106825036 |
| Filing Period | Continuous |

CORRECTIONAL OFFICER (CORE) AND CORRECTIONAL OFFICER (POST)

Summary: Under general supervision of Shift Sergeant, maintains safety and security of the staff, inmates, visitors and facility. Processes and supervises inmates, providing a stable, coherent, and predictable facility where inmates, staff and visitors are relatively safe, and conditions are humane.

Education, Experience, Certifications and Licenses:

- High school diploma or equivalent GED certificate.
- Valid State of California driver's license is required.
- Must obtain certification in CPR and First Aid within one year.
- **Additional qualifications for Correctional Officer (CORE): A Certificate of Completion from the Correctional Officer CORE Course (STC) must be attached to the application at the time of submission.**
- **Additional qualifications for Correctional Officer (POST): A POST certificate of completion is required and must be attached to the application at time of submission.**

Special Requirements: All applicants must be 18 years of age or older with the following exception: Person 17 years of age, but less than 18, may apply but may not be appointed until they reach 18 years of age. Proof of minimum age requirements may be required. Be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship. Applicants must be of good moral character and successfully pass a thorough background investigation including polygraph, psychological examination, fingerprinting, and records check. Must have successfully completed, or successfully completed during the probationary period, a jail operations course certified by the California State Board of Corrections; must be willing to work in uniform during weekdays, weekends, and holidays on any assigned shift.

| | |
|---------------------------------------|-----------------------|
| Bi-Weekly Salary | \$1,450.22—\$1,943.44 |
| Monthly Equivalent | \$3,142—\$4,211 |
| Correctional Officer (CORE Certified) | 106825035 |
| Correctional Officer (POST Certified) | 106825034 |
| Filing Period | Continuous |

DEPUTY SHERIFF

Summary: Under general supervision and exercising controlled discretion, provides safety and security to citizens within the community through the patrolling of assigned areas, enforcement of laws and ordinances, detaining and interviewing violators, apprehension of suspects, and response to assistance calls.

Education, Experience, Certifications and Licenses (Minimum Requirements)

- High school diploma or GED certificate.
- Completion of a POST certified regular basic course or equivalent within the last three years. **OR** possess a valid POST Basic certificate.
- Valid State of California driver's license is required.

Applicants who are currently attending a POST approved basic course academy are eligible to apply for the Cadets Only recruitments, and along with applicants who have completed a POST approved basic course academy within the last six (6) months may waive the POST entry-level reading and writing examination if able to verify an acceptable T-Score.

Special Requirements: All applicants must be 18 years of age or older with the following exception: Person 17 years of age, but less than 18, may apply but may not be appointed until they reach 18 years of age. Proof of minimum age requirements may be required.

Applicants must be of good moral character and successfully pass a thorough background investigation including polygraph, psychological examination, fingerprinting, and records check. Any offer of employment in this classification is contingent upon taking and passing a medical examination. The examination assesses a candidate's ability to meet the physical demands of the position with or without accommodation in accordance with applicable statutes for applicants with disabilities. In accordance with Government Code Section 1031, candidate's physical, emotional, and mental health will be evaluated and must be free from any condition which might adversely affect the exercise of the powers of a peace officer or performance of the duties of this position. Any indication of active organic disease is disqualifying. Hearing aids are not acceptable. Must be able to pass a plate test of color vision.

No conviction by any state, the federal government, or a foreign government of a crime, which could have been punishable by imprisonment in a Federal Penitentiary or a State Prison. All applicants must be United States citizens (Government Code 24103).

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|----------------------|-----------------------|
| Bi-Weekly Salary | \$1,538.86—\$2,165.34 |
| Monthly Equivalent | \$3,334—\$4,692 |
| Deputy Sheriff | 106816059 |
| Filing Period | Continuous |

DEPUTY SHERIFF (LATERAL)

Summary: Under general supervision and exercising controlled discretion, provides safety and security to citizens within the community through the patrolling of assigned areas, enforcement of laws and ordinances, detaining and interviewing violators, apprehension of suspects, and response to assistance calls.

Education, Experience, Certifications and Licenses (Minimum Requirements)

- High school diploma or GED certificate.
- Completion of a POST certified regular basic course or equivalent within the last three years. **OR** possess a valid POST Basic certificate.
- Valid State of California driver's license is required.
- **Additional qualifications for lateral transfers: Must be currently working as a peace officer, and possess a valid California POST Basic Certificate or have one (1) full year experience as a peace officer in California law enforcement agency. A POST certificate of completion is required and must be attached to the application at time of submission.**

Applicants who are currently attending a POST approved basic course academy are eligible to apply for the Cadets Only recruitments, and along with applicants who have completed a POST approved basic course academy within the last six (6) months may waive the POST entry-level reading and writing examination if able to verify an acceptable T-Score.

Special Requirements: All applicants must be 18 years of age or older with the following exception: Person 17 years of age, but less than 18, may apply but may not be appointed until they reach 18 years of age. Proof of minimum age requirements may be required.

Applicants must be of good moral character and successfully pass a thorough background investigation including polygraph, psychological examination, fingerprinting, and records check. Any offer of employment in this classification is contingent upon taking and passing a medical examination. The examination assesses a candidate's ability to meet the physical demands of the position with or without accommodation in accordance with applicable statutes for applicants with disabilities. In accordance with Government Code Section 1031, candidate's physical, emotional, and mental health will be evaluated and must be free from any condition which might adversely affect the exercise of the powers of a peace officer or performance of the duties of this position. Any indication of active organic disease is disqualifying. Hearing aids are not acceptable. Must be able to pass a plate test of color vision.

No conviction by any state, the federal government, or a foreign government of a crime, which could have been punishable by imprisonment in a Federal Penitentiary or a State Prison. All applicants must be United States citizens (Government Code 24103).

| | |
|--------------------------|-----------------------|
| Bi-Weekly Salary | \$1,538.86—\$2,165.34 |
| Monthly Equivalent | \$3,334—\$4,692 |
| Deputy Sheriff (Lateral) | 106816095 |
| Filing Period | Continuous |

IMPORTANT NOTICES

The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. Questions regarding this announcement may be directed to the Butte County Department of Human Resources.

To meet immigration reform and control act requirements, prior to employment, all applicants must provide proof of identity and authorization to work. All Butte County classifications may require the possession of, or the ability to obtain by appointment date, a valid operator's license issued by the State Department of Motor Vehicles.

CONDITIONS OF EMPLOYMENT

Any final offer of employment, in any of the above-mentioned positions, will be contingent upon the applicant taking and passing a background investigation. Some positions may require a medical examination.

The medical examination assesses a candidate's ability to meet the physical demands of the position with or without accommodation in accordance with applicable statutes for applicants with disabilities.

POSITIONS ASSIGNED TO THE SHERIFF'S DEPARTMENT

Any applicant who receives a conditional offer of employment from the Sheriff's Department must have successfully completed a departmentally approved background examination or investigation. This may include, but is not limited to a polygraph examination, financial history review, contact with relatives and references, and an employment history review.

AFFIRMATIVE ACTION POLICY:

The Civil Rights Act of 1964 as amended and the Butte County Affirmative Action Policy as adopted by the Board of Supervisors insures that no person shall be discriminated against in the application, selection process because of race, sex, color, religious creed, national origin, ancestry, disability, medical condition, age (40 to 70 years), or marital status. Persons who believe they have been discriminated against by the County in the application, examination, or selection process should contact the County Civil Rights Compliance Officer, (530) 538-7651, or file a complaint with the Department of Fair Employment and Housing.

Butte County is an Equal Opportunity Employer

Butte County's Equal Employment Opportunity Plan may be reviewed at the Department of Human Resources located at 3-A County Center Drive, Oroville, CA. Applicants with special needs may make arrangements by contacting the Human Resources Department at (530) 538-7651/TDD (530) 538-6833. We appreciate your support in furthering our commitment to equal opportunity employment.

THE APPLICATION/SELECTION PROCESS

Applications will be accepted only during the open filing period. Applications can be obtained from the Department of Human Resources from 8 a.m. to 5 p.m., Monday through Friday or on our website at www.buttecounty/personnel.net. The Department of Human Resources must receive completed applications no later than 11:59 p.m. on the final filing date. Postmarks will not be accepted.

Resumes will not be accepted in lieu of a properly completed Butte County *Job Application*. Applicants requesting special testing accommodation should notify the Department of Human Resources five (5) days before the scheduled testing date.

Applicants are screened on the basis of overall education and experience qualifications. Applicants meeting the overall qualifications may be scheduled for an examination, which is given to establish an eligibility list from which appointments to vacancies may be made. The recruitment process may include application review, written, oral, and/or performance examinations, and in some cases a physical agility test may be required.

Applicants will be notified by mail as to whether or not they have met eligibility requirements to further participate in the recruitment process. An original application must be submitted for each individual position applied. Be sure to state the position title on each separate application submitted. **Failure to provide any of the required information will result in the rejection of your application.**

Only the Butte County Job Application with a revision date of 03/2008 or later and the **new Online Job Application** will be accepted. All prior revisions of the Application will be returned without review.

Job minimum qualifications may require an educational degree, certification, registration, or licensing. With the updated Butte County job application (3/2008) and the new Online Job Application, you must include transcripts and/or copies of the certification/registration/licensing (see Education and Training section on job application) if required by the minimum qualifications. Not submitting this documentation by the recruitment deadline will result in disqualification from that recruitment. If you're using a degree as a qualifier to reduce required experience, transcripts must also be provided.

BENEFITS

Employee benefits include a substantially paid medical, dental, and vision insurance plan for employees and dependents; County-paid term life insurance; a County-paid Employee Assistance Program for employees and dependents; and a competitive paid holiday, vacation, and sick leave program. In addition to participating in Social Security, the County pays the employee's share of the contribution to the Public Employees' Retirement System (PERS). Employees may also elect to participate in a cafeteria plan, deferred compensation programs, and supplemental life insurance.