

Butte County JOBS

THE OFFICIAL PUBLICATION OF THE BUTTE COUNTY DEPARTMENT OF HUMAN RESOURCES

April 2011

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High Water, Feather River
Photo Courtesy of Dick Warneke

Butte County is currently accepting applications for the position of **Psychiatrist**. For additional information on this career opportunity including salary, filing date and requirements for the position, please turn to page 4 and view our website at www.buttecounty.net/personnel.

BUTTE COUNTY DEPARTMENT OF HUMAN RESOURCES

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Accommodations (ADA/FEHA), Non-Discrimination Issues

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

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

HUMAN RESOURCES SPECIALIST

- **Tracey Carpenter**, (530) 538-6946
Recruitment Support, Applicant Data Entry

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HUMAN RESOURCES SPECIALIST

- **Raeshell Forrester**, (530) 538-7781
Employee Benefits, New Hire Orientation, COBRA

ADMINISTRATIVE ASSISTANT

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

OFFICE SPECIALIST, SENIOR

- **Karen Pappalardo**, (530) 538-7651
Front Desk Reception

OFFICE ASSISTANT

- **Leah Goodliffe**, (530) 538-7651
Front Desk Reception

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, Paid Family Leave, 4850 Payments/Workers Comp. Calcs, Union Dues, Special Pays
- **Spiros Banos**, (530) 538-6104
Deferred Compensation, Back Wages Issues, Catastrophic Leave Donations
- **Karen Gold**, (530) 538-7570
W4s, Time Card Corrections, Direct Deposit, SDI, Garnishments, Voluntary Furlough
- **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 RECORDS TECHNICIAN

Bi-Weekly Salary	\$876.26—\$1,174.27
Monthly Equivalent	\$1,899 —\$2,544
Recruitment Number	114058054
Filing Period	04/04/11 — 04/18/11

Requirements:

- High school diploma or GED equivalent certificate and one (1) year experience in medical records or other clerical records management and administration. A Medical Terminology Certificate from an accredited college or university may be substituted for the one year of experience.
- A State of California driver's license may be required.

Responsibilities: Under close supervision, supports health care professionals in providing a variety of health related services to individuals, the community and other public agencies.

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.

MEDICAL RECORDS TECHNICIAN, SENIOR

Bi-Weekly Salary	\$967.22—\$1,296.17
Monthly Equivalent	\$2,096—\$2,808
Recruitment Number	114061055
Filing Period	04/04/11 — 04/29/11

Requirements:

- High school diploma or GED equivalent certificate and two (2) years experience in medical records or other clerical records management and administration. A Medical Terminology Certificate from an accredited college or university may be substituted for one (1) year of the required experience.
- A State of California driver's license may be required.

Responsibilities: Under general supervision, supports health care professionals in providing a variety of technical records services to individuals, the community and other public agencies. Provides work direction to others.

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.

ELIGIBILITY SPECIALIST

Bi-Weekly Salary	\$1,094.33—\$1,466.52
Monthly Equivalent	\$2,371—\$3,177
Recruitment Number	115346049
Filing Period	04/04/11 — 04/18/11

Requirements:

- High school diploma or equivalent GED certificate.
- One (1) year of work experience in customer and/or clerical services.
- Valid State of California Driver's license may be required.

Responsibilities: Under general supervision, determines the eligibility of applicants and recipients of Department of Employment & Social Services (DESS) public assistance programs through interactive interviews and fact gathering.

SUPERVISOR, EMPLOYMENT SERVICES

Bi-Weekly Salary	\$1,665.16—\$2,231.48
Monthly Equivalent	\$3,608—\$4,835
Recruitment Number	115351050
Filing Period	04/04/11 — 04/29/11

Requirements:

- Associate's degree in Behavioral or Social Sciences, or related field.
- Five (5) years case management work experience, including two (2) years advanced case management experience or supervisory experience. A Bachelor's degree in Social Work, Counseling, Behavioral Sciences, or related field may substitute for two (2) years work experience required.
- A valid State of California driver's license may be required.

Responsibilities: Under general supervision, directs, coordinates, monitors and evaluates the activities of a unit of Employment Case Managers (ECMs); reviews case files for adherence to Department of Employment & Social Services (DESS) regulations, policies and procedures; provides technical guidance and leadership to staff. This is the Supervisor position in the (DESS) Employment Case Manager classification. Reports to a Program Manager.

SUPERVISOR, SUPPORT SERVICES

Bi-Weekly Salary	\$1,269.09—\$1,700.70
Monthly Equivalent	\$2,750—\$3,685
Recruitment Number	111053051
Filing Period	04/04/11 — 04/29/11

Requirements:

- High school diploma or equivalent GED certificate.
- Four (4) years clerical and computer experience, including one (1) year of lead experience. One (1) year of experience in Butte County preferred. An Associate's degree or a Certificate of Achievement in Computer Applications, Business Management, Office Assistant or Legal Office Assistant from an accredited college or university may be substituted for one (1) year of experience, excluding the one (1) year of lead experience.
- Valid State of California driver's license may be required.

Responsibilities: Under general supervision, supervises staff and performs a variety of administrative functions to support the activities of the department. This is the supervising position in the clerical support staff series; reports to a director, manager or senior supervisor.

PHYSICAL THERAPIST

Bi-Weekly Salary	\$1,931.08—\$2,587.83
Monthly Equivalent	\$4,184—\$5,607
Recruitment Number	114049008
Filing Period	Continuous

Requirements:

- Bachelor's degree in Physical Therapy.
- 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.
- Must possess a valid State of California driver's license.
- 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	114071009
Filing Period	Continuous

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.
- Must possess a valid State of California driver's license.

Responsibilities: Under general supervision, plans and administers physical therapy services in the treatment of physically handicapped clients in a clinic, classroom, or home setting.

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.

PSYCHIATRIST

Bi-Weekly Salary	\$5,447.56 — \$7,300.26
Monthly Equivalent	\$11,803 — \$15,817
Recruitment Number	114125007
Filing Period	Continuous

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.

Responsibilities: 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.

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.

PSYCHIATRIC TECHNICIAN

Bi-Weekly Salary	\$1,300.82—\$1,743.22
Monthly Equivalent	\$2,818—\$3,777
Recruitment Number	114155052
Filing Period	04/04/11 — 04/29/11

Requirements:

- Psychiatric Technician Certification or Licensed Vocational Nurse, and one (1) year of experience assisting in patient care. Associate's Degree in Social or Behavioral Sciences preferred.
- Must be licensed to practice as a Psychiatric Technician or Licensed Vocational Nurse by the California Board of Behavioral Sciences, remain active with all annual licensing requirements, and maintain a clear criminal record.
- Valid State of California Driver's license may be required.

Responsibilities: Under general supervision, provides assessment, treatment, counseling and patient care services to at-risk, mentally ill, developmentally disabled, and substance abuse patients.

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.

JUVENILE HALL COUNSELOR I

Bi-Weekly Salary	\$1,207.94—\$1,618.75
Monthly Equivalent	\$2,617—\$3,507
Recruitment Number	115525056
Filing Period	04/04/11 — 04/29/11

Requirements:

- High School diploma or equivalent GED certificate.
- One (1) year of experience involving the supervision, care, and leadership of juvenile groups of adolescent youth, outside of the home.
- Sixty (60) units earned for course work completed through a college or university accredited by an accrediting body recognized by the U.S. Department of Education, or from an institution authorized to award degrees pursuant to Section 94900 of the California Education Code may be substituted for the required experience.
- Must obtain and maintain a valid California 832 Peace Officer Certificate within one (1) year.
- Must pass a stringent background investigation including fingerprinting, records checks, a written and oral psychological exam, and medical evaluation.
- Valid State of California driver's license is required.

Responsibilities: Under close supervision, provides for the care, custody and discipline of juveniles; helps to ensure and sustain a safe and secure environment for juveniles; coordinates counseling and behavior modification activities associated with the operation of Juvenile Hall.

PSYCHIATRIC TECHNICIAN, SENIOR

Bi-Weekly Salary	\$1,508.55—\$2,021.60
Monthly Equivalent	\$3,269—\$4,380
Recruitment Number	114154053
Filing Period	04/04/11 — 04/29/11

Requirements:

- Psychiatric Technician Certification or Licensed Vocational Nurse, and three (3) years experience as a Psychiatric Technician or Licensed Vocational Nurse in patient care. Associate's Degree in Social or Behavioral Sciences preferred.
- Must be licensed to practice as a Psychiatric Technician or Licensed Vocational Nurse by the California Board of Behavioral Sciences, 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, provides assessment, treatment, counseling and case management services to at-risk, mentally ill, developmentally disabled, and substance abuse patients.

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.

INVESTIGATOR II

Bi-Weekly Salary	\$1,874.95—\$2,638.25
Monthly Equivalent	\$4,062—\$5,716
Recruitment Number	117016006
Filing Period	Continuous

Requirements:

- Minimum of (45) semester units/ (68) quarter units earned for course work completed through a college or university accredited by an accrediting body recognized by the U.S. Department of Education or from an institution authorized to award degrees pursuant to Section 94900 of the California Education Code.
- Three (3) years of full-time investigative experience gained during employment as a California peace officer defined under Sections 830.1, 830.2, 830.3, 830.32, 830.33, or 830.35 of the California Penal Code, **OR** at least two (2) years of full-time investigative experience gained during employment as an Investigator or Inspector for a California District Attorney's Office.
- Possession of a valid and current Basic Certificate awarded by the California Commission on Peace Officers Standards and Training. Individuals with expired certificates may apply, but must possess a valid certificate prior to appointment.
- Must possess valid State of California driver's license, and successfully pass a background investigation, fingerprinting, criminal and other relevant records checks.

Responsibilities: Under general supervision, investigates and resolves assigned cases, coordinates with prosecuting attorneys to prepare cases for trial, and enforces state laws.

PUBLIC HEALTH NURSE, ASSOCIATE
(Bilingual: Spanish)

Bi-Weekly Salary	\$1,749.46—\$2,344.46
Monthly Equivalent	\$3,790—\$5,080
Recruitment Number	114047028
Filing Period	Continuous

Requirements:

- Bachelor's degree in Nursing.
- Must be licensed as a Registered Nurse, hold a Public Health Nurse Certificate from the State of California, and remain active with all annual licensing requirements.
- Applicants who have recently graduated from a Baccalaureate Nursing program, and have not taken the NCLEX-RN may apply using a California Board of Registered Nurses (BRN) interim permit (IP). The IP will also serve until they receive their Public Health Certificate. The interim permit is not renewable and is in effect to the expiration date (6 months after issuance) or until the results of the examination are mailed, at which time it becomes null and void. Continued employment is dependent on receiving a passing score on the NCLEX-RN.
- Valid State of California driver's license may be required.

Responsibilities: Under close supervision, performs a variety of nursing care services in the examination and treatment of clients in various settings; participates and assists with coordination of client and community services 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.

PUBLIC HEALTH NURSE (Bilingual: Spanish)

Bi-Weekly Salary	\$1,883.98—\$2,524.73
Monthly Equivalent	\$4,082—\$5,470
Recruitment Number	114046029
Filing Period	Continuous

Requirements:

- Bachelor's degree in Nursing, and one (1) year of professional experience as a Public Health Nurse, Associate in Butte County or equivalent position in a Public Health or community setting required.
- Must be licensed as a Registered Nurse, hold Public Health Nurse Certificate from the State of California, and remain active with all annual licensing requirements.
- Valid State of California driver's license may be required.

Responsibilities: Under general supervision, performs a variety of nursing care services in the examination and treatment of clients in various settings; coordinates client and community services 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.

PUBLIC HEALTH NURSE, SENIOR
(Bilingual: Spanish)

Bi-Weekly Salary	\$2,079.57—\$2,786.82
Monthly Equivalent	\$4,506—\$6,038
Recruitment Number	114045030
Filing Period	Continuous

Requirements:

- Bachelor's degree in Nursing, and three (3) years nursing experience in a public or community health setting. One (1) year experience in Butte County preferred.
- Must be licensed as a Registered Nurse, hold Public Health Nurse Certificate from the State of California, and remain active with all annual licensing requirements.
- Valid State of California driver's license may be required.

Responsibilities: Under general supervision, coordinates nursing, teaching, and health counseling programs and services for the prevention and control of diseases and adverse health conditions; coordinates client and community services 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.

CERTIFIED NURSE PRACTITIONER

Bi-Weekly Salary	\$2,352.84—\$3,153.03
Monthly Equivalent	\$5,098 — \$6,832
Recruitment Number	114034057
Filing Period	Continuous

Requirements:

- Bachelor's degree in Business Administration, Public Bachelor's degree in Nursing, and three (3) years professional experience as a Registered Nurse.
- Must be licensed as a Registered Nurse and Certified as a Nurse Practitioner, by the State of California, and remain active with all annual licensing requirements.
- Valid State of California driver's license is required.

Responsibilities: Under limited physician and clinic manager supervision, performs a variety of medical and administrative services in the examination and treatment of clients in out-patient or clinic settings to support the goals of the Public Health or the Behavioral 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.

DEPUTY SHERIFF AND DEPUTY SHERIFF (LATERAL)

Bi-Weekly Salary	\$1,538.86—\$2,165.34
Monthly Equivalent	\$3,334—\$4,692
Deputy Sheriff	116816004
Deputy Sheriff (Lateral)	116816018
Filing Period	Continuous

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 equivalent.
- 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.**
- **Additional qualifications for Cadet applicants: 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).

CORRECTIONAL OFFICER (LATERAL, CORE AND POST)

Bi-Weekly Salary	\$1,450.22—\$1,943.44
Monthly Equivalent	\$3,142—\$4,211
Correctional Officer (Lateral)	116825003
Correctional Officer (POST Certified)	116825001
Correctional Officer (CORE Certified)	116825002
Filing Period	Continuous

Responsibilities: 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 GED equivalent.
- 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.**
- **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.

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 found on our website at www.buttecounty/personnel.net. The Department of Human Resources must receive completed applications no later than 5:00 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*. Appli-

cants 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 or email 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.