

County of Santa Cruz

INVITES YOU TO APPLY FOR:



SUPERVISING CHILD SUPPORT SPECIALIST

Supplemental Questionnaire Required

Promotional Only

Job # 25-BY7-01

Salary: \$ 6,706 – 8,478 / Month

Closing Date: Monday, July 7, 2025

County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.

Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

THE JOB: Under direction, plan, coordinate and supervise the work of the Child Support Specialists that are engaged in gathering and analyzing information to establish and enforce child support cases, develop and conduct staff training, and perform other work as required. **The list established will be used to fill the current vacancy and it may also be used to fill other vacancies during the life of the eligible list.**

The option for remote work may be available based on the type of work and operational needs.

THE REQUIREMENTS: Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain these knowledge and abilities would be:

Two years of experience as a Child Support Specialist II/III or three years of experience as a paralegal working in family law.

Special Requirements: License Requirement: Possession of a valid California Class C Driver License, or the ability to provide suitable transportation, which is approved by the appointing authority. **Special Working Conditions:** Exposure to possible hostile reactions from child support clients. **Fingerprint/Background Investigation:** Ability to pass a background investigation. Fingerprinting is required. Physically and mentally capable of performing the position's essential functions as summarized in the typical tasks.



Knowledge: Thorough knowledge of interviewing techniques used for obtaining factual information from unwilling participants; and methods and techniques used to determine financial assets and to make collections. Working knowledge of office practices and procedures and record keeping practices; and laws, regulations, policies and processes related to child support. Some knowledge of the principles and practices of supervision and training; human motivation and behavior; and the application of data processing to office operations.

Ability to: Plan, assign, schedule and evaluate the work of subordinate paraprofessional staff; design and conduct in-house training programs; understand, apply, explain and interpret complex rules, regulations and procedures; keep abreast of changes in Federal, State and County laws, codes and regulations concerning child support and develop and implement changes in procedures as required; develop and maintain procedures manuals; develop quality control standards and assure standards are met; establish and maintain effective working relationships with others; assist attorneys in researching and preparing child support cases; prepare effective oral presentations and written reports; set priorities, organize and schedule work to meet deadlines; negotiate agreements and settlements within established guidelines; prepare legal documents; maintain accurate case files and records; operate a computer terminal to input and access information; and review financial records such as tax returns, business financial records and payment histories.

THE EXAMINATION: Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background investigation.

SUPERVISING CHILD SUPPORT SPECIALIST – SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.

1. Describe in detail your experience as a supervisor/lead worker in developing quality control standards. Explain how you guaranteed the standards were met.
2. Describe in detail your experience in interpreting laws, regulations, policies and practices and explaining them to subordinate or junior level staff.

EMPLOYEE BENEFITS:

ANNUAL LEAVE – 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

HOLIDAYS – 14 paid holidays per year.

BEREAVEMENT LEAVE – 3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN – The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

DENTAL PLAN – County pays for employee and eligible dependent coverage.

VISION PLAN – County pays for employee coverage. Employee may purchase eligible dependent coverage.

RETIREMENT – Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013(PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

LIFE INSURANCE – County paid \$20,000 term policy. Employee may purchase additional life insurance.

DISABILITY INSURANCE – Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN – Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

H-CARE PLAN – Employees who pay a County medical premium may elect this pre-tax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) – Employees may elect this pre-tax program to cover qualifying health care expenses.

DEFERRED COMPENSATION – A deferred compensation plan is available to employees.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.

County of Santa Cruz

www.santacruzcountyjobs.com

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