



# Caseworker (Spanish Speaking)

## CR ~ 20 SP



**Open Competitive Continuous Recruitment Examination ~ Applications Accepted Continuously**

**FILING FEE: \$35**

**Administration Of This Examination Does Not Imply That A Vacancy Exists**

To apply: complete and submit these materials: 1. Application; 2. Filing Fee; 3. 2 Self-Addressed Stamped Envelopes (44¢ postage each)  
Make check or money order payable to "Putnam County Personnel Department" – please no cash

**\* IMPORTANT \* SPECIAL NOTE \* IMPORTANT \***

Per Putnam County Resolution #305 of 2005, EXAM FILING FEES WILL NOT BE REFUNDED, even if you are disqualified from taking the exam. Therefore we recommend that you consider very carefully whether or not you believe that you meet the minimum qualifications before submitting your application.

**VACANCY:** The eligible list established as a result of this examination will be utilized where appropriate for filling any current or future vacancies in the above named title under the jurisdiction of the Putnam County Personnel Department. In addition to full-time positions, this list may be used to fill part-time positions in this title, where appropriate.

**STARTING SALARY:** \$45,089

**DUTIES:** When assigned to the Services unit, work is performed under the close supervision of a Senior Caseworker or the Director of Social Services; when assigned to the Medicaid unit, work is performed under the close supervision of the Coordinator of Medicaid & Long Term Care, with training & development through individual and group conferences. In consultation with the Senior Caseworker, Director of Social Services, or the Coordinator of Medicaid and Long Term Care, the Caseworker formulates and carries out plans to meet the individual problems of cases assigned. Performs a variety of relative duties as required.

**MINIMUM QUALIFICATIONS:** Either:

- a) Bachelor's degree; or
- b) One (1) year of satisfactory paid experience as a New York State licensed Registered Professional Nurse; or
- c) An equivalent combination of training and experience as indicated in (a) and (b) above.

**Special Requirement:** Certain assignments made to employees in this class will require access to transportation to meet field work requirements made in the ordinary course of business in a timely and efficient manner.

**\*PLEASE NOTE\*** Education beyond the secondary level must be from an institution accredited or recognized by the Board of Regents of the New York State Department of Education, as a post secondary, degree-granting institution.

**SUBJECT OF EXAMINATION:** The examination will consist of two (2) parts.

**PART 1: WRITTEN TEST** designed to evaluate knowledge, skills and /or abilities in the following areas:

- 1. Establishing and maintaining effective helping relationships in a social casework setting.** These questions test for an understanding of the factors contributing to the development and maintenance of positive and productive client-worker relationships. You will be provided with descriptions of specific client-worker interactions and asked to select the appropriate responses. The questions cover such topics as confidentiality, time management, professional ethics, and referral techniques.
- 2. Interviewing (Caseworker).** These questions test for an understanding of the principles and techniques of interviewing and their application to specific client-worker situations. You will be provided with a series of concrete interviewing situations for which you will be required to select an appropriate course of action based on an analysis of the situation, the application of the information provided, and the ramifications of various interviewing principles and strategies. You will also be asked questions about the interviewing process and various interviewing techniques.
- 3. Preparing written material.** These questions test for the ability to present information clearly and accurately and to organize paragraphs logically and comprehensibly. For some questions, you will be given information in two or three sentences followed by four restatements of the information. You must then choose the best version. For other questions, you will be given paragraphs with their sentences out of order and then asked to choose from four suggestions the best order for the sentences.

**PART 2: PERFORMANCE TEST - Qualifying Spanish Language Oral Performance Test - to be scheduled at a later date.**

The Spanish language oral test is designed to evaluate the candidate's oral proficiency in the Spanish language. A Level 2 proficiency in Spanish is required for Caseworker. Level 2 proficiency means a working oral language proficiency with understandable, smooth expression at a conversational level of communication. Only candidates that have passed the written test will be called to the performance test. Candidates must pass both the written test and the performance test of this examination in order to be eligible to be considered for appointment.

**Please Note:** Only a sufficient number of candidates needed to fill the present vacancies will be called to take the Spanish language portion of the examination. As additional vacancies occur, other candidates who were successful on the written portion of the examination will be invited to take the qualifying oral proficiency test.

**FILING FOR CASEWORKER EXAMINATION WITH OTHER CIVIL SERVICE AGENCIES:** If you file for Caseworker examinations with a civil service agency other than Putnam County, you are subject to the following terms and conditions:

1. You may take the NYS Dept of Civil Service Caseworker examination **only once** during each of the following six (6) month periods: January 1 – June 30 and July 1 – December 31.
2. If you apply and are approved for more than one Caseworker examination during the same six (6) month period, you are required to use **only one score from one test administration** as your score for all examinations held in that same six (6) month time period.
3. The candidate is responsible for informing each civil service agency if he/she has previously taken a NYS Dept of Civil Service Caseworker examination and must provide location and date the examination was taken.
4. Exam application filing fee still applies, even if the candidate has taken the Caseworker exam elsewhere during the same six (6) month period.
5. Placement on eligible lists & duration of eligibility for appointment is determined by each civil service agency that gives the exam.

**EXAM PROCEDURE INFORMATION:** The test will be administered on a personal computer (PC). Along with their letters of admission to the exam, candidates will receive guidebooks entitled "Computerized Test Instruction Booklet" and "A Guide to the Written Test for the Caseworker Series," also available online at <http://www.cs.state.ny.us/jobseeker/local/testguides.cfm>

**ELIGIBLE LIST:** Successful candidates will have their names placed on the eligible list in the order of final scores, regardless of the date on which they took the test. The names on the qualified candidates will remain on the eligible list for a non-extendable one (1) year period.

**FINGERPRINT CHECK:** A state and/or national fingerprint check is required before an appointment is made to some positions. If such search is required, the applicant will be responsible to pay the Division of Criminal Justice Services fee for such search (approximately \$100).

**CIVIL SERVICE INFORMATION:** Please see the back of this page for **Important Civil Service Information**.

This examination is being prepared and rated in accordance with §23(2) of New York State Civil Service Law. The provisions of NYS Civil Service Law, Rules and Regulations dealing with preparation and rating of examinations, as well as establishment and certification of eligible lists for positions in the classified service will apply to this examination.

**FOR INFORMATION:**

PUTNAM COUNTY PERSONNEL DEPARTMENT  
Donald B. Smith County Government Campus, 110 Old Route 6, Bldg 3, Carmel, NY 10512  
Tel: 845-808-1650 x46104 www.putnamcountyny.com/personnel

Paul Eldridge, Personnel Director  
Issued: 03/09  
PUTNAM COUNTY IS AN EO/AA EMPLOYER

**ADMISSION TO EXAMINATIONS:** Call the Personnel Department if you do not receive a notice within three days of the date of examination. Admission to examinations does not necessarily mean that the application has been approved unconditionally; final review of applications for all requirements may not be made until after the written test. You may not be admitted to the examination room without official notice, or more than one half hour after an examination has begun. You must bring picture identification (such as a driver's license) and your Social Security number to the examination. You may be fingerprinted prior to admission to the examination.

**AGE LIMITS:** There may be statutory restrictions on your employment if you are under 18 or over 70 years of age; any other age restrictions are stated on the face of this examination announcement.

**APPLICATION FEE:** A fee (see front) is required from candidates for each separately-numbered examination for which they apply. THE FEE MUST ACCOMPANY YOUR APPLICATION. Send check or money order payable to "Putnam County Personnel Department" and write the examination number on your check or money order. DO NOT SEND CASH. No refunds will be made to applicants who fail to appear for the scheduled examination. File only for those examinations for which you are qualified.

**APPLICATION FEE, WAIVER OF:** A waiver of application fee will be allowed if you are unemployed and primarily responsible for the support of a household. In addition, a waiver of application fee will be allowed if you are determined eligible for Medicaid, or receiving Supplemental Security Income payments, or Public Assistance (Temporary Assistance for Needy Families/Family Assistance or Safety Net Assistance) or are certified Job Training Partnership Act/Workforce Investment Act eligible through a State or local social service agency. All claims for application fee waiver are subject to verification. If you can verify eligibility for application fee waiver, complete a "Request for Application Fee Waiver and Certification" form and submit it with your application by the close of business on the Application Deadline as listed on this Examination Announcement. A copy of the waiver request form can be obtained from the website noted below or by calling the Putnam County Personnel Department.

**APPLICATION FORMS:** A separate application must be filed for each examination desired. The applicant should make sure that every question is answered and that the application is complete in all respects, including number and title of examination. Incomplete applications are subject to disapproval. We may acknowledge receipt of applications, but all applicants will be either admitted to the examination applied for or informed of the reason for disqualification. Completed applications must be postmarked no later than the last filing date or, if not mailed, must be received in the Department of Personnel not later than 5:00 P.M. on the last filing date. The Personnel Department reserves the right to accept or reject applications received before or after the announced filing period.

**BACKGROUND INVESTIGATION:** Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification. The cost for fingerprinting is the responsibility of the candidate being considered for, or conditionally offered, appointment.

**CALCULATORS:** Candidates are permitted to use quiet, held-held, solar or battery powered calculators, *UNLESS OTHERWISE NOTIFIED*.

**CHILDREN OF FIREFIGHTERS AND POLICE OFFICERS Killed in the Line of Duty:** In conformance with section 85-a of the Civil Service Law, signed into law on September 17, 2002, children of firefighters and police officers killed in the line of duty shall be entitled to receive an additional ten (10) points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of a firefighter or police officer killed in the line of duty in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two (2) months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established.

**CITIZENSHIP:** Citizenship is required only for Public Officer positions.

**DRUG & ALCOHOL TESTING:** You may be required to take a pre-employment alcohol and drug test to determine that you are free of such substances.

**EDUCATION:** Where high school graduation is required, a High School Equivalency Diploma from any State or an armed forces GED (high school level) will be acceptable. College graduation, when required, must have been from a regionally accredited college or university or one recognized by the New York State Education Department as following acceptable educational practices. In evaluating a candidate's qualifications, the equivalent of 30 college credit hours equals one year of college. Transcripts should be submitted with the application or as soon thereafter as possible whenever the qualifications call for a specific college major or specified number of credits. **NOTE:** If your degree and/or college credit was awarded by an educational institution outside of the United States and its territories, you must provide independent verification of equivalency. You can write to this Department for a list of acceptable companies providing this service; you must pay the required evaluation fee.

**ELIGIBILITY, ANTICIPATED:** If the minimum qualifications require a degree in education and/or experience/licensure/certification, the following statements shall pertain to this exam announcement: if you expect to complete the educational or experience requirement within 6 months from the date of the examination date on the reverse side of this examination announcement, you can be admitted to this examination on a conditional basis. If successful on the examination, you will not be certified for appointment until you have submitted proof of completion of the announced requirements to the Putnam County Personnel Department. In the case of anticipated education degree, proof must be submitted within 3 months following award of degree; failure to do so will result in removal of your name from the eligible list. In the case of anticipated experience, your name will not be certified until you obtain and show proof of the necessary experience. In the case of licensure/certification, if you are eligible for the required licensure/certification you can be admitted to the examination. If successful on the examination, you will not be certified for permanent appointment until you have submitted proof of possession of the required licensure/certificate to the Putnam County Personnel Department.

**ELIGIBLE LIST:** The eligible list is made up of all candidates who successfully pass all aspects of the examination. The eligible list resulting from this examination will remain in existence for one year unless extended (up to a maximum of 4 years) unless superseded by another examination in this title.

**EQUAL OPPORTUNITY:** It is the policy of the Putnam County Personnel Department to provide for and promote equal opportunity in employment, compensation and other terms and conditions of employment without discrimination on the basis of age, race, color, religion, national origin, gender, sexual orientation, marital status, or arrest and/or criminal conviction record, unless based upon a bona fide occupational qualification or other exception. Those requiring special testing arrangements (such as military personnel or Saturday religious observers) must note this on their applications. It is Putnam County's policy, in accordance with the Americans with Disabilities Act, to provide equal employment opportunity and equal opportunity to participate in and receive any benefits, services, programs and activities to persons with disabilities. Any person who requires reasonable accommodations and reasonable modifications (e.g. Braille booklet, amanuensis, reader, sign language interpreter, etc.) must note this on their application.

**EXPERIENCE:** Any person whose name is presently on a preferred eligible list and who meets the requirements for a promotion examination in the agency for which the examination is being held is eligible to compete in the examination. Candidates currently holding a permanent 55-a position will be afforded the same opportunity as employees in the competitive class to take promotion examinations, if qualified. For each examination, unpaid, verifiable part-time and volunteer experience in one of the specialized areas may be substituted for an equivalent amount of the required paid experience unless otherwise stated. Part-time experience will be pro-rated.

**INCLEMENT WEATHER:** In rare cases, an examination may be postponed if weather conditions are unsafe. In such cases, call 845-808-1650 for recorded information available 24 hours. Also, announcements will be made over the radio on WHUD (100.7 FM). If an examination is postponed due to weather conditions, a new examination date will be set as soon as possible. Candidates will be notified of such new examination date in writing by Putnam County Personnel Department as soon as this information becomes available.

**MEDICAL EXAMINATION:** You may be required to take a medical examination to determine if you are medically and physically capable of performing the duties of the position.

**MULTIPLE EXAMINATIONS SCHEDULED FOR THE SAME DAY:** Applicants may participate in multiple examinations given for Putnam County on the same day. The maximum time allowed for any combination of examinations is eight (8) hours. If you have applied for multiple examinations scheduled for the same day, please indicate this on your application form.

**MULTIPLE EXAMINATIONS IN MULTIPLE LOCAL JURISDICTIONS:** If you have applied for other local government examinations, such as Westchester or Dutchess Counties, you must send written notification (no later than two weeks before the date of the examinations) to each local government civil service agency with whom you have filed an application, with the following information: your name, address, the numbers of the examinations you have filed for, and at which location you wish to take your examinations.

**MULTIPLE EXAMINATIONS IN STATE AND LOCAL JURISDICTIONS:** If you have applied for both State and Local government examinations, you must make arrangements to take all your examinations at the State examination center by calling (518) 457-7022 no later than two weeks before the test date.

**PROHIBITED DEVICES:** At examination sites, cell phones, pagers, and similar devices are prohibited. Devices with typewriter keyboards, spell checks, personal digital assistants, address books, language translators, cell phones, dictionaries and/or similar devices are prohibited.

**RATINGS AND REVIEW:** When this written examination is being prepared and rated by the New York State Department of Civil Service in accordance with Section 23.2 of the Civil Service Law, the provisions of the New York State Civil Service Rules and Regulations dealing with the rating and review of examinations apply. Otherwise, rating and review of the examination is governed by the Putnam County Civil Service Rules.

**RATINGS REQUIRED:** Tests are rated on a scale of 100 with the passing mark at 70.0. Unless the announcement states otherwise, you must pass the written test as a whole and the oral and practical tests, if any. Test instructions may further divide the tests into parts and set minimum standards for each part.

**RESIDENTIAL PREFERENCE:** Preference in appointment from open-competitive lists may be given to residents of the jurisdiction making the appointments; for appointment in some jurisdictions you may be required to become a resident thereof, in accordance with law or resolution. Residence requirements and such preferential certifications do not apply in promotion examinations.

**SPECIAL REQUIREMENTS (RELIGIOUS ACCOMMODATION, DISABILITIES, MILITARY):** If special arrangements for testing are required, you must indicate this on your application form & arrangements for an alternate date will be made.

**VERIFICATION OF QUALIFICATIONS:** Candidates may be investigated or called for an interview to determine whether they are qualified for appointment. All statements made by candidates on the application form are subject to verification.

**VETERANS:** Eligible disabled and non-disabled war veterans may have ten or five points, respectively, added to an earned passing score in an open-competitive examination and five or two and a half-points are added in a promotion examination. It is the candidate's responsibility to obtain and submit the necessary forms and documents prior to the establishment of the eligible list. You may waive these credits any time prior to appointment.

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