



# CLINTON COUNTY CIVIL SERVICE EXAMINATION

## For Caseworker

### Continuous Recruitment Exam

Clinton County is an  
ADA, EOE Employer

#### Examination No.: #80-829

Issued: 01/04/2023  
Salary Range: Dependent upon location  
Calculators: Permitted  
(See General Instructions)  
Continuous Recruitment Examination

#### CONTACT

(518) 565-4676  
137 Margaret Street, Plattsburgh, NY 12901  
clintoncountygov.com

#### RESIDENCY REQUIREMENTS

Applicants must be residents of Clinton County for at least thirty (30) days immediately preceding the date of examination.

#### VACANCIES

The eligible list established as a result of this examination will be used to fill present and future vacancies that may occur in the Clinton County Social Services and Plattsburgh Housing Authority.

#### DISTINGUISHING FEATURES OF THE CLASS

This is an entry-level professional position responsible for providing social work services to individuals and/or their families, including children, to assist them with their economic, emotional, social, environmental, and economic difficulties. The work is performed under the direct supervision of a supervisor or senior caseworker. In-service training is provided through the agency's staff development program and out of the area training by New York State. The incumbent, in consultation with the supervisor, formulates and carries out plans to address the problems of the cases assigned and help achieve safety, permanency, and well-being for individuals and families. The incumbent does related work as required.

#### APPLICATIONS WILL BE ACCEPTED ON A CONTINUOUS BASIS

There is no deadline for when an application must be received. Examinations will be held periodically. Candidates will be contacted by email as soon as possible with the date and location for the written examination.

#### MINIMUM QUALIFICATIONS

Candidates must meet minimum qualifications, as noted, to be eligible to sit for this examination.

Graduation from a regionally accredited or New York State registered college or university with a Bachelor's Degree.

**SPECIAL REQUIREMENT:** Assignments made to employees in this class will require reasonable access to transportation to meet field work requirements in the ordinary course of business in a confidential, timely, and efficient manner.

**IMPORTANT CANDIDATE NOTICE:** Candidates who have taken a Caseworker examination during the past year should submit a statement (on their application) clearly indicating where and when they last took the Caseworker Examination.

**NOTE:** Attach to your application a copy of your college transcripts and/or diploma, and any certificates applicable based on the minimum qualifications listed above. If you qualify as a conditional candidate, then you must submit a letter from your educational institution indicating your anticipated date of graduation is within three (3) months of the examination date.

**NOTE:** Your degree must have been awarded by a college or university accredited by a regional, national, or specialized agency recognized as an accrediting agency by the U.S. Department of Education/U.S. Secretary of Education. If your degree was awarded by an educational institution outside the United States and its territories, you must provide independent verification of equivalency. A list of acceptable companies who provide this service can be found on the internet at <http://www.cs.ny.gov/jobseeker/degrees.cfm>. You must pay the required evaluation fee.

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### ANTICIPATED ELIGIBILITY OF MINIMUM QUALIFICATIONS

Candidates who expect to complete their educational requirement within three (3) months following the examination date, may be admitted to the examination on a conditional basis:

In order for conditional candidates to be eligible to sit for an examination, they must obtain a signed letter, on official letterhead from their educational institution, indicating their anticipated date of graduation is within three (3) months following the examination date.

Conditional candidates who pass the examination will not be certified for appointment until they have submitted proof that their successful completion of the educational requirements was within three (3) months of the examination date, and their application has been approved by the Personnel Department.

Conditional candidates who fail to submit successful completion of their educational requirements within their two-year eligibility date, will be required to retest.

### ELIGIBLE LIST

A candidate's eligibility begins when his or her name is placed on the eligible list and remains on the list for two years. Regardless of the examination date, the scores for the examination are interfiled in rank order with existing candidates' scores to form a constantly changing eligible list. You may apply for retest at six-month intervals. In cases where candidates have taken a re-test and have multiple ranks on the eligible list, the highest score will be certified, but only for the period of eligibility established from the test administration resulting in that score. All passing candidates will be placed on the Caseworker list. Your rank on the eligible list will be determined by your score on the written test.

### TEST GUIDE

A Guide for the Written Test for Caseworker Series is available at the New York State website:  
<https://www.cs.ny.gov/testing/testguides.cfm>

Candidates not having access to a computer or the internet may request a copy of the test guide from the municipal civil service office conducting this examination using the contact information found elsewhere on this announcement.

## WRITTEN TEST

The written test will be designed to test for knowledge, skills, and/or abilities in such areas as:

### 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 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.

### 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.

### 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 order for the sentences.

This examination is being prepared and rated in accordance with Section 23(2) of Civil Service Law. The provisions of New York State Civil Service Law, Rules, and Regulations dealing with the 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.

## CONTACT

 (518) 565-4676

 137 Margaret Street, Plattsburgh, NY 12901

 [clintoncountygov.com](http://clintoncountygov.com)

## **SPECIAL INSTRUCTIONS**

Candidates who file for Caseworker examinations with more than one civil service agency will be required to use the score received in this examination subject to the following terms and conditions:

- A candidate is permitted to take a Caseworker examination prepared by the NYS Department of Civil Service only once during each of the following defined periods:  
January 1 - June 30  
July 1 - December 31
- A candidate who applies and is approved for more than one Caseworker examination during the same six month period is required to use the score resulting from a single test administration for all examinations held during the same six-month period.
- The candidate must inform the civil service agency is he/she has previously taken a Caseworker examination in any other civil service agency and provide the location and date the examination was taken.
- A candidate's placement on resultant eligible list(s) and duration of eligibility for appointment will be determined by the civil service agency conducting the examination(s).

**DECLARATION STATEMENT:** A declaration statement must be signed by every approved candidate at the test site attesting to their eligibility to participate in the Caseworker examination.

## **MULTIPLE EXAMINATIONS SCHEDULED FOR THE SAME DAY:**

If you have applied to take a written test announced by either one or several local jurisdictions (county, town, city) scheduled to be held on the same test date as this written test, you must notify each of the local jurisdictions no later than two weeks before the test date, so they can make arrangements for taking all tests at one test site.

If you have applied to take a written test announced by New York State scheduled to be held on the same test date as this written test, you must notify us no later than two weeks before the test date. All examinations for positions in State government will be held at a State examination center. Be sure to check "Yes" in the Conflicting Exams Section on the first page of your application and include in the Remarks Section on page four the titles of the exams you are scheduled to take and whether they are offered by another Local agency or New York State.

If you are taking two Local exams, indicate in which county you want to take the exams. If you are taking a Local and a State exam, you must take the exams at the State site. You must call our office at 565-4676 no later than two weeks prior to the examination date to confirm that arrangements have been made for you to take all the examinations at one test site. You will be advised by letter when and where to report for your examinations.

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## GENERAL INSTRUCTIONS

1. Each candidate must complete an application and file it with the Clinton County Dept. of Personnel, Clinton County Government Center, 137 Margaret Street, Plattsburgh, NY, as soon as possible after the announcement of the exam but not later than the closing date. **Be sure you answer every question before filing your application. An incomplete application may be disapproved.**

2. The Clinton County Dept. of Personnel will notify you by email, when and where to appear for the exam. If you fail to receive an email letter at least seven days prior to the exam date, you should contact the Clinton County Dept. of Personnel immediately. No one will be admitted to the exam without the official admittance letter. The Department will also send due notice if an application is rejected. The Department does not make formal acknowledgment of the receipt of an application.

3. Restrictions on employment may exist for candidates who are under 18 years of age.

4. Unless otherwise stated, all candidates are required to be legal residents of Clinton County for one month immediately preceding the date of exam. Appointing authorities may give preference to legal residents of their jurisdiction.

5. VETERANS: To learn about your rights regarding Civil Service exams, request a copy of Clinton County's "Veterans' Rights For Exams" Summary from the Clinton County Dept. of Personnel or visit our website: [clintoncountygov.com](http://clintoncountygov.com).

6. VERIFICATION OF QUALIFICATIONS: Appointing authorities may investigate or call candidates for an interview to determine whether they are qualified for appointment.

7. When the written exam is prepared and rated by the NYS Dept. of Civil Service in accordance with Section 23-2 of the Civil Service Law, the provision of the NYS Civil Service Rules and Regulations dealing with the rating and review of exams apply.

8. The Dept. will establish eligible lists in the order of final rating for successful candidates and will establish lists for a period of 4 years.

9. RETIREMENT SYSTEM: It is mandatory that persons appointed to full-time positions in a political subdivision participating in the NYS Employees' Retirement System, join the system on appointment. For other employees, membership is optional.

10. SPECIAL ARRANGEMENTS: Candidates requiring special arrangements for testing must indicate this on their application form or write to the Department not later than the last date for filing.

11. RECEIPT OF APPLICATIONS: The Department is not responsible for the arrival of applications if not personally delivered to this office. Therefore, you should contact the Department on or before the final date for filing to verify receipt.

12. USE OF CALCULATORS: Unless otherwise notified, candidates are permitted to use quiet, hand-held, solar or battery-powered calculators. Devices with typewriter keyboards, spell checkers, personal digital assistants, address books, language translators, dictionaries, or any similar devices are prohibited. You may not bring books or other reference materials.

13. FOR NON-CITIZENS: At the time of appointment, you must be a legal alien authorized to accept employment in the United States and you must maintain such status throughout the term of your employment with Clinton County.

14. ALTERNATE TEST DATE POLICY: Clinton County has an Alternate Test Date Policy, which allows a candidate to participate in the exam other than the set exam date. The alternate test date must be set during the week following the exam date. At no time can an exam be set later than one week following the exam unless NYS Civil Service provides prior approval. If you are unable to take the exam on the set exam date, contact this office for information regarding the policy. For emergency situations, which may occur on the exam date, you must contact the Clinton County Dept. of Personnel no later than 5 o'clock p.m. on the Monday following the exam.

15. WEATHER CONDITIONS: Clinton County will attempt to hold scheduled exams regardless of weather conditions. If an exam is cancelled due to extreme weather conditions, it will be announced on our website: [clintoncountygov.com](http://clintoncountygov.com) – Personnel Dept. – Exam Weather Alert.

16. Clearance from the Commissioner of Education will be required for positions that are designated by school districts as having direct contact with students.

17. You may wish to retain a copy of your application since we are unable to provide copies of exam applications.

18. POLICE OFFICER OR FIREFIGHTER SURVIVOR CREDITS: Per Section 85-a of Civil Service Law, children of firefighters or police officers killed in the line of duty shall be entitled to receive an additional ten points in a competitive exam for which they qualify for original appointment in the same municipality in which his/her parent served. The parent is deemed to have "served" in a municipality if he/she was employed by or worked primarily in that municipality. If you qualify, inform this office when you submit your application for exam. A candidate claiming such credit has a minimum of 2 months from the application deadline to provide the necessary documentation to verify additional credit eligibility. No credit may be added after establishment of the eligible list.

19. BACKGROUND INVESTIGATION: Applicants may be required to undergo and pay for a state and national criminal history background investigation, which includes a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification. Fingerprints to be used in performing the background checks would be collected from applicants pursuant to regulations promulgated by the DCJS, which will perform the state background check. DCJS will also submit the fingerprints to the FBI for the completion of the national background check. Individuals found to have criminal histories that bar their appointment to the position sought would then be disqualified by the municipal civil service agency pursuant to Section 50(4) of Civil Service Law.

20. Clinton County is in compliance with ADA requirements.