



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

C16

For the meeting of: October 17, 2017

Date: October 2, 2017

To: Board of Supervisors

From: Lisa DeMatteo, Director of Human Resources *LD*

Subject: Amendment of the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County and Municipal Employees, Local 1684 to adopt the new classification of Patient Rights Advocate.

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the new classification of Patient Rights Advocate (class 0530, salary range 345, unit 01); and
2. Adopt Resolution No. 17-86 (attached) approving the Amendment to Appendix A of the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County and Municipal Employees (AFSCME), Local 1684 to include the new classification of Patient Rights Advocate (class 0530, salary range 345, unit 01) effective the first full paid period following approval by the Board.

Prepared by David Gauthier, HR Analyst II

CAO Approval *[Signature]*

REVIEW:

Auditor *[Signature]*

County Counsel *[Signature]*

Human Resources *LD*

Other _____

TYPE OF ITEM:

- Consent
- Departmental
- Public Hearing
- Other _____

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT

Upon motion of Supervisor *Wilson* Seconded by Supervisor *Sundberg*

- Ayes *Wilson, Sundberg, Bass, Bohn, Fennell*
- Nays _____
- Abstain _____
- Absent _____

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: 10/17/17

By: *[Signature]*
Kathy Hayes, Clerk of the Board

SOURCE OF FUNDING:

Department of Health and Human Services – Mental Health budget unit 424.

DISCUSSION:

At the request of the Department of Health and Human Services (DHHS) – Mental Health, the Human Resources Department has conducted a classification review of a newly proposed position to perform duties related to the rights of mental health patients. The purpose of the review was to determine if development of a new class was appropriate, and if so, develop the specifications for that class.

Based upon the information provided by DHHS-Mental Health in the Job Analysis Questionnaire and subsequent discussions, Human Resources recommends that the new miscellaneous job class of Patient Rights Advocate be adopted into the classification plan. Currently, there does not exist a county class specification that appropriately reflects the duties and functions of the proposed position.

The purpose of the newly proposed position is to provide advocacy for DHHS-Mental Health clients that are unable to advocate for themselves in accordance with the Patient Rights Advocacy Program. Duties will include monitoring mental health facilities, services, and programs and investigating allegations of rights violations; representing consumers at hearings; training customers, staff and community partners on patient rights; and completing mandated reports to the State Patients’ Rights Office.

The recommended salary range for this position is 345.

FINANCIAL IMPACT:

There is no financial impact with the adoption of this new classification. The Department of Health and Human Services – Mental Health will provide information on the financial impact for adding a departmental allocation for this position when they propose to do so at a later date.

This agenda item supports the board’s strategic framework by providing for the health and safety of the community.

OTHER AGENCY INVOLVEMENT:

The Department of Health and Human Services
The American Federation of State, County, and Municipal Employees (AFSCME)

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to adopt the new classification of Patient Rights Advocate. However, this is not recommended as it will have a negative impact on DHHS-Mental Health’s ability to meet the needs of the community.

ATTACHMENTS:

- Job specification for Patient Rights Advocate
- Resolution No. _____
- Amended Appendix A of the 2015-2017 AFSCME MOU

PATIENT RIGHTS ADVOCATE

DEFINITION

Under direction, ensures that mental health consumers are informed of their rights; represents and advocates on behalf of mental health consumers; provides training regarding patient rights to mental health treatment staff and community partners; monitors mental health facilities for patient rights compliance and investigates complaints; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS

This classification is utilized by the Department of Health and Human Services - Mental Health and reports to the Director of Mental Health. The incumbent performs duties in accordance with the Patient Rights Advocacy Program such as receiving and investigating complaints, advocating for mental health patients, and training mental health staff and community partners.

EXAMPLES OF DUTIES (Illustrative Only)

- Receives, investigates, and resolves patient complaints concerning the violation or abuse of rights.
- Advocates on behalf of mental health patients; represents consumers during "probable cause hearing" procedures.
- Collects, compiles, and submits to the State Patients' Rights Office, statistical data regarding the denial of rights.
- Acts as a consultant to mental health professionals concerning patient rights; trains staff in mental health facilities regarding patient rights laws, regulations, and policies; provides training and consultation to mental health constituency groups; attends mandated Patients' Rights training conferences.
- Ensures that incoming patients and residents are notified of their rights; provides information to consumers concerning patient rights through direct training sessions, patient rights handbooks and pamphlets, and posting the list of patient rights in all mental health facilities.
- Monitors mental health facilities, services, and programs for compliance with patient rights statutes and regulations.
- Assists mental health administration and management with patient rights policy development.
- Performs other duties related to the work as needed.

QUALIFICATIONS

Knowledge of:

Basic California civil commitment laws and regulations; basic service rights of persons receiving mental health services; the Patient Rights Advocacy Program.
Basic administrative and judicial due process proceedings; basic service system financial entitlements.
Mental health programs and services available in the community.
Principals of interviewing and report writing.
Advocacy ethics and principals.

Skill in:

Establishing and maintaining effective working relationships with consumers, providers, public administrators, community groups, and the judicial system.
Interpreting and applying codes and regulations.
Preparing effective reports, correspondence and other written materials.
Maintaining accurate records and files.
Training others in the rights of mental health patients.
Exercising independent judgment within established policy guidelines.

Other Requirements:

Possession of a valid California driver's license.

Desirable Education and Experience:

A typical way to obtain the knowledge and skills outlined above is:

Two years of journey level work experience with a mental health facility, hospital or related agency with duties that include inter-personal communication with mental health patients, staff, and community partners and requires a working knowledge of mental health programs and patient rights.

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of October 17, 2017

RESOLUTION NO. 17-86

AMENDING RESOLUTION NO. 16-09 REGARDING THE MEMORANDUM OF UNDERSTANDING FOR UNITS 1-4 (AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES)

WHEREAS, the Board of Supervisors of the County of Humboldt (County) is authorized by the provisions of Section 25300 of the Government Code of the State of California to provide for the number, compensation, tenure, appointment and conditions of employment of County employees by resolution; and

WHEREAS, on January 19, 2016, the Board of Supervisors adopted Resolution No. 16-09, providing for the implementation of the Memorandum of Understanding for Units 1-4 (American Federation of State, County and Municipal Employees) for fiscal years 2015-2017; and

WHEREAS, the Board of Supervisors desires to amend Resolution No. 16-09 providing for the implementation of the Memorandum of Understanding for Units 1-4 (American Federation of State, County and Municipal Employees) for fiscal years 2015-2017.

NOW, THEREFORE, the Board of Supervisors of the County of Humboldt resolves as follows: 1. Include the new classification of Patient Rights Advocate (salary range 345, class 0530, unit 01) into the classification plan effective immediately.

Dated: October 17, 2017


Virginia Bass, Chair
Humboldt County Board of Supervisors

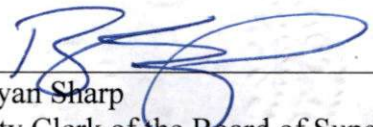
Adopted on motion by Supervisor Wilson, seconded by Supervisor Sundberg, and the following vote:

AYES: Supervisors Bohn, Fennell, Bass, Wilson, Sundberg
NAYS: Supervisors --
ABSENT: Supervisors --
ABSTAIN: Supervisors --

STATE OF CALIFORNIA)
County of Humboldt)

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be an original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors.


By Ryan Sharp
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California

APPENDIX A
AFSCME REPRESENTED CLASSES
AND SALARY RANGES
ADOPTED: JANUARY 19, 2016

Class Number	Class	Salary Range 4-10-16	Salary Range 7-3-16	Salary Range 1-1-17
0607	Accountant Auditor I	355	359	363
0643	Accountant Auditor I (40)	368	372	376
0607	Accountant Auditor II	379	383	387
0643	Accountant Auditor II (40)	392	396	400
0692	Accounting Systems Analyst	404	408	412
0354	Accounting Technician	338	342	346
0355	Accounting Technician (40)	351	355	359
0939	Activity Therapist	353	357	361
0623	Administrative Analyst I	358	362	366
0626	Administrative Analyst I (40)	371	375	379
0623	Administrative Analyst II	391	395	399
0626	Administrative Analyst II (40)	404	408	412
0161	Administrative Secretary	316	320	324
0164	Administrative Secretary (40)	329	333	337
0648	Agriculture Weights & Measures Inspector I	352	356	360
0648	Agriculture Weights & Measures Inspector II	385	389	393
0271	Airport Groundskeeper	326	330	334
0348	Airport Operations Supervisor	383	387	391
0278	Airport Service Worker I	313	317	321
0278	Airport Service Worker II	333	337	341
0428	Animal Control Officer	305	309	313
1428	Animal Control Officer (40)	318	322	326
0440	Animal Shelter and Care Attendant I	294	298	302
0440	Animal Shelter and Care Attendant II	314	318	322
0642	Appraisal Technician	329	333	337
0628	Appraiser I	359	363	367
0628	Appraiser II	382	386	390
0628	Appraiser III	401	405	409
0172	Assessment Technician I	289	293	297
0172	Assessment Technician II	314	318	322
0547	Assistant County Physician	\$62.88/hr	\$64.14/hr	\$65.42/hr

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0306	Assistant Engineer I	409	413	417
0306	Assistant Engineer II	438	442	446
0342	Assistant Materials Testing Engineer	438	442	446
0304	Associate Civil Engineer	468	472	476
0302	Associate Engineer	458	462	466
0314	Associate Land Surveyor	468	472	476
0641	Auditor-Appraiser I	368	372	376
0641	Auditor-Appraiser II	392	396	400
0641	Auditor-Appraiser III	411	415	419
0228	Automotive Mechanic I	335	339	343
0228	Automotive Mechanic II	353	357	361
0246	Automotive Service Technician	325	329	333
0431	Boat Operator I	317	321	325
0431	Boat Operator II	331	335	339
0112	Bookmobile Library Assistant	329	333	337
0205	Bridge Crew Supervisor	385	389	393
0229	Bridge Maintenance Worker	345	349	353
0318	Building Inspector I	369	373	377
0318	Building Inspector II	392	396	400
0308	Building Inspector I	-	-	390
0308	Building Inspector II	-	-	413
0268	Building Maintenance Custodian	299	303	307
0671	Buyer I	319	323	327
0671	Buyer II	352	356	360
0320	Cadastral Drafting Technician	342	346	350
0226	Carpenter	368	372	376
0732	Child Care Worker	270	274	278
1732	Child Care Worker (40)	283	287	291
0359	Child Support Accounting Specialist	368	372	376
0366	Child Support Assistant I	278	282	286
0366	Child Support Assistant II	311	315	319
0367	Child Support Assistant III	344	348	352
0362	Child Support Compliance Specialist	404	408	412
0361	Child Support Office Manager	389	393	397

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0196	Child Support Process Server	344	348	352
0141	Child Support Specialist I	330	334	338
0141	Child Support Specialist II	349	353	357
0147	Child Support Specialist III	368	372	376
0766	Client Services Supervisor	377	381	385
0772	Client Services Worker I	304	308	312
0772	Client Services Worker II	337	341	345
0343	Code Compliance Officer I	353	357	361
0343	Code Compliance Officer II	376	380	384
0511	Community Health Outreach Worker I	326	330	334
0511	Community Health Outreach Worker II	354	358	362
0411	Community Services Officer	329	333	337
0415	Community Services Officer (40)	342	346	350
0206	Construction Projects Manager	468	472	476
0433	Correctional Cook	318	322	326
0424	Correctional Deputy I	334	338	342
0424	Correctional Deputy II	354	358	362
0430	Correctional Programs Coordinator	381	385	389
0427	Correctional Work Crew Leader	370	374	378
0900	Crisis Specialist	404	408	412
0264	Custodial Supervisor	369	373	377
0276	Custodian	278	282	286
1195	Data Entry Operator Supervisor MSS	328	332	336
0763	Departmental Information Systems Analyst	393	397	401
0762	Departmental Information Systems Analyst (40)	406	410	414
0759	Departmental Information Systems Supervisor	446	450	454
0760	Departmental Information Systems Technician	349	353	357
0761	Departmental Information Systems Technician (40)	362	366	370
0936	Departmental Programmer/Analyst	426	430	434
0678	Deputy Public Guardian	369	373	377
0901	Director of Dietary Services	357	361	365
0903	Discharge Planner	345	349	353
0640	Economic Development Specialist	424	428	432
0770	Educational Laboratory Instructor	406	410	414

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0132	Election Specialist I	306	310	314
0132	Election Specialist II	336	340	344
0191	Election Worker	260	264	268
0192	Election Worker - Rover	277	281	285
0729	Eligibility Supervisor	379	383	387
1729	Eligibility Supervisor (40)	392	396	400
0731	Eligibility Worker I	288	292	296
1731	Eligibility Worker I (40)	301	305	309
0731	Eligibility Worker II	320	324	328
1731	Eligibility Worker II (40)	333	337	341
0731	Eligibility Worker III	346	350	354
1731	Eligibility Worker III (40)	359	363	367
0128	Emergency Communications Dispatcher	341	345	349
0401	Emergency Communications Supervisor	394	398	402
0764	Employment & Training Program Coordinator	391	395	399
0765	Employment & Training Program Coordinator (40)	404	408	412
0724	Employment & Training Supervisor	431	435	439
0721	Employment & Training Worker I	312	316	320
0722	Employment & Training Worker I (40)	325	329	333
0721	Employment & Training Worker II	354	358	362
0722	Employment & Training Worker II (40)	367	371	375
0723	Employment & Training Worker III	381	385	389
0324	Engineering Aide	333	337	341
0322	Engineering Technician I	381	385	389
0322	Engineering Technician II	405	409	413
0208	Environmental Analyst	385	389	393
0535	Environmental Health Specialist I	371	375	379
0535	Environmental Health Specialist II	403	407	411
0532	Environmental Health Technician I	305	309	313
0532	Environmental Health Technician II	325	329	333
0555	Epidemiologist	406	410	414
0224	Equipment Mechanic I	342	346	350
0224	Equipment Mechanic II	362	366	370
0407	Evidence Technician	384	388	392

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0163	Executive Secretary	336	340	344
0235	Fabricator-Mechanic	367	371	375
0250	Facility Maintenance Mechanic I	317	321	325
0251	Facility Maintenance Mechanic I (40)	330	334	338
0250	Facility Maintenance Mechanic II	355	359	363
0251	Facility Maintenance Mechanic II (40)	368	372	376
0587	Family Nurse Practitioner	507	511	515
0148	Fiscal Assistant I	276	280	284
0177	Fiscal Assistant I (40)	289	293	297
0148	Fiscal Assistant II	302	306	310
0177	Fiscal Assistant II (40)	315	319	323
0185	Fiscal Officer	411	415	419
0149	Fiscal Services Supervisor	355	359	363
1149	Fiscal Services Supervisor (40)	368	372	376
0283	Food Services Supervisor	364	368	372
0331	Geographic Information Systems Analyst	389	393	397
0339	Geographic Information Systems Analyst	-	-	410
0330	Geographic Information Systems Coordinator	425	429	433
0338	Geographic Information Systems Coordinator	-	-	446
0305	Geologist	454	458	462
0319	Graphic Arts Technician (MSS)	386	390	394
0536	Hazardous Materials Specialist I	371	375	379
0536	Hazardous Materials Specialist II	403	407	411
0573	Health Client Services Worker	303	307	311
1573	Health Client Services Worker (40)	316	320	324
0595	Health Education Specialist I	349	353	357
1595	Health Education Specialist I (40)	362	366	370
0595	Health Education Specialist II	382	386	390
1595	Health Education Specialist II (40)	395	399	403
0540	Health Program Coordinator	360	364	368
0517	HHS Program Services Coordinator	440	444	448
0739	Homemaker	272	276	280
0647	Housing and Community Programs Specialist	358	362	366
0356	Information Systems Coordinator II	358	362	366

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0353	Information Systems Coordinator III	398	402	406
0719	Integrated Caseworker I	330	334	338
0719	Integrated Caseworker II	352	356	360
0720	Integrated Caseworker III	384	388	392
0449	Investigator	410	414	418
0622	IT Applications Analyst I	421	425	429
0622	IT Applications Analyst II	436	440	444
0627	IT Applications Analyst III	451	455	459
0120	IT Systems Administrator I	349	353	357
0120	IT Systems Administrator II	364	368	372
0189	IT Technician I	396	400	404
0189	IT Technician II	416	420	424
0486	Juvenile Corrections Officer I	313	317	321
0486	Juvenile Corrections Officer II	333	337	341
0432	Kitchen and Laundry Supervisor	402	406	410
0635	Labor Market Information Specialist	348	352	356
0571	Laboratory Assistant I	273	277	281
1571	Laboratory Assistant I (40)	287	291	295
0571	Laboratory Assistant II	320	324	328
1571	Laboratory Assistant II (40)	333	337	341
0266	Laborer	277	281	285
0350	Legal Clerk I	274	278	282
0351	Legal Clerk I (40)	284	288	292
0350	Legal Clerk II	294	298	302
0351	Legal Clerk II (40)	307	311	315
0352	Legal Clerk III	337	341	345
0153	Legal Office Assistant I	271	275	279
0178	Legal Office Assistant I (40)	284	288	292
0153	Legal Office Assistant II	293	297	301
0178	Legal Office Assistant II (40)	306	310	314
0133	Legal Office Services Manager	389	393	397
0150	Legal Office Services Supervisor	355	359	363
1150	Legal Office Services Supervisor (40)	368	372	376
0144	Legal Secretary I	295	299	303

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1144	Legal Secretary I (40)	308	312	316
0144	Legal Secretary II	316	320	324
1144	Legal Secretary II (40)	329	333	337
0358	Legal Secretary III	349	353	357
0106	Legal Services Assistant I	277	281	285
0106	Legal Services Assistant II	306	310	314
0357	Legal Services Assistant III	337	341	345
0653	Librarian I	334	338	342
0653	Librarian II	361	365	369
0157	Library Assistant I	264	268	272
0157	Library Assistant II	286	290	294
0654	Library Circulation Manager	412	416	420
0152	Library Materials Mender	255	259	263
0156	Library Shipping Clerk	282	286	290
0904	Licensed Clinical Psychologist I	421	425	429
0904	Licensed Clinical Psychologist II	468	472	476
0567	Licensed Vocational Nurse (PH)	366	370	374
0162	Mail Services Driver	290	294	298
0312	Materials Testing Technician I	381	385	389
0312	Materials Testing Technician II	405	409	413
0513	Medical Clinic Assistant I	268	272	276
0513	Medical Clinic Assistant II	286	290	294
0570	Medical Office Assistant I	278	282	286
0574	Medical Office Assistant I (40)	291	295	299
0570	Medical Office Assistant II	296	300	304
0574	Medical Office Assistant II (40)	309	313	317
0907	Mental Health Case Manager I	346	350	354
0907	Mental Health Case Manager II	374	378	382
0908	Mental Health Clinician I	401	405	409
0909	Mental Health Clinician I (40)	414	418	422
0908	Mental Health Clinician II	431	435	439
0909	Mental Health Clinician II (40)	444	448	452
0434	Mental Health Cook	312	316	320
0435	Mental Health Cook's Aide	266	270	274

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0269	Mental Health Maintenance Custodian	305	309	313
0911	Mental Health Worker I	293	297	301
0911	Mental Health Worker II	312	316	320
0176	Microfilm Technician I	287	291	295
0176	Microfilm Technician II	315	319	323
0588	Mid Level Practitioner	466	470	474
0550	Milk Laboratory Technician	328	332	336
0515	Nurse Case Manager	421	425	429
0586	Nurse Practitioner-Family Planning	406	410	414
0581	Nutrition Aide	303	307	311
1581	Nutrition Aide (40)	316	320	324
0533	Occupational Therapist	492	496	500
0180	Office Assistant I	247	251	255
0179	Office Assistant I (40)	260	264	268
0180	Office Assistant II	278	282	286
0179	Office Assistant II (40)	291	295	299
0121	Office Services Supervisor	349	353	357
0122	Office Services Supervisor (40)	362	366	370
0450	Paralegal I	304	308	312
0450	Paralegal II	324	328	332
0596	Parent Educator	375	379	383
578A	Parent Partner I	271	275	279
578B	Parent Partner II	285	289	293
0579	Parent Partner III	292	296	300
0272	Park Caretaker I	299	303	307
0272	Park Caretaker II	319	323	327
0219	Parks Supervisor	379	383	387
0249	Parts Storekeeper	302	306	310
0530	Patient Rights Advocate	-	-	345
0576A	Peer Coach I	271	275	279
0576B	Peer Coach II	285	289	293
0577	Peer Coach III	292	296	300
0335	Permit Specialist I	343	347	351
0335	Permit Specialist II	361	365	369

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0325	Permit Specialist I	-	-	364
0325	Permit Specialist II	-	-	382
0502	Pharmacist	502	506	510
0534	Physical Therapist	492	496	500
0317	Plan Checker I	426	430	434
0317	Plan Checker II	436	440	444
0327	Plan Checker I	-	-	447
0327	Plan Checker II	-	-	457
0631	Planner I	361	365	369
0631	Planner II	388	392	396
0409	Planner I	-	-	382
0409	Planner I	-	-	409
0328	Planning Technician I	329	333	337
0328	Planning Technician II	343	347	351
0334	Planning Technician I	-	-	350
0334	Planning Technician II	-	-	364
0656	Principal Appraiser	421	425	429
0659	Principal Auditor-Appraiser	431	435	439
0436	Program Coordinator	398	402	406
1425	Program Coordinator (40)	411	415	419
0410	Property Technician I	308	312	316
1410	Property Technician I (40)	321	325	329
0410	Property Technician II	334	338	342
1410	Property Technician II (40)	347	351	355
0316	Property Transfer Assistant	332	336	340
0912	Psychiatric Mid-Level Practitioner	507	511	515
0913	Psychiatric Nurse	449	453	457
0921	Psychiatric Physician's Assistant	488	492	496
0914	Psychiatric Technician I	355	359	363
0914	Psychiatric Technician II	384	388	392
0525	Public Health Microbiologist Trainee	-	-	374
0526	Public Health Microbiologist I	-	-	406
0526	Public Health Microbiologist II	-	-	425
0528	Public Health Nurse	457	461	465

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0594	Public Health Nutritionist	405	409	413
1594	Public Health Nutritionist (40)	418	422	426
1596	Public Health Nutritionist Supervisor	448	452	456
0636	Real Property Agent I	360	364	368
0636	Real Property Agent II	384	388	392
0155	Recordable Documents Examiner I	279	283	287
0155	Recordable Documents Examiner II	308	312	316
0556	Registered Nurse (Public Health)	449	453	457
0160A	Reprographics Technician I	266	270	274
0160B	Reprographics Technician II	313	317	321
1197	Revenue Recovery Officer I	315	319	323
1197	Revenue Recovery Officer II	343	347	351
0204	Road Maintenance Supervisor	385	389	393
0238	Road Maintenance Worker I	317	321	325
0238	Road Maintenance Worker II	331	335	339
0230	Road Maintenance Worker III	345	349	353
0730	Screeener	302	306	310
0165	Secretary	298	302	306
1168	Secretary (40)	311	315	319
0632	Senior Accountant/Auditor	398	402	406
1632	Senior Accountant/Auditor (40)	411	415	419
0910	Senior Activity Therapist	384	388	392
0448	Senior Animal Control Officer	-	342	346
0648	Senior Agriculture Weights & Measures Inspector	408	412	416
1172	Senior Assessment Technician	339	343	347
0218	Senior Automotive Mechanic	369	373	377
0209	Senior Automotive Service Technician	-	349	353
0441	Senior Boat Operator	-	-	367
0340	Senior Building Inspector	416	420	424
0332	Senior Building Inspector	-	-	437
0263	Senior Building Maintenance Custodian	315	319	323
0665	Senior Buyer	376	380	384
0923	Senior Case Manager	384	388	392

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0421	Senior Correctional Deputy	369	373	377
0280	Senior Custodian	302	306	310
0127	Senior Emergency Communications Dispatcher	361	365	369
0313	Senior Engineering Technician	423	427	431
0520	Senior Environmental Analyst	417	421	425
0518	Senior Environmental Health Specialist	417	421	425
0213	Senior Equipment Mechanic	371	375	379
0125	Senior Fiscal Assistant	326	330	334
0124	Senior Fiscal Assistant (40)	339	343	347
0537	Senior Hazardous Materials Specialist	417	421	425
0582	Senior Health Education Specialist	405	409	413
0691	Senior Information Systems Analyst	426	430	434
0126	Senior IT Systems Administrator	377	381	385
0188	Senior IT Technician	429	433	437
0487	Senior Juvenile Corrections Officer	353	357	361
1572	Senior Laboratory Assistant	359	363	367
0145	Senior Legal Office Assistant	324	328	332
0168	Senior Legal Office Assistant (40)	337	341	345
0140	Senior Legal Secretary	336	340	344
1140	Senior Legal Secretary (40)	349	353	357
0657	Senior Library Assistant	324	328	332
0572	Senior Medical Office Assistant	324	328	332
0575	Senior Medical Office Assistant (40)	337	341	345
0917	Senior Mental Health Clinician	453	457	461
0270	Senior Mental Health Maintenance Custodian	335	339	343
0919	Senior Mental Health Worker	341	345	349
0154	Senior Microfilm Technician	339	343	347
0130	Senior Office Assistant	313	317	321
0135	Senior Office Assistant (40)	326	330	334
0265	Senior Park Caretaker	349	353	357
0248	Senior Parts Storekeeper	329	333	337
0337	Senior Permit Specialist	388	392	396
0326	Senior Permit Specialist	-	-	409
0630	Senior Planner	425	429	433

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0660	Senior Planner	-	-	446
0323	Senior Property Transfer Assistant	357	361	365
0527	Senior Public Health Nurse	467	471	475
0629	Senior Real Property Agent	412	416	420
0158	Senior Recordable Documents Examiner	330	334	338
1199	Senior Revenue Recovery Officer	368	372	376
0216	Senior Road Maintenance Worker	359	363	367
0492	Senior Substance Abuse Counselor	365	369	373
0679	Senior Treasury & Tax Assistant	353	357	361
1734	Senior Vocational Counselor	380	384	388
0137	Services Support Assistant I	264	268	272
1137	Services Support Assistant I (40)	277	281	285
0137	Services Support Assistant II	298	302	306
1137	Services Support Assistant II (40)	311	315	319
0194	Services Support Assistant III	320	324	328
1194	Services Support Assistant III (40)	333	337	341
0422	Sheriff's Compliance Officer	409	413	417
0708	Social Service Aide (MSS)	293	297	301
0726	Social Worker I	334	338	342
0727	Social Worker I (40)	347	351	355
0726	Social Worker II	359	363	367
0727	Social Worker II (40)	372	376	380
0726	Social Worker III	375	379	383
0727	Social Worker III (40)	388	392	396
0706	Social Worker IV A	385	389	393
0707	Social Worker IV A (40)	398	402	406
0706	Social Worker IV B	399	403	407
0707	Social Worker IV B (40)	412	416	420
0707	Social Worker IV C	414	418	422
0707	Social Worker IV D	444	448	452
1708	Social Worker Supervisor I	441	445	449
0704	Social Worker Supervisor II	454	458	462
0714	Social Worker Supervisor II (40)	467	471	475
1737	SSB-Accountant-Auditor I	368	372	376

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1737	SSB-Accountant-Auditor II	392	396	400
1740	SSB-Information Systems Analyst I	376	380	384
1740	SSB-Information Systems Analyst II	406	410	414
1738	SSB-Programmer/Analyst	426	430	434
0183	SSB-Secretary I	311	315	319
1739	SSB-Systems Support Analyst	364	368	372
0391	Staff Services Analyst I	371	375	379
0391	Staff Services Analyst II	404	408	412
0392	Staff Services Analyst III	419	423	427
0390	Staff Services Specialist	368	372	376
1733	Stock Clerk	287	291	295
0673	Student Professional Worker	297	301	305
0491	Substance Abuse Counselor I	334	338	342
0491	Substance Abuse Counselor II	352	356	360
0491	Substance Abuse Counselor Trainee	304	308	312
0686	Supervising Agricultural/Weights & Measures Inspector	419	423	427
0279	Supervising Airport Service Worker	359	363	367
0136	Supervising Child Support Specialist	394	398	402
0420	Supervising Correctional Deputy	409	413	417
0519	Supervising Environmental Health Specialist	453	457	461
0721	Supervising Integrated Caseworker	420	424	428
0485	Supervising Juvenile Corrections Officer	376	380	384
0658	Supervising Librarian	403	407	411
0916	Supervising Mental Health Clinician	468	472	476
0920	Supervising Psychiatric Nurse	468	472	476
0514	Supervising Public Health Nurse	476	480	484
0393	Supervising Staff Services Analyst	432	436	440
0940	Supervising Therapist	499	503	507
0329	Survey Party Chief	423	427	431
0236	Tire Repair Specialist	355	359	363
0215	Traffic Control Crew Supervisor	385	389	393
0220	Traffic Control Maintenance Worker	331	335	339
0426	Training Coordinator	367	371	375
0429	Training Coordinator (40)	380	384	388

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0495	Translator/Interpreter	326	330	334
0170	Treasury and Tax Assistant I	301	305	309
0170	Treasury and Tax Assistant II	319	323	327
0552	Vector Control Officer	374	378	382
0675	Veterans Service Representative	342	346	350
0689	Victim Witness Program Specialist	336	340	344
0742	Vocational Assistant	283	287	291
0769	Vocational Counselor I	324	328	332
0768	Vocational Counselor I (40)	337	341	345
0769	Vocational Counselor II	347	351	355
0768	Vocational Counselor II (40)	360	364	368
0742	Vocational Trainee	269	273	277
0233	Work Crew Leader	318	322	326