

AMENDMENT I TO AGREEMENT

THIS AMENDMENT, hereinafter referred to as "Amendment I", is made and entered into this 4th day of February, 2020, by and between the **COUNTY OF FRESNO**, a Political Subdivision of the State of California, hereinafter referred to as "COUNTY", and each CONTRACTOR listed in Revised Exhibit A "List of Contractors", and collectively referred to as "**CONTRACTORS**", and such CONTRACTOR(S) as may, from time to time during the term of this Agreement, be added by COUNTY. Reference in this Agreement to "parties" shall be understood to refer to COUNTY and each individual CONTRACTOR, unless otherwise specified.

WHEREAS the parties entered into that certain Agreement, identified as COUNTY Agreement No. A-18-666, effective November 1, 2018, hereinafter referred to as "Agreement", whereby CONTRACTORS agreed to provide certain recruiting services for various classifications for temporary staffing needs to COUNTY's Department of Behavioral Health (DBH); and

WHEREAS the parties now desire to amend the Agreement regarding changes as stated below and restate the Agreement in its entirety.

NOW, THEREFORE, in consideration of their mutual promises, covenants and conditions, hereinafter set forth, the sufficiency of which is hereby acknowledged, the parties agree as follows:

1. That the existing COUNTY Agreement No. 18-666, Page Four (4), beginning with Section Four (4), Line Twelve (12), with the word "COMPENSATION" and ending on Page Six (6), Line Fourteen (14), with the word "COUNTY" be deleted and the following inserted in its place:

"4. COMPENSATION

COUNTY agrees to pay CONTRACTOR(S) and CONTRACTOR(S) agree to receive compensation for successful placement of staff in accordance with this Agreement and Revised Exhibit B, attached hereto and incorporated herein by reference, and in accordance with the compensation rates identified by each CONTRACTOR(S) within their respective "Services & Compensation", as set forth herein as Revised Exhibit C-1 *et seq.*, attached hereto and incorporated herein by reference.

A. The maximum amount of compensation to be paid to all CONTRACTORS collectively for rate charges for the first 8-month period of the initial contract term,

1 (November 1, 2018 through June 30, 2019) shall not exceed the amount of One Million, Seven
2 Hundred Thirty-Three Thousand, Three Hundred and Thirty-Three and No/100 Dollars
3 (\$1,733,333.00).

4 The maximum amount of compensation to be paid to all CONTRACTORS
5 collectively for rate charges for the subsequent 7-month period of the initial contract term, (July 1,
6 2019 through January 31, 2020) shall not exceed the amount of One Million, Five Hundred
7 Thousand Sixteen, Six Hundred Sixty-Seven and No/100 Dollars (\$1,516,667.00).

8 The maximum amount of compensation to be paid to all CONTRACTORS
9 collectively for rate charges for the subsequent 5-month period of the initial contract term, (February
10 1, 2020 through June 30, 2020) shall not exceed the amount of Twelve Million, Five Hundred Fifty-
11 Four, One Hundred Sixty and No/100 Dollars (\$12,554,160.00).

12 The maximum amount of compensation to be paid to all CONTRACTORS
13 collectively for rate charges for the third 12-month period of the initial contract term (July 1, 2020
14 through June 30, 2021), shall not exceed the amount of Thirty Million, One Hundred Twenty-Nine
15 Thousand, One Hundred Eighty-Four and No/100 Dollars (\$30,129,184.00).

16 The maximum amount of compensation to be paid to all CONTRACTORS
17 collectively for rate charges for the first 12-month period of the additional contract term (July 1, 2021
18 through June 30, 2022), if the contract is extended, shall not exceed the amount of Thirty Million,
19 One Hundred Twenty-Nine Thousand, One Hundred Eighty-Four and No/100 Dollars
20 (\$30,129,184.00).

21 The maximum amount of compensation to be paid to all CONTRACTORS
22 collectively for rate charges for the second 12-month period of the additional contract term (July 1,
23 2022 through June 30, 2023), if the contract is extended, shall not exceed the amount of Thirty
24 Million, One Hundred Twenty-Nine Thousand, One Hundred Eighty-Four and No/100 Dollars
25 (\$30,129,184.00).

26 In no event shall the total maximum amount for the services provided by
27 CONTRACTORS collectively under the terms and conditions of this Agreement for the entire five (5)
28 year term exceed One Hundred Six Million, One Hundred Ninety-Four Thousand, Two Hundred

Twelve and No/100 Dollars (\$106,194,212.00).

It is acknowledged by all parties hereto that the rate(s) specified in each CONTRACTOR(S)' "Services & Compensation" may change during the term of this Agreement and such rate changes must be approved by COUNTY's DBH Director, or designee, upon receipt of a written application for such a rate increase. Any such approved rate change shall become a part of this Agreement. It is also acknowledged that as additional CONTRACTORS are added to this Agreement, Revised Exhibit C-1 *et seq.* shall be updated to include the specific "Services & Compensation" which includes services and rates for each added CONTRACTOR and shall be effective upon approval and execution by COUNTY's DBH Director, or designee.

Commencing April 1st of each term of this Agreement, each CONTRACTOR shall provide to COUNTY's DBH a new "Services & Compensation" with the updated rates of services for the following 12-month term of the Agreement (beginning with the new fiscal year). Said updated "Services & Compensation" shall be reviewed for approval by COUNTY's DBH Director, or designee, as set forth in Section 1, Paragraph D of this Agreement.

In the event CONTRACTOR(S) fails to comply with any provisions of this Agreement, COUNTY shall withhold payment until such time as the non-compliance has been corrected.

B. Payments shall be made by COUNTY to CONTRACTOR(S) in arrears, for services provided during the preceding month, within forty-five (45) days after the date of receipt and approval by COUNTY of the monthly invoicing as described in Section Five (5), INVOICING, herein.

C. Payments shall be made after receipt and verification of hours worked by each staff person, as identified in Revised Exhibit C-1 *et seq.*, and shall be documented to COUNTY on a monthly basis by the tenth (10th) of the month following the month of said expenditures.

D. COUNTY shall not be obligated to make any payments under this Agreement if the request for payment is received by COUNTY more than sixty (60) days after this Agreement has terminated or expired.

///

1 All final claims, including actual cost per unit, shall be submitted by
2 CONTRACTOR(S) within sixty (60) days following the final month of service for which payment is
3 claimed. No action shall be taken by COUNTY on claims submitted beyond the sixty (60) day
4 closeout period. Any compensation which is not expended by CONTRACTOR(S) pursuant to the
5 terms and conditions of this Agreement shall automatically revert to COUNTY.”

6 2. That all references in existing COUNTY Agreement No. A-18-666 to “Exhibit B” shall
7 be changed to read “Revised Exhibit B”, where appropriate, attached hereto and incorporated herein
8 by reference.

9 3. That all references in existing COUNTY Agreement No. A-18-666 to “Exhibit C-1, *et*
10 *seq.*” shall be changed to read “Revised Exhibit C-1, *et seq.*”, where appropriate, attached hereto and
11 incorporated herein by reference.

12 4. Except as otherwise provided in this Amendment I, all other provisions of the
13 Agreement remain unchanged and in full force and effect. This Amendment I shall become effective
14 February 1, 2020.

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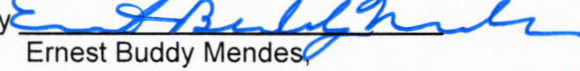
1 IN WITNESS WHEREOF, the parties hereto have executed this Amendment I to Agreement as
2 of the day and year first hereinabove written.

3
4 **CONTRACTORS:**

COUNTY OF FRESNO

5
6 **PLEASE SEE ADDITIONAL**

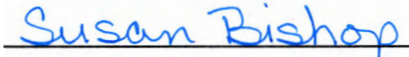
7 **SIGNATURE PAGES ATTACHED**

8
9 By 
Ernest Buddy Mendes,
Chairman of the Board of Supervisors of the
County of Fresno

10
11
12 Date 2-4-2020

13 **ATTEST:**

14 Bernice E. Seidel,
15 Clerk of the Board of Supervisors
County of Fresno, State of California

16
17 By 

18
19 Date 2-4-2020

20
21
22
23
24 Fund/Subclass: 0001/10000

25 Organization: 56302007

26 Account/Program: 7295/0

CONTRACTOR:

ALL-N-ONE SERVICES

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**PLEASE SEE ADDITIONAL
SIGNATURE PAGES ATTACHED**

Mailing Address:
12115 English Brook Circle
Humble, Texas 77346
Phone #: (281) 812-3553
Contact: President/CEO

1 **CONTRACTOR:**

2 **ALL'S WELL, INC.**

3
4 By 

5
6 Print Name BRETT W. HOWROYD

7 Title PRESIDENT

8 Chairman of the Board, or
9 President or any Vice President

10 Date _____

11
12 By 

13
14 Print Name MICHAEL A. HOYAL

15 Title CFO

16 Secretary of Corporation, or
17 Any Assistant Secretary, or
18 Chief Financial Officer, or
19 Any Assistant Treasurer

20
21 Date 1/15/2020

22 **PLEASE SEE ADDITIONAL**
23 **SIGNATURE PAGES ATTACHED**

24 Mailing Address:
25 16371 Beach Boulevard, Suite 240
26 Huntington Beach, California 92647
27 Phone #: (866) 493-8343
28 Contact: Executive Vice President

CONTRACTOR:

AXION HEALTHCARE, LLC

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**PLEASE SEE ADDITIONAL
SIGNATURE PAGES ATTACHED**

Mailing Address:
350 Sentry Parkway Building 620 Suite 200
Blue Bell, Pennsylvania 19422
Phone #: (610) 825-2487
Contact: Vice President

1 CONTRACTOR:

2 CELL STAFF

3
4 By 

5
6 Print Name

Rami Isa

7 Title

Owner

8 Chairman of the Board, or
9 President or any Vice President

10 Date

11
12 By 

13
14 Print Name

Grant Hargis

15 Title

VP Operations

16 Secretary of Corporation, or
17 Any Assistant Secretary, or
18 Chief Financial Officer, or
19 Any Assistant Treasurer

20
21 Date

01/15/2020

22
23 PLEASE SEE ADDITIONAL
24 SIGNATURE PAGES ATTACHED

25 Mailing Address:

26 1715 N. Westshore Blvd, Suite 410

27 Tampa, Florida 33607

28 Phone #: (855) 561-1715

Contact: Director/Owner

1 **CONTRACTOR:**

2 **DISKRITER, INC.**

3
4 By  _____

5
6 Print Name Laveena Yadav

7 Title CEO

8 Chairman of the Board, or
9 President or any Vice President

10 Date 01/10/2020

11
12 By  _____

13
14 Print Name Rahul Vaipayee

15 Title CFO

16 Secretary of Corporation, or
17 Any Assistant Secretary, or
18 Chief Financial Officer, or
19 Any Assistant Treasurer


20 Date 01/10/2020

21 **PLEASE SEE ADDITIONAL**
22 **SIGNATURE PAGES ATTACHED**

23 Mailing Address:
24 2840 Library Road, Suite 300
25 Pittsburgh, Pennsylvania 15234
26 Phone #: 1(800) 242-1622
27 Contact: Chief Executive Offer
28

1 **CONTRACTOR:**

2 **INFOJINI INC.**


3 By 
4 _____

5
6 Print Name Sandeep Harjani

7 Title President

8 Chairman of the Board, or
9 President or any Vice President

10 Date 01/14/2020

11 By 
12 _____

13
14 Print Name Sandeep Harjani

15 Title Officer

16 Secretary of Corporation, or
17 Any Assistant Secretary, or
18 Chief Financial Officer, or
19 Any Assistant Treasurer

20 Date 01/14/2020

21 **PLEASE SEE ADDITIONAL**
22 **SIGNATURE PAGES ATTACHED**

23 Mailing Address:
24 10015 Old Columbia Road, Suite B215
25 Columbia, Maryland 21046
26 Phone #: (443) 257-0086
27 Contact: Director
28

1 CONTRACTOR:

2 MAXIM HEALTHCARE SERVICES, INC.

3
4 By 

5
6 Print Name Brandon McGee

7 Title Asst. Controller

8 Chairman of the Board, or
9 President or any Vice President

10 Date 1/15/2020

11
12 By 

13
14 Print Name Toni-Jean Lisa

15 Title General Counsel + Secretary

16 Secretary of Corporation, or
17 Any Assistant Secretary, or
18 Chief Financial Officer, or
19 Any Assistant Treasurer

20 Date 01/15/2020

21 PLEASE SEE ADDITIONAL
22 SIGNATURE PAGES ATTACHED

23 Mailing Address:

24 6051 N. Fresno Street Suite 102

25 Fresno, California 93710

26 Phone #: (559) 224-0299

27 Contact: Business Development Manager

1 **CONTRACTOR:**

2 **QUALITY PLACEMENT AUTHORITY**

3
4 By 

5
6 Print Name DEVON DEAN

7 Title VICE PRESIDENT OF CLIENT RELATIONS

8 Chairman of the Board, or
9 President or any Vice President

10 Date January 15, 2020

11
12 By 

13
14 Print Name CLAUDIA GONZALEZ

15 Title AREA MANAGER

16 Secretary of Corporation, or
17 Any Assistant Secretary, or
18 Chief Financial Officer, or
19 Any Assistant Treasurer

20 Date January 15, 2020

21 **PLEASE SEE ADDITIONAL**
22 **SIGNATURE PAGES ATTACHED**

23 Mailing Address:
24 1485 Response Road, Suite 108
25 Sacramento, California 95815
26 Phone #: (916) 924-0250
27 Contact: Senior Division Director
28

1 **CONTRACTOR:**

2 **SUPPLEMENTAL HEALTH CARE, INC.**

3
4 By 

5
6 Print Name Lesa Francis

7 Title President and CEO

8 Chairman of the Board, or
9 President or any Vice President

10 Date 1/13/2020

11
12 By 

13
14 Print Name Monty Houdeshell

15 Title CFO

16 Secretary of Corporation, or
17 Any Assistant Secretary, or
18 Chief Financial Officer, or
19 Any Assistant Treasurer

20 Date 1/13/2020

21 **PLEASE SEE ADDITIONAL**
22 **SIGNATURE PAGES ATTACHED**

23 Mailing Address:
24 1640 W. Redstone Center Drive, Suite 200
25 Park City, Utah 84098
26 Phone #: (866) 268-2411
27 Contact: Senior Market Manager
28

1 **CONTRACTOR:**

2 **WORLDWIDE TRAVEL STAFFING, LIMITED**

3
4 By 

5
6 Print Name Leo R. Blatz, R.N., M.S.N.

7 Title C.E.O.

8 Chairman of the Board, or
9 President or any Vice President

10 Date January 9, 2020

11
12 By 

13
14 Print Name Jane T. Blatz

15 Title Secretary and Vice President

16 Secretary of Corporation, or
17 Any Assistant Secretary, or
18 Chief Financial Officer, or
19 Any Assistant Treasurer

20 Date January 9, 2020

21
22
23 Mailing Address:

24 2829 Sheridan Drive
25 Tonawanda, New York 14150
26 Phone #: (866) 633-3700
27 Contact: Chief Executive Officer
28

LIST OF CONTRACTORS

CONTRACTOR NAME	EXHIBIT REFERENCE
1. All-N-One Services, LLC	_____
2. All's Well, Inc.	Revised Exhibit C-2
3. Axion Healthcare, LLC	_____
4. Cell Staff, LLC	Revised Exhibit C-4
5. Diskriter, Inc.	Revised Exhibit C-5
6. Infojini, Inc.	Revised Exhibit C-6
7. Maxim Healthcare Services, Inc.	Revised Exhibit C-7
8. Quality Placement Authority	Revised Exhibit C-8
9. Supplemental Health Care Services, Inc.	Revised Exhibit C-9
10. Worldwide Travel Staffing, Ltd	Revised Exhibit C-10

CONTRACTORS: ADDRESS AND CONTACT INFORMATION

1. All-N-One Service, LLC

Contact: E. Ann Guliex, President/CEO
12115 English Brook Circle
Humble, Texas 77346
(281) 812-3550 Phone
(281) 812-3553 Fax
annguliex@all-n1.com

2. All's Well, Inc.

Contact: Carlton G. Bryant, Executive Vice President
16371 Beach Boulevard, Suite 240
Huntington Beach, California 92647
(866) 493-8343 Phone
(714) 596-7798 Fax
govsolutions@allswell.com

3. Axion Healthcare, LLC

Contact: Christine Swan, Vice President
350 Sentry Parkway Building 620, Suite 200
Blue Bell, Pennsylvania 19422
(610) 825-2487 Phone
(610) 771-4136 Fax
cswan@axionllc.com

4. Cell Staff, LLC

Contact: Grant Hargis, Director or Rami Isa, Owner
1715 N. Westshore Boulevard, Suite 410
Tampa, Florida 33607
(855) 561-1715 Phone
(813) 433-5159 Fax
Bids@cellstaff.com

5. Diskriter, Inc.

Contact: Laveena Yadav, Chief Executive Officer
2840 Library Road, Suite 300
Pittsburgh, Pennsylvania 15234
1 (800) 242-1622 Phone
(877) 815-6528 Fax
Laveena.Yadav@Diskriter.com

6. Infojini, Inc.

Contact: Sandeep Harjani, Director
10015 Old Columbia Road, Suite B215
Columbia, Maryland 21046
(443) 257-0086 Phone
(443) 283-4249 Fax
Statebids@infojiniconsulting.com

7. Maxim Healthcare Services, Inc.

Contact: Rigo Robles, Business Development Manager
6051 N. Fresno Street, Suite 102
Fresno, California 93710
(559) 224-0299 Phone
(800) 318-2074 Fax
rorobles@maxhealth.com

8. Quality Placement Authority

Contact: Deborah Grimes, Branch Manager
1485 Response Road, Suite 108 Sacramento,
California 95815
(916) 924-0250 x. 3605 Phone
(916) 924-0255 Fax
DGrimes@qpauthority.com

9. Supplemental Health Care Services, Inc.

Contact: Nadine Perez-Turrietta, Senior Market Manager
1640 W. Redstone Center Drive, Suite 200
Park City, Utah 84098
(866) 268-2411 or (559) 224-6350 Phone
(866) 958-2612 or (559) 261-2612 Fax
fresnooffice@shccares.com

10. Worldwide Travel Staffing, Ltd

Contact: Leo R. Blatz, Chief Executive Officer
2829 Sheridan Drive
Tonawanda, New York 14150
(866) 633-3700 Phone
(877) 375-2450 Fax
LBlatz@worldwidetravelstaffing.com

SCOPE OF SERVICES

RECRUITING SERVICES FOR TEMPORARY STAFFING

CONTRACTOR(S) are temporary staffing recruiting firms specializing in the recruitment of the following classifications which will assist in providing services to COUNTY'S DBH clients:

- Licensed Mental Health Clinicians:
 - Licensed Marriage and Family Therapist (LMFT)
 - Licensed Clinical Social Worker (LCSW)
 - Licensed Professional Clinical Counselor (LPCC)
- Nursing Staffing:
 - Licensed Vocational Nurse (LVN)
 - Registered Nurse (RN)
 - Nurse Practitioner (NP)
- Quality Improvement Staffing:
 - Quality Improvement Coordinator (QIC)
 - Medical Records Coordinator (MRC)
 - Registered Health Information Technician (RHIT)

Job specifications for each of these positions is included in this Revised Exhibit B. All candidates must meet the criteria listed in the job descriptions for the position they are applying for.

Upon request of COUNTY's DBH Director, or designee, CONTRACTOR(S) shall identify and recruit qualified candidates who satisfy the criteria as established by the COUNTY.

COUNTY's DBH shall arrange interviews with candidates and provide timely offers, as appropriate.

COUNTY's DBH Divisions shall be responsible for the interviews and candidate selection process depending on the area of need.

Temporary Staffing Agency Requirements:

1. Shall have the ability to provide one or more of the identified staff classifications as needed by DBH for a pre-determined, temporary basis.
2. Refer qualified individuals that meet the specific criteria of their identified classification.
3. Ensure acknowledgment with candidates, that all candidates shall be independent contractors, thus not employees of the COUNTY, as stated in Section 6 of this Agreement.
 - Although not employees of the COUNTY, candidates are to abide by all COUNTY rules and regulations upon commencing work duties with DBH.
4. Provide information regarding number of temporary staff available (by classification) upon request from DBH.
 - Since candidates will not be COUNTY employees, staff wages will be paid by the CONTRACTOR(S), at the rates identified per classification in Revised Exhibit C-1 *et sec.*, which will be reflected on invoices submitted by CONTRACTOR(S) to DBH.
5. All staff assigned to work with COUNTY's DBH must be credentialed through DBH's Managed Care Division:

- CONTRACTOR(S) will:
 - Provide assistance to DBH during the required Managed Care credentialing process.
 - Assist the candidates in completing the credentialing packet accurately to be submitted timely to DBH for Managed Care processing.
 - Act as the liaison between DBH and candidates during the entire credentialing process.
 - If any edits need to be made to the credentialing packet, it is the responsibility of the CONTRACTOR(S) to partner with candidates to update the credentialing packet to be returned to DBH in a timely manner.
6. Each candidate shall abide by all Health Insurance Portability and Accountability Act (HIPAA), and all other confidentiality requirements, as set forth in Section 11 of the Agreement.
 7. Each candidate shall remain in compliance with all professional certifications, licenses, and any credentials required as part of their respective job classification.
 8. It is to be understood and acknowledged that DBH has the authority to dismiss any candidate for any reason including being deemed incapable of performing duties set forth within the specifications of their respective job classification.
 9. It is to be understood and acknowledged that staffing services are to be on a temporary basis. At the point DBH no longer needs the identified staffing classification services, DBH will notify the CONTRACTOR(S) immediately that staff will no longer be needed to report moving forward. CONTRACTOR(S) will be compensated by COUNTY for all staffing costs incurred to the point of termination of the candidate.

Staff Qualifications:

Prior to interview and/or selection of candidates, CONTRACTOR(S) shall be required to present credentials, screen all candidates, provide complete background checks, curriculum vitae, and licensure of candidates to DBH.

CONTRACTOR(S) shall provide qualified candidates licensed to practice in the State of California and specializing in adult and/or child counseling/nursing and who are not debarred, excluded or suspended by any local, State, or Federal regulatory agency from practicing or billing for services to Medi-Cal.

CONTRACTOR(s) shall provide qualified candidates who are immediately available and located within the County of Fresno.

Once a candidate is chosen, COUNTY staff will notify the CONTRACTOR(S) of a start date for the candidate.

All temporary staff selected to work with COUNTY's DBH must abide by the "Guiding Principles of Care Delivery" as shown in Exhibit G, attached hereto and incorporated herein by this reference.

Job Specifications:

For the following classifications please reference the attached job specifications (as noted in the *italics*):

- **Licensed Mental Health Clinicians:**

For all of the following please see the job specifications under *Licensed Mental Health Clinician*

- Licensed Marriage and Family Therapist (LMFT)
- Licensed Clinical Social Worker (LCSW)
- Licensed Professional Clinical Counselor (LPCC)

- **Nursing Staffing:**

- Licensed Vocational Nurse (LVN) – please see job specifications under:
 - *Licensed Vocational Nurse I*
 - *Licensed Vocational Nurse II*
 - *Licensed Vocational Nurse III*
- Registered Nurse (RN)
 - *Mental Health Nurse I*
 - *Mental Health Nurse II*
- Nurse Practitioner (NP)
 - *Psychiatric Mental Health Nurse Practitioner*

- **Quality Improvement Staffing:**

- Quality Improvement Coordinator (QIC)
 - *Quality Improvement Coordinator*
- Medical Records Coordinator (MRC)
 - *Medical Records Coordinator*
- Registered Health Information Technician (RHIT)
 - *Program Technician I – Confidential*
 - *Program Technician II – Confidential*



LICENSED MENTAL HEALTH CLINICIAN

Bargaining Unit: 3 - Mental Health Professionals
& Social Workers

Class Code:
1919

COUNTY OF FRESNO
Revision Date: Dec 16, 2014

SALARY RANGE

\$33.91 - \$40.79 Hourly
\$2,713.00 - \$3,263.00 Biweekly
\$5,878.17 - \$7,069.83 Monthly
\$70,538.00 - \$84,838.00 Annually

DESCRIPTION:

Under general supervision, provides professional behavioral health services in a multi-cultural, multi-disciplinary environment through the use of triage screening, assessments, case management, rehabilitation, individual, family and group therapy and counseling sessions; and performs related work as required.

The Department of Behavioral Health, headed by the Director of Behavioral Health, is responsible for administering a comprehensive multidisciplinary system of Mental Health and Substance Use Disorder Services.

The Mental Health Clinician classification series is utilized to provide professional behavioral health services including case management, rehabilitation, individual, family, and group therapy and counseling to identified adults and children with mental, emotional and/or substance use disorders. Depending on licensure, incumbents provide professional behavioral health services in accordance with State of California laws and regulations.

Licensed Mental Health Clinician is the entry level classification in this series. Incumbents of this classification are licensed and gain continued behavioral health experience and training under general, clinical supervision. Licensed Mental Health Clinician differs from Senior Licensed Mental Health Clinician in that incumbents at the Senior level are fully trained and routinely provide required clinical supervision for staff seeking licensure.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of job duties and responsibilities for positions in this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for any given position in this classification.

- Evaluates clients and formulates a behavioral health wellness and recovery service plan.
- Conducts individual, family and group therapy, case management, rehabilitation, and counseling sessions as part of a behavioral health wellness and recovery service plan.
- Provides crisis intervention services.

- Provides behavioral health consultative services to professional personnel of other agencies to help them better serve their clients and families.
- Speaks to community lay and professional groups to promote behavioral health, wellness and recovery and anti-stigma practices.
- Participates in staff development programs and staff conferences regarding clients' wellness and recovery and professional behavioral health approaches.
- Counsels and consults with clients, families, other professional staff and community agencies regarding recommendations for wellness and recovery service planning and delivery, discharge and follow-up planning.
- Prepares reports, correspondence, special studies and research.
- May provide behavioral health clinical oversight and direction to Unlicensed Clinicians, mental health paraprofessional staff, and student undergraduate/graduate placements.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Principles, theories, techniques and practices used in clinical social work and/or marriage and family therapy including techniques used for diagnosis and behavioral health services for chronically mentally ill and emotionally disturbed clients in a wellness and recovery evidence-based practices framework;
- Principles and practices of behavioral health education, community organizations and allied behavioral health services and resources;
- Laws, regulations and ethical standards governing behavioral health treatment and medical records;
- Behavioral health interviewing techniques and treatment methods;
- Intensive and long term case management services in a wellness and recovery evidence-based framework;
- Cultural competency theory, practice and its application in behavioral health settings with diverse consumers, their families and communities;
- Federal, state, and local laws and regulations governing behavioral health services.

Skills/Abilities to:

- Identify and evaluate normal and abnormal behavior tendencies, prioritize, rank and group these behaviors leading to an appropriate diagnostic label(s) within the client's cultural and linguistic perspective;
- Develop a goal-directed and time limited behavioral health wellness and recovery plan in collaboration with the client, their family and/or other supportive parties;
- Conduct outcome measured culturally appropriate individual/group/family psychotherapy, rehabilitation services and case management services;
- Communicate effectively, both orally and in writing with people of various educational, socio-economic and cultural backgrounds;
- Initiate and maintain a variety of progress notes, client charts and other required documentation in standard form and language;
- Utilize various types of electronic and/or manual recording and information systems;
- Lead and/or participate in behavioral health services team meeting;
- Remain knowledgeable and proficient in behavioral health practices through readings, research, professional organizations, academic training, and participation in direct client services;
- Mentor, train, motivate and provide direction for unlicensed and paraprofessional staff;
- Effectively organize work schedule and set priorities;
- Operate a computer in the completion of assignments;

- Establish and maintain effective working relationships at all organizational levels, as well as with other agencies and the public;
- Demonstrate and maintain a high degree of initiative, maturity, integrity, and good judgment.

MINIMUM QUALIFICATIONS:

License: Valid Clinical Social Worker or Marriage and Family Therapist License issued by the State of California, Department of Consumer Affairs, Board of Behavioral Sciences.

Possession of a valid driver's license may be required.



LICENSED VOCATIONAL NURSE I

Bargaining Unit: 12 - Clerical, Paramedical,
Building & Service Employees

Class Code:
1465

COUNTY OF FRESNO
Revision Date: Oct 17, 2016

SALARY RANGE

\$16.90 - \$21.61 Hourly
\$1,352.00 - \$1,729.00 Biweekly
\$2,929.33 - \$3,746.17 Monthly
\$35,152.00 - \$44,954.00 Annually

DESCRIPTION:

Under immediate supervision, provides basic nursing care; and performs related work as required.

The Licensed Vocational Nurse classification series is primarily oriented to providing basic nursing care under the supervision of registered nurses and/or licensed physicians and within the scope of the Vocational Nursing Practice Act. Responsibilities include provision of basic hygienic and nursing care; measurement of vital signs; basic client assessment and documentation; administration of skin tests within the course of a tuberculosis control program; and administration of immunizing agents and prescribed medications.

Licensed Vocational Nurse I is the entry level classification in this series. Assignments at this level are subject to close supervision and review while in progress and upon completion. Licensed Vocational Nurse I differs from Licensed Vocational Nurse II in that assignments at the II level are performed by incumbents who are sufficiently trained and experienced to complete assignments with minimal supervision and review.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of job duties and responsibilities for positions in this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for any given position in this classification.

- Provides basic hygienic and nursing care to patients within the scope of the Vocational Nursing Practice Act; prepares patients and cares for them during treatment; administers medications subcutaneously, intramuscularly, intradermal, sub dermal, and/or orally; takes temperature, pulse, respiration, and blood pressure of patients as necessary.
- Performs venipuncture and injections of medications including biological immunizations for pediatric and adult patients, including the provision of tuberculin skin tests, coccidioidin skin tests, and histoplasmin skin tests within the course of a tuberculosis control program.

- Applies and changes dressings and administers treatments including catheterizations, irrigations, and enemas; collects specimens for laboratory analysis.
- Assists medical providers and registered nurses in the administration of special treatments and examinations; charts treatments and medications and maintains pertinent medical records according to established practice by the Nursing Practice Act, policies, and procedures.
- Assists medical providers and registered nurses in the administration of medical records; assists in the data collection and input, preparation and implementation of patient care plans; participates in patient education and rehabilitation programs and documents data appropriately.
- Observes and assesses consumers condition and behavior; documents and reports significant changes to the supervisor and/or makes referrals as necessary; may participate in physical, occupational, and group therapy programs.
- May be responsible for the faxing of medication orders and reorders to the pharmacy and restocking of supplies and medications as needed.
- May be responsible for answering 24-hour "crisis" phone and provide counseling within scope of expertise or make necessary referrals to other agencies, facilities and/or other individuals.
- May draw blood upon completion of an approved course.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Current principles, techniques and practices of basic nursing services, including the scope of the Vocational Nursing Practice Act;
- Proper venipuncture techniques including the administration of biological immunizations;
- Medical equipment necessary to administer immunizations and treat emergency reactions;
- Medical terminology and record keeping practices;
- Uses and effects of immunizing agents and prescribed medications.

Skills/Abilities to:

- Demonstrate competence in the administration of immunizing agents and medications necessary in the event of an emergency reaction to such agents;
- Identify and be responsive to the health needs of clients;
- Remain knowledgeable and proficient in nursing practices through readings, research, professional organizations, academic training, and participation in direct client services;
- Accurately follow both oral and written instructions;
- Organize and prioritize duties and manage time effectively;
- Communicate effectively both orally and in writing with people of various educational, socio-economic, and cultural backgrounds;
- Work effectively under pressure and in difficult or emergency situations;
- Operate a computer in the completion of assignments;
- Establish and maintain effective working relationships at all organizational levels, as well as with other agencies and the public;
- Demonstrate and maintain a high degree of initiative, maturity, integrity, and good judgment.

MINIMUM QUALIFICATIONS:

License: Valid Licensed Vocational Nurse's License issued by the State of California, Department of Consumer Affairs, Board of Vocational Nursing and Psychiatric Technicians.

Possession of a valid Class "C" driver's license, or equivalent, may be required.



LICENSED VOCATIONAL NURSE II

Bargaining Unit: 12 - Clerical, Paramedical,
Building & Service Employees

Class Code:
1494

COUNTY OF FRESNO
Revision Date: Oct 17, 2016

SALARY RANGE

\$18.81 - \$24.08 Hourly
\$1,505.00 - \$1,926.00 Biweekly
\$3,260.83 - \$4,173.00 Monthly
\$39,130.00 - \$50,076.00 Annually

DESCRIPTION:

Under general supervision, provides basic nursing care; and performs related work as required.

The Licensed Vocational Nurse classification series is primarily oriented to providing basic nursing care under the supervision of registered nurses and/or licensed physicians and within the scope of the Vocational Nursing Practice Act. Responsibilities include provision of basic hygienic and nursing care; measurement of vital signs; basic client assessment and documentation; administration of skin tests within the course of a tuberculosis control program; and administration of immunizing agents and prescribed medications.

Licensed Vocational Nurse II is the experienced level classification in this series. Licensed Vocational Nurse II differs from Licensed Vocational Nurse I in that incumbents at the II level are sufficiently trained and experienced to perform assignments with minimal supervision and review. Licensed Vocational Nurse II differs from Licensed Vocational Nurse III in that incumbents at the III level are expected to demonstrate greater initiative, independence and experience in the completion of assignments, and may act in a lead capacity, which includes assigning, reviewing and coordinating the work of staff.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of job duties and responsibilities for positions in this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for any given position in this classification.

- Provides basic hygienic and nursing care to patients within the scope of the Vocational Nursing Practice Act; prepares patients and cares for them during treatment; administers medications subcutaneously, intramuscularly, intradermal, sub dermal, and/or orally; takes temperature, pulse, respiration, and blood pressure of patients as necessary.

- Performs venipuncture and injections of medications including biological immunizations for pediatric and adult patients, including the provision of tuberculin skin tests, coccidioidin skin tests, and histoplasmin skin tests within the course of a tuberculosis control program.
- Applies and changes dressings and administers treatments including catheterizations, irrigations, and enemas; collects specimens for laboratory analysis.
- Assists medical providers and registered nurses in the administration of special treatments and examinations; charts treatments and medications and maintains pertinent medical records according to established practice by the Nursing Practice Act, policies, and procedures.
- Assists medical providers and registered nurses in the administration of medical records; assists in the data collection and input, preparation and implementation of patient care plans; participates in patient education and rehabilitation programs and documents data appropriately.
- Observes and assesses consumers condition and behavior; documents and reports significant changes to the supervisor and/or makes referrals as necessary; may participate in physical, occupational, and group therapy programs.
- May be responsible for the faxing of medication orders and reorders to the pharmacy and restocking of supplies and medications as needed.
- May be responsible for answering 24-hour "crisis" phone and provide counseling within scope of expertise or make necessary referrals to other agencies, facilities and/or other individuals.
- May draw blood upon completion of an approved course.
- May assist with training of lower-level nursing staff.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Current principles, techniques and practices of basic nursing services, including the scope of the Vocational Nursing Practice Act;
- Proper venipuncture techniques including the administration of biological immunizations;
- Medical equipment necessary to administer immunizations and treat emergency reactions;
- Medical terminology and record keeping practices;
- Uses and effects of immunizing agents and prescribed medications.

Skills/Abilities to:

- Administer immunizing agents and medications necessary in the event of an emergency reaction to such agents;
- Identify and be responsive to the health needs of clients;
- Remain knowledgeable and proficient in nursing practices through readings, research, professional organizations, academic training, and participation in direct client services;
- Accurately follow both oral and written instructions;
- Organize and prioritize duties and manage time effectively;
- Communicate effectively both orally and in writing with people of various educational, socio-economic, and cultural backgrounds;
- Work effectively under pressure and in difficult or emergency situations;
- Operate a computer in the completion of assignments;
- Establish and maintain effective working relationships at all organizational levels, as well as with other agencies and the public;
- Demonstrate and maintain a high degree of initiative, maturity, integrity, and good judgment.

MINIMUM QUALIFICATIONS:

Experience: One (1) year of full-time, paid work experience as a Licensed Vocational Nurse.

License: Valid Licensed Vocational Nurse's License issued by the State of California, Department of Consumer Affairs, Board of Vocational Nursing and Psychiatric Technicians.

Possession of a valid Class "C" driver's license, or equivalent, may be required.

Note: Recruitment and/or certification may be limited to candidates possessing a specific experience background related to the specific position vacancy as authorized by the Director of Human Resources.



LICENSED VOCATIONAL NURSE III

Bargaining Unit: 12 - Clerical, Paramedical,
Building & Service Employees

Class Code:
1450

COUNTY OF FRESNO
Revision Date: Oct 17, 2016

SALARY RANGE

\$20.59 - \$26.33 Hourly
\$1,647.00 - \$2,106.00 Biweekly
\$3,568.50 - \$4,563.00 Monthly
\$42,822.00 - \$54,756.00 Annually

DESCRIPTION:

Under general supervision, provides basic nursing care; may act in a lead capacity; and performs related work as required.

The Licensed Vocational Nurse classification series is primarily oriented to providing basic nursing care under the supervision of registered nurses and/or licensed physicians and within the scope of the Vocational Nursing Practice Act. Responsibilities include provision of basic hygienic and nursing care; measurement of vital signs; basic client assessment and documentation; administration of skin tests within the course of a tuberculosis control program; and administration of immunizing agents and prescribed medications.

Licensed Vocational Nurse III is the advanced experienced level classification in this series. Licensed Vocational Nurse III differs from Licensed Vocational Nurse II in that incumbents at the III level are expected to demonstrate greater initiative, independence and experience in the completion of assignments, and may act in a lead capacity, which includes assigning, reviewing and coordinating the work of staff.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of job duties and responsibilities for positions in this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for any given position in this classification.

- Provides basic hygienic and nursing care to patients within the scope of the Vocational Nursing Practice Act; prepares patients and cares for them during treatment; administers medications subcutaneously, intramuscularly, intradermal, sub dermal, and/or orally; takes temperature, pulse, respiration, and blood pressure of patients as necessary.
- Performs venipuncture and injections of medications including biological immunizations for pediatric and adult patients, including the provision of tuberculin skin tests, coccidioidin skin tests, and histoplasmin skin tests within the course of a tuberculosis control program.

- Applies and changes dressings and administers treatments including catheterizations, irrigations, and enemas; collects specimens for laboratory analysis.
- Assists medical providers and registered nurses in the administration of special treatments and examinations; charts treatments and medications and maintains pertinent medical records according to established practice by the Nursing Practice Act, policies, and procedures.
- Assists medical providers and registered nurses in the administration of medical records; assists in the data collection and input, preparation and implementation of patient care plans; participates in patient education and rehabilitation programs and documents data appropriately.
- Observe and assess consumers condition and behavior; documents and reports significant changes to the supervisor and/or makes referrals as necessary; may participate in physical, occupational, and group therapy programs.
- May be responsible for the faxing of medication orders and reorders to the pharmacy and restocking of supplies and medications as needed.
- May be responsible for answering 24-hour "crisis" phone and provide counseling within scope of expertise or make necessary referrals to other agencies, facilities and/or other individuals.
- May draw blood upon completion of an approved course.
- May train lower-level nursing staff and act in a lead capacity, which includes assigning, reviewing, and coordinating the work of staff.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Current principles, techniques and practices of basic nursing services, including the scope of the Vocational Nursing Practice Act;
- Proper venipuncture techniques including the administration of biological immunizations;
- Medical equipment necessary to administer immunizations and treat emergency reactions;
- Medical terminology and record keeping practices;
- Uses and effects of immunizing agents and prescribed medications;
- Department practices, policies, and procedures necessary to assign, review and coordinate the work of staff.

Skills/Abilities to:

- Administer immunizing agents and medications necessary in the event of an emergency reaction to such agents;
- Identify and be responsive to the health needs of clients;
- Remain knowledgeable and proficient in nursing practices through readings, research, professional organizations, academic training, and participation in direct client services;
- Accurately follow both oral and written instructions;
- Assign, review and coordinate the work of staff;
- Organize and prioritize duties and manage time effectively;
- Communicate effectively both orally and in writing with people of various educational, socio-economic, and cultural backgrounds;
- Work effectively under pressure and in difficult or emergency situations;
- Operate a computer in the completion of assignments;
- Establish and maintain effective working relationships at all organizational levels, as well as with other agencies and the public;
- Demonstrate and maintain a high degree of initiative, maturity, integrity, and good judgment.

MINIMUM QUALIFICATIONS:

Experience: Two (2) years of full-time, paid work experience as a Licensed Vocational Nurse.

License: Valid Licensed Vocational Nurse's License issued by the State of California, Department of Consumer Affairs, Board of Vocational Nursing and Psychiatric Technicians.

Possession of a valid Class "C" driver's license, or equivalent, may be required.

Note: Recruitment and/or certification may be limited to candidates possessing a specific experience background related to the specific position vacancy as authorized by the Director of Human Resources.



MENTAL HEALTH NURSE I

Class Code:
1322

Bargaining Unit: 7 - Nurses

COUNTY OF FRESNO
Revision Date: Sep 17, 1984

SALARY RANGE

\$32.13 - \$39.06 Hourly
\$2,570.00 - \$3,125.00 Biweekly
\$5,568.33 - \$6,770.83 Monthly
\$66,820.00 - \$81,250.00 Annually

DESCRIPTION:

Under general supervision, renders direct and indirect mental health nursing services to the community; and performs related work as required.

The Mental Health Nurse series is utilized in various clinical programs within the mental health services of the Department of Health. Classes in this series are primarily oriented to providing a variety of community mental health nursing services. These services focus upon concepts of prevention, treatment, education and rehabilitation regarding the physical and mental health of the individual and family. They are delivered in community as well as acute psychiatric hospital settings. Service elements include: evaluation of psychological, physical and social status of an individual or family; conjoint, group and family therapy; crisis intervention service; and referral to other appropriate community agencies to insure that the patient receives necessary total health care.

Mental Health Nurse I is the entrance level classification in this series. As compared to the Mental Health Nurse II, the I ordinarily handles less difficult assignments while gaining experience in the practical application of mental health nursing.

Mental Health Nurses must be able to identify and respond to changes in the mental health field, assess and react rapidly to emergency situations, establish rapport and communication with individuals and members of community organizations. In addition, incumbents must possess good judgment, a high degree of maturity, and a tolerant attitude toward persons of differing racial and social background and life styles.

SAMPLES OF DUTIES:

- Provides crisis intervention services to patients within the Inpatient Service, clinic or in the community.
- Interviews and evaluates patient's spouse, other family members and significant related individuals who accompany the client to various services of the Department for the purpose of immediate crisis resolution or for developing longer term treatment plans.
- Make rounds of patients in unit to observe and assess the condition of patients; prepares and gives medications and may administer both routine and specialized treatments to patients.
- Observes and charts results of treatment and medications.

- Conducts individual, family, group and conjoint therapy sessions.
- Works with psychiatrist in evaluating patient's immediate life situation, relevant past events, and current inter-personal relations in order to recommend and implement treatment plans.
- Provides consultative services to professional personnel of other agencies to enhance interagency cooperation in behalf of the client.
- Assists in helping protect the patient from himself and/or to protect others.
- Assists in making facilitated referrals to other agencies within the Department and/or to other community agencies.
- Serves as liaison with the medical consultants to insure that the patient receives the necessary total health care.
- Participates in staff development programs and in staff conferences regarding cases and latest therapeutic techniques.
- Uses knowledge of psychotropic medications to obtain prompt ordering of medications from the physician on duty or on call and to report any side effects.
- May receive crisis telephone calls from the community and makes recommendations for resolving the crisis.
- Assists in training and supervision of other Mental Health workers which includes student nurses in both undergraduate and masters programs, family practice residents, paraprofessionals and newly recruited nursing personnel.

MINIMUM QUALIFICATIONS:

License: Valid California Registered Nurse License. Valid California Driver's License.



MENTAL HEALTH NURSE II

Class Code:
1323

Bargaining Unit: 7 - Nurses

COUNTY OF FRESNO
Revision Date: Sep 17, 1984

SALARY RANGE

\$36.74 - \$44.65 Hourly
\$2,939.00 - \$3,572.00 Biweekly
\$6,367.83 - \$7,739.33 Monthly
\$76,414.00 - \$92,872.00 Annually

DESCRIPTION:

Under general supervision, renders direct and indirect mental health nursing services to the community; may assist in the training and supervision of lower-level professional and paraprofessional personnel; and performs related work as required.

The mental health nurse series is utilized in various clinical programs within the mental health services of the Department of Health. Classes in this series are primarily oriented to providing a variety of community mental health nursing services. These services focus upon concepts of prevention, treatment, education and rehabilitation regarding the physical and mental health of the individual and family. They are delivered in community as well as acute psychiatric hospital settings. Service elements include: evaluation of psychological, physical and social status of an individual or family; conjoint, group and family therapy; crisis intervention service; and referral to other appropriate community agencies to insure that the patient receives necessary total health care.

Mental Health Nurse II differs from Mental Health Nurse I in that incumbents of the II level are expected to handle more difficult assignments with a minimum of supervision. In addition, the Mental Health Nurse II may assist in the training and supervision of lower-level personnel.

Mental Health Nurses must be able to identify and respond to changes in the mental health field, assess and react rapidly to emergency situations, establish rapport and communication with individuals and members of community organizations. In addition, incumbents must possess good judgment, a high degree of maturity, and a tolerant attitude toward persons of differing racial and social background and life styles.

SAMPLES OF DUTIES:

- Provides crisis intervention services to patients within the Inpatient Service, clinic or in the community.
- Interviews and evaluates patient's spouse, other family members and significant related individuals who accompany the client to various services of the Department for the purpose of immediate crisis resolution or for developing longer term treatment plans.

- Make rounds of patients in unit to observe and assess the condition of patients; prepares and gives medications and may administer both routine and specialized treatments to patients.
- Observes and charts results of treatment and medications.
- Conducts individual, family, group and conjoint therapy sessions.
- Works with psychiatrist in evaluating patient's immediate life situation, relevant past events, and current inter-personal relations in order to recommend and implement treatment plans.
- Provides consultative services to professional personnel of other agencies to enhance interagency cooperation in behalf of the client.
- Assists in helping protect the patient from himself and/or to protect others.
- Assists in making facilitated referrals to other agencies within the Department and/or to other community agencies.
- Serves as liaison with the medical consultants to insure that the patient receives the necessary total health care.
- Participates in staff development programs and in staff conferences regarding cases and latest therapeutic techniques.
- Uses knowledge of psychotropic medications to obtain prompt ordering of medications from the physician on duty or on call and to report any side effects.
- May receive crisis telephone calls from the community and makes recommendations for resolving the crisis.
- Assists in training and supervision of other Mental Health workers which includes student nurses in undergraduate and masters programs, family practice residents, paraprofessionals and newly recruited nursing personnel.

MINIMUM QUALIFICATIONS:

Experience: Two years of full-time, paid experience equivalent to that gained as a Mental Health Nurse I in Fresno County.

License: Valid California Registered Nurse License. Valid California Driver's License.



**PSYCHIATRIC MENTAL HEALTH NURSE
PRACTITIONER**

Class Code:
1563

Bargaining Unit: 7 - Nurses

COUNTY OF FRESNO
Revision Date: Oct 1, 2012

SALARY RANGE

\$51.58 - \$62.69 Hourly
\$4,126.00 - \$5,015.00 Biweekly
\$8,939.67 - \$10,865.83 Monthly
\$107,276.00 - \$130,390.00 Annually

DESCRIPTION:

Under direction, provides complete psychiatric assessments; formulates treatment plans; analyzes patient care issues; and performs related work as required.

The Department of Behavioral Health, headed by the Director of Behavioral Health, is responsible for administering a comprehensive multidisciplinary system of Mental Health and Substance Use Disorder Services.

The Psychiatric Mental Health Nurse Practitioner is a highly skilled practitioner who has advanced education and clinical training in the diagnosis and management of patient mental health and emotional disorders. Incumbents provide a unique approach to health care that enables them to undertake preventive patient care measures; provide educational support to outpatient care services; and discharge planning for continuity of care. Under the supervision of a Psychiatrist, responsibilities include providing complete psychiatric assessments which may include physical assessments and examinations, psychiatric diagnosis, and treatments of both chronic and episodic psychiatric disorders.

The Psychiatric Mental Health Nurse Practitioner classification differs from the Nurse Practitioner classification in that the former has been trained and certified to perform primary outpatient, diagnostic, treatment, rehabilitation, and support services for a wide variety of mental health patients with complex chronic and acute psycho-social conditions.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of duties and responsibilities for positions in this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for positions in this classification.

- Diagnoses and treats psychiatric patients under the supervision of a Psychiatrist.
- Interviews patients to obtain complete psychiatric and medical histories; may perform limited physical examinations.
- Counsels patients regarding matters pertaining to their physical and mental health.

- Under direction, arranges for hospital admission of patients, and facilitates the referral of patients to appropriate health facilities, agencies, and resources.
- Orders and interprets a variety of routine tests which may include blood counts, chemistry panels, lipid panels, liver function tests, medication levels, EKG, etc.
- Provides direct and indirect clinical services to patients.
- Records findings of mental and/or developmental assessments.
- Assists in developing protocols, and initiates treatment based on protocols signed by a Psychiatrist.
- Assists and provides services to patients requiring continued care.
- Teaches individuals and families information and skills necessary to maintain or improve mental health.
- Maintains liaison with other professionals and agencies providing child/family services.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Laws and regulations governing Nurse Practitioners;
- Laws, regulations and ethical standards governing behavioral health treatment and medical records;
- Medicare and Medi-cal regulations;
- Environmental, sociological, psychological and physical factors of mental and emotional disorders;
- Principles and practices of psychiatric diagnosis and treatment of emotional and mental disorders and other related medical issues;
- Psychopharmacological use and effects of medications;
- Diagnostic protocols; sterile techniques and infection control;
- Human anatomy and physiology;
- Routine diagnostic and treatment techniques used in practicing primary care medicine;
- Principles and practices of behavioral health education, community organizations and allied behavioral health services and resources.

Skills/Abilities to:

- Identify and evaluate medical conditions and psychiatric disorders; develop and implement treatment plans;
- Perform physical examinations; including ordering, interpreting and evaluating diagnostic tests and examinations;
- Administer medications including psychotropic drugs; monitor and record patient's medication usage and results;
- Educate patients and family members about mental health and medical conditions, preventive health measures, medications or treatment plans;
- Remain knowledgeable and proficient in mental health practices through readings, research, professional organizations, academic training, and participation in direct patient services;
- Communicate effectively in both oral and written forms to behavioral health staff, patients, their family members and other interested community members;
- Maintain effective interpersonal relationships at all organizational levels and with the public;
- Demonstrate a high degree of maturity, integrity, initiative, and independent judgment.

MINIMUM QUALIFICATIONS:

Possession of the following valid certificates and licenses:

Certificates: Nurse Practitioner Certificate issued by the State of California, Department of Consumer Affairs, Board of Registered Nursing.

Nurse Practitioner Furnishing Advanced Practice Certificate issued by the State of California, Department of Consumer Affairs, Board of Registered Nursing.

Adult or Family Psychiatric-Mental Health Nurse Practitioner Certificate issued by the American Nurses Credentialing Center.

Controlled Substance Registration Certificate - Schedules II to V issued by the United States Department of Justice, Drug Enforcement Administration.

Licenses: Registered Nurse License issued by the State of California, Department of Consumer Affairs, Board of Registered Nursing.

Valid driver's license.



QUALITY IMPROVEMENT COORDINATOR

Class Code:
1447

Bargaining Unit: Management

COUNTY OF FRESNO
Revision Date: Jul 17, 2017

SALARY RANGE

\$40.00 - \$48.61 Hourly
\$3,200.00 - \$3,889.00 Biweekly
\$6,933.33 - \$8,426.17 Monthly
\$83,200.00 - \$101,114.00 Annually

DESCRIPTION:

Under general supervision, develops, implements, and coordinates quality assurance/improvement programs and activities for the Department of Behavioral Health; and performs related work as required.

The Department of Behavioral Health, headed by the Director of Behavioral Health, is responsible for administering a comprehensive multidisciplinary system of Mental Health and Substance Use Disorder Services.

The Quality Improvement Coordinator, reporting to the Director of Behavioral Health or his/her designee, coordinates quality assurance and improvement programs and activities. Responsibilities include developing, implementing, and maintaining procedural systems that monitor quality of client care using federal, state, and local regulations governing quality assurance to ensure departmental compliance. Additionally, incumbents may supervise subordinate staff who lead or facilitate quality improvement activities. The Quality Improvement Coordinator is also responsible for overseeing the Quality Improvement Council, including its work plan and subcommittees as required by the State of California managed care plans.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of duties and responsibilities for this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for this classification.

- Develops, implements, and coordinates quality assurance/improvement programs and activities to target for quality, service, and efficiency of the organization.
- Oversees and manages the Quality Improvement Council for the Mental Health/Drug Medical Plan, including creating and monitoring the Quality Improvement work plan and its subcommittees.
- Provides consultation to the Department of Behavioral Health and contracted program staff on quality assurance/improvement issues.

- Assists the Department in preparation for various audits, including, External Quality Review Organization and Medi-Cal Oversight Review.
- Reviews and analyzes data and findings from internal program reviews and external audits to identify problem areas and makes recommendations for improvement.
- Maintains and compiles statistical information related to the Quality Improvement work plan; identifies new components or activities required by the work plan.
- Develops, implements, and maintains infrastructure and procedural systems to track and improve outcomes, quality monitoring activities, business processes and client care.
- Assists in the development and implementation of clinical processes, including medication monitoring, peer/supervisory review, quality improvement work plan activities including performance improvement projects, and contract management.
- Consults with department management regarding program needs, policies, and procedures, and prepares plans to ensure quality client care and efficiency of the organization.
- May supervise subordinate staff who lead or facilitate quality improvement activities. Supervisory responsibilities include interviewing, selecting, training, assigning, directing, monitoring, evaluating and disciplining staff when necessary.
- May prepare and/or supervise the preparation of reports, correspondence, special studies and research.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Federal, state, and local laws and regulations governing mental health;
- Principles, practices and legal requirements of quality management systems, managed care and client care;
- Principles and practices of mental health programs;
- Quality measurement techniques, including study design, criteria development and statistical analysis;
- Effective research methods and resources;
- Practices and techniques of report preparation;
- Principles and practices of employee supervision and staff development;
- Problem solving, conflict management and team building techniques.

Skills/Abilities to:

- Interpret, apply and communicate complex regulations;
- Develop and implement quality assurance/improvement principles;
- Review medical records, recognize and resolve discrepancies;
- Maintain a productive work environment and ensure achievement of goals;
- Remain knowledgeable and proficient in mental health practices through readings, research, professional organizations and academic training;
- Communicate effectively both orally and in writing;
- Collect, organize, analyze and interpret statistical data;
- Establish and maintain effective working relationships at all organizational levels, as well as with other agencies and the public;
- Select, train, supervise, evaluate and discipline subordinate staff;
- Demonstrate cultural sensitivity and communicate effectively with individuals from diverse socioeconomic backgrounds;
- Demonstrate and maintain a high degree of initiative, maturity, integrity, loyalty, accountability, and good judgment.

MINIMUM QUALIFICATIONS:

Experience: Four (4) years of full-time, paid behavioral health work experience as a Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, Licensed Psychologist, or Registered Nurse, two (2) years of which must have involved quality improvement experience.

Licenses: Valid State of California license as a Clinical Social Worker, Marriage and Family Therapist, Psychologist, or Registered Nurse.

Possession of a valid Class "C" driver's license, or equivalent, may be required.

Certification: Possession of a valid Certified Professional in Healthcare Quality (CPHQ) certificate issued by the National Association for Healthcare Quality.



MEDICAL RECORDS COORDINATOR

Class Code:
1550

Bargaining Unit: Unrepresented

COUNTY OF FRESNO
Revision Date: Aug 29, 2016

SALARY RANGE

\$33.04 - \$40.16 Hourly
\$2,643.00 - \$3,213.00 Biweekly
\$5,726.50 - \$6,961.50 Monthly
\$68,718.00 - \$83,538.00 Annually

DESCRIPTION:

Under general supervision, plans, develops, coordinates, and supervises medical records activities and staff within the Department of Behavioral Health; and performs related work as required.

The Department of Behavioral Health, headed by the Director of Behavioral Health, is responsible for administering a comprehensive multidisciplinary system of Mental Health and Substance Use Disorder Services.

The Medical Records Coordinator, reporting to the Director of Behavioral Health or his/her designee, plans, develops, coordinates, and supervises medical record activities, and staff. Responsibilities include planning, developing, implementing, and evaluating goals, objectives, standards, policies, and procedures; coordinating medical records services; maintaining liaison with other departments, state, federal, and public agencies; and interviewing, selecting, training, supervising, and evaluating subordinate staff.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of duties and responsibilities for this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for this classification.

- Plans, develops, coordinates, and supervises the day-to-day medical records activities, and staff.
- Interviews, selects, trains, supervises, and evaluates subordinate staff; disciplines staff when necessary.
- Administers Health Insurance Portability and Accountable Act (HIPAA) training to all Department of Behavioral Health staff.
- Plans, develops, implements, communicates, and evaluates goals, objectives, standards, policies, and procedures in order to ensure quality of services, productivity, and compliance with state and federal requirements.

- Establishes and maintains liaison with other departments, state, federal, and public agencies.
- Provides information on clients admitted to the Psychiatric Health Facility as required by the Office of Statewide Health Planning and Development.
- Serves as a resource person to the Department regarding services, medical record confidentiality, release of information, and related operational and record keeping information.
- Assists in developing, preparing, and monitoring the medical record budget, and in establishing budgetary priorities.
- Compiles, provides, and maintains statistical information for county, state, and federal use.
- Prepares and/or directs the preparation of reports, correspondence, special studies, and research.
- May attend court hearings.
- May assist in audits concerning compliance with medical record, requirements, documentation, quality of care, and other standards.
- May act as chair and serve on committees and task forces.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Federal, state, local laws and regulations governing behavioral health;
- Principles, practices, and legal requirements related to the Health Insurance Portability and Accountability Act (HIPAA);
- Department policies, rules, regulations, and procedures;
- Principles, practices of employee supervision and staff development;
- Techniques of data collection, statistical analysis and report preparation;
- Mathematical concepts related to budgets.

Skills/Abilities to:

- Understand, interpret, and/or assist in the development and application of rules, regulations, policies, and procedures;
- Supervise, train, organize and review the work of staff;
- Communicate effectively, both orally and in writing with people of various educational, socio-economic, and cultural backgrounds;
- Display effective organizational and time management principles and techniques;
- Establish and maintain effective working relationship at all organizational levels, as well as with other agencies and the public;
- Analyze and prepare medical record office's budget and monitor expenditures;
- Operate a computer in the completion of assignments;
- Utilize computer information systems, business and health care applications, and record keeping systems;
- Remain knowledgeable and proficient in behavioral health practices through readings, research, professional organizations, and academic trainings;
- Demonstrate and maintain a high degree of initiative, maturity, integrity, and good judgement.

MINIMUM QUALIFICATIONS:

Education: Possession of a bachelor's degree that is acceptable within the United States' accredited college or university system.

Experience: Two (2) years of full-time, paid management or supervisory experience gained in an office setting.

Certification: Possession of a valid Registered Health Information Administrator (RHIA) certificate issued by the American Health Information Management Association.

License: Possession of a valid Class "C" driver's license, or equivalent, may be required.

Note: Recruitment and/or certification may be limited to candidates with an education, experience, certification and/or license background related to the specific position vacancy as authorized by the Director of Human Resources.



PROGRAM TECHNICIAN I – CONFIDENTIAL *

Class Code:
3622

Bargaining Unit: Unrepresented

COUNTY OF FRESNO
Revision Date: Aug 27, 2018

SALARY RANGE

\$18.61 - \$22.61 Hourly
\$1,489.00 - \$1,809.00 Biweekly
\$3,226.17 - \$3,919.50 Monthly
\$38,714.00 - \$47,034.00 Annually

DESCRIPTION:

Under immediate supervision, performs paraprofessional/technical work involving the application of technical principles and procedures in support of County programs and services; and performs related work as required.

The Program Technician classification series is utilized within County departments to perform paraprofessional/technical work in support of County programs and services. Positions in this classification series focus on the technical aspects of work involved in developing, implementing, and evaluating various programs within the County. Incumbents in the Program Technician classification series typically report to professional, supervisory, or managerial positions.

Program Technician I - Confidential is the entry-level classification in the Program Technician – Confidential series. Assignments are subject to close supervision and review while in progress and upon completion. This classification differs from Program Technician II – Confidential in that incumbents at the II level are fully trained, expected to perform assignments with a minimum level of supervision, and have a greater scope of responsibility and latitude of judgment.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of job duties and responsibilities for positions in this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for any given position in this classification.

- Performs paraprofessional/technical work in support of County department programs and services involving the knowledge, interpretation, and application of County policies, rules, regulations, and procedures.
- Communicates and interprets department/program policies, rules, regulations, and procedures.
- Reviews, processes and maintains program transactions, records and other documents in accordance with County policies, rules, regulations, and procedures.
- Assists in the preparation and maintenance of statistical data, reports, correspondence, special studies, and conducts research.

- Assists in the development and evaluation of program policies and procedures.
- May act in a lead capacity over lower-level staff programs, or special projects, which involves assigning, reviewing and coordinating the work of staff.
- May train staff in program policies, rules, regulations, and procedures.
- May represent the department in meetings with other County department staff, other governmental agencies, and the public.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Operations, services, activities of the department or program to which assigned;
- Basic principles of record keeping, case files, and records management;
- Standard office applications, including computer software such as Microsoft Office;
- Proper English usage, grammar, spelling and punctuation;
- Basic mathematics and statistics;
- Principles and practices of effective customer service.

Skills/Abilities to:

- Learn department/program policies, rules, regulations, procedures, and terminology;
- Assess and interpret the significance of report data, develop findings, and provide recommendations;
- Perform basic mathematical computations;
- Operate modern office equipment including multi-line telephone systems, computer hardware and software, and internet and web-based applications;
- Alphabetize, file, and maintain various records;
- Work independently and in a team-oriented environment;
- Effectively manage multiple work assignments, set priorities and meet established deadlines;
- Assign, review and coordinate the work of staff;
- Understand and carry out oral and written instructions;
- Communicate effectively, both orally and in writing;
- Establish and maintain effective working relationships at all organizational levels, as well as with other agencies and the public;
- Demonstrate and maintain a high degree of initiative, maturity, integrity, accountability and good judgment.

MINIMUM QUALIFICATIONS:

Applicants must qualify under one (1) of the options listed below:

OPTION 1:

Education: Completion of sixty (60) semester units of coursework that is acceptable within the United States' accredited college or university system.

OPTION 2:

Education: Completion of thirty (30) semester units of coursework that is acceptable within the United States' accredited college or university system.

Experience: Two (2) years of full-time, paid work experience in an office setting which involved data entry, maintaining records and files, and contact with the public.

OPTION 3:

Experience: Four (4) years of full-time, paid work experience in an office setting which involved data entry, maintaining records and files, and contact with the public.

In addition to the options listed above, the following may be required:

License: Possession of a valid Class "C" driver's license, or equivalent, may be required.

Notes: Recruitment and/or certification may be limited to candidates possessing a specific education and/or experience background related to the specific position vacancy as authorized by the Director of Human Resources.

Incumbents may be required to obtain and maintain Federal Bureau of Investigation (FBI) and Department of Justice (DOJ) clearance as a condition of employment.

* Confidential means that the employee in this classification is privy to decisions of County management affecting employer-employee relations.



PROGRAM TECHNICIAN II – CONFIDENTIAL *

Class Code:
3623

Bargaining Unit: Unrepresented

COUNTY OF FRESNO
Revision Date: Aug 27, 2018

SALARY RANGE

\$20.83 - \$25.30 Hourly
\$1,666.00 - \$2,024.00 Biweekly
\$3,609.67 - \$4,385.33 Monthly
\$43,316.00 - \$52,624.00 Annually

DESCRIPTION:

Under general supervision, performs paraprofessional/technical work involving the application of technical principles and procedures in support of County programs and services; may act in a lead capacity; and performs related work as required.

The Program Technician classification series is utilized within County departments to perform paraprofessional/technical work in support of County programs and services. Positions in this classification series focus on the technical aspects of work involved in developing, implementing, and evaluating various programs within the County. Incumbents in the Program Technician classification series typically report to professional, supervisory, or managerial positions.

Program Technician II – Confidential is the experienced level classification in the Program Technician – Confidential series. This classification differs from Program Technician I – Confidential in that incumbents are fully trained, expected to perform assignments with a minimum level of supervision, have a greater scope of responsibility and latitude of judgment. Program Technician II – Confidential differs from Supervising Program Technician - Confidential in that incumbents of the latter have full supervisory responsibility over staff.

SAMPLES OF DUTIES:

The information listed below is meant to serve as samples of job duties and responsibilities for positions in this classification. This list is neither inclusive nor exclusive, but indicative of several types of duties performed. Consequently, this information does not reflect Essential Functions for any given position in this classification.

- Performs paraprofessional/technical work in support of County department programs and services involving the knowledge, interpretation, and application of County policies, rules, regulations, and procedures.
- Communicates and interprets department/program policies, rules, regulations, and procedures.
- Reviews processes and maintains program transactions, records and other documents in accordance with County policies, rules, regulations, and procedures.

- Assists in the preparation and maintenance of statistical data, reports, correspondence, special studies, and conducts research.
- Assists in the development and evaluation of program policies and procedures.
- Trains staff in program policies, rules, regulations, and procedures.
- May represent the department in meetings with other County department staff, other governmental agencies, and the public.
- May act in a lead capacity over programs, staff or special projects, which involves assigning, reviewing and coordinating the work of staff.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

- Operations, services and activities of the department or program to which assigned;
- Department policies, rules, regulations, and procedures;
- Program terminology;
- Principles of record keeping, case files, and records management;
- Standard office applications, including computer software such as Microsoft Office;
- Proper English usage, grammar, spelling and punctuation;
- Mathematics and statistics;
- Principles and practices of effective customer service.

Skills/Abilities to:

- Understand, interpret, and apply department/program policies, rules, regulations and procedures;
- Assess and interpret the significance of report data, develop findings, and provide recommendations;
- Perform mathematical computations;
- Operate modern office equipment including multi-line telephone systems, computer hardware and software, and internet and web-based applications;
- Alphabetize, file, and maintain various records;
- Work independently and in a team-oriented environment;
- Effectively manage multiple work assignments, set priorities and meet established deadlines;
- Assign, review and coordinate the work of staff;
- Train staff in departmental work procedures and methods;
- Understand and carry out oral and written instructions;
- Communicate effectively, both orally and in writing;
- Establish and maintain effective working relationships at all organizational levels, as well as with other agencies and the public;
- Demonstrate and maintain a high degree of initiative, maturity, integrity, accountability, and good judgment.

MINIMUM QUALIFICATIONS:

Applicants must qualify under one (1) of the options listed below:

OPTION 1:

Education: Completion of sixty (60) semester units of coursework that is acceptable within the United States' accredited college or university system.

Experience: One (1) year of full-time paid work experience equivalent to that gained as a Program Technician with the County of Fresno.

OPTION 2:

Education: Completion of thirty (30) semester units of coursework that is acceptable within the United States' accredited college or university system.

Experience: Two (2) years of full-time, paid work experience in an office setting which involved data entry, maintaining records and files, and contact with the public.

AND

One (1) year of full-time paid work experience equivalent to that gained as a Program Technician with the County of Fresno.

OPTION 2:

Experience: Four (4) years of full-time, paid work experience in an office setting, which involved data entry, maintaining records and files, and contact with the public.

AND

One (1) year of full-time paid work experience equivalent to that gained as a Program Technician with the County of Fresno.

In addition to the options listed above, the following may be required:

License: Possession of a valid Class "C" driver's license, or equivalent, may be required.

Notes: Recruitment and/or certification may be limited to candidates with an experience or education background related to the specific position vacancy.

Incumbents may be required to obtain and maintain Federal Bureau of Investigation (FBI) and Department of Justice (DOJ) clearance as a condition of employment.

* Confidential means that the employee in this classification is privy to decisions of County management affecting employer-employee relations.

SERVICES AND COMPENSATION

All's Well, Inc. will provide temporary medical staffing to the County of Fresno, Department of Behavioral Health in accordance with the rates listed below.

Compensation

The hourly rate of pay is not to exceed the following for each position identified below:

<u>POSITION</u>	<u>RATES</u>
Licensed Marriage & Family Therapist	\$66.00
Licensed Clinical Social Worker	\$68.00
Licensed Professional Clinical Counselor	\$68.00
Licensed Vocational Nurse	\$46.00
Registered Nurse	\$69.00
Nurse Practitioner	\$103.00
QI (Quality Improvement) Coordinator	\$77.00
Medical Records Coordinator	\$64.00
Registered Health Information Technician	\$36.00

SERVICES AND COMPENSATION

Cell Staff, LLC will provide temporary medical staffing to the County of Fresno, Department of Behavioral Health in accordance with the rates listed below.

Compensation

The hourly rate of pay is not to exceed the following for each position identified below:

<u>POSITION</u>	<u>RATES</u>
Licensed Marriage & Family Therapist	\$85.00
Licensed Clinical Social Worker	\$85.00
Licensed Professional Clinical Counselor	\$85.00
Licensed Vocational Nurse	\$45.00
Registered Nurse	\$67.00
Nurse Practitioner	\$105.00
Quality Improvement Coordinator	\$85.00
Medical Records Coordinator	\$65.00
Registered Health Information Technician	\$45.00

SERVICES AND COMPENSATION

Diskriter, Inc. will provide temporary medical staffing to the County of Fresno, Department of Behavioral Health in accordance with the rates listed below.

Compensation

The hourly rate of pay is not to exceed the following for each position identified below:

<u>POSITION</u>	<u>RATES</u>
Licensed Marriage & Family Therapist	\$66.30
Licensed Clinical Social Worker	\$72.76
Licensed Professional Clinical Counselor	\$41.99
Licensed Vocational Nurse	\$38.83
Registered Nurse	\$66.30
Nurse Practitioner	\$99.96
Quality Improvement Coordinator	\$53.07
Medical Records Coordinator	\$49.14
Registered Health Information Technician	\$35.79

SERVICES AND COMPENSATION

Infojini, Inc. will provide temporary medical staffing to the County of Fresno, Department of Behavioral Health in accordance with the rates listed below.

Compensation

The hourly rate of pay is not to exceed the following for each position identified below:

<u>POSITION</u>	<u>RATES</u>
Licensed Marriage & Family Therapist	\$65.00
Licensed Clinical Social Worker	\$65.00
Licensed Professional Clinical Counselor	\$60.00
Licensed Vocational Nurse	\$38.00
Registered Nurse	\$60.00
Nurse Practitioner	\$80.00
QI (Quality Improvement) Coordinator	\$54.00
Medical Records Coordinator	\$35.00
Registered Health Information Technician	\$40.00

SERVICES AND COMPENSATION

Maxim Healthcare Services, Inc. will provide temporary medical staffing to the County of Fresno, Department of Behavioral Health in accordance with the rates listed below.

Compensation

The hourly rate of pay is not to exceed the following for each position identified below:

<u>POSITION</u>	<u>RATES</u>
Licensed Marriage & Family Therapist	\$90.00
Licensed Clinical Social Worker	\$90.00
Licensed Professional Clinical Counselor	\$90.00
Licensed Vocational Nurse	\$46.00
Registered Nurse	\$70.00
Mental Health Nurse (RN)	\$70.00
Nurse Practitioner	\$105.00
Psychiatric Nurse Practitioner	\$120.00
Quality Improvement Coordinator	\$100.00
Medical Records Coordinator	\$65.00
Program Technician	\$50.00

SERVICES AND COMPENSATION

Quality Placement Authority will provide temporary medical staffing to the County of Fresno, Department of Behavioral Health in accordance with the rates listed below.

Compensation

The hourly bill rate is not to exceed the following for each position identified below:

<u>POSITION</u>	<u>RATES</u>
Licensed Marriage & Family Therapist	\$77.00
Licensed Clinical Social Worker	\$77.00
Licensed Professional Clinical Counselor	\$77.00
Licensed Vocational Nurse	\$45.00
Registered Nurse	\$66.00
Nurse Practitioner	\$104.00
Quality Improvement Coordinator	\$73.60
Medical Records Coordinator	\$58.56
Registered Health Information Technician	\$33.07

SERVICES AND COMPENSATION

Supplemental Health Care Services, Inc. will provide temporary medical staffing to the County of Fresno, Department of Behavioral Health in accordance with the rates listed below.

Compensation

The hourly rate of pay is not to exceed the following for each position identified below:

<u>POSITION</u>	<u>RATES</u>
Licensed Marriage & Family Therapist	\$85.00
Licensed Clinical Social Worker	\$75.00
Licensed Professional Clinical Counselor	\$85.00
Licensed Vocational Nurse	\$46.00
Registered Nurse	\$68.00
Nurse Practitioner	\$120.00
QI (Quality Improvement) Coordinator	\$60.00
Medical Records Coordinator	\$35.00
Registered Health Information Technician	\$50.00

SERVICES AND COMPENSATION

Worldwide Travel Staffing, Limited will provide temporary medical staffing to the County of Fresno, Department of Behavioral Health in accordance with the rates listed below.

Compensation

The hourly rate of pay is not to exceed the following for each position identified below:

<u>POSITION</u>	<u>RATES</u>
Licensed Marriage & Family Therapist	\$65.00
Licensed Clinical Social Worker	\$72.00
Licensed Professional Clinical Counselor	\$110.00
Licensed Vocational Nurse	\$55.00
Registered Nurse	\$75.00
Nurse Practitioner	\$145.00
QI (Quality Improvement) Coordinator	\$50.00
Medical Records Coordinator	\$45.00
Registered Health Information Technician	\$55.00