



Agenda Submittal

Agenda #: **Status:** Agenda Ready
Type: CSC-Document **Department:** Civil Service Commission
File #: CSC 19-0005 **Contact:** Marc Fox, 784-2552
Agenda date: 2/6/2019 **Final action:**
Title: Amend the classification description of Clinic Registered Nurse (Senior)

Governing body: Civil Service Commission

District:

Attachments: 1. A - Clinic Registered Nurse (Senior) FINAL, 2. B - Clinic Registered Nurse (Senior)
Add_Delete

Date	Ver.	Action By	Action	Result
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HUMAN RESOURCES' RECOMMENDATION

The Director of Human Resources recommends the Civil Service Commission amend the classification of Clinic Registered Nurse (Senior).

SUMMARY

The Department of Health and Social Services, Division of Medical Services uses the classification series of Clinic Registered Nurse to provide nursing services and coordinate the operational activities of the public health clinics. The revision removes barriers for candidates who meet the experience, education and licensure requirements of the class.

DISCUSSION

The Clinic Registered Nurse (Senior) is the supervisory level classification in the Clinic Registered Nurse Series. On June 20, 2003, the Board of Supervisors added the class title to the listing of classes and salaries; in 2012 and 2014, the Commission adopted revisions.

The proposed revisions eliminate the requirement for a first aid certificate, thereby removing barriers of entry for candidates who are otherwise qualified. This classification requires possession of a valid Registered Nurse license issued by the California State Board of Registered Nursing. On October 3, 2018, the Human Resources department confirmed with the California State Board of Registered Nursing that a first aid certificate is not required for Registered Nurse licensure.

Within the current labor market, competition for qualified individuals is high. The proposed edits will expand opportunities to have a higher pool of qualified applicants.

Copies of the proposed classification description showing the amended text ("add/delete version") and a final proposed version are attached.

ALTERNATIVES

The Civil Service Commission could choose not to approve the proposed amended classification specification; however, this is not recommended, as the updated classification will ensure that otherwise qualified individuals

are not excluded.

OTHER AGENCY INVOLVEMENT

Human Resources worked with the staff in Health and Social Services in revising the class specification. On November 20, 2018 SEIU, the exclusive representative for this class, was provided the opportunity to meet and confer. On December 18, 2018, the County representatives met with SEIU representatives to discuss the proposed changes to the Clinic Registered Nurse (Senior) classification; no changes were requested.