



Memorandum

To: Nicki Neal
Director

Thru: Keith Murry 
Class Studies Supervisor

From: Pat Morrissey 
Human Resource Consultant

Date: April 28, 2014

Subject: **Cancer Registrar – Public Health Specialist, Phase 2**

Introduction:

A classification study of 54 permanent Public Health Specialist I-II positions employed by the Divisions of Public Health (DPH), Public Assistance (DPA), and Office of Children's Services (OCS), two outlying Health Program Associates, one Health Program Manager II, and three Health Program Manager III positions in DPH was conducted in 2013. For administrative purposes the study was segmented into two phases. The first phase was implemented on December 16, 2013, covered 44 permanent positions, and resulted in revisions to the Public Health Specialist I-II class concepts and the establishment of the Emergency Medical Services (EMS) Officer I-II, Disease Intervention Specialist I-II, Epidemiology Specialist I-II, and Public Health Informaticist I-II job classes.

This second phase of the study examines positions that did not fit into the revised, new, or other existing job classes.

Study Scope:

This review specifically addresses the permanent position (PCN 061718) responsible for conducting cancer surveillance activities under the Centers for Disease Control's (CDC) National Program of Cancer Registries (NPCR)¹.

¹ A cancer registry is a systematic collection of data about cancer and tumor diseases. The National Program of Cancer Registries was established in 1992 by the Cancer Registries Amendment Act, Public Law 102-515, which authorized the CDC to provide funds to states and territories to improve existing cancer registries; plan and implement registries where they do not exist; develop model legislation and regulations for states to enhance the viability of registry operations; and set standards for data completeness, timeliness, and quality.

Study Contacts:

Kerre Shelton, Director of DPH, served as the primary study contact. Additional contacts and interviews included Kathy Allely (Health Program Manager IV), Kelly Tschida (Nurse Consultant II), Judy Brockhouse (Epidemiology Specialist II), and Chris Geri (former incumbent) from the Section of Chronic Disease Prevention and Health Promotion (CDPHP).

Study Process and Methodology:

The work of this position was identified as a significant outlier to that of the Public Health Specialist, Disease Intervention Specialist, EMS Officer, Epidemiology Specialist, Public Health Informaticist, and other contemporary job classes during the tentative allocation stage of the first phase of Public Health Specialist Study. Ongoing discussions with CDPHP management regarding the nature of responsibilities, the requisite education, and demonstrable experience necessary to perform this distinct body of work at the full performance (a.k.a., journey) level indicated that this work should be examined for establishment of a trainee class in conjunction with flexible staffing and review was deferred to the second phase of study. The position description (PD) was returned to DPH for update to reflect trainee and full performance levels of work and development of an appropriate training plan for bridging those levels. Class concepts were drafted based on the revised PD, training plan, incumbent and CDPHP management interviews, and the review of similar work performed in other jurisdictions. Draft concepts were provided to CDPHP staff on March 3, 2014, for a seven day preliminary review and class specifications were presented on March 14th to Department of Health and Social Services, Class Studies, and Individual Allocations staff for a six business day formal review period.

Class Analysis:

The State's classification plan provides for the grouping of positions into job classes when they are sufficiently similar with respect to duties and responsibilities, degree of supervision exercised and received, and entrance requirements so that: 1) the same title can be used to clearly identify each position; 2) the same minimum qualifications for initial appointment can be established for all positions; 3) the same rate of basic pay can be fairly applied to all positions; and 4) employees in a particular class are considered an appropriate group for purposes of layoff and recall. Job classes should be constructed as broadly as is feasible as long as the tests of similarity are met.

Reporting to an Epidemiology Specialist II, this position conducts cancer surveillance and data management on behalf of the State's centralized Alaska Cancer Registry (ACR) and its related cancer surveillance activities as part of the more comprehensive NPCR. This involves collecting and analyzing cancer data submitted by health care facilities such as hospitals, physician offices, pathology laboratories, and other state cancer registries. The incumbent is accredited as a Certified Tumor Registrar (CTR)² and independently provides technical assistance, expertise, and consultation in coordinating the functions of the statewide cancer registry and collects, manages, and analyzes clinical data submitted by healthcare professionals and facilities regarding the demographics, life and

² As certified by the National Cancer Registrars Association (NCRA).

medical histories, diagnostic findings, treatments and therapies, results, and medical status of patients diagnosed with various tumors and cancers from first diagnosis through remission or death.

The full performance level of work described above was initially considered for allocation to either the recently established Epidemiology Specialist I or revised Public Health Specialist I job classes; however, the specialized focus of surveillance activities, scope and nature of analyses, and data management is not performed by other positions allocated to either series. In addition, both NPCR and North American Association of Central Cancer Registries (NAACCR) standards, which govern the establishment and operations of cancer registries, require that central state or territorial registries maintain quality assurance programs and activities administered and conducted by CTRs or CTR-eligible staff. Eligibility for CTR accreditation requires a minimum combination of post-secondary education and at least 1,950 hours of developmental experience (i.e., approximately one year of full time employment) that is directly related to or, substantially in support of, a cancer registry³ and involves the collection, management, and analysis of cancer incidence data. Ongoing examination of the work indicates that it does not share sufficient similarity to either job class with regards to the first, second, and fourth tests of similarity and should be established as a separate job class.

Failure to successfully recruit accredited CTR or CTR-eligible candidates for this position often results in assigning responsibilities of a sufficiently lower complexity and variety, narrower scope, and close supervision to vacant Health Program Associate positions to facilitate the “in house” development of the knowledge, skills, and experience necessary to meet CTR eligibility. Incumbents recruited under this practice who met the minimum qualifications (MQs) of the superseded Public Health Specialist I job class would then be promoted upon successful accreditation as a CTR. This proved a viable but less than optimal workaround. It was also problematic in that the differences between the Health Program Associate and superseded Public Health Specialist I job classes did not allow for successful flexible staffing.

Analysis of the revised PD, submitted training plan, certification requirements, and the developmental levels of responsibilities occurring within this work indicates a two-level, flexibly staffed framework of classes consisting of:

- A non-accredited professional cancer registry specialist responsible for performing a variety of training-oriented and/or routine cancer-related surveillance, analysis, and data management activities on behalf of the State of Alaska. This work is designed to develop the requisite knowledge and demonstrable experience necessary to qualify and sit for the examination and accredited as a CTR. The overall variety, scope, and complexity of primary responsibilities assigned at this level are developmental, as opposed to regularly basic or elementary in nature, and are more consistent with purely trainee than entry level work.
- An accredited, full performance level professional cancer registry specialist responsible for performing the full scope of cancer-related surveillance, analysis, and data management activities; here on out, referred to as the journey level.

It should be noted that this work was compared to the requirements of AAM 130.275 (Multiple Class Positions) and AAM 130.280 (Coupled Classes) to examine the appropriateness of establishing the concepts under either a multiple or coupled class structure. There are not two distinct levels of

³ The requisite experience and associated development of the knowledge and skills necessary to qualify for and successfully pass the CTR examination typically exceed the one year probation of State professional classes.

non-accredited and accredited work as is consistent with the establishment of multiple class positions. This work is more appropriate to the establishment of coupled classes as there are distinct trainee and journey levels, the work requires specific training and certification, and a consistent training program is applied to all positions. Final analysis indicates this is not an appropriate option as AAM 130.280 specifically dictates that positions may only be filled at the journey level through transfer, rehire, or layoff recall due to the specialized training requirements. This effectively precludes the recruitment of qualified and previously CTR-accredited employees and places an unnecessary burden on State personnel administration.

Class Title

A class title should be the best descriptive title for the work. It is intended to concisely and accurately convey the kind and level of work performed and should be brief, easily recognized, gender neutral, and understood by potential applicants.

Cancer Registrar is the common and nationally recognized title with regards to the responsibilities, qualifications, and certifications required to perform this work.

- The non-accredited trainee level professional cancer registry specialist is established as Cancer Registrar I.
- The accredited journey level professional cancer registry specialist is established as Cancer Registrar II.

Minimum Qualifications

The MQs established for a job class must relate to the knowledge, skills, and abilities (KSAs) needed to perform the work and must not create an artificial barrier to employment of individuals in protected classes. Required training should be limited to the basic formal training that customarily prepares individuals for work in the field. Experience requirements are intended to ensure new employees can successfully perform the work after a period of orientation or familiarization. Required experience should be directly related to the actual duties of positions in the class and should not be equivalent to the work to be performed.

As previously discussed, performance of journey level cancer registry work requires accreditation as a CTR. Eligibility for this accreditation requires a combination of post-secondary education and minimum of specific developmental experience that is directly related to, or substantially in support of, a cancer registry. Entry for the non-accredited trainee level work requires a bachelor's degree, or the equivalent, from an accredited college in any field, which includes or is supplemented by at least 6 semester (8 quarter) hours of study in the fields of human anatomy and physiology and one year of experience providing any combination of administrative, information systems, medical coding, and/or programmatic support services to healthcare or similar public health providers, specialists, and/or related programs.

Two additional years of experience combined with an associate's degree in any field and either successful completion of an NCRA-Accredited Certificate Program, such as Cancer Registry Management (CRM) or Cancer Information Management (CIM), or supplement by at least 6 semester (8 quarter) hours of study in the fields of human anatomy and physiology may substitute for the requisite bachelor's degree for certification and is included as a qualifying option.

Class Outline

A Class Code is assigned based on the placement of the job class in the classification schematic of Occupational Groups and Job Families. Occupational Groups are made up of related Job Families and encompass relatively broad occupations, professions, or activities. Job Families are groups of job classes and class series that are related as to the nature of the work performed and typically have similar initial preparation for employment and career progression.

Cancer Registrars I-II perform work appropriate for placement in the PG (Medical, Public Health and Related) occupational group, which includes families of classes that advise on, administer, supervise or perform research, education, or professional, scientific, technical or sub professional work in the areas of medicine, public health, mental health and patient services. More specifically, this work is appropriate for placement in the PG06 (Special Health Services) family within the greater PG group. This family includes classes of positions that advise on, administer, supervise or perform professional, technical or sub professional work in health service specialties including those related to therapy, nutrition, speech, hearing, education and others. Initial preparation for employment is typically through advanced education in a specialty area with subsequent career progression based on specialized education and responsible experience.

Cancer Registrar I	Class Code: PG0614	AKPAY Code: K0141
Cancer Registrar II	Class Code: PG0615	AKPAY Code: K0142

Fair Labor Standards Act

The positions in this study are covered by the minimum wage and maximum hour provisions of the Fair Labor Standards Act of 1938, as Amended (FLSA). While exemption from the provisions of the Act are determined based on the specific circumstances of an individual employee on a work-week basis, there are general aspects of the classes and their influence on the exemptions for employees in bona fide executive, professional, or administrative positions that can be addressed in general.

To meet the criteria for exemption as executive employees, the primary duty must be the management of a customarily recognized subdivision of the enterprise in which the employee is employed, must include the customary and regular direction of the work of two or more other employees, and must include the authority to hire or fire other employees or make suggestions and recommendations that are given particular weight in the hiring, firing, advancement, promotion or any other change of status of other employees. Although final determinations are made on an individual basis, there are sufficient characteristics of their respective work to indicate that current employees of the Cancer Registrar I-II job classes do not exercise formal supervisory authority and are precluded from the executive criteria for exemption.

To meet the criteria for exemption as administrative employees, the primary duty must be the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers and must include the exercise of discretion and independent judgment with respect to matters of significance. Although final determinations are made on an individual basis, there are sufficient characteristics of their respective work to indicate that current employees of the Cancer Registrar I-II job classes perform line functions of the Division of Public Health and are precluded from the administrative criteria for exemption.

To meet the criteria for exemption as professional employees, the primary duty must be the performance of work that requires knowledge of an advanced type in a field of science or learning that is customarily acquired by a prolonged course of specialized intellectual instruction, or that requires invention, imagination, originality or talent in a recognized field of artistic or creative endeavor. There are substantial aspects to the work of the Cancer Registrar I-II job classes whose requisite competencies may be developed through a combination of an associate's degree and progressive, specialized on-the-job training and experience, as opposed to a prolonged course of specialized intellectual instruction culminating in a bachelor's degree. The Cancer Registrar I-II job classes do not meet the criteria for exemption as professional employees under the FLSA.

Internal Alignment:

The State aligns the salary ranges of job classes internally and not to market. Under internal alignment, the salary range of a job class is determined based on internal consistency within the State's pay plans with the goal of providing fair and reasonable compensation for services rendered and maintaining the principle of like pay for like work. In evaluating internal consistency, the difficulty, responsibility, knowledge, skills, and other characteristics of a job are compared with job classes of a similar nature, kind, and level first in the same job family; then within other job families within the same occupational group. Comparisons with classes in job families outside the occupational group are made when similarities are sufficient to provide valid relationships, the comparisons within the occupational group are few, and/or when the class has particular characteristics that justify comparisons with another job family. The greater the similarity with the study class the more weight should be given. Comparisons within the job family are typically given greater weight than those outside of the job family.

The Cancer Registrar I-II job classes are categorized as professional (Category B), assigned to the PG (Medical, Public Health and Related) group and are more specifically assigned to the PG06 (Special Health Services) family. As the journey level of the series, the Cancer Registrar II serves as the benchmark class for purposes of internal alignment.

The review of any new job class for purposes of internal alignment should be conducted with as broad a spectrum of comparative classes and salary ranges as is practical. Although there is a sufficient spectrum of Category B classes within the PG06 family from which to draw valid comparisons to the Cancer Registrar II, this alignment has been expanded to include classes from other families within the greater PG group in order to ensure as thorough a review as possible. Expanding this review reveals that there are several Category B classes in the PG01 (Health Administration) family that share a number of characteristics with the Cancer Registrar II job class, with the key point of distinction being differences in areas of specialized focus between them (i.e., public health informatics, consultation, and promotion).

Conducting more refined analytical comparisons with the PG06 non-licensed Industrial Therapists and Recreation Therapists I-II and the licensed Physical Therapists and Occupational Therapists I-II for a definitive determination is complicated by the distinct differences in the nature of their work from that of the Cancer Registrar II. In examining if this complication warrants reassignment of the Cancer Registrars to the PG01 family, the predominant, class-controlling work is performance of cancer-related surveillance, analysis, and data management activities. The nature of this work is more appropriate to the performance of the health service specialty characteristic with the PG06 classes

than the management, consultation, and coordination of health programs and services characteristic of the PG01 classes.

Range	Job Class	Description	Range Characteristics
14	Recreation Therapist I (PG0681)	Provides treatment and rehabilitation services at the unit level for residents with physical or mental disabilities or disorders of any age or residents of a long-term state facility.	This work is characterized by the independent performance of a variety of therapeutic assignments of average complexity and narrow focus and scope of responsibility. Preparation for this work is typically through bachelor's degree in a relevant field of therapy or behavioral science.
16	Industrial Therapist (PG0640)	Provides journey level individual and group industrial rehabilitative therapy programs through directed activities to clients with physical or mental disabilities or disorders.	This work is characterized by the independent application of specialized knowledge in the full range of therapeutic techniques in the assessment and treatment of a patient through recreational or holistic activities. The scope of work is narrow and focused on direct delivery to patients. Preparation for this work is typically through bachelor's degree in a relevant field of therapy or behavioral science and a minimum of one to two years of specific experience.
	Recreation Therapist II (PG0682)	Develops and implements a recreational therapy program for an institution. Incumbents may supervise other occupational therapists or function as the sole resource for the institution.	
16	Health Program Associate (PG0120)	Provides a substantial level of support to health program management by performing routine, on-going monitoring, review, data management and analysis, evaluation of services or program eligibility, and participating in field work.	This work is characterized by performance of substantive procedural aspects of specialized public health or other programmatic work that supports and extends the capabilities of program and service managers. Preparation for this work is typically through five years of any combination of post-secondary education in public health or the sciences and clerical or technical experience.
17	Occupational Therapist I (PG0651)	Provides development and implementation of occupational therapy programs where the focus is on direct delivery to patients. This work requires licensure as an Occupational Therapist per AS 08.84.090	This work is characterized by the independent application of specialized knowledge in the full range of therapeutic techniques in the assessment and treatment of a patient's independent living skills and functionality. The scope of work is narrow and focused on direct delivery to patients. Preparation for this work is defined through AS 08.84.030(b) as requiring a master's degree in occupational therapy, six months internship, and successful board examination.
18	Disease Intervention Specialist I (PG0601)	Provides a broad range of journey level direct disease testing, intervention, and prevention services to members of the public with or at risk of infection of communicable diseases.	This work is first working or journey level and characterized by the independent performance and delivery of specialized public health advisory, surveillance, and/or data management programmatic activities and functions that of limited complexity and narrow scope. Preparation for this work is typically through bachelor's degree in a relevant field of public health or science and a minimum of four years of specific experience.
	Epidemiology Specialist I (PG0603)	Responsible for coordinating and conducting well-defined and minimally controversial analysis and reporting activities related to the surveillance, investigation, and evaluation of acute and chronic diseases, injuries and other morbidities, mortality, and other health-related issues.	
	Public Health Specialist I (PG0131)	Provides first working level skilled clinical and/or consultation within circumscribed State public health programs and services that may be limited in implementation to a specific geographic region, are of limited complexity and controversy, or are components of and supportive to larger, more complex and controversial statewide public	

		health programs and services overseen by higher level consultants and managers.	
	Public Health Informaticist I (PG0133)	Provides first working level professional public health informatics consultation and advisory services related to either less complex public health-related information management systems or segments of larger, more complex systems.	
18	Physical Therapist (PG0660)	Responsible for the journey level planning, supervision, performance, and day-to-day functioning of a physical therapy program designed to treat patients who are of varied ages, physical and mental conditions, diseased, or injured. This work requires licensure as a Physical Therapist per AS 08.84.090	This work is characterized by the independent application of specialized knowledge in the full range of therapeutic techniques in the evaluation and administration of patient physical developmental levels and neurologic, orthopedic, and cardiovascular statuses. The scope of work is narrow and focused on direct delivery to patients. Preparation for this work is defined through AS 08.84.030(a) as requiring a master's degree in physical therapy and successful board examination.
19	Occupational Therapist II (PG0652)	A supervisory class responsible for developing, administering, and facilitating the delivery of a therapeutic rehabilitation services program for an institution and providing advanced, direct care and clinical expertise in occupational therapy functions and treatments. This work requires licensure as an Occupational Therapist per AS 08.84.090	This work is characterized by extensive responsibility to supervise, develop, administer, and facilitate the delivery of a therapeutic rehabilitation services program for an institution. The scope of work is broad and focused on directing multiple therapeutic disciplines within an institution. Preparation for this work is defined through AS 08.84.030(b) as requiring a master's degree in occupational therapy, six months internship, successful board examination, and three additional years of specific experience.

Cancer Registrar II

Cancer Registrar II is the accredited journey level professional cancer registry specialist responsible for serving as a technical specialist and performing the full scope of cancer-related surveillance, analysis, and data management activities on behalf of the State of Alaska under the CDC's National Program of Cancer Registries.

Prior to the December 16, 2013, implementation of the first phase of the Public Health Specialist Study, this work was allocated under the broad umbrella of the legacy Public Health Specialist I job class, in part because at the time PCN 061718 was established (effective March 28, 1995), the work was determined to have required "[a] clinical background with emphasis in oncology; graduate degree with an emphasis in epidemiology; experience in cancer research and surveillance; ability to provide technical guidance and consultation; excellent communication skills; ability to set goals and formulate organizational and operational plans for their accomplishment; use of statistical techniques in treatment of research and cancer data." This has changed in the intervening years. Prior allocations are not definitive indicators of final range alignment once a body of work has been identified and determined as no longer appropriate for grouping with the original job class and formally defined and established. It is the defined characteristics of the new job class that must be compared and aligned on their specific merits within the State's pay plan.

In comparing the CTR-accredited Cancer Registrar II to the professionally-licensed Occupational Therapist I (range 17), Physical Therapist (range 18), and Occupational Therapist II (range 19) for

purposes of internal alignment, it is not the presence of the accreditation or licensure that is assessed, but rather the qualifications required to obtain it and the resulting complexity of assignments, scope of decisions and commitments, and consequences of error that result from performance of work authorized by this licensure. The characteristics of these classes exceed those of the Cancer Registrar II with regards to the variety and complexity or responsibilities in assessing and applying a complex therapeutic regimen; the latitude and scope of therapeutic decisions and resultant consequence of error; and the level of specialized education, internship (with regards to the Occupational Therapists), and board examinations required per AS 08.84.030(a) and (b).

Comparisons to the non-licensed Recreation Therapist I (range 14), Recreation Therapist II (range 16), and Industrial Therapist (range 16) indicates the Cancer Registrar II requires more stringent cumulative qualifications and is responsible for greater complexity and scope of assignments than the Recreation Therapist I at range 14. Overall, the Cancer Registrar II shares more similarities with the Recreation Therapist II and Industrial Therapist classes at range 16 with regards to the variety and complexity of assignments, latitude and initiative to approach tasks, scope of decisions and commitments, and requisite qualifications.

The Cancer Registrar II shares significant similarities with the public health-related Disease Intervention Specialist I and Epidemiology Specialist I classes, from the PG06 family, and Public Health Specialist I and Public Health Informativist I classes, from the PG01 family, which justifies comparisons for alignment. The Cancer Registrar II and public health-related classes are all typically non-supervisory, serve as significant technical specialists in their respective roles and functions, and exercise similar scope and latitude of independence and initiative within their responsibilities. Analysis indicates the public health-related classes are responsible for a more varied and complex nature of technical analysis and consultation and its subsequent determinations, commitments, and consequences of error to a broader network of clients and stakeholders than the Cancer Registrar II. In contrast, the Cancer Registrar II is a technical specialist for a narrow, focused field of expertise and related stakeholders.

There is significant dissimilarity in the qualifications of the Cancer Registrar II and public health-related classes, which cannot be readily disregarded. Although no alignment hinges purely on a comparison of the qualifications necessary to perform a job, they do serve as a substantial gauge or corroboration of the overall "big picture" complexity and extent of specialization of responsibilities, latitude of initiative and originality to approach tasks, and scope of decisions and commitments inherent to given bodies of work. The Cancer Registrar II requires approximately six to seven cumulative years of education and experience in comparison to the eight cumulative years required of the public health-related classes.

Additional consideration must be given to the overall composition of educational requirements in that the Cancer Registrar II requires either bachelor's degree or associate's degree in any field that is supplemented by 6 semester (8 quarter) hours of study in human anatomy and physiology, plus two additional years of relevant experience. This is a significant contrast to the specific requirements of the other classes for a bachelor's degree in such comprehensive areas of study as public health/administration, epidemiology, or biological or social sciences. In this regard, the Cancer Registrar II shares the closest similarity to the Disease Intervention Specialist I, which allows for substitutions of specialized experience in lieu of the post-secondary education; however, the Cancer Registrar II does not provide a similar scope, variety, complexity, and consequence of error in

providing technical consultation to a substantial range of individual clients and healthcare professionals providing direct treatment to such clients.

Although the trainee level of cancer registry work has been historically performed by the Health Program Associate class from the PG01 family, drawing further comparisons to distinguish characteristics for purposes of alignment is not suitable as the Cancer Registrar II shares significant similarities with range 16 classes and dissimilarities with range 17 and 18 classes when compared with other Category B classes from the PG06 family and comparisons within the job family must be given greater weight than those outside of the job family.

The level and nature of technical specialization, scope and complexity of responsibilities, complexity and nature of professional relationships, latitude and scope of decisions, consequence of errors, and requisite qualifications of the Cancer Registrar II job class align closest to salary range 16.

Cancer Registrar I

Cancer Registrar I is the non-accredited trainee level professional cancer registry specialist responsible for performing a variety of training-oriented and/or routine cancer-related surveillance, analysis, and data management activities on behalf of the State of Alaska.

The complexity and scope of work and requisite qualifications are not sufficiently similar for alignment of the Cancer Registrar I with the Recreation Therapist I at salary range 14. The trainee nature of work does not align well with the scope and latitude of journey level cancer registry work. The nature, complexity, and requisite qualifications of the Cancer registrar I align well with salary range 15.

Conclusions:

All class specifications have been established to accurately reflect the latitude, scope, complexity, nature, specialization, and requisite qualifications of the work performed at each level.

The two identifiable levels of professionals responsible for conducting and/or directing specific cancer-related surveillance, analysis, and data management activities will be implemented as follows:

- The trainee level professional cancer registry specialist is established as Cancer Registrar I (K0141/PG0614) and is aligned to salary range 15. These employees do not meet the criteria for exemption and are eligible for overtime.
- The accredited journey level professional cancer registry specialist is established as Cancer Registrar II (K0142/PG0615) and is aligned to salary range 16. These employees do not meet the criteria for exemption and are eligible for overtime.

The job class and all related study actions are effective May 1, 2014.

Correspondence on the allocation of study positions is being distributed through the OPD system.

Attachments

Final class specifications

Nicki Neal
April 28, 2014
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