



ALTERNATE AND FLEXIBLE STAFFING

REFERENCE GUIDE (2017)



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FLEXIBLE AND ALTERNATE STAFFING REFERENCE GUIDE

Flexible Staffing

DEFINITION

Flexible staffing is a “pattern” of staffing and refers to the relationship that exists between a groups of related classifications in regard to a skill level, e.g. Trainee vs. Journey Level. A flexibly staffed classification pattern allows qualifying individuals to promote upwards when the required level of knowledge, skills and abilities has been reached. It also enables departments to hire individuals at any level within the pattern based on their current skill set.

Flex staffing exists when a classification series has two or more levels. The most common flexible staffing pattern consists of a Trainee/Entry Level and a Journey Level. Some series may have a Trainee/Entry Level, a Journey Level, and a Specialist (Advanced Journey) Level. Occasionally, the beginning level is referred to as the Experienced Level, and the second level being the Advanced Level, e.g. Associate Management Analyst and Management Analyst.

Major characteristics to know about flexibly staffed positions:

- A. Flexibly staffed positions provide hiring manager the flexibility to hire at any level in the series depending on applicant’s level of experience.
- B. It provides hiring manager the ability to promote staff to the next higher level based on demonstrated knowledge, skills and abilities without further examination.
- C. Once flexibly promoted, employees cannot return or demote to the previous level.

It should be noted however, that in some flexibly staffed series the levels might have specific certification or experience requirements. Flexible promotion to the higher levels in this cases will require that employee meet the special requirements of the higher level classification. Consult the classification specification for the position for details.

EXAMPLES OF FLEX SERIES

OFFICE ASSISTANT SERIES

- Office Assistant I
- Office Assistant II

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LOCKSMITH SERIES

- Locksmith Trainee
- Locksmith

CIVIL ENGINEER SERIES

- Associate Engineer or Associate Civil Engineer
- Assistant Civil Engineer

IS BUSINESS ANALYST SERIES

- IS Business Analyst I
- IS Business Analyst II

Depending on background and experience upon entry into the job, an employee can be hired at either Trainee or the Journey level.

Trainee Level (a.k.a. Entry Level)

Employees at this level work under close supervision and perform routine duties while learning County and departmental policies and procedures and becoming familiar with County and department operations. Incumbents in the trainee level advance to the higher level after gaining experience and demonstrating required proficiency for the higher level classification in the series.

Journey Level (a.k.a. Experienced Level)

Journey level employees are fully competent and can independently perform the duties of the position. Employees at this level exercise a degree of independent judgment in the application of policies and guidelines in the course of performing the work.

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Alternate Staffing

DEFINITION

Alternate Staffing provides managers flexibility to hire into a classification within the series to meet the immediate needs of the department. In an alternate class series, the group of classifications are treated as interchangeable for position control purposes. The decision to fill one classification or another is made by the department based on the skills mix necessary to provide the program services. Note that some classifications within an alternate series may also be flexibly staffed. **Note that Alternate Staffing does not apply to filled positions.**

SAMPLE SCENARIO

John is a Road Maintenance Manager. One of his Road Maintenance Worker I just retired and he now has a vacancy to fill. In reviewing his staffing needs and business demands with his manager, he determined that while he will always have a need for a Maintenance Worker, his more pressing need is to increase staffing for Mechanics.

Road Maintenance Worker I is part of the Road Maintenance Alternate Series. The Series includes the following classifications: Road Maintenance Worker I/II, Road Equipment Operator I/II, Equipment Service Worker I/II, and Equipment Mechanic I/II.

Because Road Maintenance Worker I and Equipment Mechanic I are both part of the same alternate series, John can proceed with converting his vacancy and recruiting for a Mechanic. If the two were not in the same alternate series, John would need to request approval from the Board of Supervisors via a Salary Resolution Amendment to convert the vacancy into a Mechanic.

EXAMPLES OF ALTERNATE SERIES

PATIENT CARE SUPPORT SERIES

- Pharmacy Aide
- Pharmacy Technician
- Dental Assistant

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- Crisis Team Technician
- Operating Room Technician
- Orthopedic Technician

MENTAL HEALTH CASEWORKER SERIES

- Psychiatric Social Worker I/II
- Marriage and Family Therapist I/II
- Mental Health Counselor

IS SUPPORT SERIES

- IS Application Support Analyst I/II/III or Senior
- IS Business Analyst I/II/III or Senior
- IS Client Systems Specialist I/II/III or Senior
- IS Communications Specialist I/II/III or Senior
- IS Data Specialist I/II/III or Senior
- IS Systems Specialist I/II/III or Senior

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Flexibly Staffed Classifications

AA - Auditor/Appraiser I/II	
Auditor - Appraiser I	Auditor - Appraiser II
AC - Accountant I/II	
Accountant I	Accountant I - Confidential
Accountant II	Accountant II - Confidential
AD - ADR Program Spec I/II-Unc	
ADR Program Spec I - Unc	ADR Program Spec II - Unc
AE - Appraiser I/II-Unc	
Appraiser I - Unc	Appraiser II - Unc
AF - ADR Program Analyst I/II/III	
ADR Program Analyst I	ADR Program Analyst III
ADR Program Analyst II	
AM - Auto Mechanic and Trainee	
Automotive Mechanic	Automotive Mechanic Trainee
AN - Retirement Accountant I/II	
Retirement Accountant I	Retirement Accountant II
AO - Airport Operations Spec I/II	
Airport Operations Spec I	Airport Operations Spec II
AP - Appraiser I/II, RP Appraiser Technician	
Appraiser I	Appraiser II
AR - Assessor/Recorder Technician I/II	
Assessor / Recorder Technician I	Assessor / Recorder Technician II
AS - Auto Service Worker I/II	
Automotive Service Worker I	Automotive Service Worker III
Automotive Service Worker II	
AT - Accountant I/II-Unc	
Accountant I - Unc	Accountant II - Unc
AX - Accountant I/II	
Accountant I - Courts	Accountant II - Courts
BA - Benefits Analyst I/II	
Benefits Analyst I	Benefits Analyst II
BE - Benefits Analyst I/II-Unc	
Benefits Analyst I - Unc	Benefits Analyst II - Unc
BH - Behavioral Health & Recovery Analyst I/II	
Behavioral Health and Recovery Analyst I	Behavioral Health and Recovery Analyst II
BHU - Behavioral Health & Recovery I/II - Unc	
Behavioral Health & Recovery Analyst I - Unc	Behavioral Health & Recovery Analyst II - Unc
BI - Building Inspector I/II/III	
Building Inspector I	Building Inspector III
Building Inspector II	

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BO - Biologist/Standards Spec I/II/III/IV-Unc

Biologist / Standards Spec I - Unc	Biologist / Standards Spec III - Unc
Biologist / Standards Spec II - Unc	Biologist / Standards Spec IV - Unc

BP - Building Permit Technician I/II

Building Permit Technician I	Building Permit Technician II
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BS - Biologist/Standard Spec I/II/III/IV

Biologist / Standards Spec I	Biologist / Standards Spec III
Biologist / Standards Spec II	Biologist / Standards Spec IV

BU - Buyer I/II/Purchasing Technician

Buyer I	Buyer II
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CA - Child Support Attorney I/II/III/IV

Child Support Attorney I - Unc	Child Support Attorney III - Unc
Child Support Attorney II - Unc	Child Support Attorney IV - Unc

CB - Community Program Spec I/II-Unc-Conf

Community Program Spec I - Unc/Confidential	Community Program Spec II - Unc/Confidential
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CC - Code Compliance Officer I/II

Code Compliance Officer I	Code Compliance Officer III
Code Compliance Officer II	

CD - Communications Dispatcher I/II

Communications Dispatcher I / Calltaker	Communications Dispatcher II
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CE - Case Management/Assessment Spec I/II

Case Management / Assessment Spec I	Case Management / Assessment Spec II
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CF - Child Support Spec I/II

Child Support Spec I	Child Support Spec II
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CG - Case Management/Assessment Spec I/II-Unc

Case Management / Assessment Spec I - Unc	Case Management / Assessment Spec II - Unc
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CH - Child Support Analyst I/II-Unc

Child Support Analyst I - Unc	Child Support Analyst II - Unc
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CI - Construction Inspector I/II

Construction Inspector I	Construction Inspector II
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CK - Cook I/II

Cook I	Cook II
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CL - Residential Counselor I/II

Residential Counselor I	Residential Counselor II
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CM - Criminalist I/II-Unc

Criminalist I - Unc	Criminalist II - Unc
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CN - Community Program Analyst I/II

Community Program Analyst I	Program Counselor I
Community Program Analyst II	Program Counselor II

CP - Community Program Spec I/II

Community Program Spec I	Community Program Spec II
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CPA - Court Policy Analyst I/II

Court Policy Analyst II	
	Court Public Policy Analyst I

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CR - Forensic Spec/Criminalist I/II	
Criminalist I	Forensic Spec I
Criminalist II	Forensic Spec II
CS - Community Program Spec I/II-Unc	
Community Program Spec I - Unc	Community Program Spec II - Unc
CT - Contract Administrator I/II	
Contract Administrator I	Contract Administrator II
CU - Community Worker I/II- Unc	
Community Worker I - Unc	Community Worker II - Unc
CW - Community Worker I/II	
Community Worker I	Community Worker II - Unc
CX - Courtroom Clerk I/II	
Courtroom Clerk I	Courtroom Clerk II
CY - Cytology Technologist I/II	
Cytology Technologist I	Cytology Technologist II
CZ - Court Budget Analyst I/II	
Court Budget Analyst I	Court Budget Analyst II
DA - Deputy District Attorney I/II/III/IV/Law Clerk	
Deputy District Attorney I - Unc	Deputy District Attorney IV - Unc
Deputy District Attorney II - Unc	Law Clerk - Unc
Deputy District Attorney III - Unc	
DB - Deputy Court Clerk I/II	
Deputy Court Clerk I - Courts	Deputy Court Clerk II - Courts
DE - Data Entry Operator I/II	
Data Entry Operator I	Data Entry Operator II
DF - Department Facilities Projects Coordinator I/II	
Department Facilities Projects Coordinator I	Department Facilities Projects Coordinator II
DP - Deputy County Counsel I/II/III/IV	
Deputy County Counsel I - Unc	Deputy County Counsel III - Unc
Deputy County Counsel II - Unc	Deputy County Counsel IV - Unc
DS - Deputy Sheriff/Deputy Sheriff Trainee	
Deputy Sheriff	Deputy Sheriff Trainee
DT - Drafting Technician I/II	
Drafting Technician I	Drafting Technician II
EE - Environmental Health Technician I/II-Unc	
Environmental Health Technician I - Unc	Environmental Health Technician II - Unc
EG - Electrograph Technician I/II	
Electrograph Technician I	Electrograph Technician I - Unc
Electrograph Technician II	Electrograph Technician II - Unc
EH - Environmental Health Spec I/II/III	
Environmental Health Spec I	Environmental Health Spec III
Environmental Health Spec II	

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EI - Environmental Health Spec I/II/III-Unc

Environmental Health Spec I - Unc	Environmental Health Spec III - Unc
Environmental Health Spec II - Unc	

EL - Elections Spec I/II

Elections Spec I	Elections Spec II
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EM - Equipment Mechanic I/II

Equipment Mechanic Trainee	Equipment Mechanic II
Equipment Mechanic I	

EN - Asst/Assoc Eng/Assoc Civil Engineer

Assistant Engineer	Associate Civil Engineer
Associate Engineer	

EP - Epidemiologist I/II

Epidemiologist I	Epidemiologist II
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EQ - Equipment Services Worker I/II

Equipment Services Worker I	Equipment Services Worker II
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ES - Employment Services Spec I/II

Employment Services Spec I	Employment Services Spec II
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ET - Employment Services Spec I/II-Unc

Employment Services Spec I - Unc	Employment Services Spec II - Unc
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EV - Environmental Health Technician I/II

Environmental Health Technician I	Environmental Health Technician II
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FA - Fiscal Office Assistant I/II-Unc

Fiscal Office Assistant I - Unc	Fiscal Office Assistant II - Unc
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FI - Fraud Investigator I/II

Fraud Investigator I	Fraud Investigator II
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FM - Family Support Officer I/II

Child Support Analyst I	Child Support Analyst II
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FO - Fiscal Office Assistant I/II

Fiscal Office Assistant I - Confidential	Fiscal Office Assistant I
Fiscal Office Assistant II - Confidential	Fiscal Office Assistant II

FP - First 5 Program Spec I/II-Unc

First 5 Program Spec I - Unc	First 5 Program Spec II - Unc
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FW - Food Services Worker I/II

Food Service Worker I	Food Service Worker II
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GC - Deputy Public Guardian/Conservator I/II/III

Deputy Public Guardian Conservator I	Deputy Public Guardian Conservator III
Deputy Public Guardian Conservator II	

GIS - GIS Technician I/II/III

GIS Technician I	GIS Technician III
GIS Technician II	
GIS Technician III	

GS - Group Supervisor I/II

Group Supervisor I	Group Supervisor II
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HA - Court Human Resources Analyst I/II

Court Human Resources Analyst I	Court Human Resources Analyst II
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FLEXIBLE AND ALTERNATE STAFFING REFERENCE GUIDE

HB - Health Benefits Analyst I/II

Health Benefits Analyst I

Health Benefits Analyst II

HC - Housing/Community Development Spec I/II/III

Housing / Community Development Spec I

Housing / Community Development Spec III

Housing / Community Development Spec II

HM - Hazardous Materials Spec I/II/III

Hazardous Materials Spec I

Hazardous Materials Spec III

Hazardous Materials Spec II

HN - Hazardous Materials Spec I/II/III-Unc

Hazardous Materials Spec I - Unc

Hazardous Materials Spec III - Unc

Hazardous Materials Spec II - Unc

HR - Human Resources Program Manager I/II

Human Resources Manager I

Human Resources Manager II

HS - Human Services Analyst I/II

Human Services Analyst I

Human Services Analyst I

HU - Human Services Analyst I/II-Unc

Human Services Analyst I - Unc

Human Services Analyst II - Unc

IA - Internal Auditor I/II

Internal Auditor I

Internal Auditor II

IS - Investment Services Spec I/II

Investment Services Spec I

Investment Services Spec II

ISAP - IS Application Support Analyst I/II

IS Application Support Analyst I

IS Application Support Analyst II

ISBA - IS Business Analyst I/II

IS Business Analyst I

IS Business Analyst III

IS Business Analyst II

ISCC - IS Communications Spec I/II

IS Communications Spec I

IS Communications Spec II

ISCS - IS Client Systems Spec I/II

IS Client Systems Spec I

IS Client Systems Spec II

ISDS - IS Data Spec I/II

IS Data Spec I

IS Data Spec II

ISSS - IS Systems Spec I/II

IS Systems Spec I

IS Systems Spec II

JD - Job Development Spec I/II

Job Development Spec I

Job Development Spec II

JS - Job Development Spec I/II-Unc

Job Development Spec I - Unc

Job Development Spec II - Unc

LA - Library Assistant I/II

Library Assistant I

Library Assistant II

LB - Librarian I/II

Librarian I

Librarian II

LI - Leap Improvement System Manager I/II

Leap Improvement Systems Manager I

Leap Improvement Systems Manager II

FLEXIBLE AND ALTERNATE STAFFING REFERENCE GUIDE

LK - Locksmith/Locksmith Trainee	
Locksmith	Locksmith Trainee
LM - Library Branch Manager	
Library Branch Manager I	Library Branch Manager II
LO - Legal Office Assistant I/II	
Legal Office Assistant I	Legal Office Assistant II
LP - Legal Process Technician I/II	
Legal Process Technician I	
LS - Legal Secretary I/II	
Legal Secretary I	Legal Secretary I - Confidential
Legal Secretary II	Legal Secretary II - Confidential
LT - Library Technician I/II	
Library Technician I	Library Technician II
LU - Legal Office Assistant I/II-Unc	
Legal Office Assistant I - Unc	Legal Office Assistant II - Unc
LX - Legal Secretary I/II	
Legal Secretary I - Courts	Legal Secretary II - Courts
MA - Associate/Management Analyst	
Associate Management Analyst	Management Analyst
MB - Public Health Microbiologist I/II	
Public Health Microbiologist I	Public Health Microbiologist II
MC - Marriage & Family Therapist I/II-Unc	
Marriage and Family Therapist I - Unc	Marriage and Family Therapist II - Unc
MF - Marriage & Family Therapist I/II	
Marriage and Family Therapist I	Marriage and Family Therapist II
MG - Mental Health Counselor I/II-Unc	
Mental Health Counselor I - Unc	Mental Health Counselor II - Unc
MH - Mental Health Counselor I/II	
Mental Health Counselor I	Mental Health Counselor II
MO - Medical Office Assistant I/II	
Medical Office Assistant I	Medical Office Assistant II
MR - Medical Records Trainee/Technician	
Medical Records Technician I	Medical Records Technician II
MS - Medical Office Assistant I/II-Unc	
Medical Office Assistant I - Unc	Medical Office Assistant II - Unc
MT - Clinical Laboratory Scientist I/II	
Clinical Laboratory Scientist I	Clinical Laboratory Scientist I - Unc
Clinical Laboratory Scientist II	Clinical Laboratory Scientist II - Unc
MU - Management Analyst I/II/III-Unc	
Associate Management Analyst - Unc	Management Analyst - Unc
MV - Medical Records Coder I/II/III	
Medical Records Coder I	Medical Records Coder III
Medical Records Coder II	
MX - Management Analyst I/II/III	
Court Management Analyst I	Court Management Analyst II

FLEXIBLE AND ALTERNATE STAFFING REFERENCE GUIDE

NP - Nurse Practitioner/Nurse Practitioner Trainee	
Nurse Practitioner	Nurse Practitioner Trainee
OA - Office Assistant I/II	
Office Assistant I	Office Assistant I - Confidential
Office Assistant II	Office Assistant II - Confidential
OC - Occupational Therapist I/II	
Occupational Therapist I	Occupational Therapist I - Unc
Occupational Therapist II	Occupational Therapist II - Unc
OT - Occupational Therapist,PHC I/II	
Occupational Therapist I, California Children's Services	Occupational Therapist II, California Children's Services
OU - Office Assistant I/II-Unc	
Office Assistant I - Unc	Office Assistant II - Unc
Office Assistant II - Unc	
PA - Patient Services Assistant I/II	
Patient Services Assistant I	Patient Services Assistant II
Patient Services Assistant II	
PB - Patient Services Assistant I/II-Unc	
Patient Services Assistant I - Unc	Patient Services Assistant II - Unc
PC - Rehabilitation Production Supervisor I/II-Unc	
Rehabilitation Production Supervisor I - Unc	Rehabilitation Production Supervisor II - Unc
PD - Rehabilitation Production Supervisor I/II	
Rehabilitation Production Supervisor I	Rehabilitation Production Supervisor II
PE - Peer Support Worker I/II Unc	
Peer Support Worker I - Unc	Peer Support Worker II - Unc
PF - Planner I/II/III-Unc	
Planner I - Unc	Planner III - Unc
Planner II - Unc	
PG - Program Coordinator I/II	
Program Coordinator I	Program Coordinator II
PH - Physical Therapist, PHC I/II	
Physical Therapist I, California Children's Services	Physical Therapist II, California Children's Services
PI - Peer Support Worker I/II	
Peer Support Worker I	Peer Support Worker II
PK - Park Ranger I/II	
Park Ranger I	Park Ranger II
PL - Public Health Laboratory Technician I/II	
Public Health Laboratory Technician I	Public Health Laboratory Technician II
PM - Deputy Probation Officer I/II/III-Unc	
Deputy Probation Officer I - Unc	Deputy Probation Officer III - Unc
Deputy Probation Officer II - Unc	
PN - Planner I/II/III/Technician	
Planning Technician	Planner II
Planner I	Planner III

FLEXIBLE AND ALTERNATE STAFFING REFERENCE GUIDE

PO - Deputy Probation Officer I/II/III

Deputy Probation Officer I	Deputy Probation Officer III
Deputy Probation Officer II	

PP - Project/Program Associate I/II/III/IV

Project/Program Associate I	Project/Program Associate IV
Project/Program Associate II	Project/Program Associate V
Project/Program Associate III	

PR - Production Technician I/II

Production Technician I	Production Technician II
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PS - Psychiatric Social Worker I/II

Psychiatric Social Worker I	Psychiatric Social Worker II
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PT - Physical Therapist I/II

Physical Therapist I	Physical Therapist II
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PU - Deputy Public Administrator I/II

Deputy Public Administrator I	Deputy Public Administrator II
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PV - Psychiatric Social Worker I/II-Unc

Psychiatric Social Worker I - Unc	Psychiatric Social Worker II - Unc
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PW - Public Works Technician I/II

Public Works Technician I	Public Works Technician II
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PX - Public Works Technician I/II-Unc

Public Works Technician I - Unc	Public Works Technician II - Unc
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PZ - Psychologist I/II-Unc

Psychologist I - Unc	Psychologist II - Unc
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RB - Retirement Investment Analyst I/II

Retirement Financial Analyst I	Retirement Financial Analyst II
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RC - Records Center Asst I/II

Records Center Assistant I	Records Center Assistant II
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RD - Dental Assistant/Registered Dental Assist

Registered Dental Assistant	
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RE - Road Equipment Operator I/II

Road Equipment Operator I	Road Equipment Operator II
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RH - Respiratory Therapist I/II

Respiratory Therapist I	Respiratory Therapist II
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RN - Retirement Accounting Technician I/II

Retirement Accounting Technician I	Retirement Accounting Technician II
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RP - Real Property Agent I/II/III

Real Property Agent I	Real Property Agent III
Real Property Agent II	

RR - Resource Conservation Spec I/II - Unc

Resource Conservation Spec I - Unc	Resource Conservation Spec II - Unc
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RS - Resource Conservation Spec I/II

Resource Conservation Spec I	Resource Conservation Spec II
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RT - Radiologic Technologist I/II/III

Radiologic Technologist I	Radiologic Technologist III
Radiologic Technologist II	

FLEXIBLE AND ALTERNATE STAFFING REFERENCE GUIDE

RU - Revenue Collector I/II-Unc

Revenue Collector I - Unc

Revenue Collector II - Unc

RV - Revenue Collector I/II

Revenue Collector I

Revenue Collector II

SC - Shelter Care Counselor I/II

Shelter Care Counselor I

Shelter Care Counselor II

SE - Stationary Engineer I/II

Stationary Engineer I

Stationary Engineer II

SH - Sheriff's Property Officer I/II

Sheriff's Property Officer I

Sheriff's Property Officer II

SN - Staff Nurse/Staff Nurse Trainee

Ambulatory Care Nurse Trainee

Ambulatory Care Nurse

Correctional Health Nurse Trainee

Correctional Health Nurse

Critical Care Nurse Trainee

Critical Care Nurse

Infusion Nurse Trainee

Infusion Nurse

Long Term Care Nurse Trainee

Long Term Care Nurse

Medical Surgical Nurse Trainee

Medical Surgical Nurse

Perioperative Nurse Trainee

Perioperative Nurse

Psychiatric Nurse Trainee

Psychiatric Nurse

SP - Psychologist I/II

Psychologist I

Psychologist II

SR - Sheriff's Criminal Record Technician I/II

Sheriff's Criminal Records Technician I

Sheriff's Criminal Records Technician II

ST - Storekeeper I/II

Storekeeper I

Storekeeper II

Storekeeper II

SW - Social Worker/Children's Svcs Social Worker I/II/III

Children's Services Social Worker I

Social Worker I

Children's Services Social Worker II

Social Worker II

Children's Services Social Worker III

Social Worker III

SX - Social Worker/Children's Svcs Social Worker I/II/III- Unc

Children's Services Social Worker I - Unc

Social Worker I - Unc

Children's Services Social Worker II - Unc

Social Worker II - Unc

Children's Services Social Worker III - Unc

Social Worker III - Unc

TP - CCAG Transportation Program Spec I/II-Unc

C/CAG Transportation Programs Spec I - Unc

C/CAG Transportation Programs Spec II - Unc

TW - Temporary Worker

Temporary Worker - Trainee

Temporary Worker - Aide

UW - Utility Worker I/II

Utility Worker I

Utility Worker II

VA - District Attorney's Office Victim Advocate I/II

District Attorney's Office Victim Advocate I

District Attorney's Office Victim Advocate II

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VC - Vocational Rehabilitation Counselor I/II/III-Unc

Vocational Rehabilitation Counselor I - Unc

Vocational Rehabilitation Counselor III - Unc

Vocational Rehabilitation Counselor II - Unc

VET - Veterans Services Representative I/II

Veterans Services Representative I

Veterans Services Representative II

VR - Vocational Rehabilitation Counselor I/II/III

Vocational Rehabilitation Counselor I

Vocational Rehabilitation Counselor III

Vocational Rehabilitation Counselor II

WC - Wastewater Collection Worker I/II

Wastewater Collection Worker I

Wastewater Collection Worker II

WP - Word Processing Operator I/II

Word Processor I

Word Processor II

FLEXIBLE AND ALTERNATE STAFFING REFERENCE GUIDE

Alternate Series Listing

B024S - Deputy District Attorney- U Series (Alternate Series Codes)

Deputy District Attorney I - Unclassified	Deputy District Attorney IV - Unclassified
Deputy District Attorney II - Unclassified	Law Clerk - Unclassified
Deputy District Attorney III - Unclassified	

B107S - Social Worker/CS Social Worker - U Series (Alternate Series Codes)

Children's Services Social Worker I - Unclassified	Social Worker I - Unclassified
Children's Services Social Worker II - Unclassified	Social Worker II - Unclassified
Children's Services Social Worker III - Unclassified	Social Worker III - Unclassified

B112S - Mental Health Case Worker-U Series (Alternate Series Codes)

Marriage and Family Therapist I - Unclassified	Mental Health Counselor II - Unclassified
Marriage and Family Therapist II - Unclassified	Psychiatric Social Worker I - Unclassified
Mental Health Counselor I - Unclassified	Psychiatric Social Worker II - Unclassified

F005S - Mental Health Supervisor series (Alternate Series Codes)

Supervising Mental Health Clinician - Exempt
Supervising Mental Health Psychologist - Exempt
Supervising Psychologist - Exempt

F009S - Patient Care series (Alternate Series Codes)

Ambulatory Care Nurse	Long Term Care Nurse Trainee
Ambulatory Care Nurse Trainee	Medical Services Assistant I
Clinical Nurse	Medical Services Assistant I - Unclassified
Correctional Health Nurse	Medical Services Assistant II
Correctional Health Nurse - Unclassified	Medical Services Assistant II - Unclassified
Correctional Health Nurse Trainee	Medical Surgical Nurse
Correctional Health Nurse Trainee - Unclassified	Medical Surgical Nurse Trainee
Critical Care Nurse	Nurse Practitioner
Critical Care Nurse Trainee	Nurse Practitioner - Unclassified
Infusion Nurse	Nurse Practitioner Trainee
Infusion Nurse Trainee	Perioperative Nurse
Licensed Psychiatric Technician	Perioperative Nurse Trainee
Licensed Psychiatric Technician - Unclassified	Physicians Assistant
Licensed Vocational Nurse	Psychiatric Nurse
Licensed Vocational Nurse - Unclassified	Psychiatric Nurse Trainee

F039S - Patient Care Support series (Alternate Series Codes)

Crisis Team Technician	Pharmacy Aide
Dental Assistant	Pharmacy Buyer
Dental Assistant - Unclassified	Pharmacy Technician

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Operating Room Technician
 Orthopedic Technician
 Pharmacy Aide

Pharmacy Technician - Unclassified
 Registered Dental Assistant

F075S - Radiologic Technician series (Alternate Series Codes)

Imaging Specialist	Radiologic Technologist II
Lead Electrograph Technician	Radiologic Technologist III
Lead Imaging Specialist	Radiologic Technologist III - Unclassified
Lead Radiologic Technologist	Radiology Assistant
Radiologic Technologist I	
Radiologic Technologist II	

F122S - Physician Series (Alternate Series Codes)

Adult Psychiatrist	Staff Physician
Child Psychiatrist	Staff Physician - Pediatrics

F127S - Supervising Physician Series (Alternate Series Codes)

Supervising Adult Psychiatrist	Supervising Physician
Supervising Child Psychiatrist	Supervising Physician - Pediatrics

F171S - Rehabilitation Therapist Series (Alternate Series Codes)

Occupational Therapist I	Physical Therapist II
Occupational Therapist I, CA Children's Services	Physical Therapist II, CA Children's Services
Occupational Therapist II	Speech Pathologist
Occupational Therapist II, CA Children's Services	Therapy Aide
Physical Therapist I	Therapy Assistant
Physical Therapist I, CA Children's Services	

G040S - Mental Health Case Worker series (Alternate Series Codes)

Marriage and Family Therapist I	Mental Health Counselor II
Marriage and Family Therapist II	Psychiatric Social Worker I
Mental Health Counselor I	Psychiatric Social Worker II
Mental Health Counselor II	

G085S - Public Health Education series (Alternate Series Codes)

Community Health Planner	Public Health Educator
Health Education Associate	

G098S - Social Worker/Children's Svcs Social Worker series (Alternate Series Codes)

Children's Services Social Worker I	Social Worker I
Children's Services Social Worker II	Social Worker II
Children's Services Social Worker III	Social Worker III

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H029S - Criminalist series (Alternate Series Codes)

Criminalist I	Forensic Specialist I
Criminalist II	Forensic Specialist II

H058S - Sheriff's Correction Officer series (Alternate Series Codes)

Sheriff's Correctional Officer	Sheriff's Correctional Officer - T
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N045S - Engineer series (Alternate Series Codes)

Assistant Engineer	Construction Inspector I
Associate Civil Engineer	Construction Inspector II
Associate Engineer	

R065S - Planner series (Alternate Series Codes)

Planner I	Planner III
Planner II	Planning Technician

T090S - Road Worker series (Alternate Series Codes)

Equipment Mechanic I	Road Maintenance Worker I
Equipment Mechanic II	Road Maintenance Worker II
Equipment Mechanic Trainee	Wastewater Collection Worker I
Road Equipment Operator I	Wastewater Collection Worker II
Road Equipment Operator II	
Road Maintenance Worker I	

U081S - Appraiser series (Alternate Series Codes)

Appraiser I	Real Property Appraiser Technician
Appraiser II	

V260S - IS Support Series (Alternate Series Codes)

IS Application Support - Senior	IS Communications Specialist - Senior
IS Application Support Analyst I	IS Communications Specialist I
IS Application Support Analyst II	IS Communications Specialist II
IS Application Support Analyst III	IS Communications Specialist III
IS Business Analyst - Senior	IS Data Specialist - Senior
IS Business Analyst I	IS Data Specialist I
IS Business Analyst II	IS Data Specialist II
IS Business Analyst II - Unclassified	IS Data Specialist III
IS Business Analyst III	IS Systems Specialist - Senior
IS Client Systems Specialist - Senior	IS Systems Specialist I
IS Client Systems Specialist I	IS Systems Specialist II
IS Client Systems Specialist II	IS Systems Specialist III
IS Client Systems Specialist III	

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V300S - IS Supervisor Series (Alternate Series Codes)

IS Application Support Supervisor

IS Business Supervisor

IS Client Systems Supervisor

IS Communications Supervisor

IS Data Supervisor

IS Systems Supervisor