

County of Santa Barbara Financial Analysis

SEIU 721
Research & Policy
Michael Blosser
March 2024



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Santa Barbara County FY23 Finances Recap

SB County General Fund – FY19-23

	FY2019	FY2020	FY2021	FY2022	FY2023
Revenues	\$453,690,000	\$490,424,000	\$530,139,000	\$514,343,000	\$570,343,000
Expenditures	\$369,234,000	\$392,241,000	\$390,857,000	\$422,272,000	\$458,123,000
Op surplus/ (deficit)	\$84,456,000	\$98,183,000	\$139,282,000	\$92,071,000	\$112,220,000
Net other sources	-\$38,129,000	-\$72,486,000	-\$80,779,000	-\$64,923,000	-\$63,551,000
Net surplus/ (deficit)	\$46,327,000	\$25,697,000	\$58,503,000	(\$852,000) after \$28 million litigation settlement	\$48,669,000
General Fund Balance	\$176,202,000	\$201,899,000	\$263,573,000	\$262,721,000	\$311,390,000
Unrestricted Fund Balance	\$120,741,000	\$144,513,000	\$201,356,000	\$183,232,000	\$206,138,000
SB County All Funds– FY19-23					
Total Net Position	\$632,201,000	\$680,944,000	\$802,195,000	\$983,629,000	\$1,180,877,000
Total Net Surplus/ (Deficit)	\$112,661,000	\$48,743,000	\$99,258,000	\$181,434,000	\$196,168,000

Santa Barbara County ended FY2023 in a *strong financial position*

- This assessment focuses on Santa Barbara County's General Fund as it is the city's largest fund and most significant indicator of its financial condition. As well it is important to indicate that audited financial numbers are reported in the Annual Comprehensive Financial Reports (ACFR) (FY23 and previous years), while the budget (FY24, FY25) publishes estimates and projections.

SB County ended FY23 with a \$49 million net surplus in their General Fund

- SB County's General Fund ended FY2023 (July 1, 2022, to June 30, 2023) with an operating surplus of \$112 million, ended the year with a **\$49 million net surplus**, and a \$311.4 million General Fund balance (reserves).

SB County's Total Net Position Increased

- The County ended FY2023 with a total (County-wide) net position of **\$1.2 billion**, a \$197.2 million increase from FY2022. SB County continues to have a strong Financial Position with a stable outlook and continues to have good bond ratings.

SB County FY23 Finances Recap

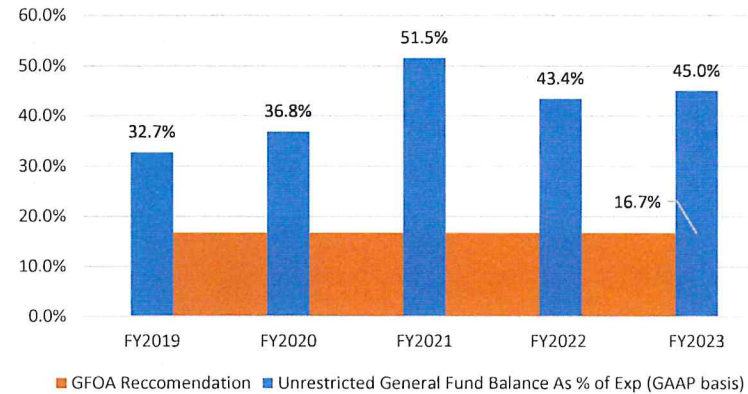
SB County's Unrestricted General Fund Balance Increased to \$206.4 million

- SB County's Unrestricted GF balance (Committed, Assigned, Unassigned) in FY2023 increased to \$206.4, or 45% of their General Fund Operating Expenditures, more than double the Government Finance Officers Association (GFOA)'s recommendation of 16.7% (see Chart).

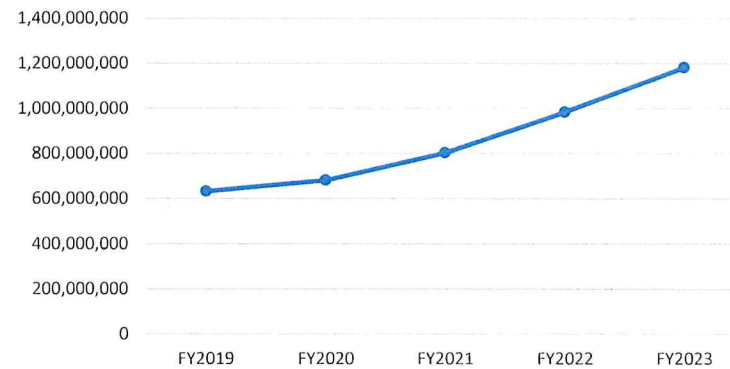
SB County's Total Net Position has increased by 87% since the pandemic (FY19 to FY23)

- SB County's Total Net Position (all funds) has increased from \$632 million in FY19 to \$1.2 billion (FY23), an increase of 87%. An increase of net position over time generally indicates an increasing financial position.

Unrestricted General Fund Balance As % of Exp (GAAP basis)



Net Position



SB County FY23 Finances Recap

SB County ended FY23 with a good Pension Funded Ratio

- Although SB County's Net Pension Liability increased from \$470 million to \$817 million, SB county ended FY23 (June 30, 2022, valuation report from SBCERS) with a continued strong **83% pension funded** ratio (a pension funded ratio of 80% or higher is considered good).

SB County continued to have strong finances in FY2023

- As well, 81% of the County's liabilities are long term liabilities, the County has a healthy current ratio (Current Assets/Current Liabilities) of 4.36, and the County has maintained strong credit ratings with a stable outlook. All these factors indicate that SB County was able to maintain strong finances in FY23.

	FY20 (June 30, 2019, Valuation Report)	FY21 (June 30, 2020, Valuation Report)	FY22 (June 30, 2021, Valuation Report)	FY23 (June 30, 2022, Valuation Report)
Actuarial Pension Funded Ratio	78%	74%	89%	83%
Unfunded Actuarial Accrued Liability (Net Pension Liability)	\$882,504,000	\$1,103,795,000	\$470,092,000	\$816,917,000
% of Pension-Related Obligations to Government-Wide Revenue	84%	94%	39%	63%
Net OPEB Liability	\$109,568,000	\$98,487,000	\$84,694,000	\$83,592,000
%Net OPEB to Gov Wide Rev	10%	8%	7%	6%



FY24 Final Adopted Budget vs FY23 Final Adopted Budget

- SB County in June of 2023, adopted their FY24 Budget that include a balanced budget of **\$1.52 billion** that was an **7.6%** increase from their FY23 adopted budget.
- SB County's General Fund Operating Budget for their FY24 Adopted Budget was \$505.1 million, an increase of 9.7% from their FY23 Adopted Budget, while General Fund Operating Revenue is projected to be \$590.4 million, an increase of 7.2% from their FY23 Adopted Budget.
- Total SB County Budgeted FTEs increased from 4,467.47 to 4,644, an increase of 176.5 FTEs

	FY23 Adopted Budget	FY24 Adopted Budget	Change FY23 to FY24
Total Proj Exp	\$1.418 billion	\$1.524 billion	7.6%
Total Budgeted FTEs	4,467.47	4,644.0	176.5
Total Salaries & Benefits	\$732.4 million	\$783.3 million	6.9%
General Fund Op Exp	\$460.5 million	\$505.1 million	9.7%
General Fund Op Rev	\$550.6 million	\$590.4 million	7.2%

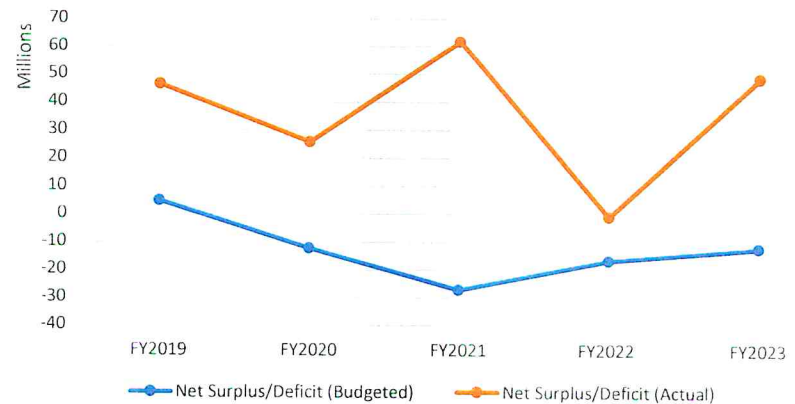


SB County FY24 Budget

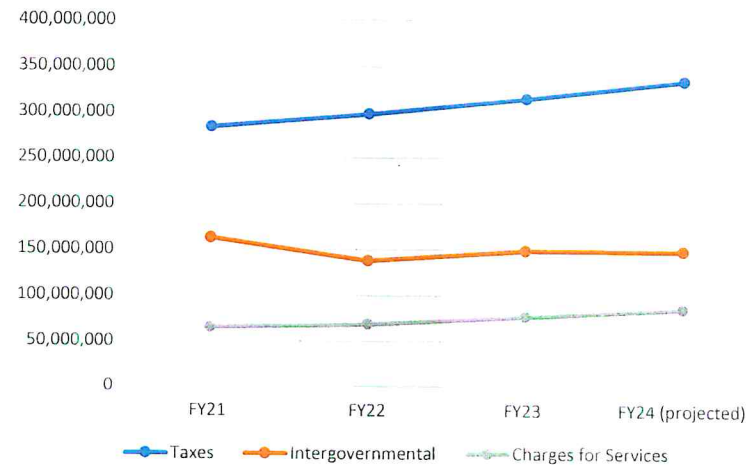
SB County generally adopts a balanced budget every year by projecting billions will need to be used from their General Fund Balance to balance total revenue with total expenditures. However, it should be noted that SB County traditionally adopts a balanced budget each year with generally *conservative financial projections*, and in doing so generally overestimates expenditures and underestimates the change in the general fund balance, generally predicting a lower change in the fund balance than the actual outcome (see Chart).

The County's GF Operating revenue projections in their FY24 Adopted Budget project GF tax revenue to increase by 8.4%, Intergovernmental revenue (State, Federal) to decrease by 0.8% and Charges for Services revenue to increase by 13.8% in FY24 compared to FY23's adopted budget. These three revenue sources account for around 96% of total GF Operating Revenue. Intergovernmental Revenue generally accounts for 25% to 30% of GF Operating Revenue.

SB County GF Orig Adopted Budget to Actual



GF Main Sources of Revenue



SB County FY24 Budget Vacancies by Dept

FY24 Q2 Vacancies County-wide

Q2 as of 12/31/23

Dept	Adopted FTEs	Funded Vacancies	Funded Vacancy Rate
Board of Supervisors	18.88	0.88	5%
County Executive Office	43	5	12%
County Counsel	46	1	2%
District Attorney	150.5	5.5	4%
Probation	322	39	12%
Public Defender	106	8	8%
Fire	324	52	16%
Sheriff	768	107	14%
Public Health	533.58	69.05	13%
Behavioral Wellness	462.43	88	19%
Social Services	833.5	70	8%
Child Support Services	75	10.45	14%
Agricultural Commissioner/W&M	37	3	8%
Planning & Development	114.5	14	12%
Public Works	298.28	42.35	14%
Community Services	100.13	15	15%
Auditor-Controller	51.6	10.6	21%
Clerk-Recorder-Assessor	109	10	9%
General Services	97.5	16.5	17%
Human Resources	37	5	14%
Treasurer-Tax Collector-Public	48	6	13%
Information Technology	60	17	28%
First 5, Children and Families	8	1	13%
Total	4,643.90	596.33	13%

FY24 Q2 Vacancies 721 BU

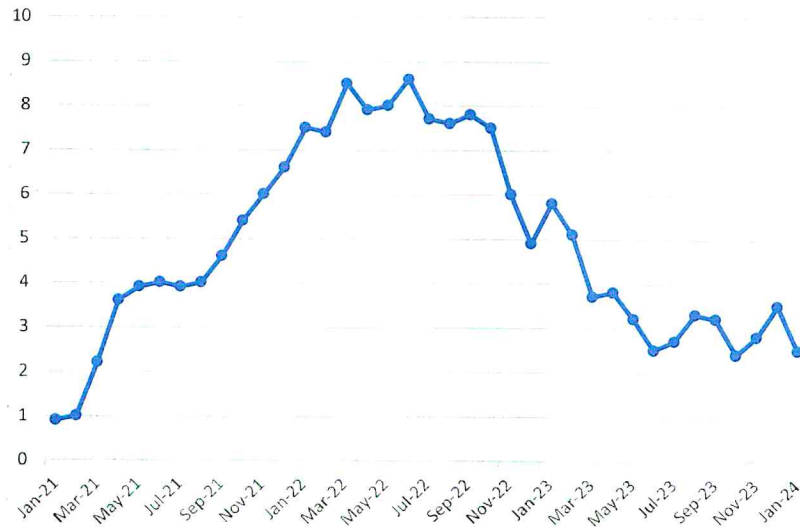
FY	Department Name	Job Code	Positions Count	Vacant	Vacancy Rate
23-24-Q2	Social Services	CAREER EMP	41	7	17.1%
	Department	SPEC			
23-24-Q2	Social Services	CAREER EMP	7	0	0.0%
	Department	SUPV			
23-24-Q2	Social Services	ELIG SUPV	39	3	7.7%
	Department				
23-24-Q2	Social Services	EW I	253	61	24.1%
	Department				
23-24-Q2	Social Services	EW III	60	3	5.0%
	Department				
23-24-Q2	Probation Department	PROBATION	4	1	25.0%
		ASST			
23-24-Q2	Public Defender	PUB DEF	7	1	14.3%
		INVEST I			
23-24-Q2	Social Services	SOC SVC	24	9	37.5%
	Department	PRACT			
23-24-Q2	Social Services	SOC SVCS	7	1	14.3%
	Department	SUPV I			
23-24-Q2	Social Services	SOC SVCS	15	0	0.0%
	Department	SUPV II			
23-24-Q2	Public Defender	SOC SVCS WKR	10	3	30.0%
23-24-Q2	Sheriff	SOC SVCS WKR	3	2	66.7%
23-24-Q2	Social Services	SOC SVCS WKR	102	6	5.9%
	Department				
23-24-Q2	Total		572	97	17.0%

In FY24 Q2, the County had a county-wide vacancy rate of 13%, while the vacancy rate for SEIU 721 BU classifications was **17%**.



Fed's Fight against Inflation has created problems with California State Revenue

Los Angeles Area Over-the-year % of Change in CPI-U



California revenue largely dependent on personal income taxes

California has one of the most progressive income taxes in the country, which includes taxes on capital gains (investments like stocks). But that dependence on personal income taxes continues to leave the state vulnerable to stock market downturns as it becomes a growing percentage of major revenue sources.

■ Personal Income Tax
 ■ Retail Sales and Use Tax
 ■ Corporation Tax
 ■ Insurance Gross Premium Tax
■ Alcoholic Beverages Taxes & Fees
 ■ Cigarette Tax
 ■ Motor Vehicle

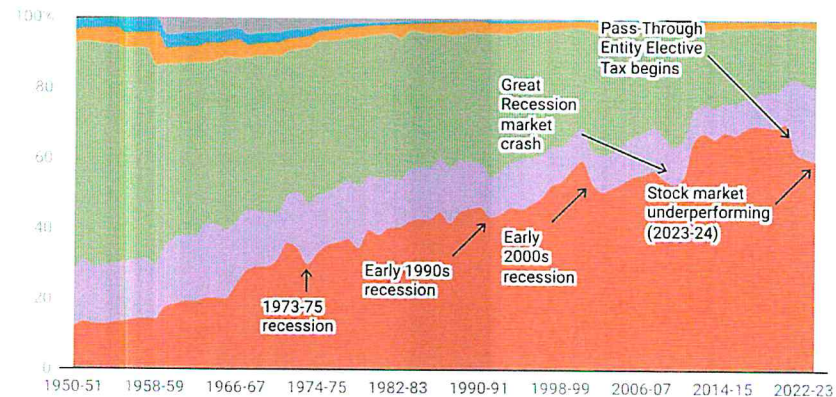


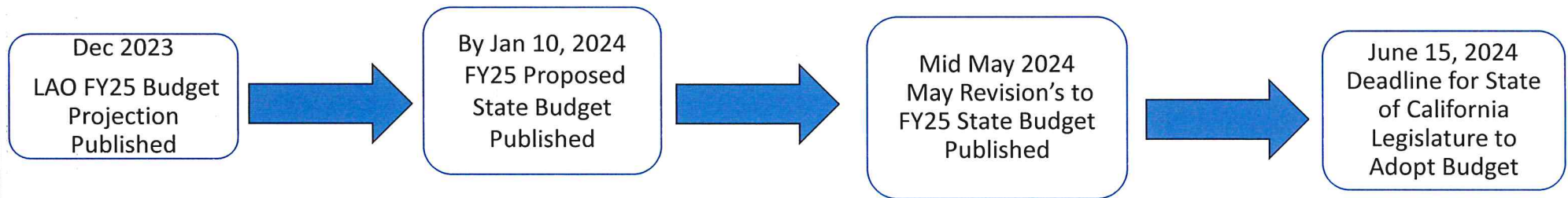
Chart: John Osborn D'Agostino • Source: California Legislative Analyst's Office • Created with Datawrapper

- Inflation in the LA area has dropped from historic highs but still falls short of the Fed Reserves' goal of around 2%. The latest CPI index for the Los Angeles area, the January 2024 Consumer Price Index (CPI-U) indicated that area prices were up 1% over the past month, and up **2.5% from a year ago**. However, The Fed's fight against inflation really had a negative affect on the stock market, especially in 2022, which significantly affected California General Fund State Revenues.



State of California Budget Process

- On January 10, 2024, Governor Newsom published the State of California FY25 Proposed Budget, projecting a **\$38 billion deficit**. While significantly lower than the LAO's office \$68 billion deficit projection, the "budget problem" is a red flag for state revenue to cities and counties in California. An updated projection will occur in the Governor's May 2024 FY2025 May Revision.



- This is only a projection (that will definitely change). However, State of California constitutionally has to propose and adopt a balanced budget, therefore only ways to deal with this "Budget Problem" is either by reducing spending, increasing revenues, shifting costs, or using reserves
- As shown in a previous chart, Intergovernmental Revenue (Federal & State), makes up around 25% of SB County's GF Revenue

**Santa Barbara County
Market Analysis of
Selected DSS Bargaining
Unit Classifications**

SEIU 721
Research & Policy
Michael Blosser
April 2024



Analysis Overview

The major goal of this analysis is to establish market-based comparisons to the current level of compensation paid to Santa Barbara County Department of Social Services (DSS) SEIU L721 bargaining unit (BU) classifications.

Our **method of analysis** utilized a comparison of wage scales at the minimum and maximum amongst comparable agencies to ensure a robust assessment

Key Points on Comparing Classifications

- Not all BU classifications exist in every comparable agency

- Job descriptions between similar classifications varied agencies

- Job requirements varied between agencies

- In each instance, the classification that matched most closely in job duties was chosen for comparison.



SB County DSS BU Market Based Analysis

Comparable Agencies

- Counties are unique governmental agencies. They are typically very large and deliver unique, often mandated services as an extension of both the Federal government and State of California.
- Robust market compensation studies choose comparable agencies that largely preform the same function, have a similar sized budget and compete for the same labor population. As such, five comparable agencies were utilized that met these criteria:
 - Ventura County
 - Monterey County
 - San Luis Obispo County
 - Kern County
 - Sonoma County
- As well, this analysis will look at the cost of living in each comparable agency, and use that to create a weighted median min and max salary for bargaining unit classifications at the end of this analysis



SB County DSS BU Market Based Analysis

Jurisdiction	Title	Min Salary	Max Salary	Spread
SB County	Social Services Worker	\$60,743.54	\$72,648.47	20%
SON County	SOCIAL SERVICE WORKER I/II	\$70,335.94	\$94,379.57	34%
SLO County	SOCIAL WORKER I/II	\$52,873.60	\$74,817.60	42%
Kern County	Social Service Worker I/II	\$49,476.00	\$62,148.00	26%
Vent County	HS APSS SOCIAL WORKER I/II	\$57,976.86	\$83,680.81	44%
Mont County	SOCIAL WORKER I/II	\$57,320.64	\$86,939.84	52%
	Average	\$58,121	\$79,102	36%
	SB County Difference from Average	\$2,622 (4%)	-\$6,454 (-9%)	-17%
SB County	Social Services Worker Senior PS/L	\$69,448.92	\$83,274.00	20%
SON County	SOCIAL SERVICE WORKER III	\$82,545.60	\$100,348.73	22%
SLO County	SOCIAL WORKER III	\$64,459.20	\$82,264.00	28%
Kern County	Social Service Worker III	\$60,408.00	\$72,192.00	20%
Vent County	HS APSS/CW SOCIAL WORKER III	\$67,200.66	\$91,612.99	36%
Mont County	SOCIAL WORKER III	\$70,337.28	\$96,064.80	37%
	Average	\$69,067	\$87,626	26%
	SB County Difference from Average	\$382 (1%)	-\$4,352 (-5%)	-6%



SB County DSS BU Market Based Analysis

Jurisdiction	Title	Min Salary	Max Salary	Spread
SB County	Social Services Practitioner	\$74,311.91	\$89,207.68	20%
SON County	Social Service Worker IV	\$86,323.28	\$104,919.52	22%
SLO County	SOCIAL WORKER IV	\$74,172.80	\$94,660.80	28%
Kern County	Social Service Worker IV	\$65,100.00	\$77,796.00	20%
Vent County	HS APSS/CW SW IV	\$72,228.58	\$98,409.95	36%
Mont County	SOCIAL WORKER IV	\$77,702.56	\$106,125.76	37%
	Average	\$72,703	\$93,240	28%
	SB County Difference from Average	\$1,609 (2%)	-\$4,032 (-5%)	-8%
SB County	Social Services Supervisor I	\$74,311.91	\$89,207.68	20%
SON County	SOCIAL SERVICE SUPERVISOR I	\$97,259.79	\$118,235.00	22%
SLO County				
Kern County	Social Service Supervisor I	\$72,288.00	\$86,388.00	20%
Vent County				
Mont County	SOCIAL WORK SUPERVISOR I	\$81,226.08	\$110,938.88	37%
	Average	\$81,271	\$101,192	20%
	SB County Difference from Average	-\$6,960 (-9%)	-\$11,985 (-13%)	0%



SB County DSS BU Market Based Analysis

Jurisdiction	Title	Min Salary	Max Salary	Spread
SB County	Social Services Supervisor II	\$86,778.28	\$104,426.96	20%
SON County	CPS SOCIAL WORK SUPERVISOR	\$105,524.79	\$128,274.40	22%
SLO County	SOCIAL WORKER SUPERVISOR II	\$82,576.00	\$105,393.60	28%
Kern County	Social Service Supervisor II	\$78,684.00	\$94,032.00	20%
Vent County	HS CHILD WELFARE SUPERVISOR	\$108,741.50	\$111,281.28	2%
Mont County	SOCIAL WORK SUPERVISOR II	\$94,340.48	\$128,849.76	37%
	Average	\$92,774	\$112,043	25%
	SB County Difference from Average	-\$5,996 (-7%)	-\$7,768 (-7%)	-5%
SB County	Eligibility Worker I	\$50,280.81	\$59,818.95	19%
SON County	ELIGIBILITY WORKER I	\$57,124.47	\$69,438.48	22%
SLO County	EMPLOYMENT/RESOURCE SPEC I	\$48,734.40	\$62,192.00	28%
Kern County	Human Services Technician II	\$43,464.00	\$51,936.00	19%
Vent County	HS CLIENT BENEFIT SPECIALIST I	\$50,785.25	\$53,463.40	5%
Mont County	ELIGIBILITY SPECIALIST I	\$48,938.24	\$66,838.72	37%
	Average	\$49,888	\$60,615	22%
	SB County Difference from Average	\$393 (1%)	-\$796 (-1%)	-2%



SB County DSS BU Market Based Analysis

Jurisdiction	Title	Min Salary	Max Salary	Spread
SB County	Eligibility Worker II	\$54,805.68	\$65,353.99	19%
SON County	ELIGIBILITY WORKER II	\$64,095.46	\$77,912.19	22%
SLO County	EMPLOYMENT/RESOURCE SPEC III	\$59,550.40	\$76,003.20	28%
Kern County	Human Services Technician III	\$48,024.00	\$57,384.00	19%
Vent County	HS CLIENT BENEFIT SPECIALIST II	\$56,131.07	\$58,794.06	5%
Mont County	ELIGIBILITY SPECIALIST II	\$55,043.04	\$75,177.44	37%
	Average	\$56,275	\$68,437	22%
	SB County Difference from Average	-\$1,469 (-3%)	-\$3,083 (-5%)	-3%
SB County	Eligibility Worker III	\$59,818.95	\$71,469.25	19%
SON County	ELIGIBILITY WORKER III	\$69,041.93	\$83,902.22	22%
SLO County	EMPLOYMENT/RESOURCE SPEC IV	\$68,515.20	\$87,464.00	28%
Kern County	Human Services Technician IV	\$43,464.00	\$51,936.00	19%
Vent County	HS CLIENT BENEFIT SPECIALIST III	\$58,788.30	\$64,541.59	10%
Mont County	ELIGIBILITY SPECIALIST III	\$60,821.28	\$83,068.96	37%
	Average	\$60,075	\$73,730	22%
	SB County Difference from Average	-\$256 (-0.4%)	-\$2,261 (-3%)	-3%



SB County DSS BU Market Based Analysis

Jurisdiction	Title	Min Salary	Max Salary	Spread
SB County	Career Employment Specialist Supervisor	\$67,969.15	\$81,468.64	20%
SON County	SUPERVISING EMPLOYMENT AND TRAINING SPECIALIST	\$81,418.55	\$98,971.23	22%
SLO County	EMPLOYMENT/SERVICIS SUPERVISOR	\$78,769.60	\$100,526.40	28%
Kern County	Human Services Supervisor	\$58,620.00	\$70,056.00	20%
Vent County	HS EMPLOYMENT SERVICES SUPERVISOR	\$88,095.68	\$90,153.24	2%
Mont County	EMPLOYMENT & TRAINING SUPERVISOR	\$74,414.08	\$101,632.96	37%
	Average	\$74,881	\$90,468	21%
	SB County Difference from Average	-\$6,912 (-10%)	-\$8,999 (-11%)	-1%
SB County	Eligibility Supervisor	\$66,829.58	\$80,022.27	20%
SON County	ELIGIBILITY SUPERVISOR I	\$77,223.44	\$93,857.79	22%
SLO County	EMPLOYMENT/SERVICIS SUPERVISOR	\$78,769.60	\$100,526.40	28%
Kern County	Human Services Supervisor	\$58,620.00	\$70,056.00	20%
Vent County	HS CLIENT BENEFIT SUPERVISOR	\$72,766.26	\$82,401.23	13%
Mont County	ELIGIBILITY SUPERVISOR	\$68,390.40	\$93,406.56	37%
	Average	\$70,433	\$86,712	23%
	SB County Difference from Average	-\$3,604 (-5%)	-\$6,689 (-8%)	-3%

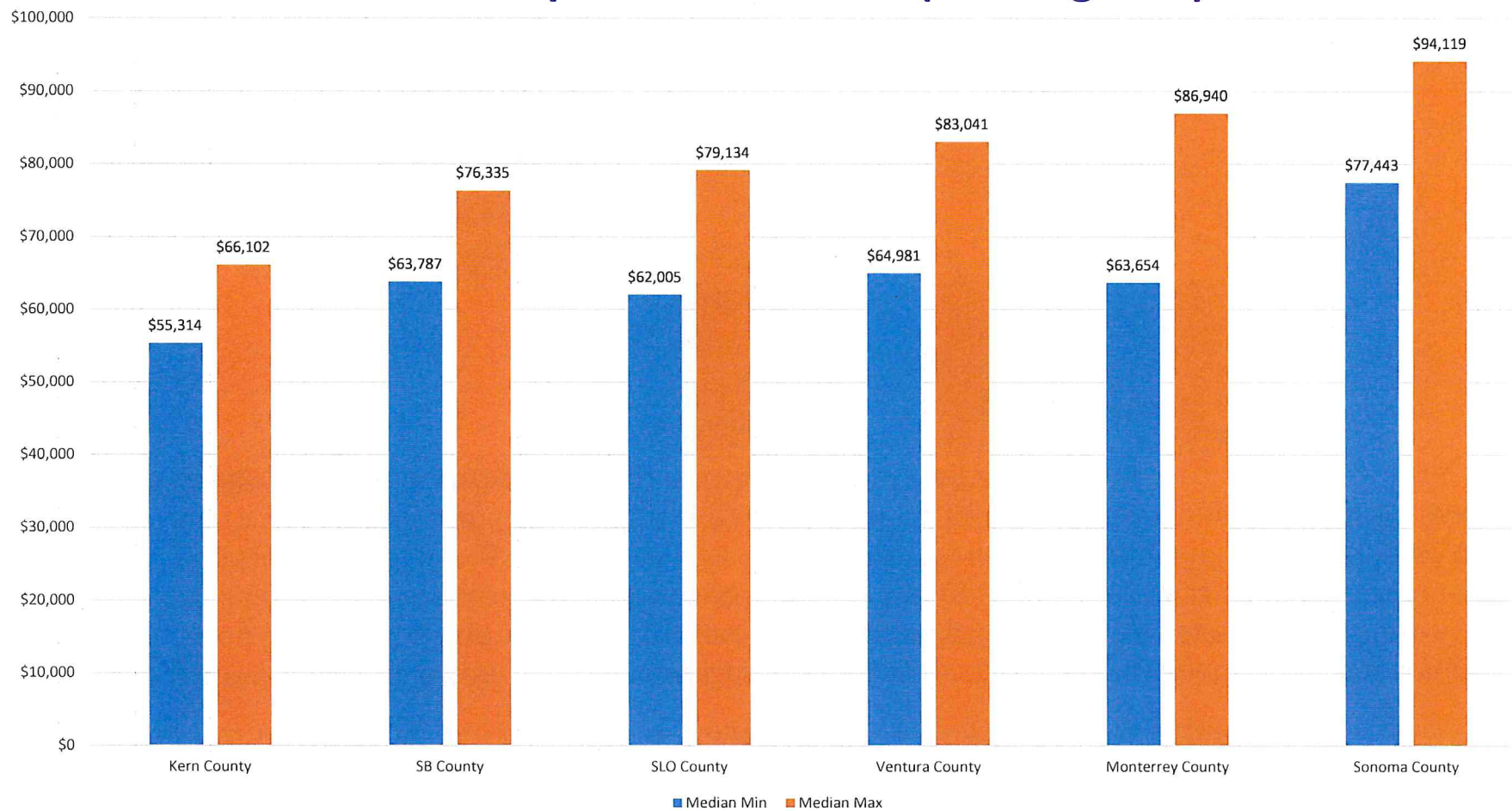


SB County DSS BU Market Based Analysis

Jurisdiction	Title	Min Salary	Max Salary	Spread
SB County	Public Defender Investigator I	\$85,438.34	\$102,790.66	20%
SON County	PUBLIC DEFENDER INVESTIGATOR II	\$110,429.52	\$134,243.56	22%
SLO County				
Kern County	Public Defender's Investigator I	\$63,180.00	\$75,504.00	20%
Vent County	PUBLIC DEFENDER INVESTIGATOR II	\$93,620.54	\$117,038.76	25%
Mont County	PUBLIC DEFENDER INVESTIGATOR II	\$80,878.72	\$110,402.24	37%
	Average	\$86,709	\$107,996	25%
	SB County Difference from Average	-\$1,271 (-1%)	-\$5,205(-5%)	-5%
SB County	Career Employment Specialist Senior	\$59,476.66	\$71,089.39	20%
SON County	EMPLOYMENT & TRAINING WORKER II	\$58,154.72	\$79,428.96	37%
SLO County	EMPLOYMENT/RESOURCE SPEC III/IV	\$59,550.40	\$87,464.00	47%
Kern County	Human Services Technician IV	\$43,464.00	\$51,936.00	19%
Vent County	HS EMPLOYMENT SPECIALIST II/III	\$48,401.43	\$77,512.46	60%
Mont County	EMPLOYMENT & TRAINING WORKER II	\$58,154.72	\$79,428.96	37%
	Average	\$56,348	\$75,222	34%
	SB County Difference from Average	\$3,128 (5%)	-\$4,133 (-6%)	-14%



SB County DSS BU classifications Median Min & Max Salary vs Comparable Counties (Unweighted)



SB County Cost of Living vs Comparable Agencies

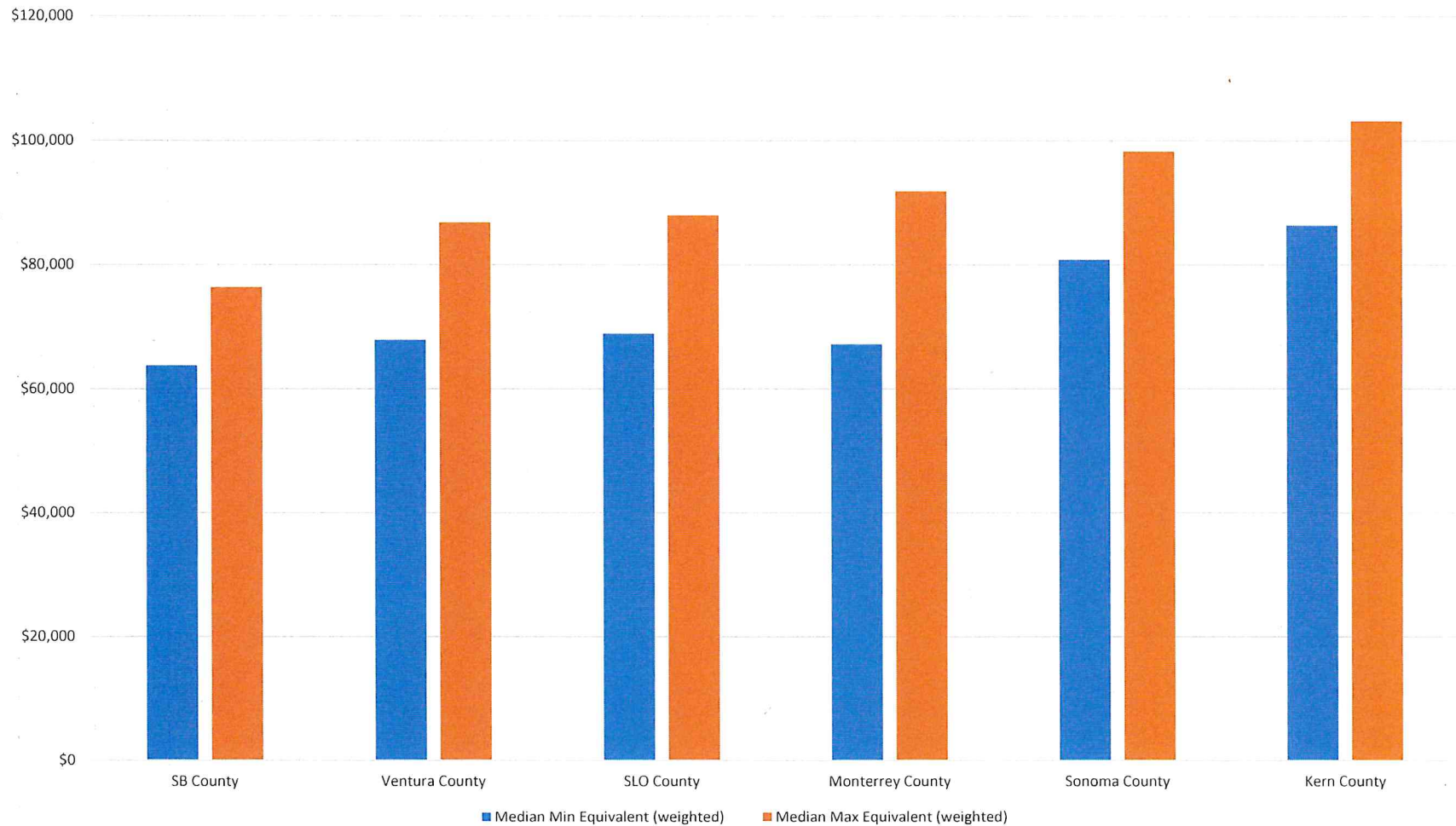
Cost of Living Index for a Family of 4 (Family Budget Calculator)

- Although the five comparable counties largely perform the same function, have a similar sized budget and compete for the same labor population, they all have a very different cost of living. The Economic Policy Institute's Family Budget Calculator was used to compare the monthly cost of living, in 2023 dollars for a family of four (2 adults and 2 children), for each county. This index will be used to provide weighted salary averages and medians for each salary to more accurately compare than to Santa Barbara County.

	Monthly Cost for Family of 4 (2 adults & 2 children)	Cost of Living Index Compared to Santa Barbara County
Kern County	\$8,269	0.64
San Luis Obispo County	\$11,614	0.90
Santa Barbara County	\$12,901	1.00
Monterrey County	\$12,221	0.95
Ventura County	\$12,350	0.96
Sonoma County	\$12,365	0.96



SB County DSS BU classifications Median Min & Max Salary vs Comparable Counties when Cost of Living of each County is taken into account (Weighted)



Santa Barbara County Department of Social Services BU classifications comparison job descriptions
TO: Aram Agdaian, Chief Negotiator
CC: Adriel Petersen, Coordinator of Tri-Counties Region, Edwin Valdez, Coordinator of Tri-Counties Region, Jody Klipple, Director of Research & Policy,
From: Michael Blosser, Research & Policy Analyst

1.

Eligibility Worker I, SB County-

Under supervision, applies regulations and procedures to determine eligibility for public assistance programs and referrals for social services utilizing automated eligibility systems and multiple computer applications in conjunction with several ancillary systems. **Eligibility Worker I is the entry level of this series.** Incumbents attend training sessions to learn regulations, work procedures, forms, and structured public contact techniques.

Exp - Equivalent to graduation from high school and one year of public contact experience (at 40 hours per week), performing duties in a customer service environment; or, Equivalent to graduation from high school and one year of office experience (at 40 hours per week), performing administrative duties;

HS CLIENT BENEFIT SPECIALIST I, Ventura County-

Under general supervision, Human Services (HS) Client Benefit Specialist series performs operational functions related to determination of eligibility for multiple public assistance and human services programs in accordance with local, state and federal requirements. HS Client Benefit Specialist I is **the entry-level classification** where the emphasis is on learning casework methods, eligibility procedures, regulations and policies. The incumbent carries a caseload under close supervision, and is expected to progress toward competency as a HS Client Benefit Specialist II.

Exp - Successful completion of at least five (5) months as a HS Client Benefit Specialist Trainee; OR at least six (6) months of experience determining eligibility for public assistance in a public human services agency in the State of California.

ELIGIBILITY SPECIALIST I, Monterey County-

The Eligibility Specialist classifications determine the eligibility of applicants and recipients for public assistance programs through interactive interviewing and fact gathering. **The Eligibility Specialist I is the entry-level classification in the Eligibility Specialist series.**

Exp - One year full-time experience in an Eligibility Specialist Trainee classification in an Interagency Merit System (IMS) county; OR One (1) year of full-time experience determining eligibility for health programs, loans, financial assistance, unemployment, or other benefits and two (2) years of clerical work involving public contact;

EMPLOYMENT/RESOURCE SPEC I, SLO County-

Employment/Resource Specialist I: is the **entry level position** of this series. Incumbents, under close supervision in a training status and team environment, learn departmental organization, learn to identify and refer participants, who appear to be in need, to available department and community services, learn to formulate and implement basic welfare to work plans; learn to determine eligibility of participants for public assistance programs and vocational services within the Extended Services team/unit. Incumbents are expected to demonstrate the ability to promote to Employment/Resource Specialist II after successful completion of twelve months of experience, the first six months of which will take place in a classroom training environment.

Exp - Graduation from high school or possession of a G.E.D. certificate. EITHER A: **Two years' experience performing clerical duties**; OR B: Equivalent to completion of two years of college (60 semester or 90 quarter units); OR C: One year of experience of performing clerical duties and one year of college.

Human Services Technician II, Kern County –

Under close supervision, to obtain, verify and evaluate information from applicants and recipients regarding initial and continuing eligibility for public assistance programs; to initiate and process casework required for public assistance; to identify and assess circumstances relating to individuals/families and encourage client participation in the process. Human Services Technician II is the **entry level** in the flexible classification series of Human Services Technician I/II/III.

Exp - Satisfactory completion of training as a Human Services Technician I.

ELIGIBILITY WORKER I, Sonoma County -

Under close supervision, learns to determine initial and continuing eligibility for one or more public assistance programs or eligibility for Human Services, Mental Health, Public Health, Victim Witness program, or other related public services in accordance with established procedures; and performs related duties as required. The Eligibility Worker I is the **entry level** and trainee classification in the Eligibility Worker series.

Exp - Completion of 60 semester or 90 quarter units at an accredited college including at least 9 semester or 12 quarter units in business, accounting, math, computer science, or behavioral science; **OR two years of full time experience performing clerical duties**

2.

Eligibility Worker II, SB County–

Under supervision, applies regulations and procedures to determine eligibility for public assistance programs and referrals for social services utilizing automated eligibility systems and multiple computer applications in conjunction with several ancillary systems. **Eligibility Worker II is the full-performance working level in the series.** This class is distinguished from Eligibility Worker III by the latter's regular assignment to lead the work of others, perform technical audit and case reviews, participate in administrative hearings, or perform temporary assignments in a variety of aid programs requiring an advanced level of technical expertise.

Exp - **Twelve months as an Eligibility Worker** in the State of California;

HS CLIENT BENEFIT SPECIALIST II, Ventura County-

HS Client Benefit Specialist II is the **journey-level classification** where the incumbent demonstrates working knowledge of eligibility regulations and procedures, is able to work with general rather than direct supervision, and handles more complex cases with consultation from the HS Client Benefit Specialist IV and or Supervisor.

Exp - **One (1) year of experience** determining eligibility for public assistance in a public human services agency in the State of California.

ELIGIBILITY SPECIALIST II, Monterey County-

The Eligibility Specialist classifications determine the eligibility of applicants and recipients for public assistance programs through interactive interviewing and fact gathering. **The Eligibility Specialist II is the journey-level classification in the Eligibility Specialist series.** The class of Eligibility Specialist II is distinguished from the Eligibility Specialist I as the latter requires a higher level of consultation and supervision and is working toward achieving a working knowledge of program rules and regulations.

Exp - **One (1) year full time experience in an Eligibility Specialist I classification** in an Interagency Merit System (IMS) County; OR Two (2) years of full time experience determining eligibility for public assistance programs in a public human services agency.

EMPLOYMENT/RESOURCE SPEC III, SLO County-

Employment/Resource Specialist III: is the **advanced journey level position** of this series; incumbents, under

direction are expected to perform all of the above, plus: independently identify and refer participants to available department and community services; demonstrate proficiency in all aspects of the team's assignment, which may include Welfare to Work, Cash Aid, Cal Fresh and Medi-Cal; assist other workers with questions and assist the supervisor as directed.

Exp - Graduation from high school or possession of a G.E.D. certificate. EITHER A: **Twelve months** demonstrated proficiency in all aspects of the team's assignment, which may include Welfare to Work, Cash Aid, Cal Fresh and Medi-Cal, as an **Employment/Resource Specialist II** in San Luis Obispo County, OR B: **Eighteen months** of experience performing duties comparable to an **Employment/Resource Specialist II** in a social services setting, with demonstrated experience in Welfare to Work, Cash Aid, Cal Fresh and Medi-Cal.

Human Services Technician III, Kern County –

Under general supervision, to obtain, verify and evaluate information from applicants and recipients regarding initial and continuing eligibility for public assistance programs; to initiate and process casework required for public assistance; to identify and assess circumstances relating to individuals/families and encourage client participation in the process; or to serve in a specialized caseload. Human Services Technician III is the **journey level** in the flexible classification series of Human Services Technician I/II/III.

Exp - Completion of one (1) year of experience equivalent to Human Services Technician II in the Kern County Classification System.

ELIGIBILITY WORKER II, Sonoma County -

Under general supervision, determines initial and continuing eligibility for one or more public assistance programs or eligibility for Human Services, Mental Health, Public Health, Victim Witness program or other related public services in accordance with established procedures; and performs related duties as required. The Eligibility Worker II is the **full working level** in the Eligibility Worker series.

Exp - One year of experience as an Eligibility Worker I

3.

Eligibility Worker III, SB County–

Under direction, performs specialized work requiring an advanced technical knowledge in public assistance eligibility criteria and departmental processes; performs related duties as required. **This is the advanced level in the Eligibility Worker series.**

Exp - Two years experience as an Eligibility Worker in a social or human services department, one of which must be in a California Department of Social Services; A bachelor's degree in social work, public administration, management, or related field, may substitute for one year of the required eligibility experience.

HS CLIENT BENEFIT SPECIALIST III, Ventura County-

HS Client Benefit Specialist III is the **advanced journey-level worker** who has the ability to assist with complex services under the lead of the HS Client Benefit Specialist IV. The incumbent demonstrates a working knowledge of eligibility requirements, has a comprehensive knowledge of programs and of their primary assignment, and serves as a resource for members of their unit.

Exp - **Two (2) years of experience** determining eligibility for public assistance in a public human services agency in the State of California. An Associate's Degree or higher from an accredited university in a field related to human services or a Human Services Certificate issued from an accredited California Community College can be substituted for six (6) months of experience

ELIGIBILITY SPECIALIST III, Monterey County-

The Eligibility Specialist III is the **advanced journey/lead-level classification and subject matter expert in the Eligibility Specialist series**. Incumbents perform the most complex work and specialized assignments requiring an advanced level of technical knowledge in public assistance programs, departmental processes and caseload/workload administration.

Exp - **One (1) year full time experience in an Eligibility Specialist II classification** in an Interagency Merit System (IMS) County; Providing Merit System Services OR Three (3) years of full time experience determining eligibility for public assistance programs in a public human services agency.

EMPLOYMENT/RESOURCE SPEC IV, SLO County-

Under direction conducts and/or assists with in depth appraisals/assessments; determines the need for vocational services and public assistance; diverts and refers applicant/participants to alternative program resources; develops and provides training. Collaborates on Welfare To Work plans and authorizes the provision of program benefits, and does other related work as required. Incumbents are expected to have considerable latitude for independent judgment; focus on evaluating the extent of vocational needs and public assistance of applicants/participants; provide vocational counseling; demonstrate knowledge of all aspects of the team process, which may include Cash Aid, Food Stamps and Medi-Cal; know departmental organization; assist other workers with questions and assist the supervisor as directed.

Exp - One year as an Employment Resource Specialist III in San Luis Obispo County; Or B: Three years experience performing duties comparable to an Employment/Resource Specialist II in a social services setting, with experience in Welfare To Work, Cash Aid, Food Stamps and Medi-Cal.

Human Services Technician IV, Kern County –

Under general supervision obtain, screen, verify and evaluate information from applicants and recipients regarding initial and continuing eligibility for public assistance programs; initiate and process casework required for public assistance; explain and enroll clients into employment-focused activities; identify and assess issues relating to the individual and encourage client participation in the problem solving process. Human Services Technician IV is the **advance journey level** in the Human Services Technician classification series, and is distinguished from Human Services Technician III in that they are responsible for more complex technical assignments.

Exp - Completion of 60 semester or 90 quarter units from an accredited college or university, or a Human Services Program Certificate. In addition, one (1) year experience equivalent to a Human Services Technician III in the Kern County classification system.

ELIGIBILITY WORKER III, Sonoma County -

Under direction, may act in the capacity of a lead worker in an eligibility determination section, or perform specialized duties which requires considerable inter-program knowledge of eligibility regulations, policies and procedures; may relieve Eligibility Supervisors during periods of absence; and perform related duties as required. Eligibility Worker III is an **advanced journey-level** class in which incumbents may be assigned lead responsibilities within an eligibility determination unit.

Exp - Normally, one year as an Eligibility Worker II coupled with some course work or specialized training in the principles and techniques of leadership and training will provide an opportunity to acquire the knowledge and abilities listed.

4.

Eligibility Supervisor, SB County–

Under general direction, supervises the operations of a unit and activities of staff engaged in public assistance determination or administrative support, or acts as a staff trainer; and performs related duties as required. This

class is a **first-line supervisory class**. Incumbents report to a Division Chief and are responsible for the day-to-day activities of a unit comprised primarily of Eligibility Workers and support staff.

Exp - **Three years of experience** as an Eligibility Worker in a public social service (welfare) agency, and one year of lead or supervisory experience or training in any field.

HS CLIENT BENEFIT SUPERVISOR, Ventura County-

Under general direction, supervises multiple program eligibility functions at an assigned Job and Career Center or Intake and Eligibility Center and coordinates the delivery of services available within the Center in conjunction with client eligibility needs; performs staff support duties and acts as a technical and program information resource for co-located service providers and clients. Depending on the fluctuating needs of the assigned Center, incumbents may be involved in planning and supervising the work of clerical or technical support staff, performing special studies, and at times performing the most complex duties and assignments within the scope of the discipline.

Exp - A Bachelor's Degree from an accredited university in a field related to human services AND **one (1) year experience comparable to a HS Client Benefit Specialist IV**.

ELIGIBILITY SUPERVISOR, Monterey County-

The Eligibility Supervisor is the **first-line supervisory classification** in the Eligibility Specialist series. The main function of this level is to provide supervisory, administrative and technical support to an eligibility work unit engaged in determining initial and continuing eligibility for multiple public assistance programs.

Exp - **One (1) year full time experience in an Eligibility Specialist III**, Integrated Case Worker III, or Employment and Training Worker III classification in an Interagency Merit System (IMS) County; OR Four (4) years of full time experience determining eligibility for public assistance programs or providing employment services in a public human services agency.

EMPLOYMENT/SERVICES SUPERVISOR, SLO County-

Under general direction plans, organizes, directs and supervises the work of Social Services staff engaged in determining the need for public assistance and employment services, or authorizing program benefits in accordance with established policies and procedures or other specialized activities. May act as a liaison with other agencies and does other related work as assigned. Supervises staff engaged in determining initial and continuing eligibility of participants for public assistance programs.

Exp - **Six months experience** as an **Employment Resource Specialist IV** in San Luis Obispo County; Or B: **Two years** as an **Employment Resource Specialist III**; Or C: Three years' experience comparable to Employment Resource Specialist II.

Human Services Supervisor, Kern County –

Under direction, supervises Human Services Technicians and/or other assigned staff engaged in determining initial and/or continuing eligibility for public assistance, including eligibility and employment services programs and specialized assignments. Incumbents function as **first line supervisors** for Human Services Technicians and/or other assigned staff, and may operate as a working supervisor.

Exp - Completion of 60 semester or 90 quarter units from an accredited college or university, or a Human Services Certificate Program. In addition, **two (2) years combined experience** equivalent to a Human Services Technician III or Human Services Technician IV.

ELIGIBILITY SUPERVISOR I, Sonoma County -

Under direction, plans, organizes and supervises the work of an eligibility work section engaged in determining initial and continuing eligibility for one or more public assistance programs in accordance with established procedures; and performs related duties as required. Eligibility Supervisors I act as **first line supervisors** for a

section of Eligibility Workers who perform eligibility determination and grant maintenance functions for one or more public assistance programs.

Exp - Normally, one year as an Eligibility Worker III coupled with some coursework or training in supervision

5.

Probation Assistant, SB County-

Under direct supervision, assists Deputy Probation Officers in providing probation services by performing intake procedures for clients, monitoring probationers' progress, closing out cases with approval of Deputy Probation Officer; performs other related duties as required.

Exp - Possession of a high school diploma or equivalent and two years of clerical experience that included considerable public contact;

PROBATION AIDE, Monterey County-

Under direction, provides a variety of support services to Probation Department professional staff; and performs related work as required.

Exp – One year of clerical or public service experience.

PROBATION ASSISTANT, SLO County-

Under general supervision, assists the public, Deputy Probation Officers, Collections Officers, and other Probation Department personnel by performing a variety of administrative and basic case management support duties which may include a variety of public relations and technical work, and perform other related work as required.

Exp - Completion of 60 semester units or 90 quarter units of college course work; OR Graduation from high school or possession of a General Education Development (GED) certificate indicating high school graduation or its equivalent and two years clerical experience that included considerable public contact.

Probation Technician, Kern County –

Under direct supervision, the Probation Technician assists Deputy Probation Officers in providing a wide variety of paraprofessional casework and program support associated with the investigation and supervision of adults and juveniles under the jurisdiction of the Kern County Probation Department.

Exp - Completion of 60 semester units or 90 quarter units of college coursework, including courses in the behavioral sciences.

PROBATION ASSISTANT, Sonoma County -

Under supervision, assists Probation staff, clients, the public and other personnel by performing a variety of clerical, public relations, and manual support tasks and services; counsels clients on probation policies and procedures; gathers routine data; and performs related duties as required.

Exp - Normally, completion of academic course work in sociology, psychology, counseling, social work, criminology, administration of justice or closely related field; OR one year's experience working in a law enforcement, public safety, or social services agency.

NA, Ventura County-

6.

Public Defender Investigator I, SB County-

Under general direction, performs investigations of felony and misdemeanor charges, juvenile, and conservatorship petitions filed against individuals being represented by the Public Defender's Office; and performs

related work as required. This is a **journey-level class**, which receives supervision from the chief investigator. Incumbents conduct a full range of criminal and civil investigations for the Public Defender's Office.

Exp - Possession of an **associate's degree** in behavioral or social sciences, criminology, administration of justice, or a closely related field and **three years experience** conducting civil or criminal investigations, preferably involving court action; or, possession of a **bachelor's degree** in behavioral or social sciences, criminology, administration of justice, or a closely related field and **two years of experience** conducting civil or criminal investigations, preferably involving court action;

PUBLIC DEFENDER INVESTIGATOR II, Ventura County-

Under direction, assists in obtaining, preserving and recording evidence in support of the investigation of criminal, conservatorship and civil cases; and performs related tasks as required. Public Defender Investigator II is the **journey-level position** in the series and acts under general supervision.

Exp - Completion of a **Bachelors Degree** in Criminal Justice or a related field and at least **two (2) years experience** conducting legal or criminal investigations, including the presentation of evidence at trial. OR completion of an **Associate's Degree** in Criminal Justice or a related field and **three (3) years** experience conducting legal or criminal investigations, including the presentation of evidence at trial.

PUBLIC DEFENDER INVESTIGATOR II, Monterey County-

Under direction, performs skilled investigative work involving sensitive and /or difficult cases referred to the Public Defender's Office where criminal action is involved or suspected; performs related work as required. This is the **full working level class** in the Public Defender Investigator series. Incumbents independently conduct investigations of the more complex and sensitive misdemeanor and felony cases referred to the Public Defender's Office, such as murder cases.

Exp - Two years of experience performing duties comparable to the Monterey County Public Defender Investigator I class that included investigation of felony and misdemeanor cases referred to the Public Defender's Office; or Two years of experience as a law enforcement officer that included the investigation of suspected criminal activities. This is the **journey level classification** in the Public Defender Investigator series. Incumbents are expected to possess the knowledge and experience to perform difficult and complex investigations with minimal supervision and may assist in the training of less experienced investigators.

PUBLIC DEFENDER INVESTIGATOR II, Sonoma County -

Under direction, investigates civil and criminal matters referred to the Public Defender's Office; performs related duties as required. This is the **full journey level class** in the Public Defender investigator series.

Exp - Normally, one year of recent, full-time paid experience in criminal or civil investigation comparable to an Investigator I OR Two years of recent, full-time paid law enforcement work including experience in criminal of civil investigation will provide this opportunity.

NA, SLO County-

7.

Career Employment Specialist, SB County-

Under supervision, provides some or all of the following: direct or indirect client services in the areas of **employment counseling**, client needs assessment, vocational evaluation, **employment preparation**, training, and program development & management; referral to community resources and support services, program eligibility, and/or job development/placement; and performs related duties as required. Incumbents in the Career Employment Specialist series are assigned to one or more of the employment services programs within the Social Services Department, including the Workforce Development Board and may be assigned to either a specific

caseload or function, such as job development, placement, or Workforce Board operational or support functions. The Career Employment Specialist is the **entry-level classification** in this series. Incumbents at this level work under immediate supervision and are assigned a limited, less complex caseload or workforce program activities.

Exp - Completion of 12 semester units, 18 quarter units, or 12 continuing education credits in business administration, economics, behavioral sciences or related field, such as sociology, counseling, social work, psychology, vocational guidance, or other field **related to the provision of employment services and two years of experience conducting interviews**, handling a caseload, providing counseling, or direct public contact experience dealing with employment-related issues; or, completion of 12 semester units, 18 quarter units, or 12 continuing education credits in business administration, economics, behavioral sciences, or related field, such as sociology, counseling, social work, psychology, vocational guidance, or other related field, such as sociology, counseling, social work, psychology, vocational guidance, or other field related to the provision of employment services and two years of experience equivalent to an Eligibility Worker with Santa Barbara County

HS Employment Specialist I, Ventura County-

Under general supervision, performs operational and general administrative functions related to case management laws and procedures in accordance with local, State and Federally funded **career placement** and assistance programs and requirements. HS Employment Specialist I is the **entry-level classification** where the emphasis is on learning case management laws and procedures. The incumbent carries a caseload under close supervision, and is expected to progress toward competency as a HS Employment Specialist II.

EMPLOYMENT & TRAINING WORKER I, Monterey County-

Working under close supervision, Employment & Training Worker I is the **entry/trainee** level in the Employment & Training Worker series. Employees in this class receive in service training in the performance of routine duties related to the provision of **employment services**.

Exp - One (1) year of full-time experience as an Eligibility Worker II or Social Worker I. OR Six (6) months of full-time experience as an Eligibility Worker II AND completion of 15 semester (22 quarter) college units in career planning, vocational guidance principles, personality development, occupational testing and measurement, or counseling preparation.

EMPLOYMENT/RESOURCE SPEC I, SLO County-

Employment/Resource Specialist I: is the **entry level position** of this series. Incumbents, under close supervision in a training status and team environment, learn departmental organization, learn to identify and refer participants, who appear to be in need, to available department and community services, learn to formulate and implement basic welfare to work plans; learn to determine eligibility of participants for public assistance programs and vocational services within the Extended Services team/unit. Incumbents are expected to demonstrate the ability to promote to Employment/Resource Specialist II after successful completion of twelve months of experience, the first six months of which will take place in a classroom training environment.

Exp - Graduation from high school or possession of a G.E.D. certificate. EITHER A: **Two years' experience performing clerical duties**; OR B: Equivalent to completion of two years of college (60 semester or 90 quarter units); OR C: One year of experience of performing clerical duties and one year of college.

NA, Kern County –

NA, Sonoma County -

Career Employment Specialist, Senior, SB County—

Under supervision, provides direct client services in the areas of **employment counseling**, client needs assessment, vocational evaluation, **employment preparation**, and training, referral to community resources and support services, program eligibility, and/or job development/placement; and performs related duties as required. The Career Employment Specialist, Senior is the **journey-level classification** in the Employment Services series. Incumbents are expected to independently perform employment services work under minimal supervision and are assigned all levels of cases, including the most complex or difficult, and/or the full range of job development placement responsibilities.

Exp - Completion of 12 semester units, 18 quarter units, or 12 continuing education credits in business administration, economics, behavioral sciences, or related field, such as sociology, counseling, social work, psychology, vocational guidance, or other coursework related to the provision of employment services and eighteen months of experience equivalent to a Career Employment Specialist with Santa Barbara County;

HS EMPLOYMENT SPECIALIST II, Ventura County-

Under general supervision, performs operational and general administrative functions related to case management laws and procedures in accordance with local, State and Federally funded career placement and assistance programs and requirements. HS Employment Specialist II is the **journey level classification** where the incumbent demonstrates working knowledge of case management procedures, is able to work with general rather than direct supervision and handles more complex cases with the consultation from the HS Employment Specialist IV or Supervisor.

Exp - A Bachelor's Degree from an accredited university in a field related to human services AND one (1) year experience comparable to a HS Employment Specialist I; OR Four (4) years of experience in general human services or direct client services within a social services program AND one (1) year experience comparable to a HS Employment Specialist I.

HS EMPLOYMENT SPECIALIST III, Ventura County-

Under general supervision, performs operational and general administrative functions related to case management laws and procedures in accordance with local, State and Federally funded career placement and assistance programs and requirements. HS Employment Specialist III is the advanced journey level worker who has the ability to assist with the complex services under the lead of the HS Employment Specialist IV. The incumbent demonstrates a working knowledge of case management procedures and, has a comprehensive knowledge of programs and their primary assignment, and serves as a resource for members of their unit.

Exp - Education & Experience: A Bachelor's Degree from an accredited university in a field related to human services AND one (1) year experience comparable to a HS Employment Specialist II. OR Four (4) years of experience in general human services or direct client services within a social services program AND one (1) year experience comparable to a HS Employment Specialist II.

EMPLOYMENT & TRAINING WORKER II, Monterey County-

Working under general supervision, Employment & Training Worker II is **the journey level** in the Employment & Training Worker series. Employees at this level are expected to be fully qualified and able to perform a wide range of **employability services** including initiating independent contact and collaborating with employers and other service providers.

Exp - **One (1) year of full-time experience as an Employment & Training Worker I**; OR Thirty (30) months of full-time experience performing vocational guidance, employment counseling or placement services; and Completion of 15 semester or 22 quarter college units in career planning, vocational guidance principles, personality development, occupational testing & measurement or counseling preparation.

EMPLOYMENT/RESOURCE SPEC III, SLO County-

Employment/Resource Specialist III is part of a career series for Employment/Resource Specialist I, II and III. Classes in this series determine the need for public assistance and vocational services; develop and provide Welfare to Work plans and authorize the provision of program benefits, and perform other related duties as required. Employment/Resource Specialist III: is the advanced journey level position of this series; incumbents, under direction are expected to perform all of the above, plus: independently identify and refer participants to available department and community services; demonstrate proficiency in all aspects of the team's assignment, which may include Welfare to Work, Cash Aid, Cal Fresh and Medi-Cal; assist other workers with questions and assist the supervisor as directed.

Exp - Either A: Twelve months demonstrated proficiency in all aspects of the team's assignment, which may include Welfare to Work, Cash Aid, Cal Fresh and Medi-Cal, as an Employment/Resource Specialist II in San Luis Obispo County, OR B: Eighteen months of experience performing duties comparable to an Employment/Resource Specialist II in a social services setting, with demonstrated experience in Welfare to Work, Cash Aid, Cal Fresh and Medi-Cal.

EMPLOYMENT/RESOURCE SPEC IV, SLO County-

Under direction conducts and/or assists with in depth appraisals/assessments; determines the need for vocational services and public assistance; diverts and refers applicant/participants to alternative program resources; develops and provides training. Collaborates on Welfare To Work plans and authorizes the provision of program benefits, and does other related work as required. Incumbents are expected to have considerable latitude for independent judgment; focus on evaluating the extent of vocational needs and public assistance of applicants/participants; provide vocational counseling; demonstrate knowledge of all aspects of the team process, which may include Cash Aid, Food Stamps and Medi-Cal; know departmental organization; assist other workers with questions and assist the supervisor as directed.

Exp - One year as an Employment Resource Specialist III in San Luis Obispo County; Or B: Three years experience performing duties comparable to an Employment/Resource Specialist II in a social services setting, with experience in Welfare To Work, Cash Aid, Food Stamps and Medi-Cal.

Human Services Technician IV, Kern County –

Under general supervision obtain, screen, verify and evaluate information from applicants and recipients regarding initial and continuing eligibility for public assistance programs; initiate and process casework required for public assistance; **explain and enroll clients into employment-focused activities**; identify and assess issues relating to the individual and encourage client participation in the problem-solving process. Human Services Technician IV is the **advanced journey level** in the Human Services Technician classification series and is distinguished from Human Services Technician III in that they are responsible for more complex technical assignments.

Exp - Completion of 60 semester or 90 quarter units from an accredited college or university, or a Human Services Program Certificate. In addition, one (1) year experience equivalent to a Human Services Technician III in the Kern County classification system.

EMPLOYMENT AND TRAINING SPECIALIST, Sonoma County -

Under general supervision, determines initial and continuing eligibility for public assistance and employment programs; assists clients in identifying and analyzing social problems, barriers to employment, and employment history to develop alternatives to reach self sufficiency; monitors clients' progress through programs, evaluates needs and provides or refers for further assistance as necessary; and performs related duties as required. The Employment and Training Specialist is the **full working level** in the Employment and Training Specialist series.

Exp - Completion of 60 semester units or 90 quarter units at an accredited college including at least 18 semester or 24 quarter units in sociology, psychology, counseling, social work, business, math, or other related fields and two years of experience providing case work services, including some experience dealing with employment-related

issues. OR **One year of experience as an Eligibility Worker II** with the County of Sonoma Human Services Department.

9.

Career Employment Specialist, Supervisor, SB County—

Under general direction, provides some or all of the following: plans, directs, and supervises the work of staff providing client services in such areas as **employment counseling/preparation**, client needs assessment, vocational training, job development/placement, referral to community resources and support services, program development & management, and program eligibility determination; and performs related duties as required. The Career Employment Specialist Supervisor is the first full supervisory level in the Career Employment Specialist series.

Exp - Completion of 18 semester units, 27 quarter units, or 18 continuing education credits in business administration, economics, behavioral sciences, or related field, such as sociology, counseling, social work, psychology, vocational guidance, or other coursework related to the provision of employment services and **two years of experience** equivalent to a Career Employment Specialist, Senior with Santa Barbara County

HS EMPLOYMENT SERVICES SUPERVISOR, Ventura County-

Under general direction, supervises the client case management functions at an assigned **Job and Career Center** and coordinates the delivery of services available within the Center in conjunction with client case management and eligibility needs; performs staff support duties and acts as a technical and program information resource for co-located service providers and clients. Depending on the fluctuating needs of the assigned Center, incumbents may be involved in planning and supervising the work of clerical or technical support staff, performing special studies, and at times performing the most complex duties and assignments within the scope of the discipline.

Exp - Possession of a Bachelor's degree in a field related to Human Services from an accredited university AND at **least one (1) years' experience** comparable to a HS Employment Specialist IV;

EMPLOYMENT & TRAINING SUPERVISOR, Monterey County-

Under general direction, the Employment & Training Worker Supervisor plans, organizes and supervises work of a unit of employees engaged in the performance of employability evaluation and provision of other **employment services** to eligible applicants and clients of local social service agencies and who may be responsible for determining eligibility of applicants and recipients for public assistance program; may use an automated system for caseload monitoring activities; and performs related work as required.

Exp - Two (2) years of full-time experience comparable to Eligibility Supervisor or Social Worker Supervisor I; OR One (1) year of full-time experience comparable to Employment & Training Worker III AND successful completion of 15 semester or 22 quarter college units in career planning, vocational guidance principles, person

EMPLOYMENT/SERVICES SUPERVISOR, SLO County-

Under general direction plans, organizes, directs and supervises the work of Social Services staff engaged in determining the need for public assistance and **employment services**, or authorizing program benefits in accordance with established policies and procedures or other specialized activities. May act as a liaison with other agencies and does other related work as assigned. Supervises staff engaged in determining initial and continuing eligibility of participants for public assistance programs.

Exp - Six months experience as an Employment Resource Specialist IV in San Luis Obispo County; Or B: Two years as an Employment Resource Specialist III; Or C: Three years' experience comparable to Employment Resource Specialist II.

Human Services Supervisor, Kern County –

Under direction, supervises Human Services Technicians and/or other assigned staff engaged in determining initial and/or continuing eligibility for public assistance, **including eligibility and employment services programs** and specialized assignments. Incumbents function as first line supervisors for Human Services Technicians and/or other assigned staff, and may operate as a working supervisor.

Exp - Completion of 60 semester or 90 quarter units from an accredited college or university, or a Human Services Certificate Program. In addition, **two (2) years combined experience** equivalent to a Human Services Technician III or Human Services Technician IV.

SUPERVISING EMPLOYMENT AND TRAINING SPECIALIST, Sonoma County -

Under direction, plans, organizes and supervises the activities of a public assistance and **employment services** unit engaged in determining initial and continuing eligibility and providing employment related services for clients; and performs related duties as required.

Exp - one year as Senior Employment and Training Specialist or two years as an Employment and Training Specialist, coupled with some coursework or training in supervision

10.

Social Service Worker, SB County–

This class is **the entry-level to professional social service work**. Incumbents initially work under close supervision in a training status and are expected to learn departmental organization, social service programs, case study methods, and case work services and to perform without close supervision within one year. Trainees assigned to work in child/adult protective services may perform more difficult social service work. **Upon completion of training, incumbents are expected to perform journey-level social service work**. Incumbents carry a complex social service caseload in such areas as **child protective services, adult protective services,**

Exp- Possession of a **bachelor's degree** including 30 semester or 45 quarter units of course work in social work, psychology, counseling, sociology, child development, geriatrics, or other behavioral or health sciences; or, **two years of experience equivalent to Eligibility Worker or Social Services Case Aide** with Santa Barbara County, plus 30 semester or 45 quarter units of course work in social work, psychology, counseling, sociology, child development, geriatrics, or other behavioral or health sciences related to social work

HS ADULT PROTECTIVE SERVICES SOCIAL WORKER I, Ventura County-

is the **entry-level classification** where the emphasis is on learning casework methods, procedures, regulations and policies. The incumbent carries a caseload under close supervision and is expected to progress toward competency as an HS Adult Services Social Worker II.

Exp- **Bachelor's Degree from an accredited university in Social Work (BSW)**, or Human Services (BHS); OR A Bachelor's Degree from an accredited university in a field related to human services AND twelve (12) months experience providing case management services.

HS ADULT PROTECTIVE SERVICES SOCIAL WORKER II, Ventura County-

is the **journey-level classification** where the incumbent demonstrates a working knowledge about the practices of Adult Services programs; is able to work with general rather than direct supervision;

Exp - A Master's Degree from an accredited university in Social Work (MSW); Marriage, Family Therapy (MFT); Gerontology (MSG), or another closely related advanced degree; OR A Bachelor's Degree in Social Work (BSW), or Human Services (BHS) AND at least twelve (12) months experience providing adult case management services in a

non-profit or public agency; OR **A Bachelor's Degree from an accredited university** in a field related to human services AND **at least twenty-four (24) months experience**

SOCIAL WORKER I, Monterey County-

Working under close supervision, Social Worker I is the **entry/trainee class in the professional Social Worker series**. Typical assignments are within child welfare and adult services programs. Employees are expected to promote to the Social Worker II after one year of satisfactory performance at the trainee level.

Exp - **Graduation from an accredited four year college or university**; or Successful completion of thirty (30) college semester units from an accredited college or university, including fifteen (15) units in social welfare, social/human services, sociology, or other social or behavioral science;* and One (1) year of full-time experience comparable to the Social Service Aide, Eligibility Worker II, or Employment and Training Worker II classification;

SOCIAL WORKER II, Monterey County-

Working under general direction, **Social Worker II is the journey level in the Social Worker series**. Employees at this level are expected to carry a full caseload of moderately difficult cases requiring greater skill and depth of job knowledge in assessing problem situations and formulating plans for service. Typical assignments are within child welfare and adult services programs.

Exp - **One (1) year of full-time experience performing entry level social work case management** comparable to the Social Worker I classification in an Interagency Merit System (IMS) county; or One (1) year of full-time social work case management experience** and thirty (30) college semester units (45 quarter units) from an accredited college or university.

SOCIAL WORKER I, SLO County-

This is the **entry-level position in the series**. Incumbents work under supervision while learning departmental organization, concepts of social service programs, basic case study methods, casework services, and related vocational services through the performance of the representative duties

Exp- Possession of a **Bachelor's degree in Social Work** or closely related degree* (see below); OR B: Bachelor's degree in any field AND one (1) year social work experience

SOCIAL WORKER II, SLO County-

Social Worker II: This is the **journey-level position in the series**. Under general supervision, incumbents perform all functions of the Social Worker I classification with more independence, demonstrating increased knowledge and proficiency.

Exp- Possession of a **Bachelor's degree in Social Work** or closely related degree* (see below); OR B: Bachelor's degree in any field AND one (1) year social work experience

Social Service Worker I, Kern County –

Under close supervision, learn to assess needs and provide basic social services to individuals and families; promote client self-sufficiency; carry a limited non-complex caseload. This is the **entry level** in the flexible classification of Social Service Worker I/II/III/IV/V. Incumbents work in a trainee capacity in assessing problem situations and formulating plans for services. This leads progressively toward competency as a Social Service Worker II upon one-year of satisfactory service.

Exp - Graduation from an accredited college or university with a Bachelor's degree in a behavioral science or related field OR a Bachelor's degree and six months experience equivalent to a Human Services Technician I, Job Developer I, Eligibility Worker, or Program Specialist I in the Kern County classification system.

Social Service Worker II, Kern County –

Under general supervision, assesses needs and provides comprehensive social services to individuals and families,

and promotes client self-sufficiency. This is the **journey level** in the flexible classification of Social Service Worker I/II/III/IV/V. Incumbents are expected to utilize greater skills and depth of job knowledge than a Social Service Worker I in assessing problem situations and formulating plans for services.

Exp - Graduation from an accredited college or university with a Bachelor's degree in a behavioral science or related field, and six (6) months of experience as a Social Service Worker in the Kern County classification system.

SOCIAL SERVICE WORKER I, Sonoma County -

Under closer supervision, receives instruction and practical experience in the various social worker assignments including the fundamentals of social case work, the review and assignment of service requests and the referral to appropriate community resources; is responsible for an assigned caseload of clients; performs related duties as required. This is the **entry professional level** in the Social Service class series.

Exp - Graduation from college, with a degree in social work, sociology, psychology or a closely related field. OR Academic course work at a college or university in social work, psychology, sociology; and two years of experience as an Eligibility Worker, Social Service Aide, Community Worker, or related class in a county public welfare agency would provide such opportunity.

SOCIAL SERVICE WORKER II, Sonoma County -

Under supervision, determines the need for and provides social services required by the public in connection with various public welfare, health, education, employment and licensing programs; has responsibility for an assigned caseload of clients; performs related duties as required. This is the **journey level class** in the social work series.

Exp - Graduation from college, with a degree in social work, sociology, psychology or other behavioral science; and one year experience at the level of Social Service Worker I.

11.

Social Service Worker Senior PS/L, SB County-

Under direction, performs professional level social work in adoptions, child/adult protective services, and medical/geriatric services; acts as lead worker over social workers performing less complex and difficult social work in such areas as in-home supportive services and foster home licensing; and performs related duties as required. This class is responsible for performing complex diagnostic assessments, developing and implementing intensive treatment/service plans, investigating child/elder abuse and other similarly difficult assignments, or for performing lead work over other social service workers assigned non-complex social service caseloads.

Exp - **Possession of a bachelor's degree** including 30 semester or 45 quarter units of course work in social work, psychology, sociology, child development, or other behavioral sciences; and **two years of professional social work experience**; or, two years of experience performing duties comparable to a Social Service Worker with Santa Barbara County;

HS ADULT PROTECTIVE SERVICES SOCIAL WORKER III, Ventura County-

is the **advanced-journey worker** who provides complex services under the lead of the HS Adult Protective Services Social Worker IV.

Exp - Master's Degree from an accredited university in Social Work (MSW), Gerontology (MSG), Marriage, Family Therapy (MFT), or another closely related advanced degree AND at least twelve (12) months experience providing adult case management services in a non-profit or public agency; OR A **Bachelor's Degree from an accredited university in Social Work (BSW)**, or Human Services (BHS) **AND at least twenty-four (24) months experience** providing adult case management services in a non-profit or public agency

HS CHILD WELFARE SOCIAL WORKER III, Ventura County-

Under general supervision, HS Child Welfare Social Worker I/II/III, or direction, HS Child Welfare Social Worker IV, performs specialized social casework activities concerned with physically, sexually, and emotionally abused, neglected, exploited, and abandoned children. These activities include, but are not limited to, responding to reports of suspected abuse or neglect, investigation, case management, placement, and supervision of children and families in the Child Welfare System. HS Child Welfare Social Worker III is the **advanced journey level** classification in the series and work is performed under less supervision than at the I or II levels. The incumbents demonstrate considerable knowledge of Child Welfare policies and regulations.

Exp - At least one (1) year of experience as a HS Child Welfare Social Worker II with the County of Ventura Human Services Agency; OR possession of a Master's degree in Social Work (MSW), Human Services, Marriage and Family Therapy (MFT), or a closely-related field from an accredited college or university AND at least one (1) year of experience as a case management social worker in a public children's protective services agency;

Social Worker III, Monterey County-

Under general direction, the Social Worker III carries a difficult caseload involving the determination of need for basic social services functions for applicants or clients; performs social studies and assignments involving individualized treatment and specialized application of casework methods and skills; provides comprehensive casework services of a tangible nature; and performs other related work as assigned. **Social Worker III is the advanced journey level in the Social Worker series.** Incumbents are normally assigned a selected caseload of the more difficult cases and when needed are given supervisory consultation in development of treatment plans.

Exp - **One (1) year of full-time experience performing journey level social work case management comparable to the Social Worker II classification** in an Interagency Merit System (IMS) County; or Pattern 2: Two (2) years of full-time social work case management experience* in a public or private agency and thirty (30) college semester units (45 quarter units) from an accredited college or university.

SOCIAL WORKER III, SLO County-

Social Worker III: This is the **advanced journey-level position** in the series. Under direction, incumbents perform all functions of the Social Worker II classification in addition to demonstrating skill in working with teams using community resources. Incumbents in this classification will train new social workers in day-to-day practices.

Exp - **Possession of a Bachelor's degree in any field AND one (1) year of experience equivalent to a Social Worker II** with San Luis Obispo County; OR B: 30 semester units or 45 quarter units from an accredited college or university, including 15 semester units or 22.5 quarter units in a closely related field of study AND two (2) years of experience equivalent to a Social Worker II with San Luis Obispo County

Social Service Worker III, Kern County –

Under direction, assesses needs and provides comprehensive social services to individuals and families, and promotes client self--sufficiency. Performs assignments involving individualized treatment and specialized application of casework methods and skills. This is the **advanced journey level** in the flexible classification of Social Service Worker I/II/III/IV/V. This classification is distinguished from Social Service Worker II by assignment to the most difficult social service cases, to a specialized function requiring a high degree of perception and creativity, or to a geographic or functional area where supervision may not be immediately available.

Exp - Graduation from an accredited college or university with a **Bachelor's degree** in a behavioral science, or related field, and **eighteen (18) months** of experience equivalent to a Social Service Worker in a the Kern County classification system.

SOCIAL SERVICE WORKER III, Sonoma County -

Under general supervision, provides a variety of complex social services requiring an **advanced level of skill**; has responsibility for an assigned caseload of clients; and performs related duties as required. Positions allocated to

this class are distinguished by their performance as lead workers, by their responsibility for serving as the agency resource for a particular function, or by their continuing responsibility for carrying a large percentage of emergent or crisis cases. Positions in this class are expected to perform many of the same duties as those allocated to the II level, however, III level positions work with a greater degree of independence and carry a greater percentage of the more specialized cases which may require long term care plans

Exp - **Graduation from college**, with a degree in social work, sociology, psychology or other behavioral science; and **two years experience** at the level of Social Service worker II

12.

Social Services Practitioner, SB County—

Under general direction, performs professional-level social work in the most difficult social service assignments in adoptions, adult and child protective services; performs related duties as required. This class is characterized by the responsibility for performing complex social service caseload or the most difficult social service assignments with only consultative supervision. Incumbents investigate, assess, and case plan the **most difficult child and/or adult protective services and adoption cases.**

Exp - **Possession of a master's degree from an accredited school of social work**; or, (a) Possession of a master's degree from an accredited school, college, or university in marriage, family, and child counseling; marital and family therapy; psychology; clinical psychology; counseling psychology; or counseling with an emphasis in marriage, family, and child counseling; and, (b) completion of supervised practicum in accordance with Business and Professions Code Section 4980.40.

HS ADULT PROTECTIVE SERVICES SOCIAL WORKER IV, Ventura County-

HS Adult Protective Services Social Worker IV is the **lead-worker level**. The incumbent handles a complex caseload, assumes some supporting administrative responsibilities, and may assume temporary supervisory responsibility as needed.

Exp - **A Master's Degree** from an accredited university in Social Work (MSW), Gerontology (MSG), Marriage, Family Therapy (MFT), or another closely related advanced degree **AND at least twenty-four (24) months experience** providing adult case management services in a non-profit or public agency; OR A Bachelor's Degree from an accredited university in Social Work (BSW), or Human Services (BHS) **AND at least thirty-six (36) months experience.**

HS CHILD WELFARE SOCIAL WORKER IV, Ventura County-

HS Child Welfare Social Worker IV is the **senior level classification in the series**. Work is performed independently and may include lead/training duties. The incumbents handle more complex cases, assume some supporting administrative responsibilities, and may assume temporary supervisory responsibility in the supervisor's absence.

Exp - **At least one (1) year of experience as a HS Child Welfare Social Worker III** with the County of Ventura Human Services Agency; OR possession of a **Master's degree in Social Work (MSW)**, Human Services, Marriage and Family Therapy (MFT), or a closely-related field from an accredited college or university **AND at least four (4) years of experience** as a case management social worker in a public children's protective services agency

Social Worker IV, Monterey County-

Under general direction, the Social Worker IV A/B performs casework of an advanced nature dealing with complex individual and family problems; undertakes intensive treatment plans and counseling requiring professional knowledge and training; performs other related work as assigned. Social Worker IV A/B requires a Master's degree and social work case management experience in a public or private social services agency. This is the highest nonsupervisory level in the series.

Exp - A **Master's degree in Social Work from an accredited college or university**; or A Master's degree from an accredited two (2) year counseling program

SOCIAL WORKER IV, SLO County-, SLO County-

Social Worker IV: This is the **highest level position in the series**. Under direction, incumbents have considerable latitude for independent judgment and have experience in the areas of Child Welfare, Adult Services or In-Home Supportive Services. The Social Worker IV classification performs all functions of the Social Worker III classification, in addition to mentoring all Social Worker classifications in aligning their practice with the Department mission and goals, exhibiting leadership skills, and training staff as assigned.

Exp - Possession of a **Bachelor's or Master's in any field AND one (1) year of experience equivalent to a Social Worker III** with San Luis Obispo County.

Social Service Worker IV, Kern County –

Under direction, manage a social service caseload of a complex nature, often on an emergency basis, for the purpose of assessing problems and determining types and methods of social service intervention. This is the first level requiring advanced educational training in the flexible classification of Social Service Worker I/II/III/IV/V. Assignments to this level requires completion of a **Master's degree**. Social Service Worker IV's may be assigned to a geographic or functional area where supervision may not be immediately available. This classification is distinguished from Social Service Worker III by the **specialty of the work assigned**, and by the greater complexity and scope of treatment plans prepared, requiring advanced educational training.

Exp - Completion of a Master's degree in Social Work from an accredited college or university, which includes an internship.

SOCIAL SERVICE WORKER IV, Sonoma County -

Under direction, provides a full range of social services duties associated with the assigned division or department; conducts needs assessments and directly provides social services to persons eligible for public services; coordinates and consults with department staff and other social services agencies or providers; may be responsible for an assigned caseload of clients; and performs related duties as required. Social Service Worker IV is the **advanced journey level classification** in the Social Service Worker series. Incumbents may be assigned a specialized assignment or handle complex cases and/or crisis situations, using a high degree of independent judgment and decision-making with consultative supervision as needed.

Exp - **Master's Degree** in Social Work, or a Master's Degree from a two-year counseling program; OR Graduation from college, with a degree in social work, sociology, psychology or other behavioral science; and three years of progressively responsible experience providing social services including two years of professional experience equivalent to the county's Social Service Worker III level;

13.

Social Services Supervisor I, SB County–

Under direction, supervises the work of a unit of social workers providing social services; plans, develops, and provides training on social service principles and programs; and performs related duties as required. This is the **first supervisory level** of the social service worker classes. Incumbents supervise employees providing social services in areas such as child welfare services, in-home supportive services and adult protective services.

Exp - Possession of a **bachelor's degree** including 30 semester or 45 quarter units of course work in social work, psychology, sociology, child development, or other closely related behavioral sciences; and three years of professional social service experience in a private or public agency; or, **three years of experience** as a Social Services Worker with Santa Barbara County

SOCIAL WORK SUPERVISOR I, Monterey County-

Under general direction, the Social Worker Supervisor I plans, organizes and supervises social service and employment staff engaged in providing information and referral services, homemaker and chore services, adult protective services, in-home supportive services, home placement services, child protective services, emergency response services and/or employment services; performs other related work as assigned. Social Worker Supervisor I is the **first supervisory level** in the series.

Exp - Three (3) years of full-time experience performing journey level social work case management duties* comparable to the Social Worker II classification in an Interagency Merit System (IMS) county; (Substitution: One year of graduate work in social work or counseling may substitute for one year of the required experience.) or One (1) year of full-time experience performing advanced journey level social work case management duties comparable to the Social Worker III classification in an Interagency Merit System (IMS) county

Social Service Supervisor I, Kern County –

Under direction, manage, plan, organize, and supervise the work of a team of Social Service Workers, or be responsible for a unit. Social Service Supervisor I is the **first level** in the flexible classification of Social Service Supervisor I/II. The distinguishing characteristic between Social Service Supervisor I and II is that the latter classification has attained a Masters' degree in Social Work or other designated areas (see employment standards) and will be assigned to a position requiring skills commensurate with level of education attained.

Exp - Graduation from an accredited college or university with a Bachelor's degree which includes a minimum of 12 semester or 20 quarter units in behavioral science, and three (3) years of experience equivalent to a Social Service Worker in the Kern County classification system, of which one (1) year must have been at the level of SSW II or higher.

SOCIAL SERVICE SUPERVISOR I, Sonoma County -

Under general direction, plans, organizes and supervises the work of a unit of Social Service Workers I, II and III; and performs related duties as required.

Exp - Normally, graduation from college, with a degree in social work, sociology, psychology or other behavioral science; and five years of progressively responsible experience in a public welfare agency, two of which were at the level of Social Service Worker III would provide such opportunity. OR Academic course work at a college or university in social work, psychology, sociology, and other behavioral sciences; and six years of progressively responsible experience in a social work agency at least three of which were at the level of Social Service Worker III would provide such opportunity.

NA, SLO County-

14.

Social Services Supervisor II, SB County–

Under general direction, plans, organizes, and **directs** the work of a social service staff providing the most complex and difficult social services; and performs related duties as **master's degree** required. This class is characterized by its **supervisory responsibilities over the more difficult social service areas**. Social Services Supervisor II differs from Social Services Supervisor I in that incumbents at the II level are assigned supervisory responsibilities over employees providing **protective services including significant caseloads in child and/or adult protective services** and adoptions.

Exp - Possession of either a from an accredited school of social work; or, a **master's degree** from an accredited school in Marriage Family Counseling; marital and family therapy ; psychology; clinical psychology; or counseling with an emphasis in marriage, family, and child counseling; and completion of supervised practicum in accordance

with Business and Professions Code Section 4980.40; AND three years of professional social work experience in an Adult or Child Protective Services program

SOCIAL WORK SUPERVISOR II, Monterey County-

Under general direction, the Social Worker Supervisor II plans, organizes, and directs the work of social service staff **providing the most advanced social services**; and performs other related work as assigned. Social Worker Supervisor II differs from Social Worker Supervisor I in that the former, **requires a Master's degree**, and is responsible for supervising and training Social Worker IVs.

Exp - Two (2) years of full-time experience performing duties comparable to the Social Worker III in an Interagency Merit System (IMS) county; and A **Master's degree** in Social Work from an accredited college or university or a Master's degree from an accredited two (2) year counseling program* OR One (1) year of full-time experience performing duties comparable to the Social Worker IV classification in an Interagency Merit System (IMS) county; and A Master's degree in Social Work from an accredited college or university or a Master's degree from an accredited two (2) year counseling program.

SOCIAL WORKER SUPERVISOR II, SLO County-

Under general direction, plans, organizes and **directs** the work of a social service staff **providing the most advanced social services**; and does other related work as required. Plans, organizes and directs the work of a unit of social workers providing the most advanced or complex casework such as adoptions and protective services;

Exp - **Master's degree in Social Work** or Master's degree from a two-year program in counseling, psychology, sociology or closely related field from an accredited college/university and two-years of increasingly responsible and related social work experience comparable to a Social Worker IV. Or B:

Successful completion of 30 units in social welfare, social/human services, sociology, psychology or other behavioral science and six-years of increasingly responsible and related social work experience including two-years experience comparable to a Social Worker IV or in a lead or supervisory capacity.

Social Service Supervisor II, Kern County –

Under general direction, manage, plan, organize and supervise the work of a team of Social Service Workers, or be responsible for a unit. Social Service Supervisor II is the **second level** in the flexible classification series of Social Service Supervisor I/II. The distinguishing characteristic between Social Service Supervisor I and II is that the latter classification has attained a Master's degree in Social Work or other designated areas (see employment standards) and will be assigned to a position requiring skills commensurate with level of education attained.

Exp - Completion of a **Master's degree**, from an accredited college or university, in Social Work, or a Master's degree in a Counseling program emphasizing Marriage, Family and Child Counseling, or Marriage and Family Therapy, Gerontology, Clinical Psychology, Sociology, Criminal Justice, or closely related social service discipline is permitted with the following stipulation: 1. The Master's degree program included an internship or supervised fieldwork; OR a. For employment in the Kern County Department of Human Services: two (2) years of experience as a Social Services Supervisor I in the Kern County Department of Human Services Child Protective Services Bureau

SOCIAL SERVICE SUPERVISOR II, Sonoma County -

Under general direction, plans, organizes, assigns, supports, and evaluates the work of Social Service Workers IV positions; consults on difficult case problems, reviews staff recommendations, and provides direction to subordinate staff regarding casework methods, program regulations, and departmental policies and procedures; performs related duties as required. This classification is **the full supervisory level** in the Social Service Worker series. Positions allocated to this class are distinguished by their responsibility for the **direct supervision of highly trained and experienced Social Service Workers** (Social Service Worker IV).

Exp - **Master's Degree** in social work, or a Master's Degree from a two-year counseling program; and at least two years of experience at the level of Social Service Worker IV; OR Graduation from college, with a Bachelor's Degree in social work, sociology, psychology, or other behavioral science; and at least four years of experience comparable to Social Service Worker IV or two years as a Social Worker Supervisor I;

HS CHILD WELFARE SUPERVISOR, Ventura County-

Under general direction, a HS Child Welfare Supervisor supervises a unit of HS Child Welfare Social Workers and support/paraprofessional staff who perform specialized social casework activities concerned with physically, sexually, and emotionally abused, neglected, exploited, and abandoned children. These activities include, but are not limited to, responding to reports of suspected abuse or neglect, investigation, case management, placement, and supervision of children and families in the Child Welfare System. HS Child Welfare Supervisor is **the first direct supervisory level** in the HS Child Welfare Social Worker series.

Exp - At least eighteen (18) months of current experience as a HS Child Welfare Social Worker III or IV with the County of Ventura Human Services Agency; OR possession of a **master's degree** in Social Work (MSW), Human Services, Marriage and Family Therapy (MFT), or a closely related field AND at least five (5) years of experience as a case management social worker in a public children's protective services agency.