

**EXHIBIT A**

<b>Department/ Position</b>	<b>Day Shift # of EEs ([hours])</b>	<b>Night Shift ([hours])</b>	<b>Estimated Minimum Staff That Cannot be Replaced for 24- Hour Period</b>	<b>Managerial Replacement</b>	<b>Essential Duties</b>	<b><u>Remaining Balance</u></b>
<b><u>Airport</u></b> Operations Specialist	2  (10 hour shifts Monday through Sunday)	NA	1	0	<ul style="list-style-type: none"> <li>• Responding to aircraft incidents at any time by assisting in the reporting to federal agencies.</li> <li>• Recovery of the aircraft and safety inspections of the affected areas to ensure continued safe operations.</li> <li>• respond to security incidents by identifying involved parties, making necessary notifications to appropriate agencies and ensure continued security of the airport.</li> </ul>	<b>1</b>
<b><u>Airport</u></b> Maintenance Worker	6  (10-hr shifts staggered to cover 24 hours a day, 7 days a week)	10-hr shifts staggered to cover 24 hours a day, 7 days a week	3 per 24- hour period (in staggered shifts)	0	<ul style="list-style-type: none"> <li>• Monitor ID badge holders; assist with ingress and egress of emergency responders from non-airport agencies such as ambulance, law enforcement and fire; monitor and enforce environmental compliance of airport users and respond to and contain fuel and oil spills to prevent contamination of creeks and streams.</li> </ul>	<b>3</b>

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					<ul style="list-style-type: none"> <li>• Airport Maintenance Workers respond to all alarms.</li> </ul>	
<b><u>Airport</u> Operations Supervisor</b>	1  (8 hour shift, Monday through Friday; on-call 24 hours a day)	NA	1	0	<ul style="list-style-type: none"> <li>• Airport certification requires “adequate” staffing and airport is currently operating with an adequate level of staffing and cannot go any lower.</li> <li>• Responding to aircraft incidents at any time by assisting in the reporting to federal agencies, recovery of the aircraft and safety inspections of the affected areas to ensure continued safe operations.</li> </ul>	<b>1</b>
<b><u>Animal Control</u> Officer</b>	6  (10 hour shifts Monday through Saturday)	NA	3	0	<ul style="list-style-type: none"> <li>• First responders to assist in all emergency cases involving animals.</li> <li>• Patrol assigned areas and investigate complaints and emergency calls regarding animals during the day or night hours.</li> </ul>	<b>3</b>

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<b><u>Animal Control</u></b> Animal Care Technician	3.5  (8 hour shifts Monday through Sunday [½ shift on Sunday].)	NA	2	0	<ul style="list-style-type: none"> <li>• Feeding and care for sheltered and impounded animals; cleans animal pens and cages.</li> <li>• Maintaining Animal Shelter facility, related grounds, and equipment in a clean, safe and orderly condition.</li> <li>• Administering vaccinations and microchips in accordance with prescribed procedures.</li> <li>• Segregate, quarantine and prepare animals suspected of having rabies for laboratory analysis.</li> </ul>	<b>2</b>
<b><u>Animal Control</u></b> Administrative Assistant III	4  (8 hour shifts Monday through Friday)	NA	1	0	<ul style="list-style-type: none"> <li>• Process animal bit reports and failure to receive and process animal bite reports results in delay of animal quarantine and rabies evaluation leading.</li> <li>• Process animal outcomes including adoptions and returns to owners. Overcrowding would necessitate euthanasia of</li> </ul>	<b>1</b>

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					animals to accommodate expanding shelter populations.	
<b><u>Child Support Services</u> Family Support Officer</b>	8  (8 hour shifts Monday through Friday)	NA	2	0	<ul style="list-style-type: none"> <li>• Setting matters for court, attending court on behalf of County clients.</li> <li>• Conducting guideline calculator functions to determine child support amount and managing customer inquiries (direct calls, emails, statewide system inquiries through Self Service Web).</li> <li>• The County is required to comply with strict state deadlines for hearings, case opening, Review &amp; Adjustment, Service of Process and are mandated to meet these standards. of general job duties for essential position.</li> </ul>	<b>2</b>
<b><u>Child Support Services</u></b>	2	NA	1	0	<ul style="list-style-type: none"> <li>• Setting matters, attending court on behalf of County clients, preparing and file court orders,</li> </ul>	<b>1</b>

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Supervising Family Support Officer	(8 hour shifts Monday through Friday)				conducting guideline calculator functions to determine child support amount, establish court orders, enforce court orders for collections, issue garnishments/levies to collect the support.	
<b><u>Child Support Services</u></b> Supervising Legal Clerk	11 (8 hour shifts Monday through Friday)		1	0	<ul style="list-style-type: none"> <li>• Take payments, route calls, mail processing and handling, posting accounts, open cases, bank run and process legal documents.</li> <li>• Without Supervising Legal Clerks, the County will not be able to make timely deposits into the accounts to support clients' children.</li> </ul>	<b>1</b>
<b><u>Child Support Services</u></b> Legal Clerks	2 (8 hour shifts Monday through Friday)		1	0	<ul style="list-style-type: none"> <li>• Open child support cases, pursue locate activities of participants, process payments so families can receive child support payments.</li> </ul>	<b>1</b>

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					<ul style="list-style-type: none"> <li>There are strict compliance and state deadlines, such as state hearings, case opening, Review &amp; Adjustment, Service of Process, disbursement of collections and we are mandated to meet these standards.</li> </ul>	
<u><b>Department of Social Services</b></u> Social Workers	89.5 FTE  (8 hour shifts Monday through Friday)	5  (Scheduled for 5:00 pm to 8:00 am and on call during weekends)	8	0	<ul style="list-style-type: none"> <li>Responding to the immediate needs of children and elders who are often in abusive situations.</li> <li>Social Workers have mandated response times to report child abuse and neglect of Immediate and Ten-day response and to respond in court within three business days if a child is removed from a guardian's custody.</li> </ul>	<b>8</b>
<u><b>Department of Social Services</b></u>	131.6 FTE	NA	6	0	<ul style="list-style-type: none"> <li>They process new applications for individuals in need of Medi-Cal and CalFRESH benefits.</li> </ul>	<b>6</b>

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Employment Resource Specialists	(8 hour shifts Monday through Friday)				<ul style="list-style-type: none"> <li>Without their assistance, individuals who are unable to provide for their own medical and food related expenses would be left unable to meet those essential needs. There are state mandated timeframes to process intake cases including Expedited and Immediate Need requests and regular applications.</li> </ul>	
<b><u>Department of Social Services</u></b> Fiscal Staff	14 FTE  (8 hour shifts Monday through Friday)	NA	<b>2 Supervising Acct. Techs and 1 Acct. Tech.</b>	0	<ul style="list-style-type: none"> <li>Process Immediate Need checks, payments for Assistance, and other financial resources so that clients receive necessary funds in a timely manner.</li> <li>Clients may be able to plan for the normal weekend (2 days), but cannot be without funds for food, rent or other expenses for up to five days (3 days of the strike plus the weekend).</li> </ul>	<b>3  (2 Supervising Acct. Techs and 1 Acct. Tech.)</b>
<b><u>District Attorney</u></b>	4	NA	2	0	<ul style="list-style-type: none"> <li>File in custody cases for criminal prosecution, file priority out of</li> </ul>	<b>2</b>

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Supervising Legal Clerk I	(8 hour shifts Monday through Friday)				custody cases, process extraditions	
<b><u>District Attorney</u></b> Departmental Automation Specialist	1 (8 hour shifts Monday through Friday)	NA	1 on call	0	<ul style="list-style-type: none"> <li>Only in house IT support for our case management system which houses our files digitally, including supporting documents and digitally stored evidence (videos, photos, etc.)</li> </ul>	<b>1 on call</b>
<b><u>Jail</u></b> Correctional Nurse I/II	14 <sup>1</sup> (10 hour shifts for 24 hour coverage, Monday through Sunday)	See Day Column	4 (2 per 12 hour shift x 2 shifts)	0	<ul style="list-style-type: none"> <li>Intake screening, triage inmate medical requests for sick call, perform nursing assessments, respond to in-facility urgent needs/“man down,” communicate with physicians as necessary to provide urgent care or verbal medication orders.</li> <li>Lock down facility requiring background checks.</li> </ul>	<b>4  (2 per 12 hour shift x 2 shifts)</b>

<sup>1</sup> Combined number of employees for both the Jail and Juvenile Services Center.



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<b><u>Jail &amp; Juvenile Services Center</u></b> LPT/LVN I/II/III	16 <sup>2</sup>  (10 hour shifts to cover 20 out of 24 hours, Monday through Sunday)	See Day Column	8	0	<ul style="list-style-type: none"> <li>Provides basic level of general and/or psychiatric nursing care; such as, measures vital signs; provides hygiene and wound care; performs prescribed medical treatments; performs blood withdrawal if certified by licensing Board.</li> <li>Provides crisis intervention and case management services for patients, including those with serious mental illness or youth with serious emotional disturbances in need of evaluation for involuntary hospitalization under Welfare &amp; Institutions Code 5150.</li> </ul>	<b>8</b>  <b>2 Jail (10 hour shift) and 4 Behavioral Health (8 hour shifts – 1 AM, 2 PM and 1 Overnight; 2 for Juvenile at their regular shift)</b>
<b><u>Juvenile Services Center</u></b> Correctional Nurse I/II	14 <sup>3</sup>  (10 hour shifts for 24 hour coverage,	See Day Column	2	0	<ul style="list-style-type: none"> <li>Critical in the provision of health services to the incarcerated population in our County jails and Juvenile Service Centers.</li> </ul>	<b>2</b>  <b>(1 per 8- hour shift x 2 shifts per day)</b>

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	Monday through Sunday)					
<b><u>Juvenile Services Center</u></b> Nurse Practitioner	3  (8 hour shifts to staff 16/24 hours, Monday through Friday)	See Day Column	1	0	<ul style="list-style-type: none"> <li>Perform medical examinations and diagnose juveniles and order or provide on-going medical care.</li> </ul>	<b>1 (8 hour shift)</b>
<b><u>Jail</u></b> Behavioral Health Clinician	1  (8 hour shift Monday through Friday, but on call evenings and weekends)	NA	1	0	<ul style="list-style-type: none"> <li>Provide therapy services for inmates and the provision of these services are required by Cal. Code of Regs Title 15 of the Crime Prevention and Corrections that govern Department of Corrections and Rehabilitation.</li> </ul>	<b>1</b>
<b><u>Public Health</u></b> Microbiologist (or Supervising Microbiologist)	7  (8 hour shifts, Monday through Friday with one on	NA	3	0	<ul style="list-style-type: none"> <li>Performs microbiological and chemical examinations for the detection, identification and control of microbial disease agents and other impurities, including bacteriological,</li> </ul>	<b>3</b>

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	call evenings and weekends; one who comes in each weekend day)				chemical, serological, parasitological, mycological, and viral tests, using a variety of laboratory equipment.	
<b><u>Public Health</u> Sr. Account Clerk</b>	2  (8 hour shifts Monday through Friday)	NA	1	0	<ul style="list-style-type: none"> <li>• Accessioning and processing for testing human specimens from health care providers or FBI in cases of suspect agents of bioterrorism.</li> <li>• PH Microbiologists do not know this function nor would they have the capacity to be able to manage the intake of laboratory specimens and keep proper documentation.</li> </ul>	<b>1</b>
<b><u>Public Health</u> Public Health Nutritionist I/II</b>	6  (8 hour shifts Monday through Friday)	NA	2	0	<ul style="list-style-type: none"> <li>• Evaluate nutritional status of pregnant and postpartum women and their infants and children; determine need for types of food vouchers; distribute emergency breastfeeding supplies/equipment.</li> </ul>	<b>2</b>

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					<ul style="list-style-type: none"> <li>• Going without food vouchers can mean the difference between eating or not eating with the latter leading to the possibility of malnutrition, illness and potentially even impacts to fetal and infant development.</li> <li>• Lack of lactation services may result in mastitis (infection in milk ducts) or premature cessation of health-supporting breastfeeding.</li> </ul>	
<b><u>Public Health</u> Aide I/II/III</b>	12  (8 hour shifts Monday through Friday)	NA	3	0	<ul style="list-style-type: none"> <li>• Handle client intake, form processing, food voucher dispensing, and documentation.</li> </ul>	<b>3 (1 for Repro- ductive Health and 2 for WIC)</b>
<b><u>Public Health</u> Administrative Assistant III</b>	2  (8 hour shifts Monday)	NA	1	0	<ul style="list-style-type: none"> <li>• Issues death certificates, as bodies may not be buried in the state of California without this document.</li> </ul>	<b>1</b>

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	through Friday)					
<b><u>Public Health Johnson</u></b> Nurse I/II or Supervising Public Health Nurse	30  (8 hour shifts Monday through Friday)	NA	2	0	<ul style="list-style-type: none"> <li>• Reports of communicable diseases, perform contact investigation, prevent further disease spread; work with PH Lab and Environmental Health (for food-borne or water-borne cases).</li> <li>• Urgent or emergency reproductive health needs such as emergency contraception, adverse effects from recently administered birth control (injections or implants), treatment for just diagnosed sexually transmitted diseases.</li> </ul>	2
<b><u>Public Health Johnson</u></b> Nurse Practitioner	2  (8 hour shifts Monday through Friday)	NA	1	0	<ul style="list-style-type: none"> <li>• Respond to cases of suspected sexual abuse; perform intake and collect history of events, perform forensic examination, maintain chain of custody of specimens and associated documentation.</li> </ul>	1

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<b><u>Public Health</u></b> Environmental Health Specialist	18  (8 hour shifts Monday through Friday; 4 on call during nights and weekends)	See Day Column	3	0	<ul style="list-style-type: none"> <li>Hazardous Incident Response Team - respond to hazardous materials (HazMat) incidents that involve any manner of potential HazMat elements such as oil leaks, pesticides, radiation, toxic solvents, white powder, etc.</li> </ul>	<b>3</b>
<b><u>Planning &amp; Building</u></b> Building Division Supervisor or Inspector	9 <sup>4</sup>  (8 hour shifts Monday through Friday)	NA	On-Call 3 Bldg Insp. 3 Supervising Bldg Insp.	0	In the event of an emergency, the County will need to have Building Inspector IIIs or Building Inspector Supervisors available to come in and assist.	<b>6 (On-Call 3 Bldg Insp. 3 Supervising Bldg Insp.)</b>
<b><u>Parks</u></b> <b><u>Lopez Lake</u></b> Park Worker III (EMTs)	1-2 <sup>5</sup>  (6:00 am to 11:00 pm)	See Day Column	1	1 but cannot perform all duties.	<ul style="list-style-type: none"> <li>Provide essential services including emergency medical services to the constituents that visit the Lopez Lake Recreation</li> </ul>	<b>1</b>

<sup>4</sup> Includes 3 Supervisors and 6 Building Inspector IIIs

<sup>5</sup> Except for the summer.

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	Monday through Sunday)				Area and the Santa Margarita Lake Recreation Area. <ul style="list-style-type: none"> <li>The response time expected for an outside EMT to reach any injured guests would take at least 20-30 minutes at the lakes.</li> </ul>	
<b><u>Parks Santa Margarita Lake</u></b> Park Worker III (EMTs)	1-2 <sup>6</sup>  (6:00 am to 11:00 pm Monday through Sunday)	See Day Column	1	1 but cannot perform all duties	See above.	<b>1</b>
<b><u>Parks Santa Margarita Lake</u></b> Park Worker III	1  (Works 1 day a week, Monday through Sunday)	NA	1 on call	0	<ul style="list-style-type: none"> <li>Essential function is treating and monitoring the potable water supply to guests and campers at the Santa Margarita Lake.</li> </ul>	<b>1 on call</b>
<b><u>Parks Lopez Lake</u></b> Park Ranger III	6  (6:00 am to 11:00 pm	1 Park Ranger resides at each	1 Day; 1 Night	0	<ul style="list-style-type: none"> <li>Patrolling assigned areas to provide assistance to the public in matters after hours; responding to emergency</li> </ul>	<b>2 (1 Day; 1 Night)</b>

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	Monday through Sunday)	location and responds to after hour calls.			situations and providing first aid when required. <ul style="list-style-type: none"> <li>• Would take about 20-30 minutes to get to the lake area from another first-responder.</li> </ul>	
<b><u>Parks</u> <u>Santa Margarita</u> <u>Lake</u> Park Ranger III</b>	5  (6:00 am to 11:00 pm Monday through Sunday)	See Day Column.  1 Park Ranger resides at each location and responds to after hour calls.	1 Day; 1 Night	0	See above.	<b>2 (1 Day; 1 Night)</b>
<b><u>IT</u> Communications Technician</b>	6  (8 hour shifts Monday through Friday)	on-call	3	0	<ul style="list-style-type: none"> <li>• Support Public Safety Radio communications and custody video surveillance support.</li> </ul>	<b>3 (7:30 am- 5:30 pm)</b>



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<b><u>Probation (Casa Loma)</u></b> Legal Clerk	4		1	0	<ul style="list-style-type: none"> <li>Opening all new adult and juvenile cases referred to the department, both in and out of custody, as well as conducting all legal processing on existing probation cases.</li> </ul>	<b>2</b>
<b><u>Probation (JCS)</u></b> Legal Clerk	2		1	0	See above.	<b>1</b>
<b><u>Probation (Casa Loma)</u></b> Supervising Department Automation Specialist	1		1 On Call Supervising DAS	0	<ul style="list-style-type: none"> <li>Keeping case management systems working properly and maintaining department desktop computers working properly.</li> </ul>	<b>1 On Call Supervising DAS</b>
<b><u>Lopez Facilities (scenario 1)</u></b> Supervising Water Systems Worker or Water Systems Worker	1 Supervising Water Systems Worker  7 Water Systems Workers	2 Water Systems Worker on-call	1 during Day (weekday)  1 on-call weekend	0	<ul style="list-style-type: none"> <li><b>Assuming State Water is operational</b> and the Lopez Water Treatment Plant is shut down with no Lopez deliveries to project participants (Arroyo Grande, Grover Beach, Pismo Beach, Oceano, Avila Beach, Avila Valley).</li> </ul>	<b>1 Day (weekday)  1 on-call Weekend</b>

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					<ul style="list-style-type: none"> <li>A single Supervising Water Systems Worker or Water Systems Worker would be needed would oversee the distribution system (turnouts, SCADA, coordinate with participants) and conduct daily check of condition of dam and spillway; ensure downstream releases are meeting State requirements.</li> </ul>	
<p><b><u>Lopez Facilities (Scenario 2)</u></b> Chief Plant Operator 4 and Water Systems Worker</p>	<p>1 Chief Plant Operator  7 Water Systems Workers</p>	<p>2 Water Systems Workers On-Call</p>	<p>1 Chief Plant Operator  1 Water System Worker</p>	<p>0</p>	<p><b>Assuming State Water not available</b> or south county communities require both systems to operate, operation of Lopez Water Treatment Plant requires the designated Chief Plant Operator to operate the plant. Plant operations also require a shift operator in order to perform various required functions. Participants (Arroyo Grande, Grover Beach, Pismo Beach, Oceano, Avila Beach, Avila Valley)</p>	<p>2</p>

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<b><u>Cayucos/CSA10A Distribution Systems</u></b>  Chief Plant Operator	1 Chief Plant Operator		1	0	The operation of the Cayucos Water Treatment Plant requires the designated Chief Plant Operator (CPO) to operate the plant. Without a CPO to operate and oversee the Cayucos plant would result in an immediate and severe fire and health safety risk to the community of Cayucos as there are no other water sources for the community.	<b>1</b>
<b><u>Nacimiento/Salinas</u></b> Supervising Water Systems Worker or Water Systems Worker	2 Supervisors  7 Water Systems Workers		2	0	<ul style="list-style-type: none"> <li>The Nacimiento Water System provides supplemental water to Paso Robles, Templeton, and Atascadero; agricultural irrigation water to the Santa Margarita Ranch and is one of three primary supplies for the City of San Luis Obispo. The Salinas system supplies water only to the City of San Luis Obispo.</li> </ul>	<b>2</b>
<b><u>Santa Margarita</u></b> Supervising Water Systems Worker or	2 Supervisors		1	0	<ul style="list-style-type: none"> <li>CSA23 is the only source of water for the community of Santa Margarita. CSA16 is the</li> </ul>	<b>1</b>

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Water Systems Worker	3 Water Systems Workers				<p>only source of water for the community of Shandon. County Ops Center water distributes (but does not supply or treat) water to the jails, County garage, Animal Services, Woods animal shelter, and County Emergency Operations Center.</p> <ul style="list-style-type: none"> <li>The systems require an operator (a single operator can run all four systems) to operate wells and associated disinfection and treatment systems (two).</li> </ul>	
<b><u>Los Osos</u></b> Chief Wastewater Plant Operator and Wastewater Systems Worker	1 Chief Plant Operator  7 Wastewater Systems Workers		1 Chief Plant Operator  2 Wastewater Systems Workers	0	<ul style="list-style-type: none"> <li>Operation of the Los Osos Wastewater Treatment Plant requires the designated Chief Plant Operator to operate the plant.</li> <li>Plant operations also require a shift operator in order to perform the required functions for at least 8 hours/day.</li> </ul>	<b>3</b>

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<b><u>SLO Country Club</u></b> Supervising Wastewater Systems Worker	2 Supervisors		1	0	<ul style="list-style-type: none"> <li>• The Supervising Wastewater Systems Worker currently acts as the Chief Plant Operator at the Country Club Wastewater Collection Site.</li> <li>• The shutdown of either the CSA18 or CSA7A wastewater systems would put the served community in a severe health and safety threat.</li> </ul>	<b>1</b>
<b><u>Countywide</u></b> Water Quality Manager or Senior Water Chemist	1 Water Quality Manager  8 Senior Water Chemists		1	0	<ul style="list-style-type: none"> <li>• The Water Quality Manager and/or Senior Water Systems Chemist provides essential services to the public by coordinating the needed sampling across the County’s three wastewater treatment plants, seven wastewater collection systems, two dams, recycled water distribution systems, two water treatment plants, three wholesale water distribution systems and three</li> </ul>	<b>1</b>

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					retails public water distributions.	
<b><u>Los Osos Landfill</u></b> CET II	1		1 on-call		<ul style="list-style-type: none"> <li>• Landfill gas collection system and flare that is mandated by the Air Pollution Control District.</li> <li>• The system collects landfill gas and burns it in a flare system to destroy harmful emissions twenty-four hours a day, seven days a week.</li> <li>• Failure to operate the flare as required by the permits would result in air quality violations and place the public health and safety at risk by allowing excessive amounts of landfill gas to escape in to the atmosphere.</li> </ul>	<b>1 on-call</b>
<b><u>Behavioral Health (PHF)</u></b>	1	On call	1	0	<ul style="list-style-type: none"> <li>• Provide therapy services for inmates and the provision of these services are required by</li> </ul>	<b>1</b>

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Behavioral Health Clinician	(8 hour shift Monday through Friday)				Cal. Code of Regs Title 15 of the Crime Prevention and Corrections that govern Department of Corrections and Rehabilitation. • Lock down facility	
<b><u>Behavioral Health</u></b> <b><u>(PHF)</u></b> Licensed Psychiatric Technician	8 to 10  (staffed 24 hours, Monday through Sunday)	See Day Column	8	0	• Total care of established patients within their scope of practice under BHC supervision. Such care involves medication administration, overseeing activities of daily living, documentation, intake and output, and group therapy. • Lock down facility	<b>8</b>
<b><u>Behavioral Health</u></b> <b><u>(PHF)</u></b> Registered Nurse	1  (8 hours Monday to Friday)	NA	1	0	• Oversight of medical needs, staff supervision, • Staffing levels of BHC are driven by census according to licensing regulations, and by the acuity of the current patient group. • A least 50% of the “licensed nurses” must be RNs. • Lock down facility	<b>1</b>

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<b><u>Behavioral Health (PHF)</u></b> Administrative Assistant	1 (10 hour shifts, 7 days a week.)	NA	1	0	<ul style="list-style-type: none"> <li>• Admitting and discharging patients, inputting patient data into the database so that information can be accessed by the BHC and LPTs.</li> <li>• Lock down facility</li> </ul>	<b>1</b>
<b><u>Behavioral Health (PHF)</u></b> Behavioral Health Worker	3 (staffed 24 hours, Monday through Sunday)	See Day Column	3	0	<ul style="list-style-type: none"> <li>• Assist with activities of daily living including helping with transport.</li> <li>• Lock down facility</li> </ul>	<b>3</b>
<b><u>Behavioral Health (PHF)</u></b> Behavioral Health Supervisor	2 (8 hours Monday through Friday)	On call	2	0	<ul style="list-style-type: none"> <li>• The array of mental health services include assessment, individual and group therapy, psychiatric medication services, rehabilitative services, psycho-education and case management.</li> <li>• Lock down facility</li> </ul>	<b>2</b>



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<b><u>Behavioral Health (Adult &amp; Youth Out Patient)</u></b> Behavioral Health Clinician	For each clinic: <sup>7</sup> 3-5  (Business days, Monday through Friday.)	On Call	3	0	<ul style="list-style-type: none"> <li>The array of mental health services include assessment, individual and group therapy, psychiatric medication services, rehabilitative services, psycho-education and case management.</li> </ul>	<b>6<sup>8</sup></b>
<b><u>Behavioral Health (Adult &amp; Youth Out Patient)</u></b> Licensed Psychiatric Tech	For each clinic: 1-3 (Business days, Monday through Friday.)	On Call	3	0	<ul style="list-style-type: none"> <li>Assists with screening, assessment and treatment recommendations, treatment planning, individual and group psychotherapy, medication services, psychiatry, case management and rehabilitation services and residential options.</li> </ul>	<b>6</b>
<b><u>Behavioral Health (Adult &amp; Youth Out Patient)</u></b> Health Technicians	For each clinic: 1-2 (Business days, Monday	On Call	3	0	<ul style="list-style-type: none"> <li>Assists with screening, assessment and treatment recommendations, treatment planning, individual and group psychotherapy, medication services, psychiatry, case</li> </ul>	<b>6</b>

<sup>7</sup> There are 3 Adult Out Patient Clinics, 1 Adult In Patient Clinic and 5 Youth Out Patient Clinics.

<sup>8</sup> For the clinics, this is the total number needed for all of the clinics or consolidated clinics.

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	through Friday.)				management and rehabilitation services and residential options.	
<b><u>Behavioral Health (Managed Cases)</u></b> Behavioral Health Clinician	1  (8 hour shift Monday through Friday)	NA	1	0	The County has a contract with the state to manage cases which means that County personnel are required to take calls, screen calls, assess the nature of the mental health issue and assess the matter within 7 days.	<b>1</b>
<b><u>Behavioral Health (Managed Cases)</u></b> Administrative Assistant	1  (8 hour shift Monday through Friday)	NA	1	0	See above.	<b>1</b>
<b><u>Behavioral Health (DAS and DUI)</u></b> Behavioral Health Clinician	For each program: <sup>9</sup>  2-3  (8 hour shift Monday)	On Call	3	0	Drug and Alcohol Services provides a range of care from court ordered Driving Under the Influence services to ongoing treatment of addictions and medication assisted treatment. DAS also provides Medication Assisted Treatment for	<b>3<sup>10</sup></b>

<sup>9</sup> There are multiple programs throughout the County.

<sup>10</sup> This is the total number to maintain essential services and not by program.

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	through Friday)				<p>individuals addicted to opiates and/or alcohol. Failure to receive daily dosing during the early induction period can lead to a return to illicit drug use.</p> <p>For DUI programs, a minimum of 1 Behavioral Health Specialist and 1 Administrative Assistant are required to provide the service</p>	
<p><b><u>Behavioral Health (DAS and DUI)</u></b> Licensed Psychiatric Tech</p>	<p>For each program:  1  (8 hour shift Monday through Friday)</p>	NA	2	0	See above.	2
<p><b><u>Behavioral Health (DAS and DUI)</u></b> Administrative Assistant</p>	<p>For each program:  1-2</p>	NA	4	0	See above.	4

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	(8 hour shift Monday through Friday)					
<b><u>Behavioral Health (DAS and DUI)</u></b> Behavioral Health Specialist	For each program:  3-8  (8 hour shift Monday through Friday)	NA	4	0	See above.	<b>4</b>
<b><u>Behavioral Health (DAS and DUI)</u></b> Health Information Technician	For each program:  1-2  (8 hour shift Monday through Friday)	NA	1	0	<ul style="list-style-type: none"> <li>Medical records processors and the County's failure to process documentation is in violation of our legal mandates</li> </ul>	<b>1</b>

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Department/ Position	Day Shift # of EEs ([hours])	Night Shift ([hours])	Estimated Minimum Staff That Cannot be Replaced for 24- Hour Period	Managerial Replacement	Essential Duties	<u>Remaining Balance</u>
<b><u>Jail</u></b> Correctional Technician I/II/III	10-12 per 24- hour period		10-12 per 24-hour period		<ul style="list-style-type: none"> <li>• Provides critical safety and security functions for the operation of the County jail twenty-four hours a day, seven days a week, three-hundred-sixty-five days a year.</li> <li>• Documenting and system entry of new arrests for multiple law enforcement agencies.</li> <li>• Correctional Technicians provide safety and security functions for both Main Jail Control and West Dorms by monitoring cameras and controlling access points. Correctional Technicians coordinate all mandated jail visits for inmates per Title 14.</li> </ul>	<b>10-12 per 24-hour period</b>
<b><u>Sheriff (Patrol Stations)</u></b> Legal Clerk	4-6		3	0	<ul style="list-style-type: none"> <li>• Transcribing and processing the deputy's report. This function is critical because the crime reports that deputies provide must be transcribed and</li> </ul>	<b>3 (1 per sub station-3 total)</b>

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					<p>processed for filing with the Superior Courts.</p> <ul style="list-style-type: none"> <li>• There are strict time restrictions in which the completion of reports in regard to in-custody arrests made by the Sherriff’s department and filing with the Superior Courts.</li> </ul>	
<p><b><u>Sheriff (Coroner’s Office)</u></b> Legal Clerk</p>	1		1	0	<ul style="list-style-type: none"> <li>• Provides clerical and documentation support for the three Coroner Investigators and the Forensic Pathologist.</li> </ul>	<b>1</b>
<p><b><u>Sheriff (Jail Administration)</u></b> Legal Clerk</p>	1		1	0	<ul style="list-style-type: none"> <li>• Provides critical support to the Jail Captain and Lieutenants at the County Jail.</li> <li>• Compile data and completes mandatory reports required by the County, State and Federal Entities.</li> </ul>	<b>1</b>
<p><b><u>Sheriff (Records)</u></b> Legal Clerk</p>	7-10		2	0	<ul style="list-style-type: none"> <li>• Accurately process warrants of those subject to arrest/investigation issued by the Superior Court for the entire County.</li> </ul>	<b>2</b>

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					<ul style="list-style-type: none"> <li>Failing to process these warrants would result in subjects who have been deemed not in compliance with the court process to remain at large and not recognizable to law enforcement if encountered..</li> </ul>	
<b><u>Sheriff (Civil Division)</u></b> Legal Clerk	1-2		2	0	<ul style="list-style-type: none"> <li>Provides service and process of all notices in the manner prescribed by law pursuant to 26608.</li> </ul>	<b>2</b>
<b><u>Sheriff (Crime Lab)</u></b> Legal Clerk	2		1	0	<ul style="list-style-type: none"> <li>Responsible for processing all filing of the crime lab reports with the DA's office.</li> </ul>	<b>1</b>
<b><u>Sheriff (Detectives)</u></b> Legal Clerk	1-2		1		<ul style="list-style-type: none"> <li>Provides critical support to the Detectives in order to pursue criminal investigations by filing on their behalf felony cases (sex crimes and homicides).</li> </ul>	<b>1</b>
<b><u>Sheriff</u></b> Cook I/II/III Food Services Supervisor	1 Food Services Supervisor per 24 hour period		1 Food Services Supervisor  4 Cooks		<ul style="list-style-type: none"> <li>Providing meals to both the Jail and Juvenile Hall.</li> <li>Must prepare the food pursuant to title 15 of the California Code of Regulations. Cooks</li> </ul>	<b>5</b>  <b>(1 Food Services)</b>

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	4 Cooks per 24 hour period				also are responsible for supervising the inmates who work in the kitchen.	<b>Supervisor; 4 Cooks)</b>
<b><u>Sheriff</u> Lab Assistant</b>	1		1	0	<ul style="list-style-type: none"> <li>Assists with the processing of evidence collected related to charges filed for criminal activity, and failing to process the evidence in a timely manner will result in delayed court filings.</li> </ul>	<b>1</b>
<b><u>Sheriff</u> Storekeeper</b>	1 Full time  1 Part Time		1 Fulltime	0	<ul style="list-style-type: none"> <li>Processing and filling commissary orders for inmates. By not filling commissary orders for the inmates will create a significant disruption in jail operations that will threaten the safety of both inmates and employees</li> </ul>	<b>1</b>
<b><u>Sheriff</u> Department Automated Specialist</b>	3		2 on-call		<ul style="list-style-type: none"> <li>Provides critical IT support to a variety of Sherriff's Office functions. The department has become dependent upon automation to provide essential law enforcement services to the community.</li> </ul>	<b>2 on call</b>



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						<b>180-182 12 On-Call</b>