City and County of San Francisco



Edwin Lee Mayor

Department of Human Resources

Micki Callahan **Human Resources Director**

NOTICE OF FINAL ACTION TAKEN BY THE **HUMAN RESOURCES DIRECTOR**

Date: June 22, 2015

Re: Notice of Proposed Classification Actions -Final Notice No. 78 FY 14/15 (copy attached).

In the absence of requests to meet addressed to the Human Resources Director, the classification actions contained in the above referenced notice became effective June 22, 2015.

> Micki Callahan **Human Resources Director**

Steve Ponder

Classification and Compensation Manager

Human Resources

All Employee Organizations

All Departmental Personnel Officers

DHR - Class and Comp Unit

DHR - Client Services Unit

DHR - Employee Relations Unit

DHR - Recruitment and Assessment Unit

DHR - Client Services Support Services

Micki Callahan, DHR

Michael Brown, CSC

Sandra Eng, CSC

Linda Cosico, DHR

Maria Newport, SFERS

Risa Sandler, Controller/Budget Division

Devin Macaulay, Controller/ Budget Division

Theresa Kao, Controller/ Budget Division Drew Murrell, Controller/ Budget Division

Alex Koskinen, Controller/ Budget Division

E-File

NOTICE OF PROPOSED CLASSIFICATION ACTIONS BY THE HUMAN RESOURCES DIRECTOR

The following actions are being posted in accordance with Civil Service Rule 109. In the absence of a protest_addressed to the Human Resources Director, the proposed changes will become final seven (7) calendar days from the posting date.

Posting No: 78

Fiscal Year: 2014/2015 **Posted Date:** 06/09/2015

Reposted Date: N/A

AMEND THE FOLLOWING JOB SPECIFICATION(S): (Job specification(s) attached.)

Item #	Job Code	Title
1	2467	Diagnostic Imaging Technologist I
2	2468	Diagnostic Imaging Technologist II
3	2469	Diagnostic Imaging Technologist III

RETITLE AND AMEND THE FOLLOWING JOB CODE(S): (Job specification(s) attached)

Item #	Job Code	Former Title	New Title
1	2424	X-Ray Laboratory Aide	Diagnostic Imaging Assistant

Protests on an item should be addressed to the Human Resources Director and can be submitted by mail to the City and County of San Francisco, Department of Human Resources, 1 South Van Ness Ave, 4th Floor, San Francisco, CA 94103 or by email to DHR.ClassificationActionPostings@sfgov.org. All protests must be received in writing no later than close of business seven (7) calendar days from the posting date, and must include the posting and item number(s), the basis on which the protest is submitted and identify the affected parties.

For additional information regarding this proposed classification action, please contact Megan Siems, Senior Classification and Compensation Analyst, at (415) 557-4898 or by email at Megan.Siems@sfgov.org.

Copies of this notice may be obtained from the Department of Human Resources or from the website at: http://sfdhr.org/index.aspx?page=109. Copies of Civil Service Rule 109 may be obtained from the Department of Human Resources, the office of the Civil Service Commission at 25 Van Ness Ave, Suite 720, San Francisco, CA 94102 or from the website at: http://www.sfgov3.org/index.aspx?page=328.

cc:

All Employee Organizations

All Departmental Personnel Officers

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Title: DIAGNOSTIC IMAGING TECHNOLOGIST I

Job Code: 2467

INTRODUCTION

Under supervision, performs general diagnostic imaging procedures on all age groups for outpatient, inpatient and emergency/trauma patients, including gastrointestinal (GI), genitourinary (GU), skeletal, thoracic and trauma imaging procedures; assesses general patient condition; documents medical and department records of procedures and events; transports patients; assists radiologists in the administration of contrast media; and assists in the training of student imaging technologists.

DISTINGUISHING FEATURES

This is the first level in the Diagnostic Imaging Technologist series. The Diagnostic Imaging Technologist I, is distinguished from the next higher class 2468 in that positions at this level perform general diagnostic procedures under supervision, while positions in class 2468 class perform general diagnostic procedures and specialized diagnostic procedures in an advanced modality, under general supervision.

SUPERVISION EXERCISED

None

MAJOR, IMPORTANT, AND ESSENTIAL DUTIES

According to Civil Service Commission Rule 109, the duties specified below are representative of the range of duties assigned to this job code/class and are not intended to be an inclusive list.

- Performs general diagnostic imaging procedures using fixed or portable, general, digital
 or fluoroscopic diagnostic imaging equipment; lifts and carries digital imaging cassettes
 and magazines to and from imaging equipment; positions patients and selects technical
 factors based on knowledge of radiologic science, specific equipment and patient
 assessment; processes film.
- 2. Applies principles of radiation safety in compliance with federal, state and departmental standards; uses appropriate filters, cones, protective clothing and devices to obtain high-quality images with radiation exposure levels as low as reasonably achievable to patients, others and self; wears and exchanges radiation monitoring devices.
- Assesses general patient condition, including stability, pain and safety, and as necessary takes action consistent with standards; monitors medical equipment and promptly adjusts or reports problems; observes and documents patient physical and procedural restraints.
- 4. Documents procedures and events in the patient's medical record and departmental logs, in accordance with regulatory, hospital and departmental standards; identifies images and documents with patient, technologist, date/time and laterality information.
- 5. Transports patients using gurneys, wheelchairs and beds; transfers patients to and from the exam table.

Title: DIAGNOSTIC IMAGING TECHNOLOGIST I

Job Code: 2467

- 6. Schedules procedures and patients; transfers paper orders into an electronic order entry; produces, processes and collates images and paperwork, and submits them for interpretation; receives and assists patients and other customers; answers departmental telephones; may be assigned to coordinate patient flow.
- 7. May perform venipuncture and CPR; assists physicians in performing procedures by preparing and/or administering contrast media, setting up sterile and non-sterile trays, and providing instruments, medical devices and supplies as requested.
- 8. Assists in the training of student technologists in the science and practice of diagnostic imaging.
- Participates in departmental Quality Improvement efforts including conducting various quality control and assurance procedures and participating in quality improvement programs.
- 10. Cleans imaging equipment, supplies and procedure rooms; reports failures and problems.
- 11. Maintains patient medical records and date integrity using Radiology and hospital IT systems.
- 12. Assist physicians in resolving imaging questions or issues.
- 13. May perform charge technologist duties, as needed.
- 14. Performs related duties as required.

IMPORTANT AND ESSENTIAL KNOWLEDGES, SKILLS, AND ABILITIES

Knowledge of: radiologic science, patient positioning, radiation safety practices and regulations (California Code of Regulations Title 17), body substance precautions, body mechanics; general knowledge of Title 22.

Ability to: effectively follow oral and written instructions and to perform diagnostic imaging procedures; maintain efficient workflow; efficiently care for patients' needs; perform venipuncture and CPR; communicate, interact and resolve problems with patients, physicians, coworkers, students and other customers; adhere to preventive and safety standards to limit exposure to radiation, accidents, health hazards and disagreeable elements; perform the full range of body motion, manual dexterity and eye hand coordination; stand, walk or sit for extensive periods of time; lift and carry heavy items; maintain clinical competency and pertinent continuing education; and adapt to changing technologies.

MINIMUM QUALIFICATIONS

These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.

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Experience:

Title: DIAGNOSTIC IMAGING TECHNOLOGIST I

Job Code: 2467

License and Certification:

Possession of a valid certificate issued by the State of California as a Certified Radiologic Technologist (CRT); **AND**

Certification in, and current registration with, the American Registry of Radiologic Technologists (ARRT); **AND**

Certification in Cardio-pulmonary Resuscitation (CPR); AND

Possession of a valid permit in Fluoroscopy equipment issued by California Department of Public Health.

PROMOTIVE LINES

TO: 2468 Diagnostic Imaging Technologist II

ORIGINATION DATE: 03/12/02

AMENDED DATE: 6/22/2015

REASON FOR AMENDMENT: To accurately reflect the current tasks, knowledge, skills and abilities

defined in the most recent job analysis conducted for this job code.

Title: DIAGNOSTIC IMAGING TECHNOLOGIST II

Job Code: 2468

INTRODUCTION

Under general supervision, the Diagnostic Imaging Technologist II, performs diagnostic imaging and/or therapeutic procedures on all age groups for outpatient, inpatient and emergency/trauma patients in advanced modalities which includes Mammography (MM), Computed Tomagraphy (CT), Magnetic Resonance Imaging (MRI) and Interventional Radiography (IR); performs general diagnostic imaging procedures including gastrointestinal (GI), genitourinary (GU),Trauma, and skeletal and thoracic imaging; assesses general patient condition; documents medical and departmental records of procedures and events; transports patients; may perform venipuncture, Cardio-pulmonary Resuscitation (CPR), and assists in preparing and/or administering contrast media, as required relative to modality; and assists in the training of student imaging technologists.

DISTINGUISHING FEATURES

This is the second level in the Diagnostic Imaging Technologist series. The Diagnostic Imaging Technologist II is distinguished from the lower level Diagnostic Imaging Technologist I in that the latter performs routine radiographic exams under supervision, whereas the former performs general diagnostic radiologic procedures under general supervision, in addition to being certified in, and performing at least one advanced modality diagnostic imaging procedure. It is distinguished from the Diagnostic Imaging Technologist III, in that the latter is utilized as a lead technologist of a specialized area of radiographic examination and/or a shift.

SUPERVISION EXERCISED

NONE

MAJOR, IMPORTANT, AND ESSENTIAL DUTIES

According to Civil Service Commission Rule 109, the duties specified below are representative of the range of duties assigned to this job code/class and are not intended to be an inclusive list.

- Performs diagnostic imaging procedures in advanced modalities, including MM, CT, MRI or IR, and performs general diagnostic procedures, using fixed or portable, general, digital, fluoroscopic or other diagnostic equipment; lifts and carries film cassettes and magazines to and from imaging equipment; positions patients and selects technical factors based on knowledge of radiologic science, specific equipment and patient assessment; processes films.
- 2. Applies principles of radiation safety in compliance with federal, state and departmental standards; uses appropriate filters, cones, protective clothing and devices to obtain high-quality images with radiation exposure levels as low as reasonably achievable to patients, others and self; wears and exchanges radiation monitoring devices; practices and requires of others specific safety procedures pertaining to magnetic forces when working in MRI.
- 3. Assesses general patient condition, including stability, pain and safety, and as

Title: DIAGNOSTIC IMAGING TECHNOLOGIST II

Job Code: 2468

necessary takes action consistent with standards; monitors medical equipment and promptly adjusts or reports problems; observes and documents patient physical and procedural restraints.

- 4. Documents procedures and events in the patient's medical record and departmental logs, in accordance with regulatory, hospital and departmental standards, using electronic and hand-written methods; identifies images and documents with patient, technologist, date/time and laterality information.
- 5. Transports patients using gurneys, wheelchairs and beds; transfers patients to and from the exam table.
- 6. Schedules procedures and patients, transfers paper orders into an electronic order entry system; records information; produces, processes and collates images and paperwork, and submits them for interpretation; receives and assists patients and other customers; answers departmental telephones; may be assigned to coordinate patient flow.
- 7. May perform venipuncture and CPR; assists physicians in preparing and/or administrating contrast media, setting up sterile and non-sterile trays, and providing instruments, medical devices and supplies as requested.
- 8. Trains student technologists in the science and practice of diagnostic imaging.
- 9. Participates in departmental Quality Improvement efforts including conducting various quality control and assurance procedures and participating in quality improvement programs.
- 10. Cleans imaging equipment, supplies and procedure rooms; reports failures and problems with equipment.
- 11. Maintains patient medical records and date integrity using Radiology and hospital IT systems.
- 12. Assists physicians in resolving imaging questions or issues.
- 13. May perform charge technologist duties, as needed.
- 14. Performs related duties as required.

IMPORTANT AND ESSENTIAL KNOWLEDGES, SKILLS, AND ABILITIES

Knowledge of: radiologic science, cross-sectional anatomy, patient positioning, radiation safety practices and regulations (California Code of Regulations Title 17), body substance precautions, body mechanics; general knowledge of Title 22; If assigned to MR, knowledge of Magnetic Resonance physics and safety.

Ability to: follow oral and written instructions and to perform diagnostic imaging procedures; efficiently care for patients' needs; perform CPR and venipuncture; effectively communicate, interact and resolve problems with patients, physicians, coworkers, students and other customers; and adhere to preventive and safety standards to limit exposure to radiation, accidents, health hazards and disagreeable elements; perform the full range of body motion, manual dexterity and eye hand coordination; stand, walk or sit for extensive periods of time; lift and carry heavy items; maintain clinical competency and pertinent continuing education; and

Title: DIAGNOSTIC IMAGING TECHNOLOGIST II

Job Code: 2468

adapt to changing technologies.

MINIMUM QUALIFICATIONS

These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.

Education:

Experience:

One year of experience working as a Diagnostic Imaging Technologist.

License and Certification:

Possession of a valid certificate issued by the State of California as a Certified Radiologic Technologist (CRT); **AND**

Certification in, and current registration with, the American Registry of Radiologic Technologists (ARRT); **AND**

Certification in at least one of the following advanced modalities: Mammography (MM), Computed Tomography (CT), Magnetic Resonance Imaging (MRI), Quality Management (QM), Cardiac-Interventional (CI), or Vascular-Interventional (VI); **AND**

Possession of a valid permit in Fluoroscopy equipment issued by California Department of Public Health; AND

Certification in Cardio-pulmonary Resuscitation (CPR).

PROMOTIVE LINES

FROM: 2467 Diagnostic Imaging Technologist I TO: 2469 Diagnostic Imaging Technologist III

ORIGINATION DATE: 03/12/02

AMENDED DATE: 6/22/2015

REASON FOR AMENDMENT: To accurately reflect the current tasks, knowledge, skills and abilities

defined in the most recent job analysis conducted for this job code.

Title: DIAGNOSTIC IMAGING TECHNOLOGIST III

Job Code: 2469

INTRODUCTION

Under direction, the Diagnostic Imaging Technologist III, functions as a lead Diagnostic Imaging Technologist of a shift or an assigned area of diagnostic imaging with responsibility for scheduling staff, assigning tasks, expediting work flow and providing technical assistance; orients and trains new staff in general and/or advanced modalities; documents initial and annual competency; may perform venipuncture, Cardio-pulmonary Resuscitation (CPR), and assist in preparing and/or administering contrast media, as required relative to modality; performs general diagnostic imaging procedures including gastrointestinal (GI), genitourinary (GU), skeletal, thoracic and trauma imaging procedures; may perform diagnostic imaging and/or therapeutic procedures on all age groups for outpatient, inpatient and emergency/trauma patients in Mammography (MM), Computed Tomography (CT), Magnetic Resonance (MRI) and/or Interventional Radiography (IR); assesses general patient condition; documents medical and department records of procedures and events; transports patients; assists in teaching and grading students; and may perform special projects.

DISTINGUISHING FEATURES

This is the third level in the Diagnostic Imaging Technologist series. Positions in this class function as a lead Diagnostic Imaging Technologist for a shift or an assigned area of diagnostic imaging. The Diagnostic Imaging Technologist III class is distinguished from the lower level Diagnostic Imaging Technologist II in that the latter performs, under general supervision, general diagnostic imaging procedures, in addition to being certified in, and performing at least one advanced modality diagnostic imaging procedure. It is distinguished from the Diagnostic Imaging Technologist IV in that the latter performs imaging procedures in diagnostic medical sonography, and is certified with the American Registry of Diagnostic Medical Sonographers.

SUPERVISION EXERCISED

None

MAJOR, IMPORTANT, AND ESSENTIAL DUTIES

According to Civil Service Commission Rule 109, the duties specified below are representative of the range of duties assigned to this job code/class and are not intended to be an inclusive list.

- 1. Functions as lead worker in an assigned area or for a shift; manages workload relative to available resources; prioritizes work and assigns tasks to Diagnostic Imaging Technologists and support staff; prepares and monitors work schedules and perform time reporting duties; inventories supplies and stocks area.
- 2. Acts as preceptor to new staff, or to an employee learning new skills or equipment; trains, orients and documents initial and annual competencies of staff; assists others with technical or positioning advice.
- 3. Performs general diagnostic procedures, using fixed or portable, general, digital, fluoroscopic or other diagnostic equipment; may perform diagnostic imaging procedures

Title: DIAGNOSTIC IMAGING TECHNOLOGIST III

Job Code: 2469

in advanced modalities, including MM, CT, MRI or IR; lifts and carries film cassettes and magazines to and from imaging equipment; positions patients and selects technical factors based on knowledge of radiologic science, specific equipment and patient assessment; processes films.

- 4. Applies principles of radiation safety in compliance with federal, state and departmental standards; uses appropriate filters, cones, protective clothing and devices to obtain high-quality images with radiation exposure levels as low as reasonably achievable to patients, others and self; wears and exchanges radiation monitoring devices; practices and requires of others, specific safety procedures pertaining to magnetic forces when working in MRI.
- 5. Assesses general patient condition, including stability, pain and safety, and as necessary takes action consistent with standards; monitors medical equipment and promptly adjusts or reports problems; observes and documents patient physical and procedural restraints.
- 6. Documents procedures and events in the patient's medical record and departmental logs, in accordance with regulatory, hospital and departmental standards, using electronic and hand-written methods; identifies images and documents with patient, technologist, date/time and laterality information.
- 7. Transports patients using gurneys, wheelchairs and beds; transfers patients to and from the exam table.
- 8. Schedules procedures and patients; transfers paper orders into an electronic order entry system; produces, processes and collates images and paperwork, and submits them for interpretation; receives and assists patients and other customers; answers departmental telephones; may be assigned to coordinate patient flow.
- 9. May perform venipuncture and CPR; assists physicians preparing and/or administering contrast media, setting up sterile and non-sterile trays, and providing instruments, medical devices and supplies as requested.
- 10. Trains student technologists in the science and practice of diagnostic imaging; assists in teaching and grading students.
- 11. Participates in departmental Quality Improvement efforts including conducting various quality control and assurance procedures and participating in quality improvement programs.
- 12. Cleans imaging equipment, supplies and procedure rooms; acts as liaison with field service engineer to effect necessary repairs.
- 13. Maintains patient medical records and data integrity using Radiology and hospital IT systems.
- 14. Assist physicians in resolving imaging questions or issues.
- 15. Performs related duties as required.

IMPORTANT AND ESSENTIAL KNOWLEDGES. SKILLS. AND ABILITIES

Title: DIAGNOSTIC IMAGING TECHNOLOGIST III

Job Code: 2469

Knowledge of: radiologic science, patient positioning, radiation safety practices and regulations (California Code of Regulations Title 17), body substance precautions, body mechanics; general knowledge of Title 22; in certain advanced modalities, may require knowledge of cross-sectional anatomy; if assigned to MRI, knowledge of Magnetic Resonance physics and safety.

Ability to: effectively follow oral and written instructions and perform diagnostic imaging procedures; plan, organize, assign, instruct and evaluate the work of assigned staff; perform venipuncture and CPR; work collaboratively with physicians, nurses and other health care personnel; exercise good judgement and adhere to preventive and safety standards to limit exposure to accidents, health hazards and disagreeable elements; perform the full range of body motion, manual dexterity and eye hand coordination; stand, walk or sit for extensive periods of time; obtain necessary radiographic images when patient is unable to cooperate; lift and carry heavy items; maintain clinical competency and continuing education in appropriate areas; and adapt to changing technologies.

MINIMUM QUALIFICATIONS

These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.

Education:

Experience:

Three (3) years of experience working as a Diagnostic Imaging Technologist.

<u>License and Certification</u>:

Possession of a valid certificate issued by the State of California as a Certified Radiologic Technologist (CRT); **AND**

Certification in, and current registration with, the American Registry of Radiologic Technologists (ARRT); **AND**

Certification in Cardio-pulmonary Resuscitation (CPR); AND

Certification in at least one of the following advanced modalities: Mammography (MM), Computed Tomography (CT), Magnetic Resonance Imaging (MRI), Quality Management (QM), Cardiac-Interventional (CI) or Vascular-Interventional (VI); **AND**

Possession of a valid permit in Fluoroscopy equipment issued by California Department of Public Health.

PROMOTIVE LINES

FROM: 2468 Diagnostic Imaging Technologist II

TO: 2496 Radiologic Technologist Supervisor

ORIGINATION DATE: 03/12/02

Title: DIAGNOSTIC IMAGING TECHNOLOGIST III

Job Code: 2469

AMENDED DATE: 6/22/2015

REASON FOR AMENDMENT: To accurately reflect the current tasks, knowledge, skills and abilities

defined in the most recent job analysis conducted for this job code.

Title: Diagnostic Imaging Assistant

Job Code: 2424

INTRODUCTION

Under immediate supervision, performs a number of duties including assisting with diagnostic imaging procedures and image processing; assisting in transporting, and handling patients; assisting physician or diagnostic imaging technologists during examinations; keeping related files and records; and performs related duties as required.

DISTINGUISHING FEATURES

This 2424 Diagnostic Imaging Assistant is the assistant to incumbents in Diagnostic Imaging Technologist series. It is distinguished from the 2467 Diagnostic Imaging Technologist I, in that the latter performs general diagnostic procedures under supervision while the 2424 Diagnostic Imaging Assistant assists the 2467 in performing routine tasks during these diagnostic procedures.

SUPERVISION EXERCISED

None

MAJOR, IMPORTANT, AND ESSENTIAL DUTIES

According to Civil Service Commission Rule 109, the duties specified below are representative of the range of duties assigned to this job code/class and are not intended to be an inclusive list.

- 1. Assists with diagnostic imaging procedures and image processing; dispatches orderlies for patients designated for diagnostic examination by attending physicians; helps with patients when needed; assists in placing patients on table and helps Diagnostic Imaging Technologist in positioning seriously ill patients.
- 2. Attaches and removes equipment parts related to imaging; cleans equipment and facilities after completion of examination.
- 3. Schedules appointments and registers patients for various imaging modalities.
- 4. Manages digital images, including transferring information to and from electronic media and print documents as directed, using software such as Picture Archiving Communication (PACS).
- 5. Records information about the procedure in various computerized systems and logs

IMPORTANT AND ESSENTIAL KNOWLEDGES, SKILLS, AND ABILITIES

Requires knowledge and ability sufficient to: follow specific instructions and directions in assisting diagnostic imaging technologists and in the processing of diagnostic imaging; and effectively communicate and interact with a wide variety of patients, staff and visitors.

Title: Diagnostic Imaging Assistant

Job Code: 2424

MINIMUM QUALIFICATIONS

These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.

Education:

Experience:

One (1) year of verifiable work experience involving public contact which includes six (6) months in a medical facility

License and Certification:

SUPPLEMENTAL INFORMATION

Nature of work: Diagnostic Imaging Assistant positions require an ability to perform physically demanding tasks such as heavy lifting and moving of patients; pulling and pushing equipment. May require working under adverse conditions such as working with patients having all kinds of illnesses; exposure to blood, unpleasant odors, highly infectious body fluids and radiation; and protracted or irregular hours of work.

PROMOTIVE LINES

To: No normal lines of promotion

From: Original entrance examination

ORIGINATION DATE:

AMENDED DATE: 6/22/2015

REASON FOR AMENDMENTTo accurately reflect the current tasks, knowledge, skills and abilities

defined in the most recent job analysis conducted for this job code.