NOTICE OF FINAL ACTION TAKEN BY THE
HUMAN RESOURCES DIRECTOR

Date: September 3, 2015

Re: Notice of Proposed Classification Actions – Final Notice No. 22 FY 15/16 (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 September 3, 2015.

Micki Callahan
Human Resources Director

by:
Steve Ponder
Classification and Compensation Manager
Human Resources

cc: 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
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:** 22  
**Fiscal Year:** 2015/2016  
**Posted Date:** 08/26/2015  
**Reposted Date:** N/A

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

<table>
<thead>
<tr>
<th>Item #</th>
<th>Job Code</th>
<th>Title</th>
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<tbody>
<tr>
<td>1</td>
<td>2575</td>
<td>Research Psychologist</td>
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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 Rich David, Senior Classification and Compensation Analyst, at (415) 557-4965 or by email at Rich.David@sfgov.org.


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    All Departmental Personnel Officers  
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    E-File
CITY AND COUNTY OF SAN FRANCISCO
DEPARTMENT OF HUMAN RESOURCES

Title: RESEARCH PSYCHOLOGIST
Job Code: 2575

INTRODUCTION

Under general direction plans, directs and coordinates a psychological research program; serves as staff consultant on research methodology; designs and conducts psychological research; and performs related duties as required. Requires responsibility for: Collaboration in the development and execution of a psychological research program; supervising research staff and reviewing methods and procedures; providing consultation to staff psychologists on research matters.

DISTINGUISHING FEATURES

The 2575 Research Psychologist is distinguished from the 2574 Clinical Psychologist in that Research Psychologists plan, direct, and coordinate psychological research programs and do not have clinical responsibility for patients. It is distinguished from the 2576 Supervising Clinical Psychologist in that Supervising Clinical Psychologists supervise the development and implementation of clinical psychology and/or neuropsychology programs and supervise the work of Clinical Psychologists and subordinate staff.

SUPERVISION EXERCISED

Directs and supervises personnel assigned to the research unit

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. Designs and conducts psychological research with special emphasis on operations research to assess program effectiveness.
2. Directs and supervises personnel assigned to the research unit.
3. Develops, monitors, and evaluates data collection systems; establishes, analyzes and evaluates large-scale data utilizing electronic data and analysis systems.
4. Directs and assists in preparation, maintenance, and publication of current information research regarding programs; keeps all staff units informed of current research.
5. Serves as consultant on experimental and research methodology to research staff and others.
6. Establishes and maintains liaison with university departments of psychology and other behavioral sciences, professional associates, psychologists, and other behavioral scientists in regard to research studies, developments, and techniques.

IMPORTANT AND ESSENTIAL KNOWLEDGES, SKILLS, AND ABILITIES

Knowledge of: the principles and practices of behavioral health research and evaluation, including research and evaluation design and the use of experimental and quasi-experimental methods; social science statistical methods, including available statistical software programs; mental health and/or substance abuse treatment.
CITY AND COUNTY OF SAN FRANCISCO
DEPARTMENT OF HUMAN RESOURCES

Title: RESEARCH PSYCHOLOGIST
Job Code: 2575

Ability and Skill to: effectively utilize various methods for electronic data extraction, manipulation, analysis, and reporting; work independently to design research and evaluation plans; work collaboratively with other agency staff, staff from other city departments and with state and federal agency personnel, as necessary; written communication ability; and oral communication ability.

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:
Possession of a Ph.D. degree in psychology from an accredited university or college, with graduate courses in research methods and advanced statistics.

Experience:
Two (2) years, within the last five (5) years, of full-time post-doctorate experience designing and/or leading research projects in psychology or other social sciences; or an equivalent combination of training and experience.

License and Certification:

SUPPLEMENTAL INFORMATION

PROMOTIVE LINES

ORIGINATION DATE:

AMENDED DATE: 9/03/2015

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.

BUSINESS UNIT(S): COMMN SFMTA