



STATE OF WASHINGTON
OFFICE OF FINANCIAL MANAGEMENT

STATE HUMAN RESOURCES DIVISION | DIRECTOR'S REVIEW PROGRAM
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July 19, 2016

TO: Kristie Wilson
Rules and Appeals Program Manager

FROM: Christa Biasi
Director's Review Specialist

SUBJECT: David Randall v. Department of Social and Health Services (DSHS)
Allocation Review Request ALLO-16-018

Director's Determination

This position review is based on the work performed for the six-month period prior to September 29, 2015, (March 29, 2015 – September 29, 2014) the date DSHS Human Resources (DSHS HR) received David Randall's request for reallocation. As the Director's Review Specialist, I carefully considered all the exhibits, any written communication provided and the information obtained during the Director's Review Conference. Based on my review and analysis of Mr. Randall's assigned job duties; I conclude his position should be reallocated to a Psychology Associate.

Background

On September 29, 2015, Mr. Randall submitted a Position Review Request (PRR) to DSHS HR (Exhibit B-1).

By letter dated February 24, 2016, Lester L. Dickson, notified Mr. Randall that his position remained allocated to Forensic Therapist classification (Exhibit B-1).

On March 17, 2016, the Office of Financial Management, State Human Resources received Mr. Randall's request for a written Director's Review of DSHS HR's allocation determination (Exhibit A-1).

The Director's Review Conference was held on June 30, 2016, by telephone. In attendance were Dale Roberts, Washington Federation of State Employees (WFSE); Mr. Randall and Mr. Dickson.

Rationale for Director's Determination

The purpose of a position review is to determine which classification best describes the overall duties and responsibilities of a position. A position review is neither a measurement of the volume of work performed, nor an evaluation of the expertise with which that work is performed. A position review is a comparison of the duties and responsibilities of a particular position to the available classification specifications.

This review results in a determination of the class that best describes the overall duties and responsibilities of the position. *Liddle-Stamper v. Washington State University*, PAB Case No. 3722-A2 (1994).

Organizational Structure

Mr. Randall works at Eastern State Hospital as the Competency Restoration Specialist. His position is located in the Forensics Services Unit of Eastern State Hospital. During the review period Mr. Randall reported to Chad. M. McAteer and also worked with the Sanity Commission.

Position Purpose

As summarized in the PRR (Exhibit B-2), Mr. Randall's position is described as follows:

"Patients who are charged with crimes but are felt to be unable to participate in the court process due to incompetence to stand trial are referred to this hospital by the courts for competency restoration. Patients are provided active treatment by Competency Restoration Therapist to assist them in meeting the criteria for competence as prescribed by RCW 10.77. The Competency Restoration Therapist documents the progress and abilities of each patient in the program and may be called to testify in court as to their participation and progress."

Duties and Responsibilities/ Position Review Request (Exhibit B-6)

- 30% As a Competency Restoration Therapist on the Forensic Services Unit admitting ward and as a member of the Competency Restoration Team, develop and provide individual and group therapy to patients who have been admitted to the hospital for treatment following a finding of incompetency in a criminal proceeding. Therapy is geared towards regaining competency and assessment for competency following treatment.
- 10% Collaborate with interdisciplinary Treatment Teams to provide clinical assessment information, consultation, recommendations and behavior summaries regarding competency status of assigned patients receiving competency therapy. Provide counseling and education to patient's family/support systems as allowed with patients/hospital/HIPAA guidelines.
- 10% In conjunction with Competency Restoration Team, identify, design, develop and monitor, patient programming based on patient/program service needs. Develop objectives, policies and procedures.
- 20% Documentation: including clinical interventions, response to competency restoration therapy and other therapies, psychological assessments, and other significant information as per hospital/departmental requirements.
- 10% Prepare extensive reports to the court regarding competency to stand trial and treatment progress/status for patients hospitalized on- an Order Staying Proceedings based upon specialized skills; knowledge and experience.
- 5% Provide expert witness testimony in court or by deposition regarding assigned patients as requested/subpoenaed.
- 10% Meet with Sanity Commission members to conduct interviews and/or review status of competency restoration, including mental status for Order Staying Proceedings patients.
- 5% Attend hospital/departmental meetings as scheduled. Membership in hospital/unit/departmental committees as assigned by supervisor. Complete all mandatory in-services. Other duties as assigned.

Summary of DSHS's Perspective

1. Allocation Determination Letter Dated February 24, 2016, Exhibit B-1

On February 24, 2016, DSHS HR (Lester L. Dickson) responded to Mr. Randall's PRR (Exhibit B-2) and determined Mr. Randall was properly allocated to the Forensic Therapist class. As part of the position review, Mr. Dickson reviewed the Forensic Therapist and Psychology Associate classes. He also took into consideration comments made by Mr. Randall; Mary Reidy, Social Worker Director and Mr. McAteer, immediate supervisor to Mr. Randall, in addition to a document provided to DSHS HR entitled, "Competency Restoration Program."

Comparison to Forensic Therapist and Psychology Associate

Mr. Dickson states:

After review of the above, your PRR, Position Description (PD) and the two classification specifications, I noted the work described in your PRR and PD, reflects very similar work described in the Typical Work statements found in the Forensic Therapist classification specification. Most importantly over 51% of the work described in both the PRR and PD matches the definition of Forensic Therapist. The essential functions of the position include,

- Develop and provide individual and group therapy to patients;
- Provide clinical assessment information, consultation, recommendations and behavior summaries regarding competency status of assigned patients receiving competency therapy;
- Participates as a member of the Senior Staff Committee (Now called Risk Review Board), however you participate in the Forensic Services Unit Management Committee;
- Documentation;
- Prepare extensive reports to the courts;
- Provide expert witness testimony in court or by deposition; and meet with Sanitary Commission members.
- This statement "Therapy is geared towards regaining competency and assessment for competency following treatment" highlighted as an essential function in your PD, reads

Mr. Dickson indicates the essential functions of Mr. Randall's duties match the majority of the "Typical Work" statements found in the Forensic Therapist classification. Some of those functions are:

- Conducts individual and group training sessions and demonstrations for Group Psychotherapy personnel;
- Observes, interviews, gathers data about, evaluates, and directs the treatment of each offender assigned to one or more treatment groups;
- Guides and directs one or more groups of offenders in individual and group psychotherapy; supervises inpatient, work-release, outpatient, and marital treatment groups; conducts individual and group therapy sessions for offenders or offenders and their spouses;
- Communicates and works with judges, prosecuting attorneys, probation officers, physicians, agencies and institutions regarding the admission, evaluation, treatment, and discharge of offenders;
- Participates in program-wide clinical and administrative meetings; presents cases before review committees; prepares and maintains progress reports and records.

Mr. Dickson states the "Forensic Therapist directs the care, custody, evaluation, treatment and community liaison for one or more groups of court-committed sexual or mentally ill offenders at a mental health hospital center utilizing group therapy techniques."

In contrast, Mr. Dickson states a "Psychology Associate is subject to the supervision or general review and consultation of a licensed psychologist, has responsibility for a program, project or system within an institution;

or serves as the psychology specialist for an institutional training, reception/admissions, pre-vocational/vocational, violent geriatric behavior modification program, or to a multidisciplinary team within a Division of Developmental Disabilities (DDD) facility Program Area Team (PAT)."

Mr. Dickson indicates that Mr. Randall does have the responsibility for the training portion of the Competency Restoration Program. His supervisor is in the Psychiatric Social Worker classification and Mr. Randall's work is not overseen by a licensed psychologist.

Summary of Mr. Randall's Perspective

Request for Director's Review (Exhibit A-1)

Mr. Randall in his Request for Director's Reviews states the following:

I have the responsibility for the design and Implementation of a program, Competency Restoration, within the Institution of ESH (Eastern State Hospital). I am currently under the supervision of a Licensed Clinical Psychologist. I provide direct psychological services to clients in addition to coordinating, monitoring and managing the assigned program.

I perform assessments that determine the emotional adjustment and mental level and readiness and capability to function in and benefit from this program. I provide consultation and write reports to treatment and evaluation staff. I have developed plans and monitored the implementation of the program, have provided management and supervisory staff with necessary information and training in the use of system implementation of the program. I have consulted with department heads and the Sanity Commission psychologists and psychiatrists to achieve coordination and implementation of the program. I am available to administer psychological testing. I teach individual clients in program principals and behavioral methods and procedures. I conduct assessments covering the fund of knowledge of court procedures, understanding of charges against the patient and their ability to assist in their defense and assess their readiness to be formally evaluated by the Sanity Commission for competency to stand trial. I can called upon to provide testimony as an expert witness in court procedures in relation to all of the above duties that I perform. This includes assessing the patient's personality from interviews, classroom observation and group participation.

I provide all manner of psychological interventions to individual and groups in terms of behavior while a patient [is] at the hospital, behaviors in the courtroom and in society. I provide the patient with education about mental illness and substance abuse and how these could factor into their current legal difficulties and how future legal difficulties could be due to these factors. A component of all of my interactions with the patient is resocialization to assist the patient in avoiding further problems that could lead to incarceration.

I consult with staff members regarding treatment recommendations, precautions, test results, program planning and handling of specific behavioral disturbances.

As a member of the FSU Management Committee, I participate in planning and implementation of the [unknown word] programs. I participate in ward planning and unit programs and I assist in individual treatment plans.

I am a Master of Science level therapist and I am [a] Licensed Mental Health Counselor.

I believe my having been reassigned as a Psychology Associate 362B this month of March [2016], a position that has the exact job duties and responsibilities that I have been performing in my old classification, verifies my claim that I should have been reclassified upon my claim referenced in the determination letter of February 24, 2016. I am pursuing this appeal to receive retroactive compensation for performing the duties and responsibilities of higher level classification.

Comparison of Duties to Class Specifications

I carefully reviewed the exhibits submitted by the parties. Allocating criteria consists of the class specification's class series concept (if one exists), the definition and the distinguishing characteristics.¹ Typical work is not an allocating criterion, but may be used to better understand the definition or distinguishing characteristics. (See *Kristen Mansfield v. Department of Fish and Wildlife*, PRB Case No. R-ALLO-11-014, 2014).

The first consideration when allocating a position is ensuring it fits the class series concept; however, the Forensic Therapist does not have a class series concept. Therefore I looked at the Definition of the class and reviewed the class series concept for the Psychology Associate.

Forensic Therapist

Definition

Directs the care, custody, evaluation, treatment, and community liaison for one or more groups of court-committed sexual or mentally ill offenders at a mental health hospital treatment center utilizing group therapy techniques. Performs a program-wide assignment such as program interpretations, development, security, or offender evaluation.

There are no Distinguishing Characteristics for this classification.

Mr. Randall's position does not fully align with the definition the Forensic Therapist class. While he does perform some duties that could be considered aligned with this class such as providing group therapy to patients and program development, his overall function and duties reach a higher level responsibility than the intent of this class.²

The comparison of duties between two positions is not allocating criterion as the Personnel Resources Board (PRB) has long indicated that a comparison of one position to another similar position may be useful in gaining a better understanding of the duties performed by and the level of responsibility assigned to an incumbent, allocation of a position must be based on the overall duties and responsibilities assigned to an individual position compared to the existing classifications. The allocation or misallocation of a similar position is not a determining factor in the appropriate allocation of a position. *Flahaut v. Dept's of Personnel and Labor and Industries*, PAB No. ALLO 96-0009 (1996).³ I did however find the comparison of Exhibits B-7 and B-2 to be helpful in gaining a better understanding of the duties performed by and the level of responsibility of a Psychology Associate as compared to that of a Forensic Therapist.

¹ In *Norton-Nader v. Western Washington University*, PRB Case No. R-ALLO-08-020 (2008), the Personnel Resources Board (Board) stated that the following standards are the hierarchy of primary considerations in allocating positions: a) Category concept (if one exists); b) Definition or basic function of the class; c) Distinguishing characteristics of a class; and d) Class series concept, definition/basic function and distinguishing characteristics of other classes in the series in question.

² As with most positions with the civil service system occasionally perform duties that appear in more than one classification. When determining the appropriate classification for a specific position, the duties and responsibilities of that position must be considered in their entirety... the position must be allocated to the classification that provides the best fit overall for the majority of the position. *Dudley v. Dept. of Labor and Industries*, PRB Case No. R-ALLO-07-007 (2007).

³ In *Byrnes v. Dept's of Personnel and Corrections*, PRB No. R-ALLO-06-005 (2006), the Personnel Resources Board held that "[w]hile a comparison of one position to another similar position may be useful in gaining a better understanding of the duties performed by and the level of responsibility assigned to an incumbent, allocation of a position must be based on the overall duties and responsibilities assigned to an individual position compared to the existing classifications. The allocation or misallocation of a similar position is not a determining factor in the appropriate allocation of a position." Citing to *Flahaut v. Dept's of Personnel and Labor and Industries*, PAB No. ALLO 96-0009 (1996). Therefore, the allocation or misallocation of other HRC 4 positions at DSHS is not a determining factor in the appropriate allocation of your position.

In Mr. Randall's PRR (Exhibit B-2) he states that, "As a Competency Restoration Therapist on the Forensic Services Unit admitting ward and as a member of the Competency Restoration Team, develop and provide individual and group therapy to patients who have been admitted to the hospital for treatment following a finding of incompetency in a criminal proceeding. Therapy is geared towards regaining competency and assessment for competency following treatment." In the PDF received by DSHS HR on June 22, 2015 (Exhibit B-7), one of the job duties is described as, "Participate in treatment planning by providing treatment conference input and writing treatment plan addenda. With patient input, recommend treatment plan revisions... Conduct programming audits when requested and communicate results to the Recovery Director and Center Director." These duties are relatively the same and both duties can fit into either the Forensic Therapist or the Psychology Associate classes.

Furthermore, when a position can fit into more than one class, the PRB has indicated that "Most positions within the civil service system occasionally perform duties that appear in more than one classification. However, when determining the appropriate classification for a specific position, the duties and responsibilities of that position must be considered in their entirety..."⁴ As with the case here, Mr. Randall duties can be defined by both the Forensic Therapist and Psychology Associate classes, however upon comparison of duties and the totality of Mr. Randall's position, the duties performed align more consistently with the Psychology Associate class. For example:

Exhibit B-2, PRR - Duties	Forensic Therapist Class	Psychology Associate Class
As a Competency Restoration Therapist on the Forensic Services Unit admitting ward and as a member of the Competency Restoration Team, develop and provide individual and group therapy to patients who have been admitted to the hospital for treatment following a finding of incompetency in a criminal proceeding. Therapy is geared towards regaining competency and assessment for competency following treatment.	Directs the care, custody, evaluation, treatment... of court-committed sexual or mentally ill offenders at a mental health hospital treatment center utilizing group therapy techniques...	...working or occupational level of the series. Subject to supervision or general review and consultation of a licensed psychologist has responsibility for a program, project or system within an institution... ...serves as the psychology specialist for an institutional training, reception/admissions, pre-vocational/vocational, violent geriatric behavior modification program...
Collaborate with the interdisciplinary treatment teams to provide clinical assessment information, consultation, recommendations and behavior summaries regarding competency status of assigned patients receiving competency therapy. Provide counseling and education to patient's family/support systems as allowed with patient/hospital/HIPPA guidelines.		Incumbents may provide direct psychological services to clients in addition to coordinating, monitoring and managing the assigned program, project or system.
In conjunction with the Competency Restoration Team, identify, design, develop and monitor patient programming based on	Performs a program-wide assignment such as program interpretations, development, security, or offender evaluation.	Performs research on causation factors in mental illness, retardation, effectiveness of therapy and therapeutic technique improvements...

⁴ Most positions within the civil service system occasionally perform duties that appear in more than one classification. However, when determining the appropriate classification for a specific position, the duties and responsibilities of that position must be considered in their entirety and the position must be allocated to the classification that provides the best fit overall for the majority of the position's duties and responsibilities. See *Dudley v. Dept. of Labor and Industries*, PRB Case No. R-ALLO-07-007 (2007).

<p>patient/program service needs. Develop objectives, policies and procedures</p>		
<p>Meet with Sanity Commission members to conduct interviews and/or review status of competency restoration, including mental status, for Order Staying Proceedings patients</p>	<p>Directs the care, custody, evaluation, treatment, and community liaison for one or more groups of court-committed sexual or mentally ill offenders at a mental health hospital treatment center utilizing group therapy techniques</p>	<p>Subject to supervision or general review and consultation of a licensed psychologist has responsibility for a program, project or system within an institution...</p>

As outlined above, Mr. Randall's duties fit into both classes, however, the entirety of his duties coupled with his responsibilities are more closely aligned with the Psychology Associate class. It is also important to note that during the course of the phone conference, Mr. Randall described in detail the role of the Sanity Commission which is a group of licensed psychologists and/or licensed psychiatrists that Mr. Randall routinely meets with to discuss the status of competency and mental status of patients with whom Mr. Randall is tasked with treating. He is therefore, "Subject to the supervision **or** general review and consultation of a licensed psychologist has responsibility for a program..." This is important as it appears that one of the allocating criteria DSHS HR used was this specific language, however, when DSHS HR applied the language to Mr. Randall's duties, they did not specifically look at the Sanity Commission and the general review and coordination of the Sanity Commission of Mr. Randall's duties. During the conference Mr. Lester indicated that he potentially should have looked more closely at the Sanity Commission and their involvement with Mr. Randall's duties. It is for these reasons that Mr. Randall's duties more closely align with those of the Psychology Associate class.

Psychology Associate

The class series concept for this position is contained in 362A which is the Psychology Associate outlined below:

Class Series Concept

Provides professional psychology services within institutions, correctional facilities, and other facilities operated by the state of Washington. Positions at the 4th level require a license to practice psychology.

Definition

This is the journey, working or occupational level of the series. Subject to supervision **or general review and consultation of a licensed psychologist** has responsibility for a program, project or system within an institution; or subject to the supervision of a licensed psychologist, serves as the psychology specialist for an institutional training, reception/admissions, pre-vocational/vocational, violent geriatric behavior modification program, or to a multidisciplinary team within a Division of Developmental Disabilities (DDD) facility Program Area Team (PAT). [emphasis added]

Positions in this class are distinguished from lower level psychologists by unit wide or cross unit responsibility. Incumbents may provide direct psychological services to clients in addition to coordinating, monitoring and managing the **assigned program**, project or system. [emphasis added]

Specialist positions may report to other than psychology staff, but clinical supervision by a licensed psychologist must be available.

Positions in this class may lead or supervise the work of lower level professional and other staff.

Mr. Randall's position duties fall within this class. Pursuant to his PRR (Exhibit B-2), PD (Exhibit B-3) and the information obtained during the Director's Review telephone conference, he is responsible for the competency restoration of individuals who have been admitted to ESH for treatment following a finding by a court in a criminal proceeding. He also collaborates with an interdisciplinary team daily to discuss a patient's needs and any changes in their treatment. He makes recommendations, provides clinical assessment information, drafts behavior summaries regarding competency status of his assigned patients and he provides counsel and therapy to patient's family/support systems pursuant to ESH and HIPAA guidelines. Mr. Randall's competency program (Exhibit B-10) which he developed and ESH uses within the FSU unit has been audited by the Joint Commission on Accreditation for Healthcare Organization and the Center for Medicaid Services. This means the program established by Mr. Randall and used at ESH meets federal guidelines for competency restoration.

Although Mr. Randall's direct supervisor at the relevant time of this review was not a licensed psychologist, he continuously has his work reviewed by, consults with and works with a licensed psychologist on a daily basis. This is accomplished by his reporting to the Sanity Commission which is comprised of licensed psychologists working throughout ESH and more importantly with Mr. Randall in the FSU unit. Throughout the course of the Director's Review Conference, Mr. Randall discussed his coordination of treatment with the Sanity Commission. Mr. Randall stated that when a patient has been deemed unfit to continue in the court process, it is a licensed psychologist that makes such determination. After the determination has been made, Mr. Randall meets with the psychologist to gain an understanding of the reasoning behind the competency determination which assists him on the areas of treatment needed for a particular patient. Throughout this process, Mr. Randall continuously works with a licensed psychologist and the licensed psychologist reviews the treatment plan and consults with Mr. Randall throughout treatment.

Mr. Randall works at the journey level which is defined by the State HR, *Glossary of Classification Terms* as "Fully competent and qualified in all aspects of a body of work and given broad/general guidance. Individuals can complete work assignments to standard under general supervision. Also referred to as the working or fully-qualified level." Mr. Randall provides direct psychological services to clients in addition to coordinating, monitoring and managing the assigned program. State HR further defines "Program" as "... specialized area with specific complex components and tasks that distinguish it from other programs (or the main body of an organization). A program is specific to a particular subject and has a specific mission, goals and objectives..." In this case, Mr. Randall is tasked with Competency Restoration and is the assigned therapist for this program. As stated above, Mr. Randall developed and implemented this program. He "continuously works with management, department heads and the Sanity Commission psychologists and psychiatrists to achieve coordination and implementation of the program."

Mr. Randall requires little supervision and is responsible for devising his own work methods. Mr. Randall's supervisor stated in the supervisory portion of the PRR that some of the decisions Mr. Randall is authorized to make are "a) Admission to Competency Restoration classes, treatment interventions, documentations and b) Referral to Sanity Admission evaluators, group times/topics, 1:1 reviews of police reports."

In addition, although the examples of typical work identified in a class specification do not form the basis for an allocation, they lend support to the scope and level of work performed by that classification. The Psychologist Associate typical work statements include the following:

As a diagnostic/admissions specialist: tests, evaluates, diagnoses and determines mental level and emotional adjustment of newly committed inmates and residents; writes reports; provides consultation to treatment and custody staff;

Consults staff members regarding treatment recommendations, precautions, test results, program planning, release planning and handling specific behavior disturbances;

Administers psychological tests covering academic achievement, social maturity, skills and interests;

Mr. Randall performs the duties of a Psychologist Associate on a regular basis and for the majority of his time. I find the decision making authority coupled with Mr. Randall's duties and his constant coordination and review with a licensed psychologist (Sanity Commission) to be the majority of Mr. Randall's work and therefore Mr. Randall's position is best described in the Psychology Associate classification.

Based on the primary focus of Mr. Randall's position and in comparison of his assigned duties and responsibilities to the relevant job classes, his duties more accurately align to the requirements of the Psychology Associate classification. The Psychology Associate best describes the work performed and his position should be reallocated to the Psychology Associate classification.⁵

Appeal Rights

RCW 41.06.170 governs the right to appeal. RCW 41.06.170(4) provides, in relevant part, the following:

An employee incumbent in a position at the time of its allocation or reallocation or the agency utilizing the position, may appeal the allocation or reallocation to the Washington Personnel Resources Board. Notice of such appeal must be filed in writing within thirty days of the action from which appeal is taken.

The mailing address for the Personnel Resources Board (PRB) is PO Box 40911, Olympia, Washington, 98504-0911. The PRB Office is located on the 3rd floor of the Raad Building, 128 10th Avenue SW, Olympia, Washington. The main telephone number is (360) 407-4101 and the fax number is (360) 586-4694.

If no further action is taken, the Director's determination becomes final.

c: David Randall, Employee
Lester Dickson, Classification and Compensation Specialist
Dale Roberts, Washington Federation of State Employees

Enclosure: List of Exhibits

⁵ The best fit concept is supported by *Salsberry v. Washington State Parks and Recreation Commission*, PRB Case No. R-ALLO-06-013 (2007), the Personnel Resources Board (the Board) addressed the concept of best fit. The Board referenced *Allegri v. Washington State University*, PAB Case No. ALLO-96-0026 (1998), in which the Personnel Appeals Board noted that while the appellant's duties and responsibilities did not encompass the full breadth of the duties and responsibilities described by the classification to which his position was allocated, on a best fit basis, the classification best described the level, scope and diversity of the overall duties and responsibilities of [his] position.

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LIST OF EXHIBITS

A. David Randall Exhibits

1. Position Review Request Dated 3/17/16
2. Comparison of PDFs for Forensic Therapist Competency Restoration Therapist, and PDFs for Psychology Associate Competency Restoration Therapist
3. Dr. Strandquist letter dated 4/15/16
4. WFSE Psychology Associate Bid Posting dated 5/2/16
5. Performance Evaluation dated 1/26/06
6. Performance Evaluation dated 1/29/07
7. Performance Evaluation dated 1/29/08
8. Performance Evaluation dated 1/27/09
9. Performance Evaluation dated 1/27/10
10. Performance Evaluation dated 11/3/11
11. Performance Evaluation dated 9/24/12
12. Performance Evaluation dated 10/31/13
13. Performance Evaluation dated 10/20/14
14. Performance Evaluation dated 10/21/15
15. Position Description Form Psychology Associate dated 6/22/15
16. Position Description Form Psychology Associate dated 3/7/16
17. Position Description Form Forensic Therapist dated 4/13/10
18. State of Washington Class Specification Psychology Associate

B. DSHS Exhibits

1. Allocation Determination Letter
2. Position Review Request
3. Position Description – VA65E (Rec. April 13, 2010)
4. Organization Chart
5. Email from Mary Reidy, dated January 6, 2016
6. E-Mail from David Randal, dated January 21, 2016
7. Position Description – RQ87 (Rec 6/22/2015)
8. E-mail from Chad McAteer, dated February 12, 2016
9. E-mail from David Randal, dated February 16, 2016
10. Information on Competency Restoration Program
11. Letter from David Randall, dated September 10, 2015
12. David Randall's Curriculum Vitae
13. Class Spec – Forensic Therapist – 352P
14. Class Spec – Psychology Associate – 362B

C. Class Specification

1. Forensic Therapist
2. Psychology Associate