CORE COMPETENCIES FOR PUBLIC HEALTH

A FRAMEWORK FOR WORKFORCE DEVELOPMENT

California Department of Public Health

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CDPH
California Department of
PublicHealth

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A Framework for Workforce Development

The California Department of Public Health (CDPH) public health core competencies describe the knowledge, skills, and behaviors critical to successful job performance in public health. The core competencies will help CDPH staff be successful at their work and achieve their professional goals. The core competencies will be used in CDPH for professional development initiatives that are designed to enhance the skill and development of the workforce and meet the public health needs of Californians. The development of the core competencies included feedback from hundreds of CDPH employees in a variety of occupational areas. The competencies were derived from nationally accepted public health workforce models, such as the Council on Linkages Core Competencies for Public Health Professionals, Public Health Accreditation Board standards and measures version 2022, Public Health National Center for Innovation Foundational Public Health Services, and from the California Department of Human Resources (CalHR) core competencies.

The competencies are divided into nine Domains. Each Domain has three competency levels which are called "tiers." Tier one is the fundamental level which is expected of all CDPH employees. Tier two includes all of tier one and additional, more advanced, competencies. Tier three includes all of tiers one and two and additional highly advanced competencies. CDPH is dedicated to supporting staff development in the knowledge, skills, and behaviors described in the nine Domains.

CDPH will use various methods for providing professional development opportunities to employees. Online public health trainings are being developed to cover the tier one competencies. Tier two and three competencies are planned to be offered through advanced trainings by Universities, the Centers for Disease Control (CDC), and specialty workshops and conferences. Developing public health core competencies will also

occur during daily work, through managerial support, coaching, and mentoring. The public health core competencies are a part of the ongoing efforts to foster a CDPH culture of learning and continuous quality improvement.

The following text provides a summary breakdown of each Domain and its assigned/expected competencies by tier level. This is followed by a Public Health Trainings Map covering the available and intended trainings for each Domain's tier one competencies. Last, is a section that breaks down the expectations for where each CDPH classification falls in terms of tier level for each Domain.

Domain 1: Data Analytics and Assessment

Data Analytics and Assessment focuses on identifying, collecting, and understanding data; employing and evaluating rigorous methods for assessing needs and assets to address community health needs; and using evidence for decision making to improve the health of communities.

TIER 1

Competencies at this level include:

- General understanding of what factors contribute to the health of the community.
- Basic awareness of the data that is collected and/or used in the department to assist in our understanding of population health both qualitative and quantitative.
- Basic ability to apply program data as appropriate to their position.
- General understanding of privacy and security requirements for specific data types.

TIER 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- The ability to understand the factors that impact population health, use of multiple data sets to understand population health particularly how the data can be used to improve public health programs.
- Ability to identify measures that capture impact of program work.
- Ability to visualize data to communicate key information.
- Use population health data to make programmatic changes or design interventions to reduce disparities in population health.
- Manage quantitative and qualitative data and understanding gaps or limitations of existing data sets.
- Knowledge and use of deidentification standards.
- Supervisory staff at this tier should be able to guide their teams in the use of data analytics and data science to accomplish their daily work.

TIER 3

Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies:

- Oversee and review data management plans.
- Approve findings made from complex analyses to ensure sound methodology.
- Engage in complex data analysis combining both quantitative and qualitative data.
- Evaluate effectiveness of program interventions and shifts in data.
- Analyze information and makes final recommendations for state health assessment and health improvement plans within and/or across CDPH programs.
- Identify additional data needs to address gaps in understanding of population health.
- Secure funding and ensures resources are available.
- Set and revise policies related to data use and management.
- Ability to communicate the data findings, analysis and cause and effect of interventions, to inform executive decision-making.

Domain 2: Policy Development and Program Planning

Policy Development and Program Planning focuses on developing, implementing, and evaluating policies, programs, and services; engaging in quality improvement for organizational and community planning; and influencing policies and programs to impact health and well-being for all.

TIER 1

Competencies at this level include:

- Basic understanding of the state legislative process.
- Basic understanding for how legislative bills can impact program/unit.
- Basic understanding of how regulations and rules can impact program/unit.

TIER 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- Write and prepare legislative bill analyses on behalf of program/unit.
- Contribute to policy development and implementation of program including helping set metrics and goals.

- Make recommendations on policy after reviewing feasibility of options and evaluating equity issues.
- Develop goals and strategies for how to implement program policies.
- Identify factors that contribute to specific populations' higher health risks and poorer health outcomes.
- Develop community health improvement strategies collaboratively across programs and with stakeholders and implement those strategies related to their program.
- Supervisory staff at this tier should be able to guide their teams in the use of public health policies to accomplish their daily work.

TIER 3

Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies:

- Write and influence department or statewide policy.
- Prepare and approve department, agency and legislative briefings and reports.
- Serve as a primary and expert resource for establishing and maintaining health policies and laws.
- Testify on behalf of the department during legislative briefings and hearings.
- Represent the department on various task forces and forums for policy development.
- Address factors that contribute to specific populations' higher health risks and poorer health outcomes.
- Implement community health improvement strategies collaboratively across programs and with stakeholders.
- Select and influence policy, justify decisions, and ensure implementation is equitable.
- Oversee goals and strategies and monitor progress in meeting them.

Domain 3: Communication

Communication focuses on employing effective communications strategies to convey information and combat misinformation and disinformation; assessing and addressing population literacy, language, and culture; soliciting and using community input; identifying opportunities to communicate data and information; communicating the roles of government, healthcare, and others; facilitating communications; and building trust with communities.

TIER 1

Competencies at this level include:

- Basic skills in listening and communicating with respect and empathy within internal workgroups, with team leaders, and with external partners (such as the public health system and the community through collaborative processes).
- Basic ability to communicate what public health is, what the health department does and why it matters.
- Basic ability to identify, suggest and assess goals and data inputs; and suggest, and develop basic messaging with leadership guidance.
- Basic ability to understand or identify issues and summarize findings.
- Basic ability to conduct fact checking, including checks that the communications are not omitting data that provide important context, and

support transparency by indicating how data may be updated or changed over time.

- Basic ability to organize and format content that is appropriate for target audiences.

TIER 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- Ability to take complicated issues and ideas and communicate them in a simplified way that the public can understand.
- Incorporate diverse information, data and science into clear, cohesive messages that are well organized, relatable and inform the audience.
- Ability to speak confidently about public health issues and the organization before diverse stakeholders, including the general public and members of the media.
- Express the organization's vision, mission, and goals.
- Understand how to implement a risk communication strategy.
- Knowledge of a variety of methods to make information available to the public and assess the appropriate use of communication tools and strategies based on the topic, including the appropriate selection of messengers.
- Implement health communication strategies to encourage actions to promote health.
- Ability to work with, engage and collaborate with diverse stakeholders, convene and mobilize community partnerships and coalitions; and the ability to maintain ongoing relations with all local and statewide stakeholders, including the ability to develop plain language talking points, speak in public, and use electronic communication tools to interact with stakeholders.
- Ability to respond on a program level, communicate the value and benefits of programs and initiatives; integrate CDPH branding and messaging into program and department wide communication strategies.

TIER 3

Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies:

- Ability to develop and implement a risk communication strategy, to increase visibility of a specific public health issue and communicate risk. This includes the ability to provide information on health risks and associated behaviors.

- The ability to develop, write and review executive level materials (such as program, department, or statewide policies; reports in support of programs; communication plans; department, agency and legislative briefings and reports; and regulations).
- Ability to influence the general understanding of public health through communications.
- Ability to implement a department wide branding and messaging strategy and create policies and procedures.
- Ensure that health department staff have a clear understanding and commitment to the health department's brand.
- Coordinate the department's longer-term vision into all aspects of the organization and encourage implementation of the vision through policies and work efforts.
- Communicate effectively to stakeholders the strategic value of the vision.
- Ensure that there is a clear connection between tactical business plans, the organization's strategic plan, and the vision.
- Act as a spokesperson for the department and respond to critical issues raised by stakeholders, media, other governmental entities and/or elected officials.
- Speak publicly and conduct media interviews about the department and public health issues with and without thorough preparation.

Domain 4: Health Equity

Health Equity focuses on recognizing and responding to diversity of the workforce and populations served; applying principles of ethics, diversity, equity, inclusion, and justice to policies and programs; committing to continuous self-reflection; re-evaluating organizational policies; and advocating to reduce systemic barriers that further health inequities.

Tier 1

Competencies at this level include:

- Basic understanding of Health Equity and the Health Workforce Equity Framework.
- Respect and learn from different perspectives and adhere to related departmental policies and ethical principles.
- Engage in continuous self-reflection about one's biases (e.g., perceptions, assumptions, stereotypes) and collection of data that supports upward actionable progress for mitigating inequity and racism within CDPH.
- Recognize the diversity of individuals and populations.

Tier 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- Demonstrate the capability to; apply principles of ethics, diversity, equity, inclusion, and justice in all roles and responsibilities, advocate for health equity and social and environmental justice, describe and communicate equity principles, programmatic challenges, and inequities and contribute to increasing knowledge and awareness. The employee's demonstration of capability shall achieve a sustainably diverse, inclusive, and competent public health workforce.
- Ability to consider and ensure integration of equity principles in all internal and external program work.
- Recruit, hire, and develop a professional workforce that reflects the populations served and communities facing health inequities.
- Collect data to reflect the experience of communities impacted by inequities and make it accessible to the community for shared use in policy and program planning or collection of data that supports upward actionable progress for mitigating inequity and racism within CDPH.
- Build trust with the community/residents through transparent and inclusive communication, respectful co-learning, and leveraging community expertise to inform equitable practices.

Tier 3

Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies:

- Demonstrate the ability to foster inclusive and anti-racist workspaces and strategically coordinate health equity programming through a high-level, strategic vision and subject matter expertise that can lead and act as a resource to support such work across the department.
- Demonstrate the capability to implement organizational policies, programs, and services to achieve health equity and social and environmental justice.
- Collaborate with governmental partners and community-based organizations that will improve access to social services and resources intended to impact the Social Determinants of Health (SDOH).
- Demonstrate the ability to recruit a qualified and diverse health department workforce.
- Develop a workforce development plan that assesses workforce capacity and includes strategies for improvement.
- Provide professional and career development opportunities for all staff.
- Integrate health equity principles throughout the organization's programmatic and operational plans, policies, and procedures, including budget, human resources, procurement, data, and decision-making.
- Strategically direct staff resources and funding to build organizational capacity to address equity and to focus resources on ways that benefit communities experiencing greatest inequities.
- Provide opportunities for staff to learn and discuss equity topics and incorporate their learning into practice.

- Conduct shared analysis with staff, multisector partners, and community/residents to explore the root causes of problems and co-develop strategies and solutions.
- Collaborate with other agencies and organizations across sectors to amplify equity and address the root causes related to the environmental, social, and economic conditions which impact health (SDOH).
- Include community members/residents and stakeholders in key decisions about program, policy planning, and evaluation activities.

Domain 5: Community Partnership

Community Partnership focuses on understanding and developing relationships within the community; advancing collaboration while ensuring community power and ownership; defending public health policies, programs, and services; and evaluating effectiveness to improve community health and resilience.

Tier 1

Competencies at this level include:

- Basic understanding of the reasons why community partnerships are essential to public health.
- Basic understanding for how the department works across programs in collaborative efforts.
- Basic understanding of the mission of the organization, and can explain the importance of a healthy and resilient community as well as the impact relationships are having on community health and resilience.
- Basic understanding of the importance to engage and maintain trust with community residents at the grassroots level.
- Basic ability to collaborate with community members and organizations to identify and address community health and resilience needs.

- Basic understanding of the importance to assess the impact of policies, programs, and services on community health and resilience.
- Basic ability to contribute to the development of, and implement, strategies for maintaining relationships that improve community health and resilience.
- Basic ability to ensure accountability to the community (e.g., being transparent and inclusive, taking responsibility for decisions and their consequences).
- Basic understanding of the importance of partnering with communities to build their capacity and power to gain greater control over the factors that affect their lives.

Tier 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- Ability to identify community collaborators, partners, and/or stakeholders.
- Determine relationships that should be maintained to improve community health and resilience, including with other Centers, Divisions, Offices, and/or programs within CDPH.
- Develop strategies for maintaining relationships that improve community health and resilience, including in partnership with other Centers, Divisions, Offices, and/or programs within CDPH.
- Engage with community members to address public health issues and promote health.
- Involve community collaborators, partners, and/or allies early in any undertaking process.
- Understand and explains the broader environment and competing influences and demands.
- Ability to create, convene, and sustain strategic, non-program specific relationships with key health-related organizations; community groups or organizations representing populations experiencing health disparities or inequities; private businesses and health care organizations; and relevant federal, tribal, state, and local government agencies and non- elected officials.
- Ability to strategically select and articulate governmental public health roles in programmatic and policy activities and coordinate with these partners.

Tier 3

Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies:

- Ability to identify community collaborators, partners, and/or stakeholders; determines relationships that should be maintained to improve community

health and resilience, including with other Centers, Divisions, Offices, and/or programs within CDPH.

- Develop strategies for maintaining relationships that improve community health and resilience, including in partnership with Centers, Divisions, Offices, and/or programs within CDPH.
- Engage with community members to address public health issues and promote health.
- Involve community collaborators, partners, and/or allies early in any undertaking process.
- Understand and explain the broader environment and competing influences and demands to CDPH staff and community collaborators, partners, and/or stakeholders.
- Ability to build strategic community relationships, share power and decision making, and allow for authentic participation by those facing health inequities.
- Ability to create, convene, and sustain strategic, non-program specific relationships with key health-related organizations; community groups or organizations representing populations experiencing health disparities or inequities; private businesses and health care organizations; and relevant federal, tribal, state, and local government agencies and non- elected officials.
- Ability to strategically select and articulate governmental public health roles in programmatic and policy activities and coordinate with these partners.

Domain 6: Public Health Sciences

Public Health Sciences focuses on using and contributing to the evidence base; understanding historical systems, policies, and events impacting public health; applying public health sciences to deliver the 10 Essential Public Health Services; critiquing and developing research; using evidence when developing policies and programs; and establishing cross-sector partnerships to improve the public's health.

Tier 1

Competencies at this level include:

- General awareness that CDPH uses public health science to prevent disease, prolong life, and promote health.
- Familiarity with how CDPH uses basic public health sciences such as epidemiology, surveillance, data systems, public health laboratories, public health research, outbreak investigations, and the control and mitigation of public health problems and environmental hazards.
- General awareness of population health data science (PHDS) which focuses on transforming data into actionable knowledge to improve health.
- Basic ability to describe how the social determinants of health are used by CDPH to drive health equity using public health science.

Tier 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- Have a working knowledge of biostatistics, be able to proficiently use software/computer programs to produce data tables and graphs and interpret data and make conclusions.
- Ability to apply scientific methodology to their work and use scientific methods for analysis, decision making, and recommendations that influence CDPH leadership, partner organizations, and stakeholders.
- Contribute to the public health evidence base and research through scientific work and sharing of best practices.
- Supervisory staff at this tier should be able to guide their teams in the use of public health sciences to accomplish their daily work.

Tier 3

- Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies: Inform, influence, and optimize the content and direction of public health scientific practice, research, and decision-making.
- Proficient in strategic decision-making methods and in applying the six elements of a good decision, including 1) Setting the right frame, (2) considering creative alternatives, (3) gathering meaningful data and useful information, (4) clarifying values and tradeoffs, (5) using logical reasoning, and (6) committing to follow through.
- Use leadership skills and proven decision intelligence practices and frameworks to facilitate accountability for effective and efficient public health infrastructure funding and support organizational capacity building in population health data science.
- Ensure that training in the public health sciences is available to staff in Tiers 1 and 2.

Domain 7: Management and Finance

Management and Finance focuses on securing, managing, and engaging human and financial resources; supporting professional development and contingency planning to achieve program and organizational goals using principles of diversity, equity, inclusion, and justice; developing and defending budgets; motivating personnel; evaluating and improving program and organization performance; and establishing and using performance management systems to improve organization performance.

Tier 1

Competencies at this level include:

- Basic understanding of the concepts and tenets that impact the effective and efficient operations of the team/program they belong to. These include (1) workforce development; (2) financial/funding resources and compliance requirements; (3) the importance of performance management; (4) knowledge of work plans relevant for their program; and 5) emergency preparedness and activation procedures.
  - o Understand the basic concepts of what impacts staff success (for instance, their level of motivation, performance, productivity, and engagement) in their daily work. This shall also include knowledge of staff

regarding professional development opportunities that are available; how to access and utilize existing department and state resources for professional development; attendance at all required trainings to improve competency within this domain; understand the importance and value of diversity and inclusivity.

- o Understand basic funding mechanisms of the program and comply with all current fiscal requirements.
- o Understand basic concepts of performance management (including the importance of performance management for achieving program goals) and know if there are any existing metrics for the program.
- o Actively engage in development of program and organizational plans and policies.

Tier 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- Support the success of the team/program they manage. This is accomplished through the development, implementation and monitoring of workforce development plans, performance improvement plans, work plans and contingency plans.
  - o Develop and monitor performance management standards and metrics for continuous quality improvement and be able to address or adjust any current operational processes based on results of quality improvement projects.
- Ensure that all budgets and financial resources for each program are used in accordance with current constraints and parameters.
  - o Determine financial resources available or projected for the program and develop program budgets; accordingly, understand the critical components necessary for accurate projections. Monitor all budgets and develop any corrective actions necessary to ensure budgets remain within established parameter and ensure actions are implemented. Be able to defend and justify program budget and needs, within the context of achieving organizational goals. Ensure financial resources are utilized effectively and in compliance with all respective requirements and to meet program goals.
- Adjust as necessary to any of the plans indicated above, and ensuring any corrective actions are taken as appropriate.

- o Assess how successful staff are in the performance of their daily work and ensure use of such assessment to develop, implement and monitor strategies and policies that improve staff success. Evaluate and adjust strategies accordingly.
  - o Resolve any issues or conflicts that may occur as part of workforce development, during budget/fiscal planning and development, during emergency response functions and when implementing quality improvement efforts.
- Competent in the concept of change management (processes that support employees and teams as an organization transition to new processes, tools, or initiatives).

*For purposes of this domain, "organizational" shall mean at the Center or Department level, or any level that incorporates more than one program.

Tier 3

- Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies: Ensure development, implementation and monitoring of appropriate plans by all programs they manage.
  - o Ensure the development, implementation and monitoring of strategies and policies that improve the success of BOTH individual staff and entire teams. Evaluate and adjust strategies accordingly. Determine future human resources needs for evolving and changing public health practice.
- Ensure all resources (financial, human and other assets) are allocated and used in accordance with established constraints and to meet organizational goals.
  - o Determine financial resources available or projected for the organization and develop organizational budgets accordingly. Projections should include any relevant information necessary, including changes in legislation or regulation (at the state and federal level), economic forecasts. Ensure that all budgets are operating within current constraints and parameters and actively resolve any conflicts or issues, and ensure any corrective actions are implemented when necessary. Develop priorities for funding when limited based on organizational mission and goals. Defend and justify organizational budget and needs, within the context of achieving organizational goals, to elected members, legislature, and other critical stakeholders. Ensure financial resources are

utilized effectively and in compliance with all respective requirements and to meet organizational goals.

- Justify budget and use of resources to others outside of the organization (including elected officials, legislature, and other stakeholders).
    - Develop and monitor performance management standards and metrics for continuous quality improvement.
    - Adjust plans as appropriate based on changing needs and resources.

Domain 8: Leadership and Systems Thinking

Leadership and Systems Thinking focuses on understanding and engaging with cross-sector partners and inter-related systems; creating opportunities for collaboration among public health, healthcare, and other organizations to improve the health of communities; building confidence and trust with staff, partners, and the public; identifying emerging needs; and developing a shared vision to engage with politicians, policymakers, and public health to promote the role of governmental public health.

Tier 1

Competencies at this level include:

- General understanding that all CDPH staff can be leaders.
- General awareness of the CDPH strategic plan, mission, vision, and values.
- Basic understanding of how their daily work relates to the CDPH strategic plan, mission, vision, and values.
- Ability and awareness to treat all people with respect.
- Basic ability to help create a positive work environment.
- Familiarity with the functions and organization of public health in California including CDPH's organizational structure, mission, vision, and values, the roles of local health departments and their relationship to CDPH, and the roles of the

California Conference of Local Health Officers (CCLHO) and County Health Executives Association of California (CHEAC).

- Understand the basic tenets of trust and why this is so important with colleagues and managers.

Tier 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- Serve as a role model to inspire others through personal actions.
- Adopt a coaching approach to mentoring staff and teams.
- Effectively lead teams through regular, clear and effective communication, and establishing and monitoring performance expectations.
- Ensure that CDPH staff receive timely and appropriate feedback and annual performance evaluations.
- Ensure that CDPH staff represent the diversity of the people of California and are hired according to CalHR rules.
- Role model and promote professional development in all staff and ensure that staff have time to pursue their own professional development.
- Build an environment and culture that fosters trust.
- Lead with humility.

Tier 3

- Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies:Leaders at this level are champions who have positive impacts on the culture of CDPH and public health in California.
- Champion for health equity for all Californians.
- Able to gain the trust of the public, elected officials, and other decision makers through skilled communication and actions of personal integrity and stewardship.
- Aware of local, state, federal, and global influences on public health and leads CDPH through changes to adapt to the ever-changing landscape.
- Able to take a vision for the future of public health and translate the vision into a working model and practice for CDPH staff.
- Ensure that CDPH has a work environment that is supportive and promotes personal and career development.

Domain 9: Emergency Preparedness

Emergency Preparedness utilizes the phases of emergency management when preparing for, responding to, and recovering from a public health emergency. During and following an emergency, public health professionals, first responders, and community officials work together to minimize death and injuries, prevent disease outbreaks and illnesses, and ensure safe housing and facilities for individuals and families.

Tier 1

Competencies at this level include:

- Basic understanding of Disaster Service Worker requirements.
- Basic understanding of types of public health emergencies and disasters.
- Basic understanding of CDPH's role in preventing, preparing for and responding to emergencies and disasters.
- Basic knowledge of CA Public Health and Medical Mutual Aid system.
- Basic understanding of personal/home preparedness (with a focus to ensure they are ready to be DSWs).
- Basic understanding of the Incident Command System (ICS) and Standardized Emergency Management System (SEMS).
- Awareness that the Emergency Operations Response Plan (EORP) exists.

Tier 2

Competencies at this level include the same competencies as Tier 1, and the below additional competencies:

- Intermediate training and knowledge development of incident response teams and ability to be deployed/activated during an emergency.
- Specialized training for classifications such as Public Health Medical Officer and Research Scientists
- Basic understanding of recovery and public health's role in recovery
- Supervisory staff at this tier should be able to guide their teams in the use of emergency preparedness and response to accomplish their daily work.

Tier 3

- Competencies at this level include competencies listed in Tiers 1 and 2, and the below additional competencies: Advanced training in areas of Operations, Logistics, Planning and Finance and ability to be deployed/activated during an emergency.
- Able to serve in emergency administration capacity (contracting, procurement, FEMA reimbursement).
- Ability to serve as a section lead or lead a taskforce during a response.
- Training to serve as SMEs for advance planning and other specific response functions.

Public Health Trainings Map to CDPH Workforce Competencies

Background: The listed trainings are from a variety of organizations including CDPH, CDC, UCs, etc. The training identified is not all inclusive and staff may identify other learning opportunities. The quality and relevance of the trainings were not evaluated. The trainings were paired with domains/tiers based upon the training's title and limited online training descriptions. The trainings vary greatly in length from less than one hour to an entire year. Mandatory CDPH trainings are not included in the table and are listed at the end of the document with a reference to the appropriate Domain.

Domain 1: Data Analytics and Assessment	Tier(s)	Training Provider
Excel Basics: Level 1 Introduction	Tier 1	CalHR-CalLearns
Excel Basics: Level 2 Tables & Charts	Tier 1	CalHR-CalLearns
PowerPoint: Level 1	Tier 1	CalHR-CalLearns
Intro to PH Informatics	Tier 1	CDC Train
Make Data Useable, How to Tell Effective Stories with Data	Tier 1	CPS HR Consulting
Public Health Information Systems	Tiers 1 & 2	CDC Train
Systems Thinking for PH: An Intro	Tiers 1 & 2	CDC Train
Analyst Certification Series, Microsoft Skills	Tiers 1 & 2	CalHR-CalLearns
HR Analytics	Tier 2	CalHR-CalLearns
Data Strategies for Collecting, Analyzing, and Reporting	Tier 2	CalHR-CalLearns
Essential Analytical Skills	Tier 2	CalHR-CalLearns
Excel Basics: Level 3 Formulas & Functions	Tier 2	CalHR-CalLearns
Introduction to Analytical Skills	Tier 2	CalHR-CalLearns
PowerPoint: Level 2	Tier 2	CalHR-CalLearns
Make Data Usable: The First Step toward Data Analytics Mastery	Tier 2	CPS HR Consulting
How to Tell Effective Stories with Data	Tier 2	CPS HR Consulting
Improving Critical Thinking	Tier 2	CPS HR Consulting
UCB Decision Intelligence	Tiers 2 & 3	UCB Contract
Analyst Certificate	Tier 3	CalHR-CalLearns
Excel Advanced: Level 4 Pivot Tables	Tier 3	CalHR-CalLearns
Excel Advanced: Level 5 Power Pivot	Tier 3	CalHR-CalLearns
Excel Advanced: Level 6 Data Automation	Tier 3	CalHR-CalLearns

Excel Advanced: Level 7 Power Query	Tier 3	CalHR-CalLearns
Goal Setting for Lasting Change	Tier 3	CPS HR Consulting

Domain 2: Policy Development and Program Planning	Tier(s)	Training Provider
Intro to Policy Analysis in Public Health	Tier 1	CDC Train
Intro to Policy Evaluation in Public Health	Tier 1	CDC Train
Foundations of Project Management Framework	Tier 1	PACE
Position Skills	Tier 1	CalHR- CalLearns
The Role and Use of Evidence in Policy	Tiers 1 & 2	CDC Train
Intro to Policy Surveillance	Tiers 1 & 2	CDC Train
Policy Analysis in the Policy Process and How Systems Thinking Fits in	Tiers 1 & 2	CDC Train
Legislative and Governmental Affairs Training	Tiers 1 & 2	CDPH
Lean Six Sigma Black Belt Certification Program	Tier 2	CalHR-CalLearns
Writing for Analysts	Tier 2	CalHR-CalLearns
Technical Writing	Tier 2	CalHR-CalLearns
Lean Six Sigma Green Belt Certification Program	Tier 2	CalHR-CalLearns
Lean Six Sigma White Belt	Tier 2	CalHR-CalLearns
Critical Thinking Tools	Tier 2	CalHR-CalLearns
Organizing and Prioritizing for Success	Tier 2	CalHR-CalLearns
Legislative Bill Analysis	Tier 2	CalHR-CalLearns
Project Management	Tier 2	CalHR-CalLearns
Strategic Planning	Tier 2	CalHR-CalLearns
Writing Effective Policies and Procedures	Tier 2	CalHR-CalLearns
Improving Critical Thinking	Tier 2	CPS HR Consulting

Domain 3: Communication	Tier(s)	Training Provider
Communications Skills	Tier 1	CDC Train
Health Communication	Tier 1	CDC Train
The Art and Science of Communication	Tier 1	CDC Train
Emergency Risk Communication	Tier 1	CDC Train
Productive Communication Skills	Tier 1	CDC Train
Customer Service Excellence in the Public Sector	Tier 1	CalHR-CalLearns
Grammar and Punctuation Brush-Up	Tier 1	CalHR-CalLearns
Interpersonal Skills	Tier 1	CalHR-CalLearns
Key Communication Tips, How to be an Ally, Learn Pitch Perfect Communication in the Virtual World, Resolve Conflict Constructively	Tier 1	CPS HR Consulting
Presentation Skills	Tier 1	PACE

ADA Training, Crucial Conversations	Tier 1	CDPH
Communication and Writing	Tier 1	CalHR-CalLearns
Improving Your Communication Skills	Tiers 1 & 2	CDC Train
Risk Communication in PH Emergencies	Tier 2	CDC Train
Leadership Management Communication	Tier 2	CDC Train
Editing for Maximum Effectiveness	Tier 2	CalHR-CalLearns
Presentation Skills	Tier 2	CalHR-CalLearns
Writing Excellent Letters, Memos, and E-mails	Tier 2	CalHR-CalLearns
Writing Minutes and Meeting Notes	Tier 2	CalHR-CalLearns
Writing for Analysts	Tier 2	CalHR-CalLearns
Technical Writing	Tier 2	CalHR-CalLearns
Technical Writing- Communication, policy	Tier 2	CalHR-CalLearns
Writing for Analysts	Tier 2	CalHR-CalLearns
Communicating Effectively	Tier 3	CalHR-CalLearns

Domain 4: Health Equity	Tier(s)	Training Provider
Social Determinants of Health	Tier 1	CA Virtual Training Academy
Health Equity Prevention Toolkit	Tier 1	Prevention Institute-Rec by OHE
Health Equity in Rural Communities	Tier 1	The Colorado Trust-2015-Online recorded-Rec by OHE
Health Equity	Tier 1	Western Region PH Training Center
Introductory NCEZID Health Equity Training Series	Tier 1	CDC Train Series
The Critical path to DEI	Tier 1	CPS HR Consulting
Implicit Bias (Self-Paced eLearning)	Tier 1	CalHR-CalLearns
How to be an Ally	Tier 1	CPS HR Consulting
Compassion Fatigue	Tier 1	CPS HR Consulting
DE&I: How to be an Ally	Tier 1	CalHR-CalLearns
DE&I: Why it Matters for Leaders	Tier 1	CalHR-CalLearns
DE&I: Why it Matters for Staff	Tier 1	CalHR-CalLearns
Equity, Diversity, and Inclusion	Tier 1	CDPH HRD
Diversity, Equity, and Inclusion	Tier 1	CalHR-CalLearns
Cultural Humility	Tiers 1 & 2	CA Virtual Training Academy
From Concepts to Practice: Health Equity, Health Inequities, Health Disparities, and Social Determinants of Health	Tiers 1 & 2	CDC Train

Addressing Health Equity: A PH Essential	Tiers 1 & 2	CDC Train
Introduction to Health Equity and Racial Justice	Tiers 1 & 2	CDC Train
Racial Justice trainings	Tiers 1, 2 & 3	Race Forward-Interactive training modules-Rec by OHE
Roots of Health Inequity	Tiers 1, 2 & 3	NACCHO-Group and modules
Equity Toolkit	Tiers 1, 2 & 3	OHE-In Development-Based on OHEs 12 competencies
Ethical Decision Making	Tier 2	CalHR-CalLearns
Introduction to Cultural Intelligence	Tier 2	CalHR-CalLearns

Domain 5: Community Partnership	Tier(s)	Training Provider
Foundations of Community Engagement	Tier 1	CDC Train
Community Partnerships and Perspectives 1	Tier 1	CDC Train-Series from South Central PH Training Center and must register with Center
Community Partnerships and Perspectives 2	Tier 2	CDC Train-Series from South Central PH Training Center and must register with Center
Community Partnerships and Perspectives 3	Tiers 2 & 3	CDC Train-Series from South Central PH Training Center and must register with Center

Domain 6: Public Health Sciences	Tier(s)	Training Provider
Intro to Prevention Effectiveness	Tier 1	CDC Train
Intro to PH Surveillance	Tier 1	CDC Train
Intro to PH Labs	Tier 1	CDC Train
Outbreak Management	Tier 1	CA Virtual Training Academy
TB Case Management and other TB trainings	Tiers 1, 2 & 3	UCSF Curry International Tuberculosis Center
Epidemiology	Tiers 1, 2 & 3	CDC Train

UC Berkeley Decision Intelligence	Tiers 2 & 3	UCB Contract

Domain 7: Management and Finance	Tier(s)	Training Provider
Contracts and Purchasing	Tier 1	CDPH
Contracts and Purchasing System (CAPS)	Tier 1	CDPH
Enterprise Services Platforms	Tier 1	CDPH
FI$CAL	Tier 1	CDPH
Lean 101	Tiers 1 & 2	CDPH
Introduction to Q1 in Public Health	Tiers 1 & 2	CDPH
RBA	Tiers 1 & 2	CDPH
Wellness and Resilience	Tiers 1 & 2	CDPH
ITSD	Tiers 1 & 2	CDPH
Attendance Coordinator / Personnel Liaison	Tiers 1 & 2	CDPH
Agile Essentials	Tier 2	PACE
Business Analysis	Tier 2	PACE
Budgetary/Legal Accounting Overview	Tier 2	CalHR-CalLearns
Grant Funding Series: Managing Your Grant Award	Tier 2	CalHR-CalLearns
Grant Funding Series: Why Seek Grant Funding	Tier 2	CalHR-CalLearns
Grant Funding Series: Writing Effective Grant Proposals	Tier 2	CalHR-CalLearns
Introduction to Conflict Management	Tier 2	CPS HR Consulting
Introduction to Lean & Process Improvement	Tier 2	CPS HR Consulting
The Agile Mindset	Tier 2	CPS HR Consulting
Foundational of Project Management Framework	Tier 2	PACE
Goal Setting for Lasting Change, Improving Critical Thinking, Introduction to Lean & Process Improvement	Tier 2	CPS HR Consulting
Lean Six Sigma Green Belt Certification Program	Tiers 2 & 3	CalHR-CalLearns
Lean Six Sigma White Belt	Tiers 2 & 3	CalHR-CalLearns
Lean Six Sigma Black Belt Certification Program	Tiers 2 & 3	CalHR-CalLearns
Building Employee Engagement- A Roadmap & Lessons	Tiers 2 & 3	CPS HR Consulting
Operational Excellence and Continuous Improvement	Tier 3	CalHR-CalLearns
Online Collaboration for Project Managers	Tier 3	CalHR-CalLearns
Goal Setting for Lasting Change	Tier 3	CPS HR Consulting
Strategic Thinking, Vision, and Values	Tier 3	CalHR-CalLearns
Conflict Resolution	Tier 3	CalHR-CalLearns
Dealing with Challenging Behaviors	Tiers 2 & 3	CalHR-CalLearns
Conducting Effective Meetings	Tiers 2 & 3	CalHR-CalLearns

Discrimination Complaint Tracking System User Training	Tiers 2 & 3	CalHR-CalLearns
Drafting Personnel Actions	Tiers 2 & 3	CalHR-CalLearns
Effective Remote Management of People	Tiers 2 & 3	CalHR-CalLearns
Leading and Managing High Performance Teams	Tiers 2 & 3	PACE
How to Delegate to Empower Your Employees	Tiers 2 & 3	CalHR-CalLearns
Reasonable Accommodation & Medical Actions	Tiers 2 & 3	CalHR-CalLearns
Ideas for Motivating Your Remote Team	Tiers 2 & 3	CalHR-CalLearns
Hiring and Onboarding the Right Workers for the Public Sector	Tiers 2 & 3	CPS HR Consulting
Innovative Employee Hiring and Retention Strategies for the Public Sector	Tiers 2 & 3	CPS HR Consulting
Improving Employee Performance and Accountability	Tiers 2 & 3	CalHR-CalLearns
Building High Performance Teams	Tiers 2 & 3	CalHR-CalLearns
Building World Class Employee Engagement	Tiers 2 & 3	CPS HR Consulting
Stay Connected with Your Remote Team	Tiers 2 & 3	CalHR-CalLearns
Leading Remote Employees	Tiers 2 & 3	CalHR-CalLearns
Learn Proven Tactics to Empower and Delegate	Tiers 2 & 3	CPS HR Consulting
Managing and Measuring Organizational Performance	Tiers 2 & 3	CalHR-CalLearns
Nudge: Influencing Other to Take Action	Tiers 2 & 3	CalHR-CalLearns
Six Keys to Maintaining the Engagement of a Remote Workforce	Tiers 2 & 3	CPS HR Consulting
CA Leadership Academy: Manager Development Program	Tiers 2 & 3	CalHR-CalLearns
Coaching and Skill Transfer Workshop	Tiers 2 & 3	CalHR-CalLearns
Writing Effective & Compliant Duty Statements	Tiers 2 & 3	CalHR-CalLearns
Addressing Performance Problems: Discipline and Documentation	Tiers 2 & 3	CalHR-CalLearns
Developing a High-Functioning Workforce	Tiers 2 & 3	CalHR-CalLearns
5 Important Upskilling Tips for Public Sector Employers	Tiers 2 & 3	CPS HR Consulting
Best Practices for Onboarding	Tiers 2 & 3	CalHR-CalLearns
Understanding & Managing FMLA/CFRA Leave and Other Related Statutes	Tiers 2 & 3	CalHR-CalLearns
Supervisor's Guide to Best Hiring Practices	Tiers 2 & 3	CalHR-CalLearns
Understanding & Managing FMLA/CFRA Leave and Other Related Statutes	Tiers 2 & 3	CalHR-CalLearns
CalHR-CalLearns	Tiers 2 & 3	CalHR-CalLearns

5 Important Upskilling Tips for Public Sector Employees, Agile Leadership Applied, Building World Class Employee Engagement, Hiring and Onboarding the Right Workers for the Public Sector, Strategies to Build Resilient Teams in the Public Sector	Tier 1	CPS HR Consulting
Leading and Managing High Performance Teams, Business Analysis, Agile Essentials	Tiers 2 & 3	PACE

Domain 8: Leadership and Systems Thinking	Tier(s)	Training Provider
Servant Leadership 101	Tier 1	CDC Train
Adaptive Leadership: Strategies for PH	Tier 1	CDC Train
Mentoring Program	Tier 1	CDPH
Leadership and Whole-Systems Change-Tier 1	Tier 1	CDC Train
Systems Thinking for PH: An Intro- Tiers 1 and 2	Tiers 1 & 2	CDC Train
Building Employee Engagement- A Roadmap & Lessons, Learn Proven Tactics to Empower and Delegate	Tiers 1 & 2	CPS HR Consulting
Trauma Responsive Leadership	Tiers 1, 2 & 3	Lodestar Consulting and Executive Coaching-Includes intro to racial equity
Advanced Leadership and Practice-Tier 2	Tier 2	CDC Train
Overcome Bias to Make Better Decisions	Tier 2	CalHR-CalLearns
Virtual Training: Design and Delivery	Tier 2	CalHR-CalLearns
Effective Change Management	Tier 2	CalHR-CalLearns
Ethical Decision Making	Tier 2	CalHR-CalLearns
Excelling as an Individual Contributor	Tier 2	CalHR-CalLearns
The Agile Mindset	Tier 2	CPS HR Consulting
Beyond the Pandemic: The Hybrid Workforce	Tier 2	CalHR-CalLearns
Strategic Planning	Tier 2	CalHR-CalLearns
Overcome Information Overload	Tier 2	CalHR-CalLearns
Improving Critical Thinking	Tier 2	CPS HR Consulting
Building Resilience for Work and Life	Tier 2	CalHR-CalLearns
Results Based Leadership	Tier 2	CalHR-CalLearns
UC Berkeley Decision Intelligence	Tiers 2 & 3	UCB Contract
Am I Okay? Are You Ok? Integrity in Leadership	Tiers 2 & 3	UCSF Curry International Tuberculosis Center
Strong Leader Academy	Tiers 2 & 3	CDPH
Emerging Leaders Academy	Tiers 2 & 3	CDPH

California Leadership Academy, Position Skills, Team Building, Telework	Tiers 2 & 3	CalHR-CalLearns
Agile Leadership Applied	Tier 3	CPS HR Consulting
Fundamentals of the Strategic Leadership Style	Tier 3	CalHR-CalLearns
Empathetic Leadership	Tier 3	CalHR-CalLearns
Becoming a Resilient, Innovative Leader	Tier 3	CalHR-CalLearns
Working as a Remote Team	Tier 3	CalHR-CalLearns
The Transformational Power of Questions	Tier 3	CalHR-CalLearns
California Style Manual Training	Tier 3	CalHR-CalLearns
Extraordinary Leader	Tier 3	CalHR-CalLearns
Building a Leadership Culture of Coaching	Tier 3	CalHR-CalLearns
Getting to 'Yes' with Your Supervisor	Tier 3	CalHR-CalLearns
Goal Setting for Lasting Change	Tier 3	CPS HR Consulting
Strategic Thinking, Vision, and Values	Tier 3	CalHR-CalLearns
So You Want to be a Supervisor	Tier 3	CalHR-CalLearns
Lead Person Workshop	Tier 3	CalHR-CalLearns
Building Employee Engagement- A Roadmap & Lessons	Tier 3	CPS HR Consulting
Building High Performance Teams	Tier 3	CalHR-CalLearns
Leading Effectively	Tier 3	CalHR-CalLearns
Implementing Strengths-Based Leadership	Tier 3	CalHR-CalLearns
Strategies for Building Resilient Teams in the Public Sector	Tier 3	CPS HR Consulting
CA Leadership Academy: Executive Development Program	Tier 3	CalHR-CalLearns
Facilitative Leadership in a Virtual World	Tier 3	CalHR-CalLearns
Leading Remote Employees	Tier 3	CalHR-CalLearns
Leadership Principles and Practices	Tier 3	CalHR-CalLearns

Domain 9: Emergency Preparedness	Tier(s)	Training Provider
ICS 100 Introduction to the Incident Command System (ICS)	Tier 1	FEMA-online
IS 700-National Incident Management System-An Introduction	Tier 1	FEMA-online
IS 800-National Response Framework-An Introduction	Tier 1	FEMA-online
ICS 200-ICS For Single Resources and Initial Action Incidents	Tier 2	FEMA-online
Introduction to CDPH Medical and Health Coordination Center (MHCC)	Tier 2	CDPH half day course

Medical Health Operations Center Support Activities (MHOCSA)	Tier 2	California Specialized Training Institute (CSTI)-certified two-day course
ICS 300-Intermediate ICS For Expanding Incidents	Tier 3	FEMA-four-day course
ICS 400-Advanced ICS for Command and General Staff	Tier 3	FEMA-four-day course
Incident Response Team (IRT) MHCC Section Specific Training	Tier 3	CDPH-one day course

Mandatory Trainings for all Employees	DOMAIN	Links to be Added
Introduction to Public Health Emergency Preparedness	Domain 9	
Defensive Driver Training (for employees who operate vehicles on official state business)	Domain 7	
Ethics Training (for designated employees under the Conflict-of-Interest Code)	Domain 7	
General Emergency Training	Domain 9	
CDPH Workplace Harassment Prevention Training	Domain 7	
Information Privacy and Security Training	Domain 1	
Injury and Illness Prevention Training	Domain 7	
New Hire Orientation	Domain 7	
Introduction to Quality Improvement in Public Health	Domain 7	
Anti-Phishing Training	Domain 1	
COVID-19 Health and Safety Training	Domain 9	

Mandatory Trainings for Managers and Supervisors	DOMAIN	Links to be Added
Leadership Training and Development	Domain 8	
CDPH Supervisor Development Program	Domain 7	
Beyond the Pandemic Training	Domain 9	

Core Competencies by Classification

The following pages map each of the CDPH classifications to the Domains and provide the recommended Tier or competency level for each classification. This matrix allows employees to assess their skills and abilities and seek training in areas where they may want to increase skills for either their current position and/or for promotional opportunities.

- Tier 1, Fundamental Knowledge = Yellow
- Tier 2, Advanced Program Level Knowledge = Green
- Tier 3, Expert Knowledge = Blue

Classification	Domain 1 Data Analytics & Assessment	Domain 2 Policy Development & Program Planning	Domain 3 Communication	Domain 4 Health Equity	Domain 5 Community Partnership	Domain 6 Public Health Science	Domain 7 Management and Finance	Domain 8 Leadership and Systems Thinking	Domain 9 Emergency Preparedness
Accountant Trainee	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Accounting Administrator I (Supervisor)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Accounting Administrator II (Supervisor)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Accounting Administrator III (Supervisor)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 3	Tier 3	Tier 1
Accounting Administrator Specialist I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1
Accounting Administrator Specialist II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Accounting Officer (Specialist)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Accounting Technician	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Administrative Assistant I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Administrative Assistant II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1
Air Pollution Research Specialist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 1
Animal Technician I	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 2
Animal Technician II	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 2
Animal Technician III	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 2
Animal Technician IV	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 2
Assistant Chief Counsel	Tier 1	Tier 3	Tier 3	Tier 2	Tier 2	Tier 2	Tier 3	Tier 3	Tier 1
Assistant Clerk	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Assistant Deputy Director	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 2	Tier 3	Tier 3	Tier 3
Assistant Director	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3
Assistant Health Physicist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Associate Accounting Analyst	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Associate Administrative Analyst	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Associate Budget Analyst	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Associate Construction Analyst	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Associate Director	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3
Associate Governmental Program Analyst	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1
Associate Health Physicist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Associate Health Program Adviser	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1
Associate Industrial Hygienist	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Associate Management Auditor	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Associate Personnel Analyst	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Associate Public Health Biologist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2
Attorney I	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1
Attorney II	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1
Attorney III	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1
Attorney IV	Tier 1	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3
Attorney V	Tier 1	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3

Classification	Domain 1 Data Analytics & Assessment	Domain 2 Policy Development & Program Planning	Domain 3 Communication	Domain 4 Health Equity	Domain 5 Community Partnership	Domain 6 Public Health Science	Domain 7 Management and Finance	Domain 8 Leadership and Systems Thinking	Domain 9 Emergency Preparedness
Branch Chief	Tier 2	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3	Tier 3	Tier 3
Building Maintenance Worker	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Business Services Officer (Specialist) I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Business Services Officer (Specialist) II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Business Services Officer I (Supervisor)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
C.E.A.	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3
California State Dental Director	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3
Chemist	Tier 3	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Chief Deputy Director	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3
Chief Engineer I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1
Chief Of Plant Operation III	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1
Chief, Food And Drug Unit	Tier 2	Tier 3	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3	Tier 3
Communicable Disease Manager I	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Communicable Disease Manager II	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Communicable Disease Manager III	Tier 2	Tier 3	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Communicable Disease Specialist I	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2
Communicable Disease Specialist II	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2
Consulting Communicable Disease Representative	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Custodian I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Custodian Supervisor I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Custodian Supervisor II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Dental Hygienist Consultant	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Deputy Director	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 2	Tier 3	Tier 3	Tier 3
Director	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3	Tier 3
Electrician I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Electrician II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Emergency Services Coordinator	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3	Tier 2	Tier 2	Tier 2	Tier 3
Environmental Program Manager I	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Environmental Program Manager II	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Environmental Scientist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Examiner I Laboratory Field Services	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Examiner II Laboratory Field Services	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Examiner III Laboratory Field Services	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Executive Assistant	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Executive Secretary I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Food And Drug Program Specialist	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Genetic Disease Program Specialist I	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Genetic Disease Program Specialist II	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2

Classification	Domain 1 Data Analytics & Assessment	Domain 2 Policy Development & Program Planning	Domain 3 Communication	Domain 4 Health Equity	Domain 5 Community Partnership	Domain 6 Public Health Science	Domain 7 Management and Finance	Domain 8 Leadership and Systems Thinking	Domain 9 Emergency Preparedness
Genetic Disease Program Specialist III	Tier 1	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Genetic Disease Program Specialist IV	Tier 1	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Graduate Student Assistant	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Graphic Designer III	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Health And Safety Officer	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 3
Health Education Consultant II	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Health Education Consultant III	Tier 2	Tier 3	Tier 3	Tier 3	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2
Health Facilities Evaluator II (Supervisor)	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2
Health Facilities Evaluator Manager I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2
Health Facilities Evaluator Manager II	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2
Health Facilities Evaluator Nurse	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Health Program Manager I	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1
Health Program Manager II	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1
Health Program Manager III	Tier 2	Tier 3	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Health Program Specialist I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1
Health Program Specialist II	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1
Information Officer I	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1
Information Officer II	Tier 1	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2
Information Technology Associate	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Information Technology Manager I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Information Technology Manager II	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Information Technology Specialist I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Information Technology Specialist II	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Information Technology Specialist III	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2
Information Technology Supervisor I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Information Technology Supervisor II	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Information Technology Technician	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Investigator	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Junior Health Physicist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1
Key Data Operator	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Labor Relations Analyst	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Labor Relations Specialist	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2	Tier 1
Laboratory Assistant	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Maintenance Mechanic	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Management Services Technician	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Marketing Specialist	Tier 1	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 1
Materials And Stores Supervisor	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Medical Consultant I	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3	Tier 1	Tier 2	Tier 2
Medical Consultant II	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3	Tier 1	Tier 2	Tier 2

Classification	Domain 1 Data Analytics & Assessment	Domain 2 Policy Development & Program Planning	Domain 3 Communication	Domain 4 Health Equity	Domain 5 Community Partnership	Domain 6 Public Health Science	Domain 7 Management and Finance	Domain 8 Leadership and Systems Thinking	Domain 9 Emergency Preparedness
Medical Record Consultant	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 3	Tier 1	Tier 2	Tier 2
Nurse Consultant I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 3	Tier 1	Tier 2	Tier 2
Nurse Consultant II	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 3	Tier 1	Tier 2	Tier 2
Nurse Consultant III	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 3	Tier 2	Tier 2	Tier 2
Nurse Consultant III (Supervisor)	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 2
Occupational Therapy Consultant	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 3	Tier 1	Tier 2	Tier 2
Office Assistant (General & Typing)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Office Services Supervisor I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Office Technician (General & Typing)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Personnel Specialist	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Personnel Supervisor II	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Personnel Technician II (Specialist)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Pharmaceutical Consultant I	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Pharmaceutical Consultant II	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Program Technician I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Program Technician II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Program Technician III	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Public Health Laboratory Technician I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Public Health Medical Administrator I	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 3	Tier 2	Tier 2	Tier 2
Public Health Medical Administrator II	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 3	Tier 2	Tier 2	Tier 2
Public Health Medical Officer	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2	Tier 3	Tier 2	Tier 2	Tier 2
Public Health Medical Officer II	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3	Tier 2	Tier 2	Tier 2
Public Health Medical Officer III	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 3	Tier 2	Tier 2	Tier 2
Public Health Microbiologist I	Tier 2	Tier 2	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Public Health Microbiologist II	Tier 2	Tier 2	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Public Health Microbiologist Supervisor	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2
Public Health Nurse I	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Public Health Nurse II	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Public Health Nutrition Consultant III (Supervisory)	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1
Research Data Analyst I	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Research Data Analyst II	Tier 2	Tier 1	Tier 1	Tier 2	Tier 1	Tier 3	Tier 1	Tier 1	Tier 1
Research Data Manager	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1
Research Data Specialist I	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Research Data Specialist II	Tier 2			Tier 2	Tier 1	Tier 3	Tier 1	Tier 2	Tier 1
Research Data Specialist III	Tier 2	Tier 3	Tier 2	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1
Research Data Supervisor I	Tier 3	Tier 2			Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Research Data Supervisor II	Tier 3	Tier 2	Tier 2	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1
Research Scientist I	Tier 2	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1

Classification	Domain 1 Data Analytics & Assessment	Domain 2 Policy Development & Program Planning	Domain 3 Communication	Domain 4 Health Equity	Domain 5 Community Partnership	Domain 6 Public Health Science	Domain 7 Management and Finance	Domain 8 Leadership and Systems Thinking	Domain 9 Emergency Preparedness
Research Sicentist II	Tier 3	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1
Research Scientist III	Tier 3	Tier 1	Tier 1	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1
Research Scientist IV	Tier 3	Tier 1	Tier 1	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1
Research Scientist Manager	Tier 3	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1
Research Scientist Supervisor I	Tier 3	Tier 2	Tier 2	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1
Research Scientist Supervisor II	Tier 3	Tier 2	Tier 2	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1
Research Scientist V	Tier 3	Tier 2	Tier 2	Tier 2	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1
Seasonal Clerk	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Senior Accounting Officer (Specialist)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Senior Emergency Services Coordinator	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 3
Senior Environmental Scientist (Specialist)	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2
Senior Environmental Scientist (Supervisory)	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2
Senior Health Physicist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 3
Senior Laboratory Assistant	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 1	Tier 1
Senior Legal Analyst	Tier 1	Tier 3	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Senior Management Auditor	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Senior Marketing Specialist	Tier 1	Tier 1	Tier 3	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2	Tier 1
Senior Personnel Specialist	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Senior Public Health Biologist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 2
Special Consultant	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Special Investigator	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	
Staff Management Auditor	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Staff Services Analyst	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Staff Services Management Auditor	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Staff Services Manager (Specialist) I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Staff Services Manager (Specialist) II	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Staff Services Manager I (Supervisory)	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Staff Services Manager II (Managerial/ Supervisory)	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1
Staff Services Manager III (Managerial)	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1
Staff Toxicologist (Specialist)	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2
Stationary Engineer	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Student Assistant	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Supervising Attorney	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Supervising Chemist	Tier 1	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1
Supervising Communicable Disease Representative	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2

Classification	Domain 1	Domain 2	Domain 3	Domain 4	Domain 5	Domain 6	Domain 7	Domain 8	Domain 9
	Data Analytics & Assessment	Policy Development & Program Planning	Communication	Health Equity	Community Partnership	Public Health Science	Management and Finance	Leadership and Systems Thinking	Emergency Preparedness
Supervising Food and Drug Investigator	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2	Tier 1
Supervising Health Physicist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2	Tier 2
Supervising Laboratory Assistant I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1
Supervising Laboratory Assistant II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1
Supervising Management Auditor	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1	Tier 1	Tier 2	Tier 2	Tier 1
Supervising Program Technician I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Supervising Program Technician II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1
Supervising Program Technician III	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1
Supervising Public Health Biologist	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2	Tier 2	Tier 1
Supervising Special Investigator I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1
Supervising Special Investigator II	Tier 1	Tier 2	Tier 2	Tier 2	Tier 2	Tier 1	Tier 2	Tier 2	Tier 1
Supervisor Of Building Trades	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Training Officer II	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 2	Tier 1	Tier 1
Warehouse Manager I	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Warehouse Worker	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1
Word Processing Technician	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1	Tier 1