



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
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MEMORANDUM
HR#06-16

January 19, 2016

TO: Personnel Commission Members
Department Directors
Division Administrators
Agency Personnel Liaisons
Agency Personnel Representatives
Employee Representatives

FROM: Lee-Ann Easton, Administrator *Lee-Ann Easton*
Division of Human Resource Management

SUBJECT: PROPOSED CLASSIFICATION CHANGES

Attached are proposed classification changes for your information pursuant to NRS 284.160, subsections 3 through 5. If you have any comments or objections regarding these changes, please send your written notification to Peter Long at plong@admin.nv.gov no later than February 19, 2016.

If no written objections are received in this office by February 19, 2016, action will be taken to effect the changes and a report will be made to the Personnel Commission.

Attachments

NOTICE OF PROPOSED CLASSIFICATION CHANGES

Number: Posting #21-16
Posting Expires: February 19, 2016

Per NRS 284.160, the Administrator may make a change in classification without the prior approval of the Commission. The following change(s) are proposed

CURRENT				PROPOSED			
CODE	TITLE	GRADE	EEO-4	CODE	TITLE	GRADE	EE0-4
12.370	Quality Control Specialist II	36	B	12.370	<i>Quality Control Specialist II</i> <i>Options A: Department of Health and Human Services (DHHS), Welfare</i> <i>B: Department of Employment, Training and Rehabilitation (DETR), Rehabilitation</i>	36	<i>B</i>
12.371	Quality Control Specialist I	34	B	12.371	<i>Quality Control Specialist I</i> <i>Options A: Department of Health and Human Services (DHHS), Welfare</i> <i>B: Department of Employment, Training and Rehabilitation (DETR), Rehabilitation</i>	34	<i>B</i>

Basis for Recommendation

As a result of NPD-19s submitted and in response to an appeal from the agency, also in conjunction with the Subject Matter Experts (SMEs) from DETR's Disability Adjudication and Vocational Rehabilitation units, Human Resource Management recommends revisions to the Quality Control Specialist series to recognize the work performed by staff in quality control/assurance units within DETR. In order to accommodate the separate and distinct duties, minimum qualifications and knowledge, skills and abilities required for positions within DETR, options were created. The series and class concepts were revised to update and accurately describe the duties performed by incumbents within DETR at both levels. The knowledge, skills and abilities (KSAs) were separated out into these options based upon differing KSAs required to perform duties in assigned program areas.

Quality Control Specialists review sample casework of public assistance, child support enforcement, disability adjudication/fraud, or vocational rehabilitation programs to determine compliance with State and federal laws, regulations, policies and procedures; identify errors and causal factors; investigate and verify case facts and information; and recommend corrective action or compile data for required reports. Incumbents conduct independent audits; determine compliance with State and federal laws by comparing information obtained through review of case records and collateral investigations to program requirements; and provide technical guidance to agency or county staff regarding program activities and requirements. They also prepare and submit audit findings to district office personnel, program administrators and federal authorities; explain errors; cite appropriate laws, regulations, policies or procedures; identify the source of errors and recommend appropriate corrective action as required; evaluate rebuttals to audit findings, develop supplemental reports, and conduct and participate in joint conferences with targeted office personnel and administrative staff to resolve differences and recommend corrective action as required; cooperate with federal and other outside reviewers to determine the accuracy and timeliness of the agency's evaluation; provide performance indicators to program administrators and federal officials which measure program efficiency and effectiveness and which become the basis for funding; and prepare and submit cases of suspected fraud for additional review and investigation.

Positions allocated to the Quality Control Specialist II within DETR perform duties including, but not limited to, the following: plan, develop, implement and maintain the federally mandated quality assurance program; conduct staff training relative to the rules, regulations, policies and procedures of the state/federal/Vocational Rehabilitation program or of the disability adjudication process: Furthermore, incumbents within the Bureau of Disability Adjudication's Quality Assurance Unit, ensure disability determinations are made accurately, timely and in compliance with federal requirements; and direct corrective action on decisions which do not conform to Social Security regulations.

Human Resource Management worked closely with the SMEs from both Rehabilitation units and they support these changes.

Note: Changes, additions and/or deletions on the class specification are noted in red.

The formal recommendations and specifications are on file with the Division Administrator, Human Resource Management. To view a copy in Carson City, go to 209 East Musser Street, Room 101; in Las Vegas, go to 555 East Washington Avenue, Room 1400. For more information call (775) 684-0130.

Objections to the proposed change(s) must be received in writing by February 19, 2016. Objections should be addressed to Peter Long, Deputy Division Administrator, Compensation, Classification and Recruitment Section of the Division of Human Resource Management, 209 East Musser Street, Room 101, Carson City, Nevada 89701-4204.

POSTING DATE: January 19, 2016



STATE OF NEVADA
Department of Administration
Division of Human Resource Management

CLASS SPECIFICATION

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
QUALITY CONTROL SPECIALIST II <i>OPTIONS A: DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS), WELFARE</i> <i>B: DEPARTMENT OF EMPLOYMENT, TRAINING AND REHABILITATION (DETR), REHABILITATION</i>	36	B	12.370
QUALITY CONTROL SPECIALIST I <i>OPTIONS A: DEPARTMENT OF HEALTH AND HUMAN SERVICES, (DHHS) WELFARE</i> <i>B: DEPARTMENT OF EMPLOYMENT, TRAINING AND REHABILITATION (DETR), REHABILITATION</i>	34	B	12.371

SERIES CONCEPT

Quality Control Specialists review sample casework of public assistance [ø], child support enforcement, *disability adjudication/fraud, or vocational rehabilitation* programs to determine compliance with State and federal laws, regulations, policies and procedures; identify errors and causal factors; investigate and verify case facts and information; and recommend corrective action or compile data for required reports.

Conduct independent audits; examine and evaluate sample case records for completeness, accuracy and validity according to federal and State program requirements, policies and procedures; establish and contact collateral resources to investigate and verify the appropriate application of program guidelines; determine compliance with State and federal laws by comparing information obtained through review of case records and collateral investigations to program requirements; establish and maintain files and control logs to document audit activities and ensure required timeframes are met.

Provide technical guidance to agency or county staff regarding program activities and requirements; develop and present training programs which address federal and State requirements, program requirements, policies and procedures, and other areas as required; review existing training materials and work with agency trainers to improve instructional materials as requested.

Prepare and submit audit findings to district office personnel, program administrators and federal authorities; explain errors; cite appropriate laws, regulations, policies or procedures; identify the source of errors and recommend appropriate corrective action as required.

Evaluate rebuttals to audit findings, develop supplemental reports, and conduct and participate in joint conferences with targeted office personnel and administrative staff to resolve differences and recommend corrective action as required.

Cooperate with federal and other outside reviewers to determine the accuracy and timeliness of the agency's evaluation; participate in or develop and implement strategies including corrective action plans in response to federal and other outside audits; develop and submit supplemental reports and/or rebuttals.

Provide performance indicators to program administrators and federal officials which measure program efficiency and effectiveness and which become the basis for funding; provide input data or compile, tabulate and analyze statistical data related to review findings to complete required reports and other documents.

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QUALITY CONTROL SPECIALIST I - *OPTIONS*

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SERIES CONCEPT (cont'd)

Prepare and submit cases of suspected fraud for additional review and investigation.

Perform related duties as assigned.

CLASS CONCEPTS

Quality Control Specialist II: Under general supervision, incumbents plan, organize and oversee the day-to-day activities of lower level Quality Control Specialists; train, supervise and evaluate the performance of assigned staff; assign and adjust workloads; implement regulations or policy changes affecting the work unit; provide case reviews for quality control staff; compile and review statistical data associated with unit activities from case records, logs, computer files and other sources and prepare requested reports. This is the supervisory level in the series.

Positions allocated to this level within the Department of Employment, Training and Rehabilitation, Rehabilitation Division, Vocational Rehabilitation and Bureau of Disability Adjudication, perform duties including, but not limited to, the following: plan, develop, implement and maintain the federally mandated quality assurance program; conduct staff training relative to the rules, regulations, policies and procedures of the state/federal/Vocational Rehabilitation program or of the disability adjudication process: independently plan, develop, and implement case review procedures: analyze findings resulting from quality assurance reviews, advise management of program performance and make recommendations for corrective action; compile review findings into various reports. Furthermore, specific to the Bureau of Disability Adjudication's Quality Assurance Unit, incumbents ensure disability determinations are made accurately, timely and in compliance with federal requirements; direct corrective action on decisions which do not conform to Social Security regulations.

Quality Control Specialist I: Under general supervision, incumbents perform the full range of duties described in the series concept. This is the journey level in the series.

MINIMUM QUALIFICATIONS

QUALITY CONTROL SPECIALIST II

OPTION A: DHHS, WELFARE

EDUCATION AND EXPERIENCE: Graduation from high school or equivalent education and three years of experience determining eligibility for public assistance programs, one year of which must have included reviewing the work of others; **OR** one year of experience as a Quality Control Specialist I in Nevada State service *determining eligibility for public assistance programs as described above*; **OR** an equivalent combination of education and experience *as described above*.

OPTION B: DETR, REHABILITATION

EDUCATION AND EXPERIENCE: *Graduation from high school or equivalent education and two years of journey level experience determining eligibility for disability insurance, which must have included reviewing the work of others or working with state/federal laws and regulations as they pertain to the Vocational Rehabilitation program, case management and Vocational Rehabilitation practices; OR one year of experience as a Quality Control Specialist I in Nevada State service performing Vocational*

MINIMUM QUALIFICATIONS (cont'd)

QUALITY CONTROL SPECIALIST II (cont'd)

EDUCATION AND EXPERIENCE (cont'd)

Rehabilitation duties as described above; OR two years as a Disability Adjudicator III in Nevada State service; OR one year of experience as a Disability Adjudication Supervisor in Nevada State service; OR an equivalent combination of education and experience as described above.

BOTH OPTIONS

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: federal regulations and State laws, policies and procedures applicable to the program assignment; purpose, organization and functions of the assigned program area; ~~[methods and practices of auditing and investigative interviewing. General knowledge of: social and economic conditions and their effect upon individuals].~~ **Ability to:** ~~[establish and coordinate an internal review process which may include field investigations; establish and maintain cooperative working relationships with co-workers and other local, county, State and federal personnel;]~~ examine case records to determine compliance with regulations; conduct effective audits and apply and explain complex regulations and requirements; organize material and information in a systematic way to optimize efficiency; locate, analyze, interpret and apply information, data and research findings; write narrative and statistical reports, recommendations, correspondence and other materials to accurately describe case findings; perform statistical computations and comparisons; formulate recommendations for corrective action; evaluate program effectiveness; provide technical assistance and training; identify needed changes and solicit cooperation of supervisors, managers and administrators in implementing corrective action plans; deal appropriately with uncooperative individuals; navigate and locate information through the agency computer systems and the Internet; *and all knowledge, skills and abilities required at the lower level.*

OPTION A: DHHS, WELFARE: Working knowledge of: methods and practices of auditing and investigative interviewing. General knowledge of: social and economic conditions and their effect upon individuals; principles and practices of training and supervision. Ability to: establish and coordinate an internal review process which may include field investigations; establish and maintain cooperative working relationships with co-workers and other local, county, State and federal personnel; conduct effective audits and apply and explain complex regulations and requirements.

OPTION B: DETR, REHABILITATION, DISABILITY ADJUDICATION: Working knowledge of: methods and practices of investigative interviewing; social and economic conditions and their effect upon individuals; application of policy related to program area. General knowledge of: methods and practices of auditing. Ability to: follow timelines; establish and coordinate an internal review process which may include investigations; conduct audits and apply and explain complex regulations and requirements.

DETR, REHABILITATION, VOCATIONAL REHABILITATION: Working knowledge of: Vocational Rehabilitation methods and counseling practices including disabilities and employment issues; assisting individuals with disabilities become employed; application of policy related to program area. General knowledge of: methods and practices of auditing. Ability to: follow timelines; establish and coordinate an internal and/or vendor review process which may include investigations; conduct audits and apply and explain complex regulations and requirements.

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

~~[Working knowledge of: principles and practices of training and supervision. Ability to: oversee day-to-day activities of the unit including maintenance of equipment needed for office operation.]~~

OPTION A: DHHS, WELFARE: Working knowledge of: principles and practices of training and

MINIMUM QUALIFICATIONS (cont'd)

QUALITY CONTROL SPECIALIST II (cont'd)

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (cont'd)

OPTION A: DHHS, WELFARE (cont'd)

supervision. Ability to: oversee day-to-day activities of the unit including maintenance of equipment needed for office operation.

OPTION B: DETR, REHABILITATION: Ability to: oversee day-to-day activities of the unit office operation.

QUALITY CONTROL SPECIALIST I

OPTION A: DHHS, WELFARE

EDUCATION AND EXPERIENCE: Graduation from high school or equivalent education and two years of journey level experience eliciting information regarding support enforcement and/or eligibility for public assistance programs including conducting interviews, making determinations based on the application of rules and regulations, verifying and analyzing information, and documenting facts pertinent to the program; OR an equivalent combination of education and experience *as described above*.

OPTION B: DETR, REHABILITATION

EDUCATION AND EXPERIENCE: Graduation from high school or equivalent education and two years of experience eliciting information regarding services for disability insurance and/or eligibility for disability insurance including making determinations based on the application of rules and regulations, verifying and analyzing information, and documenting facts pertinent to the program, one year of which was at the journey level and included reviewing the work of others; OR graduation from high school or equivalent education and two years of experience eliciting information regarding services for vocational rehabilitation and/or eligibility for vocational rehabilitation including case management techniques, vocational rehabilitation counseling practices, making determinations based on the application of rules and regulations, verifying and analyzing information, and documenting facts pertinent to the program; OR one year of experience as a Disability Adjudicator III in Nevada State service; OR an equivalent combination of education and experience as described above.

BOTH OPTIONS

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: guidelines, regulations and policies applicable to the program assignment; [~~public assistance programs;~~] computer skills and operation. **General knowledge of:** basic investigative methods, data collection and analysis techniques [~~;- philosophy and objectives of public assistance].~~ **Ability to:** identify relevant concerns, patterns or tendencies, formulate logical and objective conclusions based on facts and circumstances, and recognize alternatives and their implications; read, interpret and apply regulations and State laws, administrative policies and legal and technical documents to specific case facts; accurately compile information from various sources; write grammatically correct business correspondence; conduct interviews using appropriate language to obtain information, exchange information and explain policies and procedures; [~~make group presentations to persuade others to accept a specific opinion, provide information or explain procedures;~~] prioritize and coordinate work assignments in accordance with established timeframes and requirements; work independently and follow through on assignments with minimal direction; effectively communicate with persons from a variety of cultural, social, economic and educational backgrounds; [~~add, subtract, multiply and divide whole numbers, fractions and decimals; establish and maintain alpha/numeric files;~~] operate personal computers and software such as word processing and spreadsheets to develop various forms, reports and correspondence.

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MINIMUM QUALIFICATIONS (cont'd)

QUALITY CONTROL SPECIALIST I (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (cont'd)

OPTION A: DHHS, WELFARE: Working knowledge of: public assistance programs. General knowledge of: philosophy and objectives of public assistance. Ability to: make group presentations to persuade others to accept a specific opinion, provide information or explain procedures; add, subtract, multiply and divide whole numbers, fractions and decimals; establish and maintain alpha/numeric files.

OPTION B: DETR, REHABILITATION, Working knowledge of: disability insurance programs, or vocational rehabilitation programs. General knowledge of: philosophy and objectives of program areas. Ability to: establish and coordinate internal or vendor reviews; apply and explain complex requirements; establish and maintain cooperative working relationships with co-workers and other local, county, State and federal personnel; make presentations to persuade others to accept a specific opinion, provide information or explain procedures; add, subtract, multiply and divide whole numbers, fractions and decimals to compute substantial gainful employment; establish and maintain electronic files.

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge Skills and Abilities required for Quality Control Specialist II.)

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

	<u>12.370</u>	<u>12.371</u>
ESTABLISHED:	3/25/05PC	5/19/77
REVISED:		6/20/78-3
REVISED:		7/1/93P
REVISED:		10/23/92PC
REVISED:		7/1/03P
		10/14/02PC
REVISED:		3/25/05PC
REVISED:	12/18/14R	12/18/14R
	2/19/16UC	2/19/16UC