

BEHAVIORAL HEALTH TEAM LEADER CONDITIONS OF EMPLOYMENT AND OTHER NOTES

Cardiopulmonary Resuscitation (CPR) Certificate Requirement / Provision: Possession of a valid Cardiopulmonary Resuscitation (CPR) Certificate issued by the American Heart Association is required as a provision to employment for all positions. Candidates who do not possess such a certification may participate in this examination process and be appointed to a position(s) but will be required to obtain the certificate within two (2) weeks of hire date and maintain validity throughout length of employment. A photocopy of the valid Cardiopulmonary Resuscitation (CPR) Certificate must be provided to the appropriate supervisor of the appointment within the allotted time frame. Failure to demonstrate/show proof of possession of valid certification within two (2) weeks of hire date and throughout length of employment may result in dismissal and/or termination of employment.

Condition of Employment: Positions located at San Francisco Behavioral Health Center require successful completion of the Department of Health Care Services and the Department of Social Services background checks and Live Scan fingerprint clearance.

NOTE: Failure to meet these criteria and/or 'Conditions of Employment' within two (2) weeks **PRIOR** to the start work date may result in the delay of appointment and/or cancellation of the employment offer. Once appointed, all qualified candidates/employees will be required to retain these qualifications throughout their length of employment. Failure to demonstrate (show proof) of qualifications may result in the termination of employment.

Note on ICARE: Willingness to uphold/abide by ZSFG's ICARE (I-Introduce, C-Connect, A-Ask, R-Respond, E-Exit) philosophy for employee and patient interactions.

Note on Electronic Health Record (EHR) System: The Department of Public Health (DPH) is implementing a unified Electronic Health Record (EHR) system and DPH employees must demonstrate competency in the use of the system that is appropriate for their classification as a condition of employment.

Note on Personal Protective Equipment (PPE): Some positions in the Department of Public Health will require the use of personal protective equipment (PPE), including but not limited to gloves, gowns, eye and face protection, and face-fitting respirators. The requirement for the use of PPE may come on short or no notice. Facial hair or any condition that interferes with a face-fitting respirator's seal (i.e. comes between the sealing surfaces of the respirator and the wearer's bare skin) is not permitted when face-fitting respirators are worn, including during initial or periodic respirator fit-testing.

Employees who choose not to shave and do not have either American Disabilities Act (ADA) or Equal Employment Opportunity (EEO) Accommodations do not have the right to alternate work

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assignments or the option of using a loose-fitting Powered Air Purifying Respirator (PAPR) in place of a Face Fitting Respirator.

Medical Examination/Drug Testing: Prior to appointment, at the Department's expense, applicants may be required to take a tuberculosis (TB) screening test, a medical examination and/or drug test.

Licensure/Certification/Registration: Valid licensure/certification/registration as a requirement to perform the job must be kept current throughout length of employment. Failure to demonstrate/show proof of possession of required valid licensure/certification/registration may result in dismissal and/or termination of employment.

Valid Licensure: If appointed, eligibles possessing interim permits or temporary Licenses must present full and unrestricted Licenses prior to completion of the probationary period.

- [California Licensed Vocational Nurse \(LVN\)](#)
- [California Licensed Psychiatric Technician \(LTP\)](#)