



October 22, 2001

TO: Personnel Administrators

FROM: Robbin Lemmer, Minimum Qualifications Administrator

SUBJECT: Final Minimum Qualifications for Health Classes
(MQL 02-3)

FINAL MINIMUM QUALIFICATIONS:

The Human Resource Services division initiated a system consolidation study as part of the ongoing plan to consolidate each occupational group. The minimum qualifications were proposed, updated and approved.

The final Class Descriptions were sent out via a Job Evaluation Letter JEL-01-05 on June 27 2001.

These final MQs are effective on October 22, 2001. They are posted on the HRS website at www.state.co.us/hrs/products/class/cds/CDhomepage.htm If you have any questions, please call me at 303-866-4226 or email robbin.lemmer@state.co.us. The final MQs for the classes in the Health Occupational Group are as follows:

**C4J – CLINICAL BEHAVIORAL SPECIALIST
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
<p>CLINICAL BEHAVIORAL SPECIALIST I</p> <p>C4J1TX</p>	<p>Graduation from an accredited college or university with a master's degree in guidance counseling, psychology, or psychometrics and one year of experience investigating, identifying and measuring mental health and development and the behavioral characteristics of patients/clients to recommend rehabilitative and/or habilitative programs.</p>	<p>A bachelor's degree with an additional twelve months of experience investigating, identifying and measuring mental health and development and the behavioral characteristics of patients/clients to recommend rehabilitative and/or habilitative programs may be substituted for the master's degree.</p> <p>Work experience which provides the same kind, amount and level of knowledge acquired in the required education may be substituted for the education on a year-for-year basis. A doctorate degree in any of the degree areas listed may be substituted for one year of the experience.</p>
<p>CLINICAL BEHAVIORAL SPECIALIST II</p> <p>C4J2XX</p>	<p>Graduation from an accredited college or university with a master's degree in guidance counseling, psychology, or psychometrics and three years of experience investigating, identifying and measuring mental health and development and the behavioral characteristics of patients/clients to recommend rehabilitative and/or habilitative programs.</p>	<p>A bachelor's degree with an additional twelve months of experience investigating, identifying and measuring mental health and development and the behavioral characteristics of patients/clients to recommend rehabilitative and/or habilitative programs may be substituted for the master's degree.</p> <p>Work experience which provides the same kind, amount and level of knowledge acquired in the required education may be substituted for the education on a year-for-year basis. A doctorate degree in any of the degree areas listed may be substituted for one year of the experience.</p>

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
CLINICAL BEHAVIORAL SPECIALIST III C4J3XX	Graduation from an accredited college or university with a master's degree in guidance counseling, psychology, or psychometrics and four years of experience investigating, identifying and measuring mental health and development and the behavioral characteristics of patients/clients to recommend rehabilitative and/or habilitative programs.	<p>A bachelor's degree with an additional twelve months of experience investigating, identifying and measuring mental health and development and the behavioral characteristics of patients/clients to recommend rehabilitative and/or habilitative programs may be substituted for the master's degree.</p> <p>Work experience which provides the same kind, amount and level of knowledge acquired in the required education may be substituted for the education on a year-for-year basis. A doctorate degree in any of the degree areas listed may be substituted for one year of the experience.</p>

**C4K – GENETIC COUNSELOR
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
GENETIC COUNSELOR C4K1XX	A master's degree in genetic counseling and one year of genetic counseling.	Additional genetic counseling experience which provides the same kind, amount and level of knowledge acquired in the required education may substitute for the education on a year-for-year basis.

**C4L – SOCIAL WORKER/COUNSELOR
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
SOCIAL WORKER/COUNSELOR I C4L1TX	Positions as social worker/counselor require graduation from an accredited college or university with a bachelor's degree in social work or related field appropriate to the assignment and have a Registered Social Worker (RSW) license. Some positions other than social workers do not require registration.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.
SOCIAL WORKER/COUNSELOR II C4L2XX	<p>Positions with work assignments as social worker require graduation with a master's degree in social work and must have a Colorado Licensed Social Worker (LSW) license.</p> <p>Positions with working assignments as counselor require a master's degree in psychology, social work, counseling, or counseling psychology or related field. Some positions may require certification as a Colorado Certified Assistant Addictions Counselor (CAC I) or Certified Addictions Counselor (CAC II).</p>	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the master's degree.
SOCIAL WORKER/COUNSELOR III C4L3XX	<p>Positions with working assignment as social worker require a master's degree, a Colorado Licensed Independent Social Worker (LISW) or Licensed Clinical Social Worker (LCSW) License and two years professional experience.</p> <p>Positions with working assignment as counselor require a master's degree in a related field, a Colorado Addiction Counselor Certification (CAC III) or a Colorado Licensed Professional Counselor (LPC) License and two years of professional experience.</p>	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the master's degree.
SOCIAL WORKER/COUNSELOR IV C4L4XX	<p>Positions with working assignment as social worker require a master's degree, a Colorado Licensed Clinical Social Worker (LCSW) or Licensed Independent Clinical Social Worker (LISW) License and three years of professional experience.</p> <p>Positions with working assignment as counselor require a master's degree in a related field, a Colorado Addiction Counselor Certification (CAC III) or a Colorado Licensed Professional Counselor (LPC) License and three years of professional experience.</p>	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the master's degree.

**C4M – PSYCHOLOGIST
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
PSYCHOLOGIST CANDIDATE C4M1XX	Graduation from an accredited college or university with a doctoral degree in psychology.	
PSYCHOLOGIST I C4M2XX	Graduation from an accredited college or university with a doctoral degree in psychology, a Colorado Psychologist license and have one year of experience as a psychologist.	
PSYCHOLOGIST II C4M3XX	Graduation from an accredited college or university with a doctoral degree in psychology, a Colorado Psychologist license and have three years of experience as a psychologist.	

**C5J – CLINICAL THERAPIST
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
CLINICAL THERAPIST I C5J1IX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area. Some positions may require possession of a license, certificate or registration.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.
CLINICAL THERAPIST II C5J2TX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area and one year experience providing therapeutic treatment, habilitation, rehabilitation and/or instruction of clients in an ongoing therapeutic program applicable to the specialty area. Some positions may require possession of a license, certificate or registration.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree. A master's degree in the therapy specialty area may substitute for the one year of experience.
CLINICAL THERAPIST III C5J3XX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area and two years experience providing therapeutic treatment, habilitation, rehabilitation and/or instruction of clients in an ongoing therapeutic program applicable to the specialty area. Some positions may require possession of a license, certificate or registration.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree. A master's degree in the therapy specialty area may substitute for one year of the experience.
CLINICAL THERAPIST IV C5J4XX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area and three years experience providing therapeutic treatment, habilitation, rehabilitation and/or instruction of clients in an ongoing therapeutic program applicable to the specialty area. Some positions may require possession of a license, certificate or registration.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree. A master's degree in the therapy specialty area may substitute for one year of the experience.
CLINICAL THERAPIST V C5J5XX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area and four years experience providing therapeutic treatment, habilitation, rehabilitation and/or instruction of clients in an ongoing therapeutic program applicable to the specialty area. Some positions may require possession of a license, certificate or registration.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree. A master's degree in the therapy specialty area may substitute for one year of the experience.

**C5K - THERAPIST
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
THERAPIST I C5K1IX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area and completion of an approved therapy specialty internship (if applicable).	
THERAPIST II C5K2TX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area, possession of applicable national certification in the specialty area, and one year experience providing therapeutic treatment, habilitation or rehabilitation in the specialty area.	A master's degree in the specialty area may substitute for one year of experience.
THERAPIST III C5K3XX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area, possession of applicable national certification in the specialty area and three years experience providing therapeutic treatment, habilitation or rehabilitation in the specialty area.	A master's degree in the specialty area may substitute for one year of experience.
THERAPIST IV C5K4XX	Graduation from an accredited college or university with a bachelor's degree in the therapy specialty area, possession of applicable national certification in the specialty area and four years experience providing therapeutic treatment, habilitation or rehabilitation in the specialty area.	A master's degree in the specialty area may substitute for one year of experience.

**C5L –THERAPY ASSISTANT
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
THERAPY ASSISTANT I C5L1TX	Some positions may require possession of a license, certificate or registration.	College course work appropriate to the discipline may substitute on a year-for-year basis for the required experience.
THERAPY ASSISTANT II C5L2XX	Two years of experience planning, implementing, and coordinating or assisting in providing therapy, education or vocational assistance to persons with mental, emotional or physical disabilities. Some positions may require possession of a license, certificate or registration.	College course work appropriate to the discipline may substitute on a year-for-year basis for the required experience.
THERAPY ASSISTANT III C5L3XX	Three years of experience planning, implementing, and coordinating or assisting in providing therapy, education or vocational assistance to persons with mental, emotional or physical disabilities. Some positions may require possession of a license, certificate or registration.	College course work appropriate to the discipline may substitute on a year-for-year basis for the required experience.
THERAPY ASSISTANT IV C5L4XX	Four years of experience planning, implementing, and coordinating or assisting in providing therapy, education or vocational assistance to persons with mental, emotional or physical disabilities. Some positions may require possession of a license, certificate or registration.	College course work appropriate to the discipline may substitute on a year-for-year basis for the required experience.

**C6P – CLIENT CARE AIDE
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
CLIENT CARE AIDE I C6P1TX	There are no specific education and experience requirements to enter this job class although some positions may require high school diploma or GED. Some positions may require a valid State of Colorado driver's license.	
CLIENT CARE AIDE II C6P2XX	There are no specific education and experience requirements to enter this job class although some positions may require high school diploma or GED. Some positions may require State of Colorado Nurse Aide Certificate. Some positions may require a valid State of Colorado driver's license.	

**C6Q – DENTAL CARE
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
DENTAL CARE I C6Q1TX	Positions with the working assignment as dental assistant requires one year of experience.	Successful completion of an accredited dental assisting program may substitute for one year of experience.
DENTAL CARE II C6Q2XX	Positions with the working assignment as dental assistant requires two years of experience.	Successful completion of an accredited dental assisting program may substitute for one year of experience.
DENTAL CARE III C6Q3XX	Positions with the working assignment as dental assistant requires three years of experience.	Successful completion of an accredited dental assisting program may substitute for one year of experience.
DENTAL CARE IV C6Q4XX	Positions with the working assignment as dental assistant requires four years of experience Positions with the working assignment as dental hygienist require graduation from a two year accredited degree program in dental hygiene and possession of a license as a dental hygienist.	Successful completion of an accredited dental assisting program may substitute for one year of experience.
DENTAL CARE V C6Q5XX	Positions with the working assignment as dental assistant requires five years of experience. Positions with the working assignments as dental hygienist require graduation from a two year accredited degree program in dental hygiene, possession of a license as a dental hygienist and one year of dental hygienist experience.	Successful completion of an accredited dental assisting program may substitute for one year of experience.

**C6R – HEALTH CARE TECHNICIAN
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
HEALTH CARE TECH I C6R1TX	There are no specific education and experience requirements to enter this job class although some positions may have special qualifications for working assignments. Positions at the Colorado School for the Deaf and the Blind may require one year of experience working with children, (e.g., paid childcare, teaching), the ability to communicate in sign language and/or knowledge teaching adaptive skills. Some positions may require certifications, registration or a license.	
HEALTH CARE TECH II C6R2XX	One year of experience appropriate to the assignment is required. Positions at the Colorado School for the Deaf and the Blind may require the ability to communicate in sign language and/or knowledge teaching adaptive skills. Some positions may require certifications, registration or a license.	College course work appropriate to the discipline may substitute on a year-for-year basis for the required experience.
HEALTH CARE TECH III C6R3XX	Two years of experience appropriate to the assignment is required. Positions at the Colorado School for the Deaf and the Blind may require the ability to communicate in sign language and/or knowledge teaching adaptive skills. Some positions may require certifications, registration or a license.	College course work appropriate to the discipline may substitute on a year-for-year basis for the required experience.
HEALTH CARE TECH IV C6R4XX	Three years of experience appropriate to the assignment is required. Positions at the Colorado School for the Deaf and the Blind may require the ability to communicate in sign language and/or knowledge teaching adaptive skills. Some positions may require certifications, registration or a license.	College course work appropriate to the discipline may substitute on a year-for-year basis for the required experience.

**C6S – NURSING PROFESSIONAL/HEALTH PROVIDER
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
NURSE I C6S1XX	Possession of a Colorado Registered Nurse License.	
NURSE II C6S2XX	Two years of professional nursing experience and possession of a Colorado Registered Nurse License.	Graduation from an accredited college or university with a master's degree in Nursing (MSN) may substitute for the two years of professional nursing experience. Graduation from an accredited college or university with a bachelor's degree in Nursing (BSN) may substitute for one year of the professional nursing experience.
NURSE III C6S3XX	Three years of professional nursing experience and possession of a Colorado Registered Nurse License.	Graduation from an accredited college or university with a master's degree in nursing (MSN) may substitute for the two years of professional nursing experience. Graduation from an accredited college or university with a bachelor's degree in nursing (BSN) may substitute for one year of the professional nursing experience.
MID-LEVEL PROVIDER C6S4XX	<p>Positions with the work assignment as nurse, clinical nurse, or nurse practitioner, require possession of a Colorado Registered Nurse License and four years of professional nursing experience which includes one year of supervisory experience.</p> <p>Positions with the work assignment as physician assistant require graduation from an accredited National Commission on Certification of Physician Assistant (NCCPA) Program and a license issued by the Colorado Board of Medical Examiners.</p>	Graduation from an accredited college or university with a master's degree in nursing (MSN) may substitute for the two years of professional nursing experience. Graduation from an accredited college or university with a bachelor's degree in nursing (BSN) may substitute for one year of the professional nursing experience. Successful completion of a nationally accredited program accepted by the Colorado State Board of Nursing for preparation as an advanced practitioner of nursing will substitute for the four years of experience.

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
NURSE V C6S5XX	Graduation from an accredited college or university with a master's degree in nursing, possession of a Colorado Registered Nurse License, and five years of professional nursing experience which includes one year of supervisory experience.	Supervisory nursing experience which provides the same kind, amount and level of knowledge acquired in the required education may substitute for the master's degree.
NURSE VI C6S6XX	Graduation from an accredited college or university with a master's degree in nursing, possession of a State of Colorado Registered Nurse License, and six years of professional nursing experience which includes one year of supervisory experience.	Supervisory nursing experience which provides the same kind, amount and level of knowledge acquired in the required education may substitute year-for-year for the master's degree.

**C6T – NURSE ANESTHETIST
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
NURSE ANESTHETIST C6T1XX	Certification as a Nurse Anesthetist and one year of clinical experience administering anesthetics using current technique.	

**C6U – MENTAL HEALTH CLINICIAN
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
MENTAL HEALTH CLINICIAN I C6U1TX	Graduation from an accredited college or university with an associate's degree in human services and one year of experience providing therapeutic and related services to mental health patients in a mental health setting.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the education. At the agency discretion, sixty semester credits or a bachelor's degree in psychology, sociology, social work, behavioral science, clinical mental health, nursing, mental health, childhood development, human growth and development, or human services may substitute for the associate's degree and one year of experience.
MENTAL HEALTH CLINICIAN II C6U2XX	Graduation from an accredited college or university with an associate's degree in human services and two years of experience providing therapeutic and related services to mental health patients in a mental health setting.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the education. At the agency discretion, sixty semester credits or a bachelor's degree in psychology, sociology, social work, behavioral science, clinical mental health, nursing, mental health, childhood development, human growth and development, or human services may substitute for the associate's degree and one year of experience.
MENTAL HEALTH CLINICIAN III C6U3XX	Graduation from an accredited college or university with an associate's degree in human services and four years of experience providing therapeutic and related services to mental health patients in a mental health setting.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the education. At the agency discretion, sixty semester credits or a bachelor's degree in psychology, sociology, social work, behavioral science, clinical mental health, nursing, mental health, childhood development, human growth and development, or human services may substitute for the associate's degree and one year of experience.

**C7A – CLINICAL TEAM LEADER
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
CLINICAL TEAM LEADER C7A1XX	Graduation from an accredited college or university with a master's degree in a discipline or field appropriate to the work assignment and five years of experience providing therapeutic and related services to medical patients or to mental health patients. Some positions may require a license or certification in the area of expertise.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the master's degree.

**C7B – COMMUNITY WORKER
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
COMMUNITY WORKER I C7B1TX	There are no specific education or experience requirements for entry into the class.	
COMMUNITY WORKER II C7B2XX	Twelve months paid or volunteer work experience in related community service.	

**C7C – HEALTH PROFESSIONAL
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
HEALTH PROFESSIONAL I C7C1IX	Graduation from an accredited college or university with a bachelor's degree in a field of study related to the work assignment. Certification, registration and/or licensure may be required for some assignments.	Work experience in the health professional field or specialized subject area of the work assigned to the job which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.
HEALTH PROFESSIONAL II C7C2TX	Graduation from an accredited college or university with a bachelor's degree in a field of study related to the work assignment and one year of professional experience in the health professional field or specialized subject area of the work assigned to the job. Certification, registration and/or licensure may be required for some assignments.	Work experience in the health professional field or specialized subject area of the work assigned to the job which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.
HEALTH PROFESSIONAL III C7C3XX	Graduation from an accredited college or university with a bachelor's degree in a field of study related to the work assignment and two years of professional experience in the health professional field or specialized subject area of the work assigned to the job. Certification, registration and/or licensure may be required for some assignments.	Work experience in the health professional field or specialized subject area of the work assigned to the job which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.
HEALTH PROFESSIONAL IV C7C4XX	Graduation from an accredited college or university with a bachelor's degree in a field of study related to the work assignment and three years of professional experience in the health professional field or specialized subject area of the work assigned to the job. Certification, registration and/or licensure may be required for some assignments.	Work experience in the health professional field or specialized subject area of the work assigned to the job which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.
HEALTH PROFESSIONAL V C7C5XX	Graduation from an accredited college or university with a bachelor's degree in a field of study related to the work assignment and four years of professional experience in the health professional field or specialized subject area of the work assigned to the job. Certification, registration and/or licensure may be required for some assignments.	Work experience in the health professional field or specialized subject area of the work assigned to the job which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
HEALTH PROFESSIONAL VI C7C6XX	Graduation from an accredited college or university with a bachelor's degree in a field of study related to the work assignment and five years of professional experience in the health professional field or specialized subject area of the work assigned to the job. Certification, registration and/or licensure may be required for some assignments.	Work experience in the health professional field or specialized subject area of the work assigned to the job which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.
HEALTH PROFESSIONAL VII C7C7XX	Graduation from an accredited college or university with a bachelor's degree in a field of study related to the work assignment and six years of professional experience in the health professional field or specialized subject area of the work assigned to the job. Certification, registration and/or licensure may be required for some assignments.	Work experience in the health professional field or specialized subject area of the work assigned to the job which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the bachelor's degree.

**C7D – HCS TRAINEE
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
HSC TRAINEE I C7D1IX	A combination of education and experience sufficient to ensure that following satisfactory completion of the training period, employees will meet the requirements of the class.	
HSC TRAINEE II C7D2IX	A combination of education and experience sufficient to ensure that following satisfactory completion of the training period, employees will meet the requirements of the class. Special license or certificate may be required for some working assignments.	At agency discretion, some positions require a degree with emphasis in an appropriate science will substitute for the work experience on a year-for-year basis
HSC TRAINEE III C7D3IX	A combination of education and experience sufficient to ensure that following satisfactory completion of the training period, employees will meet the requirements of the class. Special certificate or licensure may be required for some working assignments.	At agency discretion, some positions require a degree with emphasis in an appropriate science will substitute for the work experience on a year-for-year basis

**C7E – NURSE CONSULTANT
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
NURSE CONSULTANT C7E1XX	Graduation from an accredited college or university with a master's degree appropriate to the assignment, possession of a license as a Colorado Registered Nurse, three years of professional nursing experience with one year of experience at a supervising level.	Work experience which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the education.

**C8A – DIAGNOSTIC PROCEDURES TECHNOLOGY
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
DIAGNOSTIC PROCEDURES TECHNOLOGY I C8A1IX	Some positions require a specialized licensure, registration, certification, education and/or experience.	
DIAGNOSTIC PROCEDURES TECHNOLOGY II C8A2XX	Graduation from an accredited college or university with an associate's degree in applicable area of expertise may be required. Some positions require a specialized licensure, registration or certification and/or one year of experience in applicable area of expertise.	At the agency discretion, work experience which provides the same kind, amount and level of knowledge acquired in the required education may substitute for the education.
DIAGNOSTIC PROCEDURES TECHNOLOGY III C8A3XX	Graduation from an accredited college or university with an associate's degree in applicable area of expertise may be required. Some positions require a specialized licensure, registration, certification and/or two year of experience in applicable area of expertise.	At the agency discretion, work experience which provides the same kind, amount and level of knowledge acquired in the required education may substitute for the education.
DIAGNOSTIC PROCEDURES TECHNOLOGY IV C8A4XX	Graduation from an accredited college or university with an associate's degree in applicable area of expertise may be required. Some positions require a specialized licensure, registration, certification and/or three years of experience in applicable area of expertise.	At the agency discretion, work experience which provides the same kind, amount and level of knowledge acquired in the required education may substitute for the education.

**C8B – DIETITIAN
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
DIETITIAN I C8B1IX	Graduation from an accredited college or university with a bachelor's degree in a related field.	Graduation from an accredited college or university with a master's degree in a related field may substitute for the bachelor's degree.
DIETITIAN II C8B2TX	Graduation from an accredited college or university with a bachelor's degree in a related field, registered as a dietitian with the American Dietetics Association and one year of dietetics or nutrition experience.	Graduation from an accredited college or university with a master's degree in related field may substitute for the bachelor's degree and two years of experience.
DIETITIAN III C8B3XX	Graduation from an accredited college or university with a bachelor's degree in a related field, registered as a dietitian with the American Dietetics Association and two years of dietetics or nutrition experience.	Graduation from an accredited college or university with a master's degree in a related field may substitute for the bachelor's degree and two years of experience.
DIETITIAN IV C8B4XX	Graduation from an accredited college or university with a bachelor's degree in a related field, registered as a dietitian with the American Dietetics Association and three years of dietetics or nutrition experience.	Graduation from an accredited college or university with a master's degree in a related field may substitute for the bachelor's degree and two years of experience.

**C8C – LABORATORY SUPPORT
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
LAB SUPPORT I C8C1TX	One year of experience in an appropriate field.	Education which provided the same kind, amount and level of knowledge acquired in the required experience may substitute for the experience on a year-for-year basis.
LAB SUPPORT II C8C2XX	Two years of experience in an appropriate field.	Education which provided the same kind, amount and level of knowledge acquired in the required experience may substitute for the experience on a year-for-year basis.
LAB SUPPORT III C8C3XX	Three years of experience in an appropriate field is required.	Education which provided the same kind, amount and level of knowledge acquired in the required experience may substitute for the experience on a year-for-year basis.

**C8D – LABORATORY TECHNOLOGY
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
LAB TECHNOLOGY I C8D1TX	Two years of laboratory experience appropriate to the position. Some assignments may require certification by American Society of Clinical Pathologists (ASCP) or equivalent.	Education which provided the same kind, amount and level of knowledge acquired in the required experience may substitute for the experience on a year-for-year basis.
LAB TECHNOLOGY II C8D2XX	<p>Some positions may require five years of laboratory experience appropriate to the position.</p> <p>Some positions with working assignments as medical technologist may require a two year degree in medical laboratory technology, biology, chemistry or microbiology, completion of formal residency or internship program and certification by the American Society of Clinical Pathologists (ASCP) or equivalent.</p>	At the agency discretion, work experience that provides the same kind, amount and level of knowledge acquired in the required education may substitute for the education on a year-for-year basis. Graduation from an accredited college or university with a bachelor's degree in medical technology, chemistry or biological science may substitute for up to four years of works experience.

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
LAB TECHNOLOGY III C8D3XX	<p>Positions with working assignments as medical technologist may require graduation from an accredited college or university with a bachelor's degree in medical technology, chemistry or biological sciences, certification or registration appropriate to the position and two years of experience as a Registered Medical Technologist.</p> <p>Positions with working assignments as dental laboratory technologist must have three years of experience, knowledge of dental technology and some may require certification.</p>	<p>At the agency discretion, work experience that provides the same kind, amount and level of knowledge acquired in the required education may substitute for the education on a year-for-year basis. Graduation from an accredited college or university with a bachelor's degree in medical technology, chemistry or biological science may substitute for up to four years of works experience.</p>
LAB TECHNOLOGY IV C8D4XX	<p>Positions with working assignments as medical technologist may require graduation from an accredited college or university with a bachelor's degree in medical technology, chemistry or biological sciences, certification or registration appropriate to the position and two years of experience as a Registered Medical Technologist that must include one year of lead-work experience.</p> <p>Positions with working assignments as dental laboratory technologist must have five years of experience, knowledge of dental technology and some may require certification.</p>	<p>At the agency discretion, work experience that provides the same kind, amount and level of knowledge acquired in the required education may substitute for the education on a year-for-year basis. Graduation from an accredited college or university with a bachelor's degree in medical technology, chemistry or biological science may substitute for up to four years of works experience.</p>

**C8E – PHARMACY
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
PHARMACY I C8E1XX	Graduation from an accredited college or university with a bachelor's degree in pharmacy and possession of a Colorado Pharmacist License. Positions with working assignments as pharmacy inspectors require three years of practice as a licensed pharmacist and/or pharmaceutical inspector.	
PHARMACY II C8E2XX	Positions with work assignments as a pharmacist require graduation from an accredited college or university with a bachelor's degree in pharmacy and two years of experience as a licensed pharmacist. Positions with working assignments as pharmacy inspectors require four years of practice as a licensed pharmacist and/or pharmaceutical inspector.	
PHARMACY III C8E3XX	Positions with work assignments as a pharmacist require graduation from an accredited college or university with a bachelor's degree in pharmacy and three years of experience as a licensed pharmacist.	

**C8F – PHARMACY TECHNICIAN
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
PHARMACY TECHNICIAN I C8F1TX	One year of experience labeling, storing, and/or distributing drugs in a pharmacy setting.	Completion of a pharmacy technician training may substitute for one year of experience.
PHARMACY TECHNICIAN II C8F2XX	Two years of experience labeling, storing and/or distributing drugs in a pharmacy setting.	Completion of a pharmacy technician training may substitute for one year of experience.

**C9A – ANIMAL CARE
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
<p>ANIMAL CARE I</p> <p>C9A1TX</p>	<p>One year of experience caring for, feeding, or providing health care for animals in a veterinary laboratory, breeding or boarding facility.</p> <p>Positions with a working assignment in the racing industry may require six months of handling livestock or working with racing greyhounds.</p> <p>Some positions require possession of a current valid State of Colorado driver's license.</p>	<p>At the agency discretion, college coursework in a field of study related to the work that provides the same kind, amount and level of knowledge related to the assignment may substitute for one year of general experience.</p>
<p>ANIMAL CARE II</p> <p>C9A2XX</p>	<p>Two years of experience caring for, feeding, or providing health care for animals in a veterinary laboratory, breeding or boarding facility. One of the two years of the experience must be for research and/or instructional purposes.</p> <p>Some positions require possession of a current valid State of Colorado driver's license.</p>	<p>At the agency discretion, college coursework in a field of study related to the work assignment may substitute year-for-year for the general experience.</p>
<p>ANIMAL CARE III</p> <p>C9A3XX</p>	<p>Three years of experience caring for, feeding, or providing health care for animals in a veterinary laboratory, breeding or boarding facility. Two years of the three years of experience must be for research and/or instructional purposes.</p> <p>Some positions require possession of a current valid State of Colorado driver's license.</p>	<p>At the agency discretion, college coursework in a field of study related to the work assignment may substitute year-for-year for the general experience.</p>

**C9B – VETERINARIAN
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
VETERINARIAN I C9B1XX	A doctorate degree in veterinary medicine and a current veterinarian license.	
VETERINARIAN II C9B2XX	A doctorate degree in veterinary medicine, a Colorado veterinarian license and two years of experience in the practice of veterinary medicine.	
VETERINARIAN III C9B3XX	A doctorate degree in veterinary medicine, a Colorado veterinarian license and five years of experience in the practice of veterinary medicine in the United States two years of which must be at the administrative level.	

**C9C – VETERINARY TECHNOLOGY
OCTOBER 22, 2001**

Title/Class Code	Education/Experience/Licensure/Certification	Substitutions
VETERINARY TECH I C9C1TX	Graduation from an accredited college or university with an associate's degree as a veterinary/animal health technician and one year of experience assisting in animal surgery, administering anesthesia to animals and/or performing veterinary surgery.	College coursework in a field of study related to the work assignment may substitute for the year of general experience.
VETERINARY TECH II C9C2XX	Graduation from an accredited college or university with an associate's degree in veterinary/animal health technology and two years of experience assisting in animal surgery, administering anesthesia to animals and/or performing veterinary surgery.	A combination of work experience assisting in animal surgery, administering anesthesia to animals and/or performing veterinary surgery, which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the associate's degree.
VETERINARY TECH III C9C3XX	Graduation from an accredited college or university with an associate's degree in veterinary/animal health technology and three years of experience assisting in animal surgery, administering anesthesia to animals and/or performing veterinary surgery	A combination of work experience assisting in animal surgery, administering anesthesia to animals and/or performing veterinary surgery, which provided the same kind, amount and level of knowledge acquired in the required education may substitute basis for the associate's degree.
VETERINARY TECH IV C9C4XX	Graduation from an accredited college or university with an associate's degree in veterinary/animal health technology and four years of experience assisting in animal surgery, administering anesthesia to animals and/or performing veterinary surgery	A combination of work experience assisting in animal surgery, administering anesthesia to animals and/or performing veterinary surgery, which provided the same kind, amount and level of knowledge acquired in the required education may substitute for the associate's degree.