

## RICHLAND COUNTY POSITION DESCRIPTION

**Position Title:** Fiscal Specialist

**Department:** Health and Human Services

**Reports to:** ~~Administrative Supervisor~~ Business and Financial  
Services Manager

**Pay Grade:** 8 & F

**Date:** ~~January 1, 2018~~ July 9, 2020

**Hours Per Week:** 40

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### PURPOSE OF POSITION

The purpose of the Fiscal Specialist position is to provide a high level of customer service and administrative support to specific programs and services or members of management.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

**The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required or assigned.**

- Provides fiscal and program support to entire agency; including accessing the county AS400 accounting system, accounts payable, accounts receivable, posting payments, paying invoices, expense and revenue tracking, billing, reconciliations, data entry, creating and mailing client invoices, insurance claiming, depositing revenue, credentialing, assisting with audits, and other basic accounting functions.
- Provides ~~administrative~~ fiscal support to management staff; including creating general correspondence, maintaining files and databases, creating presentations and reports, scheduling appointments, and coordinating programmatic activities.
- Performs reception duties including; opening and closing the office, greeting clients and visitors, answering telephone and routing to correct staff, delivering messages and documents, accepting payments and writing receipts, distributing information regarding agency programs and services, and distributing items from Public Health Loan Closet.
- If specifically assigned, performs fiscal and program support to the Children's Services Unit; including accessing WiSACWIS (Wisconsin's Statewide Automated Child Welfare Information System), tracking of documents and placements, reconciliations, billing, scanning, data entry, and assisting with confidential releases of information.
- If specifically assigned, performs Immunization Clinic duties for the Public Health Unit; including accessing the Wisconsin Immunization Record (WIR) Program, assisting patients with the completion of paperwork, data entry, and billing.
- If specifically assigned, performs Mental Health Outpatient Clinic duties for the Clinical Services Unit; including accessing the Electronic Medical Record (EHR) Program and Forward Health website, completing intake forms, creating and maintaining patient schedule, appointment reminder calls and letters, document and electronic client file maintenance, scanning, data entry, and assisting with confidential releases of information.
- Attends governance or workgroup meetings. Assists with arranging meeting logistics, prepares meeting materials, takes meeting minutes, and performs other related duties.

- Assists the Business and Financial Services Manager with general fiscal or other business functions.
- Assists the Administrative Supervisor with general office maintenance functions.
- Represents Richland County Health and Human Services to the community at large and maintains good community public relations.
- Complies with applicable federal and state laws, administrative rules, established agency procedures and accepted professional standards.
- Participates in on-going training, maintaining contemporary knowledge to ensure compliance with federal and state regulations.
- Maintains the confidentiality of client information and protected health information as required by State and Federal regulations, including the Health Insurance Portability and Accountability (HIPAA) Act of 1996.

### **MINIMUM TRAINING AND EXPERIENCE REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS**

- High School diploma or vocational/technical training in office support functions required with two years related experience, or any combination of education and experience that provides equivalent knowledge, skills and abilities.
- Associate's degree and three years related experience preferred.
- Considerable ability to communicate effectively both orally and in writing.
- Ability to organize, prioritize and independently set time frames to complete work in a timely manner.
- Working knowledge of computers, computer programs, typing, and data entry.
- Current WI driver's license and unlimited access to reliable transportation.

### **PHYSICAL AND MENTAL ABILITIES REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS**

#### Language Ability and Interpersonal Communication

- Ability to comprehend and interpret a variety of documents including client records, financial reports, letters and memos, state and federal rules and regulations manuals, professional journals and papers, job applications, insurance forms, budget sheets.
- Ability to effectively communicate orally and in writing with clients, service providers, agency staff, governmental personnel, and the general public.

#### Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and fractions.
- Ability to compare, count, differentiate, measure and/or sort data and information.
- Ability to classify, compute, tabulate, and categorize data.

#### Judgment and Situational Reasoning

- Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to analyze data and information using established criteria, in order to define consequences and to consider and select alternatives.

- Ability to apply situational reasoning ability by exercising judgement in situations involving the evaluation of information against measurable criteria.
- Ability to use functional reasoning development in the performance of semi-routine functions involving standardized work with some choice of action.

#### **Physical Requirements**

- Ability to operate a variety of office equipment including computers and ancillary devices, calculator, photocopier, fax, etc.
- Ability to coordinate eyes, hands, feet, and limbs in performing coordinated movements in operating educational aids and office equipment.
- Ability to exert moderate effort in sedentary to light work, including stooping, kneeling, crouching. Ability to handle, finger and feel. Ability to lift and carry.
- Ability to recognize and identify degrees of similarities and differences between characteristics of colors, forms, sounds, odors, textures etc. associated with objects, materials and ingredients.
- Ability to move and guide material using simple tools.
- Ability to operate a motor vehicle.

#### **Environmental Adaptability**

- Ability, in regard to environmental factors such as temperature variations, noise, disease, and/or dust, to work under moderately safe and comfortable conditions.
- Ability to work in a comfortable and occasionally unsafe office environment.

#### **Language Ability and Interpersonal Communication**

- Ability to comprehend and interpret a variety of documents including client psychological assessments, medical diagnosis and medication recommendations, financial reports, letters and memos, state and federal rules and regulations manuals, professional journals and papers, job applications, insurance forms, budget sheets.
- Ability to prepare and to maintain a variety of documents including client service plans and recommendations, program evaluations, client assessments and treatment plans and therapy notes.
- Ability to record and deliver information, explain procedures and instruct staff and clients.
- Ability to communicate effectively with clients, supervisor, physicians, other health professionals, law enforcement, the general public, hospital, clinic and school personnel, and department staff both in person and in writing.

#### **Mathematical Ability**

- Ability to add, subtract, multiply, divide, calculate decimals and fractions.
- Ability to compare, count, differentiate, measure and/or sort data and information.
- Ability to classify, compute, tabulate, and categorize data.

#### **Judgment and Situational Reasoning**

- Ability to lead others and reinforce thinking to perform tasks.
- Ability to apply abstract thinking to perform tasks.
- Ability to work independently.
- Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- Ability to use independent judgment frequently in non-routine to occasionally highly unstable situations including decisions on implementing client service and treatment plans to encounters with potentially suicidal and violent clients.



- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to analyze data and information using established criteria, in order to define consequences and to consider and select alternatives.
- Ability to apply situational reasoning ability by exercising judgment in situations involving the evaluation of information against measurable criteria.
- Ability to use functional reasoning development in the performance of semi-routine functions involving standardized work with some choice of action.

#### Physical Requirements

- Ability to coordinate eyes, hands, feet, and limbs in performing coordinated movements in operating educational aids and office equipment.
- Ability to exert moderate effort in sedentary to light work, including stooping, kneeling, crouching. Ability to handle, finger and feel. Ability to lift and carry.
- Ability to recognize and identify degrees of similarities and differences between characteristics of colors, forms, sounds, odors, textures etc. associated with objects, materials and ingredients.
- Ability to move and guide material using simple tools.
- Ability to physically respond to a variety of settings to provide services, including office, community locations, private residences, jail, etc.
- Ability to operate a motor vehicle.

#### Environmental Adaptability

- Ability, in regard to environmental factors such as temperature variations, noise, disease, and/or dust, to work under moderately safe and comfortable conditions.
- Ability to visit environments with a moderate risk for disease or physical harm.

Richland County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

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Employee's Signature

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Supervisor's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## RICHLAND COUNTY POSITION DESCRIPTION

**Position Title:** Business Systems ~~Supervisor~~Analyst **Department:** Health and Human Services

**Reports to:** Behavioral Health Services Manager **Pay Grade:** 23 & H

**Date:** ~~July 9, 2020~~September 1, 2019 **Hours Per Week:** 40

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### PURPOSE OF POSITION

The Business Systems ~~Supervisor~~Analyst position is responsible for organizing, coordinating, and monitoring business functions, data systems, program processes; and quality assurance for supervising all business functions of the Behavioral Health Services Unit.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

**The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required or assigned.**

- Assists the Behavioral Health Services Manager in developing and tracking the Behavioral Health Services Unit budget.
- Assists the Behavioral Health Services Manager in the development and tracking of provider contracts and rates.
- Assists the Behavioral Health Services Manager in tracking all client placements.
- Responsible for all reporting and reconciliations related to Behavioral Health Services programming.
- Maintains and tracks all Behavioral Health Services provider credentialing.
- Responsible for all service prior authorizations requests and tracking.
- Responsible for all insurance credentialing.
- Responsible for all business functionality within the Electronic Health Record.
- Attends board meetings and other governance meetings as needed.
- ~~➤ Plans, directs, and monitors staff (as needed) in relation to work assignments, supervision, policies and procedures, and performance evaluations. Participates in interview process, disciplinary actions, and reclassifications.~~
- Creates reports and reconciliations for the Behavioral Health Services Unit.
- Monitor legislative, contractual, and administrative requirements to assure compliance.
- Represents Richland County Health and Human Services to the community at large through professional interaction and participation in community advisory groups as requested.
- Complies with applicable federal and state laws, administrative rules, established agency procedures and accepted professional standards.
- Participates in on-going training, maintaining contemporary knowledge to ensure compliance with federal and state regulations.
- Maintains the confidentiality of client information and protected health information as required by State and Federal regulations, including the Health Insurance Portability and Accountability (HIPAA) Act of 1996.

## **MINIMUM TRAINING AND EXPERIENCE REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS**

- Associate degree in business management or related field with three to five years of human services experience, or any combination of education and experience that provides equivalent knowledge, skills, and abilities.
- ~~Three years of supervisory experience.~~
- Considerable ability to communicate effectively both orally and in writing.
- Ability to organize, prioritize and independently set time frames to complete work in a timely manner.
- Working knowledge of computers, computer programs, typing, and data entry.
- Current WI driver's license and unlimited access to reliable transportation.
- Requires strong demonstrated IT skills utilizing such software as Microsoft WORD, EXCEL, and ACCESS. Demonstrated analytical skills and computer expertise required.
- Experience in a health care environment preferred.

## **PHYSICAL AND MENTAL ABILITIES REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS**

### Language Ability and Interpersonal Communication

- Ability to comprehend and interpret a variety of documents including client records, financial reports, letters and memos, state and federal rules and regulations manuals, professional journals and papers, job applications, insurance forms, budget sheets.
- Ability to effectively communicate orally and in writing with clients, service providers, agency staff, governmental personnel, and the general public.

### Mathematical Ability

- Ability to add, subtract, multiply, divide, calculate decimals and percentages, and use descriptive statistics.
- Ability to compare, count, differentiate, measure and/or sort data and information.
- Ability to classify, compute, tabulate, and categorize data.

### Judgment and Situational Reasoning

- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to analyze data and information using established criteria, in order to define consequences and to consider and select alternatives.
- Ability to apply situational reasoning ability by exercising judgement, decisiveness, and creativity in situations involving the evaluation of information against measurable criteria.
- Ability to use functional reasoning development in the performing activities within systems involving diversified work requiring exercise of judgement.

### Physical Requirements

- Ability to operate a variety of office equipment including computers and ancillary devices, calculator, photocopier, fax, etc.
- Ability to coordinate eyes, hands, feet, and limbs in performing coordinated movements in operating educational aids and office equipment.
- Ability to exert moderate effort in sedentary to light work, including stooping, kneeling, crouching. Ability to handle, finger and feel. Ability to lift and carry.



- Ability to recognize and identify degrees of similarities and differences between characteristics of colors, forms, sounds, odors, textures etc. associated with objects, materials and ingredients.
- Ability to move and guide material using simple tools.
- Ability to operate a motor vehicle.

#### **Environmental Adaptability**

- Ability, in regard to environmental factors such as temperature variations, noise, disease, and/or dust, to work under moderately safe and comfortable conditions.
- Ability to work in a comfortable and occasionally unsafe office environment.

#### **Language Ability and Interpersonal Communication**

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Employee's Signature

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Supervisor's Signature

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Date

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Date