



PERSONNEL ANALYST III

DEFINITION: Performs a variety of professional-level personnel duties in the areas of administration, employee relations, classification, compensation, recruitment and selection, equal employment, human resource strategies, and benefits administration; maintains the County personnel recordkeeping systems and other documentation programs; and participates as a positive and effective team member.

DISTINGUISHING CHARACTERISTICS:

Personnel Analyst I: This is the entry-level class in the Personnel Analyst professional series. This class is distinguished from the journey by the performance of the more routine tasks and duties assigned to positions within this series. Employees at this level are not expected to perform with the same independence of direction and judgment on matters allocated to the journey level. While this class is typically used as a training class within the professional job series, employees are encouraged to possess either: 1) professional personnel related work experience; or 2) working knowledge of the County's personnel systems, procedures, and policies.

Personnel Analyst II: This is the full journey-level class within the Personnel Analyst job series. This class is distinguished from the Personnel Analyst I by the assignment of the full range of duties. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the entry level.

This class is distinguished from the Personnel Analyst III in that the latter performs highly complex and difficult personnel analytical duties, and may exercise technical/functional supervision over professional, clerical, and/or technical staff.

Personnel Analyst III: This job class is the advanced journey-level class in the Personnel Analyst job series. This job class is distinguished from other classes within the series by the higher level of responsibility assumed, complexity of duties, and by the nature, scope, and impact of tasks performed on a County-wide basis. Employees perform the most difficult and responsible types of duties assigned to positions within this series including acting as specialist/expert in designated major work units within the Personnel Division and/or as a first-line supervisor over other staff. Employees at this level are required to be trained in all procedures related to every aspect of functions and services provided by the County's Personnel Division as well as specialized and

significant assigned areas of responsibility. Positions in this class are not flexibly staffed and may be accessed only by demonstrating a higher level of skills, knowledge, expertise, and specialization.

LEVEL OF RESPONSIBILITY AND SCOPE:

Personnel Analyst I receives immediate to general supervision from the Deputy Director of Personnel or his/her designee within the scope of established policies, guidelines, and pertinent regulations. Employees in this job class may receive technical and/or functional supervision from higher level Personnel Analysts as designated.

Personnel Analyst II receives general supervision from the Deputy Director of Personnel or his/her designee within the scope of established policies, guidelines, and pertinent regulations. May exercise technical and functional supervision over clerical, technical, or entry level professional staff as assigned and/or on a project by project basis.

Personnel Analyst III receives consistent direction from the Deputy Director of Personnel within a scope of policies, legal mandates, and regulations. May exercise direct supervision over professional, technical, and/or clerical staff as assigned.

EXAMPLES OF ESSENTIAL DUTIES: Duties may include, but are not limited to, the following: Participates as a positive and cooperative team member providing broad-based and professional personnel support and services to assigned departments to include classification, compensation, benefits management, recruitment, selection, and employee relations activities; Designs, coordinates, and implements recruitment programs, selection procedures, advertisement preparation, application screening, oral and performance testing; responds to candidates' questions relating to application process; Oversees and/or collects compensation and benefit data and prepares analyses and reports; provides classification, compensation, benefits, and related information to other agencies upon request; Oversees and/or conducts desk audits and/or job analyses to determine duties and responsibilities of positions; develops classification specifications; recommends allocation of existing classes or proposes the establishment of new classes; Ensures departmental compliance with personnel administration policies, practices, and procedures and confers with departmental representatives and staff on sensitive and/or volatile personnel issues, strategies, and courses of action; Researches, compiles, analyzes, and evaluates general and statistical information regarding selection procedures, recruitment methods, equal employment, classification, compensation, benefits administration, and other personnel practices and procedures; Prepares a variety of periodic and special reports; collects data, researches topics, and gathers information in the completion of studies and makes recommendations based on studies regarding personnel policies and procedures; Develops and implements training programs on a variety of personnel issues; Assists and participates in the preparation and administration of the Personnel Division's budget; prepares cost estimates for budget recommendations; develops and submits justifications for staff, supplies, and equipment; monitors and controls expenditures; Acts as a first-line resource regarding

County's employment opportunities and application procedures; supports, coordinates, and enforces equal employment and affirmative action programs within assigned departments; may participate in the investigation of discrimination and harassment complaints; may participate in compliance enforcement activities for assigned departments under the direction and leadership of higher level staff members; Advises assigned departments regarding grievance and/or disciplinary actions; interpret policies, memoranda of understanding, laws, and guidelines as they relate to assigned personnel program areas; Builds and maintains positive working relationships with co-workers, other County employees and managers, and the community utilizing accepted principles of effective customer service; Maintains awareness of and participation in external professional environment and resources to ensure the highest level of professional standards are applied to service delivery within the County's Personnel Division; Performs related duties as assigned.

Personnel Analyst III (In addition to those duties as previously outlined):

Monitors and evaluates operations and activities of assigned program responsibilities; recommends improvements and modifications; prepares various reports on operations and activities; May plan, prioritize, assign, supervise, and review the work of technical and clerical staff; participates in the selection of staff; May assist with labor negotiations; researching, developing, costing out and analyzing issues and proposals as part of the collective bargaining process; may attend negotiations sessions, participating in strategy sessions upon request.

MINIMUM QUALIFICATIONS

Education and Experience:

Personnel Analyst I - High school graduate or equivalent with at least two (2) years of progressively responsible and specialized work experience performing personnel or general administration work.

Personnel Analyst II - In addition to the qualifications for Personnel Analyst I: At least one year of progressively responsible professional personnel administration experience similar to the duties performed by the County of Inyo's Personnel Analyst I.

Personnel Analyst III – In addition to the qualifications for Personnel Analyst II: At least two (2) years of progressively responsible professional personnel administration experience similar to the duties performed by the County of Inyo's Personnel Analyst II. Equivalent to a Bachelor's degree from an accredited college or university with major course work in business or public administration, personnel administration, behavioral science or a related field may be substituted for work experience on a year-for-year basis for up to two years.

Knowledge of: Basic principles and practices of personnel administration and principles of organization and management; Personnel Division policies and procedures related to administration of personnel activities; standard and accepted principles and practices of public personnel administration such as recruitment/selection, classification, benefits

administration, and equal employment/affirmative action; standard and accepted principles and practices of motivation, team building and conflict resolution; pertinent local, state, and federal laws and regulations; basic methods of statistical research and presentation; standard and accepted office procedures, methods, and computer equipment; basic computer software, including word processing, spreadsheet, and database applications; standard and accepted English usage, spelling, punctuation, and grammar.

Skill to: Learn, understand, and apply the principles and practices of personnel administration; On a continuous basis, know and understand all aspects of the job; intermittently analyze work papers and special projects; identify and interpret technical and numerical information; observe and problem solve operational and technical policies and procedures; and explain County and Personnel Division policies and procedures to the general public and County staff; Read, analyze, evaluate, and summarize written materials and statistical data; Learn the principles and practices of motivation, team building, and conflict resolution; Learn to analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals; Prepare technical written materials and apply statistical formulae; Interpret and apply pertinent local, state, and federal laws and regulations; Maintain confidentiality; Work with various cultural and ethnic groups in a tactful and effective manner; Obtain information through interview process; effectively complete multiple assignments; and deal tactfully and courteously with the public; Analyze situations quickly and objectively to determine proper course of action; Communicate clearly and concisely, both orally and in writing; Effectively interact with individuals from various socio-economic, cultural, behavioral, and environmental settings; Maintain records and prepare reports and correspondence pertaining to probationers or program activities; Assemble and analyze data and make mathematical calculations including addition, subtraction, multiplication, division, and routine statistical computations; Operate and utilize a variety of office equipment including computer hardware and software as assigned; Plan, organize, and schedule priorities for self in an effective and timely manner; Meet the physical requirements necessary to perform required duties in a safe and effective manner for self and others; Establish and maintain effective working relationships with those contacted in the performance of assigned duties.

Personnel Analyst III - In addition to the skills and knowledge required for **Personnel Analyst I/II:**

Knowledge of: Standard supervisory skills to train, motivate, assign, and monitor the work of assigned staff; designated and specialized program and/or on-going administrative/operational functions and applicable laws, guidelines, regulations, and professional practices; best supervision and training practices.

Skill to: Plan, organize, and schedule priorities for self and others in an effective and timely manner; Supervise, train, and evaluate assigned staff.

Typical Physical Requirements: Sitting for extended periods of time daily; standing and walking short distances; intermittently twisting to reach equipment surrounding desk; walking, standing, bending, squatting, kneeling, or twisting while working at public counter, conducting field job audits, or carrying testing materials or retrieving/returning files from drawers; performing simple grasping and fine manipulation; using telephone, and writing or using a keyboard to communicate through written means or enter/retrieve data from computer; and lifting light weight. Good memory and recall is necessary for the accurate and timely transfer of data/information.

Typical Working Conditions: Most assigned work is normally performed in an office environment. Continuous contact with County staff, management, general public, individuals, and other outside organizations. Some travel may be required of designated positions.

Special requirements: Must possess a valid California Driver's License; must successfully complete a pre-employment background check.