



Legislation Details (With Text)

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File created: 5/3/2018 **In control:** Board of Supervisors

On agenda: 6/5/2018 **Final action:** 6/5/2018

Title: Human Resources Department recommending the Board approve the revised minimum qualification language for the existing Sr. Human Resources Analyst classification specification.

FUNDING: N/A

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Sr. Human Resources Analyst REDLINE 6-5-18, 2. B - Sr. Human Resources Analyst CLEAN 6-5-18

Date	Ver.	Action By	Action	Result
6/5/2018	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board approve the revised minimum qualification language for the existing Sr. Human Resources Analyst classification specification.

FUNDING: N/A

DEPARTMENT RECOMMENDATION

Human Resources Department recommending the Board approve the revised minimum qualification language for the existing Sr. Human Resources Analyst classification specification.

DISCUSSION / BACKGROUND

The Human Resources Department amended the minimum qualification experience pattern language for the Board’s consideration. The education pattern language will remain as-is.

Old experience pattern language:

Two years of journey level experience in various areas of the human resource function in a centralized human resources setting. Experience in a public agency setting is desirable.

Proposed education pattern language:

Two years of journey level experience in various areas of the human resource function. Experience in a public agency setting is desirable.

The “centralized human resources setting” language can be interpreted many ways and has proven in the current continuous recruitment to be unnecessarily restrictive. This change will allow for applicants who have qualifying experience with human resources functions/duties to be considered for this classification.

Note: This request is outside of the County-wide classification study implementation, as we are asking that the existing classification specification be updated; further, we believe this revision is

outside of the authority of the Director of Human Resources.

ALTERNATIVES

The Board could choose to reject the minimum qualification change and leave it as-is.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

None.

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

None.

CLERK OF THE BOARD FOLLOW UP ACTIONS

None.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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