



County of Santa Cruz

Invites you to apply for:

SENIOR PERSONNEL ANALYST

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Supplemental Questionnaire Required

Open and Promotional

Salary: \$101,962 - 136,656 / Annually*

Closing Date: Friday, August 9, 2024

www.santacruzcountyjobs.com

THE POSITION:

The County of Santa Cruz has an exciting opportunity for a Senior Personnel Analyst to join the Employee Relations and Salary Administration team, in the Personnel Department.

This position is in the Employee Relations and Salary Administration (ERSA) Division, which is responsible for classification and compensation, labor relations and employee discipline and grievances, position control, and personnel records. The successful candidate will be expected to prepare and present clear and concise recommendations on personnel and employee relations issues; research and interpret rules, laws, regulations and Memorandums of Understanding; provide alternative and creative solutions to complex human resource challenges; develop and present trainings to county staff on a wide range of human resource topics; support the Deputy Director with day-to-day management of the Records Unit. This position also plays a key role in department process improvement, implementation of the new payroll system, must keep abreast of legislative changes, oversees salary administration and implementation and may carry a small discipline caseload. The incumbent will also participate in negotiations and may be responsible for contract costing.

The list established will be used to fill the current vacancy and it may also be used to fill other vacancies in the areas of recruitment, position classification, salary administration, employee relations, training, risk management and equal employment opportunity.

The ideal candidate will demonstrate that they have the ability to:

- Build positive relationships with diverse stakeholders
- Effectively communicate and articulate complex ideas clearly and influentially
- Analyze data to identify trends
- Make data-driven decisions to optimize the efficiency and effectiveness of operations

QUALIFICATIONS

Any combination of training and experience which would provide the required knowledge and abilities is qualifying. A typical way to obtain this knowledge and abilities would be:

Equivalent to graduation from college with a degree in Personnel Administration, Management, Public Administration, Organizational Development, Psychology, Business Law or a closely related field, and three years of professional personnel experience.

Required knowledge and abilities: To view the list of required knowledge and abilities go to the County of Santa Cruz employment opportunities site at:

<https://www2.santacruzcountyca.gov/personnel/Specs/VE7spec.html>

SPECIAL REQUIREMENTS/CONDITIONS:

Possess and maintain a valid California Class C Driver's License or provide suitable transportation approved by the appointing authority.



THE COMMUNITY:

Stunning Santa Cruz County has approximately 270,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests, and rich farmland. The County enjoys an ideal Mediterranean climate with low humidity and approximately 300 days of sunshine a year. The area's unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art as well as golfing, surfing, hiking, and biking, offer a wealth of leisure activities. There are numerous local higher education institutions including Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour away. These elements make Santa Cruz County a great place to live, work, and play!

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require Fingerprinting and/or Background Investigation.

THE EXAMINATION:

Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY:

Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, please call Employment Services Manager Erin Morimoto at (831) 454-2932. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

SUPPLEMENTAL QUESTIONS:

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

Note: Please answer the questions below as completely and thoroughly as possible, as your answers may be used to assess your qualifications for moving to the next step in the recruitment process.

1. Describe your experience in managing a complex human resources project that may have involved various functions such as recruitment, position classification, salary administration, employee relations and/or equal employment opportunity.
2. Describe your experience collecting and analyzing data and writing reports, board letters, internal memos and/or correspondence.
3. Describe your experience supervising staff or working as a lead worker. Include a description of your leadership style, how you approach difficult conversations and motivate staff.

HIGHLIGHTED BENEFIT OFFERINGS:

Medical, Dental, and Vision

Medical coverage is available through CALPERS with the County paying a majority portion of the cost for the employee and dependents. The cost of the dental plan is entirely County-paid for employees and dependents. The County pays for the cost of an employee vision plan and the employee may purchase dependent coverage.

Retirement and Social Security

Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

Life Insurance and Long-Term Disability Plan

County paid \$50,000 term life insurance policy. Employees may purchase additional life insurance. The County pays for a long-term disability plan that pays 66 2/3 % of the first \$13,500, up to \$9,000 per month maximum benefits.

Paid Leave and Administrative Leave

Sixteen days vacation time allotted per year, increasing to 31 days per year after 15 years of service. Six days per year of sick pay, and the County observes 14 paid holidays per year. In addition to competitive vacation and sick leave accruals, the County provides an initial credit of one week of administrative leave at the time of appointment, plus an additional two weeks of administrative leave accrued each year. Administrative leave balance may be cashed out or used as time off.

*Includes 3% COLA effective September 2024

Note: Provisions of this bulletin do not constitute an expressed or implied contract.