

San Joaquin County Employment Opportunity

Personnel Analyst III Employment Services

ABOUT THE POSITION

The Human Resources Division is seeking an experienced, creative, dynamic professional who possesses strong analytical, written and oral communication skills. The County seeks an Analyst committed to providing excellent customer service to County departments, while being a vital team member and trusted advisor supervising a team of professionals in the Employment Services Unit.

Under the direction of the Principal Personnel Analyst, the Personnel Analyst III is expected to be a technical expert serving as a supervisor for professional and clerical staff in the performance of County human resources activities. The Personnel Analyst III is a working supervisor and will: conduct complex recruitments, assessments, and classification work; supervise a team of professionals responsible for analyzing and evaluating the effectiveness of County Human Resources programs, policies, processes, and team effectiveness; identify areas for improvement and innovation, and propose solutions; provide guidance to analysts relating to the interpretation of human resources policies, procedures, rules, regulations, workforce planning and organizational design. The Personnel Analyst III will deliver outstanding customer service to internal and external customers and will be a Human Resource generalist with responsibility for a wide array of personnel and analytical staff assignments.

THE DEPARTMENT

Human Resources is a division of the County Administrator's Office and provides centralized HR and labor relations services for all County departments. Services include: Employment Services to include recruitment, retention, exam development, and performance management, EEO program, Staff development & wellness, administration of County health, dental, and voluntary benefit programs, safety, risk and leave management. The division also negotiates labor contracts, processes complaints and grievances, participates in labor management meetings, and provides support for the Civil Service Commission, EEOA, Deferred compensation.

The mission of the Human Resources Division is to partner with all County departments, community organizations, and educational institutions to recruit, develop, and retain employees of the highest quality and competency, who represent the diverse community we work and live in.

THE IDEAL CANDIDATE

Our ideal candidate has excellent analytical, research and project management skills, strong knowledge/experience in employment services, and thrives in a fast-paced work environment. Is highly organized, have exceptional attention to detail, strong time management skills, possess excellent written and oral communication skills, are proactive, flexible in your approach to your work, and solve problems creatively. To be successful, a Personnel Analyst II must be able to use independent judgment to scrutinize options, make sound decisions within established policy and procedures, and effectively communicate those decisions. The incumbent will be curious and ask questions to understand the context and the "why" to better serve our customers. Candidates should have a demonstrated ability to work successfully in a team environment, working respectfully, collaboratively and develop and maintain positive working relationships with colleagues, departments and the public.

Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton, California 95202
Phone: (209) 468-3370

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Personnel Analyst III

Compensation and Benefits

Approximate Annual Base Salary:

\$107,8875 - \$131,123

***Salary includes 10% confidential supplement**

In addition to the base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- Members of the Confidential Unit receive a supplement of 10% on top of base salary
- A 1% employer contribution to the County's 457 Deferred Compensation Plan
- Vacation cash-out up to eight (8) days annually
- 1937 Retirement Act plan with reciprocity with CALPERS.
- 125 Flex Spending Benefits Plan
- 12 days sick leave annually with unlimited accumulation.
- 10 days of vacation leave (15 days after 3 years, 20 days after 10 years, and 23 days after 20 years)
- 14 paid holidays per year
- 80 hours of Administrative Leave annually (pro-rated)

	Step 1	Step 5
Annual Base Salary	\$98,069	\$119,203
10% Supplement (annual)	\$9,806	\$11,920
1% Employer 457 Contribution (annual)	\$980	\$1192
Vacation Cash Out (annual)	\$3,017	\$3,667
Total Potential Annual Comp	\$111,872	\$135,982

Application and Selection

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire. Resumes will not be accepted in lieu of a complete application package. If a formal exam process is utilized, qualified applicants will be invited to participate in an oral or written examination interview which may include a practical exercise. The top-scoring candidates will be referred to the department for a hiring interview. To apply, submit a completed application and supplemental questionnaire on or before the **final filing date 3/15/24.**

This Civil Service position is unrepresented. Final appointment will be conditional upon passing a pre-employment Background check.



Recruitment Incentives * (new to county employees may qualify)

- **Vacation Accrual Rate:** San Joaquin County vacation accrual rate consistent with the candidate's total years of public service.
- **Sick Leave:** Candidates leaving other employment may receive credit for actual non-reimbursable sick leave hours (up to 160 hours).
- **New Hire Retention Bonus:** \$2,000 upon completion of first year equivalent employment (2,080 hours); \$1,000 at 6,240 hours; \$3,000 at 12,480 hours.

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Personnel Analyst III

Typical Duties

- Supervise a team of Human Resources analysts and support staff.
- Prepares examination announcements & brochures; provides information regarding County employment to interested parties.
- Constructs, validates and analyzes oral, written and performance examinations; insures compliance with federal and state laws.
- Conducts classification, task analyses, and job restructuring studies; develops and revises class specifications; conducts job audits.
- Participates in the development of procedures, forms and work methods; conducts or participates in a variety of special departmental projects.
- Collects and interprets salary and employee data; assists in salary negotiations and other employer-employee relations matters.
- May assume functional responsibility for a personnel program; supervises and manages program activities.
- Develops and conducts employee training programs.
- Prepares correspondence and analytical reports.
- Providing guidance and interpretation to County departmental human resources staff.
- Policy Development

Minimum Qualifications

Experience: Two (2) years as a Personnel Analyst II in San Joaquin County service.

OR:

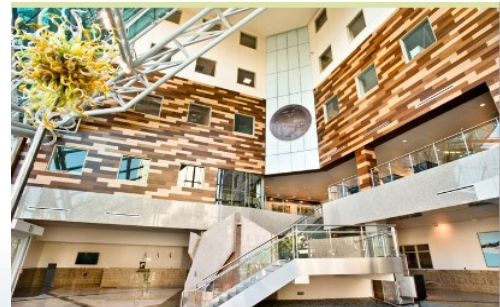
Education: Graduation from an accredited four year college or university, preferably with a major in public or business administration, social science, industrial psychology, or a closely related field.

Experience: Three (3) years of full-time professional public personnel or related administrative analytical work, of which at least two (2) years must have been a responsibility level equivalent to Personnel Analyst II in San Joaquin County service.

Substitution: Experience performing demonstrated complex professional *public personnel work such as classification, recruitment and/or test development OR administrative/analytical work related to personnel may be substituted for the required education on a year-for-year basis.*

AND:

License: *Possession of a valid California driver's*



Make San Joaquin County your new home!

A land of beauty, recreation and natural riches—from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



Agriculture

The county is one of the most agriculturally rich regions in California. Grapes are the leading commodity, with 98,000 bearing acres, much of that in wine grapes. Over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Almonds, walnuts, tomatoes and cherries round out the top crops, with an abundance of other produce. Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

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