

POSITION DESCRIPTION

AGENCY/DEPT ID
Department of Administrative Services
DAS301810

DIVISION OR INSTITUTION
Human Resources Division

UNIT OR OFFICE
Organizational Development

COUNTY OF EMPLOYMENT
Franklin

Reclassification
 New Position
 Update

Position Hyperlinked to Agency Organizational Tree

USUAL WORKING TITLE OF POSITION: Compensation Manager POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR: 20005812 Deputy Director 6

Permanent Classified Overtime: Eligible Exempt
 Temporary Unclassified
 Intermittent Essential If FLSA Exempt, exemption type:

Bargaining Unit: _____ Page 1 of 3

NORMAL WORKING HOURS (Explain unusual or rotating shift):
FROM: 8:00 A.M. TO: 5:00 P.M.

JOB DESCRIPTION AND WORKER CHARACTERISTICS

%	Job Duties in Order of Importance	Knowledge, Skills & Abilities
30	<p>Plans, directs & oversees activities of the Office of Organizational development in the Human Resources Division that includes the operation & direction of the Classification & Compensation Unit, Test Development, Test Administration, Performance Management, HMS & Workforce Analysis, Drug Free Workplace; provides administrative direction to staff engaged in maintenance of classification plans & approval of proposed position specific minimum qualifications (e.g., reviews & edits all draft classification specifications prior to distribution to affected agencies for comment to ensure correct format, punctuation clarity & minimum qualifications are content valid, writes &/or oversees preparation of rule annotations & cover forms to prevent refilings due to errors, reviews or writes public hearing agenda prior to submission of printing order, oversees staff in carrying out mass mailings announcing public hearings & subsequently adopted changes, oversees input of data relative to class plan changes into computer file & filing of hardcopy materials tracking changes to various class plans); provides assistance to staff engaged in development & management of compensation reviews mandated by collective bargaining contracts for state agencies & those requested by individual agencies; supervises & facilitates continuing career development of assigned staff.</p> <p>This position is in unclassified service per section 124 11(A) (9) of Ohio Revised Code & is overtime exempt.</p>	<p>Knowledge of: (1) budgeting, (2) management, (3) human resources, (4) workforce planning, (5) agency policies & procedures (classification policies)*, (6) government structure & process (state agency table of organization & operational service delivery requirements)*, (7) Ohio Revised Code Chapters 124 & 4117, Ohio Administrative Code Chapters 123, Federal Equal Pay Act, Rehabilitation Act, Americans with Disabilities Act, Title VII of the Civil Rights Act, Age Discrimination in Employment Act, collective bargaining agreements, (8) supervisory principles & techniques, (9) WRIPAC job analysis methodology*. (10) Point factor analysis*, (11) Jacobs Company, Inc. & Booz, Allen & Hamilton, Inc. procedures for writing classification specifications & minimum qualifications*. Skill in: (12) operation of personal computer & related hardware/software (e. g., Word, Excel, PowerPoint). Ability to: (13) research, compile & organize information, (14) write meaningful & accurate reports & technical documents.</p> <p>*developed after employment</p>

POSITION NUMBER
20005834

JOB CODE TITLE
Human Resources Manager 4

JOB CODE
64634

List Position Numbers & Job Titles of Positions Directly Supervised:
 MAS 2: 20005839, 20005907, 20005955, 20005831, 20005897
 AA 3: 20072329, 20005939 HRA Supv: 20005915
 HRA 3: 20005836, 20005837, 20005848, 20005841, 20005838
 College Intern: 20072215, 20072214

SIGNATURE OF AGENCY REPRESENTATIVE
Nancy J Kelly

DATE
7/22/09

POSITION DESCRIPTION

AGENCY/DEPT ID
Department of Administrative Services
DAS301810

DIVISION OR INSTITUTION
Human Resources Division

UNIT OR OFFICE
Organizational Development

COUNTY OF EMPLOYMENT
Franklin

Reclassification New Position Update

Position Hyperlinked to
Agency Organizational Tree

USUAL WORKING TITLE OF POSITION POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR
Compensation Manager 20005812 Deputy Director 6

Permanent Classified Overtime: Eligible Exempt
 Temporary Unclassified
 Intermittent Essential If FLSA Exempt, exemption type:
Bargaining Unit
Page 2 of 3

NORMAL WORKING HOURS (Explain unusual or rotating shift):
FROM: 8:00 A.M. TO: 5:00 P.M.

JOB DESCRIPTION AND WORKER CHARACTERISTICS

%	Job Duties in Order of Importance	Knowledge, Skills & Abilities
30	Formulates, establishes & implements statewide policies & procedures pertaining to classification (e. g., determines timelines & procedures for agencies to submit initial requests & supportive documentation & sets timeline & action steps to file administrative rule amendments & holds public hearings); promulgates administrative rules & holds public hearings to review any changes proposed to the classification plans; conducts quarterly review of management initiated classifications, deleting classifications, revising classifications, revising minimum qualifications; keeps abreast of proposed legislative & collective bargaining changes that affect operations to ensure compliance & to provide input for division's position (e. g., attends trainings, meetings & seminars, researches human resources publications, meets with division leadership).	Knowledge of: 1, 2, 3, 4, 5*, 6*, 7, 8, 9, 10*, 11*. Skill in: 12. Ability to: 13, 14.
20	Provides technical assistance & advice to employees, personnel & human resources representatives & officials of state & county agencies & other divisions within department; supports the Office of Collective Bargaining (OCB) by conducting point-factoring evaluations & labor market reviews for pay range changes requested by unions during official contract negotiations; testifies as expert witness in mediation, fact-finding & arbitration; reviews management classification proposals affecting OCSEA/AFSCME employees with OCB prior to introduction at labor/management meetings; reviews proposed classification plans submitted to the State Personnel Board of Review from centralized personnel departments & state-supported colleges & universities that have elected to develop their own classification plan as provided by statute.	Knowledge in: 1, 2, 3, 5*, 6*, 7, 9, 10*, 11*. Skill in: 12. Ability to: 13, 14.

POSITION NUMBER
20005834

JOB CODE TITLE
Human Resources Manager 4

ADD 8-5-08 MS

JOB CODE
64634

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AA 3: 20072329, 20005939 HRA Supv: 20005915
HRA 3: 20005836, 20005837, 20005848, 20005841, 20005838
College Intern: 20072215, 20072214

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POSITION NUMBER
20005834

Reclassification New Position Update

Position Hyperlinked to
Agency Organizational Tree

USUAL WORKING TITLE OF POSITION
Compensation Manager

POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR
20005812 Deputy Director 6

Permanent Classified
 Temporary Unclassified
 Intermittent Essential

Overtime: Eligible Exempt

Bargaining Unit

If FLSA Exempt, exemption type:

Page 3 of 3

NORMAL WORKING HOURS (Explain unusual or rotating shift):
FROM: 8:00 A.M. TO: 5:00 P.M.

JOB DESCRIPTION AND WORKER CHARACTERISTICS

%	Job Duties in Order of Importance	Knowledge, Skills & Abilities
15	Provides administrative direction to staff engaged in conducting job audits for all exempt employees of state & county agencies & position description processing for all centralized entities; provides administrative oversight to analysts involved in conducting compliance reviews of agencies that are PD decentralized (e. g., monitors on-site review process, issues reports of findings & recommendations, reviews agency corrective action plans, monitors processing of position descriptions & job audits to ensure timely turnaround & makes assignments to ensure equal consistency in interpretation of applicable classification specifications to be completed); formulates, establishes & implements statewide policies & procedures pertaining to position descriptions & decentralization status.	Knowledge of: 2, 3, 4, 5*, 6*, 7, 9, 10*, 11*. Skill in: 12. Ability to: 13, 14.
5	Performs other related administrative & public relations duties as assigned (e. g., testifies at adjudicative & civil proceedings upon request-subpoena, attends in-service training & staff meetings as requested).	Knowledge in: 1, 2, 3, 4, 5*, 6*, 7, 9, 10*, 11*. Skill in: 12. Ability to: 13, 14.

*developed after employment

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