

POSITION DESCRIPTION

OHIO DEPARTMENT OF ADMINISTRATIVE SERVICES

AGENCY
Department of Administrative Services

DIVISION OR INSTITUTION

UNIT OR OFFICE
HRD/OCB Policy

State Agency County Agency New Position Change

County of Employment
Franklin

USUAL WORKING TITLE OF POSITION
HRD/OCB Policy Analyst

POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR
20006561 HRD/OCB Policy Administrator

NORMAL WORKING HOURS (Explain unusual or rotating shift)
8:00 a.m. - 5:00 p.m.

JOB DESCRIPTION AND WORKER CHARACTERISTICS

%	Job Duties in Order of Importance	Minimum Acceptable Characteristics
50	<p>Provides assistance to agencies with contract interpretation; answers inquiries via telephone and e-mail. Represents State of Ohio as an advocate in arbitration & mediation proceedings; develops case theory & presents arbitration cases; prepares & conducts expedited arbitration cases & assists in arbitration of full panel grievances (e.g., researches issues, prepares witnesses, writes questions, opening & closing statements; writes briefs as determined in arbitration process); prepares & enters into settlements agreements; authorized by Deputy Director to settle grievances on behalf of Office of Collective Bargaining (OCB); advises advocates on strategy to assist state agency labor relations advocates in preparation for their arbitration cases. Reviews & investigates grievances at various steps of grievance procedures for assigned agencies & prepares various information & responses. Represents Department of Administrative Services at the State Employee Relations Board mediations and hearings; attends hearings & assists assigned Assistant Attorney General in case preparation. Drafts responses & investigates Unfair Labor Practices; attends State Employee Relations Board meetings. Serves as liaison to elected officials in their labor relations issues; directs legal interns in coordination of research projects. Works with Policy Administrator on coordinating the negotiations of five collective bargaining agreements; researches and directs legal interns in conducting research in preparation for negotiations. Drafts proposals and directs other staff in the preparation and compilation of materials for negotiations. Presents seminars at various conferences. Under direction of Manager of Training, assists in facilitation of Arbitration School Program. Provides training to state agency labor relations officers, managers or employees as assigned; assist in revising training program as necessary. Prepares information for publication on OCB web page. Position may perform some or all of the duties included in PN 20006545 and PN 20006556.</p> <p>Position is in unclassified service per 4117.10(D) of Ohio Revised Code & is overtime exempt</p>	<p>Knowledge of (1) labor relations involving formal bargaining & negotiations with organized labor or management, labor conflict resolution (e.g., mediation, arbitration, settlement); (2) ORC Chapter 4117 & OAC Chapters 123, 124;* (3) DAS policies & procedures;* (4) government structure & process;* (5) labor relation principles, Ohio Collective Bargaining laws, rules and regulations, arbitration process.* Skill in (6) operation of personal computer & associated software (e.g. Microsoft Office) & hardware. Ability to (7) define problems, collect data, establish facts & draw valid conclusions; (8) originate business letters reflecting standard procedures; (9) understand technical manuals and verbal instructions; (10) handle sensitive inquiries from contacts with officials & general public; (11) pass all requirements to attain admittance & maintain affiliation in good standing with Ohio Bar Association.</p> <p>*developed after employment</p>

POSITION NUMBER 20006547
 JOB CODE 99580
 JOB CODE TITLE Administrative Staff
 Job Code *Apcl 3-29-12-ol*

List Position Numbers and Class Titles of Positions Directly Supervised:

SIGNATURE OF AGENCY REPRESENTATIVE

 Michael Duco, Deputy Director

DATE
 5/23/12

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Page 2 of 2

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50	<p>On behalf of deputy director of DAS Human Resources Division (HRD), researches & compiles data on current state & federal statutes, federal & state case law, human resources best practices & trends, & other sources, both in hard-copy & stored electronically, on various employment-related topics that affect civil services at state, county, & state-supported college & university jurisdictions; drafts new & revised policies & directives & proposed legislative changes (i.e., assignments will not overlap with those assigned to another employee in the same work unit) based upon collected information; confers with affected HRD supervisors & managers & affected external customers to obtain input regarding proposed rules, directives & legislation; briefs/discusses impact of proposed new & revised policies & directives & proposed legislative changes with HRD deputy director to ensure accuracy, completeness, clarity, & user friendliness of content. Drafts & annotates new & revised administrative rules & identifies those to be rescinded as required by DAS five-year plan to comply with Section 119.032 of Revised Code & to satisfy any changes in Ohio revised Code (ORC) & federal regulations that affect HRD's operations & civil service employment; files original proposed, revised, refiles, & adopted rules & arranges for & holds public hearing as required by Chapter 119 of ORC (e.g., schedules date, time & location of public hearing; drafts & publishes legal ad; generates required rule filing forms for & cover letters; generates & distributes implementation notice). Provides information &/or technical assistance to state, county & state supported college & university human resources personnel, employees & public regarding civil service laws & rules, HRD programs & operations & employment law, develops & delivers training presentation & speeches to include any visuals, manuals, & handouts; develops & disseminates informational materials to implementation policies & directives; writes articles for HRD/DAS publications. Monitors proposed legislation to identify & address that which impacts HRD functions & civil service; participates on interagency committees; assists with special projects; prepares & maintains required reports, records & correspondence; operates personal computer to generate, retrieve & store data & send & receive e-mail.</p>	<p>Knowledge of (1) business or public administration, (2) management, (3) law, (4) human resources, (5) agency policies & procedures (e.g., Chapter 123 of Administrative Code; HRD policies & procedures)*, (6) government structure & process (e.g., Chapter 124 of ORC, employment laws)*. Skill in: (7) operation of a personal computer & associated hardware/software (e.g., MS Office, Web browser). Ability to: (8) deal with many variables & determine specific action, (9) use statistical information, (10) develop complex reports & position papers (11) gather, collate & classify information about data, people or things, (12) handle sensitive inquiries from & contacts with officials & general public, (13) prepare meaningful, concise & accurate reports, (14) annotate & promulgate administrative rules, (15) define problems, collect data, establish facts & draw valid conclusions, (16) prepare & deliver speeches before specialized audiences & general public, (17) originate &/or edit articles for publication, (18) check pairs of items that are similar or dissimilar, (19) resolve complaints from angry citizens & government officials.</p> <p>*developed after employment</p>

POSITION NUMBER
20006547

JOB CODE TITLE
Administrative Staff

JOB CODE
99580
Apr 3-29-12-ol

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SIGNATURE OF AGENCY REPRESENTATIVE

DATE



3/23/12

Michael Duco, Deputy Director