



# COMMONWEALTH OF KENTUCKY JOB CLASS SPECIFICATION

## HUMAN RESOURCE BRANCH MANAGER

Job Number: 20001733

Job Code: 93230V230916

Job Group: 9300 - PERSONNEL MANAGEMENT AND TRAINING

Job Established: 06/16/1982

Job Revised: 09/16/2023

Grade: 16 Salary (MIN - MID):

\$25,273-\$37,910 - Hourly

\$4,106.86-\$6,160.38 - 37.5 Hr. Monthly Salary

\$4,380.66-\$6,571.08 - 40 Hr. Monthly Salary

Special Entrance Rate:

NONE

NONE

NONE

### PROBATIONARY PERIOD:

This job has an initial and promotional probationary period of 6 months, except as provided in KRS 18A.111.

**CHARACTERISTICS OF THE JOB:** *Characteristics of a job are general statements indicating the level of responsibility and discretion of positions in that job classification. These are not intended to be an exhaustive list.*

Manages the employees and activities of a major program branch in a human resource office or division; and performs other duties as required.

### MINIMUM REQUIREMENTS:

#### **EDUCATION:**

Graduate of a college or university with a bachelor's degree.

#### **EXPERIENCE, TRAINING, OR SKILLS:**

Four years of professional experience in Kentucky state government merit system personnel or payroll administration or Kentucky governmental employee benefits administration.

#### **Substitute EDUCATION for EXPERIENCE:**

NONE

#### **Substitute EXPERIENCE for EDUCATION:**

Administrative, business research, and/or clerical experience will substitute for the required education on a year-for-year basis. Current or prior military experience will substitute for the required college on a year for year basis. Prior military experience will only substitute if the individual received an honorable discharge, discharge under honorable conditions, or a general discharge.

#### **SPECIAL REQUIREMENTS (AGE, LICENSURE, REGULATION, ETC.):**

NONE

**EXAMPLES OF DUTIES OR RESPONSIBILITIES OF THE JOB CLASSIFICATION:** *Examples of duties or responsibilities are not to be construed as describing what the duties or responsibilities of any position shall be and are not to be construed as limiting the appointing authority's ability to assign, or otherwise alter the duties and responsibilities of a position. This is not intended to be an exhaustive list.*

Supervises, assigns, coordinates and reviews the work of all employees in a human resource program branch. Develops branch performance standards and evaluates the staff in terms of those standards. Interprets and enforces programmatic policies and procedures. Conducts, or causes to be conducted, studies of operational procedures and their effectiveness. Reviews and makes recommendations on staff suggestions for procedural changes. Personally develops and recommends the establishment, modification, and/or abolishment of operational policies and procedures in assigned area. Interviews prospective employees and makes recommendation to superiors. Assesses branch training needs and makes recommendations to superiors. Confers with problem employees and initiates disciplinary procedures when appropriate. Represents the division or agency in meetings when assigned. Participates in workshops, seminars and conferences when assigned. Provides technical assistance to staff and agencies when needed. Maintains branch records as required. Counsels staff in terms of career goals and recommends staff for advancement.

**UNIQUE PHYSICAL REQUIREMENTS:**

**TYPICAL WORKING CONDITIONS:** *Incumbents in the job will typically perform their job duties under these conditions.*

Incumbents working in this job title perform duties in an office setting. Occasional travel may be required.

**ADDITIONAL REQUIREMENTS:**

Upon appointment, employees in this class may be required to maintain a valid driver's license and may be required to drive a licensed vehicle. This status may be necessary for the length of time in this class. If this is necessary it will be listed in the specific position description for the position at issue. Applicants and employees in this job title maybe required to submit to a drug screening test and background check. Applicants and employees in positions which perform job duties that may require contact with offenders in the custody or supervision of the Department of Corrections or with youth in the care, custody, or supervision of the Department of Juvenile Justice must meet qualifications pursuant to the federal Prison Rape Elimination Act, 28C.F. R.115.17 and 115.317.

*The Commonwealth of Kentucky does not discriminate on the basis of race, color, sex, disability, age, national origin, religion, sexual orientation, gender identity or expression, pregnancy or related medical condition, marital or familial status, ancestry, political affiliation, genetic information, or veteran status in accordance with state and federal laws.*