



Personnel Commission

Annual Report

July 1, 2010 – June 30, 2011

October 13, 2011

Presented by:

Scott Pilch

Personnel Director

HLPUSD – Personnel Commission

Mission Statement

The Personnel Commission is committed to providing professional, timely, efficient, and effective service in attracting and retaining the best qualified employees based on demonstrated job related merit and fitness for the purpose of providing the District with a quality workforce that promotes a culture of teamwork, fairness, and an environment dedicated to student success.



PC Guiding Principles

- Fair treatment in all personnel administration matters
- Equal pay for work of equal value
- Recruitment from all segments of society & advancement on the basis of ability, knowledge, & skill under fair & open competition
- High standards of integrity, conduct, & concern for the public interest
- Retention of employees who perform well
- Improved performance through effective education & training
- Protection of employees from arbitrary action, personal favoritism, or political coercion
- Protection of employees against reprisal for lawful disclosure of information

Overview of Work Performed

✓ Rule Changes	2
✓ New Classifications	2
✓ Class Description Changes	14
✓ Job Analysis	19
✓ Reclassification Actions	2
✓ Recruitments	32
- Hired 56 individuals to permanent classified positions.	
✓ Disciplinary Appeal Hearings	3

Highlights of the Year

✓ Employee Service Awards



Training

- ✓ Climbing the Career Ladder at HLPUSD
- ✓ Path to Employment Training – Adult School and L.A. Works
- ❖ New Hire Orientation

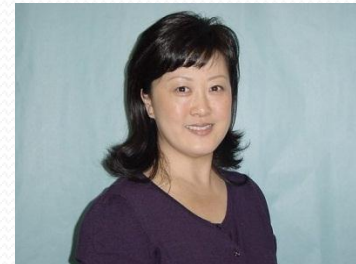


Recruitment Campaigns

Director of Food Services:



Assistant Director of Food Services:



Director of Network and Computer Services:



Director of Transportation:



Personnel Commission Staff



Thank you!

Any Questions?

