



HUMAN RESOURCE GENERALIST

JOB OPPORTUNITY ANNOUNCEMENT

DATE:	JANUARY 27, 2025
DIVISION / DEPARTMENT:	ADMINISTRATIVE SERVICES
POSITION TYPE:	REGULAR / FULL TIME
FLSA CLASSIFICATION:	EXEMPT
JOB LOCATION:	ORLANDO, FL
APPLICATION DEADLINE:	OPEN UNTIL FILLED

POSITION SUMMARY

The Human Resource Generalist will serve as a resource to staff and support management key initiatives. Responsibilities include recruitment, employee and labor relations, benefits administration, retirement, new hire orientation, records management, and other related services.

The Human Resource Generalist reports to the Chief Administrative Officer and does not supervise any employees.

SKILLS AND QUALIFICATIONS

REQUIRED:

- Bachelor's degree in Human Resources, Business Administration, or closely related field
- Minimum of three years experience in Human Resources experience or related work
- Excellent verbal and written communication skills
- Excellent interpersonal and conflict resolution skills
- Excellent organizational skills and attention to detail
- Excellent time management skills, prioritizing tasks with a proven ability to meet deadlines
- Ability to act with integrity, professionalism, and confidentiality
- Thorough knowledge of employment-related laws and regulations
- Proficient with Microsoft Office Suite or related software
- Valid Florida driver's license and driving history that meets SOE driving standards

PREFERRED:

- Bachelor's degree in Human Resources and a PHR Certification (Professional Human Resources) a plus
- Knowledge of payroll systems such as ADP Application
- Prior work experience with Benefits and Open Enrollment

POSITION FUNCTIONS AND DUTIES

- Responsible for all aspects of the Human Resources function, such as posting vacancies, tracking and reviewing applications, coordinating interviews, preparing all new hire documents, and conducting new hire orientation
- Liaison with Temporary Agencies to staff for Election season
- Conduct reference checks to include driving records, education, civil and criminal inquiries
- Train staff on all internal policies and procedures
- Conduct open enrollment and update employees' benefit changes
- Work with vendors to update employee qualifying events and monitor benefit costs accordingly
- Prepare Family Medical Leave and COBRA documents when required
- Participate in Employee Benefit Coordinators meetings with Orange County Human Resources
- Communicate with staff in a timely manner all changes to Benefits, Retirement, and other related Human Resources information
- Report and track all Risk Management incidents to County Third Party Administrator
- Track employee annual reviews, promotions, reclassifications and salary increases
- Track Defensive Driving Training for employees
- Maintain and update employees' information in the Human Resources System and Personnel File

- Prepare Employee Service Award for the monthly staff meeting
- Maintain compliance with federal, state, and local employment laws and regulations and recommend best practices; review policies and practices to maintain compliance
- Maintain knowledge of trends, best practices, regulatory changes, and new technology in human resources, talent management, and employment law
- Assist the Senior Accounting Administrator with payroll process and generating reports for review
- Assist with preparing reports for the annual audit
- Perform all other duties as assigned

WORKING CONDITIONS

The majority of the work is performed indoors in an air-conditioned office, seated at a desk facing a computer screen. Occasionally, work may be performed indoors and outdoors at polling locations and voter registration sites. The position requires frequent contact with business professionals, members of the public, and coworkers.

This position requires full-time hours, as well as extended workdays and weekend work during election events, sometimes with little or no advance notice.

SPECIAL EQUIPMENT

Must possess working knowledge of office machines, equipment, and tools, including Multi-line phone systems, calculators, computers, copiers, printers, fax machines, election equipment, and company vehicles.

PHYSICAL AND MENTAL DEMANDS

Requirements & Frequency		
Occasional Demands (1-33%)	Frequent Demands (34-66%)	Constant Demands (67-100%)
Standing	Grasping	Reading and Comprehending
Driving	Hand-Eye Coordination	Focus for Extending Periods
Pushing	Visual Acuity	Sitting
Pulling	Reaching	Repetitive Wrist Motion
Bending	Walking	Mental Alertness
Stooping		Hearing
Lifting and/or Carrying (up to 20 lbs)		Oral Communication
		Decision-Making

DISCLAIMER

This is a general overview of this position. The Orange County Supervisor of Elections reserves the right to change, alter, or void all or any part of this position overview at any time, with or without notice.

AT WILL STATEMENT

Employment at the Orange County Supervisor of Elections Office is "at-will". The employee or employer may terminate it at any time, with or without cause. It is not guaranteed, contracted, or promised for any length of time. No person other than the Orange County Supervisor of Elections has the authority to alter your employment's at-will status or enter into any employment contract with you. The Orange County Supervisor of Elections reserves the right to change, amend, or revoke pay rates, terms and conditions of your employment, and job offers at any time.

HOW TO APPLY

Email applications to: recruiter@ocfelections.gov

Mail application to:

Orange County Supervisor of Elections
Attention: Human Resources
PO Box 562001
Orlando, FL 32856