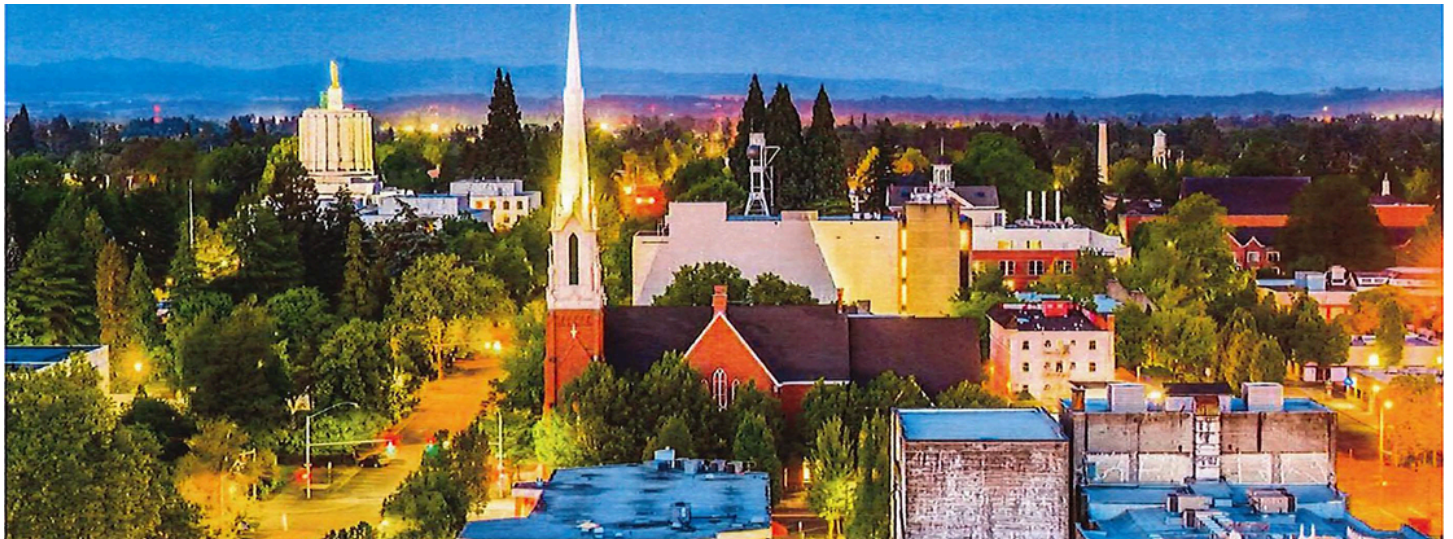


MARION COUNTY



HUMAN RESOURCES LABOR COUNSEL

Marion County is seeking an experienced and strategic professional to serve as our Human Resources Labor Counsel. As a key member of the Human Resources team, you will be responsible for maintaining and strengthening positive relationships between the County and its employees, ensuring compliance with labor laws, and supporting a fair, inclusive, and collaborative workplace. We are looking for a dynamic leader with expertise in labor negotiations, conflict resolution, and employee engagement - someone dedicated to cultivating a strong, supportive workplace culture.



JOB DUTIES

Labor Relations & Negotiations

- Serve as the county's chief negotiator for Collective Bargaining Agreements (CBAs); research and prepare proposals and costing analyses; present and defend county positions at the bargaining table.
- Manage and organize labor relations activities, including CBA negotiations, administration, and union relations.
- Develop labor relations strategies; monitor CBAs; evaluate policies and procedures; and recommend changes.
- Draft, review, and interpret CBAs, letters of agreement, separation agreements, last chance agreements, and related documents.

MARION COUNTY



HUMAN RESOURCES LABOR COUNSEL

JOB DUTIES - continued

CBA Administration & Dispute Resolution

- Provide interpretation of CBA terms to managers and employees; ensure consistent administration of personnel procedures and CBAs.
- Mediate disputes and assist in conflict resolution.
- Advise management in corrective action, disciplinary processes, and performance management.
- Represent the county in grievance and interest arbitration, unfair labor practice proceedings, and other labor-related hearings in coordination with County Counsel.

Legal Review & Compliance

- Coordinate with County Counsel to provide legal review and coordination in labor and employment law matters, including compliance with legislative and regulatory developments.
- Coordinate with County Counsel to monitor and analyze new labor and employment legislation; recommend policy changes to maintain compliance and improve policies.
- Coordinate with County Counsel on litigation, arbitration, and other legal issues as needed.

Training, Committees & Special Projects

- Design and deliver supervisory training on labor relations, CBA administration, grievances, and employee relations.
- Participate in county and departmental labor/management committees, health insurance committees, and other special projects as designated by the Chief Human Resources Officer.
- Perform other duties as assigned. Temporary assignment to a higher or lower classification is a countywide requirement, and higher-level classifications include the responsibilities of all lower-level classifications within the same series.



MARION COUNTY



HUMAN RESOURCES LABOR COUNSEL

MINIMUM REQUIREMENTS

1. Member of the Oregon State Bar in good standing at the time of appointment; AND
2. Five years of experience practicing law, with significant experience in labor and employment law including negotiation responsibilities; OR
3. Any satisfactory combination of work, education, training, or experience relevant to the position, as determined by Marion County.

PREFERENCES

Public sector experience or representation preferred.

ADDITIONAL REQUIREMENTS

- Successful completion of a criminal background check (including fingerprinting). However, conviction of a crime may not necessarily disqualify an individual for this position.
- Possess a valid driver's license and acceptable driving record in accordance with Marion County policy. The policy can be found at: <http://apps.co.marion.or.us/APAP/>.

COMPENSATION

Marion County offers an exceptional compensation and benefits program. The wage range for this position is \$132,267.20 - \$177,132.80 with initial salary dependent upon the qualifications and experience of the candidate selected. Marion County is a qualifying employer for the Public Service Loan Forgiveness Program.



MARION COUNTY



HUMAN RESOURCES LABOR COUNSEL

EMPLOYEE BENEFITS

Insurance Coverage

- Medical, prescription, vision, and dental plans covering employees and dependents with low employee premiums
- Employer-paid basic life insurance.
- Accidental death and dismemberment plan.
- Employer-paid long-term disability plan.

Retirement Benefits

- Participation in the Public Service Retirement System (PERS) - Employer pays the 6% employee contribution.
- (457) deferred compensation plan option
- 2.5% employer contribution to a 401(k) plan

Annual Paid Leave

- 17d vacation days
- 12 sick leave days
- 10 holidays
- 2 personal holidays



MARION COUNTY



HUMAN RESOURCES LABOR COUNSEL

HOW TO APPLY

To submit an online application for this position, go to

<https://www.governmentjobs.com/careers/marion>

Marion County does not accept mailed, delivered, faxed, or e-mailed applications.

If you have questions about this position, please call (503) 566-3949 or e-mail

HRRecruitment@co.marion.or.us

EQUAL EMPLOYMENT OPPORTUNITY: Marion County will consider all qualified applicants for appointment without regard to race, religion, color, national origin, sex, age, marital status, mental or physical disability, polity affiliations, sexual orientation, or any other non-merit factor.

Marion County provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and recruitment process, please notify HRRecruitment@co.marion.or.us at least two working days in advance.

