

Cuyahoga County



Personnel Review Commission

2024-2025 BUDGET

Personnel Review Commission



CONDUCT
CIVIL SERVICE
TESTING FOR
CLASSIFIED
SERVICE



ADMINISTER
CLASSIFICATION
AND
COMPENSATION
SYSTEMS FOR
NON-
BARGAINING
EMPLOYEES



CONDUCT
AUDITS,
PROVIDE
REPORTS, MAKE
RECOMMEND-
ATIONS



HEAR
APPEALS

PRC - Gatekeeper to County employment

Establish minimum qualifications

Define job requirements

Screen applicants for qualifications



3 Initiatives underway

Validate drivers' license and certification requirements

Posting 'equivalency statements' in job postings

Pursuing text analyzer services to reduce unconscious bias

PRC Initiatives

**PERSONNEL REVIEW COMMISSION
EXECUTIVE'S PROPOSED BUDGET**

	2023	2024	2025
Salaries & Benefits	\$ 2,090,489	\$ 2,197,462	\$ 2,250,164
Total Other Expenses	\$ 462,864	\$ 179,532	\$ 179,532
Contractual Services		\$ 74,158	\$ 74,158
Equipment Purchase	\$ 20,138	\$ 30,166	\$ 30,166
	\$ 2,573,491	\$ 2,481,318	\$ 2,534,020

2024-2025 Requests for additional funding

- 1 FTE professional in Compliance Auditing
- Continue Remote testing/proctoring



Manager vs. Compliance Audit Professional

Manager Focus:

- Audit project management
- Strategic Planning including complex, large-scope audits

Audit Professional Focus

- Sourcing and collating data
- Verifying & insuring data integrity
- identification of trends & patterns, routine statistics



Estimated Cost Compliance Audit Specialist

❖ FTE - \$75K salary+ \$25K benefits;
comparables include:

- ❖ Statistical Assistant
- ❖ Management Analyst
- ❖ Auditor/Accountant
- ❖ Human Resources Specialist
- ❖ Business Intelligence Analyst

Remote Testing & Proctoring Services

- Current contract expires 6/24
- Began remote testing 6/21
 - 9,522 tested in competitive process
 - 86% tested remotely; 14% in testing center
- Requesting \$25K for 2024; \$50K for 2025



QUESTIONS?

Thank you!