
Marta I. Rebella

EMPLOYMENT HISTORY

Human Resources Consultant - June 1985 to 2003

Comp Plus/William Hamilton & Associates - 980 W. 17th Street, Suite C -Santa Ana, CA 92706

Conduct organizational reviews, job analysis, classification and compensation studies, perform benefit analysis, develop recruitment plans and conduct recruitments. Present final reports/findings to City Councils, Personnel Boards, and management staff. Develop and conduct training on Sexual Harassment, Americans with Disabilities Act, supervision, classification and compensation, recruitment and selection. Assist client agencies by serving as interim personnel director and providing guidance/counsel on personnel related matters.

Owner - February 1983 to April 1993

Balboa Hardware -200 Main Street -Balboa, CA 92661

Own and operate a retail hardware store. Responsible for payroll, computation of taxes, financial record keeping, ordering of merchandise and supervising staff.

Director, Animal Control - September 1980 to April 1983

County of Orange, Health Care Agency - 515 Sycamore, Santa Ana, CA 92701

Manage and direct the Veterinary Public Health Division of the Health Care Agency consisting of 110 professional, technical, and clerical employees responsible for enforcing animal related laws, licensing businesses and dogs, sheltering unwanted pets and providing related services. Duties included: developing, justifying, and monitoring a +\$3 million budget; administering contracts with 23 cities; making presentations before the Board of Supervisors; developing and administering programs in veterinary public health; evaluating, hiring, training and disciplining staff; coordinating the efforts of various humane organizations and veterinarians; staffing the Animal Control Advisory Board; resolving employee problems and complaints from the public.

Senior Staff Analyst - December 1979 to September 1980

County of Orange, Personnel Department - 10 Civic Center Plaza -Santa Ana, CA 92701

Assist the Personnel Director with difficult/sensitive personnel related issues by researching, analyzing and recommending solutions and mediating with affected personnel. Manage and direct the work of the Employment Services Division of the Personnel Department consisting of 40 professional, technical and clerical employees responsible for recruiting qualified candidates for employment with the County. Duties included: developing recruiting procedures and policies; recommending alternatives and solutions to difficult recruitment problems; coordinating and personally conducting sensitive recruitments for the Board of Supervisors; developing and conducting training sessions on classification, compensation, recruiting and selection.

Personnel Analyst - January 1975 to December 1979

County of Orange, Personnel Department -10 Civic Center Plaza -Santa Ana, CA 92701

Determine the need and scope of study; conduct job audits; recommend allocation of positions to appropriate classes; develop new classes and class series; recommend appropriate salaries; write and revise class specifications; discuss issues with management, employees and employee organizations; conduct salary and benefit surveys of both public and private organizations; analyze data collected; make salary and benefit recommendations; meet and confer with employee organizations; cost analyze union demands; develop computer programs to support the negotiation process; determine County-wide layoff units and occupational groups; conduct recruitments for a broad range of classes; develop recruitment plan; write advertisements; review applications to determine qualifications; facilitate selection process.

Various Positions - March 1969 to January 1975

County of Orange -10 Civic Center Plaza-Santa Ana, CA 92701

EDUCATION

Bachelor of Arts in Sociology from California State University at Fullerton.

Variety of supplemental courses and training in Human Resources, management and organizational development.

COMMUNITY PARTICIPATION

1995 to 2001 - Board Member, YWCA of Central Orange County;

1999 to 2001 - President of the Board of Directors, YWCA of Central Orange County;

1998 to 2000 - Board Member and Treasurer, Christmas in April ★Serving Orange County.

2004 to 2014 – President of JCCA HOA, served on Finance & Landscape Committees

2017 to 2020 – President of Lucent HOA Advisory Committee