

## **Janice Koch**

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Contact Information  
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**Consulting Areas:** Human Resources & Labor Relations

### **Experience**

Ms. Koch has over seventeen years of Human Resources related experience both as a Public Agency employee and as a Consultant. Her experience includes classification and compensation studies, recruitment, labor relations support, training, grievance resolution, employee disciplinary procedures, and organizational planning.

Some of Ms. Koch's recent accomplishments include:

- Acting as a Senior Human Resources Analyst responsible for providing all aspects of Human Resources and Employee Relations support for Mental Health, Substance Abuse and Public Health services for a County government
- Providing primary Human Resources support for a City Fire Department, Housing and Redevelopment Department, and Water/Wastewater Treatment Division and as needed support for Public Works, Community Services, Administrative Services, Community Development and Police Departments.
- Providing training to County employees on the Foundations of Customer Service
- Providing training to Management and Supervisory employees on Effective Performance Evaluations and on Employee Discipline
- Successfully coordinating a classification study that included two thousand County Employees in one hundred and fifty classifications
- Conducting comparability studies for a variety of public agencies

### **Related Experience**

Prior to joining the firm, Ms. Koch worked as a Human Resources professional for Sacramento County, the City of Napa, the City of Vacaville, and for Solano County. She was instrumental in initiating talks for opening the Northern California regional center for Firefighter Candidate Physical Ability Testing (CPAT). The regional testing center eliminated the cost of developing and administering Firefighter Physical Ability Tests from public agencies, and the need for candidates to participate in separate tests at all agencies to which they are applying for firefighting positions.

Ms. Koch acted as a project manager/senior consultant for a public agency consulting firm and as a private consultant, conducting classification and compensation studies for over thirty Cities, Counties, Special Districts, Universities, and Non-Profit organizations.

### **Education**

Ms. Koch has an undergraduate degree from the University of California at Berkeley in Social Sciences and a Masters Degree in Business Administration from California State University, Sacramento.