

Julian Ferreira

Senior Human Resources Generalist

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SUMMARY

Senior human resources generalist with 8 years in California HR, now the lead generalist for a 900-employee food processing company in Sacramento. Handles complex employee relations, conflict resolution and ADA accommodations, keeps Workday HRIS data clean, and coaches supervisors on performance management and California leave rules.

EXPERIENCE

Senior Human Resources Generalist

06/2022 - Present

Sierra Harvest Foods

Sacramento, CA

Lead generalist on a 5-person HR team for 900 year-round and seasonal employees.

- Investigate 50+ employee relations cases a year, including harassment and wage complaints, closing most in 30 days.
- Manage ADA accommodation and CFRA/FMLA leave cases, about 120 a year, with no agency findings.
- Coach 40 supervisors on performance management and documentation, raising on-time reviews to 94%.
- Run quarterly HRIS audits, cleaning job, pay and manager data on 900 records.

Human Resources Generalist

04/2018 - 05/2022

Delta Valley Health Partners

Stockton, CA

HR for 700 employees across 8 clinics.

- Mediated conflict resolution sessions for clinic teams, settling 80% without a formal complaint.
- Ran open enrollment for 700 employees and answered benefit questions on site.
- Drafted policy updates in Word to meet new California pay transparency and sick leave laws.
- Tracked leave, turnover and hiring data in Excel for 8 clinic managers each month.

SKILLS

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|-----------------------|--------------------------|---------|
| • Employee Relations | • HRIS | • Excel |
| • Conflict Resolution | • Workday | • Word |
| • ADA | • Performance Management | |
| • FMLA | • Coaching | |

EDUCATION

Bachelor of Science

05/2018

California State University, Sacramento

Sacramento, CA

Business Administration, Human Resource Management

CERTIFICATES

Professional in Human Resources - California (PHRca)

03/2021

HR Certification Institute (HRCI)