

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

February 6, 2015, 2015

Site	Position	Justification
<p>GC</p>	<p>CN-00016 CN-00027</p> <p>(2) Counselors – General</p> <p>1.0 FTE each</p> <p>Counseling Services</p>	<ul style="list-style-type: none"> • What will the position do? The primary responsibilities of these positions are to conduct orientation sessions for incoming students; provide educational, career, and personal counseling for prospective, new and continuing students; assist students in the development of their individual education plans; and assist in the articulation process to ensure smooth transition of students from high school to community college and from community college to completion or transfer. • Current status of position? These positions fill two of three vacancies within the general counseling department. • Strategic Staffing Rationale These positions meet the critical threshold of educational or support services. With the implementation of the Student Success and Support Program (SSSP), the college received additional funding each year for orientation, assessment, counseling/advising, and ed planning. However, 60% of that funding is dependent upon our ability to provide these services. While we are attempting to do so with adjunct counselors, the reality is that the pool is limited and ever changing (as other colleges are doing the same). Full-time counselors provide stability in providing those services. • Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ Included in the 2014-15 Adopted Budget ○ The position will utilize Restricted SSSP Funding ○ Keycode – 1333294-1220 ○ Salary \$ 50,103 (minimum) plus benefits each ○ RAF impact – no impact
<p>D</p>	<p>Director – Human Resources</p> <p>2.0 FTE</p> <p>Confidential Administrator</p> <p>NEW XXX</p>	<ul style="list-style-type: none"> • What will the position do? <ul style="list-style-type: none"> ○ The Director of Human Resources will be responsible for direct oversight of all HR functions of an assigned campus/site to meet the specific needs of that site. • Current status of position? <ul style="list-style-type: none"> ○ This position fills the vacancy of the Associate Vice Chancellor of Human Resources restructured with a new job title. • Strategic Staffing Rationale This position will ensure compliance with legal mandates and

		<p>government reporting regulations, assist with identified accreditation requirements and provide essential supervision within a streamlined process allowing for a faster response to individual site needs.</p> <ul style="list-style-type: none"> • Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ These positions are included in the current payroll budget covered by the reorganization of the HR Department. ○ These positions are Unrestricted ○ 1113005-1250 ○ Fiscal Impact: <ul style="list-style-type: none"> - \$88,173 salary per position - Will include benefits ○ RAF impact – no impact <p>Positions are funded within existing funds</p>
<p>D</p>	<p>Professional Development Specialist - HR</p> <p>1.0 FTE</p> <p>CL-32 CL-00376</p>	<ul style="list-style-type: none"> • What will the position do? <ul style="list-style-type: none"> ○ This position will coordinate, develop, present and ensure compliance for all training and track mandated trainings and professional development training opportunities. They will research new, innovative and applicable training opportunities and venues providing detailed reports to district administration regarding the promotion of ideas. • Current status of position? <ul style="list-style-type: none"> ○ This position fills a current vacancy as part of the HR restructure at a higher level of responsibility. • Strategic Staffing Rationale This position will assist in ensuring compliance for legal mandates, accreditation requirements and a critical threshold of support services: • Budget Impact – Identify the Following: <ul style="list-style-type: none"> ○ This position is included in the current budget ○ Unrestricted ○ 1113001-2110 ○ Fiscal Impact: <ul style="list-style-type: none"> - \$45,012 salary - Will include benefits ○ RAF impact – no impact <p>Position is funded within existing funds</p>