

**GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT  
STRATEGIC HIRE REQUEST**

**9/14/16**

Date

Site	Position	Justification
<input type="checkbox"/> GC <input type="checkbox"/> CC <input checked="" type="checkbox"/> DS	<p><b>Please include:</b></p> <p>Human Resources Analyst</p> <p>CSEA</p> <p>Position #CL-00638 and New position</p> <p>FTE - 2</p> <p>HR</p>	<ol style="list-style-type: none"> <li><b>1. What will the position do?</b> <ul style="list-style-type: none"> <li>o These positions will assist with legal compliance and provide assistance to the manager, students, staff, and the public with various operations and activities.</li> <li>o One of the positions will be dedicated to Adjunct hiring</li> </ul> </li> <li><b>2. Current status of position?</b> <ul style="list-style-type: none"> <li>o 1 position filling a vacancy</li> <li>o 1 position is due to a restructure</li> </ul> </li> <li><b>3. Strategic Staffing Rationale</b> <ol style="list-style-type: none"> <li>a. These positions will assist in ensuring compliance for legal mandates, accreditation requirements and a critical threshold of support services</li> </ol> </li> <li><b>4. Budget Impact – Identify the Following:</b> <ol style="list-style-type: none"> <li>a. 1 Position is included in the current budget; new position is partially included in the budget</li> <li>b. Unrestricted</li> <li>c. Fiscal Impact: 2 CL-35 positions               <ol style="list-style-type: none"> <li>i. \$9,300 increase</li> </ol> </li> <li>d. RAF impact (check one):               <ul style="list-style-type: none"> <li><input type="checkbox"/> Include in RAF calculation</li> <li><input checked="" type="checkbox"/> No impact – replacement (vacant one year or less)</li> <li><input type="checkbox"/> No impact – funded by _____ Restricted Funds</li> <li><input type="checkbox"/> No impact – funded by _____</li> <li><input checked="" type="checkbox"/> No impact – restructure within existing funds</li> <li><input type="checkbox"/> No impact – reallocation of faculty FTE resulting in new position number</li> </ul> </li> </ol> </li> </ol>
<input type="checkbox"/> GC <input type="checkbox"/> CC <input checked="" type="checkbox"/> DS	<p><b>Please include:</b></p> <p>Professional Development Specialist</p> <p>CSEA</p> <p>New Position</p> <p>FTE - 1</p> <p>HR</p>	<ol style="list-style-type: none"> <li><b>1. What will the position do?</b> <ul style="list-style-type: none"> <li>o 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. This position will assist with Workday training as well as with Title IX training.</li> </ul> </li> <li><b>2. Current status of position?</b> <ul style="list-style-type: none"> <li>o New position</li> </ul> </li> </ol>

		<p><b>3. Strategic Staffing Rationale</b></p> <p>a. This position will assist in ensuring compliance for legal mandates, accreditation requirements and a critical threshold of support services</p> <p><b>4. Budget Impact – Identify the Following:</b></p> <p>a. Position is not included in current budget</p> <p>b. Unrestricted</p> <p>c. Fiscal Impact: CL-39</p> <p>1. \$56,000</p> <p>d. RAF impact (check one):</p> <ul style="list-style-type: none"><li><input checked="" type="checkbox"/> Include in RAF calculation</li><li><input type="checkbox"/> No impact – replacement (vacant one year or less)</li><li><input type="checkbox"/> No impact – funded by _____ Restricted Funds</li><li><input type="checkbox"/> No impact – funded by _____</li><li><input type="checkbox"/> No impact – restructure within existing funds</li><li><input type="checkbox"/> No impact – reallocation of faculty FTE resulting in new position number</li></ul>
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