



Personnel Commission
ANNUAL REPORT
Fiscal Year 2018-2019





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MISSION

The mission of the State Center Community College District Personnel Commission Office is to support the goals of the District by ensuring the fair and equitable treatment of employees in the classified service and ensuring that the selection and promotion processes are based on merit principles.

VISION

Excellence in support of public education in the spirit of merit.

M.E.R.I.T VALUES

Motivation

Advising and guiding our applicants and employees, helping them to achieve their goals and overcome their challenges.

Efficiency

Obtaining the best possible outcome in the least wasteful manner by maintaining dynamic, relevant policies and procedures while consistently supporting a quality workforce.

Responsiveness

Paying timely and appropriate attention to details at an appropriate level of the District and having an understanding and respect for others while keeping the District's strategic goals in mind.

Integrity

Acting with sound moral principles by being honest, responsible, accountable and respectful.

Teamwork

To maximize our collective impact, we inspire, challenge and support each other to be our best and sustain District efforts. We value and care about each other, operate with a generosity of spirit, and have fun in the process of working collaboratively.

Letter from the Director

I am proud to present to you the 2018-2019 Personnel Commission Annual Report which provides an overview of work activities in support of the Classified Service.

Over the last year, Personnel Commission staff focused our efforts on completing the districtwide classification and compensation study for classified staff. The study was outsourced to the Reward Strategy Group (RSG) and the negotiated changes were approved at the January 2019 Board of Trustee's meeting. Completion of the classification study is in alignment with our core mission and vision, which supports the goals of the District by ensuring the fair and equitable treatment of employees in the classified service and ensuring the selection and promotion processes are based on merit principles.

Many recruitments were on hold pending changes anticipated from the classification study negotiations. This resulted in a decrease in hires as can be seen in the statistics reported on pages 14-18. As of the end of the fiscal year, there were 72 classified vacancies that still need to be filled.

In addition to the approval and implementation of the classification study, Personnel Commission staff has continued working towards their set goals. Throughout the year, staff attended various career fairs and other community events to improve outreach. Due to these efforts, we received, and our staff reviewed, 10,132 applications, an increase of more than 2,000 applications from the previous fiscal year. Additionally, staff has continued their participation in staff development opportunities – both providing and receiving training throughout the year.

We sincerely hope you enjoy reading our annual report. We hope to welcome you at the next Personnel Commission meeting, which are typically scheduled every third Tuesday of the month, or see you at our new location in downtown Fresno. We are proud to have accomplished these activities in support of the Classified Service and the learning successes for almost 60,000 students.

Elba Gomez

District Director, Personnel Commission

Merit System

The fundamental purpose of the Merit System is to ensure that employees are selected, promoted, and retained without favoritism or prejudice, on the basis of merit and fitness.

State Center Community College District

State Center Community College District includes three colleges and multiple centers which serve approximately 1.7 million people and 22 unified and high school districts in urban and rural territories.

The three main campuses of the District include Fresno City College, Reedley College, and Clovis Community College. In addition, the District includes the Career & Technology Center, the Madera Community College Center, and the Oakhurst Community College Center.

State Center Community College District was established in 1964 after Fresno City College and Reedley College joined together. The District has grown to become a leader among community colleges with over 2,800 faculty and staff and nearly 60,000 students.

The Merit System was adopted by the District in 1966 by an election of the classified employees.

The Merit System grants the Personnel Commission of the State Center Community College District the responsibility of establishing rules and regulations that provide for the selection, retention, and promotion of classified employees on the basis of individual merit and fitness. This is demonstrated by competitive assessments and performances.

The Personnel Commission is also responsible for the classification and reclassification of positions and serves as an appeal body for disciplined classified employees.

The Personnel Commission conducts competency assessments in most recruitments. These competency assessments have proven to be instrumental in the recruitment and assessment process by helping identifying the most qualified individuals.

The Personnel Commission administers competency assessments for a variety of classifications such as Building Trades Generalist, Outreach Specialist, DSP&S Mobility Driver, and various secretarial support staff positions. Competency assessments vary greatly and can include anything from hands-on computer testing, to driving a mobility cart, baking, or making a presentation.

Meetings

Regularly scheduled meetings of the Personnel Commission are held at the District Office on the third Tuesday of each month. Additionally, a joint meeting between the Board of Trustees and Personnel Commission is held once at the beginning of the fiscal year. Agendas and minutes are posted on our website at www.scccd.edu. Employees and members of the public are welcome to attend.

According to the California School Personnel Commissioners Association (CSPCA), the principles of personnel administration include:

Recruitment of job applicants should be from sources representing all segments of society, and selection and advancement should be determined solely on the basis of relative ability, knowledge, and skills, after fair and open competition, which assures that all receive equal opportunity.

All employees and applicants for employment should receive fair and equitable treatment in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, disabling condition or sexual orientation.

Equal pay should be provided for work of equal effort, skill, and responsibility.

School district employees should be managed and treated fairly and consistently and be engaged in work that serves the best interests of students.

Employees should be retained and promoted on the basis of merit, as measured by the adequacy of their performance and professional achievement.

Employees should be protected from arbitrary employment actions and afforded due process rights consistent with applicable law.

“

The District plays a pivotal role within the community; it is a launching point for our students towards completing their academic, career, and personal goals. The District's colleges are also places of support for students - connecting students to community services, networks, and mentors.

Linda Garcia
Clovis Community College

Personnel Commissioners



Isabel Barreras | Chair

Isabel Barreras is the CSEA appointee. She has served in many leadership capacities in education, including serving on the California Community Colleges Board of Governors & the SCCC Board of Trustees. She currently serves as Director of Classified Personnel for the Madera USD. Her additional leadership positions have included Program Manager for the California Hispanic Chamber of Commerce and Chair of both the California Community College Trustee Association and the Community College League of California. In 2013, she was inducted into the Arte Americas Muro De Honor, acknowledging her dedicated support to bring a new awareness of Latino arts and culture. Ms. Barreras received her masters of public administration from National University and her bachelor's degree from CSU Fresno after attending Reedley College.



Pamela Freeman-Fobbs | Vice - Chair

Pamela Freeman-Fobbs is the Board of Trustees' appointee. She was sworn in to the Personnel Commission on January 29, 2013 and has been a Board Member for the SCCC Foundation since 2009. She is a former deputy district attorney for Fresno County and has served as a board member for many local organizations including Valley Public Television, Community Hospitals of Central California, The Fresno Philharmonic, and Make-A-Wish Foundation. Her passion is in healthcare and quality-of-life issues for women and children. For 28 years, she has been getting the word out about heart disease, obesity, and breast cancer in the local and national community. Ms. Freeman-Fobbs has a JD from Thurgood Marshall School of Law and interned for Rep. Barbara Jordan (D-Texas).



Bradley Tahajian | Commissioner

Bradley Tahajian is a senior attorney with the state Court of Appeals where he specializes in workers' compensation and related employment matters. He became familiar with public employment by serving as an executive fellow with the state Department of Personnel Administration and later as legal counsel to a Judicial Council task force charged with evaluating judicial employment issues. Mr. Tahajian attended classes at Fresno City College and earned a bachelor's degree in economics from the University of California, Los Angeles. Mr. Tahajian has also obtained a law degree from the University of California, Hastings College of the Law, as well as a legal master's degree in tax with an emphasis in employee benefits from the University of San Diego School of Law.

The Personnel Commission is composed of three individuals who must be registered voters, reside in the State Center Community College District, and be "known adherents to the principles of the Merit System." One member of the Commission shall be appointed by the Board of Trustees, one member shall be appointed by the exclusive bargaining unit for classified employees, and the third member shall be appointed by the other two members of the Personnel Commission.

Personnel Commission Staff



Elba Gomez

District Director, PC & Classified Employment Services

The District Director of the Personnel Commission and Classified Employment Services carries out all Merit System Rules and Regulations and acts as Secretary to the Personnel Commission. She supervises assigned staff and handles all employee/application appeals.



Christine Phillips

Human Resources Analyst

The Human Resources Analyst assists in writing and revising job descriptions. She develops recruitment plans, creates exams, and conducts test analysis and review. The Human Resources Analyst posts lateral transfers, certifies all eligibility lists and makes all job offers.



Brittany Needham

Business Systems Analyst

The Business Systems Analyst splits her time between Personnel Commission and Human Resources. She acts as the HRIS administrator in charge of implementing new processes and assisting with technical issues. She writes queries, conducts various data analysis, and constructs the annual report.



Reshonda Martinez

Human Resources Specialist

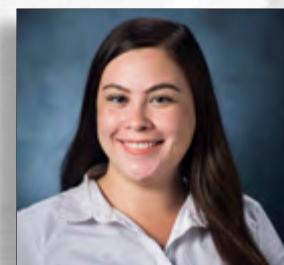
The Human Resources Specialist handles temporary replacements for Clovis Community College, Reedley College, Madera CCC, Oakhurst CCC and the District Office. She also creates job postings, screens applications, conducts testing and assists with other recruitment events.



Vince Tafoya

Human Resources Specialist

The Human Resources Specialist handles temporary replacements for Fresno City College and the Career & Technology Center. He also creates job postings, screens applications, conducts testing and assists with other recruitment events.



Jennifer Gonzalez

Human Resources Assistant

The Human Resources Assistant is the main contact for the Personnel Commission and is responsible for most clerical duties. She assists with preparing recruitments and examinations including soliciting job expert panelists for oral board and performance exams.



Julianna Mosier

Vice Chancellor of Human Resources



Frances Garza

Benefits Coordinator

Coordinates employee and retiree health benefits. Handles long term disability, life insurance, workers' compensation, and the employee assistance program (EAP).



Victoria Keaton

Provisional Executive Assistant to the VC

Works closely with the Vice Chancellor on labor negotiations, executive recruitments, board items, budget, and consultant contracts.



Elaine Sasaki

Benefits Technician

Assists the Benefits Coordinator with employee and retiree benefits, insurance statements, quarterly payments, workers' compensation, and life insurance.



Blanca Soto

Human Resources Assistant

Acts as the Human Resources receptionist. Handles District mail, District switchboard, and Livescan payments.



Stacy Zuniga

District Director of EEO/Diversity & Professional Development



James Young

Human Resources Analyst

Handles complaints, investigations, misconduct, discrimination, and harassment.



Mellisa Hodges

Administrative Assistant

Assists with staff development, District new employee orientation, and classified leadership.

Human Resources

The State Center Community College District (SCCCD) Personnel Commission partners with the Human Resources department to ensure selection and retention efforts and attract and retain high quality academic and classified professionals.

The SCCCDC Human Resources department is committed to supporting the strategic goals of the District by providing optimal, comprehensive and efficient human resources services, exceeding the expectations of the District's board of trustees, employees, students, and communities.

Contact:

Phone: 559.243.7100

Fax: 559.499.6007



Samerah Campbell

District Director of Human Resources



Sandi Edwards

Human Resources Analyst

Handles the interactive discussion process and workplace accommodations.



Yer Taylor

Human Resources Analyst

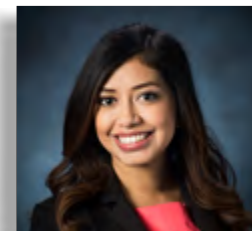
Reviews working-out-of-class studies and assists with labor negotiations, salary and benefit surveys, the interactive process, and the Affordable Care Act (ACA).



Jame Yang

Senior Human Resources Technician

Handles classified leaves, position control management, board recommendations, professional growth, and questions on classified collective bargaining agreements. The Senior HR Technician also assists with the interactive process and labor negotiations.



Paola Lopez

Human Resources Technician

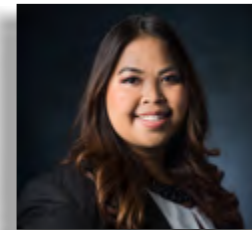
Handles student worker Personnel Action Forms (PACs), classified evaluations, classified new employee onboarding, Livescan, and unemployment insurance claims.



Vacant

Senior Human Resources Technician

Handles full-time faculty & administrator payroll, administrator recruitments, academic leaves, full-time class advancements, onboarding, labor negotiations, evaluations, employment contracts, and questions on faculty collective bargaining agreements.



Sareang Nhim

Human Resources Technician

Handles full-time faculty recruitment, part-time faculty payroll, class advancements, onboarding, Livescan, and unemployment insurance claims. The HR Technician also answers questions about the part-time faculty collective bargaining agreement.



Yolanda Perez

Provisional Administrative Assistant

Assists with subpoenas, investigations and interviews, District new employee orientation, and training.

5 Years

Miles Abrahamson
 Kristie Andersen
 Marisol Baca
 Amber Balakian
 Brandon Bascom
 Stephanie Bisbee
 Khamsopha Boutthavong
 Anna Boyle
 Michelle Briceno
 Shannon Brownell
 Teresa Bryant
 Vanessa Buldo
 Fennyann Chan
 Melody Critchfield
 Cassandra Davis-Schmall
 Marta Diliberto
 April Farkas
 Melissa Ferry
 Austin Fite
 Kathy Frary
 Vincent Fries
 Katherine Guhin
 Gavino Heredia
 Sheng Herr
 Jennifer Heyne Hanson
 Teresa Ishigaki
 Gerard Johnson
 Michael Lynch
 Julie Lynes
 Kayla Mannon
 Stacielee Mimura
 Brittany Needham
 Nicole Pondexter
 Milagros Prado
 Erica Riggs
 Sallie Saiz
 Dwight Samuel
 Chamnann Srun
 Carole Sullivan
 Vincent Tafoya
 Michael Takeda
 Bryan Tellalian
 Khamphom Thepphavong
 Rosalva Valdez
 Howard Wu
 Cheekeng Yang

Neng Yang
 Pa Nhia Yang
 Shoua Yang

10 Years

Christina Buzo
 Michael Cole
 Donna Cooper
 John Cooper
 Kendra Cronk
 Diana Day
 Kimberly Duong
 Christine Florence
 Heather Golden
 Karri Hammerstrom
 Marie Harris
 Brandon Huebert
 Matthew Hurst
 Michelle Johnson
 David Meier
 Gretchen Nelson
 Susan Nitzel
 Darlen Perez
 Jennifer Rickert
 Lucy Ruiz
 Jeannie Santos
 Mary Smith
 Rebecca Snyder
 Melinda Vinicor

15 Years

Alicia Aguirre
 Samuel Alvarado
 Jeffrey Barrett
 Diane Benefiel
 Sherilynne Blanchet
 Sylvia Cuevas
 Julie Davidson
 Leslie Farrell
 Michael Gilbert
 Paul Gilmore
 John Grasmick
 Linda Guffy
 Aaronn Hansen
 Randal Hernandez
 Timothy Hunter
 Nancy Marsh

Amie Mazzoni Frazer
 Thomas McSwain
 Dennis Mohle
 Robert Mosqueda
 Susan Mosqueda
 Francisco Olvera
 Emelita Pacada
 Melody Riversmith
 Diana Rodriguez
 Sandip Samra
 Phila So
 Bobbie Tello-Perez
 Mark Trezza
 Tammie Waller
 Artie Williams

20 Years

Norma Aguilar
 Berenice Amezola
 Patricia Bayer
 Craig Bigham
 Marcie Braggs
 Anthony Caviglia
 Luis Contreras
 Alicia Cowan
 Renee Craig-Marius
 Kathleen Crawford
 Julie Dana
 Laura De Santiago-Gomez
 James Druley
 Cynthia Dunn
 Cynthia Elliott
 Karen Elliott
 Milton Erven
 Theresa Ervin
 Eric Fletcher
 Nancy Frampton
 Marc Haskell
 Jiandong He
 Wilhemina Henderson
 Jerry Hentzler
 Carl Johansson
 Mikki Johnson
 Steven Jones
 James Joseph
 Nereyda Maroot
 Anna Martinez

Renato Martinez
 Thomas Martinez
 Todd Martinez
 Yvette Martinez
 Mark McCollough
 Margaret Mericle
 Tamra Miller
 John Moses
 David Navarro
 Mark Nichols
 Linda Nies
 Debra Nieto
 Daniel Owens
 Alemario Padua
 Craig Poole
 Javier Renteria
 Clay Rooks
 Brian Rutishauser
 Everett Sandoval
 Suzanne Sankey
 Geraldine Santos
 William Schofield
 Allen Siroky
 Eric Solberg
 Scott Stark
 Wendell Stephenson
 Gina Tarvin
 Gary Wenter
 Rhonda Williams
 Phyllis Willis
 Jonathan Wilson
 Franklin Yancey II

25 Years

Richard Briones
 Carol Curtis
 Rudy Guzman
 David Lopes
 Claudette Matz
 Shannon McKibben
 Loretta Ramos
 Richard Santos
 Dympna Ugwu-Oju

30 Years

Julio Bernal
 David Clark

Rosemary Cristan
 Lawrence Dorn
 Glen Foth
 Mark Genera
 Christopher Graves
 Gayle Oki
 Colleen Snyder
 Houa Yang

35 Years

Cheryl Hesse
 Terrelyn Stricker

40 Years

Sara Aguirre

Retirees

Howard Barile
 Jeffrey Barrett
 Craig Bigham
 David Borofka
 Melinda Brewer
 Lisa Chaney
 Claudia Coleman
 Luis Contreras
 David Cook
 Mary Irene Delgado
 Paula Demanett
 Sherri Dodd
 Katherine Echols
 James Edison
 Rosemarie Elizondo
 Tonatiuh (Tony) Elizondo
 Rebeca Figueroa
 Judi Fischer
 Barbara Fowler
 Clifford Garoupa
 Joseph Gennity
 Charity Granata
 Rudy Guzman
 Thomas Halls
 Loretta Haney
 Shannon Jefferies
 Sarbjit Johal
 Jason Johnson
 Norman (Kieth) Johnson

Jeannine Koshear
 Steven Maciel
 Claudette Matz
 Debra McCollum
 Cecelia Montoya-Gomez
 David (Dave) Mooneyham
 Eric Nitzsche
 Maria Ortiz
 Craig Poole
 Mario Reposo
 David Richey
 Clay Rooks
 Sylvia Sanchez
 Everett Sandoval
 Rick Santos
 Ronald Scott
 Linda Shelton
 Bonnie Sue Specht Smith
 Wendell Stephenson
 Marci Suvanto
 Cynthia Tafoya-Gipson
 Robert Weil
 Brian Williams
 Sharon Wu
 Janice Zigler

**Classified Employee of the Year**

Darnell Harris exemplifies leadership in several different capacities. His role as Assessment Coordinator keeps him close to the students and his role as Classified Senate President allows him to make an impact district wide. Darnell also serves as the AB 705 lead and is a key resource for the District and our high school partners. These are only a few of the many roles Darnell holds. His involvement in over 10 committees at the local and state level have made him an asset to our District.

Over the years, Darnell has established himself within the community with plenty of accolades to choose from. In the past, he founded a local youth foot-

ball program in 2011 and helped establish it through 2013. Volunteered his time with Clovis Young Marines from 2014 through 2015. Lastly, he is a recent addition to the Wall of Honor 2018.

Those that work consistently with Darnell know that he is a go getter that loves a challenge and he is always willing to step up to the plate to get things done. His passion for student success is represented by his commitment to improving assessment and testing campus wide.

Always willing to stop and have a quick laugh, Darnell is a great colleague who is appreciated tremendously across the campus.

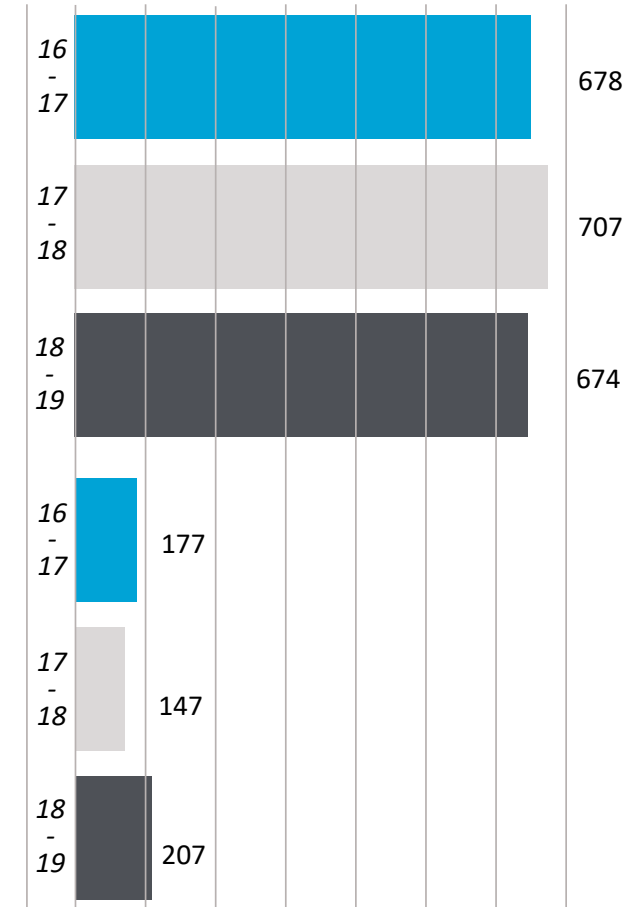


2018-19 Department Budget

Salaries	\$ 428,675
O/T Classified	\$ 3,273
Commissioners	\$ 1,838
Benefits	\$ 195,411
Office Supplies	\$ 1,500
Software	\$ 33,500
Publications	\$ 150
Conference	\$ 10,000
Mileage/Vehicle	\$ 3,000
Hosting	\$ 3,000
Dues	\$ 4,250
Medical Services	\$ 4,500
Contract Labor	\$ 2,500
Advertising	\$ 6,000
Postage/Shipping	\$ 150
Chargebacks	\$ 100
New Equipment	\$ 2,000

Total \$ 699,847

2018-19 Statistics

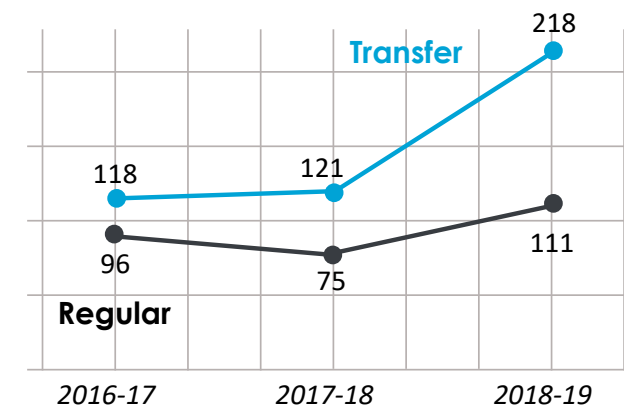


Permanent Employees

There are currently 674 classified, confidential, and classified management employees within the District. In addition, the Personnel Commission is planning recruitments for 72 vacancies.

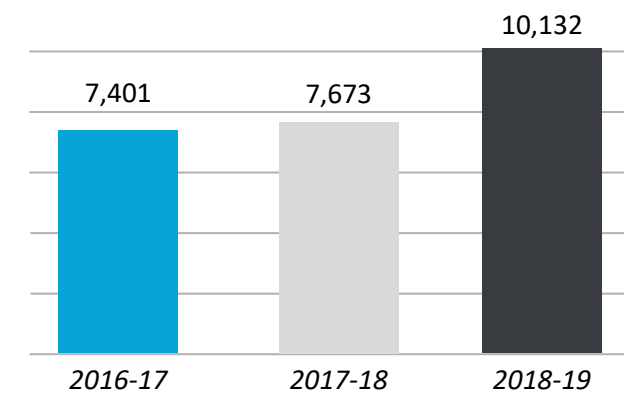
Provisional/Limited Term Assignments

Over the 2018-19 fiscal year, the Personnel Commission processed 207 temporary assignments. Of these temporary assignments, 57 were internal placements and the remaining 150 were external hires.



Announcements

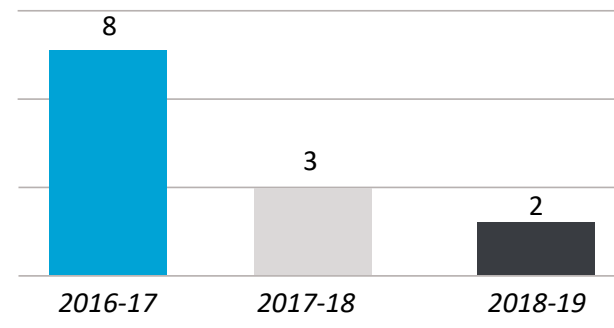
When a manager decides to fill a vacant classified position, the Personnel Commission shall first send a transfer notice electronically to all unit members and post the transfer notice on the District's website. When the transfer closes, the manager decides whether they want the Personnel Commission to recruit publicly.



Applications

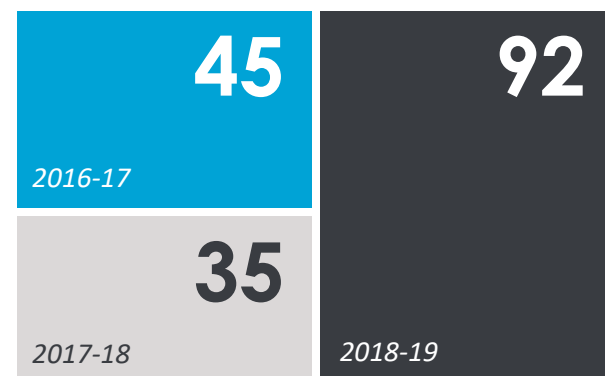
Of the 10,132 applications received during the 2018-19 fiscal year, 117 were for transfer postings, 622 were for temporary postings, and the remaining 9,393 were for regular, open and promotional postings. Overall, that is a 24% increase from the previous year.

2018-19 Statistics



Working-out-of-Class

During the last fiscal year, 2 employees were approved for working-out-of-class. A regular employee in the classified service may be considered working-out-of-class if they work in a higher classification for a period of time which exceeds five working days within a 15 calendar day period.



Classification Actions

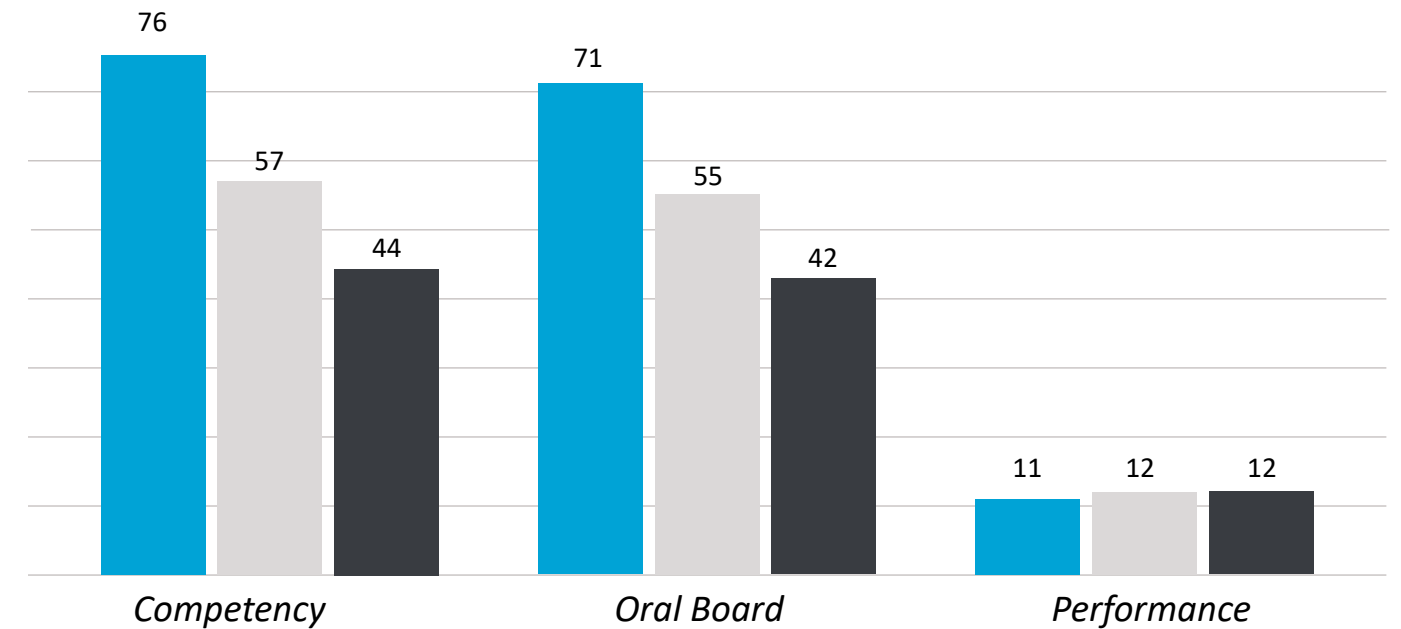
There was an increase in classification actions during the 2018-19 fiscal year due to the approval of new limited term positions while recruitments were on hold during the class study. This does not include the 208 classifications created and 1,003 positions allocated when the class study was approved.

New & Revised Job Descriptions

Does not include changes due to the classification study

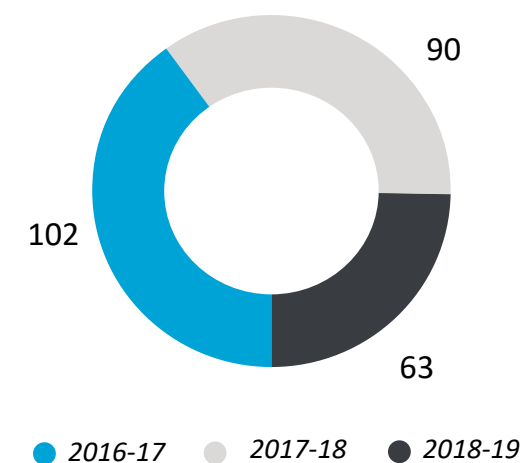
- District Chief Technology Officer
- Director, Career and Employment Center Pathways
- Director, Small Business Development Center (SBDC)
- District Deputy Sector Navigator - Global Trade
- District Enrollment Management Analyst
- Food Pantry Coordinator
- Police Communications and Records Coordinator
- Recreation Assistant

● 2016-17 ● 2017-18 ● 2018-19



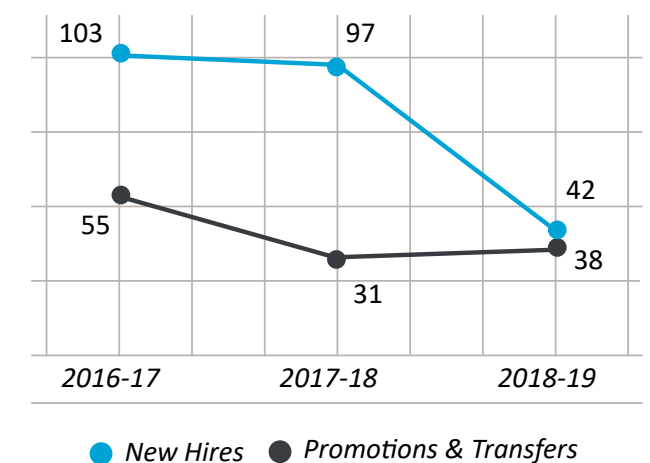
Assessments

An assessment refers to the process to evaluate and rank candidates who are applying for a classified position within the District. Depending on the position, an assessment may consist of a written test (competency), interview (oral board), or performance test. The 23% difference between last fiscal years competency exams and this years is most likely due to the myriad recruitments put on hold during the classification study.



Eligibility Lists Referred

If an applicant is successful on the assessments, they will be placed on an eligible list of candidates from which departments can hire. These counts do not include any employees that applied for a transfer.



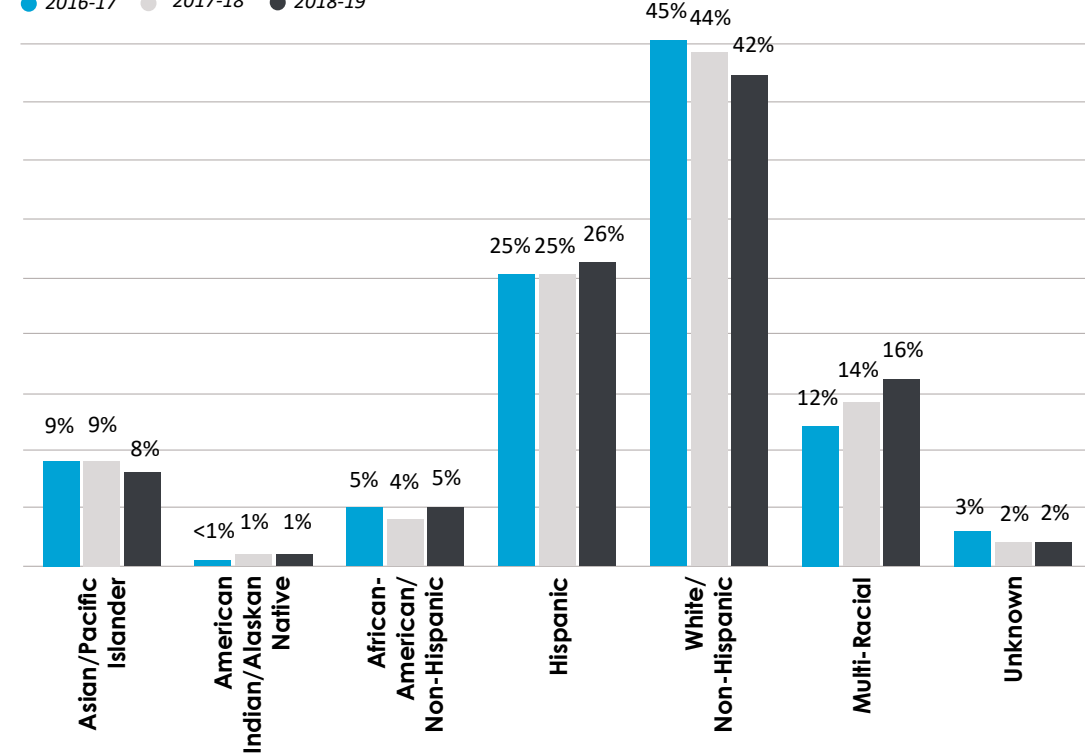
Hires

There was a 57% decrease in hires as many recruitments and most hires were put on hold for a large portion of the fiscal year until the classification study was completed.

Classified Workforce Demographics

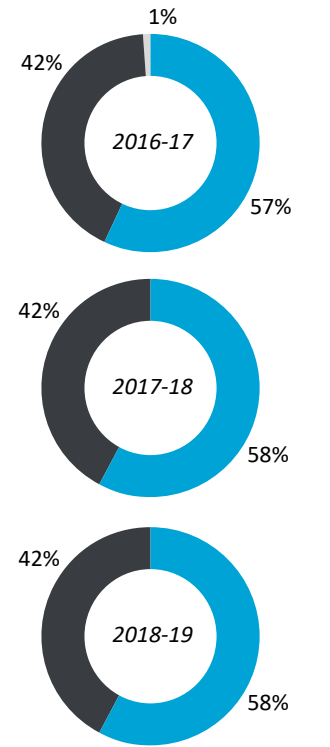
Ethnicity

● 2016-17 ● 2017-18 ● 2018-19



Gender

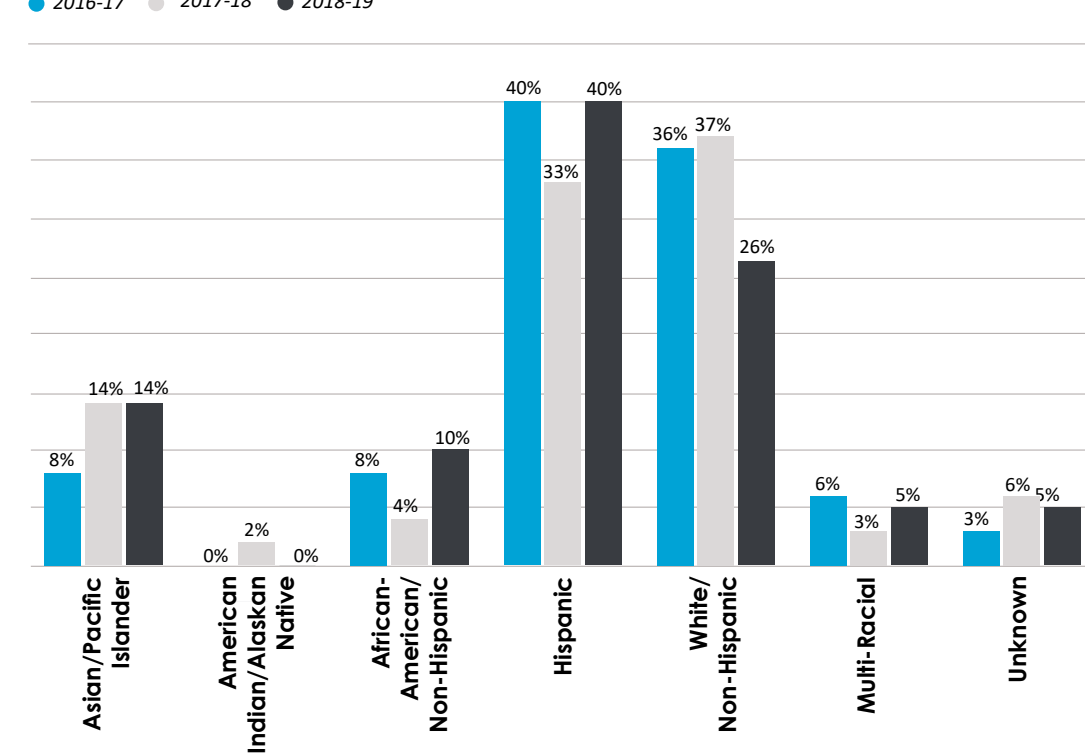
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New Hire Demographics

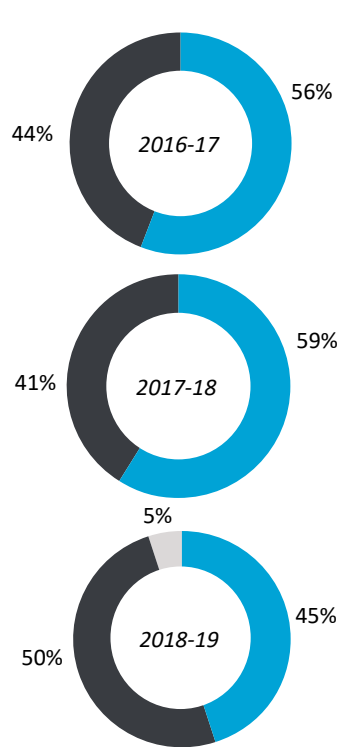
Ethnicity

● 2016-17 ● 2017-18 ● 2018-19



Gender

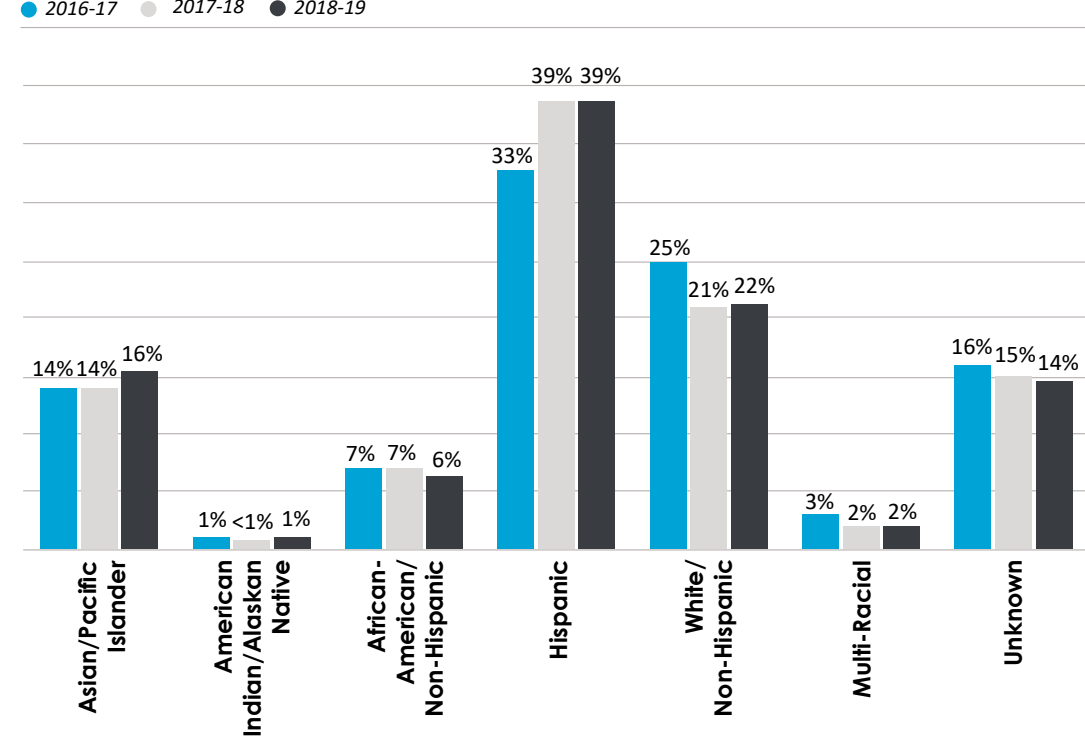
● Female ● Male ● Unknown



Applicant Demographics

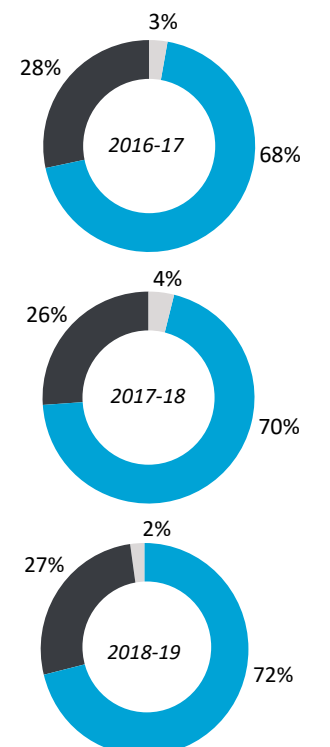
Ethnicity

● 2016-17 ● 2017-18 ● 2018-19



Gender

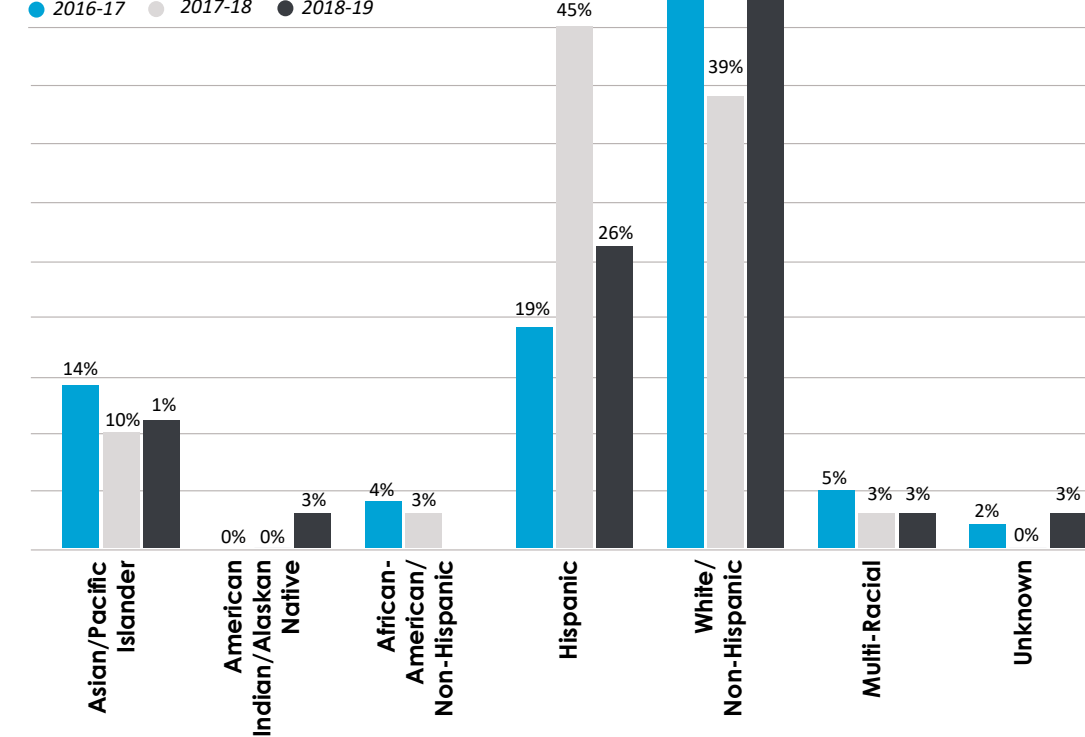
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Promotion & Transfer Demographics

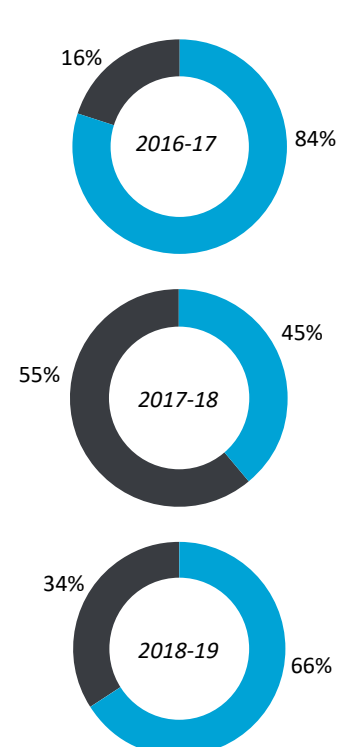
Ethnicity

● 2016-17 ● 2017-18 ● 2018-19



Gender

● Female ● Male ● Unknown



Classification Study

In July 2017, the Personnel Commission approved the outsourcing of a districtwide classification and compensation study to Reward Strategy Group (RSG). In July 2018, RSG provided a comprehensive report to a joint meeting of the Board of Trustees and the Personnel Commission to detail their proposed classification specifications, salary placements, and new salary scales as well as individual allocations.

RSG consisted of a 5-consultant team and spent over 1,400 hours gathering information and developing recommendations. Negotiations took place between district Human Resources and the Classified School Employees Association (CSEA) to determine the final impacts from the classification and compensation study proposal. The Personnel Commission approved all classification study changes at the December 2018 meeting and the Board of Trustees approved the negotiated changes at their January 2019 meeting. Changes adopted as a result of the classification and compensation study include:

- Expansion of the regular classified salary schedule from five steps to 8 steps
- “Squared” salary schedule with 3% between steps and 4% between grades or ranges
- 2.11% salary increase for 2018-2019
- Agreement retroactively applied to July 1, 2018
- 217 classification specifications down to 208
- 62 classification specifications unchanged
- 52 classification specifications recommended title change only
- 87 remaining classification specifications were either allocated to new classifications, reclassified to existing classifications, consolidated, or designated for “future use”
- 86 appeals received; 32 resulted in changes, 54 resulted in no change
- 46 requests for modifications to classification specifications were accepted

Since the January approval of the agreement, Human Resources, Personnel Commission, and Payroll staff worked diligently to notify all classified employees of their new classifications, update job descriptions, update salary tables, and process the payroll changes and retroactive actions. Personnel Commission staff also resumed recruitments which had previously been on hold to fill over 100 vacancies that had occurred while negotiations were taking place.

“

...it is a rewarding experience to be a part of the District. It is very diverse and there are numerous opportunities to grow professionally...

Mario Alvarado
Reedley College

2019-2020 Accomplishments

Diversified applicant pool by participating in community events.

Provided managers training on the hiring process.

Completed transition to electronic Personnel Action Forms for Personnel Commission transactions.

Implemented all classification study changes (update job descriptions online, update salary schedules, change transactions).

Evaluated recruitment timelines.

Continued staff development opportunities (providing and receiving training).

2019-2020 Goals

20

Complete update to Personnel Commission Rules.

Conduct program review for department.

Continue to evaluate recruitment timelines.

Provide training to internal and external constituents.

Provide training about Personnel Commission function.

Develop selection procedures training for managers.

Update website to provide more, better organized information.

Continue to develop relationships with internal and external constituency groups.

District Office Relocates Downtown

On March 6, 2018, the SCCCD Board of Trustees unanimously approved the purchase of a historic building in downtown Fresno to be the new home of the District Offices. The \$10.6 million purchase, largely originating from Measure C funding, secured a 12-story, 82,000 square foot office located in the heart of the Fulton District, as well as a 642-stall parking structure adjacent to the building.

The building, also known as the Mattei building, was built in 1921 and purchased in 1961 by Guarantee Savings and is on the Local Register of Historic Places. The famous triangular “G” on the rooftop was known for changing colors to alert Fresno residents to changes in the weather and while it is

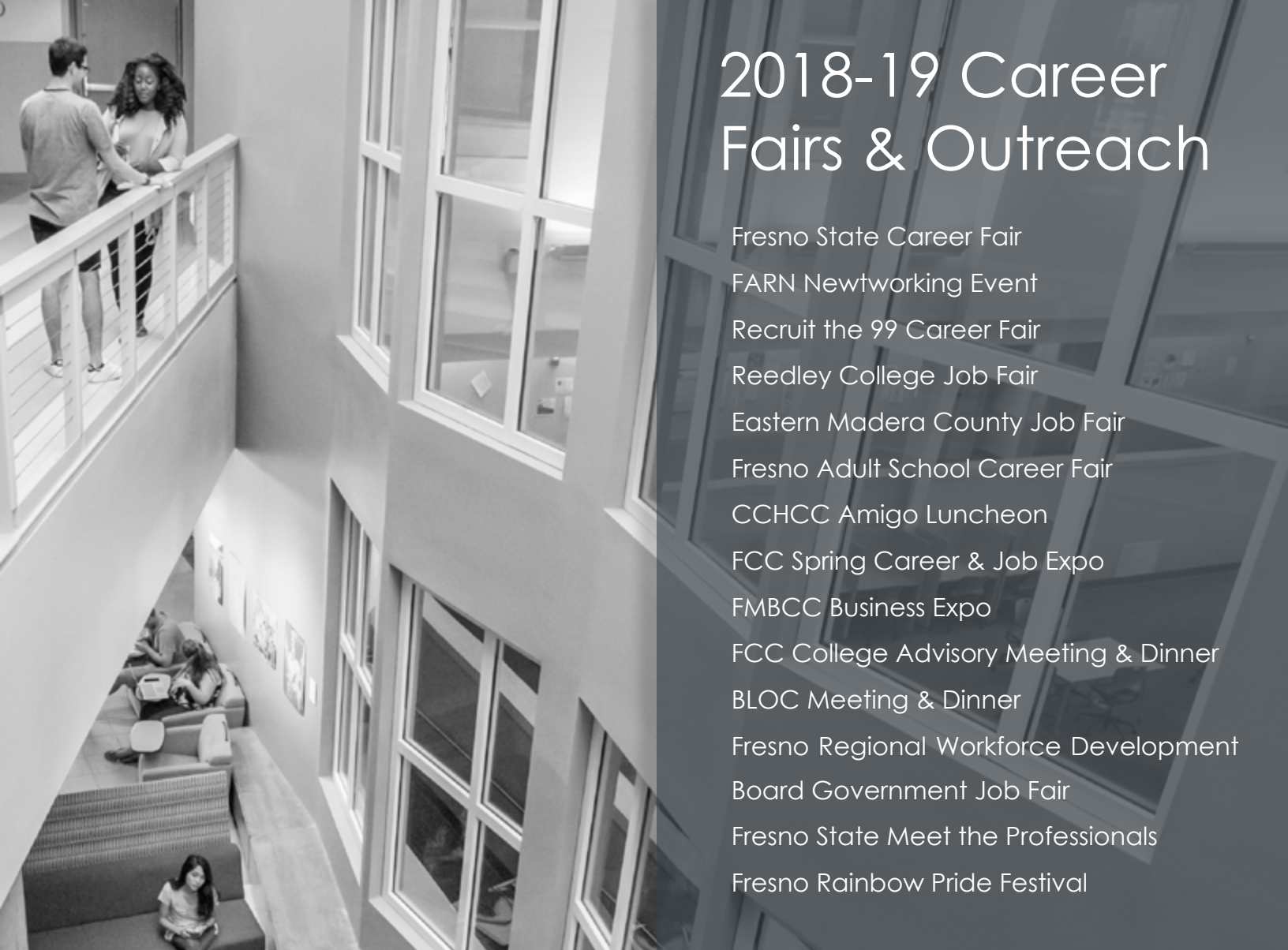
no longer in use, it still serves as a beacon in the Fresno skyline.

The relocation of approximately 160 District employees was completed in June 2019 and also freed up hundreds of parking spaces at Fresno City College. The move downtown signals the first phase in plans to add a new math and science building and parking structure at Fresno City College. It also reunifies District departments that had outgrown the original facility at 1525 E. Weldon and had been spread out at various sites.

SCCCD District Offices are now closer to partner agencies, such as the Fresno County Office of Education, and the District and staff are able play a role

in the downtown revitalization. Additionally, the building renovations supported local construction-related jobs so that Measure C funding can create state-of-the-art educational facilities and employ local tradesworkers having a dual benefit to the local economy.

For visitors coming to our new offices, you will find easy access in our secure parking facility and modern meeting rooms. Although the neo-classical style and historical accents remain throughout the building, you will find up-to-date technology throughout. Board of Trustee and Commission meetings will continue to take place at various campus locations until construction on the board room in the 1171 Fulton Street downtown building is complete.



2018-19 Career Fairs & Outreach

- Fresno State Career Fair
- FARN Networking Event
- Recruit the 99 Career Fair
- Reedley College Job Fair
- Eastern Madera County Job Fair
- Fresno Adult School Career Fair
- CCHCC Amigo Luncheon
- FCC Spring Career & Job Expo
- FMBCB Business Expo
- FCC College Advisory Meeting & Dinner
- BLOC Meeting & Dinner
- Fresno Regional Workforce Development Board Government Job Fair
- Fresno State Meet the Professionals
- Fresno Rainbow Pride Festival

Fresno Area Hispanic Foundation

FAHF supports the growth and development of the community by bringing together business opportunities and assisting families from low-income households through specially designed philanthropic events.

Fresno County Employer Advisory Council

FCEAC assists employers in conducting their business more effectively and efficiently, to provide information on employment related issues, to enhance communication between the EDD and the private sector, and to identify ways to improve EDD services.

Fresno County Women's Chamber of Commerce

FCWCC provides and promotes professional opportunities, personal development, financial growth, community leadership and legislative awareness for women.

Fresno Metro Black Chamber of Commerce

FMBCB advances the interests of the greater African-American community through the creation of opportunities, advocacy, and business & economic development.

Association of Chief Human Resource Officers/Equal Employment Officers

ACHRO/EEO assists the Chief Human Resource Officers and staff in the California Community College system. The Association plays an active role in generating and supporting legislation appropriate for functions of Human Resources/Equal Employment Opportunity practitioners.

California School Personnel Commissioners Association

CSPCA promotes and advances public education on a noncommercial, nonsectarian, and non-partisan basis, through programs of research, investigation, communication and training designed to stimulate and improve public school personnel management for the benefit of the public, the students, the districts, and of their classified employees.

Central California Society for Human Resource Management

CCSHRM serves California's Central Valley Human Resources professionals. CCSHRM brings professionals together to help them stay abreast of ever-changing employment legislation, network with colleagues, and provide a forum for exchanging information about trends and ideas used in Human Resource management today.

California Public Employers Labor Relations Association

CALPELRA assists California public sector employers better serve their communities by providing comprehensive, quality training in labor relations and personnel management and by fostering professional development with a dynamic network of support.

Central California Hispanic Chamber of Commerce

CCHCC promotes, stimulates, and supports Hispanic owned business. The Chamber creates, maintains, and improves a favorable business environment, which strengthens the financial position of its members and contributes to the socioeconomic well being of the community

Northern California Human Resources Association

NCHRA connects human resources professionals with practice resources, leading California-specific training, legal and legislative developments, quality service providers, and each other. NCHRA is the second-largest Human Resources association in the country, offering over 100 programs annually and serving more than 30,000 professionals.

School Personnel Commissioners Association - Northern California

SPCA-NC promotes state-of-the-art human resources management practices based on merit system principles. They accomplish this through creating publications, presenting training workshops, providing merit support mentoring services, maintaining an informational web site, and sponsoring an annual conference.

Western Region Intergovernmental Personnel Assessment Council

WRIPAC develops personnel selection procedures, provides a forum for the review of professional and legal selection issues, assists member jurisdictions in maintaining professional personnel selection standards, promotes the principles of merit selection and equal employment opportunities and improves communication among member jurisdictions.

1171 Fulton Street, Fresno, CA 93721

www.scccd.edu 📞 559.243.7100 📠 559.499.6002

Career Opportunities:

<https://www.schooljobs.com/careers/scccd/>

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