

Board of Trustees
SAN DIEGO
COMMUNITY COLLEGE DISTRICT
 3375 Camino del Rio South, San Diego, CA 92108-3883 619-388-6500

No. 902.1
Information

Subject: REPORT ON IMPACT OF CLASSIFIED HIRING FREEZE **Date:** 3/29/12

A. NAME OF AGENDA ITEM

Impact of Hiring Freeze on General Fund (Unrestricted and Restricted) Classified Staffing.

B. STATEMENT OF ISSUE/PURPOSE

1. Background and Purpose

In 2005, the District developed a classified staffing plan to determine base funding for classified positions throughout the District. The plan did not represent an ideal formula, but did provide a framework for determining position allocations at the time.

In 2008, California entered into a severe financial crisis, which resulted in ongoing budget cuts for the California Community Colleges. These budget cuts affected operations, as well as all categories of staffing. In addition to the impact of state budget reductions on the general fund, the state also made severe reductions in categorical programs, further impacting classified staffing. It was the determination of the Board of Trustees and the District that every effort would be made to avoid layoffs of permanent staff. Instead, reductions were made through an ongoing hiring freeze, with some exceptions, as a preferable method for reducing personnel costs.

During 2011-12, Human Resources reviewed the current classified staffing structure and examined the effect that the hiring freeze has had on the distribution of classified positions. This effort is intended to result in adjustments to correct any serious problems resulting from the hiring freeze.


2. The chart showing the impact of the hiring freeze districtwide is included as Attachment A.

3. Cost and Funding

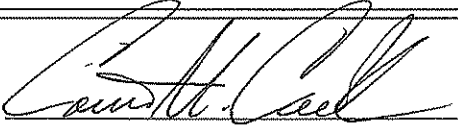
There is no additional cost to the District.

C. PROPOSAL

None. This item is presented for information only.

Recommended: 

Will Surbrook
Vice Chancellor Human Resources

Approved for Consideration: 

Constance M. Carroll, Ph.D.
Chancellor

SAN DIEGO COMMUNITY COLLEGE DISTRICT
HUMAN RESOURCES
IMPACT OF 2008-09 HIRING FREEZE
ON GENERAL FUND CLASSIFIED POSITIONS

Campus/Dept	Number of Positions Prior to freeze (2008-09)	Number of Defunded GF Positions	Current Number of Funded Positions			Percentage of Positions Districtwide Prior to freeze	Current Percentage of Positions Districtwide	Percentage Change	Number of Defunded Cat. Positions
			Vacant	Filled	Total				
Continuing Education	110,550	16,125	4,500	89,925	94,425	15.33%	14.62%	-0.71%	7,450
City College	160,790	20,230	8,000	132,560	140,560	22.30%	21.55%	-0.74%	5,650
Mesa College	190,520	18,425	6,850	165,265	172,095	26.42%	26.87%	0.45%	8,500
Miramar College	98,500	8,300	0,750	89,450	90,200	13.66%	14.54%	0.88%	4,400
Business Svcs*	44,000	5,400	6,000	32,600	38,600	6.10%	5.30%	-0.80%	
Public Info & Govt Rel	8,000	1,000	1,000	6,000	7,000	1.11%	0.98%	-0.13%	
Human Resources	39,000	1,000	0,500	37,500	38,000	5.41%	6.10%	0.69%	
Instructional Svcs	17,500	3,000	1,000	13,500	14,500	2.43%	2.19%	-0.23%	
Student Services**	34,250	3,000	1,000	30,250	31,250	4.75%	4.92%	0.17%	7,150
Facilities Mgt	13,000	0,000	0,000	13,000	13,000	1.80%	2.11%	0.31%	
Chancellor's Office	5,000	0,000	0,000	5,000	5,000	0.69%	0.81%	0.12%	
District Office	160,750	13,400	9,500	137,850	147,350	22.29%	22.41%	0.12%	
Total positions	721,110	76,480	29,580	615,050	644,630	100.00%	100.00%		33,150
									10.61% Net Reduction

* Does not include 62 Funded IT positions
** Does not include 6 Funded Evaluators