

Request to Fill Classified Positions

This form can be used to track the request process for filling vacant positions, and/or requesting new positions or increases in current positions. This form is not to be used for reclassification requests or reorganizations. Complete the sections immediately below, attach any documentation and forward the packet according to the listed steps. Each person in the chain will initial and date the document, and forward it as appropriate. If the request is denied at steps 1, 2 or 4, the individual or group denying the request will inform the requesting party. Steps 3 and 5 are recommendatory only.

Note: Temporary (District or agency) employment in the requested area is limited to a maximum of 60 days. This limit is designed to encourage prompt review of the vacancy. (Education Code Sec. 88003)

1. This position is a


	<input checked="" type="checkbox"/> Replacement (No Changes)	<input type="checkbox"/> Replacement with requested changes *	<input type="checkbox"/> New Position (not a replacement)
Department:	Facilities		
Position Title:	Custodian		
Last Incumbent or "New":	Brian Sanford		
Date of vacancy or Date of Board approval of new position:	10/21/2015		
Salary Range:	6		
Hours per week:	40		
Months per year:	12		
Bilingual Required:	no		

* Use the "Replacement (no changes)" column to provide information about the position as it currently exists. Use the "Replacement with Requested Changes" column to show the changes.

On a separate sheet, answer the below questions regarding the position.

2. Annual Cost of the Proposal (HR will complete).
3. Source of Additional Funds: for New Positions or Replacements with requested increases of hours or work years:
4. If requesting changes to the position, provide the justification/rationale, and consequences of not making the change.
5. Explain how this position supports student learning.
6. Explain what would happen if the position weren't approved.
7. Bilingual (Spanish)
 - I am requesting this position be considered by the Vice President to be designated as Bilingual Required because:
 - No, this position should not be bilingual required
8. **Attach the Job Description to this request. All Classified Job Descriptions can be found online at: <http://www.mpc.edu/humanresources/Documents/Forms/AllItems.aspx>**

Classification/Position: Facilities Custodian Date: 1/7/2016

steps	REPLACEMENT POSITION	Initials/Date	steps	NEW OR CHANGED POSITION*	Initials/Date
1	Chair/manager discusses vacant position with division/area and other relevant group(s).	SC/1/7/16	1	Chair/manager discusses the new/ vacant position with division/area and other relevant group(s).	
2	Chair/manager discusses with VP or designee. The VP may authorize short term help if funds in the budget and no additional cost.	SC/1/7/16	2	Chair/manager discusses with VP or designee. The VP may authorize short term help if funds in the budget and no additional cost.	
3	VP discusses request with Vice Presidents and President	SC/1/7/16	3	VP or designee discusses request with Advisory Group.	
4	President makes final decision. VP presents to College Council for information.	WT	4	VP discusses request with Vice Presidents and President. HR informs MPCEA.	
5	HR begins recruitment, takes recommendation to Governing Board, or takes other necessary steps .		5	College Council Reviews and makes a recommendation to the President. 2 Readings.*	
			6	President makes final decision and informs VP, Chair/manager. President directs HR to process request. (Board approval, recruitment, etc.)	
			7	HR begins recruitment, takes recommendation to Governing Board, or takes other necessary steps	

VP's Authorization for Bilingual: _____

DATE: _____

President's Authorization: _____

DATE: _____

Note #1: These steps may take more or less time depending upon time constraints (e.g. e-mail vs. meetings), and the nature of the position.

Note #2: If this process cannot be completed within 30 calendar days, the President may authorize action without completing this process and will inform the College Council.

Note #3: If the new or changed position is vital to core mission of the college, the President may authorize action without completing this process and will inform the College Council.

Note #4: Once recruitment begins, Education Code Section 88003 limits short term or substitute employment to 60 days.

*New and changed positions must be presented to College Council for two readings and approved by the Board of Trustees. Positions included in MPCEA must be negotiated.

2. Annual Cost of the Proposal (HR will complete).

Base - $\$2,382 * 12 = \$28,584$ Benefits = $\$22,367$

Total Cost = $\$ 50,951$

3. Source of Additional Funds: for New Positions or Replacements with requested increases of hours or work years:

N/A

4. If requesting changes to the position, provide the justification/rationale, and consequences of not making the change.

N/A

5. This position will support student learning because it will help keep the facilities that are used by the students and staff at proper cleaning standards. Clean facilities present a positive learning environment and extends the useful life of facilities.

6. If the position weren't approved we would be short handed and it will be more difficult to maintain all of the facilities and buildings at acceptable standards..



MONTEREY PENINSULA
COLLEGE

Custodian

Bargaining Unit: MPCEA

Class Code:
CLASS-
CUSTODIAN

MONTEREY PENINSULA COLLEGE
Established Date: Jun 24, 2008
Revision Date: Oct 15, 2012

SALARY RANGE

\$2,382.00 - \$3,051.00 Monthly

DESCRIPTION:

Under direct supervision, perform routine cleaning and custodial functions in an assigned building area. Receive limited supervision within a broad framework of standard policies and procedures; receive station assignments/workflow coordination from Lead Custodian at the direction of the supervisor. Perform general clean-up duties; responsible for cleanliness of assigned area.

EXAMPLE OF DUTIES:

Essential Functions

Perform routine janitorial and custodial functions, at an assigned workstation, using methods and materials and following the timelines for each function as indicated by Lead Custodian or Supervisor.

Clean classrooms, restrooms, showers, locker rooms, shops, cafeteria, gymnasium, library, offices and related facilities as assigned.

Sweep, mop, scrub, wax and polish concrete, linoleum, tile and wood floors, floor panels and hand railings.

Learn and use new technologies and products as directed.

Wash windows, walls, and clean chalkboards and trays.

Move and arrange furniture and equipment in classrooms and offices in preparation for campus functions, classes and special activities.

Clean and maintain rugs and carpets; replace light bulbs and lighting tubes up to 8 feet high.

Lock and unlock doors and gates, buildings and windows.

Report safety, sanitary and fire hazards to appropriate authority; report the need for maintenance repairs to appropriate authority.

Pick up paper and debris; sweep, clean stairs, walkways, and entrances.

Operate and maintain cleaning equipment such as vacuums, floor cleaning and polishing machines; clean tables, chairs and floors as needed.

Respond to callbacks and overtime duties as necessary.

Other Duties

Perform other related duties as assigned.

MINIMUM QUALIFICATION:**Education and Experience**

Any combination of training and experience, which would indicate possession of the required knowledge, skills and abilities listed herein. For example, a high school diploma or equivalent and some experience related to the care and cleaning of buildings and facilities.

Knowledge

Knowledge of: current efficient cleaning methods, materials, tools and equipment; safe use and operation of equipment and chemicals used in janitorial and custodial work; safe working methods and procedures.

Abilities

Ability to: understand and follow written and oral instructions; safely, efficiently, and effectively use cleaning materials and equipment as assigned; quickly learn and successfully use new technologies and products as directed; read and write at a level sufficient to successfully perform required duties; meet the physical requirements necessary to safely and effectively perform the required duties; establish and maintain effective work relationships with those contacted in the performance of required duties; demonstrate an understanding of, sensitivity to, and appreciation for, the academic, ethnic, socioeconomic, disability and gender diversity of a students and staff attending or working on a community college.

PHYSICAL EFFORT / WORK ENVIRONMENT

Moderate physical effort which may include: frequent standing, walking, and lifting or moving heavy parcels, machines or equipment of up to 50 pounds; working from an 8' ladder; frequent activities requiring full body exertion. Indoor/outdoor work environment with some exposure to weather extremes.

WORK SCHEDULE / SUPPLEMENTAL INFORMATION:**Work Schedule**

40 hours per week/ 12 months per year

Assigned Shift

TBD

Management reserves the right to change schedules as needed

Salary Range = 6

Salary is subject to a 2.02% furlough in the 2012/2013 academic year.

How to Apply

Visit www.mpc.edu/employment and select "classified and other positions." Here you will find the announcement and the "apply" button in the upper right hand corner. You will be asked to log-in or create a new user account.

- Complete all required fields of the application AND:
- Attach a .doc, .docx or a .pdf of your cover letter which describes your interest in and qualifications for the position. AND

- Attach a .doc, .docx or a .pdf of your resume AND
- Answer any required supplemental questions, if prompted

Only items listed above will be reviewed by the screening committee. Human Resources does not accept additional materials such as: letters of reference, test scores from other institutions, certificates of courses/programs completed, letters of commendation from schools, or transcripts with your application. Such items, if included, will not be forwarded to the selection committee. If you are a finalist, HR will request any reference information that is required.

Monterey Peninsula College reserves the right to close or continue the recruitment at any time.

Conditions of Employment

Offers of employment are contingent upon Governing Board approval. Employment with Monterey Peninsula College is not complete or official until applicants meet all pre-employment requirements. All new employees are required to submit proof of freedom from tuberculosis and proof of eligibility to work in the United States. Employees must sign the Oath of Affirmation of Allegiance, and submit fingerprints for California Department of Justice clearance. California School Employees Association Membership or an approved alternative is required.

NOTE Organizational Security: This is a classified position and California School Employees Association membership or an approved alternative is required in accordance with our agreement with the employee organization. As a condition of employment, you will have 30 days from the date of hire to join the union (paying union dues), or authorize a salary deduction of appropriate fees.

NOTE Smoking Policy: Smoking on campus is limited to designated smoking areas.