

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:	Human Resources Specialist		
Position Title:	HR Specialist		
Last Incumbent or "New":	A. Bozant		
Date of vacancy or Date of Board approval of new position:	3/12/2014		
Salary Range:	\$3,251 (Step A)		
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: _____ **Date:** _____

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).		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.		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		3	VP or designee discusses request with Advisory Group.	
4	President makes final decision. VP presents to College Council for information.		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.

- Annual Cost of the Proposal (HR will complete).
 - $\$3,251 * 12 \text{ months} = \$39,012 + \$11,769 (30.167\%) + \$22,367 = \$73,148$
- Source of Additional Funds: for New Positions or Replacements with requested increases of hours or work years
 - N/A
- If requesting changes to the position, provide the justification/rationale, and consequences of not making the change.
 - N/A
- Explain how this position supports student learning.
 - The Human Resources Specialist is responsible for the recruitment and hiring of all employees who are essential to the delivery and support to the student success. The position administers and facilitates the search and hiring process, as well as assists applicants.
 - The Human Resources Specialist is responsible for the development and processing of adjunct assignments and timesheets to ensure accurate and timely compensation. It is also integral for the maintenance of all adjunct employment records.
 - The position is also trained to support and assist in other Human Resources functions and responsibility.
 - The Human Resources Specialist trains search committees on EEO and non-discrimination laws, and the search and hiring processes.
 - The Human Resources Specialist provides support and assistance to employees during their employment with MPC including issues related to compensation and benefits.
 - The Human Resources Specialist monitors and ensures that employees are evaluated regularly and provided guidance for professional development.
 - The Human Resources Specialist monitors employment practices for compliance with state, federal, and local laws and regulations, as well as the terms and conditions of employment as outlined in the collective bargaining agreements.
 - The Human Resources Specialist compiles data and prepares report mandated by state and federal agencies as well as those required for efficient district operations.
- Explain what would happen if the position weren't approved.
 - The operations of the Office of Human Resources would be severely impacted. Current levels of service and expectations would not be met. This workload is not be able to be assumed by existing Human Resources staff. Failure to fill this position would result in service discontinuance and delays.