

**Request to Create Position**

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 type="checkbox"/> Replacement (No Changes)	<input type="checkbox"/> Replacement with requested changes *	<input checked="" type="checkbox"/> New Position (not a replacement)
Department:			Information Technology
Position Title:			Network Operation Manager
Last Incumbent or "New":			NEW
Date of vacancy or Date of Board approval of new position:			TBD
Salary Range:			57 – Management / Supervisory - Step A: \$5,821mn
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. Please see answers to #2 - #6 on last page**


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: Network Operations Manager Date: 5/27/14

steps	<b>REPLACEMENT POSITION</b>	Initials/Date	steps	<b>NEW OR CHANGED POSITION*</b>	Initials/Date
<b>1</b>	Chair/manager discusses vacant position with division/area and other relevant group(s).		<b>1</b>	Chair/manager discusses the new/ vacant position with division/area and other relevant group(s).	MM/3/13/14
<b>2</b>	Chair/manager discusses with VP or designee. The VP may authorize short term help if funds in the budget and no additional cost.		<b>2</b>	Chair/manager discusses with VP or designee. The VP may authorize short term help if funds in the budget and no additional cost.	MM/4/13/14
<b>3</b>	VP discusses request with Vice Presidents and President		<b>3</b>	VP or designee discusses request with Advisory Group.	CED 5/30 & 6/2/14
<b>4</b>	President makes final decision. VP presents to College Council for information.		<b>4</b>	VP discusses request with Vice Presidents and President. HR informs MPCEA.	
<b>5</b>	HR begins recruitment, takes recommendation to Governing Board, or takes other necessary steps .		<b>5</b>	College Council Reviews and makes a recommendation to the President. 2 Readings.*	
			<b>6</b>	President makes final decision and informs VP, Chair/manager. President directs HR to process request. (Board approval, recruitment, etc.)	
			<b>7</b>	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.

**1. Annual Cost of the Proposal (HR will complete).**

Monthly Salary @ Range 57, Step A: \$5,821 \* 12 months = \$69,852 cash compensation  
+ \$22,367 benefits  
+\$21,074 Roll up at 30.167%

Total Amount to be Budgeted: \$113,293.00

(Note: Benefits and roll up costs are based on the 2013-2014 numbers)

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

General Fund. Title V Grant – If awarded- will provide (approximately) \$185,000 over a 4 year period toward the Network Operation Managers Salary

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

N/A

**4. Explain how this position supports student learning.**

Student based initiatives completed in a planned project-based manner including timelines, expectations and training

Initiatives include:

- Enhanced WiFi
- Enhanced email, storage and collaboration tools
- Upgraded Classroom and lab technologies

Improved efficiencies and effectiveness to functional areas that directly support student needs.

**5. Explain what would happen if the position weren't approved.**

The ability to address technology issues at MPC will be adversely impacted. Improvements will take longer and the need for reliance on outside consulting will increase.