



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

THE HR PULSE

Vision Statement: Provide Services and Strategies that assist GCCCD in achieving World Class Status
Mission Statement: Create Human Resources systems that assist the District's mission of "The Way Forward"

In This Issue

- Message from the VC
- Employment Services
- Human Resources
- Labor Relations
- Risk Management
- Demographics

Contact Us

Dr. Ben Lastimado
Vice Chancellor
Human Resources and
Labor Relations
Ext. 7572

Bob Eygenhuysen
Director
Risk Management
Ext. 7710

Amber Green
Director
Employment Services
Ext. 7631

Kim Widdes
Human Resources/Labor
Relations Specialist
Ext. 7579

Marci Jahn
Administrative Assistant
Ext. 7572

From the Vice Chancellor



Happy Holidays from your Human Resources Division!
Best Wishes to you and yours for a wonderful holiday season and a **Happy New Year**. Thank you for your commitment to providing the best possible services to our students and to each other throughout our District. See you in 2009!

Employment Services

Reminders Regarding Returning Hourly Workers

The new semester is approaching and here are a few reminders about hourly workers:

- ❁ Supervisors must complete new re-hire forms for returning student hourly personnel. Necessary forms are available at the Forms Depot/District under Non-Academic Hourly Hire/Rehire Form. Please submit completed forms by January 11 to ensure timely payment of your hourly staff.
- ❁ If you have a vacant and frozen position that is being staffed by a substitute, please let Employment Services know if you plan to extend that substitute over the sixty (60) day limit. We must obtain CSEA approval for extensions.
- ❁ Supervisors: remember that short-term hourly employees are limited to 175 days/880 hours per fiscal year. Please check remaining balances for your hourly employees so that they do not work over this day/hour limit.
- ❁ If your department needs immediate assistance in the new semester, consider hiring a student worker. A student taking at least 6 units does not need PE-19 approval.

Human Resources

People Power: Over 2100 Strong!

Since the first of the year, Employment Services has coordinated 37 recruitments for classified positions and 29 recruitments for faculty/academic positions. These recruitments resulted in 738 academic applicants and 1,401 classified applicants, translating into 29 faculty/academic positions filled and 40 classified positions filled. Our current employment numbers: 452 FT Classified + 333 FT Academic + 1274 PT Academic + 50 Managers + many hourly workers = a great place to work!



No-Text Law

On January 1, 2009, writing, sending, or reading a text-based communication while driving will be against the law in California.

This new law applies to electronic wireless communications devices used to manually communicate with any person using text-based communication, including, but not limited to, communications referred to as a text message, instant message, or electronic mail. (Source: DMV website)

Demographics

Districts are required to provide various reports analyzing hiring practices. One element of that analysis is the number of persons from monitored groups who are current employees. The chart on this page reflects data for 2007-2008 and is provided for your information.

If you have a topic or question you would like to see addressed in **THE HR PULSE**, please contact Marci Jahn at extension 7572.

Labor Relations

Collective Bargaining Update

Administrators' Association – The Administrators' Association and the District continue to negotiate for 2008-2009.

CSEA – CSEA and the District are in the process of reaching a tentative agreement for 2007-2008.

United Faculty – Negotiations between United Faculty and the District are pending for 2008-2009.

Risk Management/Benefits

Smoke-Free/Tobacco-Free District – January 1, 2009

GCCCD Board Policy 3560, *Smoking and/or Other Tobacco Use Ordinance*, states: on January 1, 2009, and thereafter, it shall be the policy of the Board to prohibit smoking and/or other tobacco use on all property owned or controlled by the District.



Smoking is responsible for approximately one in five deaths in the United States. From 1997 to 2001, smoking killed an average of approximately 438,000 people each year in the United States alone. Excluding adult deaths from exposure to secondhand smoke, adult males and females lost an average of 13.2 and 14.5 years of life respectively, due to smoking. In 2004, tobacco use was estimated to cost the United States \$193 billion, including \$97 billion in lost productivity and \$96 billion in direct health care expenditures. These costs include all diseases that are related to tobacco use, including those of the lung and heart. (Source: Excerpt from *Trends in Tobacco Use, American Lung Association, Research and Program Services Epidemiology and Statistics Unit - July 2008*)

Demographics

Full-Time Staffing by Ethnicity and Gender (2007-2008)

Demographic	Exec/ Admin/ Mgt	Prof/Non- Faculty/ Mid-Mgt	Faculty	Classified
American Indian/ Alaskan Native	2	0	4	8
Asian/Pacific Isl.	5	4	25	38
Black Non-Hispanic	2	5	12	28
Hispanic	5	3	47	73
White Non-Hispanic	37	27	242	277
Male	25	15	155	155
Female	26	24	175	272
Total¹	51	39	330	427

¹ Totals based on Spring 2008 data. Source: Excerpt from GCCCD Environmental Scan Update 2007-2008 - Districtwide Academic, Student, Planning and Research Services