

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

STRATEGIC HIRE REQUEST

3/4/24

Date

Site	Position	Justification
<input checked="" type="checkbox"/> GC <input type="checkbox"/> CC <input type="checkbox"/> DS	<p>Please include:</p> <p>Position Title: Custodian</p> <p>Position #: CL-00429</p> <p>FTE: 1.0</p> <p>Level: 23</p> <p>Department: FMO Operations</p>	<p>1. Key responsibilities of position:</p> <ul style="list-style-type: none"> ○ Responsible for maintaining campus classrooms, offices and related facilities and areas in a clean and sanitary condition ○ Special event setups <p>2. Current status of position:</p> <ul style="list-style-type: none"> ○ Filled until retirement on 5/31/24 <p>3. Strategic Staffing Rationale: Please address at least one of the following items:</p> <ul style="list-style-type: none"> ○ Fill a retirement position that is included in the budget. ○ Legal mandates <ul style="list-style-type: none"> i. OSHA requires safe working conditions for all employees in the state. Custodians keep these environments safe and healthy. There must be clean, safe, and functioning restrooms for the public. ○ Accreditation requirements <ul style="list-style-type: none"> i. Accreditation Standard III.B. Physical Resources is dependent on having an adequate number of maintenance workers. ii. (III.B.1) The right amount of custodial workers “assures safe and sufficient physical resources at all locations where it offers courses, programs, and learning support services. They are constructed and maintained to assure access, safety, security, and a healthful learning and working environment”. iii. (III.B.2) Bldg 36 facilities satisfy its physical resources through “The institution plans, acquires or builds, maintains, and upgrades or replaces its physical resources, including facilities, equipment, land, and other assets, in a manner that assures effective utilization and the continuing quality necessary to support its programs and services and achieve its mission.” The new physical resource requires custodial workers to keep our physical resources running smoothly for a long time. iv. (III.B.3) ”To assure the feasibility and effectiveness of physical resources in supporting institutional programs and services, the institution plans and evaluates its facilities and equipment regularly, taking utilization and other relevant data into account.” Ample coverage of custodial workers is required to maintain this effectiveness.

		<ul style="list-style-type: none"> v. (III.B.4) “Long-range capital plans support institutional improvement goals and reflect projections of the total cost of ownership of new facilities and equipment.” Bldg 36 is one of these long-range goals that come true, and custodial workers keep these improvements lasting longer. o Health and safety priorities <ul style="list-style-type: none"> i. Cal/OSHA and ANSI have priorities for schools, and Grossmont College has its priorities of health & Safety for student success. This is only possible if custodians work under healthy & safe conditions and provide healthy & safe environments for our campus. The first line of defense in preventing illness is by sanitizing restrooms, desks, walls, doors, and floors. The custodians have proven their effectiveness in this area by cleaning and sanitizing the campus to stop the spread of COVID-19. They have been recognized by HR and the college of their excellent work in this matter. o Critical threshold of instruction or support services <ul style="list-style-type: none"> i. Custodians is a support service to faculty, students, classified, and administrators so the people and departments can do their tasks or learn at their best without barriers. o Essential supervision <ul style="list-style-type: none"> i. Provides supervision of custodial services; organize, schedule, and review custodial work. <p>4. Budget Impact – Please specify the following:</p> <ul style="list-style-type: none"> o Is position included in the current budget? Yes o Funding Source? Unrestricted o Smartkey and Salary Object: 1327602-2110 o Monthly Salary at Step B: \$2908