

Classified Forum

December 2, 2022



Most Requested Discussion Topics

- Budget
- COVID
- Morale/Employee Engagement
- Negotiations
- Professional Development
- Remote Work
- Security



Budget Update

Strong 2022-23 State and District Budget

- 6.56% COLA
- Ongoing base increase to funding formula
- One-time deferred maintenance and SIE funds (\$9.5M over 5 years)
- One-time block grant funds (\$6.4M to Merced College)
- FTES Emergency Conditions Allowance (ECA) ends this year

Economic Outlook

- Rising inflation & high interest rates reflect increased threat of a recession
- State revenues lower than projected through 9/30/22
- Will Merced College get back to 10,000 FTES (potential \$2M loss in future funding)?

COVID Update

- Continue to comply with state and federal regulations
 - Cal/OSHA ETS (including contact tracing and other mandates) potentially expiring 12/31/22
- COVID team provides ongoing support and notification
- Learning to “live” with COVID as an endemic
- Kelly Avila will continue to consult with Merced County Public Health as needed

Employee Morale/Engagement



FRI-YAYS TO
INCREASE
CONNECTEDNESS



EMPLOYEE
CLUBS/AFFINITY
GROUPS



EMPLOYEE
ENGAGEMENT
SURVEY



MORE
OPPORTUNITIES
FOR DIALOGUE,
INFORMATION,
ETC.



HAPPINESS
INITIATIVE /
ORANGE FROG
PROGRAM



EMPLOYEE
WELLNESS
PROGRAM



PLAN TO
CONTINUE TO
EXPAND AND
INVEST IN OUR
EMPLOYEES

Clubs/Affinity Groups:

- “Desk to 5K” Running Club – Valerie Albano,
- Weight Lifting Club – Robert Olvera
- Dog Club – Brandilyn Davidson
- Table Tennis Club – Ben Chickering
- Book Club – Melissa Rocha
- Walking Club, Los Banos – Daniel Ruiz
- Hiking Club – Mark Lopes
- Board Game Club – Ivan Navarro
- Gardening Club, Los Banos – Jazmin Serrano
- Yoga Club – Karrie Bullock
- Crafting Club – Rachel Gray,
- “What You See Is What You Get” Club – Diane Spork

CSEA Negotiations

- **District/CSEA tentative agreement:**

- Effective January 1, 2023, there will be an across the board salary schedule adjustment of 8% as well as a 1% off schedule one-time payment on base salary as of July 1, 2022.

- **CSEA is pushing through CSEA 610 processing as quickly as possible:**

- "...hope that we will be able to ratify this on Friday December 9th so that it can go to the District Board meeting on December 13th. The increase is effective January 1, 2023, and is expected to be paid by the February payroll."

- Sandi Goudy, MC CSEA
Email sent November 22, 2022

Professional Development

AB 1840 funds – approx. \$47,000 remaining



Can be used for any/all MCCD institutes and academies

- Well-Being Institute
- Customer Service Academy
- Emerging Leaders Institute
- Diversity Academy



Other PD opportunities:

- Happiness Initiative/Orange Frog Program
 - Leadership Academy
 - Classified Senate PD Day
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- Interested? Talk with your supervisor.

Remote Work

- Continue to pilot and embrace different work modalities
- Remote work is definitely something we are learning to adapt to and institutionalize into our practices
- It is not an option for all employees due to responsibilities and duties
- Supervisor approval is needed and a Remote Worker Agreement must be approved/on file
- We have a remote worker lounge

Security

- Currently recruiting 2 Police Officer positions (1 replacement & 1 new hire) and 2 full-time and 1 part-time Security Guard positions to ensure sufficient campus coverage
- Upgrading existing and adding new security cameras at all campus locations
- Ongoing trainings (Active Shooter, Evacuation, and Self-Defense)
- Download [CampusShield](#) app to receive emergency notifications
- Contact Campus Police: Call (209) 386-6600 (Merced) or (209) 381-6425 (Los Banos) and calls will be forwarded accordingly

Q&A / Discussion

