



**October 2, 2018**

### **President's Waypoint: Hiring List - WRAP**

At a high level, the college's budget is a strategic balancing act among three interrelated variables:

- 1) Employee contract negotiations,
- 2) The WRAP hiring list, and
- 3) Budget deficit management.

Employee contract negotiations must be at the top of this list. I have been open and clear about my feelings related to putting employee compensation first. We all know that Santa Barbara is a very expensive place to live with one of the [highest cost of living](#) indices in the nation. If we don't offer competitive salaries, we simply won't continue to attract the best and brightest possible candidates to our college. Accordingly, compensation needed to come before considering the WRAP hiring list.

Last week, I was very pleased to announce the settlement of the compensation component of our employee contracts, providing a 7% salary increase to all bargaining groups across the college! Thank you for all of the comments and support you have provided the negotiation teams, Trustees, and me!

With contract compensation settled, we can now move to the WRAP hiring list. The WRAP (Workforce Reduction through Attrition Plan) process is a mechanism whereby departments submit critical positions for a college-wide ranking by the College Planning Council (CPC) WRAP committee members. Below is the top 20 WRAP committee ranked positions that can be funded, out of a total of 29 positions requested from spring and summer.

Finally, in terms of our budget deficit, we will continue to have about a 2.5% budget deficit. This is equal to about \$2.5 million for 2018-19. Given that we have recovered from a \$9 million deficit, I have total faith and confidence in this college being able to close this remaining \$2.5 million deficit in the next few years. The Chancellor's Office will be providing a recalculation of the new funding formula in February 2019. Only time will tell whether this will be a further increase or a decrease for SBCC. As always, we will adjust accordingly.

<b>Position Type</b>	<b>Name of the Position Requested</b>
New-FT	Custodian #1
New-FT	VP, School of Extended Learning
New-FT	Administrative Assistant III
New-FT	Allied Health and Nursing Laboratory Coordinator
Replacement	Security Officer
Replacement	Matriculation/Instructional Support Specialist
New-FT	Custodian #2
Replacement	Maintenance Technician
New-FT	Lock System Specialist
Replacement	Dean, Educational Programs
Replacement	Director of Administrative Systems and Infrastructure
Replacement	Manager, Purchasing & Warehouse
Replacement	Senior Office Assistant, International Students
Replacement	Transcript Analyst
Replacement	Student Program Advisor
New-FT	Custodian #3
New-FT	Laboratory Technician
New-FT	Custodian #4
New-FT	Human Resources Manager
New-PT	Technical Services Specialist

Getting the elements of contract negotiations, the WRAP hiring list, and budget deficit figured out are a tremendous step for the college in a year of budget uncertainty. These have required a lot of work and planning; but in the end, we have made solid, strategic decisions that are in the best interest of the college. Thank you again for all your help and support!

Together forward,

