

20  
24

**JOSE FLORES**  
*CHIEF OF POLICE*  
*SCCCD*

**SHAPING  
THE FUTURE  
TOGETHER!**

PERSONNEL COMMISSION

**ANNUAL  
REPORT**



*the*  
**MESSAGE**  
 FROM  
 THE **DIRECTOR**

It is with great pleasure that I present to you the Personnel Commission Annual Report for the fiscal year 2023-2024. I sincerely hope you enjoy reading the Annual Report summarizing the Personnel Commission's activities from the past year.

**SAMERAH CAMPBELL**

As much as I would like to report that the recruitment landscape has returned to normal, it has not. According to NeoEd's 2024 report titled "The Education Hiring Crisis, Implications for the Future of Education", educational institutions have been navigating the impacts of unprecedented turnover as a record number of people leave the industry. The report states that 51% of public sector agencies that were surveyed said hiring has not gotten easier over the past year. Personnel Commission staff concur with the report. For example, last fiscal year 25 candidates declined job offers, after going through significantly lengthy assessments. Bottom line, there are simply not enough people applying for jobs in education.

To increase our recruitment efforts this past year, Personnel Commission staff attended many outreach events to attract candidates. Some examples include job fairs at Workforce Connection, Sanger Job and Resource Fair, Central California Veteran Employment Strategic Hiring Event, West Hills Community College, University of California, Merced, Career and Internship Fair, Asian Pacific Americans in Higher Education (APAHE) Conference, the Men of Color Summit, and, of course, the Colleges of State Center.

This year's annual report contains wonderful testimonials

from our amazing and talented classified professional leaders who have volunteered to serve on various committees, workgroups, senates, unions, associations, and clubs. We also have a new "Getting to Know" section about State Center Community College District's esteemed Chief of Police, Jose Flores.

On a personal note, last year was memorable for me because I missed more than half of the year due to a medical leave of absence. Never have I been more grateful to be employed by State Center Community College District. Since I am a long-term employee, I had enough accrued sick leave to cover my absence which provided me peace of mind so that I could rest and focus on my recovery. On the bright side, it was also an opportunity for the PC staff to show what Rock Stars they are, and they delivered by covering higher-level positions. I will forever be grateful!

On behalf of the Personnel Commission staff, I would like to personally thank the Personnel Commissioners, Chancellor and the Board of Trustees for their leadership, and all the Classified Professionals for their hard work, perseverance, and dedication to the State Center Community College District. Additionally, thank you to the Personnel Commission staff who continue to provide excellent service to the District and to the public.



*Samerah Campbell*  
 District Director of the Personnel Commission & Classified Employment  
 Address: 1171 Fulton Street Fresno, CA 93721  
 Phone: (559) 243 - 7100

*the*  
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## PERSONNEL COMMISSION

# MISSION

## VISION & VALUES

The Mission of the State Center Community College District Personnel Commission Office is to support the goals of the District by ensuring the fair and equitable treatment of employees in the classified service and ensuring that the selection and promotion processes are based on merit principles.

The Vision of the State Center Community College District Personnel Commission Office is excellence in support of public education in the spirit of merit. We are dedicated to attracting, developing, and supporting a qualified workforce with a focus on serving the educational needs of our students.

We provide a collegial center of expertise for services and consultation, carried out with integrity, pride, and innovative solutions. We work together to instill confidence in our community while exercising the utmost in compassion and respect.

### M.E.R.I.T. VALUES



#### MOTIVATION

Advising and guiding our applicants and employees, helping them to achieve their goals and overcome challenges.



#### EFFICIENCY

Obtaining the best possible outcome in the least wasteful manner by maintaining dynamic, relevant policies and procedures while consistently supporting a quality workforce.



#### RESPECT

Committed to creating a respectful workplace and workforce that supports inclusion based on the principles of equity and diversity.



#### INTEGRITY

Acting with sound moral principles by being honest, responsible, accountable, and respectful.



#### TEAMWORK

To maximize our collective impact, we inspire, challenge, and support each other to be our best and sustain District efforts. We value and care about each other, operate with a generosity of spirit, and have fun in the process of working collaboratively.

# PERSONNEL COMMISSIONERS

meet our



#### JOSEPH HEBERT

Chair

*Would you like to hear a message from the Commission Chair? Click on picture to hear message. (Tip: must be in Adobe Acrobat)*

Joseph S. Hebert, the Board of Trustees' appointee, began his term in December 2020. Hebert earned his Master of Public Administration and Bachelor of Arts degrees in political science/sociology at San Jose State University. Hebert is a strategic business management executive with experience in operational leadership and global business. He is currently employed as the Director of Parks and Community Services with the City of Madera. He previously served as the Executive Director of Fresno's Comprehensive Addiction Program Inc. Hebert's work experience also includes employment with Olam SVI, Schneider Electric, Pelco, Hewlett-Packard and Apple Computer.

#### BRADLEY TAHAJIAN

Vice-Chair



Bradley Tahajian, the joint appointee, is a Lead Appellate Court Attorney with the California Court of Appeal where he specializes in workers' compensation, disability, and related employment matters. He became familiar with public employment by serving as an executive fellow with the State Department of Personnel Administration, and later as legal counsel to a Judicial Council task force charged with evaluating judicial employment issues. Mr. Tahajian has attended classes at Fresno City College and earned a Bachelor's degree in economics from University of California, Los Angeles (UCLA), a law degree from UC Law San Francisco (formerly UC Hastings), and a legal Master's degree in tax with an emphasis in employee benefits from the University of San Diego. He also holds certifications in Human Resources from the Society for Human Resources Management (SHRM) and the Human Resources Certification Institute (HRCI).

#### ISABEL BARRERAS

Commissioner



Isabel Barreras, the CSEA appointee, has served in many leadership capacities in public education, including serving on the California Community Colleges Board of Governors and the SCCC Board of Trustees. She most recently served as the Director of Classified Personnel for the Madera Unified School District Personnel Commission until she retired in August of 2024. Her additional leadership positions have included Program Manager for the California Hispanic Chamber of Commerce and Chair of both the California Community College Trustee Association and the Community College League of California. Ms. Barreras was inducted into the 2013 Arte Americas Muro De Honor, acknowledging her dedicated support, personal contributions, and extensive collaboration with other organizations to bring a new awareness of Latino arts and culture. Ms. Barreras received her Master of Public Administration from National University in San Diego and her Bachelor of Arts degree from California State University, Fresno, after attending Reedley College.

# MERIT SYSTEM

## THE MERIT SYSTEM WAS ADOPTED BY THE DISTRICT IN 1966 BY AN ELECTION OF THE CLASSIFIED EMPLOYEES.

The Merit System grants the Personnel Commission of the State Center Community College District the responsibility of establishing rules and regulations that provide for the selection, retention, and promotion of classified employees on the basis of individualized merit and fitness. This is demonstrated by competitive assessments and hands-on performance testing.

The Personnel Commission is also responsible for the classification and reclassification of positions and serves as an appeal body for applicants, classified disciplinary actions, and medical disqualifications.



## PERSONNEL COMMISSION MEETINGS

Regularly scheduled meetings of the Personnel Commission are normally held on the third Tuesday of each month, typically at the District Office at 5:30 PM. Agendas and minutes are posted on our website at:

<https://www.scccd.edu/departments/personnel-commission/meetings/index.html>

Employees and members of the community are welcome to attend either in person or online via the Zoom link provided in the meeting agenda.

The Personnel Commission administers competency and performance assessments for a variety of classifications such as Building Trades Generalist, DSP&S Mobility Driver, and various administrative support staff positions. Competency assessments vary greatly and can include anything from computer-based simulations to written prompts or making presentations.

The Personnel Commission conducts competency assessments in most recruitments. These competency assessments have proven to be instrumental in the recruitment and assessment process by helping identify the most qualified individuals.

We strive to provide the District with well qualified individuals dedicated to meeting the District's mission, vision, and values.

It is our mission to serve as a strategic partner alongside the State Center Community College District administration and Board of Trustees in meeting the mission, vision and strategic goals of the District and to provide support for the learning environment.

It is our belief that our employees are the single most valuable resource within our organization. We are committed to attracting, retaining and supporting outstanding classified professionals and administrators who are responsive to the diversity of our students and our community and understand the need for equity minded practices to more effectively engage and support all students. We are looking for individuals that understand the unique challenges and opportunities of the Central Valley.

# STATE CENTER COMMUNITY COLLEGE DISTRICT

703

FULL-TIME CLASSIFIED EMPLOYEES

52

PART-TIME CLASSIFIED EMPLOYEES

24

PROVISIONAL ASSIGNMENTS

44

LIMITED TERM ASSIGNMENTS

SCCCD has four colleges and three centers that serve approximately 1.7 million people and 98 unified and high school districts in urban and rural territories.

- Equal pay should be provided for work of equal effort, skill, and responsibility.
- District employees should be managed and treated fairly and consistently be engaged in work that serves the best interests of the students.
- Employees should be retained and promoted on the basis of merit, as measured by the adequacy of their performance and professional achievement.
- Employees should be protected from arbitrary employment actions and afforded due process rights consistent with applicable law.

The fundamental purpose of the merit system is to ensure that employees are selected, promoted, and retained without favoritism or prejudice, on the basis of merit and fitness. According to the California School Personnel Commissioners Association (CSPCA), the principles of personnel administration include:

- Recruitment of job applicants should be from sources representing all segments of society, and selection and advancement should be determined solely on the basis of relative ability, knowledge, and skills, after fair and open competition, which assures that all receive equal opportunity.
- All employees and applicants for employment should receive fair and equitable treatment in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, medical condition or sexual orientation.

In addition, the District includes the West Fresno Center, First Responders Campus, the Career & Technology Center, Herndon Campus and Madera Community College at Oakhurst.

State Center Community College District was established in 1964 after Fresno City College and Reedley College were joined together. The District has grown to become a leader among community colleges. At the end of the 23-24 fiscal year, there were 703 full-time employees, 52 part-time employees, 18 provisional assignments and 47 limited term assignments to serve nearly 60,000 students.



The colleges of State Center includes Fresno City College, Reedley College, Clovis Community College, and Madera Community College.

meet the  
**PERSONNEL COMMISSION**  
*team*



**SAMERAH  
CAMPBELL**

**District Director of the Personnel Commission & Classified Employment**

The District Director oversees the Personnel Commission department. She carries out all Merit System Rules and Regulations and acts as Secretary to the Personnel Commission. She supervises assigned staff and is responsible for all employee/application appeals.



**JAME  
YANG**

**Human Resources Analyst**

The HR Analyst assists in writing and revising job descriptions, conducting job analyses, working out-of-class for confidential employees, and reclassification. The HR Analyst posts lateral transfers, certifies all eligibility lists and makes all job offers.



**ANTHONY  
CAMACHO**

**Human Resources Specialist**

The HR Specialist is responsible for temporary placements for Fresno City College, Reedley College, and Clovis Community College. He also creates job postings, screens applicants, conducts testing, and assists with other recruitment events.

meet the  
**HUMAN RESOURCES**  
*team*

The Personnel Commission works collaboratively with the Human Resources department on various overlapping responsibilities such as recruitment/selection, classification and compensation, and on-boarding of new employees.



**JULIANNA  
MOSIER**

**Vice Chancellor, Human Resources**

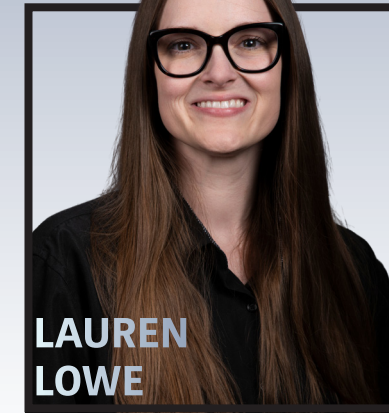
Serves as the District's Chief Human Resources and EEO Officer and lead negotiator. Provides overall leadership for the Human Resources department, including employee and labor relations functions of the District.



**CHRISTINE  
PHILLIPS**

**District Director of EEO / Diversity & Professional Development**

Oversees the Equal Employment Opportunity, Diversity, and Professional Development components of the State Center Community College District.



**LAUREN  
LOWE**

**Executive Assistant to the Vice Chancellor**

Works closely with the Vice Chancellor on labor negotiations, executive recruitments, board items, budget, statements of economics interests, and consultant contracts.



**ANTHONY  
CUNHA**

**Human Resources Specialist**

The HR Specialist is responsible for temporary placements for the District Office and Madera Community College. He also creates job postings, screens applicants, conducts testing, and assists with other recruitment events.



**JENNIFER  
ECHEVESTE**

**Human Resources Assistant**

The Human Resources Assistant is the point of contact for the Personnel Commission and is responsible for most clerical duties. She assists with the preparation of Personnel Commission meetings and recruitments/assessments including finding subject matter experts.



**ARIEL  
PEREZ**

**Student Worker II**

The Student Worker assists staff with a myriad of recruitment projects, including creating recruitment materials and media. She assists the Human Resources Assistant with any clerical duties, media maintenance, and necessary recruitment documents.



**NICOLE  
PAGE**

**Administrative Assistant**

Assists the District Director of Human Resources with disciplinary actions, employee TB compliance notifications and tracking, employee absence tracking, and overall departmental support.



**GABRIELA  
HOLGUIN**

**Administrative Assistant**

Assists with staff development, District new employee orientation, and classified leadership programs.



**BLANCA  
SOTO**

**Human Resources Assistant**

Acts as the Human Resources receptionist. Responsible for District mail, District switchboard, and Live Scan payments.

meet the  
**HUMAN RESOURCES**  
*team*



**FRANCES  
GARZA**

**Benefits Coordinator**

Coordinates employee and retiree health insurance benefits, workers' compensation, work-related injuries/illness, and the DOT Drug and Alcohol Testing Program, along with ACA eligibility and reporting.



**REINA  
KEMBLE**

**Benefits Technician**

Assists with employee and retiree health insurance benefits, retiree billing, ACA reporting, workers' compensation, life insurance, long-term disability, and EAP.



**PAOLA  
ZAMORA**

**Human Resources Analyst**

Responsible for employee classification and compensation, working out-of-class studies, labor negotiations, and salary and benefit surveys.

meet the  
**HUMAN RESOURCES**  
*team*



**SAREANG  
NHIM**

**Senior Human Resources Technician**

Responsible for full-time faculty and administrator status changes, administrator recruitments, academic leaves, full-time class advancements, onboarding, labor negotiations, evaluations, employment contracts, and questions on faculty collective bargaining agreements.



**KELLI  
HUTCHISON**

**Senior Human Resources Technician**

Responsible for classified leaves, position control management, board recommendations, professional growth, and questions on classified collective bargaining agreements. Also assists with the interactive process and labor negotiations.



**APRIL  
JOHNSON**

**Human Resources Technician**

Responsible for full-time recruitment, part-time faculty payroll, class/step advancements, record maintenance, data processing and unemployment insurance claims. Also answers questions about the part-time faculty collective bargaining agreement.



**NAVJIT  
PUNIANI**

**Human Resources Analyst**

Responsible for the interactive discussion process and workplace accommodations.



**MEGAN  
GARCIA - PUCHEU**

**Human Resources Analyst**

Leads and manages complex human resources programs, conducts investigations, and formulates effective bargaining strategies, ensuring compliance with the District's standards and policies.



**SABÁS  
MARTINEZ JR.**

**Human Resources Systems Analyst**

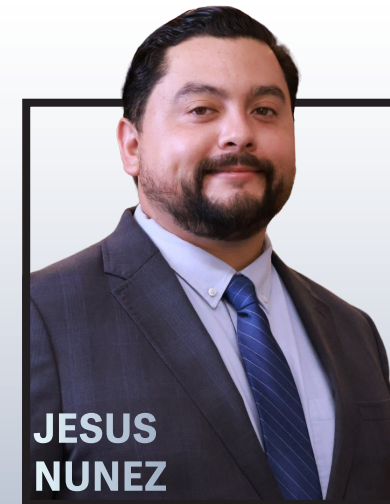
Analyzes business processes, develops technology solutions, performs quality assurance, user acceptance testing, develops detailed documentation, provides user training, collaborates with IT staff, and performs related duties.



**JESSICA  
BAROS**

**Human Resources Technician**

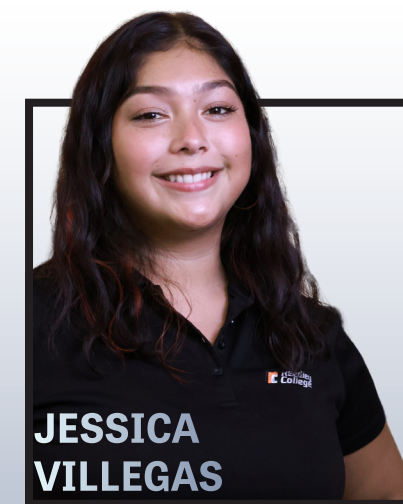
Responsible for full-time recruitment, part-time faculty payroll, class/step advancements, record maintenance, data processing and unemployment insurance claims. Also answers questions about the part-time faculty collective bargaining agreement.



**JESUS  
NUNEZ**

**Human Resources Technician**

Responsible for student worker Personnel Action Forms (PACs), classified evaluations, new employee onboarding, service awards, Live Scan, and unemployment.



**JESSICA  
VILLEGAS**

**Student Worker I**

The Student Worker performs a variety of tasks in support of The Human Resources Department. The primary responsibilities include assisting with administrative tasks, running errands, and providing general support as needed.

# TYPES OF CLASSIFIED PROFESSIONALS

The Personnel Commission conducts recruitments, candidate assessments, job classification and compensation administration for classified positions within the State Center Community College District. Within the classified service are various types of classified positions including classified represented, classified management, confidential, and classified peace officer positions.

## CLASSIFIED EMPLOYEES

Classified employees perform a wide range of essential work in our District, including security, food service, office and clerical work, maintenance and operations, transportation, paraeducator services, library and media assistance, technology support and more.

## CLASSIFIED CONFIDENTIAL

Confidential employees are non-bargaining unit employees who develop or present management positions relative to collective bargaining or whose duties normally require access to confidential information which contributes significantly to the development of management's position in the labor negotiations process.

## TEMPORARY NON-CLASSIFIED POSITIONS

Individuals who are hired into a temporary non-classified position may be called a "provisional" or "limited-term" employee. Temporary employees may be used in instances where a permanent employee is on a leave of absence, during an open recruitment, or for a special assignment of limited duration.

## CLASSIFIED MANAGEMENT

Classified managers oversee work in the District that is primarily performed by classified employees, such as Admissions and Records, Financial Aid, Construction, Human Resources, and Technology Services.

## CLASSIFIED PEACE OFFICERS

Additionally, there are a group of represented classified positions who are responsible for providing a safe environment for our students, faculty, staff, and guests. District police officers are trained and regulated by the California Peace Officers Standards and Training (P.O.S.T.) Commission and have the same authority as a municipal police officer or county deputy sheriff.

## NON-CLASSIFIED POSITIONS

Non-classified positions include faculty (such as instructors and counselors), academic administrators (such as deans and presidents) and student workers.

There are currently 220 job descriptions describing the various classified job types at State Center Community College District. There are 755 classified employees who contribute to the District's success. These employees ensure a seamless experience for the students by providing a range of support services such as keeping the buildings safe and clean and making sure that classroom tools and supplies are on hand and ready for use.

The Personnel Commission, in collaboration with Human Resources, ensures that classified job descriptions are current and accurate, which in turn allows the Personnel Commission to conduct valid and reliable recruitment assessments. The Personnel Commission strives to provide high-quality, efficient, and meaningful service in order to hire the most qualified candidates.

# classified professionals ANNUAL service awards



## 5 YEAR EMPLOYEES

Alyssa Talbot  
Angela Steitz  
Arisbet Ruiz  
Britnie Acosta  
Christian Hill  
Christina Hernandez  
Daniel Demmers  
David Herrera

David Holford  
Fernando Jimenez  
Glenn Araki  
Iyeda Villanueva  
Jaqueline Guzman  
Jefferey Foust  
Jennifer Laval  
Jessica Oldenkamp

John Loera  
John Urena  
Johnny Cano  
Jose Duron Solano  
Joshua Petersen  
Julian De La Cruz  
Miguel Perez  
Nicole Page

Omar Gutierrez  
Ricardo Cuevas  
Rosie Tumoine  
Sureima Santillan  
Vanessa Leyva  
Vicente Ochoa

## 10 YEAR EMPLOYEES

April Farkas Cloutier  
Austin Fite  
Chamnann Srun  
Erica Riggs  
Fennyann Chan  
Howard Wu  
Kassandra Davis-Schmall  
Khamsopha Boutthavong  
Marta Diliberto

Melissa Ferry  
Michael Lynch  
Neng Yang  
Nicole Pondexter  
Pa Nhia Vang  
Shannon Brownell  
Sheng Herr  
Stephanie Bisbee  
Teresa Bryant

## 15 YEAR EMPLOYEES

Christina Buzo  
Heather Golden  
Kimberly Duong  
Michelle Johnson  
Susan Nitzel

*classified professionals*  
**ANNUAL**  
*service awards*



**20 YEAR EMPLOYEES**

- |                    |                   |
|--------------------|-------------------|
| Aaronn Hansen      | Leslie Farrell    |
| Artie Williams     | Melody Riversmith |
| Bobbie Tello-Perez | Phila So          |
| Diana Rodriguez    | Randal Hernandez  |
| Francisco Olvera   | Sylvia Cuevas     |
| John Grasmick      | Thomas McSwain    |
| Julie Davidson     |                   |

**25 YEAR EMPLOYEES**

- |                 |                   |
|-----------------|-------------------|
| Alemario Padua  | Mikki Johnson     |
| Cynthia Dunn    | Norma Aguilar     |
| David Navarro   | Suzanne Sankey    |
| Gina Tarvin     | Theresa Ervin     |
| Jonathan Wilson | William Schofield |
| Marcie Braggs   | Yvette Martinez   |
| Mark Nichols    |                   |



**30 YEAR EMPLOYEES**

Richard Briones

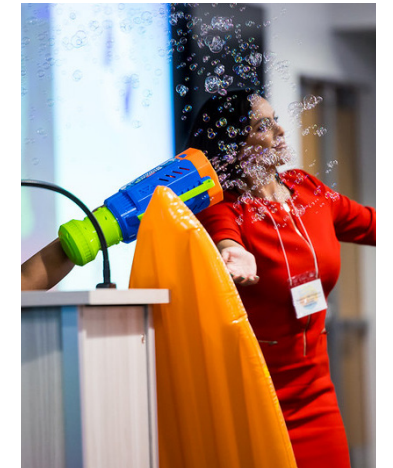
**35 YEAR EMPLOYEES**

Houa Yang  
 Rosemary Cristan

**40 YEAR EMPLOYEES**

Cheryl Hesse

Thank you to every single one of you for being a part of the State Center team! We appreciate the positive impact you've created.



**23rd**  
**ANNUAL**  
**MEGA**  
**CONFERENCE**





# CONGRATULATIONS

## About

### Monique Reyna

Monique Reyna embodies the mission of the State Center Community College District. She currently works at Fresno City College as the Senior Program Specialist – Student Services for the CalWORKS department. Through her consistent and enthusiastic service across various roles on campus and within the State Center Community College District (SCCCD), Monique is heavily involved on campus.

Monique is the Classified Senate President for both Fresno City College and the District Office. In this role, she collaborates with various stakeholders to lead and serve on policymaking, planning, and special purpose committees. Since June 2022, her tireless work has involved reviewing board policies, procedures, and operational guidelines, always aiming to improve processes with an equity-minded approach. Monique also serves as the Secretary of FCC’s Rainbow Alliance Staff & Faculty Association. She demonstrates exceptional leadership by organizing meetings, setting agendas, and planning events for the LGBTQ+ community. Her efforts have significantly contributed to the group’s success, including organizing the most successful holiday gathering for LGBTQ+ students, staff, and faculty. In addition to her work with the Rainbow Alliance, Monique is a pivotal leader of the Social Justice Center work group, coordinating the planning and organization necessary for its anticipated opening in March 2024. Her commitment has been crucial in preparing this important campus space.

Beyond these roles, Monique advises the All of Us or None of Us Club, helping system-impacted students coordinate events and outreach activities. She also holds a statewide leadership position as President of The California Community College CalWORKS Association, advocating for underprivileged students.

Monique provides vital services, conducts data analyses to evaluate program effectiveness, and develops educational and professional programs for students.

Monique is deeply involved in Diversity, Equity, and Inclusion (DEI) initiatives and consistently contributes her time and expertise to service work in this area. Her leadership in various DEI roles, including Secretary for RASFA and co-leader for the SJC work group, underscores her commitment to creating an inclusive campus environment.

In recognition of her exceptional dedication and positive impact, Monique Reyna is the 2024 Classified Professional of the Year. Her tireless work and leadership have made a significant difference in the lives of students and the campus community at Fresno City College.



### WHAT IS CLASSIFIED PROFESSIONAL OF THE YEAR?

The Classified Professional Steering Committee believes that there are individuals who exemplify what being a “Classified Professional” represents. These individuals excel in such areas as customer service, leadership & teamwork, and community involvement. In order to recognize these individuals, the “CP of the Year” award was developed to provide well-deserved recognition. It is our hope that these Classified Professionals recognized through this program will be the role-models for their fellow peers and co-workers now and for years to come.

TO

MONIQUE REYNA

“What you bring to the campus and to students each and every day is the foundation of student success.”

# TESTIMONIALS

*classified professionals*

“Before you are a leader, success is about growing yourself.”

**W**hich committees, workgroups, affinity groups, senates, unions, associations, clubs, or leadership opportunities have you participated in?

Institutional Research Committee, Classified Senate, Central Valley Latino Leadership Academy, CRM District Workgroup, LFSA, and Puente Mentor.

**What did/do you find most rewarding or fulfilling in participating in these groups?**

The most fulfilling aspect of participating in these groups is the ability to have an impact on student success at a campus/districtwide scale. To be able to leverage your experience, education, and passion for serving students into the initiatives and vision of the district is incredibly rewarding.

**In your opinion, why is it important for classified professionals to get involved?**

Classified professionals have invaluable expertise and experience that is grounded in the day-to-day lives of our students as they

navigate higher education. Without our voices, campus/districtwide initiatives will be missing critical, foundational pieces to effectively and equitably serve our students. Also, I'd highly encourage classified professionals to get involved in order to develop professionally and enter spaces where they are able to further their collaborative efforts with faculty and administrators.

**Do you have any words of encouragement to classified professionals who are considering joining a committee, workgroup, affinity group, senate, union, association, club, or other leadership opportunities?**

Know that what you bring to the campus and to students each and every day is the foundation of student success - your expertise matters deeply and should be used to influence how we do this work as a college/district. Classified professionals make up the most diverse professional body on our campus and our voices are critical to instituting efforts that center equity for students and staff.

**W**hich committees, workgroups, affinity groups, senates, unions, associations, clubs, or leadership opportunities have you participated in?

Law Enforcement in itself is largely based on Community Policing. As a Police Sergeant for State Center Community College District I have the privilege in engaging with the community in which I serve. Currently, I serve as the Vice President for the Classified Staff for Fresno City College and the District Office. I am a member of the SCCCDC Peace Officers' Association. I am also an Instructor for Classified Professional Leadership Class XXIII. I am part of a Police Department team called S.A.F.E. that travels Districtwide to host routine community events to raise awareness, as well as provide safety trainings and self defense trainings.

**What did/do you find most rewarding or fulfilling in participating in these groups?**

What I felt most rewarding is the fact I was able to meet new faces, hear new stories and get new perspectives. In my time as a law enforcement officer, I was never able to engage with the public as much as I wanted. Most times the public sees the uniform and badge, but they do not see the human behind the badge. Now as a Police Sergeant for State Center Community College District engagement is highly encouraged. I am able to get involved in the community I serve and show who I am and learn who they are. The personalities of everyone I have met are always positive and accepting. This has taken the meaning of community policing to a positive level.

**In your opinion, why is it important for classified professionals to get involved?**

One of the main reasons I decided to work for State Center Community College District is because I wanted to experience the rich cultures the District provides. There is a healthy mix of different cultures and personalities throughout the district. I wanted to experience them all. It is important to get involved in order to engage and learn from other person's perspective and ideologies. I am personally a very open minded individual and curiosity has always driven me to engage. I have learned that no matter the person, they all have vision, belief, and hope. The only way they can bring that to light is by using their voice. It is not only important to get involved but it is also our responsibility to be involved so that our voices can be heard.

**Do you have any words of encouragement to classified professionals who are considering joining a committee, workgroup, affinity group, senate, union, association, club, or other leadership opportunities?**

My words of encouragement come from my own coaching style. Before you are a leader, success is about growing yourself. Getting involved will give you the tools you need to grow yourself professionally and even personally. Don't be afraid to take risks, embrace challenges and stay humble. You will be surprised on how willing people in the District are to help you succeed, as if they were your cheerleader the whole time. Don't miss the opportunities to experience all the positive the District has to offer.

## JOHN LOERA

*Senior Program Specialist*



FRESNO CITY COLLEGE

## MICHAEL ALLISON

*Police Sergeant*



DISTRICT OPERATIONS

“Don’t be afraid to ask questions, and most importantly, always try to find your why.”

“You are not only supporting and contributing to the great work being done, but you’ll meet amazing people”

# TESTIMONIALS

*classified professionals*

**W**hich committees, workgroups, affinity groups, senates, unions, associations, clubs, or leadership opportunities have you participated in?

Some opportunities that I have been able to participate in includes the following: FCC Equivalency (non-voting member), SCFT Catastrophic Leave Request, DEIA Faculty Evaluation Training, AR 7120 Faculty Anonymous Hiring, UKG Implementation, negotiations, Asian American Faculty and Staff Association, Leadership State Center Class XX, ACHRO Leadership Academy 2022, and USEAA Mentor since 2020.

**What did/do you find most rewarding or fulfilling in participating in these groups?**

Often times we get busy with our day-to-day tasks and may not feel as connected to the community and the students that we serve. I feel that participating in these groups help serve as a good reminder behind the work that we do and who we serve. It also helps with networking with colleagues within our district and outside of our district as well. However, I feel that of all the things that I participate in, the most rewarding feeling is serving as a mentor and being able to help my mentees navigate through their first year of college.

**In your opinion, why is it important for classified professionals to get involved?**

Classified professionals are the backbone of our district. It’s important to get involved to not only have a voice at the table but to also have a better understanding of how the work we do contributes to the success of our students and even our community at large.

**Do you have any words of encouragement to classified professionals who are considering joining a committee, workgroup, affinity group, senate, union, association, club, or other leadership opportunities?**

The District offers so many opportunities for you to not only get involved, but also help you with your professional growth! Don’t shy away from those opportunities to grow, don’t be afraid to ask questions, and most importantly, always try to find your why. I truly believe that when you find your “why,” the work that you do becomes that much more meaningful.

**W**hich committees, workgroups, affinity groups, senates, unions, associations, clubs, or leadership opportunities have you participated in?

I proudly serve and participate in the following: Secretary of Classified Senate, Classified Professionals Steering Committee, Classified Co-Chair for Program Review & Assessment, and union member of CSEA. I also regularly participate in various Pathway Success Team meetings. I am a graduate of SCCC Leadership & Management Program Class XXII.

**What did/do you find most rewarding or fulfilling in participating in these groups?**

I love the opportunity to work with and collaborate with campus members of various roles, backgrounds who share a common goal of serving our students, fellow staff/faculty, and the campus. Everyone is welcomed, every voice heard. It is so fulfilling to learn more about your campus and the staff by being on these groups. The opportunity to both contribute and learn in these groups has been very fulfilling. Being a part of the Leadership class was empowering in that it provided valuable professional and personal development. The opportunity to be a member of a great team that organized and facilitated this past Classified Mega Conference was very rewarding. I loved working with classified professionals from all over who coordinated a GREAT conference for our fellow classified professionals.

**In your opinion, why is it important for classified professionals to get involved?**

It is important for my fellow classified professionals to get involved so they can see the support and camaraderie both for and amongst other classified professionals. Every campus needs to ensure their classified professionals have a voice and support; a way to do that is to encourage and stress the importance of classified staff getting involved. It benefits your own personal and professional development by getting involved, networking and meeting new people, learning new things, contributing to the success and growth of your campus’ mission, and seeing that you matter.

**Do you have any words of encouragement to classified professionals who are considering joining a committee, workgroup, affinity group, senate, union, association, club, or other leadership opportunities?**

To quote Nike, “Just Do It!” The opportunity to network and work with other campus members, whether on your own campus or across the district, while supporting Classified Professionals is incredibly valuable. You are not only supporting and contributing to the great work being done, but you’ll meet amazing people and even have fun!

## SAREANG NHIM

*Senior Human Resources Technician*



DISTRICT OFFICE

## VERONICA BEHRINGER

*Job Developer*



REEDLEY COLLEGE

“If we can have a voice to shift that narrative, then being involved is one way to do that.”

“Our voice can help shape decisions that truly reflect the needs of everyone involved.”

# TESTIMONIALS

*classified professionals*

**W**hich committees, workgroups, affinity groups, senates, unions, associations, clubs, or leadership opportunities have you participated in?

Classified Senate, Professional Development Committee, Communications Council, College Council, Leadership State Center Class XXII, CSEA

**What did/do you find most rewarding or fulfilling in participating in these groups?**

Finding ways to better help other Classified Professionals succeed and hopefully thrive.

**In your opinion, why is it important for classified professionals to get involved?**

So we have a say and obtain knowledge in what's going on. So much happens to us and not for us but if we can have a voice to shift that narrative, then being involved is one way to do that.

**Do you have any words of encouragement to classified professionals who are considering joining a committee, workgroup, affinity group, senate, union, association, club, or other leadership opportunities?**

It doesn't hurt to try out a committee so you start to learn what may appeal to you more.



**W**hich committees, workgroups, affinity groups, senates, unions, associations, clubs, or leadership opportunities have you participated in?

I have actively participated in several committees and leadership opportunities including being a Student Research Project Mentor, College Council, Environmental Health & Safety/Facilities Committee, CSEA Site Vice President, CSEA Chief Negotiator, Benefits Workgroup, CCC Emergency Operations Plan, Guided Pathways Professional Leadership Academy, Accreditation Task Force, Journal Club, and Leadership State Center Class XVI.

**What did/do you find most rewarding or fulfilling in participating in these groups?**

Honestly, some of the most rewarding experiences in serving is just knowing that I have brought a smile to someone's face and/or made someone's path through life a little easier. In all of these roles, the common reward is the ability to positively impact others, whether through leadership, advocacy, or mentorship.

**In your opinion, why is it important for classified professionals to get involved?**

It is crucial for Classified Professionals to get

involved because they play a key role in the daily operations and overall success of educational institutions. Our unique perspectives and experiences provide invaluable insights into how systems function and where improvements are needed. When Classified Professionals are actively involved, our District becomes more equitable, efficient, and responsive, creating a better environment for our students.

**Do you have any words of encouragement to classified professionals who are considering joining a committee, workgroup, affinity group, senate, union, association, club, or other leadership opportunities?**

To any Classified Professional considering joining a committee, workgroup, senate, union, or any other leadership opportunity, I encourage you to take the leap. Your voice and perspective are essential to the success of SCCCD. Often, the people who are most closely connected to the daily operations of an institution have the most insight into what works and what needs improvement. Classified Professionals understand the needs of students, staff, and operations, and our voice can help shape decisions that truly reflect the needs of everyone involved.

**CARRIE BROWN**  
*Administrative Assistant*



**MADERA COMMUNITY COLLEGE**

**TYLER JOHNS**  
*Science Laboratory Coordinator*



**CLOVIS COMMUNITY COLLEGE**



# TESTIMONIALS

Together, we are making a tangible difference in countless lives, and that is what drives me every day.



## GETTING TO KNOW CHIEF FLORES

**W**hat motivated you to work in education and specifically with State Center Community College District?

My journey into education is deeply rooted in my upbringing. I come from humble beginnings, with parents who immigrated to America with nothing but their faith, determination, and an unwavering commitment to hard work. They instilled in my siblings and me a love for life, a strong work ethic, and a deep respect for the pursuit of knowledge. As a dutiful son, I embraced these values and applied myself in school, where I discovered a passion for learning that has made me a lifelong learner. This dedication led to a fulfilling career with the Fresno County Sheriff's Office, where I ultimately retired at the rank of Captain.

Throughout my 30 years in law enforcement, I found great satisfaction in mentoring new officers and sharing my knowledge. This experience ignited a desire to continue making a difference, even after retirement. My commitment to service and my community led me to a new chapter in education. I began teaching as an Adjunct Professor of Criminology at Fresno State, which opened my eyes to the impact I could have on the next generation.

When I learned that the State Center Community College District was seeking a new Chief of Police, I knew this was an opportunity to merge my passion for law enforcement with my desire to contribute to education. Serving as the Chief of Police for SCCCD has been the opportunity of a lifetime. Leading a premier law enforcement agency while influencing both new officers and students has been incredibly rewarding. Our department embraces a philosophy of Community-Oriented Policing, striving to be the "Guardians of Education." We aim to be trusted allies within the campus community, committed not only to protecting but also to educating.

I am deeply motivated by the chance to help shape the next generation and show them that law enforcement is an honorable career that requires diverse voices dedicated to justice. Knowing that my team and I contribute to the educational and personal growth of SCCCD students fuels my passion for this work. Together, we are making a tangible difference in countless lives, and that is what drives me every day.

**Can you share a memorable moment or achievement from your time working here?**

At SCCCD PD, we've had the privilege of creating many memorable moments, especially during the last eight years, as our department has undergone a significant transformation. Today, we are a vibrant, modern law enforcement agency equipped with tools and resources on par with leading agencies across the country. This evolution has been possible thanks to the unwavering support of SCCCD leadership, who have been strong advocates for our department. Their commitment has truly paid off.

Some of the most memorable aspects of my time here has been the unexpected and heartfelt feedback from members of our campus community. On several occasions, I've been stopped by students, faculty, or staff who wanted to share their personal stories about interactions with our officers. Whether it's something as simple as helping someone jump-start their car or assisting in more challenging and emotional situations, these stories are always filled with gratitude. Hearing how our officers made a positive difference in someone's day, or even their life, reassures me that we are not just doing our job, but we are doing it with care and compassion. These moments remind me that we have built a department that is respected and genuinely liked within our campus community.

**How do you see your role contributing to the overall well-being and success of students?**

As the leader of the Police Department, my role is to set a clear example and establish high expectations for my officers, ensuring that we all share a unified commitment to the well-being and success of our students. Together, we have embraced the identity of being the "Guardians of Education," which means we view ourselves not just as law enforcement officers, but as educators as well. This perspective drives us to actively contribute to the personal and educational growth of our students.

Being part of SCCCD carries with it the responsibility to teach and impart life skills to our students. To fulfill this, I have developed and personally delivered safety seminars, which my officers also facilitate. These seminars are designed to equip students with essential knowledge that will serve them both on and off-campus.

Additionally, it is my paramount duty to ensure that our campuses remain safe and secure. I believe that students and educators deserve an environment that is conducive to learning and academic success. By fostering a secure atmosphere, we create the conditions necessary for our students to thrive academically and personally. My commitment to their safety and well-being is at the core of my contribution to their overall success.

**How do you balance enforcement with building positive relationships with students and staff?**

Balancing enforcement with building positive relationships with students and staff is a core principle of our approach. During my training at Fresno City College's Police Academy, I learned about California Penal Code Section 4 (PC 4), which states, "The rule of the common law, that penal statutes are to be strictly construed, has no application to this Code. All its provisions are to be construed according to the fair import of their terms, with a view to effect its objects and to promote justice."

This statute underscores the importance of discretion in law enforcement. It reminds us that our ultimate goal is to promote and deliver justice, not simply to criminalize every situation we encounter.

For my officers and me, PC 4 serves as a guiding principle in our daily interactions with the campus community. We prioritize de-escalation and seek solutions that foster trust and confidence in those we serve. By using discretion wisely and focusing on the fair and just resolution of issues, we can uphold the law while also building positive and meaningful relationships with students and staff.

**What advice would you give to new employees starting with State Center Community College District?**

A few times a year, I have the privilege of speaking at the District's New Employee Orientation, where I share some important advice with new employees. First and foremost, I welcome them to SCCCD, highlighting that they are now part of a truly exceptional educational organization. I emphasize that, regardless of their specific role or job description, they have all taken on the responsibility of being educators.

I remind them that our collective success is directly tied to the success of our students. Each of us, in our own way, contributes to facilitating the educational process, and it's our shared commitment to student achievement that makes this institution thrive. By keeping student success at the heart of everything we do, we can all play a crucial role in shaping the future of our community.

**Is there anything else you'd like to share about your experience?**

One additional point I often share with new employees during their orientation is that they, too, are "Guardians of Education." I emphasize that while our police officers work diligently to protect our campuses, we can't be everywhere at once. That's why we rely on the collective vigilance of the entire campus community. I encourage them to use their intuition, eyes, and ears to help us maintain a safe environment.

I stress the importance of being alert and reporting anything unusual, no matter how minor it may seem. Prevention is our most powerful tool in deterring disorder and crime, and by working together, we can create a secure and supportive atmosphere where education can thrive.



# PERSONNEL COMMISSION

## *budget*

Fiscal Year  
2023 - 2024

# PERSONNEL COMMISSION DATA

## DATA SUMMARY

**2023-2024**

THE PERSONNEL COMMISSION ACTUAL EXPENDITURES FOR 2023 - 2024 WAS \$899,896

DESCRIPTION	PAYMENT AMOUNT
Salaries	\$517,395
Overtime	\$3,273
Commissioners	\$1,800
Benefits	\$322,778
Office Supplies	\$1,500
Software	\$12,000
Conference	\$10,000
Mileage / Vehicle	\$4,000
Hosting	\$2,000
Dues	\$5,750
Medical Services	\$4,500
Contract Labor	\$2,900
Advertising	\$10,000
New Equipment	\$2,000
<b>Total</b>	<b>\$899,896</b>

# 263

### ANNOUNCEMENTS

Job announcements are posted when the Personnel Commission is creating a new eligibility list due to a vacancy. This includes lateral transfer and open recruitment postings.

# 10,858

### APPLICATIONS

Applications are screened for minimum qualifications by Human Resources Specialists based on current job descriptions.

# 185

### ASSESSMENTS

Assessments are conducted to assess the relevant knowledge, skills, and abilities that predict success on the job.

# 105

### ELIGIBILITY LISTS

Eligibility lists contain the names of those persons who have successfully completed assessments, listed in order of their final rankings from the highest to the lowest rank.

# 149

### NEW HIRES/ PROMOTIONS & TRANSFERS

Hires may be new to working at State Center Community College District, promoted (or demoted) from another position, and/ or transferred from another campus location.

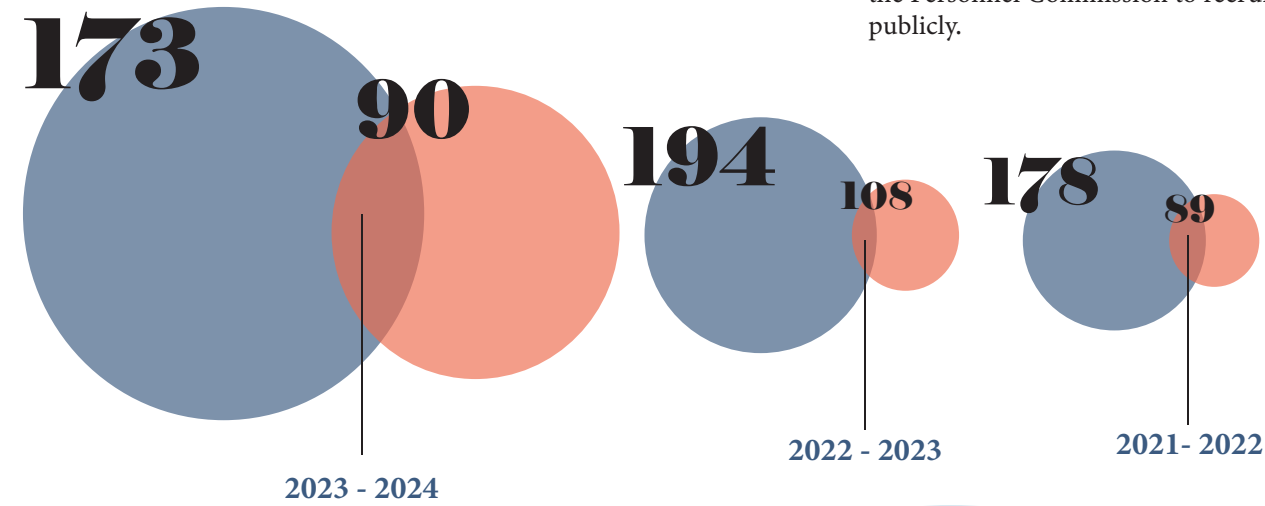
# 201

### TEMPORARY ASSIGNMENTS

Temporary assignments occur typically during recruitment/selection, to cover a leave of absence, or due to a special project.

# PRE-HIRE DATA

■ TRANSFER ■ REGULAR



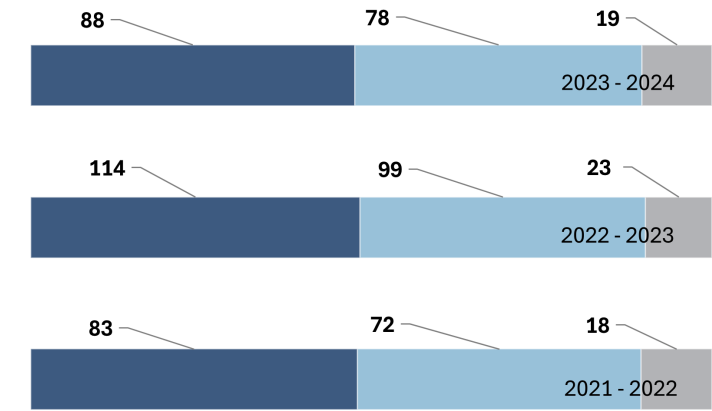
## ANNOUNCEMENTS

When a manager decides to fill a vacant classified position, the Personnel Commission normally sends a transfer notice to all employees and posts the transfer notice on the District's website. When the transfer closes, the manager decides whether they want the Personnel Commission to recruit publicly.

## ASSESSMENTS

An assessment refers to the process of evaluating and ranking candidates who are applying for a classified position within the District. Depending on the position, an assessment may consist of a written and/or performance-based test (competency) plus an interview (oral board). Personnel Commission staff administered 88 competency tests, 78 oral board panels, and 19 on-site performance exams.

■ COMPETENCY ■ ORAL BOARD ■ PERFORMANCE

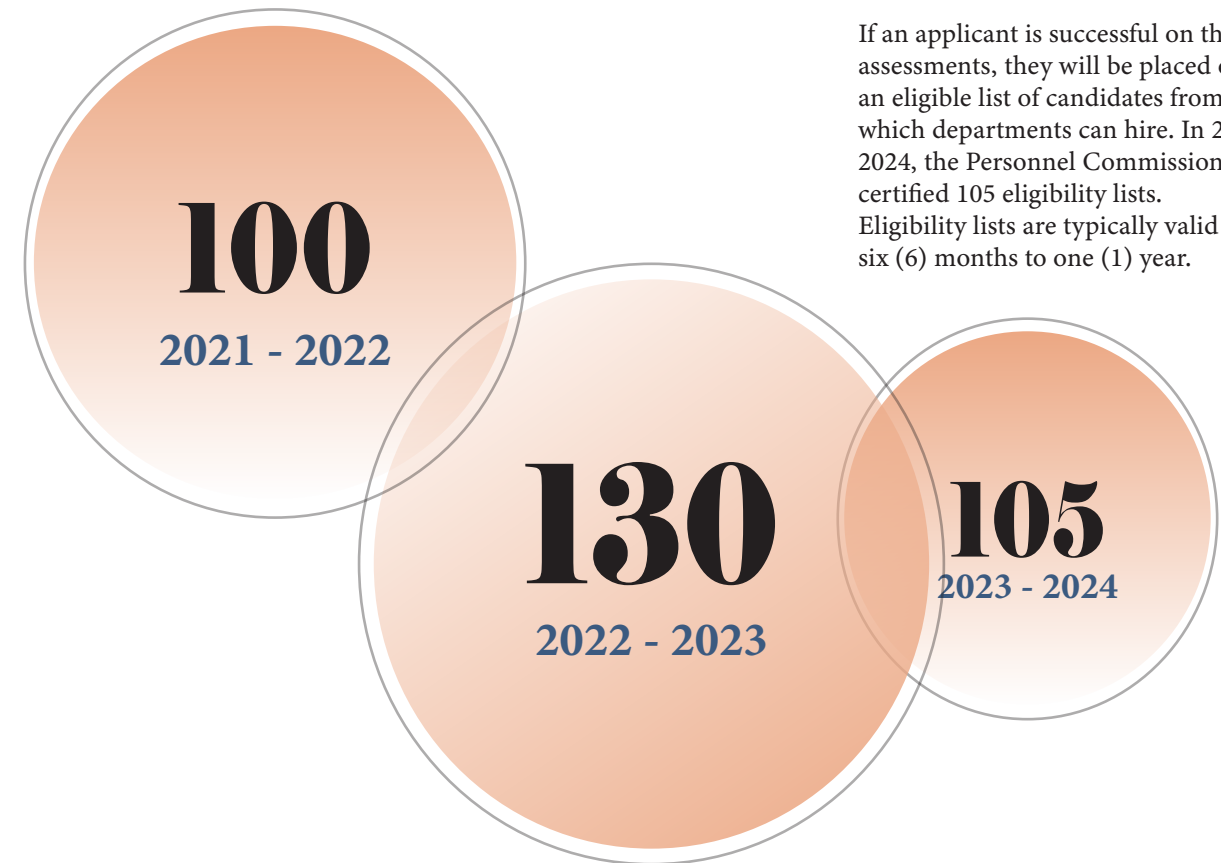
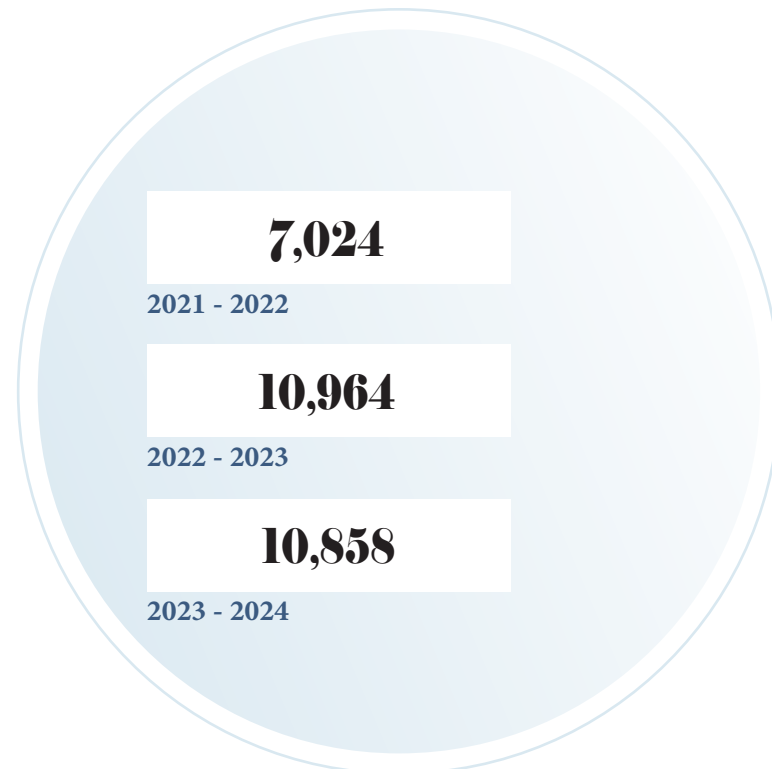


## ELIGIBILITY LISTS

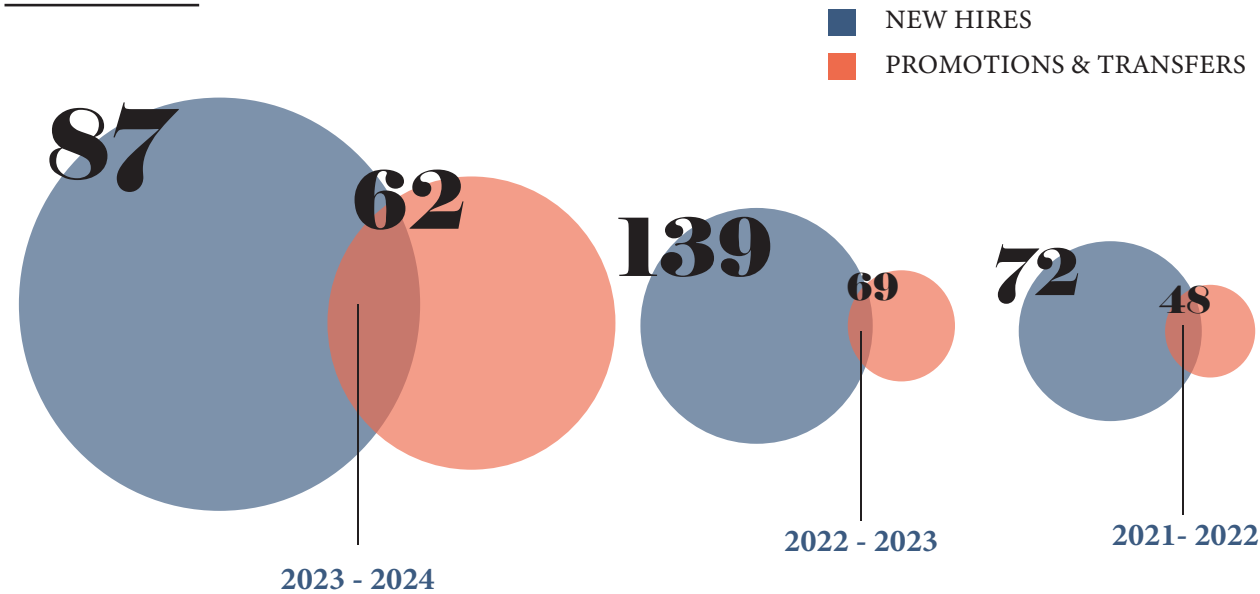
If an applicant is successful on the assessments, they will be placed on an eligible list of candidates from which departments can hire. In 2023-2024, the Personnel Commission certified 105 eligibility lists. Eligibility lists are typically valid for six (6) months to one (1) year.

## APPLICATIONS

The Personnel Commission received 10,858 applications during the 2023-2024 fiscal year, a 1% decrease from 2022-2023. The applications included transfer postings, temporary postings, and regular open and promotional postings.

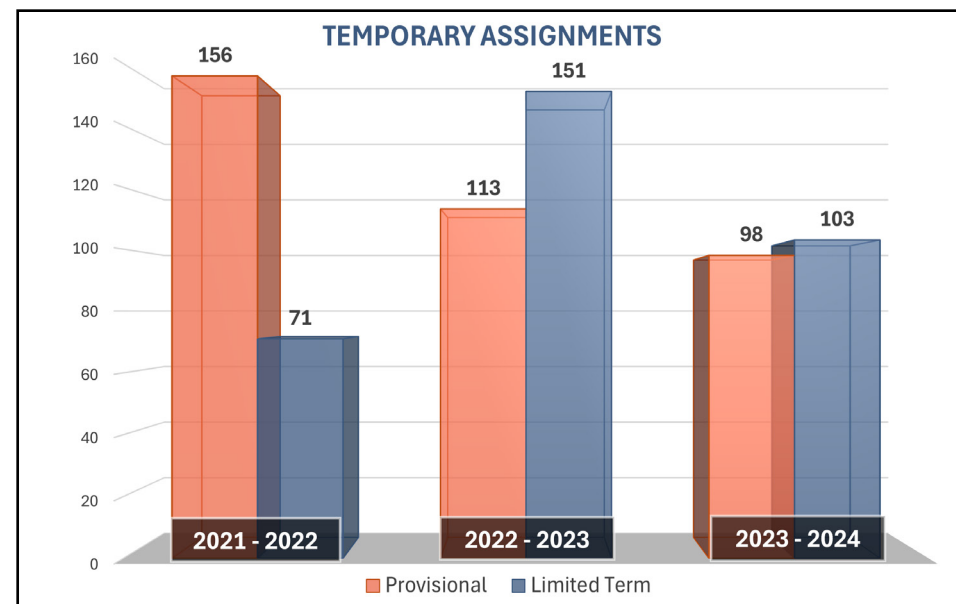


# NEW HIRE DATA



## NEW HIRES

The number of new probationary hires or re-hires in 2023-2024 decreased 37% compared to the previous year, as well as promotions and transfers which had a 14% decrease. This was due to a pause in hiring during the COVID-19 pandemic in 2021-2022. The hires for 2022-2023 were abnormally high because it was a covid recovery year. There were 755 classified employees at the end of the fiscal year.

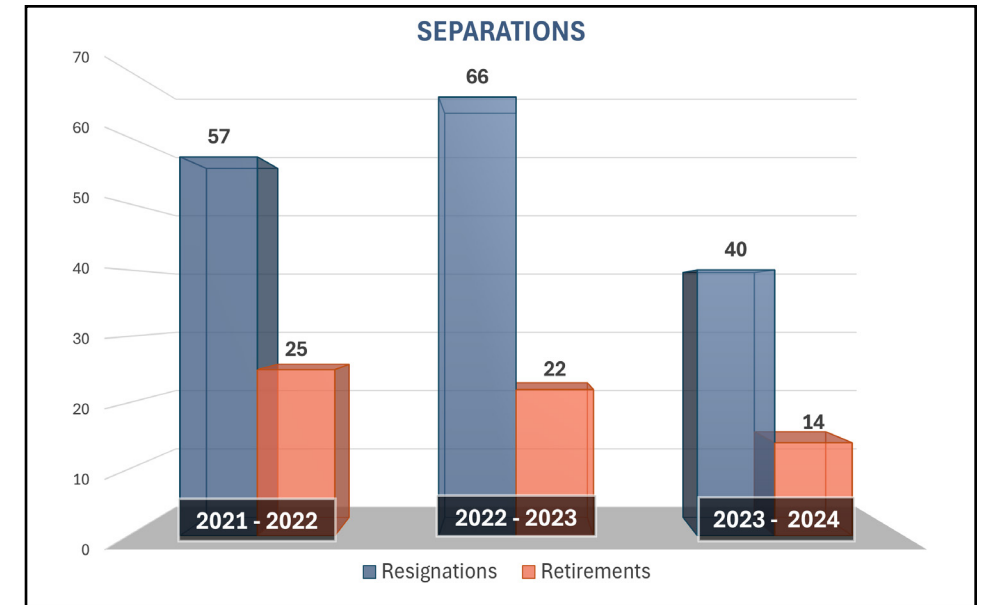


## TEMPORARY ASSIGNMENTS

During the 2023-2024 fiscal year, the Personnel Commission processed 201 temporary assignments, including 98 provisional assignments and limited term assignments. This is higher than previous two years where hires were higher than normal due to temporary funding for enrollment/COVID recovery.

## SEPARATIONS

The District received 54 voluntary separations during the 2023-2024 fiscal year. Fourteen (14) of those separations were resignations and 40 were due to retirement.



## CLASSIFICATION MAINTENANCE

After the completion of the classification study implemented on July 1, 2018, the Personnel Commission reached agreement with the District and the Unions to establish a regular maintenance schedule to maintain accuracy, provide a realistic job preview, and to ensure valid and reliable recruitments. The Commission also accepts requests for reclassification on an annual basis between October 1 and December 1, and working out of class requests on an as-needed basis.

The District hired Reward Strategy Group (RSG) to conduct the study. On January 24, 2024, the Personnel Commission approved RSG's Classification Maintenance Plan and recommendations. According to RSG's report, 28 of the 70 Group A classifications were found to need no changes, 28 only needed revisions, and 5 classifications reported significant changes. However, there were another nine multiple-incumbent classifications where at least one or two positions were studied and changed as a result of the analyses. These analyses resulted in 22 positions being reallocated into different classifications.

On December 1, 2022, the Personnel Commission initiated the study on the first group of the classified job descriptions (Group A) which contains approximately 70 job descriptions, and 270 employees. The job families that were studied were:

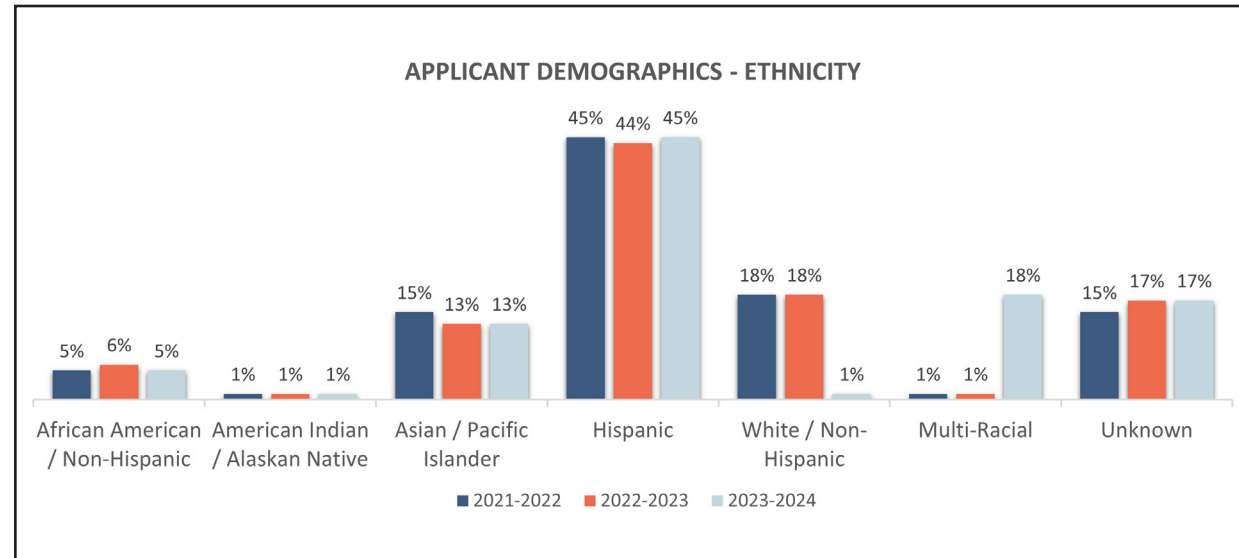
- Communications & Public Relations (5)
- Information Technology (19)
- Environmental Health/Risk Management (2)
- Program Support & Career Services (14)
- Student Services including Enrollment Management, Admissions & Records, Financial Aid, Student Outreach, and Assessment (23)
- Instructional Services including Curriculum, Institutional Research, and other Specialized Support (7)

The intent of classification maintenance is to ensure that the classification specifications remain current; therefore, the study did not include a salary study. However, salary adjustments were made if there were significant changes or if a new classification specification was created. Once the Personnel Commission approved the Classification Maintenance Plan and recommendations, the District and the Unions negotiated the impacts. The Board of Trustees approved the Classification Maintenance Plan (group A) changes for Confidential and Classified Management Employees, on June 4, 2024. For more information on the Classification Maintenance Plan approved by the Personnel Commission and the Board of Trustees, go to <https://www.scccd.edu/about/board-of-trustees/meetings/index.html> and select the June 4th meeting. The second phase of classification maintenance will occur in 2025.



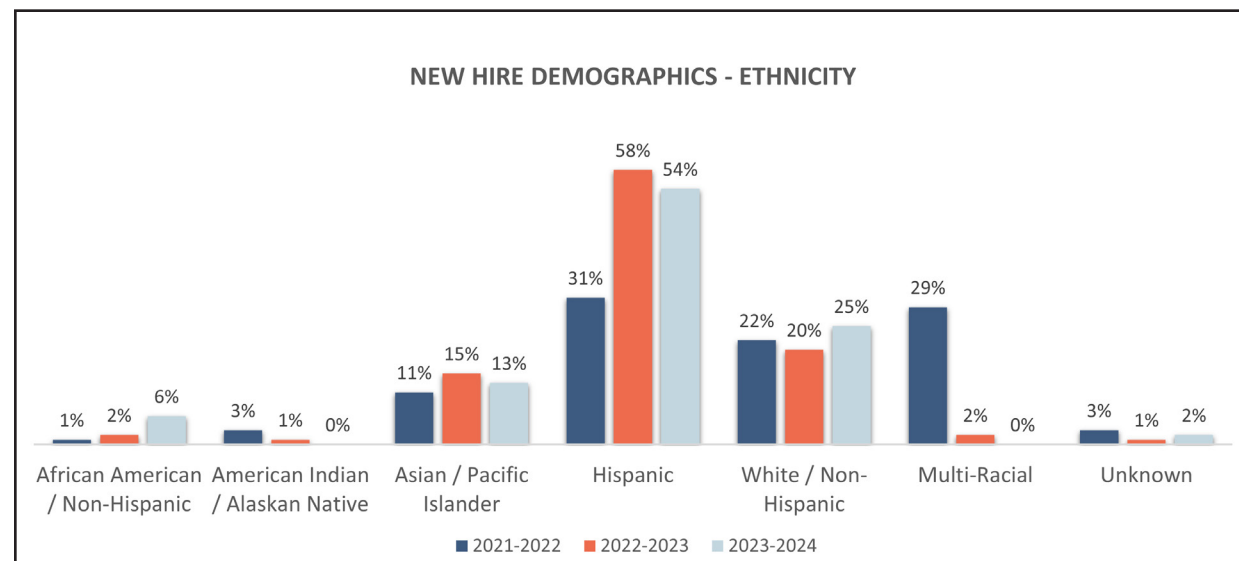
# DEMOGRAPHICS

## ETHNICITY



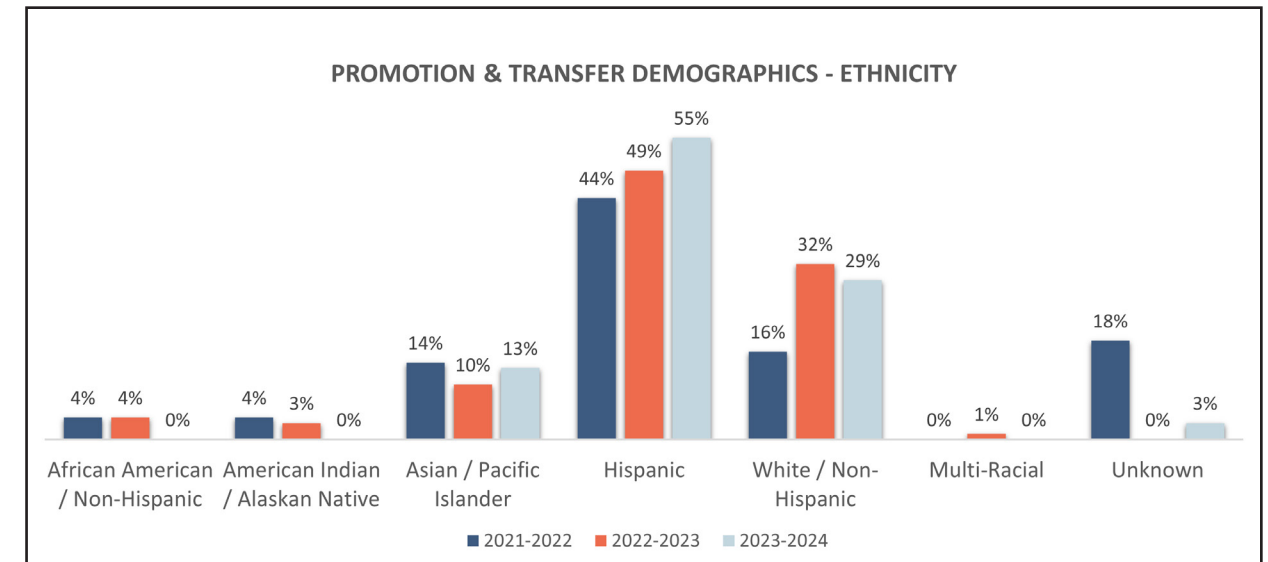
### APPLICANTS

In fiscal year 2023-2024, 10,858 applications were submitted. The chart above shows the applicant demographics by ethnicity.



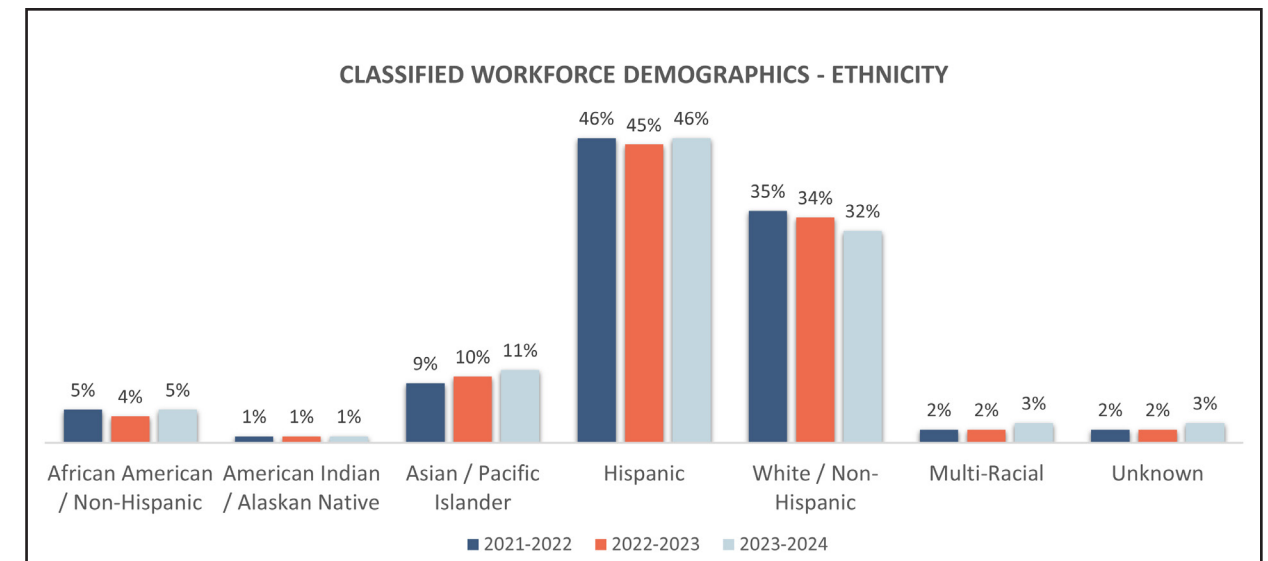
### NEW HIRES

In fiscal year 2023-2024, there were 87 new hires. The chart above shows the new hire demographics by ethnicity.



### PROMOTION & TRANSFERS

In 2023-2024, there were 62 promotions and transfers. The chart above shows the promotion and transfer demographics by ethnicity.



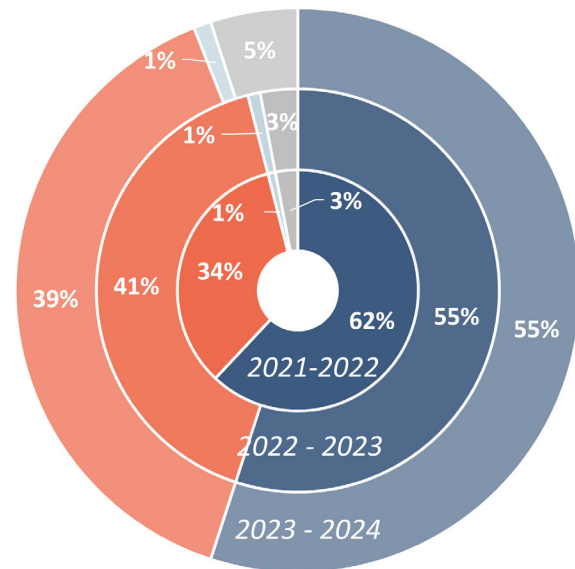
### CLASSIFIED WORKFORCE

At the end of the 2023-2024 fiscal year, there were 755 employees as part of the classified workforce. The above chart shows the classified workforce demographics by ethnicity as of June 30, 2024.

# DEMOGRAPHICS

## GENDER

APPLICANT DEMOGRAPHICS - GENDER

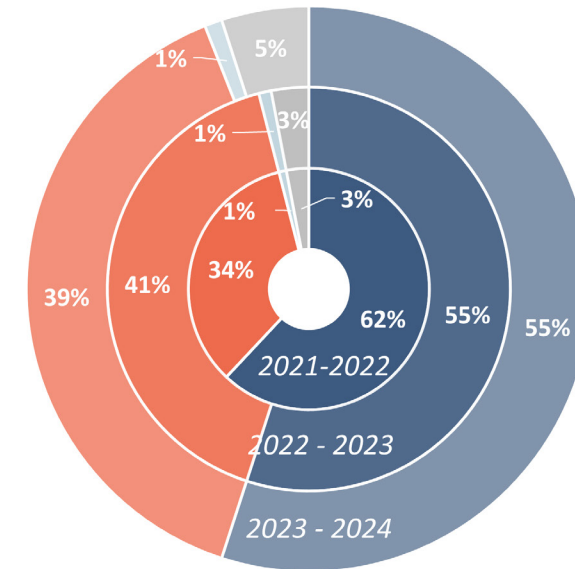


- Female
- Male
- Non-Binary
- Unknown

### APPLICANTS

In fiscal year 2023-2024, the Personnel Commission received 10,858 applications. Out of these applicants, 55% self-identified as female, 39% as male, 5% as unknown, and 1% as non-binary.

APPLICANT DEMOGRAPHICS - GENDER

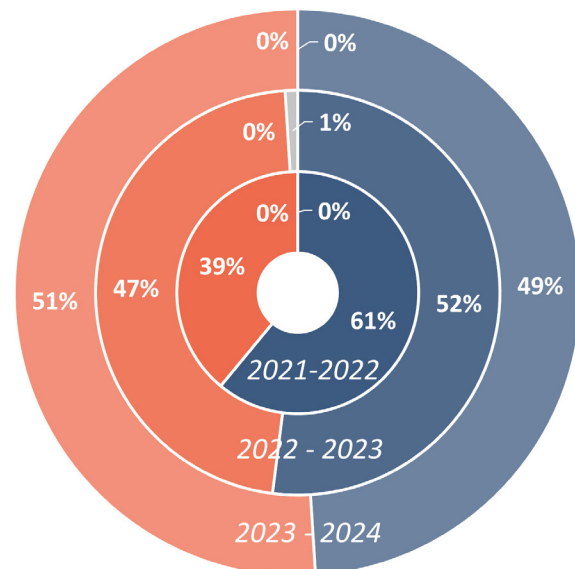


- Female
- Male
- Non-Binary
- Unknown

### CLASSIFIED WORKFORCE

At the end of the 2023-2024 fiscal year, there were 755 employees in the SCCCD classified workforce. The graph below reflects the classified workforce by gender as of June 30, 2024.

NEW HIRE DEMOGRAPHICS - GENDER

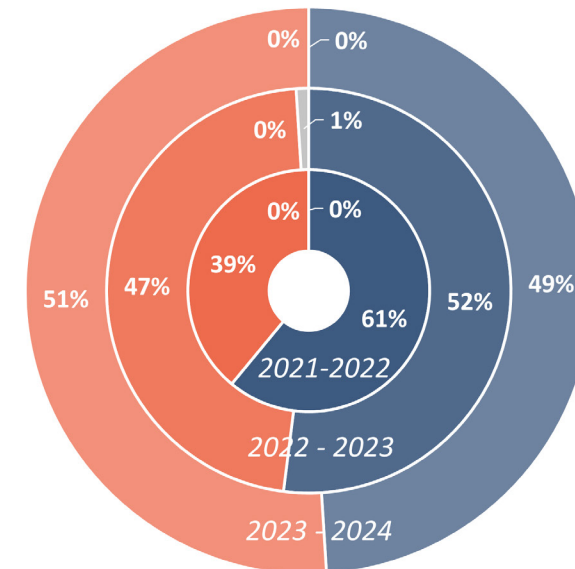


- Female
- Male
- Non-Binary
- Unknown

### NEW HIRES

In 2023-2024, there were 87 hires. Out of those 87 hires, 49% self-identified as female, and 51% as male.

NEW HIRE DEMOGRAPHICS - GENDER



- Female
- Male
- Non-Binary
- Unknown

### PROMOTION & TRANSFER

At the end of fiscal year 2023-2024, there were 62 promotions and transfers. Of those promotions and transfers, 49% self-identified as female, and 51% as male.

# Personnel Commission AROUND THE COMMUNITY

The Personnel Commission and Human Resources staff participate in job fairs at the campuses within the State Center Community College District and other locations to educate the public on the career opportunities available at SCCC.



Throughout this past year, Personnel Commission staff have been fortunate enough to represent the District at numerous cultural enriching events throughout the Great State of California and beyond.

Some of the events include the Asian Pacific Americans in Higher Education (APAHE) conference, the Men of Color Summit, the Association of Chief Human Resource Officers (ACHRO) academy, California School Personnel Commissioners Association (CSPCA) conference, and Ignite NeoGov User conference.

It is imperative to the District's mission that the Personnel Commission staff participate, engage, and attend events with a variety of organizations to increase cultural competency and understand the challenges that applicants may face.

The Personnel Commission's Human Resources Analyst, Jame Yang, Human Resources Specialist, Anthony Camacho, and Human Resources Assistant, Jennifer Echeveste, were able to share some thoughts about their experiences (see next 3 pages).

## ANTHONY CAMACHO, HUMAN RESOURCES SPECIALIST

The 3rd Annual Men of Color Summit was held at Fresno City College, partnered with Clovis Community College, Madera Community College and Reedley College. This event brought more than 300+ local male high school students from the Fresno County area. The summit was full of guest speakers and had two breakout sessions. Sessions included financial aid, financial literacy, careers in law enforcement, Latino(x) male life shared experiences, LGBTQ+ programs and services, a student athletics panel, and several more. The event was created for local high schools and offered an opportunity for college life exposure to the local high school students.



I was thrilled to see the enthusiastic turnout of high school students at Fresno City College. The energy and excitement among the young attendees were profound as they eagerly participated in the event. Such gatherings are immensely important as they offer a glimpse into the numerous opportunities that community colleges provide, paving the way for the leaders of tomorrow. Moreover, the event highlighted the remarkable accomplishments of Men of Color within our community, offering inspiration and motivation to all present.

## JENNIFER ECHEVESTE, HUMAN RESOURCES ASSISTANT

Jennifer is excited to be part of the ACHRO Human Resources Admin Academy, an enriching program hosted by various Community College Districts. This academy is designed to

equip students with the skills and knowledge needed for entry-level or transitional roles in HR management and leadership within the California Community College (CCC) system.

Throughout the academy, Jennifer has been immersed in a comprehensive overview of HR administration. One of the most exciting aspects for Jennifer has been the opportunity to network with other CCC HR professionals. The academy has allowed her to travel to different colleges, build connections, and forge lasting friendships.

So far, Jennifer has attended sessions at Foothill DeAnza College, Cuesta College, and Mt.

San Jacinto College, enjoying not only the learning experience but also the beautiful views and great weather. This journey has been an incredible blend of professional growth and personal enjoyment, and Jennifer can't wait to see what the final conference has in store!





## AROUND THE COMMUNITY

**ANTHONY CAMACHO,**  
HUMAN RESOURCES SPECIALIST

Attending this conference and listening to guest speakers share their experiences in creating, promoting, and supporting issues affecting Asians and Pacific Americans in higher education is truly inspiring.

As part of the State Center Community College District, a Hispanic Serving Institution (HSI), it is encouraging to learn about the existence of Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs). This knowledge brings hope, as it indicates additional resources and fosters a better understanding of the issues affecting Asian and Pacific Americans in higher education.

Founded in 1987, Asian Pacific Americans in Higher Education (APAHE) is dedicated to enhancing educational opportunities for Asian and Pacific American students, as well as promoting and supporting the hiring, retention, and advancement of qualified Asian and Pacific American faculty, staff, and administrators.

**JAME YANG**  
HUMAN RESOURCES ANALYST

The 52nd Annual Conference of the California School Personnel Commissioners Association (CSPCA) took place in Monterey, CA, in March of this year, and offered a valuable opportunity for professional development and growth. Among the highlights were the AI-focused sessions, which provided attendees with a fresh perspective on how artificial intelligence can enhance department processes and operations. The conference also facilitated meaningful discussions among professionals from various merit districts, allowing them to share insights and best practices. SCCC Personnel Commissioners, along with Human Resources Analyst Jame Yang, Human Resources Assistant Jennifer Echeveste, and Student Worker Ariel Perez, attended the event and found the sessions and networking experiences highly rewarding. The conference featured a dynamic program focused on learning, networking, and skill-building. President David Koll highlighted the event's importance, especially in light of recent challenges such as legislative hurdles and budget constraints. Attendees participated in specialized training sessions, including the "Commissioner Bootcamp," and celebrated the success of CSPCA's first mentor program, "Champions for Merit Leadership." Executive Director Philip J. Gordillo commended initiatives like the Merit System Academy and the Director Mentoring Program for their role in supporting members and reinforcing the principles of merit in school employment. The event left PC staff inspired and motivated to continue their work in promoting the principles of merit across the District and looking forward to applying the insights gained from this conference to their ongoing efforts.



**ANTHONY CAMACHO,**  
HUMAN RESOURCES SPECIALIST

Attending the Ignite NeoGov user conference in Las Vegas, Nevada, was an inspiring experience that allowed me to deepen my knowledge of the software programs we use daily, such as Perform, Onboard, and Insight. This event brought together professionals from the public sector and public safety agencies to learn from experts and share best practices. The in-depth sessions provided invaluable insights into effectively utilizing the software's features, enhancing our efficiency and productivity. Moreover, the breakout sessions were a fantastic opportunity to connect with colleagues, exchange ideas, and discover innovative ways to maximize the software's potential in our respective roles.



# PERSONNEL COMMISSION

## *workshops*

The Personnel Commission presented various workshops throughout the year to applicants, staff and the public to educate and assist applicants on what to expect when applying with State Center Community College District.

Requests for training are always welcome!  
Email us at [jobs@scccd.edu](mailto:jobs@scccd.edu)



## WORKSHOPS

Workshops presented by the Personnel Commission:

- Resume & Application Prep
- Assessment & Interviewing Strategies 1.2 & 2.0
- Mock OB's & Mock Manager's Hiring Interviewing
- Understanding the Personnel Commission
- Rising Through the Ranks
- Manager's Recruitment Plan

# MEMBERSHIPS

## *partnerships* &

### PARTNERSHIPS

- Fresno Area Hispanic Foundation
- Fresno County Employer Advisory Council
- Fresno County Women's Chamber of Commerce
- Fresno Metro Black Chamber of Commerce
- Central California Hispanic Chamber of Commerce
- The Fresno Center
- Fresno Area Recruiter's Network

### MEMBERSHIPS

- Association of Chief Human Resources Officers/Equal Employment Officers (ACHRO/EEO)
- California Public Employers Labor Relations Association (CALPELRA)
- California School Personnel Commissioners Association (CSPCA)
- Central California Society for Human Resources (GenCal SHRM)
- College and University Professional Association for Human Resources (CUPA-HR)
- Northern California Human Resources Association (NCHRA)
- School Personnel Commissioners Association - Northern California (SPCA/NC)
- Society for Human Resource Management (SHRM)
- Western Region Intergovernmental Personnel Assessment Council (WRIPAC)

# APPENDIX

## OF ALL EMPLOYEES IN PHOTOS

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### Cover Page

Jose Flores - Chief of Police

### Directors Message

Samerah Campbell - District Director of the Personnel Commission & Classified Employment

### Meet Our Personnel Commissioners

Joseph Hebert - Commissioner, Chair  
Bradley Tahajan - Commissioner, Vice Chair  
Isabel Barreras - Commissioner

### Merit System

Joseph Hebert - Commissioner, Chair  
Bradley Tahajan - Commissioner, Vice Chair  
Isabel Barreras - Commissioner  
Samerah Campbell - District Director of the Personnel Commission & Classified Employment  
Anthony Camacho - Human Resources Specialist

### Annual Service Awards

Dr. Carole Goldsmith - Chancellor  
Melissa Ferry - Executive Assistant to the Chancellor (Confidential)  
Tom McSwain - Custodian  
Sergio Salinas - Grounds and Custodial Manager  
Magdalena Gomez - Trustee  
Robert Fuentes - Trustee  
Dr. Carole Goldsmith - Chancellor  
Dr. Angel Reyna - President

### Annual Service Awards

Kimberly Duong - Vice President of Administrative Services  
Dr. Carole Goldsmith - Chancellor

### Mega Conference

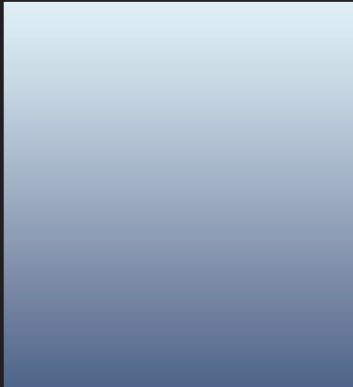
Michael Allison - Police Sergeant  
Glenn Gardner - Police Sergeant  
Theresa Thao - Office Specialist  
Classified Professionals  
Alberto Villegas - Grounds and Custodial Manager  
Christine Phillips - District Director of EEO/Diversity & Professional Development  
Bonnie Boonthavongkham - Executive Assistant to the President  
Jennifer Echeveste - Human Resources Assistant  
Jame Yang - Human Resources Analyst  
Gaby Holguin - Administrative Assistant  
Marissa Hutchison - Administrative Assistant  
Anthony Cunha - Human Resources Specialist  
Jessica Harrington - ABC 30  
Anthony Camacho - Human Resources Specialist

### About Monique Reyna

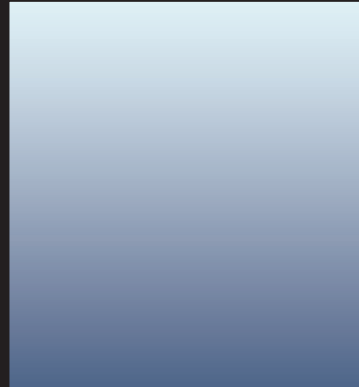
Carmen Alessandro - District Enrollment Coordinator  
Carrie Brown - Administrative Assistant  
Daniel Amador-Nunez - Career Technical Education Laboratory Technician  
Rico Guerrero - Executive Director  
Monique Reyna - Senior Program Specialist

### Around the Community

Samerah Campbell - District Director of the Personnel Commission & Classified Employment  
Jame Yang - Human Resources Analyst  
Anthony Camacho - Human Resources Specialist  
Paola Zamora - Human Resources Analyst  
Ariel Perez - Personnel Commission Student Worker II  
Jennifer Echeveste - Human Resources Assistant  
Jame Yang - Human Resources Analyst  
Isabel Barreras - Commissioner



# THE PC BUNCH



## ADDRESS

1171 Fulton Street  
Fresno, California  
93721, United States

## PHONE & FAX

Phone : 559-243-7100  
Fax : 559-499-6002

## ONLINE

Email : [jobs@sccd.edu](mailto:jobs@sccd.edu)  
Website : [www.sccd.edu/departments/  
personnel-commission/index.htm](http://www.sccd.edu/departments/personnel-commission/index.htm)

