

of skilled workers produced by community colleges. A major function of this position is to create career pathways that can lead to jobs or to technical degree programs at four-year universities.

RECOMMENDATIONS

Recommendation #1: Change Titles and/or Create New Positions in the Following Areas:

ADMINISTRATIVE SERVICES – INFORMATION TECHNOLOGY

Senior Programmer Analyst: Create a new position to an industry standard title used in the information technology field that serves as a technical and functional lead.

Programmer Analyst: Remove the word "Computer" from the title as Programmer Analyst is an industry standard title used in the information technology field.

Senior Systems Administrator: Change the title from Senior Computer Hardware/Software Technician to an industry standard title used in the information technology field.

Systems Support Specialist: Change the title from Computer Hardware/Software Technician to an industry standard title used in the information technology field.

Web Developer: Change the title from Webmaster to an industry standard title used in the information technology field.

ADMINISTRATIVE SERVICES – BUSINESS OFFICE

Supervisor, Payroll: Reclassify the position from Payroll Officer to manage the in-house payroll process, functionality of the HR/Payroll system, and business operations.

Supervisor, Budget and Accounting: Reclassify the position from Senior Accountant to manage the district budget and accounts.

Cashier: Change the title from Student Financial Services Technician to a standard title that clearly describes the general role.

Campus Support Services Technician: Reclassify Mailroom Clerk to a new full time position combining the roles of the existing Mailroom Clerk and add Campus