

Longevity Celebrations

45 Years

Lisa Rose

35 Years

Ingrid Cardwell
Michael Chitgar
Gary Gray
Michael Jimerson
Charlie Yen

30 Years

Warren Cancilla
Ian Fraser
Joshi John
Raymond Martin

25 Years

Deborah Adams
Dwayne Iles
Alma Nevarez
Poonam Pant
Jere Romano
Wai Wong

20 Years

Cherry Aquino
Gonzalo Cabrera
Jose Cesar Casillas
Vinessa Cook
Rudy Henry
Manuel Islas
Jennifer Jones
Myron Kabwe
Johnny Kurokawa
Debra Locke
Brant Looney
Vivian Rankin-Scales
Beverly Redd-Walker

15 Years

Gina Brunell
Christine Cadena
Renay Garcia
Gerardo Lozano
Robert Negron
Roland Valdez
Luis Zelaya

10 Years

Rosa Albano
Martha Daza-Whitfield
Aaron French
Alice Gheorghiu
Irma Haro
Robert Hnilo
Joan Kang
Yuriy Karpman
Cynthia Moore
Judith Mosher
John Oswald
Jo Popadynetz
Michael Roberts
Joy Watson-Orenstein
Jocelyn Winn
Matthew Wong

5 Years

Leyla Arenas
Ernesto Barba
Cleve Barton
Balraj Basra
Donatas Bukauskas
Connie Chen
Michael Dammer
Aaron De La Torre
Cael Edwards
August Faustino
Christina Fuller
Christopher Gibson
Fernando Henriquez
Regina Ip
Benjamin Johnson
Mercedes Juan
Melvin Kennard
Marilyn Landau
Jeremy Lange
Keyang Li
Peter Murray
Lisa Ortega
Endah Redjeki
Olinka Rodriguez
Donnell Swanson
Janet Tercero
Demeryst Upshaw
Jorge Valadez
Dahlia Valle
Brian Van Norton

The Merit System at SMC

The purpose of the Merit System is to ensure that classified employees are recruited, selected, promoted, and retained without favoritism or prejudice, and solely on the basis of merit and fitness. The merit system applies only to classified (non-teaching) employees, and is administered by the Personnel Commission.

The Personnel Commission at Santa Monica College consists of a five-member body, and is responsible for guaranteeing that employment, retention and promotion for all classified employees are based on Merit System principles. The Commissioners are private citizens who must be a registered voters and residents of Santa Monica or Malibu, and known adherents to the merit principle.

Basic Principles of the Merit System

- Recruitment from all segments of society and advancement on the basis of relative ability, knowledge, and skill under fair and open competition
- Administering a competitive salary structure based on sound professional standards, prevailing community practices, legal requirements, and equity
- Fostering an environment that promotes inclusion, civility, and diversity
- Providing a voice for the interests of classified staff, classified managers, and classified administrators
- Protection of employees from arbitrary action, personal favoritism, or political coercion

Personnel Commission staff at Santa Monica College is committed to providing our services in a manner which is client oriented, professionally based, and in conjunction with the goals of the governing board.

Classified Action

	FY 18-19	FY 19-20
Exams Announced	66	35
Total # of Applicants	3794	1810
% of Online Applications	100	100
# of Eligibility Lists	54	43
# of Eligibles on Lists	483	331
Reinstatement Lists	6	10
Appointments (New Hires)	39	60
Promotional Appointments	29	16
Limited Term Appointments	224	204
Provisional Appointments	184	129
Working Out of Class	46	17
Internal Limited Term Assignments	N/A	12
New Class Descriptions	11	2
Revised Class Descriptions	28	22
Position Studies Conducted	33	7
# of Granted Position Reclassifications	N/A	4
# of Seniority Lists Established	3	7
# of Merit Rule Updates	8	19

Personnel Commissioners



Dr. Joseph P. Metoyer Jr.
Chair
Board of Trustees Appointee



Joy O. Abbott
Vice Chair
Board of Trustees Appointee



Barbara Greenstein
CSEA Appointee



Lawrence Leone
Commission



Deborah Jansen
CSEA Appointee

Meetings

Regularly scheduled meetings of the Personnel Commission are held on the third Wednesday of each month at Noon via Zoom, or on the Main Campus in the Business Building, Room 117 at 1900 Pico Blvd.

Staff

Carol Long, Director, Classified Personnel
Amy Gurjian, Class & Comp. Manager
John Linke, Supervising Personnel Analyst
August Faustino, Personnel Analyst
Karen Monzon, Personnel Analyst
Olga Vasquez, Personnel Analyst
Jose Guzman, Personnel Technician
Brent Heximer, Administrative Assistant II
Tatiana Morrison, Administrative Asst II*

Classified Employment

(Non-Teaching Positions)

www.smc.edu/careersatsmc

(310) 434-4410

Santa Monica College

A two-year community college accredited by the Western Association of Schools and Colleges – opened in 1929 with just 153 students and has grown to a thriving campus with more than 32,000 students and offerings in over 100 fields of study. The leader among the state's 116 community colleges in transfers to the University of California, University of Southern California, Loyola Marymount University, and other four-year campuses.

Personnel Commission Updates

This past fiscal year closed out with a number of challenges related to the impact of COVID-19. At the time the hiring freeze and transition of services into a remote environment took place, the Personnel Commission had 19 recruitments in process, and we were preparing to open an additional six to fill larger eligibility lists in preparation for Fall Semester. Most of these recruitments remain on hold. At the present time, the majority of the vacancies will go unfilled, or will be addressed through temporary internal assignments. New remote testing services have been leased which provide access to over 60,000 test items, and allow for multiple choice and job simulation formats. Interviews are currently being held through Zoom. The Personnel Commission has completed our fourth year of cyclical classification reviews as required by our Merit Rules.

Thank you

The Commission Staff wholeheartedly thanks the numerous District employees, other agency employees and community members who assisted us by serving as panel members on our examination panels. Your assistance is invaluable to the recruitment process.



PERSONNEL COMMISSION ANNUAL REPORT FISCAL YEAR 2019-2020

PERSONNEL COMMISSION OFFICE LOCATION:

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Santa Monica, CA 90405
www.smc.edu/careersatsmc

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