



August 31, 2023

The Honorable Anthony Portantino, Chair
Senate Appropriations Committee
State Capitol, Room 412
Sacramento, CA 95814

Re: AB 1699 (McCarthy), As Amended on May 18, 2023

Position: Oppose

Dear Senator Portantino:

On behalf of the undersigned community college organizations, we write in respectful opposition to Assembly Bill (AB) 1699 (McCarthy), which would require school and community college districts (CCDs) to offer any new part- or full-time classified assignments to existing classified employees before the assignment is publicly posted.

We are deeply concerned that this measure would impede timely hiring and exacerbate vacancies to the detriment of students and other current and future community college employees. AB 1699 requires job opportunities to be posted for internal applicants for ten days before external candidates may be considered. It also requires that an internal candidate that meets the minimum qualifications, or “could” meet the minimum qualifications after ten hours of paid on-the-job training, have the right of first refusal for a position.


We support having every qualified candidate available to fill vacant positions. CCDs have established recruitment and hiring procedures consistent with the state Education Code, merit system rules (if applicable), board policies, administrative regulations, and/or negotiated collective bargaining agreements. These established procedures take into consideration unique local factors and include a process for identifying who is qualified and best suited for each vacancy, whether by education, experience, licensure, examination, interview, and/or a combination thereof. Established recruitment procedures also include a process for internal candidate transfer requests and/or promotions. These locally established procedures are in place, so students do not feel the brunt of staffing shortages due to delays or inefficiencies.

Furthermore, the undersigned organizations hold steadfast to the principle that local control is fundamental to establishing and operating sound programs for students and creating an infrastructure that supports all community college employees. AB 1699 would encroach on the local autonomy of CCDs by mandating district hiring processes and protocols, which is an issue that should be handled in conjunction with our labor partners during the collective bargaining process.

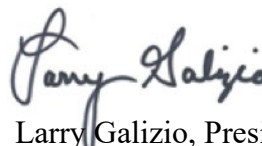
Most importantly for this committee is that AB 1699 would result in significant cost implications for districts as it would overhaul the hiring process and force districts to update campus hiring policies, train administrative staff on the new policies, and offer on-the-job training to employees without providing any additional funding to implement these provisions. Your committee analysis estimates that this bill could result in additional, ongoing Proposition 98 costs for school and community college districts in the tens of millions of dollars annually. To create this kind of financial burden on districts facing tightened budgets and increased cost pressures while the state economy is softening is not sound policy. Proposals with this kind of price tag should be considered during the State Budget process and not done via a policy bill that would establish a costly, unfunded mandate for school and community college districts.

Unfortunately, AB 1699 would further exacerbate the staffing shortages school employers face in all regions of the state. Not only would the implementation of AB 1699 be costly and challenging due to the protocols set forth in the measure, but it would also significantly delay how and when community colleges could hire needed staff. For the aforementioned reasons, we respectfully oppose AB 1699 and request that the committee hold the measure.

Sincerely,



Susan K. Bray, Executive Director
Association of California Community
College Administrators



Larry Galizio, President & CEO
Community College League of
California



Charo L. Albarrán, President
Association of Chief Human Resource Officers/
Equal Employment Officers

cc: Honorable Kevin McCarty, California State Assembly
Honorable Members, Senate Appropriations Committee
Lenin Del Castillo, Consultant, Senate Appropriations Committee