



# CERRITOS COLLEGE

Human Resources Area Plan 2025-2026



# Students First Framework: Institutional Health

**Goal:** Ensure college community has access to comprehensive support and relevant knowledge to make informed decisions regarding health and welfare.

## **Lever Strategy:**

*D.1. – Develop systems and process to monitor and ensure accountability in our institutional health.*

## **Interest:**

Creation of a Benefits Specialist in order to process medical enrollments due to expanded benefit program eligibility which created additional complexities.





# Students First Framework: Institutional Health

## Position: Benefits Specialist

Benchmarking with comparable data:

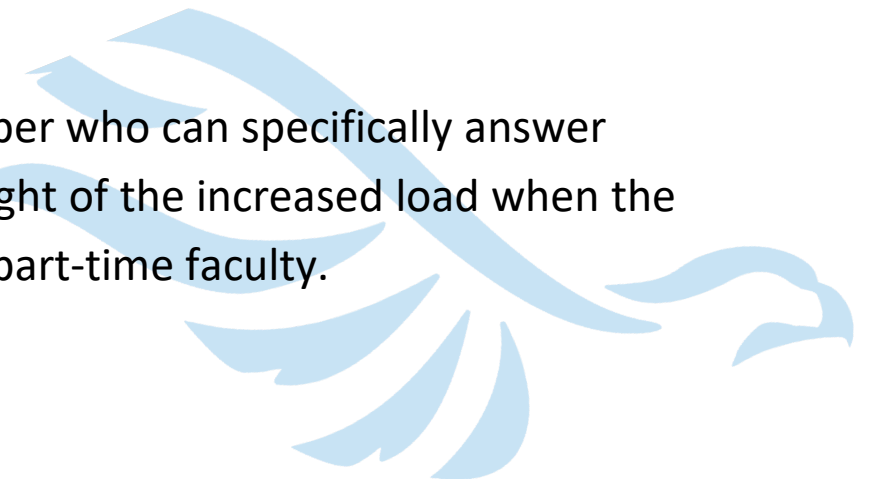
1. \$122,696

1. Grade 12 (Step 01 – \$72,696) and \$50,000 Health and Welfare Benefits

### Ongoing expense

**Justification:** Board approved Job Description.

The Department needs a dedicated staff member who can specifically answer questions, enroll and disenroll employees in light of the increased load when the Board approved full time medical benefits for part-time faculty.





# Students First Framework: Institutional Health

Position: Deputy Title IX and Training Coordinator

Benchmarking with comparable data:

## 1. \$ 144,824 (Salary and Benefits)

1. Grade 20 (Step 01 – \$94,284) and \$50,000 Health and Welfare Benefits

**Ongoing expense**

**Justification:** Student housing and the addition of 400 students on campus will necessitate an additional investigator resulting from increased contact with this school. Actions which fall under BP/AP 3433, 3434 and 3435 will be applicable in these student housing settings.

