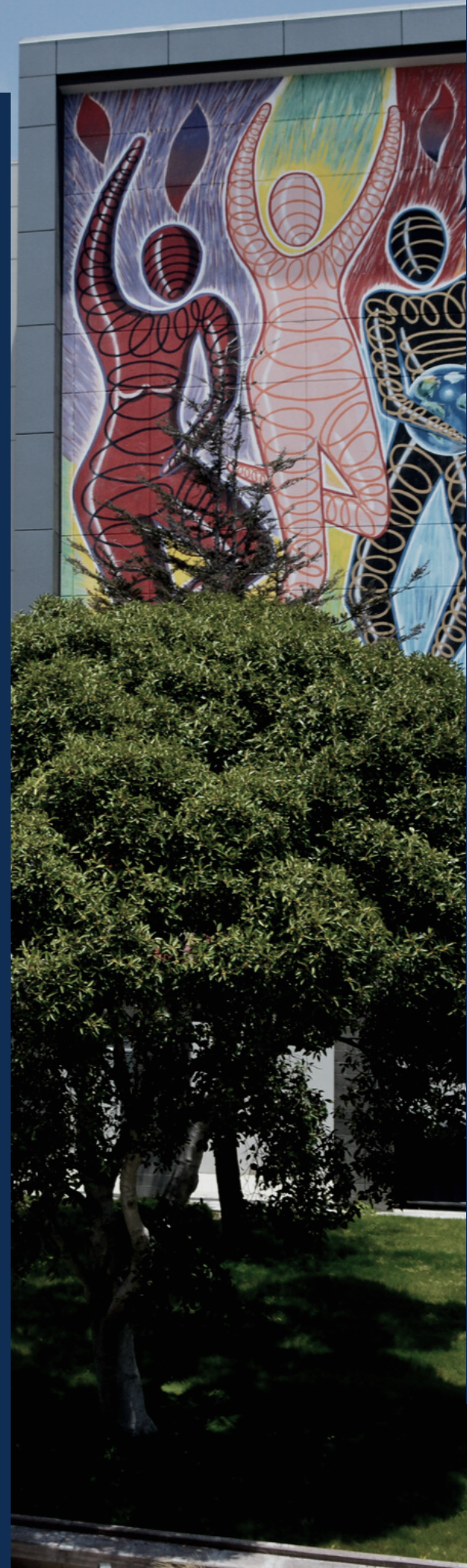




LOS ANGELES SOUTHWEST COLLEGE HUMAN RESOURCES RESTRUCTURING PLAN & PROCESS

DR. SEHER AWAN & LINDA BEAM
SEPTEMBER 14, 2021



AGENDA



Justification for HR Reorganization



Timeline and Process



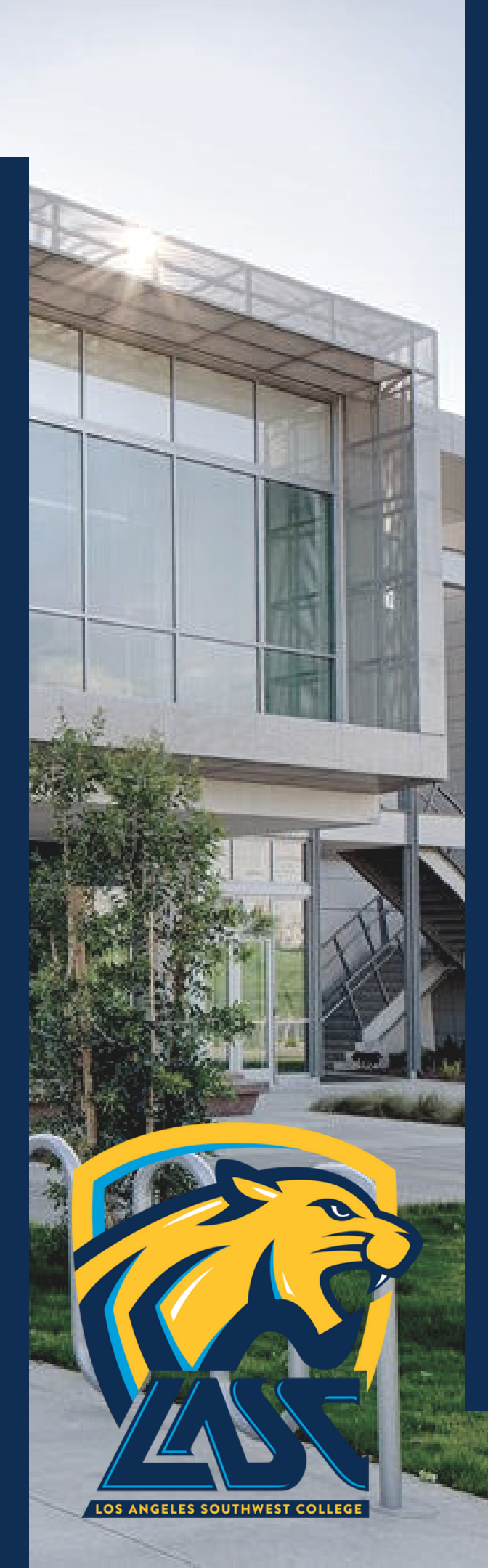
Plan Development



Findings & Priorities



Key Positions & Next Steps



FISCAL SUSTAINABILITY

HR Costs were 101% of LASC
Total Budget with declining
enrollments



SEMP UPDATE

Alignment of updated
organizational structure with
SEMP & IEPI goals and funding



SRP OPPORTUNITY

The SRP provided an opportunity
for reorganization to fill key
vacancies and reorganize



GOAL ACHIEVEMENT

7 different HR -related goals tied
to Fiscal Recovery, IEPI, and
Strategic Planning



TIMELINE

HR Structuring Plan



JANUARY
2021

Developed
Scope of Work



FEBRUARY
2021

Created the
HR Taskforce



SEPTEMBER
2021

Finalize Plan and
Present to Campus



AUGUST
2021

Draft Plan
Development



MARCH TO
JULY 2021

Interviews and
Data Analysis





PLAN DEVELOPMENT FINDINGS & PRIORITIES

Linda Beam

HR Consultant





KEY POSITIONS & NEXT STEPS

Dr. Seher Awan

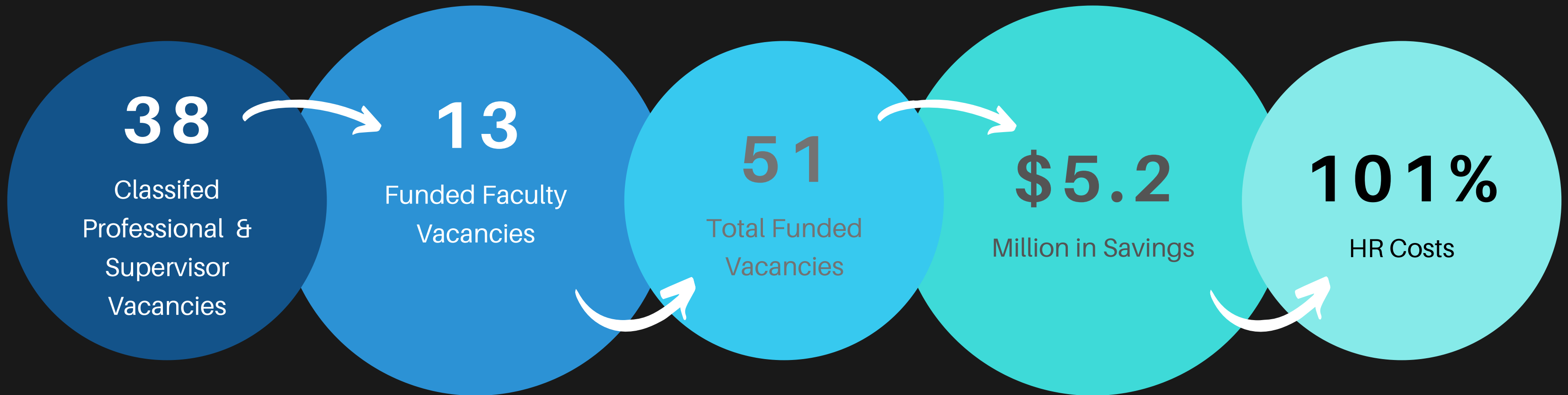
College President





SUMMARY OF VACANCIES & SPENDING

Total Savings





3

Faculty Positions
(GFU)



3

Faculty Positions
(Restricted)



2

Replacement
Supervisors
Positions



1

Administrator
Position



5

Reclassifications/
Reorganizations



SUMMARY OF KEY POSITIONS

1-3 Year Timeline Depending on Cost & Process



4

New Classified
Professional
Positions



18

Replacement
Classified
Professional
Positions



26

Positions Funded
on the GFU



11

Positions Funded
on Restricted
Funds



38

Total Positions



SUMMARY OF KEY POSITIONS

1-3 Year Timeline Depending on Cost & Process



POSITION DETAIL

1-3 Year Timeframe

3 GFU FACULTY



- Business
 - Information Technology
 - Addiction Studies
- *Based on Faculty Hiring Prioritization List

2 SUPERVISORS



- Registrar
 - Custodial Supervisor - B Shift
- *Replacements

3 RESTRICTED FACULTY



- Non-Credit Counselor
- CalWORKs Counselor
- Non-Credit Construction Instructor

1 ADMINISTRATOR



- Vice President, Administrative Services



POSITION DETAIL

1-3 Year Timeframe



5 RECLASSIFICATION / REORGANIZATIONS

- 0.5 increase to Administrative Assistant - President's Office
- Reclassify existing Senior Accountant to College Financial Officer
- Reclassify existing College Store Supervisor to College Store Manager
- Reclassify existing Reprographics Operator to Lead Support Services Assistant
- Reclassify existing CTE Dean to Associate Dean



4 NEW CLASSIFIED PROFESSIONAL POSITIONS

- Professional Development Coordinator
- Student Services Support Representative - Public Relations Office
- 0.5 Procurement Technician
- Administrative Assistant - Non-Credit (Restricted Funding)



POSITION DETAIL

1-3 Year Timeframe

18 CLASSIFIED PROFESSIONAL REPLACEMENT POSITIONS

- Accountant
- Accounting Technician
- Athletic Trainer
- Carpenter
- Cashier - Bookstore
- Facilities Assistant
- Financial Aid Accounting Technician
- Financial Aid Technician
- Gardener
- HR Officer
- Painter
- Plumber
- Research Analyst
- Senior Personnel Assistant
- Stock Control Aide
- 3 - Administrative Assistants (contract compliance)



FISCAL IMPACT OVER 3-YEARS

Total Savings and HR Costs



FY 2021-2022

Total Annual Savings

\$2.5 Million

HR Total % of Budget

82%



FY 2022-2023

Total Annual Savings

\$2.0 Million

HR Total % of Budget

83.4%



FY 2023-2024

Total Annual Savings

\$507,000

HR Total % of Budget

87.2%



DISTRICT ASSISTANCE



POSITION FUNDING

Need for position control and step and column funding



WEC AWARD

Arbitration decision was accepted - discussing support



QUESTIONS?

Thank you!

