UNIT PLAN “PART A”
Program/Pathway Update

Program/Pathway:  Payroll/Personnel
Date:  11/16/2012

Our Mission: Los Angeles Harbor College fosters learning through comprehensive programs that meet the educational needs of the community as measured by student success, personal and institutional accountability, and integrity.

1. Assessment of Program Review:

Since the last Program Review, the Payroll/Personnel Department has been training staff on the PCR and SAP computer systems. The department now scans documents for easier access to information and is moving closer to going paperless. Creating the Human Resources website was a priority in the last Program Review and this was accomplished recently allowing staff better access to forms, handbooks, and providing current information on human resources policies and procedures.

No changes need to be made to the previous Program Review.

Self-time reporting will be effective soon and this will be a challenge for the Payroll/Personnel Department to train classified staff on submitting their time electronically. An additional issue is that the campus organizational chart keeps changing on who reports to who and this will need to be changed each time the supervisor changes.

2. Activities to address program needs:

The only real program needed at this time is for staffing to replace the retirees. The new self-time reporting will require training of every single classified staff member at the college and will hopefully be implemented one department at a time to allow for evaluation on issues that might arise from the new program. Not having staff in the Payroll/Personnel department will ultimately add to several issues with paychecks, leaves of absence, and time reporting.

3. How are your program improvements associated with your SLOs:

The Payroll/Personnel department provides staff support in personnel and payroll issues, recruiting, training, and retention of employees. Without the proper staffing in this department, the SAOs will not be met.
4. Staffing requirements:

The Payroll/Personnel department will have 2 Payroll Assistants retiring in the next few months. The department needs to replace at least 1 of the Payroll Assistants and add a Personnel Assistant to assist the SPOC with personnel issues such as processing of paperwork, review of assignments, insure compliance with rules and regulations, review applications, license and credentials explain the purpose of various employment forms, prepare correspondence, bulletins, scan documents and maintain personnel files. Training will be required and necessary for new staff in the Payroll/Personnel department.

5. Technological requirements:

Screensavers for all the computers located in Payroll/Personnel need screensavers to ensure privacy when working on personnel matters.

6. Facilities requirements:

An updating of the ergonomic equipment is needed for the Payroll/Personnel department.

7. Implementation plan:

In regards to the self-time reporting the plan is to obtain organization charts for all departments in the college. The District will set-up the system at its’ level and the program will become active. Prior to anyone using the program, it will be necessary to train all classified staff on how and when to report their time. The plan is to start with one department at a time to work out any glitches that might occur. This may occur within the next six months. In addition to the above, the Payroll/Personnel Department is working on a Drug and Alcohol Abuse Prevention Program and a website with this information for employees and students.
UNIT PLAN “PART B”
Core Personnel/List of Permanent Staff

Unit: Payroll/Personnel
Date: 11/16/2012

<table>
<thead>
<tr>
<th>Assigned Time</th>
<th>Responsibility</th>
<th>Estimated Cost</th>
<th>Funding Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>Administrative Analyst</td>
<td>$86,424</td>
<td>Program 100</td>
</tr>
<tr>
<td>1.0</td>
<td>Payroll Assistant</td>
<td>$49,076</td>
<td>Program 100</td>
</tr>
<tr>
<td>1.0</td>
<td>Payroll Assistant</td>
<td>$49,076</td>
<td>Program 100</td>
</tr>
</tbody>
</table>

1. Total FTEP: 3.0
2. Total Hours taught: N/A
3. Total Hours of release time: N/A
4. Total Cost for Instructors: N/A
5. Total Cost for Administrators: N/A
6. Total Cost of Classified Staff: $184,576
7. Total cost FTEP = Full Time Equivalent Personnel: $184,576

Please attach copy of your current Op Plan.
UNIT PLAN “PART C”
Core Expenses

Unit: Payroll/Personnel

1. All legally required responsibilities: Required for health and Safety

2. Required by board / State/ Federal/ Accreditation standards( list the minimum requirements here)

3. Required by licensing agreement

<table>
<thead>
<tr>
<th>Description of activity</th>
<th>Estimated Cost</th>
<th>Justification</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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Narrative justification:

There are no core costs for this department.

Total cost:
UNIT PLAN “PART D”
Essential Activities

Unit: Payroll/Personnel

Prioritized list of unit needs required for program continuance or improvement.

Only place expendable request in this field.

<table>
<thead>
<tr>
<th>Division Prioritization</th>
<th>Description of activity</th>
<th>Estimated Cost</th>
<th>Proposed Funding Source</th>
<th>Justification</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hire Personnel Assistant</td>
<td>Program 100</td>
<td></td>
<td>To assist the SPOC with personnel issues such as processing of paperwork, review of assignments, insure compliance with rules and regulations, review applications, license and credentials explain the purpose of various employment forms, prepare correspondence, bulletins, scan documents and maintain personnel files</td>
<td>HCAS7a1</td>
</tr>
</tbody>
</table>

Justification Narrative:

A Senior Personnel Assistant is needed due to the amount of work that is output by the Payroll/Personnel department. This employee would help with all areas related to the department and with the 2 long-term Payroll Assistants retiring and the addition of the self-time reporting system the need for someone to assist with the training and implementation of the program is huge.
UNIT PLAN “PART E”
Non-cost Essential Activities

Unit: **Payroll/Personnel**

List Non-cost activities here

<table>
<thead>
<tr>
<th>Priority</th>
<th>Description of activity</th>
<th>Justification</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Scan documents into PaperVision.</td>
<td>To go paperless and provide easier access to personnel and payroll documents.</td>
<td>HCAS7a1, HCAS7a2</td>
</tr>
<tr>
<td></td>
<td>Training of supervisors, managers, department chairs, and PCR initiators.</td>
<td>To train those who are involved in the hiring and budgeting of positions with the correct policies and procedures.</td>
<td>HCAS7a4</td>
</tr>
<tr>
<td></td>
<td>Update the employee handbook.</td>
<td>To have an handbook that includes all pertinent information for staff in regards to human resources.</td>
<td>HCAS7a5</td>
</tr>
<tr>
<td></td>
<td>Keep the Human Resources website updated.</td>
<td>To keep the forms, policies, and procedures updated.</td>
<td>HCAS7a1, HCAS7a2, HCAS7a5</td>
</tr>
<tr>
<td></td>
<td>Develop more useful reports from SAP and BW.</td>
<td>To provide more information for the departments to keep them better informed.</td>
<td>HCAS7a1</td>
</tr>
<tr>
<td></td>
<td>Professional Development.</td>
<td>To keep updated on the most recent labor laws and any changes that have been made.</td>
<td>HCAS7a4</td>
</tr>
</tbody>
</table>

Justification:

All of these non-cost activities require time. With the limited staff currently available there is not much time to spend on any of these activities. Hopefully with the addition of a Personnel Assistant, these activities will become part of that employee’s responsibilities and allow the Payroll/Personnel department to become more efficient and able to assist the staff with their payroll and personnel needs.