

CLASSIFIED & ADMINISTRATIVE POSITION REQUEST 2019-2020

Internal Use
Information Only - Do Not Rank

Requester Name: Stuart McElderry Division Name: SLPC

SUMMARY INFORMATION

Title of Position Being Requested: (Note: Please also attach a current or proposed district job description)

Administrative Assistant - Public Safety Program

Position Will Reside in Division/Unit:

SLPC Division/Public Safety Program Office

Indicate To Whom this Would Report:

Public Safety Program Manager

Indicate if this position or a similar position has been presented to RAC previously and in what years:

A similar position was presented to RAC for ranking in Fall 2018 and was not filled.

The position is:

New

Number of Hours per Week: _____

Number of Months per Year: _____

RECEIVED
Las Positas College
OCT 22 2019

Increase for an existing funded position

From: 9 10 11 Months

To: 10 11 12 Months

OR From: _____ % to _____ %

Name of Person Currently Holding Position: _____

Administrative Services
Office of the Vice President

New Categorically funded position (information only; position not ranked)

Number of Hours per Week: 40

Number of Months per Year: 12

RECEIVED
OCT 21 2019
VP ACADEMIC SERVICES
LAS POSITAS COLLEGE

SECTION 1: PROGRAM NEED

What key responsibilities would this person assume?

1. Administrative support duties for Public Safety Programs and PSP Manager to include a variety of clerical, technical, and administrative details; provide assistance in organizing functions and activities within assigned area; as necessary and appropriate, serve as liaison between PSP and administrators, other District personnel, and the general public.
2. Perform administrative support duties to assist the PSP Manager in meeting reporting requirements, functional responsibilities, and research objectives; coordinate the office work of the Public Safety Programs; develop schedules related to office/department activities and services; review, update, and inform assigned PSP Manager and other staff in assigned area of essential timelines; coordinate the flow of activities through the office in relation to priorities and schedules; assure the timely completion of work in accordance with established policies, procedures, and standards.
3. Serve as liaison and facilitate communications between PSP Manager, other administrators, students, academic and classified staff, other offices, educational institutions, public agencies, and the general public; interact and relay information, questions, and decisions regarding Public Safety Programs; refer callers to other departments or individuals as necessary; prepare preliminary responses to routine correspondence for assigned supervisor's approval.
4. Prepare Board agenda items and supporting documents as necessary.
5. Perform a variety of clerical accounting duties and responsibilities; assist in budget administration; track budget activity; post, monitor, and track invoices and other expenditures; process budget/expense transfers; prepare purchase requisitions.
6. Order office supplies and materials as directed; assure their timely receipt and storage; assure proper functioning of office equipment.
7. Participate in payroll processing functions for assigned area including to prepare payroll forms and maintain records for timesheets and various authorizations.
8. Provide staff support to standing and ad hoc committees and other groups as assigned; attend meetings and take notes or records proceedings; prepare and distribute agendas, background materials, and minutes as appropriate.

List other Personnel in the Unit (i.e. with shared or similar responsibilities):

There are no other personnel in the unit with similar responsibilities. Currently these are being carried out by the PSP Manager. Jean O'Neil-Opipari, when she was working with PSP as a professional expert, carried out some of these duties last year. With her departure, the work has shifted to the manager.

SECTION 1: PROGRAM NEED (contd)

Give a historical perspective of the changing demands on your unit's staff over the past 3-5 years (refer to your program review relating to human resources.) You may use narrative or relevant data.

The Public Safety Program has grown into a thriving CTE program offering transfer degrees and certificates in the fields of Administration of Justice, Fire Service Technology, and EMS/Paramedic. The program has evolved over the past five years and continues to grow. It has evolved from its original and nearly exclusive focus on basic training aimed at establishing the groundwork for transfer and/or future employment in the Public Safety fields to now providing more avenues within the larger Public Safety arena where students can achieve both basic and higher-level training with the potential to gain immediate entry into the workforce. This has resulted from and also driven the development of LPC becoming an ARTP - Approved Regional Training Program within the California State Fire Marshall's Office - and plans for similar regional/state-sanctioned academies for Corrections and Probation personnel. The expansion of the Public Safety Program justified the hiring of an dedicated administrator in 2018 whose successful outreach and development activity has generated far more work than one individual can manage. For the program to continue to bring new funding to LPC (both FTES and fee-based training) and thereby offset the loss of the Sheriff's Academy, the LPC must approve the addition of adequate (grant-funded and already budgeted) staff to manage the work required.

And/or provide additional information supporting a need for this position and resulting impact on students or program:

As the requirements and oversight is increased for the Public Safety Manager, there is a need for administrative support to assist with record keeping, coordinating meetings, developing spreadsheets and handling some of the minor day to day administrative duties. This position will help support the Program Manager while he has more oversight over new programs and/or is developing and/or providing oversight of new programs such as the fire academy. As the Program Manager's overall responsibilities increase with the direct oversight and administration of current programs and the new fire academy, he will be tasked with more required paper work and record keeping in an effort to maintain and keep accreditation.

This position will help offset some of those duties as the Program Manager provides more leadership and oversight in many of the need areas of written policies and procedures, program review process, and above all many of the curriculum development and updated process. This position will also alleviate some of the smaller administrative duties that the Program Manager is required to do and will assist in allowing the Program Manager to have more time to review programs, develop new pathways, and meet with more program professionals to continue to build and sustain the program itself.

SECTION 2: STUDENT LEARNING AND SUCCESS

Explain how this position will contribute to and/or support student learning and success:

The Public Safety Program Administrative Assistant will contribute to and support student learning and success by keeping track of data, certificates, and mandates and other information required by the various accrediting agencies associated with the three disciplines. The assistant will also help track student progress and achievement throughout the program such as test results and other data; additionally, this person will complete data entry and support of the operations of each academy and programs within the public safety program department.

Explain how this position will have a positive impact on Accreditation or strengthen the college's adherence to the ACCJC standards:

The position is mission critical to the Accreditation Standards as it will assist and maintain records, data and information pertaining to the AOJ, Fire Technology, EMS, Fire Academy as well as our POST (Peace Officer Standards and Training) Approved Academy data. We have several programs that have several accreditation requirements and ACCJC is just one of them. The scope of the position will help in maintaining, preparing, and keeping all records necessary to maintain accreditation. The position will assist with maintaining institutional knowledge with regards to policies, procedures and overall record keeping in order to maintain ACCJC standards and meet all State Fire Marshall Office, POST, and Department of Corrections Standards and Accreditation requirements.

SECTION 3: LPC MISSION AND PLANNING PRIORITIES

LPC MISSION STATEMENT:

LPC is an inclusive learning-centered institution providing educational opportunities and support for completion of students' transfer, degree, basic skills, career-technical, and retraining goals.

LPC PLANNING PRIORITIES:

- ❖ Implement the integration of all ACCJC standards throughout campus structure and processes.
- ❖ Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.
- ❖ Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.

Indicate how this position supports the College's mission and/or planning priorities:

The Public Safety Program Administrative Assistant will support the college's mission and planning priorities by:

1. Contributing efficiency and accuracy to the ever-growing documentary and procedural flow associated with providing educational opportunities and support for completion to scores of students in the three Public Safety programs at this learning-centered institution.
2. Working closely with the Public Safety Program manager and the Dean of SLPC to plan, carry-out, and document the integration of ACCJC standards throughout the PS Program.
3. Providing support to the Public Safety Program Manager and Dean of SLPC as they document, track, and promote knowledge and appreciation for equity; by working with Public Safety faculty to institutionalize equity in all aspects of decision-making, assessment, and accountability within the PS program; and by generally assisting others in their equity-centered work and thereby helping the college build capacity to eliminate inequities.
4. By helping to eliminate backlog and institutional inadequacies, the Public Safety Administrative Assistant will literally embody the change in college practices and processes needed to increase student success and completion. This person's work will directly result in improved coordination of needed academic support, and the removal of barriers to student success and completion.
5. The position will also meet with all CTE instructors to gather information, within its division, and help create outreach pockets for students that may need tutoring service. The position will help coordinate necessary meetings with regards to CTE programs, Advisory Boards, Pathways such as ROP, and students in order to help facilitate the a more streamlined process for student learning within the program.

SECTION 4: PROGRAM OUTCOMES, INITIATIVES, and PLANS

Please check one.

This need was described explicitly in a Program Review (Year _____).

This need was implied in a Program Review (Year ²⁰¹⁸_____).

This need was not included in a Program Review, but has become a need since that time.

Explain, including language from Program Review (if available):

The Public Safety Program Reviews - Administration of Justice, Fire Service Technology, and EMS -- mention need for additional staffing to run/manage the various non-teaching tasks associated with these programs. Faculty who wrote the Program Reviews have requested more reassigned time to complete work that would better be accomplished by a classified professional hired specifically for this purpose so that the faculty can focus on teaching and curriculum development in this growing area.

SECTION 5: SAFETY (if applicable)

Explain how this position will improve safety on campus or within your unit:

By having an additional staff on hand, it will create another person who will have eyes on our community campus. This position can help support safety projects, serve as someone who will report suspicious incidents and or lead students to the necessary office to report specific occurrences.

SECTION 6: COSTS*

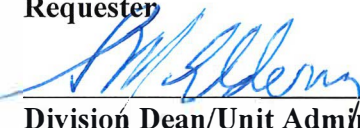
Estimated Increase or Proposed Annual Salary Cost:	\$	<u>48,507.00</u>
Estimated Benefits Cost:	\$	<u>26,679.00</u>
Total Cost for Position:	\$	<u>75,186.00</u>

NOTE: Full Time = 20-40 hours per week or 50% - 100%
Regular Hourly = 18 hours or less per week (<50%)

*Costs: For accurate costs, contact the College Administrative Services Technician in the LPC Office of Administrative Services at SDavidson@laspositacollege.edu

SECTION 7: SIGNATURES

Requester _____



Division Dean/Unit Administrator

Date _____

10/18/19

Date _____



Vice President

10/22/19

Date _____



College Administrative Service Technician

10/22/19

Date _____

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

ADMINISTRATIVE ASSISTANT

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.

SUMMARY DESCRIPTION

Under general supervision, perform a variety of general administrative, secretarial, and difficult and complex clerical duties in support of assigned program area; provide support and assistance to assigned supervisory, academic, and classified staff; serve as a liaison between the assigned area and/or assigned supervisor and other staff, the general public, students, faculty, and other campus and community officials; and provide a wide variety of reference and resource information related to assigned function or program area.

The Administrative Assistant is the journey-level classification in the administrative support/secretarial series. Incumbents are assigned to perform a wide range of administrative support, secretarial, and clerical duties independently for a program area or to provide secondary support to a large/complex administrative, academic services, or student services program area. Incumbents at this level typically receive instruction or assistance only as new or unusual situations arise, and have familiarity with the operating procedures and policies of the work unit upon completion of the probationary period.

The Administrative Assistant is distinguished from the College Clerk by the direct secretarial support the Administrative Assistant provides to a program area including providing general administrative and secretarial support to professional or management staff. It is further distinguished from the Senior Administrative Assistant classification in that the Senior Administrative Assistant class is responsible for providing support to senior management staff with responsibility for a large/complex administrative, academic services, or student services program area. The Senior Administrative Assistant classification typically reports to and is the primary position supporting a Dean or Director level administrator or provides advanced journey-level secretarial support to executive, administrative, or management staff.

REPRESENTATIVE DUTIES

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

1. Perform responsible secretarial and administrative support duties for assigned supervisor and program area; relieve assigned supervisor and other assigned staff of a variety of clerical, technical, and administrative details; provide assistance in organizing functions and activities that involve assigned area; as necessary and appropriate, serve as liaison between assigned supervisory staff or program area and administrators, other District personnel, and the general public.
2. Perform administrative support duties to assist the supervisor in meeting reporting requirements, functional responsibilities, and research objectives; coordinate the office work of the supervisor and/or program area; develop schedules related to office/department activities and services; review, update, and inform assigned supervisor and other staff in assigned area of essential timelines; coordinate the flow of activities through the office in relation to priorities and schedules; assure the timely completion of work in accordance with established policies, procedures, and standards.

Chabot-Las Positas Community College District
Administrative Assistant (Continued)

3. Utilize electronic technology to correspond with others and to maintain assigned calendars, schedules, and appointments; schedule usage of department facilities; coordinate and arrange meetings; coordinate activities with other divisions and departments.
4. Serve as liaison and facilitate communications between assigned supervisor, other administrators, students, academic and classified staff, other offices, educational institutions, public agencies, and the general public; interact and relay information, questions, and decisions regarding supervisor's area of assignment; refer callers to other departments or individuals as necessary; prepare preliminary responses to routine correspondence for assigned supervisor's approval.
5. Prepare Board agenda items and supporting documents as necessary for assigned area; assure assigned supervisor receives timely notification of Board requests for information or action.
6. Perform a variety of clerical accounting duties and responsibilities for assigned area; assist supervisor in budget administration; track budget activity; post, monitor, and track invoices and other expenditures; process budget/expense transfers; prepare purchase requisitions.
7. Order office supplies and materials as directed; assure their timely receipt and storage; assure proper functioning of office equipment.
8. Participate in payroll processing functions for assigned area including to prepare payroll forms and maintain records for timesheets and various authorizations.
9. Provide staff support to standing and ad hoc committees and other groups as assigned; attend meetings and take notes or records proceedings; prepare and distribute agendas, background materials, and minutes as appropriate.
10. Answer telephones and respond to routine questions and requests for information from administrative, management, academic, and/or classified staff, students, and the general public; communicate information in person or by telephone where judgment, knowledge, and interpretation of policies and procedures are necessary.
11. Train and provide work direction to assigned student workers and other hourly workers as assigned.
12. Establish and maintain complex, interrelated filing systems; collect, compile, and record narrative, statistical, and financial data and other information; track and verify eligibility for special programs such as athletics; research and verify information as requested.
13. Type, format, proofread, duplicate, and distribute a wide variety of correspondence, reports, notices, schedules, lists, forms, and other materials according to established procedures, policies, and standards; type from rough draft, verbal instructions, or transcribing machine recordings; compose routine correspondence related to area of assignment; prepare preliminary responses to routine letters and general correspondence.
14. Receive mail and identify and refer matters to the supervisor in order of priority.
15. Utilizing thorough knowledge of various computer applications and software packages, enter, update, correct, and extract information; maintain and generate reports from a database or network system.
16. Maintain current working knowledge of applicable hardware and software applications.
17. Perform related duties as required.

**Chabot-Las Positas Community College District
Administrative Assistant (Continued)**

MINIMUM QUALIFICATIONS

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

1. Operational characteristics, services, and activities of the functions, programs, and operations of the assigned office.
2. Work organization and basic office management principles and practices.
3. Office procedures, methods, and equipment including computers and applicable software applications such as word processing, spreadsheets, and databases.
4. Basic principles, practices, and procedures of fiscal, statistical, and administrative record keeping.
5. Principles, practices, and procedures of business letter writing.
6. Principles and practices used to establish and maintain files and information retrieval systems.
7. Basic research methods and techniques.
8. Basic mathematical concepts.
9. Principles and techniques used in public relations including methods and techniques of proper receptionist and telephone etiquette.
10. Interpersonal skills using tact, patience, and courtesy.
11. English usage, grammar, spelling, punctuation, and vocabulary.
12. Oral and written communication skills.

Ability to:

1. Learn and understand the organization and operation of the assigned office and/or department as necessary to assume assigned responsibilities.
2. Learn, understand, interpret, and apply administrative and office policies and procedures as well as pertinent laws, regulations, and ordinances.
3. Perform a range of administrative, secretarial, and clerical duties involving the use of independent judgment.
4. Independently compose and prepare routine correspondence and memoranda.
5. Prepare a variety of clear and concise administrative and financial records.
6. Effectively present information in person or on the telephone to students, staff, or the public.
7. Type or enter data at a speed necessary for successful job performance.
8. Take and transcribe dictation, if required by the position, at a speed necessary for successful job performance.
9. Implement and maintain filing systems.
10. Train and provide work direction to others.
11. Establish, review, and revise office work priorities.
12. Plan and organize work to meet schedules and changing deadlines.
13. Use correct English, grammar, spelling, punctuation, and vocabulary.
14. Operate office equipment including computers and supporting word processing, spreadsheet, and database applications.
15. Adapt to changing technologies and learn functionality of new equipment and systems.
16. Work under steady pressure with frequent interruptions and a high degree of public contact by phone or in person.
17. Work effectively with minimal supervision.
18. Communicate clearly and concisely, both orally and in writing.
19. Establish and maintain effective working relationships with those contacted in the course of work.

Chabot-Las Positas Community College District
Administrative Assistant (Continued)

20. Work with and exhibit sensitivity to and understanding of the varied racial, ethnic, cultural, sexual orientation, academic, socio-economic, and disabled populations of community college students.

Minimum Education & Experience - Any combination of the following would provide a typical way to obtain the required knowledge and abilities.

Education/Training:

Equivalent to the completion of the twelfth grade supplemented by specialized training in secretarial science, office automation, or a related field.

Experience:

Two years of increasingly responsible clerical and secretarial experience involving a high level of public contact, use of computer and office applications, and providing secretarial support to a program area and/or management staff.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Environment: Work is performed primarily in a standard office setting.

Physical: Primary functions require sufficient physical ability and mobility to work in an office setting; to stand or sit for prolonged periods of time; to occasionally stoop, bend, kneel, crouch, reach, and twist; to lift, carry, push, and/or pull light to moderate amounts of weight; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard; and to verbally communicate to exchange information.

Adopted by Board of Trustees on October 20, 2015

Effective: October 21, 2015

Revised by Board of Trustees on March 20, 2018

Effective: March 20, 2018


Job Family: Clerical – Secretarial – Fiscal



MEMORANDUM

TO: Roanna Bennie, Interim President

CC: Kristina Whalen, PhD, Vice President of Academic Services

FROM: Stuart McElderry, PhD, Dean of Academic Services - SLPC 

DATE: October 3, 2019

SUBJECT: SWP-Funded Public Safety Programs Administrative Assistant

When Jean O'Neil-Opipari left her position as CTE Program Advocate for Public Safety to become the new STEM Coordinator, the work she had been doing shifted to Public Safety Programs Manager, Chad McMullen. While Mr. McMullen has performed these additional duties well in the wake of Ms. O'Neil-Opipari's departure, it is unrealistic and inefficient for him to continue to do so.

While Ms. O'Neil-Opipari worked only 25 hours per week (and documented precisely how this time was spent in the attached time study) this request is for a 40-hour week position because of the fact that Ms. O'Neil-Opipari hours were widely regarded as insufficient and did not include such daily tasks as sending/replying to email, answering phones, answering questions/helping faculty, collecting/delivering US and inter-campus mail. Additionally, it should be noted that accrediting agencies such as the State Fire Marshall Office for Accredited Fire Academies and Peace Officer Standards and Training (POST) require dedicated and "sufficient" clerical support from the institution in order to meet standards.

Under Mr. McMullen's leadership, the LPC Public Safety Program is on the cusp of significant change and unprecedented growth. Mr. McMullen has been working diligently to mitigate the eminent loss of Sheriff's Academy FTES revenue by meeting with Fire, Police, and Corrections agencies throughout the East Bay region (Berkeley Fire, Alameda County Fire, East Bay Regional Park District, for example) to develop instructional service agreements and fee-based programs which will, given time and support, more than offset the loss of the Sheriff's Academy.

When combined with completion of the new Public Safety Complex, these efforts will position LPC to be a highly regarded and utilized regional training and education site for California's first responders for years and perhaps decades to come. A full-time administrative assistant, funded by Strong Workforce and already budgeted by Vicki Shipman (see attached SWP budget) will provide the necessary clerical support for Mr. McMullen to continue building the foundation of this future.

