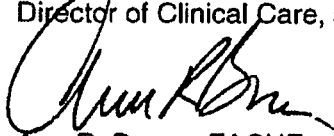


# Memorandum

**Date:** May 3, 2018  
**From:** Director (00)  
**Subj:** Reorganization of GLA Services – Impact and Implementation  
**To:** President, Local 1061  
President, Local 2297  
President, Local 3943

1. In an effort to improve efficiencies, teamwork, high-quality safe and effective patient care, and instilling ownership that includes responsibility, accountability and authority at all levels of the organization, GLA will reorganize into manageable segments under the leadership of two Senior Executive Service (SES) members with one SES Director overseeing the orchestration of the reorganization. The focus of this plan is the organization under the (SES) Executive Director of the Office of Care Centers and Clinics in the Community (OC<sup>4</sup>).
2. Recommendations for changes include:
  - a. Realign staff at the Ambulatory Care Centers (ACC) and Community-Based Outpatient Clinics (CBOC) under one SES Leader, Robert McKenrick.
  - b. Each ACC and CBOC will have one leader, a Site Manager, to whom all supervisors at that site will report, thus identified as the Second Line Supervisor. That leader will report to the ACC/CBOC Manager who reports to the Executive Director of OC<sup>4</sup>.
  - c. Re-Brand the team to "Office of (OC<sup>4</sup>).” Attachment 1 shows the old approved organization chart for Clinical Care. Attachment 2 illustrates the new organization.
  - d. One Chief of Primary Care, one Chief Nurse, and one Management/Program Analyst will serve as consultants with the Site Managers to assist with ACC/CBOC operations.
  - e. Integrate the Office of the Veteran Experience into ACC/CBOC operations to enhance customer service which includes the Outreach program and the Voluntary Service.
3. There will be minimal impact on working conditions. Titles, Pay, Grades, Tours of Duty, Position Descriptions and Functional Statements, Duty Stations and work stations will not change. The reporting structure changes may impact the supervisory chain of command. At that time, supervisors and managers will meet with their staff to assure the lines of authority are clear and concerns addressed accordingly.
4. Should there be questions or concerns, please contact Robert McKenrick, Executive Director of Clinical Care, at (267) 324-9553.

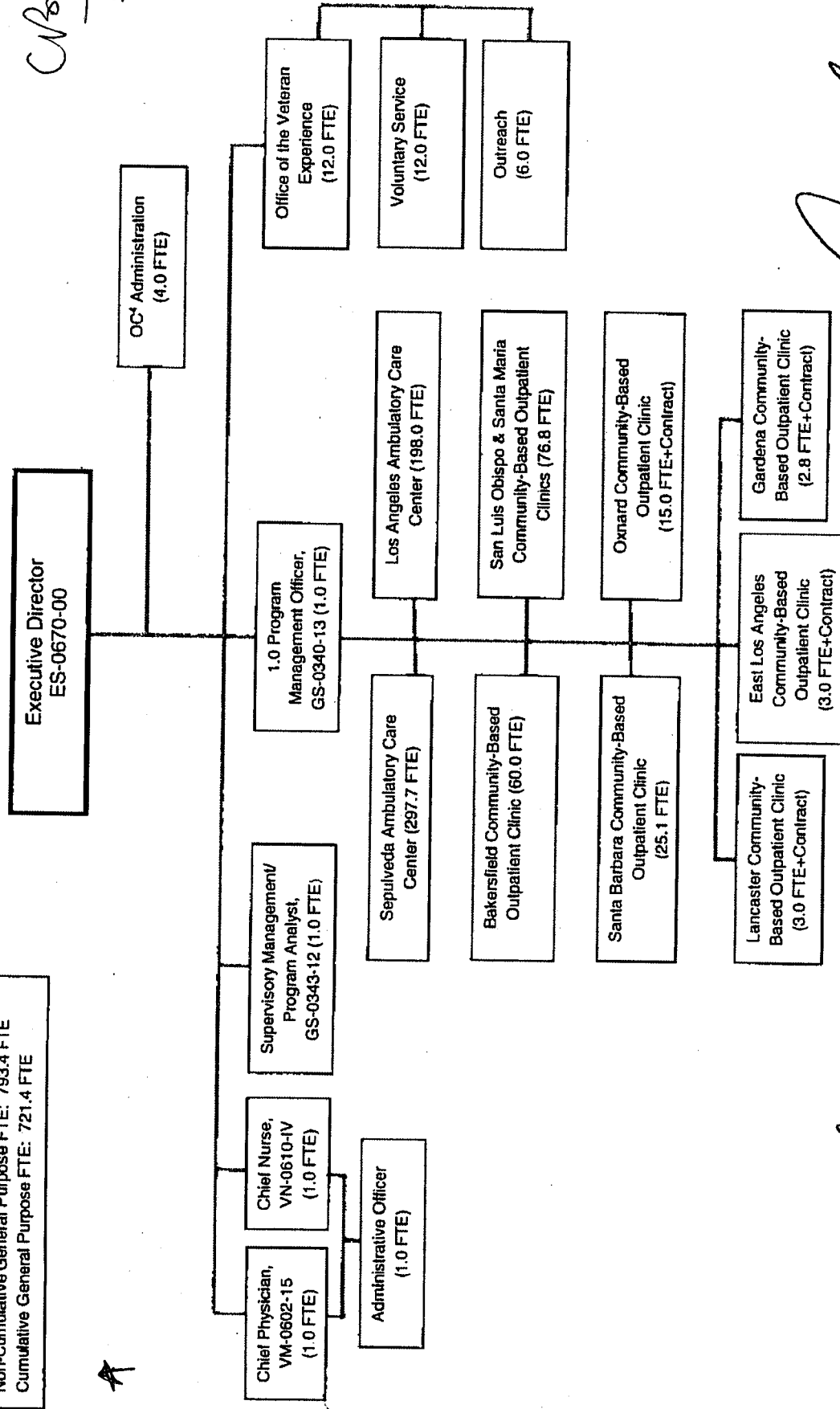
  
Ann R. Brown, FACHE

Attachments: 2

Department of Veterans Affairs  
 Greater Los Angeles Healthcare System (GLA)  
**Office of Care Centers and Clinics in the Community (OC<sup>4</sup>)**  
 Organizational Chart FY 2018

Authorized Ceiling: 793.54 FTE (includes 10% float)  
 Non-Cumulative General Purpose FTE: 793.4 FTE  
 Cumulative General Purpose FTE: 721.4 FTE

*CRSoc*



*Robert McKernick*  
 Robert McKernick  
 Executive Director  
 Date: 3/14/18

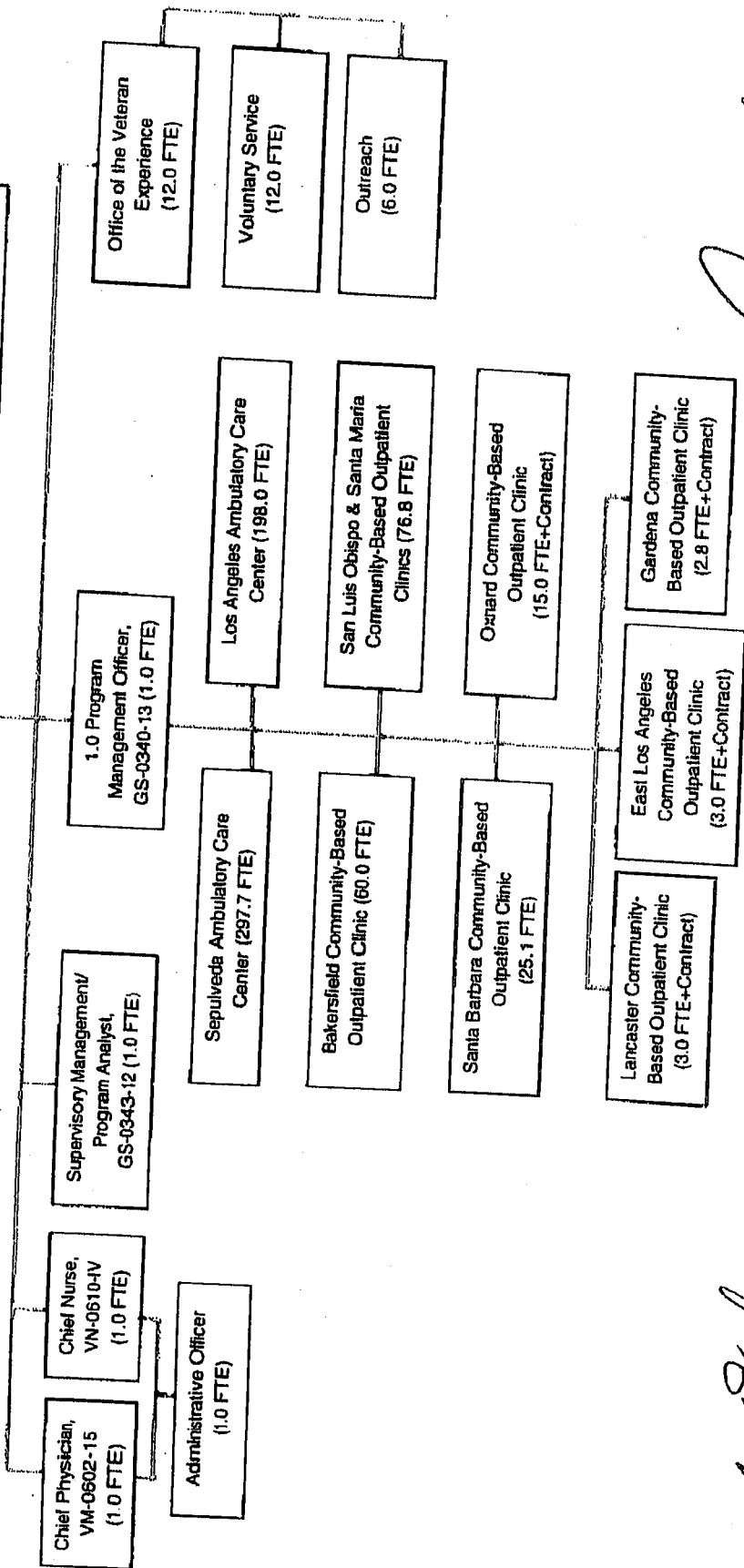
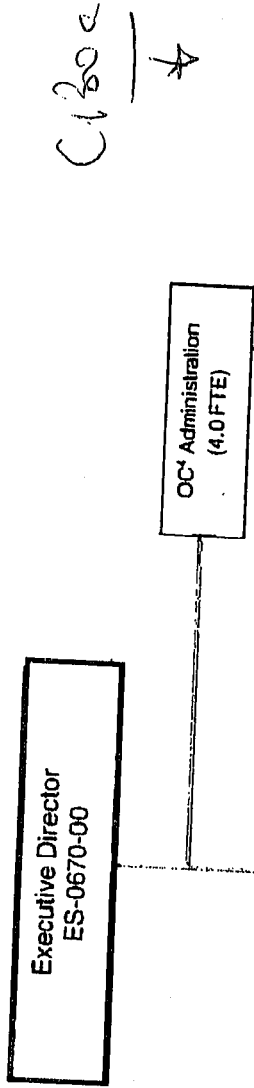
*Michael D. Payne, Jr.*  
 Michael D. Payne, Jr.  
 Human Resources Officer  
 Date: 5/11/18

*Anthony R. Creed, MBA*  
 Anthony R. Creed, MBA  
 Associate Director  
 Date: 3/31/18

*Ann R. Brown, FACHE*  
 Ann R. Brown, FACHE  
 Director  
 Date: \_\_\_\_\_

Department of Veterans Affairs  
 Greater Los Angeles Healthcare System (GLA)  
**Office of Care Centers and Clinics in the Community (OC<sup>4</sup>)**  
 Organizational Chart FY 2018

Authorized Ceiling: 793.54 FTE (includes 10% float)  
 Non-Cumulative General Purpose FTE: 793.4 FTE  
 Cumulative General Purpose FTE: 721.4 FTE



Robert McKennick  
 Executive Director  
 Date: 3/13/18

Michael D. Payne, Jr.  
 Human Resources Officer  
 Date: 5/13/18

Anthony B. Creed, MBA  
 Associate Director  
 Date: 5/13/18

Ann R. Brown, FACHE  
 Director  
 Date: 5/13/18

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