

Department Realignments

May 18, 2017





Department Realignments

- What Problem Are We Solving
- Department Review
 - Environmental Services – Eng. & Infrastructure
 - Dev. Services – Permitting
 - Econ. Dev. – Community Dev.
- Budget Impact

Problem

- Employee Transition
 - Consider span of control
 - Operational effectiveness
 - Qualifications of candidate pool
 - Potential synergies
 - Future succession planning

- Environmental Services
 - Director candidate pool
 - Flat structure – limited analytical support
 - Succession planning
 - CMO span of control
- Engineering & Infrastructure
 - Director span of control
 - Synergies

- Environmental Services
 - Manager level – match to candidate pool
 - Operational synergy
 - Administrative/analytical support
- Engineering & Infrastructure
 - Director span of control
 - Operational synergies
 - Capital project management
 - Succession planning

- Return to prior structure
- New Asst. Director over P&I
 - Administrative support
 - Span of control
 - Succession planning

Community Development

- Econ. & Business Development
 - Mission ambiguity
 - Function overlap
- Community Development
 - Broaden support capacity
 - Continue local business support

Budget Impact

- Public Services
 - Neutral – no additional positions
- Development Services
 - Neutral to savings – no additional positions
- Community Development
 - Savings – reduced two positions

Development Services Department

Development Services Department Director

Sr. Administrative Assistant

Planning & Zoning Division Manager

Office Assistant II

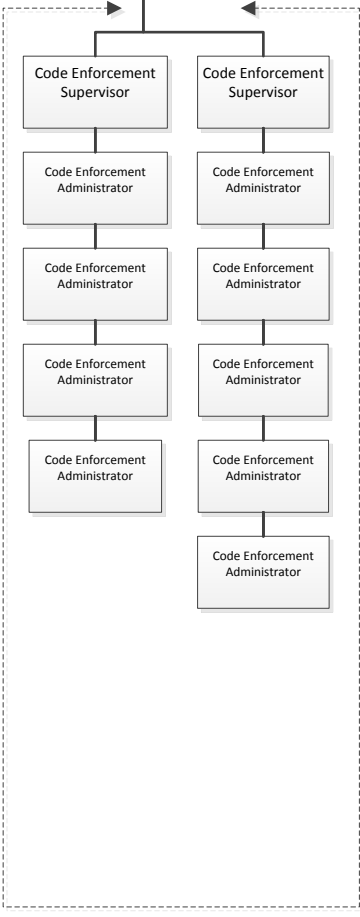
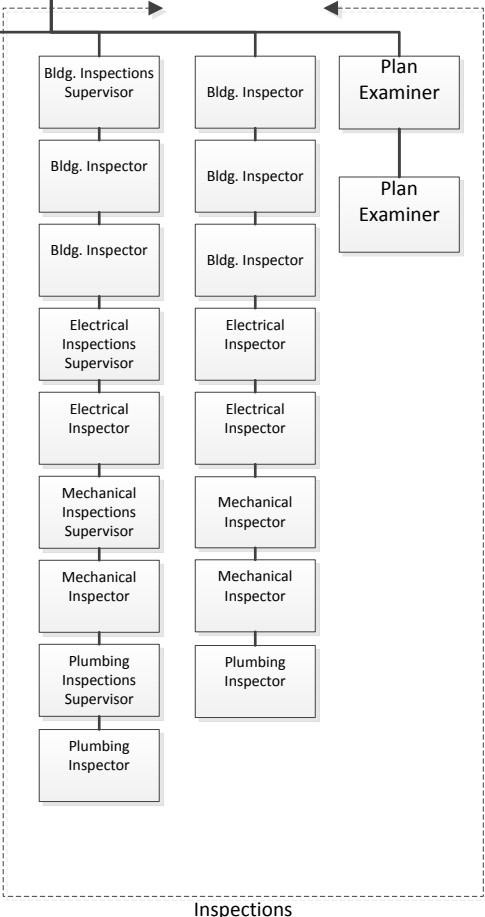
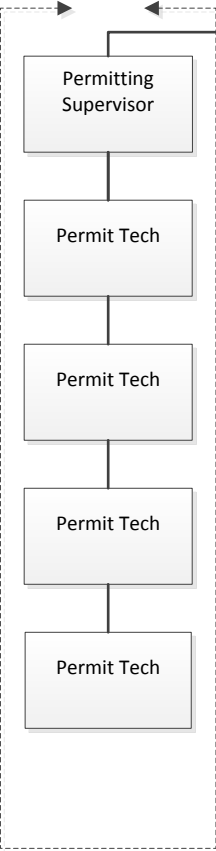
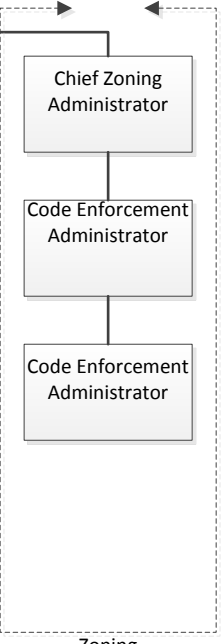
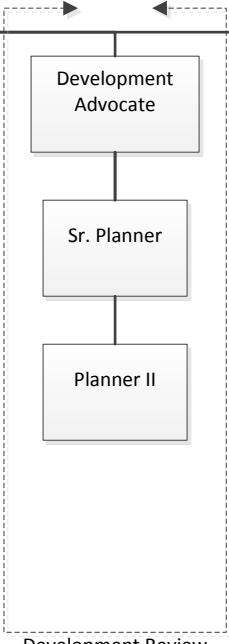
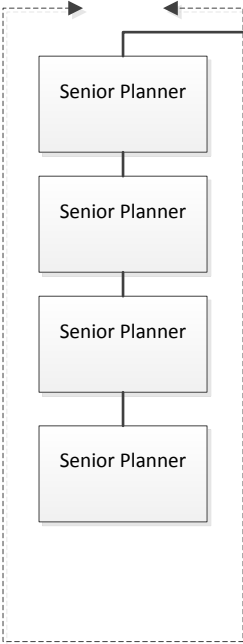
Assistant Director

OA II

Building Official

Code Manager

OA II



**Community
Development
Department**

