

**PRESENTATION ON
IMPLEMENTATION ACTIVITIES**

November 14, 1988

BACKGROUND

- Extension Of Presentation Made July 18, 1988: "Initial Presentation Of Findings, Conclusions, And Recommendations."
- Objectives And Scope Remain:
 - Planning
 - Organization
 - Performance Monitoring.
- TB&A Efforts Now Primarily Implementation Oriented.
- Adjustments Made In Project Timing To Accommodate:
 - Sensitive Nature Of Recommendations
 - Implementation Efforts
 - Changes In County Administrator Position.
- Anticipate Final Presentation In January 1989.

MAJOR ORGANIZATIONAL ISSUES

- Administrator Span Of Involvement Too Broad.
- Several Roles And Responsibilities Not Clearly Defined.
- Unclear Placement Of Comprehensive Planning Responsibilities.

ORGANIZATIONAL FORM

- Clarify Relationship Between County Council, County Administrator, County Staff, And Agencies, Boards, And Commissions.
- Clarify Point Of Contact For Elected Officials.
- Create Workable Managerial Span Of Control For County Administrator.
- Consider Group Synergies.
- Emphasize Role Of Planning.
- Enhance Resource Skills For County Council, County Administrator, And County Staff.

PLAN FOR IMPLEMENTATION OF ORGANIZATIONAL CHANGE ACCOMPLISHED BY

- Agencies, Boards, And Commissions Reporting Relationship Defined In Organizational Chart And Charter:
 - Department Head Serves Ex-Officio On Agencies, Boards, And Commissions
 - Charter Identifies Reporting Relationship To County Council.
- Commission Staff Organized By Functional Area (see charts):
 - Finance And Administration
 - Human Services
 - Community Services
 - Public Works.
- Commission Staff Skills Enhanced By Addition Of Key Positions:
 - Business Analyst
 - Staff Attorney
 - Deputy Administrator Finance And Administration.
- Training.
- Inclusion.

ORGANIZATION -- AGENCIES, BOARDS, AND COMMISSIONS

- Clarify Roles And Responsibilities.
- Establish General Guidance For Operations.
- Establish Uniform Organizational Structure.
- Make More Responsive To Overall County Objectives.
- Support With Information And Expertise.

AGENCIES, BOARDS, AND COMMISSIONS: PLAN FOR IMPLEMENTATION ACCOMPLISHED BY DEVELOPMENT OF

- Strategy To Change Agencies, Boards, And Commissions From Ordinance To Charter.
- Ordinance To Repeal Existing Agencies, Boards, And Commissions.
- Template For Charter To Create New Agencies, Boards, And Commissions:
 - Selection Criteria Established
 - Condition Of Service Delineated
 - Control Provided To Council.
- Charters In Draft Form.

