

Agenda Item Number 12.D.

Organizational Change

Presenter: George Kloeppel

Action Recommended: Information Only

Background:

Organizational alignments constantly change within companies and agencies. The objective for management in adjusting the “lines and boxes” is typically to find efficiencies and to enhance supportive working relationships. Such is the case with a change now being implemented at LCOG. But, because the real change here is not substantial, it should also be noted that organizational charts are a communication tool—describing what the agency does and how tasks are related to one another.

The attached chart is included in the proposed *FY 2008-09 Work Program and Budget*, now being considered by the Budget Committee. It differs in several respects from the alignments shown in the current year’s Budget document. First, a “Government Services” division has been created to bring planning and technology programs under one divisional tent. The addition of Andrea Riner as Transportation Planning Program Manager and the promotion of Milo Mecham to Planning Program Manager made it possible for division director Byron Vanderpool to assume the broader responsibilities of the expanded division. Next year, the Government Services Division will have stewardship responsibility for approximately \$9.7 million in work program activity.

On the left side of the chart, the components of “Administrative & Business Services” are portrayed. Associate Director Bob Swank has responsibilities for this area of the agency’s work. Noteworthy (and a clarification from previous organization charts) is the distinction between “administrative services,” those

“overhead” activities needed to support the agency (about \$3.5 million next year), and “enterprise funds,” the operation of our business loan program and our management of agency-owned real estate (with approximately \$6.1 million anticipated in transactional volume in FY 2008-09).

Finally, the attached chart seeks to clarify the two distinct, but closely related, elements of LCOG’s “Senior & Disabled Services” division, headed by Kay Metzger. This division will have approximately \$11.9 million in transactional volume next year. But it will provide both “means-tested” services under the Medicaid and Food Stamp programs and an array of programs that are not offered in the context of financial need. These are primarily the services supported by the federal Older Americans Act and state-supported Oregon Project Independence programs.

This organizational depiction is not intended to be a staff chart—below the division director level. The staff members responsible for individual programs or collections of related services vary and often take the form of work teams. But the chart does provide a communication tool to help characterize the work of the organization and the top managers responsible.