

**Board of Directors (Subcommittee on Organization
and Personnel)
(Executive Committee)**

June 29, 1999

9-5

Subject

Implementation of District-wide reorganization plan

Description

Board authorization for full implementation of reorganization plan by the General Manager.

Policy

Administrative Code Sections 6207, 6401 and 6500.

Board Options/Fiscal Impacts

Option #1: Grant authorization to the General Manager to appoint, reassign, transfer or remove new and existing positions and all and any other necessary actions to implement the new organizational structure without further action by the Board.

Option #2: Status Quo

Staff Recommendation

Option #1

General Manager

Date

[Attachment 1](#)

[Attachment 2](#)

Background

The Competitive Challenge and Budget Review Teams under the Direction of Assistant General Manager Joe Tait have developed a reorganizational plan. This plan contains four phases that address five issues: culture and labor relations/management, best business practices, policies and procedures, budget, and organization. The four phases, which began on May 13, 1999, include development and introduction, rollout and implementation, benchmark budget and finally, monitoring and evaluation.

The first phase includes the creation of three group managerial positions and significant budget reductions. The attached organizational chart introduces three new managerial groups that include Water Systems Operations, Corporate Resources, and Water Resource Management. As a result of Phase I, there will be no impact on rank and file employees.

In order to implement the full reorganization plan, it is requested that the Board grant full authorization to the General Manager to roll out the plan and implement.

All personnel who are in impacted positions in the present organization will maintain their title through the implementation phase or second phase of the reorganization effort. Assistance will be available for employees seeking to leave Metropolitan during the reorganization process. Those activities will include:

- Metropolitan will provide placement services to those employees who desire to explore other employment opportunities.
- Metropolitan will provide letters of recommendation as appropriate.
- Metropolitan will accommodate employee leave requests to explore outside employment opportunities.
- Metropolitan will provide statement of benefits and assistance in determining retirement benefits.
- Metropolitan will consider requests for additional severance pay on a case-by-case basis.

The second phase will also include a rollout that captures changes involving the descending manager levels. A cleanup letter will be submitted to the Board at a later date that will make the necessary Administrative Code changes.