



PROPOSED CHANGE TO CITY
ORGANIZATIONAL STRUCTURE
NOVEMBER 5, 2019
CITY COUNCIL MEETING

CURRENT CITY MANAGER DIRECT REPORTS

1. Assistant City Manger
2. Capital Facilities Director
3. Public Works Director
4. Ports & Harbors Director
5. Parks, Recreation & Cultural Services Director
6. Information Technology Director
7. Planning Director
8. Economic Development Director
9. Finance Director
10. Human Resources Director
11. Fire Chief
12. Police Chief
13. City Manager's Executive Assistant



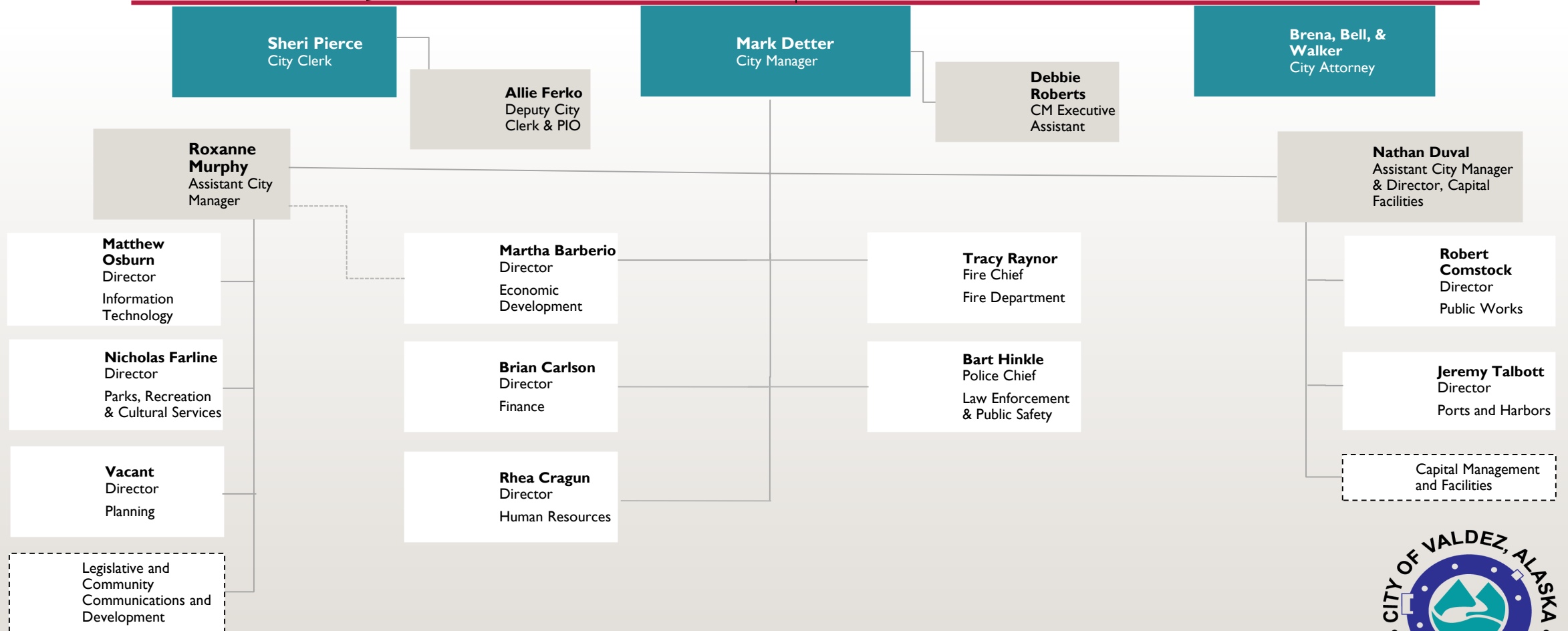
SOLUTION FOR TOO MANY DIRECT REPORTS

- No city manager or supervisor can effectively direct 13 employees.
- Assistant city managers should handle greater supervisory responsibility.
- The current proposal would adjust one director position (capital facilities) into a second assistant city manager.
- The two assistant city managers would then be designated in charge of certain departments and programs outlined on the next slide to help with span of control.
- City manager must collaborate closely with assistant city managers to monitor directors and programs under the assistants' direct control.
- Reorganization will aid city manager in focusing on executive level strategy, enacting Council priorities, addressing long-standing goals, completing comprehensive plan, and implementing community housing solutions.



CITIZENS OF VALDEZ

VALDEZ CITY COUNCIL



ASSISTANT CITY MANAGERS - MAJOR RESPONSIBILITIES

ASSISTANT CITY MANAGER

- Work on Comprehensive Plan with Planning Department.
- Continue working on solutions to daycare issue.
- Work with PR&CS Department on Parks & Recreation Master Plan.
- Begin contacting congressional delegation, state legislative delegation, and governor's office.
- Examine federal and state lobbying services.
- Work on public education, outreach, and communication.
- Coordinate technology upgrades with Information Technology Department.

ASSISTANT CITY MANAGER / CAPITAL MANAGEMENT

- Continue oversight of capital facilities and capital improvement projects.
- Continue supervising building and facilities maintenance.
- Oversee new street and paving projects.
- Oversee construction of new fire station.
- Advise city manager on new capital projects.
- Focus on flood control projects.
- Work with Ports & Harbors Department to complete Waterfront Master Plan.



CITY CLERK CONTINUED/EXPANDED RESPONSIBILITIES

- City clerk will remain in charge of current responsibilities.
- City clerk will continue serving as primary liaison to the city attorney.
- City clerk will act in “ombudsman” role reviewing complaints against city staff if citizen disagrees with conclusions of city manager, including complaints against city manager by citizens.
- City clerk will be asked to work with HR to compile 360 degree evaluations from employees regarding current city management.

