



Albemarle County

Legislation Details (With Text)

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Attachments: 1. 16-117 Facilities and Environmental Services Realigned Organizational Chart.pdf, 2. 16-117 Att.B Res Approving New Dept, 3. 16-117 Att.C Res Appointing Trevor Henry as Director

Date	Ver.	Action By	Action	Result
1/6/2016	1	Board of Supervisors	adopted	Pass

AGENDA DATE: 1/6/2016

TITLE:

Reorganization of the Department of General Services and the Office of Facilities Development

SUBJECT/PROPOSAL/REQUEST: Proposed creation of the Department of Facilities and Environmental Services and the appointment of the director for that department

ITEM TYPE: Regular Action Item

STAFF CONTACT(S): Foley, Davis, Letteri, Walker

PRESENTER (S): Bill Letteri

LEGAL REVIEW: Yes

REVIEWED BY: Thomas C. Foley

BACKGROUND: The Department of General Services currently includes the functional areas of public works and environmental services. In 2007, the Office of Facilities Development (OFD), previously a part of the Department of General Services (GS), was established as a separate office to provide a more focused approach to the management and execution of the County's expanding Capital Improvement Program (CIP), including school construction. Today, under the leadership of its current director, the OFD operation has evolved into a highly experienced, effective office employing talented project managers and best management practices. Re-combining the Department of General Services and the Office of Facilities Development would allow for greater effectiveness in the delivery of services and would align the organization to meet future urbanization needs.

The laws protecting natural resources have evolved over the last 25 years, as has the County's commitment to protecting our natural resources. The Board's adoption of Goal 6, Natural Resources, of the County's Strategic Plan emphasizes that the stewardship of our natural resources and the environment is a County priority. Staff continues to work to bring the County, as an organization, into alignment with the Strategic Plan Goal.

Virginia Code § 15.2-518 enables the Board to establish departments that it deems necessary to the proper conduct of the business of the County.

STRATEGIC PLAN: Goal 6: Natural Resources-Thoughtfully protect and manage Albemarle County's ecosystems and natural resources in both the rural and development areas to safeguard the quality of life of current and future generations. **Goal 7: Operational Capacity** - Ensure County government's ability to provide high quality service that achieves community priorities.

DISCUSSION: Staff proposes re-combining the Departments of General Services and the Office of Facilities Development into a new department entitled "Facilities and Environmental Services". The new department would include three separate divisions: Environmental Services, Public Works, and Project Management. (See Attachment A-Facilities and Environmental Services Realigned Organizational Chart.) The County Executive's Office recommends the appointment of the current OFD Director as the director of the new department.

Staff has identified a number of key advantages associated with combining and reorganizing these departments. First, the alignment would create greater efficiencies in the routine operations of the departments by eliminating duplication and by leveraging the use of staff across functions, which is expected to result in improved communications and collaboration. Second, the vacancy created by the elimination of the General Services department head position would allow for the creation of an Environmental Services Chief position to oversee the newly formed Environmental Services Division. This new division would create an opportunity to advance key Board priorities involving natural resources and water resources protection, materials management, recycling, and environmental compliance. Finally, the reorganization would create an opportunity to leverage the talents and leadership abilities of a key leader in the organization with a proven track record of success.

Staff recognizes the important link and common focus between the new division of Environmental Services and the natural resources function in the Community Development Department. Establishing a cross-departmental work team between these two departments, or some other form of routine work group collaboration and communication, would be a vital part of this reorganization.

BUDGET IMPACT: Budgetary impacts are not anticipated, however, minor impacts may result from the retirement of a senior staff member as well as staff reassignments and program expansions. There are no anticipated changes in the number of FTE positions as a result of this reorganization, however, staff will be proposing the addition of a Sustainable Materials Management Coordinator position in the FY 17 budget in accordance with the recommendations of the Long Range Solid Waste Committee.

RECOMMENDATION:

Staff recommends that the Board: 1) adopt the attached Resolution to approve the establishment of the Facilities and Environmental Services Department effective February 1, 2016, which will combine the Department of General Services and the Office of Facilities Development, and will consist of the divisions of Environmental Services, Public Works, and Project Management (Attachment B); and 2) adopt the attached Resolution to appoint the current director of the Office of Facilities Development as the director of the new Department of Facilities and Environmental Services effective February 1, 2016 (Attachment C).

- A - Facilities and Environmental Realigned Organizational Chart
- B - Resolution to establish the new department
- C - Resolution to appoint the director