



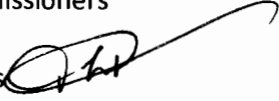
ORANGE COUNTY MAYOR

Jerry L. Demings

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January 23, 2019

TO: Board of County Commissioners

FROM: Mayor Jerry L. Demings 

SUBJECT: Consent Agenda Item for January 29, 2019
Orange County Government Organizational Chart

As Mayor, I commissioned a Transition Team of 37 diverse and accomplished citizens that met extensively with a variety of County staff and community members. These individuals broke into four task forces in the areas of 1) Innovation and Technology, 2) Sustainability and Smart Growth, 3) Customer Service and Business Development, and 4) Building a Community that Works for Everyone. I tasked the Transition Team members with developing recommendations that will assist the County in reorganizing the structure to meet the needs of a growing, fast-paced community. The Transition Team proposed 35 succinct recommendations, including the creation of new positions.

One of the first initiatives of my administration was to assess the existing County structure with my senior staff using my Transition Team Report as a guide and propose a streamlined organization designed to position the County to address the issues facing our community. Additionally, I assessed the organization through individual meetings with a number of County team members and my newly appointed executive team. This has resulted in a restructuring of the organization in a few areas that will create a clearer line of responsibility, more accountability, and a stronger focus on our customers and constituents. Several of the recommendations from my Transition Team have been incorporated.

The key changes to the County's organizational chart will:

- Realign the organization to create three functional areas each reporting to a Deputy County Administrator in the areas of Public Safety, Infrastructure, Community, and Development Services, and Administration and Fiscal Services to better balance the workload and create stronger synergies among departments. These appointments were approved by the Board of County Commissioners on December 18, 2018.
- Maintain an Assistant County Administrator that will focus on regional mobility opportunities.
- Create a Chief Sustainability Officer reporting to the County Administrator. This position will have indirect team support from positions in other departments.
- Create an Assistant to the County Administrator position to focus on regional social services and explore public-private partnerships and opportunities.
- Reflect a more direct reporting relationship between the Chief of Staff and the Communications Division, Office of Economic, Trade, and Tourism, Office of Legislative Affairs, and the Innovation and Technology Officer.

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- Place the Information Systems and Services Division under the Deputy County Administrator for Administration and Fiscal Services for closer oversight. We will conduct a comprehensive technology assessment during this fiscal year.
- Rename the Family Services Department to Community and Family Services Department to reflect the variety of programs and services offered in the County. The department will report to the Deputy County Administrator for Administration and Fiscal Services.
- Place the Office of Consumer Fraud under the Health Services Department and the Deputy County Administrator of Public Safety to enhance coordination among public safety partners on fraud-related issues. We will move the Office of Mental Health and Homelessness to the Community and Family Services Department for closer alignment with citizen outreach and crisis services.
- Rename the Community, Environmental and Development Services Department to Planning, Environmental, and Development Services Department, which is representative of the work involving commercial, development, and residential services.
- Although the Transition Team Report recommended moving two divisions involved in the development review process to the Community, Environmental and Development Services Department, I am keeping the Public Works Development Engineering and Utilities Development Engineering Divisions in their current departments, for now. We will conduct a comprehensive process and customer analysis of development services as well as review the citizen and customer experience officer position over the next nine months and then make adjustments as needed.

I firmly believe the organizational structure brought forward provides Orange County and our citizens with a streamlined and effective approach to conduct business, provide quality programs and services, and address the challenges and opportunities in a growing and thriving community.

Action Requested: Adoption of Orange County Government Organizational Chart.

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