



Human Resources Department Restructuring Plan

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Presentation to the Finance & Administrative Committee



Analysis of Current Structure

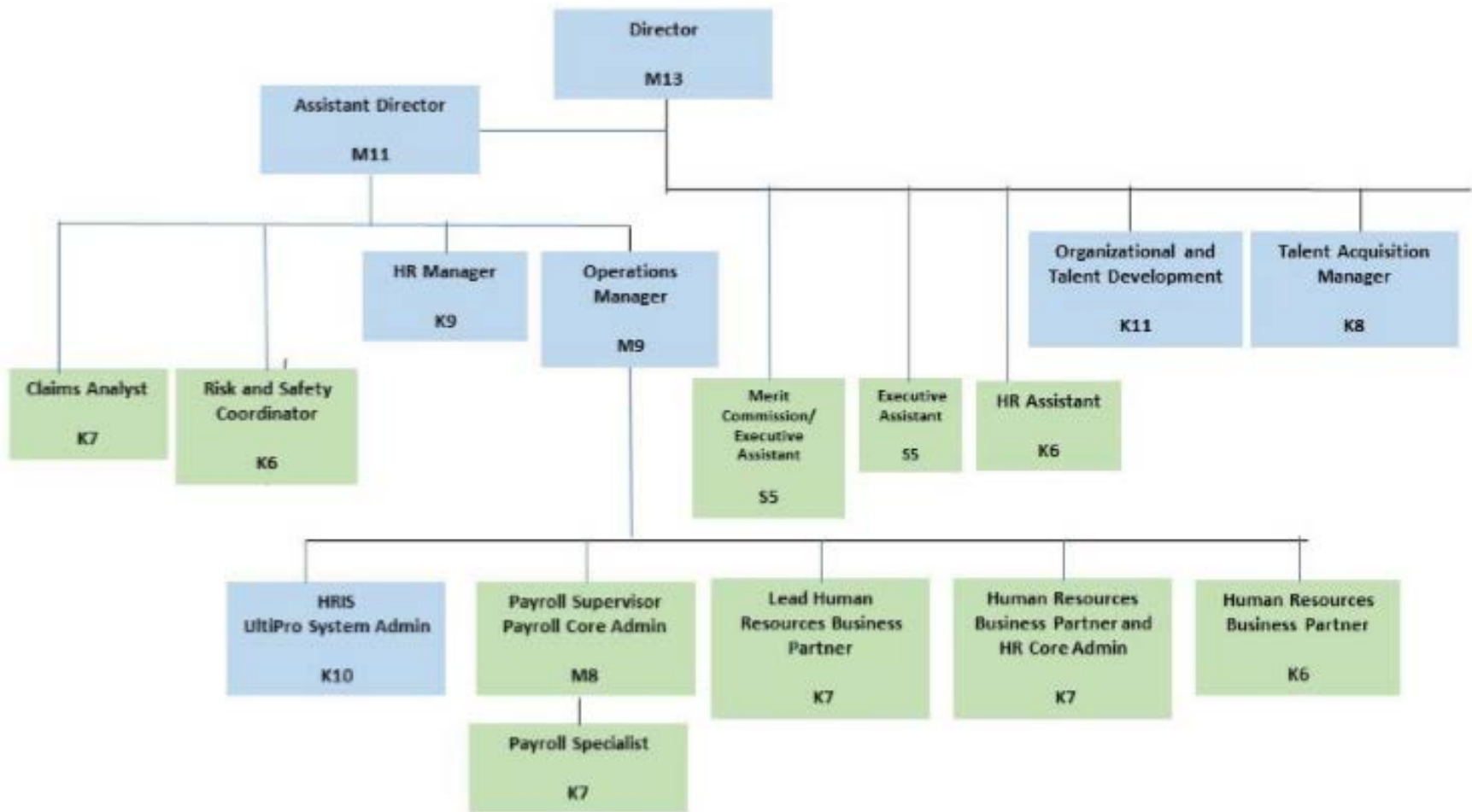
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- **Complicated and confusing**
 - 17 different position classifications for 18 positions
 - 7 positions with a management title
- **People doing the same work are classified differently**
- **Roles and responsibilities are not clear**
- **Reporting relationships can be simplified**



Current Structure (Before)

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Proposed Structure (After)

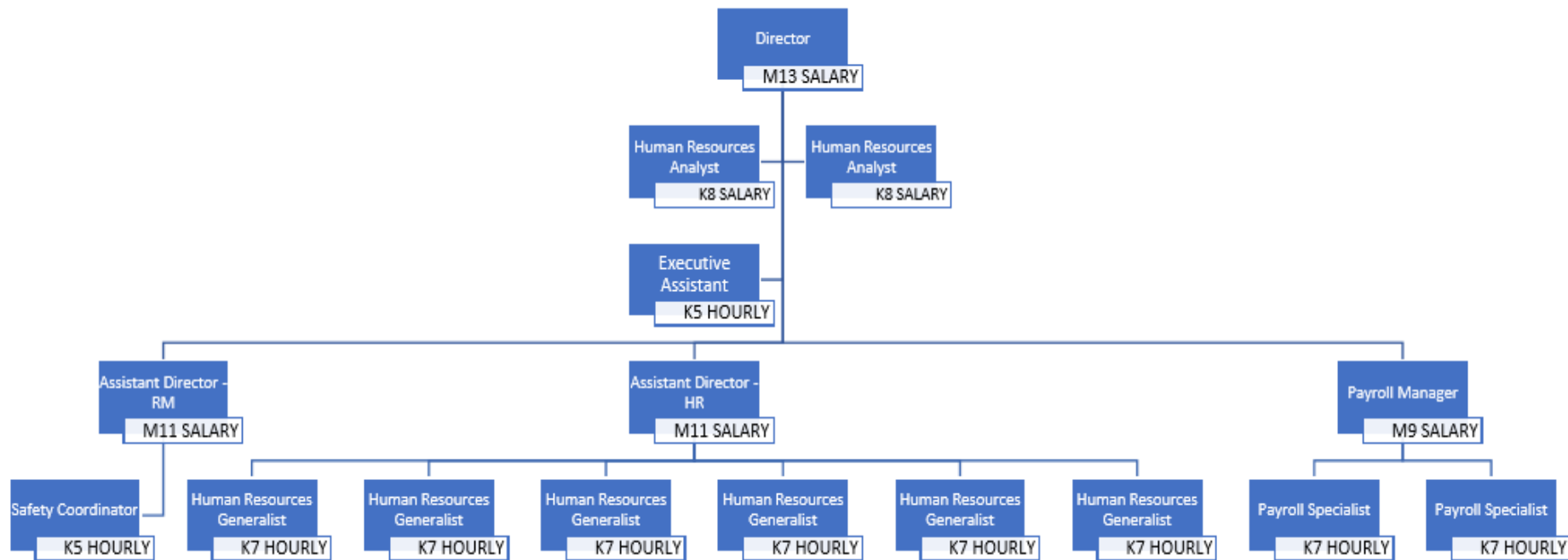
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- **Structure is simplified – the number of titles decreases from 17 to 9**
 - **“Management” positions reduced from 7 to 4**
 - **“Headcount” reduction of 2.0 FTE**
 - **Projected savings of \$151,000 reoccurring annual savings**
 - **Proposed structure is aligned to the work, not built around personalities**



Proposed Structure (After)

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Questions