

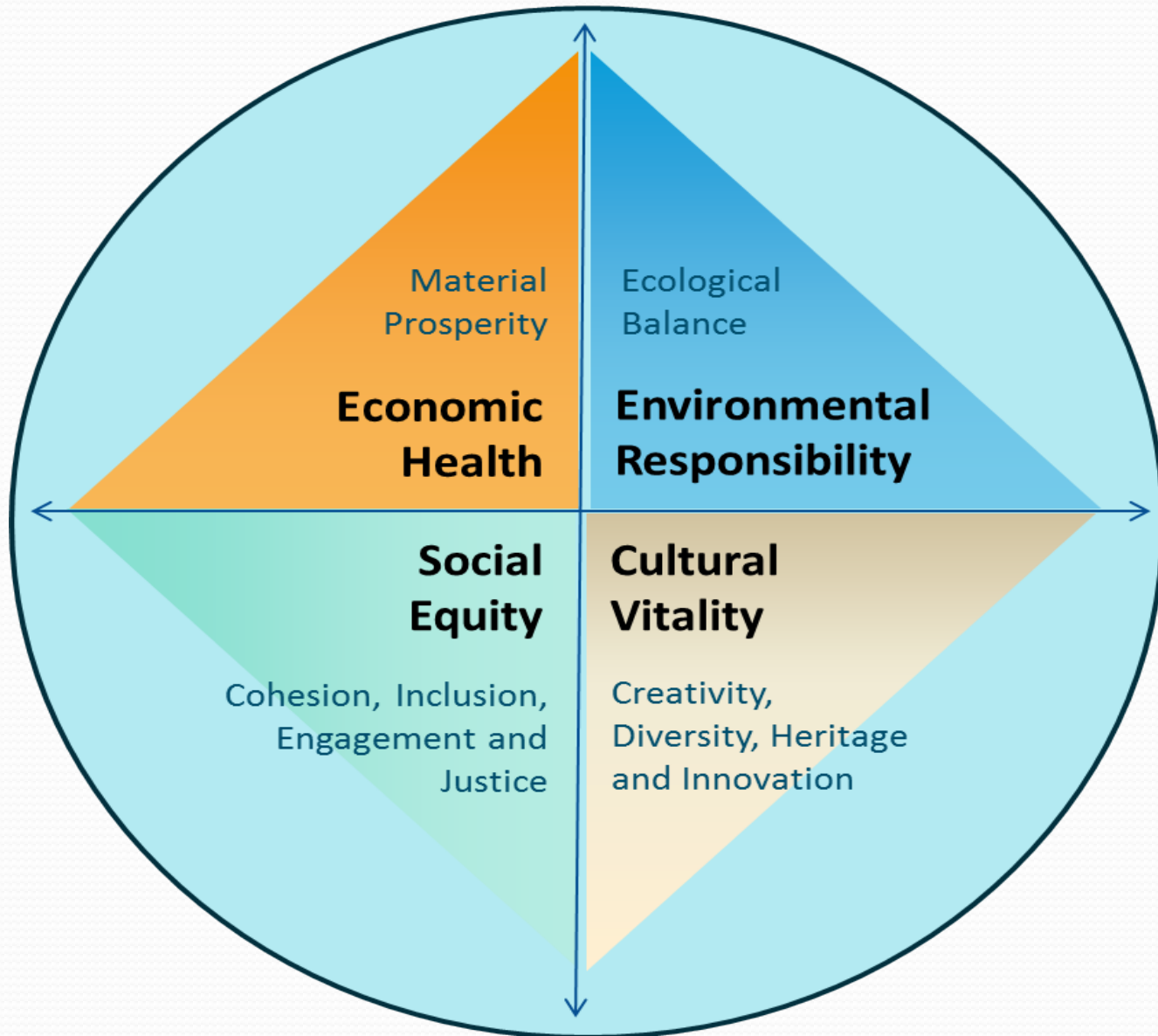
# Structural Reorganization

City of Nanaimo

2013

# Introduction

- Three months since I took over as City Manager
- Council has provided clear mandate to improve communications, reduce City costs, plan and budget alignment with Strategic Plan objectives
- Organization renewal



# Goals of Reorganization

- Organizational structure alignment to support Strategic Plan pillars of economic health, environmental responsibility, social equity and cultural vitality
- Communications
- Succession planning
- Cut costs

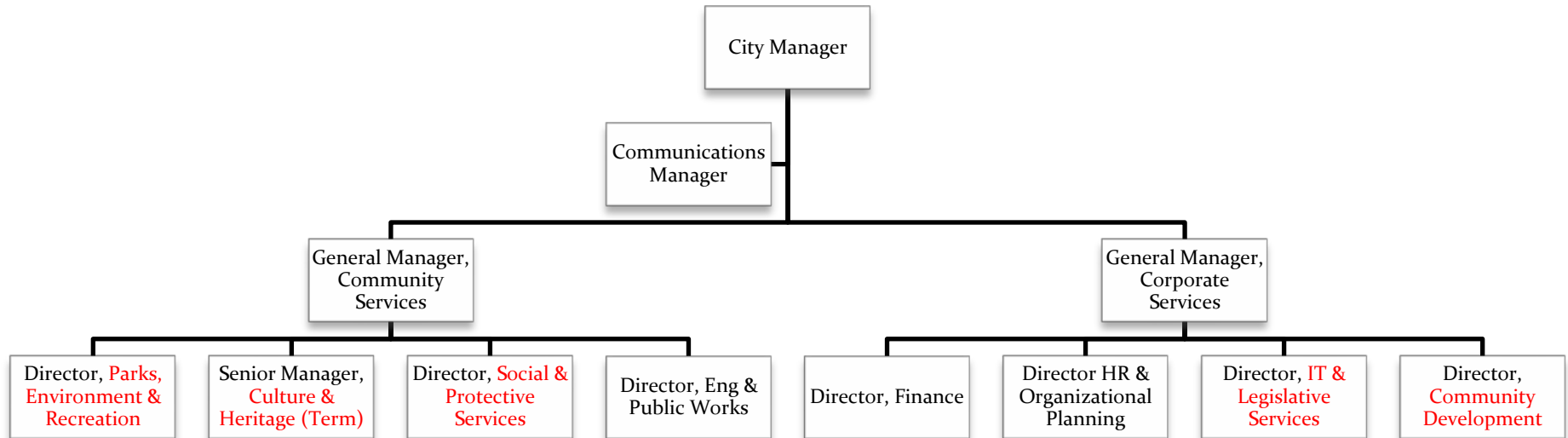
# Key Changes of Reorganization

- A new Cultural department is created and is combined with Heritage Programs
- Environmental Services is expanding and merging with Parks
- A new Social and Protective Services Department is created which includes Social Planning, Police, Fire, Bylaw and Emergency Planning functions
- IT and Legislative Services will be combined into one department

# Corporate Restructuring, November 2013

## Organizational Chart Showing Changes

### Senior Management



#### Legend

Red font: change in position/position title

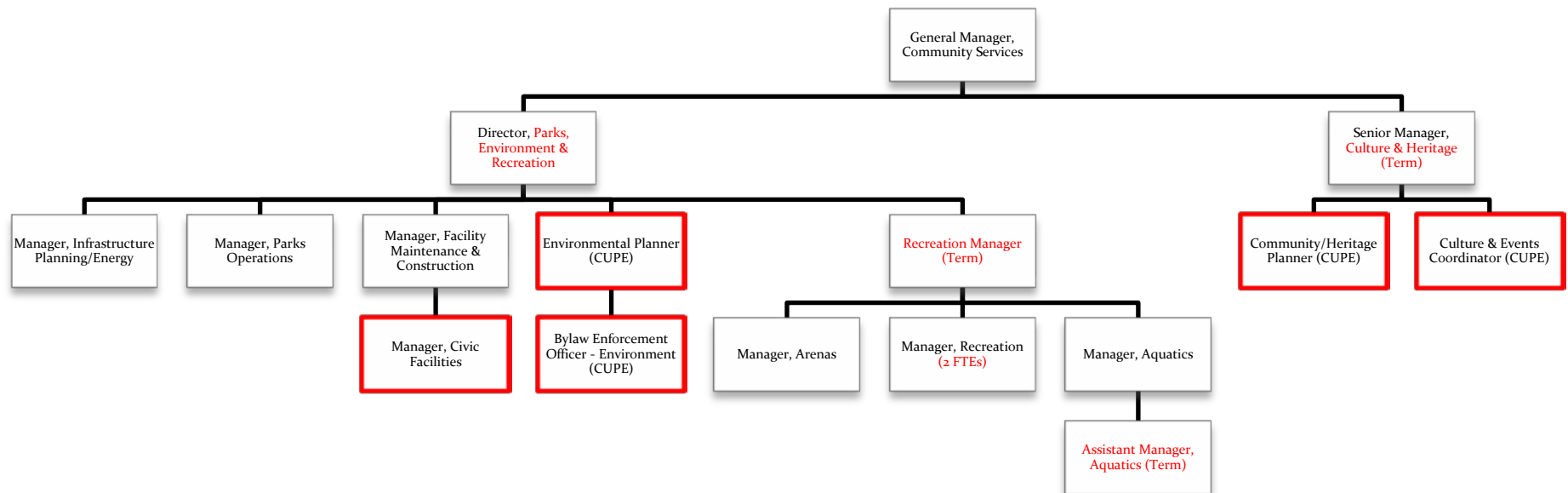
Red box: movement to new dept/section

# Corporate Restructuring, November 2013

## Organizational Chart Showing Changes

### Community Services Division

1 of 2



#### Legend

Red font: change in position/position title

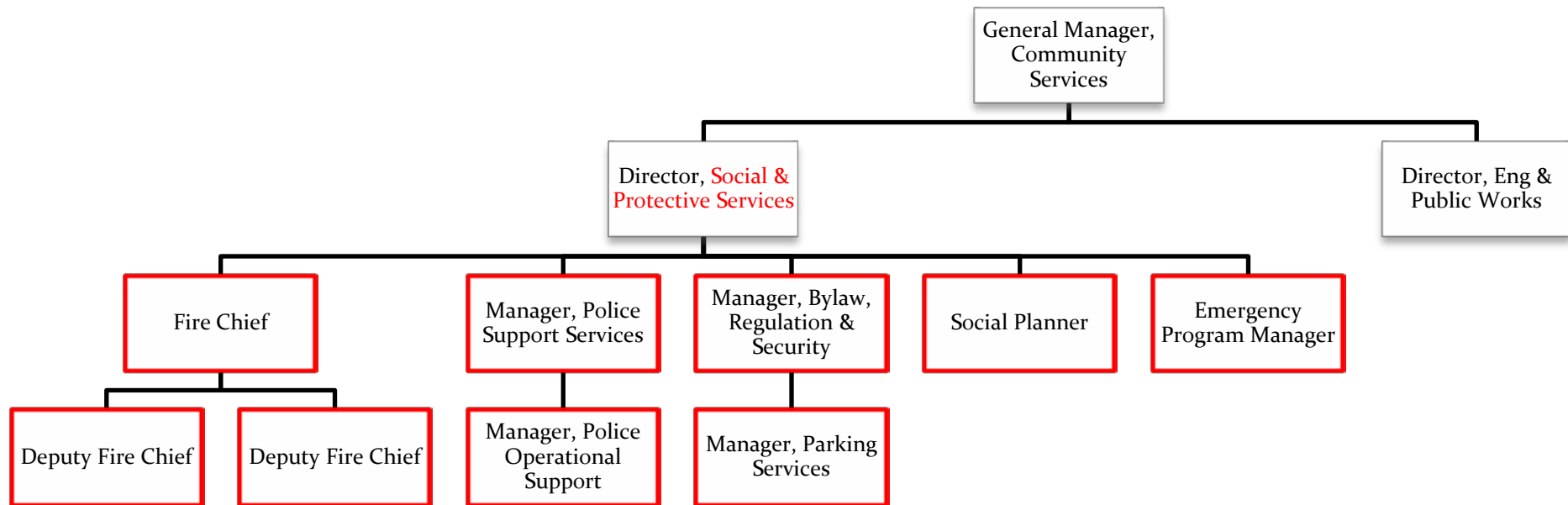
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# Corporate Restructuring, November 2013

## Organizational Chart Showing Changes

### Community Services Division

2 of 2



#### Legend

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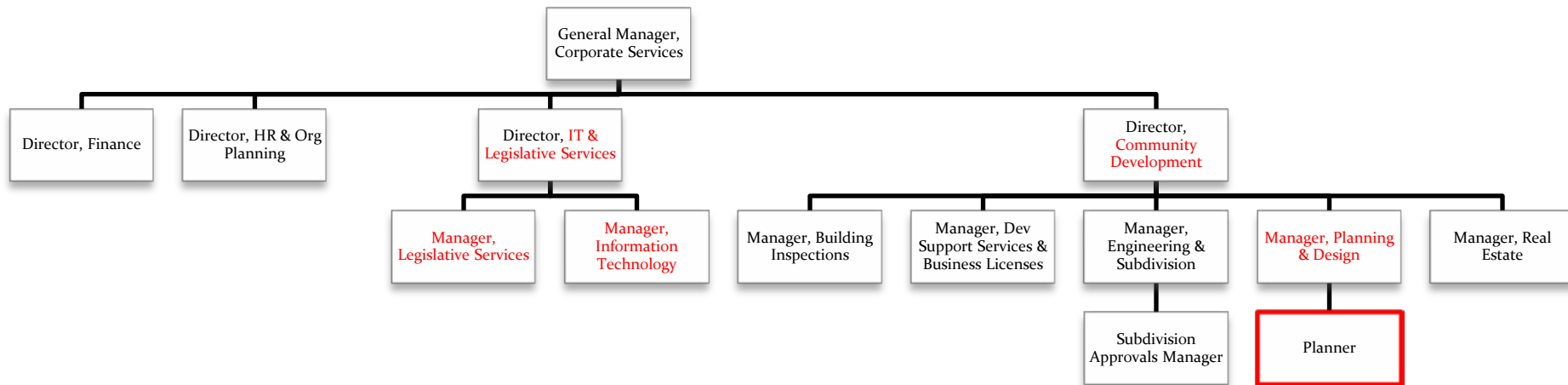
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## Corporate Restructuring, November 2013

### Organizational Chart Showing Changes

#### Corporate Services Division



#### Legend

Red font: change in position/position title

Red box: movement to new dept/section

# SUMMARY

- Structure aligns to Strategic Plan
- Succession planning
- Cost savings of approximately \$1M per year, starting in year two
- Equivalent to approximately 1% tax reduction starting in year two
- 10% reduction in management staff
- Revised Committee structure

# Thank You