

7.2
Public Works Committee
June 2, 2014



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Public Works

Public Works

**Organizational Structure Improvements &
Staff Complement Changes**

June 2, 2014

Providing services that bring our City to life !

Presentation Content

Summary of Report PW14046 highlighting....

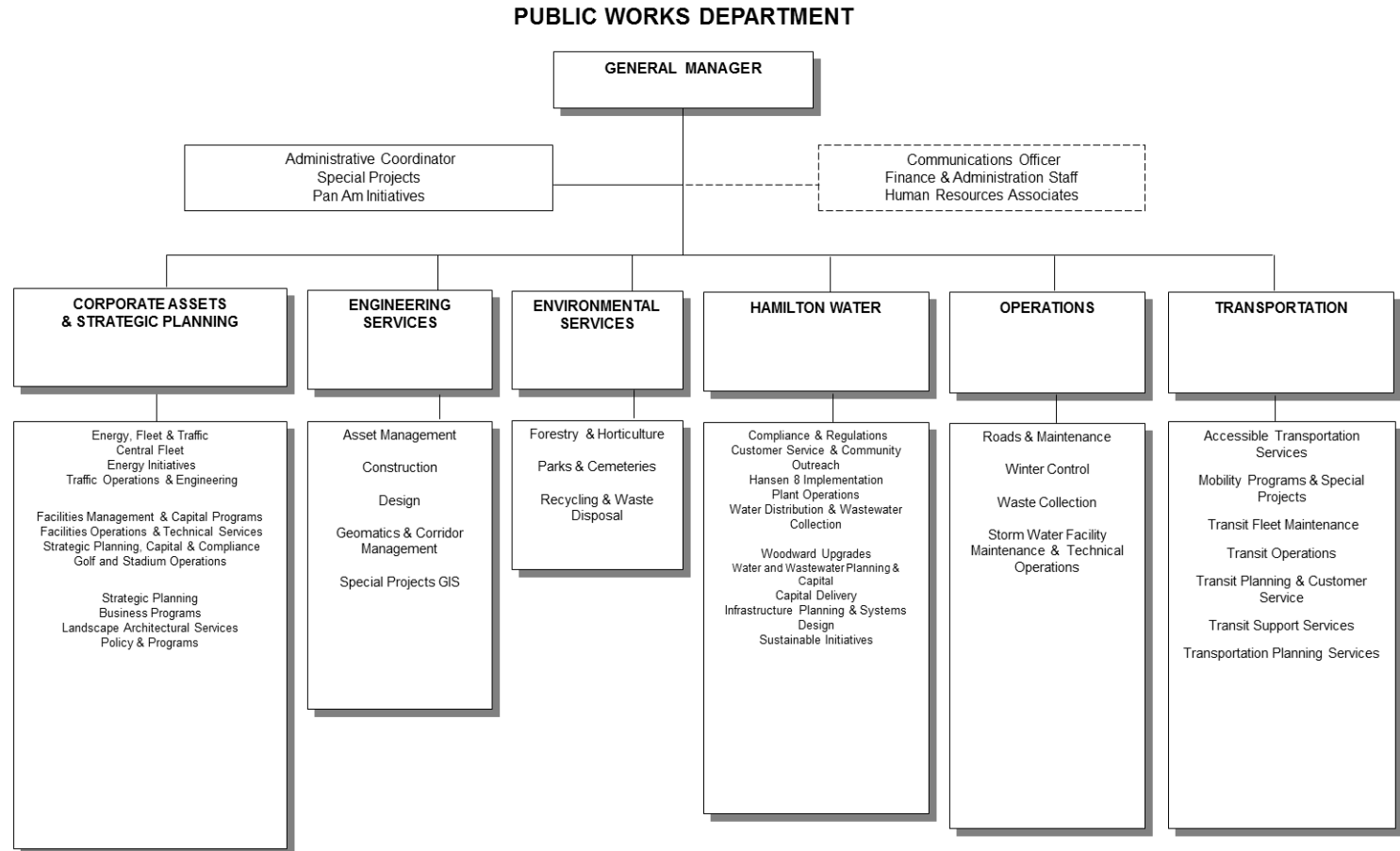
- **Organizational Structure (Programs)**
 - Current Departmental Structure
 - Proposed Departmental Structure
 - Strategic Planning Division
 - Operations Division
 - Environmental Services
- **Staff Complement**
 - Position Changes & Impacts
- **Benefits & Outcomes**

- Community
- People
- Processes
- Finance



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Current Departmental Structure



- Community
- People
- Processes
- Finance



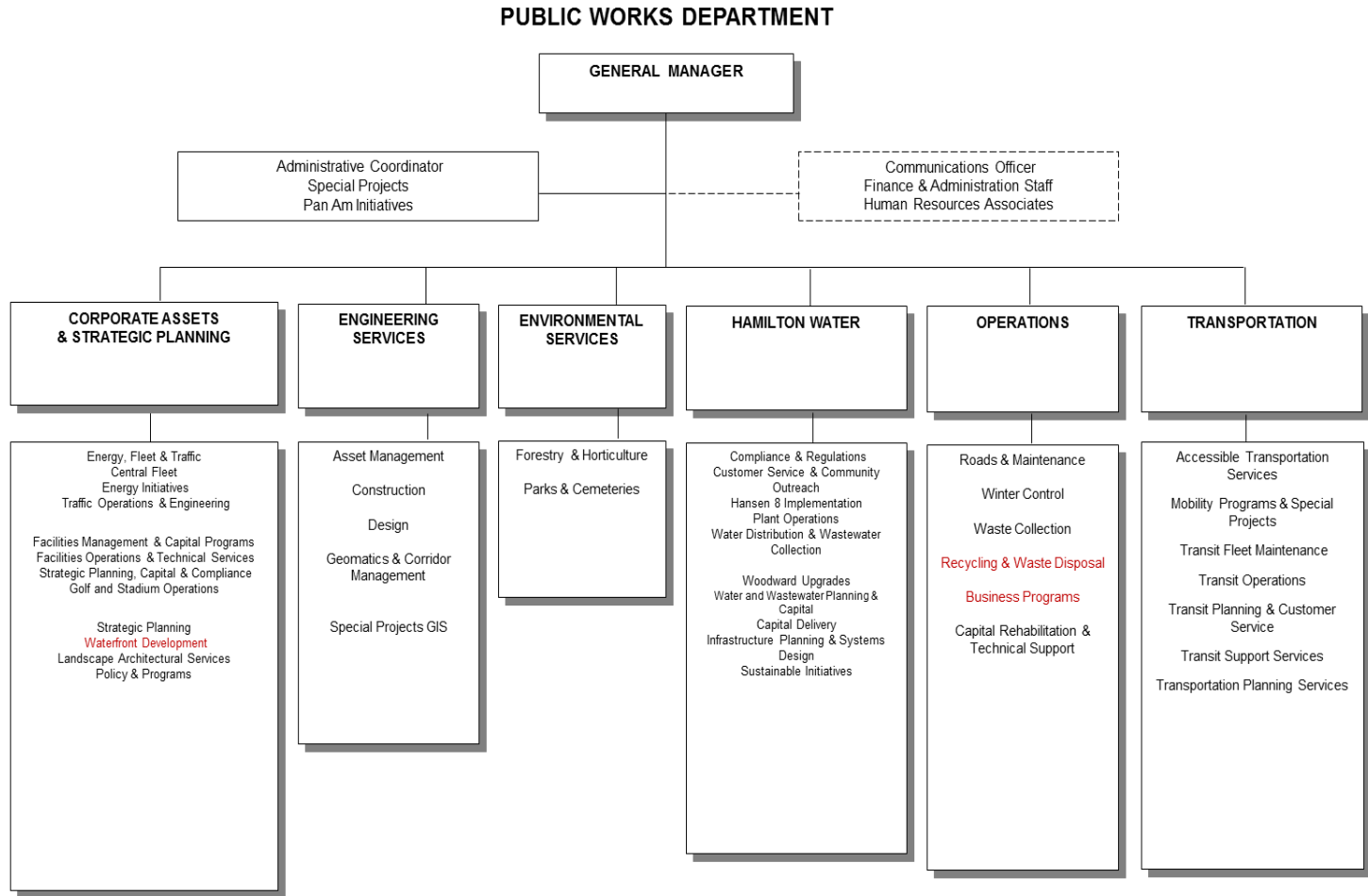
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Proposed Departmental Structure

- Community
- People
- Processes
- Finance



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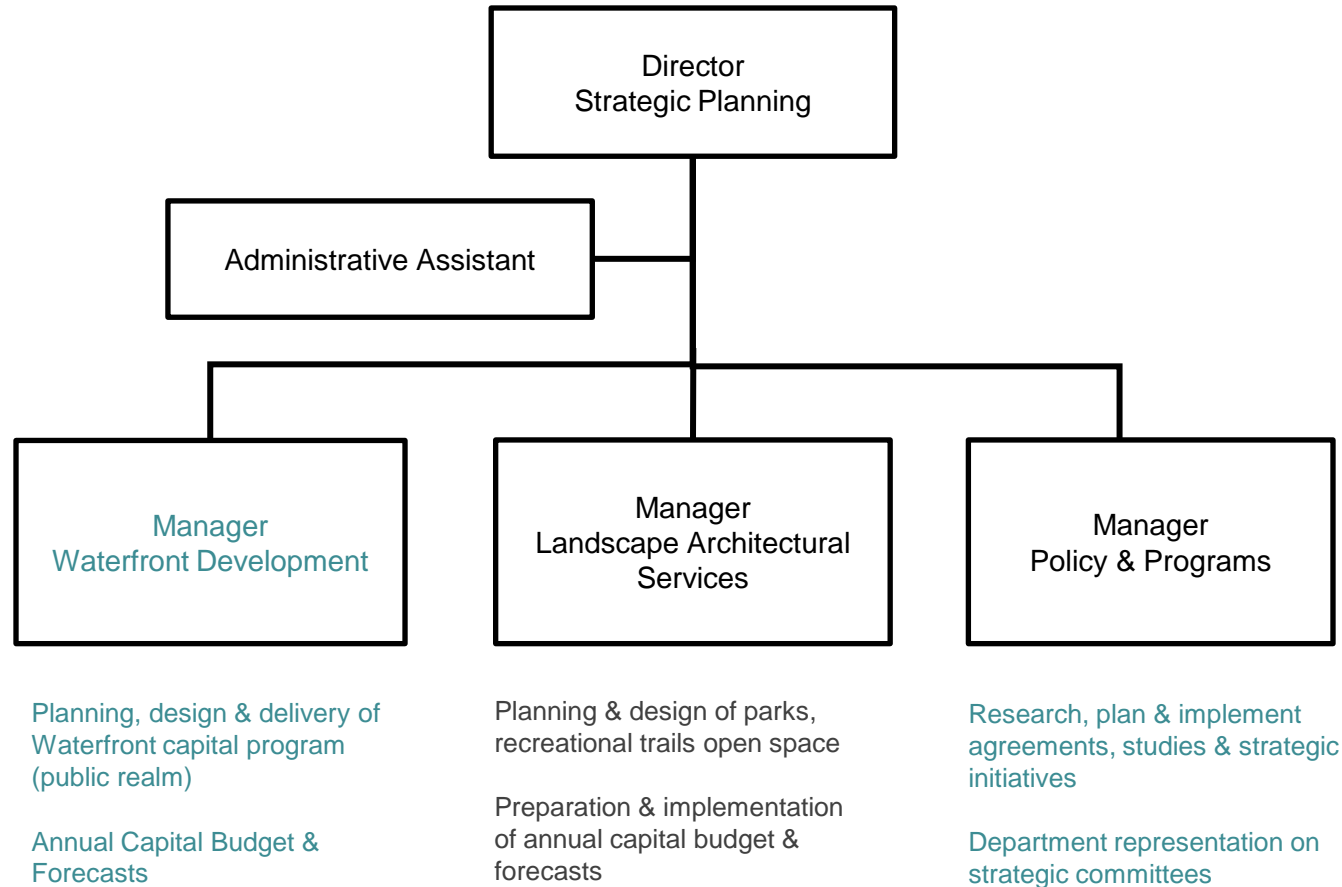


Relocation of the Recycling & Waste Disposal Section to the Operations Division from the Environmental Services Division
 Relocation of the Business Programs Section to the Operations Division from Strategic Planning
 Creation of the Waterfront Development Section within Strategic Planning

Organizational Structure Improvements & Staff Complement Changes

Proposed Departmental Structure

Strategic Planning Division



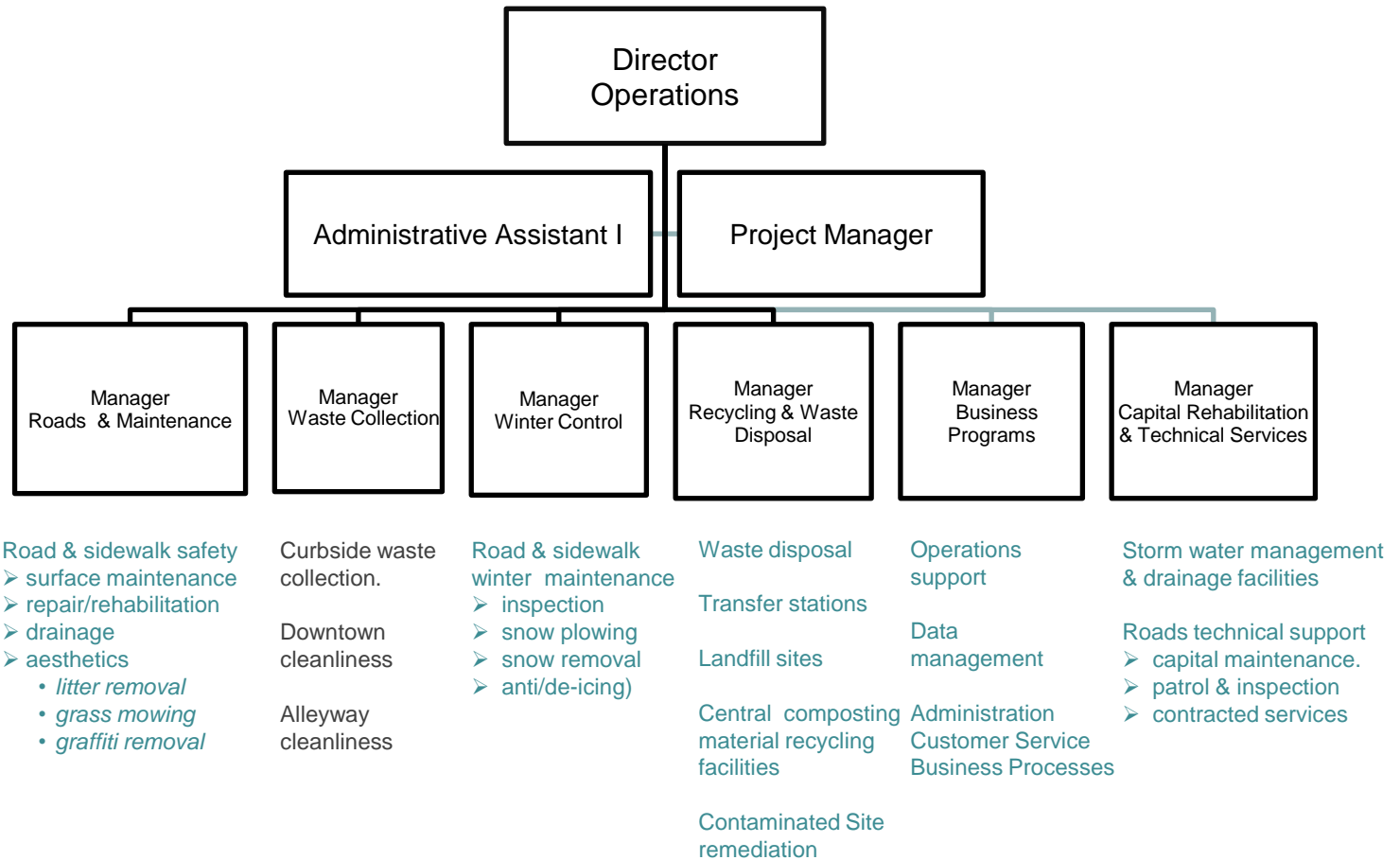
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Proposed Departmental Structure

Operations Division



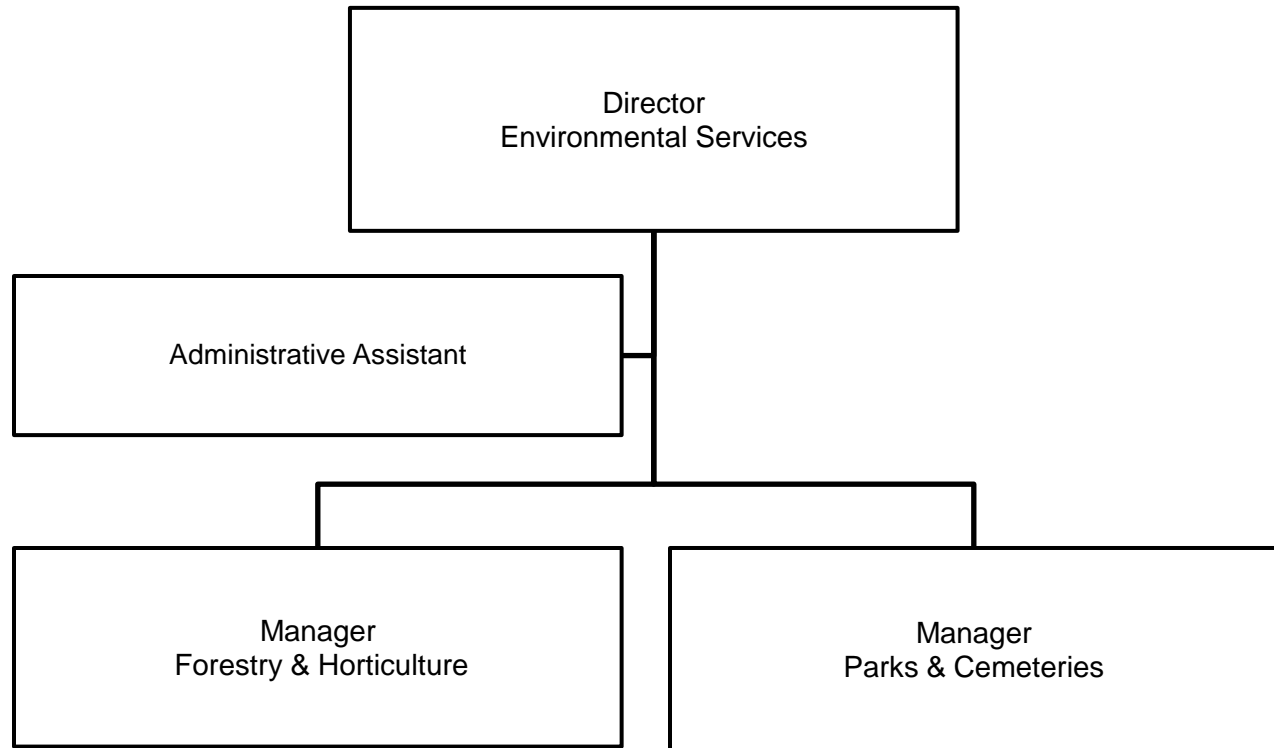
- ➔ Community
- ➔ People
- ➔ Processes
- ➔ Finance



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Proposed Departmental Structure

Environmental Services Division



- Community
- People
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Staff Complement

Position Changes & Impacts

Proposed changes to the staff complement are summarized in Table 2:

Table 2. Staff Complement Position Adjustments			
Position Title		Division	Comment
Existing	Proposed		
Concrete Finisher	Manager of Winter Control	Operations	Offset by Supervisor Admin Services position
Superintendent of Technical Operations	Manager of Capital Rehabilitation & Technical Services		Single step salary grid increment
Supervisor Administrative Services	Manager Waterfront Development	CASP (Strategic Planning)	Capital Budget funded
Senior Project Manager Construction	Senior Project Manager Construction		
Administrative Secretary	Administrative Secretary		
No current contract position	Contract Position: Senior Project Manager Waterfront Design		

- Community
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Improvement Benefits & Outcomes

- Community
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Waterfront Development

- Timely & effective capital program implementation through dedicated planning, design, project management and administrative support staff resources .
- Improves effectiveness of the existing Parks Capital program.

Operations Program Performance & Accountability

- Winter Control
 - Dedicated Management Resource for oversight, quality assurance & program development
- Waste Management
 - Single Point of Accountability (Director)
 - Collaboration and Synergies
- Support Services
 - Alignment of support resources to drive customer service and program accountability through metrics

The proposed changes result in a staff complement balance and a net levy savings.

End of Presentation

Thank you !!!

- Community
- People
- Processes
- Finance



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