

**IMPLEMENTATION
ORGANIZATIONAL STUDY RECOMMENDATIONS
Phase-In Schedule**

I. PHASE ONE (June – September 2006)

- Organizational Structure/Staffing Changes
 - Board of Supervisors
 - County Manager/Clerk of the Board
 - Employee and Public Services
- Transition Plans for Reorganization of EPS, Environmental Services, Tobacco
- Succession Planning Task Force
- External Communications Task Force
- Internal Communications Task Force
- Department Reviews (Housing)

II. PHASE TWO (October 2006 – June 2007)

- Implementation of New Organizational Structure
- Succession Planning Implementation
- Communications Plan and Implementation
- Hiring and Promotional Practices Improvements
- Management and Supervisor Training Plans
- Performance Feedback Improvements
- Information Technology
 - IT Planning Council
 - Countywide IT Strategic Plan
 - Countywide IT Performance Measures
- Agency/Department Names and Titles
- E-Mail Groups and Online Directory

III. PHASE THREE (July 2007 – June 2008)

- Continued Implementation of New Organizational Structure
- County Employee Training Plans and Implementation
- Succession Planning Implementation
- Management and Supervisor Training Implementation