

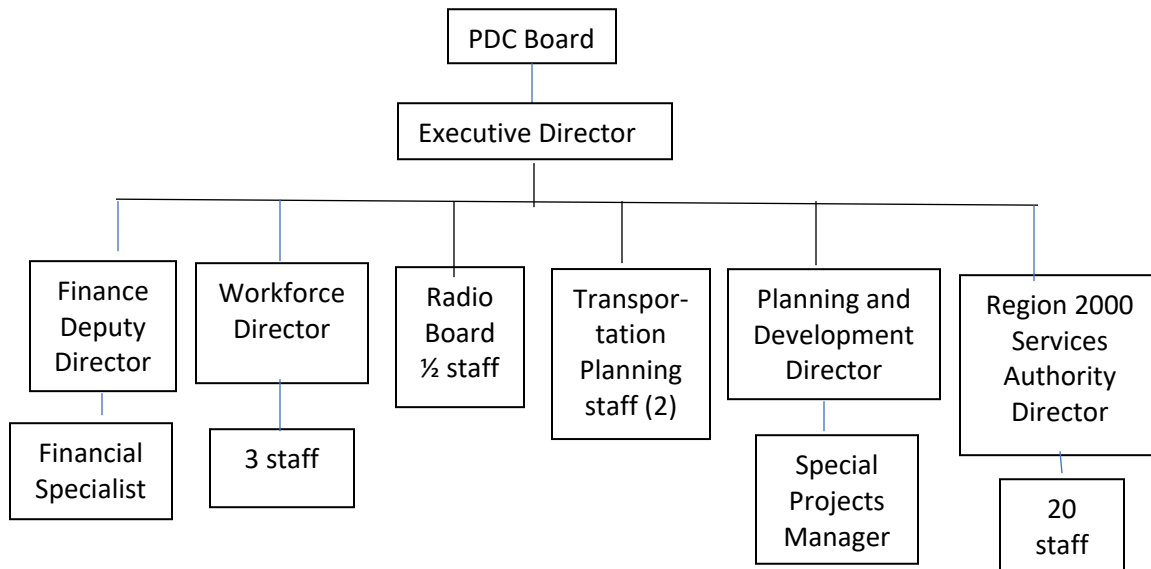
Attachment 9e

A Reorganization of the Planning Staff at the CVPDC

Bridging Transportation Planning and Community Planning

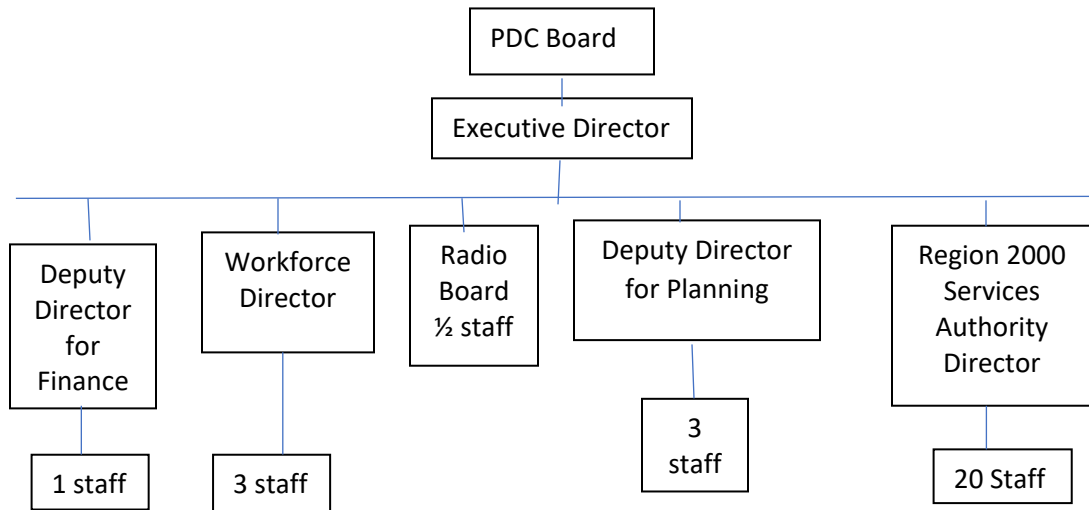
From 2000-2016 the PDC planning operations were coordinated under the direction of a Deputy Director. In 2016 when Bob White retired, we did not fill that position and instead split the transportation and community development management between two Directors, Scott Smith and Kelly Hitchcock. Scott's gone and we did not fill the Director position and instead hired a Regional Planner who manages the VDOT contracts. (There is also a Senior Planner who manages the primary GLTC-Virginia Department of Rail and Public Transportation contract. Both report directly to the Executive Director since we don't have a Division Director for Transportation anymore.)

Current Organizational Chart



I'm proposing a reorganization to return to the original model of a Deputy Director for Planning to manage all of the PDC planning and grants activity. Work plans could be better coordinated using all existing resources. Planners would have an opportunity for cross-training and to work in activities not in their current silos. All traditional Planning District Commission grants and contracts would be managed by the Deputy Director for Planning. It seems an opportunity to better use the planning and PDC resources that we have under a single vision and management.

New organizational Chart



It would be an internal hire, a promotion for an existing staff member. We're not adding additional people because of this reorganization (although we still need another planner). There would be some additional compensation for the person receiving the promotion.

The PDC would then have two Deputy Directors, one for Finance and one for Planning. It's not a Deputy Director who would have agency wide authority, although the PDC may want to discuss that for succession planning purposes.

No action is needed from the Commission. Questions and comments are encouraged.