



Pierce County

Office of the County Executive

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March 24, 2009

MEMO

To: Pierce County Council members

From: Executive Pat McCarthy *pmc*

In response to a request by Councilmember Bunney, I am providing job descriptions for the executive staff members I have hired to help me improve Pierce County government operations. The job descriptions have been given to Chair Bush.

We need to create an efficient, flexible, customer service-oriented operation in order to best serve the citizens of Pierce County. After analyzing current operations, researching past administrations and examining best practices, I determined that the process must start with the Executive's Office. The goal: to create a government that is proactive, not reactive. My organizational plan improves service to citizens and provides better communication and oversight of all County departments.

The structure I set up is similar to the offices of former Executives Booth Gardner, Joe Stortini and Doug Sutherland. Even John Ladenburg had a larger executive team than it would appear at first glance – he had Special Assistants embedded in other departments. As you know, I simply shifted vacant positions from Communications, Human Resources and Special Projects to make this reorganization budget-neutral.

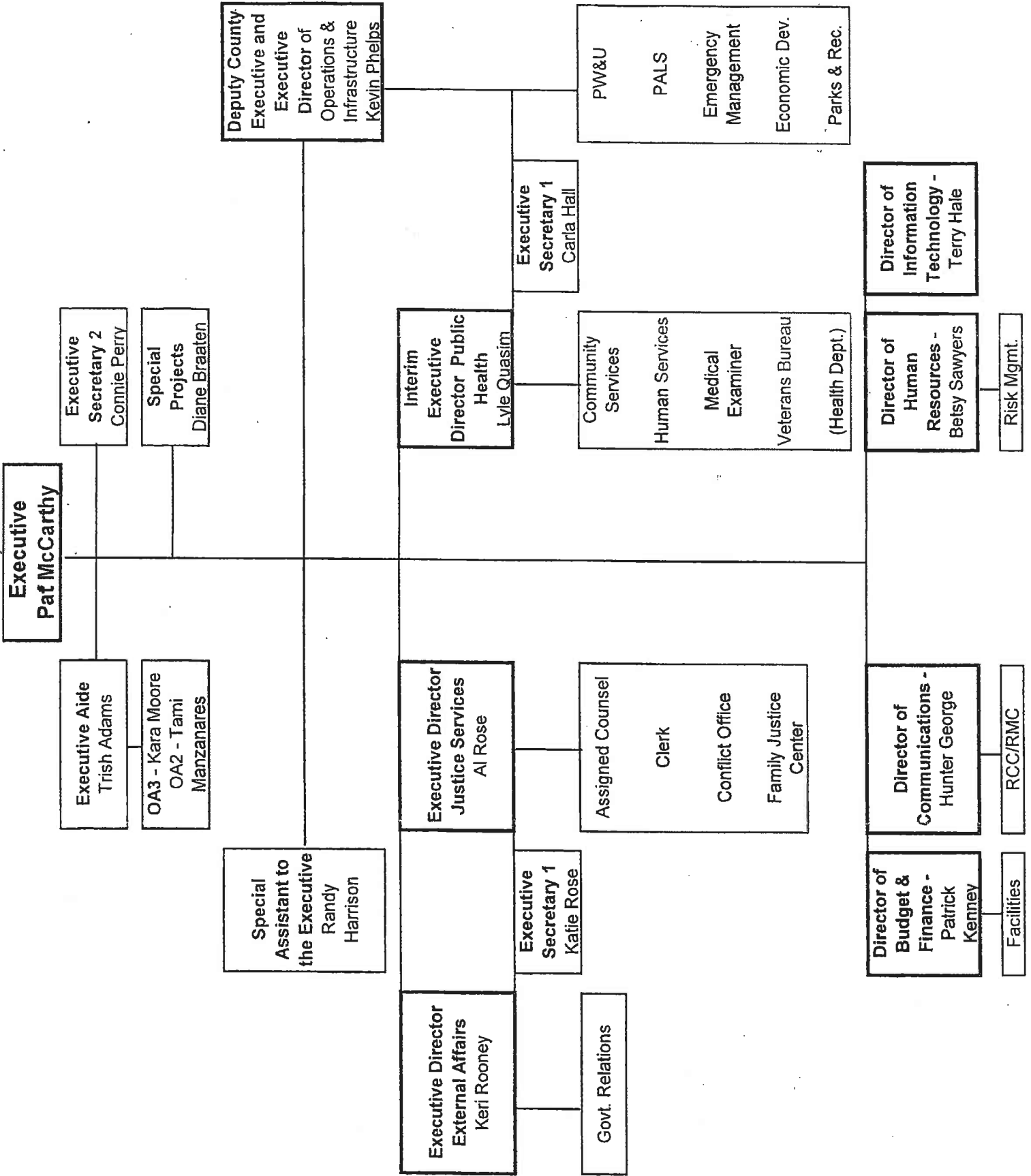
Under my plan, one person provides Executive-level oversight of related agencies. For too long, we have watched departments work in silos – focused on their assigned tasks and often unable to adequately consider interdepartmental efficiencies or conflicts. My executive leadership team is able to do that as it monitors department operations (see the attached organizational chart). I am also including the organizational chart for the Snohomish County Executive, who has a similar setup of Executive Directors overseeing multiple departments.

My plan aligns departments in a logical fashion that creates a more efficient and proactive governmental enterprise. Each of the positions in my office helps increase communication and coordination within County government and with entities outside County government. Even this early in my administration, we have been receiving words of thanks and praise for the outreach coming from the Executive's Office.

I appreciate the economic circumstances and have worked diligently with department directors and the Council to adjust spending. And there is more to be done in that regard. But that is why my organizational plan is so important. By shifting just a few resources, I believe the County is better positioned to improve the delivery of public services. I am confident you will see resulting efficiencies in my annual report to the Council.

I have been communicating with the Council about my organizational plan for three months and respectfully urge its approval so we can move on to other pressing issues.





Snohomish County Executive Office

* Serves as Executive Liaison to Elected Department

