

From: Yeargan, Mary
Sent: Wednesday, August 29, 2012 4:50 PM
To: Southwest District Employees
Cc: Halpin, Mike; Littlejohn, Jeff; Gaskin, Carla A.; Iglehart, Jon; Prather, Jeff; Creech, Jill; Strong, Greg; Hamilton, Shawn; Wilson, Bob B.; Accardo, Brian; Bartlett, Drew; Caspary, Jorge; Thomasson, Mark
Subject: SW District Reorganization

This past Monday, there was a meeting with staff who are currently in leadership positions within the Southwest District to review a plan for reorganizing the office and altering the way we manage our business.

The main objectives of this plan are:

- A) Make all district offices relatively equal in geographic extent with an equivalent number of positions;
- B) To provide for increased consistency between District offices and better coordination with the Divisions in Tallahassee;
- C) To achieve a ratio of 7 staff members to each supervisor, flattening our organization;
- D) To provide improved service to our customers by increasing our teamwork between and within our Divisions.

The reorganization will occur in all District offices. We are first because we are currently the largest District (geographically and by staffing) and we have recently had personnel changes in the Director's office. While this is a challenging assignment, we will proceed in a positive manner, with transparency, during the process. We will implement our new organization in 3 Phases. We are now in the first Phase:

Phase 1 -

Application for and filling of the positions listed below, as direct reports to the Director:

- Air Division Program Administrator
- ERP Division Program Administrator
- Water Division Program Administrator
- Waste Division Program Administrator

Attached please see a description of the Duties and Preferred KSAs associated these Program Administrator Positions.

Round 2 -

Application for and filling of the remainder of the leadership/SES positions (16-20 total).

The positions will be selected by those appointed in the first phase and the Business Planning Program Administrator, in consultation with the Director and Assistant Director.

Round 3 -

Career Service Positions will be filled by the appropriate manager/supervisor based primarily upon positions currently in existence within the District, in consultation with senior staff.

For those of you interested in a Phase 1 leadership position within the SW District, I encourage you to target no more than 2 positions, sending Brian Armstrong and me an e-mail identifying the position(s) of interest along with a current resume. The dates for Phase 1 are from now until close of business Wednesday, September 5, 2012. We hope to make decisions on Phase 1 by Friday, September 21, 2012. We anticipate completing the entire process (all 3 phases) by November 1, 2012, after which time we will re-allocate office space.

If you forward a resume without identifying a position preference, be aware that we will likely give initial consideration to those who have

identified the position as a preference.

It has been said that the Chinese ideogram for "crisis" is made up of two characters signifying "opportunity" and "danger." I understand that this may seem to some of you as a time of uncertainty or even danger in your career. However, I encourage you to consider it as an opportunity.

I believe in this District and our mission and I am absolutely confident that we will be able to provide excellent service in our new configuration.

Sincerely,

Mary
Mary E. Yeargan, PG
District Director
Southwest District Office
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