

Redesign and Succession Planning Team (RASP Team) Team Member Information and Application

As you are aware, the County has developed a Strategic Plan that is being called *Swift by Design*. The overall idea of the plan is to position the County (both the Community and our internal county organization) for the future.

One of the *Strategic Direction Action Areas* in the County's Strategic Plan was to develop opportunities for *Enhancing the Organization*. To take on looking at the internal structure and operation of the county, we are in the process of creating a team of County employees (around a dozen or so) that will be reviewing the overall structure of the County and recommend changes for the board to consider. Some of the areas the team will work on includes:

- Reviewing and recommending changes (or no changes) in county operations.
- Develop a succession plan for the County which includes:
 - Identifying and developing internal people to fill key positions within the County when retirements or transfers occur.
 - When internal candidates don't exist, begin recruitment early when cross training is necessary.
- Review the overall organization and develop collaboration opportunities between departments where they currently don't exist.

Redesigning can cause concern for staff. To help relieve some of these concerns some basic principles have been established. **First**, no employee will be laid off due to the redesign. If there is going to be a reduction, it will be by attrition only. **Second**, no current employee will see a lowering of his or her classification or pay. Changes in classification will only occur when someone leaves a position. While these principles may ultimately be unnecessary, these were developed to minimize the fear this type of process inevitably brings.

So the big question....how much time will this take??

It is envisioned that the team members will need to commit a minimum of 5-7 hours per month for meetings; additional time for meeting preparation and electronic communications outside of meetings. Members must:

- ❖ Commit to attending meetings and not miss more than 2 meetings over the first 6 month.
- ❖ Check emails regularly and respond to requests within 48 hours
- ❖ Perform assigned tasks (research, preparation, etc.)
- ❖ Work in smaller teams, collaborate on various topics

Draft report completed by November 1st with the final report to be presented to the board by the 2nd meeting in December.

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So we need you on the RASP Team! If you are interested in serving, please complete this application and **return it to the Administration office by April 7th** to be considered. All applications will be reviewed and members selected by the Strategic Direction: Enhancing The Organization Team.

Name: _____ Department: _____

Position: _____ Years of County Service: _____

Why are you interested in serving on the RASP Team?: _____
