

**Metro**

Los Angeles County
Metropolitan Transportation Authority

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REVISED
EXECUTIVE MANAGEMENT COMMITTEE
NOVEMBER 21, 2013

SUBJECT: REORGANIZATION STRUCTURE UPDATE

ACTION: RECEIVE AND FILE

RECOMMENDATION

Receive and file report on the agency's reorganization structure.

ISSUE

Per Board's direction, staff has assessed the agency's organization and made several changes to its management structure (See Attachment A).

DISCUSSION

Staff retained MLC & Associates to perform the evaluation of Metro's organization structure. MLC recommended a decrease in the number of direct reports to the Chief Executive Officer and to either consolidate existing departments and/or to create critical departments to effectively implement Measure R projects.

As mentioned in the correspondence provided to the Board on October, 17, 2013 (Attachment B), there will be ten direct reports to the CEO which include the following:

- Deputy Chief Executive Officer
- Chief Policy Officer
- Engineering & Construction Executive Officer
- Planning & Development Executive Officer
- Operations Executive Officer
- Congestion Reduction Executive Officer
- Finance & Administration Executive Officer
- Information Technology Executive Officer
- Vendor/Contract Management Executive Officer
- Communications Executive Officer

As shown in Attachment A, the following five new departments have been created:

- Corporate Risk Management
- Engineering & Construction
- Finance & Administration
- Vendor/Contract Management
- Information Technology

Some of these newly created departments have been consolidated to improve cooperation, collaboration and accountability between groups.

Also shown in Attachment A, several units have been transferred to more appropriate departments in the organization.

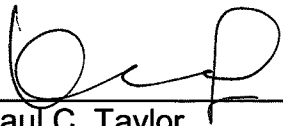
NEXT STEPS

Staff will complete the necessary process to implement the changes outlined in the revised organization chart.

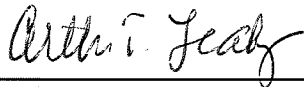
ATTACHMENTS

- A. Revised Organization Chart
- B. Correspondence to the Board re: revised organization chart

Prepared by: Kimberly Yu, Chief Policy Officer

 for Paul Taylor

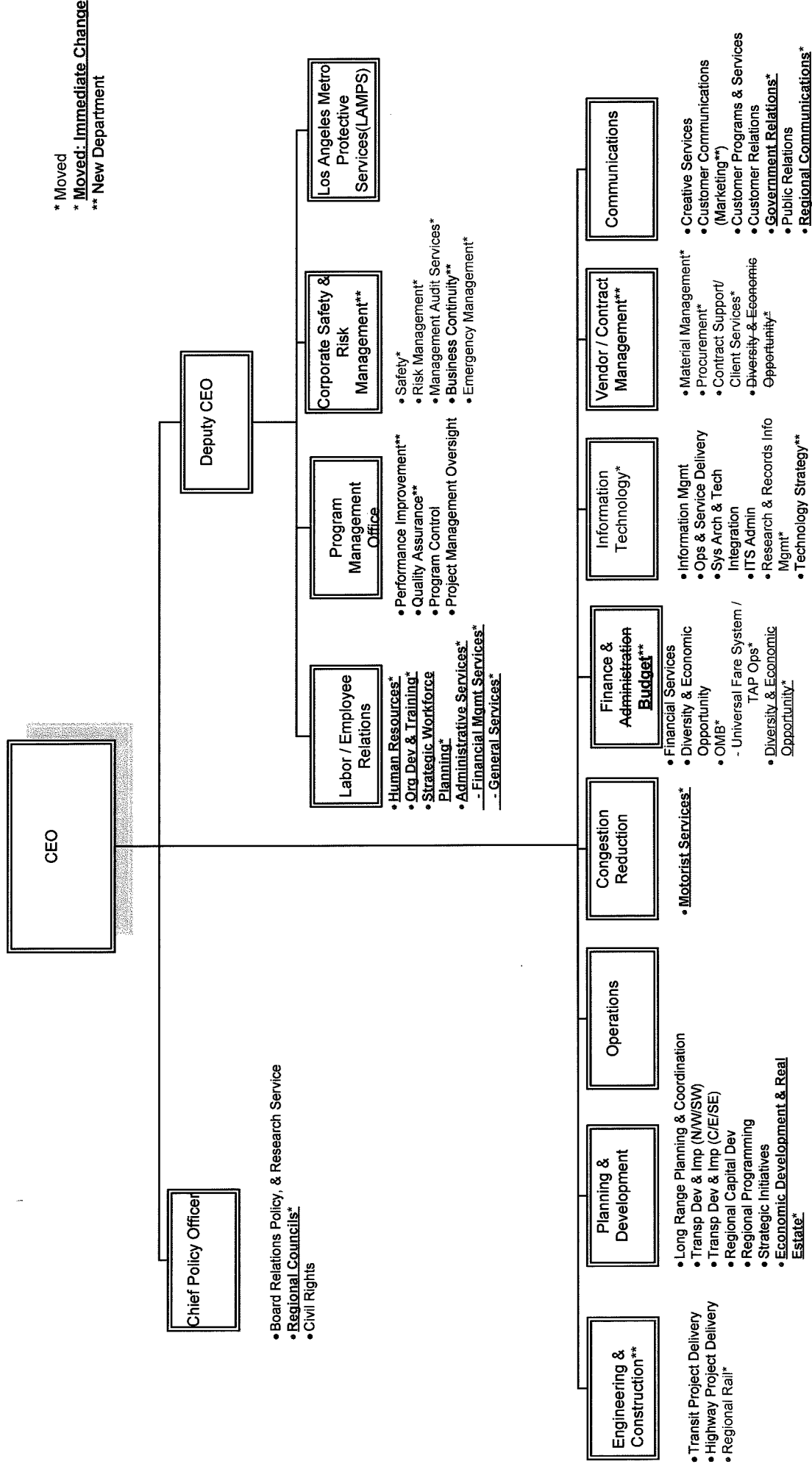
Paul C. Taylor
Deputy Chief Executive Officer



Arthur T. Leahy
Chief Executive Officer

REVISED ORGANIZATIONAL CHART

ATTACHMENT A



* Moved

* Moved: Immediate Change

** New Department

ATTACHMENT B

Saravia, Nancy M.

From: Leahy, Arthur T
Sent: Thursday, October 17, 2013 3:04 PM
To: Ara Najarian; Borja Leon - Mayor; Cano - MA; Carrie Bowen; Chad Molnar; Chelsea Simandle - DD; Chelsea Simandle - DD; Dan Rodman - Mayor; Daniel Lopez; David Colgan - ZY; David Riccitiello - MRT; dianedubois@ca.rr.com; Director Antonovich; Director Bonin; Director Dupont Walker; Director Knabe; Director Knabe 2; Director Krekorian; Director Molina; Director O'Connor 2; Director Ridley-Thomas; Director Yaroslavsky; Echternach, Mary Lou; Fernando Ramirez - MRT; Heit, Karen; Jennifer Brogin - MA; John Fasana; Julie Moore - DK; Karen Heit - DD; Marcel Porras - Mayor; Maria Souza-Rountree - Mayor; Mayor Eric Garcetti; Micheline, Maureen; Mike Bohlke - PO; Nat Gale - Mayor; Nicole Englund - GM; pam.oconnor@smgov.net; Paul Backstrom; phong@bos.lacounty.gov; Tara Tucker - Caltrans; Veronica Cobla - GM; Vivian Rescalvo - ZY
Cc: Brodie, Geri; Leahy, Arthur; Leahy, Arthur T; Saravia, Nancy M.; Silva, Elizabeth; Taylor, Paul; Unruh, Zoe; Yu, Kimberly
Subject: Information Re: Metro Organization Structure Change Summary
Attachments: Metro Org Structure Change Summary v8c (2).pdf

Dear Members of the Board,

At your direction, over the past several months we assessed Metro's organizational structure, and on a larger scale, how we get things done.

Our review is complete and today we are sharing with employees the changes to Metro's management structure -- the first step in a journey with one destination in mind: enhancing Metro's organizational capacity for outstanding project and service delivery.

Based on our findings, which included direct feedback from Board Members and employees, our organizational structure will reduce my span of control and increase our efficiency as an agency. Some departments will be re-configured with different reporting relationships. Some new departments will be created; others will be renamed. No department function will be eliminated and no layoffs are part of the plan.

The changes will result in improvements that will position Metro to more effectively implement voter-approved Measure R projects and enhance the quality of our services to the community. The new structure will align functions and lead to improved cooperation, collaboration and accountability between groups.

Attached are copies of the new organizational chart, a list of questions and answers and a document that provides details about the new reporting organization. These are all being shared with employees today.

Over the coming weeks, I look forward to speaking with you about these changes and how they will be implemented within the organization. Thank you for your support in ensuring Metro's success as a regional transportation solution that truly benefits the public

Sincerely,

Arthur T. Leahy