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News Release

County Government to be Restructured

April 16, 2013, Monroe, NC – The Union County Board of Commissioners on Monday approved the restructuring of county government.

Commissioners adopted the county manager’s Plan of Work on July 16, 2012. One of the five goal areas of the Plan of Work was to create and maintain an effective and efficient government. One of the objectives within this goal was the completion of an organizational assessment which identifies areas where increased efficiency could be obtained. The restructuring approved by commissioners is the result of the organizational assessment.

“The organization changes being suggested are in keeping with the directives provided to the county manager by the board and are designed to accomplish those priorities identified in the Plan of Work,” said Chairman Jerry Simpson. “It is my hope that these changes will lead to an organization that is leaner, more accountable and with a greater sense of customer focus towards the citizens it serves.”

Union County’s organizational structure has remained relatively unchanged for the last 12 years. During this period, the county’s population has increased by approximately 85,000 residents and the manner and types of services that county government provides have changed significantly in complexity. Presently, County Manager Cindy Coto has 20 direct reports and has some degree of oversight for 28 functional areas.

“The county’s present structure is not conducive to an effective and efficient operation as the present span of control limits the time I have to adequately address appropriate oversight over day-to-day operations as well as policy guidance, development and implementation,” Coto said. “The restructuring of Union County is a strategic move to strengthen the core of our organization. I believe strongly that our residents and customers will be better served by the efficiencies created by this transformation to a modern structure of county service management.”

Current county departments will be organized into functional groups called service areas. What are now referred to as departments will be divisions of the new service areas. Each service area will be led by an executive director to create consistent structure and division titling throughout the organization.

The key elements of Union County’s organizational restructuring include:

- The current General Services Department will be eliminated. Personnel and functions of the department will be reassigned to other service areas.
- Finance, Budget, Information Systems, Purchasing and Contract Administration will form the Administrative Services Department.
- Library, Parks and Recreation, Soil and Water Conservation and Cooperative Extension will form the Community Services Department.
- Communications, Emergency Management and Fire Marshal will form the Emergency Services Department.
- Planning and Inspections will form the Growth Management Department.
- Social Services, Health, Veterans Services, Transportation, Nutrition and Fleet Services will form the Human Services Department.
- Facilities Management, including Security, Sign Shop and Facilities Construction will be absorbed into Public Works.
- Department name changes:
 - Personnel will be renamed Human Resources.
 - Inspections will be renamed Building Code Enforcement.

The elimination of the General Services Department and reassignment of its functions and personnel will occur immediately. All other changes will occur on July 1, 2013.

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