



OFFICE OF THE COMMISSIONERS AND MANAGER

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News Release

Changes Made in County Government

July 1, 2013, Monroe, NC – As of July 1, the following organizational changes went into effect within Union County government.

- County departments have been organized into functional groups called service areas.
- What were referred to as departments are now divisions of the new service areas.
- Each service area is 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 General Services Department was eliminated. Personnel and functions of General Services were reassigned to other service areas.
- Finance, Budget, Information Systems, Purchasing and Contract Administration form the Administrative Services Service Area.
- Library, Parks and Recreation, Soil and Water Conservation and Cooperative Extension will form the Community Services Service Area.
- Communications, Emergency Management and Fire Marshal form the Emergency Services Service Area.
- Planning and Building Code Enforcement form the Growth Management Service Area.
- Social Services, Health, Veterans Services, Transportation, Nutrition and Fleet Services form the Human Services Service Area.
- Facilities Management, including Security, Sign Shop and Facilities Construction are now part of Public Works.
- Department name changes:
 - Personnel renamed Human Resources
 - Inspections renamed Building Code Enforcement

The Union County Board of Commissioners approved the restructuring of county government in April.

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 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. Before the restructure, County Manager Cindy Coto had 20 direct reports and had some degree of oversight for 28 functional areas.

"The county's former structure was not conducive to an effective and efficient operation as the former span of control limited the time I had to adequately address appropriate oversight over day-to-day operations as well as policy guidance, development and implementation," County Manager Cindy 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."

The county's website (www.co.union.nc.us) is currently being up-dated to include all the organizational changes.

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