

Values Project Update

August 2, 2017



The GOAL



The values project exists to:

Create an *Improved Organizational Culture* through *Collaborative Problem Solving* and *Values Based Behaviors*.



Values Process Project



Values Project

**Values
Implementation**

**Organizational
Improvements**

**Strategic Plan
Implementation**

**Embedding
the Values**

**Recognition
of
Employee
Contributio
ns**

**Engaging
all
Employees**

**Solving Key
Business
Problems**

**Develop
Models of
Innovation**

**Develop
Models of
Teamwork**

**Strategic
Plan
Strategies**

**Publish
Successful
Models**

**Fulfill our
Mission**



Values Implementation

Embedding the Values

**Recognition of
Employee
Contributions**

**Engaging all
Employees**



Improved Organizational Culture



Consolidation of Values Embedding, Communication, and Employee Recognition teams, into one single team working on four distinct projects.

- Ambassador/ Advocate Program
- Peer Recognition Program / Updated Service Awards
- State of the District
- Internal Communications



Organizational Improvements

Solving Key Business Problems

Develop Models of Innovation

Develop Models of Teamwork



Collaborative Problem Solving



Performance Team

- New Employee Onboarding Project.
- Currently documenting 8 week sprint process

Teamwork Teams

- White paper creation
- Documentation of teamwork successes
- Documentation of innovation implementation



Values Based Behaviors



- Strategic Plan Update
- Development of a shared vision for Leadership in the context of the District Mission (Creating a Culture of Engagement)
- Leadership through Modeling & Capacity Building for Leaders (MAST 2)
- Integration of values and organizational improvements into existing strategic priorities



5 Elements of Engagement



OPPORTUNITY

CONNECTEDNESS

PERSONAL
ACCOUNTABILITY

INCLUSION

VALIDATION



Strategic Plan Implementation

**Strategic Plan
Strategies**

**Publish
Successful Models**

Fulfill our Mission



Maintenance and Construction Organization

Legislative/Human Resources

August 8, 2017

Overview



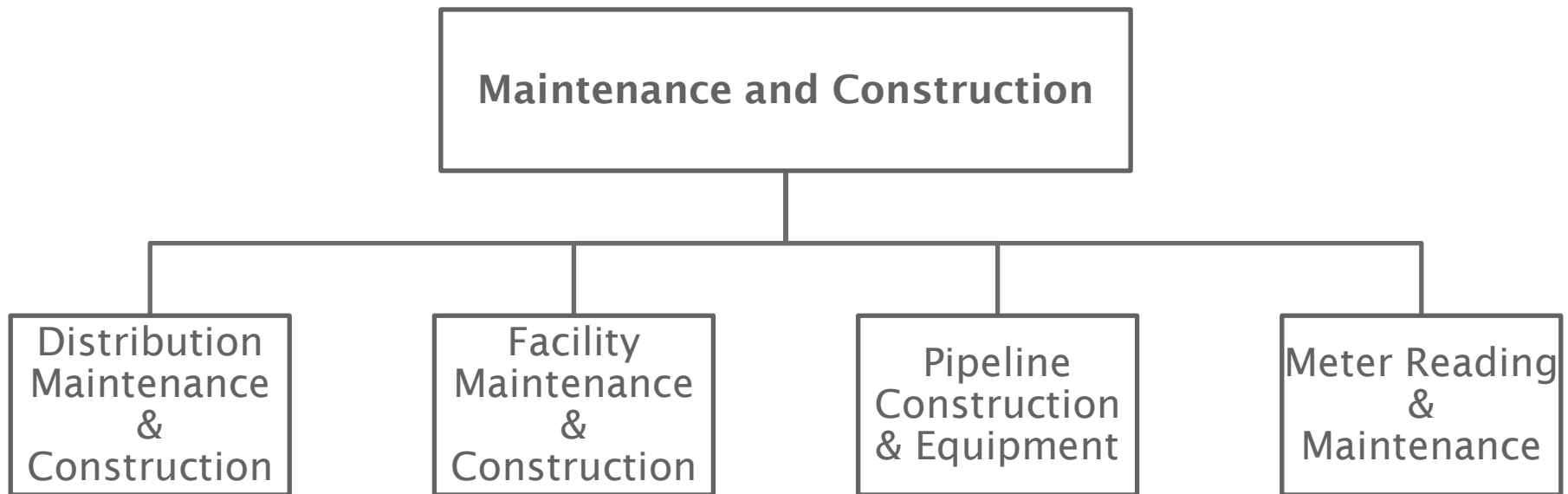
- Objectives
- MCD organization and background
- Organizational changes
- Next steps

Objectives



- Balance resources across divisions
- Anticipate and plan for future growth
- Improve operations
 - Increase pipeline maintenance
 - Address competing priorities between capital and maintenance activities

MCD Organization



- 698 budgeted positions in MCD
- Division staffing ranges from 65 to 217 positions

Pipeline Rebuild Staffing



- Pipeline replacement goal increasing
 - Goal increased from 10 to 15 miles
 - FY15 added 30 positions to PCE
 - FY20 goal planned to increase from 15 to 20 miles
 - Anticipate an additional 30 positions in PCE
 - PCE staffing would increase from 217 to 247 positions
- Staffing expected to increase as the replacement goal increases to 40 miles

Organizational Changes

Maintenance Support Division



- Manager of Maintenance Support position included in FY18/19 Position Resolution
- Maintenance Support Division
 - Rename Meter Reading and Maintenance Division
 - Appoint Manager of Maintenance Support
 - Moved Fleet and Equipment Support Sections
- Support Operations and Maintenance
- Staffing increases from 65 to 135 positions

Organizational Changes

Pipeline Rebuild



- Pipeline Rebuild
 - Hired permanent Construction Maintenance Superintendent
 - Recruiting Assistant Construction Maintenance Superintendent
- Pipeline Rebuild Pilots
 - Cross-functional staff report from DMC to PCE
 - Possibly shifting resources between DMC and PCE to support capital and maintenance activities
- Hiring five Utility Laborers

Next Steps



- Transition Meter Reading and Maintenance Division to the Maintenance Support Division by September 2017
- Evaluate additional changes to improve operational efficiency in FY19 and FY20

Questions

