



City Council Memorandum

City of Arts & Innovation

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: NOVEMBER 7, 2017

FROM: OFFICE OF THE CITY MANAGER WARDS: ALL

**SUBJECT: PRESENTATION ON ENHANCING CITY'S FOCUS ON INNOVATION,
ORGANIZATIONAL PERFORMANCE AND TAXPAYER ACCOUNTABILITY
THROUGH DEPARTMENTAL REORGANIZATION**

ISSUE:

Receive a presentation on efforts to enhance the City's focus on innovation, organizational performance and taxpayer accountability through changes to the existing organizational structure.

RECOMMENDATIONS:

That the City Council receive and provide input on a presentation regarding efforts to enhance the City's focus on innovation, organizational performance and taxpayer accountability through changes to the existing organizational structure.

DISCUSSION:

Riverside is a City of Arts and Innovation. We take commitment to innovation very seriously, along with the continued commitment to excellence in organizational performance and taxpayer accountability.

The City's leadership team is taking the following steps to enhance commitment to the above principles through reorganization:

1. **Creating an Office of Homeless Solutions** to act as a catalyst for the City departments and outside partners in their efforts to reduce and eradicate homelessness. The Office will be comprised of existing staff transferred from other City departments, and reside in the "People" cluster of departments, with Public Safety, Library and Museum.
2. **Moving the Parks and Recreation Department under "Place"** to enhance collaboration with the Community and Economic Development, and Public Works departments.
3. **Moving Cultural Arts from the Museum to the Community & Economic Development Department** to facilitate greater collaboration between culture and arts, on the one hand and economic development, on the other hand.
4. **Renaming the Internal Audit Division to the Office of Organizational Performance and Accountability**, led and staffed with current resources and a transfer of an analyst from the Finance Department.

5. **Moving the Department of Innovation and Technology under “Administration”** to closely collaborate with other internal departments (Finance, Human Resources, General Services) and drive organizational change; and to support organizational transformation efforts of the Office of Organizational Performance and Accountability.
6. **Creating an Innovation Division** in the Innovation & Technology Department in order to build internal and external capacity to drive innovation and change, led and staffed with current department resources and transfer of various technology experts from other City departments.

The Innovation Division and the Office of Organizational Performance and Accountability will work collaboratively to assist City departments with the following efforts:

- Introducing new and creative business process solutions and cutting-edge technology to deliver services in a more cost-effective and efficient manner; and
- Rethinking end-to-end processes and related technology to increase efficiency, reduce costs and enhance customer service.

In addition to the above organizational changes, reorganizations are taking place within Finance and Human Resources, as follows:

1. In the **Finance Department**, two distinct clusters of divisions will be created utilizing existing resources. A customer service centric group consisting of Budget, Purchasing, Risk Management and Business Tax will be led by an Assistant Chief Financial Officer. The process driven functions – Treasury/Debt/Investments, Accounts Payable, Payroll and General Accounting/Financial Reporting – will be led by the Controller/Deputy Treasurer.
2. The **Human Resources Department** will also have two divisions led by two Deputy Directors – one focusing on recruitment, classification and compensation, benefits and wellness; and the other on employee relations, safety and workers compensation. Training and development and systems will be overseen by the Director. The reorganization will be achieved with existing resources.

FISCAL IMPACT:

There is no financial impact associated with the enhanced organizational structure alignment; existing staff and budgets have been used.

Prepared by:	Marianna Marysheva, Assistant City Manager
Approved as to availability of funds:	Adam Raymond, Chief Financial Officer / City Treasurer
Approved as to form:	Gary G. Geuss, City Attorney

Attachment: Presentation