

# Reorganization is an issue for commission

## Past administrator offers advice to Jefferson's leaders

February 3, 2012

By Matt Armstrong - Journal Staff Writer ([marmstrong@journal-news.net](mailto:marmstrong@journal-news.net)) , journal-news.net

CHARLES TOWN - Before leaving his post as Jefferson County administrator and returning to his old job in Pennsylvania, Tim Boyde outlined a proposed reorganization plan for the county's government.

The reorganization recommendations, which Boyde outlined in an exit memo to the commission, address the county's information technology, human resources, financial management and personnel needs.

"Jefferson County is currently at a crossroad in their future. The County has not kept pace with emerging trends in the area of Information Technology, Human Resources, good financial management or strategic planning," Boyde stated in the memo. "Options and opportunities are within our reach but they will require careful deliberation and decisive actions."

The county commission is already looking at the possibility of either outsourcing its IT service or growing the existing service, which were the recommendations Boyde made in the memo.

Recommendations for other areas of county government included the addition of a part-time HR director and the development and implementation of a capital improvement plan for the upcoming fiscal year. Boyde's memo also proposed workforce reductions and additions stating that the county is "carrying more people in some areas and have insufficient numbers in others."

Staffing recommendations included eliminating the Department of Capital Planning and Management and retaining the department's director and the county's Impact Fee coordinator in a contractual agreement to address impact fee issues on an as-needed basis. The memo also called for a doubling of the Jefferson County Emergency Communications' part-time employee pool.

During Thursday's meeting, Commissioner Dale Manuel motioned that the county commission follow Boyde's recommendations regarding the Department of Capital Planning and Management and its director, and that collection of impact fees be handled by the county's engineering department. Manuel also made a subsidiary motion to delay any decision on the matter for two weeks in order for the commission to address the issue at its Feb. 16 meeting.

"I believe that we've had discussions, not only today but in the past, about the level of work that's coming out of the capital planning and impact fee department. The economy's flat lined, so the number of impact fees that was collected in the past are not being collected now," Manuel said, adding that county's financial matters are starting to be handled by the director of financial management.

Commissioner Lyn Widmyer said during the meeting that reorganization of county government was on the agenda of her first meeting as a commissioner in 2009, but that she doesn't like the way the commission is planning to address it.

"I thought it was a great idea and said we need to have somebody come with a comprehensive approach to this so we're not cherry picking certain departments without knowing what the overall result is. That never happened," Widmyer said. "Here we are - right back to the cherry picking mode, which is we're not looking at this comprehensively. It needs to be reviewed and vetted by our county administrator. It needs to be reviewed and vetted by our department heads."

Widmyer added that she would have liked to have discussed the reorganization ideas in an open session when Boyde was still with the county but that the commission voted against that action.

Commissioner Frances Morgan said she felt the idea of reorganizing county government before the commission hires a new county administrator is premature.

During the meeting, Commissioner Walt Pellish said that, with any organization he's been associated with, cherry picking has been a sensible approach to dealing with problems and issues.

"You look at the easy opportunities first, and Mr. Manuel has put a proposal on the table to address a specific issue. Let's discuss it in two weeks and let's get it out of the way, one way or another," Pellish said.

The commission will discuss some of the recommendations for reorganization of county government contained in Boyde's memo at its Feb. 16 meeting. Additional information is available by contacting the commission at 304-728-3284.

Staff writer Matt Armstrong can be reached at 304-725-6581, or [marmstrong@journal-news.net](mailto:marmstrong@journal-news.net)