

MEMORANDUM

DATE: August 3, 2020
TO: Executive Committee
FROM: Lyle Wray, Executive Director
SUBJECT: **CRCOG Planning Director and Chief Operations Officer**

As you may know, Emily Hultquist, left CRCOG as Director of Policy, Planning and Development for personal reasons. This vacancy presented an opportunity to realign activities within CRCOG and make CRCOG more efficient and effective for members going forward. Following discussion at the CRCOG Personnel Finance Subcommittee on June 30, 2020 we followed CRCOG personnel rules to provide for internal posting and promotion to accomplish these adjustments. As a result of that process, the following changes were made. The organizational chart is attached.

Planning Director. Rob Aloise has been designated Planning Director for the agency and will oversee both Transportation and Policy, Planning and Development (or Community Development), with Deputies within each of Transportation and Community Development (the latter including land use, sustainability and economic development).

Deputy Directors. Cara Radzins and Tim Malone have been promoted to Transportation Deputy and Community Development Deputy, respectively. CRCOG will use available resources to address needs in Community Development, either by hiring an economic development specialist or senior planner, or by contracting with a consultant for this assistance.

Chief Operations Officer. Five years ago, the CRCOG Executive Committee approved the creation of the Deputy Director position for the organization. This role was not formally filled, but the need remains to oversee overall operations within CRCOG, including Human Resources, general administration, agency communications, special projects and new initiatives. Following the internal posting and review, Pauline Yoder has been promoted to Chief Operating Officer and will also continue to oversee Municipal Services. The Finance function will not report to the Chief Operations Officer at this time but will continue to remain separate until the retirement of the current Finance Director.

This structure should allow for more efficiency and unity across the organization and help with future anticipated transitions. This structure should assist in better integration of planning functions across the agency to respond to the need for integrated planning in the region.

Attachment: CRCOG August 2020 Organizational Chart