

# Hastings: Opportunities for Efficiency

March 20, 2017



# Background: Board of Public Works Working Group Meetings in February

## Group A: 2 Meetings Held

- Mayor
- Council Member
- Council Member
- Council Member
- Council Member
- BPW Member
- BPW Member
- City and Utilities Attorney

## Group B: 2 Meetings Held

- Mayor
- Council Member
- Council Member
- Council Member
- Council Member
- BPW Member
- BPW Member
- City and Utilities Attorney



**You Don't  
Have to be  
Sick to Get  
Better**

## **BLUF:**

Organizational studies are conducted to find efficiencies within organizational structures based on best practices. We must make decisions based on what is best for the community.

**Personnel come and go, but the organizational structure will be here for years to come.**

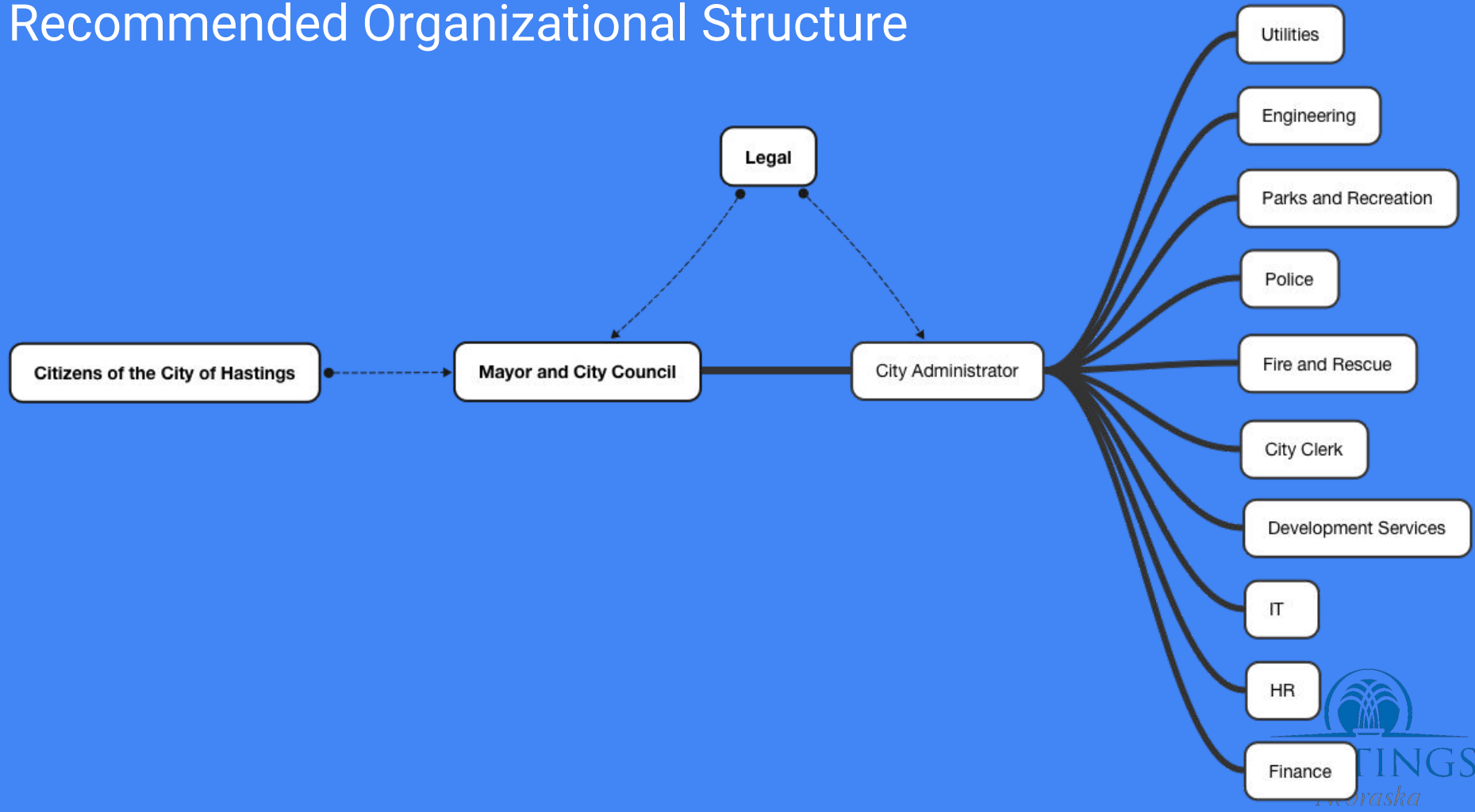
**We need to set the foundation for Hastings to become the most effective and efficient city possible.**

**Mayor and City Council must set the strategic direction in order for staff to develop an implementation plan.**

# General Organizational Takeaways From Working Groups

- Utilities is already department of the City of Hastings
- Combining IT functions makes a lot of sense
- Aligning HR policies and combining HR efforts would be beneficial
- Finance departments should be better aligned, but City and HU budgets and funds should always remain separate due to the proprietary nature of HU (as required by statute)

# Recommended Organizational Structure





**General Governing Body Takeaway #1 From**  
**Working Groups:**

**BPW serves an important purpose in  
recommending decisions to Mayor and City  
Council**

# Recommended Duties of the Board of Public Works

- Oversee erection, construction and repair of systems and performance of work
- Recommend all extension and projects related to systems to Mayor and City Council
- Recommend contracts to Mayor and City Council
- Approve estimates of the City Engineer
- Recommend rates and budget to Mayor and City Council

**General Governing Body Takeaway #2 From**  
**Working Groups:**

**A joint selection committee should be charged  
with interviewing and recommending the next  
Utilities Director**

# Recommended Selection Committee for HU Director

- Mayor
- 2 Council Members
- 2 BPW Members
- 3 Citizens
- City Administrator
- Human Resources

Committee will recommend successful candidate to the Mayor who will present the candidate to City Council for approval



**General Governing Body Takeaway #3 From  
Working Groups:**

**A Utilities Director is a unique position and a  
stable non-political environment is needed for  
them to operate**

# Recommended Change to Department Head Appointments

- Make only those positions required by statute up for reappointment at the beginning of the Mayor's term.
- Those that must be reappointed every 4 years:
  - City Administrator
  - City Treasurer
  - City Clerk
  - City Attorney
  - City Engineer

Assists in recruiting professionals to our community, without possible instability every 4 years

**General Governing Body Takeaway #4 From**  
**Working Groups:**

**We should come to a conclusion and move forward with hiring a Utilities Director**

## **Decision Point:**

**It is time for the Mayor and Council to set a strategic direction for our community and hire a Utilities Director.**



# Discussion

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