

MICHIGAN DEPARTMENT OF ENVIRONMENTAL QUALITY

INTEROFFICE COMMUNICATION

March 18, 2003

TO: All DEQ Staff

FROM: Steven E. Chester, Director

SUBJECT: Department Organizational Alignment

Last Monday at the Senior Management Team meeting, I distributed the attached organizational chart for the Department of Environmental Quality (DEQ). The organizational chart reflects a realignment of the functions of the Executive Division, including, among other changes, giving each Deputy Director supervisory authority for three (3) program divisions. The functions that used to report to the Deputy Director for Operations, for the time being, will report directly to me. The Deputy Director, classified under Civil Service, has yet to be selected. A new position of Senior Executive Assistant to the Director has been created.

I understand that the DEQ reorganization that occurred in September 2002 created several concerns. In January I asked the Senior Management Team for input regarding organizational changes that should be made in the short term to correct potential dysfunctions. Pursuant to the suggestions received, the Corrective Action Unit was moved from the Remediation and Redevelopment Division to the Waste and Hazardous Materials Division, and the toxicologists were realigned to report to the program divisions that they work for, while leaving them housed together to promote better communication between them. Their location may be changed in the future as space in the program divisions becomes available.

Today, I am announcing the last of the near term organizational changes. Attached is a memo that describes a revised reporting structure within the Geological and Land Management Division. The changes restore supervision of the two diverse programs housed within that division to their respective program management personnel. This is only an interim fix, while we evaluate long term options to address the organizational issues.

I am aware that there are additional concerns regarding the organizational structure, but due to the budget reductions and uncertainties, the hiring freeze, and other constraints, there are no planned additional changes at this time. I encourage you to try to work together to resolve issues between divisions and/or offices. Issues that cannot be resolved should be raised to your respective Deputy Director and to me, as necessary. In conjunction with the Senior Management Team, we may revisit the DEQ's organizational structure in six (6) to nine (9) months, and if warranted, consider establishing a work group to evaluate and propose any necessary structural changes.

Thank you for your commitment and support as we work through these issues.

Attachments