

MEMORANDUM

TO: Board of County Commissioners

FROM: Darren Gray, County Manager



DATE: April 27, 2023

RE: Organizational Realignment

I am pleased to announce an organizational realignment that marks the formation of a leadership team that will position Seminole County for continued success. This new structure consolidates our expertise, leveraging our leadership team's strengths to streamline our operations and enhance our ability to transform and continually improve.

As the attached organizational chart highlights, all leadership team members report to the County Manager. The Deputy County Manager and newly created Assistant County Manager will support designated departments to streamline day-to-day management.

The following changes are effective May 15, 2023, but will include a transition period through mid-June:

- Deputy County Manager Tricia Johnson will support Community Services, Development Services, the Office of Emergency Management, Seminole County Fire Department and will continue to oversee legislative affairs.
- Joining the County from Lake County Government and, most recently, Seminole County Public Schools, Kristian Swenson will assume the role of Assistant County Manager, effective May 31, 2023. Kristian will support the Environmental Services, Leisure Services, and Public Works Departments in this position.
- Assistant County Manager, Meloney Koontz, will manage constituent matters and special projects related to the County Manager's Office, as well as BCC meeting agenda production and oversight.
- Andrea Wesser-Brawner joins the County on June 12, 2023, as the Director of the newly created Office of Strategic Initiatives. This Office includes Economic Development, Tourism, and Strategic Initiatives, previously titled Organizational Excellence. Andrea comes to the County from UCF and previously served as the Chief Innovation Officer for Orange County Government.
- Budget Management will be elevated to a standalone Office with Tim Jecks as its Director. Lorie Bailey-Brown continues to Direct Resource Management, including additional County administrative functions.
- The Office of Communications, previously titled Community Relations, will encompass media relations, digital communications, graphics, and SGTV. The County Manager's Office will commence with a search for the Director of this Office in the next month.

Over the coming weeks and months, the leadership team will continue to assess the impact of this realignment. Much work remains to fully implement this new structure, and additional modifications are anticipated. For example, a position similar to a "Development Ombudsman" will be created over the next few months, reporting directly to the County Manager's Office.

This in-house resource will assist external partners with planning, engineering, permitting, and inspection activities to facilitate and expedite the process.

We will focus on innovating our processes, sharpening our strengths, expanding our performance, and continually improving our service to the citizens and business owners of Seminole County.