

**Washington Metropolitan Area Transportation Authority
Board Action/Information Summary**

<input checked="" type="checkbox"/> Action <input type="checkbox"/> Information	MEAD Number: N/A	Resolution: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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PURPOSE

To accept the recommended organizational structure presented in the Moffat report and authorize the General Manager to make changes to the organization structure.

DESCRIPTION

An organizational assessment was conducted by Gayland Moffat Consulting which identified inefficiencies within the Authority. The consultant reviewed WMATA documents, conducted employee focus groups and interviews, and reviewed financial data to come to this conclusion.

The organizational assessment found that the Authority has excess administrative and managerial staff; is divided structurally and culturally; and has strained operational resources. A package of savings, increased revenues and new investments in the organization has been recommended by the consultant. This recommendation includes changing the structure of the organization.

FUNDING IMPACT

There are no changes to the approved FY07 budget and no increases in the funding requirements for the proposed FY08 budget.

RECOMMENDATION

To accept the Moffat report recommendations and authorize the General Manager to make any additional changes to the organizational structure and executive staff who are direct reports to take advantage of other efficiencies and organizational effectiveness.

PRESENTED AND ADOPTED:

SUBJECT: PROPOSED REORGANIZATION

PROPOSED
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
WASHINGTON METROPOLITAN AREA TRANSIT AUTHORITY

WHEREAS, The Washington Metropolitan Area Transit Authority (Authority) Compact provides that the General Manager acts as the Chief Executive Officer of the Authority and, subject to policy direction by the Board of Directors, is responsible for all activities of the Authority; and

WHEREAS, The Board previously authorized an organizational assessment to examine and report on functional areas of the Authority that could be reduced, realigned or eliminated; and

WHEREAS, The Authority's shift in focus from construction to operation has prompted a need for restructuring; now, therefore, be it

RESOLVED, That the reorganization shown on Attachment 1 to this resolution is approved; and be it further

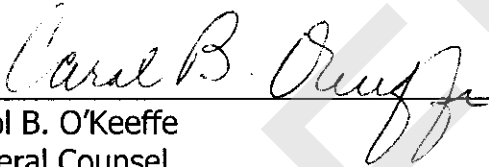
RESOLVED, That the Board approves the list of Executive Management positions shown on Attachment 2; and be it further

RESOLVED, That the General Manager is authorized to create, abolish, or reorganize in whole or in part any department or independent office and to create additional Executive Management positions at such future times as he may deem appropriate to the proper operation of the Authority without further Board action; provided however, that the creation, abolishment or reorganization of the Offices of the Board Secretary, Inspector General, and of the Office of General Counsel along with the hiring and firing of the Board Secretary, Inspector General, and General Counsel are reserved solely to the Board; and be it further

RESOLVED, That the General Manager is authorized to make all such changes that are necessary or appropriate to existing policies, practices and procedures to conform those policies, practices, and procedures to this or any future reorganization undertaken by the

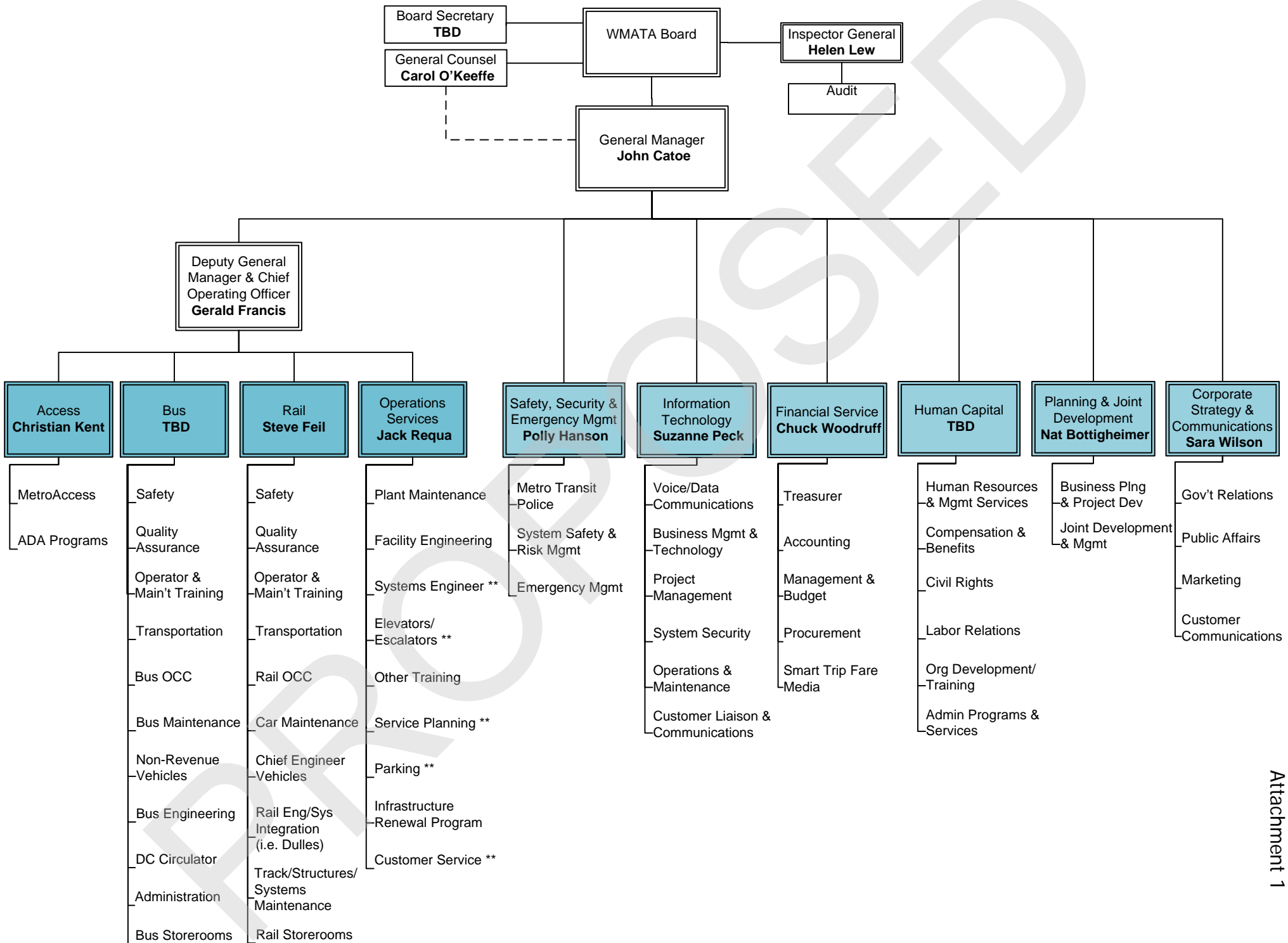
General Manager pursuant to the authority granted in this resolution; and be it finally
RESOLVED, That this Resolution shall be effective immediately.

Reviewed as to form and legal sufficiency:



Carol B. O'Keeffe
General Counsel

PROPOSED



Executive Management PositionsExisting

General Manager

~~Chief of Staff~~~~General Counsel~~~~Assistant General Manager, Chief
Engineer/Project Management~~~~Assistant General Manager, Customer
and Media Communications~~~~Assistant General Manager, Finance
and Chief Financial Officer~~~~Assistant General Manager for Planning
and Joint Development~~~~Assistant General Manager, System
Safety and Risk Management~~~~Assistant General Manager, Workforce
Development and Administration~~~~Board Secretary~~~~Chief Information Officer~~~~Chief, Metro Transit Police~~~~Chief Operating Officer, Bus Service~~~~Chief Operating Officer, Community
Transportation Services~~~~Chief Operating Officer, Operations
Support~~~~Chief Operating Officer, Rail Service~~~~Inspector General~~

*For Compact purposes, the Chief Financial Officer also serves as the Treasurer and the Comptroller

Deleted positions shown by ~~strikethrough text~~

Added positions shown by **bold text**

Proposed

General Manager

**Deputy General Manager and
Chief Operating Officer**

General Counsel

**Assistant General Manager for
Corporate Strategy and
Communications
Chief Financial Officer***Assistant General Manager for Planning
and Joint Development**Assistant General Manager for
Safety, Security and
Emergency Management****Assistant General Manager for
Human Capital**

Board Secretary

Chief Information Officer

**Chief Operating Officer for Metrobus
Chief Operating Officer for MetroAccess****Chief Operating Officer for Operations
Services****Chief Operating Officer for Metrorail**
Inspector General