

State of Oregon
Department of Environmental Quality

Memorandum

Date: Nov. 20, 2013

To: Environmental Quality Commission

From: Dick Pedersen, Director

Subject: Agenda item S, Informational item: Organizational structure updates
Dec. 11-12, 2013, EQC meeting

Purpose of item Director Pedersen will discuss upcoming organizational structure changes for DEQ.

Background DEQ began developing an outcome-based management system in December 2010. For the past three years, before the governor and the legislature mandated state government to do so, DEQ embraced outcome-based management as its new business model. The agency is now working to reach its full implementation by transitioning to a new organizational structure that supports its outcome-based management system.

Director Pedersen will describe the new organizational structure and the ways it reinforces the outcome-focused work of the agency.

Next steps The new organizational structure goes into effect Feb. 1, 2014, as the first phase of implementation. Staff will continue their work in the new structure and the agency will evaluate any further changes needed as it works toward a shared vision of DEQ's future.

Attachments A. DEQ core work map
B. The Road Ahead organizational planning document, version 1, dated Nov. 5, 2013

*Report prepared by Stephanie Caldera, from
information provided by Director Pedersen*