A large, stylized, light blue Phoenix logo is centered on the page. The logo is composed of several curved, overlapping shapes that form the bird's head and tail. The background is a solid, medium blue color.

Organizational Review
David Cavazos
Phoenix City Manager

City of Phoenix

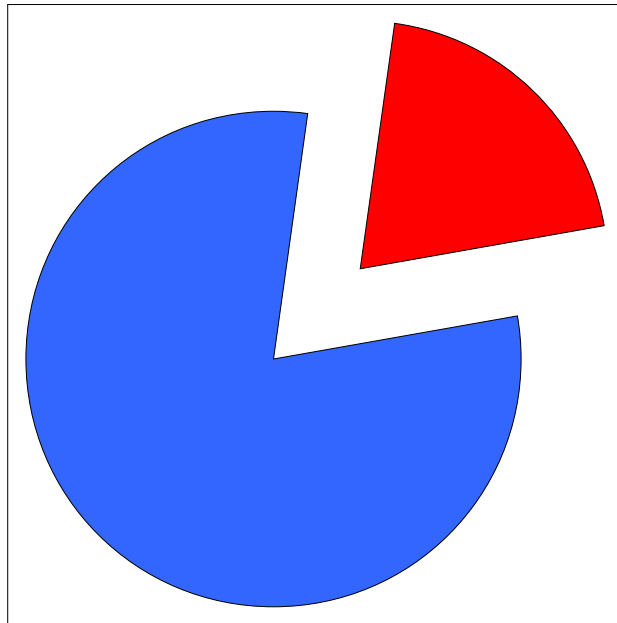


2009 Fiscal Condition





In 2009...



■ General Fund ■ Deficit





What Did We Do?



&





Origin

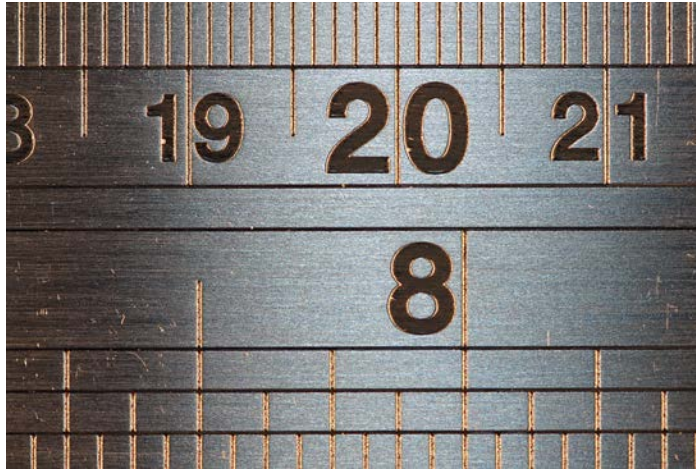


®

**PHOENIX
CHILDREN'S**
Hospital



Purpose of Organizational Review





Identify Statistics



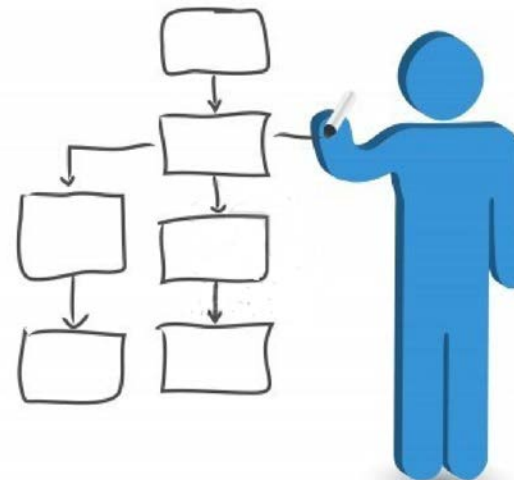
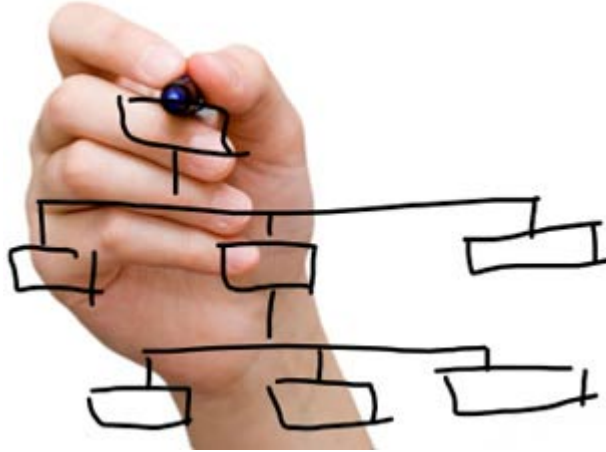


Identify Service Delivery



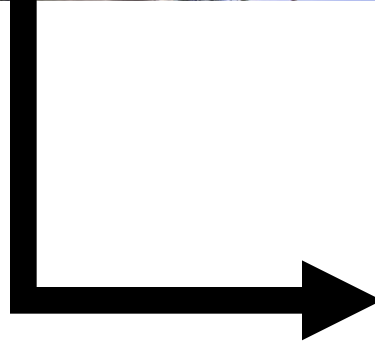


Suggest Reorg. Plans





Why Focus on Supervisory Layers and Span of Control?





Why Focus on Supervisory Layers and Span of Control?





Organizational Review Meetings

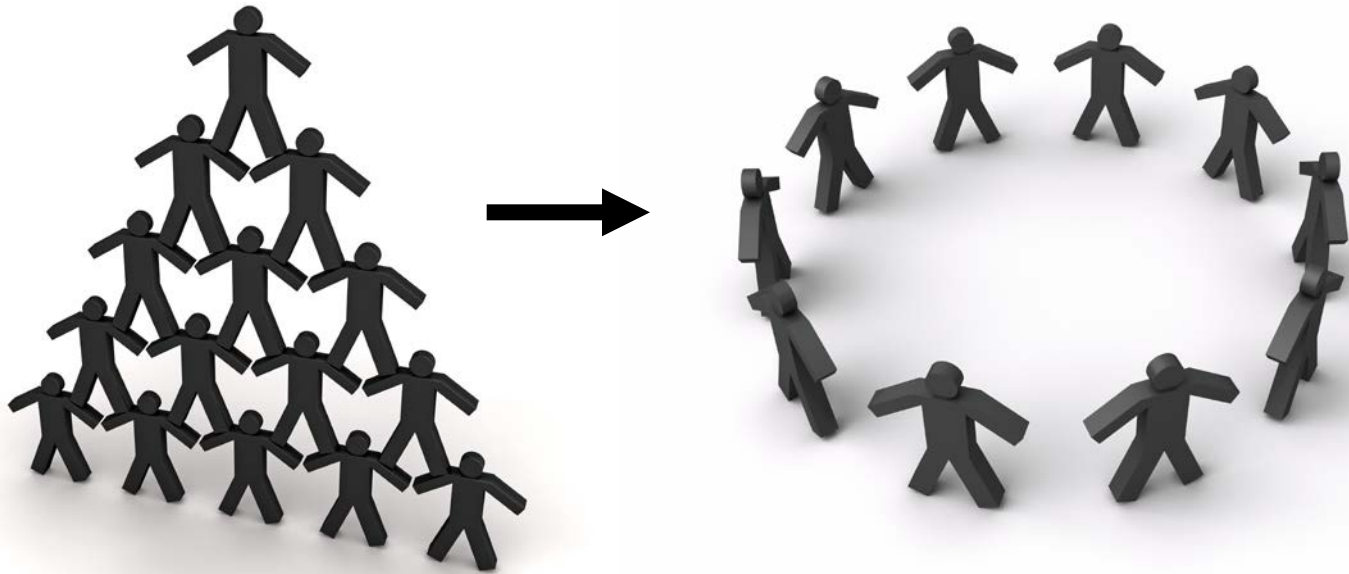


or





Results: Year One





Instructions for Year Two





Summary of Three-Years of Results





Example Result: Office of Customer Advocacy





Example Result: Citywide Grant Coordinator



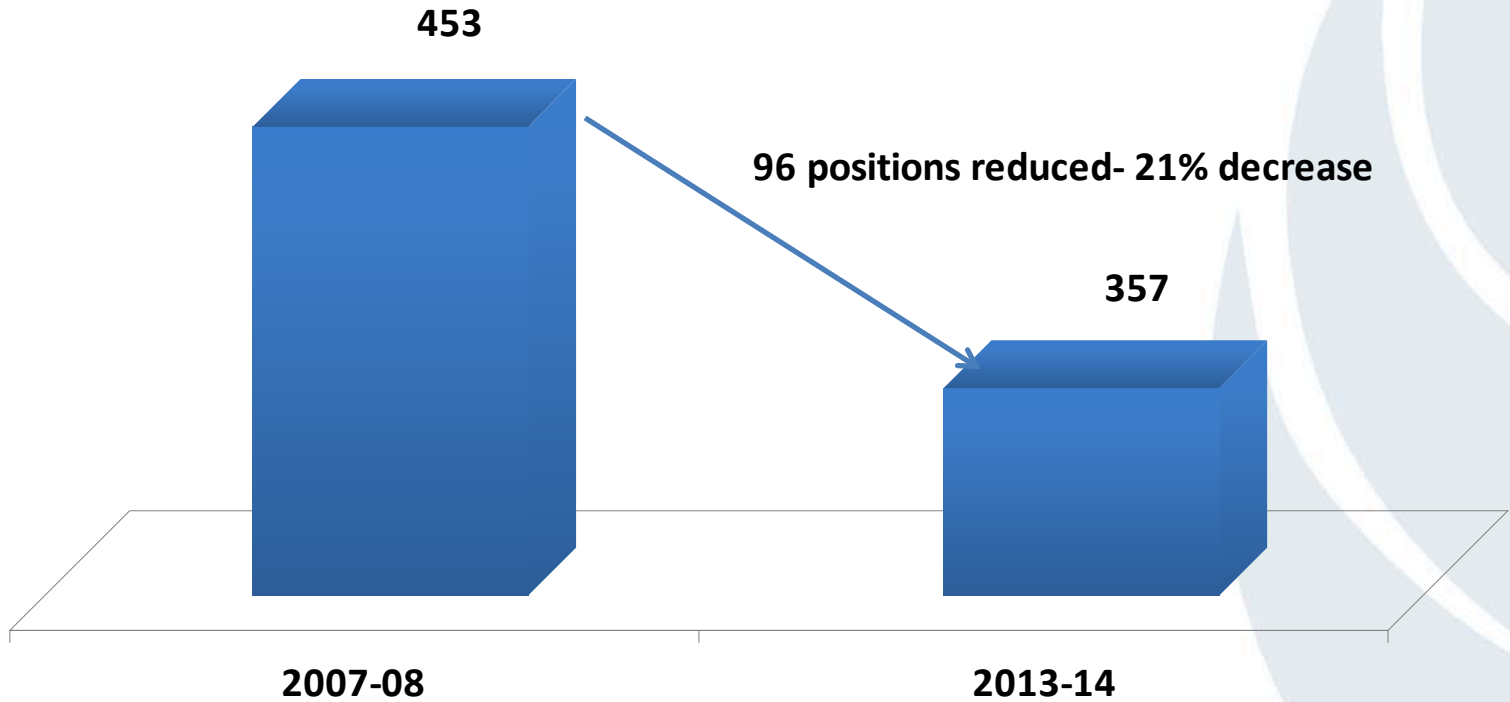


Example Result: Citywide Volunteer Coordinator





Authorized Management Positions





Institutionalizing I&E

