

Philadelphia Department of Parks and Recreation Merger Related Decisions

The timeline below will be guided by:

- Making well informed decisions regarding the right people, the right structure, the right places and the right equipment.
- Decisions made in a timely and responsible manner that is appropriate to the increasing momentum and demands of the merger implementation process.
- Decisions made in a manner that reinforces our commitment to open communication and transparency with staff and external stakeholders.

Target Dates:

- **July 2010 – Staff Engagement meetings will be held to discuss the divisional structures, new districts, and work locations.**
- August 2010 -The Office of Human Resources and relevant Labor Organizations will remain actively engaged in the ongoing staffing process.
- August 2010 - Begin job shadowing and peer to peer training for Park and Recreation staff.
- August/September 2010 - Regional Managers and District Managers process to be announced.
- August/September 2010 - Recommendations will be made to Commissioner DiBerardinis on work locations, reallocation of equipment and new position specifications.
- **August, September, October 2010 – Continue communication with staff regarding the development of new positions, title changes and work locations.**
- November 2010 – Modifications will be made to the divisional structures, titles, staff assignments and work locations based on feedback received during the staff review process.
- **November 2010 through March 2011 – The department will undertake a systematic, process of moving staff and equipment into new reporting structures and/or work locations.**
 - New work locations for staff and equipment: November 2010-January 2011
 - New reporting district structure: January 2011-March 2011
- **April 2011- The majority of the new department structure is in place.**
- July 2011 –Remainder of the new department structure is in place.
- Beyond July 1, 2011 – The periodic review and adjustment period begins.

It should be noted that all proposed dates and activities are subject to adjustment based on the input and feedback generated through engagement activities with both internal and external stakeholders.