



**Office of the County Administrator**

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The Mille Lacs County Board of Commissioners have been reviewing and making changes to the County's organizational structure over the past year. The most recent modifications being the adoption of the County Administrator structure of government and the adoption of County goals which include increasing the efficiency and effectiveness of County operations. On March 17, 2009; the Board took the next step in the process by passing a resolution implementing County budget cuts and organizational changes.

The resolution addresses several immediate changes to the County's structure and provides direction for future planning efforts. First, the resolution creates a Land Services office by combining the Zoning and Environmental Services office, County Recorder office and County Surveyor office. This combination of department administration; along with decreased business levels due to the economy; and a previous Board action to un-delegate feedlots will allow for the reduction of three (3) FT positions.

The creation of a Land Services office will allow for easier access to land records, inspections, zoning, plats, surveying and other land related services; which will create a more efficient structure for staff and the public. This combination of offices will also allow for a comprehensive overview and planning process for the implementation of new technology in the future. These changes will be effective April 1, 2009.

In addition, this resolution completes the integration of the two other departments into the Administrative Services office, resulting in two (2) additional FT positions being eliminated. Overall, the new structure eliminates five (5) full-time positions and it is estimated that these changes to the structure will save the County \$250,000 annually.

Another part of the ongoing effort to reduce our operational costs includes the offering of an early retirement incentive program for eligible employees. This provides us the opportunity to review structure, duties and the need for each position and to reduce our overall personnel costs.

As part of the long-term planning process, the County Board is also working on a process of prioritizing services the county provides. The next step will be to review the services we currently provide and then to prioritize those services. In addition to this long-term planning, the county will continue to look at fluctuating business levels to determine what, if any, other adjustments need to be made.

These immediate actions will reduce our 2009 budget and also our long-term operational costs. In the meantime, as the County moves forward, we are making investments in our future space needs, equipment and facilities. This will provide for more effective court services and allow for future expansion of other services, as needs change and grow. These ongoing capital investments will in turn make our county government more efficient and reduce long-term costs; and provide better services to our residents.