



New Jersey Pinelands Commission

PRESS RELEASE

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Commission Implements Reorganization Plan

Staff changes, streamlining measures in place

NEW LISBON, NJ - Pinelands Commission Executive Director John C. Stokes today announced that a reorganization of the Pinelands Commission staff has been put into effect. The changes will make the agency operate more efficiently while at the same time achieving short-term cost savings of as much as \$85,000.

"This reorganization is a positive first step toward improving the Commission's ability to protect Pinelands resources and deliver important services to our clients," said Stokes. "These improvements would not have been possible without the guidance and support of Chairman Florio and the entire Pinelands Commission. I also want to thank Commissioner Leslie Ficcaiglia who chairs the Commission's Personnel and Budget Committee for her panel's hard work in making this overhaul happen in a timely fashion."

The reorganization plan eliminates the two Assistant Director positions and creates or reconstitutes five offices that will report directly to the Executive Director. This streamlines the chain of Command, delegates more decision-making authority to staff and increases the ability for management to provide direct input in executive decisions. The five offices are:

- Regulatory Programs - a consolidation of the Regulatory Programs and Project Review Offices;
- Land Use & Technology Programs - combines the Planning Office with Management Information Technology and Geographic Information Technology Offices;
- Business Services - merges Business Services and Office Services staffs;
- Communications - consolidates the Communications and Public Programs Offices; and
- Science Office - remains as previously structured.

In addition, the Executive Office has been re-structured, including the creation of two new positions - a Legal Advisor who will handle legislative and regulatory affairs and provide legal support to all offices, and a Director of Special Programs, who will handle special initiatives and projects. These changes did not result in an increase in the number of Pinelands Commission staff positions.

Stokes further explained, "the changes make better use of the expertise and talent of the existing Commission staff and allow for the creation of new positions to address areas where we clearly could use additional support: all of this without increasing the size of our staff."

Pinelands Reorganization

Page 2

As part of the reorganization, nine members of the Pinelands Commission have been reclassified:

- **Chuck Horner**, who served as Acting Assistant Director for Development Review and Enforcement is now Director of Regulatory Programs;
- **Larry Liggett**, who was Manager of Planning, is now Director of Land Use and Technology Programs;
- **Susan Grogan**, who served as a Principle Resource Planner, is now the Commission's Chief Planner
- **Russ Davis**, who was Supervisor of the Geographic Information Systems Office, is now the Commission's Geographic Systems Administrator;
- **Donna Connor**, who was Business Services Supervisor, is now Business Manager;
- **Jay Riches**, who was Procurement Specialist, is now Procurement and Facilities Manager;
- **Robert Zampella**, Chief of the Science Office will now report directly to the Executive Director;
- **Francis Rapa**, Communications Officer will lead the newly structured Communications Office; and
- **Kathy Whitton**, who was Supervising Executive Secretary, is now Secretary to the Executive Director;

Stacey Roth is the Commission's newly hired Legal Advisor. She comes to the Commission with over ten years experience practicing environmental law. Prior to joining the Commission, she worked for the New Jersey Department of Environmental Protection as a Legal Specialist. Stacey also has experience in a private sector law firm working as a Litigation Associate with emphasis in complex multi-party environmental matters, and she worked at the New Jersey Division of Law as a Deputy Attorney General in the Transportation and the Environmental Permitting and Counseling Sections.

Additionally, a new position of Chief Permit Administrator has been created, which the Commission plans to fill from within the office.

“Through this reorganization plan, we were able to consolidate offices that shared similar functions, yet at the same time, we were able to create enhanced opportunities for employee advancement,” added Stokes. “I am very pleased with the outcome of this effort.”

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