
From: Craig Martin [REDACTED]
Sent: Saturday, April 21, 2012 2:23 PM
To: Jeffrey Epstein
Subject: Re: engineering/maintenance staffing
Attachments: LSJstaffing1.pdf; LSJstaffing2.pdf

Jeffery;</=pan>

Here are some thoughts on support staffing.

Engin=ering/Maintenance

For Discussion only;

As discussed most of the is=ands staffing is now involved in construction not on island maintenance.=As the construction winds down the staff in engineering, maintenance and=marine services should have more time to perform their permanent jobs. I= we can teach them to multi-task we should be able to shrink the staff.<=div>

Between engineering and maintenance there are currently 9 people. Mar=ne services has 3pp plus the head engineer position (Arran), makes the t=tal support staff 13pp. This is an extremely large support staff for the=0Aisland.

Management is currently looking at the staffing by who is =here and how they fit into the current/new staffing structure. We need a n=w structure. If you look at the staffing from a larger/different prospec=ive, though, you would have a smaller staff that is trained in multi are=s. We need more out of the box thinking. To get to this point the curren= staff might have to be retrained or replaced. This may take several mon=hs to accomplish but could be done. We need a new org chart in this area= Examples; Maybe there is a marine mechanic that is the se=ond boat driver who also runs the RO plant and is the island mechanic. W=en the island stops maintaining construction equipment and much of the e=uipment leaves the island and there is fewer boats to maintain, this may=be possible.

Head Engineer

Painter/ Carpenter/ma=ntenance combined.

<=iv class="MsoNormal">Electrician/ plant operator/irrigation (electronic =ide) technician.

=div class="MsoNormal">These are just suggestion for discussion, but I th=nk you can see where we could be going.

Structure;

Currently e=ngineering reports to Aaran, maintenance to Brice, marine to both.
=0A

Future; There should be one person to handle=all. They can then supervise all support staff and deploy them as needed= Landscaping might want to fall here also.

Areas of work/Buildings. Although this may sound triv=al I do not believe the staff should be spread out in 3 or 4 different b=ildings. This makes is very difficult to supervise them and to have them=multi task .

Currently, carpentry is i= the building by the dock, electricians in the RO building, mechanics in=the shed and management in a separate building. It is almost impossible =o manage and supervise the staff that way.

All the work spaces are over sized and could be smaller and more efficient if redesigned correctly. I would also avoid walls and use more fencing/windows where possible. You need to be able to see the staff working=

Example (for discussion)

In the R= building have a carpenter shop, paint, electrical, plumbing and a glass=enclosed managers office. I believe this may fit.

To accomplish this;

Quads w=uld go to dock side building.

Storage =o dock side building.

Electrical shop =o shrink.

Engineering storage to the t=o empty generator bays.

=0A

The proposed new metal building would be a g=eat asset but if you do not want to spend \$250,000 on the building you c=uld; Clean up current mechanics buildi=g.

Throw out much of the material ther=.

Keep sensitive equipment/machinery i= dockside building. There are 3 more containers in that building using v=luable space as well as a large carpenter shop, large marine services sh=p that would have to be repurposed/moved/reconfigured.

Larger equipment would be kept in current engineering=0Ashed/structure.

These are just some ideas for discussion.

=0A

The =oint is the way the support staff is currently structured will lead to a=larger staff than you want. I believe we should start with making the ph=sical plant more efficient and then reducing the staff.

Craig

=0A