
From: Craig Martin [REDACTED]
Sent: Saturday, April 21, 2012 2:23 PM
To: Jeffrey Epstein
Subject: Re: engineering/maintenance staffing
Attachments: LSJsatffing1.pdf; LSJstaffing2.pdf

Jeffery;</=pan>
Here are some thoughts on support staffing.

Engineering/Maintenance

For Discussion only;

As discussed most of the island 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. Marine services has 3pp plus the head engineer position (Arran), makes the total 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 new structure. If you look at the staffing from a larger/different prospective, though, you would have a smaller staff that is trained in multi areas. We need more out of the box thinking. To get to this point the current staff might have to be retrained or replaced. This may take several months 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 second boat driver who also runs the RO plant and is the island mechanic. When the island stops maintaining construction equipment and much of the equipment leaves the island and there is fewer boats to maintain, this may=be possible.

Head Engineer

Painter/ Carpenter/maintenance combined.

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

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

Structure;

Currently engineering reports to Arran, maintenance to Brice, marine to both.

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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 trivial I do not believe the staff should be spread out in 3 or 4 different buildings. This makes it very difficult to supervise them and to have them=multi task .

Currently, carpentry is in 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.

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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.

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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

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