



Legislation Details (With Text)

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Title: RESOLUTION - APPROVING THE RECLASSIFICATION OF THE DIRECTOR OF ENVIRONMENTAL AND ENGINEERING SERVICES POSITION FROM PAY GRADE 57 TO PAY GRADE 65; PROVIDING FOR AN EFFECTIVE DATE.

Sponsors:

Indexes:

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Attachments: 1. RESOLUTION, 2. BACKGROUND INFORMATION, 3. BACKGROUND INFORMATION, 4. BACKGROUND INFORMATION

Date	Ver.	Action By	Action	Result
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TO: Mayor and City Commission

FROM: Cale Curtis, City Manager

DATE: March 18, 2020

RESOLUTION - APPROVING THE RECLASSIFICATION OF THE DIRECTOR OF ENVIRONMENTAL AND ENGINEERING SERVICES POSITION FROM PAY GRADE 57 TO PAY GRADE 65; PROVIDING FOR AN EFFECTIVE DATE.

BACKGROUND: The Director of Environmental and Engineering Services is a highly specialized position, combining utilities management with civil engineering expertise. The position requires a minimum of a Bachelor's Degree in Civil Engineering or similar, a minimum of seven (7) years of progressive experience in the field and State of Florida Professional Engineering Certification or certification obtainment within six (6) months. This position is responsible for the safety of the City's water systems, as well as serves as Floodplain Manager and City Engineer. Recently, the role was further expanded to include oversight of the Utility Billing Division.

The City has experienced difficulty filling the position with a qualified candidate since its initial vacancy in May 2018, despite ongoing advertisement on the City's website and on other professional job announcement boards. Prior applicants for the position have not satisfied qualifications or have salary requirements that exceed the position's current pay grade. Given the critical nature of the department's operations, the position has been temporarily staffed through a Service Agreement with Calvin Giordano & Associates.

The current Pay Grade for the Director of Environmental and Engineering Services position is Grade 57, with a range of \$112,081 - \$157,251. Review of the 2019 Public Employees Personnel Information Exchange (PEPIE) data corroborates the scope of the position is unique and the combined responsibilities support a more competitive rate.

RECOMMENDATION: Approve re-grading the Director of Environmental and Engineering Services position to Pay Grade 65, with a salary range of \$124,570 - \$174,773.

FISCAL IMPACT: Funding Available in DEES Fund

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