

PALM BEACH COUNTY  
BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

Meeting Date: June 18, 2019

Consent [ ]  
Public Hearing [ ]

Regular [X]

Department: Water Utilities Department

I. EXECUTIVE BRIEF

**Motion and Title:** Staff recommends motion to approve: Six (6) positions for the Water Utilities Operations Division of the Water Utilities Department (WUD), to be utilized in the Water Treatment Plants as Chief Water/ Wastewater Plant Operators.

**Summary:** One of the main focuses of WUD is to provide our 600,000 customers with the highest quality water 24/7, 365 days a year, through the sound operation of our water/wastewater plants. This goal requires skilled, licensed technicians following stringent regulatory rules utilizing complex treatment processes. To fulfill this mission, WUD has requested twelve (12) additional Chief Operator positions to be added to the Department's current complement. Six (6) positions will be funded as a result of this approval and the other six (6) positions are being requested as part of the WUD FY 2020 budget. These staff will provide enhanced safety, improved operational reliability and water quality integrity, enhanced leadership and career advancement.

This proposal includes staffing two or more licensed operators on each shift (3 shifts over 24 hours) at each facility to promote and enhance safety. These plants are located throughout the County, some in remote areas and each facility ranges in size from 13 acres to over 127 acres. Each plant utilizes industrial equipment with moving parts, high voltage electrical components, open tank basins and deep wells. Access to machinery includes having to go outside in the elements, climb up stairs and take samples or readings at regular intervals during each shift. Having two staff on-site around the clock provides additional safeguards and protection for both the employees and the facilities alike.


Additional management level positions of Chief Water/Wastewater Plant Operator will ensure operational reliability and water quality integrity. The Department's credibility depends upon safe drinking water, so it is essential to have management staff leading the facilities at all times. In addition, water and wastewater treatment technological complexity and stringent water quality compliance are two other aspects that were considered for obtaining supplemental chief operators. These new positions require the highest level of state operations licensing with a minimum of 5 years of practical experience, which will allow WUD to attract and hire staff with advanced knowledge, skills and abilities. On January 25, 2019, the Water Utilities Advisory Board supported the Department's need for the additional positions. Countywide (MJ)

**Background and Policy Issues:** Our on-going personnel recruitment goal is to hire and retain the best and brightest candidates to continue to promote the Department's respect as the third largest utility in the state, utilizing the most advanced water treatment processes and technologies available. We are currently enhancing our advertising efforts announcing our available positions via social networking including Facebook and through targeted entities, such as utility associations, to attract new operators. We are also increasing the number of internal training classes offered at advanced level certifications to promote staff from within the organization.

**Attachments:**

None

Recommended By:

  
For Department Director

JUNE 5<sup>th</sup>, 2019  
Date

Approved By:

  
Assistant County Administrator

6/17/19  
Date

## **II. FISCAL IMPACT ANALYSIS**

**A. Five Year Summary of Fiscal Impact:**

Fiscal Years	2019	2020	2021	2022	2023
Capital Expenditures	<u>0</u>	0	0	0	0
Operating Costs	<u>0</u>	<u>\$510,516</u>	<u>\$525,832</u>	<u>\$541,606</u>	<u>\$557,855</u>
External Revenues	<u>0</u>	0	0	0	0
Program Income (County)	<u>0</u>	0	0	0	0
In-Kind Match County	<u>0</u>	0	0	0	0
NET FISCAL IMPACT	<u>0</u>	<u><u>\$510,516</u></u>	<u>\$525,832</u>	<u><u>\$541,606</u></u>	<u><u>\$557,855</u></u>
# ADDITIONAL FTE POSITIONS (Cumulative)	<u>0</u>	0	0	0	0

**Budget Account No.:** Fund 4001 Dept 720 Unit Various Object Various

Is Item Included in Current Budget?                      Yes **X**                      No

Does this item include the use of federal funds? Yes No **X**

Reporting Category **N/A**

**B. Recommended Sources of Funds/Summary of Fiscal Impact:**


Expenditure from user fees.


\*There is no need to amend the FY2019 budget. If any of the positions are filled prior to the end of FY2019, the salaries can be absorbed in the FY2019 budget.

C. Department Fiscal Review: \_\_\_\_\_

### III. REVIEW COMMENTS

**A. OFMB Fiscal and/or Contract Development and Control Comments:**


 C/12/19  
 OFMB  
 6/11  
 947


 6/13/19  
 Contract Development and Control  
 6/12/19 TA

### B. Legal Sufficiency:

Legal Sufficiency: 6/14/19  
Assistant County Attorney

**C. Other Department Review:**

Department Director

This summary is not to be used as a basis for payment.