

RESOLUTION R - 13-206

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF MANATEE COUNTY, FLORIDA, RESCINDING RESOLUTION 10-147 WHICH AUTHORIZED THE COUNTY ADMINISTRATION TO ENTER INTO AGREEMENTS CONCERNING BUILDING INSPECTOR AND PLANS EXAMINER CERTIFICATION COSTS; MAKING RELATED FINDINGS; PROVIDING FOR SEVERABILITY; PROVIDING CONFLICTING RESOLUTIONS BE SUPERCEDED; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, Manatee County government operates a Building Department and desires to adopt policies which will allow staff of that department to provide inspection and plans examining services at the most efficient and effective level possible; and

WHEREAS, economic and budgetary factors have required the Building Department to reduce staffing levels including the number of personnel performing building inspections and reviewing and approving construction plans; and

WHEREAS, these reductions in staffing have caused the loss of staff who had redundant certifications in specific construction disciplines; and

WHEREAS, the Building Department wishes to take advantage of this situation by encouraging its Building Inspectors and Plans Examiners to train for and take the license certification exams to receive licenses in construction specialties additional to those areas they are already certified in, which in turn will enhance the ability of staff to provide more effective customer service while also adding significant value to their roles within the department; and

WHEREAS, the County Commission attempted to encourage employees to obtain additional certifications by adoption of Resolution 10-147 which allowed for the reimbursement of the costs associated with obtaining additional licenses; and

WHEREAS, while this measure was beneficial, the administration has determined that it would like to provide permanent increases in the base rate of pay for employees based upon their obtaining additional useful licenses rather than reimbursing only costs; and

WHEREAS, the Building and Development Services Department has worked with Human Resources and the County Attorney's Office to develop a career ladder system so as to allow for automatic increases tied to an Inspector or Plans Examiner's obtaining and maintaining one or more additional useful licenses and has the funds within its current budget to pay for the additional wage costs associated with the additional compensation; and

WHEREAS, based on the foregoing the administration has asked the Board of County Commissioners to rescind Resolution 10-147 so the new career ladder plan may be implemented.

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Manatee County, Florida, that Resolution 10-147 is hereby rescinded and shall be of no further effect.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately upon its adoption.

BE IT FURTHER RESOLVED that any existing Resolution or portion thereof of the Board of County Commissioners which contains terms or provisions which are in direct conflict with and cannot be harmonized with the provisions of this Resolution shall, as to such terms or provisions, be deemed as superseded by this Resolution.

BE IT FURTHER RESOLVED that the provisions of this Resolution are severable such that the invalidity of any one provision shall not operate to invalidate any other provision.

PASSED AND DULY ADOPTED by the Board of County Commissioners of Manatee County, Florida, with a quorum present and voting, this 5TH day of NOVEMBER, 2013.

ATTEST:
R.B. SHORE
CLERK OF THE CIRCUIT COURT

By: 
Deputy Clerk



**BOARD OF COUNTY COMMISSIONERS
MANATEE COUNTY, FLORIDA**

By: 
Chairperson

November 5, 2013 - Regular Meeting
Agenda Item #16

Subject

Incentive Program for Building Department Licenses

Briefings

None

Contact and/or Presenter Information

Barbara A. Redmond, Business Services Manager x3818

John R. Barnott, Director x3887

APPROVED in Open Session

Manatee County Board of County
Commissioners

Action Requested

Motion to adopt Resolution R-13-206

Enabling/Regulating Authority

Florida State Statute Chapter 125 (Home Rule Authority)

Background Discussion

On August 24, 2010, the Board of County Commissioners adopted Resolution R-10-147. The Resolution provides for the reimbursement of costs associated with obtaining additional licenses. While cost reimbursement is beneficial, employee positions are not upgraded nor compensated as a result of obtaining additional licenses. Each additional license area a Plans Examiner or Inspector becomes certified in makes the employee exponentially more valuable to the Department, not only to perform more work individually, but creating a pool of resources to meet customer service needs. Building and Development Services Department consulted with Human Resources and the County Attorney Office to develop a career ladder in accordance with section V.C.6 and 7 of the Manatee County Personnel Policy, Rules, and Procedures Manual to better serve the needs of the County and its citizens. Staff therefore recommends adoption of the Resolution.

County Attorney Review

Other (Requires explanation in field below)

Explanation of Other

Attorney Robert Eschenfelder was consulted and prepared Resolution R-13-206 for the new career ladder plan implementation.

Reviewing Attorney

N/A

Instructions to Board Records

Copy of executed Resolution to Dale Garcia, dale.garcia@mymanatee.org (HR), Robert Eschenfelder, robert.eschenfelder@mymanatee.org (CAO), and John Barnott, john.barnott@mymanatee.org(BADS). - Snt cpy via email to DG/RE/JB, added res to M drive and emailed res to NC/DB - SS - 11/6

Cost and Funds Source Account Number and Name
NA

Amount and Frequency of Recurring Costs
NA

Attachment: [R-13-206.pdf](#)