Professional Engineer Development Program

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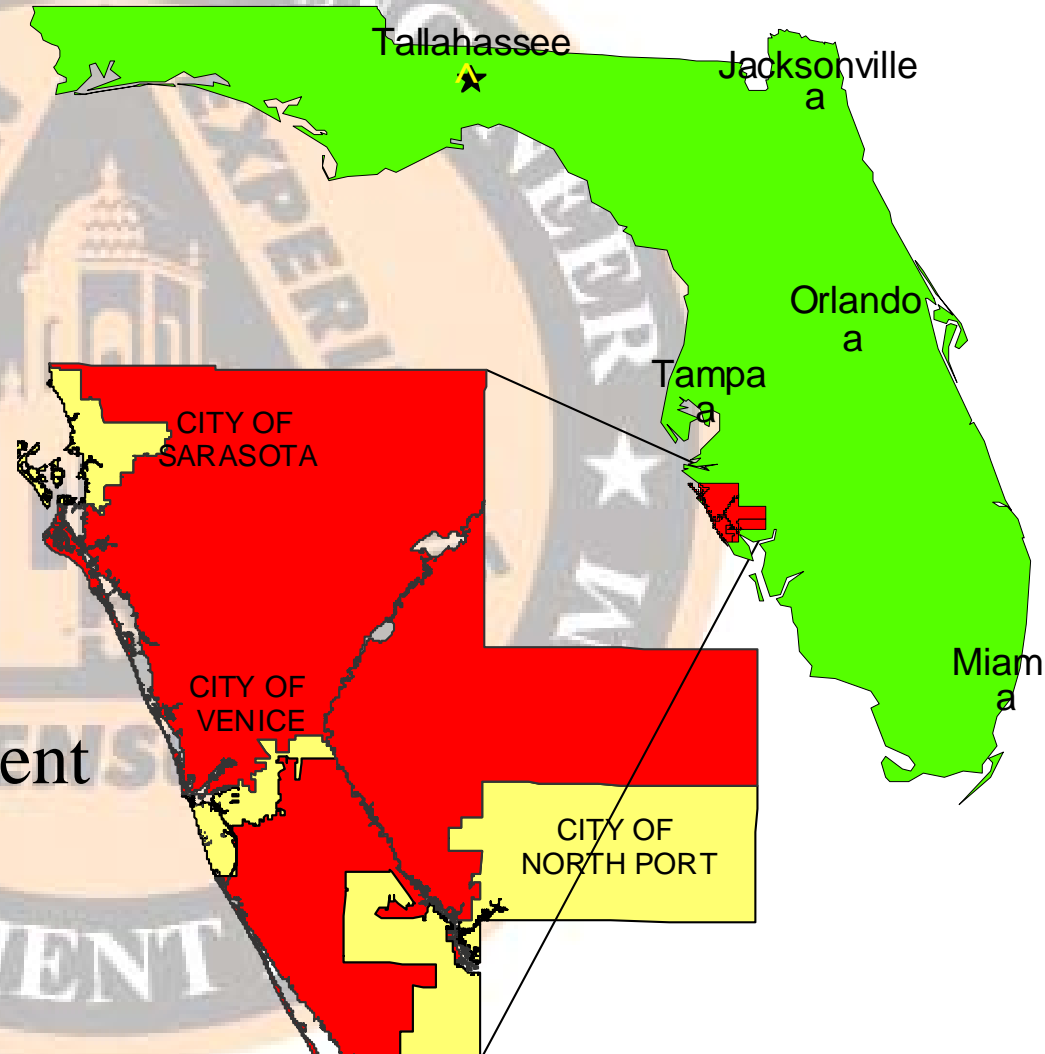*Florida Association of Counties Annual Conference*
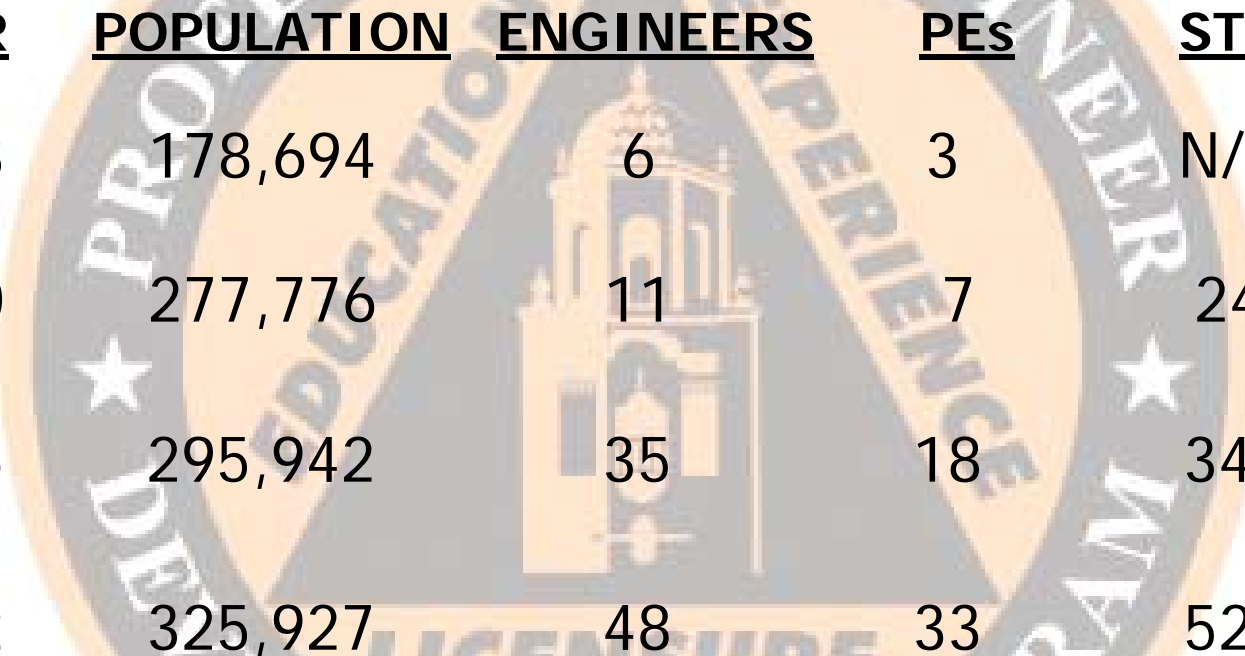*June 24, 2004*

Sarasota County

Sarasota County, FL

- Location
- Demographics
- Sarasota County Government
- Public Works Business Center
- The Professional Engineering Development Program (PEDP)

Tallahassee

Jacksonville

Orlando

Tampa

Miami

CITY OF SARASOTA

CITY OF VENICE

CITY OF NORTH PORT

Public Works Staffing

YEAR	POPULATION	ENGINEERS	PEs	STAFF
1978	178,694	6	3	N/A
1990	277,776	11	7	245
1995	295,942	35	18	349
2002	325,927	48	33	523

Historical Information

- Flooding, Population, and Development Issues 1987-1993

- 1991 - Dr. John C. Goodknight, PE, PhD Transportation Director
  - Recognized the County needed additional staffing and professionalism to provide service to citizens
  - Emphasis on developing internal organizational growth and development

- Heightened emphasis on infrastructure concerns after the flooding of over 200 homes in 1992

Action Plan

- **Objective**: Create an organization where the leadership and talent necessary for sustainability would be from internal staff rather than relying on external factors. Focusing on **Licensure** through **Education** and **Experience**.

Obstacles

- Positions for additional engineering staff

- Human Resources, Administration

- Recruiting staff

Solutions

- ✓ Reclassification of open positions for Engineers

- ✓ Strong emphasis as part of a vision to better diversity.

- ✓ Recruitment from state universities

Acceptance

- 14 successful Graduates: 12 still employed with Sarasota County.

Excitement + Enthusiasm = Excellence

- Skills that create a dynamic program, committees, self government, open doors
- Developing a professional relationship. (Respect, Reliability, Responsibility)
- Spirited motivation by assigning tasks in increasing difficulty

Commitment

- Upper management support
- Funded position for entire program, Non-competitive performance incentives.
- Involvement from graduates with several currently in management

Professional Engineer Development Program
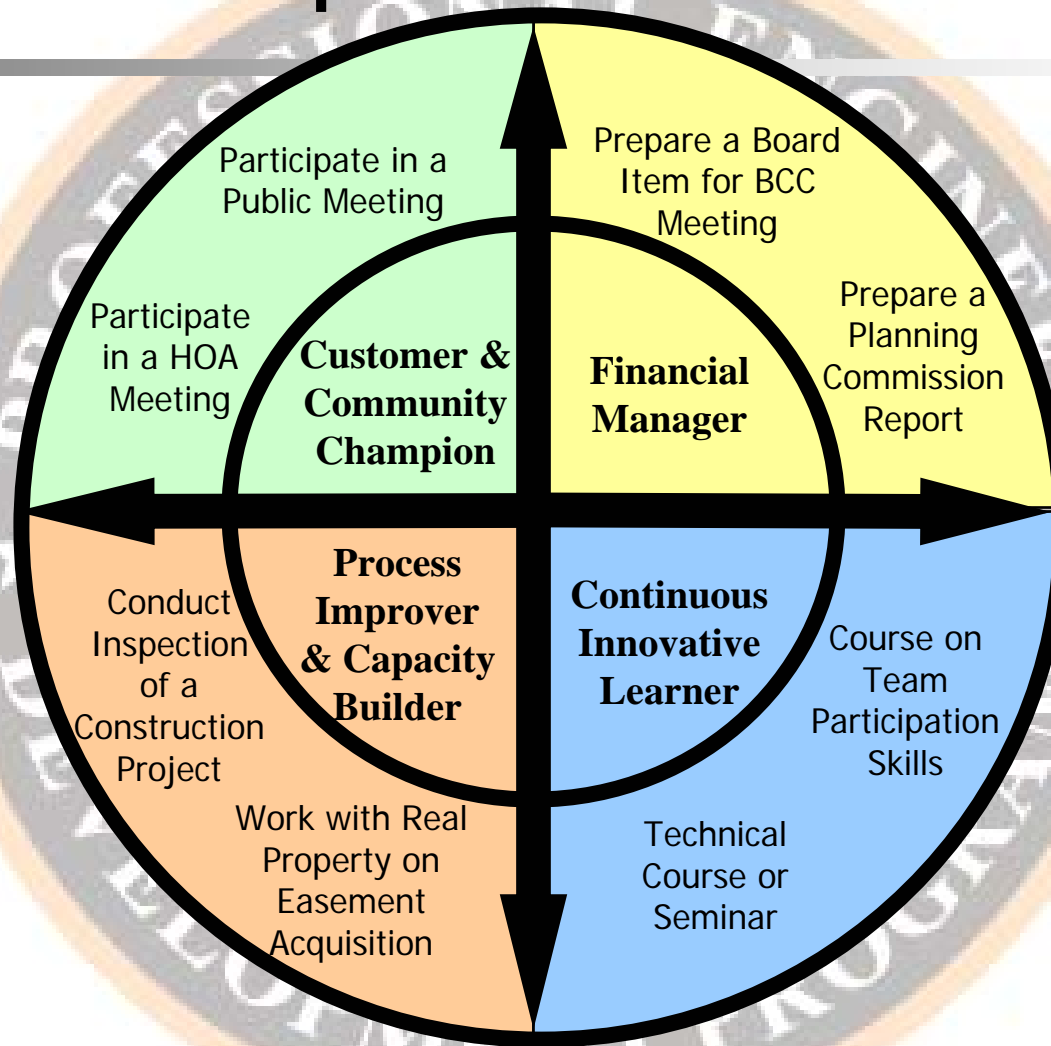
scgov.net

Overview

- **Core Competencies**
- **Checklist**
- **Rotations**
- **Promotions**
- **Benefits**
- **Recruitment**
- **Community Involvement**
- **Awards**
- **Presentations**
- **Observations**
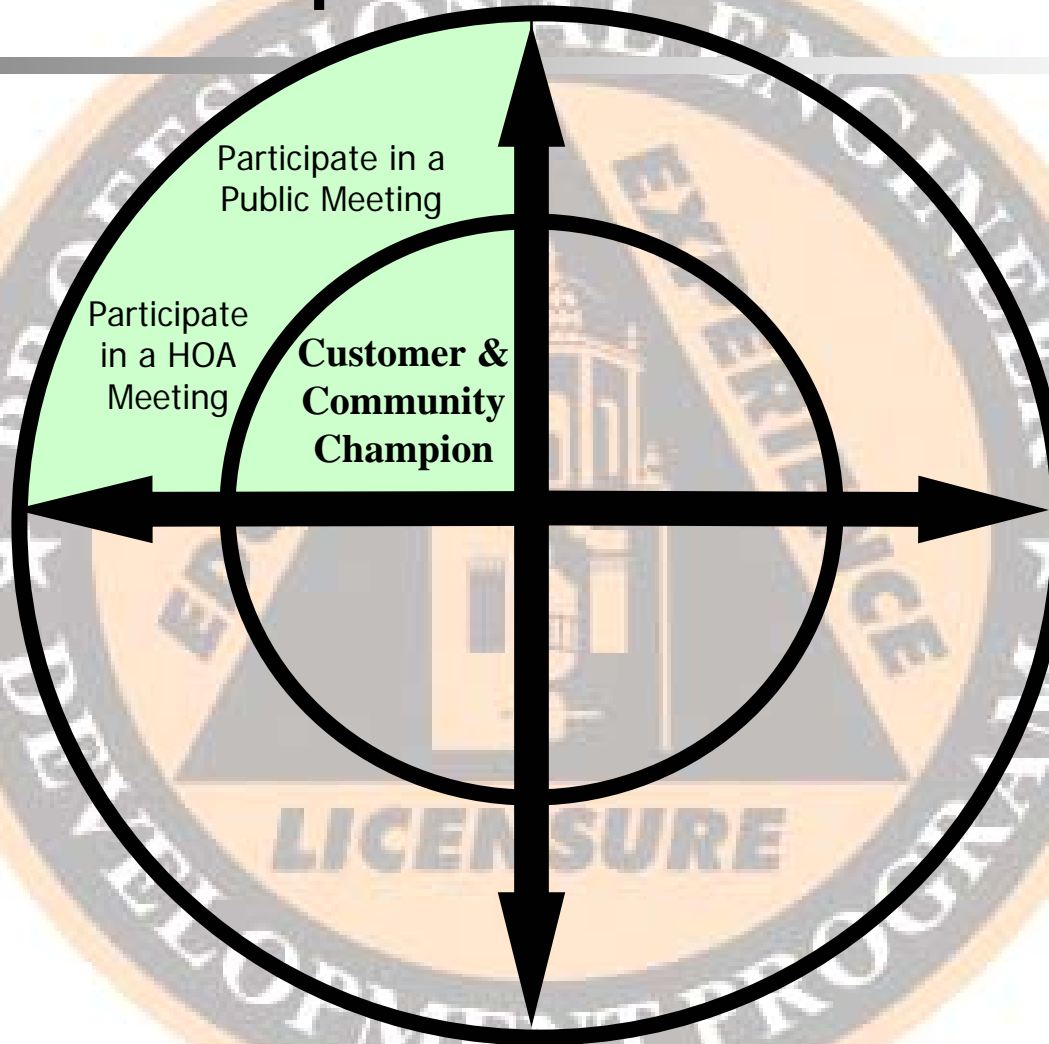
Core Competencies

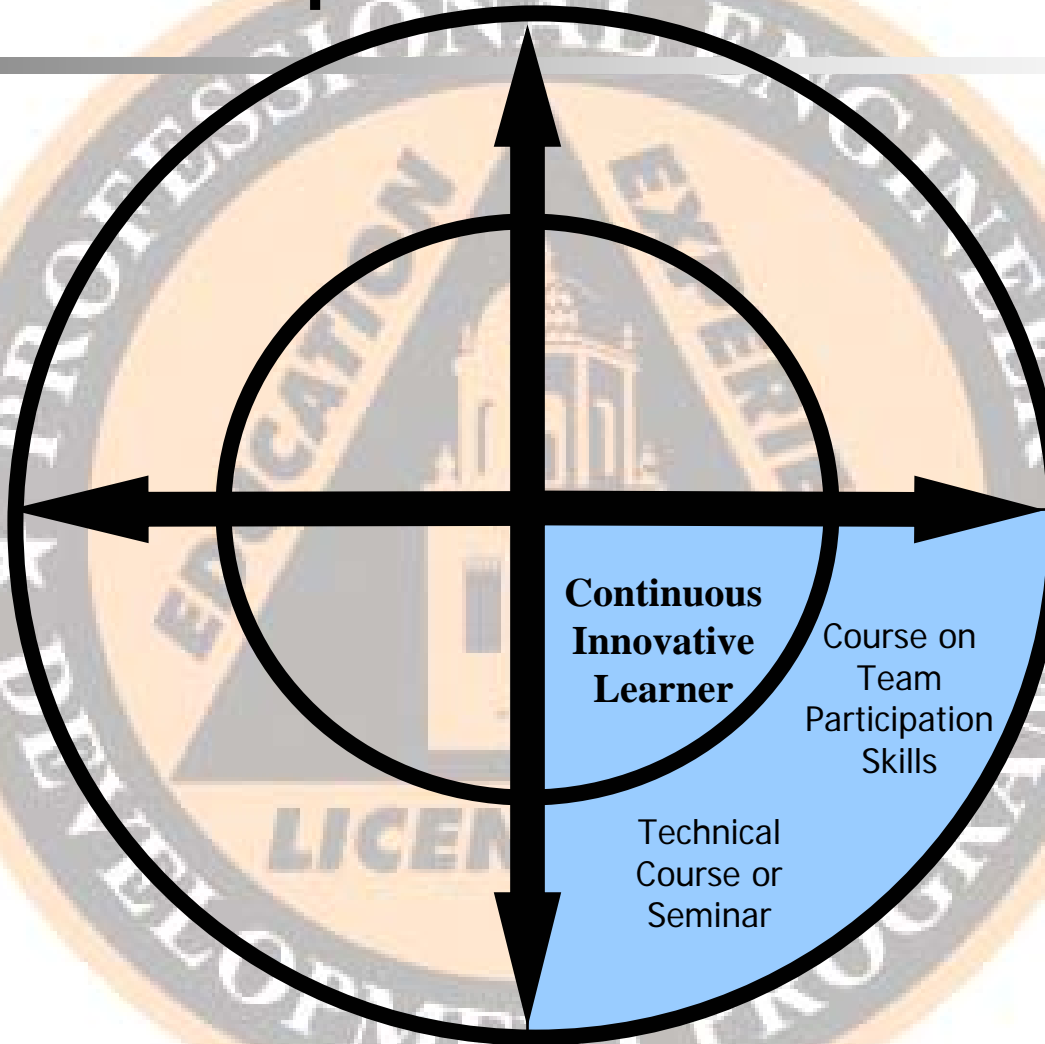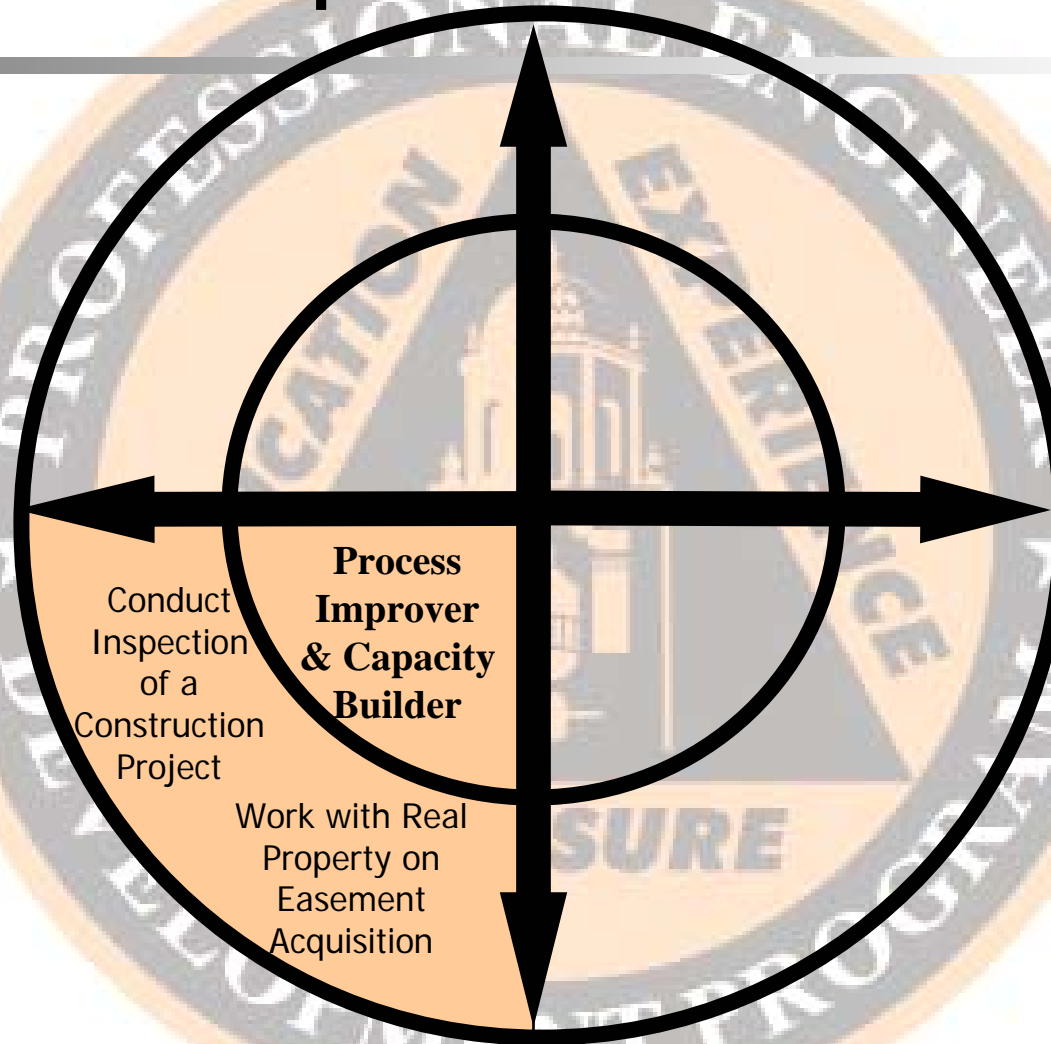Reflects Sarasota County's Core Competencies

Participate in a Public Meeting

Participate in a HOA Meeting

Customer & Community Champion

Prepare a Board Item for BCC Meeting

Prepare a Planning Commission Report

Financial Manager

Conduct Inspection of a Construction Project

Process Improver & Capacity Builder

Continuous Innovative Learner

Course on Team Participation Skills

Work with Real Property on Easement Acquisition

Technical Course or Seminar

Core Competencies

Participate in a
Public Meeting

Participate
in a HOA
Meeting

**Customer &
Community
Champion**

Core Competencies

Prepare a Board Item for BCC Meeting

Prepare a Planning Commission Report

Financial Manager

Core Competencies

Core Competencies

Process Improver & Capacity Builder

Conduct Inspection of a Construction Project

Work with Real Property on Easement Acquisition

Checklist

- On-the-Job and Formal Training

- Divided into two "Phases", Trainee and Senior

- First two years more intensive

- Trainee tasks and courses must be complete for advancement to Senior

- Example: 2-Years of Employment, must have 9 (of 12) tasks and 3 (of 5) courses to receive a pay increase and promotion

Checklist Training

On-the-Job Training

- Items for various rotation assignments

- Participants are actively involved in the tasks

- 12 out of 16 items must be completed for promotion to Professional Engineer

- Encourages development of skills in Project Management, Design, Permitting and Construction Inspection

- Develops people skills, networking, interagency communication and technical expertise

Checklist Training (con't)

Formal Training

- Courses offered by Sarasota County's Organizational Employee Development department

- Encourages participation in technical seminars

- Requires courses in Writing, Presentation, Customer Service and Team Participation

Checklist Implementation

- Employees receive checklist from PEDP Committee when hired

- Merit increases are based on checklist milestones at 6, 12, 18, 24, 36 & 48 months

- Program director must approve each completed task

Available Rotations
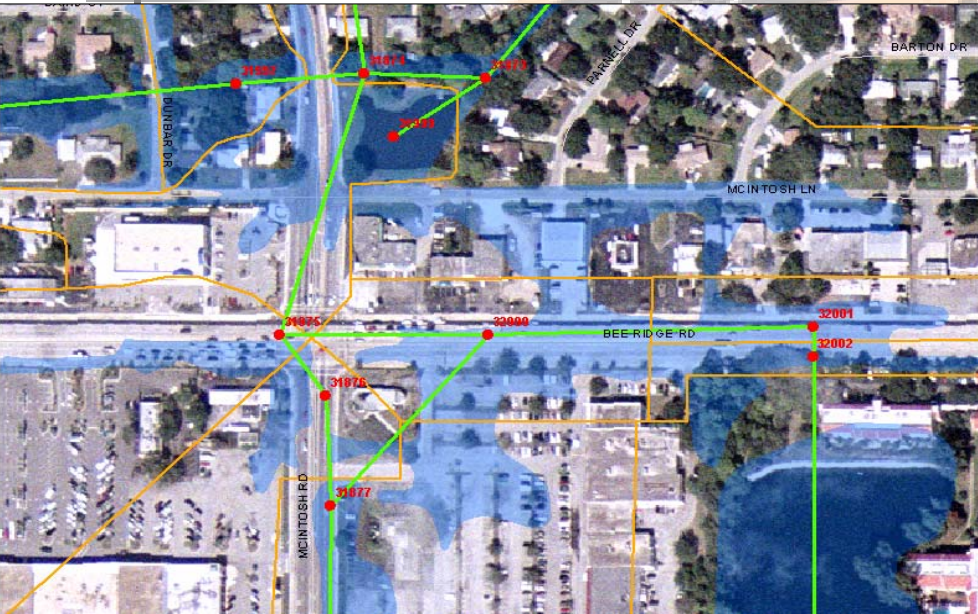
Stormwater Management

- Watershed modeling
- CIP design management
- Infrastructure and environmental planning

This sure is Fun!!!

Drainage Operations

- Customer service requests
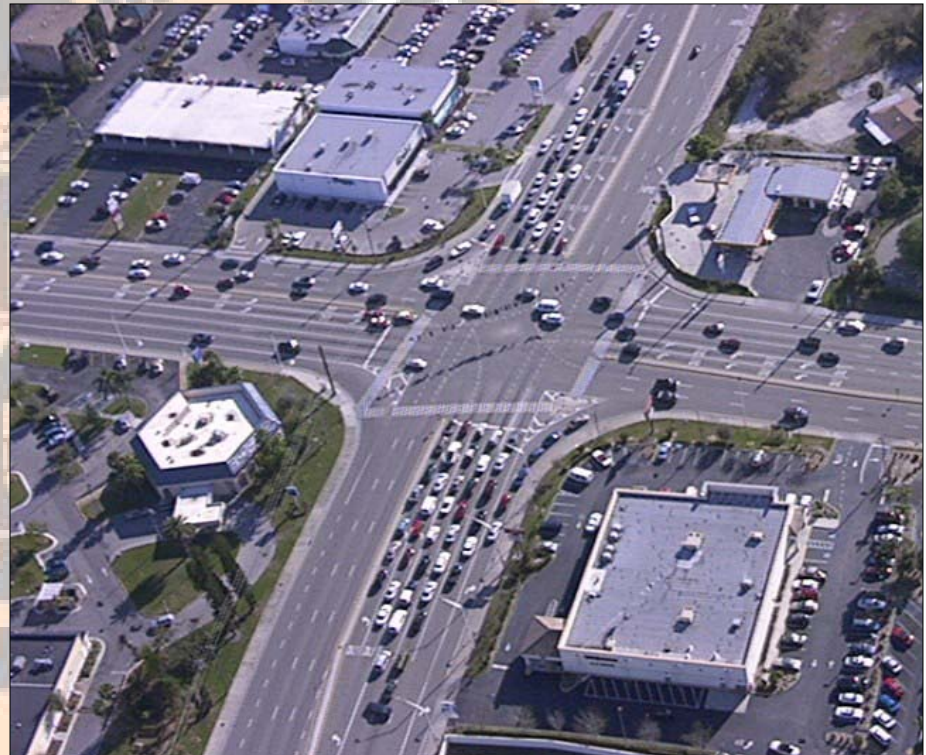- Design & construction of stormwater maintenance projects

Available Rotations

Transportation Planning

- Rezone & special exception reports
- Plat/street vacations
- Analyze/perform traffic impact studies

Traffic Operations

- Provide support for O&M of traffic control devices
- Evaluate crash/count data,
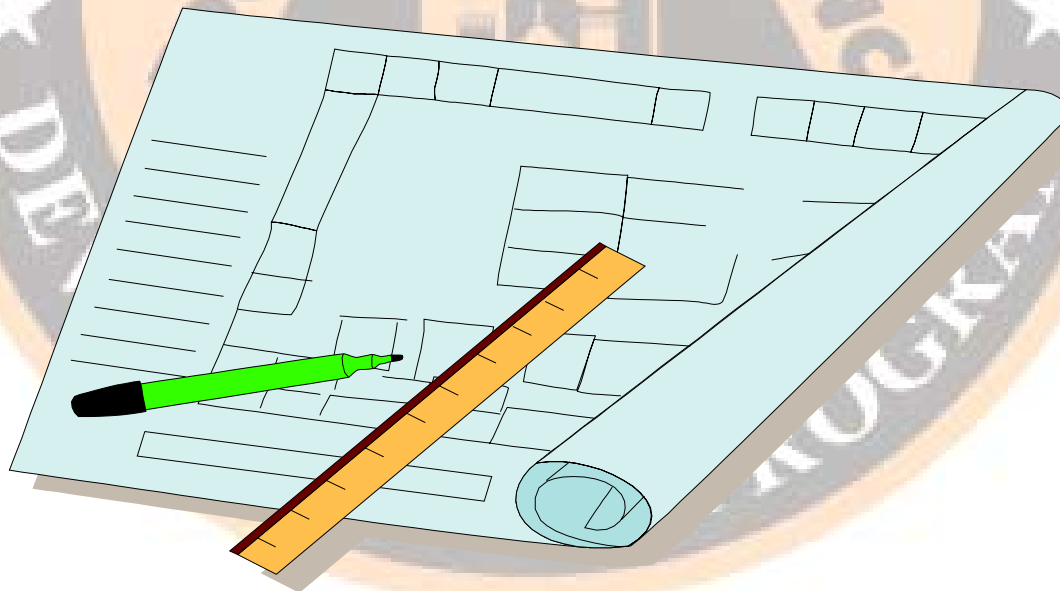- Review all traffic plans for local & state compliance

Available Rotations

Developmental Services

Transportation Planning

- Reviews projects for access management & adequacy of existing/proposed traffic facilities

Stormwater

- Reviews projects for water quality & quantity and the function of the 100yr floodplain

Available Rotations

Road & Bridge

- Structure inspection, repair & maintenance

- Project design & construction management

Road Program

- Manage design and construction of road CIP projects
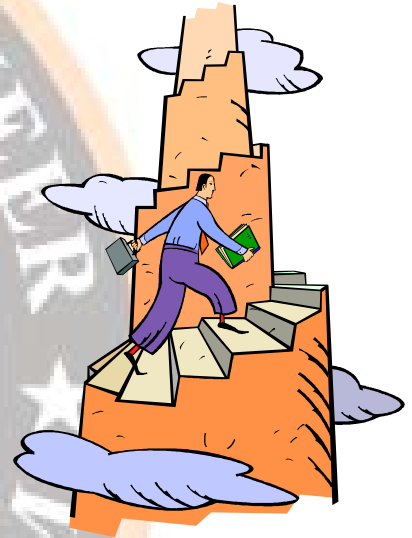
Promotions

Engineer Trainee

- 6-month merit increases for first 18 months
- Must pass E.I. Exam (Condition of Employment)

Senior Engineer

- Non-Competitive Promotion (24 months)
- Merit increase if requirements are met

Professional Engineer

- Non-Competitive Promotion & merit increase
- Must pass Professional Engineer exam (PE)
- Must complete all Program Requirements

Program Benefits

- No "Pigeon-Holing".
- The rotating engineer is a beneficial, productive employee.
- New job training. The trainee becomes the trainer.
- Interoffice/agency networking.
- PE/EI review courses
- Quarterly PEDP meetings
- Creates an extremely well rounded, diverse engineer that knows public works

PEDP Committee

- Made up of volunteer participants who have been in the program for a minimum of 1 year

- Liaison between upper management and program participants

- Set up and conduct quarterly meeting for all program participants and supervisors

- Organize recruiting and hiring for engineers and interns

- Provide mentoring

Recruitment

- Job Fairs: Universities within the State of Florida
  - Resume Selection
  - Campus, Phone and On-Site Interviews
  - Recommendation to Upper Management

- Website: www.scgov.net
  - Search Keyword: Professional Engineer

Community Involvement

- Outreach Program
- Active Participation in Professional Associations

APWA ROAD-EO

- National Engineering & Public Works Week
- Charity Events through APWA, ASCE and FES

Program Awards

- Florida Engineering Society:
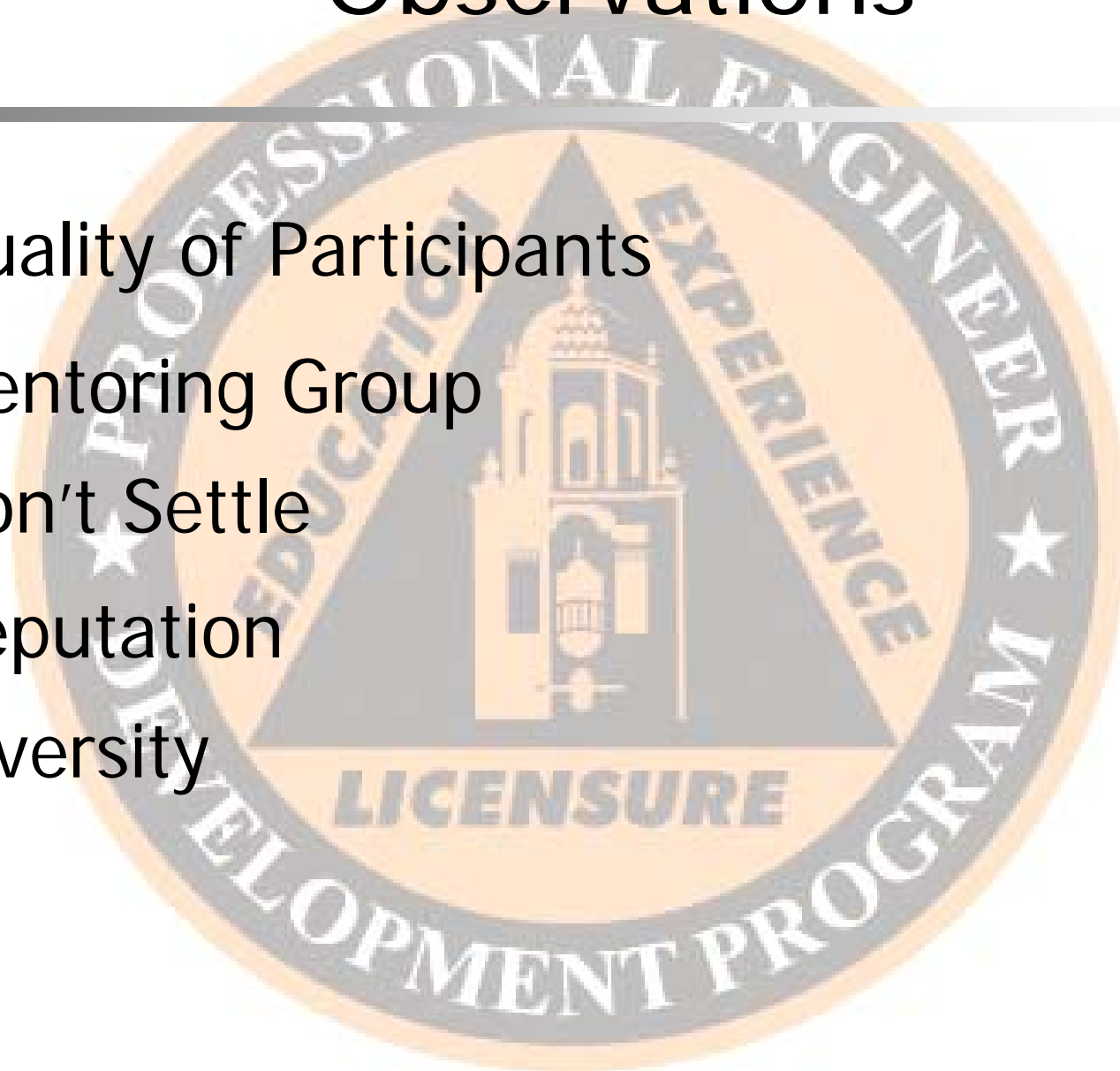 - Best Engineering Development Program 2000 & 2003

Presentations

- Florida Association of Counties Annual Conference
- FES, APWA Local Chapters
- APWA State Convention
- APWA International Congress

Observations

- Quality of Participants

- Mentoring Group

- Don't Settle

- Reputation

- Diversity

Observations (cont.)

- Future PW Directors

- Success = Declension

- Personal Development Opportunities

- Fun

QUESTIONS?

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