

Board of County Commissioners Agenda Request

Date of Meeting: August 2, 2016

Date Submitted: July 20, 2016

To: Honorable Chairperson and Members of the Board

From: Robert M. Presnell, County Administrator
Arthur Lawson, Sr., Assistant County Administrator

Subject: Approval of the County Administrator's Position Description

Statement of Issue:

This agenda item seeks approval of a new County Administrator position description and authorization from the Board on a date to advertise the position.

Background:

On July 7, 2016, the Board held a retreat to develop a succession plan for the replacement of the County Administrator. The current Administrator's contract expires on October 30, 2016, therefore it is imperative that a plan be developed and put in place for the forthcoming transition.

The Board also began to develop criteria for a new position description for the County Administrator position. The criteria included qualifications, experience and personal characteristics. Specific criteria were developed at the retreat. At a follow-up workshop held on July 19, 2016, the Board agreed on a timeline in order to move forward with recruitment, screening, and employment of a new Administrator.

Analysis:

At the July 19, 2016 workshop, the Board requested that staff develop the new position description for the Administrator using the criteria developed at the retreat. Staff was requested to bring the description back to the Board for formal approval at a regularly scheduled meeting.

Staff has included the new position description as "Attachment 1" for Board review and approval. Once the position description is approved, staff also seeks direction from the Board on a date to advertise the position.

Fiscal Impact:

There is no fiscal impact at this time. There will be a cost associated with the advertisement of the position.

Options:

1. Approve the new County Administrator position description and advise staff of the date to advertise the position.
2. Do not approve.
3. Board direction.

County Administrator's Recommendation:

Option 1

Attachment:

1. New County Administrator Position Description



**Gadsden County
Board of County Commissioners
Position Description**

Position: County Administrator	Position Number: 0001
Department: Administration	Position Reports To: BOCC
Approved By: Board	Approved Date: August 2, 2016
FSLA Status: Exempt	
Incumbent: VACANT	
Position Supervises: (Indicate the position number and title of all positions supervised by this position.) 0002 - Executive Assistant 0003 - Assistant County Administrator 0067 - Public Works Director 0094 - Senior Management & Budget Analyst 0112 - EMS Director 0017 - Planning & Community Development Director 0013 - Building Official 0202 - Special Projects Coordinator 0303 - Grant Writer	
Work Hours: Monday - Friday, 8:00am until 5:00pm/Varies	

SUMMARY

The County Administrator is responsible for supervising and coordinating all activities for the County Commissioners' offices and Departments as indicated by the official county organizational structure through the respective Department Directors. Responsibilities include implementing all approved Board policies and programs; assuring that all directives, decisions, policies, resolutions, ordinances, and regulations issued by The Board are executed and recommending courses of action to The Board on any matter deemed necessary for health, safety, and welfare of Gadsden County.

Additional responsibilities include acting and representing the position of The Board to other elected officials, governmental entities and the general public, and in such capacity, will have extensive contact with various officials and representatives of Federal, State and local governments, citizen groups and the general public.

The County Administrator will report to and receive general directions from The Board of County Commissioners in carrying out assigned responsibilities.

ESSENTIAL DUTIES & RESPONSIBILITIES

Supervise and coordinates general administrative affairs and activities for The Board of County Commissioners.

Exercises general supervision over the Board of County Commissioners' operating and staff support departments of County Government.

Attends Board meeting, participates in discussions, makes recommendation, and gives special reports as requested by The Board.

Interprets Board policy, as necessary for effective daily operations and clarification of The Board's intent in policy matters, until same can be clarified in subsequent Board meetings.

Develops and maintains a clear communications system to convey accurate information and directives effectively between The Board of County Commissioners and all operating entities of County government to insure complete facts are available for The Board of County Commissioners' decision making.

Assists The Board in developing short and long range County goals and objectives, policies, programs and plans, including communications with citizens and citizen groups as to perceived citizen needs and desires.

Develops for consideration of The Board of County Commissioners, programs and projects to accomplish established Board goals and objectives including recommended priorities for accomplishment of same.

Coordinates, in conjunction with Office of the Clerk of Circuit Court, the preparation of the annual operating budget and capital improvement program by departments with assistance from the Department Directors.

Evaluates department budgets and prepares comprehensive budgetary recommendations for The Board of County Commissioners.

Implements the instruction from the Board of County Commissioners regarding the budget as adopted by The Board of County Commissioners, including reports to The Board periodically in the progress, accomplishments, and variances from those instructions.

Initiates corrective action to revise work programs to accomplish objectives established by The Board of County Commissioners.

Recommends annually, as part of the budget process, appropriate organization patterns for County Commissioners.

Administers the County's Equal Employment Opportunity Program; advises The Board of human and monetary resources necessary for implementation of said plan; communication of the Affirmative Action Plan to employees and the general public; preparation of annual report to The Board concerning progress in the area of Equal Opportunity Employment.

Hears and investigate on behalf of The Board of County Commissioners citizens request for services and/or complaints; take corrective action and reports action to The Board.

Represents the County of affairs of intergovernmental relations with other officials and Constitutional Officers or agencies, including neighboring cities or counties.

Provides at The Board's direction public information on the County's activities to the general public, civic organizations and the news media.

Appears as directed by The Board of County Commissioners as official representative of The Board to convey the official County position on matters of importance to The Board. Certifies travel for Board members; certifies travel and approves leave for Department Directors.

Coordinates activities of department and resolves potential conflicts between departments.

Conducts periodic Department Directors meeting and meetings with other staff members as necessary.

Reviews performance evaluations and merit increase on administrative personnel as recommended by Department Director.

Responsible for the hiring and termination of Department Directors and Division heads and takes appropriate action to hire and terminate.

Approve training and development programs.

Review and make recommendations on proposed new or revised job descriptions.

Performs other duties that may be assigned or as necessary.

SUPERVISORY RESPONSIBILITIES

This position supervises nine positions directly and is indirectly responsible for remaining staff.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Extensive knowledge of the principles and practices of public administration and management as it applies to all areas of municipal and County government operations. Expertise in growth management and economic development. Experience with state and federal legislative processes, regulations, and laws. Proven successful experience working with the public and other stakeholders. Proven successful experience with organizational budgeting, auditing, and managing contracts. Commitment to professional development for self and staff. Proven ability to successfully delegate duties and assignments to meet required deadlines. Exceptional communication skills both orally and written with the ability to make presentations before a group of individuals. Proven conflict resolution experience.

Ability to exercise considerable judgment and direction in establishing and maintaining good working relationships with a diverse workforce. Also ability to maintain working relationships with elected officials, board, department heads and other governing agencies.

EDUCATION AND/OR EXPERIENCE

Graduation from an accredited college or university with a Bachelor's degree in public administration, social science or a related field is required, and a minimum of five years of supervisory experience in municipal or county government, three years of which should be in a high level public administrative position. A Master's degree in Public Administration or a related field is preferred.

PERSONAL CHARACTERISTICS

Must have a positive attitude and be an excellent leader and motivator with strong integrity. Must be innovative with a strong level of accountability. In a creative and dynamic way, build and maintain consensus among staff and governmental entities. Must

be able to give and receive constructive feedback and criticism. The Administrator should be accessible to staff and members of the public.

POSITION AUTHORITY/GUIDELINES

The County Administrator is authorized to take any reasonable action necessary to carry out responsibilities as long as such is consistent with position guidelines cited here in. Position guidelines but are not limited to: The Board of County Commissioners' policies and procedures, Personnel Policies and Procedure, applicable provisions of Florida Statutes covering conduct of county administrative activities, adopted county ordinances, and accepted professional standards and practices of public administration.

LANGUAGE SKILLS

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

CERTIFICATES, LICENSES, REGISTRATIONS

Possession of a valid Florida driver's license with a favorable driving record.

WORK ENVIRONMENT

The work environment is generally an office environment with periodic outside meeting and appointments.

PERFORMANCE EVALUATION

Work of employee is reviewed through conferences and reports. Job performance is evaluated subjectively by The Board of County Commissioners on a number of factors related to the employee's overall management and administrative effectiveness. The County Administrator shall serve at the pleasure of The Board of County Commissioners.

This position description was reviewed and discussed with the incumbent: ☐ Yes ☐ No

By signing below, I agree and understand that I must be able to perform each responsibility set forth above to continue by employment with the Gadsden County Board of County Commissioners.

Incumbent's Signature	Date Signed
Supervisor's Signature	Date Signed

Revisions/Updates	

Rev. 08-02-2016