



## Proposed PSA Employee

### Concept Summary

In an attempt to better serve the County and address our limited capacity in various departments (to include but not limited to, the Building Official's Department, Public Service Authority and the General Maintenance Department and the various departments and facilities they service), we have put forth a creative and resourceful approach that is focused on adaptive personnel placement through the cobbling of various funding sources. This cobbling would be deemed a more efficient and effective use of county funds and would generate a better end-of-the-day product for both the County and the citizens we serve.

Currently the County has a contract with a local contractor for repairs, locating services, meter installs, storage for materials, and a monthly on-call for a \$400.00 compensation rate.

With aging systems in place at Old Town and Fairview, we are starting to experience more frequent breakdown/repair issues, leaks, complexities associated with a more advanced software system which allows better operating efficiency, but it also requires more attention to details, more troubleshooting and subsequently more proactive and reactive responses.

With the addition of a dedicated employee, the PSA would be able to operate with a higher level of efficiency and effectiveness, greater time sensitivity, and would be better poised to serve the needs of our Grayson County citizenry within three (3) complex water systems.

This position would also fill in a significant gap of man-hours in our Building Department and allow for better use of limited resources, verses using unreliable and inconsistent part-time help which has proven to be difficult to schedule and find qualified individuals. Also, with the addition of the newly acquired Sheriff's facility and the potential for maintenance demands for the proposed Agriculture and Education Center, this employee could fill the maintenance department's capacity need. Note: Please see the attached job description.

The FY-16 approved budget has line items in both the Building Official and the PSA budgets to fulfill the monetary obligation for this position. The expense of the proposed position would be significantly offset with the monies currently being expended each month for the retainer fee, storage space rental, travel charges and other charges per the contractor's contract, etc.

Hopefully, this summary has provided more insight to how the position has been thought out and the process set forth for fully optimizing an employee, while increasing capacity in three departments without increasing head count in each of the departments.

#### Existing Funds Budgeted:

\$4,800.....Contractor Retainer Fee
\$600.....Equipment Storage Fee
*\$5,400.....Service Fees (\$45 per hour x 120 hours) *estimated
\$15,000...Part-Time Building Inspection Services
+ \$44,000...Originally Budgeted PSA Salary & Fringe
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= \$69,800. (Total)

Proposed Salary of \$35,900. (Total Employment Carry Cost \$45,952.)

**Differential and Annual Savings = \$23,848.**

(Note: A portion of this savings will be used for training and equipment for this position.)