

Background Information on New Position Request(s)

Water Resources Specialist (Stormwater), Water Resources Department

As a delegated Local Erosion and Sediment Control program by NCDEQ, the Town of Apex is expected to meet a certain level of service to remain in compliance with the program requirements. Within those various requirements, every development project with an active land disturbance permit is required to have a comprehensive field inspection performed at least once monthly to ensure the project is compliant with the Town's Erosion and Sedimentation Control Ordinance and program requirements.

In 2023, the Town has averaged 80 open projects at one time, ranging between just over one acre up to 94 acres in size, with a total disturbed area of over 1,400 acres within the corporate limits and ETJ. During that timeframe, current staffing was unable to perform the inspections necessary to meet the minimum requirements of the Erosion and Sediment Control program. As new development trends continue, staff will continue to fall further behind.

To ensure compliance with the Erosion and Sediment Control program, an additional Stormwater Specialist position was evaluated within the Stormwater Utility and current operating budget at mid-year. Water Resources staff have worked with Finance and Budget staff to ensure the existing utility and operating budget can support this request.

The addition of a new Stormwater Specialist position at mid-year would ensure that the Town remains compliant with NCDEQ regulations and continue to be a delegated Local Erosion and Sediment Control Program, which is routinely audited by NCDEQ staff.

RECOMMENDATION: The Personnel Committee reviewed and unanimously recommended approval of this request as presented (1 FTE, benefited) during their meeting on December 8.

Park Attendants, Parks, Recreation, and Cultural Resources Department

The Parks, Recreation and Cultural Resources Department has continued to face an unprecedented reduction in limited service employees (LSE) since the Covid 19 pandemic. Hiring and retention related to the Parks Operations Division has continued to be challenging. Pleasant Park currently has (8) 20hr. LSE attendant positions budgeted but vacant. Overtime coverage from full-time staff and consistently adjusting scheduling have been necessary to ensure coverage during operating hours. The inability to hire LSE positions is having an adverse effect on full time Parks Operations Workers. Team members are doing what they can to provide routine maintenance and maintain a high service level but they are stretched thin and morale is starting to become a concern.

In an attempt to address staffing shortages, Parks, Recreation and Cultural Resources staff is recommending the addition of four part-time benefited Pleasant Park Attendants. The position would be offered an hourly wage comparable to our full-time Park Attendant position, and would enable those hired to receive prorated health and retirement benefits. The position would be scheduled for 30 hours each week. The higher wage, benefit package, and consistent hours will provide candidates with steady compensation and benefits not available in the current structure.

RECOMMENDATION: The Personnel Committee reviewed and unanimously recommended approval of 2 full-time benefited and 2 part-time benefited positions during their meeting on December 8.