



Engineering Committee Meeting

Meeting Date: May 27, 2025

Realignment Concept for Grounds and Vegetation Maintenance

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| Department: | Administration |
| Presenter: | Tameka Allen, Administrator |
| Caption: | Request for direction to Administration regarding which (if any) components of the Draft Realignment Concept should be developed into a final proposal. |
| Background: | <p>Currently, responsibility for grounds maintenance (including vegetation management, mowing, landscaping, tree management, etc.) is shared among multiple departments. Services are provided by a mix of City staff and contractors in each department.</p> <ul style="list-style-type: none">• Central Services and its contractors are primarily responsible for grounds maintenance at City facilities.• Parks & Recreation and its contractors are primarily responsible for grounds maintenance at parks and cemeteries (with support from RCCI).• Engineering & Environmental Services and its contractors are primarily responsible for vegetation in the public right-of-way, medians/roundabouts, detention ponds, stormwater ditches, and vacant lots. <p>Funding for these functions is shared among the General Fund, Stormwater Fund, Garbage Collection Fund, and SPLOST.</p> <p>In 2022, the Environmental Services Department was combined with the Engineering Department to form the Engineering & Environmental Services Department.</p> |
| Analysis: | <p>In past discussions, some Commissioners have expressed interest in realigning the grounds maintenance functions under one department to provide more accountability and efficiency. Others have advocated for returning Environmental Services to a standalone department.</p> <p>The attached draft concept would create a new department focused on grounds and vegetation maintenance, combining these functions from Central Services, Parks & Recreation, and Engineering under one department. This concept also separates Environmental Services as a new department.</p> |

Administration is now seeking direction from the full Commission on its preferred path forward. If the Commission is in agreement with all or part of the concept, Administration, Human Resources, and Finance will work with the affected departments to develop a detailed final proposal, including specific positions and cost estimates.

If the Commission directs Administration to proceed with developing a final proposal, vacant positions in the affected departments will be frozen while analysis is completed, with exceptions for mission-critical positions only.

Financial Impact:

For both Environmental Services and Grounds Maintenance, forming a standalone department would require creating a new Director position and either creating or reclassifying a Deputy Director position. The estimated range for a Director would be grade 32 (\$102,288-\$153,432) and for a Deputy Director, grade 28 (\$75,789-\$113,683).

For Environmental Services, funds for these positions would be identified within the Waste Management and Garbage Collection funds.

For Grounds Maintenance, funds would for these positions would be identified within the General Fund and/or Stormwater Fund. In addition, specific functions or positions currently charged to the Garbage Collection Fund and Stormwater Fund may be proposed for transfer to the General Fund.

Alternatives:

Commission may direct Administration to pursue all, some, or no components of the provided concept.

Recommendation:

To provide direction to Administration regarding which (if any) components of the Draft Realignment Concept should be developed into a final proposal.

**Funds are available in
the following accounts:**

N/A

**REVIEWED AND
APPROVED BY:**