
**SEMINOLE COUNTY GOVERNMENT
AGENDA MEMORANDUM**

SUBJECT: Confirm Appointment of Environmental Services Director

DEPARTMENT: County Manager Office

DIVISION:

AUTHORIZED BY: Cindy Coto

CONTACT: Cynthia A. Coto

EXT: 7211

MOTION/RECOMMENDATION:

Confirm appointment of Andrew M. Neff as Environmental Services Director effective July 6, 2009.

County-wide

Cynthia A.Coto

BACKGROUND:

In accordance with Section 2.3B(1) of the Seminole County Charter, this is to request the Board of County Commissioner's confirmation of the appointment of Andrew M. Neff, as the Environmental Services Director, at an annual salary of \$110,000.

Mr. Neff's resume is attached for the Board's review.

STAFF RECOMMENDATION:

Staff recommends confirmation of the appointment of Andrew M. Neff as Environmental Services Director effective July 6, 2009.

ATTACHMENTS:

1. Resume

Additionally Reviewed By: No additional reviews

From: IS_WEB
Sent: Saturday, February 21, 2009 3:04 PM
To: HR
Subject: Application For: ANDREW M NEFF - Dated: 2/21/2009 - Reqid :09/038-0

Sent from Online User

SEMINOLE COUNTY
Job Application Information
Position: ENVIRONMENTAL-SERVICES-DIRECTOR
Req ID: 09/038-0
Date Applied: 2/21/2009

PERSONAL INFORMATION		
Name: ANDREW M NEFF		
Address: 16711 ROLLING ROCK DRIVE		TAMPA, FL 33618
Home Phone: 813-960-8317	Listed: Yes	Unlisted: No
Work Phone: 352-671-8524	Work Extension:	Alternate Phone: 813-390-2447
Valid Driver License: Yes	Class: N100-013-57-060-0 E	
EDUCATION AND TRAINING		
High School: Milford HS		City And State: Milford, CT
Prov/Terr/Country: Virginia Military Institute		
College:		City And State: Lexington, VA
Prov/Terr/Country: St Mary's University		
Major: Civil Engineering		Degree: BS
Graduate School: One Camino Santa Maria		City And State: San Antonio, TX
Major: Systems Management		Degree: MS
Other Education:		City And State:
Major:		Degree:
Technical/Additional Training:		
ADDITIONAL PERSONAL INFORMATION		
1. Moving Violation: No	2. Convicted Of Felony: No	3. Discharged From Job: No
4. Prior SC Employee: No	5. Relative SC Employee: No	6. Legal Right To Work: Yes
VETERANS PREFERENCE		
Branch:		
Wish Veteran Preference: No	Entry Date:	Discharge Date:
Note: Please submit your DD-214 and complete the application for veterans preference (007) for veterans preference consideration.		
LICENSE AND REGISTRATION		
License Type: Professional Engineer-FL		
Lic/Cert No: 50054	Effective Date:	Expiration Date: 02/28/2011
Lic/Cert No:	Effective Date:	Expiration Date:
WORK HISTORY		
Current or Last Employer: Marion County Utilities		

Dates Employed:	From: 01/07	To: PRESENT
Job Title: Utilities Director	Contact Present Employer: No	
Work Address: 1219 S. Pine St	Ocala, FL 34478	
Phone Number: 352-671-8524	Supervisor: Larry Thacker	
Reason for Leaving:		
Hours Worked Per Week: 40+	Salary Starting: \$ 95,000 per: Year	
	Salary Ending: \$ per:	
Duties: Leads a utility of 104 people providing operations and maintenance, customer service and engineering support for 28,000 water and 19,000 wastewater customers. Responsible for regulatory compliance, permitting, capital improvement program development and budget preparation/execution. Provides leadership for staff focusing on their development and training. Determines the need for projects and sets priorities for both operational and capital programs. Prepares and presents utility briefings to the Marion County BOCC and civic groups. Manages press contacts. Develops long range utility plans working with multiple agencies including two Water Management Districts (SWFWMD and SJRWMD) concerning potential alternative water supplies. Oversees an operating budget of \$23 million and a \$75 million 5-year capital improvement program.		
Previous Employer I: Clearwater Public Utilities		
Dates Employed:	From: 11/00	To: 01/07
Job Title: Public Utilities Director		
Work Address: 1650 N. Arctura Ave	Clearwater, FL 33765	
Phone Number: 727-562-4960	Supervisor: Mahshid Arasteh	
Reason for Leaving: Opportunity to help build a utility in Marion County.		
Hours Worked Per Week: 40+	Salary Starting: \$ 66,000 per: Year	
	Salary Ending: \$ 90,000 per: Year	
Duties: Led a 175-person utility providing water production, treatment and distribution, wastewater collection and treatment and reclaimed water service to 33,000 customers. Responsible for 580 miles of water mains, 400 miles of wastewater collection lines, a reverse osmosis water treatment plant (3 mgd) and 3 advanced wastewater treatment plants (28.5 mgd). Prepared and presented information to the City Council, civic and professional groups. Managed press contacts, interlocal agreements, a \$50 million annual budget, rate studies, master planning and development of a \$180 million capital improvement program.		
Previous Employer II: City of Clearwater		
Dates Employed:	From: 11/99	To: 11/00
Job Title: Water Superintendent		
Work Address: 1650 N. Arctura Ave	Clearwater, FL 33765	
Phone Number: 727-562-4960	Supervisor: Kevin Becotte	
Reason for Leaving: Promoted to Director		
Hours Worked Per Week: 40+	Salary Starting: \$ 60,000 per: Year	
	Salary Ending: \$ 66,000 per: Year	
Duties: Led a 54-person division in the utility providing water supply, treatment and distribution and reclaimed water distribution for the City of Clearwater. Managed a \$17 million operating budget and various capital projects related to water supply, distribution and reclaimed water service.		
CERTIFICATION		
I have Read And Understand The Certificate Statement: Yes		Date: 2/21/2009

SEMINOLE COUNTY

Job Application Information

*** Special Skills/Resume ***

Andrew M. Neff, P.E.
16711 Rolling Rock Drive
Tampa, FL 33618
Phone: (813) 960-8317
Email: amneff@tampabay.rr.com

OBJECTIVE

To make a difference in engineering, utilities, and facilities management through a more challenging position.

QUALIFICATIONS

Over 29 years experience in U.S. Air Force, state and local government public works and utility operations and maintenance. Experience includes project management, work force supervision and staff development, planning, design, budget development and execution, construction management and quality assurance. Extensive experience delivering projects on time within budget.

EMPLOYMENT

2007-Present Utilities Director, Marion County, FL

Leads a department of 106 people providing daily utility operations, regulatory compliance and capital projects serving 27,000 water and 18,000 wastewater customers. Oversees an operating budget of \$23 million including rate analyses and financial planning. Provides leadership for staff training, safety, professional development and managing priorities. Responsible for budget preparation, customer service, engineering, project management, and utility operations/maintenance functions. Manages a \$100 million, 5-year capital improvement program including water and wastewater plant capacity projects, reclaimed water and improved R&R on system components. Responsible for policy formulation, public meetings and media relations concerning utility issues.

- ? Justified rate structure and revenue sufficiency needs to secure a rate increase for improved water conservation while salvaging the financial stability of the utility.
- ? Secured SRF funding for a regional force main and two advanced wastewater treatment plant upgrades.
- ? Revamped O&M program to add maintenance programs and improving customer service.
- ? Initiated a master plan to identify future capital requirements in coordination with development.

2000-2007 Public Utilities Director, City of Clearwater, FL

Led a 175-person utility department responsible for three advanced wastewater treatment plant, a reverse osmosis water treatment plant, a reclaimed water system, a 580-mile water distribution system (33,000 taps) and a 400-mile wastewater collection system. Developed strategies, goals and plans to meet regulatory requirements, infrastructure improvements and workforce development. Managed a \$52 million annual operating budget and a \$180 million, 6-year capital improvement program.

- ? Built, staffed and operates an \$8-million, 3 mgd reverse osmosis water treatment plant on time within budget.
- ? Featured on EPA's Website for setting a national example (one of only 15 communities) on wastewater collection system maintenance, operations and management.
- ? Justified approval of two multi-year annual rate increases to support infrastructure improvements. Consistently under ran budgets.
- ? Implemented asset management.
- ? Negotiated Consent Order agreements with FDEP over wastewater treatment plant compliance then brought plants into compliance.

1999-2000 Water Superintendent, City of Clearwater, FL

Led a 54-person water division responsible for reclaimed water system, 580-mile water distribution system and water production. Managed a \$17 million operating budget. Responsible for construction project development.

? Justified need for and initiated planning on a 3-mgd reverse osmosis water treatment plant.

1996-1999 Public Works Director, City of Treasure Island, FL

Led a 45-person department responsible for fleet maintenance, grounds, buildings and coastal structures, storm water management, wastewater collection and engineering support. Managed a \$5.1 million annual budget.

? Negotiated five year, \$430,000 contract for recycling services averting a 35% increase in fees.

? Managed a \$1.3 million bridge repair contract to \$95,000 under budget on schedule.

? Justified and obtained a \$100,000 Florida Recreation Development Grant as well as grant funding for the recycling program.

? Initiated a safety program that reduced insurance payments by 43% saving \$62,000 annually.

1994-1995 Planning Engineer, West Coast Regional Water Supply Authority, Clearwater, FL

Program manager for \$300 million master water plan providing 85-mgd in new water supplies to over 2 million people in three Florida counties. Responsible for integrating project plans, funding, schedules and public involvement working in concert with five utilities.

? Developed and implemented plan securing consultants, negotiating costs and schedules, for a \$7.5 million, multi project plan for preliminary design and permitting.

? Formulated scope and direction of a regional well rehydration program.

1994-1995 Corporate Property Manager, Sports and Recreation, Inc., Tampa, FL

Responsible for developing facility programs and accepting construction for a national, 80-store retail chain. Established facility standards, negotiated contracts and evaluated cost/benefit of maintenance options. Managed a \$1.2 million capital budget.

? Saved over \$54,000 annually negotiating maintenance contracts for HVAC, lighting and fire alarm systems.

? Initiated design review process improving delivery of new stores incorporating previous lessons learned.

1992-1994 Commander, 39th Civil Engineering Squadron, Turkey

Responsible for public works and disaster planning operations for a base with over 300 buildings, a 10,000 foot runway, a water and wastewater system, roads, signs and related infrastructure. Responsible for a 640-person, \$22 million base maintenance contract providing all infrastructure maintenance including solid waste operations. Responsible for support to five remote sites in Turkey. Managed \$6.5 million operating and \$5 million annual capital project budgets.

? Solved water contamination problem by coordinating maintenance improvements with construction of a new \$1.2 million water treatment plant.

? Revitalized environmental compliance program by increasing staff and improving base maintenance contract standards.

? Formulated long-range facility modernization efforts using owner assessments to secure five fold increase in funding.

1990-1992 USAF Construction Program Manager, Andrews AFB, Maryland

Managed a \$571 million military construction program (MILCON) and \$15 million design fund accounts supporting the USAF's research, development and testing programs. Project manager over 16 MILCON projects at three locations. Coordinated funding efforts and resolved project management issues with the US Army Corps of Engineers.

? Implemented fast track \$45 million effort to relocate a test wing from Ohio to California.

? Developed strategy to deliver a \$4 million corrosion control facility within budget using

prefabricated components.

1984-1990 Director, USAF Project Support Office, Washington DC and Texas
Managed USAF construction support for Department of State facilities worldwide. Conducted site surveys, determined material support requirements, checked adequacy of designs, determined material needs and manpower requirements and shipped materials to construction sites worldwide. Coordinated with multiple agencies to secure project approvals and work schedules. Supervised 104 people.

? Determined portion of the plan to rehab the US Embassy in Moscow after the new building was compromised.

? Obtained specialized training for USAF construction crews and integrated that training into work schedules.

1979-1984 Civil Engineering Officer, Brooks AFB, Texas and Crete, Greece
Responsible for public works facility planning and project cost development. Projects included road, storm water, wastewater collection, water system, new building construction and renovations. Prepared project costs, initial layouts and economic evaluation of alternatives. Supervised 9 people.

? Tripled project funding eliminating the backlog of maintenance and repair projects by justifying additional engineering staff.

EDUCATION

1975-1979 B.S. Civil Engineering, Virginia Military Institute

1980-1981 M.S. Systems Management, St. Mary's University

PROFESSIONAL INFORMATION

Professional Engineer, Florida PE# 50054

Member, American Society of Civil Engineers, National Society of Professional Engineers, Florida Engineering Society, American Water Works Association, American Public Works Association, Water Environment Federation

PROFESSIONAL PAPERS

City of Clearwater Florida, CMOM Self-Audit, From Inception to Implementation

Controlling Your Own Water Destiny: How the City of Clearwater Addressed the Politics and Implementation of Florida's First Arsenic-Removal-Prior-To Membranes Facility

Cleaning Returns Reclaimed Lines to Full Service

Answering the Challenge of Rehabilitation of a Force Main under Boca Ciega Bay

AWARDS

American Metropolitan Water Agencies ?Gold? award for Competitive Achievement, 2006.

National Association of Clean Water Agencies (NACWA) award for Excellence in Management (2004-2007)

NACWA Silver (2003) and Gold (2004, 2005) awards for Wastewater Treatment Plant Compliance

Suncoast safety Council awards for safety in 2003 and 2004

Clearwater Environmental Advisory Board award for Ecosystem Protection in 2004

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