

Meeting Date
10 October 2017



AGENDA	
Section	New Business
Item No.	D.E.1

**AGENDA REPORT**  
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Employee Innovations Program
DEPT/OFFICE:	Human Resources Office

Requested Action:  
It is requested that the Brevard County Board of County Commissioners approve payment of award to the employee below who submitted the attached recommendation (EIP # 416) under Brevard County's Employee Innovations Program.

Summary Explanation & Background:

The purpose of the Employee Innovations Program is to reward employees for making suggestions that result in: (1) improved productivity; (2) enhanced health/safety; or (3) operating cost savings for the County. The attached recommendation (EIP # 416) is being recommended for a monetary reward under this program.

The recommended monetary award is for a total of \$500.00. This recommended awarded amount is 4.34% of the net savings to the County of \$11,520.00 per Item X, Paragraph A, of Administrative Order Number AO-06 approved May 13, 2005. The recommended award should be dispersed to the following Employee:

**Debbie Bowling, Recreation Leader, Parks and Recreation**

Explanation of how the above suggestion saves money and improves service:

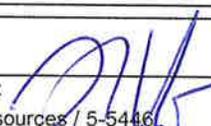
The Parks and Recreation Department was paying an outside pool maintenance company \$1,350 per month to maintain three swimming pools located in Cocoa and Rockledge. Ms. Bowling obtained the Certified Pool/Spa Operator Certification (CPO) which allows her to maintain the chemicals in the water and clean the three county pools. This has reduced the cost of maintenance for the pools down to \$390 per month. That is an annual savings of \$11,250.

See attached E.I.P. Evaluation Checklist and/or supporting documentation for further information regarding this recommendation.

**Fiscal Impact:** A total of \$500.00 will be awarded to employee from the Parks and Recreation Budget

Clerk to the Board Instructions:

Exhibits Attached: EIP Suggestion # 416 Package

Contract /Agreement (If attached):		Reviewed by County Attorney	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	PR	<input type="checkbox"/>
County Manager	Assistant County Manager	Department Director / Extension:		 Jerry Visco, Director Human Resources / 5-5446 Mary Ellen Donner, Director Parks and Recreation / 5-2516				
Frank Abbate 	Assistant County Manager							



Tammy Rowe, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

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October 11, 2017

**M E M O R A N D U M**

**TO:** Jerry Visco, Human Resources Director

**RE:** Item VI.E.1., Payment of Award (EIP #416) for Employee Innovations Program

The Board of County Commissioners, in regular session on October 10, 2017, approved payment award of \$500.00 to Debbie Bowling, Recreation Leader, Parks and Recreation, for her recommendation that resulted in an annual savings to the County of \$11,250.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS  
SCOTT ELLIS, CLERK

*Tammy Rowe*

Tammy Rowe, Deputy Clerk

/kp

cc: Parks and Recreation Director  
Finance  
Budget



**Parks and Recreation Department**  
2725 Judge Fran Jamieson Way  
Building B, Room 203  
Viera, Florida 32940

ROVD-BORR-AUG 22 '17

**BOARD OF COUNTY COMMISSIONERS**

## Inter-Office Memo

August 22, 2017

TO: Frank Abbate, County Manager  
THROUGH: Jerry Visco, Office of Human Resources Director  
FROM: Mary Ellen Donner, Parks & Recreation Department Director  
SUBJECT: INNOVATION AWARD – DEBBIE BOWLING

Ms. Debbie Bowling is a Recreation Leader in Central Area Parks Operations. As a Recreation Leader, Ms. Bowling plans athletic and aquatics activities throughout the year. She observed that the Department was paying an outside pool maintenance company \$1,350 per month (\$16,200 annually) to maintain the County's three swimming pools in Cocoa and Rockledge.

Ms. Bowling felt like the County could save money, keep the pools cleaner / better balanced if she obtained her Certified Pool/Spa Operator Certification (CPO) and she maintained the three swimming pools herself. Ms. Bowling located a CPO class, enrolled, and became certified.

As summer is less busy for athletics and busier for aquatics, Ms. Bowling was able to seasonally adjust her schedule to allow her to pick up the more intensive pool maintenance duties from Memorial Day to Labor Day and the less intensive pool maintenance duties the remainder of the year when she is concentrating on athletics. There are very few athletic events during the hot summer month so there was little impact on her work schedule.

Ms. Bowling estimates she spends 33 hours per month performing pool maintenance duties costing the County \$390 per month (\$4,680 annually) a saving to the County of \$960 per month (\$11,520 annually).

I believe that Ms. Bowling's idea has saved the County money and has improved health/safety at the three County pools. For her creativity and her ability to find a better way, I am recommending Debbie receive a one-time cash payment of \$500 from the Employee Innovation Program.

If further information is necessary, please feel free to contact me.



For verification, telephone NSPF at 719.540.9119 or email [service@nspf.org](mailto:service@nspf.org)



# Certified Pool / Spa Operator<sup>®</sup> Certification

for

## Debbie L. Bowling

as an Operator of Aquatic Facilities

Issued by the

NATIONAL SWIMMING POOL FOUNDATION<sup>®</sup>  
on

Certification Date: **October 27, 2016**

Certification Number: **CPO-293877**

Expires: **October 27, 2021**

*NSPF<sup>®</sup> Instructor*  
**Rudy H. Stankowitz**



  
**Thomas M. Lachocki**  
Chief Executive Officer

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