

## STAFF RECOMMENDATION

**TO:** Town Council  
**CC:** J. Brock, Town Clerk  
**FROM:** Sean O'Keefe, Town Administrator  
**SUBJECT:** Public Works Director  
**DATE:** November 8, 2021

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In reviewing the applicants for Public Works Director, the following considerations were most strongly sought after:

- Practical knowledge of functions related to Public Works (including building maintenance, roads, stormwater, and utilities)
- Supervisory experience
- Project Management and Contract Management ability
- Knowledge of and experience with the FDEP (Florida Department of Environmental Protection)
- Administrative ability (including reports, budget management, and grant management)

The job was posted for more than six weeks on the Town's website as well as indeed.com and governmentjobs.com. There were more than half-a-dozen applicants, varying in experience from both the public and private sectors. None of the applicants had an Engineering degree.

After the resumes were reviewed and a full round of interviews conducted with a shortlist of three candidates, the Staff Recommendation is that Morgan Cates be hired as Public Works Director.

Of particular note in Mr. Cates' interviews was his experience in working with Lake County and the various municipalities throughout the county, his particular experience with roads and stormwater (including NPDES [National Pollutant Discharge Elimination System] reporting), and his passion for training others, both staff and members of the public.

### **Recommendation:**

Staff recommends hiring Morgan Cates for the Public Works Director Position.