

From: [Mike Reals](#)
To: [Audria Moore-Wells](#)
Cc: [Nick Mimms](#)
Subject: Re: Impact of the DROP
Date: Wednesday, July 5, 2023 4:42:45 PM
Attachments: [image001.png](#)
[Outlook-pwcxf5v.png](#)

Good afternoon, Audria,

The Public Works Department has struggled to attract a qualified technician to fill the vacant Master Diesel Mechanic position in the Solid Waste Division. Our senior, most qualified, technician is set to exit the DROP, after completing 5 years, at the end of November. Our goal was to bring in a technician that could shadow Mr. Gordon and learn the City of Fort Pierce Solid Waste fleet.

The knowledge that Mr. Gordon possesses is invaluable, and without a qualified tech in place when he departs, the City will be forced to utilize outside vendors for repairs that are beyond routine maintenance. The challenge with outside vendors, besides the substantial costs, is the amount of time that repairs take. The City fleet will not be a priority and the vehicles will be placed in line with other to be worked on when they get to it. This is concerning for the welfare of the community. The Public Works Department operates a lean amount of vehicles for sanitation collection, and any truck that is taken off the line for an extended period of time affects the service delivery to our community.

The Public Works Department is now working with a recruitment agency in an attempt to receive a qualified applicant. Among other public sector positions, the automotive and heavy truck repair fields are experiencing critical shortages when seeking to hire technicians and trade schools are struggling to fill classes as fewer students are looking to enter the trade. Extending the DROP time would provide the City an opportunity to ensure a qualified technician is on hand while a potential successor is brought on and trained in the nuances of the Solid Waste fleet.

Please let me know if you would like any additional information.

Have a great evening,

Mike Reals, MPA | Director of Public Works | City of Fort Pierce

Public Works Department
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From: Diane Hobley-Burney <dhobley-burney@fppd.org>

Sent: Thursday, July 6, 2023 6:45:24 PM

To: Audria Moore-Wells <amoorewells@cityoffortpierce.com>

Cc: Nick Mimms <nmimms@cityoffortpierce.com>; Michael Santiago <msantiago@fppd.org>; Robert Ridle <rridle@fppd.org>; Kenny Norris <knorris@fppd.org>; Jasmine Robinson <jrobinson@fppd.org>

Subject: RE: Impact of the DROP

Good evening,

I apologize for the delayed response, it has been a busy day. Please see below:

The Fort Pierce Police Department presently have 23 Officers that will have 25 years of service and are eligible to leave in the next 5 years. Due to the inability to rehire them as a Community Service Officers or Civilian Investigators, 589 years of experience and institutional knowledge will be lost to us.

In previous years the Department experienced a high turnover rate of police officers. The steady loss of officers and constant hiring of new officers created an imbalance of experience to the point of veteran officers being outnumbered. An advantage of extending the time limit of the deferred retirement program from 5 to 8 years allows the veteran officers to continue to mentor and groom the newer officers in street skills that the police academy cannot teach. As we explore more efficient ways of policing in the height of the City's growth, utilizing their in-depth knowledge in preventing and solving crime becomes essential in our success and implementation of our succession plan.

Call me should you have any questions,

Blessings,

Diane Hobley-Burney | Chief of Police | City of Fort Pierce

Police Department

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