



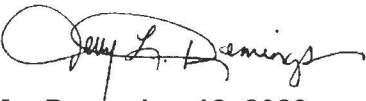
ORANGE COUNTY MAYOR

Jerry L. Demings

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November 15, 2023

TO: Commissioner Nicole Wilson, District 1
Commissioner Christine Moore, District 2
Commissioner Mayra Uribe, District 3
Commissioner Maribel Gomez Cordero, District 4
Commissioner Emily Bonilla, District 5
Commissioner Michael "Mike" Scott, District 6

FROM: Mayor Jerry L. Demings 

SUBJECT: **CONSENT AGENDA ITEM – December 12, 2023**
Managerial Appointment – Deputy Director, Utilities Department

I am pleased to announce the appointment of Kerry Kates, P.E., LEED AP, as Deputy Director for the Utilities Department. This Deputy Director role is responsible for providing leadership and guidance in Alternative Water Supply, Intergovernmental Affairs, and Solid Waste with a team of over 165 employees.

Mr. Kates is currently the Director of Water & Natural Resources for the Florida Fruit & Vegetable Association and has extensive experience in Federal and Florida water law and environmental policy related to water supply planning, water quality, legislative initiatives, consumptive use permitting, water and land conservation, and sustainability initiatives. He has been actively involved in WaterReuse Florida as president-elect, as former co-chair of the New Technology and Innovation Committee, has participated in the Florida Potable Reuse Commission as a commission member, and in the Central Florida Water Initiative (CFWI) as a steering committee member.

Mr. Kates began his career in 1999 as a consultant working as a geologist and later as a land development project manager responsible for civil site planning, design, permitting, and utility construction packages. He holds two bachelor of science degrees in geology and civil engineering from the University of Florida and is a Leadership in Energy and Environmental Design Accredited Professional (LEED AP). He is also a state-licensed Professional Engineer and has professional affiliations with the American Society of Civil Engineers, the American Water Resources Association, and the Florida Department of Agriculture and Consumer Services' Best Management Practices Research Coordinating Committee.

Mr. Kates' appointment will be effective January 21, 2024, at an annual salary of \$170,352. His resume is attached for your reference.

ACTION REQUESTED: Confirmation of the Mayor's managerial appointment of Kerry Kates, P.E., LEED AP as Deputy Director, Utilities Department

Attachment

cc: Byron W. Brooks, AICP, County Administrator
Jon V. Weiss, P.E., Deputy County Administrator
Ed Torres, M.S., P.E., LEED AP, Director, Utilities Department
Dr. Yvette M. Best, EdD, CCP, SPHR/SHRM-SCP, Human Resources Director

Kerry B. Kates, P.E., LEED AP

1910 Fern Circle, Orlando, FL 32803 | 407-489-3157 | kkates41@yahoo.com | [LinkedIn](#)

Profile

Licensed civil engineer and LEED-accredited professional passionate about water-resource management and cross-sector collaborations with stakeholders to implement sustainable water-supply and water-quality strategies. Extensive experience in federal and Florida water law and environmental policy pertaining to agricultural water-supply planning, water-quality requirements, legislative rule-making, consumptive-use permitting, environmental-resource permitting, water and land conservation, and sustainability initiatives. Ability to lead with integrity, distill and communicate technical issues effectively, and to successfully work in solidarity with a diverse cross-section of stakeholders in pursuit of common goals.

Demonstrated history as a successful land-development project manager working on behalf of clients to design, permit, and deliver complete civil-site plan and utility construction packages on time and within budget for both small and large retail, residential, and commercial projects.

Experience

DIRECTOR OF WATER & NATURAL RESOURCES | FLORIDA FRUIT & VEGETABLE ASSOCIATION | JANUARY 2010-CURRENT

- Represent agricultural interests across a broad spectrum of issues pertaining to water management, water quality, water permitting, conservation, sustainability, climate change, ESG, land use, property rights, and regulatory impacts
- Monitor and participate in the development of state (Water Management District, Florida Department of Environmental Protection, Florida Department of Agriculture and Consumer Services) and federal (Environmental Protection Agency, Natural Resources Conservation Service) water policy, water-supply planning, rule-making, conservation initiatives, and development of best management practices (BMPs)
- Develop climate change policies on behalf of the Association and coordinate and implement related initiatives and strategies
- Act as the liaison between the Association and local, state, and federal agencies, municipalities, elected officials, NGOs, and various stakeholder groups
- Represent and advocate on behalf of the Association and its members at technical workshops, public forums, environmental conferences, and speaking engagements
- Coordinate water-use, water-quality, and water-conservation BMP development, implementation, and education within the Association
- Monitor and ensure member compliance with Total Maximum Daily Load (TMDL), Basin Management Action Plan (BMAP), and Clean Water Act (CWA) requirements
- Assist members with consumptive-use permitting, environmental-resource permitting, surface-water alteration and storage design, and civil-site engineering services
- Negotiate conflict resolution between state agencies/municipalities and agricultural parties

- Create perennial and meaningful relationships with industry and agency leaders and forge strategic partnerships with outside stakeholder groups to pursue common goals and priorities
- As a member of the Board of Trustees for WateReuse Florida, advocate for the use of recycled water and assist in the development of a legal framework for the use of direct and indirect potable reuse within the state
- Lead, engage, and provide guidance to the Association's Board of Directors on issues pertaining to water, land-use, climate change, and ESG
- Monitor and engage in environmental and property-rights legislation at both the state and federal level

CIVIL LAND DEVELOPMENT PROJECT MANAGER | KIMLEY-HORN & ASSOCIATES | JANUARY 2005-DECEMBER 2009

- Acquired in-depth experience developing complete civil-site plan and construction packages for various permitting agencies and municipalities and managing projects ranging from small out-parcel development to large, multi-acre, phased commercial and retail development, multi-story condominiums, residential townhome development, large-scale retail mall expansion, and commercial warehouse development
- Represented clients at permitting, planning, zoning and development review meetings for various water management districts, cities and municipalities
- Designed wet and dry on-site storm water retention and detention systems, exfiltration systems, and underground utilities utilizing AdICPR, PONDS and StormCAD modeling software
- Designed and sized commercial and residential water systems to ensure adequate available pressures for both potable and fire-flow requirements utilizing WaterCAD modeling software
- Supervised and mentored junior-level engineers and designers
- Obtained a strong proficiency with AutoCAD through development and design of site, paving, grading, drainage, and utility plans
- Acquired very robust technical-writing skills through compiling and presenting detailed reports pertaining to storm water drainage, hydraulic analysis, and lift station design
- Incorporated sustainable building practices for projects seeking LEED certification
- Coordinated and oversaw construction-phase services
- Developed strong communication skills through supervision of staff and constant interaction with clients, architects, sub-consultants, and permitting agencies

CIVIL ENGINEERING INTERNSHIP | KIMLEY-HORN & ASSOCIATES | SUMMER 2004

- Assisted in the preparation of residential and commercial civil-site design and construction plans for local permitting agencies and municipalities
- Utilized AutoCAD in the creation of design plans
- Assisted with storm water calculations and drainage reports

STAFF GEOLOGIST | HSW ENGINEERING | OCTOBER 1999-JUNE 2000

- Performed groundwater, surface water, and soil sampling as part of environmental site assessments
- Prepared work plans and field reports for sampling and drilling events and groundwater investigations
- Supervised drill crews during soil-boring operations and monitor well installations
- Assisted in the preparation of proposals and project budgets

Education

BACHELOR OF SCIENCE/CIVIL ENGINEERING | DECEMBER 2004 | UNIVERSITY OF FLORIDA

- Courses included Hydrodynamics, Hydraulics, Geotechnical Engineering, Wastewater Treatment Design, Structures, Construction Methods and Management, Civil Engineering Cost Analysis, and Computer Aided Design (AutoCAD)
- Received a Passing Score on the Fundamentals of Engineering Exam (FE)

BACHELOR OF SCIENCE/GEOLOGY | AUGUST 1999 | UNIVERSITY OF FLORIDA

- Courses included Principles of Geographic Hydrology, Groundwater Geology, Exploration Geophysics, Sedimentary Geology, and Geographic Information Systems (ArcView/ArcInfo)

Affiliations

- Registered Professional Civil Engineer, FL, #70814
- LEED Accredited Professional (Building Design and Construction)
- Member, American Society of Civil Engineers
- Member, American Water Resources Association
- President-elect, WaterReuse Florida
- Former co-Chair, New Technology and Innovation Committee, WaterReuse Florida
- Commission Member, Florida Potable Reuse Commission
- Steering Committee Member, North Florida Regional Water Supply Partnership
- Management Oversight Committee Member, Central Florida Water Initiative
- Member, FDACS Best Management Practices Research Coordinating Committee