



**TO:** Honorable Mayor & Members of the  
Fort Lauderdale City Commission

**FROM:** Lee R. Feldman, ICMA-CM, City Manager

**DATE:** January 6, 2015

**TITLE:** Addition of New Classification (Senior Police Records Teletype Operator)  
and Change in Pay Grade for Existing Classification (Information  
Technology Security Analyst)

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**Recommendation**

It is recommended that the City Commission approve a motion to add a new classification (Senior Police Records Teletype Operator) to the Teamsters Local 769 Collective Bargaining Agreement and change the pay grade of an existing classification (Information Technology Security Analyst) in the Federation of Public Employees Collective Bargaining Agreement.

**Background**

**NEW CLASS - TEAMSTERS LOCAL 769**

Class 0664 **Senior Police Records Teletype Operator**, Pay Grade A035, (\$34,944.00 - \$47,028.80 annually)

This is varied and responsible work of considerable difficulty performing a variety of activities associated with supervising and operating the department teletype system. An employee in this class will provide training and guidance to new Police Records Teletype Operators and assist the Unit Supervisor with scheduling, developing training outlines and other delegated duties, while performing the normal duties of a Police Records Teletype Operator including providing general office support required to enter, retrieve and transmit information regarding outstanding warrants, vehicle registrations, drivers' licenses, criminal histories, missing persons and other similar information through the Criminal Justice Information System. Work requires the ability to complete assignments quickly and accurately and to handle several requests simultaneously. Employees work under the direction of the Police Records Supervisor or sworn police personnel who reviews work through activity records, direct observation and by random and direct monitoring of telephone calls and radio traffic.

The Teletype Unit was created in September 2013 as a result of the consolidation of the call taking and emergency dispatching within Broward County; the positions to staff this unit (Police Records Teletype Operator) were approved in the FY 2014 Budget. The Unit is responsible for the teletype functions previously mentioned, that had to be performed by each municipal agency. This new lead worker position is being created as part of the Department's ongoing effort to staff this Unit with the appropriate personnel who can provide training and guidance to new employees. The Department will not be increasing the full-time equivalency (FTE) headcount, but will be reallocating one (1) of the existing vacant Police Records Teletype Operator positions to create a senior level position.

#### REVISED PAY GRADE – FEDERATION OF PUBLIC EMPLOYEES (PROFESSIONAL)

Class 0174, Information Technology Security Analyst, Pay Grade L028, Management Category V, (\$59,321.60 - \$81,723.20 annually) to Pay Grade L033, Management Category IV, (\$67,080.00 - \$94,785.60 annually)

A recent evaluation of this classification and a local government salary survey revealed that this position should be reclassified to a higher pay grade due to market conditions. In addition, the US Bureau of Labor Statistics reports that employment of information security analysts is projected to grow 37% from 2012 to 2022, much faster than the average for all occupations. Demand for information security analysts is expected to be very high as these analysts will be needed to develop innovative solutions to prevent cyber attacks which steal critical information or create havoc on computer networks.

#### **Resource Impact**

There is no fiscal impact to the City for the creation of the new classifications, as the action taken here is just the establishment of the classification and a change in pay range for a vacant position.

#### **Strategic Connections:**

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative and neighbor-centric workforce that builds community.
- Objective 1: Foster professional and rewarding careers
- Initiative 4: Explore employee engagement tools
- Initiative 5: Develop a succession planning program to ensure knowledge transfer for critical positions
  
- Goal 12: Be a leading government organization, managing resources wisely and sustainably.
- Objective 1: Ensure sound fiscal management.
- Initiative 1: Achieve a structurally balanced budget through viable revenue sources, smart financial management, comprehensive financial forecasting, and

results-oriented and efficient services.

Additionally the Senior Police Records Teletype Operator portion of this item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Public Safety Cylinders of Excellence, specifically advancing:

- Goal 9: Be the safest urban coastal City in South Florida through preventative and responsive police and fire protection.
- Objective 1: Prevent and solve crime in all neighborhoods.

This item advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*.

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Prepared by: Andrea Walters and Patricia McKelligett, Personnel Analysts

Department Director: Averill Dorsett, Human Resources Director