



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

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

DATE: September 16, 2014

TITLE: MOTION – A motion authorizing: 1) Addition of one new class (Criminalist I) to the Teamsters Local 769 Collective Bargaining Agreement; and 2) Addition of four new classes (Mobility Manager; Program Manager; Application Developer, and Assistant Unified Network Administrator) to the Federation of Public Employees Collective Bargaining Agreement.

Recommendation

It is recommended that the City Commission approve a motion to add one new class to the Teamsters Local 769 Collective Bargaining Agreement and four new classes to the Federation of Public Employees Collective Bargaining Agreement.

NEW CLASS – TEAMSTERS LOCAL 769

- *Class 665, Criminalist I, Pay Grade A049 (\$49,483.20 - \$66,372.80 annually)*

This classification will prepare and analyze chemical and evidentiary samples in criminal identification and investigations in the Broward Sheriff's Office Crime Laboratory. The purpose of this classification is for the Fort Lauderdale Police Department to have its own designated Deoxyribonucleic Acid (DNA) Technician, to perform these functions allowing for the DNA samples to be tested immediately resulting in faster DNA results, and allowing criminals to be apprehended and cases closed more expeditiously.

NEW CLASSES – FEDERATION OF PUBLIC EMPLOYEES (PROFESSIONAL)

- *Class 567, Mobility Manager, Pay Grade L038, Management Category III, (\$75,899.20 - \$109,907.20 annually)*

This classification is necessary to provide an innovative approach to managing multi-modal programs and projects for the future regional mobility needs of South Florida's residents and visitors.

The primary role of the Mobility Manager is to enhance and promote regional mobility in conjunction with transportation partners, which affect mobility

operations in the City of Fort Lauderdale. This position will be responsible for the planning, managing and coordination of existing transportation services within the region; developing new regional transportation services; promoting available transportation resources to the region's residents, businesses and organizations; and establishing funding plans for transportation projects and programs.

The Mobility Manager will strategically plan for several transit projects that will complement existing and planned transit service offered by transportation partners including light rail, busways, streetcars and rapid bus transit, as well as others.

If this classification is approved, the employee classed as a City Traffic Engineer will be reallocated to the Mobility Manager classification in the Transportation and Mobility Department.

- *Class 568, Program Manager, Pay Grade L037, Management Category III, (\$74,027.20 - \$107,224.00 annually)*

This is professional and administrative work managing major programs in the planning, development, preparation, recommendation and administration of various contracts including, but not limited to, solid waste and fleet maintenance programs. Responsibilities of this classification include participation in the negotiation of contracts; preparations of proposals, plans and specifications; and monitoring contracts for compliance, including benchmarks for quality assurance and performance measures. The Program Manager will ensure adherence to master plans and schedules; develop solutions to program problems; initiate new and innovative programs to improve service to internal and external customers; and direct the work of personnel assigned to programs from various departments.

If this classification is approved, the employee classed as an Administrative Assistant II (Solid Waste Program Coordinator) and the employee classed as the Senior Automotive and Equipment Engineer in the Public Works Department will be reallocated to the Program Manager classification.

The following classifications are necessary to provide staffing in the Information Technology Services Department to support the needs of the Geographic Information Systems (GIS) and Unified Communications Services Divisions, as technology changes have occurred in the GIS and Unified Communications fields.

- *Class 0166, Application Developer, Pay Grade L035, Management Category IV, (\$70,512 - \$99,523 annually)*

The Application Developer position is highly responsible professional and technical work of considerable difficulty in the development and implementation of primarily web-based applications, including collaboration with business units to analyze, define, and document application requirements.

- *Class 0177, Assistant Unified Network Administrator, Pay Grade L033, Management Category IV, (\$67,080 - \$94,785.60 annually)*

The Assistant Unified Network Administrator is responsible professional and technical work of considerable difficulty assisting in the planning, implementing, maintaining and supporting the City's unified communications networks (wired and wireless Local Area Network (LAN), Wide Area Network (WAN), Metropolitan Area Network (MAN), Internet, Firewall and other related communications network), systems (VoIP, video, instant messaging, presence, fax, WebEx, Internet Protocol Television (IPTV), digital signage and related software, hardware and operating systems) and users.

Background

As part of the FY2015 adopted budget, the City is adding and deleting several positions. Some of the proposed positions are new classifications not yet established. Those new, not yet established classifications within the Teamsters and Federation of Public Employees Collective Bargaining Agreements are contained herein. The Human Resources Department is placing this item on the agenda so that the recruitment for these positions can begin and candidates selected for employment as close to, but not sooner than, October 1, 2014 as possible. Both Teamsters and Federation have been notified of these proposed additions.

Resource Impact

There is no fiscal impact for the Mobility Manager classification as it is at an equivalent pay grade and management category as the City Traffic Engineer classification. Additionally, there is no fiscal impact for the Criminalist I, Application Developer, or Assistant Unified Administrator classifications, as the action being taken here is the creation of the classifications.

For the Program Manager classification, there is a fiscal impact to the City in the amount of \$13,609 per year. Funding for this item was included in the FY 2015 operating budget.

Strategic Connections:

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

- Goal 1: Be a pedestrian friendly, multi-modal City.
- Objective 1: Improve transportation options and reduce congestion by working with agency partners.
- Initiative 3: Work with partners to construct the Wave Streetcar, including

Transit-Oriented Development (TOD) ordinances and connections to airport, port, and rail stations.

- Goal 2: Be a sustainable and resilient community.
- Objective 3: Improve climate change resiliency by incorporating local, regional and mega-regional plans.
- Initiative 1: Implement the Sustainability Action Plan (SAP); align it with the Southeast Florida Regional Climate Action Plan (SFRCAP) and the Seven Counties – 50 Years Southeast Florida Prosperity Plan, and monitor progress.
- Objective 4: Reduce solid waste disposal and increase recycling.
- Initiative 1: Implement a Multi-Family/Commercial Recycling Program.
- Initiative 2: Examine mandating commercial recycling through code amendments.

This item is also a Press Play Fort Lauderdale Strategic Plan 2018 initiative, included within the Public Safety Cylinder 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 is also 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.
- Objective 4: Provide a reliable and progressive technology infrastructure.
- Initiative 1: Implement the Information Technology Strategic Plan for improved operational efficiencies and increased employee productivity.

- Goal 12: Be a leading government organization, managing resources wisely and sustainably.
- Objective 3: Provide safe, efficient and well-maintained vehicles, equipment and facilities and integrate sustainability into daily operations.
- Initiative 2: Reduce fuel consumption and maximize efficiencies in the City vehicles and equipment.
- Initiative 4: Implement energy management systems to reduce energy consumption and save money.

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

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