



**CITY OF FORT LAUDERDALE**  
**City Commission Agenda Memo**  
**REGULAR MEETING**

**#13-1176**

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

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

**DATE:** September 3, 2013

**TITLE:** MOTION – A motion authorizing: 1) Addition of one (1) new class (Airport Maintenance Technician) to the Teamsters Local 769 Collective Bargaining Agreement, and 2) Addition of four (4) new classes (Information Technology Security Analyst; Mobile Data Technology Administrator; Floodplain Manager; Stormwater Operations Chief) to the Federation of Public Employees Collective Bargaining Agreement.

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**Recommendation**

It is recommended that the City Commission approve a motion to add one (1) new class to the Teamsters Local 769 Collective Bargaining Agreement, as well as add four (4) new classes to the Federation of Public Employees Collective Bargaining Agreement.

**NEW CLASS – TEAMSTERS LOCAL 769**

*Class 267, Airport Maintenance Technician, A034, (\$34,028.80 - \$45,822.40 annually).*

The Transportation and Mobility Department is requesting the addition of one (1) new class in order to accurately define the job duties, responsibilities, and requisite experience of certain positions in the City. The addition of this class will assist with specialized maintenance work at the Fort Lauderdale Executive Airport, Downtown Helistop and Industrial Park facilities and to ensure that the Airport grounds, runways, buildings and equipment comply with Federal regulations.

Contingent upon the adoption of the proposed Fiscal Year 2014 budget, there will be three (3) Airport Maintenance Technician positions added to the Transportation and Mobility Department.

Airport maintenance functions are currently being performed by an outside contract hired through the Request for Proposal (RFP) process. The contract focuses on mowing the airfield, airport grounds and debris cleanup and has been in place for approximately 15 months. The Executive Airport Division of the Transportation and Mobility Department would like to bring these maintenance functions in-house in order

to provide greater flexibility in allocating resources to address a variety of airport maintenance and operational issues.

This is semi-skilled work in operating equipment in the maintenance of airport grounds and related facilities. The employees will assist in the day-to-day operations and duties associated with the safety, operations, maintenance and security of the Fort Lauderdale Executive Airport, Downtown Heliport and Industrial Airpark facilities. Work is performed under the supervision of the Airport Operations Supervisor and is subject to review through reports, conferences, observation and daily results of work assignments.

#### NEW CLASSES – FEDERATION OF PUBLIC EMPLOYEES (PROFESSIONAL)

*Class 174, Information Technology Security Analyst, L028 V, (\$59,321.60 - \$81,723.20 annually).*

This position is necessary to provide appropriate staffing in the Information Technology Services Department to support the needs of the Information Security Division.

This is responsible professional and technical work in the support and analysis of information security and data integrity across the City's enterprise network. Work involves evaluation of security standards and practices; performing security and vulnerability assessments; providing technical direction in maintaining security and data integrity; troubleshooting security incidents; recommending new standards; resolution of more difficult work problems while assisting and training other technical staff to perform routine assignments.

*Class 175, Mobile Data Technology Administrator, L036 IV, (\$72,196.80 - \$102,044.80 annually).*

This position is necessary to provide appropriate staffing in the Information Technology Services Department to support the needs of the Police Information Technology Division.

This is advanced professional, technical and supervisory and administrative work responsible for citywide enterprise vehicular mobile data technology, as well as facility access control and video recording and monitoring technologies. Work includes responsibility for computing and communications technology associated with city vehicles including wireless data communications, automatic vehicle location systems, laptops and other computing devices and peripheral devices to laptops in the vehicles such as fingerprint readers and printers, and mobile data systems.

#### NEW CLASSES – FEDERATION OF PUBLIC EMPLOYEES (SUPERVISORY)

*Class 136, Floodplain Manager, L034 III, (\$62,899.20 - \$96,678.40 annually).*

This position is necessary to provide appropriate staffing in the Department of Sustainable Development to support the needs of the Building Services Division.

This is responsible managerial and professional work in the administering and managing the City's floodplain management and flood mitigation program in the Building Services Division of the Department of Sustainable Development. The employee will be responsible for the daily implementation of flood loss reduction activities including enforcing the City's flood damage prevention ordinance, coordinating the Community Rating System, updating flood maps, plans, policies, and any of the activities related to administration of the National Flood Insurance Program (NFIP). Work includes extensive contact with government officials, appointed board and committee members, the press, public and private agencies, the development community, citizens, citizen groups, and other City divisions and departments.

*Class 237, Stormwater Operations Chief, V023 V, (\$52,436.80 - \$72,196.80 annually).*

This position is necessary to provide appropriate staffing and supervision in the Stormwater Operations Division of the Public Works Department.

This is first-line supervisory, technical and administrative work of more than average difficulty in supervising and coordinating the operation and maintenance of the City's stormwater infrastructure, rights-of-way, and related systems. An employee in this class is responsible for supervising, coordinating, inspecting, and budgeting the operation of field crews engaged in the construction, operation and maintenance of systems including stormwater mains and services, roadways, swales, road shoulders, and related appurtenances, facilities, structures and equipment. An employee in this class exercises reasonable independent judgment in the operation and modification of the systems in accordance with established municipal policies, engineering specifications, Occupational Safety and Health Association regulations, American Water Works Association and Water Environment Federation standards, and other applicable standards and regulations.

The employee exercises reasonable initiative and independent judgment in determining work methods, equipment, materials and personnel needed and in assigning work to subordinates. Work is reviewed by an immediate supervisor through conferences, reports and observations.

If this position is approved, an employee classed as a Distribution and Collection Chief will be reallocated to the Stormwater Operations Chief position.

### **Background**

As part of the FY 2014 proposed budget, the City is proposing the addition and deletion of 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 respective Collective Bargaining Agreements are contained herein. In preparation for the approval of the proposed budget, Human Resources is placing this item on the agenda so that recruitment for these positions can

begin and candidates selected for employment as close to, but not sooner than, October 1, 2013 as possible.

### **Resource Impact**

There is a fiscal impact to the City in the amount of \$454,566.

Funding for these items is contingent upon the approval and appropriation if the FY2014 budget as follows. It should be noted that the Stormwater Operations Chief has no fiscal impact to the City.

<b>FUND</b>	<b>SUB FUND</b>	<b>FUND NAME</b>	<b>INDEX #</b>	<b>INDEX NAME</b>	<b>SUB OBJECT #</b>	<b>SUBOBJECT NAME</b>	<b>AMOUNT</b>
468	01	Airport Operations	TAM070101	Executive Airport	1101	Regular Pay	\$114,000
468	01	Airport Operations	TAM070101	Executive Airport	1501	Overtime	\$6,000
468	01	Airport Operations	TAM070101	Executive Airport	2299	Pension – Def Cont	\$8,754
468	01	Airport Operations	TAM070101	Executive Airport	2301	Social Security/Medicare	\$10,260
468	01	Airport Operations	TAM070101	Executive Airport	2404	Health Insurance	\$23,580
						<b>Airport Maintenance Technician</b>	<b>\$162,594</b>
581	01	Central Services	ITS100101	IT Security	1101	Permanent Salaries	\$59,322
581	01	Central Services	ITS100101	IT Security	1407	Expense Allowance	\$960
581	01	Central Services	ITS100101	IT Security	1413	Cellphone Allowance	\$360
581	01	Central Services	ITS100101	IT Security	2119	Wellness Incentives	\$500
581	01	Central Services	ITS100101	IT Security	2299	Pension – Def Cont	\$5,339
581	01	Central Services	ITS100101	IT Security	2301	Soc Sec/Medicare	\$4,806
581	01	Central Services	ITS100101	IT Security	2404	Health Insurance	\$8,957
581	01	Central Services	ITS100101	IT Security	3925	Office Equip <\$5,000	\$2,000
						<b>Information Technology Security Analyst</b>	<b>\$82,244</b>

FUND	SUB FUND	FUND NAME	INDEX #	INDEX NAME	SUB OBJECT #	SUBJECT NAME	AMOUNT
581	01	Central Services	ITS070101	Police IT	1101	Permanent Salaries	\$72,197
581	01	Central Services	ITS070101	Police IT	1407	Expense Allowance	\$1,440
581	01	Central Services	ITS070101	Police IT	1413	Cellphone Allowance	\$360
581	01	Central Services	ITS070101	Police IT	2119	Wellness Incentives	\$500
581	01	Central Services	ITS070101	Police IT	2299	Pension – Def Cont	\$6,498
581	01	Central Services	ITS070101	Police IT	2301	Social Security/Medicare	\$6,705
581	01	Central Services	ITS070101	Police IT	2404	Health Insurance	\$9,419
581	01	Central Services	ITS070101	Police IT	3925	Office Equip <\$5,000	\$3,000
						<b>Mobile Data Technology Administrator</b>	<b>\$100,119</b>
140	1	Building	DSD034002	Building Permits	1101	Permanent Salaries	\$80,000
140	1	Building	DSD034002	Building Permits	1401	Vehicle Allowance	\$3,000
140	1	Building	DSD034002	Building Permits	1413	Cellphone Allowance	\$360
140	1	Building	DSD034002	Building Permits	2119	Wellness Incentives	\$500
140	1	Building	DSD034002	Building Permits	2299	Pension – Def Cont	\$7,200
140	1	Building	DSD034002	Building Permits	2301	Social Security /Medicare	\$6,120
140	1	Building	DSD034002	Building Permits	2404	Health Insurance	\$9,419
140	1	Building	DSD034002	Building Permits	3925	Office Equip <\$5,000	\$3,000
						<b>Floodplain Manager</b>	<b>\$109,599</b>

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Prepared by: Kristin Tigner, Talent Manager

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