

# City of Fort Lauderdale

City Hall  
100 N. Andrews Avenue  
Fort Lauderdale, FL 33301  
[www.fortlauderdale.gov](http://www.fortlauderdale.gov)



## Meeting Minutes - APPROVED

Tuesday, August 20, 2013

1:30 PM

City Commission Conference Room

## City Commission Conference Meeting

### **FORT LAUDERDALE CITY COMMISSION**

**JOHN P. "JACK" SEILER** Mayor - Commissioner  
**BRUCE G. ROBERTS** Vice Mayor - Commissioner - District I  
**DEAN J. TRANTALIS** Commissioner - District II  
**BOBBY B. DuBOSE** Commissioner - District III  
**ROMNEY ROGERS** Commissioner - District IV

**LEE R. FELDMAN**, City Manager  
**JOHN HERBST**, City Auditor  
**JONDA K. JOSEPH**, City Clerk  
**CYNTHIA A. EVERETT**, City Attorney

Meeting was called to order at 1:32 P.M. by Mayor Seiler.

## ROLL CALL

**Present:** 5 - Mayor John P. "Jack" Seiler, Vice-Mayor Bruce G. Roberts, Commissioner Dean Trantalis, Commissioner Bobby B. DuBose and Commissioner Romney Rogers

**Also Present:** 5 – City Manager Lee R. Feldman, City Auditor John Herbst, City Clerk Jonda K. Joseph, City Attorney Cynthia A. Everett, and Sergeant At Arms Sergeants Tim Bunn and Jose Gonzalez (9:40 p.m.)

Discussion ensued about possibly lightening the agenda in view of the anticipated length of the evening meeting. Item BUS-3 was deferred.

## CITY COMMISSION REPORTS

### Events and Matters of Interest

Members of the Commission announced recent and upcoming events and matters of interest.

Commissioner DuBose asked about the Friendship Luncheon by the Fort Lauderdale Historical Society. Commissioner Rogers asked the City Attorney to followup on any possible ethics conflict. There was consensus agreement to attend.

### Dirty Blondes Sport Bar, Beach

Commissioner Trantalis brought attention to an incident at this establishment where two patrons got out of control and the security hired by the owner got even more out of control. He believed the City needs to adopt standards as to the type of security that should be retained by establishments. Discussion ensued on the suggestion and what would be allowed legally. It was noted that police cannot make an arrest without witnessing what occurred. With a video, there is then evidence. At first the victims did not want to prosecute but the impression is that the police did not do anything. Mayor Seiler suggested regulation be tied to licensing and, or hours of operation. Commissioner Rogers noted that some cities are imposing a fee for after hours. Mayor Seiler thought there should be the option of in lieu of such a fee, the establishment could retain an off-duty police detail. He suggested research be conducted of other municipalities. The City Auditor noted that Chapter 493 of the Florida Statutes addresses licensing of security. Perhaps there could be the option of licensed security or off-duty police detail.

### Public Participation Ordinance; Grand Birch Development

Commissioner Trantalis referred to the new public participation ordinance and commented that an individual who spoke against the Grand Birch development is now being sued personally. Regardless of the merits, the individual must still defend themselves. He felt the Commission should consider some limitations. Mayor Seiler requested this item be scheduled on a future agenda.

### Adopt A Street Program

In response to Commissioner Trantalis, the City Manager advised the program was previously paid for by the Resource Recovery Board (RRB) as part of tipping fees. With the RRB going away and the County going to its own contract, they offered programs to municipalities for a fee. This program is \$40,000. Through Neighbor Support and Sanitation divisions, staff's intent is to try to replicate something similar.

He also commented on staff's work with other Broward cities concerning hazardous waste that may cost \$20,000 per event.

#### Seating at City Commission Regular Meeting

Commissioner Trantalis asked about reserving some seats for attendees for items other than Marina Lofts, however the general thinking was that it would not be logistically possible.

### **CONFERENCE REPORTS**

**CF-1    13-1036            EMERGENCY TASK ORDER DWF-3 - \$23,522 - PROFESSIONAL ENVIRONMENTAL ENGINEERING CONSULTANT SERVICES - FUEL SPILL SOURCE REMOVAL AT 2101 NW 6 STREET - EE&G Environmental Services, LLC**

The City Manager provided more detail of what occurred and the timeline of the correction. Hardeep Anand, Director of Public Works, advised it was a one-time spill and elaborated upon the incident as well as corrective measures.

**CF-2    13-1089            EMERGENCY PURCHASE - REPLACEMENT OF FIRE PUMP CONTROLLER AT CITY HALL**

No objection.

**CF-3    13-1025**

Commissioner Trantalis took issue with Cases CE12061080, CE12090249 and CE12090371 under bank ownership. There should be property management oversight, otherwise neighborhoods suffer. The banks decide when to take action. The City Manager drew attention to the mortgage foreclosure registration ordinance adopted last October requires any property in the foreclosure process to be registered by the party that is foreclosing on the property. The entity then has the affirmative obligation to maintain the property through the foreclosure process. Commissioner Rogers noted that the ordinance language specifies the term, default, not foreclosure. Commissioner DuBose pointed out that the information could be kept by the bank inhouse for years and the property would technically be in foreclosure. The City Manager advised that the City would not know a party is in default until the bank files a disclosure. Mayor Seiler agreed with Commissioner Trantalis. The City has the ability to know how long a property has been in default. Commissioner Trantalis did not support approving these cases. Commissioner DuBose felt residents are under the impression that the ordinance will address properties left unmaintained, but in actuality it may not. Mayor Seiler agreed with Commissioner Trantalis about banks not completing the foreclosure because they do not want to maintain the property. He requested more detail on these two cases.

For CE12061080, Mayor Seiler noted the violations do not appear to have impacted the neighbors and they were not life-safety. Commissioner DuBose wanted there to be a second look at this one. Vice Mayor Roberts noted the electrical violation could have been life safety. For CE12090249 and CE12090371, Mayor Seiler wanted more detail. The City Manager explained that these will be on September 3 evening agenda. In response to Commissioner Rogers, the City Manager advised that all three of these have sales pending. Mayor Seiler asked the district commissioner for each of these cases be responsible for making a recommendation as to life safety and, or impact on the neighborhood.

Mayor Seiler opened the floor for public comment.

Charles King, 105 North Victoria Park Road, felt the Commission members should disclose their involvement with banks. Both Mayor Seiler and Commissioner Rogers noted their involvement, but also that those banks have not come before the Commission.

**CF-4    13-1050            SOUTH SIDE SCHOOL UPDATE**

The City Manager highlighted information in Commission Agenda Memorandum 13-1050. He hopes to have a term sheet by the end of September. He went on to describe the challenges the City is experiencing, working with Broward County and providing a sidewalk. The City Manager explained for Commissioner Trantalis that the City has always committed that the City has close to \$2.2 million to finish the South Side building which has been set aside and budgeted. Additional costs are mostly site improvements to the parking, adding a parking lot to the north of the tennis courts. It was not possible to review cost estimates with Nova Southeastern University (Nova) until August 9. He estimated the City will know whether Nova will be the occupant by the end of September. Some discussion returned to challenges the City is experiencing with providing a sidewalk.

Mayor Seiler opened the floor for public comment.

Charles King, 105 North Victoria Park Road, believed this project is a giant financial boondoggle. He asked if the Commission could recall a time frame of when they became aware of it. Commissioner Trantalis commented on the original vote for the project.

There was no one else wishing to speak.

**OLD/NEW BUSINESS****BUS-1   13-0998            NW 7TH/9TH CONNECTOR PROJECT UPDATE**

Mayor Seiler opened the floor for public comment.

Charles King, 105 North Victoria Park Road, felt the City should find out who was responsible for starting discussion on this topic because of the cost impact. Commissioner DuBose provided some history on the project.

There was no one else wishing to speak.

Commissioner DuBose recapped what has occurred as outlined in Commission Agenda Memorandum 13-0998.

**BUS-2   13-1047            CITY COMMISSION DISTRICT REALIGNMENT –  
REAPPORTIONMENT**

Mayor Seiler opened the floor for public comment.

Charles King, 105 North Victoria Park Road, advocated for more diversity in the districts. He also suggested one district for the beach. The Commission responded with their perspectives.

Paul Boggess, President of Sailboat Bend Civic Association (Sailboat Bend), advised that Sailboat Bend has worked closely with Riverside and Tarpon River since its formation. Sailboat Bend objects to the process because they were not informed until after the decision was made. There was no public hearing. When the decision was brought to his attention he along with David Parker forward a letter expressing

objection. The Reapportionment Committee (Committee) advised him population was the only criteria used. With the addition of Kennedy Homes, the population of Sailboat Bend has increased.

Dave Parker, 801 SW 2 Court, referred to points made by Mr. Boggess and emphasized the close cooperation Sailboat Bend has with Tarpon River and Riverside. Neighborhoods are the strength of the city which should be considered in this decision. Vice Mayor Roberts questioned why the neighborhoods could not continue to work together regardless of district designation. Mr. Parker agreed, but did not think something that is working should be changed.

Jackie Scott, 1626 SE 1 Street, a member of the Reapportionment Committee, indicated she was involved in this topic before the committee was formed. In previous discussions Colee Hammock was part of District II because it makes sense based on the boundaries. She missed one Committee meeting and the decision was made that Colee Hammock should stay in District IV even though there had been opposition. The process was fairly political. She advocated for Colee Hammock being in District II and Sailboat Bend in District IV. With growth planned for the downtown, Colee Hammock will have to go to District II. She did not support the proposal.

Ed Smoker, a member of the Reapportionment Committee, noted the criteria that the Committee endeavored to follow was to keep neighborhood intact. Keeping cohesiveness of the neighborhoods was number one for the Committee. Sailboat Bend was moved in its entirety because of the numbers. He elaborated upon the challenges in working with the numbers. There were ample opportunity for public input.

Commissioner Trantalis felt the recommendation makes a lot of sense, specifically extending the district to Broward Boulevard and squaring it up at Progresso Village. Commissioner Rogers noted that District IV is most in need of adjustment and elaborated upon previous discussion. Commissioner Trantalis suggested an alternative to moving Sailboat Bend, rather including Water Garden, Riverhouse and Las Olas Grand. Mr. Smoker pointed out that would break up the Downtown Civic Association that is a strong neighborhood group. Mayor Seiler emphasized that elected officials should not select their voters. It should be done by an independent, objective panel. Commissioner Trantalis noted that Sailboat Bend does not want to be part of District II.

Genia Ellis, Vice Chair of the Reapportionment Committee, noted that the Downtown Civic Association voiced their preference of remaining in District IV.

Mayor Seiler asked members of the Commission to research this topic further. Commissioner DuBose wanted to take more time. This impacts the full Commission. Both Commissioners Rogers and Trantalis were ready to vote. Commissioner DuBose suggested it be scheduled on an evening meeting for a public hearing. Mayor Seiler requested it be scheduled for October.

Marilyn Mammano, member of the Reapportionment Committee, indicated she voted against it because of the process. The numbers work. She felt there needed to be more time to reach 100 percent consensus. The Committee should have provided the Commission with all of the options. She suggested the Commission ask the Committee to revisit the options. There will be unhappy people in any option. If this just proceeds to a public hearing, it could be very confusing. She did not think any option that staff has not run the numbers on should be considered. Mayor Seiler touched on how the public hearing part of the process could be handled. He went on to comment on his agreement with Sailboat Bend.

Michael Weymouth, member of the Reapportionment Committee, agreed with Ms. Mammano. He commented on the number of maps that were presented to the Committee. It is not possible to make every neighborhood happy. The numbers in the recommendation are about as close as possible. Although he understands Sailboat Bend's position, he voted for the proposal.

Ian Went, Staff Liaison for the Committee, advised if more maps are submitted in a public hearing process, they would have to be put into the system and there would need to be time to verify the numbers. The City Manager indicated his staff will work with the City Attorney's Office to draft an ordinance to consider the recommendation on first reading and there will be an associated public hearing. Mayor Seiler asked the item be scheduled for October.

Ms. Scott asked if it would be possible to move Colee Hammock to District II, since the numbers would work without impacting the proposal. Mayor Seiler suggested she raise this request at the public hearing.

**BUS-4 13-1093 HUMAN RESOURCES DEPARTMENT - INFORMATIONAL PRESENTATION**

Averill Dorsett, Director of Human Resources, presented slides concerning this matter. A copy of the slides is attached to these minutes.

The Commission briefly discussed training, recruitment and a program to monitor driving habits that is being explored and will be presented at a future conference.

**BUS-5 13-1054 MAINTENANCE OF ENHANCED LANDSCAPE ON U.S. 1 AT FORT LAUDERDALE HOLLYWOOD INTERNATIONAL AIRPORT - AGREEMENT WITH BROWARD COUNTY**

The City Manager reviewed the history on this item contained in Commission Agenda Memorandum 13-054. If the City assumes this responsibility, it is estimated the City could save \$40,000 annually. Commissioner Trantalis referred to the overgrown condition of 15<sup>th</sup> Avenue median and questioned if the City is tending to its current responsibilities. The City Manager explained that last year, there was a request for additional funding to increase the frequency of cutting, but it was not approved. The request has been made again this year and thus far, it is still in the budget. The work in this item would be contractual. Cate McCaffrey, Assistant Parks and Recreation Director, indicated that staff would handle drainage and irrigation and augment the contractor's work in picking up trash. It can be absorbed by the department.

In response to Vice Mayor Roberts, the City Manager explained if the funding is not appropriated, the agreement simply does not renew.

There was no objection to the City Manager proceeding.

**BUS-6 13-0506 RESIDENTIAL STREET LIGHT POLICY**

The City Manager reviewed information in Commission Agenda Memorandum 13-0506, explaining the current practice has been first come, first served. With consensus approval, a resolution will be presented containing the standards shown in the commission agenda memorandum. In response to Commissioner Trantalis, the City Manager explained how the policy would be used based on footcandles. For example, if a major roadway already has .90 footcandles, the City would conclude a new street light was not needed. If it only had .60, a new street light would be warranted. He went on to explain for Commissioner Rogers that the City directs Florida Power & Light (FPL) where to install lights. Commissioner Rogers asked about addressing the issue of dark skies and the City Manager explained the lighting that would be dark sky compliant. FPL does not have a tariff in place for such lighting. There are ways for the City to nevertheless have such lighting, but it would be extremely expensive.

Mayor Seiler wanted to see more details of the policy, but agreed to authorize the City Manager to start the process. Commissioner DuBose asked how the homeowner associations play into this. Both Commissioner DuBose and Commissioner Rogers indicated there are neighborhoods in their districts that do not want additional lighting. The City Manager suggested the process could provide for homeowner association endorsement.

Mayor Seiler opened the floor for public comment.

Fred Carlson, 625 Orton Avenue, commented that this topic for A-1-A is safety and should take precedence of wildlife protection. He raised the idea of providing the same level provided for Las Olas Boulevard because the uses are similar.

Charles King, 105 North Victoria Park Road, suggested using shorter poles so they would be under the tree canopy. The City Manager noted that decorative lighting through the Neighborhood Capital Improvement Program (NCIP) is an option. There was some discussion about some neighborhoods preferring tree canopy to increased lighting.

There was no one else wishing to speak.

Note: The Commission recessed at 4:17 p.m. and convened as the Community Redevelopment Agency Board of Commissioners. The closed door was held after this meeting. The Commission reconvened the conference meeting at 3:10 a.m.

### **EXECUTIVE CLOSED DOOR SESSION**

**13-1074** THE CITY COMMISSION SHALL MEET PRIVATELY PURSUANT TO FLORIDA STATUTES 768.28(16) AND 286.011(8) CONCERNING THE FOLLOWING:

- 1) Henry Lambert v. John Giga, Joseph Curtis, Fort Lauderdale Police Department, et al (Case 13-60829-CIV-COHN-Seltzer; File PP L 12-621)
- 2) Rosalie Gambetta and David Gambetta, her husband v. City of Fort Lauderdale (File GL 11-239)
- 3) City of Fort Lauderdale v. Traffic Control Devices & Community Asphalt (Claim CPD 06-1183C)

### **CITY MANAGER REPORTS**

**MGR-1 13-1114** STATUS OF LEASE NEGOTIATIONS WITH INTERNATIONAL SWIMMING HALL OF FAME

**MGR-2 13-1112** FORT LAUDERDALE AQUATIC COMPLEX - FINAL REPORT OF BROWARD OFFICE OF THE INSPECTOR GENERAL (OIG) (13-012)

Due to lateness of the hour, the City Manager received commitment from the Commission that he would receive direction no later than the September 3 meeting. Commissioner Trantalis commented on the need for public comment on this topic. Mayor Seiler asked this be placed first on the September 3

agenda. He felt the next item should be discussed with this item.

**MGR-3 13-1028              BROWARD COUNTY MAIN LIBRARY RENOVATIONS UPDATE**

No discussion.

**BOARDS AND COMMITTEES**

**BD-1    13-0747              COMMUNICATIONS TO CITY COMMISSION AND MINUTES  
CIRCULATED - period ending August 15, 2013**

This item was rescheduled to September 3, 2013.

**BD-2    13-0938              BOARD AND COMMITTEE VACANCIES**

Note: Please see regular meeting item R-3.

The meeting adjourned at 3:15 a.m.



8-20-13  
Bus-4  
Presented by  
Aurill Dorsett

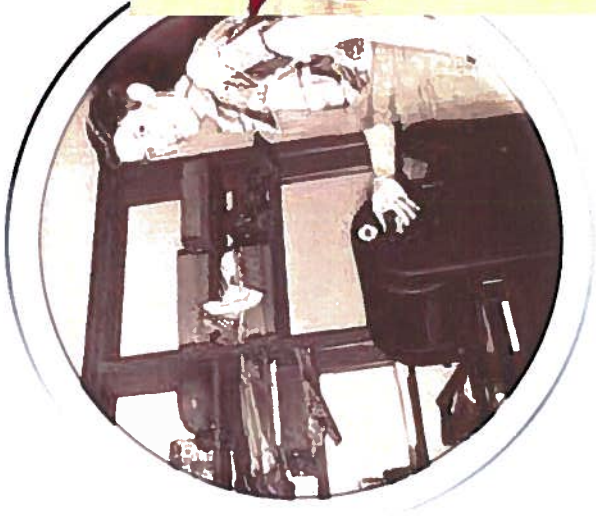
# Human Resources Department Presentation to the City Commission

August 20, 2013

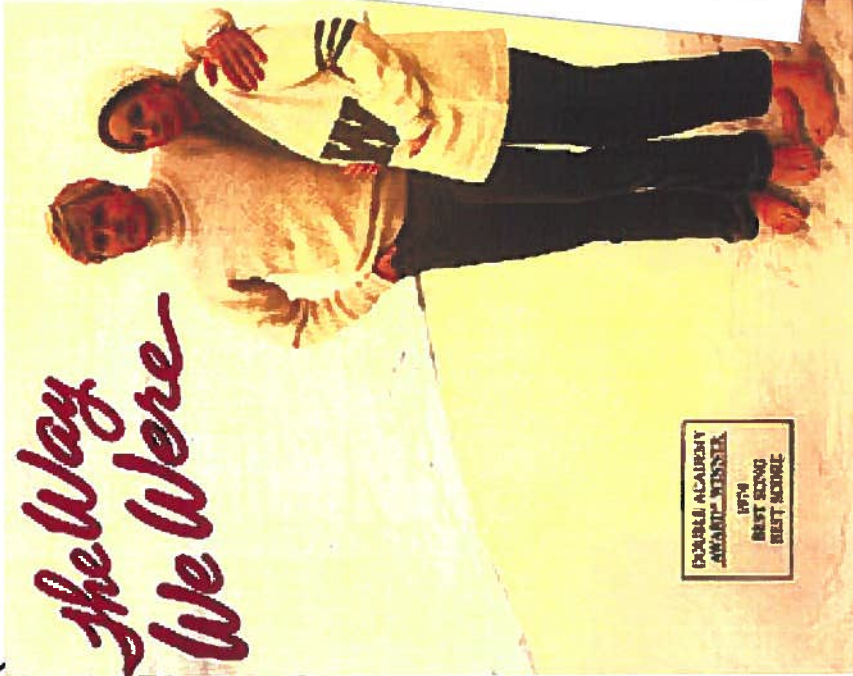


INTERNAL SUPPORT



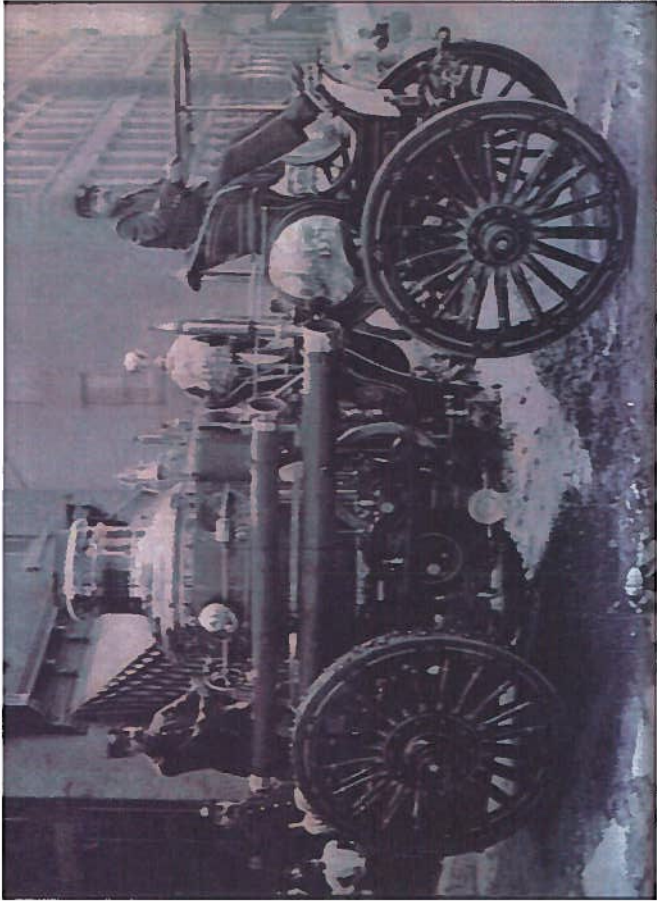


*The Way  
We Were*



DOUBLE ALABAMA  
JANUARY WINNER  
1979  
BEST SONG  
BEST MUSIC







# The Way We Are Today

Talent Management Division

Employee Relations Division

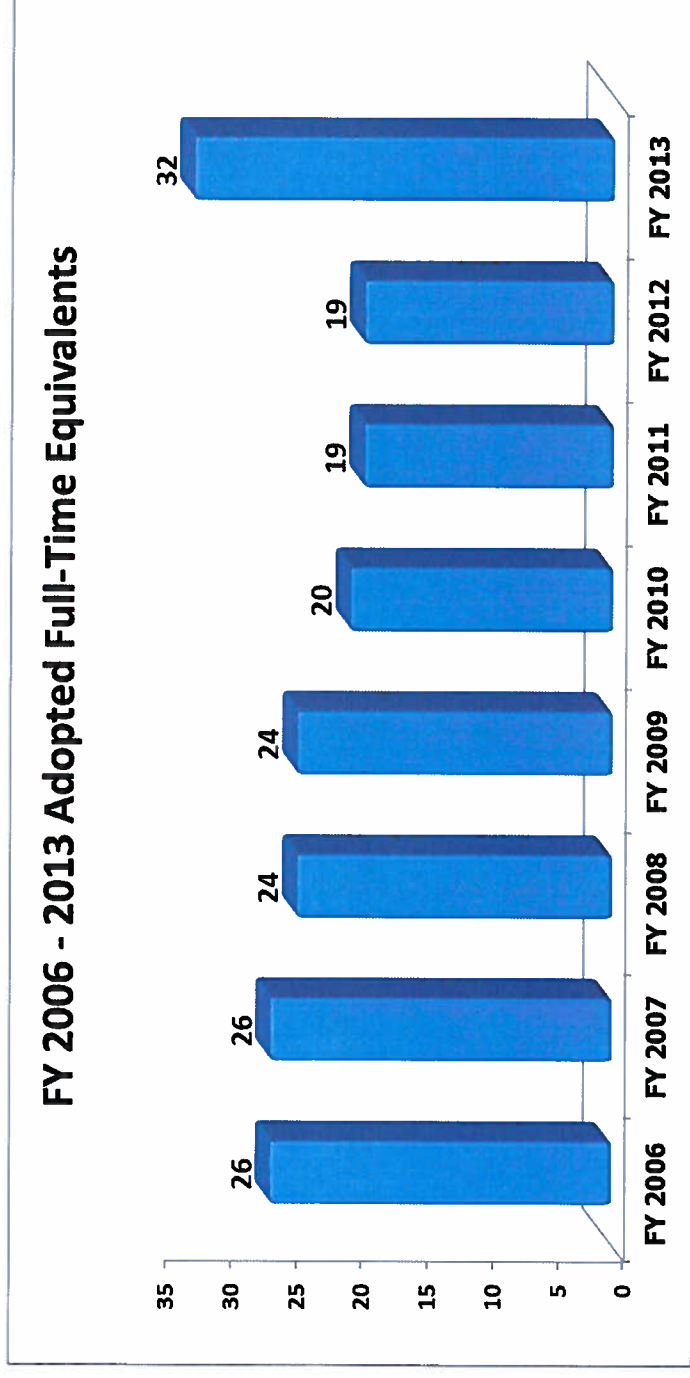
Risk Management Division



INTERNAL SUPPORT



# Human Resources Department Changes since Fiscal Year 2006



- Added Office of Professional Services (OPS) and Risk Management in FY 2012
- Reduction of almost 27% of staffing without OPS and Risk Management
- City Staffing reduced by 215 employees (8%) during the same timeframe



# Human Resources Department

## Changes since Fiscal Year 2006



- Training function was eliminated
- Services slowed with less staff but with greater demands
- Went from being proactive to reactive
- We are now starting to head back to the proactive approach



# Talent Management and Employee Relations The Responsibilities



## Talent Management

- Recruitment
- Testing/Selection
- Backgrounds
- Classification
- Compensation
- Performance Evaluations
- Records Management
- Organizational Development and Training

## Employee Relations

- Complaints
- Investigations
- Progressive Disciplinary Process
- Labor Relations
- Equal Employment Opportunity Information



# Risk Management Division

## The Responsibilities



### Property & Casualty

- Property Insurance
- Workers' Compensation Claims
- General Liability Claims
- Auto Liability Claims
- Collision Repair Claims
- Subrogation (Recovery) Claims
- Police Liability Claims
- Employment Practices Liability Claims
- Review Contract Insurance and Certificates

### Benefits

- Medical Coverage
- Vision Coverage
- Dental Coverage
- Life Insurance
- Disability Insurance
- COBRA Coverage
- Section 125/Flexible Spending Account
- 457 Retirement Account
- Florida Pre-Paid Tuition
- Loans-at-Work Program
- U.S. Legal Pre-Paid
- Misc. Aflac, Allstate, Colonial Voluntary Plans





Reorganizational  
Reclassification  
Streamline  
Success  
Program  
Evaluate  
Implement  
Bonus  
Paperless  
Online  
Efficient  
Lean  
Retirement  
Incentive

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# Accomplishments

- Implemented major Citywide Reorganization
- Effectuated Bonus Incentive Retirement Program
- We've Gone Paperless!
- Conducted Lean Process Improvement Workshop to streamline Recruitment and Selection Process



## Accomplishments

- Process 10,000 applications per year
- Hire more than 100 employees per year
- Process 75 promotions per year
- Examine and Reallocate 100 positions per year
- Maintain personnel files for all employees
- Process almost 130 employee grievances
- Conduct more than 20 investigations
- Process more than 175 disciplinary actions

## Accomplishments

- Developing relationships with Nova Southeastern University, Broward College, University of Phoenix
- Partnering with Workforce One and Kids and the Power of Work (KAPOW) to develop local youth in the workplace





# Accomplishments

- Opening of Employee Wellness Center
- Implementation of payroll deductions for contributions to a pre-paid college tuition plan



# Accomplishments




- Purchase of cyber insurance policy
- Process almost 600 Workers Compensation Claims (new and open)
- Process more than 800 Liability Claims (new and open)



# Human Resources Department

## Key Performance Indicators



 <b>STRATEGIC OBJECTIVES AND PERFORMANCE MEASURES</b> <b>- Foster professional and rewarding careers (IS 1-1)</b>						
Department Objectives	Performance Indicators	FY 2011 Actual	FY 2012 Actual	FY 2013 Target	FY 2013 Projection	FY 2014 Target
Streamline the recruitment process (IS 1-1)	Average number of working days to complete an external recruitment	60	85	60 <sup>1</sup>	50	60
Increase timely employee feedback (IS 1-1)	Percentage of performance evaluations completed on time	36%	28%	36%	27%	36%
Minimize discrimination and harassment (IS 1-1)	Number of employees receiving discrimination and harassment training	126	201	220	175	350
Improve employee productivity and reduce medical and claims costs (IS 1-2)	Average hours of training per City employee	*	*	*	*	12


\* This is a newly identified performance measure. Data collection for prior years was not feasible.

<sup>1</sup> This measure is benchmarked by the ICMA. The reported FY2011 average is 52.





## Human Resources Department Key Performance Indicators



INTERNAL SUPPORT

STRATEGIC OBJECTIVES AND PERFORMANCE MEASURES

-Improve employee safety and wellness (IS 1-2)

Department Objectives	Performance Indicators	FY 2011 Actual	FY 2012 Actual	FY 2013 Target	FY 2013 Projection	FY 2014 Target
Improve employee productivity and reduce medical and claims costs (IS 1-2)	Percentage of management employees participating in the employee wellness plan	*	42%	50%	40%	50%
	Number of employee wellness events (Walk & Jog with Mayor, Lunch & Learn sessions, cancer screenings, biometric screenings, etc.)	2	11	8	4	8
	Number of new on-the-job injuries	361	327	320	324	320
Reduce and effectively manage claims (IS 1-2)	Percentage of employee driver caused accidents	*	55%	50%	60%	50%
	Number of open casualty claims	636	656	633	640	635
	Percentage of casualty claims closed to open inventory	98%	97%	104%	101%	101%

**\*No data from FY 2011**

Challenges  
Institutional  
Knowledge  
Succession  
Key  
Outdated  
Irreplaceable  
technology  
planning  
Loss

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# Challenges



- Loss of key employees with irreplaceable institutional knowledge, and the ability to transfer that knowledge to others
- Lack of succession planning to fill key positions as they become vacant
- Outdated technology
- Controlling pension costs
- Controlling health insurance costs



# Challenges



- Appropriate personnel resources to implement major organizational changes, either in the number of personnel or in the knowledge, skills, abilities and organizational “fit” of existing employees
- Providing adequate training for employees so they can have the appropriate knowledge, skills, abilities and organizational “fit” for their current positions, and any positions that might be a good match for them in the future







# Initiatives

- Continue FOP and IAFF Negotiations
- Negotiate Successor Collective Bargaining Agreements with Teamsters and Federation
- Implement remaining applicable Lean Process Improvement initiatives
- Modernize Personnel Rules
- Revamp Employee Performance Evaluation program and tools

# Initiatives



- Identify, procure and implement new technology for HRIS, Payroll, Learning Management, Records Management, etc.
- Talent Management Survey
- Establish “We Build Talent” training and development program
  - Personal, Leadership, and Organizational Development
- Develop Succession Planning Program



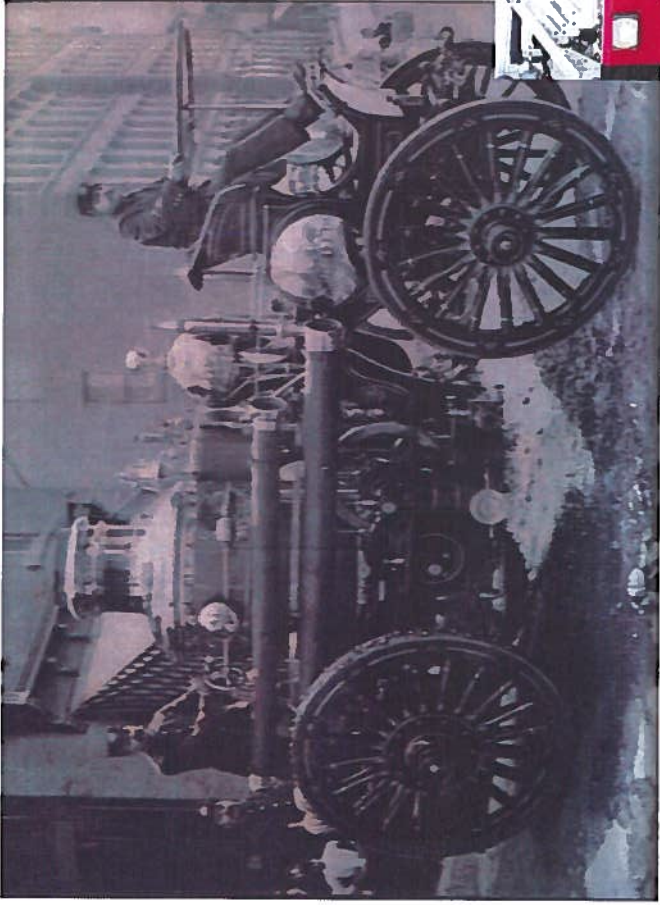
# Initiatives



- Create driver monitoring and accident prevention program
- Enhance the Accident Review Board and related policies
- Implement a Citywide return-to-work program
- Enhance the Benefits self-service program

















# QUESTIONS

