

City of Fort Lauderdale

*City Hall
100 North Andrews Avenue
Fort Lauderdale, FL 33301
www.fortlauderdale.gov*



Meeting Minutes

Tuesday, April 17, 2018

1:30 PM

City Commission Conference Room

City Commission Conference Meeting

FORT LAUDERDALE CITY COMMISSION

***DEAN J. TRANTALIS Mayor - Commissioner
BEN SORENSEN Vice Mayor - Commissioner - District IV
HEATHER MORAITIS Commissioner - District I
STEVEN GLASSMAN Commissioner - District II
ROBERT L. McKINZIE Commissioner - District III***

***LEE R. FELDMAN, City Manager
JOHN HERBST, City Auditor
JEFFREY A. MODARELLI, City Clerk
ALAIN E. BOILEAU, Interim City Attorney***

CALL TO ORDER

Mayor Trantalis called the Commission Conference Meeting of April 17, 2018 to order at 1:32 p.m.

ROLL CALL

Commissioner Heather Moraitis, Commissioner Steven Glassman, Commissioner Robert L. McKinzie, Vice Mayor Ben Sorensen and Mayor Dean J. Trantalis

QUORUM ESTABLISHED

Also Present: City Manager Lee R. Feldman, City Clerk Jeffrey A. Modarelli, Interim City Attorney Alain Boileau, City Auditor John Herbst and Sergeant at Arms Keven Dupree

No e-comments were submitted for this meeting.

CITY COMMISSION REPORTS

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

In response to Mayor Trantalis, Interim City Attorney Alain Boileau confirmed that the Resolution appointing Johnson, Anselmo, Murdoch, Burke, Piper & Hochman, P.A., (Johnson, Anselmo) as special counsel representing the City in connection with general liability claims will be voted on at tonight's meeting. Interim City Attorney Alain Boileau introduced Michael Burke, Johnson, Anselmo lead attorney.

In response to Commissioner McKinzie's question, Mr. Burke expounded on Johnson Anselmo's general liability work.

Commissioner Moraitis commented on the scheduling of Aviation Career Night at Fort Lauderdale Executive Airport (Airport) on Monday, April 23, 2018, thanking Airport Manager Rufus James for his work in coordinating this event.

In response to Commissioner Moraitis' question about coordinating transportation plans with Brightline, City Manager Feldman discussed creating a dedicated trolley service and proposed routes, stating that details are being finalized. He will inform the Commission on the

implementation date.

Commissioner Moraitis asked about procedures for sponsored events with the Broward League of Cities Meeting on Saturday, May 19, 2018 at Margaritaville on Hollywood Beach. City Manager Feldman confirmed the City will sponsor a table of ten, expounding on the details.

Commissioner Glassman commented on participating in the Neighbor Leadership Academy. He discussed issues at both the Victoria Park and Sailboat Bend Civic Association Meetings. Commissioner Glassman confirmed his attendance at the Broward Trust for Historic Preservation Meeting, his resignation as President and additional meeting details.

Commissioner Glassman discussed a Federal Courthouse article appearing in *Tropic Magazine*. He commented on the possibility of joint efforts with Broward County and the federal government repurposing the building. Commissioner Glassman noted his opposition to demolition and raising this issue early enough in the process to address the repurposing option.

City Auditor Herbst updated the Commission on the new Federal Courthouse (Courthouse). He said the current approved federal budget includes \$190,000,000 for a new Courthouse. The Government Services Administration (GSA) will begin soliciting input for potential sites in the downtown area. Mr. Herbst confirmed Federal Courthouse Task Force (FCTF) discussions about land swaps involving the federal government, Broward County (County) and the City for its relocation. Discussions ensued on the concept of relocating City Hall to the current Courthouse location and funding to remediate and redesign the building to accommodate City Staff. Mr. Herbst noted that should the Commission have an interest in pursuing this option, a dialogue should begin with the FCTF and the County. He also commented on the County's current involvement.

Vice Mayor Sorensen commented on discussions with the County for a joint governmental center with the City. Mayor Trantalis confirmed his participation and initial discussions with the County, stating it is preliminary. Further discussions ensued on repurposing the current Courthouse. Commissioner Glassman commented on pursuing historic designation related benefits for reconstruction and rehabilitation. Mayor Trantalis commented that this discussion is preliminary to inform the Commission about future options. The reasons for a new Courthouse include needed repairs, additional space and improved security.

Commissioner McKinzie commented on increased costs to rehabilitating a historically designated building and keeping the City's parking lot in the event of a land swap. Further discussions ensued on a location for the new Courthouse and the possibility of a Public Private Partnership (P3).

Commissioner Glassman noted the County's upcoming decision on a larger streetcar facility for The Wave, stating it is problematic that the County vote on this issue will occur prior to receiving The Wave rebid and the City's responsibility for fifty percent of those costs. Mayor Trantalis requested City Manager Feldman setup a meeting with the County on this issue prior to the County's vote on April 24, 2018. City Manager Feldman confirmed. Discussions ensued on costs related to the streetcar facility and cost sharing among the City, County and Downtown Development Authority (DDA). City Manager Feldman explained stakeholder cost sharing responsibilities. Further discussion ensued on this topic. Mr. Herbst expounded on progress to provide financial information relating to The Wave, confirming it is on track for completion and a summary will be given to the Commission.

Commissioner Glassman discussed concerns among six beach area condominium buildings adjacent (Adjacent Buildings) to Las Olas Marina (Marina) due to developer changes to the site plan during the recent Development Review Committee (DRC) review. Mayor Trantalis expounded on the action and decisions of the previous Commission, stating that the Marina site plan currently before the DRC is inconsistent. Commissioner Glassman said that the Adjacent Buildings had not been consulted on the site plan currently before the DRC.

Commissioner McKinzie requested City Manager Feldman update the Commission about an alternative vendor for Cemetery Services. City Manager Feldman confirmed that Carriage Services was the only responsive bidder. He discussed working with Staff to bring Cemetery Services in-house. Discussions ensued on this topic.

Commissioner McKinzie raised the issue of District III infrastructure work, describing inappropriate backfill issues and Staff's efforts to identify and resolve concerns. City Manager Feldman confirmed the work was done by a subcontractor of the contractor. The subcontractor will do the work again at no increased cost. Comments and discussions ensued on the oversight of City contractors. Commissioner McKinzie discussed numerous shifting sidewalks in District III that could possibly be caused by similar improper work, efforts to have them repaired and Staff monitoring the work of subcontractors and contractors.

Commissioner McKinzie commented on his dissatisfaction of the sewer work in District III. His concerns relate to notifying homeowners about the impact of major infrastructure work adjacent to a property that blocks access. Commissioner McKinzie discussed specific concerns he has seen and concerns his constituents have discussed.

Commissioner McKinzie commented on Melrose Park not being included in the Stormwater Master Plan, noting the neighborhood concern about stormwater runoff. He requested an update from Paul Berg, Director of Public Works.

Mayor Trantalis requested City Manager Feldman keep the Commission informed about events which the City is contributing towards, i.e., the upcoming League of Cities event. Commissioner McKinzie commented on budget related items regarding the Commission sponsoring events, stating departments have this type of funding. Discussions continued on concerns relating to Commission budget limitations due to ethics laws.

Vice Mayor Sorensen confirmed attendance on April 25, 2018 at the Continuum of Care Forum on Homelessness and work towards addressing this important issue. Mayor Trantalis said that he met with the Greater Fort Lauderdale Alliance and United Way on the issue of homelessness, confirming the business community's active participation in finding resolutions. Issues, concerns and solutions from these meetings will be shared with the Commission at Conference Meetings. Mayor Trantalis commented on increased funding to address homelessness and the lack of housing. He discussed working with landlords in the community to focus on a solution to this need.

Commissioner McKinzie commented on facility utilization for the homeless and activities in Flagler Village. Vice Mayor Sorensen confirmed that he will share all proposed solutions resulting from his work with the Continuum of Care Board, commenting that the Rapid Rehousing Program is part of the solution and that short-term shelter beds are in short supply. He commented on the efforts of service providers, discussing the efforts of the Broward Partnership for the Homeless. Further discussions ensued on chronic homelessness.

Mayor Trantalis commented on Chief Maglione pursuing a Court alternative to address homelessness, stating the homeless would be given a citation in lieu of being incarcerated. The citation be would be addressed in a homeless court, allowing the coordination of homeless service resources. Mayor Trantalis said there would be an upcoming Commission Workshop for "out of the box" approaches to addressing

homelessness. Vice Mayor Sorensen noted differences between the Continuum of Care and local business's approaches, confirming that they are not mutually exclusive and the City can work towards both. Commissioner McKinzie commented on the need to do this in a well-planned manner. Vice Mayor Sorensen commented on the need for better communication and coordination to effectively address these issues. Further discussions ensued on this topic.

Vice Mayor Sorensen discussed the upcoming Wave Workshop (Workshop) on April 30, 2018. Mayor Trantalis reviewed how the Workshop will be structured and need for clarity. Staff, Office of City Attorney and Office of City Auditor will present to the Commission on the financial numbers, project engineering and scheduling, followed by input from each Commissioner and the public.

Commissioner Moraitis requested the presentation include an update on technology, future integration with the County-wide transportation plan and input from the City's developers. Further comments ensued on linking transportation options and the history and vision of building a walkable city in the dense urban core.

Mayor Trantalis commented on needed amenities for a successful walkable urban downtown, including grocery stores, adequate sidewalks and greenspace landscaping incorporated into housing and workplaces. The Commission needs to emphasize this concept to developers.

Discussions ensued on the duration and details involved with the upcoming Workshop to include financial updates and the vision. Mayor Trantalis commented on the limitations of the Wave's fixed rail system. He discussed the initial intended purpose of The Wave was to spur development.

The duration of the upcoming Workshop was confirmed and would be from noon until 2:00 p.m. on Monday, April 30, 2018. Further comments and discussion ensued on the Workshop's content. City Manager Feldman confirmed the Workshop's content, those presenting to the Commission, and the location in Commission Chambers. Commissioner Glassman commented on the scope of the bid which will be based on the current criteria, i.e., overhead wiring and current battery technology.

In response to Vice Mayor Sorensen's question, Interim City Attorney Alain Boileau confirmed the City's legal position being presented at the Workshop. City Attorney Boileau confirmed there would be no need for

special counsel to opine on contractual legal concerns or available options.

Mayor Trantalis requested limiting the number of Proclamations during Commission Regular Meetings in order to adhere to time constraints, with the exception of Staff and Police Officer of the Month recognition. Discussions ensued on updating current procedures.

Mayor Trantalis discussed the hiring of a consultant for Police Officer recruitment and Commission input regarding criteria for best candidates. There has been a significant backlog in hiring. City Manager Feldman commented on the process for 21st Century Policing. Mayor Trantalis noted his concern about changing endorsed hiring standards that would require a Commission decision. He also commented on attributes that would be given up to meet hiring goals. Comments and discussion ensued on this topic. City Manager Feldman noted standards are not being changed.

Mayor Trantalis recognized Police Chief Rick Maglione. Chief Maglione confirmed hiring standards will remain the same, citing examples of criteria. He confirmed that using the vendor for hiring has slowed the process. Chief Maglione explained the testing portion of the hiring process, giving examples and commenting on the details of interaction with the vendor. He confirmed six hires have occurred while working with the vendor. However, there has been a reduction of seven officers.

Chief Maglione discussed a similar situation in 2004 and subsequent hiring at a significantly faster pace. He confirmed his recommendation to remove hiring from the vendor, confirming a focus on quality and diversity that represents the community. Chief Maglione reviewed specific marketing activities taken. He commented on his opposition to using the vendor and the timeline involved. Further comments and discussions ensued on the in-house hiring process and the vendor's process.

In response to Vice Mayor Sorensen's question regarding the duration of the current vendor contract, City Manager Feldman confirmed his priority of addressing hiring and contractual issues. City Manager Feldman noted the importance of addressing hiring with regard to working with the Broward County School Board for the hiring of School Resource Officers (SROs). He acknowledged the importance of changing the hiring process, commenting on future increased costs.

City Manager Feldman passed out an article that appeared in *Governing*

Magazine regarding competition involved in hiring Police Officers around the country.

City Manager Feldman confirmed that all contracts with the City can be terminated for convenience. Commissioner Glassman requested a copy of the contract with the vendor. Further comments and discussions ensued on the vendor and deliverables. Chief Maglione reiterated and expounded on in-house recruiting efforts in the community and that process.

Commissioner Moraitis inquired about having a different job description for SROs due to it being a nine-month, seasonal assignment based upon the school year. Chief Maglione commented on the how the City of Pembroke Pines addresses the SRO positions and issues regarding benefits and funding. City Manager Feldman commented that SRO assignments include training during summer months. Chief Maglione commented on additional SRO responsibilities. Discussions ensued on the reasons for hiring a private vendor for law enforcement hiring.

In response to Vice Mayor Sorensen's question about competitive pay and benefits, Chief Maglione confirmed the adequacy of the Collective Bargaining Agreement (CBA), stating it is a positive recruiting tool. Brief discussions ensued on hiring costs.

In response to Vice Mayor Sorensen's inquiry, City Manager Feldman reviewed the interpretation of State Statute options for School Board assignments of SROs: School Board Police Officers; School Marshalls; or local municipal Police Department Officers. The School Board has the responsibility to make this decision and is responsible for funding one hundred percent of SRO costs. Those funds are provided by the state. Further discussion ensued on this issue. City Manager Feldman confirmed there would be a fulltime SRO at every school in the City.

Vice Mayor Sorensen discussed having SRO's in each school prior to the implementation deadline, the beginning of the September 2018 school year. Further comments and discussions ensued on current security measures being taken at elementary schools.

Mayor Trantalis commented on locating a tennis center in the City, confirming that Staff would reach out to the appropriate parties. Mayor Trantalis discussed the Sister Cities organization, commenting on efforts to monetize these relationships through business and cultural opportunities, and taking a more aggressive view of making Sister Cities a business development tool. Mayor Trantalis requested the

Commission considers this suggestion for discussion at a later time. Commissioner McKinzie recommended that the Economic and Business Investment (ECI) Division's Business Engagement & Assistance Mentorships Program (BEAMs) is involved.

Mayor Trantalis raised the issue of City Manager Feldman's availability. Further discussion ensued on City Manager Feldman's availability for the balance of the year primarily due to ICMA obligations. Commissioner McKinzie commented on the benefits of City Manager Feldman's ICMA involvement and the previous Commission's position on this topic. Commissioner Moraitis commented on City Manager Feldman's positive responsiveness and reputation noted during discussions at the Neighbor Leadership Academy. Mayor Trantalis expounded on his view of the City Manager role. Further comments and discussion ensued on City Manager Feldman's calendar commitments.

Mayor Trantalis discussed the upcoming goal setting session and reviewing achievements of last year's goal setting session. Vice Mayor Sorensen confirmed the importance of City Manager Feldman's limited involvement in ICMA and the need for a good working relationship between the Mayor and City Manager. Mayor Trantalis commented on spearheading a new direction for the City on important issues. Further discussions ensued.

CONFERENCE REPORTS

CF-1 [18-0447](#)

Compliance Audit of the Design Phase of the Aquatic Complex Developer's Agreement with Recreational Design & Construction, Inc.

Mayor Trantalis explained previous Commission actions and other details relating to the audit report, the guaranteed maximum price contract and change order costs. In response to Mayor Trantalis' inquiry, there were no questions from the Commission on the audit report.

Mayor Trantalis recognized Sherman Whitmore, 401 East Las Olas Boulevard. Mr. Whitmore asked Interim City Attorney Alain Boileau about new construction for rehabilitation of an existing property. City Attorney Boileau replied that it relates to the applicable Codes and Ordinances. Mayor Trantalis reminded Mr. Whitmore that this item only relates to the Auditor's Report.

In response to City Auditor John Herbst's inquiry about the need to review any portion of the Audit Report, the Commission did not have any comments.

OLD/NEW BUSINESS

BUS-1 [18-0409](#)

Riverwalk Center Master Lease Discussion

Mayor Trantalis recognized Kenneth Krasnow, Executive Managing Director of the South Florida Region for Colliers International. Mr. Colliers gave a brief presentation on the Riverwalk Center Master Lease for the parking lot. The activation of Riverwalk Fort Lauderdale (Riverwalk), in conjunction with the Downtown Development Authority (DDA), will capitalize on new retail demand by bringing in a master developer to develop and manage the retail space, alleviating the City from retail management. In response to Mayor Trantalis' question about City funding, Mr. Krasnow confirmed the developer would be responsible for all renovation costs, including capital improvements.

A copy of Mr. Krasnow's presentation is attached to these minutes.

In response to Vice Mayor Sorensen's question about the similarity to Lincoln Road, Mr. Krasnow confirmed Lincoln Road is a privately owned garage. Further comments and discussion ensued regarding the Lincoln Road garage and opportunities at this location. In response to Vice Mayor Sorensen's question about national examples of the success of these recommendations, Mr. Krasnow addressed this inquiry.

Mr. Krasnow reviewed the next steps, including meeting with the DDA and Riverwalk to coalesce on a vision for retail and garage and a financial model that will be formalized into a Request for Proposal (RFP) for this project.

In response to Commissioner Glassman's question about Colliers acting as a real estate entity for the City, Mr. Krasnow explained their role as solicitors for these types of projects, confirming the potential for urban retail space.

Commissioner Glassman commented on architectural aspects of the garage and potential. Commissioner McKinzie commented on the importance of parking, suggesting the City do research and receive input from Riverwalk prior to putting it on the market and giving up valuable parking.

Mayor Trantalis recognized Genia Ellis, President and CEO of Riverwalk. Ms. Ellis commented on the March 26, 2018 meeting and attendees. She reviewed current and future plans for Riverwalk Center to activate

the area, including parking and programming opportunities. A report will be issued on this meeting and opportunities.

Mayor Trantalis recognized Jim Ellis, 2612 N. Atlantic Boulevard. Mr. Ellis commented the Brightline trip to City Center in West Palm Beach that included DDA and Transportation and Mobility Staff. He noted the increase in ridership and transportation items to be addressed. Mr. Ellis commented on current and increasing demand for the Riverwalk parking garage due to upcoming projects and the need for careful planning. He recommended delaying a RFP for a Master Developer until such time as more investigation and research can be done by stakeholders. This item is before the Commission to update them on the current status of ongoing efforts.

Mayor Trantalis recognized Jenni Morejon, Chief Executive Officer of the DDA. Ms. Morejon confirmed the end goal for this project, expounding on the timeline for final presentation to the Commission. In response to Vice Mayor Sorensen's question about changes to the height of the parking garage, Ms. Morejon said there would not likely be a change to the parking garage structure.

BUS-2 [18-0427](#)

City Attorney Selection Process

City Manager Feldman reviewed issues relating to the duration of the Interim City Attorney. Mayor Trantalis discussed the reasoning. It was confirmed that currently there are no additional City Attorney Staff candidates for the position of Interim City Attorney.

Vice Mayor Sorensen requested City Manager Feldman develop a job description for this interim position, recommending a decision on May 1, 2018. Commissioner Moraitis noted the need to interview candidates. Commissioner Glassman discussed continuing with Interim City Attorney Boileau until hiring a City Attorney. He recommended an analysis of the legal departments of other similar size cities, emphasizing the need for a cost effective manner, having the best legal representation and use of outside counsel.

Mayor Trantalis commented on the overwhelming amount of work in the Office of City Attorney, acknowledging the discussion of items raised by Commissioner Glassman during a future strategic planning session. He discussed Interim City Attorney Boileau continuing in this position until a permanent selection is made. Interim City Attorney Boileau confirmed, discussing the need to know the expectations and criteria for this position and the importance of moving forward in the hiring process for the position. He also noted the loss of expertise and institutional

knowledge due to Legal Staff departures and the need for continuity. Further comments and discussions ensued on this topic.

Commissioner Moraitis raised the issue on increasing the compensation of the Interim City Attorney. Mayor Trantalis confirmed. Vice Mayor Sorensen confirmed his agreement about increasing compensation and continuing with Mr. Boileau as Interim City Attorney until such time as a permanent replacement for the position is hired. Further discussions ensued on addressing this topic in a timely manner.

City Manager Feldman reviewed the need for the Commission to define the process, criteria, qualifications and duties of the City Attorney in order to provide direction for the recruitment and selection of a permanent City Attorney. He also reviewed the procedure used in the 2012 hiring process for this position, options for moving forward, associated timelines and defining the residency requirement contained in the contract. Discussions ensued on the options presented and the process moving forward, including public input on candidates selected. Vice Mayor Sorensen and Commissioner Glassman confirmed the need for an expedited process and using a legal search firm. Commissioner McKinzie recommended not restricting candidates to City residents. Mayor Trantalis concurred.

Mayor Trantalis recognized Mary Fertig, 511 Poinciana Drive. Ms. Fertig discussed the need to do an in-depth study/analysis of its legal services and costs, describing models used by other municipalities. She noted the importance and need for qualified legal counsel to negotiate on behalf of the City for matters such as The Wave.

Mayor Trantalis recognized Charles King, 105 N. Victoria Park Road. Mr. King commented on his agreement to continue with Interim City Attorney Boileau and with hiring a legal recruitment firm.

Discussions ensued on other municipality management of legal matters. Commissioner Glassman concurred with Ms. Fertig's recommendation to do an analysis of the City's legal services. Mayor Trantalis requested City Auditor Herbst provide a financial analysis of the Office of City Attorney's legal costs and the outside legal counsel costs during the fiscal year. Commissioner Moraitis recommended charging the new City Attorney and City Auditor Herbst with this task. Further discussion and comments ensued on this topic. It was confirmed that the increase in benefits for Interim City Attorney Boileau would be retroactive to March 20, 2018. Additionally, Interim City Attorney Boileau will have the latitude to farm out heavy legal caseloads to outside counsel. Commissioner

McKinzie confirmed the turnover in the Office of City Attorney and his desire to have legal work equitably distributed to minority firms on a rotating basis. Further discussion ensued on this topic.

In response to City Manager Feldman, Mayor Trantalis confirmed the search firm selected should specialize in the placement of municipal attorneys.

Mayor Trantalis confirmed the remainder of the Commission Conference Meeting items and the Community Redevelopment Agency Board Meeting items would be heard following tonight's Commission Regular Meeting.

Mayor Trantalis recessed the Conference Meeting at 5:04 p.m.

Mayor Trantalis reconvened the Conference Meeting at 8:54 p.m.

BUS-3 [18-0428](#) Update on Moratorium for Medical Cannabis Dispensing Facilities

Interim City Attorney Alain Boileau reviewed the current moratorium in place, confirming that this is due to expire on May 6, 2018. Interim City Attorney Boileau reviewed the three available options. He recommended allowing the moratorium lapse on May 6, 2018 and Staff would come back with recommendations to the proposed Ordinance.

Vice Mayor Sorensen requested clarification and categorization of business zoning districts B1, B2 and B3. Anthony Fajardo, Director of Sustainable Development explained these three business zoning districts that are categorized according to the levels of intensity, citing examples of each.

In response to Vice Mayor Sorensen's question, Interim City Attorney Boileau explained aspects of the Ordinance, including the one mile distance between dispensaries, the 1,500 foot distance requirement between schools or child daycare facilities, parks and libraries. There would be no more than one dispensary per 40,000 residents as determined by population and no more than one dispensary per City Commission District. Any further revisions would be proposed by the Office of City Manager and Office of City Attorney at a later time. Discussions ensued on case law supporting aspects of the Ordinance and other necessary modifications to the Ordinance. Further discussions ensued on this item.

Commissioner Glassman commented on his support of the

recommendation from Interim City Attorney Boileau. Commissioner Moraitis gave her comments on this issue, concurring with Interim City Attorney Boileau and Commissioner Glassman. Further comments and discussions ensued on the constitutional amendment and the history of legislative action at the state level and other similar issues. Mayor Trantalis commented on his agreement with Interim City Attorney Boileau's recommendation.

Interim City Attorney Boileau recommended removing the current Ordinance requirements that there could be only one dispensary per 40,000 residents as determined by population and no more than one dispensary per City Commission District. He also commented on treating these dispensaries as pharmacies. In response to Mayor Trantalis' questions, Interim City Attorney Boileau confirmed that as it stands today the current State Statute would not prevent the distance requirements in the current Ordinance. He reconfirmed that the requirements per 40,000 residents as determined by population and no more than one dispensary per City Commission District. Further discussion ensued on the timeline and future modifications to the Ordinance.

Mr. Fajardo reviewed aspects of the Business Zoning Districts. It was confirmed that there will be no change to the expiration of the moratorium. Commissioner Glassman recommended Staff come back with modifications to the current Ordinances with language that is less likely to be challenged. Further discussions ensued.

Mayor Trantalis requested Interim City Attorney Boileau come before the Commission at a future Conference Meeting with an Ordinance that adheres to the State Statute. Following the lapse of the moratorium, changes to the current Ordinance can be made. Further comments ensued on input from residents and unincorporated areas in the City.

[18-0335](#)

Communications to the City Commission

*PARKS, RECREATION, & BEACHES BOARD COMMUNICATION
TO THE COMMISSION
WEDNESDAY, MARCH 28, 2018*

Commissioner Glassman commented on the current position of the Beach Redevelopment Advisory Board (BRAB) regarding the Ferris Wheel concept. The BRAB does not want to shut the door on this possibility.

A copy of this Communication is attached to these minutes.

*SUSTAINABILITY ADVISORY BOARD COMMUNICATION TO THE
COMMISSION
March 26, 2018*

There were no questions or comments from the Commission about this communication.

A copy of this Communication is attached to these minutes.

CITY MANAGER REPORTS

None.

ADJOURNMENT

Mayor Trantalis adjourned the Commission Conference Meeting of April 17, 2018 at 9:16 p.m.

DATE	EVENT
4/25 - 4/27	ICMA SE Regional Conference
5/31 – 6/3	ICMA Board
6/14 – 6/15	ICMA Retirement Corporation (ICMA-RC) Board
6/21 – 6/25	National Civic League (NCL)-All America City Awards Conference/Board Meeting(s)
6/27 – 6/29	Resiliency Workshop
7/20 – 8/8	Vacation
8/16 – 8/18	ICMA-RC Board
9/20 – 9/26	ICMA Annual Conference
October (tba)	ICMA-RC Board
10/25 – 10/28	Alliance's BIG Conference & Board
11/1 – 11/3	ICMA-RC Board
11/7 – 11/10	NLC City Summit & NCL Board



Morris and McDaniel Testing Process Concerns

Testing process was supposed to open in July 2017; however, the test was reviewed and deemed unacceptable. Finally opened October 9, 2017 and closed November 6, 2017.

Test was still not ready and there were IT issues on Morris and McDaniel side. This delayed the testing process again. The test was not ready to be administered until twenty-two (22) days after the closing date, which created a backlog of testing to be completed.

Once testing commenced, there were numerous issues with the test screen freezing up. This caused the applicant to refresh the page, which created them to lose all their answers, and required the applicant to start over from the beginning.

Test grading turn around was supposed to be rapid. The first tests given were on November 28, 2017-December 21, 2017; we did not receive the results until January 8, 2018. We gave an additional test for two (2) applicants, who could not make the original date for testing, on February 6, 2018, and we did not receive those two (2) results until February 22, 2018.

263 candidates applied:

- 136 not eligible (incomplete applications or unqualified)
- 126 took the FLEX and SOP test
- 102 passed the FLEX and SOP test
- 22 Failed Behavioral Panel
- 15 Failed to turn in required documentation (CJBAT/Swim/Agility), this is usually required prior to turning in an application. In addition to these fifteen (15), we had to call and spend time chasing other applicants to get their tests in prior to the Behavioral Panel.
- 16 Withdrew from process (7 were hired with other agencies while waiting)
- 7 Failed Psychological Exam
- 11 Disqualified-admissions on Polygraph (drug sales/use, arrest history, disqualifying sexual conduct, and theft concerns)
- 7 Failed Backgrounds (Withholding to disclose disqualifying information on application)
- 6 Hired (3 tier 1: 3 tier 2, **4 as a result from inside recruitment**)
- 18 files still being worked

Morris and McDaniel ensured their process would also result in reduced failure rates on polygraphs and psychological examinations. This prediction turned out to be inaccurate.

In our contract with Morris and McDaniel, we paid \$7500.00 for modifications to our selection process, in order to reduce hiring time frames, with a proposal of 120 days. As of this point we still have not received that guarantee. In fact, Since July 2017 we have had thirteen officers separate from service and have only hired six (6). Our first hire was on March 25, 2018. (166 days from application) and it should be noted he is a current PD employee and his background investigation process was eliminated. Our first hire of a non-employee was April 9, 2018 (159 days from application)



Morris and McDaniel Testing Process Concerns

- **FLEX/SOP**- Time consuming. No human interaction, along with periods of silence as applicant stares into a camera. Another issue at this step is that M & M failed to score the exams in a timely fashion as promised delaying the time from application to hire.
- **Vetting Interview**- Additional step in the process. 1 on 1 interview with a civilian community stakeholder that is not allowed to deviate from a script prepared by M & M. Average vetting interview was 6-10 minutes. Cumbersome step that does not benefit the applicant's timeframe or agency.
- **Behavioral Panel**- Upper command staff has the opportunity to view the vetting interview and have very limited information provided to them on the applicant to decide if the applicant will continue on in the process.
- Upon successful completion of the behavioral panel, the applicant is contacted to come in and meet a background investigator.
- Applicant arrives to the agency and is assigned to a Background Investigator. This is the first interaction of any kind between an FLPD employee and the applicant.
- Upon meeting their investigator, the applicant begins the additional steps of the polygraph, psychological, background and medical

FLPD Recruitment Strategies

A second portion of our contract, we paid \$5000.00 for a targeted, on going, recruitment strategy. To date we have received no recruitment strategy, as promised. Therefore:


- FLPD Recruiters moved to the NW 6 Street @ the Sistrunk Sub-Station with the intention and the goal of recruiting individuals in the community and a hope of attracting a more diversified applicant pool.
- Recruitment Advertising on the following radio stations: 93.9, 94.9, 99.9, 100.7, 103.5, 610 WIOD and 940 Winz. These stations reach out to an array of demographics in South Florida.
- Recruitment segments at Movie Theaters in Broward and Palm Beach County.
- Registered to attend and recruit at the Preventing Crime in the Black Community Conference being held in Jacksonville, Florida. This conference will have a large attendance of certified officers and offers a unique diversity opportunity.
- Recruiting at various events within the city to include: Pride Festival, Spring Break, Tortuga and the Air Show.
- Recruiting at a Law Enforcement job fair in Miami on April 19, 2018.
- Utilizing various social media forums to include Facebook and Twitter. Conducted a Facebook boost and Ad. Conducting our first Facebook Live question and answer session on Thursday, April 19, 2018. From April 6, 2018 to date we have 250,000 people reached and 9200 reactions.
- Advertising in various diversity publications to include Westside Gazette, Military Magazines, Saludos Hispanos, Police One and Police Forum.
- Producing 6 X 9 recruitment flyers that have hiring/benefit information. To be placed in gyms/workout facilities throughout Broward County.
- Advertising on a Police National blog to announce now accepting certified officer applications, along with benefit information.



Morris and McDaniel Testing Process Concerns

FLPD Hiring Plan

- Stream line the process by eliminating the FLEX, SOP, Vetting, and Behavioral Panel.
- Oral Boards will be reinstated, this gives us the ability to have contact with the applicant in the beginning of the process and the ability to ask questions to either confirm a viable candidate or eliminate someone with various issues.
- Oral Boards will be conducted four (4) days a week until vacancies are filled.
- The Oral Board Panel will be randomly chosen, by the Background Sergeant, thus eliminating constant teams.
- We will make every effort to use our resources in order to hire people within 90 days.
- Focus on creating a diverse workforce to match our community.

POLICY 128.1	POLICE TRAINEE PROGRAM	
	REVISED:	RELATED POLICIES: 128
	CFA STANDARDS:	REVIEWED:

A. POLICY

It is the policy of the Fort Lauderdale Police Department to administer a Police Trainee Program staffed with temporary part-time employees who are desired police officer candidates but lack the required number of college credits to qualify for employment as a police officer at the time of application. These trainees will focus on attaining the required college credit for employment as a full time police officer.

B. PURPOSE

The purpose of this policy is to establish guidelines for the utilization of Police Trainees in the Fort Lauderdale Police Department.

C. OBJECTIVE OF THIS POLICY

In an effort to ensure the recruitment of qualified applicants who may not have achieved the required college education to apply as a fulltime police officer, the Fort Lauderdale Police Department has developed a Police Trainee Program. This program will allow for the employment of qualified applicants into temporary part-time positions, while focusing on attaining the required college credit necessary to meet the educational requirement for employment as a police officer. Additionally, this program will offer future law enforcement candidates the opportunity to gain an appreciation, knowledge and understanding of the law enforcement profession while providing exceptional service to our community.

D. SELECTION

1. Trainees must be at least 21 years of age
2. Trainees must have a valid Florida driver's license.
3. Trainees must have a high school diploma or General Education Development (G.E.D.) certificate.
4. Trainees will be subjected to a complete background investigation for the position of police officer as per policy 128 prior to appointment.

E. ASSIGNMENT

1. The Support Services Bureau, Administrative Support Division (ASD), HR Section Commander will be the facilitator of the Trainee Program. The ASD

Commander will coordinate utilization of the Trainee with the Bureau Majors, or designees, for appropriate assignments throughout the department.

2. Trainees serve at the pleasure of the Chief of Police. They are temporary part-time employees of the Police Department and will work between 20 and 39 hours per week.
 - a. Trainees will be assigned positions throughout the department in accordance with the scheduling listed in the Police Trainee SOP. Any changes in the schedule rotation of assignments will be at the discretion of the ASD commander or designee.
 - b. Trainees may participate in the observer program one time per month upon approval from the ASD Commander. This will qualify as a work day for which the trainee will be compensated.
3. Trainees have **NO** law enforcement authority and will provide no official law enforcement services to the public or carry a weapon of any kind.

F. AGREEMENT

1. All trainees will sign an agreement to complete their college educational requirement within two years of their start date and will be eligible to participate in the City's Tuition Reimbursement Program.
 - a. Trainees must remain enrolled in an accredited college or university with a minimum of 6 hours and maintain a 2.5 cumulative grade point average (GPA).
 - b. If the trainee fails to remain continuously enrolled in an accredited college or university or fails to maintain the minimum GPA their employment may be terminated and the trainee shall refund the City all reimbursed tuition.
 - c. At the completion of the college education requirement, the trainee will be eligible for employment as a full-time police officer and will be enrolled in the next available police academy class, ~~pending the updated polygraph.~~
 - d. If the trainee voluntarily leaves employment for any reason prior to the completion of his/her commitment to the program, they must refund the City all reimbursed tuition.
2. The program duration will be a maximum of two (2) years from date of hire. Any extensions to the program length may be granted by the Chief of Police on a case by case basis.

M. UNIFORMS AND EQUIPMENT

1. Trainees will wear the Department issued Trainee uniform while working any of their assignments.
 - a. The required standard uniform will be the issued ??COLOR?? apprentice shirt and ??COLOR?? police pants with black uniform belt and black shoes.
2. Weapons and restraining devices of any sort (i.e., handcuffs, firearms, batons, etc.) shall not be worn or carried.
3. The Department will issue the following equipment/uniforms to Apprentices:
 - a. 1- ??COLOR?? uniform shirt
 - b. 1- ??COLOR??standard issue police pant
 - c. 1- Traffic Vest
 - d. ??1- duty belt
 - e. 1- under belt
 - f. ??1- radio carrier
 - g. ??4- belt keepers
 - h. 1- Trainee ID
 - i. 1- Nametag (First initial and last name)[or should the shirt be embroidered?]
- 4.



POLICE TRAINEE PROGRAM

The successful candidate will have met all the requirements for employment as a Police *Officer* as set forth in Fort Lauderdale Police Department Policy 128, with the exception of the mandatory educational requirement. This program is intended to assist the candidate to achieve the required minimum college educational requirement, prior to appointment as a police Trainee.

Police Trainees serve at the pleasure of the Chief of Police. They are temporary part-time employees of the Police Department and will work between 20 and 39 hours per week.

DUTIES:

The Police Trainee position provides a wide range of services for neighbors and employees of the City of Fort Lauderdale. The Occupational Police Trainee will be assigned to Operations Bureau, Investigations Bureau and Support Services Bureau. Trainees will serve the public and fellow members of the department with professionalism, integrity, respect and fairness in accordance and furtherance of the Police Department's Mission Statement. Trainees will be trained in any assignment they are given by their direct supervisor, or designee. Trainees will assist department members and volunteer workers with daily tasks and activities. Trainees will perform citizen service functions, which include providing information and assistance, responding to routine questions, complaints or requests for service. Trainees will be expected to prepare, complete, and/or receive various forms, reports, and other documents. They will review, process, forward, distribute, or retain department's documents as appropriate to their respective assignments. Trainees will perform general duties to include, but not limited to:

- Receive, open and distribute incoming mail
- Prepare outgoing mail
- Make copies and distribute forms, reports, correspondence and other related materials
- Initiate/receive facsimile transmission of documents
- Trainees may operate computers to include but not limit to: enter, retrieve, review or modify data, verify accuracy of entered data and make corrections as appropriate, perform computer data entry functions; and utilize word processing, database, or other software programs
- Trainees will conduct various errands as assigned
- Trainees will answer telephones and provide information or assistance. This includes but not limited to taking and relaying messages or direct calls to appropriate members
- Trainees may operate a variety of machinery, equipment and tools associated with work activities which may include a computer, printer, telephone, copy machine, facsimile machine, network security cameras, etc...
- Trainees will utilize safety equipment as appropriate
- Participate in the ride-along program
- Assist investigators with various tasks
- Provide traffic direction services as needed
- Assist Special Events planning and logistics

EXAMPLES OF WORK PERFORMED:

The list of examples of work performed, as outlined herein, is intended to be representative of the tasks performed within this position classification. The omission of an example of work performed does not preclude management from assigning duties not listed herein if such functions are a logical assignment to the position.

- Receives mail, to include packages, for the unit in which assigned, reviews contents and disseminates appropriately.

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- Gathers mail from assigned supervisors or coworkers and prepares for outgoing mail, either through USPS or inter-office mailing system.
- Makes copies of materials specific to a unit assignment and distributes materials to appropriate personnel.
- Prepares and receives facsimile transmissions in accordance with the needs of a particular unit assignment.
- Performs data entry for training records of employees, collection of statistical information, verifies entry of information into a computer system is accurate, etc...
- Provides assistance with dissemination or collection of materials as needed by unit personnel.
- Provides assistance answering telephones to provide information and/or assistance to community members, neighbors and visitors of the City. Ensures messages are delivered promptly.
- Monitors computers, telephones or security cameras for special events or in assistance to the Investigations bureau.
- Provide traffic direction assistance during special events or natural disasters.
- Participate as an observer as part of the ride-along program while providing assistance to officers, PSA's and community neighbors as appropriate.
- Provide investigative assistance to detectives or accident investigators case load.
- Assist the Police Department's Special Events team with placing barricades, staging water and supplies for staff, providing coverage for non-critical event posts, etc...

MINIMUM REQUIREMENTS:

To apply for employment as a Police trainee, you must:

1. Watch a "Police Officer Applicant" video that previews the position of a Fort Lauderdale Police Officer. This video provides important information concerning the job's requirements and other information about the hiring process. After watching the video you must meet the following minimum qualifications at the time of application.
Click here to view the video: (Insert video link here).
2. Be a United States citizen (U.S. born or naturalized).
3. Have a U.S. high school education, General Education Development (GED) or equivalent, which includes United States Armed Forces Institute (USAFI) tests. Equivalence of Non-U.S. education must be approved by the State of Florida's Criminal Justice Standards and Training Commission (*If a degree was acquired in a country other than the United States, evidence of equivalence from a recognized agency must be provided.*)
4. Be at least 21 years of age.

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5. Must be enrolled in an accredited private or public institution that is accepted by the city, and maintain at least a 2.5 GPA throughout employment
6. No less than 20/100 vision rating in each eye, correctable to 20/20.
7. Possess, or be eligible to obtain, a valid Florida driver's license.
8. Must successfully complete an approved Police Academy Training program.

PREFERENCES

Preference will be given to applicants who possess one or more of the following qualifications:

- Have at least one (1) year of experience volunteering or working with community organizations that show the applicants' ability to positively and effectively interact with people from a variety of cultures, languages, disabilities and socio-economic situations.
- Have at least one year experience where you had to establish and maintain a positive and effective relationship with others where you worked together as part of a team toward common goal(s).
- Have basic conversational fluency in a language other than English, especially languages frequently used by Fort Lauderdale residents and visitors which include Spanish, French Creole, Asian and Indo-European or other languages.

REQUIRED DOCUMENTS FOR SUBMITTING ON-LINE APPLICATION

When attaching documents to your application, please ensure these documents are labeled with a file name that easily identifies the contents. Documents should be saved in a PDF format.

1. **BIRTH CERTIFICATE AND/OR NATURALIZATION PAPERS** - A birth certificate may be submitted as proof of United States citizenship. If you are a naturalized citizen of the United States of America, you must submit a copy of your naturalization papers as proof of your citizenship or a United States of America passport.
2. **HIGH SCHOOL DIPLOMA OR CERTIFICATE OF EQUIVALENT EDUCATION** - Possession of a GED anywhere other than the State of Florida or graduation from the USAFI is acceptable only if accompanied by an official school transcript with final grades. If a degree was acquired in a country other than the United States, evidence of equivalence from a recognized agency must be provided.
1. **5. DRIVER'S LICENSE HISTORY** – Applicants must submit a copy of a valid State of Florida driver's license with their on-line application. Information regarding your driving history is also required with the submission of your application, driver history record and the pre-job offer questionnaire.
2. **6. PRE-JOB OFFER QUESTIONNAIRE (PJQ)** – This document must be completed by the applicant and submitted with the on-line application. It is strongly recommended that you complete the PJQ **first** before filling out an application on-line so that the PJQ is readily available to upload as an attachment with your on-line application. **Failure to submit a complete and accurate questionnaire at the time of the on-line application will result in your application being disapproved. There will be NO exceptions.**

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To access the Pre-Job Offer Questionnaire, please click here ([PJQ form](#)). The PJQ will be reviewed during the preliminary background review of your application packet and at several stages throughout the selection process. In answering this questionnaire, absolute honesty is important. Exaggerated, misleading or false statements will eliminate the candidate from the employment process. **Attention MAC Users:** A Mac file or Mac-formatted disk cannot be read by a PC. As a result, please refrain from using the MAC application "Previewer" function when saving your Pre-Job Offer Questionnaire (PJQ). In order for your questionnaire to be reviewed by our agency, it must be saved in an appropriate format, such as Microsoft Word for Windows document (*.doc) or converted to a Microsoft Word for PDF file. PJQs submitted in any other format are not visible for application screening purposes and, unfortunately, will not be accepted.

Please note the PJQ will not be accepted in person or by fax or mail.

POLICE TRAINEE TESTING PROCESS

In addition to the Minimum Requirements, each applicant will be required to successfully complete the following testing requirements:

STRUCTURAL ORAL PROCESS (SOP)

SOP is an oral board type assessment that records (video and audio) candidate responses to a series of job-related scenarios. Each scenario presents a candidate with information concerning a situation that is designed to elicit behaviorally-oriented responses concerning their ability to identify and analyze problems (Problem Identification), their capacity for interacting effectively with others, especially those who are different from the candidate (Service Orientation, Teamwork), their ability to make sound decisions that are adapted to the situation (Decision Making) and their ability to communicate orally (Oral Communication). Candidates respond orally to each scenario based on how they would handle the problems presented.

CRIMINAL JUSTICE BASIC ABILITIES TEST (CJBAT)

The CJBAT for law enforcement officers covers topics, such as written comprehension and expression, inductive and deductive reasoning, information ordering, and visualization. The CJBAT is administered at various locations throughout the State of Florida, including the Broward College Criminal Justice Testing Center housed in the Institute of Public Safety. For a list of other approved CJBAT testing facilities, please visit our website at flpd.org/index.aspx. Please note that the exam must be the same version administered at the Broward College Criminal Justice Testing Center.

A study guide is available in the Reference Section of all branches of the Broward County Library System. There is photocopying equipment at any of these libraries to make copies, as you will not be able to check out the study guide. This guide is also available for purchase at www.publicsafetyrecruitment.com or from Broward College Central Campus bookstore for \$19.95 + tax. Candidates are responsible for all fees and costs associated with completing this test.

Documentation verifying successful completion of the CJBAT is not required at time of application but must be submitted upon completion of the (SOP). The City of Fort Lauderdale will accept CJBAT results for four (4) years from the date of the most recent examination.

BASIC MOTOR SKILLS TEST (BMST)

The BMST, often referred to as the Physical Agility Test, must be taken at the Broward College Criminal Justice Testing Center located in the Institute of Public Safety.

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The BMST includes, but is not limited to, long jump, vehicle push, ½ mile run, and the obstacle course. You are permitted to fail one portion of the physical agility test (except the trigger pull). However, it would be in your best interest to be proficient in **ALL** areas of the physical agility test.

For more information regarding the BMST go to www.broward.edu/ips or <http://www.broward.edu/academics/programs/ips/Pages/testingcenter.aspx> and click on Testing Center. Next click on Testing Center Information Booklet. This booklet contains information for those applicants who wish to practice the actual obstacle course. This booklet can also be obtained from the City of Fort Lauderdale's Police Department's website at www.flpd.org/. You are encouraged to read through this booklet carefully and contact the Broward College Criminal Justice Testing Center if you have any questions regarding their testing process. Candidates are responsible for all fees and costs associated with completing this test.

Documentation verifying successful completion of the physical agility test is not required at time of application but must be submitted upon completion of the (SOP).

The City of Fort Lauderdale will accept BMST results for Six (6) months from the date of the most recent examination.

SWIM TEST

During the swim test, candidates will be required to swim 50 yards in a shirt & long pants in under two (2) minutes in any recognized stroke (except the back stroke).

The swim test must also be taken at the Broward College Criminal Justice Testing Center located in the Institute of Public Safety. Results from any other agency will not be accepted. The swim test does not expire.

Documentation verifying successful completion of the SWIM TEST is not required at time of application but must be submitted upon completion of the (SOP).

COMPRHENSIVE BACKGROUND INVESTIGATION

The focus of the background investigation will include, but is not limited to, verification of education and training, previous employment and work history, driving history, arrest and conviction record and past or present use of drugs. Discrepancies found in the background investigation from information provided at any point in the selection process may be grounds for disqualification from the Police Trainee selection process. The background investigation will be administered after a conditional offer of employment is given. Candidates who were not selected as a result of a failed background may reapply after six (6) months of removal.

POLYGRAPH AND PSYCHOLOGICAL EVALUATION

The polygraph examination and psychological examination will be administered after a conditional offer of employment is given. Polygraph exam results are good for six (6) months (and then only upon the written recommendation of the Police Department).

The psychological exam cannot be repeated any sooner than one (1) year from the date of the removal from the eligible register (and then only upon recommendation of the psychologist).

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MEDICAL/PHYSICAL EXAMINATION

Prior to being hired, eligible candidates are required to successfully complete a medical examination by the City of Fort Lauderdale's licensed physician. Candidates will be required to meet specified body fat standards along with height/weight requirements. A drug screen test is part of this examination.

Vision Requirement

Applicants must be free from color blindness and have no permanent abnormality of either eye; must have at least 20/100 vision in each eye without correction (glasses or contacts) and must have 20/20 or 20/30 vision in each eye with correction. Successful long-term soft contact lens wearers shall not be subject to the uncorrected criteria. Lens wearers require a letter from an optometrist or ophthalmologist stating that they have been a successful wearer for more than two months.

The vision requirements cannot be waived under any circumstances. A candidate who has undergone radial keratotomy or laser surgery, may not be examined until six weeks have elapsed from their last surgical procedure and must at that time meet the above stated vision requirements.

Absolute truthfulness is extremely important during the entire selection process for Police Trainee. Integrity and truthfulness are important qualifications for the Police Trainee position. The way a candidate's integrity is evaluated is by his or her truthfulness throughout the employment process.

The following drug use would **disqualify an applicant** if any of the below mentioned were indicated in the review of the application packet, polygraph examination or background investigation:

DRUG USE

- Use of any illegal drugs within three (3) years of the submission of an application for employment as a Police Trainee will result in a failed background.
- Any more than occasional past use of marijuana over the applicant's lifetime will result in an automatic, permanent disqualification, and not within three (3) years of application.
- Other than Marijuana and Adderall, any past illegal use of a Schedule I or Schedule II drug, as defined by the U.S. Drug Enforcement Agency, used in an illicit or recreational manner will result in an automatic, permanent disqualification (Controlled substance includes, but is not limited to, cocaine, crack cocaine, crystal meth, heroin, amphetamines, barbiturates, designer drugs, hallucinogens, etc.).
- Any more than experimental use of steroids not prescribed by a doctor for a medical condition and not within five (5) years of application will result in an automatic failed background.
- Past sale of any illegal drug as defined by Florida State Statutes will result in an automatic, permanent disqualification.
- Any use of illegal drugs after having been employed by a police, corrections or law enforcement agency in a police, corrections or law enforcement capacity will result in an automatic, permanent disqualification.
- Abuse of any prescription drug within five (5) years of application will result in an automatic failed background.

DRIVING HISTORY

Applicants who have one or more of the following driving history will not be approved for testing:

1. Accumulation of eight points or more within the past thirty-six (36) months.
2. Suspension of driver's license within the past thirty-six (36) months.

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- a. Non-traffic related suspensions, such as, insurance related suspension, shall be reviewed on a case-by-case basis.
3. Four (4) or more moving violations within the past thirty-six (36) months
4. (regardless of adjudication withheld for points).
5. A conviction (or case pending) for DUI, DWI, or Hit and Run, within the last five (5) years.
6. Accumulation of more than one (1) moving violation in the six (6) months prior to application.
7. Any significant negative driving history, to be determined by management review of all relevant facts.

It is the candidate's responsibility to ensure that all tickets, accidents, and driver's license suspensions are documented on their "official" and complete driving history. Failure to disclose tickets, accidents (reported and unreported), and suspensions received but not listed on your history will be grounds for removing the candidate from the testing process.

OTHER DISQUALIFYING CONDITIONS

Below is a list of factors that will disqualify you from being considered for employment as a police trainee for the Fort Lauderdale Police Department. This is not a complete list and other factors may be considered on a case-by-case basis, such as moral character. Moral character may include, but is not limited to, factors such as other criminal activity (e.g., crimes against society, persons, or property) as well as your prior work history or general life experiences. These factors are considered on a case-by-case basis which may include, among other elements, the facts of each case, your age at the time, and the number of incidents.

- a. Must NOT have been convicted of, pled guilty or *nolo contendere* to any felony offense.
- b. Must NOT have been convicted of, pled guilty or *nolo contendere* to any misdemeanor offense involving perjury, making a false statement or domestic/family violence (including abuse of the elderly or disabled).

NOTE: Your entire criminal history record will be reviewed to determine your eligibility.

- c. Must NOT have any outstanding traffic warrants or pending citations.
- d. Must NOT have received a less than honorable discharge (i.e., Other than Honorable, Bad Conduct, Dishonorable or Entry-level Separation) from any of the U.S. armed services.
- e. Must NOT have body markings, tattoos, scarifications branding that:
 - Are of a nature to bring discredit upon the Police Department. Examples include, but are not limited to, drug-related, gang-related, extremist, obscene, indecent, sexist, or racist
 - Depict intolerance or discrimination against any race, religion, gender, national origin, sexual orientation or gender identification.
 - Tattoos, body marking or scarifications not described above should be concealable in a long sleeve shirt and long pant police uniform.
 - Any other tattoo, branding or scarification will be evaluated on a case by case basis.
- f. Must NOT have any outstanding traffic warrants or pending citations (including unpaid traffic fines).

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- g. Must NOT be under criminal investigation or have criminal charges pending.
- h. Must NOT have a history or evidence of a violation of policy regarding discrimination based on race, religion, national origin, sex, sexual orientation, gender identity, or gender expression.
- i. Shall be non-users of tobacco products which include, but may not be limited to cigarettes, e-cigarettes or vapor cigarettes, cigars, pipes, smokeless tobacco of any kind at all times (whether on or off duty).

Tuition Refund

The Police Trainee will be eligible to participate in the Tuition Refund program for partial or full reimbursement of tuition for job-related college course work (based on grades). The police trainee must accept the conditions of the program reimbursement should dismissal of the Trainee be necessary for any reason.

SUPPLEMENTAL QUESTIONNAIRE

1. Did you watch the "Police Officer applicant" video?
2. Are you a United States citizen (U.S. born or naturalized)?
3. Are you 21 years of age or older?
4. Do you have a High School Diploma, GED, or Equivalent?
5. Do you have at least 60 semester credit hours towards an advanced degree?
6. If you answered "yes" to question #5, check all that apply.
 - a. -High School Diploma
 - b. -GED or Equivalent
7. Do you have or are you able to obtain a valid Florida driver's License?
8. In the past three (3) years, have you had any of the following? *Check all that apply.*
9. Eight (8) or more points on your driving record in any State?
 - a. -A traffic related suspension
 - b. -Four (4) or more moving violations
 - c. -DUI/DWI
 - d. -Hit and Run
10. Do you have any outstanding traffic warrants or pending citations included (unpaid traffic fines)?
11. Are you currently under criminal investigation or have criminal charges pending?
12. The current policy of the Fort Lauderdale police department prohibits body markings, tattoos, and scarifications that are of a nature to bring discredit upon the Police Department. Examples include, but are not limited to, drug-related, gang-related, extremist, obscene, indecent, sexist, or racist. Additionally, should not depict intolerance or discrimination against any race, religion, gender, national origin, sexual orientation or gender identification.
13. Tattoos, body marking or scarifications not described above should be concealable in a long sleeve shirt and long pant police uniform.
14. Any other tattoo, branding or scarification will be evaluated on a case by case basis. Will you be able to meet these requirements?
15. Do you currently use cigarettes, e-cigarettes, vapors cigarettes, cigars, pipes, smokeless tobacco of any kind?
16. Do you have any history of a violation of policy regarding discrimination based on race, religion, national origin, sex, sexual orientation, gender identity, or gender expression?
17. If you answered "yes" to question 13 please explain.
18. For applicants who have served in the military, indicate the type of separation below.
 - a. -I have never served in the Military
 - b. -I am still serving in the Military

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- c. -Honorable discharge
 - d. -Other than honorable discharge
 - e. -Dishonorable discharge
 - f. -Entry level separation
 - g. -Other
19. Have you ever been convicted of, pled guilty or nolo contendere to any felony offence?
20. If you answered "yes" to question #16, please explain.
21. Have you ever been convicted of, pled guilty or *nolo contendere* to any misdemeanor offense involving perjury, making a false statement or domestic/family violence (including abuse of the elderly or disabled).
22. If you answered "yes" to question #17, please explain.

The City of Fort Lauderdale Police Department is one of the finest in the country, and as such, employs only those persons who are ultimately the best qualified. Much emphasis is placed upon a candidate's **CHARACTER** during the examination process. Indications of your honesty and integrity begin with the submission of your application. All information provided on your application, and all other forms submitted for processing, must be true, accurate, and without omission, as well as in all other stages of the testing process. This is a critical component of the process in determining if the "**Moral Character**" of a candidate is appropriate for employment as a Police Officer. Verification will be conducted through various sources, including an intensive background investigation and a comprehensive polygraph examination.

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POLICE TRAINEE PROGRAM STANDARD OPERATING PROCEDURES

In an effort to ensure the recruitment of qualified applicants who may not have achieved the required college education to apply as a fulltime police officer, the Fort Lauderdale Police Department has developed a Police Trainee Program. This program will allow for the employment of qualified applicants into temporary part-time positions, while focusing on attaining the required college credit necessary to meet the educational requirement for employment as a police officer. Additionally, this program will offer future law enforcement candidates the opportunity to gain an appreciation, knowledge and understanding of the law enforcement profession while providing exceptional service to our community.

A. SELECTION:

1. Trainees will be selected based on all the established requirements for the position of police officer as set forth in policy 128, with the only exception being the required college education. This program is designed to assist the trainee in achieving the required college education while being employed with the Police Department.
2. The Trainee will be required to undergo a full background investigation for the position of Police Officer in accordance with policy.
3. At a minimum, the trainee:
 - a. Must be at least 21 years of age
 - b. Must have a valid Florida driver's license.
 - c. Must have a high school diploma or General Education Development (G.E.D.) certificate.
 - d. Must policy be registered in an accredited college or university at time of appointment.

B. ASSIGNMENT:

1. The Support Services Bureau, Administrative Support Division (ASD), HR Section Commander will be the facilitator of the Police Trainee Program. The ASD Commander will coordinate utilization of the trainees with the Bureau Majors, or designees, for appropriate assignments throughout the department.
 - a. Trainees will be assigned to Operations Bureau, Investigations Bureau and Support Services Bureau.
 - (1). Trainees will be assigned to various division and units within the department. (See Appendix III)

- (2). Trainees will report to the Training Unit for orientation and assignment.
- (3). Trainees will serve the public and fellow members of the department with professionalism, integrity, respect and fairness in accordance and furtherance of the Police Department's Mission Statement.
- (4). Trainees will be trained in any assignment they are given by their direct supervisor, or designee.
- (5). Trainees will assist department members and volunteer workers with daily tasks and activities. Trainees will perform citizen service functions which include providing information and assistance, responding to routine questions, complaints or requests for service.
- (6). Trainees will be expected to prepare, complete, and/or receive various forms, reports, and other documents. They will review, process, forward, distribute, or retain department's documents as appropriate to their respective assignments.
- (7). Trainees will perform general duties to include, but not limited to:
 - (a). Receive, open and distribute incoming mail
 - (b). Prepare outgoing mail
 - (c). Make copies and distribute forms, reports, correspondence and other related materials
 - (d). Initiate/receive facsimile transmission of documents
 - (e). Trainees may operate computers to include but not limit to: enter, retrieve, review or modify data, verify accuracy of entered data and make corrections as appropriate, perform computer data entry functions; and utilize word processing, database, or other software programs
 - (f). Trainees will conduct various errands as assigned
 - (g). Trainees will answer telephones and provide information or assistance. This includes but not limited to taking and relaying messages or direct calls to appropriate members
 - (h). Trainees may operate a variety of machinery, equipment and tools associated with work activities which may include a computer, printer, telephone, copy machine, facsimile machine.
 - (i). Trainees will utilize safety equipment as appropriate
 - (j). Participate in the ride-along program
 - (k). Assist investigators with various tasks

- (l). Provide traffic direction services as needed
- (m). Assist Special Events planning and logistics

C. EVALUATION

1. Trainees will be assigned to each Department Bureau quarterly (three month tours) and will be rotated based on the needs of the department.
2. Trainees will be assigned an immediate supervisor while serving in an assignment.
3. Trainees may participate in the Ride-Along Program once per month, or at the discretion of the ASD commander.
4. At the completion of the assignment, the assigned supervisor will complete an evaluation form designed for the Police trainee program which will be forwarded to the Training Unit supervisor. The Evaluations will be stored in the trainee's training file and will be used to aide in determining if a trainee may be offered full time employment as a police officer once the appropriate level of education is attained. (See Appendix I)

D. UNIFORMS AND EQUIPMENT

1. Trainees will wear the Department issued Trainee uniform while working any of their assignments.
 - a. The required standard uniform will be the issued ??COLOR?? trainee shirt and ??COLOR?? police pants with black uniform belt and black shoes.
2. Weapons and restraining devices of any sort (i.e., handcuffs, firearms, batons, etc.) shall not be worn or carried.
3. The Department will issue the following equipment/uniforms to trainee:
 - a. 1- ??COLOR?? uniform shirt
 - b. 1- ??COLOR??standard issue police pant
 - c. 1- Traffic Vest
 - d. ??1- duty belt
 - e. 1- under belt
 - f. ??1- radio carrier
 - g. ??4- belt keepers
 - h. 1- Trainee ID
 - i. 1- Nametag (First initial and last name)[or should the shirt be embroidered?]

E. AGREEMENT

1. All trainees will sign an agreement to complete their college educational requirement within two years of their start date and will be eligible to participate in the City's Tuition Reimbursement Program. (See Appendix II)
 - a. Trainees must remain enrolled in an accredited college or university with a minimum of 6 hours and maintain a 2.5 cumulative grade point average (GPA).
 - b. If the trainee fails to remain continuously enrolled in an accredited college or university or fails to maintain the minimum GPA their employment may be terminated and the trainee shall refund the City all reimbursed tuition.
 - c. At the completion of the college education requirement, the trainee will be eligible for employment as a full-time police officer and will be enrolled in the next available police academy class, ~~pending the updated polygraph.~~
 - d. If the trainee voluntarily leaves employment for any reason prior to the completion of his/her commitment to the program, they must refund the City all reimbursed tuition.
2. The program duration will be a maximum of two (2) years from date of hire. Any extensions to the program length may be granted by the Chief of Police on a case by case basis.

M. WITHDRAW OR DISMISSAL

1. Trainees serve at the pleasure of the Chief of Police. They are temporary part-time employees of the Police Department and will work between 20 and 39 hours per week.
2. Any trainee desiring to withdraw from the Police Trainee Program must inform the ASD Commander in writing, and provide a two week notice in accordance with City Rules.
3. Trainees may be subject to dismissal from the Police Trainee Program should they not follow the rules and regulations as set forth in the Police Department's Policy and Procedures Manual or the Police Trainee Program Standard Operating Procedures.
4. The ASD Commander will monitor the Trainee's educational progress to ensure the trainee is on track with mandated educational requirements.
 - a. The trainee must maintain a minimum 2.5 grade point average (G.P.A.)
 - b. Trainee's failing to maintain the minimum G.P.A. may be subject to dismissal from the Police Trainee Program
 - c. Trainees may be subject to dismissal from the Police Trainee Program if the trainee withdraws, or fails to register for a semester of college courses
5. Trainees who are dismissed from the program will receive a written notice from The Chief of Police. The dismissed trainee is required to return all issued items to the Training Unit within two (2) weeks of dismissal. The trainee will have issued uniforms properly cleaned prior to returning.

APPENDIX II

AGREEMENT FOR REIMBURSEMENT OF THE CITY OF FORT LAUDERDALE'S COLLEGE TUITION REIMBURSEMENT PROGRAM

WHEREAS, the City of Fort Lauderdale will incur substantial expenses in allowing the undersigned Applicant to participate in the "College Tuition Reimbursement Program" to meet the college education requirement to become a certified Police Officer through enrollment at an accredited college or university; and

WHEREAS, said expenses can only be recovered through the services of the Applicant with the Fort Lauderdale Police Department after completion of the educational requirement; and

WHEREAS, the City of Fort Lauderdale will suffer substantial damages if the undersigned applicant should leave the Department any time within two (2) years from the date of employment

NOW, THEREFORE, it is hereby agreed between the Fort Lauderdale Police Department and the undersigned applicant as follows:

1. REMINBURSEMENT OBLIGATION. I, _____, hereinafter "the Applicant," in consideration of the Agreement with the Fort Lauderdale Police Department, hereinafter the "Agency," to provide me with temporary part-time employment and participation in the College Tuition Reimbursement Program, do hereby agree that in the event my employment with the Agency ceases due to any cause including "termination" as defined below, within twenty-four (24) months from commencement of employment, I will reimburse the Agency for all tuition expenses incurred in connection with the College Tuition Reimbursement Program.

2. DEFINITION OF "TERMINATION." Termination, as used in this Agreement, shall mean any discontinuance of the Applicant's employment initiated by the Agency with good cause.

3. EXPENSES INCURRED FOR REIMBURSEMENT OBLIGATION. If the Applicant voluntarily or involuntarily terminates employment with the City of Fort Lauderdale within two (2) years following their hire date with the Police Department, then the amount of tuition paid by the City shall be repaid by the Applicant to the City immediately. Should the Applicant fail to immediately reimburse the City, the City may deduct the amount from any salary or wages due the employee from the City.

Police Trainee Applicant's Signature/ Date

Appendix III

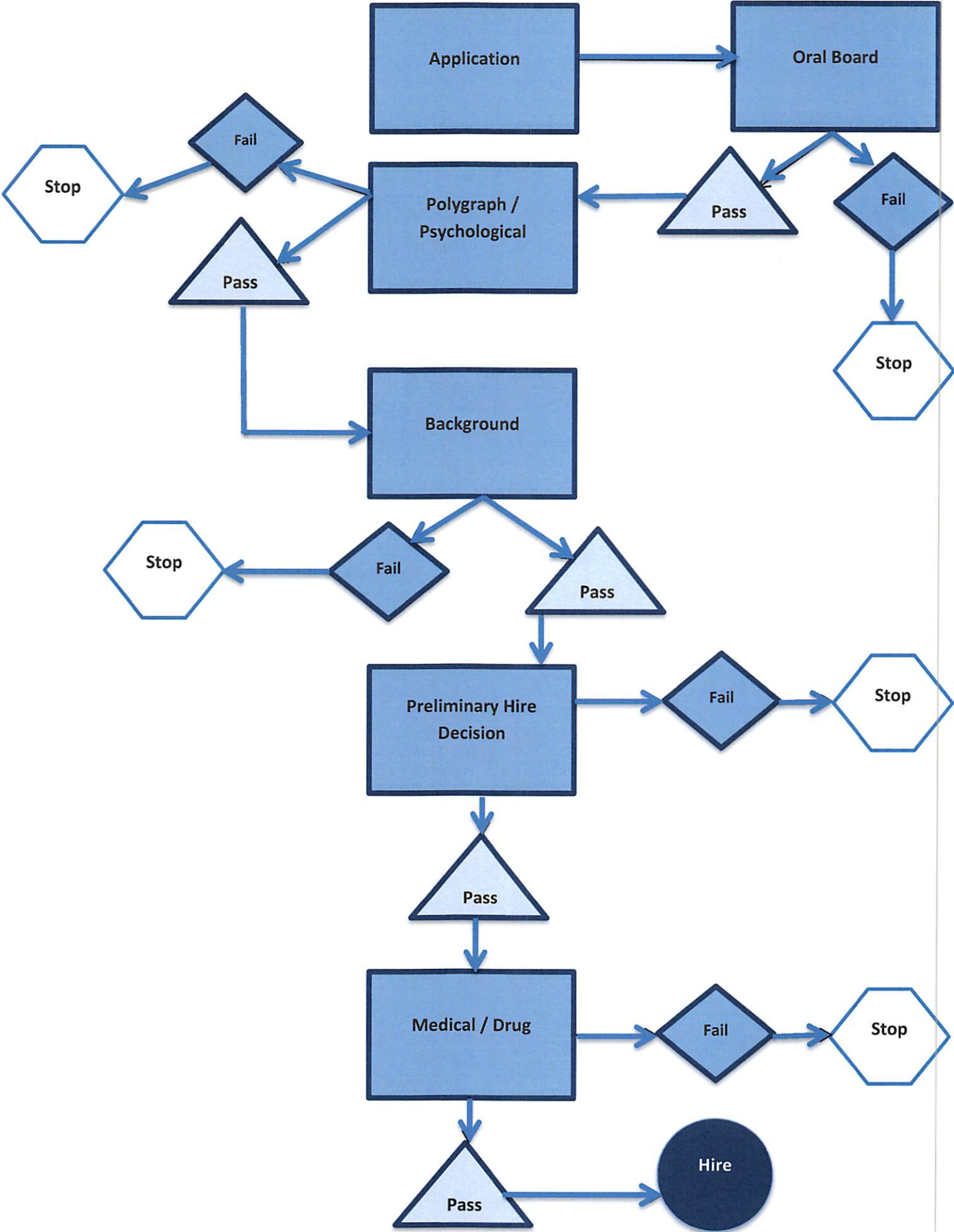
Police Trainee Schedule

The Police Trainee should be rotated on a quarterly basis. The ASD Commander or designee will coordinate the scheduling with each Bureau Major based on needs.

1. Assignment Schedule

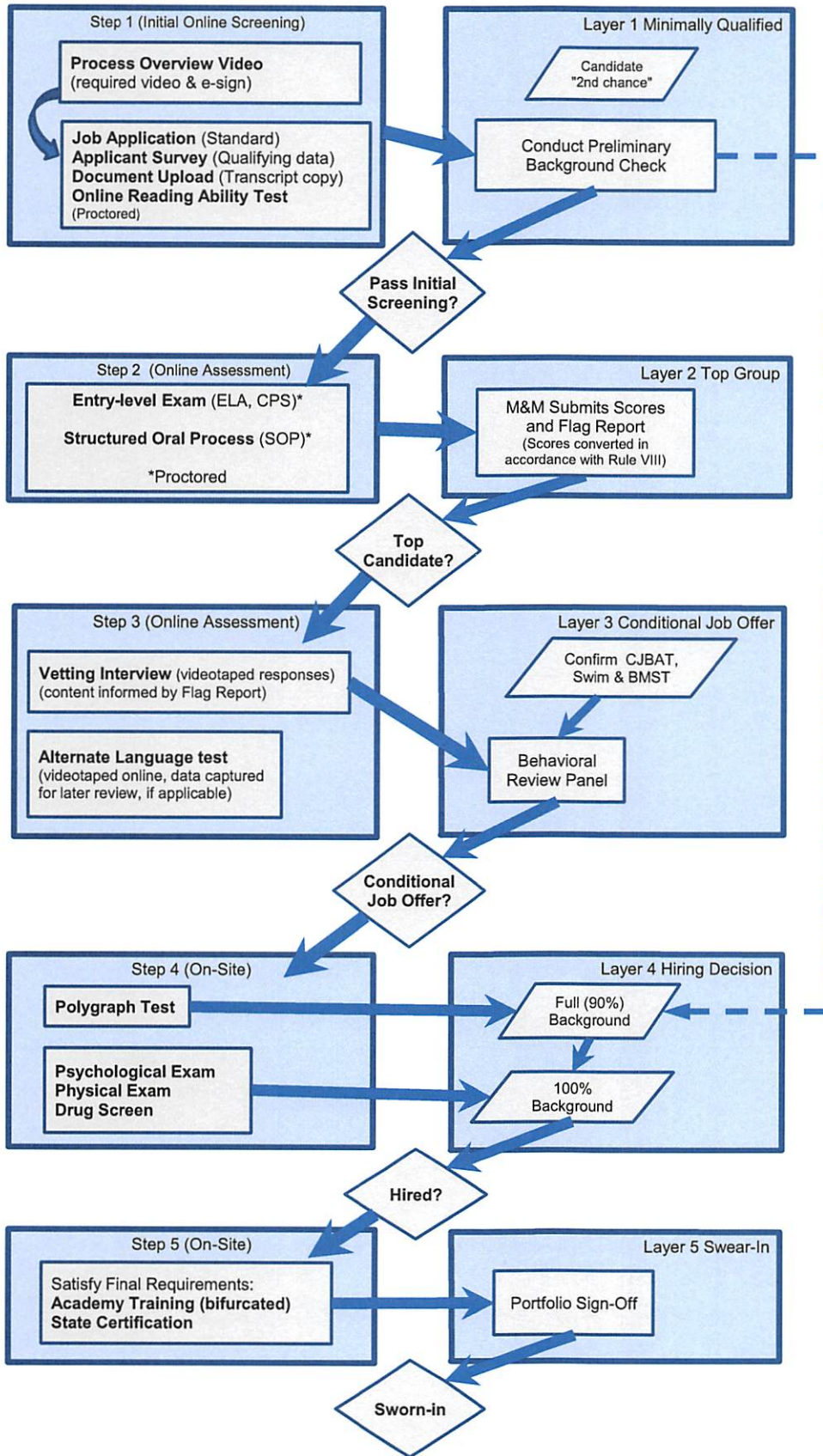
- a. Trainees will report to the Training Unit for onboarding and orientation training:
 - i. Orientation of departmental role, purpose, goals, policies and procedures.
 - ii. Working conditions and regulations
 - iii. Rights and responsibilities of members
 - iv. Accreditation process and requirements
 - v. Booking and holding cell policy
 - vi. Law enforcement ethics
 - vii. OSHA
 - viii. Evidence
 - ix. FLPD Radio system and procedures
 - x. Traffic Direction
- b. Booking Facility
 - i. Trainees will learn the booking process
 - ii. Assist booking officers with processing prisoners
 - iii. Provide clerical assistance to booking officers or arresting officers
- c. Operations Division
 - i. Provide clerical assistance to operations sergeants, lieutenants and captains
 - ii. Participate in ride-alongs
- d. Operations Support Division
 - i. Learn the Special Events planning and logistical operations
 - ii. Support specialty unit functions and participate in ride-alongs
 - iii. Support community policing initiatives and participate in community based events
 - iv. Code Enforcement
- e. Criminal Investigations Division
 - i. Provide investigative support for:
 1. Missing persons
 2. Victim Advocate
 3. Economic Crimes
 4. Arson Unit
 5. Property Crimes Division
 6. Fugitive
 7. Career Criminal Unit
 8. Violent Crimes
 9. Homicide
 10. Crime Scene Investigations
- f. Support Services Bureau
 - i. Assist Training Unit responsibilities
 - ii. Provide assistance to Background Investigations Unit
 - iii. Provide assistance to Recruiting Unit

FLPD FLOW CHART HIRING PROCESS



Process from Applicant's Perspective

FLPD Internal Processes & Decision Points



NAME	FLEX DATE	VETTING DATE	BEHAVIORAL DATE	PASS/FAIL	BACKGROUND DATE	POLY DATE	PASS/FAIL	PSYCH DATE	PASS/FAIL	PASS/REASON FOR FAIL
Anglade, Arnack	B	12/1/2017	1/29/2018	2/7/2018	Fail					Fail Behavioral
	H	12/1/2017	1/26/2018	2/7/2018	Fail					Fail Behavioral
	C	11/30/2017	1/25/2018	2/6/2018	Fail					Fail Behavioral
	C	12/1/2017	3/26/2018	3/27/2018	Fail					Fail Behavioral
	A	11/30/2017	3/26/2018	3/27/2018	Pass	3/27/2018	3/27/2018	1 specific		
	C	12/12/2017	3/26/2018	3/27/2018	Pass	3/27/2018	3/27/2018	Pass	3/28/2018	Fail
Tier 2- Non- Certified										
NAME	FLEX DATE	VETTING DATE	BEHAVIORAL DATE	PASS/FAIL	BACKGROUND DATE	POLY DATE	PASS/FAIL	PSYCH DATE	PASS/FAIL	PASS/REASON FOR FAIL
B	11/28/2017	3/6/2018	3/7/2018	PASS	3/5/2018	3/7/2018	3 Specifics	4/11/2018		
H	11/28/2017	2/23/2018	3/7/2018	Pass	3/21/2018	4/3/2018	3 specifics			
B	11/29/2017	2/21/2018	3/7/2018	Pass	3/19/2018	3/28/2018	1 Specifics			Fail Background
B	12/18/2017	Withdraw								Withdraw
H	11/28/2017	Withdraw								Withdraw
H	12/15/2017	Withdraw								Withdraw (failed to responded-Out of State)
A	11/29/2017	Withdraw								Withdraw (hired by Davie)
B	12/8/2017	2/23/2018	3/7/2018	Pass	4/3/2018	4/10/2018	1 Specific			
H	12/5/2017	2/23/2018	3/7/2018	Pass						Withdraw (hired by Margate as CSA)
C	12/18/2017	2/23/2018								Removed-Incomplete Test Requirements
B	11/29/2017	2/21/2018								Removed-Incomplete Test Requirements
B	11/28/2017	2/23/2018	3/7/2018	Pass	3/31/2018	4/19/2018				
H	12/15/2017	2/21/2018								Removed-Incomplete Test Requirements
C	11/29/2017	2/21/2018	3/6/2018	Pass	3/20/2018	3/28/2018	2 specifics			
H	12/15/2017	2/23/2018	3/7/2018	Pass	3/20/2018	4/3/2018				Disqualified
O	12/6/2017	2/23/2018	3/7/2018	Pass	3/28/2018					Disqualified
H	12/12/2017	2/21/2018								Removed-Incomplete Test Requirements
H	12/5/2017	2/23/2018	3/7/2018	Pass	3/23/2018	4/9/2018	Pass	4/20/2018		
H	12/8/2017	2/23/2018								Removed-Incomplete Test Requirements
C	12/15/2017	2/23/2018								Removed-Incomplete Test Requirements
O	11/29/2017	4/2/2018	4/5/2018	Pass	4/3/2018	4/4/2018	2 specific	4/12/2018		
C	12/6/2017	2/23/2018	3/7/2018	Pass	4/5/2018					Withdraw
B	11/28/2017	2/21/2018	3/6/2018	Pass	3/30/2018	4/4/2018	1 Specific			
B	12/6/2017	Withdraw								Withdraw(Hired by Plantation)
B	12/6/2017	2/23/2018	3/7/2018	Fail						Fail Behavioral
H	12/8/2017	2/21/2018	3/6/2018	Fail						Fail Behavioral
B	12/6/2017	2/21/2018	3/6/2018	Pass	3/16/2018	3/23/2018	3 specifics			Disqualified
H	12/21/2017	2/21/2018								Removed-Incomplete Test Requirements
C	11/28/2017	3/26/2018								Disqualified
C	11/28/2017	2/21/2018	3/6/2018	Pass	3/15/2018	3/23/2018	Pass	3/28/2018	Fail	Fail Psych
C	12/12/2017	2/23/2018								Removed-Incomplete Test Requirements
H	12/6/2017	2/21/2018	3/6/2018	Fail						Fail Behavioral
H	12/8/2017	2/21/2018								Removed-Incomplete Test Requirements
C	12/21/2017	2/21/2018	3/7/2018	Pass	3/27/2018	3/29/2018	Pass	3/30/2018	Fail	Fail Psych
C	12/12/2017	2/21/2018	3/7/2018	Pass	3/14/2018	3/16/2018	Pass	3/21/2018	Pass	HIRED 4/13/18
C	12/21/2017	2/19/2018	3/7/2018	Pass	3/19/2018	4/5/2018	3 specifics			
C	12/8/2017	2/23/2018	3/7/2018	Pass	3/14/2018	3/24/2018	2 Specifics			
H	12/5/2017	Withdraw								Withdraw(Hired By BSO)
B	2/6/2018	2/23/2018	3/7/2018	Pass	3/30/2018	4/6/2018	4 Specifics			
C	12/8/2017	2/21/2018	3/6/2018	Fail						Fail Behavioral
C	12/8/2017	Withdraw								Withdraw
Tier 2- Certified										
NAME	FLEX DATE	VETTING DATE	BEHAVIORAL DATE	PASS/FAIL	BACKGROUND DATE	POLY DATE	PASS/FAIL	PSYCH DATE	PASS/FAIL	PASS/REASON FOR FAIL
B	11/30/2017	2/7/2018	2/14/2018	Pass	2/14/2018					Withdraw
B	12/1/2017	2/7/2018	2/13/2018	Fail						Fail Behavioral
C	11/30/2017	2/7/2018	2/14/2018	Fail						Fail Behavioral
C	12/21/2017	2/19/2018	3/6/2018	Fail						Fail Behavioral
O	11/30/2017	2/7/2018	2/14/2018	Fail						Fail Behavioral
C	12/1/2017	Withdraw								Withdraw
C	12/12/2017	2/7/2018	2/14/2018	Fail						Fail Behavioral
C	12/1/2017	2/8/2018	2/13/2018	Pass	2/14/2018	3/6/2018	1 specific(Given 5 day Notice)			Withdraw(Fail to respond)
B	11/30/2017	Withdraw								Withdraw
H	12/12/2017	2/7/2018	2/13/2018	Pass	2/12/2018	3/1/2018	Pass	3/6/2018	Pass	HIRED 4/9/18
C	11/30/2017	Withdraw								Withdraw(Hired by Palm Beach)
O	11/30/2017	2/7/2018	2/13/2018	Fail						Fail Behavioral
C	11/30/2017	3/5/2018	3/6/2018	Pass	3/6/2018	3/6/2018	3 specifics			Disqualified
C	12/1/2017	2/8/2018	2/13/2018	Pass	2/14/2018	3/10/2018	Pass	3/20/2018	Pass	
H	12/1/2017	2/7/2018	2/13/2018	Fail						Fail Behavioral
B	11/30/2017	2/8/2018	2/13/2018	Pass	2/14/2018	2/22/2018	Pass	2/28/2018	Pass	HIRED 3/25/18
A	12/15/2017	2/8/2018	2/13/2018	Fail						Fail Behavioral
B	11/30/2017	2/7/2018	2/14/2018	Pass	2/16/2018	2/21/2018	2 specifics-file review			Fail Background
B	12/1/2017	3/20/2018	3/23/2018	Pass	3/20/2018	3/20/2018	1 specific			Fail Background

Tier 1- Non Certified											
NAME	RACE	FLEX DATE	VETTING DATE	BEHAVIORAL DATE	PASS/FAIL	BACKGROUND DATE	POLY DATE	PASS/FAIL/Specifics	PSYCH DATE	PASS/FAIL	PASS/REASON FOR FAIL
	H	12/8/2017	1/29/2018	2/7/2018	Pass	2/8/2018	2/21/2018	3 specifics			Withdraw(Hired by BSO)
	H	11/28/2017	1/26/2018	2/7/2018	Pass	2/12/2018	3/9/2018	4 specifics			Fail Background
	H	12/6/2017	1/25/2018	2/7/2018	Pass	2/6/2018					Fail Background
	H	11/29/2017	1/25/2018	2/7/2018	Fail						Fail Behavioral
	H	12/8/2017	1/29/2018	2/6/2018	Fail						Fail Behavioral
	A	12/15/2017	1/26/2018	2/6/2018	Pass	2/6/2018	3/7/2018	5 specifics			Disqualified
	B	12/15/2017	1/26/2018								Removed-Incomplete Test Requirements
	H	11/28/2017	1/29/2018	2/6/2018	Pass	2/20/2018	3/24/2018				Disqualified
	O	12/5/2017	1/29/2018	2/7/2018	Pass	2/12/2018	2/28/2018	1 specific			Disqualified
	H	12/15/2017	1/25/2018	2/7/2018	Pass	2/12/2018	15-Mar	2 specific	4/ /2018		
	C	12/18/2017	Withdraw								Withdraw(Hired by Pines)
	B	12/21/2017	1/26/2018	2/6/2018	Pass	2/16/2018	22-Feb	retake 3/7/18-4 specifics			Withdraw
	H	12/21/2017	1/26/2018	2/7/2018	Fail						Fail Behavioral
	H	12/6/2017	1/25/2018	2/6/2018	Pass	2/6/2018	3/12/2018	1 specific 4/4/18			
	C	12/5/2017	1/25/2018	2/7/2018	Pass	2/8/2018	3/8/2018	Pass	3/9/2018	Pass	HIRED 4/10/18
	C	11/28/2017	1/26/2018	2/6/2018	Pass	2/6/2018	2/20/2018				Disqualified
	B	12/6/2017	1/25/2018	2/6/2018	Pass	2/6/2018	2/12/2018	Pass	2/14/2018	Fail	Fail Psych
	B	12/18/2017	1/29/2018								Removed-Incomplete Test Requirements
	B	12/15/2017	1/26/2018	2/6/2018	Pass	2/6/2018	3/9/2018				Disqualified
	B	12/8/2017	1/26/2018	3/7/2018	Pass	3/19/2018	3/19/2018	Pass	4/11/2018		
	H	12/15/2017	1/25/2018	2/6/2018	Fail						Fail Behavioral
	C	11/28/2017	1/25/2018	2/7/2018	Pass	2/12/2018	2/21/2018	Pass	2/27/2018	Fail	Fail Psych
	H	12/6/2017	1/29/2018								Removed-Incomplete Test Requirements
	B	12/15/2018	1/25/2018	2/7/2018	Pass	2/12/2018	3/7/2018	4 specific			
	C	11/28/2017	1/26/2018	2/6/2018	Pass	2/12/2018	2/23/2018	1 specific	3/27/2018	Pass	HIRED 4/23/18
	H	12/18/2017	1/25/2018	2/7/2018	Pass	2/8/2018	3/8/2018	1 specific	3/21/2018	Fail	Fail Psych
	A	12/12/2017	1/25/2018	2/7/2018	Pass	2/8/2018	2/21/2018	Pass	3/7/2018	Fail	Fail Psych
	H	12/5/2017	1/29/2018								Removed-Incomplete Test Requirements
	H	12/12/2017	1/29/2018	2/7/2018	Fail						Fail Behavioral
	C	12/21/2017	1/29/2018								Removed-Incomplete Test Requirements
	H	11/29/2017	2/7/2018	2/13/2018	Pass	2/14/2018	3/7/2018	2 specifics			Disqualified
	H	12/8/2017	1/26/2018	2/7/2018	Fail						Fail Behavioral
	C	11/29/2017	1/29/2018	2/7/2018	Pass	2/12/2018	2/22/2018	Pass	3/2/2018	Pass	HIRED 4/10/18
	B	2/6/2018	2/23/2018	3/7/2018	Pass	3/29/2018	4/2/2018	6 specific			
	H	12/5/2017	1/26/2018	2/13/2018	Pass	2/14/2018	2/16/2018	1 specific			Fail Background
	H	12/5/2017	1/29/2018								Removed-Incomplete Test Requirements
Tier 1- Certified											



Activation of the Riverwalk Center

Presented to: The City of Fort Lauderdale



Prepared by:
Ken Krasnow | Bradley Arendt | Brooke Berkowitz

April 17, 2018

Current Status



Situated in the heart of the city's high-intensity downtown zoning district (City Center District) in the Downtown Regional Activity Center (RAC-CC).



Proximity to Brightline Station and Wave Stop makes site ideal for transportation hub.



A+ location: centrally located between Broward Boulevard and Las Olas Boulevard.

PROPERTY OVERVIEW

- 2,148 total parking spaces
- Annual Occupancy 68%
- Annual Revenue from parking \$2,930,621 or \$1,364/space
- 82,940 SF of ground floor plaza space
- Total building structure: ±350,000 SF
- 8,267 SF of current total retail space (100% occupied)
- Annual Retail Income: \$155,900

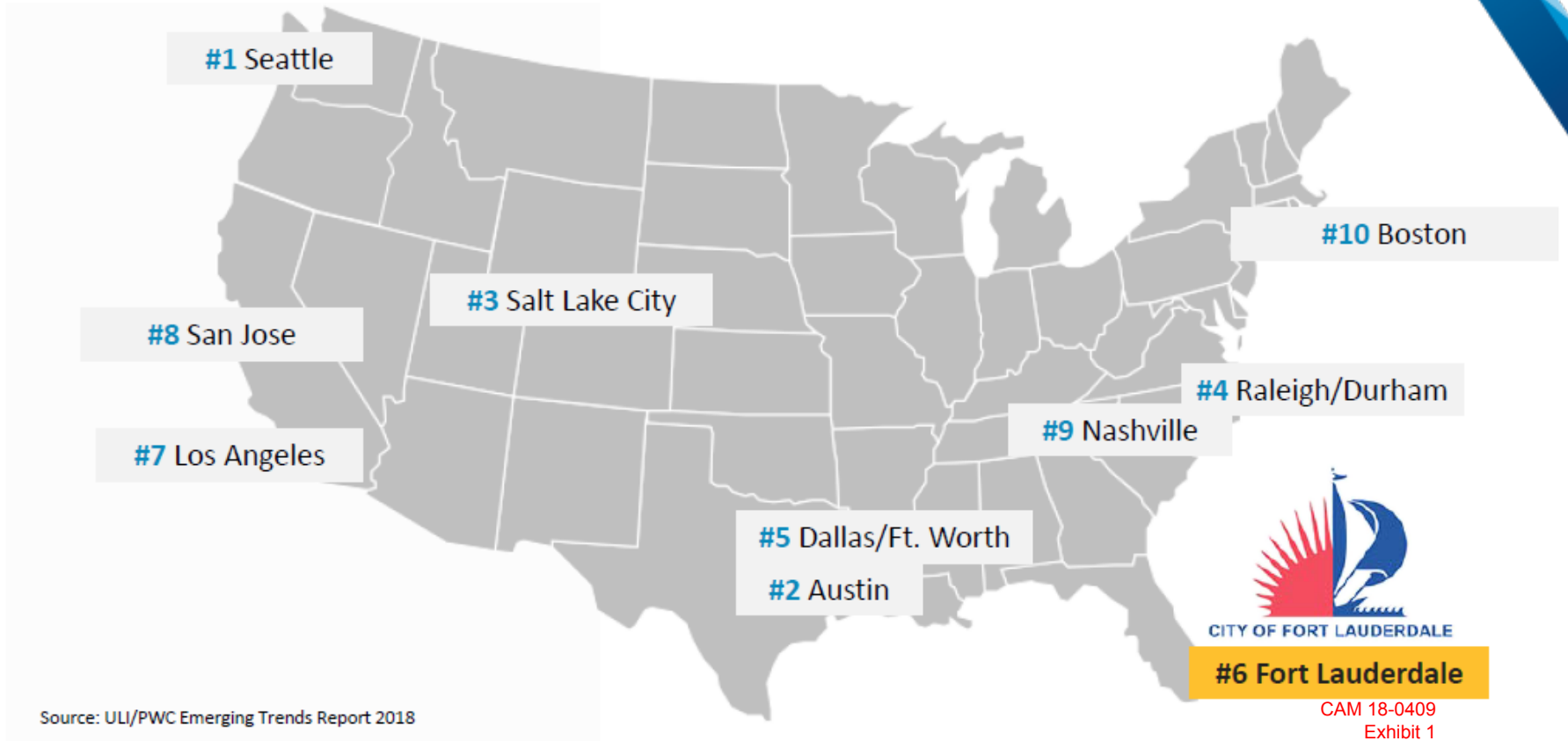
Our Plan

Colliers will capitalize on the momentum in Fort Lauderdale (see next 2 slides) to directly solicit RFPs for a Master Lessor to sign a long-term lease (49+ years) with City, agreeing to renovate and manage the retail portion of the Riverwalk Center. RFPs will outline the developer's plan to:

- revitalize existing retail;
- expand or building new retail space;
- renovate common area;
- carry out improvements to overall building aesthetics, lighting, safety and walkability;
- improve connectivity to the downtown transportation alternative.



Top 10 U.S. Markets to Watch



CITY OF FORT LAUDERDALE

#6 Fort Lauderdale

Source: ULI/PWC Emerging Trends Report 2018

Fort Lauderdale Accolades

#1 Job Growth in
South Florida,
Broward County



#1 Single-Family Housing
Market in the US,
Fort Lauderdale



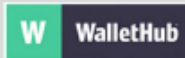
#2 Most Exciting Places
in Florida,
City of Fort Lauderdale



#2 Happiest Cities for
Young Professionals,
Fort Lauderdale



#3 City for Most Efficient
Spending on Education,
Fort Lauderdale



#4 Best City for Small
Business in America, *Fort
Lauderdale*



#4 Most Popular
Summer Destinations,
Fort Lauderdale



#5 Small American
Cities of the Future,
Fort Lauderdale



#7 Best Downtowns,
Fort Lauderdale



#8 Best Florida Beaches,
Fort Lauderdale



#9 Best Cities for
Millennial Job Seekers in
Florida, *Fort Lauderdale*



#10 Top Places to Retire
in Florida,
Fort Lauderdale



Benefits to the City

- Consistent & improved annual income with stabilized owner/operator
- Ability to increase rental income by least \$50,000/year (on current retail space)
- City no longer responsible for maintaining retail space and common areas
- City will no longer have to manage tenants or worry about tenant improvements or buildouts
- Opportunity to dramatically improve a City owned property without expending public capital
- Enhanced downtown streetscapes
- Additional downtown jobs
- Additional tax revenue for the City
- Ability to make Riverwalk Center a new destination location in the center of downtown
- Improve connectivity, walkability, wayfinding from Broward Blvd to the Riverwalk



EMERGING MULTIFAMILY TRENDS

South Florida Market Overview

MARKET INDICATORS	MIAMI-DADE	BROWARD	PALM BEACH	FORT LAUDERDALE
Inventory (Units)	208,554	145,464	84,963	39,357
Vacancy Rate	6.4%	5.3%	8.0%	6.6%
EFFECTIVE RENTS				
Per Square Foot	\$1.49	\$1.51	\$1.41	\$1.59
5 Year Rent Growth	+17%	+20%	+19%	+25%
Forecasted Annual Rent Growth	+2.1%	+3.4%	+1.8%	+2.6%
DELIVERIES				
Units (2017)	5,662	3,371	2,704	1,809
UNDER CONSTRUCTION				
Units	14,377	4,256	4,513	3,189

Source: MPF Research, Axiometrics, Costar, Colliers International, 2018



Supply volumes remain elevated across the tri-county region. Meanwhile, the condo market is in a period of turbulence as sales activity slows and construction is canceled/postponed making South Florida well-positioned to absorb new supply as population growth continues.



A wave of new development is driven by a population unable to enter the property ladder due to housing prices and a strained supply.



Soaring rents over the past five years and strong occupancy rates despite new construction.



South Florida is sensitive to global economic conditions, as well as the tourism industry.



The pace of rent growth is expected to remain strong between 2 and 3% annually.

EMERGING OFFICE TRENDS

South Florida Market Overview

MARKET INDICATORS (Class A/B/C, 10,000+ SF)	MIAMI-DADE	BROWARD	PALM BEACH	FORT LAUDERDALE
Inventory	95M SF	61M SF	49M SF	20 million SF
Under Construction	1.7M SF	0.5M SF	0.3M SF	127,920 SF
Net Absorption	1.3M SF	1.3M SF	0.2M SF	23,714 SF
Vacancy Rate	8.9% <i>Declined</i> 70 bps YOY	8.9% <i>Declined</i> 140 bps YOY	11.4% <i>Declined</i> 40 bps YOY	8.6% <i>Declined</i> 85 bps YOY
Full Service Rents				
Full Service Rents	\$34.11	\$27.09	\$29.52	\$31.63
5-Year Growth	+17%	+13%	+16%	+25%
Class A Rents	\$41.51	\$32.11	\$33.90	\$36.67
5-Year Growth	+16%	+16%	+12%	+18%

Source: CoStar, Colliers International, 2018

> MARKET INSIGHTS



SUPPLY CONSTRAINTS

Limited available office supply and lack of new product delivered to the market in downtown markets. Pre-leasing of proposed new office buildings is critical to future growth.



INVESTMENT ACTIVITY

A mix of capital sources, investors and many new groups are active; particularly "spin-off" mid-cap institutional investors and foreign capital. Investors are now looking for value-add opportunities in office.



ACTIVE TENANTS

Healthcare, Wealth Management, Law Firms and Technology Companies are among some of the most active tenants.



RENT GROWTH

New ownership at recently traded assets have been pushing rents after trading at a premium.



MORE RENT GROWTH?

Owners of Class B/C buildings that have invested in capital improvements are also

pushing rents.

Exhibit 1

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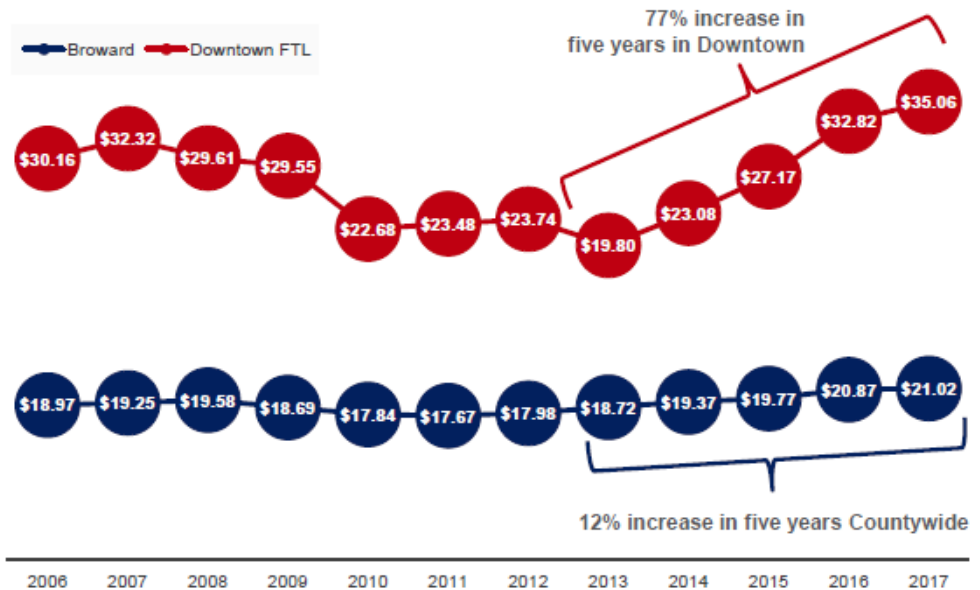
EMERGING RETAIL TRENDS

South Florida Market Overview

MARKET DATA (10,000+ SF)	MIAMI-DADE	BROWARD	PALM BEACH	FORT LAUDERDALE
Inventory	103M SF	85M SF	66M SF	24M SF
Under Construction	2.3M SF	0.6M SF	0.6M SF	75,026 SF
Net Absorption	1.3M SF	1.2M SF	0.4M SF	-35,520 SF
Vacancy Rate	3.5% <i>Declined 30 bps YOY</i>	3.4% <i>Declined 160 bps YOY</i>	4.1% <i>Declined 30 bps YOY</i>	4.1% <i>Increased 50 bps YOY</i>
Rental Rates (NNN)				
Asking Rents	\$36.00	\$19.77	\$21.41	\$22.58
5-Year Growth	+33%	+14%	+26%	+19%

Source: Costar, Colliers International, 2018

Soaring Retail Rents in Downtown Fort Lauderdale



Source: Colliers International, CoStar

CAM 18-0409

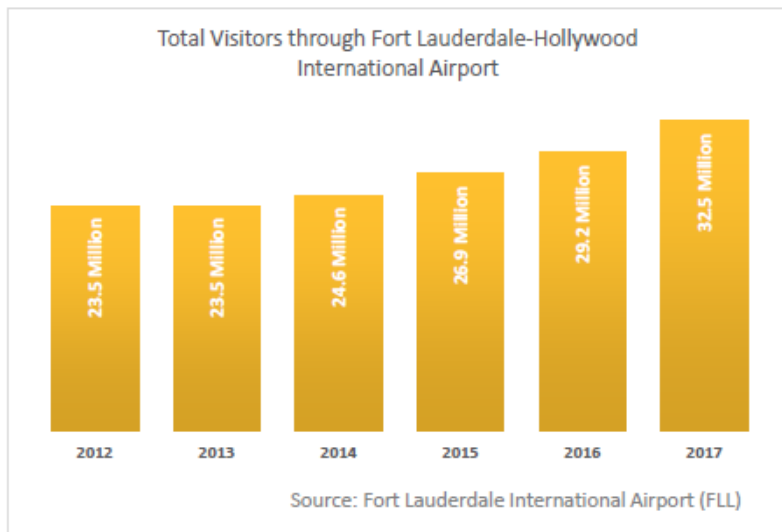
Exhibit 1

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EMERGING HOSPITALITY TRENDS

Fort Lauderdale Market Overview

South Florida is positioned as a key gateway market serving as the primary link between the U.S. and Latin America.



Source: Fort Lauderdale-Hollywood International Airport

Demand Drivers



Fort Lauderdale-Hollywood International Airport (FLL):

- Total traffic through FLL jumped to **32.5 million** in 2017, up by 11.3 percent over 2016.
- Fastest growing large hub airport (Jan-Nov 2017).
- Ranked 12th in international traffic (Jan-Nov 2017).
- Ranked 2nd large hub airport for growth in scheduled available seats from Jan-Jun 2018 (8.5% growth rate).
- 27 new routes added in 2017, including British Airways service to London-Gatwick.
- SFL has TWO airports ranked in the U.S. top 20 by passenger count.



Port Everglades:

- The second busiest cruise port in the world with over **3.8 million guests** in FY2017.
- Port Everglades is currently home to two of the largest cruise ships in the world: Allure of the Seas and Harmony of the Seas.
- A number of capital and improvements in the Port's Five Year Master Plan position the port to expand operations to 5.6 million passengers in 2033.

Our Team



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Accelerating success.

**PARKS, RECREATION, & BEACHES BOARD MINUTES
CITY OF FORT LAUDERDALE
WEDNESDAY, MARCH 28, 2018 – 6:30 P.M.
HOLIDAY PARK SOCIAL CENTER
1150 G. HAROLD MARTIN DR. FL 33304**

Cumulative Attendance

Board Members	Attendance	Present	Absent
Bill Schonlau	P	5	0
Bruce Quailey	P	5	0
Brucie Cummings	P	3	2
David Itskovich	A	3	2
Debby Eisinger	P	4	1
Dermot McQuarrie	P	4	1
James Jordan	P	3	2
Jo Ann Smith	A	3	2
Karen Polivka	P	5	0
Marianna Seiler	P	4	1
Marie Huntley (New)	P	2	0
Paul Davidson	P	5	0
Robert Payne	A	1	4
Roy Grimsland	P	4	1

Oct 2017 - Sept 2018

As of this date, there are 14 appointed members to the Board, which means 8 would constitute a quorum. It was noted that a quorum was met for the meeting.

Staff

Carl Williams, *Parks & Recreation Deputy Director*
 Chijioke Ezekwe, *CRA Project Manager*
 Donald Morris, *CRA Manager*
 Eric Thomas, *Rec. Programmer II*
 Leona Osamor, *Administrative Assistant*
 Lester Alexander, *Community Program Supervisor*
 Rodrigo Canaval – *Rec. Program Coordinator*
 Thomas Green, *CRA Senior Project Manager*

Public Attendees

John Burns
 John P. Wilkes

1. **Communications to the Commission**

Motion made by Marianna Seiler and seconded by Bill Schonlou to recommend the concept of further exploring the development on the property of DC Alexander Park. The board unanimously disagrees with the current ferris wheel concept. In a voice vote, the motion passed unanimously.

Motion made by Karen Polivka and seconded by Marianna Seiler to recommend that the City proceeds in not allowing the Gun Shows to be held at the War Memorial Auditorium. In the event that this is not feasible under legal grounds, we recommend the City to ensure that the event is not scheduled during any organized sporting activities. In a voice vote, the motion passed unanimously.

DRAFT
CITY OF FORT LAUDERDALE
SUSTAINABILITY ADVISORY BOARD
CITY HALL CONFERENCE ROOM
100 NORTH ANDREWS AVENUE – 8th Floor
FORT LAUDERDALE, FLORIDA 33301
March 26, 2018 - 6:15 PM

Cumulative Attendance					
1/2018 through 12/2018					
	Members	Appt By	Attendance	Present	Absent
1	Jason Liechty, Chair	IV	P	3	-
2	Lawrence Clark, Vice Chair	I	P	3	-
3	Carol Tamburry	III	P	3	-
4	Carolann Mazza	III	P	3	-
5	Douglas Meade	I	A	2	1
6	Elizabeth Adler	M	P	2	1
7	Enrique Vadiveloo	IV	A	2	1
8	Owen Cylke	C	A	2	1
9	Susan Wood	M	P	3	-

Staff Present

Public Works Sustainability Division
 Glen Hadwen, Sustainability Manager
 Ann Livingston, Principle Planner
 Aneisha Nicholas, Staff Liaison

Guest

Sofia Thordin

Call of Order/Roll Call

The meeting was called to order by Chair Liechty at 6:15 p.m. The roll was called and it was determined a quorum was present. Ms. Mazza arrived at 6:18 p.m.

Communication to the City Commission

The Sustainability Advisory Board (SAB) provides the following Communication to the City Commission:

TO: Mayor and Commissioners, City of Fort Lauderdale
FROM: Sustainability Advisory Board
DATE: March 26, 2018
RE: Sustainability Priorities

Congratulations on your election to the 2018-2021 City Commission. We, the members of the City's Sustainability Advisory Board (SAB), look forward to working with you. The SAB was created in 2010 to provide support to the Commission on sustainability issues from knowledgeable community members. Additional background information on the SAB, including short bios of the members, the ordinance language, and a summary of previous SAB communications to the Commission, is attached as an appendix.

To launch our relationship with the new Commission, we outline below matters of public concern that we have examined. We encourage you to seek our advice and counsel on these issues.

To that end, we cordially invite you to attend our next meeting, on Monday, April 23, 6:15 pm, in the Commission Conference Room.

Climate Change

Fort Lauderdale's vulnerability to climate change is due to numerous factors, most of which are related to its proximity to the coast. Most areas in the City have extremely low elevations, often less than 10 feet above sea level. This low elevation is compounded by the region's porous limestone substrate and unusual hydrology. In addition to these geological vulnerabilities, Fort Lauderdale is often subjected to flooding from extreme high tides, prolonged heavy rains, and storm surge from hurricanes and tropical storms. Providing proper water control in this changing environment is critical.

In addition, as the City seeks to cope with climate impacts, it is important that the City and its residents and businesses also lead efforts to reduce the carbon pollution which drives climate change.

We encourage the City Commission to keep concerns of resilience, climate change/sea level rise vulnerabilities, sustainability, and energy and water use in the public eye. In particular, the Commission should continue the City's already-significant efforts to plan for and address sea level rise and flooding issues and to accelerate recent initiatives to track and reduce energy and water use in City facilities. We also urge the Commission to develop programs for the City's residents and businesses to reduce energy and water consumption and encourage deployment of renewable energy systems. Without additional efforts to address energy and water—particularly as the City continues to grow—we will not meet the City's stated climate and sustainability goals.

Growth, Infrastructure, and Transportation

Fort Lauderdale, as the heart of a robust, high-growth metropolitan region, faces accelerated economic and population growth trends. The challenge, of course, is balancing these growth trends with communities' and neighborhoods' deeply-felt and sincere concerns about their implications for the City's quality of life, sustainability, and resilience. The SAB can contribute to

the discussion of these trends and tradeoffs based on our growing understanding of professional analyses, individual professional and objective experience, and exploration of how other cities of similar size and trends are addressing these trends and tradeoffs.

Three areas stand out for priority attention: energy and water use (discussed above), urban infrastructure (including water supply, stormwater, and sewage systems), and transportation. The latter two areas are especially important to the City's residents, as reflected in the top issues during the recent election.

There are many examples of cities with enlightened policies that effectively balance the competing demands of development, transportation, sustainability, quality of life, and cost. The SAB stands ready to research and identify these case studies and customize them for our City.

As we work together to solve the problems of today and prepare our City for the challenges of tomorrow, the SAB will be helpful to you by using our expertise to examine City issues through a sustainability lens. This perspective considers impacts outside of an individual project or program's immediate purview, is oriented to longer timescales, and connects to regional, statewide, national, and global systems.

SAB Roles 2018-2021

- 1) We will always welcome requests to investigate, discuss, and make recommendations on various issues assigned to the SAB by the Commission.
- 2) We have asked City Public Works - Sustainability Division staff to look ahead to issues which will be coming before the City Commission in order to allow the SAB time to learn about, discuss, and offer sustainability-related recommendations on those issues.
- 3) We may make recommendations on other issues brought to our attention by SAB members, advocates, residents, or based on best practices in other communities.

In addition, the Sustainability Division continues to pursue an update of the City's Sustainability Action Plan, and the SAB is ready to provide significant input and feedback.

Thank you for the opportunity to serve the City of Fort Lauderdale.

APPENDIX

Sustainability Advisory Board Members

The members of the SAB represent a wide variety of backgrounds, but we are united by the same desire: to see Fort Lauderdale continue to lead on sustainability and environmental issues in the region, state, and nation. We are:

- **Jason Liechty, Chair** - Senior Environmental Project Coordinator, Broward County Environmental Planning and Community Resilience Division.
- **Lawrence Clark, Vice Chair** - QCxP, GGP, LEED AP+ - Principal, Sustainable Performance Solutions, Fort Lauderdale-based engineering firm with practice focused on energy and sustainability consulting.
- **Elizabeth Adler** - Land use litigation Senior Counsel at Greenspoon Marder LLP
- **Owen Cylke** - Career professional in the areas of economic development and the environment; former Career Minister in the U.S. Foreign Service (USAID) and Senior Fellow at the World Wildlife Fund.
- **Carolann Mazza** - Family Attorney and Family Law Mediator at Carolann Mazza, P.A.
- **Douglas Meade** – Principal/Business Solutions Architect at BrandForces Consulting.
- **Carol Tamburly** – Conservationist, preservationist, and volunteer with degrees in Environmental Science Technology and Earth & Space Sciences with an emphasis in Geology.
- **Enrique Vadiveloo** - Senior Associate at Hazen and Sawyer, a consulting firm that focuses on all things water.
- **Susan Q Wood** - Owner/publisher of local Natural Awakenings magazine, environmentally-focused speaker and artist.
- **Two seats** are currently vacant.

Background on the SAB

The Sustainability Advisory Board was established by Ordinance (C-10-48) in December 2010 as the successor body to the Citizens Sustainability 'Green' Committee created earlier that year. The SAB consists of 11 members serving renewable one-year terms. The Mayor and Commissioners appoint two members each, and there is one consensus appointment. Five of the seats are meant to be filled by persons who meet specific criteria described in the Ordinance.

The “Purpose and Duties” of the SAB, as outlined in the establishing Ordinance, are:

1. *To act in an advisory capacity to the city commission with regards to environmental sustainability; and*
2. *To identify and recommend affordable strategies associated with conservation, renewable energy and energy efficiency; and*
3. *To research environmentally sound practices that will reduce greenhouse gas emissions, save money, energy and resources; and*
4. *To facilitate City residents' participation in creating an environmental strategic plan that will promote environmental sustainability within all areas of the community; and*
5. *To provide recommendations to the city commission on incentives for City residents, businesses, developers and organizations to practice environmental conservation and sustainable building practices; and*

6. *To provide recommendations to the city commission on the adoption, prioritization and implementation of initiatives, actions, policies, and public outreach and education programs to support and promote all aspects of sustainability; and*
7. *To research financial resources to offset costs such as grants and cost savings initiatives; and*
8. *To develop and recommend to the city commission outcome measures for sustainability programs and initiatives; and*
9. *To monitor the progress of approved initiatives and identify and address stumbling blocks to their implementation to ensure that sustainability benefits are achieved and strategic plans to achieve said benefits are implemented in a reasonable timeframe.*

Recent SAB Communications to the Commission

Since the fall of 2012, the SAB has sent 29 communications to the City Commission on a variety of topics, many of which have resulted in action by the City Commission, Mayor, or City staff. A sample of SAB communications which led to direct action by the City included:

- Expansion of the City's household hazardous waste collection events to include clothing, tires, and oils. Communication went before Commission on 2/17/2015.
- Approval by the City Commission of a pilot program to allow beach wrack (the organic material washed ashore by tidal) to remain undisturbed on a limited stretch of beach, in order to foster habitat and dune creation and provide an educational opportunity for residents and visitors. The program was later placed on hold. Communication went before Commission on 6/22/2015.
- Inclusion of edible plants as a sustainable strategy for City parks in the City's Parks System Master Plan. Communication went before Commission on 12/01/2015.
- Expansion of the Development Review Committee membership to include the Sustainability Manager. Communication went before Commission on 3/15/2016.
- Encouragement of stronger enforcement of the Sea Turtle Lighting Ordinance by the City, and, in a later communication, a statement of appreciation to the City Commission in response to an increase in the number of Code Enforcement personnel working proactively with affected buildings to achieve compliance. Communications went before Commission on 8/16/2016, 2/7/2017 and 2/21/2017.
- Upon request for input by the Commission, review of the City's efforts to incorporate alternative fuel vehicles in the City's fleet, commending Fleet Services for its actions to date and recommending an emphasis on electric vehicles. Communication went before Commission on 11/3/2015.
- Upon request for input by the Commission, review of an early 2016 version of the plans for the Bahia Mar redevelopment, opposing the plans in question and suggesting changes to improve the project's sustainability. Communication went before Commission on 4/19/2016.
- Recommendations to the Commission of a number of measures to reduce use of potable water for irrigation of the City's landscaped medians. As a result, the Parks and Recreation Department agreed to create a pilot project to explore the use drought-tolerant plants in medians. Department staff have met with the SAB several times to describe the projects and discuss the results, which were largely positive. As a result, the Department will continue to expand the use of drought-tolerant plants in medians, where appropriate. Communication went before Commission on 11/15/2016.
- Submission of sustainability-related priorities to the City Commission on several occasions for possible incorporation in the Commission's Annual Action Plan. Communications went before Commission on 3/15/2016 and 4/4/2017.

Motion

Motion made by Vice Chair Clark, seconded by Ms. Mazza to advance the above Communication to the City Commission. The motion passed unanimously.