



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

#20-0289

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: April 7, 2020

TITLE: Motion Authorizing the Addition of Three Classifications (Detention Officer, Detention Corporal and Digital Evidence Specialist) to the Teamsters Local 769 Collective Bargaining Agreement, and one Classification (Forensic Biology/DNA Specialist) to the Federation of Public Employees Collective Bargaining Agreement - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

It is recommended that the City Commission approve a motion authorizing the addition of three classifications to the Teamsters Local 769 Collective Bargaining Agreement and one classification to the Federation of Public Employees Collective Bargaining Agreement.

Background

ADD TWO CLASSIFICATIONS – TEAMSTERS LOCAL 769:

- *Class TM144, Detention Officer, Pay Grade TG07, (\$48,486.46 - \$75,187.63 annually)*
- *Class TM145 Detention Corporal, Pay Grade TG09, (\$59,767.76 - \$92,645.28 annually)*

In 2004, the City eliminated three detention positions: Detention Officer, Detention Lieutenant and Detention Commander due to the closing of the City jail. The Fort Lauderdale Police Department continued to receive, book, and transport detainees. As part of the budget process for Fiscal Year 2020, the City approved 15 detention positions, including 12 detention personnel and three supervisors, to meet minimum staffing requirements and to eliminate overtime expenses associated with sworn and reserve officers performing detention activities.

Employees in the Detention Officer classification will maintain order and provide care, custody and control of detainees held in the Police Department's Detention Facility.

Detention Officers will receive and book incoming detainees, conduct searches to detect concealed weapons and contraband, and transport detainees. Detention Corporals will handle the day-to-day coordination of the facility and provide administrative direction to Detention Officers on an assigned shift to ensure detention operations conform with applicable laws, rules and regulations.

Teamsters Local 769 has been notified of this motion to add the Detention Officer and Detention Corporal classifications to the Collective Bargaining Agreement.

ADD ONE CLASSIFICATION – TEAMSTERS LOCAL 769:

- *Class TM146, Digital Evidence Specialist, Pay Grade TG06 (\$43,696.64 - \$67,729.79 annually).*

In 2017, the Fort Lauderdale Police Department implemented its Body Worn Camera program to increase its ability to effectively enforce the law, obtain evidence for criminal prosecution, and document interactions with the public. If this classification is approved, the Digital Evidence Specialist will support the program by performing specialized, administrative and non-law enforcement functions. Work will include maintaining and issuing the body camera and associated equipment, receiving, managing and maintaining multiple forms of digital evidence in compliance with discovery laws, privacy laws, public records laws, and adopted policies and procedures of the Police Department.

Teamsters Local 769 has been notified of this motion to add the Digital Evidence Specialist classification to the Collective Bargaining Agreement.

CREATE ONE CLASSIFICATION – FEDERATION OF PUBLIC EMPLOYEES (PROFESSIONAL):

- *Class FP061, Forensic Biology/DNA Specialist, Pay Grade FP11 (\$73,633.04-\$114,136.46 annually), Management Category III*

In 2015, the City Commission approved a Memorandum of Understanding between the City of Fort Lauderdale and the Sheriff of Broward County, Florida for the City of Fort Lauderdale to have its own designated entry level Criminalist to perform Deoxyribonucleic Acid (DNA) analysis in the Broward Sheriff's Office (BSO) Crime Laboratory. If the classification of Forensic Biology/DNA Specialist is approved, the employee will perform advanced technical laboratory work preparing and analyzing chemical and evidentiary samples in complex criminal identification and investigations. The Forensic Biology/DNA Specialist will be assigned to the BSO Crime Laboratory and will apply specialized knowledge and advanced scientific work involving the examination of forensic evidence

and DNA analysis. This position requires the exercise of considerable initiative and independent judgment in conjunction with BSO accreditation standards, rules, regulations and procedures, and standards, rules, regulations and procedures applicable to the Fort Lauderdale Police Department.

The Federation of Public Employees has been notified of this motion to add Forensic Biology/DNA Specialist to the Collective Bargaining Agreement.

Resource Impact

There is no fiscal impact to add these new classifications as the action taken here is to create the classifications. Funding for these positions are included as part of the FY 2020 budget.

Strategic Connections

This item is a *Press Play Fort Lauderdale 2024 Strategic Plan*, specifically advancing:

- The Public Safety Focus Area
- Goal 6: Build a safe and well-prepared community
- Objective: Prevent and solve crime in all neighborhoods

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish and organizational cultural that fosters rewarding, professional careers

- The Internal Support Focus Area
- Goal 8: Build a leading government organization that manages all resources wisely and sustainably.
- Objective: Maintain financial integrity through sound budgeting practices, prudent fiscal management, cost effective operations, and long-term planning.

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

Prepared by: Janeen Richard, Employee Relations Manager

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