



Welcome to the city of Orlando, Florida

Employee Relations Manager / Chief Negotiator Position Available—Open Until Filled



Internationally recognized, Orlando is one of the world's most visited destinations. It is a vibrant, thriving City where creativity flourishes and excitement reigns. Here visions become reality. It is a diverse, inclusive City with opportunities for everyone. In 2009 Orlando was ranked as the fourth most popular American city according to a Pew Research Center study. Known as "The City Beautiful," U.S. News & World Report listed it among the "100 Best Places to Live in America" in 2016 and WalletHub ranked it just behind Las Vegas as the "Most Fun City in America." That, along with Orlando's flourishing economy, make it an excellent place for families to live, work and play.

Downtown Orlando is considered the "heart and soul" of Central Florida. A bustling center of commerce and industry, its fine restaurants, hotels, shopping, art galleries and entertainment make it a dynamic and vivid place. The local arts scene is thriving and ever-changing, offering vibrant entertainment and nightlife in the form of theater, clubs and numerous festivals.

Orlando's cultural scene offers opportunities that are second to none. From the Florida Film Festival to the Orlando Museum of Art and the Cornell Fine Arts Museum, amenities are world class.

The Dr. Phillips Center for the Performing Arts matches any cultural venue and hosts renowned national and international performers. The Amway Center offers concerts, the NBA's Orlando Magic and minor league ice hockey with the Orlando Solar Bears. Major league professional soccer can be found at the Orlando City Stadium where the Orlando City Lions (men's) and the Orlando Pride (women's) play their home games. The internationally known Universal Studios (including the "Wizarding World of Harry Potter") lies within the City's boundaries along with numerous passive and active recreational parks. Camping World Stadium, previously known as the Citrus Bowl, hosts a number of college and professional sporting events, including the Citrus Bowl, the Buffalo Wild Wings Bowl, the AutoNation Cure Bowl and most-recently, the NFL Pro Bowl. For the more scientifically minded, the Orlando Science Center engages visitors with interactive and informative exhibits. A wide variety of housing is available and ranges from small to palatial. Trulia lists the median home price for the area as \$214,000. Transportation options are excellent including a commuter rail system with a stop right next to city hall.

Primary and secondary education is provided by Orange County Public Schools. It is the 10th largest school district in the United States and offers a variety of educational opportunities. These include magnet programs in Aviation



and Aerospace, Engineering, Foreign Languages / Dual Languages, Visual and Performing Arts, International Baccalaureate, International Studies, Criminal Justice, Digital Media, Hospitality, Leadership, Photonics, Medical Sciences and Veterinary Animal Science. There are also several highly regarded private schools in the area. The City of Orlando's After-School All-Stars program has been recognized as a "model 21st Century Community Learning Center" by the Florida Department of Education.

Orlando is home to more than twenty-five higher education institutions, the most notable being the University of Central Florida (UCF), the UCF College of Medicine, the Florida A&M University College of Law, Valencia College, Seminole State College of Florida, Keiser University, and Le Cordon Bleu College of Culinary Arts. UCF is a public research university and the largest university in the United States, with students from all 50 states and more than 150 countries. Ranked as the 13th most innovative school by U.S. News & World Report, 42nd best value in public colleges by Kiplinger, and a "Best Southeastern College" by The Princeton Review, UCF clearly has much to offer prospective students.

Orlando is home to one of the nation's fastest growing life sciences and biotechnology industries. The long-established success of Orlando Health and Florida Hospital laid the groundwork for the addition of the Medical City at Lake Nona, which is now home to a number of prestigious tenants, including the Sanford-Burnham Medical Research Institute, the University of Central Florida College of Medicine, Nemours Children's Hospital, the Orlando VA Medical Center, the University of Florida Research and Academic Center and the Burnett School of Biomedical Sciences.

Just outside the City limits are SeaWorld and Walt Disney World. The latter draws an average of 52 million people a year and is the most visited vacation resort in the world.

An hour east lies the Atlantic beaches and Cape Canaveral. To the northeast are Daytona Beach, St. Augustine and Jacksonville. To the southwest lies Tampa and the beaches of the Gulf of Mexico.

The Orlando International Airport is the 41st busiest airport in the world and Orlando Sanford International Airport offers flights by low cost carriers to points within the United States, Mexico, the Caribbean and Europe. The City also enjoys convenient access to Port Canaveral, the third busiest cruise port in the world. A few hours further away are the first and second busiest—the Port of Miami and Port Everglades in Fort Lauderdale.

The City Beautiful lives up to its name as a lively, diverse, thriving city, offering incredible opportunities in entertainment, education, economy, and livelihood. The City is built on potential—from public art sculptures to Walt Disney's original dream—and on the opportunity to succeed and indeed, flourish.

COMMERCE

The most well-known element of Orlando's economy is the tourism industry. More than 68 million tourists visited the region in 2016, spending more than \$33 billion. The Orlando area features 5 of the world's 10 most visited theme parks in the world. The convention industry is another large factor in the region's economy—the Orange County Convention Center offers more than two million square feet of exhibition space and is now the second largest convention center in the United States. Plans are underway to add another 800,000 square feet by 2022. The result is that the City competes with Chicago and Las Vegas for hosting the most convention attendees in the country.

Orlando is also a vibrant business hub. More than 150 international companies, representing approximately 20 countries, have facilities in the area. Particularly

Table 1: Principal Employers, Orlando Metropolitan Region, FL

Employer	Industry	Employees
Walt Disney World	Leisure	74,000
Orange County Public Schools	Government	23,929
Universal Orlando Resort	Leisure	21,000
Florida Hospital (Adventist Health)	Healthcare	20,413
Publix Supermarket Inc.	Service	19,783
Orlando International Airport (MCO)	Transportation	18,000
Orlando Health	Healthcare	16,828
University of Central Florida	Education	11,883
Orange County Government	Government	10,392
Seminole County Public Schools	Government	7,687

Source: City of Orlando, FL 2016 CAFR

important is the hi-tech industry (accounting for \$13.4 billion annually). In fact, Orlando is nationally recognized for innovation in digital media, agricultural technology, aviation, aerospace and software design.

Orlando itself has a number of significant development projects that have been recently completed or are well underway. Probably the most notable is in Lake Nona. This 7,000 acre mixed-use, planned community lies within the City limits, just southeast of the Orlando International Airport. It is home to Lake Nona Golf & Country Club, the multi-facility Orlando Medical Center at Lake Nona and an array of retail centers, recreational facilities and residential options.

THE GOVERNMENT

The City of Orlando has a strong mayor/commission form of government, with a mayor (who serves as the city's chief executive officer) and a legislative branch of six commission districts. Mayor Buddy Dyer has served as Mayor of Orlando since 2003.

Reporting directly to the Mayor are the Chief Administrative Office (CAO), the Chief Financial Officer, the City Attorney and the Chief of Staff. Under the CAO fall seven City departments: Economic Development; Families, Parks and Recreation; Fire/EMS, Housing and Community Development; Police; Public Works, and Transportation. The City's total budget for FY 2016/17 is \$1.17 billion and it has approximately 3,300 employees.

The work environment is collaborative and the government is recognized as progressive and proactive. It runs like a business and is a place where excellence not only matters but is achieved. The pace is fast moving with a highly professional staff. Mayor Dyer was named the Public Official of the Year (2012) and served on President Obama's Advisory Council for Trade and Policy Negotiations in 2010. Among the City's many recognitions are the Certificate of Achievement for Excellence in Financial Reporting (received every year since 1978), the Award of Excellence in Public Procurement (2016), the Climate Protection Award (2011) and a variety of awards for economic development. Orlando's Fire Department is one of only 15 departments in America to have both International Accreditation and an ISO 1 Classification. A complete list would be too long to include herein.

Approximately 90% of the employees are unionized and belong to one of five unions and nine bargaining units. These are: the Service Employees International Union (professional, supervisory, and white collar units), the Laborers International Union of North America, the



Fraternal Order of Police-Orlando Lodge #25 (Main), the Fraternal Order of Police-Florida State Lodge (Lieutenants) and the International Association of Firefighters (Main, District Chief and Communications units).

THE EMPLOYEE RELATIONS MANAGER/ CHIEF NEGOTIATOR'S ROLE

The Employee Relations Manager/Chief Negotiator is a key member of the City's senior management team and leads in negotiating and implementing the City's nine collective bargaining agreements.



To do so, he/she (1) performs complex calculations analyzing pay and benefits alternatives to recommend negotiation strategies (with assistance from the Finance and Budget Office), (2) works closely with management and the unions to interpret agreements with respect to disciplinary matters and grievances, and (3) oversees investigations in matters such as workplace violence, alleged discrimination, and sexual harassment. The manager is involved in advising and resolving other non-union employee relations matters.

The individual has a high level of autonomy and responsibility. He/she oversees the work of an Employee Relations Specialist and a paraprofessional.

THE CHALLENGES AND OPPORTUNITIES

The City of Orlando faces all the typical challenges major cities face, the primary one

being limited resources in the face of rising costs and ever-increasing requests for services. In terms of the Employee Relations Manager/ Chief Negotiator, the initial challenges will be: (1) establishing a good working relationship with the city's managers and unions, and (2) ensuring contracts are administered fairly and that discipline, when warranted, is applied consistently and properly documented.

Union contracts last three years and all run from October 2016 to 2019. Negotiations have been completed for seven of the nine bargaining units for the current three-year period. Negotiations continue for the other two.

THE IDEAL CANDIDATE

Orlando is seeking a seasoned employee relations manager and negotiator to work with its mayor and managers as a partner and a trusted advisor. The environment is fast paced and expectations are high. The individual will be an outstanding communicator and be able to relate complex concepts in terms that are easily understood by everyone. He/she will have an opinion and share it. Vigorous discussions are valued here.

The ideal candidate will be intelligent, organized, positive, high energy and self-confident. Creating consensus is the primary goal. To do so, the individual will exhibit creativity, patience, diplomacy, outstanding interpersonal skills and perseverance.

He/she will have a "can do" attitude and believe in fairness and transparency. The manager

will understand data and its implications (both financial and non-financial) on proposals and actions.

The manager will strive for excellence and believe strongly in providing outstanding customer service to managers, employees and union representatives. Being a mentor and supportive of staff will be important. He/she will be a problem solver and meet deadlines

A Bachelor's Degree in Business Administration, Public Administration, Labor Relations or a closely related field from an accredited college or university is required as is five years of progressively responsible experience in labor relations and in negotiating complex labor contracts, preferably in the public sector. Working knowledge and experience in labor law and the processes and practices related to collective bargaining is necessary. The ideal candidate will be highly proficient in Excel and in data evaluation and analysis.



Recognizing the challenges of finding the ideal candidate, the City will consider candidates with significant government experience in a leadership position such as Assistant City Managers, City Managers, Financial Director with Human Resources experience, and other such positions.

The City is looking for someone who will see the Employee Relations Manager / Chief Negotiator position as the wonderful opportunity it is and make a commitment to the City's future. As such, it is hoped the selected individual will stay at least seven and preferably ten years.

COMPENSATION

The salary range is \$79,768 to \$129,542. The salary will depend on qualifications and experience. Benefits are excellent and include medical, dental, life insurance, leave accrual, and a generous pension plan.

RESIDENCY

Residency within the City limits is not required.

HOW TO APPLY

By November 17th, e-mail your resume and letter of interest to the firm at Recruit49@cb-asso.com. Faxed and mailed resumes will not be considered. Questions should be directed to Rick Conner at (915) 227-7002 or Colin Baenziger at (561) 707-3537.

INTERNAL CANDIDATES

There are no known internal candidates.

CONFIDENTIALITY

Under the Florida Public Records Act, all applicant materials are subject to disclosure upon receipt. As a practical matter, we do not expect any media coverage of the recruitment.

THE PROCESS

Applicants will be screened between November 18th and December 19th. Finalists will be selected on January 3rd. Interviews will be held on January 17th with a selection shortly thereafter.

OTHER IMPORTANT INFORMATION

The City of Orlando is an Equal Opportunity Employer and encourages women, minorities and veterans to apply. A veteran's preference will be awarded per Florida law.

ADDITIONAL INFORMATION

For additional information about the City visit:

<http://www.cityoforlando.net/>