MEMORANDUM

Agenda Item No. 14(A)(1)

TO:	Honorable Chairman Jean Monestime and Members, Board of County Commissioners	**DATE:**	May 17, 2016
FROM:	Abigail Price-Williams County Attorney	**SUBJECT:**	Resolution waiving by two-thirds vote of the members present the requirements of Implementing Order 7-44 and authorizing the hiring of Mr. Thomas Gross as the Radio Communication Services Division Director

The accompanying resolution was prepared by the Information Technology Department and placed on the agenda at the request of Prime Sponsor Commissioner Jose "Pepe" Diaz.

Abigail Price-Williams
County Attorney

APW/cp

Memorandum

MIAMI-DADE COUNTY

Date: May 17, 2016

To: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor

Subject: Recommendation to Waive by a Two-Thirds Vote of the Members Present the Requirements of Implementing Order 7-44 and Authorize the Hiring of the Information Technology Radio Communication Services Division Director

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Recommendation

It is recommended that the Board of County Commissioners (Board) waive, by a two-thirds vote of the members present, Implementing Order 7-44 to authorize the hiring of Mr. Thomas Gross into the position of Radio Communication Services Division Director in the Information Technology Department. Mr. Gross retired from the Miami-Dade Police Department in 2011 and, if hired as the Division Director in the Information Technology Department, he will be tasked with overseeing the Radio Communication Services Division (Division), which is responsible for maintenance and support of the public safety P25 radio system and maintaining relationships with over 95 local, State, and federal law enforcement and government agencies. The Radio Communication Services Division also works closely with the 911 Emergency Communications Center.

More specifically, the Radio Communications Services Division provides local and regional public safety first responders and County departments with efficient, reliable, and secured radio communications services and solutions. The Division is responsible for developing the strategic direction of the 700/800 MHz radio communication systems, providing twenty four hour support of the radio infrastructure, coordinating communications talk-groups, and managing interoperability plans for the Southeast Florida region. The Division also provides repair and installation services of vehicle emergency lighting and mobile communications equipment, radio engineering and design services.

Implementing Order 7-44 states that retirees of the County who seek re-employment with Miami-Dade County shall start at the applicable entry-level salary if rehired. When necessary to attract and hire qualified applicants for a particular County classification, such as the need to fill highly technical positions, the Mayor may seek Board approval to grant exceptions to this policy in advance of hiring for the particular classification or classifications in question. It is therefore recommended that the Board waive Implementing Order 7-44, as further explained in the background section below.

Scope

The position would be responsible for activities that are countywide in nature.

Fiscal Impact/Funding Source

This position is funded from customer revenue. Revenue funds are derived from local and regional public safety first responders, and County agencies, municipalities, state and federal agencies who utilize County radio communication services.

Monitoring/Track Record

Approval of this item does not require the monitoring of an interlocal agreement or grant with any outside entity. Mr. Gross will be hired as the Director of the Radio Communication Services Division within the Information Technology Department.

Background

The Information Technology Department advertised the position as open competitive and interviewed candidates to fill the Radio Communication Services Division Director position. From the list of applicants, seven (7) were selected for interviews. After reviewing the candidates' qualifications in a structured interview setting, Mr. Gross was ranked the highest by all panelists. In this position, Mr. Gross will be responsible for planning and directing the activities of an operational division composed of professionals, technicians, and trades personnel who install, operate, maintain, troubleshoot, test, and repair the County's 700/800 MHz land mobile radio (LMR) digital P25 radio communications IP-based system.

Mr. Gross retired from Miami-Dade County in 2011, having served most recently as a Police Major for the Miami-Dade Police Department's (MDPD) Communications Bureau. He possesses nearly 20 years of management experience in varying capacities within MDPD. In managing the Communication's Bureau, Mr. Gross was responsible for the command and control of 282 civilian, sworn, and technical personnel, overseeing both voice and data mission-critical infrastructure and technology solutions. Mr. Gross served as the 911 Coordinator for Miami-Dade County with local oversight for six (6) municipal Public Safety Answering Points, while adhering to reporting and compliance requirements from the State of Florida E911 Board and state-wide 911 Coordinator.

During his tenure, Mr. Gross developed and implemented the Integrated Command and Control Facility; successfully secured State E911 and federal PSIC grant funding to enhance interoperability and service delivery capabilities; and coordinated the development and implementation of the County's Interoperability Plan. Mr. Gross also directed the design, construction, and implementation of a fully redundant 911 back-up communications facility for Miami-Dade County and managed the implementation of the Motorola Computer Aided Dispatch System. Mr. Gross supervised the replacement of the core telecommunications infrastructure and the implementation of a new 911 telephone switch, which increased caller capacity and reduced call answer rates. Throughout his tenure managing the Communication's Bureau, he worked cooperatively with the Information Technology Department's Radio Services Division, most notably during the transition to the digital P25 radio system.

Mr. Gross currently works for Motorola Solutions, Inc. as the Director of Command Center Solutions, where he is responsible for strategic input concerning public safety workflows and performance metrics, assisting in the development of corporate strategies for North America. He collaborates with development teams to bring new public safety solutions into the market to enhance the effectiveness of public safety. Mr. Gross also served as a consultant on Intelligent LED Public Safety Solutions for North America. He possesses the business acumen, and technical and project management experience this position requires.

Attachment

Edward Marquez
Deputy Mayor

MEMORANDUM

(Revised)

TO: Honorable Chairman Jean Monestime and Members, Board of County Commissioners

DATE: May 17, 2016

FROM: Abigail Price-Williams, County Attorney

SUBJECT: Agenda Item No. 14(A)(1)

Please note any items checked.

_____	**"3-Day Rule" for committees applicable if raised**
_____	**6 weeks required between first reading and public hearing**
_____	**4 weeks notification to municipal officials required prior to public hearing**
_____	**Decreases revenues or increases expenditures without balancing budget**
_____	**Budget required**
_____	**Statement of fiscal impact required**
_____	**Statement of social equity required**
_____	**Ordinance creating a new board requires detailed County Mayor's report for public hearing**
_____	**No committee review**
✓ _____	**Applicable legislation requires more than a majority vote (i.e., 2/3's ✓, 3/5's ____, unanimous _____) to approve**
_____	**Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required**

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 14(A)(1)
5-17-16

RESOLUTION NO. _____

RESOLUTION WAIVING BY TWO-THRIDS VOTE OF THE MEMBERS PRESENT THE REQUIREMENTS OF IMPLEMENTING ORDER 7-44 AND AUTHORIZE THE HIRING OF MR. THOMAS GROSS AS THE RADIO COMMUNICATION SERVICES DIVISION DIRECTOR

WHEREAS, Implementing Order 7-44 states that retirees of the Miami-Dade County who seek re-employment with the County shall be subject to the County's regular hiring process, including job applications, testing and interviews where applicable and if hired shall start at the applicable entry-level salary; and

WHEREAS, when necessary to attract and hire qualified applicants for a particular County classification, the Mayor may seek Board approval to grant exceptions to this policy in advance of hiring for the particular classification; and

WHEREAS, such exceptions require approval by a two-thirds vote of the Board members present; and

WHEREAS, the Information Technology Department has advertised and interviewed candidates to fill the Radio Communication Services Division Director position. After reviewing the candidates' qualifications in a structured interview setting, Mr. Thomas Gross was ranked the highest by all panelists; and

WHEREAS, Mr. Gross retired from the Miami-Dade Police Department in 2011 and, if hired as the Division Director in the Information Technology Department, he will be tasked with overseeing the Radio Communication Services Division, that is responsible for the maintenance and support of the public safety P25 radio system and maintaining relationships with over 95

local, State, and federal law enforcement and government agencies; the Division also works closely with the 911 Emergency Communications Center; and

WHEREAS, as a result of the unanimous ranking of Mr. Gross by the interview panel and his lengthy management experience with the Miami-Dade Police Department, the Mayor has determined that it is in the best interest of the County to waive the requirements of Implementing Order 7-44 to enable the County to hire Mr. Gross for this important public safety position; and

WHEREAS, consistent with this determination, the Mayor recommends that the Board waive the requirements of Implementing Order 7-44 for the purpose of hiring Mr. Gross as the Radio Communications Services Division Director,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that the requirements of Implementing Order 7-44 are waived by a two-thirds vote of the Board members present for the purpose of hiring Mr. Thomas Gross as the Radio Communication Services Division Director.

The foregoing resolution was offered by Commissioner , who moved its adoption. The motion was seconded by Commissioner and upon being put to a vote, the vote was as follows:

Jean Monestime, Chairman
Esteban L. Bovo, Jr., Vice Chairman

Bruno A. Barreiro	Daniella Levine Cava
Jose "Pepe" Diaz	Audrey M. Edmonson
Sally A. Heyman	Barbara J. Jordan
Dennis C. Moss	Rebeca Sosa
Sen. Javier D. Souto	Xavier L. Suarez
Juan C. Zapata	

The Chairperson thereupon declared the resolution duly passed and adopted this 17th day of May, 2016. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this Resolution and the filing of this approval with the Clerk of the Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By:_____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Oren Rosenthal

THOMAS D. GROSS

"information redacted pursuant to chapter 119..."

OBJECTIVE

To achieve the position of Division Director for the Information Technology Department

PERSONAL QUALITIES

Management professional with a proven record of innovative and organizational accomplishments possessing a strong conviction of personal accountability with a hands-on management approach capable of achieving organizational goals. Established track record of overseeing projects from conception to successful implementation, while utilizing all resources for maximum efficiency and effectiveness in the delivery of service within established timelines and fiscal limitations.

INDUSTRY EXPERIENCE

MOTOROLA SOLUTIONS INC. Schaumburg, Illinois

Director, Command Center Solutions — July 2011 – Present

Responsible for strategic input concerning public safety workflows and performance metrics to assist in the development of corporate strategies for North America. Collaborated with product development teams to bring new public safety solutions into the market place to enhance the effectiveness and efficiency of public safety agencies. Served as an internal consultant on Intelligent Led Public Safety Solutions for North America as well as liaison to various law enforcement professional organizations.

GOVERNMENT EXPERIENCE

MIAMI-DADE POLICE DEPARTMENT Miami, Florida

Police Major, Communications Bureau — August 2004 – June 2011

Responsible for the command and control of a major organizational element consisting of 282 civilian, sworn and technical personnel, overseeing both voice and data mission critical infrastructure, and solutions in technology roadmap. Served as the 911 Coordinator for Miami-Dade County with local oversight responsibilities for six municipal Public Safety Answering Points along with reporting and compliance requirements to the State of Florida E911 Board and statewide 911 Coordinator.

Police Captain, Miami-Police Department — November 2002 – August 2004

Managed and directed uniform patrol, investigative and support personnel to ensure effective delivery of police services. Monitored productivity indicators and utilized available resources to ensure compliance with established goals and objectives.

Police Lieutenant, Miami-Dade Police Department — January 1997 – November 2002

Managed, directed, and evaluated assigned sworn, support and clerical staff. Rendered final approval on criminal investigations conducted by assigned personnel. Served as liaison with other law enforcement agencies. Developed and implemented the Sexual Crimes Clearing House.

Police Sergeant, Miami-Dade Police Department — July 1992 – January 1997

Supervised, directed and evaluated an operational squad conducting long-term criminal investigations relating to motor vehicle theft and insurance fraud. Coordinated the development and implementation of the Stolen Vehicle Exportation Project at the Port of Miami, while serving as an active member on the National Insurance Crime Bureau's North American Export Committee.

Police Officer, Miami-Dade Police Department — January 1983 – July 1992

THOMAS D. GROSS

"information redacted pursuant to chapter 119..."

CAREER HIGHLIGHTS

Industry Patent Motorola Solutions US CM16384 – Method of and System for Conducting Mobile video/Audio Surveillance In Compliance with Privacy Rights

Developed and implemented Integrated Command and Control Facility (Lightspeed Project)

Secured State E911 and Federal PSIC grant funding to enhance interoperability and service delivery capabilities.

Coordinated the development and implementation of the Miami-Dade Interoperability Plan.

Directed the design, construction and implementation of a fully redundant 911 back-up communications facility for Miami-Dade County.

Managed the implementation of the Motorola Computer Aided Dispatch System.

Supervised the replacement of the core telecommunications infrastructure and the implementation of a new 911 telephone switch increasing caller capacity and reducing call answer rates.

Coordinated the technical response to the 2002 Florida Gubernatorial Election.

Developed and implemented the Sexual Crimes Clearinghouse and the Port of Miami Interdiction Program.

EDUCATION

INDIANA UNIVERSITY OF PENNSYLVANIA — Indiana, Pennsylvania
Bachelor of Arts Degree in Political Science — May 1981
Associate of Arts Degree in Criminology — May 1979

MIAMI-DADE POLICE DEPARTMENT
First Line Supervision
Middle Management
Executive Development Institute
Numerous Departmental Courses

FEDERAL BUREAU OF INVESTIGATION — Quantico, Virginia
National Academy 229th Session — April 2007

SPECIAL RECOGNITION

MIAMI-DADE COUNTY
County Manager's Award – Special Recognition Increase

MIAMI-DADE POLICE DEPARTMENT
Employee Excellence Award (5)
Certificate of Commendation (2)
Letters of Commendation (71)