FSU FACILITIES REALIGNMENT

We can’t worry how we get back to what we did in 2019. We must envision what we need to do in 2029.

OUR GOAL:

To be the leading Higher Education Facilities Team in the Nation
FSU FACILITIES REALIGNMENT

KEY CAMPUS PRINCIPLES/GUARDRAILS

• FSU Facilities will be nimble, innovative and strategic.
• FSU Facilities will effectively, creatively use all resources - fiscal, facilities, materials and personnel.
• FSU Facilities will remove silos and barriers - both with our Campus partners and our team.
• FSU Facilities will explore Campus Partnerships and Efficiencies in Procedures, Policies, Protocols and All aspects of Maintaining and Enhancing

• FSU Facilities will be more transparent, communicative and collaborative - both with our Campus partners and our team.
• FSU Facilities will be the leader in best practices and effective innovation.
• FSU Facilities will more fully support our Campus’s Mission.

OUR GOAL: TO BE THE NATIONAL LEADING HIGHER ED FACILITIES TEAM
FSU FACILITIES REALIGNMENT

KEY DEPARTMENT PRINCIPLES/GUARDRAILS

• FSU will support, enhance, mentor and celebrate all aspects of our team.
• FSU Facilities will work much more forcefully and intentionally to increase Equity, Diversity and Inclusion at all Levels, in all Initiatives and in all aspects of our Team.

• Reorganization will not result in any satisfactory performing current Facilities Employee losing their job.
• Reorganization will not result in any salary reductions for satisfactory performing current Facilities Employees.

OUR GOAL: TO BE THE NATIONAL LEADING HIGHER ED FACILITIES TEAM
FSU FACILITIES REALIGNMENT

KEY OVERALL INITIATIVES

• Align resources to Better Serve Campus Partners
  o Continue/Expand Student Affairs Blending Initiative
  o Customer Aligned Zones in Maintenance, Building Services (vs. Current Geographic Based non-aligned Zones)

• Targeted Teams on Campus Priorities.
  o Facilities Healthy Safe Building Team- collaboration between Maintenance, Building Services, EHS
  o Rapid Response Team- increased response particularly nights, weekends
  o STAR- Special Team to Assist Research Team
  o Facilities Building Envelope Team
  o Facilities Preventative Maintenance Team
  o Facilities Sustainability Implementation group – for better integration of sustainability goals and tracking across the department

• Targeted Teams and Resources to Maximize Impact/Reduce Costs.
  o Revise and Streamline Warehouse Operations – Blending Student Affairs and Facilities Operations
  o Painting collaboration between Maintenance and Housing, Expanded In House Painting Crew
  o Facilities Condition Audits Conducted In House
  o Examine Moving Outsourced Services In House, Consolidating/Rebidding Contracts

• Eliminate Silos and Increase Department Collaboration/Efficiencies.
  o Spearmart/AIM Integration
  o Facilities Move/Set Up Team- Collaboration between Building Services, Grounds/Landscape and Student Affairs
  o Campus Hardscape collaboration/integration between Maintenance, Design and Grounds/Landscape Services
  o Significantly expanded JOC Program in Maintenance, Design and Grounds/Landscape Services
  o Facilities IT and ITS Blending
FSU FACILITIES REALIGNMENT

KEY OVERALL INITIATIVES

• Expand Partnerships- with both Campus and Industry Partners
  o Capital Accounting aligning/collaborating with FSU Finance
  o Facilities IT Blending/collaborating with ITS
  o Examine Increased Collaboration with other FSU Facilities Teams

• Increase Training- both with our Campus Partners and our team.
  o Add Facilities Training Coordinator/Team
  o Develop Facilities Strategic Training Plan
    o Increased OSHA Training, Increased Career Development Training
    o Expanded Cross Training and Succession Planning/Training
    o Career Pathways for Facilities Maintenance/Apprenticeships (with UF, UCF)

• Increase Communications- both with our Campus Partners and our team.
  o Add Communications Coordinator/Team
  o Increased use of Social Media, Traditional Media to “Tell Our Story”
  o Examine Enhanced Capability and Usage of Mobile Devices and other Communication Tools
FSU FACILITIES REALIGNMENT

FACILITIES WIDE

• Facilities wide Initiatives
  o Work to Insure Increased Equity, Diversity and Inclusion in Facilities
  o Work with HR to Recruit, Interview and Hire for all the Facilities Positions to be filled

  o Develop Comprehensive Facilities wide Training Strategic Plan
  o Develop Comprehensive Facilities wide Communication Plan
  o Streamline Approval and Procurement Processes
  o Implement Spearmart/AIM integration
  o Revision Facilities Warehousing Functions

  o Continue Blending Initiatives with Student Affairs and Others
  o Examine Increased Collaboration with other FSU Facilities Teams

• Facilities Wide Team

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<td>Staff to Be Added*</td>
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*Additional Position is the Facilities Communication Coordinator
FSU FACILITIES REALIGNMENT

BUILDING SERVICES

• Building Services Initiatives
  o Continue Blending Initiative with Student Affairs
  o Expanded Special Event/Set Up Team- Blended with Student Affairs, Grounds
  o Rapid Response Team- with Maintenance, Grounds/Landscape Services
    o Increased Response on Nights, Weekends
  o Healthy Safe Building Team- to Focus on Campus’s Current Main Concern and Demand
    o Joint team with EHS, Building Services, Design, Grounds/Landscape Services
  o Implement Certified Green Clean Program
  o Continue Community Waste Program and Enhanced Cleaning of “High Touch” Areas

• Building Services Team

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*Note: The number of Auxiliary Staff may change as we complete the Blending Initiative and as the new Union Opens
FSU FACILITIES REALIGNMENT

GROUND/LANDSCAPE SERVICES

• Grounds/Landscape Initiatives
  o Healthy Safe Building Team- joint team with EHS, Maintenance, Design, Building Services
  o Expanded Special Event/Set Up Team- Blended with Student Affairs
  o Rapid Response Team- with Maintenance, Building Services
  o Exterior Hardscape Team- consolidated from Maintenance
  o Examine how to best structure Surplus, Solid Waste and Recycling Operations

• Grounds/Landscape Services Team

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Note: The number of Auxiliary Staff may change as as the new Union Opens and as we work with Athletics on a permanent solution to maintain grounds surrounding Athletic Venues.
SUSTAINABILITY

• Sustainability Initiatives
  o Integrate and Expand Sustainability throughout all Facilities Initiatives and Projects in concert with all Facilities areas
  o Sustainability planning – climate action, waste minimization, resource stewardship, education for sustainability
  o Sustainability metrics/impact indicators & reporting
  o Assist Building Services to Implement Certified Green Clean Program
  o Continue Community Waste Program with Building Services
  o With Grounds/Landscape Examine how to best structure Surplus, Solid Waste and Recycling Operations

• Sustainability Team

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FSU FACILITIES REALIGNMENT
MAINTENANCE, UTILITIES AND ENGINEERING SERVICES

• Maintenance, Utilities and Engineering Services Initiatives
  • Continue Blending Initiative
    • Blend Student Affairs and Facilities Key Shops

• Zones
  o Continue Blending Initiative with Student Affairs
  o Transition to Customer Based Zones (from Geographic Zones)
    o Student Affairs First Customer Based Zone
    o Other Prospective Zones: Research, Arts and Sciences, Athletics
  o Zone Staffing will Occur First with 12 Members/Zone
  o Preventative Maintenance Zone- Team to Complete 90% of Maintenance PMs

• Maintenance Teams
  o Healthy Safe Building Team- to Focus on Campus’s Current Main Concern and Demand
    o Joint team with EHS, Building Services, Design, Grounds/Landscape Services
  o Building Envelope Team-
    o Joint team with Design to inspect and provide preventative and repair services to Roofs, Windows, Caulking
    o Reduce Roof and Envelope Deferred Maintenance so can Shift to Other Critical Maintenance Needs
  o Recommissioning Team- To Optimize Building System Performance, Occupant Comfort and Save Energy
FSU FACILITIES REALIGNMENT

MAINTENANCE, UTILITIES AND ENGINEERING SERVICES

• Maintenance Teams
  o Rapid Response Team- with Building Services, Grounds/Landscape Services
  o STAR+ Team (Special Team to Assist Research)- joint team with EHS and Design
  o Facilities Condition Audit Team- Targeted In House Team
    o Transitioning from Expensive Outsourced Building Audit
  o Rapid Refresh Team- Joint Team with expanded Painting and Renovation Capabilities
    o In House Team More Cost Effective than Continued Outside Contractors

  o Utilities
    o Expanded Central Utilities Plant Team- to explore alternate work schedules and coverage

• Maintenance, Utilities and Engineering Services Team

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*Note: The number of Auxiliary Staff may change as we complete the Blending Initiative and as the new Union Opens
FSU FACILITIES REALIGNMENT

FINANCE

• Finance Initiatives
  o Continue Blending Initiative including New Contracts, Policies and Procedures
  o Implement Spearmart/AIM integration including Adding the M&S Team
  o Provide P-Card Support to Operations Teams
  o Move to Functional Support Model versus Departmental Unit Support Model
  o Implement Expanded Financial Processes for Billing, Reporting and Rate Analysis
  o Streamline Approval and Procurement Processes
  o Work with all Facilities Departments to Revision Facilities Warehousing Functions
  o Work with all Facilities Departments and FSU Finance to Revision Capital Accounting

• Finance Team

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AVP for Facilities

Director, Finance

Revenue Team

Payables Team

Capital Projects Finance Team

Materials & Supplies Team

Accounts Payable Team

Warehouse
FSU FACILITIES REALIGNMENT

DESIGN

• Design Initiatives
  o Healthy Safe Building Team- joint team with EHS, Maintenance, Design, Building Services
  o Building Envelope Team- joint team with Maintenance to inspect Building Exteriors including Roofs, Windows, Caulking
  o STAR+ Team (Special Team to Assist Research)- joint team with EHS and Maintenance
  o Align with new Customer Based Maintenance Zones
  o Expanded JOC Program- with Maintenance and Grounds/Landscape Services
  o Expand Cost Estimating Capabilities
  o Streamline and Consolidate Project Procedures
  o Work with Facilities Finance and FSU Finance to Revision Capital Accounting

• Design Team

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FSU FACILITIES REALIGNMENT

FACILITIES IT

• Facilities IT Initiatives
  o Continue Blending Initiative with Student Affairs
  o Implement Spearmart/AIM integration with Finance
  o Facilities IT and ITS Blending and Collaboration
  o Work with Facilities Communication Coordinator on Enhanced Website, Social Media and other Outreach tools

• Facilities IT Team

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ENVIRONMENTAL HEALTH AND SAFETY

• EHS Initiatives
  o Healthy Safe Building Team- joint team with EHS, Maintenance, Design, Building Services
  o STAR+ Team (Special Team to Assist Research)- joint team with Maintenance and Design
  o Develop a Comprehensive Training Strategic Plan working with all Facilities Departments
  o New Initiatives will be Developed with the New Director

• EH&S Team

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* Includes Director of EHS and Facilities Training Coordinator
FSU FACILITIES REALIGNMENT

PLANNING

- Planning Initiatives
  - Develop/Refine Landscaping and Wayfinding/Signage Masterplans with Maintenance, Design, Grounds/Landscape Services
  - Develop Utilities, Infrastructure and IT Masterplans with Design, Maintenance, Utilities and ITS
  - Develop Capital Renewal/Deferred Maintenance Masterplans with Design, Maintenance and Utilities
  - Develop Transportation and Parking Masterplan with Parking, Design
  - Develop a FSU Housing Masterplan including Capital Renewal and Deferred Maintenance with Student Affairs, Design, Maintenance
    - Examine Options and Masterplanning for Replacement Residence Halls
  - Expand BIM Capabilities and Integrate with other areas of Facilities
  - New Initiatives will be Developed with the New Director

- Planning Team

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*Includes Director of Planning
FSU FACILITIES REALIGNMENT

FACILITIES HR

• Facilities HR Initiatives
  o Continue Blending Initiatives with Student Affairs and Others
  o Work with all Facilities Departments to Recruit, Interview and Hire all the Positions to be filled within Facilities
  o Assist in Facilities Career Development Discussions for all Existing Facilities Employees applying for Facilities Positions
  o Continue expanding Facilities Orientation, On Boarding and Mentoring
  o Work to Insure Increased Equity, Diversity and Inclusion in Facilities

• Facilities HR Team

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FSU FACILITIES REORGANIZATION

• Initiatives to be Completed/Developed:
  o Continue Blending Initiative Implementation
  o Spearmart/AIM Implementation
  o Expand JOC/CM Program
  o Improve Cost Estimating Capabilities

• Areas to Study for Future Recommendations:
  o Facilities IT and ITS Blending and Collaboration
  o Capital Accounting Blending and Collaboration
    o Streamline and Improve Project Approvals and Processes
  o Facilities Warehouse Strategy and ITN
  o Administrative Support Team, Functions and Career Paths
  o Business Processes/Streamlining
  o Training Strategy Masterplan for Enhanced Department wide Training
  o Facilities Apprenticeship Program
  o Facilities Succession /Facilities Next Generation Planning

• NOTES:
  o Some staffing may be Re-evaluated, Enhanced and/or Reclassified as Reorganization Details are Developed
  o Staffing required and potential changes resulting from the Blended Initiative still being Studied
  o Additional Staffing may be recommended for major new buildings and areas as they come online (EX: Student Union)
We can build what we want to be in 2029.
We can be the Nation’s Leading Facilities Team.