



## Memorandum

**Memorandum No: 25-108**

**TO:** Honorable Mayor and Members of the Fort Lauderdale City Commission

**FROM:** Rickelle Williams, City Manager *RW*

**DATE:** July 7, 2025

**SUBJECT: Appointment of Public Works Director**

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I am pleased to announce the appointment of Bradford Kaine as Fort Lauderdale's Public Works Director effective Monday, July 21, 2025.

As you may recall, the Public Works Director position became vacant in February 2025. Since then, the Public Works Department has been led by Talal-Abi Karam (Abi) in the capacity of Acting Public Works Director. I am grateful for Abi's effective leadership during this time and anticipate his continued service within the department.

The Public Works Director position was advertised through the City's Human Resources Department on Monday, May 5, 2025 and closed Wednesday, May 30, 2025. The advertisement was also promoted via industry organizations and websites such as the International City/County Management Association (ICMA), Florida League of Cities, and the American Water Works Association (AWWA) in addition to LinkedIn, Indeed, and Government Jobs. As noted in Memorandum No. 25-103 dated July 1, 2025, the recruitment yielded 58 applicants with seven (7) applicants advanced for interviews. Candidates were initially interviewed by a panel consisting of senior staff members Anthony Fajardo, Susan Grant, Ben Rogers, and external industry professionals Aneisha Daniel, PhD, Miami-Dade County Director of Solid Waste Management, and Victor Ortiz, P.E., Construction & Capital Infrastructure Development, Federal Reserve. After further review, Bradford Kaine emerged as the top candidate and was ultimately selected for appointment.

Mr. Kaine joins the City of Fort Lauderdale following over five (5) years of service in various senior leadership and executive roles within the City of Miami Beach's Public Works Department. Most recently, Mr. Kaine served as its Interim Public Works Director with oversight of 340 full-time employees and approximately 50 additional temporary staff spanning four (4) divisions: Engineering, Greenspace Management, Infrastructure (Operations), and Sanitation. In this capacity, Mr. Kaine managed a total annual capital and operating budget of over \$500 million. Most notably, during his tenure as Interim Public Works Director, Mr. Kaine led the completion of the award-winning 41<sup>st</sup> Street Water Main Horizontal Directional Drill (HDD) Project with installation of 1,200 LF of 20-inch water main by HDD. This project was recognized by the American Public Works

Association (APWA) Florida and South Florida chapters. In addition, he recently negotiated an 18-year residential solid waste exclusive franchise agreement, the longest such contract in City of Miami Beach history.

With over 20 years of relevant management experience in various South Florida municipalities including coastal cities, Mr. Kaine brings a wealth of knowledge, expertise and industry relationships to the Public Works Department. Prior to his tenure with the City of Miami Beach, Kaine worked for 12 years as a Public Works Director with extensive experience in Broward County between the City of Dania Beach and the City of Weston. He also served as Assistant Public Works Director for the City of Parkland and Assistant to the Public Works Director for the City of Deerfield Beach.

Mr. Kaine's broad experience with oversight of multiple core functions including utilities, water and sewer, stormwater, streets/operations, engineering, solid waste, recycling, landscape maintenance, facilities, and fleet, will help to provide stability during the transition period and moving forward. In addition, he has significant knowledge regarding emergency management procedures with experience responding to numerous rain events, named storms and major hurricanes including Frances, Jeanne, Wilma, and Irma.

Kaine holds a bachelor's and master's degree in public administration from Florida Atlantic University. He is the current Vice Chair of the APWA South Florida chapter and has served on its Board of Directors from 2005-2019 and from 2021 to present. His combination of education, administrative and practical experience, and industry associations make him a great fit for the role.

Please join me in congratulating and welcoming Mr. Kaine and thanking Abi for his service as Acting Public Works Director.

Attachment:

1. Bradford Kaine Resume

C: D'Wayne Spence, Interim City Attorney  
David R. Soloman, City Clerk  
Patrick Reilly, City Auditor  
City Manager's Office  
Department Directors

May 24, 2025

Bradford Kaine



Rickelle Williams, City Manager  
Tower Building-101 NE 3<sup>rd</sup> Avenue  
Fort Lauderdale, Florida 33301

RE: Public Works Director

Dear Ms. Williams,

I am writing to express my interest in the position of Public Works Director for the City of Fort Lauderdale. I have been in local government working in public works and utilities as a leader and administrator for over 20 years. I have over 12.5 years in executive and leadership roles and have an extensive background in multiple facets of public works including stormwater, fleet, utilities, capital projects, landscaping, solid waste and recycling.

I have over 18.5 years of local government experience in Broward County, Florida in an administrative capacity. I also served as the Technical Advisory Committee Chair for the former Resource Recovery District for Solid Waste and have extensive knowledge and expertise in this area.

In my career, I have been successful in changing the dynamic and culture in each organization and department I have ever worked in. This includes reorganizing to provide more effective leadership, promoting from within and bringing in outside talent to complement my staff's existing skill sets.

I have extensive knowledge of the day-to-day operations related to Public Works administration. I can prepare a department budget that is effective and also monitor and execute efficiently. Furthermore, I can conduct and participate in public meetings with various groups such as stakeholders, business leaders and residents. My past experiences indicate my leadership qualities and how I have handled difficult and challenging situations.

In addition, I have had the privilege of spending over 14 years working in coastal communities between Broward and Dade Counties. I also have significant background in emergency response and recovery from 4 hurricanes over the past 20 years where I was responsible for my city's recovery efforts.

I bring a dynamic and diverse skill set that I feel is what the City of Fort Lauderdale is looking for and hope to have the privilege to be considered for this position.

Regards,

Bradford Kaine

[REDACTED]

[REDACTED]

**Bradford Kaine**

**Education**

- 08/99                   Masters Degree in Public Administration  
Florida Atlantic University  
Major course work: Budgeting, Financial Analysis and Personnel
- 05/97                   Bachelors Degree in Public Management  
Florida Atlantic University  
Major course work: Budgeting, Finance and Personnel

**Memberships**

- 2000-Present           American Public Works Association. Board of Directors 2005-2019, 2021-present Chair of APWA 2008, Vice Chair 2008 and 2024-2025.

**Awards/Honors**

- 05/97                   National Golden Key Honors Society- Based upon high academic achievements.  
01/97                   Vice President of Student Body- Florida Atlantic University Student Government

**Work Experience**

- 07/24-Present           City of Miami Beach - Interim Public Works Director  
Responsible for managing the maintenance and construction of public works infrastructure and projects. This includes overseeing the planning and execution of projects related to roads, bridges, water and sewer systems, and stormwater. Manage a department of over 339 FTE, \$300 million operating budget and over \$1 billion capital program. Manage the oversight of four divisions, Engineering, Utility Operations, Sanitation and Greenspace Management. Ensures compliance with regulations, building codes, and safety standards in all projects and activities. Responsible for the oversight of all waste hauler contracts, emergency management contracts. and debris monitoring contracts. Collaborate with other local and state agencies to coordinate public works infrastructure and regulatory items. Monitor and evaluate public works programs and services to identify areas for improvement and recommend changes as needed. Create and implement emergency response plans to address natural disasters and other public emergencies.
- 01/20-07/24           City of Miami Beach- Public Works Sanitation Division Director  
Planned, organized, directed, controlled, inspected and evaluated the work of over 200 subordinates and contractors assigned to the collection

of the City's garbage, trash and litter as well as the cleanliness of the city. Developed plans and procedures for responding to complaints. Oversaw the street sweeping and pressure cleaning services in city rights-of-way. Conducted field inspections and reviewed reports of activities to determine present effectiveness and efficiency of operations. Prepared and submitted written reports on departmental operations. Administered the City's work rules and the applicable collective bargaining agreements in matters requiring disciplinary action. Planned and recommended the purchase of new equipment. Kept informed of the latest developments in waste collection technology. Investigated work-related accidents and submitted injury reports to Risk Management Division.

05/19-12/19

BKaine Services LLC-Governmental Consultant

Provided services to governmental entities in the area of budgeting, environmental issues, public works and utilities and overall operational maintenance of departmental services. Responsible for working with clients on a wide variety of issues and helping to streamline the efficiency and effectiveness of municipal services.

10/15-4/19

City of Dania Beach-Public Services Director

Under the Direction of the City Manager, the position included responsibilities for administrative, managerial, and technical work in planning, organizing, direction and controlling all department operations; Was responsible for operational planning, emergency response management and planning; formulating and administering departmental policies and procedures. Was responsible for overseeing 47 City Employees and a \$23 million budget. Oversaw the following divisions: Engineering, Fleet, Facilities, Landscape Maintenance, Park Maintenance, Streets and Solid Waste Maintenance, Utilities and Water Plant. Prepared work procedures, work schedules, workflow and oversaw capital projects. Responsible for directing and evaluating staff, handling employee concerns, discipline and reviewed all personal evaluations.

02/12-10/15

Sun Bergeron - Director of Municipal Services

Position involved working with municipal clients on developing customized program services for the collection and disposal of HHW, Yardwaste, Bulk Waste and Electronic Waste. Position entailed developing reports and cost comparisons for potential municipal customers and meeting with city staff, managers and elected officials. Responsibilities included development of program services, fiscal analysis, and strategic planning. Additional duties involved overseeing projects, managing all contracts and developing strong community relationships with our city customers.

05/05-1/12

City of Weston - Public Works Director

Position involved directing, planning, managing and administering the waste water operations, streets maintenance operations and utility maintenance operations. Responsibilities involved overseeing a \$30 million budget and oversight of employees and numerous contracts. Tasks included directing and evaluating staff, handling employee

concerns, directing work, counseling, discipline and reviews of all personal evaluations. Oversaw the development and implementation of long/short term goals, plans, objectives and programs.

11/03-05/05

City of Parkland - Assistant Public Works Director

Position involved directing, planning, managing and administering the parks maintenance, landscape maintenance, irrigation, streets and general maintenance operations of the city. Tasks included supervising, directing and evaluating assigned staff, handling employee concerns and problems, directing work, counselling staff, disciplines and providing input in the completion of employee performance appraisals. Assisted in the development and implementation of long/short term goals, plans, objectives and programs.

10/99-10/03

City of Deerfield Beach- Assistant to Public Works Director

Position involved diverse administrative work assisting the Director in managing and supervising the department, which consisted of 140 multi-employees. Tasks included budget preparation, planning, personnel evaluations, organizing and directing a comprehensive public works program. The department consisted of five divisions: fleet, facilities, grounds and streets maintenance and solid waste collection and recycling. I assisted in the establishment and maintenance of effective working relationships with other governmental units, public and private agencies, and internal municipal departments in matters relating to public works management. My responsibilities included monitoring efficiency of the department and helping the director establish productivity programs. I recommended and helped implement changes to improve operations within all divisions of public works. I was also responsible for serving as a divisional manager during periods of vacancies or budget shortfalls.

4/98-9/99

Florida Department of Revenue - Revenue Analyst II:

Responsibilities included: researching and evaluating financial information regarding wages, property and unearned income from State, Federal and private agencies and sources.

References Available Upon Request