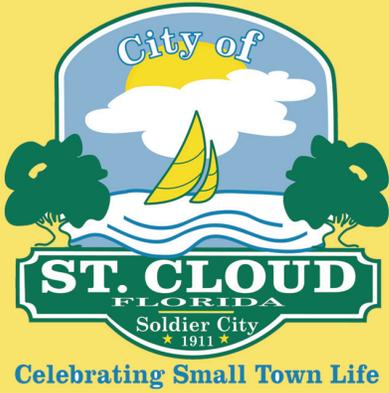


The City of
ST. CLOUD, FLORIDA



invites your interest in the position of

CITY MANAGER



THE CITY OF ST. CLOUD — AN OUTSTANDING OPPORTUNITY

THE COMMUNITY

The City of St. Cloud is home to 40,000 residents with a City Area of 19 square miles. St. Cloud is one of two incorporated cities in Osceola County and is approximately 26 miles southeast of Orlando. The City is part of the Orlando-Kissimmee-Sanford metropolitan area.

St. Cloud was originally founded April 16, 1909 as a retirement community for Civil War Union Soldiers, gaining the nickname "Soldier City." The City of St. Cloud was incorporated January 3, 1911 and the City's slogan is "Celebrating Small Town Life."

During the 1870s, Hamilton Disston of Philadelphia took an interest in developing the region while on fishing trips with Henry Shelton Sanford, founder of the City of Sanford. Disston contracted with the Florida Internal Improvement Fund to pay \$1 million to offset its Civil War and Reconstruction debt. In exchange, Disston was awarded half the land he drained from the state's swamps. He dug canals and, in 1886-1887, established St. Cloud sugarcane plantation, named after St. Cloud, Minnesota, although many long-time locals state the town was named after Saint-Cloud, France, located close to Paris.

Disston opened the Sugar Belt Railway to the South Florida Railroad in 1888 to carry his product to market. The Panic of 1893 dropped land values, and the Great Freeze of 1894-1895 ruined the plantation. Disston returned to Philadelphia, where he died in 1896. The Sugar Belt Railway merged into the South Florida Railroad. An attempt to cultivate rice in the area failed, and for several years the land remained crop-free. In 1909, 35,000 acres were acquired by the Seminole Land & Investment Company as the site for a Grand Army of the Republic veterans' colony. St. Cloud was selected because of its "health, climate and productiveness of soil." It was first permanently settled in 1909 by William G. King, a real estate manager from Alachua County who had been given the responsibility "to plan, locate and develop a town." On April 16, 1909, the Kissimmee Valley Gazette announced the "New Town of St. Cloud," a "Soldiers Colony" to be near Kissimmee.

Educational institutions serving the residents of St. Cloud include the following:

Elementary schools

- Hickory Tree Elementary School
- Lakeview Elementary School
- Michigan Avenue Elementary School
- St. Cloud Elementary School
- Narcoosee Elementary School
- Harmony Elementary School

Middle schools

- St. Cloud Middle School (SCMS)
- Narcoosee Middle School
- Neptune Middle School
- Harmony Middle School (Must live in the harmony area)

High schools

- Harmony High School (HHS) (Although not within the City Limits, children within the eastern part of city limits attend this school)
- St. Cloud High School (SCHS)



Multi-level schools

- St. Cloud Preparatory Academy (Kindergarten through 8th Grade)
- St. Thomas Aquinas Catholic School (Pre-K through 8th)

Charter schools

- St. Cloud Preparatory Academy (Kindergarten through 8th Grade)
- Canoe Creek Charter School

ABOUT THE GOVERNMENT AND THE POSITION

The City of St. Cloud operates on a Council/Manager form of government. The City has five City Council members, consisting of the Mayor-Council Member and four (4) other Council Members. All Members of the City Council are elected by the voters of the City at large. The term of office for all five (5) council seats shall be four (4) years. No person shall be elected to the City Council more than two consecutive four (4) year terms.

By a majority vote, the City Council appoints the City Attorney and the City Manager. The city manager shall be the chief administrative officer of the city. He/she shall be responsible to the council for all affairs of the city placed in his/her charge by or under the City Charter. He/she shall have the following powers and duties:

1. He/she shall appoint, and when he/she deems it necessary for the good of the community, suspend or remove city employees and appointive administrative officers except the legal officer provided for under the City Charter and except as otherwise may be provided for by law, the Charter or personnel rules adopted pursuant to the Charter. He/she may authorize any administrative officer who is subject to his direction and supervision to exercise these powers with respect to subordinates in that officer's department, office or agency.
2. He/she shall direct and supervise the administration of all departments, offices and agencies, except as otherwise provided by the Charter or by law.
3. He/she shall attend all council meetings and have the right to take part in the discussion but may not vote.
4. He/she shall see that all laws, ordinances and provisions of the Charter and acts of the council, subject to enforcement by him/her or by officers subject to his direction and supervision, are faithfully executed.



5. He/she shall prepare and submit the annual budget and capital program to the council.
6. He/she shall submit to the council and make available to the public a complete report on the finances and the administrative activities as of the end of each fiscal year.
7. He/she shall make other reports which the council may require concerning the operation of the city departments, offices and agencies subject to his/her direction and supervision.
8. He/she shall formulate a comprehensive plan and modification thereof, in accordance with section 7.03 of the City Charter.
9. He/she shall keep the council fully informed as to the financial condition and future needs of the city and make such recommendations to the council concerning the affairs of the city as he/she deems desirable.
10. He/she shall perform such other duties as are specified in the Charter or may be required by the council.

Learn more by visiting the official site of the City of St. Cloud, Florida

www.stcloud.org

ABOUT THE CANDIDATE

The City Manager of the City of St. Cloud is required to hold a degree from an accredited college or university with a Master's degree preferred and at least seven (7) to ten (10) years of municipal management experience as a City Manager or Assistant City Manager (or equivalent executive position) in a city equal to or larger in size than St. Cloud. The City Council expects the successful candidate to be a member in good standing of the International City/County Management Association (ICMA). Evidence of continued professional development is also important.

The City Council is looking for someone who will represent the City, maintain an open door policy, enjoy community involvement and will become well known in the community as will one who ensures that citizens' varied opinions and input are heard and respected. The chosen candidate will be an individual who is known for being accessible and responsive to the needs of internal and external stakeholders. The ideal candidate will demonstrate the ability to communicate with a broad variety of audiences in an effective and positive manner. St. Cloud's next

City Manager will be an individual who demonstrates the highest level of integrity, marked by honesty and fairness while being an excellent communicator that listens as well as speaks. He/she will not only be a manager but a leader as well with a clear understanding of the difference. The ideal candidate will garner credibility and respect among the Mayor and Council, City staff and committees, citizens, and the business community.

The successful candidate will be a leader who is inspirational, has a good sense of humor, out-going and a sincere commitment to transparency while keeping the Council Members, all of them, equally informed with unfiltered information.

The new City Manager will have the following Knowledge, Skills, and Abilities:

- Well-versed in and with a working knowledge of Finance, Budgeting and Funding.
- Must be politically astute without being politically involved.
- Must be professional yet have a "thick skin" and the ability to work in harmony with the City Council members, individually or as a group.
- Hands-on and practical knowledge of municipal and government owned and operated Environmental Utilities and Sanitation services.
- Hands-on and practical knowledge of municipal public safety services including Fire Rescue and Police.
- Grasp/knowledge of Economic Development while maintaining Historical Preservation.
- A good grasp of Redevelopment and Community Redevelopment Agencies.
- A demonstrated understanding of Tax Increment Financing.
- Demonstrated knowledge and experience dealing with Growth Management issues.
- Knowledge and understanding of Federal Emergency Management Agency (FEMA) disaster preparedness and disaster recovery policies and procedures.
- A demonstrated ability to successfully work with other legislative bodies, elected and appointed officials; Municipal, State and Federal.
- Ability to communicate effectively, both verbally and in writing, and to prepare accurate and concise reports and letters.
- A visionary with administrative management skills to work independently.
- Ability to develop short and long term capital improvement plans, projects and budgets.

RESIDENCY

The City Manager will be expected to live within the community.





COMPENSATION AND BENEFITS

The starting salary is expected to be within a range of \$130,000 to \$150,000 annually, depending on the experience and qualifications of the selected individual. In addition, the City Council expects to provide an excellent fringe benefit package to the successful candidate. Reasonable relocation expenses will also be provided to the successful candidate.

HOW TO APPLY

For additional information on this outstanding opportunity, please contact W. D. Higginbotham, Jr., Senior Vice President, The Mercer Group, Inc. at 727-214-8673, WDHiggin@mercergroupinc.com

A letter of interest and resume should be sent electronically by the close of business, **August 21, 2015** to:

W. D. Higginbotham, Jr.
Senior Vice President
The Mercer Group, Inc.
Email - WDHiggin@mercergroupinc.com

Resumes are subject to the provisions of Florida Public Records Statute. The City of St. Cloud, Florida, is an Equal Opportunity Employer. The City does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas, or disability in employment or in the provision of services.