



THE CITY OF
POMPANO BEACH, FLORIDA
invites your interest in the position of
CITY ATTORNEY

POMPANO BEACH, FLORIDA — AN OUTSTANDING OPPORTUNITY



THE COMMUNITY

Home to over 100,000 residents, Pompano Beach is part of the Miami Metropolitan Area, centrally located between Palm Beach and Miami along the beautiful coast of the Atlantic Ocean. Pompano Beach's name is derived from the Florida pompano, a fish found off the Atlantic coast. Pompano Beach is known for its excellent boating and fishing, accentuated by an offshore living coral reef accessible to scuba divers and snorkelers alike.

The municipal fishing pier, beachside playgrounds, grills and picnic tables make Pompano Beach a perfect destination for families and beach dwellers. Pompano Beach also maintains more than 50 local parks offering various sports and recreational facilities for both residents and visitors.

The City of Pompano Beach is rich in cultural history, traditions and diversity. It is committed to resolving quality of life issues. While the City took advantage of the changing economy in the late 1940's, it fell short when the entire South Florida region went through the economic expansion in the 1990's. As a result, one of the City's most scenic destinations, the beach, deteriorated and businesses left the City's beach area. The City's struggling northwest area suffered from a high rate of unemployment and poverty.

The City of Pompano Beach is again establishing itself as one of the best cities to reside in South Florida. The City is continuing to improve and is bustling with an exciting renaissance. Pompano Beach's two Community Redevelopment Areas are revitalizing the beach and northwest areas, creating a common goal for a better City. To this end, Pompano Beach has been named by TripAdvisor as one of America's Top 10 Up and Coming Destinations on the rise. This is the perfect time and place for an employee to enjoy a meaningful, challenging and fulfilling career.

THE GOVERNMENT

The City of Pompano Beach operates under a Commission-Manager form of government. The City Commission consists of five (5) Commissioners, each elected from within five (5) separate districts and a Mayor elected by all electors City-wide. Among other powers, the Commission has the power to appoint and remove the City Attorney. Including the City Attorney, the office has four attorneys, one para-legal, and a legal assistant with a fiscal year 2015 budget of \$1,059,754..

THE CITY ATTORNEY POSITION AND REQUIREMENTS

As provided in Sec. 62 of the City Charter, the City Attorney shall be a lawyer of at least two (2) years experience and practice in the Court of the State of Florida and shall act as the legal advisor to, and attorney and counselor for, the municipality and all of its officers in matters relating to their official duties. The City Attorney shall prepare all contracts, bonds, leases and other instruments in writing in which the municipality is concerned, and shall endorse on each his/her approval of the form and correctness thereof, but failure to do so shall not affect its validity. When required to do so by the City Commission, he/she shall prosecute and defend for and on behalf of the City, all civil complaints, suits and controversies in which the City is a party. The City Attorney shall furnish the City Commission, the City Manager, the head of any department, or any officer, board, commission or agency not included in any department, his/her opinion on any question of law relating to their respective powers and duties. In addition to the duties specifically imposed under the preceding section, he/she shall perform such other professional duties as may be required of him/her by ordinance or resolution of the

City Commission, or as are prescribed for city attorneys under the general law of the State, which are not inconsistent with this Charter and with any ordinance or resolution which may be passed by the City Commission.

Further, Title III, Chapter 31 of Pompano Beach's Code of Ordinances provides that to be appointed City Attorney for the City of Pompano Beach, one must be duly licensed to practice law in the State of Florida and have four years experience serving in a position of chief or sole City Attorney. Notwithstanding, an Assistant City Attorney who would not so qualify, may be appointed to the position of City Attorney if he/she served in the position of Assistant City Attorney for the City of Pompano Beach for a term of at least two years or for another Florida city of a population comparable to or greater than the city of Pompano Beach for a term of four years, is duly licensed to practice law in the State of Florida and has at least four years of legal experience. Learn more by visiting the official site of the City of Pompano Beach:

www.pompanobeachfl.gov

THE IDEAL CANDIDATE'S PROFESSIONAL AND PERSONAL ATTRIBUTES

The current City Attorney is retiring after nearly 24 years of successful service to the City of Pompano Beach. The Mayor and Commission expect this level of service to the City to continue and in evaluating applicants for this position the Mayor and Commission will be looking for the following professional and leadership attributes from the new City Attorney:

- Makes sound judgments and exhibit composure and patience when dealing with stressful situations.
- Superior knowledge of municipal legal issues with a demonstrated mastery in areas of the law as deemed necessary by City Commission.
- Ideal candidate will have a good grasp of the Broward County Ethics Code.
- Management skills and training which would allow the attorney to effectively and efficiently manage the programs and personnel of the City Attorney's office.
- Able to inspire and motivate City Attorney staff.
- He/she will be politically astute yet apolitical.
- Works with a sense of urgency in a positive and personable manner.
- Successful candidate will be sharp, confident, and concise.
- He/she will be assertive, vocal at Commission meetings, and not afraid to take a stand.
- Embraces continuous improvement philosophy and is a quick study on addressing barriers to change.
- Demonstrated ability to serve the public and fellow employees with honesty and integrity in full accord with the letter and spirit of all State, County, and City ethics and conflict of interest policies.

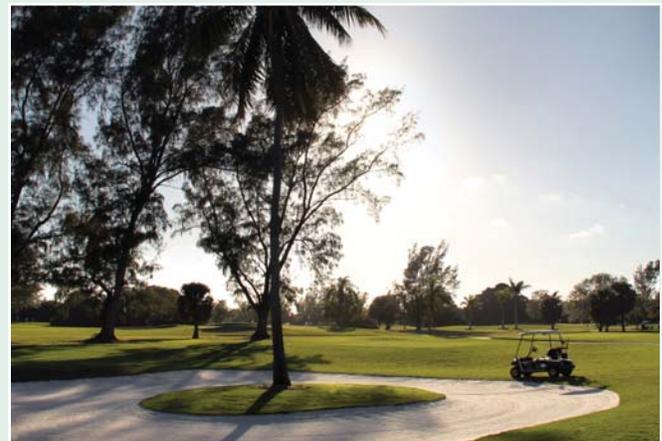
- Demonstrated ability to establish and maintain effective working relationships with the general public, co-workers, city officials and members of diverse cultural and linguistic backgrounds regardless of race, religion, age, sex, disability, sexual orientation or political affiliation.
- Will have hands-on Court experience.

A City Attorney who is visible and active in the community will be valued, as will one who ensures that citizens' varied opinions and input are heard and respected. The successful 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. Pompano Beach's next City Attorney will be an individual who demonstrates the highest level of integrity, marked by honesty and fairness. The ideal candidate will garner credibility and respect among the Mayor and Commission, City staff and committees, and the general public. The new City Attorney must also demonstrate an understanding of a diverse community, the value of organizational diversity, and a balanced strategy for minority inclusion.

The City Attorney also serves in the dual role of representing the CRA Board. As such, he/she should have a good working knowledge of State and County regulations governing redevelopment. The Mayor and Commission will expect the new City Attorney to have a minimum of 10 years experience in government law and a preference for a candidate who is Board Certified in City, County, Local Government Law by the Florida Bar.

RESIDENCY

The Mayor and Commission prefer the new City Attorney live in Pompano Beach; however, residency within the city limits is not a requirement.





COMPENSATION AND BENEFITS

While the starting salary is expected to be within a range of \$130,000 to \$150,000 annually, the City Commission is committed to a starting salary that will be market competitive, depending on the experience and qualifications of the selected individual. In addition, the City Commission 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, March 31, 2015 to:

W. D. Higginbotham, Jr.
Senior Vice President
The Mercer Group, Inc.
Seminole, FL 33777
Email - WDHiggin@mercergroupinc.com

Resumes are subject to the provisions of Florida Public Records Statutes

The City of Pompano Beach, Florida, is an Equal Opportunity Employer. The City of Pompano Beach 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.



The Mercer Group, Inc.
Consultants To Management