

THE CITY OF DELRAY BEACH, FLORIDA



invites your interest in the position of
CITY MANAGER



DELRAY BEACH – AN EXCEPTIONAL OPPORTUNITY



THE COMMUNITY

The City of Delray Beach comprises approximately 16½ square miles and is located on the Atlantic Coast of Palm Beach County about 50 miles north of Miami and within an hour's drive of three international airports. The City is home to over 67,000 residents and an additional estimated 13,000 seasonal residents.

Settlement of the area began around 1884, when African-Americans from the Panhandle of Florida purchased land and began farming. In 1894 William S. Linton bought a tract of land and began selling plots in what he hoped would become a farming community. Initially, this community was named after Linton. In 1896 Henry Flagler extended his Florida East Coast Railroad south from West Palm Beach to Miami, with a station at Linton. The Linton settlers began to achieve success, with truck farming of winter vegetables for the northern market. A hard freeze in 1898 was a setback, and many of the settlers left, including William Linton.

The settlement's name was changed in 1901 to Delray and in 1911, the area was chartered by the State of Florida as an incorporated town. In the same year, pineapple and tomato canning plants were built and pineapples became the primary crop of the area. Prior to 1909, the Delray settlement land was within Dade County. That year, Palm Beach County was carved out of the northern portion of the region and in 1915 Palm Beach County and Dade County contributed nearly equal portions of land to create what is now Broward County between the two, leaving Delray situated within the southeastern portion of Palm Beach County.

By 1920, Delray's population had reached 1,051 and the Florida land boom of the 1920s brought prosperity to Delray. Tourism and real estate speculation became important parts of the local economy. Delray was separated from the Atlantic Ocean beach by the Florida East Coast Canal (now part of the Intracoastal Waterway). In 1923 the area between the canal and the ocean was incorporated as Delray Beach and in 1927 Delray and Delray Beach merged into one town named Delray Beach.

Downtown Delray Beach has had a building boom since roughly 2003. Recent development reflects trends of New Urbanism downtown, and mansionization of waterfront property, sometimes creating pressures on Historic Districts and historic sites. New mixed-use development projects have recently been constructed, and more are planned, in the areas immediately north and south of Atlantic Avenue. To accommodate the anticipated growth the city has also built two new municipal parking garages. Delray Beach stands as the only Florida city to receive the All-American City Award three times.

With three international airports within an hour's drive, two Interstate 95 highway exchanges, and nearby access to rail and ports, Delray Beach has resources in place to help existing businesses expand into international trade markets and compete on a global scale

Learn more by visiting the official site of the City of Delray Beach, Florida

www.mydelraybeach.com

THE ORGANIZATION

Delray Beach is a full-service City operating under a City Commission-City Manager form of government. The City Manager is appointed by the City Commission and is the chief administrative officer of the City. He/She is responsible for the administration of all City affairs and appoints all administrative officers. The guiding principles of the City are multi-year integrated planning and budgeting process, grow and diversify the revenue base, implement level of service and scheduled repairs and replacement of infrastructure, focus on and invest in high value assets/programs and align the organization and staffing to approved objectives and level of service.

The Fiscal year 2016-17 Annual Operating Budgets total \$194,800,000, supplemented with Capital Improvement Plan funds of \$33,150,000 to produce a total financial program of \$227,950,000 with approximately 850 full time employees. General Fund Revenues total approximately \$116,800,000.

THE IDEAL CANDIDATE

The Mayor and City Commissioners are looking for a strong, experienced professional manager who is comfortable working with people from all walks of life. The successful candidate will have outstanding communication skills, be a strong leader who is ambitious, inspirational and understands the need to keep the Mayor and Commissioners equally well informed with unfiltered information, readily sharing information and promoting transparency. The new City Manager will be a change agent, risk taker and comfortable telling the Commissioners what they need to hear and not just what they want to hear. Delray Beach is an involved community so he/she will need to be friendly, outgoing with a sense of humor and a sincere commitment to diversity. The Mayor and Commissioners are looking for someone who will represent the City, have an untarnished integrity with a personal work ethic, maintain an open-door policy, enjoy community involvement and become well known in the community.

The ideal candidate is a relationship builder with a passion for public service and a commitment to public safety. The successful candidate will exercise a value system based on transparency and integrity that creates a high level of trust and confidence throughout the organization. He/She will be skillful in leading by example, developing consensus, and facilitating a positive team environment. He/She will inspire staff to achieve mutually developed goals and objectives and will hold staff accountable for results.

The new City Manager of Delray Beach is expected to possess a Bachelor's degree with seven to ten years' CEO or senior level experience in a municipal government organization comparable in size and services to Delray Beach; private sector experience is a "plus." The new City Manager will be a member in good standing or eligible for membership with ICMA.



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

- Well versed with a working knowledge of Finance and Budgeting.
- Politically astute without being politically involved.
- Professional, consistent and impartial in dealing with staff, citizens and the City Commission.
- Practical knowledge of public safety services including Fire Rescue and Police.
- A demonstrated knowledge of economic development.
- A good grasp of Community Redevelopment Agencies.
- An understanding of the City's Comprehensive Plan and EAR.
- 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; county, municipal, state and federal.
- Implement short and long term capital improvement plans, projects and budgets.





RESIDENCY

While the City Manager is not required to live within the City limits, it is preferred.

COMPENSATION AND BENEFITS

The salary for the City Manager, depending on qualifications and experience, is expected to be in the range of:

\$200,000 - \$275,000

In addition, the City Commission expects to provide a competitive fringe benefit package to the successful candidate. Reasonable relocation expenses will also be negotiable with 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

Qualified candidates are encouraged to send a letter of interest and resume electronically by the close of business on September 15, 2017:

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



Resumes are subject to the provisions of Florida Public Records Statutes

The City of Delray Beach, is an Equal Opportunity Employer. The City of Delray 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.

