**THE CITY OF**

**DeBARY, FLORIDA**

***invites your interest in the position of***

**CITY MANAGER**

**THE COMMUNITY**

The City of DeBary is known for its warm and friendly hometown atmosphere. DeBary was incorporated in 1993 and has a population of approximately 20,000 within a 25 square mile area. The warm and family-friendly City is a Bird Sanctuary nestled among thousands of oak trees and has an extensive park system. The City is located on the northern shore of the St. Johns River near Lake Monroe. It is the gateway to southwestern Volusia County, with direct access to I-4 and U.S. Highway 17/92 and serves as a corridor between Orlando, Sanford, and Daytona Beach.

DeBary has a unique history as the [Timucuan](https://en.wikipedia.org/wiki/Timucuan) [Indians](https://en.wikipedia.org/wiki/Indigenous_peoples_of_the_Americas) once lived in the vicinity of [Lake Monroe](https://en.wikipedia.org/wiki/Lake_Monroe_%28Florida%29), however, by 1760 the Timucua had disappeared and replaced by the [Seminole](https://en.wikipedia.org/wiki/Seminole) tribe. Although Florida was acquired from [Spain](https://en.wikipedia.org/wiki/Spain) in 1821, the [Seminole Wars](https://en.wikipedia.org/wiki/Seminole_Wars) delayed settlement until the late 1860’s.

In 1871 (Samuel) Frederick deBary, a wealthy wine merchant from [New York City](https://en.wikipedia.org/wiki/New_York_City), purchased 400 acres on the northern shore of the St. Johns River at Lake Monroe and erected a [hunting lodge](https://en.wikipedia.org/wiki/Hunting_lodge) called "[DeBary Hall](https://en.wikipedia.org/wiki/DeBary_Hall%22%20%5Co%20%22DeBary%20Hall)." The 8,000 square foot, 20 room mansion featured a two-tiered [veranda](https://en.wikipedia.org/wiki/Veranda), [stables](https://en.wikipedia.org/wiki/Stables), an ice-house and the state's first [swimming pool](https://en.wikipedia.org/wiki/Swimming_pool), fed by a [spring](https://en.wikipedia.org/wiki/Spring_%28hydrosphere%29). Visitors included President [Ulysses S. Grant](https://en.wikipedia.org/wiki/Ulysses_S._Grant) and President [Grover Cleveland](https://en.wikipedia.org/wiki/Grover_Cleveland). Over time deBary acquired an additional 9,000 acres, planting [orange](https://en.wikipedia.org/wiki/Orange_%28fruit%29) groves and [pecan](https://en.wikipedia.org/wiki/Pecan) trees.

In 1875, deBary bought a small [steamboat](https://en.wikipedia.org/wiki/Steamboat), the *George M. Bird*, to transport his horses and dogs along the St. Johns River for hunting expeditions. He also used the steamboat to take fruit to market. He established the *DeBary Merchants' Line* in 1876, a steamship service contracted to carry mail between [Jacksonville](https://en.wikipedia.org/wiki/Jacksonville%2C_Florida) and Enterprise. In 1883, the firm merged with the *Baya Line*, owned by Colonel H.T. Baya, to create the *DeBary-Baya Merchants' Line*, with 13 steamboats and a crew of 3,000 running to [Sanford](https://en.wikipedia.org/wiki/Sanford%2C_Florida). The *DeBary-Baya Merchants' Line* sold its business in 1889 to the *Clyde Line*, which survived until 1928.

Frederick deBary died in 1898, and his mansion is a restored museum listed on the [National Register of Historic Places](https://en.wikipedia.org/wiki/National_Register_of_Historic_Places) in 1972. The estate, reduced to 10 acres, features the community's oldest building, the Arnett House; the City of DeBary is named for its noted settler.

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| Today, DeBary is a community that emphasizes quality of life and quality of services, the City stands out in terms of distinctive character, charm, and resources. It is the ultimate in small-town living with friendly citizens, sunny climate, and an open-door City Council; a City that is progressive, yet has retained its unique southern charm. DeBary's distinctive qualities motivate people and businesses to VISIT DeBary, to WORK in DeBary, and to LIVE in DeBary. | http://www.debary.org/Icons/0 |
| http://www.debary.org/Icons/0 |

**Learn more by visiting the official site of the City of DeBary, Florida**

[**www.debary.org**](http://www.debary.org)

**ABOUT THE GOVERNMENT AND THE POSITION**

The City of DeBary operates on a Council/Manager form of government. The Legislative branch of government of the City is comprised of a Council Member designated as the Mayor and four other Council Members. All five Council Members are elected from the City at large for staggered four-year terms. The City Council appoints the City Manager and the City Attorney.

DeBary is a full-service city with 40 FTE employees. The City’s operating budget for Fiscal Year 2016 is $15,234,902 -- with the General Fund making up approximately 64% of the total or $9,695,973.

The City Manager oversees the daily operations of all City departments (including contract Police and Fire Rescue), provides policy advice to the Commission, and interacts on a regular basis with peers and legislators at the city, county and state level. The City Manager is also accessible to DeBary residents and business owners, as well as the City’s citizen boards and committees.

**ABOUT THE CANDIDATE**

The new City Manager should possess a Bachelor’s degree in Public or Business Administration or a related field with a Master’s degree preferred and at least seven years of municipal management experience as a City Manager or Assistant City Manager in a city comparable in size as DeBary. Florida experience will be a plus. 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 will consider a satisfactory equivalent combination of education and experience.

DeBary is looking for a manager with a high energy level, capable of operating with significant independence and initiative, and open to innovative problem solving solutions. An experience base that includes extensive proactive community interaction, and regional partnerships combined with a strong understanding of technology and general public management skills is essential. Experience with community involvement, economic development, strategic planning and staff management is highly desirable. The ideal candidate should also have verifiable experience working in a community that is open, transparent and accountable to its citizens. Candidates must understand, appreciate and support diversity within the organization and community.

The successful candidate will have outstanding communication skills and understand the need to keep the Council Members, equally well informed, readily sharing information and promoting transparency. The new manager will be comfortable telling the Mayor and Council what they need to hear and not just what they want to hear. DeBary is an involved community so the individual will need to be friendly, outgoing and with a sense of humor. The Mayor and Council are looking for someone who will represent the City, maintain an open-door policy, enjoy community involvement and become well known in the community.

The Mayor and Council want a city manager who will build relationships with the elected officials, staff, the county, community and residents. They want transparency from the manager and no surprises. The new manager needs to be someone who is an excellent communicator and is willing to have both the easy and critical conversations face to face. The ideal candidate will be someone who listens, is open-minded and does not arrive with preconceived ideas, but is willing to give credit to those who develop new ideas.

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

* Working knowledge of finance, budgeting, and funding.
* Record of being a pro-active problem solver.
* Collaborative approach and a team builder.
* Demonstrated knowledge of Economic Development.
* Results-oriented with a commitment to excellence.
* A strong leader and good manager and know the difference.
* An understanding of and commitment to diversity in the organization.
* A demonstrated ability to successfully work with other legislative bodies, elected and appointed officials; county, state, federal and other agencies.

**RESIDENCY**

The new City Manager will be required to establish his/her residence inside the City limits.

**COMPENSATION AND BENEFITS**

The starting salary is expected to be within a range of $ 90,000 to $130,000 annually; however, the Mayor and City Council are committed to a starting salary that will be market competitive, depending on the experience and qualifications of the selected individual. In addition, the City 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 19, 2016 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 Statutes*

*The City of DeBary, Florida, is an Equal Opportunity Employer. The City of DeBary 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.*

**M** The Mercer Group, Inc.