THE CITY OF

FORT MYERS, FLORIDA







CITY MANAGER

FORT MYERS
CITY OF PALMS

FORT MYERS, FLORIDA — AN OUTSTANDING OPPORTUNITY



The City of Fort Myers, known as the "City of Palms", is a vibrant community that emphasizes quality of life and quality of services.

The City of Fort Myers, Florida, the county seat of Lee County, situated alongside the Caloosahatchee River in beautiful Southwest Florida, is midway between Tampa and Miami. The City covers 48 square miles and has a rapidly growing and highly diverse population of more than 88,000. In 2020, the city of Fort Myers was once again named the fastest growing city in America by WalletHub and came in first in the "jobs and economy" category. U.S. News & World Report named Fort Myers the #2 best place to retire in their 2020-2021 rankings.

Fort Myers is one of two cities that make up the Cape Coral-Fort Myers Metropolitan Statistical Area.

The population of Lee County, Florida and the Cape Coral-Fort Myers Metropolitan Statistical Area has grown 40.3 percent since the census in 2000, much faster than the average growth rate of 17.6 percent experienced throughout the State of Florida.

A gateway to the Southwest Florida region, Fort Myers is a major tourist destination within Florida.

For many years, the Southwest Gulf Coast's population remained somewhat isolated from the rest of the Sunshine State. That seclusion ended in the early 1900s when inventor Thomas Edison and industrialist Henry Ford built winter homes in Fort Myers. At the start of the 20th century, the City of Palms began to boom. This trend of growth has continued to this day.

Fort Myers has retained its small-town heritage though, with a charming downtown lined with shops and restaurants. Museums, parades, festivals, theaters, parks, historical sites, and art galleries pepper the metro area and its social calendar. Family friendly and filled with activities and amenities for all ages, the Fort Myers community embraces a dedicated commitment to quality of life.

ABOUT THE GOVERNMENT

The City of Fort Myers operates under a Council-Manager form of government. The City Manager is appointed by City Council and serves as the chief administrative officer of City government directing all functions of the City and activities of all City departments. The City Manager carries out the day-to-day operations of the City and implements policies at the direction of the Mayor and City Council. The legislative body of the City is comprised of the Mayor and six Councilpersons, each representing the six Wards designated by the City Charter.

For additional information, please visit: www.cityftmyers.com

THE CITY MANAGER POSITION

The City of Fort Myers offers a unique opportunity for an innovative, take-charge, forward thinking, enthusiastic, energetic, and experienced leader with excellent communication skills who is proactive, passionate, and committed to engaging internal and external stakeholders, demonstrates proven knowledge and experience in local government and a management style that is adaptive to diverse audiences.

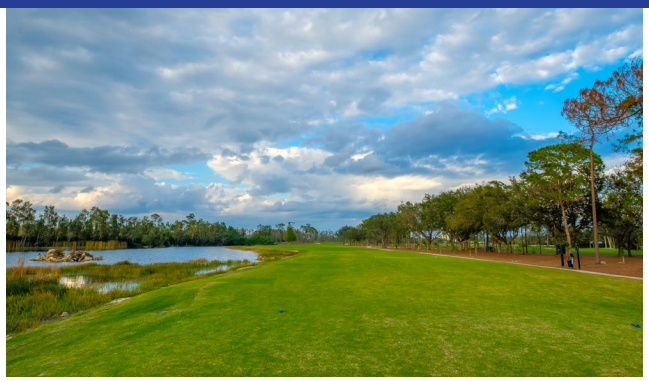
The ideal candidate for City Manager will possess integrity, wisdom, intelligence, energy and be professional, progressive, and an effective communicator. The City Manager should be a "Servant Leader", by action and example who seeks to bring people together to foster a coordinated team. He/She will inspire staff to achieve mutually developed goals and objectives and hold staff accountable for results.

The successful candidate will have outstanding verbal and written skills as well as understand the need to keep the Council, equally well informed, readily sharing information and promoting transparency, telling the Mayor and Council what they need to hear and not just what they want to hear.

The City Manager actively engages with the Council, senior leadership, and front-line staff. The City Manager leads and supports a diverse staff of new and veteran employees in further developing an outstanding organizational culture that pursues excellence, continuous improvement, and a high degree of customer service.

The City Manager is a visionary, a forward-thinking and strategic thinker who easily sees the big picture and long-term vision for the City. A business acumen is a critical attribute for this position. The successful candidate represents Fort Myers with humility and integrity, and effectively advocates for high quality, sustainable services. The City Manager is a leader with an open mind and eye towards addressing high priority community needs. The ideal candidate demonstrates a record of sound decisions while maintaining the flexibility to meet the changing needs of our community.

Fort Myers is an involved community. The manager will need to have an open-door policy, be friendly, outgoing and with a sense of humor. The City Manager must be a proactive manager and be visible and actively involved in the community.





ABOUT THE CANDIDATE

The City Manager should have an ample history as a city manager or relative position, possess a bachelor's degree from an accredited institution in the field of political science, business administration, public administration, or another applicable related field.

A Master's degree is preferred with at least five (5) years of municipal management experience as a City/County Manager or Assistant in a city comparable in size as Fort Myers, Florida.

The Council expects the successful candidate to be a member in good standing or eligible with the International City/County Management Association (ICMA-CM preferred).

Fort Myers 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 which includes extensive proactive community interaction, and regional partnerships combined with a strong understanding of technology and general public management skills is essential. Experience with business development, community involvement, downtown redevelopment, strategic planning, and staff management is highly desirable. The City Manager will continue work to lead the City forward as it continues to grow.

The successful candidate will be expected to use their communication skills in order to understand the need of keeping the Council, 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.

The ideal candidate will be accessible, open, transparent, and accountable to its citizens while following protocol and procedures. Candidates must understand, appreciate, and support the unique people within the organization and community.

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

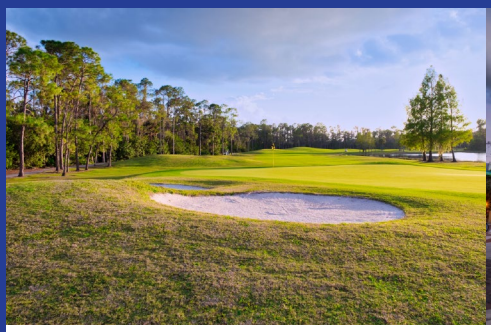
- Humility.
- Integrity.
- Good judgment.
- Demonstrated knowledge of business principles.
- Displays a strong understanding of the impact of economic development and demonstrates the ability to bring the right type of economic development to the city.
- Working knowledge of finance, budgeting, and funding.
- A demonstrated ability to successfully work with other legislative bodies, elected and appointed officials, county, state, federal and other agencies.
- Downtown Redevelopment
- Understanding of Land Use/Zoning principles.
- Record of being a pro-active problem solver.
- Collaborative approach and a team builder.
- Delegate rather than micromanage.
- Results-oriented with a commitment to excellence.
- A strong leader and good manager and know the difference between the two.
- Ability to build a good management Team.
- An understanding of and commitment to diversity in the organization.
- Understands and adheres to the role distinctions between Council members, the City Manager, and staff.
- Has a "can do" attitude with a commitment to results and the ability to achieve them.
- Accessible and visible in the community.
- An understanding of and sensitivity to the problems of the poor; including crime and affordable housing.

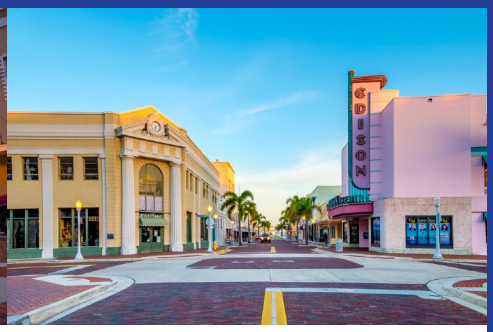
RESIDENCY

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 a minimum base of $200,000 annually; however, the Mayor and 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 provides an excellent and generous benefit package to the successful candidate, including:

- Medical and Life Insurance.
- Dental and vision plans.
- Retirement plan.
- Generous Annual Leave — Paid Time Off (PTO).
- Automobile and cell phone allowance.

HOW TO APPLY

To be considered, candidates should apply by submitting a cover letter, comprehensive resume, with salary history to:

Dona Higginbotham
DHHiggin@att.net

The first review of resumes will take place on **November 16, 2026**. Resumes will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted to determine a select group of finalist candidates.

Application deadline is **5 p.m. November 30, 2026**. Final interviews will be held with the City Council. Candidates will be notified of the recruitment status following the selection of the City Manager.

For additional information on this outstanding opportunity, visit
www.MercerGroupIncFlorida.com/executive-recruiting

The Mercer Group, Inc.
Consultants To Management

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Resumes are subject to the provisions of Florida Public Records Statutes

The City of Fort Myers is an Equal Opportunity Employer. Fort Myers 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.