



Welcome to the city of Aventura, Florida

Director of Public Works / Transportation Position Available - Apply by August 26, 2016



Estimated Population: 37,199

Fifty years ago, Aventura was a swampy marsh a mile from the Atlantic Ocean and a twinkle in a developer's eye. Today it is one of Florida's crown jewels. It is a vibrant and diverse community that has largely escaped the attention of Fort Lauderdale (10 miles to the north) and Miami (10 miles to the south). It is, in short, a great place to live, work and play. It is part of a metroplex with boundless energy and limitless opportunities for recreation and tourism. Or you can simply chill out and enjoy sunny South Florida.

It is home to the Aventura Mall, the third largest shopping center in the United States with 2,700,000 square feet of leased space and hosting over 300 retailers and restaurants. The City owns and operates its own Arts and Cultural Center which offers one or two events involving live entertainers per week

almost year round. Travel a little east and you find the Intracoastal Waterway and a bit further, the Atlantic Ocean. The Everglades lie 1 ½ hours to the west, and the Florida Keys 2 hours to the south. Opportunities for sailing, boating, diving, fishing, windsurfing, and naturalist experiences abound. A wide range of dining opportunities, entertainment venues, and nightlife can be found in the City or nearby.

To the north, Fort Lauderdale offers the Broward Center for the Performing Arts, Fort Lauderdale Science Museum, the International Fishing Hall of Fame, and Gulfstream Park with its horse racing. To the west, is Sunrise and the home of the Florida Panthers. To the south in Miami are numerous other venues including the Adrienne Arsht Center for the Performing Arts, the second largest performing arts center in the United States (after the Lincoln Center in New York). Numerous museums call Miami home including, among others, the Frost Art Museum, Miami Art Museum, Miami Children's Museum and Vizcaya Museum and Gardens. Miami also hosts the world's largest art exhibition, dubbed the "Olympics of Art", Art Basel Miami (held annually in December and attracts thousands of visitors from around the world).

If you like professional sports, the Miami Marlins (MLB), Miami Dolphins (NFL), Miami Heat (NBA), and the teams of the University of Miami all offer first class events. If you prefer active recreation and are a golfer, the available venues are too numerous to count. The traveler will find Miami International and Fort Lauderdale International Airports are both 15 minutes away. For those who like to cruise, the Port



of Miami and Port Everglades in Fort Lauderdale were ranked the top two cruise ports in the world in 2014 in terms of passenger volumes.

Aventura is a great place to live. Crime is very low and while housing in the City is expensive, it is not outrageous. An average condominium sells for \$400,000 and a single family home for \$650,000. Nearby but outside the city you can find housing to suit every budget. Local schools are excellent and universities dot nearby communities. These include Florida International, Nova Southeastern, Barry, Florida Atlantic and the aforementioned University of Miami. The people in Aventura are friendly and many were born elsewhere leading to a very cosmopolitan community, a community that residents are proud of and passionate about protecting. It is the place they have chosen to live, work, and play.

HISTORY

Until the 1970s, Aventura was undeveloped and much of it submerged swamp and marsh land facing the Intracoastal Waterway. Donald Soffer purchased a 785-acre tract and began serious development. He envisioned a planned, suburban city and named the area after the Spanish word for adventure. And that is exactly what he was embarking on – an adventure that would, over the next 40 years, turn this swamp land and the surrounding area into one of South Florida’s jewels. Today it is known for Turnberry Isle Miami resort, the Aventura Mall, thousands of luxury condominiums and a significant number of class “A” office buildings.

By the early 1990s, the area’s residents were feeling frustrated with the lack of decision making authority they had over their area’s destiny and over the relatively low level of services the County provided despite the significant amount of tax dollars it received from them. A movement to incorporate the area took and bore fruition in 1995 with the creation of the City of Aventura. With their own local government, residents began to receive the services they expected.

GEOGRAPHY

The City of Aventura is located on South Florida’s Atlantic Coast, 12 miles south of Fort Lauderdale and 12 miles north of Miami. The land is flat, with an average elevation of three feet above sea level, and covers 3.2 square miles.

DEMOGRAPHICS

Table 1: Aventura Demographics

2015 Estimated Population: 37,199			
Distribution by Race		Distribution by Age	
Caucasian	93.0%	0 to 15	15.8%
African American	3.3%	15 to 35	16.4%
Asian	0.9%	35 to 55	27.3%
Some Other Race	1.1%	55 to 75	25.1%
Two or More Races	1.7%	75 and Older	15.4%

Ethnicity		Median Age	
Hispanic-All Races	35.6%	Aventura	47.4
All Others	64.4%	U.S.	37.4

Educational Achievement (over age 25)	
High School or Higher	93.3%
Bachelor’s Degree or Higher	62.1%

Income	
Median Household Income	\$59,657
Mean Household Income	\$92,212
Percent Below Poverty Level	12.3%

Source: U.S. Census Bureau

Most significantly, approximately 46% of the population is foreign born with over 3,500 coming from Europe, over 2,000 from Asia and over 10,000 from Latin America.

Approximately 57% speak a language other than English at home – for 37%, the language is Spanish.

The City is largely built out so further growth of any magnitude is not anticipated.

CLIMATE

Like the rest of South Florida, Aventura has a sub-tropical climate, with humid summers and mild winters. The City has an average year round temperature of 77° F. Temperatures vary from an average high of 76° F in December to 90° F in July and August. The average low varies from 59° in January to 76° F in August. Hurricanes do strike the area from time to time but they are relatively rare. Only three notable storms have hit the county since 1990 (Andrew in 1992, and Katrina and Wilma in 2005). Further, if you are more than 50 miles from the hurricane’s center, it will not significantly affect you.

COMMERCE

Aventura has a bright economic outlook. The primary drivers of the city’s economy are retail (the

aforementioned Aventura Mall being one element) and medical. In total the city has over 2,500 businesses.

While many other communities have suffered dramatically in the recent economic downturn, Aventura weathered the storm fairly well. In 2007, its estimated actual taxable value was \$7.576 billion and it peaked at 11.419 billion in 2008. It then fell back to \$8.040 billion in 2011 before beginning its climb back to its 2015 level of \$10.144 billion. The principal tax payers in the city are listed in Table 2.

GOVERNMENT

By Charter the City of Aventura follows the Commission-Manager form of government. The City Commission is the legislative branch of the government and is composed of seven members. It enacts Ordinances, adopts Resolutions authorizing actions on behalf of the City, approves variances and conditional us applications, and establishes the policies by which the City is governed. All the elected officials are considered to be “part-time” and not an employee of the City. They also have no authority to direct any city employee except the City Manager and must do so as a body.

Table 2: Principal Employers

Taxpayer	Use	Taxable Assessed Value in millions
Aventura Mall Ventures	Shopping Center	\$443.4
Miami Beach Health Care Group	Hospital / Health Care	\$141.9
CC-Aventura, Inc.	Independent/Assisted Care	\$73.4
Turnberry Isle Resort	Hotel / Golf / Marina	\$71.7
Summit Properties Partnership, LP	Rental Apartments	\$48.5
Florida Power & Light	Electric Utility	\$47.9
NNN Aventura Harbour Center	Mixed Use	\$39.6
OTP Capital LLC	Office Building	\$36.7
Promventrue Limited Partnership	Shopping Center	\$36.3

Source: City of Aventura 2015 CAFR

The Commission hires the City Attorney, City Clerk and City Manager who then hires all subordinate employees. The City Manager is the Chief Executive Officer of the City, overseeing the day-to-day operations, administering the City's service providers, preparing long range plans and implementing the policies established by the City Commission. The relationship between the City Commission and staff is

outstanding – one of mutual respect and confidence.

The City Commission is committed to providing quality municipal services at the lowest possible cost. The City’s operating departments include the Office of the City Manager, City Clerk’s Office, Legal, Community Development, Community Services, Public Work/Transportation, Finance, Information Technology, Charter School, Arts & Cultural Center and Public Safety.

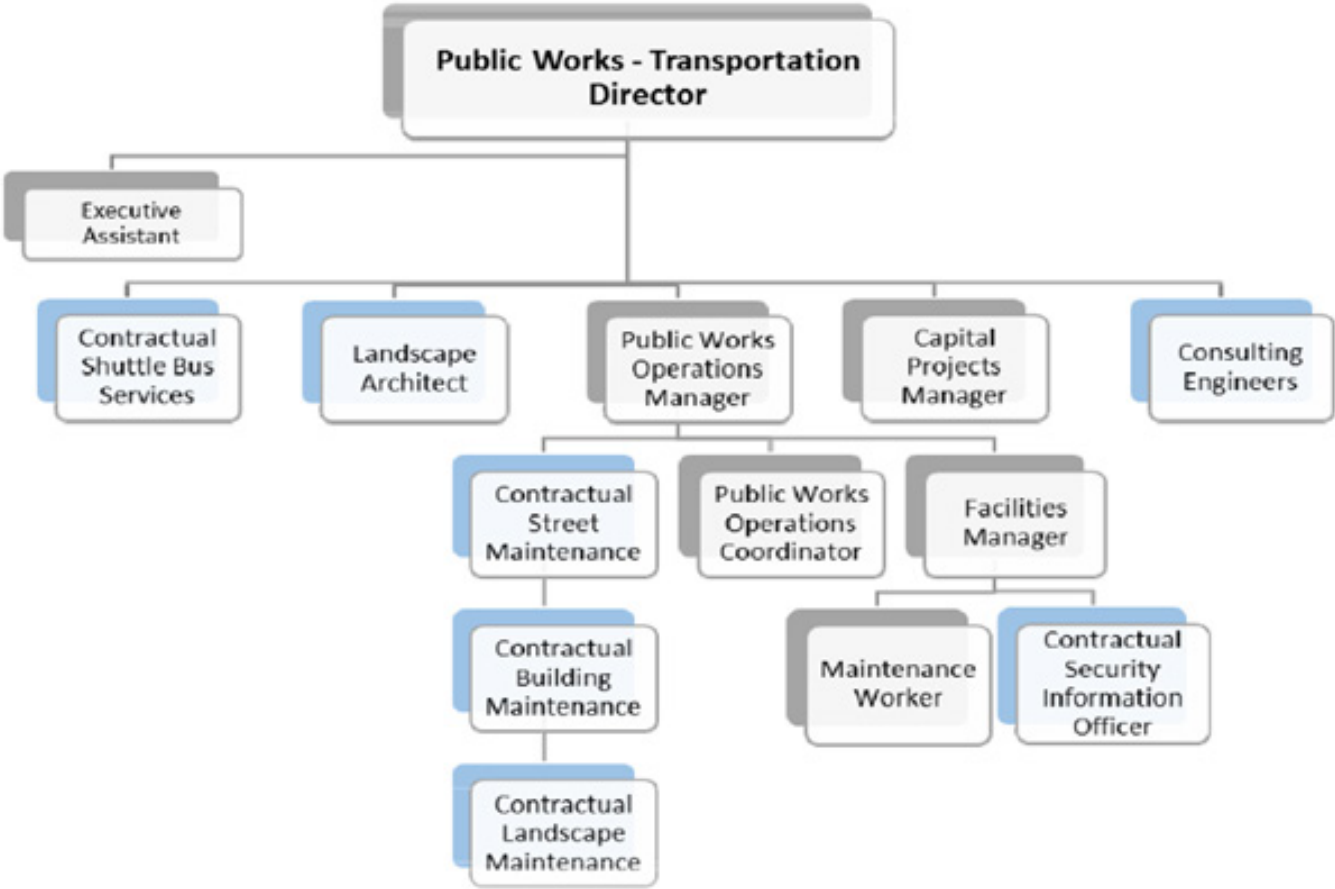
The City has a total budget of \$58.4 million and a general fund budget of \$53.4 million. Overall, it has 178 full-time and 13 part-time employees. The Police Department has 125 employees. Otherwise the City’s core services are largely provided through contractual services with a variety of vendors. None of the City’s employees are unionized. In the 20 years since the incorporation of the City, taxes have not been increased.

THE PUBLIC WORKS/
TRANSPORTATION DEPARTMENT

The Public Works / Transportation Department is a new department. Previously, its functions were conducted under the umbrella of the Community Services Department. The goal in creating it is to allow the Director to focus more attention on public works and transportation.

The Department is responsible for the maintenance of roads, medians, public areas, drainage systems, government facilities, beautification projects, mass transit services and capital projects. The City takes a great deal of pride in its appearance and this Department bears the primary responsibility for ensuring Aventura is a model community in this area. It feels the appearance enhances the high quality of life for the City’s residents, businesses and visitors. It also places a priority on

Table 3: Public Works Organization Chart



making transportation available to residents. For example, it operates a shuttle bus service that moves residents from the condominiums to the Mall, other shopping areas, and medical facilities within the City. It presently has 25,000 riders per month and the City hopes to expand this very popular service in the near future.

Capital projects are an important element of the Department. Two of its principal components are the replacement of the City's street lights with LED bulbs and evaluating the impact of sea level rise upon the City and recommending appropriate courses of action to mitigate the consequences. The Department is also concerned about working with the Florida Department of Transportation, the County and the neighboring communities to mitigate the problems traffic creates in the area.

The Department has 6.5 employees and a budget of \$2.8 million. Of that budget, \$1.267 million is for contractual services. Table 3 (on page 6) shows the internal positions (highlighted in gray) and the functions provided by contractual services (highlighted light blue).

THE ISSUES

The primary areas of concern have been alluded to in the prior sections. In the short term, the first challenge is to fully establish an independent department. That is not viewed as a major issue – the function has been operating for 20 years. It is more a matter of tweaking the City government's structure. The second challenge is to maintain and enhance the community's current elegant appearance. To do so the new Director will



need to monitor the contractors very carefully. Third will be move the City forward with its capital improvement program and the LED replacement in particular. Fourth will be to improve transportation for the City's residents through the shuttle bus service. In the longer term, the challenges will be to try to stay ahead of the challenges that threaten the residents' way of life – ever increasing traffic congestion and sea level rise.

THE IDEAL CANDIDATE

The City is seeking a candidate who has a demonstrated record of achievement. The individual will be an outstanding leader and a manager—a people person who is proactive, progressive, strong, energetic and hard working. He/she will visualize possibilities where others see stumbling blocks. The Director will partner with the City Manager to maintain Aventura as a world class city. He/she will have a high degree of integrity, honesty and value transparency.

The ideal candidate will be technically very strong and have strong analytical skills. This is a City that is always trying to improve, to find better more efficient ways to get things done and satisfy residents' needs. With a new department, the Director will have an opportunity to review every process and procedure and to make the changes he/she feels are necessary. The individual will help others capture the vision. The staff is very lean so the Director will set expectations, provide the necessary resources and delegate responsibilities. Accountability will be important and the individual will expect to be kept informed. He/she will also be willing to roll up their sleeves and pitch in. It will not be enough just to get the job done—it must be done with excellence.

The ideal candidate will have outstanding communications skills. Customer service will be a way of life, not just a catchy phrase. With a small staff and an active resident population, the Director will have frequent interactions with the public. He/she will be a patient listener who presents well-reasoned positions

and responses. The ideal candidate will be able to diplomatically provide residents accurate information. While the individual may not be able to satisfy every resident, he/she will recognize all residents' right to be heard, to have a diligent effort made to resolve their issues, to find alternatives that achieve the same end and when it is impossible, to be given a sound explanation of why not.

The new Director will have demonstrated success in managing contractual services. The individual will be fair but ensure the City receives what it is paying for, on time, on budget and with excellence. Since Aventura is surrounded by neighboring communities and is part of a large metropolitan area, skill in intergovernmental relations is a must. The only way to solve many of the problems will be a regional approach.

This position requires a Bachelor's degree in engineering, public administration or a related field. A professional engineering designation is preferred. Further, the ideal candidate will have seven to ten years of progressive management experience in the areas he/she will oversee.

THE CURRENT DIRECTOR

The Director of Public Works is a new position. Department Directors in Aventura tend to have lengthy tenures with the City.

COMPENSATION

The starting salary is targeted to be \$120,000 plus or minus. However, the City is willing to entertain increasing the range based on the qualifications of a successful candidate. Fringe benefits are generous. The City pays 15% into a 401 plan and offers a 457 plan that the employee can contribute to.

RESIDENCY

Residency within the city limits is not required.

Employee must be accessible to the City Manager to response to emergencies.

HOW TO APPLY

E-mail your resume and cover letter to Recruit27@cb-asso.com by August 26th. Faxed and mailed resumes will not be considered. Questions should be directed to Rick Conner at (941) 896-7001 or Colin Baenziger at (561) 707-3537.

THE PROCESS

Candidates will be screened as their materials arrive. CB&A will recommend candidates to the City on August 30th. The City will handle the process from that point forward.

OTHER IMPORTANT INFORMATION

The City of Aventura is an Equal Opportunity Employer and encourages women, minorities and veterans to apply. Under the Florida Public Records Act, all applications are subject to disclosure upon receipt. As a practical matter, we do not expect any media attention to the process. A veteran's preference will be awarded if applicable under Florida law.

ADDITIONAL INFORMATION

For additional information about the City of Aventura, visit: <http://www.cityofaventura.com>.

COLIN BAENZIGER  ASSOCIATES
EXECUTIVE RECRUITING

