



Welcome to the city of Aventura, Florida

City Manager Position Available - Apply by August 25, 2017



Estimated Population: 37,724

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, tourism and career. Or you can simply chill out and enjoy sunny South Florida.

The City is home to the Aventura Mall, the third largest shopping center in the United States with 3,000,000 square feet of leased space and hosting over 300 retailers and restaurants. The Municipality 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 National Park lies 1½ 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 excellent dining establishments, 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) are currently ranked as the top two cruise ports in the world in terms of passenger volumes.

Aventura is a great place to live. It has evolved beyond its roots as a retirement community and its newer residents are mostly younger and family oriented. It is a diverse community where 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 \$750,000. 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 meaning it is 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 was exactly what he was embarking on – an adventure that would, over the next 40 years, turn this swamp 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 authority they had in determining the area’s destiny and over the relatively low level of services the County provided—in spite the significant amount of tax dollars they sent to the County. A movement to incorporate the area took place

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 desired and expected.

GEOGRAPHY

The City of Aventura is located near 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

2016 Estimated Population: 37,724			
Distribution by Race		Distribution by Age	
Caucasian	93.1%	0 to 15	15.1%
African American	3.2%	15 to 35	15.5%
Asian	0.7%	35 to 55	28.6%
Some Other Race	1.1%	55 to 75	26.8%
Two or More Races	1.9%	75 and Older	14.0%

Ethnicity		Median Age	
Hispanic-All Races	35%	Aventura	48.5
All Others	65%	U.S.	37.6

Educational Achievement (over age 25)	
High School or Higher	93.8%
Bachelor’s Degree or Higher	52%

Income	
Median Household Income	\$60,222
Mean Household Income	\$96,234
Percent Below Poverty Level	9.1%

Source: U.S. Census Bureau

The City is largely built out so further growth of population of any magnitude is not anticipated. However, older areas of the City will be focusing on redevelopment in the future.

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 2,700 businesses.

While many other communities have suffered dramatically in the recent economic downturn, Aventura weathered the storm fairly well. In 2006, its taxable assessed value was \$6.616 billion and it peaked at 9.610 billion in 2008. It then fell back to \$7.245 billion in 2011 before beginning its climb back to its 2017 level of \$10.099 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 and the City Commission is totally supportive of it. 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 use applications and establishes the policies by which the City is governed. The Mayor is the ceremonial leader of the City, the presiding officer at Commission Meetings and is a voting

member of the Commission, with his/her vote having no more or less weight than that of any other member of the Commission.

The Mayor is elected at large to a four-year term, and may reside in any area of the City. City Commissioners each have the same authority and ability to bring, discuss and vote on matters before the Commission. The City Charter requires that two Commissioners reside in the northern area north of the William Lehman Causeway

Table 2: Principal Property Taxpayers

Taxpayer	Use	Taxable Assessed Value in millions
Aventura Mall Ventures	Shopping Center	\$474.2
Miami Beach Health Care Group	Hospital / Health Care	\$127.6
Turnberry Isle Resort	Hotel / Golf / Marina	\$79.2
CC-Aventura, Inc.	Independant / Assisted Living	\$67.6
Summit Properties Partnership, LP	Rental Apartments	\$46.1
Florida Power & Light	Electric Utility	\$44.8
Promventrue Limited Partnership	Shopping Center	\$43.9
OTP Capital LLC	Office Building	\$41.2
NNN Aventura Harbour Center	Mixed Use	\$40.9
Bruce Strohm and D. Niethercut TRS	Rental Apartment Complex	\$40.6

Source: Miami-Dade – Office of the Property Appraiser

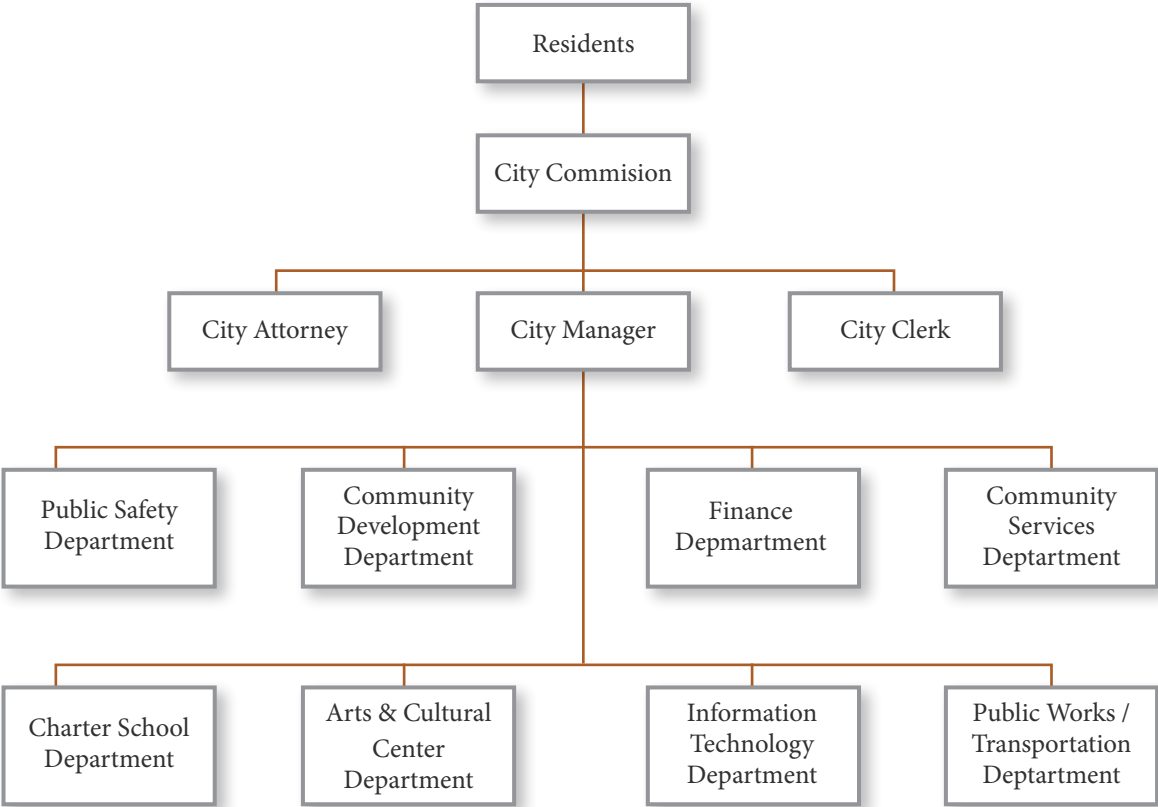
and two live south of the Causeway. Two Commissioners run at-large and may reside anywhere within the City’s boundaries. Commissioners serve staggered four year terms. All the elected officials are considered to be “part-time” and not an employee of the City. They also have no authority to direct any city employee except the City Manager and must do so as a body.

The Commission hires the City Attorney, City Clerk and City Manager who then hires all subordinate employees. All these positions are appointed and removed by a simple majority of the City Commission. The Manager is the Chief Executive Officer, 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 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, K-8 Charter School, Arts & Cultural Center and Police. The County provides Fire Rescue, Water and Sewer and Library Services for the City.

The City’s total proposed budget for FY 2017/18 is \$58.2 million with a general fund budget of \$51.9 million, not including charter school operations. Overall, it has 182 full-time and 16 part-time employees. The Police Department has 90 sworn officers and 39 civilian employees for a total of 129 employees. Otherwise, the City’s core services are largely provided through contractual services with a variety of vendors. The sworn

Table 3: Organization Chart



police officers are represented by the PBA and all other employees are not unionized. In the years since the incorporation of the City, taxes have not been increased and the City's finances are in excellent condition. The City has maintained its infrastructure at a high level and accomplishes this through the annual adoption of a five year capital improvement program.

THE CHALLENGES

Aventura does not face any significant issues. The Commission has been fiscally conservative while ensuring the needs of the community are met. Thus, the City's finances are very healthy, the infrastructure is in very good condition, and the community's appearance is first rate. Probably the most significant challenge will be replacing a very successful, long tenured City Manager. The City Commission knows the next Manager will be different and is fine with that, as long as the Manager be just as fiscally responsible and extremely competent. The second challenge is to maintain and enhance service delivery. Aventura's residents have very high expectations and the next Manager will need to be certain these expectations are met. In the longer term, the challenges will be to try to stay ahead of the items that threaten the residents' way of life—ever increasing traffic congestion and climate change. As noted, the City is only 3 feet above sea level.

THE IDEAL CANDIDATE

The City is seeking an outstanding professional to partner with the City Commission to continue Aventura's progress toward becoming a world class city. The ideal candidate will be an outstanding leader and a



manager with an exemplary record of achievement. He/she will be upbeat, positive and outgoing—someone with a "can do" attitude and who is visionary yet practical.

The ability to look over the horizon, anticipate issues and resolve them before they become problems is critical. Good judgment, common sense and responsiveness are essential. When an elected official calls, no matter what time day or night, the call will be answered and the matter of concern addressed immediately.

The ideal candidate will have the best interests of the community at heart and be strong willed. The individual will tell elected officials diplomatically what they need to hear, not what they want to hear. He/she will do so without giving offense or causing embarrassment. At the same time the individual will be flexible and, when the Commission does not follow his/her advice, he/she will carry out their wishes with enthusiasm.

The best candidate will be a leader—not a bureaucrat. Customer service will be a core principle along with integrity. Aventura is a high end community where residents expect white glove service. The manager will work with everyone to find solutions to problems rather than finding reasons to say no.

The ideal candidate will have excellent communication skills and use them. He/she will be open and approachable—someone who can make everyone feel their views are being heard and who will help bring parties to consensus. An important avenue of communication between the City and its residents is the local clergy. It is a relationship that has been cultivated and one the Manager will be expected to utilize and continue to cultivate. The Manager will make a good appearance and be comfortable representing the City (while not being someone who seeks the limelight). The individual will value honesty, openness and transparency.

The City Manager will not be a micromanager but will delegate and encourage an environment where subordinates and others flourish. He/she will recognize talent, mentor that talent, and be confident enough to then step back and let the staff member do his/her job. That said, the ideal candidate will expect results and hold employees accountable.

In terms of specific skills, the individual will have a demonstrated track record of achievement in management, finance, and service delivery through third party vendors. The position requires a bachelor's degree in business administration, public administration, public policy or related field and seven to 10 years of increasingly responsible experience as a senior-level government official. The ideal candidate will have extensive experience as a City Manager and a master's degree. Aventura is a diverse community and fluency in Spanish is a plus but not required.

Finally, the City is looking for someone who will recognize this job for the tremendous opportunity it is and will be willing to make a long term commitment to the City and organization. The individual will value the historic stability of the position and want to continue it.

COMPENSATION

The expected salary is approximately \$220,000 although the City will pay more for just the right candidate. The actual salary will depend on qualifications and experience. Benefits are excellent. All employees are part of the City's retirement system which includes an ICMA based 401a and an ICMA 457.

CURRENT CITY MANAGER

The current City Manager is the first and only Manager the City has had. He is retiring after 21 years of service with the City.

RESIDENCY

Residency within the city limits is not required. However, the City Manager must be readily accessible to the City Commission.

HOW TO APPLY

E-mail your resume and cover letter to Recruit35@cb-asso.com by August 25th. Faxed and mailed resumes will not be considered. Questions should be directed to Rick Conner at (915) 227-7002 or Colin Baenziger at (561) 707-3537.

THE PROCESS

Candidates will be screened between August 26th and September 25th. The Commission will select finalists on October 3rd and interviews will be held on October 12th. A selection will be made shortly thereafter.

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

