

# County Manager

## Brevard County, FL

(Population 536,000)

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### THE COMMUNITY AND LOCATION

Brevard County is located on Central Florida's Atlantic Coast approximately three hours from Miami, Jacksonville and Tampa. It is perhaps best known for its picturesque beaches which stretch the full length and Cape Canaveral. The County covers 1276 square miles of which 281 represent inland waterways. Overall, it is 72 miles long and averages approximately 20 miles east to west.

Just 35 miles from Orlando, it thrives on tourism and recreational opportunities abound. The area has more than 200 parks, three campgrounds and six public golf courses. The parks include athletic complexes, community centers, aquatic centers, nature centers, trails, conservation areas, beach parks, historic sites, and boating and fishing access to lakes, the Indian River Lagoon, the St. Johns River and the Atlantic Ocean. In eleven sanctuaries that protect natural ecosystems, the County's Environmentally Endangered Lands Program offers passive recreation opportunities such as hiking, wildlife viewing, biking and paddling.

The County is not, however, just about tourism and recreation. Overall, the Brevard economy has been driven by Trade, Transportation and Utilities (18%), Professional and Business Services (17%), Total Government (15%), Education and Health (14%), Manufacturing (12%), Leisure and hospitality (10%), Construction (6%) and Financial (4%). Part of Florida's Space Coast and home to the Kennedy Space Center, it is also well known for its high tech industry. Well known firms such as Harris, Northrup Grumman and GE have facilities in the County and do significant work for the Kennedy Space Center and Patrick Air Force Base. While Port Canaveral (governed by its own authority) is the world's busiest cruise port, it also has 750,000 SF of covered freight storage capacity and cargo produces about 20% of the Port's revenue. It is estimated that the port has boosted Brevard's economy by \$500 million annually. The County's two major hospitals are among its top five employers.

Both Orlando's airports (Orlando International and Sanford-Orlando) are a little over an hour's minute drive. Additionally, Melbourne hosts a small, commercial airport. Delta operates six flights a day to Atlanta and Baer Air has two flights a week to the Bahamas.

Overall the quality of life is excellent. Schools are very good – Brevard had more "A" rated schools than any of the other of the ten most populous counties in the state. It also ranked third in the country for the number of certified teachers on a percentage basis and eleventh in terms of

raw numbers. Additionally, the School District won the Florida Sterling award for excellence in 2005. Brevard County has the highest percentage of college graduates of all the counties in Florida. Demographically, 29% of the population is under 25 years old, 51% between 25 and 64 and the remaining 20% is over 65. Median household income, as of 2005, was \$43,281. Finally, Housing is affordable.

## **THE GOVERNMENT**

The County follows the Commission-Manager form of government with five Commissioners elected in November of even numbered years. They serve staggered four year terms and are elected by district. Two of the Commissioners were first elected in November 2006 and three of the Commissioners were elected in November 2008. Those elected in 2008 were all elected in open seats. The Commissioners get along reasonably well and want the best for their community. Discussions are kept on a relatively high level and do not become personal. Overall, the Commission is conservative and frugal. Other elected officials include the Clerk of the Court, Property Appraiser, Sheriff, Supervisor of Elections and Tax Collector.

The County Commission oversees provides all the standard County services (agricultural extension, animal services, emergency management, fire/rescue, growth management, housing and human services, libraries, mosquito control, natural resources, parks and recreation, roads and bridges, solid waste, transit services and utilities). It also manages a small airport and has an entity that supports tourism. The County has particularly robust parks and recreation and library programs. All department head appointments made by the County Manager must be confirmed by the Commission.

The County has a total budget of \$1.175 billion and approximately 2,200 employees. Budgetarily, it has 21 municipal services taxing units (MSTUs) covering an unusually broad range of activities. To some degree, these units insure that incorporated areas are not taxed for services at both the city and county level (such as law enforcement). In other cases, the units insure taxes collected within the area of the county will actually be spent within that area. For example, each commission district has at least one MSTU for roads and bridges. With the recent property tax reform in Florida, this structure has limited the County's flexibility in finding areas to reduce taxes.

## **THE ISSUES**

Brevard County has a number of issues. First and foremost, is the budget. As with all local Florida governments, revenues are down because of the economy and property tax reform. For the coming fiscal year, the County has an approximately \$35 million dollar gap to close while only about \$240 million of the budget is "discretionary." The longer term is further complicated by the fact that the Kennedy Space Center is scheduled to lose 3,000 to 6,000 direct jobs. Hence, economic development will be an important issue. The state has also placed new stormwater mandates on the County and will need to be dealt with. Environmentally, many residents are on well and septic. In the long term that needs to change. Internally, the possibilities for cost

savings and better management through investment in technology need to be explored. The County does not have a computerized system to manage its roads and their maintenance, for example. Finally, and most importantly, the County needs strong leadership from its appointed chief executive. The staff and commissioners need to know who is in charge and whom to hold accountable. Then all participants need to work to make that individual a success.

## **THE IDEAL CANDIDATE**

More than anything else, the County is seeking a strong, results-oriented manager and exceptional leader. It is extremely important that the selected candidate also have outstanding budget and financial skills, given the current economic climate, the recent property tax reform in Florida and structure of the County's budget. Under the circumstances, thinking outside the box will be a critical skill. The individual will have a "can do" attitude and be politically astute although not politically involved. In a crisis, the next manager will remain calm, smile, inspire confidence and make good decisions. The Commissioners do not want a "yes person" but a straight shooter and someone who will diplomatically tell them what they need to hear, not what they want to hear. The selected individual will understand the underlying data and be able to present it and the options in a manner that the public understands. The Commissioners also want someone who is practical, down-to-earth and a change agent who asks the tough questions, who asks why rather than accepting the conventional wisdom. He/she will have a high degree of integrity and be a consensus builder. Strong inter and intra governmental skills are also important. The County's other constitutional officers are strong individuals. He/she will have a demonstrated track record for achievement. Customer service will be far more than a catchy slogan to this individual. He/she will be an extraordinary communicator, accessible, responsive, upbeat and positive. Public relations skills are also extremely important. Over the past two years, the County Commission has cut \$80 million out of the budget but has not received little credit for doing so.

The ideal candidate will have a minimum of seven years of progressively responsible experience in public or private sector management and at least two years as manager overseeing the efforts of at least 200 employees. A Bachelors degree from an accredited college or university, with a major in administration, management or a related field, is required. A Masters degree is preferred.

## **COMPENSATION**

The salary range is \$140,00 to \$200,000. Although the Commission prefers to pay in the lower half of the range, it recognizes that the right candidate may cost more.

## **HOW TO APPLY**

E-mail your resume to **Recruit27@cb-asso.com** by June 12th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger of Colin Baenziger & Associates at (561) 707-3537.

### **SCHEDULE**

Candidates will be screened between June 13th and July 14th. Interviews are anticipated to be held on July 30th and 31st with a selection made on August 4th.

### **OTHER IMPORTANT INFORMATION**

For additional information about the County, go to: [www.brevardcounty.us/](http://www.brevardcounty.us/). The County is an Equal Opportunity Employer and encourages minorities to apply. Under the Florida Public Records Act, all applications are subject to disclosure upon receipt. Veteran's preference will be awarded under applicable Florida law.