



Director of Parks and Recreation Position  
Available - Apply by November 2, 2018



## Welcome to the City of Deerfield Beach, Florida

We are searching for a high-caliber, motivated decision maker who will lead our Department of Parks and Recreation into the 21st century with an environment conducive for safe, educational, innovative and entertaining programs and events that helps improve the City's quality of life.

### ABOUT DEERFIELD BEACH (aka DFB)

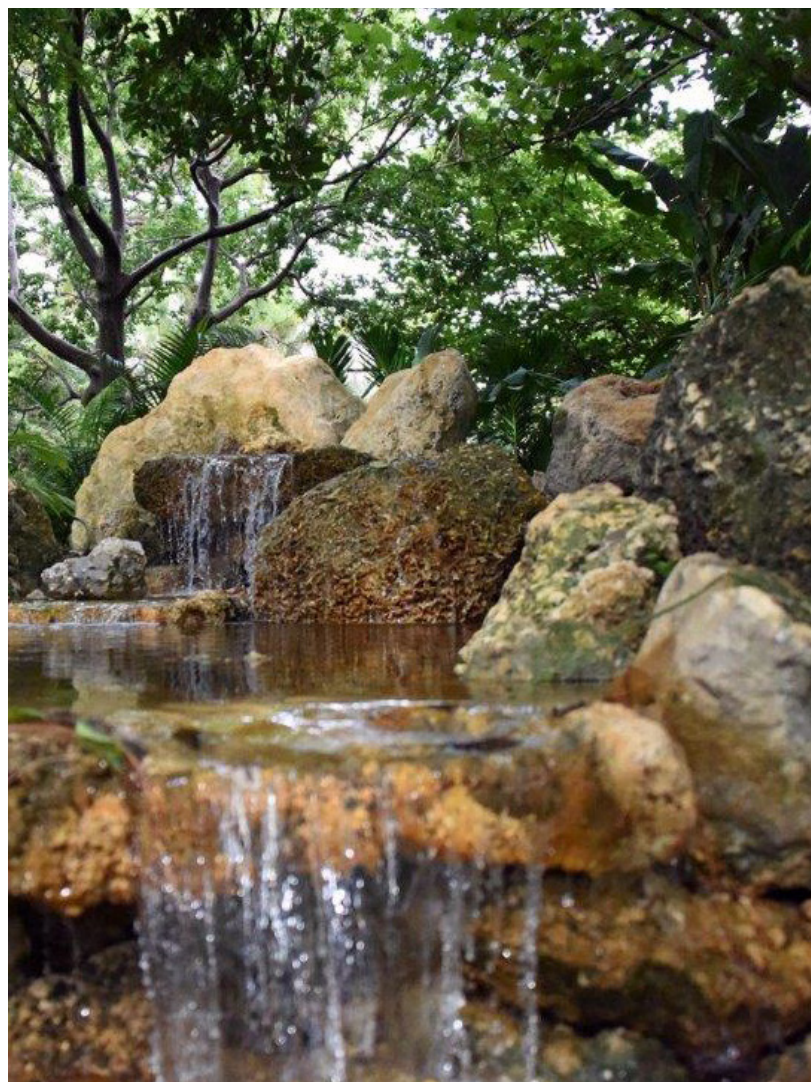
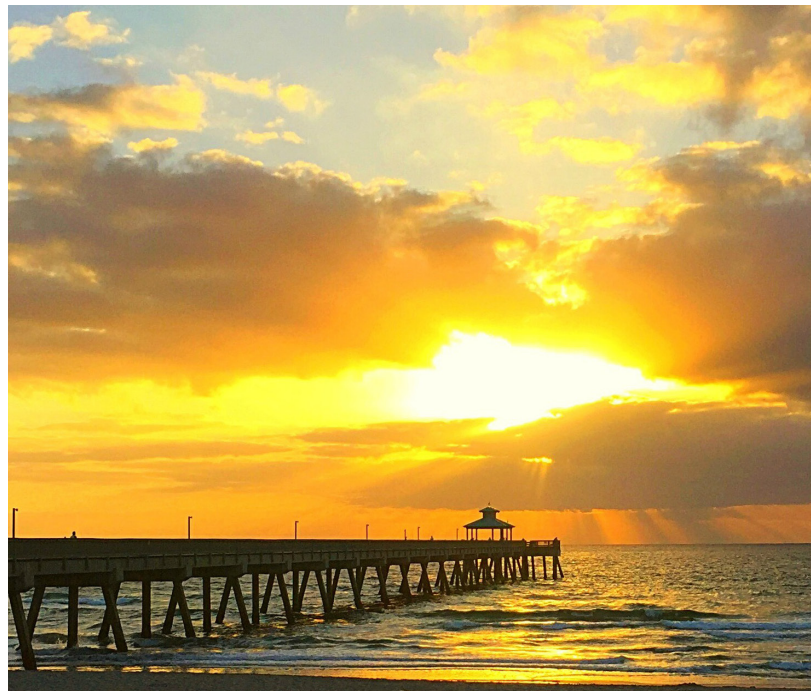
Welcome to the City of Deerfield Beach! Located on Florida's popular southeast coast, the City has a population of 78,000. Bringing together a rich and diverse environment, a thriving economy, and glittering sands and sea, Deerfield Beach is the City where beauty and entertainment are easily found and enjoyed.



Our tropical weather and low cost of living makes us one of the most attractive places in the nation to call home. The atmosphere remains that of a small town while the City's richness extends to a variety of cultures, economic backgrounds, and seasonal transplants. We have one of the highest percentages of Brazilian and Haitian residents in Broward County. Likewise our seasonal residents come from all over the Northeast United States and Canada. Our tourists come from all across the globe.

While Deerfield Beach is a coastal gem, our central location allows for easy travel to Fort Lauderdale, West Palm Beach and Miami. All of these cities offer international air travel and cruise ship ports-of-call. Orlando is only 3 hours away—perfect for a weekend at Disney World or Universal Studios. In the near future, a high speed train will connect South Florida to Orlando for even more convenient access.

Deerfield Beach promotes a healthy, active lifestyle with its many outdoor amenities. We are a popular surfing destination in South Florida. There are beach volleyball courts and plenty of sand at our award winning Blue Wave Beach. Our waterways are a boater's dream while the International Fishing Pier is an angler's paradise. We have some of the most beautiful diving spots in southeast Florida and have been featured on cable television shows for diving and fishing. We are home to well-known water sports stores, such as Island Water Sports,



Billabong Surf Shop, West Marine and Dixie Divers. Our waterfront eateries provide the freshest seafood, Latin cuisine and the best burgers in Broward County. There is live music entertainment throughout the week featuring a culturally diverse lineup of artists.

Many acres of City owned and operated parks are located throughout the community. The Arboretum at Constitution Park is a great attraction that covers approximately nine acres. The park contains trees from five continents around the world, as well as a nursery and the newest addition, the Rain Forest (Phase 1). Our Aquatics Complex is an award-winning facility that offers programming and a competitive swim team along with hosting major university swim teams in the early winter. The City calendar has 100 days of city sponsored free festivals and concerts throughout the year. For those with a competitive spirit, many privately sponsored events (including surf competitions along with beach tennis, deep sea fishing and volleyball tournaments) are offered.

## OUR PAST

Deerfield Beach began as a small settlement aside Hillsboro River in 1890. For the first decade, only a few homes dotted the river among a lush environment of palmetto, wild fig trees, pine groves, and swamps. Initially known as Hillsborough, it was renamed Deerfield because of the many deer that grazed along the banks of the Hillsboro River.

The early settlers were farmers, who grew pineapples, tomatoes, and green beans. The population continued to grow, and by the early twentieth century, the Florida

East Coast Railroad had completed a line to Miami that bisected Deerfield. The new rail line brought increased prosperity as a largely agricultural community until the end of WWII. Then tourists began to discover the City's scenery. In 1951, the town became the City of Deerfield Beach, and the economy continued to shift heavily from agriculture to tourism. Today, the economy is diverse and thriving with advanced industries, corporate headquarters, manufacturing and medical companies adding to its rich tourist tradition.

## TODAY

Deerfield Beach is a beautiful coastal city on the southeast end of Florida. The City covers 16.3 square miles—of those, 1.2 square miles is water. It provides a healthy economy for our residents and businesses. JM Family Enterprises, Inc. is headquartered here and is a prominent automotive company. In fact, it was recently ranked 20th on Forbes' list of America's largest private companies, and FORTUNE consistently ranks it as one of the "100 Best Companies to Work For." At the company's headquarters, more than a thousand people are employed. They are also very involved in the community and parks system.

Broward Health North, Rand Eye Institute and University of Miami Sylvester Cancer Research Clinic are centered in Deerfield Beach. Broward Health North is one of the 10th largest health systems in the United States. It has over 30 healthcare facilities in the County. Other firms headquartered in the City are People's Trust Insurance, Just Play Toys and SHL Pharmaceuticals.



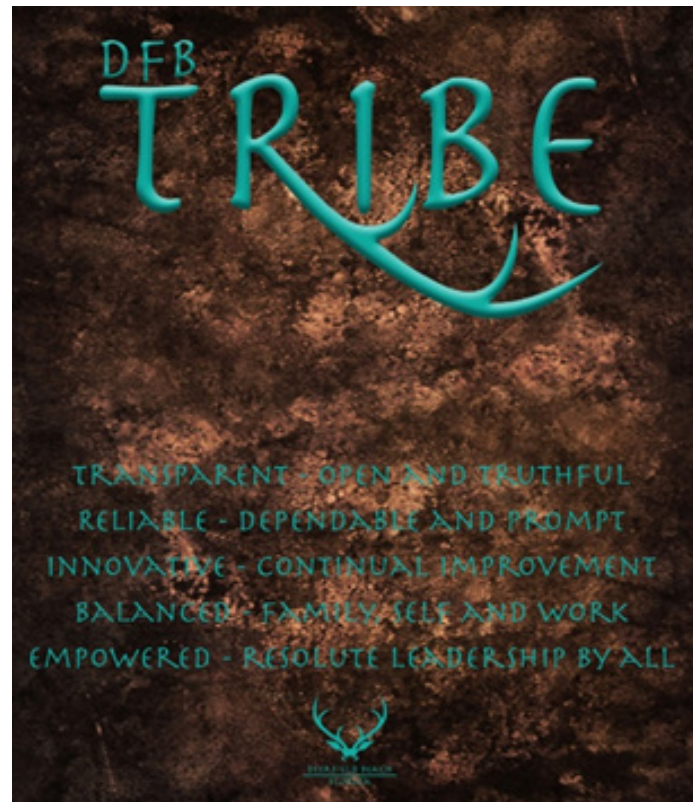
## THE GOVERNMENT – DFB TRIBE

The City operates under a Commission/City Manager form of government. The City Commission consists of five members serving staggered four year terms. The Mayor is elected at-large and the four commissioners are elected by the residents of their districts. The next election is in March 2019 where voters will choose two Commissioners (District 1 and 2).

The Commission enacts ordinances and resolutions, creates policy and oversees special programs designed to involve citizens in their government. Other responsibilities of the City Commission include adoption of the annual budget, approval of tax rates, authorization of most contracts and the appointment of the City Manager, City Attorney and members of City Advisory Boards. The City Commissioners all have their own opinions but they work reasonably well together.

The City Manager is the Chief Executive Officer and is responsible for executing the policies and programs adopted by the City Commission. The current City Manager has been in place for nearly nine years and has been with the City since 2001.

The City's projected Fiscal Year 2019 General Fund Budget is \$109.5 million. Water, Sewer and Solid Waste add another \$50.9 million. The Total Budget to \$188.5 million including all funds. The City has over 800 regular and contractual employees. 379 full-time and 163 part-time in-house employees perform the basic governmental functions including Administration, Community Development, Economic Development, Environmental Services, Human



Resources, Parks and Recreation, Planning, Senior Services and Sustainable Management. The Departments of Law Enforcement and Fire-Rescue are provided by the Broward County Sheriff's Office through a contract which accounts for another 294 full-time and seven part-time positions.

The City is a great place to work with a casual nature and 21st Century approach to productivity. Expectations are high and accountability is a way of life in Deerfield Beach. Innovative and non-bureaucratic decision making is the driving force for the executive management team.

## DEPARTMENT OF PARKS AND RECREATION

Since 1925, the Parks and Recreation Department has been a valued part of the community and played an important part in its development. With 59 parks covering 270 acres, the Department is viewed as an asset to be nourished

and strengthened so it can meet the needs of a growing population.

The Department provides numerous amenities including an aquatics center, athletic fields, a gymnasium, a tennis center, the Blue Wave award-winning beach, neighborhood parks, nature preserves, and cemeteries. It is responsible for maintaining all these facilities as well as the City's medians (the latter which is done via contract labor).

A wide variety of recreational, social, and cultural programs are available at the community centers, such as Bison youth sports, adult sports, cooking, and children's camps. The Department also sponsors numerous community activities throughout the year, such as a Festival of the Arts, Boots and Bourbon, beach concerts, and holiday events.

The Department is composed of six basic components with an annual operating budget of \$13.2 million which include: the Administration & Community Events (7 full-time employees), Recreation (15 full-time and 19 part-time employees), Waterfront Operations (3 full-time and 13 part-time employees), Athletics & Aquatics (9 full-time and 22 part-time employees), Parks Maintenance (45 full-time and 11 part-time employees), Cemetery (4 full-time and 1 part-time employees).

Certain departmental positions are covered by two separate union contracts – the International Union of Painters and Allied Trades (IUPAT) and Professional Managers and Supervisors Association (PMSA). The employees are not mandated to be dues paying members.

## THE CHALLENGES AND OPPORTUNITIES

The next Director will inherit a strong department with an excellent staff. The Department is well supported by the City Commission and in recent years, funding has been increased annually. Nonetheless, the new Director will face a few challenges. First and foremost, the operations are extensive, fast paced and diverse plus administrative support is limited. That means the Director will be very busy and needs to be very active! Second, the City's facilities and infrastructure are rapidly aging and will need to undergo refurbishment or replacement. Fortunately, the City Commission has expanded funding for projects and made this a priority and recently approved a revenue bond to rebuild their largest community center. There is much to do and this job is only for highly motivated, talented professionals with a "can-do" attitude!

## THE IDEAL CANDIDATE

The City is seeking a strong, energetic, effective and dynamic leader with experience in all aspects of athletics, recreation, events and parks maintenance to join its senior management team. The individual will be hands-on, well organized, very flexible and highly adaptable. He/she will not accept things as they are but will constantly be looking for new and better ways to accomplish the Department's goals, tasks, and programs. Innovation is prized in Deerfield Beach and, while realizing the value of existing practice and procedure, the Director will be analytical, examining everything with a critical eye to determine if it can be improved, while also understanding the unique nature of DFB.

Customer services starts at the top. The next Director will be a model for employees and the general public. Customers may not always be right but they deserve respect and a good explanation with any answer the Department provides.

The ideal candidate will be a positive, open-minded person who is comfortable in the community and interacting with a very diverse populace. The individual will be an outstanding communicator and presenter to a wide range of audiences. He/she will need to be technologically competent, data-driven decision maker with excellent writing and speaking skills.

The selected candidate will have extensive experience speaking to and working with community groups. Finally, the Director will also be comfortable presenting and answering questions at City Commission meetings.

Mentoring and developing staff will be important to the selected candidate. He/she will value accountability, set high standards and expect them to be met. At the same time the Director will be reasonable and understanding. A sense of comradery will be important as well as a sense of humor.

The ideal candidate will have at least six years' experience as a senior manager in Parks and Recreation. The position requires a Bachelor's degree in Parks and Recreation, Business, Public Administration, or a closely-related field. A Master's Degree and NRPA certification are preferred.

## COMPENSATION

The salary range is \$104,769 to \$172,868. The City Manager is searching for the best talent. The actual salary can be anywhere within the range but will depend on the qualifications and experience of the successful candidate. The City benefits package is excellent. The Director will be part of the City's Defined Contribution Retirement System which is through the ICMA-RC.

## RESIDENCY

Residency within the City limits is not required.

## INTERNAL CANDIDATES

It is possible some internal candidates will apply but the City is committed to a level playing field and everyone will have an equal chance at this opportunity.

## HOW TO APPLY

E-mail your resume to [Recruit42@cb-asso.com](mailto:Recruit42@cb-asso.com) by November 2nd. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537 or David Collier at (772) 220-4320.

## CONFIDENTIALITY

In Florida, once a candidate has forwarded a resume, the application is a public record and subject to disclosure. As a practical matter, the media rarely covers positions of this nature.



## OUR CITY DESIRES HIGH-CALIBER, DIVERSE LEADERSHIP

The City of Deerfield Beach is an Equal Opportunity Employer and strongly encourages minorities, women and veterans to apply. Veteran's preference will be awarded per Florida law.

### ADDITIONAL INFORMATION

For additional information about the city, visit:

<http://www.deerfield-beach.com/>

[https://twitter.com/DFB\\_City](https://twitter.com/DFB_City)

<https://www.sunny.org/> (Greater Fort Lauderdale Convention & Visitors Bureau)

<https://www.facebook.com/CityOfDeerfieldBeach-FloridaMunicipalGovernment>

