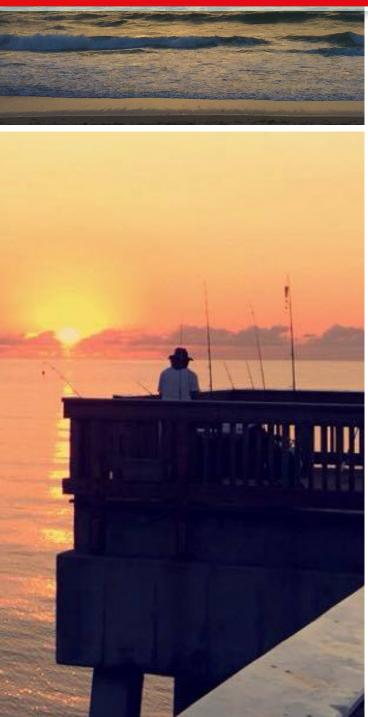


Welcome to the City of **Deerfield Beach, Florida**

Utilities Manager, Department of Environmental Services Position Available—Apply by May 19, 2017





We are searching for a high-caliber, motivated decision maker who will lead our Utilities Division into the 21st century with an environment conducive for safe, educational 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 seasonalresidents. 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 wellknown 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 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 awardwinning facility that offers programming and a competitive swim team along with hosting major university swim teams in the early winter. The City calendar has 90 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

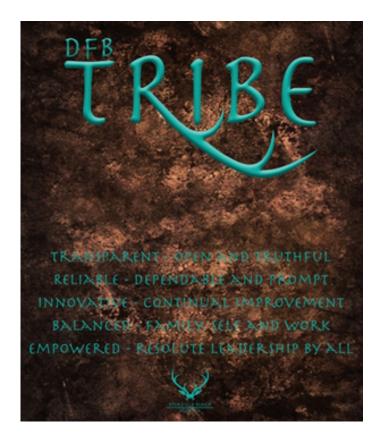
Deerfield Beach began as a small settlement aside Hillsboro River in 1890. For the first decade, only a few homes dotted the river among a lush environment of palmetto, wild fig trees, pine groves, and swamps. Initially known as Hillsborough, it was renamed Deerfield because of the many deer that grazed 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. We provide 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 21st 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 the 10th largest health system 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 City just had a major election in March with the placement of newly-elected Mayor Bill Ganz who served eight years as the District 4 City Commissioner. There are two new City Commissioners (Bernie Parness–District 3 and Todd Drosky–District 4). District One City Commissioner Joe Miller is in his final term with eight years of tenure. District 2 City Commissioner Gloria Battle is in the middle of her first term.

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 very well together. They are initiating a strategic planning process in the coming few months. The Department of Environmental Services—Utilities Division will be a high priority during these discussions.

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 seven years and has been with the City since 2001. In December 2015, the City Commission unanimously approved a contract amendment to retain him.

The City's Fiscal Year 2017 General Fund Budget is budget \$99.9 million. Water, Sewer and Solid Waste add another \$54.4 million. The Total Budget to \$176 million including all funds. The City has almost 700 regular and contractual employees. 372 full-time and 180 part-time in-house employees perform the basic governmental functions including Administration, Community Development, Economic Development, Environmental Services, Financial Services, Human Resources, Parks and Recreation, Planning and Development Services, 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 288 full-time and seven (7) parttime positions. The City's Building Inspection Services and Code Compliance Divisions are contracted by Calvin, Giordano and Associates.

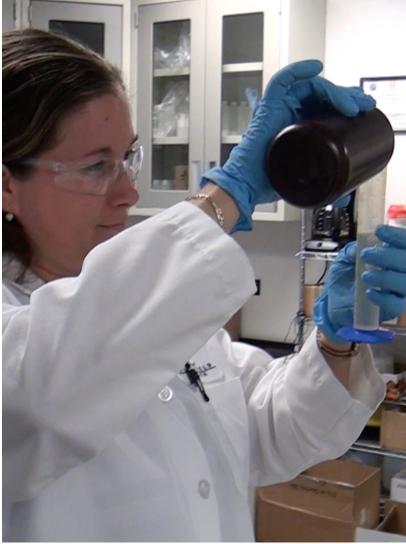
The City is a great place to work with a casual nature and 21st Century approach to productivity. Expectations are high and accountability is a way of life in Deerfield Beach. Innovative and non-bureaucratic decision making is the driving force for the executive management team.

DEPARTMENT OF ENVIRONMENTAL SERVICES—UTILITIES DIVISION

The Department of Environmental services is a valued part of the community and plays an extremely important role in the quality of life and visual appearance of the city. The Department's functions include: engineering services, water production and distribution, wastewater collection, street maintenance and other related field construction activities. It is viewed as an asset to be nourished and strengthened so it can meet the infrastructure needs of a growing population.

The City recently recruited Tom Good to serve as the Director of Environmental Services. Mr. Good has over 20 years of experience in leading similar operations for the City of Miramar, Florida. He is a well-respected public executive in the South Florida region.





He has been asked to serve on numerous boards and task forces in Broward County.

The City presently has one operational water plant that produces 10 MGD and blends water from the following processes: lime softening, membrane filtration, and reverse osmosis.

A second plant is currently mothballed while its future use is determined. Wastewater is treated at a county-operated plant and some is returned for use as gray water. The City currently contracts meter reading to a third party and is moving towards automated meter reading (AMR).

Within Environmental Services, the Utilities Manager oversees two basic units: the Water Plant Division (administration–2 employees; operations–19 employees; laboratory–3.5 employees; and instrumentation and general plant maintenance–13 employees; and Utilities Maintenance Division (administration–1 employee; water distribution–17 employees; and wastewater collection (10 employees).

The budgets (including current year capital outlays) for the two units are: \$6,334,642 for the Water Plant Division and \$4,849,160 for the Utilities Maintenance Division.

Overall, the staff is strong and capable. Certain utility 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 due paying members.

THE CHALLENGES AND OPPORTUNITIES

The next Manager will inherit a strong organization. The Department is well supported within the City government and for the most part, the infrastructure it is responsible for is in good condition. Nonetheless, the new Manager will face a few challenges.

First and foremost, the Manager will need to address long range planning. A master plan for the Utility needs to be completed as well as five and ten year capital plans. Second, the City has lacked a meter replacement program for the past eight plus years. It is anticipated that the AMR will play a large role in updating the meters. Third, the new Manager will be expected to review the City code and impact fees to ensure they reflect the needs of the City and are internally consistent. Fourth, the City is concerned about water losses in the distribution system, particularly along the beach. Fifth and finally, the Manager will be expected to listen, evaluate and address as appropriate. The City's goal is to have a 21st century Utility and the new Manager will be responsible for making it so. For example, the work order system is still manual and needs to be automated to take advantage of current technologies. 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 utility operation to join its 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 Manager will be analytical, examining everything with a critical eye to determine if it can be improved. Customer service starts at the top. The next Manager 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 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 a technologically competent, data-driven decision maker with excellent writing and speaking skills. Strong financial skills will be needed. The Manager is the primary person responsible for the Utility Enterprise Fund and needs to be financially strong. Finally, the Manager 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 Manager will be reasonable and understanding. A sense of comradery will be important as well as a sense of humor.

The ideal candidate will be fully knowledgeable of water treatment and delivery technologies as well as those associated with wastewater collection. Experience interacting with regulatory bodies is a significant plus as is experience in implementing new technologies. The position requires a Bachelor's from an accredited college or university in civil engineering or related field and at least seven (7) years of professional experience that includes water or wastewater planning, design, construction and operations or a closely related field, three (3) years of which must be in a senior supervisory capacity. Certification as a Class A Water Plant Operator is a plus.

COMPENSATION

The salary range is \$66,103 to \$105,765. The City 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 Manager will be part of the City's Defined Contribution Retirement System which is through the R-ICMA.

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 Recruit35@cb-asso.com by May 19th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537 or Rick Conner at (915) 227-7002.

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.

THE PROCESS

Applications will undergo a screen process starting on May 20th. Finalists will be selected on June 27, 2017. Interviews will be held on July 7, 2017. A selection will be made shortly thereafter.

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://www.facebook. comCityOfDeerfieldBeachFloridaMunicipalGovernment https://twitter.com/DFB_City https://www.sunny.org (Greater Fort Lauderdale Convention & Visitors Bureau)

Colin Baenziger & Associates