



CITY OF FORT LAUDERDALE

CITY ATTORNEY POSITION AVAILABLE
Apply by July 6, 2018

Welcome to Fort Lauderdale

Along Florida's southeast coast lies the iconic city of Fort Lauderdale—a beautiful place with pristine sand beaches, gorgeous skies, and waves that will take your breath away. Considered the “Venice of America” due to its prominent water features—the New River, the Intracoastal, and numerous inland waterways—Fort Lauderdale is a great place to live, work, play, and raise a family.

The best known of Fort Lauderdale's many attractions is the internationally recognized beach. With over 3,000 hours of sunshine annually and year-round ocean breezes, it invites tourists and residents alike to enjoy endless outdoor activities, including cruising, boating, scuba diving, snorkeling, fishing,



surfing, swimming, and simply taking in the stunning natural surroundings.

Nearby, the Riverwalk is considered by many to be “Florida’s Most Beautiful Mile,” offering a host of boutiques, restaurants, shops and museums amidst lush, tropical scenery. It spans the north and south banks of the New River. You can relish it via water taxi, a guided waterway tour, or simply walking. It attracts more than 1.5 million visitors per year and is the cornerstone of the City’s cultural district, featuring the Broward Center for the Performing Arts, the Museum of Discovery and Science, the Museum of Art, and the Old Fort Lauderdale Village and Museum.

The Museum of Discovery and Science hosts more visitors than any museum in the state and offers 85,000 square feet of interactive exhibits, along with classrooms, a café, a store, a grand atrium, and the AutoNation IMAX theater. Through displays and demonstrations, the public can get close to much of Florida’s beautiful wildlife—including reptiles, fish, mammals, and crustaceans. The museum’s new EcoDiscovery Center features exhibits including Otters at Play, Everglades Airboat Adventure, Prehistoric Florida, Florida Water Mysteries and Storm Center.

Designed by award-winning architect Benjamin C. Thompson, the Broward Center for the Performing Arts brings in more than 700,000



visitors a year with over 700 performances annually. It is considered the cultural heart of Broward County—hosting operas, ballets, concerts, plays, lectures, and community events. The center is home to the Florida Grand Opera, the Miami City Ballet, the Symphony of the Americas, and the Gold Coast Jazz Society. After completing a \$50 million capital renewal and expansion project, the center will provide new entertainment, educational programming, and hospitality experiences. The Broward Center has become one of the USA's most visited theaters and has received numerous cultural awards.

The NSU Museum of Art covers 83,000 square feet and its permanent collection contains more than 6,000 works. Among its highlights is: the country's largest collection of 19th and early 20th century paintings and drawings by the American realist William Glackens; the most extensive holding in the U.S. of works by post-World War II; avant-garde CoBrA artists from Copenhagen, Brussels and Amsterdam; and extensive holdings of works by leading Latin American artists. Hosting high profile traveling art exhibits has brought in 1.5 million visitors in the last 4 years.

Another must-see is the Las Olas Boulevard. It has garnered international acclaim as an architecturally unique, authentic, and eclectic center of fashion, dining, and entertainment. It features cool sub-tropical breezeways and courtyards with restaurants, nightclubs, bridal stores, shops, boutiques, art galleries, and the Riverside Hotel.

Numerous lesser known attractions are enriching and stunning destinations. Hugh Taylor Birch State Park is a 180-acre park along the beach, with nature trails, canoeing,

camping and picnicking areas, and the Terramar Visitor Center. The Bonnet House Museum and Gardens offers a spectacular garden and an early 20th century home which the New York Times has described as, "an unrivaled time capsule neatly preserved from an era earlier in the century when the wealthy elite could afford a cozy 35-acre winter hideaway in Florida." For nature lovers and visitors, the Florida Everglades are just 20 miles to the west.

There's plenty to do, but what about living there? The city is dedicated to keeping the quality of life high. The housing market is healthy and a wide variety of homes are available. According to Zillow, the median price for homes recently sold is \$380,300. The median rent is at \$2,095. In last year's edition of PWC's Emerging Trends in Real Estate, Fort Lauderdale was ranked 6th in the most investable real estate markets.

Broward County Public Schools operates 23 public schools in Fort Lauderdale, and serves 271,000 students. Higher education is within easy reach. Ten institutions have main or satellite campuses in the city: Broward College, City College of Fort Lauderdale, Florida Atlantic University (FAU), Florida International University (FIU), Kaplan University (including its corporate headquarters), Keiser University, Nova Southeastern University (NSU), the Art Institute of Fort Lauderdale, the University of Phoenix (Cypress Creek Learning Center), and Jersey College. Both FAU and FIU rank among the nation's top 300 universities.

Healthcare is excellent here. The city is served by numerous physicians and medical facilities, the most notable being the Broward Health Medical Center (with over 7,000 employees).

Residents and businesses enjoy an excellent multimodal transit system involving buses, trains, trolleys, two major railways, highways, water taxis as well as international airport and port. Particularly notable are Fort Lauderdale / Hollywood International Airport (ranked 21st in the country and serving more than 29.2 million passengers annually) and Port Everglades (the 3rd busiest cruise port in the world, the #1 Seaport in Florida by Revenue, and the #1 Container Port in Florida). Additionally, to the south, is Miami-Dade County with its many attractions including the Miami International Airport and the Port of Miami (the busiest cruise port in the world). To the north is another excellent airport—Palm Beach International Airport.

Sports fans will find major teams nearby, including the Miami Marlins of Major League Baseball, the Miami Heat of the National Basketball Association, the Miami Dolphins of the National Football League, and the Florida Panthers of the National Hockey League. For the college fan, the University of Miami is hard to beat and only 30 miles south.

In short, Fort Lauderdale has the best of everything—a rich business environment, a thriving recreational industry, and an outstanding quality of life. The culture and environment are hard to beat. The “Venice of America” truly lives up to its name—making it a fantastic place to work, live, play, and raise a family!

HISTORY

Known as the “New River Settlement” before the 20th century, Fort Lauderdale got its name from a stockade built in 1838 during the Second Seminole War. Still, the



area remained virtually unpopulated until the 1890’s when Frank Stranahan arrived and began operating a ferry across the New River. The completion of the Florida East Coast Railroad’s route through the area in 1896 spurred further growth. The city was incorporated in 1911 and designated as the county seat of the newly formed Broward County only four years later.

The city’s first major development occurred during the Florida land boom of the 1920’s. The short-lived economic burst ended when the 1926 Great Miami Hurricane devastated south Florida. The Great Depression soon followed plunging the area into economic instability. With the advent of World War II, Fort Lauderdale benefitted by becoming home to the Naval Air Station established to train pilots, radar operators, and fire control operators. Port Everglades also benefited as it was used as a Navy base.

In the post-World War II boom, air conditioning became popular and commonplace leading to a residential boom

in Florida. The 1950s saw the city become a favorite destination for college students for spring break, drawn in by the miles of beaches along the coast. The city’s reputation as a tourist population steadily increased. Beginning in 1986, the city began to connect its arts and entertainment district, the historic downtown area, and the Las Olas shopping and beach district, in an effort to bring culture to the area. The cornerstone of this cultural “renaissance” was the Riverwalk project, which runs from the Broward Center for the Performing Arts to the Stranahan House.

Though the area has experienced its own fluctuations, Fort Lauderdale stands proudly today as one of the nation’s largest tourist destinations and a major yachting center. It is the urban center of Broward County and its over 1.8 million people.

DEMOGRAPHICS

See Table 1 for Fort Lauderdale Demographics.

CLIMATE

Fort Lauderdale has a tropical, sunny climate. Average temperatures in the summer months hover around a high of 90°F and a low in the mid–60s. High temperatures in the winter average in the mid–70s with lows in the mid–60s. While some rain does fall in winter, the three-quarters of the city’s 62 inches of precipitation occurs between May and October. Hurricanes do strike the area from time to time, generally between August through mid–October. Major hurricanes occur approximately every 11 years, the last one being Hurricane Wilma in 2005.

Table 1: Fort Lauderdale Demographics

Estimated Population: 179,063			
Distribution by Race		Distribution by Age	
Caucasian	62.1%	0 to 15	15.3%
African American	31.9%	15 to 25	10.0%
Asian	1.5%	25 to 45	28.3%
Native American	0.2%	45 to 65	29.6%
Two or More Races	4.3%	65 to 85	14.5%
Total	100%	Over 85	2.3%
Hispanic (all races)	16.9%		

Educational Achievement (over age 25)	
High School or Higher	86.3%
Bachelor’s Degree or Higher	34.9%

Other Statistics	
Median Age-Fort Lauderdale	42.0
Median Age-U.S.	37.4
Poverty Rate	19.5%

Source: U.S. Census Bureau and the City of Fort Lauderdale
FY 2018 Adopted Budget

GEOGRAPHY

The City of Fort Lauderdale is situated on the southeast coast of Florida in Broward County, approximately 23 miles north of Miami and 42 miles south of Palm Beach. As Florida’s eighth largest city, Fort Lauderdale’s total area covers 38.6 square miles (34.7 square miles of which is land and 3.8 square miles of which is water). Fort Lauderdale is known for its extensive network of canals—165 miles of waterways lie within the city limits. The city is adjacent to

Table 2: Principal Employers, Fort Lauderdale, FL

Employer	Industry	Employees
Broward County School Board	Education	5,000+
Broward County Government	Government	5,000+
Broward Health	Healthcare	5,000+
City of Fort Lauderdale	Government	2,500–4,999
AutoNation	Retail	2,500–4,999
Broward College	Education	2,500–4,999
Rick Case Automotive Group	Retail	1,000–2,499
Kaplan	Education	1,000–2,499
Citrix Systems	Software	1,000–2,499
Sun-Sentinel Co. WSFL-TV	News	Under 1,000

Source: City of Fort Lauderdale, FL 2017 CAFR

the Atlantic Ocean and includes 7 miles of beaches. It lies approximately nine feet above sea level.

COMMERCE

Fort Lauderdale's economy has diversified over time. Once known solely for tourism (in 2017 over 16 million visited), it has established itself as an international commercial center and a very desirable location for new, expanding, or relocating businesses.

Companies based in the Fort Lauderdale area include AutoNation, Citrix Systems, DHL Express, Spirit Airlines, and National Beverage Corporation. Fort Lauderdale's downtown is the largest in Broward County and home to the offices of numerous professional services (particularly, financial and legal). Just last year, Fort Lauderdale was listed by WalletHub as 2017's 24th best city to start a career and the 3rd best city for summer jobs.

Tourism and nautical recreation remain a key. Port Everglades hosts approximately 4,000,000 cruise ship passengers annually. The yachting industry provides over 100,000 jobs in yacht manufacturing and maintenance. The convention center in Fort Lauderdale located in the southeastern downtown has over 600,000 square feet, including a 200,000 square-foot main exhibit hall. Almost a third of the city's 10

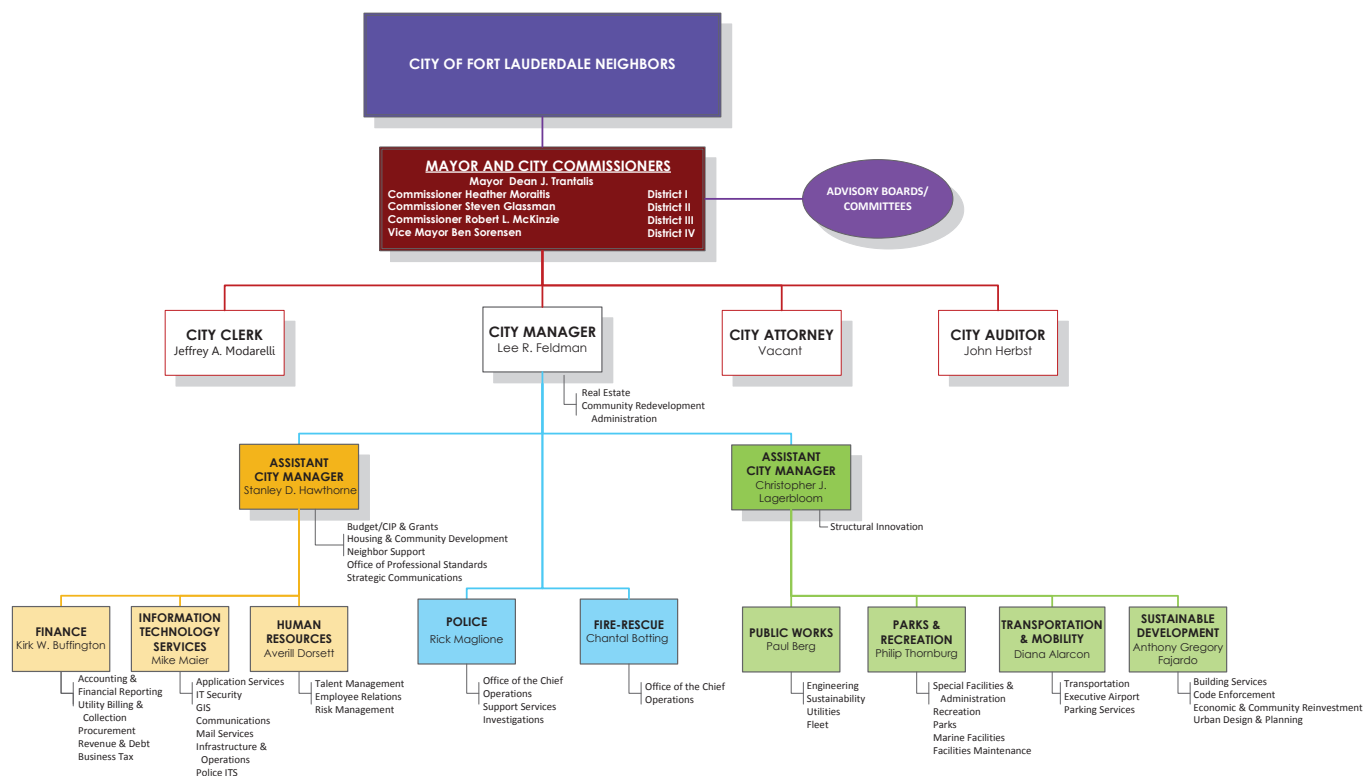
million annual visitors attend conventions at the center.

In terms of employment, 91% of the city's work force is involved in providing services and 9% in manufacturing and construction.

THE GOVERNMENT

Fort Lauderdale has a commission-manager form of government. An elected city commission sets policies for the operation of the city and consists of five members: a mayor (elected city-wide) and four commission members elected from four geographic districts. Each serves a three-year term. The current mayor is Dean J. Trantalis.

The city commission appoints the city manager (who directs the city's day-to-day operations and carries out the commission's policies), the city attorney (who is responsible for the legal affairs of the city), the city clerk



(responsible for the city's records), and the city auditor (provides an independent review of the city government's business practices and procedures, internal controls, and procurement practices). The commission also appoints 36 advisory, quasi-judicial, regulatory and special committees and boards to assist with governing the city.

Under the supervision of the city manager are two assistant city managers and nine departments: Finance, Fire-Rescue, Human Resources, Information Technology Services, Parks and Recreation, Police, Sustainable Development, Public Works, and Transportation and Mobility. See Figure 2 for more information. The city also has a community redevelopment agency which focuses on the city's Northwest-Progresso-Flagler Heights area, the City Center, and the Central Beach.

The city's adopted FY 2018 budget totals \$669.3 million (without transfers) with a general fund of \$362.9 million. Overall the city has 2,594 budgeted positions, 1,774 of which fall in the general fund. Approximately 2,250 of these employees are covered by collected bargaining agreements and are represented by the following unions: the Fraternal Order of Police, the International Association of Fire Fighters, the Teamsters, and the Federation of State and Local Government Employees.

The city government is financially sound and recognized as such. Standard and Poor's has assigned a AA+ rating to the city's general obligation and water and sewer bonds with an AA rating to its special obligation bonds. Moody's has rated the city's general obligation and water and sewer bonds at AA1 and its special obligation bonds at A1.

THE CITY ATTORNEY'S OFFICE

The city attorney's office is the city's "law firm," comprised of the city attorney and a team of assistant city attorneys and accompanying support staff (totaling 32.6 full time equivalent employees). The office provides a broad range of knowledge and expertise in city, county, and local government law, acting as legal counsel to the city commissioners, departments, offices, boards, and committees. It is responsible for handling litigation, enforcement of the city code, and drafting, maintaining, and amending the city ordinances. The city attorney also serves as the general counsel for the CRA. The attorney's office is divided into five units: city prosecutors, litigation services, general government and police legal services. The Office's FY 2018 budget is \$5,263,042.

THE CHALLENGES AND OPPORTUNITIES

The Fort Lauderdale City Attorney's Office does not face any unique or insurmountable challenges, but there are challenges nonetheless. With the nation's current strong economy, development is booming here. The City Attorney will need to be very knowledgeable in the statutes and ordinances governing land use, development and redevelopment. In particular, the city is interested in the right kind of development, not just any development. That may require modification to existing codes



and land use regulations. A second significant issue is homelessness. Several years ago, the problem was largely solved through the creation of several shelters for the homeless. Unfortunately, with changes in the economy, the number has increased and now once again become an issue. Finally, the new city attorney will need to take a hard look at how the office functions internally and make the changes necessary to optimize its operation and teamwork.

THE IDEAL CANDIDATE

The city is seeking an outstanding leader and manager. The individual will have the vision and skills to take the City Attorney's office to the next level. He/she will partner with the commission and city staff to solve problems while being a supporter and a trusted advisor. The ideal candidate will be extraordinarily responsive with a "can do" attitude.

The individual will thrive on solving problems strategically. When asked a question, he/she will already know the correct answer and provide it quickly and succinctly. When the individual does not know the answer, he/she will say so and provide the requested information quickly. He/she will keep all equally informed and say the same thing to all. No surprises will be the rule not the exception. He/she will understand the political environment but not be involved in it. A key to success will be regular communication with the city commission, the city manager, and city staff.

Personally, the individual will be honest, ethical, very intelligent, upbeat, outgoing, hardworking, organized, flexible, congenial, and progressive. The ideal candidate will remain calm in the face of adversity and who is quick to think and act reasonably and responsibly. He/she will

believe strongly in transparency and apply it to the degree it is wise to do so.

The ideal candidate will be someone who reviews an issue with an open mind and, when applying the law, then aggressively seeks ways to accomplish what is best for the city and its residents. He/she will think outside the box as needed, research new ways to resolve situations, and work hard to find a solution. Finding legal and defensible means to implement the city's goals is critical. The individual will have a healthy respect for the law but make decisions and recommendations based on what is the right thing to do, not based on fear of the city being sued. When something cannot be done legally, he/she will provide the appropriate advice in a way that does not undermine the city's position, should the Commission decide to pursue a different course. The City Attorney will take the long term view. For example, while considering settling a case may save money in the short term, he/she will consider the long term consequences and the possibility that settlement might encourage others to litigate against the city.

As the city attorney's office is fairly large—over 30 positions—the ideal candidate will be an exceptional manager and someone who is just as comfortable overseeing the day-to-day operations as practicing the law. He/she will understand and have experience with budgets, staff management, and setting priorities. The individual will ensure staff members have the skills and resources to effectively perform their job duties. The ideal candidate will be a mentor and focus on developing staff. He/she will recognize the importance of building a strong, pro-active and dynamic team within the office. The individual will be fair and have a sense of humor.

Communications and interpersonal skills will be very important. The city attorney will interact with a wide variety of people from different backgrounds and need to communicate with individuals from all levels of the community in a variety of settings. She/he will be very open and approachable. Good listening skills are critical. It will be important that he/she be viewed as cooperative and be able to build consensus both inside and outside the government.

The position requires a Juris Doctor (J.D.) degree. Florida does not have reciprocity with any other state so it will be important that the candidate already be admitted to the Florida bar. Ten years of increasingly responsible experience in management and the practice of law (preferably municipal), is required. Strong experience with development/redevelopment is critical.

A great deal is occurring right now so there will not be time to learn it on the job. Other areas where significant knowledge/expertise/experience are required are contracts, community litigation, negotiation, redevelopment agencies, and homelessness. Designation as being board certified in local government is a significant plus but not required.

COMPENSATION

Salary will depend on qualifications and experience although the city expects to pay between \$200,000 and \$230,000. Benefits are excellent. Retirement will be provided through a 401 (a) defined contribution program where the employer contributes 9%.

RESIDENCY

Residency is not required.

HOW TO APPLY

E-mail your cover letter and resume to Recruit37@cb-asso.com by July 6th. 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.

INTERNAL CANDIDATES

While it is possible that an internal candidate may apply, the city is committed to evaluating everyone fairly and based on their credentials.

CONFIDENTIALITY

Under the Florida Public Records Act, all applicants are subject to disclosure upon receipt. As a practical matter, we do not expect coverage until after semi-finalists are named on August 6th.

THE PROCESS

Applications will be screened between July 9th and August 5th. Finalists will be selected on or around August 6th. Interviews are anticipated to be held during the last two weeks of August. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

The City of Fort Lauderdale is an Equal Opportunity Employer and encourages women, minorities and veterans to apply. A veteran's preference will be awarded per Florida law.

ADDITIONAL INFORMATION

For additional information about the city visit:

<http://www.fortlauderdale.gov/>

