



CITY ATTORNEY POSITION AVAILABLE
Apply by October 19, 2018

Welcome to Fort Pierce

Often called the "Sunrise City," Fort Pierce is a happening place, and has been the center of St. Lucie County for over 100 years. Located on the historic Treasure Coast, it is one of the oldest communities on the east coast of Florida. With approximately 41,600 residents, it encompasses approximately 29 square miles and sits on a peaceful stretch of sand from the St. Lucie Inlet to the Sebastian Inlet. The City is now coming into its own as the center of excitement on the Treasure Coast, and the state. A new mega yacht (commonly 120 feet or more in length - the kind billionaires own) repair facility is planned for its port, and Fort Pierce is a likely stop for Brightline (Florida's high speed rail that will soon connect Miami to Tampa via Orlando and the Treasure Coast). Throw in a few new, well established restaurants for the downtown, and you can see that Fort Pierce is Florida's next hot spot.



Fort Pierce retains an old Florida fishing village look and feel, along with a friendly, welcoming atmosphere. Wander along the downtown riverfront or grab a bite at a waterfront restaurant where you'll be impressed by the sight of blue-green water while watching the seabirds alight nearby. Or sit near a fountain in a park underneath swaying palms and gaze at the boats catching the breeze in their colorful sails. Enjoy one of the best-loved city marinas in all of Florida with shops and restaurants only steps away. Visit the beautifully restored 1,200 seat Sunrise Theatre located in the heart of the historic downtown and enjoy a national touring musical, a comedy act, a ballet or the opera. Or take in the period architecture and look up to see intricate detailing while strolling the welcoming streets of revitalized downtown.

The City takes pride in its diversity and hosts many downtown events such as the farmers' market, Friday Fest (with live music), Bike Night, Classic Car Cruz In, Sandy Shoes Festival, Sights and Sounds on Second and regular jazz concerts along Moore's Creek Linear Park in Lincoln Park (the City's historic and traditional African-American neighborhood).

Fort Pierce is being rediscovered as the treasure it is—the pearl within the oyster. In 2005, it was recognized by the Florida League of Cities with the City of Excellence Award (for overall excellence in city government). In 2011 the Main Street Fort Pierce, Inc. received the Great



American Main Street Award from the National Trust for Historic Preservation in its downtown. It was also named Main Street No. 1 on the list of "50 Best Small Town Main Streets in America," by Top Value Reviews which praised its pedestrian sidewalks, unique Spanish Colonial architecture, shopping, museums and location near the Indian River Lagoon. Most recently, in December 2015, it was designated the Florida Main Street Community of the Month.

Fort Pierce relishes its pristine waterways and eco-assets. You can see the coast on a kayak trip, dive and snorkel through the reefs and see several old Spanish shipwrecks at the Fort Pierce Inlet State Park all in one day. Or, if surfing is your thing, bring your board as this is one of the best places in the state to catch a wave! For more water adventures, the Indian River Lagoon provides a haven for more than 4,000 plant and animal species, and is the nation's most biologically diverse estuary. There you can enjoy the natural beauty of the area on an airboat excursion, kayak, or guided boat tour, all the while watching dolphin, manatee, wildlife and hundreds of species of birds. You may also charter your own boat for the day, or jump aboard a deep sea fishing boat. The possibilities are endless and the fishing is spectacular! Other activities include touring an historic citrus packinghouse, visit Florida Ranch Adventures for tours of a working cattle ranch, eco-safaris and guided horseback rides.

Housing prices in the area are quite reasonable, with the benefit of good schools as well as research facilities. In, or near the city, you will find the top-ranked Indian River State College, the Smithsonian Marine Station, the Manatee

Observation and Education Center and the Harbor Branch Oceanographic Institution at Florida Atlantic University.

If you want to venture beyond this wonderful, tropical, peaceful community, the major metropolitan areas of Palm Beach, Fort Lauderdale and Orlando are within an easy drive. Miami, the Florida Keys and Tampa are just a bit further away. Both Interstate-95 and Florida's Turnpike with exits nearby and State Route 68 and 70 serve as gateways from Central Florida. Five major airports and four major cruise ports lie within a few hours drive.

So, if you are an experienced City Attorney and want to live the good life, come to Fort Pierce and delight in our combination of rich history, small town charm, local flavor and endless scenic and outdoor discoveries.

HISTORY

The area was originally inhabited by the Ais tribe, a hunter-gatherer culture whose territory extended from south of the St. John's river to the St. Lucie Inlet. Spanish explorers frequently encountered the fierce tribe. In 1715 the fabled Spanish treasure fleet sank off the coast leading to the regional naming of the area as the Treasure Coast.

During the early 19th century, the Spanish government issued several land grants in the area and in the mid-1800s, Seminoles and runaway slaves sought refuge in the virtually uninhabited area. When in 1837 the Second Seminole war had broken out in Florida, a group of soldiers under the command of Lt. Colonel Benjamin K. Pierce sailed down the Indian River and established a fort, naming it after their commander.

From that point on, the area became gradually more populated as settlers ventured down for health and economic reasons. The Flagler railroad reached the area in the 1890s. Major industries at the end of the 19th century included pineapple, fishing and seafood canning, and cattle. Citrus would not become a major crop until the early 1900s. The City of Fort Pierce was incorporated in 1901.

The 1920s saw increased land speculation and planned developments such as Indrio and San Lucie that never came to fruition due to the bust in 1929.

During World War II the United States Naval Amphibious Training Base was established in Fort Pierce on North and South Hutchinson Island. During its operation over 140,000 troops were processed through the base. It was the birth place and training ground for the Navy SEALs, and continues keeping their honor alive in the National SEAL Museum.

The post-war years saw a major population boom in the area, some of which were returning sailors and their families that had undergone training at the Navy base. Beginning in the 1960s, age and urban sprawl began to give way to a lethargic malaise as shopping centers and big box retailers opened to the west. The downtown area hit bottom in the early 1980s after two recessions and the close of the Sunrise Theater.

In 1988, Main Street Fort Pierce was formed. Step by step, Main Street, working in conjunction with the City, began to chip away at the deterioration. Buildings were redone and public investment helped spark private enterprise.

Residential development followed, the flagship being the five story Renaissance mixed-use development. The Sunrise Theater reopened and only the Great Recession slowed the downtown’s dramatic rebirth.

DEMOGRAPHICS

Fort Pierce is a younger city than many in Florida and that is reflected in its vibrancy. See Table 1 for more demographic information.

Table 1: Fort Pierce Demographics

2017 Estimated Population: 45,581			
Distribution by Race		Distribution by Age	
White	56.8%	0 to 15	20.6%
Black	37.8%	15 to 25	15.1%
Asian	0.6%	25 to 45	22.5%
Native American	0.1%	45 to 65	24.7%
Two or More Races	4.7%	65 to 85	14.7%
Total	100%	Over 85	2.4%
Hispanic (all races)	21.5%		

Educational Achievement (over age 25)	
High School or Higher	77.3%
Bachelor’s Degree or Higher	14.1%

Other Statistics	
Median Age-Fort Pierce	37.0
Median Age-U.S.	37.4
Poverty Rate	35.5%

Source: U.S. Census Bureau

COMMERCE

One of the most exciting things to happen to Fort Pierce in some time is the new mega yacht repair facility being developed in the city. Although there are only 10,000 such yachts in the world and 150 manufactured each year, the facility promises to raise Fort Pierce's profile and bring life to the area. Coupled with the likely high speed rail station, a possible sea plane base, and new restaurants and shops, the City's future is bright. Most of the area's employment is currently in the government and service industries. Table 2 lists the Fort Pierce area's principal employers.

While much of the downtown has been renovated, many opportunities remain. This effort has begun with the development of the aforementioned mega yacht repair facility, the potential arrival or a high speed rail stop, and

new restaurants in the downtown area. The City's easy access to Florida Turnpike, Interstate 95, the St. Lucie County International Airport and the Port of Fort Pierce) make it an attractive place to be.

GEOGRAPHY

Fort Pierce covers 29 square miles and is located on Florida's east coast 130 miles north of Miami, 120 miles southeast of Orlando, 150 miles southeast of Tampa and 225 miles south of Jacksonville. Fort Pierce is an average of 16 feet above sea level.

CLIMATE

Fort Pierce features a warm tropical savanna climate. Summers are usually hot, with temperatures averaging low 90s. Winters are usually mild to warm, with average temperatures around 70s°F. The average yearly precipitation is around 53.5 inches. The late summer months have a higher chance of tropical storms and hurricanes, though those are infrequent and rarely a threat. The last significant storm to strike the area was in 2005 when Hurricane Wilma passed through the area.

Table 2: Principal Employers, Fort Pierce Vicinity

Employer	Employees	Percent
St. Lucie County School Board	4,946	9.50
Lawnwood Regional Medical	1,500	2.88
Indian River State College	1,037	1.99
Walmart Distribution Center	650	1.25
City of Fort Pierce	357	0.69
United States Postal Service	350	0.67
Tropicana Products Inc.	340	0.65
New Horizons / Treasure Coast	300	0.58
Fort Pierce Utilities Authorities	286	0.55
Drawdy Brothers Construction	200	0.38
Total	9,966	19.14

Source: Economic Development Council of St. Lucie County

THE GOVERNMENT

The City of Fort Pierce's choice of government is the Commission/Manager form. The five (5) member Commission consists of a Mayor and four (4) Commissioners. The City is divided into two districts, each with two Commissioners. Mayor is elected at large. All the elected officials serve

staggered four year terms. The Commission is charged with the responsibility of establishing policies and enacting ordinances and resolutions. Historically, the City Commission has been quite stable. The elected officials get along reasonably well although emotions are on display from time to time. They all have a high regard for staff. The City Manager, City Attorney, and City Clerk are appointed by the Commission. The Commission also oversees the work of the Independent Auditor.

Fort Pierce has all the services normally associated with a municipality and then some. These include police, parks maintenance, streets, engineering, sanitation, stormwater, community redevelopment, code enforcement, planning and zoning, and general administration. The City also operates a marina, golf course and the Sunrise Theater. Gas, electric, water and wastewater treatment are provided through the Fort Pierce Utility Authority. It is governed by a separate board which is appointed by the City Commission. A county fire district provides fire/EMS services.

The City's General budget for 2015/2016 is \$35.8 million and its total budget is \$64,455,403. The City has 358 authorized full-time equivalent employees. The largest groups are police (157 employees) and Public Works (62 employees). The City's most significant enterprise funds are the golf course, the Sunrise Theater, the Marina, solid waste and building.



THE CITY ATTORNEY'S OFFICE

The City Attorney's Office represents the City in all legal matters and serves as an advisor to the elected officials and staff. It is relatively new, and highly successful. It began operation in 2016 with the hiring of an in-house City Attorney. He soon hired three other staff—a Deputy City Attorney, a Staff Attorney, and a Paralegal. Having established the office, he has moved on to other challenges. The Office's personnel budget is a little under \$600,000, for staff and a little over \$725,000 in total.

ISSUES

Throughout the City, the goal is to be as efficient and effective as possible, and the same is true within the City Attorneys' Office. The work must be high quality and is expected to be produced in a relatively short amount of time. A major focus right now is on development/redevelopment. First the City wants to be sure it is getting the right kind of development, and then the effort is on helping the developers satisfy the necessary requirements quickly and properly. The idea is to help and expedite, not hinder; that is the City wants to be recognized as a city with high expectations that is developer friendly.

A second focal area is code enforcement. Fort Pierce is an older city, and wants to be certain its buildings are safe and attractive. It wants to encourage an atmosphere where people are proud to live in Fort Pierce.

The other issues are the sorts of things one would expect in a City Attorney's Office. The next City Attorney should expect to be involved with contracts, labor relations and negotiations, law enforcement, etc.

THE IDEAL CANDIDATE

The City Commission of Fort Pierce is looking for an individual who will partner with the elected officials and staff to solve problems while also being a supporter and a trusted advisor. The ideal candidate will work diligently to protect the legal interests and assets of the City. At the same time, he/she will find the most effective solution to the problem, even if it involves some risk. The individual will exhibit independent judgment as well as the highest level of professionalism, ethics, and dedication.

The City Attorney will be an outstanding leader and manager. Both characteristics will be critical to the Attorney's success. He/she will supervise an office of four people and must understand how to motivate and manage staff. The individual will understand politics, but is not be involved in them. The ideal candidate will be responsive well-studied, and generally already know the answer to questions that are posed. When he/she does not know the answer, he/she will say so and, after appropriate research, provide the correct answer promptly. The City Attorney will give all five members of the Commission same information and keep them all equally and well informed.

The City Attorney will review issues with an open mind and, when applying the law, actively seek ways to "get the City where it wants to go." The emphasis is on being a facilitative attorney rather than a prescriptive attorney - on working with people to accomplish their ends (within the law) and on finding solutions. The individual will tell people how to get things done, not that they cannot be done. If a staff member wants to do something, the answer should not be, "Sorry but that won't work." Rather it will

be, “Well, we really can’t do X but if we do Y, we can get you to where you want to go.” Simply stated, it will be important for the candidate to aggressively seek solutions. If one wants to practice preventive law and operate solely within the confines of past practice and precedent, it would be best to seek a position other than being Fort Pierce’s City Attorney. The ideal candidate will have an appropriate level of impatience with bureaucracy and be focused on helping move the City forward.

The best candidate will be an exceptional manager, someone who is just as comfortable in the City Attorney role overseeing 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 resources needed 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 and build 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 diverse backgrounds and need to communicate with individuals from all levels of the community in a variety of settings. He/she will be very open and approachable. Excellent 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 and licensure to practice law in Florida. Ten years of increasingly

responsible experience in management and the practice of law is required. The best candidate will have experience across the spectrum of municipal law with particular experience in redevelopment.

RESIDENCY

The City Commission expects the City Attorney to live within the City limits.

COMPENSATION

The starting salary range for the next City Attorney is \$130,000 to \$184,000 and benefits are excellent. The City anticipates paying at the upper end of the range.

RECIPROCITY

Florida does not have reciprocity with any other state. Further, the City Code of Ordinances requires the Attorney currently be a member in good standing of the Florida Bar.

HOW TO APPLY

To apply for this position, email a cover letter and your resume to Recruit37@cb-asso.com by October 19th. Faxed and mailed resumes will not be considered. Once semi-finalists are selected, those candidates will be required to complete a city employment application as well as provide references and other related materials. Questions should be directed to Colin Baenziger of Colin Baenziger & Associates at (561) 707-3537 or David Collier at (772) 220-4320.

THE PROCESS

Applicants will be screened between October 20th and November 25th. Finalist interviews are scheduled for November 26th. A selection of the City Attorney will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

The City is an Equal Opportunity Employer and encourages women and 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.

