



County Attorney Position Open - Apply by September 4, 2015



Welcome to Fulton County, Georgia! Located along a seventy mile stretch of the Chattahoochee River, and with Atlanta at its heart, the County is at the center of all that is Georgia, and frankly all that is the Southeast. It has an outstanding Board of County Commissioners that wants to make its government the gold standard. It recently hired a senior, retired executive from AT&T to be the County Manager. Now it is looking for the right person to be its County Attorney and to join the County's Dream Team. So if you are an outstanding attorney with extensive experience managing a multi-discipline office and in the courtroom, please read on.

With Atlanta as its county seat and the state's capital, Fulton County is rich in history and inspiration including activities that bring together Southern charm and world-class sophistication. Opportunities to enjoy sports, entertainment, the performing arts and museums abound. Home to major sports franchises such as the Atlanta Falcons, Hawks, and Braves, the County's professional sports venues are second to none.

The array of culture is no less impressive. The Woodruff Arts Center hosts the Atlanta Symphony and the Alliance Theater. Touring Broadway plays stop here regularly. The renowned High Museum of Art is among the most visited in the world. Other well-known attractions are the Museum of Design Atlanta, the Atlanta Contemporary Art Center and the Museum of Contemporary Art of Georgia. Emory University's Michael C. Carlos Museum offers the largest collection of ancient art in the Southeast.

The Georgia Aquarium is the largest indoor aquarium in the world and the Martin Luther King, Jr. National Historical Site are major venues. Others include the Atlanta Cyclorama and Civil War Museum, the National Center for Civil and Human Rights, the World of Coca Cola, and the Carter Center and Presidential Library. The Atlanta Botanical Garden and the Zoo Atlanta are also remarkable places.

The County also hosts headquarters for CNN, Coca Cola, Delta Airlines, First Data, Home Depot, Southern Company, SunTrust, and UPS among others. Its colleges and universities are numerous and well regarded. They include Emory, Georgia Tech, Morehouse and Spellman among others.

Lifestyles in Fulton County range from post-war neighborhoods to fully sustained communities for a mix of urban and suburban living. It offers a variety of housing including urban and rural and everything in between. Further it is generally more reasonably priced than many major metropolitan areas.

In North Fulton County you will find life styles ranging from busy urban settings to casual, country living. Hundreds of acres of parks and open space are there for you to enjoy. The latest addition is a 12,000 seat outdoor amphitheater at Encore Park. Nestled in a 27-acre site, it is part of an entertainment complex that also includes a 2,000-seat performance hall and 300-seat theater. With a balance of both community and commerce, North Fulton offers international sophistication and neighborliness and is known today as north Metro Atlanta's Golden Corridor.

South Fulton County is home to the world's busiest airport, Hartsfield-Jackson Atlanta International and its only unincorporated area.



At the southernmost part, you will find rural landscapes and nationally recognized smart-growth developments.

All in all, you will not find a better place to live, work, play and raise a family. If you are ready to contribute and join the Dream Team that will take Fulton County to the next level, please apply.

History

Whether you accept the traditional origins of its name or the more recent interpretation, know that the history of Fulton County is to a large extent the history of Georgia. Its earliest inhabitants were Cherokee and Creek Indians. Early settlers to the area were of English, Scottish and Irish heritage. Created in 1853 from the western half of DeKalb County it was named either in honor of surveyor Hamilton Fulton or steamboat inventor Robert Fulton.

Burned to the ground during the Civil War, Atlanta was rebuilt and became a center for railroad shipping, industry and business. As the area grew and prospered, two smaller counties were annexed on its northern and southern borders. These additions gave the County its current elongated shape along the Chattahoochee River.

During the 1960s, the County was a major organizing center of the Civil Rights Movement, with Dr. Martin Luther King, Jr., Ralph David Abernathy, and students from Atlanta's historically black colleges and universities playing major roles in the movement's leadership.

In the 1970's Hartsfield-Jackson International Airport was modernized and solidified the County's role as a transportation center. The opening of the Georgia World Congress Center in 1976 heralded Atlanta's rise as a convention city. Construction of the subway system began in 1975, with rail service commencing in 1979. In 1990, the County was selected as the site for the 1996 Summer Olympic Games.

In the later 20th century, Atlanta and Fulton County became the location of numerous national and international headquarters for leading companies, attracting workers from

around the country. As a result, the city and county became more cosmopolitan and diverse.

Demographics

According to the U.S. Census, Fulton County's 2010 population was of 920,581 (considered undercounted by many) and is estimated to be 996,000 presently. 35% of the population is thought to be age 24 and younger, another 25% to be 25 to 39, 27% from 40 to 59 and 14% age, 60 and over. The median age is 34. 45% of the population is classified as Caucasian, 44% African American and 6% Asian. 8% self-identifies as Hispanic or Latino of any race. Owner-occupied housing units make up 54% of the housing. The average household size is 2.36 persons and the average family size is 3.15 persons. Of those persons 25 and older 90% have a high school diploma and 48% have a Bachelor's degree or higher. The average household income was \$90,989 and median household income \$56,857 in 2010 with 13% of all families falling below the poverty level.

Climate

Fulton County's climate falls under the category of "Humid Subtropical" which is characterized by relatively high temperatures and evenly distributed precipitation throughout the year. Summers are usually somewhat wetter than winters, with much of the rainfall coming from thunderstorm activity. The coldest month is usually quite mild, although frosts are not uncommon, and snow is certainly not unheard of. The area is famous for its summer thunderstorms that tend to disrupt air traffic.

Geography

Located in the Georgia Piedmont, Fulton County covers 534 square miles (527 square miles of land and 7 square miles of water). This elongated county most resembles a sword with its handle at the northeastern part and the tip at the southwestern portion. It is situated among the foothills of the Blue Ridge Mountains at an average of 1,050 feet above sea level. It straddles the Eastern Continental Divide and sits atop a ridge south of the Chattahoochee River. It includes the

Table I: Climate Data for Fulton County

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Average High °F	52	57	65	73	80	86	90	88	82	73	64	72
Average Low °F	34	38	44	52	60	68	71	71	65	54	37	53
Precipitation Inches	4.2	4.7	4.8	3.4	3.7	4.0	5.3	4.0	4.5	3.4	4.0	4.0

Source: The Weather Channel

cities of Sandy Springs, Alpharetta, Roswell and Mountain Park in the north and College Park, East Point, Fairburn, Hapeville, Palmetto, Chattahoochee Hills and Union City in the south. The city of Atlanta lies in between.

Commerce

The twentieth century has seen Atlanta, and by extension, Fulton County, become the leading distribution center for goods and services in the southeastern United States. It is a major financial and telecommunications hub. The largest employers in the metropolitan area are listed below in Table II.

The Government

Fulton County is a full service county and operates under the Commission-County Manager form of government. The Commission’s Chair is elected at-large and six Commissioners are elected from geographic districts. All are elected to staggered four years terms with elections in November of even numbered years. Historically the Commission has been characterized by stability. The current Chair is in his third term, the Vice Chair is in her fourth term. Another commissioner was first elected in 1992. The fourth commissioner served two terms in the 1990s only to return in 2015. The fifth commissioner is in her second term and two commissioners were elected in 2015. Overall they represent a nice mix of experience and new energy. Some have characterized it as the best commission in recent history. They are all serious about ensuring the County government is the best it can be. They work well together and are respectful of one another.

Table II: Top Ten Major Employers - Atlanta Metro Statistical Area

Employer	# of Employees
Delta Airlines	31,237
Emory University/Emory Healthcare	29,937
Wal-Mart Stores, Inc	20,532
Home Depot, Inc.	20,000
AT&T	17,882
Kroger Co.	14,753
WellStar Health Systems	13,500
Publix Super Markets, Inc.	9,494
United States Postal Service-Atlanta District	9,385
Northside Hospital	9,016

Source: Metro Atlanta Chamber of Commerce

The County Commission appoints the County Attorney as well as the County Manager, County Clerk and the Internal Auditor. The County has a General Fund Budget of slightly over \$600 million and approximately 5,000 employees. It also provides municipal services to South Fulton County with a budget of \$51 million. Over the past few years, service delivery to the unincorporated areas has been a bit of an issue and led to the formation of a number of new cities, primarily in North Fulton County.

The County Attorney

The County Attorney oversees an extensive litigation practice which includes employment, catastrophic personal injury, wrongful death, governmental contract, taxation, tax sales, tax assessment, zoning, land use, environmental, construction, constitutional, First Amendment, Section 1983, and bankruptcy matters, and extensive motion and appellate practice. The Office also performs other important functions such as preparing legislation and resolutions for the Board of Commissioners; researching and preparing legal opinions interpreting local, state, and federal laws for Fulton County officials; and negotiating contracts for major development projects. Finally, it oversees a variety of property and tax matters.

The Office of the County Attorney employs 22 full time attorneys, and is one of the most innovative public law offices in the State of Georgia. Attorneys are assigned to one of eight divisions which concentrate on the following practice areas: Courts (Juvenile, Probate, State, and Superior); Environment and Infrastructure; Facilities and Transportation; Finance, Information Technology and Taxation; Personnel and Human Resources; Public Safety; Risk Management and Revenue Enhancement; and Water Resources. The Office also has a legal support staff of twelve. The County Attorney’s 2015 budget totals \$3,103,275.

The Challenges

The most significant challenge facing the new County Attorney will be managing an office of 22 attorneys practicing in a number of very different areas. The fact that the County Attorney reports to seven bosses’ means the job is very complex.

The second challenge relates to litigation. The County presently has a reserve of \$17 million for pending litigation. Among the plaintiffs against the County are employees who tend to sue fairly regularly for various reasons, most notably discrimination and reverse discrimination. The next County Attorney will be expected to review the cases the County faces and develop a strategy to resolve those that are outstanding as

well as minimize future law suits. That may include recommendations concerning revisions in the personnel system.

A third challenge is intergovernmental relations matters with the cities and unincorporated areas of Fulton County. The question revolves around whether or not individual cities or an unincorporated portion of the County is receiving a commensurate level of service for the taxes they pay. That has led to incorporation efforts (mostly successful) and law suits.

The Ideal Candidate

The County is seeking an outstanding leader and manager with the vision and skills to take the County Attorney's office to the next level. He/she will be someone who remains calm in the face of adversity and who is quick on his/her feet. The best candidate will have an outstanding knowledge of the law coupled with strong courtroom experience.

If you thrive on solving problems, can think quickly, creatively and strategically and want to be part of an exciting, progressive organization, this job is for you. The County Commission is seeking someone to work with it as an integral partner, a supporter and a trusted advisor. It wants someone who is intelligent, upbeat, outgoing, hardworking, ethical, organized, flexible, congenial, politically sensitive and progressive – someone with a “can do” attitude. It also wants someone who will keep all the Commissioners equally informed and who say the same thing to them both publically and privately.



The Commissioners are not looking for a “yes” man or woman but they also are not interested in someone who is very good at saying, “I am sorry but that cannot be done.” The ideal candidate will be someone who, when presented with a complex issue and solution, will say, “Well, we really cannot do it that way, but if we tweak what you are suggesting a little, it would be perfectly legal to do it this way.” In other words, the County wants an attorney who will review an issue with an open mind and, when applying the law, actively seek ways to accomplish what is best for the County and its residents. That may require research to see how others have achieved the same goal. It may require working with state and federal agencies to determine what is permissible within their regulations. On the other hand, the individual will have a healthy respect for the law and, when something cannot be done legally, he/she will say so.

The ideal candidate will be an exceptional manager. With over 30 employees, the County Attorney's Office is not a place for a rookie to learn the ropes. The staff is talented but stretched, and resources are limited. It will be important to motivate and to allocate resources where they can be best utilized. The individual will be a mentor and focus on developing staff members to their fullest potential. He/she will also recognize the importance of building a strong, pro-active and dynamic team within the office.

Analytical skills are important as it is expected that the next County Attorney will take a critical look at how the Office does business and to identify ways to make it more efficient and effective. As a contributing member of the County's senior management team, he/she will always be seeking ways to assist the other County departments and be viewed as someone who assists and not as an obstacle. It will be important for the candidate to aggressively seek solutions and to have a dogged determination to resolve problems, not just in the short run but also to prevent them from reoccurring in the future.

Communications and interpersonal skills will be very important. The County Attorney will interact with a wide variety of people with different backgrounds and will need to communicate with individuals from all levels of the community in a variety of settings. He/she will be very open and approachable. Good listening skills are critical and it will be important that he/she be viewed as cooperative both inside and outside the County government. Common sense and a sense of fairness will also be critical.

The position requires a Juris Doctor (J.D.). degree and licensure to practice law in Georgia or the ability to become licensed quickly. Ten years of increasingly responsible legal experience, preferably in the practice of municipal law, is required. The individual will also have 10 years of management experience and should have managed an office of at least 10 people for at least two years. Experience and expertise in litigation is highly desirable.

Compensation

The salary range is \$175,000 to \$225,000.

The Most Recent County Attorney

The most recent County Attorney has taken a position with a law firm in Atlanta.

Residency

Residency within the County is not required.

How to Apply

E-mail your resume to Recruit39@cb-asso.com by September 4th. Faxed and mailed resumes will not be considered.

Questions should be directed to Bob Vitas at (224) 202-4107 or Colin Baenziger at (561) 707-3537.

The Process

Applications will be screened between September 5th and early October. It is anticipated that interviews will be held in mid-October with selection made shortly thereafter.

Other Important Information

Fulton County is an Equal Opportunity Employer and encourages women, minorities and veterans to apply. All applications will be kept strictly confidential and no names will be released without the candidates' permission.

Additional Information

Additional information about the County and the Office can be found at: <http://www.fultoncountyga.gov/>.

COLIN BAENZIGER & ASSOCIATES
EXECUTIVE RECRUITING

