
HillsboroughCounty
GOVERNMENT
Florida



Parks and Recreation Director Position Open - Apply by April 13, 2015



Welcome to Hillsborough County! Located on the Gulf of Mexico, Hillsborough County is part of a nine-county region often referred to as the “Nature Coast”. The county seat and largest city is Tampa, and with a population of almost 1.3 million people, Hillsborough is the fourth most populous county in Florida. The Tampa-Hillsborough area is a vibrant urban area with a welcoming, authentic charm. Within Hillsborough County’s 1,072 square miles of land lies a unique mix of urban, suburban and rural living. Incorporated cities in the County include Tampa, Temple Terrace, and Plant City; together these comprise roughly 16% of the total county land area and 32% of the County’s population. The remaining 909 square miles are unincorporated.

The Tampa-Hillsborough area is home to almost 80 colleges, universities and technical schools including the University of South Florida, the University of Tampa and Hillsborough Community College. Hillsborough County Public Schools is the eighth largest school district in the U.S. and a national model for K-12 education. County residents have access to world-class health care and an abundant assortment of housing from downtown condos and suburban developments to waterfront estates and rural escapes.

With a cost of living well below the national average, a mild seasonal climate and an assortment of cultural and recreational amenities, Hillsborough County is a top

destination for those seeking fun and a great place to live and work. The Tampa Bay region is home to three professional sports teams and is a spring training destination for six major league baseball teams. Hillsborough County also offers a diverse assortment of opportunities for active lifestyles as well. With a multitude of rivers, lakes and trails within its thousands of acres of parks, there is more than a casual chance to experience the natural beauty of Florida.

Of course, the Hillsborough Parks and Recreation Department is no small part of the attraction to the area. Its programs and events include boating, concerts, festivals, swimming, nature programs and more for all ages offering places to reconnect with nature and family.

History

Hillsborough County takes its name from Wills Hill, British Secretary of State to the Colonies from 1768-1772. It was first mapped and explored by the Spanish in the early 16th century. Between 1559 and 1819, the area now called Florida was under the rule of Spain, France, and Great Britain in its early days before being purchased by the United States in 1821 for \$5 million. On January 25, 1834, the U.S. Legislative Council for the Territory of Florida approved an act organizing Hillsborough as Florida's 19th county. In 1845, Florida was granted statehood.

As first organized, Hillsborough County was a sprawling area that included what is now Pinellas, Polk, Manatee, Sarasota, Charlotte, DeSoto, Hardee and Highlands Counties, most of Glades County, and part of Lee County. Despite its size, Hillsborough's population was only 836. For many years, the history of Hillsborough County was primarily the history of Tampa. Even though the county was larger in area than some of the smaller states, it was so sparsely settled, there was little county organization or county business for the officers.



Table I: Hillsborough County Population

Year	Population
1890	14,941
1900	36,013
1950	249,894
1970	490,265
1980	646,960
1990	834,054
2000	998,948
2010	1,299,226

Source: U.S. Census Bureau

Citrus and sawmills were a part of the early history of Hillsborough County but it was not until the early part of the 1900's that significant growth occurred as Florida became a destination for tourism and industry.

Demographics

According to the 2010 Census, the age distribution was as follows: 34% were under 25 years of age, 28% were between 25 and 45 years old, 26% were between 45 and 65, and the remaining 12% were over 65. The median age of 36 is relatively young for Florida. The population is 71% Caucasian, 17% African American, 3% Asian and the remainder is composed of other groups. Hispanics of all races make up 25% of the population. 87% of the population over 25 years of age has a high school degree; 30% have bachelor's degrees or higher. The median annual household income is \$49,596: 13% of all families live below the poverty line. Owner occupied housing units comprise 61% of all units.

Table II: Climate Data for Tampa, FL

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year
Average High °F	70	73	76	81	87	90	90	90	89	84	78	72	82
Average Low °F	52	54	58	63	70	75	76	76	75	68	60	54	65
Precipitation Inches	2.2	2.8	3.0	2.0	2.1	6.7	7.0	7.8	6.3	2.3	1.6	2.5	46.3

Source: Weather Channel

Geography and Climate

Hillsborough County has a humid subtropical climate 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 convectional thunderstorm activity. The coldest month is usually quite mild, although frosts are not uncommon.

Commerce

Hillsborough County is the commercial and industrial heart of the Tampa Bay region. With its affordability, diversity, accessibility, educational opportunities and other attributes the County has become a hub for innovation in medicine, manufacturing and defense and security. In 2013 there were over 50 companies employing over 1,000 people in the region, including global headquarters locations for companies such as Publix, Raymond James, Jabil Circuits and Tech Data. See Table III on page 4.

The principal employers in Hillsborough County proper reflect a similar breakdown. The following chart reflects the top non-governmental, non-retail employers in the County.

The most recently reported unemployment rate for the County was 5.2% (December, 2014 – U.S. Bureau of Labor Statistics).

The Government

Voters approved a Home Rule Charter for Hillsborough County in a countywide referendum held in September 1983. The first County Commissioners elected under this new charter took office on May 28, 1985. The County follows the Commission/Manager form of government.

Table III: Principal Employers, Hillsborough County, 2013

Employer	Type of Operation	# of Employees
Tampa General Hospital	Healthcare	6,600
Moffitt Cancer Center	Healthcare	4,300
Citi	Finance	4,000
Busch Gardens	Recreation	3,800
Casper's Company	Food Services	2,500
Humana	Healthcare	2,400
TECO Energy	Utilities	2,300
Pricewaterhouse Coopers	Prof. Services	2,200
Progressive Insurance	Insurance	2,000
JPMorgan Chase	Finance	1,900
Coca-Cola Refreshments	Support Services ¹	,600

Source: Hillsborough County EDC

The County Commission is an elected seven-member Board of County Commissioners (BOCC), with four elected from districts and three countywide. It sets overall policy by means of ordinances, resolutions and motions. Each Commission seat has a four-year term; Commissioners also are term limited (two terms in a district seat; two terms in a countywide seat). Terms are staggered with elections in November of even-numbered years. Four of the seven current Commissioners have served multiple terms. Three of the seven Commission seats are up for election in November of 2016 and four in 2018. The County has the usual complement of other elected, constitutional officers – Clerk of the Circuit Court, Property Appraiser, Public Defender, Sheriff, Supervisor of Elections, and Tax Collector.

The Board appoints a County Administrator who is responsible for the day-to-day operations of County government, including oversight of the Parks and Recreation Director. 4,853 of the 9,510 County's total FTE's work under the direction of the County Administrator. The total 2015 operating budget for Hillsborough County is \$1.7 billion (not including capital, debt service and reserves).

The Parks and Recreation Department

The Department has a total budget of \$19.7 million (\$9 million of which is operating) and is comprised of three sections: Athletics;

Recreation & Therapeutics; and Construction & Maintenance.

Athletics has nine full-time and four permanent part-time employees; Recreation & Therapeutics has 51 full-time and 78 permanent part-time employees; Construction & Maintenance has 53 full-time employees. Special event planning falls under the Department.

Resources in the department include a large scale recreation system consisting of 51 recreation centers, seven gymnasiums, seven fitness centers, two outdoor adult fitness areas, three skate parks and a premiere Therapeutic Horsemanship Center. The Department manages 104 non-programmed neighborhood parks consisting of approximately 1,200 acres of open space, courts, walking paths, playgrounds, picnic shelters, and five dog parks.

Athletics services manages two County sports complexes, Ed Radice and William Owens Pass. Through a partnership with the Tampa Bay Sports Commission, 15 tournaments are hosted annually that have generated \$7.4 million over the last two years with over 38,500 attendees.

The Athletics section is a direct provider and facilitator of athletic programs. Most youth sports leagues in the County are independently organized and operate as non-profit 501(c)(3) associations on County property. The Department provides assistance, maintenance, and education to the leagues, their boards, coaches, volunteers, parents, and players. Last year participants for programs totaled almost 41,000 for athletics and 1,050 for recreation.

The County has created a Parks, Recreation and Conservation Board to offer direction in the creation and operation of a wide range of recreational facilities and programs to meet the needs of County residents.

The Parks and Recreation Director reports to

an Assistant County Administrator who reports to the Deputy County Administrator who reports to the County Administrator.

The Issues

Implementation of innovative programs tailored to the specific communities, and exceeding service delivery expectations through a more focused employee engagement are a top priority for this candidate.

The Department's Athletic sports fields are used at 120% of recommended capacity in some County parks. A field capacity study is needed to review and make recommendations to address this issue. The Director will be expected to take the lead. This study is part of a larger parks condition assessment that has been requested by the BOCC. The condition assessment will be a high priority for the new Director to accomplish within the first year following appointment.



Technology is lacking at many of the park facilities. The customer experience in navigating the Department's internet site and registering for programs and activities needs to be improved. The Director will need to identify and address needs to bring all parks and recreation facilities in line with a County standard. Several new fees, including a Rec Pass fee, are being reviewed and the new Director will be expected to implement once approved by the County.

The Department has a significant role in the County's Capital Improvement Program (CIP). Several projects are typically scheduled during any given year. The Director is accountable for the successful completion of each phase of the project life cycle. Splash parks, playground covers, dog parks, as well as major sports complexes are examples of projects within the annual CIP.

The Ideal Candidate

The County seeks a bright candidate with strong, effective and dynamic leadership in athletics, recreation, and therapeutic sports & recreation. The candidate must have proven experience in the functions of an executive, such as planning (strategic, operational and succession), organizing, directing, and budgeting for a similarly-sized organization. Experience with Florida parks and/or recreation systems are preferred, but not required. The Director will have eight to ten years of progressively responsible experience with at least three years leading an organization of similar size and complexity.

The next Director will demonstrate critical thinking skills along with independent, analytical and creative problem-solving abilities. The Director will understand the importance of well-defined processes, but also will recognize such processes need to be as efficient and effective as possible. Willingness to diplomatically challenge established thinking is critical. In fact, he/she will thrive in a fast-paced and ever-changing environment. As such, the ideal candidate is energetic, motivated, and able to multitask successfully.

This executive position regularly meets and interacts with citizens, recreation leagues, and political and business leaders. Superior communication and interpersonal skills and strong ethical behavior are required and expected at all times.

The Director will be well-versed in local government budgeting. In addition, he/she will have experience in monitoring a successful public sector capital program with a significant portfolio.

The position requires a Bachelor's degree in Business, Public Administration, Parks and Recreation, or closely-related field. A Master's Degree and NRPA certification are preferred.

The Previous County Parks and Recreation Director

The prior Director retired on September 30, 2014.

Compensation

The salary range is \$101,004 to \$151,465 (starting range up to \$130,000 DOQ/E) with a generous benefit package. The County participates in the Florida Retirement System.

Residency

Residency in Hillsborough County is not required, but it is preferred. Relocation expenses are negotiable.

Confidentiality

Under Florida's public records act, once an application is submitted it is deemed a public record. As a practical matter, we generally are not asked to divulge applicant names until after the closing date.

How to Apply

E-mail your resume to Recruit27@cb-asso.com by April 13, 2015. Submissions by regular mail or



facsimile will not be considered. Questions should be directed to Merv Timberlake of Colin Baenziger & Associates at (561) 289-7641.

The Process

Applications will be screened between April 14th and April 27th. Semi-finalists will be selected on May 1st and first round interviews will be held between May 6th and May 8th with final interviews on May 25th with a selection shortly thereafter. As part of the final interview process, the County will hold a reception for the finalists with the Parks, Recreation and Conversation Board invited to attend.

Other Important Information

Hillsborough County is an Equal Opportunity Employer and encourages minorities and women to apply. The County is committed to serving its residents, visitors, and businesses. A veteran's preference will be awarded as applicable under the Florida Statutes.

