



Looking for a Few More Great Candidates

— POSITION AVAILABLE —

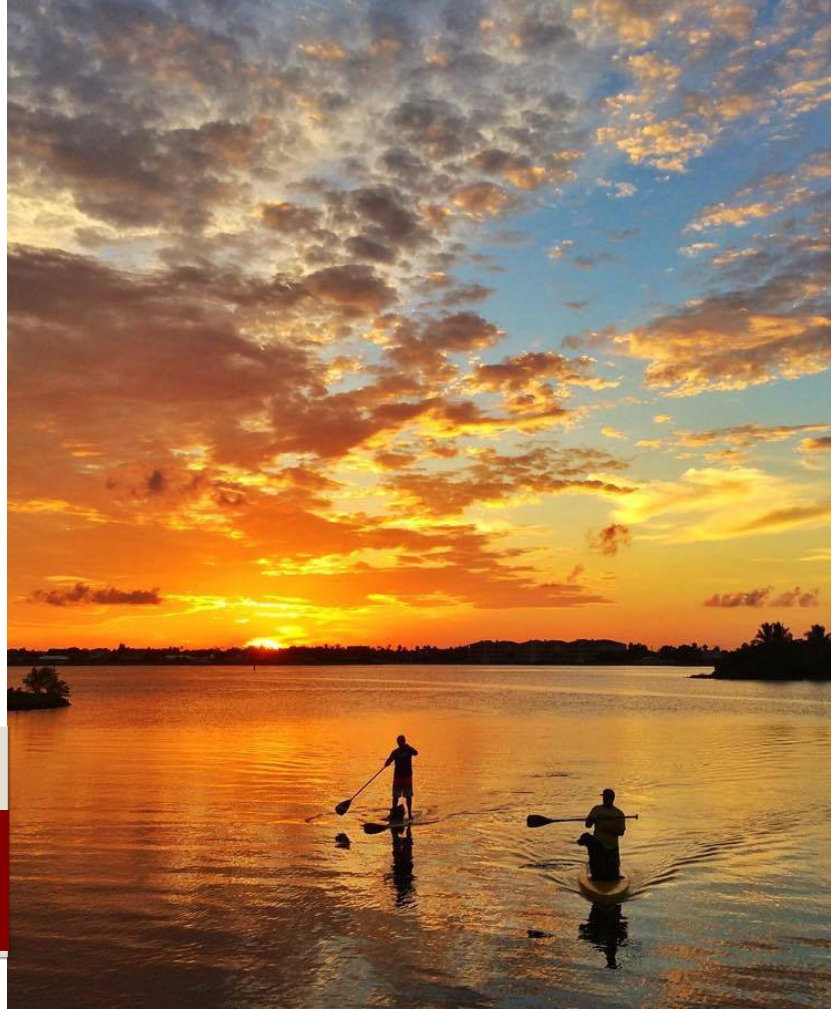
County Administrator

Deadline Extended—Apply by January 20, 2023

“Sunrises, not high-rises!” describes Indian River County (IRC) perfectly. The County boasts breathtaking views and an extraordinary quality of life. Current building codes prevent any building to exceed 50 feet, and no one has any desire to build anything taller. Instead of the hubbub of a major metropolitan area, the County, and the cities within it, pride themselves on maintaining a quiet, relaxed, family-friendly atmosphere. The result? IRC has an A grade on Niche.com.

Nature lovers will never need to leave the County. IRC sports over 100,000 acres of conservation land, including the nation’s first wildlife refuge of Pelican Island. The area abounds with opportunities for hiking and wildlife viewing. You can see manatees at Round Island Park or watch baby sea turtles hatch at Sebastian Inlet State Park. Bird watchers can spot over thirty species on Pelican Island.

Indian River County’s beaches are legendary. The County is frequently listed as a top beach location by various publications such as USA Today and Fodor’s Travel. The



beaches in Vero Beach and Sebastian are known for being clean and uncrowded. One of the area's best beaches is Golden Sands Park. Beachgoers can relax in the sun or enjoy adventures like kayaking, paddleboarding, boating, surfing, and scuba diving.

Additionally, Indian River County is a major destination for fishermen. Sebastian Inlet is considered the premier saltwater fishing spot on Florida's east coast. The Indian River Lagoon and the St. Sebastian River offer bountiful fishing inland.

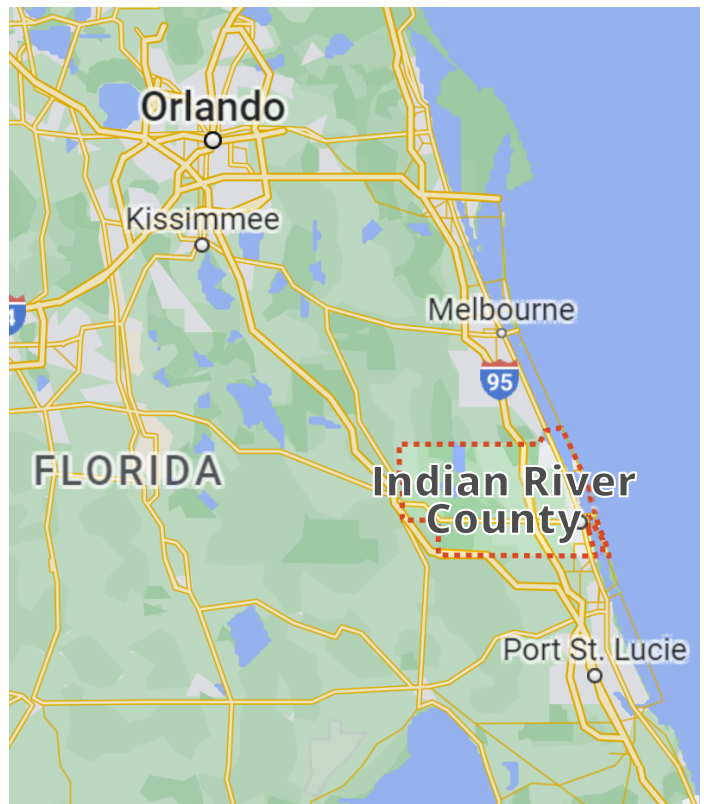
For the golfer, IRC offers 17 courses—so shine up your clubs and hit the course! One of the best is Sandridge Golf Club. As a public course, it is a must-play experience for the serious and casual golfer alike. It is rated four-and-a-half stars by Golf Digest and regularly earns a spot on the magazine's "Places to Play List."

Indian River County offers a cultural feast for patrons of the arts. The county seat, Vero Beach, has over a dozen art galleries to explore, and the Vero Beach Museum of Art presents world-class exhibitions and hands-on activities for families. Immerse yourself in music and dance at Ballet Vero Beach or Vero Beach Opera. Additionally, Vero Beach High School is a local favorite for musical presentations. Its student orchestra has toured Europe and played in London's New Year's Day parade. Riverside Theater offers a variety of performances from musical theater to stand-up comedy.

Shoppers will find no end of discoveries in Indian River County. For instance, Vero Beach's beachside shopping district is full of charming boutiques and shops. Vero Beach Outlets mall offers bargains on the latest styles. Sebastian's riverfront shops hum with activity into the evening. Antiquarians will not be able to resist spending a day at Vero Beach World Bazaar and Antique Mall or exploring the many antique shops throughout the County. For a more traditional experience, visit Indian River Mall along Route 60.

History buffs can lose themselves in the area's historical treasures. Many enjoy discovering how the Treasure Coast got its name at Sebastian's McLarty Treasure Museum or learning why Indian

Figure I: Location of Indian River County



River citrus is world-famous at the Vero Beach Citrus Museum. In Historic Fellsmere, you can visit Indian River County's first library and public school. Sports fans and history lovers alike can agree upon a trip to the Jackie Robinson Training Complex, formerly known as Dodgertown. This facility was the spring training home of the Brooklyn and Los Angeles Dodgers between 1948 and 2008.

Indian River County hosts a variety of local festivals and events. Every winter, the Sebastian Riverfront Fine Arts and Music Festival provides live music and gives local artists the chance to showcase their work. In summer, residents look forward to the Vero Beach Film Festival, which celebrates independent filmmakers from around the globe. Families enjoy annual events at Countryside Citrus Farms, including a corn maze in the fall and a strawberry picking event in winter.

Life in Indian River County is an idyllic experience. Residents are hardworking but are relaxed, well-educated, open-minded, and friendly. The County is known for its family-friendly atmosphere



and pleasant neighborhoods. Families feel safe here, as crime rates are significantly lower than the national average.

You are sure to find a house you can call home in Indian River County. The median home sales price in October 2022 was \$345,000. Depending on the area, an 1,800-square-foot single-family home with three bedrooms and two bathrooms can be purchased for as little as \$379,000. Though home prices have increased in the last year, the market has recently shifted to favor buyers. The most popular type of housing is the single-family detached home. Condominiums, townhouses, and multi-family homes are also available throughout the County. Most residents own their homes.

The County runs a multitude of recreation programs for residents of all ages and interests. Adults play pickleball, basketball, kickball, and softball. There are even classes teaching Mah Jongg. Ample programs exist for children and youth.

Indian River County has more than 20 highly rated public, private, and charter schools with an average student-teacher ratio of 20-1. Indian River County School District has a graduation rate of 88%. The District also offers an International Baccalaureate Program and a school for exceptional students.

Higher education opportunities are found at Indian River State College at its Sebastian and Mueller Campuses. Neighboring St. Lucie County is home to Florida Atlantic University's Treasure Coast Campus and Keiser University's Port St. Lucie Campus. Nearby specialty schools include the Florida Institute of Technology and the Aviator

College of Aeronautical Science and Technology. A little farther away, the University of Central Florida in Orlando was ranked as the 20th in the 2022 “Most Innovative Universities in the Nation” by U.S. News & World Report.

For a change of scenery, take a trip to the nearby city of Orlando, less than two hours by car from Indian River County. Known as the Theme Park Capital of the World, its largest parks are Disney World (the Magic Kingdom, Hollywood Studios, Animal Kingdom, Epcot Center, and two water parks), Universal Studios (along with its Islands of Adventure and Volcano Bay Water Park), and SeaWorld. Or you can visit Legoland in Winter Haven. The Kennedy Space Center is about 90 minutes north, and the Central Florida Zoo and Botanical Gardens in Sanford are about two hours away. Sports fans can watch the Orlando Magic shoot hoops or cheer for Orlando City SC, a Major League Soccer team. A two-and-a-half-hour drive brings you to Miami, known for its beaches, world-renowned hotels, restaurants, and nightlife. Here, you can visit Biscayne National Park and Everglades National Park. Miami also hosts several professional sports teams, so spend an evening watching the Miami Heat, the Miami Dolphins, or the Miami Marlins.

Indian River County offers many convenient options for traveling inside and outside its borders. The County’s public transit system, GoLine, provides bus service with 14 routes throughout the County. Vero Beach Regional Airport and Melbourne International Airport offer limited commercial jet service. For more destination options, both Orlando International Airport and Palm Beach International Airport are just a 90-minute drive from Vero Beach. Both have numerous carriers flying to destinations worldwide. For those who prefer to avoid air travel, Brightline trains take travelers from Orlando to Miami. Just 90 minutes north of Vero Beach, Port Canaveral is the world’s second busiest (by passenger volume) cruise port, hosting five cruise lines.

With all of Indian River County’s charms, how could anyone resist? The opportunity to make Indian River County your home is too good to miss. So please submit your resume today!

HISTORY

As far back as 2000 B.C., Native Americans known as the Ais inhabited the region now known as Indian River County. The Ais thrived in the area, fishing, hunting, and gathering along the coast. Sadly, disease, slavery, and warfare had completely destroyed the Ais population by 1760.

European settlement of the area began in the mid-1840s. By 1900, many new communities dotted the land. In 1893, a new railroad accelerated land development and opened new markets for fishermen and farmers. In 1905, the state created drainage districts to convert wetlands into fertile farmland.

In 1912, the Indian River Farms Company commenced an extensive land reclamation project. As part of the effort, the company planned and established the town of Vero. In 1919, Vero was incorporated as a city in then St. Lucie County. By the mid-1920s, however, area residents had become dissatisfied with St. Lucie County’s governance. Florida legislature created Indian River County in 1925—removing Vero and the surrounding area from St. Lucie County.

During the Florida Boom and Bust era in the 1920s, the County’s economy experienced significant growth and retraction. The Great Depression, two severe hurricanes, and World War II also took their toll. However, the post-war era was a time of great prosperity. Soldiers who had trained at the naval base in Vero Beach during the war chose to return and raise their families. The tourism industry blossomed, and the housing market flourished. In 1948, the Brooklyn Dodgers selected Vero Beach as their spring training location.

As air conditioning became widely available, the area (and Florida generally) became viewed as a desirable place to live. The County welcomed Piper Aircraft in 1957, which created over 2,000 new jobs for residents. Indian River County’s history has made it what it is today—one of the best places to live in Florida.

Table I: Indian River County Demographics

Distribution by Race		Distribution by Age	
White	76.7%	0 to 14	13.0%
Black	8.4%	15 to 24	13.0%
Asian	1.5%	25 to 44	9.2%
Native American	0.3%	45 to 64	16.8%
Two or More Races	13.1%	65 to 84	26.5%
Total	100%	Over 85	28.7%
Hispanic Ethnicity	13.0%	Estimated Population: 159,788	

Educational Achievement (Over Age 25)	
High School or Higher	90.1%
Bachelor's Degree or Higher	30.6%

Other Statistics	
Median Age–Indian River County	54.0
Median Age–U.S.	38.2
Median Household Income–Indian River County	\$57,945
Median Household Income–US	\$64,994
Poverty Rate	10.3%

Source: U.S. Census Bureau

DEMOGRAPHICS

Indian River County has experienced rapid population growth. For instance, the County went from a population of about 138,000 in 2010 to almost 160,000 in 2020, a 15.8% population increase. Indeed, Indian River County is not a popular choice for just families but also for retirees. In 2020, 33% of its residents were 65 years old or greater, compared to 20.5% in all of Florida. See Table I for more information about the County’s demographics.

CLIMATE

Indian River County has a subtropical climate. Summers are hot and very humid, with an average high temperature of 90° F in July.

Winters are mild, with temperatures seldom dipping below 50° F and humidity decreasing to a more comfortable level. Snow is extremely rare. Indian River County gets an average rainfall of 54.4 inches per year, slightly more than most places in Florida.

Like the rest of the southeast United States, Indian River County is at risk of hurricanes. That said, severe hurricanes are rare here. For example, Hurricane Nicole (a Category 1) made landfall in IRC but caused very little damage except for beach erosion. Furthermore, advances in weather prediction technology, emergency preparedness, and communications have dramatically increased the comfort level of residents.

GEOGRAPHY

Indian River County is located on Florida’s Atlantic coast. It is about 200 miles south of Jacksonville, 160 miles north of Miami, and 100 miles southeast of Orlando. It sits south of Brevard County, north of St. Lucie County, and east of Osceola and Okeechobee Counties.

Indian River County covers a total area of 617 square miles, of which 503 square miles is land and 114 square miles is water. It boasts 100 miles of waterfront land, including 23 miles of Atlantic beaches. Its average elevation is approximately 26 feet, with some areas being slightly below sea level.

The County’s five cities are Sebastian (population 27,700), Vero Beach (16,700), Fellsmere (4,900), Indian River Shores (4,400) and Orchid (522).

COMMERCE

Historically, agriculture and tourism created the foundation of Indian River County’s economy. Today, the County has a broader range of industries, including healthcare, information technology, light manufacturing, wholesale, retail, and service. Piper Aircraft is one of the best known among the County’s employers. See Table II on page 6 for the County’s principal employers.

Table II: Principal Employers, Indian River County, FL

Employer	Industry	Employees
Indian River County School Board	Education	2,457
Cleveland Clinic Indian River Hospital	Healthcare	1,920
Indian River County	Government	1,551
Publix Super Markets	Retail	1,324
Piper Aircraft, Inc.	Manufacturing	886
Sebastian River Medical Center	Healthcare	581
John's Island	Residential/Resort	571
Indian River Estates	Retire/Life Care	434
Visiting Nurse Association	Healthcare	376
The Home Depot	Retail	352

Source: Indian River County, FL 2021 CAFR

IRC's economy has recovered well from the effects of the COVID-19 pandemic. Property tax values and construction activity both increased significantly in 2021. The unemployment rate decreased by 22% in 2021 over 2020. The citrus industry, however, still suffers from decreased production.

THE GOVERNMENT

Indian River County operates under a five-member Board of Commissioners (BCC). Each Commissioner represents one of the five districts within the County. Although elected countywide Commissioners must reside in the district they represent. They serve staggered four-year terms with elections in November of even numbered years. They are not term-limited. In fact, the longest serving Commissioner is in his fifth term. One Commissioner was elected in 2016, two in 2020 and the fourth was elected this past November (although he previously served three terms as County Sheriff). For the most part, the Commissioners are long-term residents and get along very well. They are respectful of each other and think highly of County staff.

The BCC appoints the County Administrator and County Attorney. The County has five other elected officials: the County

Sheriff, the Clerk of the Court, the Property Appraiser, the Supervisor of Elections, and the Tax Collector.

Indian River County provides residents with many services, including construction and maintenance of transportation infrastructure, parks and recreation facilities and programs, libraries, and a landfill. It operates 15 fire stations that serve residents in unincorporated areas and all its municipalities (except Indian River Shores). The County's water and sewer utility serves the City of Sebastian and residents in unincorporated areas. The Sheriff oversees law enforcement services and jail operations. IRC operates the

landfill, providing garbage and recycling services through third-party contractors. To fund its operations, IRC has a general fund expenditure budget of \$118,399,287 with a total budget of \$451,964,531.

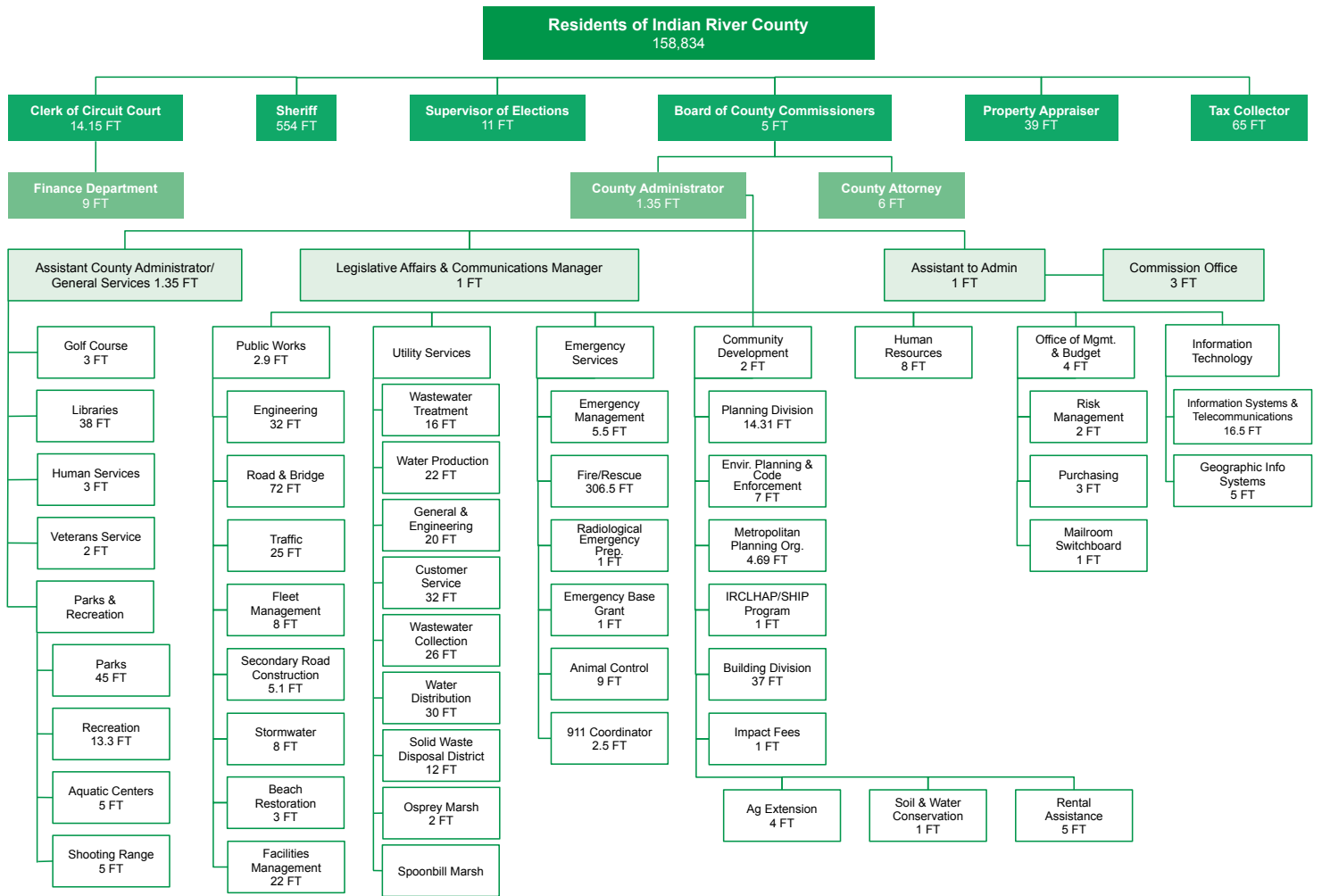
Indian River County has two unions, the Teamsters and the International Associations of Firefighters. The Teamsters represents blue collar workers, including 261 county employees. The International Associations of Firefighters represents fire personnel through the rank of Captain, including 269 county employees. Overall, the County has 1,600 employees, 900 of which are within the span of control of the County Administrator and ten are direct reports. See the organizational chart below.

THE CHALLENGES AND OPPORTUNITIES

The County is in really good shape financially, and it has one of the lowest millage rates in the state of Florida. That said, there are some challenges and opportunities to keep the next Administrator busy.

IRC is on the cusp of change. The next Administrator will need to work with the Commission in envisioning a positive path forward and then leading the organization in this direction. Being

Indian River County Board of County Commissioners Departmental Organization



a visionary, while also considering the long-term effects of decisions and thinking outside the box, will be crucial.

The County receives an average of 120 building permit applications every day. The elected officials support growth, but they want smart and quality growth. With growth comes a higher demand on infrastructure, which also must be considered. Bringing data on infrastructure and traffic into the conversation when considering projects will be advantageous. Someone who can guide positive growth for the community would be a valuable asset.

Resources are important, and water is becoming scarce. As such, the next Administrator must be able to predict future needs. He/she will then expertly and creatively ensure that the County has the resources it needs both now and in the future.

Additionally, the expectations of residents have changed. Although the County has adjusted its processes and policies to better meet their needs, more work needs to be done. Managing these expectations with available resources will be both a challenge and an opportunity. Also, state requirements change on a regular basis, and the County must adjust its processes to comply with new mandates.

The two former Administrators worked for IRC for a combined 58 years. While the organization functions very well and has very little turnover, it may benefit from a fresh set of eyes. Operations should be reviewed for efficiency and effectiveness, as well as ensuring that departments are appropriately staffed. On a related note, attrition has recently been and will continue to be a factor. Hiring talented staff who fit into organization culture will be

important. Additionally, a salary study could be helpful in ensuring that the County's compensation levels are appropriate.

While the County and the cities within the County have good relationships, they can always be improved. The next Administrator also should plan on creating and strengthening relationships with community partners.

THE IDEAL CANDIDATE

Indian River County is seeking a strong leader to partner with the Commission to take the County into the future. The individual will be an advisor and also recognize he/she works for the Commission. Commissioners expect the individual to keep them fully informed and fully meet their information needs, without them having to ask. The individual will find solutions to problems and encourage others to do so. "It cannot be done" is not an acceptable initial answer. If the first or suggested approach does not work, the Administrator will strive diligently to find innovative methods to get the County to its desired place.

The County is seeking an outstanding, professional Administrator who is inclusive, intelligent, upbeat, relentlessly positive, progressive, approachable, open, honest, transparent, and highly ethical. He/she will understand politics without becoming involved in them, properly navigating issues to get the job done.

The ideal candidate will think strategically, be a consensus builder, and have excellent people skills. Building effective working relationships with individuals and bureaucracies, as well as the private sector and the public, will be vital. The individual must be equally comfortable speaking to elected officials as to the "man on the street". He/she will be customer service oriented and set the tone. After all, leadership starts at the top.

The County's staff is strong and capable. Its directors are, by and large, experts in their fields. The County Administrator will not need to micromanage. Instead, he/she will provide general direction to achieve the Board's vision. He/she will also mentor and encourage initiative and creativity. In other words, the

individual will not just let department directors do their jobs but will challenge them to do so. At the same time, the ideal candidate will expect communication and will hold the staff accountable for results in meeting targets and goals.

The County Administrator will be progressive, achievement oriented, analytical, and solution-driven. The individual will constantly and diplomatically challenge accepted practices to determine if there is a better way. Strong organizational skills will be necessary and being technologically astute is a strong plus.

The ideal candidate will see past the horizon by anticipating upcoming issues and the consequences of possible alternatives. He/she will be decisive and work with a sense of urgency. The three most important qualities in the next Administrator will be Commitment, Completion, and Direction (leadership).

The position requires a bachelor's degree with an emphasis in Public or Business Administration or a related field. A Master's degree is preferred.

Candidates should have at least seven years of senior level management experience in public or business administration as a City/County Administrator or Assistant City/County Administrator with agencies of similar size and complexity. Expertise in growth management, infrastructure, transportation, and finance are required. Experience with emergency management coordination and strategic planning are pluses.

The ideal candidate will need to bring enthusiasm and passion to the job. The County also has a strong desire to find someone who will commit for the long-term. For the right person, this job will be very satisfying and very rewarding. The County has tremendous potential and needs the right appointed leadership to help take it forward.

COMPENSATION

The salary range is \$190,000–\$220,000. Benefits are very good. The County Administrator will be part of the Florida Retirement System in the senior management class.



RESIDENCY

Residency within the County is required.

HOW TO APPLY

E-mail your cover letter and resume to Recruit24@cb-asso.com by January 20th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537 or Lynelle Klein at (970) 433-7189.

MOST RECENT ADMINISTRATOR

The most recent Administrator resigned effective December 31st to begin a new job. He had been the Administrator since 2016 and with the County for 25 years. His predecessor retired after more than 30 years of service to the County, and twelve as County Administrator.

INTERNAL CANDIDATES

There may be internal candidates. That said, the Commission is committed to a level playing field, and everyone will be evaluated on their own merits.

CONFIDENTIALITY

Under Florida law, all applications are a public record once submitted. As a practical matter, the media generally does not show interest until after the close of the recruitment period and often even later in the process.

THE PROCESS

Applications will be screened as they arrive. Finalists will be selected on February 20th. A

reception and interviews will be held on March 2nd and 3rd. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

Indian River County is an Equal Opportunity Employer and strongly encourages women, minorities, and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the County, visit:

www.ircgov.com

visitindianrivercounty.com

www.indianriverchamber.com

www.allthingstreasurecoast.com

