



— POSITION AVAILABLE —

Deadline Extended - Looking for a Few More Great Candidates

TOWN MANAGER

Apply ASAP but no later than February 7, 2025

Note: This position was advertised last fall. Unfortunately, a Council Member resigned during the process, and the remaining Members deadlocked 2 to 2 over two excellent candidates. A fifth Council Member has now been appointed so a repeat event is very unlikely.

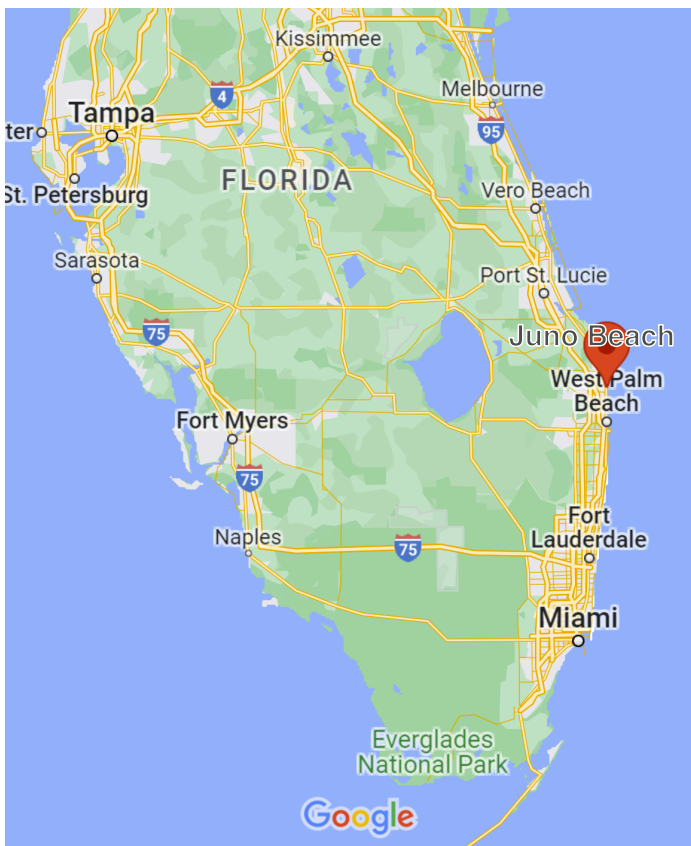
Juno Beach is a unique community with natural beauty that is hard to surpass. The Town encompasses an area of 2.65 square miles, of which 594 acres (43%) is owned and managed by Palm Beach County for preservation. Residents are drawn to the Town for its seaside charm and small-town feel. Juno Beach is widely regarded as a very welcoming and safe community.

The Town consists of 2.4 miles of pristine beaches along a spectacular blue ocean. Eight Town-owned dune walkovers provide public beach access. Each beach access provides a shower, and some provide shade structures and seating.

The Juno Beach Pier offers guests 990-feet of world-class saltwater fishing and wonderful opportunities to enjoy the scenic views. The full-service Pier House features a friendly guest services team,



Figure I: Location of Juno Beach



snack bar, and gift store as well as a variety of fishing tackle, including rental poles and bait. It is visited and enjoyed by residents, sightseers, and fishermen from all over. Although the pier is in the Town of Juno Beach, it is structurally maintained by Palm Beach County and its concession (Pier House) is operated by the Loggerhead Marinelifelife Center.

The Town's coastline is one of the highest density nesting areas for sea turtles in the world. The Loggerhead Marinelifelife Center (LMC), a not-for-profit organization, monitors the nests and is dedicated to promoting the conservation of Florida's coastal ecosystem through education, research, and rehabilitation with a special focus on threatened and endangered sea turtles. The LMC is located in the County-owned Loggerhead Park and is one of the most visited nonprofit scientific destinations focused on ocean and sea turtle conservation.

As noted, approximately 594 acres of land within the Town's boundaries has been purchased by the County for preservation or is leased to the County by the State. The County has installed

trails throughout these parcels, known as the Juno Dunes Natural Area, to serve as a beautiful nature walk and to educate the public about the importance of preservation. Additional improvements include a light vessel boat dock, erosion control and other amenities along the intracoastal waterway. In 2021, residents voted for a Town Charter Amendment which states that "no change to the land use classification or zoning designation of environmentally sensitive land shall be adopted unless by the affirmative vote of four (4) councilmembers."

The Pelican Lake Park includes a 12-acre lake adjacent to the Town Center property with lush landscaping and a 0.75 mile – 8 feet wide public concrete and paver brick sidewalk, covered gazebos and fountains. The lakeside is the setting for Town events and people come from neighboring towns to leisurely stroll around the lake. South of Pelican Lake, the Town owns and operates Kagan Park, which has playground equipment, bocce, basketball, and adult exercise stations. Town Hall Park is their newest park (completed in 2018), and it includes a gazebo, sidewalk, paver bricks, seating, an original section of the historic Celestial Railroad, interpretive history signs, and lush landscape.

The Town benefits from two beachfront parks. The aforementioned Loggerhead Park has covered picnic areas and a playground and houses the LMC. Juno Beach Park, at the northern edge of Town, serves as a large parking lot for beach goers and for the County-owned and operated pier.

The "Juno Beach Historical Society", a not-for-profit corporation, collects items linked to the history of the Town, preserves them for future generations, and shares this history with the public. The "Friends of the Arts" organizes art shows for resident and local artists; artwork is displayed year round in the Town Center Council Chambers. In March of every year "ArtFest by the Sea in Juno Beach," draws some 30,000 visitors and is held along A1A and the Atlantic Ocean at the north end of Town. In November, the Jupiter-Tequesta Rotary Club holds its annual Craft Fair along A1A. Several other events take place along A1A during the year, including triathlons, running races, and Turtlefest, among them. Juno Beach Police monitor and support these permitted events. Among the many Town-sponsored events are the

September 11 Remembrance Ceremony, Veterans Day Ceremony, Oktoberfest, Hanukkah Party, and Christmas by the Lake.

Located in Juno Beach, the Seminole Golf Club is a prestigious private oceanfront golf course designed by Donald Ross and opened in 1929. Membership is invitation only. It is one of the top golf courses in the country, and one of the finest examples of golf course routing.

The typical home value in Juno Beach is just under \$1 million, though the next Manager is not required to live in the Town and there is more affordable housing in neighboring communities. The median listing home price is \$1.1 million dollars, trending up 26.6% year-over-year. Juno Beach real estate consists of single family homes, condominiums (beachfront and lakefront), Intracoastal-front properties with low-rise townhomes, and large high-rises - all only steps from the beach. The Town has one assisted living facility (The Waterford) that is home to over 200 active seniors. It is now in the process of a major campus expansion. The Town also has two RV/mobile home parks.

Town Council just approved the development of the Christmas Tree Lot on Donald Ross Road, which had been used as a seasonal winter wonderland. The developer, Pulte Homes, will be building 40 townhomes on the nearly five-acre parcel.

With all the protected natural areas and environmentally sensitive green space, you are virtually assured of a stunning view wherever you live.

Although Juno Beach does not have any schools, excellent education is readily available nearby. Many public schools in Palm Beach County are high-performing and A-rated. Among Florida's seven large school districts, Palm Beach and Miami-Dade are the only two that earned a letter grade of "A." Private school options are also available and are excellent. Palm Beach State College is very close and within a reasonable drive, as are a number of other universities including Florida Atlantic University, Nova Southeastern, Palm Beach Atlantic, Keiser, Barry, Florida International and the University of Miami.

A safe and welcoming community, the crime rate in Juno Beach is extremely low and what crime they do have tends to be petty theft. They have perhaps three or four felonies per year, typically from passersby or beach visitors. The police are proactive and community oriented, and they are appreciated and supported by residents.

If you enjoy sports, Miami is home to the NFL's Dolphins, the NBA's Heat and MLB's Marlins. The NHL's Panthers arena is an hour away in Sunrise. Minor league baseball is played in nearby at Roger Dean Stadium in Jupiter. Palm Beach County also hosts multiple MLB spring training camps.

For those who want to roam, the Town offers easy access to top-of-the-line entertainment venues and travel. Interstate 95 and the Florida Turnpike are nearby, and it is a 25-minute drive to West Palm Beach. Fort Lauderdale, Miami and its beaches are about an hour away and Orlando and its theme parks are about two-and-a-half-hours away. Those who like to cruise could not find a better location! The world's three busiest cruise ports (the Port of Miami, Port Everglades, and Port Canaveral) by passenger volume are all within a two hours' drive. Port of Palm Beach, just 15 minutes south, is a shipping port and is berth to the Margaritaville at Sea, a cruise ship which goes to the Bahamas. For those who prefer to fly, Palm Beach International Airport is about 25 minutes to the south and Miami International, Fort Lauderdale International and Orlando International - not to mention Sanford-Orlando International with low-cost carrier, Allegiant Air, as well as several low-cost European carriers - are less than three hours away.

Local adventure and cultural options are plentiful. Within a 20 to 30 minute drive are renowned attractions including: The Maltz Theater, the Loxahatchee River Center, Hobe Sound Nature Center, Busch Wildlife Sanctuary, Jonathan Dickinson Park, the Kravis Center for the Performing Arts, the Norton Museum of Art, Society of the Four Arts, Armory Art Center, Mounts Botanical Gardens, Lion Country Safari, the Palm Beach Zoo, South Florida Science Museum, Manatee Lagoon Education Center, and more!

Table I: Juno Beach Demographics

Distribution by Race		Distribution by Age	
White	90.5%	0 to 15	2.1%
Black	0.5%	15 to 25	9.2%
Asian	1.9%	25 to 45	27.3%
Native American	0.1%	45 to 65	25.9%
Two or More Races	7.0%	65 to 85	49.6%
Total	100%	85 +	11.3%
Hispanic Ethnicity	4.7%	Estimated Population: 3,858	

Educational Achievement (Over Age 25)	
High School or Higher	96.8%
Bachelor's Degree or Higher	60.6%

Other Statistics	
Median Age—Juno Beach	68.9
Median Age—U.S.	38.9
Poverty Rate	5.4%

Source: U.S. Census Bureau

When it comes to shopping, there are numerous options nearby. The Palm Beach Gardens Mall is approximately 3.5 miles away. A Wholefoods Market and Trader Joe's are also reached by a quick drive. To the west, in Palm Beach Gardens, is the Alton Town Center with numerous retail and dining venues. Tanger Shopping Outlets is a 20 minute drive away and Sawgrass Mills, the largest outlet and value retail shopping destination in the United States is just over an hour away.

Juno Beach has a small number of retail, commercial establishments and restaurants, many of which are long-time favorites of the community.

The newly approved Caretta mixed-use project is under construction on a 5.5-acre parcel at the Town's main intersection. This development includes 95 luxury residential units, restaurants at the street level, as well as public amenities including

outdoor seating, public art, a dog park, children's splash pad, and more.

With growth and change all around, the Town of Juno Beach remains dedicated to maintaining a small-town atmosphere. It offers access to all the accoutrements of a large community, but without the congestion and crime. While the entire coast of Florida is a treasure, Juno Beach is its hidden gem. So, if you are an experienced professional who strives for excellence and has a strong town/city management background, please apply!

HISTORY

The island that is now Juno Beach was created when the Intracoastal Waterway was dredged through the wetlands on the west side of Juno Beach. The area, originally called Juno, was a late nineteenth century transportation terminal linking north Florida to Lake Worth in south Florida. For a brief period, 1890 to 1900, Juno was the County Seat of the former Dade County which covered all of southeast Florida.

In 1929 E.F. Hutton began construction of the famous Seminole Golf Club. In 1946, Bessemer Properties Inc. bought a tract of land adjoining the Golf Course and platted it as a subdivision in 1948. They built a 500-foot fishing pier at the end of Mercury Road and opened the Town for planned development. Juno Beach was incorporated in 1953 with approximately 130 year round residents and a seasonal population of 1,500. In 1958, the ladies of the Juno Beach Garden Club took on the project of naming the streets, and many bear the names of gods and goddesses.

The original pier was severely damaged in November 1984 during a Thanksgiving weekend storm and the current 993-foot Juno Beach Pier was built in 1999 about 1.5 miles north of the original pier. The Town Center was completed in 1991.

Today, Juno Beach is a seaside community that is predominantly residential. It is considered a hidden gem and is known as a friendly and relaxed vacation paradise.

DEMOGRAPHICS

Many in Juno Beach are retired and that can be seen in Table 1 (above left). The median age is 68.9 while the median age in the Overall U.S. is 38.9. However, young families with children are increasingly moving here.

CLIMATE

Juno Beach's climate features hot, humid summers, with frequent rainfall, and warm, dry winters. High temperatures are typically in the upper 80s to low 90s - the coastal location tends to have moderate temperatures with increased humidity. The winter months are typically dry and milder, with highs around 73°F to 77°F. Temperatures can fall to the 50s but rarely fall below 40°F. Most winters are frost-free and have far less humidity.

GEOGRAPHY

Juno Beach is part of an island in northern Palm Beach County and bounded by the Intracoastal Waterway to the west, the Atlantic Ocean to the east, Jupiter Inlet to the north and the Palm Beach Inlet to the South. It is approximately 14 miles north of West Palm Beach and encompasses an area of 2.65 square miles. Juno Beach is part of the Miami Metropolitan Area – also known as the Gold Coast or the Tri-County Area (covering Miami-Dade, Broward, and Palm Beach counties).

Juno Beach averages 23 feet above sea level. One of the most distinguishing features of the community is the Juno Dunes Natural Area, where you'll find an interesting mosaic of wetlands among the swale between ancient dunes and coastal scrub. It is the home to several species of rare plants, as well as the gopher tortoise (a federally-designated threatened species). In fact, 43% of the land within the town limits is environmentally sensitive and set aside for conservation purposes.

COMMERCE

Juno Beach has two major corporate headquarters located within their community - NextEra Energy Inc., which Fortune listed as the "World's Most Admired Company" in 2021 and Document

Storage Systems Inc., an internationally recognized health information technology company.

TOWN GOVERNMENT

Juno Beach operates with a Council-Manager form of government. The governing body is a Council comprised of five members who serve staggered three-year terms, except for the Mayor who serves a two-year term. The Mayor is elected at large as are the other Members. The current Mayor is the longest serving Council Member having been first elected to Council in 2017. The Vice Mayor has served since 2021, while two Council Members are in their first year. In November 2024, a first term Council Member resigned. His replacement is a veteran Council Member who served several terms before retiring. He will begin serving in January and serve until the next election in March 2025.

The Town Council is responsible for, among other things, passing ordinances and resolutions, adopting the annual budget, appointing committees, and hiring both the Town Manager and Town Attorney.

Juno Beach provides general municipal services such as police protection, planning, zoning and building, code enforcement, parks, public works, stormwater utilities and cultural events. Fire protection and emergency medical services are provided by Palm Beach County. Utility services, such as water and wastewater are provided by neighboring jurisdictions. Sanitation collection services are currently contracted with Waste Management, Inc. The Town contracts with Diversified Building Department Management Corporation for building official, plan review and inspection services. In terms of unions, Police Officers and Sergeants belong to the Palm Beach County Police Benevolent Association.

Juno Beach is extremely strong financially. It has achieved the Certificate of Achievement for Excellence in Financial Reporting for the last forty consecutive fiscal years. In addition, they were randomly selected for a very detailed and extensive audit by the Palm Beach County Inspector General. At its conclusion, the



Inspector General stated, “This audit report is the first audit our office has conducted where there have been no findings or recommendations. The Town has done a great job in this area as stewards of its taxpayer dollars.”

The Juno Beach’s General Fund Budget is \$10,785,377. The Town has not carried any debt since 2013 and has a very healthy reserve. Every dollar is maximized to get the most for the residents. The staff is very talented, but the organization is very lean. Juno Beach has 35 employees, of which eighteen are in the police department. The Town Manager has six direct reports. Employees work well together and are cross-trained so that they can assist each other as needed. They truly view their work as a team effort and recognize that they can accomplish more by working together.

THE CHALLENGES AND OPPORTUNITIES

Juno Beach has very few challenges but many opportunities. It has been very well run and is financially sound. The first and foremost opportunity will be to learn the culture, get to know the residents and become part of the community. Juno Beach has a small town feel where residents know each other, and they expect the Town leadership to interact with them. The staff, including the Manager, have always had an open door and residents have been welcomed. The next Manager will want to establish similar connections and be very visible in the community.

Juno Beach has benefited from a voter approved county wide sales tax and used its share for capital purchases such as new police cars. The tax expires at the end of 2025, and it will need to find other means to fund these efforts. Fortunately, some new property tax revenue should be coming over the next few years with an approved annexation of the affluent Captain's Key HOA community to the south, and other developments.

While everyone in the community desires to protect Juno Beach, they recognize that development is coming. As the community is 95% built out, current and future projects within the Town are/will be largely dependent on



redevelopment. The Town wants to ensure these projects add value to the community at large and not just to the developer. Hence, visualizing win-wins supported by solid analysis will be important.

A corollary challenge is the growth of neighboring communities. Developers recognize the marketing value of Juno Beach's oceanfront and environmentally sensitive lands. The resulting influx is a challenge to the Town's infrastructure and the residents' quality of life. Finding ways to mitigate these impacts will be increasingly important.

Historically, the Council has worked together well and has been united on their vision for the community. While every member of the current Council wants the best for the community, and desires to protect the paradise that Juno Beach is, they are sometimes divided on how to best move forward. The next Manager will need to be a consensus-builder to help bring the parties together.

Finally, the Town is becoming much more strategic in its outlook. It desires to be proactive, not reactive, and thus realizes it needs to envision the future, understand how to position itself to maximize the residents' quality of life and then to act. Not only is it currently working on a strategic plan, it is also creating a master plan for the Town's development. The next Manager will be tasked with leading staff through a period of increasingly rapid change and taking the steps that will create a better future for Juno Beach.

THE IDEAL CANDIDATE

The Juno Beach Town Council is seeking a seasoned Manager and leader to work as a partner, a supporter, and a trusted advisor. The individual will be a consensus-builder who knows how to help everyone get to yes and will work closely with the Council to implement its priorities. They will also be an expert in conflict resolution.

As noted, Juno Beach is becoming more strategic so the next Manager will need to have demonstrated achievement in developing and implementing strategic, long range and annual

plans. Being able to work with a Town Council to establish a vision, identify goals, strategies, tasks and measures to monitor progress will be critical. They will be proactive and anticipate what information the Town Council needs to make the best decisions for the community. The individual will then pursue that information, organize it into a coherent narrative, and present it, along with well researched options, for the elected body to consider.

The next Manager will be someone who believes in integrity, transparency and establishing trust in the community. The individual will be one of the Town's primary representatives. As such, the Manager will be an outstanding communicator, an expert in public relations, and someone who realizes diplomacy and listening are important parts of communicating. Of particular importance will be keeping the Council, the public, and the staff fully informed. For example, everyone needs to know and shown that the Town's money is being spent wisely.

The ideal candidate will not be a micro-manager but rather someone who delegates and promotes creativity while excelling in motivating, mentoring and training staff. At the same time, it will be necessary to hold the staff accountable with an eye for detail and make decisions without undue hesitation. In other words, the individual will have a demonstrated pattern of leadership.

Juno Beach is a high-end community that expects the best. As such, the Manager will recognize the importance of delivering high quality services. The desired candidate will believe strongly in continuous improvement and will constantly seek to make processes more efficient and effective. As such, the individual will have a strong knowledge of information technology and its application. They will also believe in providing unmatched customer service and lead by example.

The Manager will be part of the community, which includes being visible and interactive at town workshops and events. The leadership team not only attends community events, but they also hand out refreshments. The Manager often acts as the master of ceremonies at events including Oktoberfest, and Christmas and Hanukkah parties. The next Manager should plan to continue this tradition.

Town employees are very talented, and they work very hard. The next Manager will not be a micromanager but understand the direction the elected body has set and the establish goals and objectives to implement that policy. They will believe strongly in continuous improvement, be a mentor, and encourage creativity. At the same time, the Manager will be kept informed and expect results. They need to be adept at hiring talent that will fit into the lean, community-minded and fiscally conservative organization Juno Beach is. That said, if the Manager feels changes are needed, they will not be afraid to make them. Experience in succession planning is highly desirable.

The Council would like someone who is personable, good natured, intelligent, upbeat, friendly, fair, honest, outgoing, patient, ethical, organized, positive - someone with a "can do" attitude. The ideal candidate will not be easily discouraged, and will be optimistic about the future, positive, and resilient. The Town is looking for someone who will solve problems and build consensus without being controversial. Hence, common sense and strong people skills will be necessary, as will strongly believing in having an open-door policy with residents, staff, and the Council. A sense of humor is a plus.

The ideal candidate will be savvy in the use of both traditional media and social media. They will recognize both the good and the harm social media and naysayers can do. When confronted with negativity, the Manager will stand up politely and correct the record.

The Town is looking for someone with experience in municipal management as well as budgeting, finance, land use and planning, public works, and redevelopment. Demonstrated experience in intergovernmental relations is important as Juno Beach is a relatively small community that needs to build coalitions and to punch above its weight to solve some of its more significant longer term issues. Thus, the ideal candidate will understand the benefits that arise from alliances and partnerships across the region.

Given that the projects coming to Juno Beach are those of large and successful development firms, the ideal candidate will be someone who can visualize the impact of these projects, foresee

how the developers can be encouraged to incorporate elements that will improve the quality of life of the Town's residents, and then negotiate in a way to achieve the Town's goals.

As a practical matter, this position requires graduation from an accredited four-year college or university with major coursework in public administration, business administration or related field. A master's degree in public or business administration is a plus. Desired qualifications include at least five to seven years of direct municipal experience in a similarly sized organization as a Manager or Administrator. Florida experience is strongly preferred as is experience working in a coastal community and with natural catastrophes.

The Town is looking for someone who will see the Juno Beach Town Manager position as the wonderful opportunity it is and make a long-term commitment to being part of the Town's future.

COMPENSATION

The target salary range is \$175,000 to \$235,000 and will depend on qualifications and experience. Benefits are excellent. A pension plan will be negotiated with the successful candidate.

RECENT TOWN MANAGERS

The Town has a tradition of long serving managers. The most recent permanent Town Manager left in November 2024, after 19 months with the Town, due to a change in his personal priorities.

RESIDENCY

The Town Manager is not required to live in Town limits, though they need to reside close enough to be able to be part of the community and available to the residents. The Town of Jupiter (to the north), the City of Palm Beach Gardens (to the west), and the Village of North Palm Beach (to the south), are in close proximity to Juno Beach and all offer a wide range of housing types and prices.

HOW TO APPLY

Resumes will be screened as they arrive. Email your resume and cover letter to Recruit28@cb-asso.com ASAP but no later than February 7th. Questions should be directed to Ron Williams at (305) 338-8990 or Colin Baenziger at (561) 707-3537.

THE PROCESS

Applications will be screened as they arrive so please do not delay. Finalists will tentatively be selected on February 26th. A reception and interviews will be held on March 6th and 7th. A selection will be made shortly thereafter.

INTERNAL CANDIDATES

Neither we nor the Town anticipates any internal candidates.

CONFIDENTIALITY

Under Florida's public records act, a submitted application is deemed a public record. As a practical matter, we would be surprised if there was any media coverage of this recruitment.

OTHER IMPORTANT INFORMATION

Juno Beach is an Equal Opportunity Employer and encourages women, minorities and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the Town, visit:

www.juno-beach.fl.us

www.pbnchamber.com

www.marinelife.org

