



— POSITION AVAILABLE —

CITY MANAGER | Apply by June 18, 2021

Welcome to the City of Lake Worth Beach, Florida

Located on the Atlantic Ocean in Southeast Florida, Lake Worth Beach is a historic, vibrant community which embodies racial, ethnic, economic, and philosophical diversity. It offers an excellent quality of life in a friendly, mid-size coastal community. It is simply a great place to be the City Manager!

Unlike most of Florida's newer cities, Lake Worth Beach has a true downtown. You will love its arts, culture, and recreation opportunities. Among its attractions are numerous studios and galleries as well as live theater at the art deco Lake Worth Playhouse. Diners will discover restaurants to suit every palate and range from ethnic specialties to international cuisine, small bistros and neighborhood pubs. Distinctive stores offer an eclectic array of merchandise and one-of-a-



kind items. On Saturdays, you can pop over the Lake Worth Farmers' Market.

Prior to the pandemic, the community hosted a number of exciting festivals and activities such as Lake Worth Street Painting Festival, where the City's asphalt becomes a temporary canvas. The Midnight Sun Festival is a celebration of Lake Worth Beach's Finnish population, attracts thousands, and is generally held in March. The largest Oktoberfest in South Florida is held just outside the city limits. The Tree Board organizes an annual "Lake Worth Festival of Trees." The City hosts regular bonfires at the beach. Palm Beach Pride holds its LGBTQ Pridefest here.

On the eastern edge of downtown lies Bryant Park with ample open space and a 1920s-era bandshell (used for festivals and other events). Just to the north is the municipal golf course with views of the Lake Worth Lagoon (a.k.a., the Intracoastal Waterway).

Across the Intracoastal lies the City's Lake Worth Beach Park—one of the few large tracts of open, public beach on the Atlantic Ocean in Southeast Florida. Located here is the City's historic Casino building with its large ballroom which serves as a popular wedding venue. The William O. Lockhart Municipal Pier juts into the Atlantic from the beach and is popular with fisherman. It also is a great place to surf.

Just outside the City to its west is the county-owned John Prince Memorial Park. It follows the winding shores of Lake Osborne and offers several miles of bike and walking trails as well as hundreds of acres for picnicking, volleyball and overnight camping.

The City offers a wide variety of housing alternatives including older homes in established neighborhoods as well as new and older apartments, and to a lesser degree, new homes. The City has everything from

million dollar homes on the Intracoastal Waterway to mobile home parks. By and large, housing is nice, not extravagant, reasonably priced, and in demand. The City's six historic districts help preserve its character and old Florida architecture. For example, City Hall is part of the Old Town National Register Historic District and the nearby City Hall Annex is listed as a National Register landmark.

What makes Lake Worth Beach special, though, are its people and its 17 strong neighborhood associations. There is a real sense of community here. Neighbors help neighbors and take a great deal of pride in their City. They welcome newcomers and diversity, but they also are very protective of its small town feel and character. While they recognize the City must change, they will ensure the change is well vetted and that it does not harm the community's integrity. Since they are active and involved, meetings generally attract a relatively large numbers. Further, the attendees are outspoken as well as often divided over the best way to approach the future. The result is a great deal of debate.

In terms of education, Lake Worth Beach has four public elementary schools—all newly rebuilt or remodeled—and a middle school as well as Lake Worth Community High School. The latter is generally rated as average, but has a number of award winning Choice Academies (Air Force JROTC, Biomedical, Criminal Justice, Culinary Arts, Drafting and Design, and Early Childhood Teacher Education, Medical Sciences/Pre-Medicine and Construction Technology). The Palm Beach County School District offers an excellent magnet school program. Numerous private and parochial schools are located in the City and the surrounding area. Palm Beach State College is located two miles west of downtown. Within a reasonable drive lie a number of other universities including Palm Beach Atlantic, Keiser, Florida Atlantic, Nova Southeastern, Barry, Florida



International and the University of Miami.

One of Lake Worth Beach’s advantages is it is surrounded by a myriad of recreational, cultural, shopping, and other opportunities. The City is comfortable being what it is because when a resident wants something different, it is nearby. For example, you can shop at the Boynton Beach and Wellington Malls. Downtown West Palm Beach with its nightlife is 6 miles to the north. Fort Lauderdale and Miami lie 40 and 60 miles south respectively. The Kravis Center in West Palm Beach and the Broward Center for the Performing Arts in Fort Lauderdale offer a wide range of entertainment including Broadway musicals, concerts and individual performers. Nearby “can’t miss” attractions are Arthur R. Marshall Loxahatchee National Wildlife Refuge, Lion Country Safari, Rapids Water Park, Palm Beach Zoo, Palm Beach Science Museum, Norton Gallery of Art, and The Morikami Museum & Japanese Gardens. Most are within an hours drive.

If you enjoy sports, Miami is home to the NFL’s Dolphins, the NBA’s Heat and MLB’s Marlins. The NHL’s Panthers are an hour away in Sunrise. Minor league baseball is played up the road in Jupiter. Palm Beach County is home to four MLB spring training camps.

If you like to travel, Palm Beach International Airport is a 10-minute

drive north and Fort Lauderdale International is 45 minutes south. A little further south is Miami International Airport—a major gateway to Central and South America.

When cruising comes back, residents will have ready access to the world's first and third busiest cruise ports—the Port of Miami and Port Everglades in Fort Lauderdale, respectively. A little over two hours north lies Port Canaveral, the second busiest.

All in all, Lake Worth Beach is a great place to be the City Manager. It is a 20-minute walk from your office to the Atlantic Ocean and there are great places to eat and shop along the way. It is also a place that, after long being a hidden gem and diamond in the rough, has been discovered by developers. The result is there will be plenty to do in protecting its character while helping guide it into the future.

HISTORY

Settlement of Lake Worth by non-Native Americans began in 1885. Among the first settlers were Samuel and Fannie James, an African American couple who made a claim for their land under the Homestead Act in 1885. They later sold off most of their acreage to new residents and investors.

After Henry Flagler extended his rail line south from West Palm Beach to Miami in 1896, a land development scheme was created in what is now downtown Lake Worth Beach for a townsite between the railroad and the Intracoastal Waterway.

In July 1912, the City's population stood at 38. Nonetheless, the library, schoolhouse, newspaper, Women's Club, Chamber of Commerce and the first church were constructed. By the year's end, the City's first census “showed 308 residents, 125 houses, 10

wagons, seven automobiles, 36 bicycles and 876 fowls.”

In June of 1913, Lake Worth Beach was incorporated as the Town of Lake Worth. Many of the first residents were farmers from the American south and mid-west, looking to benefit from the growing winter vegetable market.

A wooden automobile bridge over the Intracoastal Waterway opened in 1919. The first casino and municipal beach complex was completed shortly thereafter. The City benefited during the Florida land boom of the 1920s and saw the completion of the iconic Gulf Stream Hotel, now on the National Register of Historic Places. In August of 1925, the Town became the City of Lake Worth.

The City was severely damaged in the 1928 hurricane, which destroyed, among other things, the beachfront casino and automobile bridge. That, and the Great Depression, led to a severe economic decline. Things were so dire that President Franklin D. Roosevelt's Works Progress Administration built a striking, Moorish-styled city auditorium on the corner of Lake Avenue and Dixie Highway. The building today serves as City Hall.

Development started again after World War II, spurred in part by the arrival of air conditioning. Many modest pensioners, especially from Quebec, Finland, and Germany, moved to the city, building 1,000-square-foot cottages.

Lake Worth Beach was not alone in growth and the South Florida construction boom brought a new wave of immigrants, primarily from Central America. Many lived in the City due to its affordable housing.

In the 1980s and 1990s, as a result of the arrival of shopping malls and larger homes further west, the

Table 1: Lake Worth Beach Demographics

Distribution by Race		Distribution by Age	
White	71.6%	0 to 15	19.4%
Black	18.0%	15 to 25	10.9%
Asian	0.9%	25 to 45	31.6%
Additional Races	7.7%	45 to 65	23.7%
Total	100%	65 to 85	12.5%
Hispanic Ethnicity (all races)	44.5%	85 +	1.9%
Estimated Population: 38,010			

Educational Achievement (Over Age 25)	
High School or Higher	69.6%
Bachelor's Degree or Higher	19.1%

Other Statistics	
Median Age—Lake Worth Beach	36.6
Median Age—U.S.	37.8
Median Household Income—Lake Worth Beach	\$42,500
Median Household Income—U.S.	\$61,937
Poverty Rate	24.4%

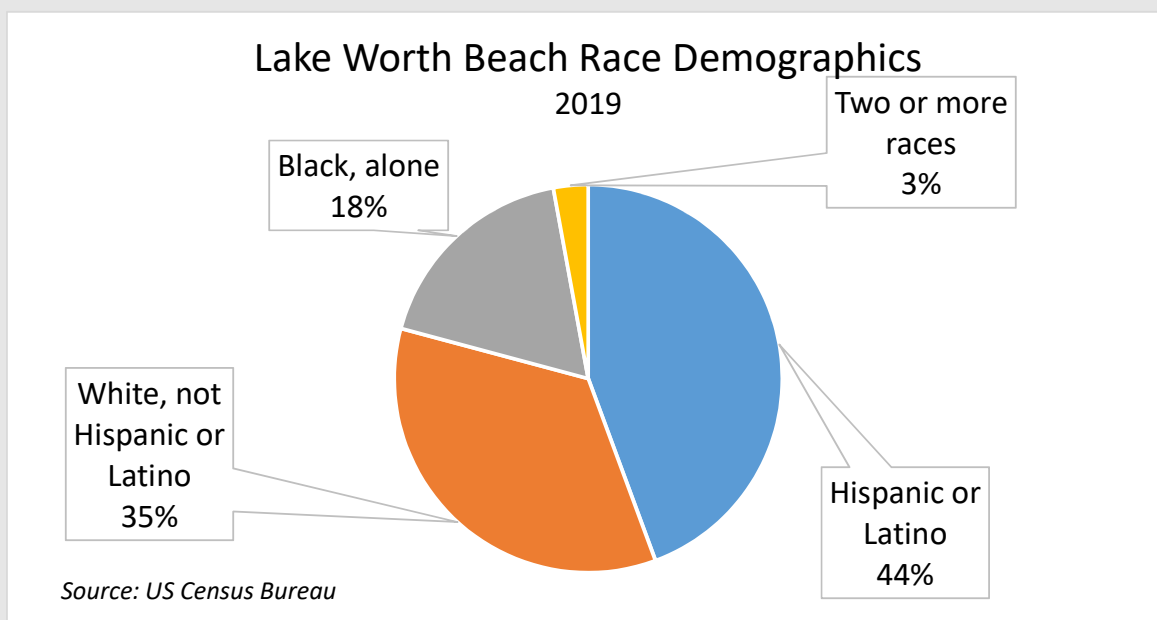
Source: U.S. Census Bureau

City and particularly its downtown area saw a decline. That began to turn around in the late 1990s and the downtown, while not fully recovered, has an array of art galleries, sidewalk cafés and night clubs. Once moribund property values are now climbing.

In 2019 a ballot initiative to change the community's name to Lake Worth Beach passed with a narrow margin.

DEMOGRAPHICS

Officially, Lake Worth Beach's population was estimated at 38,010 in 2019. The City, however, suspects its undocumented population has been significantly under-counted, and it worked hard to encourage its residents to participate in the last census. Consequently, the numbers below and to the left in Table I, while generally accurate, should not be considered definitive.



CLIMATE

Lake Worth Beach's climate is characterized as tropical rainforest with average high temperatures from June through September around 90°F and lows in the mid-70's. Humidity tends to be high. While warm, the Atlantic Ocean's proximity and its breezes tend to moderate the temperatures. From December through March, the high temperatures tend to be in the mid to upper 70's with lows around 60°. The City gets an average of 62 inches of rain annually (the US average is 38 inches). Approximately half of it falls from June through September. On average, there are 239 sunny days per year in Lake Worth Beach.

Hurricanes strike Florida from time to time, generally between June 1 to November 30, though their impact has been generally limited. If you are more than 50 miles from the center of a Category 1 through 3 storm, it will probably not materially affect you. The last storm weather events to occur near the City were Hurricanes Frances and Jeanne in 2004, which made landfall approximately 50 miles north. The former

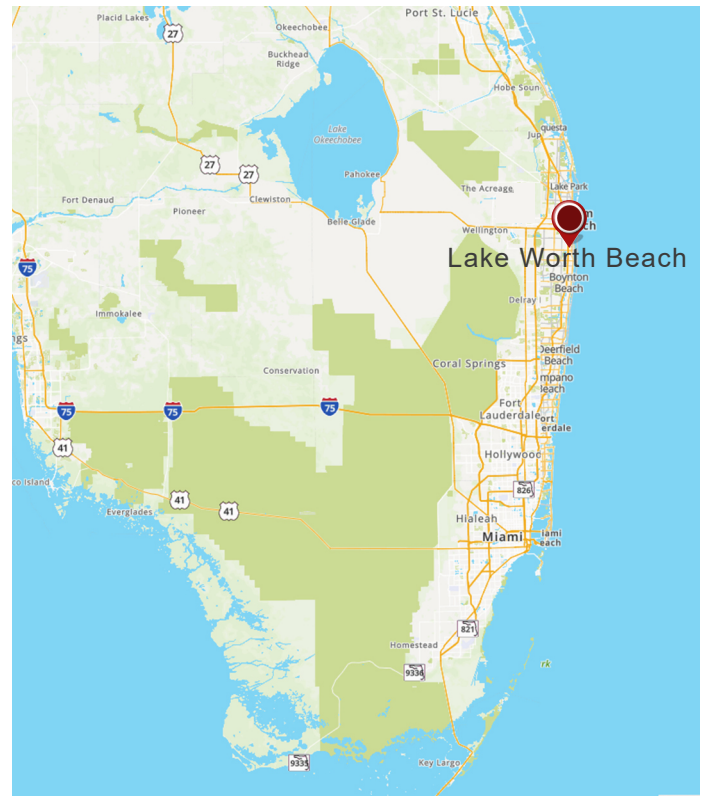


Figure 1: Location of the City of Lake Worth Beach, FL

was a slow-moving category 2 storm, with the latter, a fast-moving category 3. While the City's fishing pier was damaged, the remainder of the City did not suffer unduly. Other storms passing nearby and with limited impact were Hurricane Wilma (2005), Hurricane Matthew (2016), and Hurricane Irma (2017).

Table 2: Principal Employers, Lake Worth, FL

Employer	Industry	Employees
Palm Beach State College	Education	1,148
City of Lake Worth	Government	307
Lake Worth High School	Education	270
American Medical Response	Healthcare	213
Highland Elementary	Education	168
Publix (214 N. Dixie Hwy.)	Retail	148
Barton Elementary	Educational	131
Publix (1910 Lake Worth Rd.)	Retail	122
North Grade Elementary	Education	91
Lake Worth Middle School	Education	74

Source: Lake Worth Beach, FL 2019 CAFR

GEOGRAPHY

Lake Worth Beach is located in Southeast Florida on the Atlantic Ocean and covers a total area of 6.5 square miles, 5.6 square miles of which are land. It borders West Palm Beach on the north and Lantana on the south. Palm Springs, Lake Clarke Shores and unincorporated Palm Beach County lie to the west. The Intracoastal Waterway (a.k.a, the Lake Worth Lagoon) forms much

of the City's eastern boundary. The City does include a small piece on the barrier island where it has its beachfront park (including its fishing pier, casino, and swimming pool).

The City averages 16 feet above sea level. It lies 40 miles north of Fort Lauderdale, and 60 miles north of Miami. Orlando and its theme parks are 180 miles to the northwest.

COMMERCE

Located in coastal central Palm Beach County, Lake Worth Beach is easily accessible by road, rail, air and water. A large and diverse work force is available to support new business from light industrial to home occupations. In December 2004, the City annexed approximately 74 acres of property in the Park of Commerce. The purpose of the annexation was to increase the potential of employment within the City's municipal boundaries and enhance its capacity to accommodate heavy commercial and low to high traffic generating industrial uses. The City's Principal Employers are listed on page 6.

THE GOVERNMENT

The City of Lake Worth Beach is governed by a Commission composed of a Mayor and four Commissioners. All are elected at large, but Commissioners must reside in the District they represent. They serve staggered three-year terms with three members typically running one year, two the next, followed by no election in the third year. Although the Commission has been quite stable historically, a new Mayor and three new Commissioners were elected this past March. The fourth seat was due to a sitting Commissioner resigning to run for a state office. The fifth Commissioner has been serving since March 2017. The City does not have term limits, although it has

been a subject of discussion. The new Commission seems to get along well, is respectful of each other, and has a positive opinion of staff.

The Commission appoints a City Manager to oversee the day-to-day operations, and a City Attorney to attend to its legal matters. Both are appointed by a simple majority. The City has a General Fund Budget of \$38.3 million and a Total Budget of \$169.4 million.

Lake Worth Beach is a full-service city and has 300+ employees spread over six functional areas. Approximately 40% are in Utilities, 25% in General Government, and the rest are spread over Leisure Services, Public Services, Solid Waste, Planning, Zoning, Building and Code Compliance. In addition to the typical functions, the City operates its own electric utility, solid waste collection system, cemetery, golf course, and library. See Figure 3 for more details. It should be noted that Police services are provided via a contract with the Palm Beach County Sheriff's Office, and Fire Rescue Services through a contract with Palm Beach County Fire/Rescue. See Figure 2 (on page 8) for details.

The City has a Community Redevelopment Agency whose area covers most of the City's commercial areas (30+% of the City overall) and the Agency has primary responsibility for economic development within Lake Worth Beach's boundaries.

The City's employees are largely unionized. The International Brotherhood of Electrical Workers (IBEW) represents the electric and water employees (except management). The Public Employee Union (PEU) represents most non-management administrative staff as well as public works/property maintenance positions. Finally, the Professional Manager Supervisor Association (PMSA) represents most managers and supervisors below the Assistant Director level.

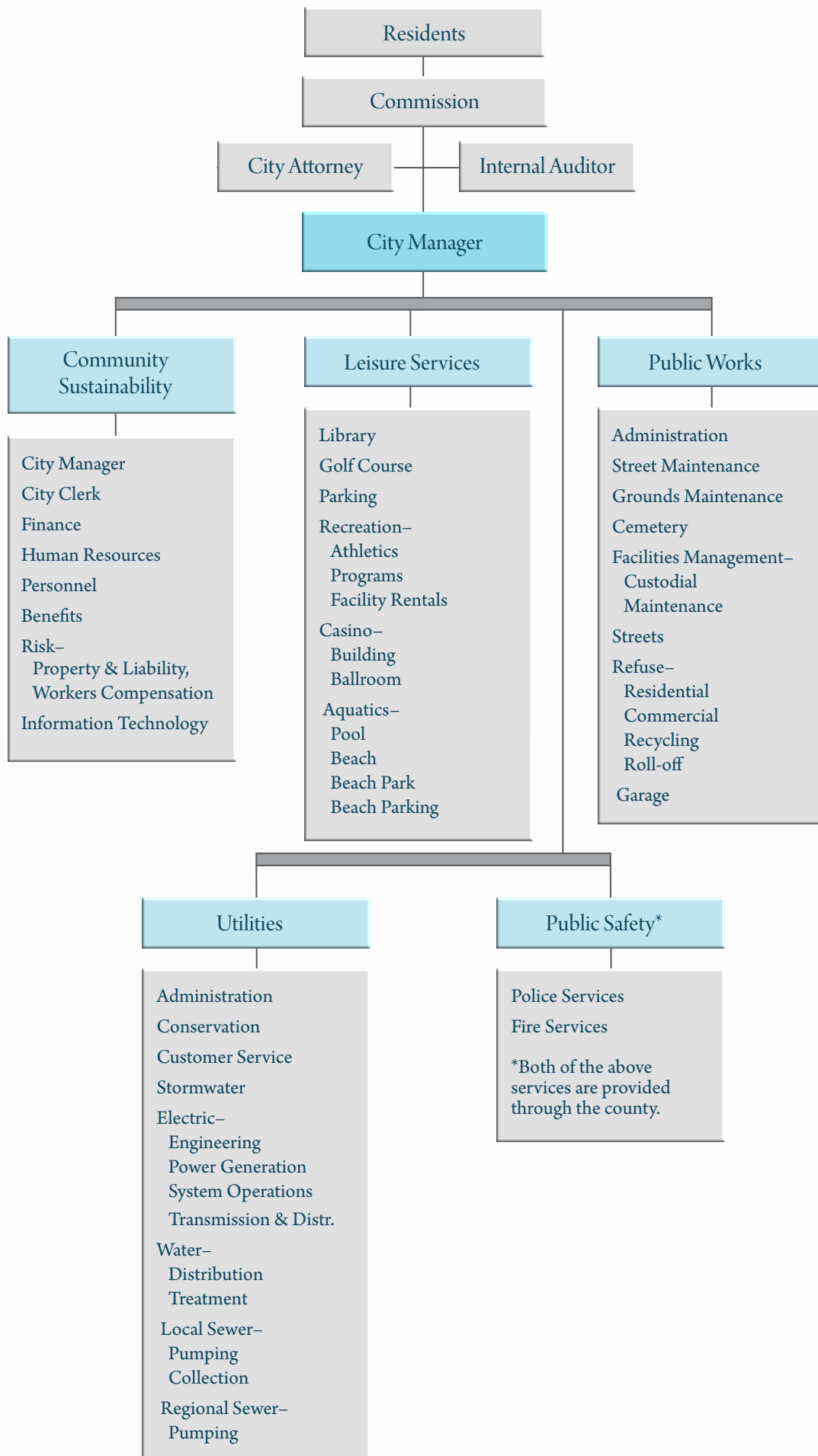


Figure II: City of Lake Worth Beach—Organizational Chart



THE CHALLENGES AND OPPORTUNITIES

As the next City Manager, you should expect to be very busy. Lake Worth Beach's opportunities and challenges will keep your creative juices flowing.

First and foremost, after many years of limited redevelopment, the City has been discovered by the development community. The result is an influx of plans. The City has, for example, a 200+ unit apartment complex which broke ground within the past week and another that is approved and hopes to break ground in July. Two other developments (one of 120+ units and another of 200 units) have been approved by the Planning and Zoning Board and will go to the City Commission shortly. A number of smaller developments are also in process. The opportunity and the challenge are to get the kind of development that will not destroy the character of the community.

Second is finances. Resources are clearly tight, although the county's ½ cent sales tax for local governments has helped the City's infrastructure needs and the federal stimulus money is expected to contribute over \$10 million. Further, in the long run, tax receipts from new development will have a significant impact. The reason we say long term is much of the development lies within the CRA's boundaries and revenues from the



increased taxable value will not be available to the City for another 10 years.

Third, the City has a high incidence of absentee ownership. While the percentage is declining, a little over 50% of the City's housing stock is currently estimated to be occupied by renters.

Fourth, the City would like the new Manager to review how it does business. Are resources used optimally? Is the government as transparent as it could be? Can the City be more citizen centric?

Other issues exist that the City cannot resolve by itself, but need attention and which will require assistance from other communities, the county, the state and/or the federal government. These include homelessness, opioids, poverty, cleaning up and protecting the Lake Worth Lagoon, flooding, and sea level rise.

THE IDEAL CANDIDATE

The City Commission is seeking an achievement-oriented leader and manager. They want someone to work with them as a partner and trusted advisor—someone who will be honest and tell them what they need to hear, not what they want to hear. The best candidate will be comfortable in their own skin, very professional and inspire confidence. The individual will ensure all the officials have the same information at the same time and will focus on counting to five, not three. In other words, everyone will be fully informed and there will be no surprises.

The ideal candidate will be approachable, receptive, open-minded, progressive, honest and transparent. The Manager will also be organized, intelligent, forward thinking, friendly, dynamic, cheerfully persistent, high-energy, extremely positive and very proactive (but not aggressive or abrasive). The

individual will have a "can do" attitude and be visionary yet practical. The best candidate will think strategically and be able to look over the horizon to anticipate problems and fix them before they become issues. They will not be comfortable sitting behind a desk and giving instructions. Rather, the Manager will be in the community and the City's offices, talking to people, listening and learning. A sense of humor will be important as will a calm bedside manner.

Having strong communications skills will be critical. Lake Worth Beach is a diverse community economically, culturally, and ethnically and it is important that the next manager be comfortable speaking with people from all walks of life—from a Fortune 500 executive to a neighbor sitting at the kitchen table. The key will be to make people feel their concerns are being heard and attended to. The Manager will need to be able to balance competing points of view, find common interests, and bring people to consensus. Residents are vocal and involved. They also represent countries from all over the world.

The ideal candidate will create a culture of positivity, have a vision, set goals, and rely on subordinates to do their jobs competently. The staff is well qualified, so the individual does not need to micromanage. Instead, the Manager will expect to be kept informed and will hold the staff accountable. The individual will encourage creativity and allow staff members take reasonable risks. The Manager will realize not every great idea will be successful. The ideal candidate will be a mentor and encourage staff development. The ideal candidate will recognize that diverse opinions and spirited discussions make programs better. Building teams and promoting teamwork will be important. Good judgment in hiring will be critical as will the realization that fun should be part of the workplace.

Customer service, along with integrity and transparency, will be core values for the Manager. Lake Worth Beach expects the Manager to be someone who leads by example and encourages the staff to find ways to get to “yes.” Customers are not always right, but they do deserve to be treated fairly and an effort made to solve their problems. If a solution is not possible, a proper explanation of why should be given.

The ideal candidate will be a critical thinker who is always asking if there is a better way to conduct business and address problems. Analytical skills, as well as a knowledge of how to utilize information technology to optimize processes and inform the public, will be very important. Lake Worth Beach has limited resources and the Commission wants someone who will ensure its money is well spent.

The next Manager will have strong skills in management, finance, and redevelopment. Experience with tax increment financing and community redevelopment agencies is highly desirable. A track record of success in intergovernmental relations will be important as the City frequently interacts with the County and other nearby local governments as well as state and federal agencies. Experience in a coastal community, disaster management, grants, public/private partnerships and succession planning are all pluses. Florida experience is desirable but not mandatory. The position requires a minimum of a bachelor’s degree in business administration, public administration, public policy or related field, and seven to ten years of increasingly responsible experience as a senior level government or private sector executive. A master’s degree is preferred.

The Commission hopes the selected candidate will recognize Lake Worth Beach is an incredible opportunity and view the position as a destination, not a steppingstone on their career path.

COMPENSATION

The salary range is \$160,000 to \$205,000 and the salary will depend on qualifications and experience. Benefits are very good. Currently, the City pays 10% of the City Manager’s salary into a 401(a) pension.

THE MOST RECENT CITY MANAGER

The current City Manager gave his 60 day notice on April 6, 2021, after a very successful nine year tenure.

RESIDENCY

The City Manager is required to reside within the city limits within six months of becoming the manager.

HOW TO APPLY

E-mail your cover letter and resume to Recruit24@cb-asso.com by June 18th.

Questions should be directed to Colin Baenziger at (561) 707-3537 or Rick Conner at (915) 227-7002.

INTERNAL CANDIDATES

There may be an internal candidate. That said, the City Commission is committed to a level playing field and will consider everyone fairly based on their qualifications.

CONFIDENTIALITY

Under Florida’s public records act, once an application is submitted, it is deemed a public record. As a practical matter, we generally do not expect media coverage until after the semi-finalists are named.

THE PROCESS

Applications will be screened between June 19th and July 18th. Finalists will be selected on July 19th. A reception and interviews will be held on August 2nd and 3rd. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

The City of Lake Worth Beach is an Equal Opportunity Employer and encourages women, minorities, and veterans to apply. A veteran's preference will be awarded per Florida law.

ADDITIONAL INFORMATION

For additional information about the village, visit:

www.lakeworthbeachfl.gov

www.cpbchamber.com

