



— POSITION AVAILABLE —

TOWN MANAGER | Apply by June 25, 2021

Welcome to the Town of Lantana, Florida

Lantana has a long history, a small-town feel, and an old Florida vibe despite being surrounded by the South Florida metroplex. Tucked away in eastern Palm Beach County along the Lake Worth Lagoon, the area has great waterfront parks, restaurants (ranging from fine dining to wonderful hole-in-the-wall cafes), shops, and residences. It is a place where after work, you can stop at a bakery, go for a walk on the beach, and then head on home. Take your kids or dog to the park, and then attend a community event. On Saturday, start with a little surfing or fishing, participate in a beach cleanup, and then pop over to a story hour at the library, or a dance class at the rec center. Things are still simple here. People feel connected. It is a place where everyone knows everyone and genuinely cares. Friday night at the Old Key Lime House, means you will



probably see many people who know your name and whose name you know.

Lantana is a diverse place with plenty to do. Start with an eight-acre municipal beach park with 745 feet of ocean frontage and a municipal fishing pier. Then proceed to one of its four passive parks, or visit its 22-acre sports complex (which consists of ball fields, soccer fields, basketball courts and a playground). If you prefer tennis or shuffleboard, visit the recreation center. Or if you are a water person, bring your boat to the two-acre boat launching facility or your kayak to the Lyman Kayak Park. Want to read a book? Pick one up at the library and head over to Lantana's 16-acre nature preserve.

When you are ready for a stroll, hit Lantana's quiet downtown area which is dotted with quaint and charming locally owned stores and cafes. Nearby is one of the area's most historic places—the Old Key Lime House. Now a popular restaurant, it was built in 1889 as the home of one of the Town's founders, Morris Benson Lyman. The two-story wood structure has dining areas with spectacular water views. Boaters are frequent diners and tie up their boats at the docks just behind the facility. It is the third oldest structure in Palm Beach County.

The Town offers a wide variety of housing including older homes in established neighborhoods as well as new apartments and condos. Prices vary from the multi millions for a home on the water on Hypoluxo Island to mid-\$100,000s for a one-bedroom condo on the mainland. A typical 1,500 square foot home with three bedrooms and two baths will list in the mid-\$300,000s, and now is a good time to buy. Home prices are up 11% over last year.

In terms of education, Lantana is home to one public elementary school and one middle school. Public high school students travel to a neighboring community. Many of the local children receive a free or subsidized

lunch. Also, in Lantana is the Palm Beach Maritime Academy and High School, a K-12 charter school. The Palm Beach County School District offers an excellent magnet school program, and numerous private and parochial schools are located in the surrounding area. Palm Beach State College is very close and within a reasonable drive are a number of other universities including Florida Atlantic, Nova Southeastern, Palm Beach Atlantic, Keiser University, Barry, Florida International and the University of Miami.

While Lantana began as a small fishing village, it has become a diverse community ethnically and economically—that is very welcoming of newcomers. It is a place where, when COVID hit, the Town staged a drive-by Halloween, and an Easter Bunny candy distribution. Christmas was celebrated with a drive through light display in the park. Residents feel safe in their neighborhoods and crime is on a downward trend, is generally nonviolent and does not take place in the neighborhoods. By and large, Lantana is simply a wonderful community of quiet, friendly people.

One of Lantana's major attributes is its proximity to everything. I-95 is essentially its western border and can get you to Palm Beach International Airport in 13 minutes, downtown West Palm Beach with its nightlife in 17 minutes, Fort Lauderdale in 36 minutes and Miami in an hour. For a wide range of entertainment including Broadway musicals, concerts and individual performers, visit the Kravis Center in West Palm Beach or Broward Center for the Performing Arts in Fort Lauderdale. The Norton Gallery of Art in West Palm Beach is very well regarded and a variety of art galleries can be found in nearby Lake Worth Beach and Delray Beach. For shopping, stop at the Boynton Beach and Wellington Malls. Other area "can't miss" attractions are the Arthur R. Marshall Loxahatchee National Wildlife



Refuge, Lion Country Safari, Rapids Water Park, Palm Beach Zoo, Palm Beach Science Museum, and The Morikami Museum & Japanese Gardens. Most are within an hour's drive. Orlando and its theme parks are 180 miles to the northwest.

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 up the road in Jupiter. Palm Beach County also hosts four MLB spring training camps.



If you like to travel, aside from Palm Beach International Airport, Fort Lauderdale International is 45 minutes south. A little further away is Miami International Airport—a major gateway to Central and South America. When cruising comes back, residents will have easy 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, Lantana is a wonderful, quiet, pleasant community—in many ways reflecting its beginnings as a fishing village—surrounded by a bustling metropolis. The Town is small and that is by far its best asset. Here you can have an impact! So, if you are bright, creative, passionate about your job, and experienced, please apply to be our next Town Manager!

HISTORY

Although it is one of the smaller communities of Palm Beach County, it is one of the oldest. The first settlers came after Congress passed the Armed Occupation Act in 1842 at the end of the Seminole Wars. Some of the pioneer settlers, the Lyman family, came to Lantana in 1888 and started several enterprises. Among them were the Indian Trading Post, post office and the Lantana Fish Company. In the early 1900s the gathering and marketing of oysters was the Town's leading industry.

Table 1: Lantana Demographics

Distribution by Race		Distribution by Age	
White	75.3%	0 to 15	14.1%
Black	20.9%	15 to 25	10.5%
Asian	0.1%	25 to 45	26.4%
Additional Races	3.7%	45 to 65	29.8%
Total	100%	65 to 85	15.2%
Hispanic Ethnicity (all races)	21.7%	85 +	4.0%
Estimated Population: 12,062			

Educational Achievement (Those over age 25)	
High School or Higher	83.7%
Bachelor's Degree or Higher	25.1%

Other Statistics	
Median Age—Lantana	44.2
Median Age—U.S.	37.8
Median Household Income—Lake Worth Beach	\$49,801
Median Household Income—U.S.	\$61,937
Poverty Rate	16.0%

Source: U.S. Census Bureau and Florida Office of Economic and Demographic Research

Lantana was incorporated on July 20, 1921 with 22 residents voting in the first election. At the time of incorporation, the Town covered one square mile and had a population of 100 residents.

After World War II, Lantana, like the rest of South Florida experienced a building boom. In the mid-1970s, Interstate 95 was completed just inside Lantana’s western boundary and brought a surge of commercial development.

Beginning in 1950, the Town became the home of the A. G. Holley Hospital, a state-run sanitarium for patients with tuberculosis. The facility treated about fifty patients at a time—those with the most obdurate forms of the disease. The facility was demolished in November 2014 and is now the site of the new Water Towers Commons mixed use development.

In 1971, the National Enquirer moved its newsroom to Lantana. Its founder, Generoso Pope, Jr., missed the typical Christmas traditions and erected a huge Christmas tree on the property. Each year, a new, larger tree was brought in by rail and by 1988, the tree was 126 feet tall. It was covered with over 300,000 lights, and was listed in the Guinness Book of World Records as the world’s largest decorated Christmas tree. Unfortunately, the annual event ended in 1989 following the Pope’s death and the sale of the National Enquirer.

Today, the Town remains a South Florida treasure with a long tradition and a small-town feel.

DEMOGRAPHICS

See Table 1 for more information on Lantana’s demographics.

CLIMATE



Figure 1: Location of the Town of Lantana, FL

Table 2: Principal Tax Payers, Lantana, FL

Property Owner	Industry	Net Assessed Value
Palm Beach FL Senior Property (The Carlisle)	Residential	\$53,872,548
TRG Seaside LP	Residential/Mixed Use	\$49,321,349
BT Lantana (Ramco Lantana LLC)	Commercial/Retail	\$16,896,916
Lantana I Owner LLC	Residential	\$18,844,449
Florida Power & Light Company	Utility	\$17,897,854
Lantana SDC LLC	Commercial/Retail	\$13,468,235
Costco Wholesale Corp.	Commercial/Retail	\$13,468,235
Lantana II Owner LLC	Residential	\$12,180,000
Lantana SMI LLC (GMC of Lantana Ltd.)	Retail/Marine Industrial	\$10,968,224
Lantana Development LLC	Commercial/Retail	\$10,717,629

Source: Lantana, FL 2019 CAFR and Town Staff

Lantana has a tropical rainforest climate with average summer high temperatures around 90°F and lows in the mid-70°s. June through September tends wet and humid with relatively frequent afternoon thunderstorms. Sea breezes cool the air most of the day. November through April tend to be mostly dry and temperatures average in the mid to upper 70°s with lows around 60°. The Town gets an average of 62 inches of rain annually (the US average is 38 inches). Typically, Lantana has around 240 days of sunshine annually.

From time to time, generally between June 1 to November 30, hurricanes pass though Florida. Contrary to what the national media would have you believe, their impact is generally limited, particularly if you are more than 50 miles from the center of a Category 1 through 3 storm. The last hurricane level storms that passed near the Town were Hurricanes Frances and Jeanne in 2004. Both made landfall approximately 50 miles north. The former was a slow-moving category 2 storm, with the latter, a fast-moving category 3. Overall, the Town suffered limited damage. The outer edges of Hurricane Wilma (2005),

Hurricane Matthew (2016), and Hurricane Irma (2017) also touched the area but did not cause significant problems.

GEOGRAPHY

Lantana is located in Southeast Florida on the Atlantic Ocean and covers 3 square miles, 2.4 square miles of which are land. It borders Lake Worth Beach on the north, Hypoluxo on the south, and unincorporated Palm Beach County on the west. The Intracoastal Waterway forms much of its eastern boundary, but

the Town does include a small part of the barrier island. There is where you will find its beachfront park, the Lantana Nature Preserve, and some limited but very nice multi-family housing. South Palm Beach is to the north and Manalapan to the south.

The Town averages 10 feet above sea level. It lies 40 miles north of Fort Lauderdale, and 60 miles north of Miami.

COMMERCE

The Town of Lantana is approximately 98% developed and primarily residential. Businesses tend to be small and commercial fishing is an element of the local private sector. The Town's principal taxpayers are listed below in Table II.

THE GOVERNMENT

Lantana is a full-service town. It operates under the Council-Manager form of government, and is overseen by a five member Town Council (composed of a Mayor and four members). All are elected at large by group (seat) number to staggered, three-year terms without term limits. The Mayor was elected in March of this year replacing a 20-year incumbent. Two were re-elected in 2019, one to his sixth term and the other to his third term. Two were elected in 2020 to their first terms. Historically the Council has been very stable. The current Council Members get along well, truly care about their community, and hold staff in high regard. They are just nice people.

The Council appoints a Town Manager who is the chief administrative officer and responsible for the Town's day-to-day operations. Specifically, he/she oversees a General Fund Budget of \$12.4 million and a Total Budget of \$20 million. The Town has 101 positions spread over the following departments: Administration (three employees), Finance (11

employees), Police (47), Development Services (10), Library (two) and Operations (28). For more details, see Figure 2 below. The Council also appoints an Attorney to handle its legal matters. Both the Manager and the Attorney are appointed by a simple majority.

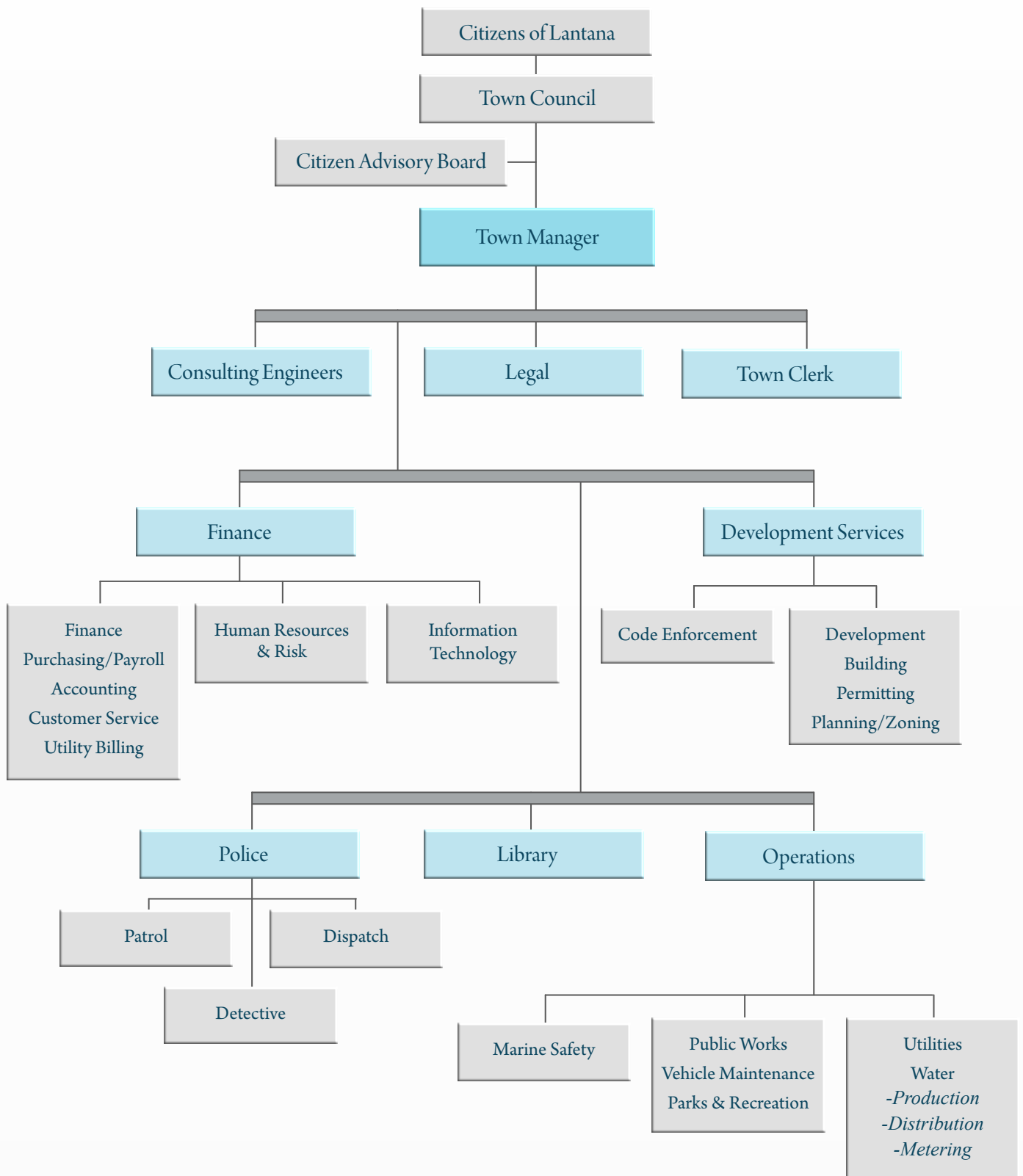
The Town has one union which is the Police Benevolent Association (PBA) and it represents police officers. See Figure 2 on page 7 for the Town's Organization Chart.

THE CHALLENGES AND OPPORTUNITIES

While Lantana may be relatively quiet, the next Town Manager will have much to do. Fortunately, the Town is financially strong and expects to receive \$5.2 million from the American Rescue Plan Act. The staff is excellent and passionate about their jobs. Residents love their community and are eager to improve it. The next step is to work with the elected officials, residents and staff, to help the Town develop a path to the future—something that will really set Lantana apart and give it an identity. It might include beautification of its entrance ways and streets, some art in public places, sprucing up the Town generally, and so on.

The second opportunity is to revitalize the downtown. Some storefronts are vacant and waiting for small businesses. Eventually they will come, but the Town hopes the manager will identify steps that will move the process forward much more rapidly. Rewriting the development codes to make it easier for businesses to open might be the first step. Adding parking may be next. The point is the downtown is a great resource but underutilized, and that needs to change.

Figure II: Town of Lantana—Organizational Chart





The third challenge is upgrading the Town’s infrastructure. Overall, it is good shape, but some areas of concern exist. For example, the water distribution system is aging. Flooding in a few areas (Sportsman’s Park and Sea Pines, for example) is a problem and will likely get worse with climate change. The library is located in an old bank building (which still has its vault) and will soon need a renovation and possibly an expansion.

The final challenge is to be prepared for the next major hurricane. Lantana has been long been spared a direct hit by a significant storm. In fact, the last major storm to strike Palm Beach County directly was Hurricane David in 1979 which made landfall in West Palm Beach. Still storms are notoriously random, and the Town needs to continue to be ready.

THE IDEAL CANDIDATE

Lantana is seeking an outstanding leader and manager. The individual will work in tandem with the Town Council and staff to improve the Town’s quality of life and resolve issues. He/she will earn everyone’s trust by being highly reliable, completely honest, and as transparent as possible. The individual will say what he/she will do and do what he/she says. The next manager will be viewed as a trusted advisor and keep everyone (the elected officials, staff and the public) well informed. He/she will

make his/her opinion known (in a constructive and diplomatic way) and not be a “yes” man or woman. The elected officials expect to hear what they need to hear, not what they want to hear. The manager should understand politics but not be involved.

The individual will be visionary, a strategic thinker, and a doer. The best candidate will be high energy, warm, very approachable, down to earth, friendly, practical, caring, confident, professional, and kind. The manager will take his/her work seriously but also have and encourage a good work/life balance, and a sense of fun in the workplace. While being strong, he/she will be flexible and open to the ideas of others. The ideal candidate will be empathetic, possess a high level of emotional intelligence, care deeply about making a difference, and have a sense of humor.

Lantana’s employees are tight knit, passionate about their work, and excited about wearing many hats. They love learning and want to know what is going on in every aspect of the government, not just their own department. There are no silos, and everyone pitches in to help one another. They are creative problem solvers who find ways to get things done. They have been permitted to fail without being taken to the woodshed. The result is the most successful candidate will be someone who will work collaboratively, inspire, value teamwork, mentor and empower. He/she will prioritize, work with staff to set goals, and then will step back and let them do their jobs. Yes, the next Manager will expect to be kept informed and will hold the staff accountable, but micromanagement will not be a word in his/her vocabulary.

The Manager will be an outstanding communicator, both verbally and in writing. At the same time, he/she will realize listening is an important part of communication. The individual will need to be equally comfortable conversing with a Fortune 500 executive as talking to a less fortunate resident at their

kitchen table. He/she will prioritize outstanding customer service and will listen carefully and treat everyone fairly. The customer/resident is not always right, but they deserve to have their issue heard and addressed if possible. If what they want cannot be done, perhaps another way can be found to achieve the same result. If not, a good explanation for why it cannot be done will be provided. Residents need to know that they are being heard and that their government is responsive.

Outstanding people skills will be critical. The individual will not be someone who sits behind his/her desk all day but rather spends time with staff and in the community, listening to concerns and actively working towards finding ways to make Lantana the best it can be.

Strong analytical skills will be necessary, and the next manager will be constantly seeking for ways to improve operations. The individual will be technologically savvy and realize the importance of incorporating proven, new technologies. The manager will have a sense of urgency and not accept the typical glacial pace of government. As a small town, Lantana must work regularly and closely with other governmental agencies. Hence, the ability to build and maintain positive relationships with nearby cities, the county, the state and the federal government will be important to the manager’s success.

The ideal candidate will have at least a bachelor’s degree in business or public administration, and have at least five years of experience as a city manager or assistant. The individual will be a jack of all trades with particular expertise in municipal finance, budget, and grants as well as in economic development/redevelopment, and planning. Experience in a small, coastal community and in emergency management is important. Knowledge of utility operations,

experience in Florida, and the ability to speak Spanish are pluses.

The ideal candidate will view Lantana as a destination, not a steppingstone, and value its tradition of long serving Town Managers.

COMPENSATION

The salary range is \$140,000 to \$180,000 and the salary will depend on qualifications and experience.

THE MOST RECENT TOWN MANAGER

Historically, Lantana's Town Managers have been very stable. One was the manager from 1990 to 2000. The next stayed until 2012 when he was hired away by a neighboring city. The current Town Manager has been with the Town for the last nine years and was recently appointed as the County Manager of Okeechobee County.

RESIDENCY

While it is desired, the Town Manager is not required to reside within the Town limits.

HOW TO APPLY

E-mail your cover letter and resume to Recruit28@cb-asso.com by June 25th. Questions should be directed to Colin Baenziger at (561) 707-3537 or Rick Conner at (915) 227-7002.

INTERNAL CANDIDATES

The Town Council is committed to a level playing field and will consider everyone fairly and based on their qualifications, even if an internal candidate applies.

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 at least until after the semi-finalists are named and sometimes not at all.

THE PROCESS

Applications will be screened between June 26th and August 3rd. Finalists will be selected on August 4th. A reception and interviews will be held on August 18th and 19th. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

The Town of Lantana 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 Town, visit:

www.lantana.org

www.thepalmbeaches.com/explore-cities/lantana

www.lantanachamber.com

www.cpbchamber.com