



North Palm Beach, Florida

(Population 12,582)

North Palm Beach is located in Palm Beach County on the Intracoastal Waterway just west of the Atlantic Ocean. It is a quiet, attractive, and upscale community where the residents are low key and friendly. The Village's motto is "The Best Place to Live Under the Sun," and it certainly is. In many ways, North Palm Beach seems like a throwback to the 1950's in the most positive sense of the term. The Village is characterized by a small town feel, family orientation, and exceptional quality of life. Many of the residents were raised in the community, and while they may have left for educational and career opportunities, they return to raise families.

The Village is 7 miles north of West Palm Beach, 55 miles north of Fort Lauderdale, and 85 miles north of Miami. Better yet, it is less than two miles to the Atlantic Ocean and its sandy beaches. Water sports are very popular in the area and the Village's geography caters to boating.

A network of canals in the eastern portion of the Village permits property owners direct access to the Intracoastal Waterway and the Ocean. John D. MacArthur Beach State Park is the eastern boundary of the Village and a biological treasure. Some of the world's better-known scuba diving is found nearby, and the fishing is excellent. If you are a landlubber, check out the North Palm Beach Country Club which is one of only two Nicklaus Signature Municipal courses in the United States and one of the premier golf destinations in Florida.

North Palm Beach is centrally located for many opportunities, ranging from fine dining to sports events. The nearby Kravitz Center for the Performing Arts hosts wonderful cultural events and draws international musical celebrities such as Itzhak Perlman. Sports are available as well and include

a minor league baseball team in nearby Jupiter and professional teams in Miami (most notably the Marlins, Dolphins, and Heat). Orlando is a little over two hours to the northwest hosting Walt Disney World, Universal Studios, and Sea World, while the Florida Keys are just a bit further to the south.

But North Palm Beach is also a great community to live in. The climate is temperate, the crime is low, and the schools are very good. When U.S. News and World Report did a ranking of the country's top high schools, it found 3 of the 33 in Palm Beach County. Housing is reasonably priced, as long as you are not on the water.

History

North Palm Beach's history started in 1892. The State of Florida gave Albert Sawyer a warranty deed to an unpopulated area which has now become North Palm Beach and Lake Park. The only stipulation was that he had to improve, cultivate or sell the land before 1907. Upon his death, the deed passed to his son, Albert, Jr., in 1903, and the 1907 deadline was extended to 1927. Nothing significant occurred until Harry Kelsey purchased the land for \$100,000 in 1919. Kelsey City was incorporated in 1923 after Kelsey had laid out a carefully zoned town. Over 100 houses were built, and sold quickly.

In 1926, Kelsey built an 18-hole golf course and The Winter Club where the Village's Country Club now sits. In 1928, a 130 mph hurricane struck the area, wrenching the concrete Earman River Bridge from its mooring. It also demolished all but a few of the 100 Lake Park homes, Kelsey's three timber mills, and the entire Park Avenue shopping district. Many residents abandoned their demolished homes, defaulting on their mortgage payments and causing the Kelsey City Bank to fail. In 1930, Sir Harry Oaks purchased the Winter Club and all of North Palm Beach. At the time, the land consisted of 7 square miles of sugar sand and scrub palmetto, and fewer than 100 individuals.



In 1955, Richard and Herbert Ross purchased the land and redevelopment began. By 1956, with the Village incorporated, the community possessed utilities (including 75 miles of sewer pipes), fire, police, a park marina, a ramp and a bulkhead. They had also dredged 20 canals and 3 lakes and formed a local government. In 1958, the National Association of Home Builders chose North Palm Beach as an award winning community, the first Florida city to be so designated. The criteria used included excellence in landscaping, planning, schools, recreation, and zoning, as well as variety of home styles and availability of public services. In 1973, The University of North Carolina recognized the Village as an example of “one of the few well planned communities, of its size, in the U.S.A.” Since that time, the Village has maintained its physical appearance and is certainly more attractive today.

Commerce

The Village is primarily residential, while having a total of 1,908 businesses located within the boundaries (2007 Economic Census). Commerce largely revolves around several modest office buildings, small shopping plazas, and dining establishments. These facts are reflected in Table I, which lists the Village’s principal taxpayers. The Village does not allow commercial buildings to exceed four stories thus discouraging the construction of large office buildings.

Geography

North Palm Beach lies near southeast Florida’s Atlantic Coast, with the John D. MacArthur Beach State Park marking the eastern boundary on the ocean. It covers a little over 5 square miles (both land and water). It is an average of 10 feet above sea level.

Table I: Principal Property Taxpayers for the Village of North Palm Beach

Rank	Taxpayer	Assessed Value	% of Total
1	Olen Residential Realty	\$18,000,000	0.97%
2	Crystal Tree NPB	\$17,030,500	0.92%
3	Sanctuary Bay Trust Corp.	\$14,000,300	0.76%
4	Greater Florida Investment Co.	\$12,911,800	0.70%
5	CF02 Palm Beach III LP	\$11,000,000	0.60%
6	Interevest Crystal Tree	\$9,213,900	0.50%
7	Domani Development LLC	\$7,896,600	0.43%
8	Village Shoppers at US1	\$7,706,500	0.42%
9	Riverside National Bank of Florida	\$6,044,500	0.33%
10	701 US One, Inc.	\$5,839,800	0.32%
11	Pavilion Office Center	\$5,000,000	0.27%
Total		\$114,643,900	6.22%

Source: 2010 CAFR

Table II: North Palm Beach Temperatures and Precipitation

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Rec High °F	89	90	94	99	96	98	101	98	97	95	91	90
Normal High °F	75.1	76.3	79.2	82.1	85.9	88.5	90.1	90.1	88.7	85	80.4	76.4
Normal Low °F	57.3	58.2	61.9	65.4	70.5	73.8	75	75.4	74.7	71.2	65.8	60.1
Record Low °F	27	32	30	43	51	61	66	65	66	46	36	28
Precipitation in Inches	3.75	2.555	3.68	3.57	5.39	7.58	5.97	6.65	8.1	5.46	5.55	3.14

Source: USTravelWeather.com

Climate

North Palm Beach has a tropical monsoon climate with mean temperatures around 64°F. Summers are wet; passing afternoon thunderstorms occur 50% of the time. Sea breezes cool the air the rest of the day. November through April tend to be mostly dry and quite pleasant—a perfect, long season. The yearly temperatures for North Palm Beach are listed in Table II.

Hurricanes do pass through the area from time to time, but tend to be relatively tame. With current construction standards, properties are better protected against storm damage. A hurricane must be at least a category 3 level and pass within 20 miles for property to suffer serious damage. Since 1900, two such storms occurred in the North Palm Beach vicinity.

Table III: Age of Village Residents

Age Bracket	Number	Percent
0 to 10	1,021	8.4 %
10 to 20	1,041	8.6 %
20 to 45	2,773	22.8 %
45 to 65	3,687	30.3 %
65 to 85	3,065	25.2 %
65 to 85	586	4.8 %

Source: 2010 Census

Demographics

North Palm Beach is the home of families and retirees as can be seen in Table III. The median age is 50.5.

The population is quite homogenous. 93% are white, 3% are African American, 2% are persons of Asian descent and the remainder is other racial groups. 6.9% of the population is Hispanic or Latino and 9% of the population is foreign born. 93% of the population has at least a high school diploma, and 38% have at least a Bachelor's degree. The per capita annual income is just over \$45,000.

The Government

The Village of North Palm Beach was incorporated as a political subdivision of the State of Florida in 1956. Village government operates under the Council-Manager form of government. The Village Council consists of five, non-partisan, at-large council members. Elections are held every two years, with overlapping terms. A Mayor, Vice Mayor, and President Pro Tem are selected each year by the council members. The Village Council meets in regular session twice each month to set policy and carry out legislative matters of the Village. The Village Council appoints the Village Manager, Village Clerk, and the Village Attorney. The Council Members project a sense of civility. They get along well with each other and are respectful, friendly and collegial. While they may not agree on everything,

the level of consensus tends to be fairly high. Meetings often last 60 minutes and rarely more than 90 minutes. The Council Members hold the staff in high regard and genuinely seem to like them. Both elected officials and staff are dedicated to making the Village a better place to live.

The Village Manager oversees the Village's day-to-day operations, and is responsible for directing all Village employees, other than those hired directly by the Village Council.

The Village provides a full range of municipal services including Community Development, Parks and Recreation, Library, Police, Fire, and Public Works (including sanitation). The Village also manages the Golf and Country Club which is an enterprise fund activity. The budget breakdown is shown in Table IV.

The Village has a millage rate for 2011/2012 of 6.9723 which has been lowered every year for the past four years. In addition, the Village has reserves equal to approximately half its annual budget.

The Issues

The Village does not have many current issues but some significant challenges lie ahead if it is to maintain the current level of service without raising taxes. The most pressing are: finance, managing the Country Club and Golf Course, funding the pension system so it is sustainable and protects the employees' futures, planning for succession as senior employees retire and finally, developing a vision and strategic plan.

The Village has been prudent with its money and has not needed to raise taxes for the past four years in spite of rising costs. However, if the housing market

Table IV: North Palm Beach Expenditure Budget

Activity	General Fund	Enterprise / Country Club	% of Total
General Government	\$2,171,696		\$2,171,696
Public Safety	\$7,489,920		\$7,489,920
Public Works	\$4,071,545		\$4,071,545
Community Development	\$837,613		\$837,613
Parks and Recreation	\$1,768,842		\$1,768,842
Library	\$676,942		\$676,942
Non Departmental	\$392,639	\$39,864	\$432,503
Golf		\$2,227,953	\$2,227,953
Food & Beverage		\$846,601	\$846,601
Country Club Admin.		\$106,226	\$106,226
Other	\$108,347	\$209,850	\$318,197
Debt Service		\$470,201	\$470,201
Total	\$17,517,544	\$3,900,695	\$21,418,239

does not turn upward soon, it is questionable if the Village can continue to lower the tax rate annually. As it is, the employees have not had a cost of living raise in four years. Finding creative ways to save money or procure new sources of revenue is a priority. The next issue is the country club and golf course. The golf side of the operation is turning a small profit, but the food and beverage service is losing money. Turning the latter around is important. Developing a vision for a sustainable operation will be important. The final issue deals with village employees. The new village manager will need to review the pension system to determine if there is a better model to follow. Also, as the staff retires, it would be beneficial if fully trained people were ready to step in. At present, that is not the case in every department.

The Ideal Candidate

The ideal candidate will have a passion for North Palm Beach, expertise in a wide variety of municipal operations and an energetic attitude. The manager will be someone with a strong management and financial background as well as excellent communications skills and a track record of achievement. This individual will be someone of high integrity whom the elected officials, the staff and the residents implicitly trust. He/she will deal with today's problems and recognize the importance of long range / strategic planning.

This individual will provide the Village Council with the information it needs to make an informed decision; which includes recommendations that are logical and sensible. He/she will be someone who delegates, mentors, and builds teams. The ideal candidate



will know how to balance the workings of his/her staff – monitoring performance and allowing the staff the latitude to do their jobs. The individual will place a very strong emphasis on customer service and have outstanding people skills. The Village is a small town and people expect their officials to be available and communicative. He/she will be sympathetic but also realize that the concerns of residents cannot always be satisfied. She/he will believe in transparent government, be involved in the community and focused on providing the best possible services at a reasonable cost.

The Council is not interested in those who are climbing the ladder or planning to retire in the near future. Rather it is looking for someone to bring energy to the government and to stay for at least five years. Finally, the manager will have strong negotiation skills, be politically savvy but not politically involved, and have a good sense of humor.

A Bachelors degree from an accredited college or university with a major in administration, management, or a related field is required. A Masters degree is preferred. The ideal candidate will have a minimum of ten years of progressively more responsible experience in local government management.

Compensation

The salary range is from \$110,000 to \$140,000. Benefits are very good.

Residency

The Village Manager is required by Village Charter to establish residency within the Village's boundaries within 120 days unless a majority of the Village Council agree to waive the requirement.

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 divulge applicant names until after the closing date. We do not expect extensive media coverage of this search as it progresses.

How to Apply

E-mail your resume to Recruit22@cb-asso.com by March 16, 2012. Faxed and mailed resumes will not be considered. Direct your questions to Colin Baenziger at (561) 707-3537.

The Process

Applications will be screened between March 17th and April 9th. Finalists will be selected on April 16th and 17th with a selection made shortly thereafter.

Other Important Information

North Palm Beach is an Equal Opportunity Employer and encourages minorities to apply. The Village values its small town/neighborhood feel and is committed to serving its residents and businesses. A veterans' preference will be granted if applicable under Florida law.

COLIN BAENZIGER  ASSOCIATES
EXECUTIVE RECRUITING