

City Manager *Riviera Beach, Florida*

The City

Riviera Beach is a city full of potential and poised to capitalize on it. Incorporated in 1922, it is located in Palm Beach County about 80 miles north of Miami on Florida's east coast. It is a growing and redeveloping city with deep-water access and a bustling marina. Geographically, it is composed of Singer Island and the mainland just across the Intracoastal Waterway. The Island tends to be high end condominiums and single family homes with a limited number of commercial properties. It offers amazing waterfront views and fantastic beaches. In fact, the municipal beach is one of the, if not the finest, city-owned beaches on Florida's east coast. The mainland is more urban in nature and is similar to what you would find in many big cities but on a much smaller scale. It is also a center for water sports. That is where the marina is located, as well as direct access to the Port of Palm Beach. Labeled as the "Gateway to the Caribbean" or "Riviera of America," Riviera Beach covers ten (10) square miles of which 8.3 square miles is land. Riviera Beach is also the third largest industrial area in Palm Beach County and has offices of a number of major companies located within its boundaries including Cheney Brothers, Sysco, Pepsi Cola and UPS as well as two bio tech companies.

Riviera Beach is a city that is gradually being reborn. Construction has begun at the municipal beach where the existing Ocean Mall is being replaced by a hotel and shops. The recreational aspect of the beach (beach volleyball, etc.) is also being enhanced. At the marina, Viking Developers (an arm of Viking Yacht Company) has been selected (negotiations are on-going) to bring forth the "International Harbor at Riviera Beach." The effort will include enhancing Bicentennial Park with an amphitheater, lighting, on-street parking, rebuilding Newcomb Hall Community Center and the marina (including the dockage and wet and dry storage), adding a 608-car parking garage and office building thereby and creating a harbor village atmosphere including stores, restaurants, and walkways in the marina complex. A public market is planned west of Broadway along 13th Street. The second phase calls for adding a hotel and conference center on the old Spanish Courts property south of the marina. Much of the land along Broadway immediately north of the marina has been purchased by Wayne Huizinga, Jr. and presumably will be developed when he feels it is profitable to do so.

Demographically, Riviera Beach is a relatively young, diverse, multicultural city. Thirty seven (37%) of the population is under 18, 36% between 18 and 44, 19% between 45 and 64 and the remaining 8% over 65. Approximately two thirds of the population is African American with the remainder White. Schools located in the City are mixed. Riviera Beach has one of the nation's top public high schools. In fact, Newsweek ranked Suncoast Community High School number three in the nation this month (December 2008). It is a

magnet school for math and science students. The City has three good elementary and middle schools. It also has other three elementary and middle schools.

The Government

The City is governed by a five member City Council. All its members are elected at large but represent specific districts. They serve staggered two year terms. The Mayor is also elected at large and serves as the ceremonial leader of the City. The Mayor and three of the Council Members (Lowe, Hubbard and Thomas) are up for re-election in March. Council Chair is selected from among the members of the Council. The current Council works well together overall.

Riviera Beach is a full service city with community development, fire/rescue, marina, parks and recreation, police, public works and water, wastewater and stormwater utilities. Its General Fund budget is \$39 million and the total budget is \$75 million. It has a number of Enterprise Funds including the marina, stormwater and utility (water and wastewater). The City's finances are stable. However, the current economic situation will require that the City make adjustments in the level of service it provides.

The Challenges

Riviera Beach faces a number of challenges. While it is moving forward now, it is in many ways a small town. The residents are good, friendly people and everyone knows everyone, which creates a welcoming environment. The primary challenge is to capitalize on the elected official current commitment to keep the City moving forward and to foster redevelopment. The second challenge will be budgetary. While the City is considered small, the services it provides are costly and the stall will have to make further adjustments. Due to anticipated shortfalls resulting from actions at the state level, City will likely to need to lay off some staff in the upcoming year. Environmental challenges come from beach erosion, an on-going issue for some of the condominiums on the northern portion of Singer Island. The City and the County are working jointly to remedy the problem. Interestingly the municipal beach, due to currents and location, renourishes itself.

The Ideal Candidate

A strong, professional, experienced and visionary manager is what the City is seeking. The individual will be a competent and savvy professional. As noted, the City faces a number of challenges so the next manager will need to be aggressive, fair and analytical. The ideal candidate will be someone who can build a team and who can create camaraderie but who will also expect performance, establish high standards and demand accountability. The successful candidate will need to seek out opportunities to conserve resources and to optimize programs. The next manager will also be comfortable recommending the discontinuance of programs that are not working and taking action where individuals are

not performing to the required standards. Diplomacy will be important but the selected candidate will recognize that the next manager cannot be a “nice guy” and please everyone. Strong interpersonal and intergovernmental relations skills, as well as leadership skills, are critical. Redevelopment experience is essential and creativity will be extremely important.

The ideal candidate will have a demonstrated track record of achievement and at least five years of public sector experience serving as a City Manager or Assistant. Graduation from an accredited four-year college or university with a degree in Public Administration, Political Science, Business Management, or a closely related field is required. A Masters Degree is preferred. Florida experience, particularly in a coastal community experience is also preferred.

Compensation

The starting salary will be up to \$180,000 and the benefits are very good. The City has its own pension system.

Residency

Residency is required by the City Charter after six months.

How to Apply

E-mail resumes to RecruitThree@cb-asso.com by March 16, 2009. Faxed or mailed resumes will not be accepted. Questions should be directed to Colin Baenziger at the following number: 561-707-3537.

The Process

Candidates will be screened between March 17th and April 8th. Interviews are anticipated to be on April 17th and 18th with a selection made on April 20th.

Other Important Information

Under the Florida Public Records Act, all applications are subject to public disclosure. Riviera Beach is an Equal Opportunity Employer and minorities are encouraged to apply. Veterans' Preference will be awarded if applicable and per Florida Statute.