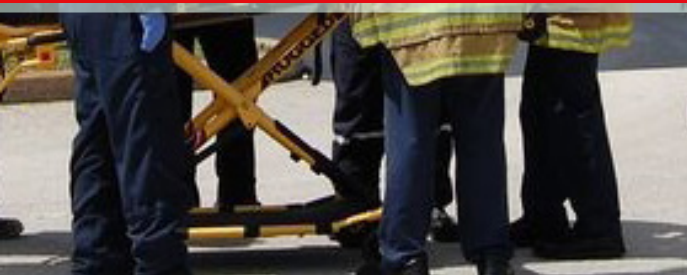




Welcome to the St Lucie County Fire District

Fire District Attorney Position Available - Apply by February 3, 2017



Located on Florida's famed Treasure Coast, St. Lucie County is an exciting, picturesque place brimming with opportunity. It is a microcosm of Florida – the old and the new; urban and rural; densely populated, master-planned communities and large agricultural ranches. All are found within its borders. With the effects of the 2007-2008 real estate market collapse finally wearing off, population growth has resumed and is accelerating. With perpetually gorgeous weather, it is the ideal location for new residents and outdoorsy, sun-loving adventurers.

Geographically, the County is located within easy driving distance of several major population centers. It sits just 60 miles north of West Palm Beach, 90 miles north of Ft. Lauderdale, 120 miles north of Miami, 120 miles southeast of Orlando and 150 miles east of Tampa. Despite this proximity, St. Lucie County

maintains the peaceful, relaxed atmosphere of less populous areas. The total population of the County is just under 300,000 and more than 16 million people live within a 150-mile radius. The result is a unique fusion of open space and urbanization.

St. Lucie County has its own general aviation airport in Fort Pierce, Treasure Coast International Airport and Business Park, and is within easy reach of the commercial airports at Orlando, West Palm Beach, Fort Lauderdale and Melbourne. Vacationers appreciate the fact that they can easily debark with most major cruise lines at Fort Lauderdale, Miami and Port Canaveral. Furthermore, the County was the original home of the Navy SEALs and the National Navy UDT-SEAL museum is in the unincorporated county just north of Fort Pierce, the County's second-largest city.

The St. Lucie County area has a great deal to offer in terms of sporting attractions. The home courts for the Miami Heat and Orlando Magic are each a short 2-hour drive away. For the football fans, the Dolphins, Buccaneers, and Jaguars all play nearby. Baseball enthusiasts enjoy proximity to the Tampa Bay Rays, the Miami Marlins, and the New York Mets single A team, the St. Lucie Mets. The Mets also have their spring training facility in Port St. Lucie at the County-owned facility, Tradition Field.

The County is home to a wide variety of cultural events such as the weekly Fort Pierce Jazz & Blues Craft Market as well as performances by the Atlantic Classical Orchestra and the Preston Contemporary Dance Theatre. The Sunrise Theater in Fort Pierce hosts numerous popular entertainers. Countless other concerts, festivals, and events are frequently held in the nearby metropolises.

For those who enjoy the outdoors, the ocean and lagoon offer numerous opportunities for



fishing, boating, jet skis, kayaking and so on. The western county offers hunting. For the amateur athlete, young or old, the County and its cities offer a wide variety of programs. In addition to the County's many golf courses, the PGA Village is located in St. Lucie West and features the one-of-kind PGA Learning Center and History Museum in addition to public courses.

St. Lucie County is home to a friendly, welcoming community where residents know their neighbors and care for one another. The County is relatively safe and boasts over 450 physicians and three hospitals. There are many housing options available, with properties ranging from the affordable to the luxurious.

Students can get a very good education in St. Lucie County. It offers a variety of public, charter, and private schools to meet any family's needs. Student-to-teacher ratios are relatively low – around 19:1 for both elementary and secondary public schools. There are approximately 30 primary schools (serving K-8), six high schools, and a number of career academies. Further, Indian River State College, a four year institution, is headquartered in Fort Pierce and offers Associates Degrees as well as nine bachelor's degree programs in the areas of teacher education, nursing, organizational management, public safety administration and healthcare management. Florida Atlantic University's Harbor Branch Oceanographic Institute is also located in Fort Pierce.

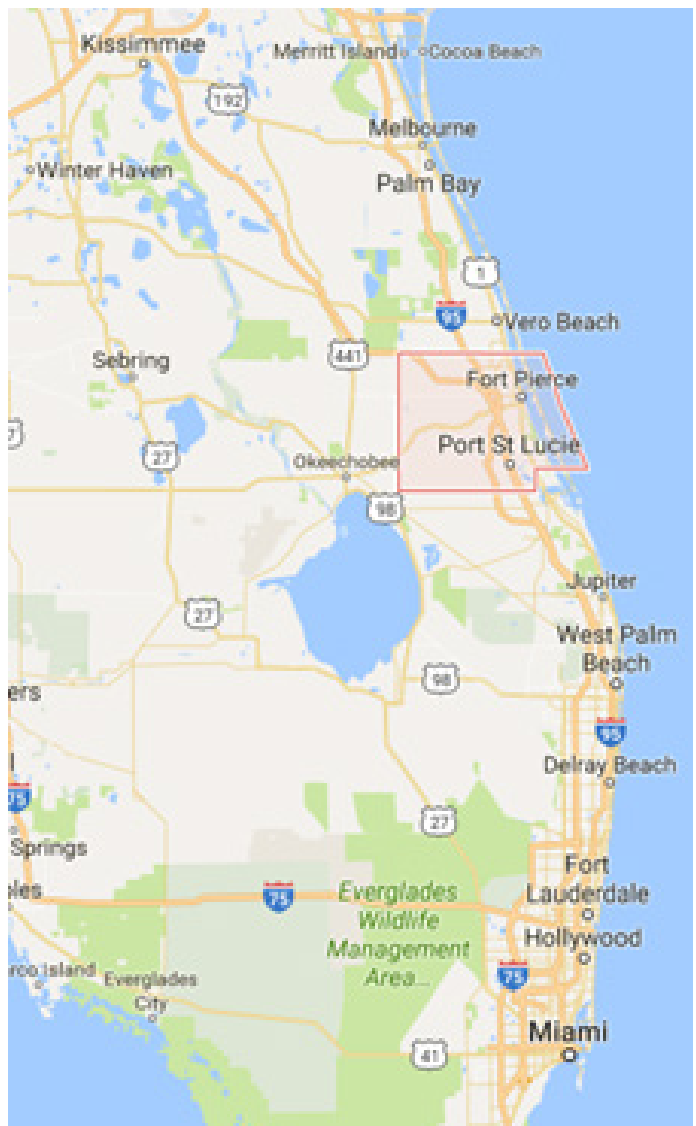
HISTORY

Originally founded by Spanish colonists, the Treasure Coast got its name when the fabled 1715 Treasure Fleet was destroyed by a hurricane in nearby waters. Originally part of Brevard County, the area known today as St. Lucie County expanded throughout the late 1800s until its official designation in 1905. In 1906, the Ft. Pierce Fire Department was formed.

The County experienced an enormous influx of residents at the conclusion of World War II, especially by former naval officers who had trained in the area. In 1955, in recognition of its expanded role, the Florida Legislature created the Fort Pierce-St. Lucie County Fire District. In one sense, it

was an expansion of the Ft. Pierce Fire District. In 1959, the name was changed to the St. Lucie County-Fort Pierce Fire Prevention and Control District.

Between the 1960s and 1990s, it became clear that St. Lucie County was ripe for growth. General Development Corporation (GDC) began to develop tens of thousands of acres, laying the foundation for the future city of Port St. Lucie. At the time GDC viewed its primary target audience as retirees. Growth was explosive – the County's population increased from 39,294 in 1960 to 150,171 in 1990. The new residents though were a mix of older and younger. In 1972, the Fire District began to provide EMS care and transport. The St. Lucie West development followed and then Tradition, an expansive master-planned community patterned after urban life in middle 20th Century America.



In 1996, the current name of the St. Lucie County Fire District was adopted. The County's growth has continued. In 2000, its population was 192,696 and in 2010 it was 277,789. The 2015 estimate was 298,563 or 7.5% over 2010 in spite of the Great Recession. The current version of the Fire District's charter was adopted by the Florida Legislature in 2004 and amended in 2015.

GEOGRAPHY

St. Lucie County is located on the Atlantic Ocean in South Central Florida. See Figure 1 on page 3. It covers 688 square miles (572 of land and 116 of water which includes the environmentally sensitive Indian River Lagoon). Most of the County is flat and separated from the open ocean by sandbars and barrier islands. These natural formations make the Treasure Coast a gallery of lagoons, rivers, and bays.

Table 1: St. Lucie County Demographics

2015 Estimated Population: 298,563			
Distribution by Race		Distribution by Age	
Caucasian	73.2%	0 to 15	17.4%
African American	19.3%	15 to 25	11.5%
Asian	1.8%	25 to 45	22.5%
Other	5.7%	45 to 65	22.6%
Total	100%	65 to 85	19.1%
		Over 85	2.8%

Other Statistics		Median Age	
Hispanic (all races)	3.2%	St. Lucie County	40.2
Poverty Rate	17.3%	U.S.	37.4

Educational Achievement (over age 25)	
High School or Higher	78.2%
Bachelor's Degree or Higher	4.7%

Source: U.S. Census

The County's elevation is less than 20 feet above sea level. It has two significant population centers: Port St. Lucie (population 174,600) and Fort Pierce (44,500) meaning the vast majority of the land is flat, undeveloped and agricultural.

CLIMATE

St. Lucie County is generally classified as a warm, humid, subtropical climate, with hot summers and mild winters. Only on rare occasions does the temperature surpass 100 degrees Fahrenheit or drop below freezing. Average yearly precipitation ranges between 50-55 inches.

The area experiences Category I-III hurricanes from time to time. Unlike points further south in Florida, more severe storms have not been documented in the area since 1899. The County owns and operates a state-of-the art 27,250 Emergency Operations Center.

DEMOGRAPHICS

See Table 1 for St. Lucie County Demographics

COMMERCE

While St. Lucie County has a strong level of economic development in some areas, it offers a wealth of untapped potential. It has a small port and airport, much of the surrounding acreage at the latter is undeveloped. The County has excellent access to rail, I-95 and the Florida Turnpike. Between these assets and the sizeable neighboring populations, the potential for private and commercial expansion is high. A list of the County's current top 10 employers is included in Table 2 on page 5.

The County's general aviation airport covers 3,600 acres. That presents many opportunities for future commercial growth and development. Another opportunity revolves around research enterprises. The County operates Treasure Coast Research Park (covering 1,650 acres) with recently installed infrastructure. It would like to build on that base and continue to develop this research cluster.

Table 2: Principal Employers, St. Lucie County, FL

Employer	Industry	Employees
St. Lucie County School Board	Education	5,416
Walmart Retail and Distribution	Retail	2,253
HCA/Lawnwood & St. Lucie Medical Center	Medical	2,189
St Lucie County Government	Government	1,624
Indian River State College	Education	1,599
Publix	Retail	1,466
City of Port St. Lucie	Government	1,086
Convey Health Solutions	Health Care	950
Martin Health System	Medical	850

Source: St. Lucie County 2015 CAFR

LOCAL GOVERNMENT

St. Lucie County has three incorporated cities: Fort Pierce (population 42,600), Port St. Lucie (population 168,700) and St. Lucie Village (population 599). Most of the County’s land mass falls in the unincorporated area and is served by the County and the Fire District.

THE DISTRICT

The St. Lucie County Fire District is an independent special district under Section 191 of the Florida Statutes. Its goal is to efficiently deliver Fire/EMS services throughout the County and eliminate the need and cost for managing multiple agencies. The Fire District is the largest fire/EMS provider on the Treasure Coast and the fifth largest in the State of Florida. It operates 17 fire stations, and presently has an ISO Rating of 3. In FY 2015, it fielded 43,271 medical calls and 4,751 fire calls. As a result of these calls, 31,245 transports were done by ground and 406 by air.

The Fire District is governed by a seven-member Fire Board, comprised of two commissioners from the City of Ft. Pierce, two council members from the City of Port St. Lucie, two St. Lucie County Commissioners, and an

appointee by the Governor of the State of Florida. The members of the Board are all dedicated public servants and work well together. The Board meets once a month and meetings generally last less than two hours.

The Board appoints three officials: the Fire Chief (who oversees District operations except those related to finance and legal), the Clerk-Treasurer (who oversees the financial and support elements of the District) and the District Attorney (who provides legal advice to the

Board and staff). This team, the Board and its appointees, have worked very well together over time and have a great deal of respect for one another. It is a very supportive environment.

In FY 2016-2017, the Fire District has a budget of \$87 million. Revenues come primarily from ad valorem taxes, charges for services, and reserves. More details can be found on the District’s website. The District employs 387 firefighters and 53 civilians for a total of 440 employees. The firefighters are represented by the International Association of Fire Fighters, Local 1377.

THE FIRE DISTRICT ATTORNEY’S OFFICE

The Fire District Attorney’s Office is composed of one individual, the Fire District Attorney. It is a true one person office where the Attorney does all the legal and clerical work necessary to support the legal aspects of the District. His/her time is currently divided between providing support to the Board, to the Chief and the Clerk/Treasurer. The primary issues to which the Attorney allocates his time are: personnel (discipline, worker compensation, grievances, and arbitrations), policy issues, leases, labor negotiations (historically the Attorney has been the Chief Negotiator on union contracts), pensions (as a member for the Board, not as the attorney for it), contracts, procurement (issues such

as bid documents), and financial matters such as the legal aspects of collections and bonds. From time to time, the Attorney will also need to work on legislative issues. The office does not have its own budget. Rather, it is funded through Administration.

THE CHALLENGES

The Fire District faces one significant challenge and that is financial. It is presently dipping into reserves to pay for its operating budget and it is difficult to see where any additional funding will come from. The District is currently at the maximum property tax levy allowed by state law (\$3.00 per \$1,000 of assessed value) and last August, 64% of the voters rejected an annual special assessment of \$50 per household for fire-protection services. Some very difficult decisions will need to be made over the next few years.

The challenge facing the Attorney is he/she is an “army of one” providing legal support to the organization.

THE IDEAL CANDIDATE

The District is seeking an outstanding attorney who will serve as a trusted advisor, partner and supporter of the Board and staff. He/she should be intelligent, upbeat, friendly, outgoing, hardworking, ethical, organized, and politically sensitive.

The District needs someone who is responsive and has a “can do” attitude. The individual will recognize his/her primary responsibility lies with providing the Board with the information it needs to make the best decision, pursuant to the law, for the residents and businesses of St. Lucie County. The Attorney will give all members of the Board the same information and keep them all equally and well informed. The individual will exhibit independent judgment as well as



the highest level of professionalism, honesty, ethics, and dedication.

The District is an agency where key staff need to wear many hats. The Attorney will need to work well with others and realize that the job needs to get done, whether or not the matter is strictly a legal issue. He/she will be energetic, knowledgeable of many aspects of the law, completely self-sufficient, and flexible. The individual will constantly be seeking the most effective solution to the problem. In some ways, the Attorney acts as a business advisor. Many of the issues he/she touches have implications beyond the law. Solving a grievance may require a change in management practices. Pension reform has many legal issues that are intertwined with management and finance. In other words, while the Attorney's primary focus will definitely be the law, it would be helpful if the individual understands organizations, personnel, and how they function.

The ideal candidate will be someone who reviews an issue with an open mind and, when applying the law, seek ways to accomplish what is best for the District and its residents. The individual will have a healthy respect for the law and make decisions and recommendations based on what is the right thing to do. While considering a situation, the District Attorney will consider the long term consequences and their ramifications.

Communication and interpersonal skills are critical and it will be important that the Attorney be open and approachable. Good listening skills are crucial, as he/she must work in a cooperative manner. Common sense and a sense of fairness are musts.

The position requires a Juris Doctor (JD) degree and licensure to practice law in Florida. He/she will have extensive experience as an attorney in the area of local government law. Expertise in special district law (ideally with some knowledge of fire districts) is a plus.

RESIDENCY

The Fire District Attorney is required to live within the County's boundaries.

THE CURRENT FIRE DISTRICT ATTORNEY

The current Fire District Attorney has represented the District for 19 years (six as outside counsel and 13 as an employee).

COMPENSATION

The current District Attorney has a salary of approximately \$130,000 plus car and cell phone allowances. He also receives \$4,000 annually in longevity pay (\$2,000 for each five years of service to the District. Applicants should view that as the maximum level of compensation. The Fire Chief has a salary of approximately \$140,000 annually and the Attorney will not be paid more than the Chief. Benefits are excellent. The Fire District offers a defined benefit pension with a multiplier of three.

CONFIDENTIALITY

Under Florida law, all applications are a public record once submitted.

HOW TO APPLY

E-mail your resume to Recruit24@cb-asso.com by February 3, 2017. Faxed and mailed resumes will not be considered. Questions should be directed to David Collier at (772) 260-1858 or Colin Baenziger at (561) 707-3537.

SCHEDULE

Candidates will be screened between February 4th and March 15th. Interviews are scheduled for April 19th although they could occur earlier. A selection will be made shortly after the interviews.

OTHER IMPORTANT INFORMATION

St. Lucie County is an Equal Opportunity Employer and strongly encourages minorities and women to apply. It is also a drug-free workplace. A Veterans' Preference will be awarded if applicable under Florida law.

ADDITIONAL INFORMATION

The Fire District has an excellent website at:

<http://www.slcfcd.com/>

More information on the County can be found at:

<http://stluciechamber.org/>

<http://www.cityoffortpierce.com/>

<http://www.cityofpsl.com/>

COLIN BAENZIGER & ASSOCIATES
EXECUTIVE RECRUITING

