



Looking for a Few More Great Candidates

— DEADLINE EXTENDED —

Human Resources Director Apply ASAP

Welcome to St. Johns County, a coastal paradise abounding in lush greenery, beautiful beaches, a booming economy, a deeply rich history, and a family-friendly environment. The area has rightly received much praise and recognition nationally and internationally. The County is located in northeastern Florida, just 35 miles south of Jacksonville and 74 miles east of Gainesville. St. Johns County is home to the famed cities of St. Augustine and St. Augustine Beach, as well as multiple unincorporated communities. Niche.com ranked St. Johns County #4 out of 67 for Best Counties to Live in Florida and #55 of 2,768 for Best Counties to Live in America (2023). Teeming with Florida sunshine, outdoor activities, family events, and kindhearted neighbors, it's a place that many love to call home.

Ranked #2 for Best Counties for Outdoor Activities out of 67 Florida counties (Niche, 2023), it is more of a question of what can't be done in St. Johns County. Fishing, kayaking, hiking, biking, boating, and camping are all easily accessible recreational activities. Outdoor enthusiasts will want to explore Matanzas State Forest, a 16,000-acre forest and wetlands conservation area with trails and multiple campsites. Faver-Dykes State Park is another outdoor destination where people can hike, birdwatch,



rent canoes, or go on a picnic. Guana Tolomato Matanzas National Estuarine Research Reserve and Deep Creek State Park also offer fresh air, picturesque landscapes, wildlife, and activities for the entire family.

St. Johns County offers 42 miles of coastline and reveals a vast array of beaches, such as Ponte Vedra Beach, Crescent Beach, and Mickler's Landing. Relax and unwind on the sandy shores of these beautiful beaches where the family can surf, build sandcastles, collect seashells and shark teeth, take a boat tour to watch dolphins and sea turtles, or simply enjoy the sound of the waves while reading a book under the sun.

Golfers have several great options for tee time, including the St. Johns Golf Club or the famed King & Bear Golf Course at World Golf Village. For those looking to play team sports, there are several choices for both adult and youth leagues and teams, such as basketball, volleyball, softball, and pickleball. Veterans can even find veteran-specific programs, including archery, paddleboarding, art, and kayaking. Families will enjoy events at the St. Johns County Fairgrounds. With over 90 acres of land, you can play its 25-hole disc golf course, visit the nearby St. Johns County Equestrian Center, and stay at the RV-friendly campgrounds.

Additionally, St. Johns County boasts over 30 parks, both passive and recreational. Davis Park in Ponte Vedra Beach has 137 acres comprised of six youth baseball fields, four softball fields, three soccer fields, an artificial turf field, a playground, and two dog parks (all lighted). Nocatee Preserve in Ponte Vedra has over three miles of unpaved trails for both hikers and horseback riders. Aberdeen Park in St. Johns is a 21-acre area, complete with two full-size lighted multipurpose fields, three softball fields, and an artificial turf baseball field. Alpine Grove Park is located on the St. Johns River and includes a fishing pier, a one-mile paved handicap and stroller accessible hiking trail, and an orange grove themed playground. A capital improvement project is currently underway at Treaty Park in St. Augustine. The project will provide additional pickleball courts, tennis courts, a new dog park, and additional parking. Amenities at Treaty Park include bocce ball courts, a horseshoe pit, walking trails, a playground, and a 28,000-square-foot concrete skate park with ½ pipes, rails, ledges, banks, and more.

Walking through historic St. Augustine itself is like walking through centuries of history. Known as the nation's oldest city, St. Augustine is a unique mix of Spanish, British, and early U.S. influence. No outing is complete without visiting Castillo de San Marcos National Monument or the double-leaf bascule Bridge of Lions.

Experience the vibrant cultural and performing arts scene of St. Johns County through annual festivals and events celebrating music, art, food, and heritage, such as the Sing Out Loud Festival, the Fort Mose Jazz & Blues Series, the Gamble Rogers Music Festival, and the St. Augustine Celtic Music & Heritage Festival. The St. Augustine Amphitheatre on Anastasia Island seats nearly 5,000 and hosts multiple concerts, bands, and comedic specials throughout the year. Other favorites include the Ponte Vedra Concert Hall in Ponte Vedra Beach and the Limelight Theater in St. Augustine.

For those requiring a more educational experience, you may want to visit the Lightner Museum in St. Augustine, known as "Florida's Smithsonian," due to its five floors and various galleries, or the Lincolnville Museum and Cultural Center (listed with the National Register for Historic Places) which commemorates African American history. The County even enjoys a Ripley's Believe It or Not! museum. You may also want to visit any of the six branches of the St. Johns County Public Library.

Sports fans have many events and great teams to root for. Avid golfers can watch THE PLAYERS Championship each spring at TPC Sawgrass in Ponte Vedra, as hosted by the PGA Tour. Nearby are the Jacksonville Jaguars (NFL), Jacksonville Icemen (ECHL), Jacksonville Jumbo Shrimp (Minor League Baseball team in the International League), and Jacksonville Giants (basketball, ABA). Rugby fans will enjoy the Jacksonville Axemen.

Living in St. Johns County is an exceptional experience. Crime rates are especially low. CrimeGrade gives the County an A+ rating for being in the 95th-percentile for safety amongst other U.S. counties. Education in the county is taken very seriously as St. Johns County School District oversees the area's public schools. The school system is highly rated and well-known for college readiness. Healthcare is also excellent and expanding. The

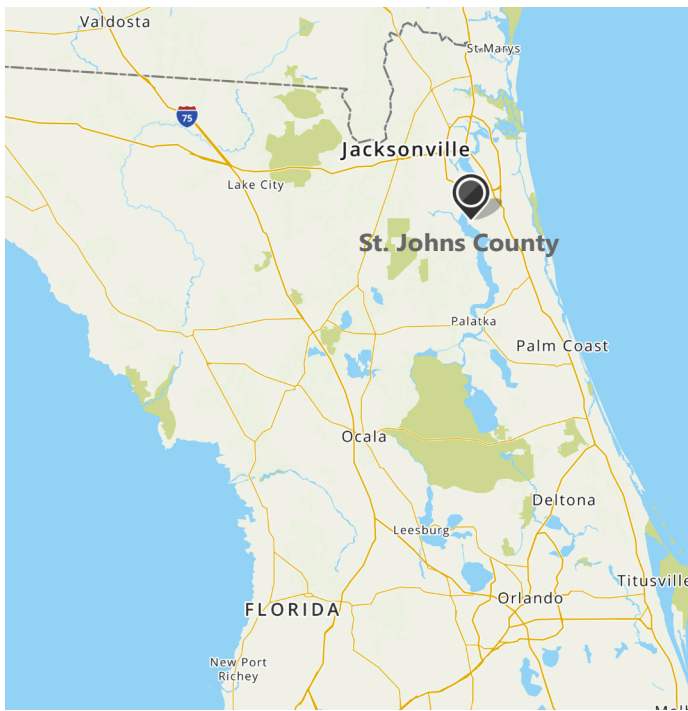


Figure 1: Location of St. Johns County, FL

University of Florida recently announced its plans to build a 42.5-acre health and wellness campus in Durbin Park with the first phase including a 150-bed hospital, medical office building, and ambulatory surgery center. This project is expected to bring over 2,000 new jobs to the area.

Overall, St. Johns County's median listing home price is \$548,000, with a median sold home price of \$470,000. A beautiful three-bedroom, two-bathroom house with approximately 1,800 square feet may sell for \$499,990. A similar home near the beach and in certain communities may sell for \$1.1 million or higher.

Those seeking higher education have many options easily found within a 150-miles radius. Local campuses include St. Johns River State College and the University of St. Augustine for Health Sciences in St. Augustine. St. Augustine is also home to Flagler College, ranked Second Best Regional College in the South by U.S. News & World Report (2022-2023) and one of the Top 25 Most Beautiful College Campuses in the U.S. by Travel and Leisure (2023). Other colleges include Florida State College at Jacksonville—Downtown Campus (30 miles north), Jacksonville University in Jacksonville (30 miles north), University of North Florida in Jacksonville (25 miles north), Sante Fe College in Gainesville (80 miles west), Daytona State

College with a campus in nearby Palm Coast (40 miles south), Stetson University in DeLand (80 miles south), and the University of Central Florida in Orlando (120 miles south).

Traveling outside of St. Johns County is trouble-free by road, plane, and port. The County contains major roadways like Interstate 95 and U.S. Highway 1, providing easy access to other nearby cities. Various airport options are available like the local Northeast Florida Regional Airport in St. Augustine and the Jacksonville International Airport (47 miles north), which provides over 90 non-stop scheduled flights to 27 US markets. Other airports include Gainesville Regional Airport (72 miles west), Daytona Beach International Airport (70 miles south), Orlando-Sanford International Airport (107 miles south) and Orlando International Airport (135 miles south). The closest seaports are JAXPORT in Jacksonville (36 miles north) and Port Canaveral near Orlando (less than 140 miles south).

St. Johns County abounds in natural beauty, historic heritage, and provides an exceptional quality of life. It is an impressive place to live, work, play, and raise a family.

HISTORY

Originally populated by Native Americans, the area eventually known as St. Johns County was discovered in 1513 by Juan Ponce de Leon. He named it Florida and claimed it for the Spanish Crown. Over the next few centuries, the land passed between many countries' hands due to various wars and treaties. Though Spain recovered its authority, the country handed over its colonies of East and West Florida to the United States in 1821. Originally comprised of 39,000 square miles, St. Johns County designated the City of St. Augustine as the county seat.

Florida was a territory until it received its statehood in 1845. Less than 20 years later, Florida joined the Confederacy during the American Civil War; however, St. Augustine, remained under Union control. In 1868, Florida was readmitted to the United States.

During the 1880s, Henry Flagler chose St. Augustine to serve as a winter resort for wealthy Americans. His company reshaped much of the City's architectural look, bringing in many of the highly affluent. Though these crowds were eventually drawn to

other areas in Florida, St. Augustine remained a popular destination for travelers.

The County’s quality of life draws in many who are keen to enjoy Florida’s greatest features. Though no longer as physically large as during its conception, the County has become one of the fastest growing counties in the country. It has two incorporated cities, St. Augustine and St. Augustine Beach. The County also serves multiple unincorporated communities, such as Ponte Vedra, Hastings, Fruit Cove, St. Johns, Summer Haven, and Orangedale.

DEMOGRAPHICS

St. Johns County has consistently experienced population explosions over the past several decades. In fact, its population has more than doubled in the past 20 years. According to the U.S. Census, about 123,135 individuals lived in the County in 2000. That value increased to 190,039 by 2010. During the 2020 U.S. Census, the County’s population size was estimated to be 273,425. Just two years later, that number jumped up to 306,841—an increase of over 33,000.

CLIMATE

Like much of northeast Florida, St. Johns County has a warm, sub-tropical climate. Summers are hot and humid. Temperatures peak in July, with an average high temperature of 90.5°F and an average low of 72.6°F. The area experiences high levels of humidity May through October, particularly during July and August. Winters are quite mild, especially during the day. Average high temperatures in January may reach 65° F, with average lows hitting 45.4°F.

The County also experiences approximately 51 inches of annual rainfall, mostly between July and September. Snowfall is exceptionally rare. Like other areas of Florida, St. Johns County has its fair share of hurricanes.

GEOGRAPHY

St. Johns County is located in northeast Florida, nestled between Duval and Flagler Counties along the East Coast, and is part of the Jacksonville metropolitan area. The County is approximately 822 square miles, comprised of 601 square miles of land and 221

Table 2: St. Johns County, FL Demographics

Distribution by Race		Distribution by Age	
White	80.6%	0 to 15	17.2%
Black	4.9%	15 to 25	10.8%
Asian	3.6%	25 to 45	23.1%
Native American	0.3%	45 to 65	27.7%
Other	10.6%	65 to 85	19.6%
Total	100.0%	Over 85	1.6%
Hispanic Ethnicity (all races)	8.3%		
2022 Estimated Population: 306,841			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	95.2%
Bachelor’s Degree or Higher	52.7%
Median Age—St. Johns County	44.3
Median Age—U.S.	38.9
Median Household Income—St. Johns County	\$103,017
Median Household Income—U.S.	\$74,580
Poverty Rate	5.6%

Source: U.S. Census Bureau

square miles of water. Average elevation is 6 meters above sea level. Surrounded by water, the County sits directly between the North Atlantic Ocean to the east and the St. Johns River along much of the County’s western border.

Just 35 miles north of the County is Jacksonville, with Gainesville 74 miles to the west and Orlando less than 120 miles to the south. Both Interstate 95 and U.S. Highway 1 run north-south through the County, as does scenic Florida State Road A1A.

COMMERCE

St. Johns County has a booming economy. In 2023, Niche ranked the County #10 out of 67 for Best Florida Counties for Young Professionals. The St. Johns Board of County

Commissioners is determined to create a robust and healthy economy for its citizens and businesses. With a rapidly growing population, the Board places a great deal of emphasis on being business-friendly and contributing significant resources to economic development and job growth.

THE GOVERNMENT

St. Johns County operates under a Commission-Administrator form of government, with a five-person Board of County Commissioners (BOCC). These Commissioners are elected at large, though each individual represents a different geographical district. Elections are staggered and held during even-numbered years. District seats 1, 3, and 5 will be up for election this year, whereas elections for District Seats 2 and 4 will be held in 2026. Presently, Commissioner Henry Dean representing District 5 is serving his second term and may run in the 2024 elections. All other Commissioners are serving their first term.

Within the Board, members select who will serve as Chair and Vice-Chair—positions which ensure order during meetings without providing any additional voting power. Often, a simple majority is needed to pass various motions and decisions. The BOCC appoints the County Administrator and County Attorney. Voter-elected constitutional officers include the Clerk

of Court, Property Appraiser, Sheriff, Supervisor of Election, and Tax Collector.

For fiscal year 2023, St. Johns County had an adopted total budget of \$1,572,220,112, with an adopted general fund budget of \$407,838,154. For fiscal year 2024, the County has a tentative total budget of \$1,665,664,624, with \$399,177,009 designated for the general fund. The County employs 1,422 employees, and there are no unionized employees.

St. Johns County has multiple departments to serve the community. At the head of the organization is County Administration, who serve the County’s residents and constituents. Many departments report to County Administration, namely: the Deputy County Administrator over Infrastructure, the Deputy County Administrator over Services, Chief of Staff, Human Resources, Intergovernmental Affairs, Management and Budget, Performance and Transparency, and Public Affairs. The Human Resource Director reports directly to the County Administrator.

THE DEPARTMENT

The Human Resources Department supports, educates, and advises management by gathering facts, diagnosing problems, providing solutions, and offering objective assistance and guidance on employee-related issues. The department recruits qualified applicants for vacant staff positions. To retain qualified employees, it strives to maintain competitive compensation and benefit programs. Human Resources also assists in the development, implementation, and coordination of employment-related policies and programs, employee and labor relations, compensation administration, benefits management, and training and education programs. There are 23 employees in the Human Resource Department.

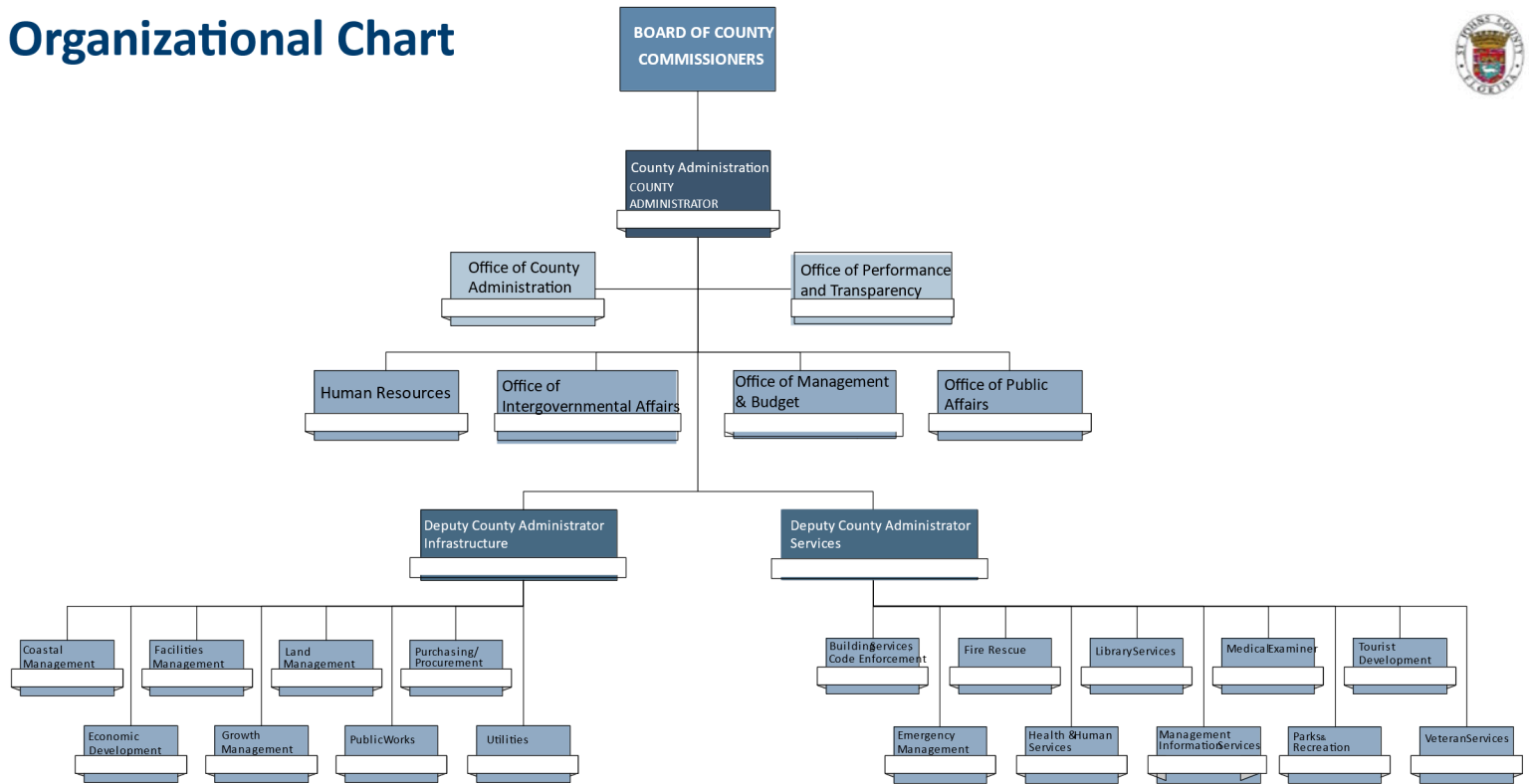
Table 3: Principal Employers, St. Johns County, FL

Employer	Industry	Employees
St. Johns County School District	Education	6,299
Johns County BOCC	Government	1,380
Flagler Hospital	Healthcare	1,221
Northrup Grumman	MFG, Aviation, Aerospace	1,100
Florida National Guard	Military, State	900
PGA Tour, Inc.	Recreational Services	964
St. Johns County Sheriff’s Office	Law Enforcement	816
Florida School for the Deaf and Blind	Public Education	689
Carlisle Interconnect Technologies	MFG, Aviation, Aerospace	650
Ring Power	Construction	560

Source: St. Johns County, FL 2022 ACFR

FIGURE 2: ST. JOHNS COUNTY GOVERNMENT—ORGANIZATIONAL CHART

Organizational Chart



THE CHALLENGES AND OPPORTUNITIES

The next Human Resource Director will inherit a strong department, a department that has excellent relationships with all the constitutional officers and departments. As such, County administration is innovative and is offering the Director an opportunity to restructure, redefine and redevelop the department. The possibilities really are endless, and this position extends a window of opportunity to make one's mark.

While the Human Resources Director position is an exciting opportunity for a creative and dynamic individual, it is not without its challenges. First and foremost, the Director wears many hats and serves many roles. Second, the HR department works hard to make sure that employees are equipped and empowered to help the County achieve its objectives. As such, the HR department must develop a solid HR strategy, but also utilize innovative HR initiatives to support this goal. The next Director will need to think outside the box, and not get trapped into traditional HR practices.

Third, while redeveloping the department, the Director will take a lead role in the development of a vision, mission, and values statement and a strategic plan for the organization and will play a significant role in its implementation. Finally, the Counties' administration is progressive and sincerely wants to move the entire organization forward in many areas. The challenge for the next Director will be enhancing the HR organization's ability to creatively assist departments in problem solving, leadership development and succession planning.

THE IDEAL CANDIDATE

The County is seeking a motivated, experienced, energetic, collaborative, and innovative leader with experience in all aspects of human resources to continue the effort to move the organization forward. The ideal candidate will possess a high degree of integrity and will see things as they might be/should be and not just as they are. As such, he/she will be a visionary who will be able to inspire others to visualize a better future and then to act on that vision.



The Director will be a strong individual who can make her/his points but also someone who knows how and when to approach issues collaboratively, incrementally and with discretion. Personality and patience will be important given all the leaders the individual will work with. With multiple priorities, not to mention the need to fight fires (figuratively speaking), it is also important that the individual be able to deal with what some might consider a certain amount of chaos. This job is not for someone who is content with following established procedures and processing paper.

Customer service and employee growth and development will be ways of life for the successful candidate, not just catchy phrases. She/he will have a genuine interest in people and in helping them progress to reach their maximum potential. Communications skills will be important. As such, the Director will be a strong writer and have outstanding verbal abilities—specifically, being able to explain complex concepts to everyone—senior decision makers as well as to junior laborers. As such, the ideal candidate will be a good listener and recognize its value in the communications process. In terms of communications, the individual will be an exceptional presenter. Equally importantly, the Director will use those skills to keep both those he/she reports to and those that report to her/him fully informed.

County Administration expects the next Director to delegate, but also expects the Director to be involved and knowledgeable of the issues and what is going on in the department. The Director will be a team builder both inside and outside the department. He/she will understand the importance of collaboration and recognition when a job is well done. Everyone should feel welcome coming to HR while also feeling they will be

respected, heard and treated fairly. Patience, empathy, understanding, and a sense of humor will also be important, but the individual will not be a push over. Being consistent as well as firm and fair will be keys to success. She/he will also be comfortable making hard decisions.

The ideal candidate will have a demonstrated track record of accomplishment and experience with all aspects of human resources. She/he will have a bachelor's degree in human resource management, human resources, or a related field. Priority will be given to those who have a master's degree in a similar field. The individual will have at least five to ten years of experience in human resources. Experience in the public sector is important but not mandatory. We are looking for the right leader and partner with the right skill set wherever that person may be.

COMPENSATION

The salary range is \$100,000 to \$151,000. The salary will depend on qualifications and experience. Benefits are excellent. The County Participates in the Florida Retirement System (FRS). The Director may choose one of two retirement plan options, the FRS Pension Plan or the FRS Investment Plan. Both plans include employer contributions. Employees may also choose to participate in a voluntary 457(b) plan with pretax and ROTH options.

THE MOST RECENT HUMAN RESOURCES DIRECTOR

The previous Director was employed for three years before retiring.

RESIDENCY

Residency inside the County is not required but is preferred.

HOW TO APPLY

E-mail your cover letter and resume to Recruit33@cb-asso.com by August 30th. Questions should be directed to Scott Krim at (801) 628-8364 or Ron Williams at (305) 388-8990.

INTERNAL CANDIDATES

The possibility of one or more internal candidates exists. That said, the County is committed to a level playing field and the best person will be selected for the position, whether internal or external.

CONFIDENTIALITY

Under Florida's public records act, a submitted application is deemed a public record. As a practical matter, we do not expect media coverage until at least the semifinalist are named, and perhaps not even then.

THE PROCESS

Applications will be screened as they are received. Finalists will be selected September 27th. Interviews will be held on October 4th. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

St. Johns County is an Equal Opportunity Employer. It strongly encourages women, minorities, and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the County, visit:

www.sjcfl.us

www.sjcchamber.com

www.floridashistoriccoast.com

www.sjcfl.us/departments/human-resources