



SUMTER COUNTY FLORIDA

Assistant Public Works Director - Apply by December 19, 2014



Welcome to Sumter County! We are in the middle of it all and one of Florida's best kept secrets. Strategically located in the heart of central Florida, Sumter County is at the crossroads of Florida's Turnpike and Interstate 75. Tampa, with its world famous beaches and the University of South Florida, lies 75 miles southwest while Orlando, Disney World, Universal Studios, Sea World, numerous other attractions and the University of Central Florida lie 60 miles to the southeast. Both Tampa and Orlando sport world class international airports. Due north is Gainesville and the famed University of Florida. Over the past 25 years, this once sleepy rural area of Florida tripled in population becoming the fastest growing county in Florida and the second fastest growing community in the United States.

Sumter County is a quaint mix of the suburban and the rural as well as a study in contrasts. The Villages is suburban in nature and an internationally recognized active adult retirement community. It is also the epicenter for the County's growth. Known as Florida's friendliest hometown, it offers a lifestyle that feels like a permanent vacation. It is characterized by small

town charm while providing opportunities for entertainment, recreation, dining, shopping and medical services. It is a happening place composed largely of baby boomers and their slightly older peers.

Much of the County is rural and it is not uncommon for deer and turkey to wander onto your property. Outdoor recreational activities are many. Lake Panasoffkee Park and Preserve protects almost 10,000 acres and offers bird watching, biking, camping, horseback riding, fishing, hiking and hunting. There are also several wildlife management areas available for hunting ducks, turkeys, wild hogs, and deer. Kayaking, canoeing and boating are also popular and readily available in Sumter County. The county is also home to over 90 golf courses varying from executive to 27 holes.

The quality of life is high here. Sumter County offers some of the best public education opportunities in Florida. All schools within the district maintain an “A” rating and it was designated by the state as a “High Academically Performing School District” for 2011-12. Sumter’s medical community offers several excellent medical resources including two hospitals.

Overall, housing prices are reasonable and vacant land is available. If you are looking for a challenging position, traditional values, an outstanding quality of life, and a great place to raise a family, look no further. You have found it right here in Sumter County.

Demographics

According to the 2010 Census, the age distribution in Sumter County is as follows: 10% are under 25 years of age, 15% are between 25 and 45 years old, 29% are between 45 and 65, and the remaining 46% are over 65. The median age is 63 and very high in comparison to the national median of 36.8. Racially, the population is 87% Caucasian, 10% African American and the remainder is composed of



Table I: Temperatures and Precipitation in Sumter County

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year
Average High °F	71	74	79	83	89	91	92	92	90	85	78	72	83
Average Low °F	46	48	52	56	63	69	71	71	69	61	53	48	59
Precipitation in Inches	2.7	3.2	3.9	2.5	3.5	6.8	7.8	7.1	2.5	2.5	1.8	2.2	50.3

Source: Weatherbase

other categories. Hispanics of all races make up 6% of the population. 86% of the population over 25 years of age has a high school degree and 23% have bachelor’s degrees. 90% of the housing units are owner occupied. The average annual household income is \$57,671. 7% of all families live below the poverty line.

Climate

Sumter County’s climate is considered to be humid, subtropical and is characterized by relatively high temperatures. While the County does not have a dry season, the rains are heavier from June through September. The region is largely under the influence of moist, maritime airflow from the west. There is an average of 93 days of rain annually. See Table 1 above.

Commerce

The business and employment picture in Sumter County reflects its status as both a residential mecca and tourist destination. The leisure, hospitality and trade industries comprise the largest sectors at 42% of the business activity. Construction follows at 8%. The County’s principal employers reflect a similar breakdown. The following chart reflects the top employers in the County.

Table II: Principal Employers, Sumter County

Employer	Function	# of Employees
Federal Prison	Corrections	1,004
The Villages	Construction	815
Sumter Correctional	Corrections	500
T&D Concrete	Construction	460
Villages Medical Center	Healthcare	367
Lake Sumter Community College	Education	365
Wal-Mart	Retail	340
Sumter Electric Coop	Energy	300

Source: Sumter County Chamber of Commerce

The most recently reported unemployment rate for the County was 5.2% compared to the state’s at 6.0% (October, 2014 – U.S. Bureau of Labor Statistics).

The Government

Sumter County is governed by the Board of County Commissioners (BOCC) composed of five members. It is a constitutional county meaning its authority to operate is derived directly from the Constitution of the State of Florida and not from a locally adopted charter. Commissioners are elected at-large from one of five geographic areas of the County and serve staggered four years terms.

The BOCC selects its Chairman, a Vice-Chairman and Second Vice-Chairman every November. The BOCC appoints a County Administrator to oversee the operations falling under the supervision of the BOCC. These include the operational divisions of Economic Development, Emergency Management, Library Services, Development Services, Fire and EMS, Public Works and Support Services. The County’s total budget is \$183,180,000 and the general fund budget is \$99,426,000. Overall, the County has 621 authorized positions, 209 of which fall under the BOCC.

The Public Works Division

Public Works is responsible for the traditional functions as well as some

others. It has 86 employees and a budget of approximately \$23 million. It is divided into three departments, each run by an Assistant Director:

- Operations (overseeing Vehicles, Equipment, Roads and Bridges Maintenance, and Solid Waste - contracted).
- Services (overseeing Animal Services, Mosquito Control, Transit - contracted and Facilities and Parks Maintenance).
- Engineering (overseeing Traffic Engineering, Storm Water Maintenance, Building Design and Construction, Road Design and Construction and Surveying - primarily by contract).

The Division is currently working towards accreditation through the American Public Works Association (APWA) and hopes to achieve the goal in Fall 2015. The Division culture is one of continuous improvement and constant self-evaluation. Its goal is to provide the highest standard of services in the most efficient manner including outsourcing and privatizing services.

The Engineering Department is responsible for planning, designing, and constructing transportation and storm water systems which support economic and community development. Specifically, it provides planning, implementation, and administration of the Five-Year Road Program. It oversees roadway construction projects, pavement markings, pedestrian and bicycle paths, storm water basin studies in County rights-of-way, processing of utility and driveway permits, road closings and all administrative aspects of contract management. Additionally, the department coordinates railroad crossing maintenance activities. Finally, it serves as a resource, supplying technical and professional engineering input regarding transportation planning, geometric design, drainage, and infrastructure for proposed residential and commercial development to the other departments within the Division, to other County Divisions and to the Board of County Commissioners.

Overall the Assistant Director for Engineering (AKA – County Engineer) oversees five positions which are: an engineer specializing in watershed/water resources efforts, a GIS professional, two quality control/quality assurance coordinators and an administrative professional.

Sumter County has many large and complex projects under construction and in design. These projects include major road widenings, the implementation phase of a watershed management study and several vertical construction projects. The roadway efforts encompass utility relocations, coordination with landowners as well as the FDOT and Florida's Turnpike. New building efforts include fire stations, library remodeling, and maintenance/records storage buildings. Each comes with a unique set of regulatory and environmental challenges.

The Ideal Candidate

The County is seeking a motivated self-starter who thinks strategically and plans ahead. The individual will be able to work within an established framework of policies but also be able to step outside the box when warranted. The successful candidate will be professional but not distant, a people person who is comfortable working with the common man, with contractors and with retired corporate executives. Outstanding communications skills – oral, written and listening – will be essential.

The ideal candidate will set high standards while working shoulder to shoulder with staff to achieve the goals of the BOCC. This job is not for someone who wants to sit behind a desk and direct traffic. Accountability will be important to the individual personally, for staff members and for contractors. As much of the Engineering Department's work is done through contractors, the next APWD will be very comfortable working with consultants and ensuring they produce a high quality product on time and within budget. The selected candidate will not be afraid of holding their feet to the fire. Internally, the ideal candidate will create a positive working environment and serve as a mentor who works diligently to help staff members reach their full potential.

The selected candidate will be comfortable accepting constructive criticism realizing it will lead to personal development. The individual will also be customer service oriented realizing the customer is not always right but does deserve a good explanation for why something cannot be done. Further, the selected candidate will not stop at "no" but will seek alternative, workable means to achieve the customer's goal.

The ideal candidate will have five (5) years of relevant experience including five (5) years of supervisory experience. The Assistant Public Works Director will have a Bachelor degree in Civil Engineering, Construction Management, or a related field and will either be a Registered Professional Engineer in Florida or be able to obtain that certification within 12 months. Architectural experience is a plus. The individual will have a Local Agency Program (LAP) Certification from the Florida Department of Transportation or be able to obtain one within 6 months.

As the person is expected to spend a great deal of time in the field, he/she will also need to be able to obtain and maintain a Florida driver license and a clean driving record upon starting work.

Compensation

The salary range is \$74,513 to \$118,479. Actual salary will depend on qualifications above the minimum



qualifications, it is anticipated the individual will start somewhere below the midpoint. Benefits are excellent and the position is in the senior management classification of the Florida Retirement System. The County does not pay relocation costs.

Residency

Residency within the County boundaries is preferred but not required.

Confidentiality

Under Florida's public records act, once an application is submitted it is deemed a public record.

How to Apply

E-mail your resume to Recruit43@cb-asso.com by December 19, 2014. Submissions by regular mail or facsimile will not be considered. Questions should be directed to Rick Conner at (941) 896-7001 or Colin Baenziger of Colin Baenziger & Associates at (561) 707-3537.

The Process

Applicants will be screened as resumes are received. Interviews are anticipated to be in early January. The selection of the next Assistant Public Works Director - Engineering will be made shortly thereafter.

Other Important Information

Sumter County is an Equal Opportunity Employer and strongly encourages women and minorities to apply. Under the Florida Public Records Act, all applications are subject to disclosure upon receipt. Veteran's preference will be awarded under applicable Florida law.

COLIN BAENZIGER  ASSOCIATES
EXECUTIVE RECRUITING