



SUN'N LAKE

FLORIDA'S CENTERPIECE COMMUNITY

— POSITION AVAILABLE —

GENERAL MANAGER

Apply by March 10, 2023

Welcome to Sun 'n Lake of Sebring Improvement District! Known as "Florida's Centerpiece Community," the District offers an affordable lifestyle in a picturesque location. With its unmatched amenities and welcoming residents, Sun 'n Lake is the ideal home for families, professionals, and retirees alike.

Located in Highlands County in Central Florida located just north of Sebring, the District is a self-governing community. Created in 1974 as an independent special district, Sun 'n Lake Improvement District's services include security, recreation, community facilities maintenance, street lighting, street repaving and maintenance, sidewalks, landscaping and beautification, drainage improvements, code enforcement and general administration.

Sun 'n Lake is a quiet and an easy place to live. Traffic congestion is non-existent, and the District provides a wide range of amenities and recreational opportunities to its residents. One of the highlights is golf. Residents enjoy two beautiful, recently renovated championship golf



courses, Deer Run and Turtle Run. They have been voted the top golf courses in Highlands County four years in a row. Related amenities include a full driving range, a practice putting green, and a chipping green. Members enjoy unlimited golf and use of the Club's pool and fitness center.

Island View Lakefront Restaurant & Pub offers a place to relax after a day of active fun. Residents can enjoy a meal in the elegant dining room or on the lakeside patio. On occasion, the restaurant hosts events such as family nights and live entertainment.

At the Recreational Complex, children splash in the beautiful lagoon pool and run around the playground. Adults work out at the fitness center and shoot hoops on the basketball court. Families enjoy the sunshine at the picnic area and island pavilion. Even pets get in on the action at the nearby dog park!

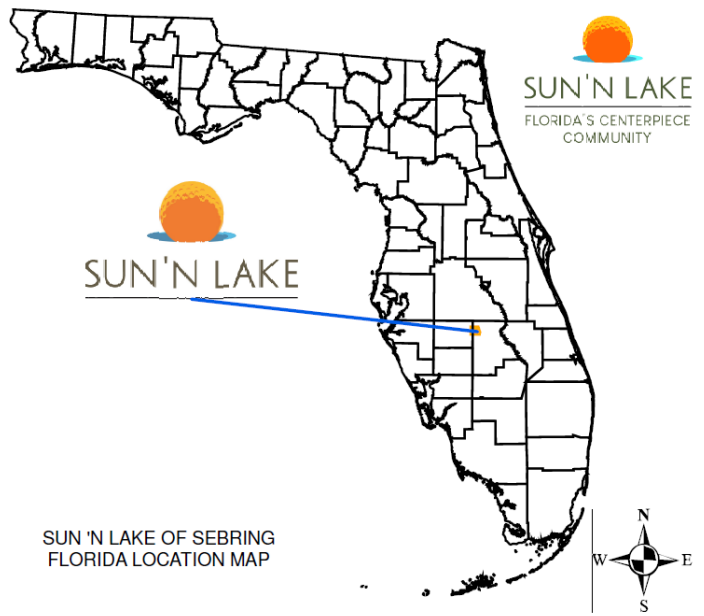
The Sun 'n Lake of Sebring Community Center is a multi-use facility complete with a kitchen, restrooms, a screened patio, a library, and a stage. A variety of activities take place here, including yoga, bridge, crafts, and a book club. There is even a Kid's Club with great activities all year long! Kids Club activities include the Easter Egg Hunt, Independence Day Celebration, Fall Festival, and Holiday Festival.

Sun 'n Lake Racquet Club is home to four tennis courts, 14 pickleball courts, and an eight-court shuffleboard court. Players of all ages and abilities can enjoy a casual game or participate in fun team and tournament events. The facility is fully equipped with seating areas, water coolers, and outdoor lighting.

Outdoor enthusiasts appreciate the District's natural spaces. Lake Glendale is perfect for fishing—bass in particular—and unpowered boats. At Sun 'n Lake Preserve, hikers explore 1,350 acres of forests and wetlands, home to a stunning diversity of flora and fauna.

As if this exciting assortment of activities were not attractive enough, surrounding Highlands County and the area beyond abound with opportunities for exploration, entertainment, recreation, and culture. Beach lovers will appreciate the fact that

Figure I: Location of Sun 'n Lake



it is only 62 miles to the Atlantic Ocean and 72 miles to the Gulf of Mexico.

The County is a paradise of natural beauty. Highlands Hammock State Park situated just eight miles outside of Sun 'n Lake, offers a spectacular taste of Florida's natural diversity. Visitors can catch a glimpse of bobcats, otters, white-tailed deer, alligators, and tortoises. Activities include hiking, biking, camping, horseback riding, birdwatching, and educational tours. After exploring the park, visitors can stop by the Civilian Conservation Corps Museum to learn about the park's history and President Roosevelt's New Deal building programs during the Great Depression.

Home to over 100 lakes, Highland County abounds with opportunities for fishing, boating, and watersports. The area is one of the best locations in South Central Florida for recreational and tournament fishing. Lake Istokpoga, located about 20 miles south of Sun 'n Lake, is a favorite destination for trophy bass fishing. Fishing guides are available to aid first-timers or to help experienced fishermen hone their skills.

Sebring is famous for the Twelve Hours of Sebring, an annual motorsport endurance race at the Sebring International Raceway. In a poll conducted by USA Today, the event was voted North

America's number 1 motorsports event. The Raceway is one of the nation's most active racing facilities, with over 175 individual events each year. It is open year-round, hosting on-track activities such as car clubs, performance driving schools, manufacturer testing, and international races. The Raceway also has a fascinating history. It was built on the site of Hendricks' Field, a United States Army Air Force Base built during World War II. The original surface of its abandoned runways can still be found on sections of the Raceway's track.

Known as "the Value Golf Capital of America," the Sebring area is home to some of the most affordable golf destinations anywhere in the country. Here you will find 17 golf courses within 20 miles of Sun 'n Lake. The Citrus Golf Trail guides golf enthusiasts to five preferred facilities in Sebring, neighboring Avon Park, and nearby Lake Placid. In addition to Sun 'n Lake's two courses, these include Pinecrest Golf Course, Sebring Municipal Golf Course, and River Greens Golf Course.

Residents of Sun 'n Lakes District do not need to travel far to get a taste of the arts. Highlands Lakeside Theatre in downtown Sebring features a cast of talented local volunteers in a range of performances for the whole family. In Avon Park, students at South Florida State College's Performing Arts program present over 30 high quality, affordable performances each year at The Alan Jay Wildstein Center for the Performing Arts.

Connoisseurs of the visual arts will not want to miss the Museum of Florida Art and Culture, also located at South Florida State College. This museum showcases Florida's rich natural and cultural history, as well as contemporary art. Nearby, the Highlands Art League and Museum of the Arts proudly displays the works of local and regional artists and offers a variety of art classes for all ages. Highlands Art League also hosts an annual art festival as well as a wine, beer, and culinary tasting gala.

For more relaxed family fun, check out the fizziest festival in Florida, the annual Sebring Soda Festival. Here, locals sample over 200 craft sodas and enjoy live music and festive food. The three-day event begins with Fizzy Family Fun Night on Friday

where families enjoy an outdoor movie, soda-themed events and games, and miniature soda samples. You will also find numerous local car shows as well as classic car clubs. Some of the more interesting nearby attractions are Flywheeler shows where antique internal combustion engines, steam engines, antique tractors and autos and other labor saving devices from the by-gone years are displayed.

While dining and nightlife is limited in Sun 'n Lake, its central location provides access to virtually all that Florida has to offer. Orlando, Tampa, Vero Beach, and Fort Myers are all located within just 100 miles. Orlando hosts Walt Disney World, SeaWorld Orlando, and Universal Studios. A bit closer is LEGOLAND in Winter Haven. Sports fans can watch the Orlando Magic shoot hoops or cheer for Orlando City SC, a Major League Soccer team. Vero Beach and Fort Myers offer a wealth of amazing beaches, historical sites, and shopping destinations. A day trip to Tampa satisfies every taste. Animal lovers adore the Florida Aquarium and ZooTampa, while Busch Gardens and Adventure Island water park satisfy thrill seekers. Sports fans can pick their favorite of three professional teams to watch, namely the Tampa Bay Rays (MLB), the Tampa Bay Buccaneers (NFL), and the Tampa Bay Lightning (NHL). South Florida, about three hours southeast, offers Miami and Fort Lauderdale and all their amenities.

For more distant travel, Sun 'n Lake District is located within 150 miles of 10 international airports with commercial air service. The closest option is Punta Gorda Airport, which offers seasonal and year-round nationwide flights on Allegiant Air. A little farther away, Orlando International Airport has a wider range of carriers to destinations worldwide. For those with their own planes, they can park them at and fly out of Sebring Regional Airport. Alternatively, travelers can step aboard a cruise liner at one of four cruise terminals within 150 miles of Sun 'n Lakes. Port Canaveral, located 82 miles from the District, was voted the Best US Cruise Homeport in the United States for the third consecutive year in 2022, and is the second busiest cruise port in the world, behind Miami.



Residents of Sun 'n Lake District enjoy many of the amenities of a big city without the high prices. The cost of living in Highlands County is about 15% lower than the Florida average. In fact, the County was rated the #2 Best Place to Own a Home in Florida in a study conducted by SmartAsset. The median sold home price is a bit under \$300,000, or about \$100,000 less than the national median price. Don't wait too long to purchase, though, as listing prices are trending upward 17% year-over-year, although they have slowed somewhat with the higher interested. Single-family detached homes are the most popular housing option in Sebring, but affordable condominiums, townhomes, and multi-family homes are also available. Notably, crime here is very low, in large part because the provides 24-hour patrols by unarmed security guards.

Sebring's educational offerings for children include several above average public and private schools. Highlands County School District operates nine elementary schools, four middle schools, three high schools, and a Kindergarten Learning Center. Advanced classes are available at all grade levels. Sebring High School offers the International Baccalaureate (IB) program, dual enrollment, and Advanced Placement (AP) coursework. High school students also have the opportunity to attend the Highlands Career Institute on the campus of South Florida State College. These students spend half their day in classes taught by high school instructors and the other half in college level courses alongside college students.

Opportunities for higher education are many. 56 colleges are located within 100 miles of Sun 'n Lake. The closest option is South Florida

State College, located just eight miles north in Avon Park. The largest nearby college is the University of Central Florida in Orlando, which was ranked as 20th in the 2022 “Most Innovative Universities in the Nation” by U.S. News & World Report. The Florida Institute of Technology in Melbourne is ranked the fifth best college in Florida by CollegeSimply.

The residents of Sun ‘n Lake District and the City of Sebring are friendly and hard-working. Neighbors know each other and enjoy spending time together. The tight-knit community is what gives this place its hometown vibe. And yet, visitors and newcomers can count on a warm welcome.

In short, residents of Sun ‘n Lake District want for nothing. Don’t miss this opportunity to experience small town living within arm’s reach of the destinations of your dreams. If you are seeking a new challenge in the ideal location, Sun ‘n Lake of Sebring Improvement District is the place for you. We look forward to receiving your application!

HISTORY OF THE AREA

In 1912, George E. Sebring had a vision for a new city in Central Florida, designed in a circular plan (meaning it had a downtown hub and streets and services radiating from that hub), nicknamed “The City on the Circle”.

By 1920, Sebring had a bustling economy and its population had increased fourfold. The Florida Real Estate Boom collapsed in the late 1920s and the Great Depression soon took hold. The area’s recovery began when President Roosevelt created the Civilian Conservation Corps (CCC) as part of the New Deal in 1933. One of its projects was building trails, pavilions, and infrastructure for the new Highlands Hammock Park. It became Florida’s first state park in 1935.

During World War II, Hendricks Field served as a training base for pilots of 1 B-17 Flying Fortresses and B-24 Liberators and that brought new life to the economy. Hendricks field was later converted into Sebring International Raceway, which became a

popular tourist destination. Tourism and agriculture supported steady economic growth for decades after the war.

SUN ‘N LAKE IMPROVEMENT DISTRICT HISTORY

In 1974, a Highlands County ordinance created the Sun ‘n Lake of Sebring Improvement District to develop a community and provide services to its residents. Originally it contained 19,213 residential and commercial lots. However, due to replating, vacated sites, and land set aside for conservation, the number of lots has been reduced to 12,391. Of these, approximately 3,600 have been developed for residential use and a number more as commercial properties, including a hotel, a state-of-the-art hospital, and a 55+ manufactured housing community with approximately 1,000 home sites and an RV park.

Sun ‘n Lakes is now home to over 10,000 residents, and with almost 8,000 lots to be developed, is expected to grow to 30,000 at build out.

GEOGRAPHY

Sun ‘n Lake Improvement District is located in the center of peninsular Florida. See Chart I. It is just northwest of the City of Sebring, the county seat for Highlands County. Covering 12 square miles, the District’s average elevation is 112 feet above sea level.

Sitting at the southern end of the Lake Wales Ridge, the District has several small lakes within its boundaries, including Hog Lake. Nearby Lake Jackson dominates the area’s geography, covering 9,212 acres.

Sun ‘n Lake lies about 60 miles south of Orlando, 90 miles southeast of Tampa, and 175 miles northeast of Miami.

CLIMATE

Sun ‘n Lake District has a humid subtropical climate. Its summers are long, hot, and very humid, with average highs of 92° F and lows of 72° F in July. That said, temperatures rarely exceed 95° F.

Table I: Sun 'n Lake Demographics

Distribution by Race		Distribution by Age	
White	75.2%	0 to 14	10.9%
Black	11.2%	15 to 24	13.8%
Asian	2.9%	25 to 44	14.4%
Other	2.0%	45 to 64	29.1%
Two or More Races	8.7%	65 to 84	26.7%
Total	100%	Over 85	5.1%
Hispanic Ethnicity	15.2%	Estimated Population: 10,729	

Educational Achievement (Over Age 25)	
High School or Higher	95.5%
Bachelor's Degree or Higher	35.5%

Other Statistics	
Median Age–Sun 'n Lake	46.8
Median Age–U.S.	38.4
Median Household Income–Sun 'n Lake	\$74,539
Median Household Income–U.S.	\$69,021
Poverty Rate	7.7%

Source: U.S. Census Bureau

Winters here are mild and pleasant, with average highs of 73° F and lows of 47° F. Snow is extremely rare as temperatures almost never drop below freezing.

Rain is common from June through September, averaging about 51 inches per year. The national average is 38 inches. Winters are much dryer. Though hurricanes pass through the area occasionally, Sun 'n Lake's inland location protects it from significant impacts.

DEMOGRAPHICS

Sun 'n Lake originally was known as a retirement community. Now, however, while a fairly large population of residents are

between 65 to 84 years old, the District has a significant and growing population of families and younger adults. See Table I for more details.

COMMERCE

The local economy around the District is thriving, thanks to its strategic location amid three interstates, multiple commercial airports, an intermodal logistics center, and several deep-water ports. In fact, Nerd Wallet recently named the City of Sebring the fifth best place to start a business in Florida. A combination of agriculture, manufacturing, healthcare, aviation, sports, and tourism makes up the community's commercial base. Well-known businesses in the area include Costa Farms, Sebring International Raceway, Lockwood Aviation, and Advanced Drainage Systems.

Agriculturally, Highlands County is home to some of the highest and driest land in Florida and offers ideal growing conditions. As a result, it consistently ranks in the top five of citrus producing counties in the state. It is also one of the top cattle producers.

Sebring Airport and Industrial Park is home to a variety of aviation and manufacturing companies. Its aviation companies include Paradise Aircraft, Tecnam, Lockwood Aviation, and Flight Logistics Group. The manufacturing companies of GulfCoast Supply, TurfCare Supply, Genpack, and CitraPac also prosper here.

Table II on page 7, lists Highlands County's ten principal employers as of 2021.

SUN 'N LAKE OF SEBRING IMPROVEMENT DISTRICT

Sun 'n Lake District is an independent special improvement district. As such, it has its own elected governing board and is an independent special-purpose unit of government. Created in 1974, its purpose was to provide specific infrastructure and services for future residents. These included the construction and maintenance of roads, drainage, potable water, sewage, security, parks, recreation, and the necessary supporting administrative

Table II: Principal Employers, Highlands County, FL

Employer	Industry	Employees
Advent Health (formerly Florida Hospital)	Healthcare	1,639
Highlands County School Board	Education	1,599
Walmart	Retail	935
Publix	Retail	522
South Florida State College	Education	421
Alan Jay Automotive	Automotive	400
Avon Park Correctional Institute	State Agency	391
Costa Farms	Horticulture	388
Highlands County Board of County Commissioners	Government	381
Highlands County Sherriff's Office	Government	371

Source: Highlands County, FL 2021 CAFR

Table III: Table of Assessments – Sun ‘n Lake

Properties	Assessment
Unimproved Vacant Lot	\$146.00
Unimproved Vacant Lot on Road/Drainage	\$364.00
Unimproved Acreage (3.5 times the vacant lot rate)	\$511.00
Residential Properties (single family, condos, etc.)	\$728.00
Lots on a golf course pay an additional	\$73.00
Commerical Properties—Varies according to Use	Range: \$320 to \$133
Tanglewood Special Purpose User Rate per acre	\$851.00

Source: Sun ‘n Lake FY 2022-2023 Budget

functions. The primary difference between it and a city, is Sun ‘n Lake does not have police powers. As a result, it does not perform the planning and zoning function, and its security personnel cannot make arrests or detain suspects.

Special districts also differ from cities in that they receive their funding from standard assessments levied on properties and not from ad valorem taxes. See Table III for a Table of Assessments in Sun ‘n Lake.

The District is not eligible to receive state revenue sharing and sales tax funding.

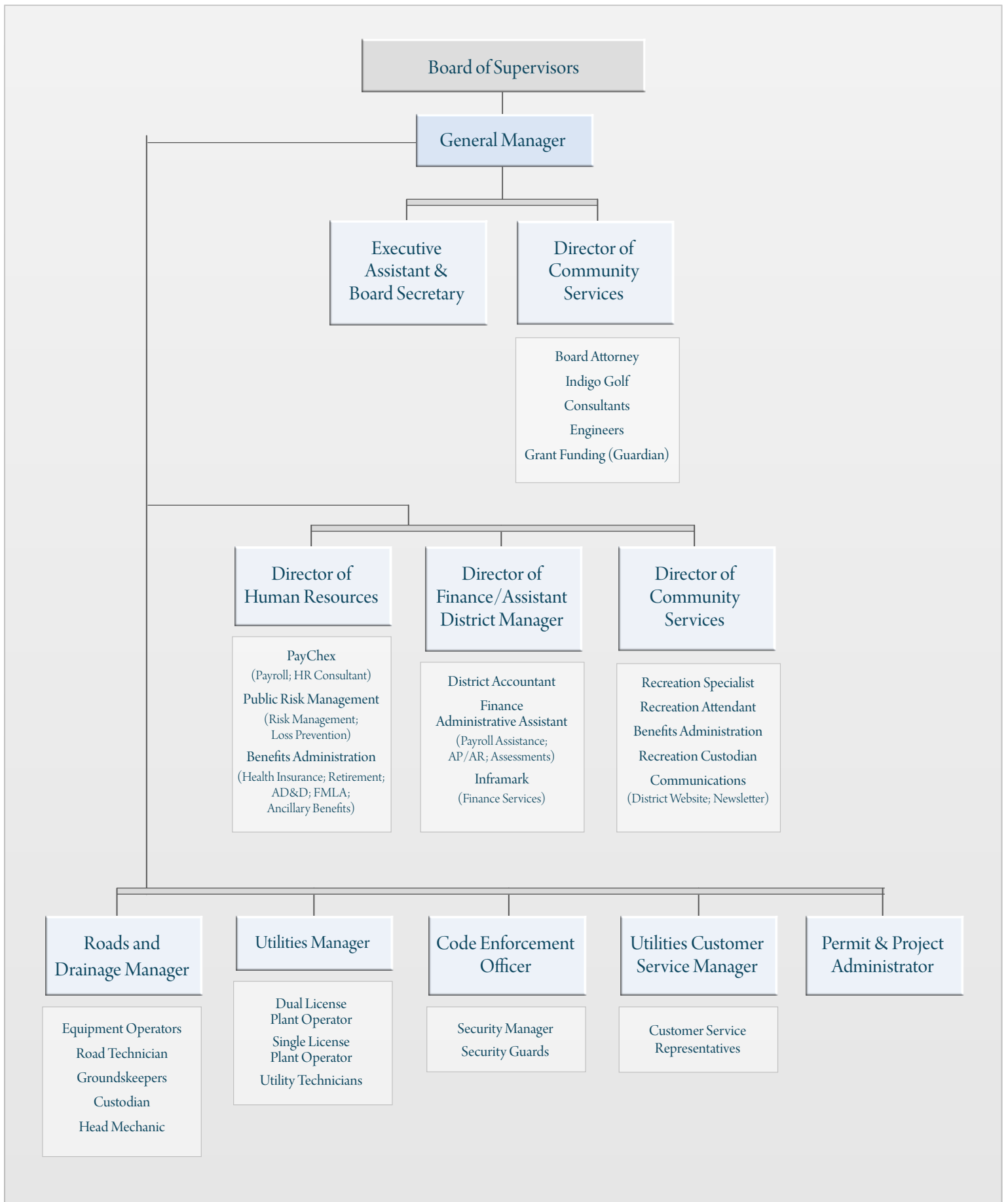
The District is governed by a five-member Board of Supervisors. They serve staggered four year terms and are not term limited. Currently, three are popularly elected and two are selected by a vote of the landowners. If all goes according to plan, the two landowner seats will become popularly elected in the next election in November 2024. Future elections will then coincide with national elections. The current Board Members have served for seven, six, three, two and one years. They all have the best interests of the District at heart and work well together. They have a great deal of respect for the District’s staff.

The Board appoints a General Manager to oversee the District’s day-to-day operations and an attorney to oversee their legal matters. The General Manager oversees six primary functions that are divided among eight departments. These functions include Community Services, Utilities, Facilities, Security, Human Resources, and Finance.

- Community Services provides residents with a variety of recreational activities

using the following facilities: a fitness center, a pool, a playground, and basketball and tennis courts. Residents have the option to obtain an annual membership in Sun ‘n Lake Golf Club, which entitles them to unlimited golf on two championship courses for \$5,500 annually. The Island View Restaurant & Pub is located at the golf courses and serves the players but more importantly the community as a whole. The District contracts with Indigo Management to operate both the golf courses and the restaurant.

SUN 'N LAKE OF SEBRING IMPROVEMENT DISTRICT-ORGANIZATIONAL CHART



- Code Enforcement which is responsible for ensuring residents and businesses maintain the properties to the community's high standards. The result is residents have an assurance that their property values are protected.

- Utilities provides water and sewer services to all commercial properties as well as the majority of residential properties. All told, it has about 4,000 meters (which will be replaced with sealed meters), a water treatment facility and two wastewater treatment plants as well as the water distribution and the wastewater collection systems. The plants are maintained and monitored by in-house staff 24 hours a day, 7 days a week.

- Facilities is responsible for the maintenance, repair, and improvement of the District's public buildings, roads (approximately 73 miles), drainage ditches, all rights-of-way, landscaping, irrigated areas and wetlands.

- Security is responsible for the safety of Sun 'n Lake's residents and the security of District property and the security of District property. It provides regularly 24 hour a day patrols of the District with unarmed guards. All matters requiring an arrest or detention are reported to the Highlands County Sheriff's Office and deputies are dispatched. The result is a very low crime rate.

- Administration (including Finance and Human Resources) supports the preceding operating functions.

Sun 'n Lake District is financially sound. In 2021, it had a total budget of \$13,161,752. Of that, the General Fund composed \$3,917,700, the Golf Fund \$4,290,452, the Utility Fund \$2,003,600), and the Capital Projects Fund \$2,950,000. Overall, the District has 70 employees.

THE CHALLENGES AND OPPORTUNITIES

Sun 'n Lake, like any every other local government, is facing a number of challenges, and the next General Manager will be very busy. The good news is plans are underway to address most of these challenges.

First and foremost, funding is very tight. Previous boards kept assessments and fees low, and as a result, the some of the District's infrastructure has suffered. The current Board has recognized the need to increase assessments and begun to do so. Last year assessments increased by five percent and will continue to be increased by five percent each year for the next four years. Further, between 500 and 600 homes are expected to be built in the next 12 to 24 months and their assessments will increase from \$146/year (for vacant lots) to over \$700 (for occupied properties). With current inflation, the question is, will that be enough.

Second, while the roads and buildings are considered to be in good condition and the golf courses were renovated last year, the utilities and drainage systems are not. The former is 50 years old, and one of the wastewater plants needs to be enlarged or replaced, while the other plant needs to be at least renovated. The cost is expected to be \$12 million and will be financed with grants and loans. The drainage system simply needs to be updated. Many of its culverts need to be replaced or enlarged and its drainage ditches need to be cleared of vegetation and reconstructed. Last fall, Hurricane Ian saturated the ground, and six weeks later Hurricane Nicole dropped another 21 inches of rain on the District. As a result, the system was overwhelmed. A stormwater master plan is underway and is expected to cost about six million dollars to implement. The next General Manager will play a key role in both of these projects.

Third, the operations of the golf course and associated restaurant need to be reviewed. It is felt the golf course is at or very near breakeven while the restaurant is losing money. Historically, monies have been transferred from the Utility Fund to offset the deficits. The Board is committed to ending these subsidies.

Fourth, the organizational structure will need to be reviewed and a succession plan developed. Some thought has been given to the possibility of an Operations Manager or Assistant General Manager, for example. The next General Manager will need to make recommendations.



Finally, like many other employers, the District is struggling to find staff. While the benefits are excellent, salaries are comparatively low, even considering the area's relatively low cost of living.

THE IDEAL CANDIDATE

The District is looking for an outstanding leader and a manager with a demonstrated track record of accomplishment – someone who works well with people and will represent the District well. The next General Manager (GM) will be ethical, honest, outgoing, friendly, approachable, and upbeat. He/she will be someone people enjoy being around and respect as a leader. The individual will be a strategic thinker with a keen analytical mind – always looking for ways for the District to operate more efficiently and better serve its residents. He/she will grasp and resolve problems quickly.

The ideal candidate will quickly establish credibility and work as a partner and trusted advisor to the District Board. He/she will believe strongly in transparency, and will work diligently to keep

the Board, public, and staff fully informed. The individual will be strong and comfortable telling the Board and the public what they need to hear, not what they want to hear. Undoubtedly, there will be many challenges in the next few years and the news will not always be good.

The individual will have excellent communication skills and the ability to work effectively with people from all walks of life. He/she will realize the most important aspects of communication are often patience and listening – truly hearing what others have to say and making everyone feel their views and problems are understood. The best candidate will have a sympathetic ear and understand that when someone approaches with a problem, it may well be the most important thing in their life at that moment. Hence, the next GM will

listen carefully and try to find ways to assist. He/she will be able to assess personalities and react accordingly.

The best candidate will be a team builder who encourages involvement and consensus. The ability to build bridges, understand concerns, and then to address them in a meaningful way will be critical. That said, the next GM will be decisive when appropriate or necessary, and not let situations linger.

The General Manager will be positive, have a strong backbone, and realize that the life of a local government manager is not always smooth. He/she will understand that questioning and criticism (often unfair) come with the job. In response, the individual will be calm, patient, confident in his/her abilities, resilient and not let negative comments bother them personally. In other words, he/she will have a thick skin. The ideal candidate will also have a good sense of humor and know how to use it to diffuse tense situations.

The individual will place a great deal of importance on resident service and lead by example. While he/she will realize you

cannot make everyone happy all the time and that the customer is not always right, the individual will stress that residents deserve an honest effort made to address their concerns. When a solution to their problem cannot be found, an explanation of why will be given. At the same time, the GM will provide a realistic answer and not overpromise in terms of what can be done or when. He/she will be able to say no without upsetting residents.

The General Manager will be forward thinking, plan ahead, and be organized. He/she will be able to anticipate the future and position the District to take advantage of opportunities while avoiding pitfalls. The ideal candidate will not be a caretaker but rather someone who is always striving for improvement. The individual will encourage creativity and reasonable risk taking while realizing that not every seemingly great idea will succeed. He/she will be a strong mentor in addition to being a strong manager. The District's staff is very strong overall. That means the GM will set priorities, make assignments, provide resources and then allow the staff to do their jobs without micromanaging. At the same time, he/she will expect to be kept informed and be ready to jump in to assist when necessary. The District has a small staff, after all, and the GM should expect to be a working supervisor.

The next GM will have strong skills in management, and particularly in finance (including budgeting) and public works / infrastructure and capital projects. Experience in disaster management is a plus. The best candidate will have 10 years' experience in local government and ideally some with special districts. He/she will have at least a bachelor's degree in business or public administration, engineering or a field related to the work carried out by the District. Knowledge of the Sunshine and Public Records Acts will be a plus.

Finally, the best candidate will be someone who recognizes what a wonderful opportunity being the General Manager of Sun 'n Lake is and plan to stay at least five years.

COMPENSATION

The salary range is \$95,000 to \$135,000 (our recommendation), and the salary will depend on qualifications and experience. In other words, for the right person, Board will pay at or near the top of the range. Benefits are excellent and include a paid family membership to all the amenities at Sun 'n Lake including, among others, golf, racquet club, and pool. The General Manager will be part of the Florida Public Employees Retirement System for Senior Management, unless he/she chooses to opt out.

THE MOST RECENT GENERAL MANAGER

The most recent General Manager left of his own accord after a year. It is felt he underestimated the job. It is not rocket science, but it is complex, and it is demanding. This job is not one for those who are considering retirement.

RESIDENCY

Residency in the District is not required. That said, the General Manager needs to live close enough to respond to any emergencies that might occur. Given all Sun 'n Lake's positives, though, it is hard to imagine why the GM would want to live anywhere else!

HOW TO APPLY

E-mail your cover letter and resume to Recruit43@cb-asso.com by March 10th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537 or Stephen Sorrell at (513) 317-0678.

INTERNAL CANDIDATES

We do not anticipate any internal candidates with the necessary qualifications.

CONFIDENTIALITY

Under Florida law, all applications are a public record once submitted. As a practical matter, we would be very surprised if this recruitment received any media coverage.

THE PROCESS

Applications will be screened as they arrive. Finalists will be selected on April 24th. A reception and interviews will be held on May 11th and 12th. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

Sun 'n Lake of Sebring Improvement District is an Equal Opportunity Employer and strongly encourages women, minorities, and veterans to apply.

Additional Information

For additional information about Sun 'n Lake District and the City of Sebring, visit:

www.snldistrict.org

visitsunnlake.com

www.mysebring.com

www.sebring.org

downtownsebring.org

visitsebring.com

