



Photo credit: Scott Baker



Photo credit: City of Sunny Isles Beach



— POSITION AVAILABLE —

Police Chief | Apply by September 24, 2021

Sunny Isles Beach, Florida

Sunny Isles Beach is located on a barrier island in the northeast corner of Miami-Dade County. It is bordered by the Atlantic Ocean on the east and the Intracoastal Waterway on the west and it is approximately halfway between Miami (to the south) and Fort Lauderdale (to the north). Although perhaps not as well-known as some of its neighbors, the city is a world-class destination and a highly sought after place to live, work, play, and raise a family. It is known as a high-end, walkable community and for its friendly, family-oriented, neighborly feel as well as its highly rated school, its parks, and of course, the beach. It is truly a gem and residents are proud of where they live and the city services they receive. Unlike many communities, they respect and hold their police department in high regard. In short, it is the ideal place to be the police chief.

Sunny Isles Beach is a haven for young families and retirees. It is approximately 2.5 miles long and a half-mile wide and has an urban feel. Collins Avenue (a.k.a., State Road A1A) is a major north-south artery in Miami-Dade County and divides the city into two sections. The east side of Collins (approximately 25% of the city's land area) is primarily a series of high-rise condominiums ranging from 2 to 56 stories and the beach. To the west of Collins Avenue are single-family homes, apartments and condominiums. Numerous commercial establishments lie along the west side of Collins Avenue as well. They provide a variety of goods and services, so residents rarely need to leave the community. That said, Sunny Isles Beach is centrally located and surrounded by a plethora of shopping, dining, entertainment, and recreational venues.

Located in the city, among others, are Heritage Park (4 acres of park and play space including two playgrounds, Memorial Wall and fountains, water play area, stage, dog park, and a large open lawn), Gateway Park and Center (a five acre park featuring a performing arts stage, butterfly garden, a play area including an interactive water feature, and a community gathering space), Samson Oceanfront Park (the City's beachfront park centrally located with a playground, pavilion, boardwalk, and a volleyball court on the beach), and Pier Park (which contains the Newport Fishing Pier and an access point to the beach). Just outside the city's boundaries lie Oleta River State Park (providing a variety of recreational opportunities including kayaking, mountain biking, camping in air-conditioned cabins, swimming, fishing, trail walking and picnicking) and Haulover Park (offering opportunities for biking, fishing, and skateboarding as well as a picnic shelter, wheelchair accessible beach, boat ramps, and a marina with a dock, wet slips and fuel pumps). National attractions include the Everglades National Park (90 minutes to

the west) and the Florida Keys (two hours to the south).

If there is something you need and cannot find it in Sunny Isles Beach, travel 10 minutes west to the Aventura Mall (the third largest shopping center in the United States with 3,000,000 square feet and 300 retailers and restaurants) or 12 minutes south to the Bal Harbour shops (a luxury shopping mall where one can have the ultimate shopping experience involving famous designer stores such as Dolce & Gabbana, Alexander McQueen, Chanel, Salvatore Ferragamo, Roberto Cavalli, Oscar de la Renta, Yves Saint Laurent, Versace, Tiffany and Co., and De Beers). 40 minutes to the northwest lies Sawgrass Mills, largest outlet mall in the United States.

Culturally, many opportunities are just a short drive away. To the north, Fort Lauderdale offers the Broward Center for the Performing Arts, Fort Lauderdale Science Museum, the International Fishing Hall of Fame, and Gulfstream Park with its horse racing and casino. To the south are numerous other venues in Miami including the Adrienne Arsht Center for the Performing Arts, the second largest performing arts center in the United States (after the Lincoln Center in New York). Numerous museums call Miami home including, among others, the Frost Science Museum, Perez Art Museum, Miami Children's Museum and Vizcaya Museum and Gardens. Miami also hosts the world's largest art exhibition, dubbed the "Olympics of Art," Art Basel Miami (held annually in December and attracts thousands of visitors from around the world). Another popular event is the Miami Book Fair, which draws hundreds of thousands of book lovers to downtown Miami for eight days each November.

If you like professional sports, the Miami Marlins (MLB), Miami Dolphins (NFL), Miami Heat (NBA),

Florida Panthers (NHL), Inter Miami CF (MLS) and the teams of the University of Miami all offer first class events. If you prefer active recreation and are a golfer, the available venues are too numerous to count. The traveler will find Miami International and Fort Lauderdale International Airports are both 30 minutes away. When cruising returns on a large scale, the Port of Miami and Port Everglades (in Fort Lauderdale) are ranked as the first and third busiest cruise ports in the world based on passenger volumes. The second busiest is Port Canaveral (home to Disney cruises among others), which lies three hours north.

What makes Sunny Isles Beach special is its people. Many were born elsewhere meaning it is a very cosmopolitan community, a community that residents are proud of and passionate about protecting. It is the place they have chosen to live. They are warm and friendly as well as successful and well grounded. It is a safe community with little crime. In fact, it is 31% below the national average for total crime and rated as A- on AreaVibes. Local schools are excellent and there are several universities nearby. These include Florida International, Nova Southeastern, Barry, Florida Atlantic and the aforementioned University of Miami. Homes in Sunny Isles Beach tend to be expensive (Realtor.com reports the median home sells for a little under \$700,000, although you can find one-bedroom condominiums for as little as \$200,000). Many condominiums and homes are significantly higher and range into the multiple millions. Nearby but outside the City, housing to suit every budget is readily available.

All in all, Sunny Isles Beach is a wonderful community. It just needs a sharp, creative, innovative, friendly, and community-oriented Police Chief to succeed its retiring Chief. So, if you fit that description, please dust off your resume and send it as indicated at the end of this brochure.

HISTORY

Once considered a sleepy hamlet a bit north of Miami Beach, Sunny Isles Beach is now a force in its own right. Its modern history began in 1920, when a private investor from Rochester, NY, Harvey B. Graves, purchased a 2.26- square mile tract of land for development of a tourist resort. He named it Sunny Isles—The Venice of America. Five years later, the completion of the Haulover Bridge made the area readily accessible from Miami Beach and visiting Mr. Graves' Sunny Isles Bath House became a popular excursion. In 1936, the Sunny Isles Fishing Pier was built and quickly became a destination for tourists and fishermen.

In 1947, the Golden Strand, the first four-story hotel opened on the beach in this area and served for many years as a majestic enclave for the rich and famous. The Ocean Palm, the first two- story motel in the US, was built in 1949. More than 60 other motels sprang up along Collins Avenue during the 1950s and 1960s, and the area became known as "Motel Row."

The area's popular oceanfront community gained many new residents (year-round and seasonal) as condominium communities began to be built in the 1960s and 1970s.

Seeking to better control their destiny and improve the level of governmental services provided, the community voted to incorporate as the City of Sunny Isles Beach effective June 16, 1997. A renaissance soon followed, and Sunny Isles Beach became a highly desirable, oceanfront community. Luxury condominiums and hotels replaced the older mom and pop motels, and the City added parks, built a state-of-the-art city hall, and made significant improvements to the drainage. At the same time, the City has become extremely strong financially.



Photo credit: City of Sunny Isles Beach



Photo credit: Ilya Taran

Over the years, Sunny Isles Beach has transformed itself from ‘motel row’ to a family-oriented community composed of single-family homes and high-rise condominiums with a worldwide reputation and a much younger overall population. In 2008, the Norman S. Edelcup SIB K-8 School was built as well as the City’s first community center, Pelican Community Park. These brought in new families with young children to take advantage of the many services the city offered to youth. Most recently, the City opened Gateway Center, a new state-of-the-art recreation and rental facility designed for adult and senior programming, along with special events. The City now boasts 11 parks, with at least one within walking distance of every resident.

DEMOGRAPHICS

See Table 1 for Sunny Isles Beach Demographics.

CLIMATE

Like the rest of South Florida, Sunny Isles Beach has a sub-tropical climate with rainy, hot, humid summers and dry, mild winters. The average low temperature varies from 59°F in January to 76°F in August, while the high temperature varies from 76°F in the winter to 91°F in the summer. The City averages 64 inches of rain annually. The US average is 38 inches of rain per year. June is the wettest month with an

Table 1: Sunny Isles Beach Demographics

Distribution by Race		Distribution by Age	
White	91.1%	0 to 15	12.1%
Black	2.9%	15 to 25	6.6%
Asian	2.5%	25 to 45	26.0%
Additional Races	3.5%	45 to 65	31.2%
Total	100%	65 to 85	20.2%
Hispanic Ethnicity (all races)	46.0%	85 +	3.9%
Estimated Population: 23,869			

Educational Achievement (Over Age 25)	
High School or Higher	94.1%
Bachelor's Degree or Higher	45.5%

Other Statistics	
Median Age—Sunny Isles Beach	49.2
Median Age—U.S.	37.8
Median Household Income Sunny Isles Beach	\$55,350
Median Household Income—U.S.	\$61,937
Poverty Rate	11.7%

Source: U.S. Census Bureau

average of 9.5 inches of rain, and the driest month is January with 2.4 inches.

Hurricane season officially runs from June 1 through November 30, and tropical storms occur from time to time. That said, significant storms are relatively rare. Only four major storms have struck the area since 1990 (Andrew in 1992, and Katrina and Wilma in 2005, and Irma in 2017). Further, if you are more than 50 miles from the hurricane's center, it will probably not have a significant impact.

GEOGRAPHY

Sunny Isles Beach lies in Miami-Dade County in southeastern Florida. See Figure 1. The city is located on a barrier island and is 2.5 miles long and half a mile wide. In total, the City covers a total area of 1.78 square miles. The Atlantic Ocean lies to the east and the Intracoastal Waterway to the west. The city lies approximately 200 miles from Tampa and Saint Petersburg to the northwest, 200 miles to Orlando also to the northwest and 320 miles to Jacksonville to the north. In terms of elevation, City is an average of 3 feet above sea level.

COMMERCE

As noted, Sunny Isles Beach has transformed itself from a sleepy town into a high-end residential community. The primary commercial business is tourism with a variety of resorts from five star/five

Figure 1: Location of the City of Sunny Isle Beach, FL

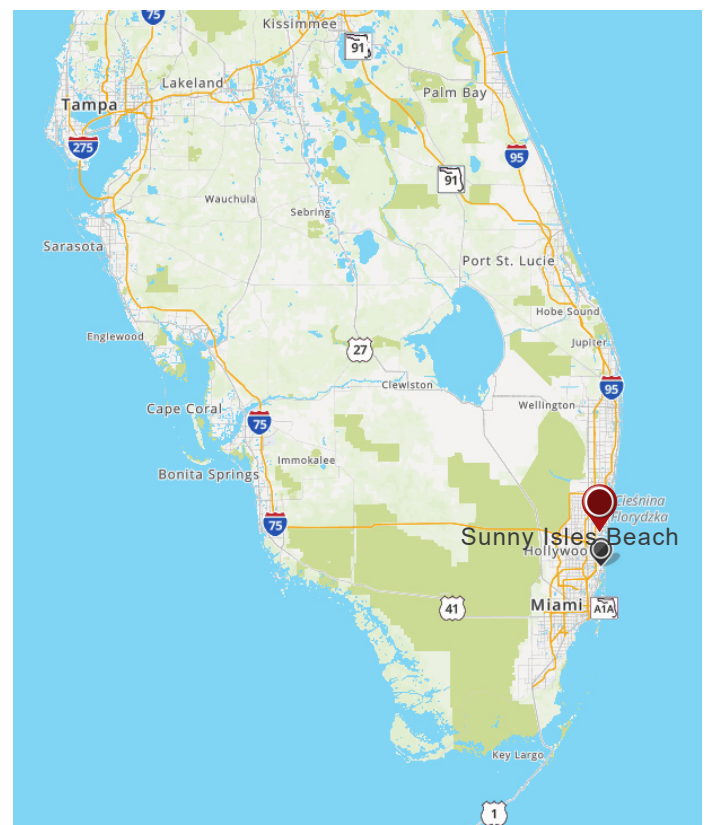


Table 2: Principal Employers, Sunny Isles Beach, FL

Employer	Industry	Employees
Trump International Beach Resort	Hospitality	325
Acqualina Management, LLC	Management Services	273
City of Sunny Isles Beach	Government	270
Newport Beachside Hotel & Resort	Hospitality	225
Publix Supermarket	Retail	163
Marenas Resort	Hospitality	130
Ritz Residences	Management Services	115
Beach Front Residences, LLC	Management Services	99
Double Tree / Ocean Point Beach Club	Hospitality	99
Il Mulino New York	Restaurant	90

Source: Sunny Isles Beach, FL FY 2021-2022 Budget

diamond to budget friendly. Local businesses tend to be small, and most residents commute to work nearby. About one third of the population is retirees. Part-time residents also are a significant element of the community. In season population can increase by as much as 25%. Short-term rentals are licensed businesses in the city and a growing industry. The City's largest employers tend to be service and/or tourist oriented. See Table 2 for Sunny Isles Beach principal employers.

THE GOVERNMENT

Sunny Isles Beach operates under the commission—city manager form of government where the City Commission is responsible for policy and hires the City Manager. They also hire a City Attorney to oversee the city's legal affairs and approve the appointment of the Chief of Police. The commission is comprised of a Mayor and four Commissioners. All are elected at large and serve staggered four-year terms. The elected officials are all successful professionals and interested in providing high quality services to residents and local businesses.

It is an active, involved Commission that wants and expects a high level of communication between them and city staff.

The city provides most of the traditional city services except water, sewer, solid waste and fire services, which are provided primarily by Miami-Dade County. The city's total budget is \$131,767,716 while its general fund budget is \$86,815,052. Overall, it has 270 employees. The city's largest departments are Cultural and Community Services

(105 employees), Police (with 69 employees directly involved in policing and another 33 in ocean rescue), Building (21 employees) Public Works (21 employees) and Development Services (18 employees). Figure 2 is the city's current organizational chart.

THE POLICE DEPARTMENT

The City's Police Department is well-run and strives to create programs that reduce the need for police response while creating a safer, more secure environment. The Department's quick response time (less than two minutes) is one of its most effective tools in combating crime, saving lives in emergency medical situations, and capturing perpetrators. Overall, it addresses approximately 10,000 events for service every year. Of those, about 750 are traffic crashes, 100 are felony arrests and 125 are misdemeanor arrests. The Department's total budget is \$10,700,000. It has three primary divisions: operations, administration, and ocean rescue. The South Florida Police Benevolent Association (PBA)

represents the following sworn personnel: officers, detectives, corporals and sergeants.

Sunny Isles Beach's Police Department is well-equipped, and officers patrol the City on motorcycles, jet skis, boats, ATVs, bicycles, and in patrol cars. The Department is community-oriented and provides a number of special programs including Red Ribbon Week, food drives, Toys for Tots, Kid Fest (including fingerprinting and ID program), the Police Officers Assistance Trust 5K Run, career day, and Government Day. Crime prevention programs are also offered including crime prevention and awareness, identity theft, vandalism, anti-robbery, hurricane preparedness, gun safety locks, vehicle identification, anti-theft "club" giveaways, and fraud and scam education.

THE CHALLENGES AND OPPORTUNITIES

The Sunny Isles Beach Police Department's challenges and opportunities are different from those of many other departments. The department is well-funded and has the resources it needs to perform its activities. It is not fighting opioids or dealing with civil unrest, for example. At the same time, the Police Department does have work to do and issues to be addressed.

First and foremost, the public has high expectations for the services its city government (particularly the Police Department) provides. Meeting these expectations can sometimes be a challenge. The Police Chief should expect to be scrutinized. Being very open and communicative with the public will go a long way in Sunny Isles Beach.

The second challenge is the traffic, primarily on Collins Avenue, State Road A1A. It is a six lane, divided highway that serves as a major north-south arterial in Miami-Dade County. As such, motorists

frequently exceed the speed limit. Further in our device-driven society, they are not always paying as much attention as they should. Given three quarters of the Sunny Isles Beach community lives to the west of Collins Avenue and needs to cross the roadway to get to the beach, major problems can occur. In the last two years, for example, two people have died crossing Collins Avenue. The Department is currently working diligently on raising awareness and finding other ways to prevent any future harm to residents.

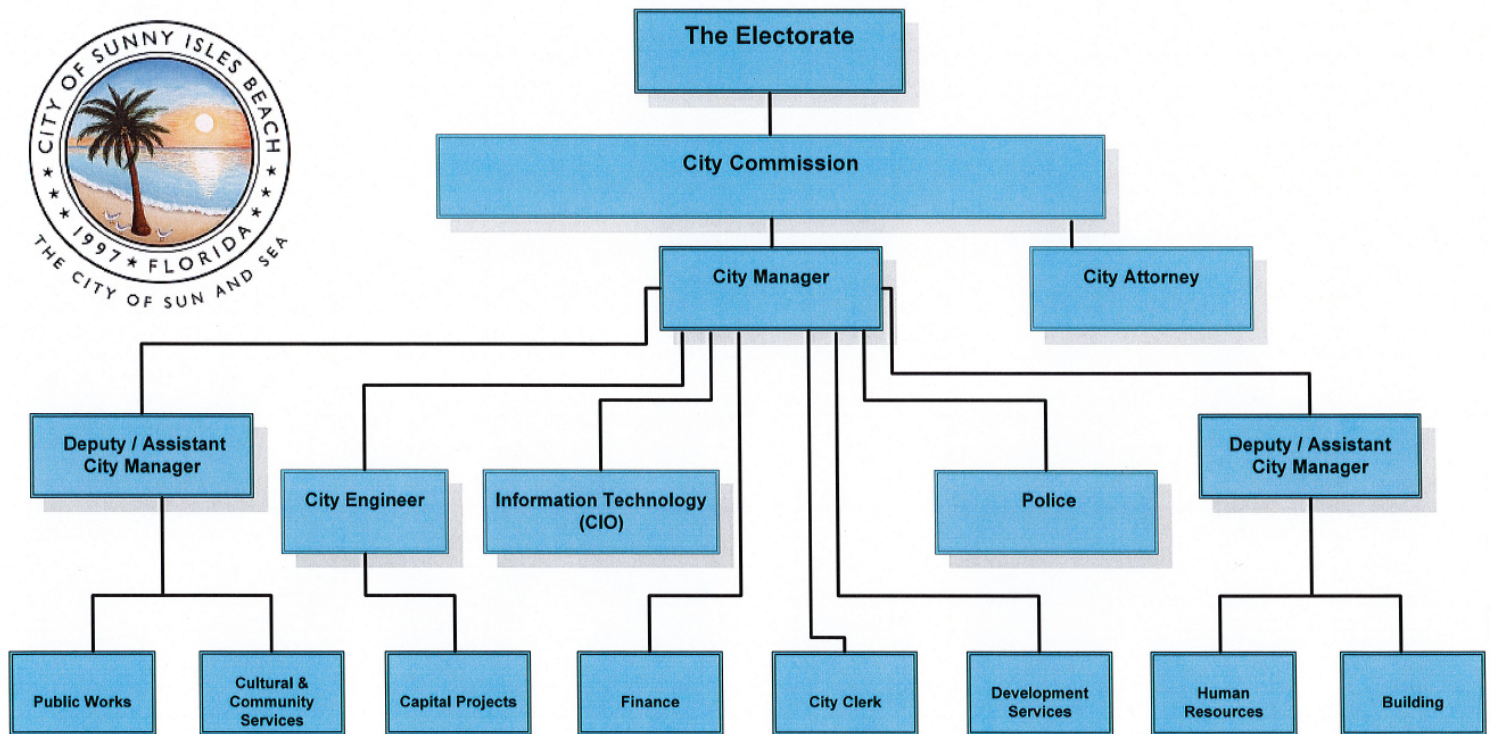
A major opportunity is communications. The public holds its Police Department in high regard and values its interaction with them. The new Chief will need to foster and grow that relationship by being available and transparent. They will work to ensure residents and outsiders are welcome but also well aware of what the laws are and that they will be enforced in Sunny Isles Beach.

Finally, the new Chief will have the responsibility to complete the Department accreditation through the Florida Police Accreditation Coalition (PAC).

THE IDEAL CANDIDATE

Sunny Isles Beach is committed to finding just the right person to be its Police Chief. The ideal candidate will have a few more than 100 people reporting to them and will need to be an outstanding leader as well as manager. The individual will lead by example and be the model officer possessing high integrity. They will be extremely knowledgeable of State of Florida policing policies and procedures. The individual will be someone who has done the hard work of leading people who are on the street and being a part of the community every day. At the same time, the Chief will take time to look over the horizon—to understand what is coming next. They will be able to anticipate upcoming challenges and position the city so it can minimize their impact. The Chief will always be

Figure 2: City of Sunny Isles Beach Organization Chart



looking at new technologies and solutions—not because it is a trend, but because it works. Sunny Isles Beach wants to be on the cutting edge, setting the standards for innovation and quality. Most of all it wants someone who will find and be part of effective solutions that will make Sunny Isles Beach an even better place to live.

The next Chief will inspire Department staff and quickly gain their respect. They will also be someone the community looks up to. The ideal candidate will be committed to excellence and to working with residents and local businesses to solve problems. The individual will take a true interest in people and be in the field with the officers and the public.

The Chief will be an outstanding communicator and very approachable. They will work diligently to keep all of their officers and the public informed. The individual will be able to speak effectively with

everyone and equally comfortable speaking to someone who is of a lower economic stratum as a Fortune 500 company president. Having an open mind and listening will be key. The individual will get the facts first and then make the decision that is in the best interest of the city’s residents. Not all decisions will be popular, but the Chief will not waiver. At the same time, they will always be open to input, and if the decision can be improved upon or needs to be reversed, their ego will not prevent them from doing the right thing. Information will flow freely up and down the chain of command and the Chief will understand and recognize the importance of ensuring the police department operates well with other city departments.

The next Chief will be analytical, always seeking better solutions and will conduct a thorough review of department operations. Nothing’s broken, but perhaps it could operate better. Staffing and personnel

allocations should be analyzed. Usage of data and technology should be optimized. “We have always done it this way,” will not be an acceptable answer.

The current approach may be the best approach, but staff will need to understand and be able to explain why. The City’s leadership has high expectations and makes decisions based on fact, solid analysis, and data thus planning and preparation is crucial. Sunny Isles Beach wants its department to be state-of-the-art and operating at the highest level possible. If a strong case is made, City Commission will invest the resources needed to make that happen.

The Chief will set high, but reasonable expectations and hold the staff accountable. The individual will be compassionate, but also challenge everyone to excel. They will empower the staff and officers, set goals and then step back to let them do their jobs. The Chief will not be a micro-manager but will expect to be kept informed. Staff development and mentoring will be important to the Chief. The individual will continuously seek to provide opportunities for the staff to learn and grow.

The ideal candidate will have experience working with others such as community organizations, and city, county, state, and federal agencies. Personally, the ideal candidate will be of high energy, cheerfully persistent, responsive, and friendly. The Chief will be humble—someone people can be comfortable with and want to be around. They will have outstanding people and problem-solving skills. The individual will be a forward-thinker and planner as well as someone who can step out-of-the-box. The Chief will always be open to new ideas and technologies. The individual will be completely honest and have the highest degree of integrity. They will value transparency but also understand its limits in police work. The Chief will understand politics but not be involved in them.

The selected candidate will have a bachelor’s degree in criminal justice or related field supplemented by basic and advance courses in police science, leadership, and administration. They will have 10 to 15 years of law enforcement management experience or an equivalent combination of education and experience. A Master’s degree or completion of an executive leadership/management course (sponsored by a leading law enforcement education provider such as the FBI Academy) will be a plus, as will being bilingual (Spanish or Russian) and having experience in South Florida.

COMPENSATION

The salary range is from \$95,000 to \$175,750. The actual salary will depend on qualifications and experience. The pension is provided through the Florida Retirement System and other benefits are excellent.

THE CURRENT POLICE CHIEF

The current police chief is retiring after serving with the Sunny Isles Beach police department for 23 years—virtually the city’s entire existence—and the last three as chief.

RESIDENCY

The Police Chief is not required to live within the city limits of Sunny Isles Beach.

HOW TO APPLY

Please email your cover letter and resume to Recruit39@cb-asso.com by September 24, 2021. Faxed and mailed resumes will not be considered.



Photo credit: City of Sunny Isles Beach



Photo credit: City of Sunny Isles Beach

Any questions should be directed to:

Steve Sorrell at (513) 317-0678, or
Colin Baenziger at (561) 707-3537.

INTERNAL CANDIDATES

At least one internal candidate is likely to apply. That said, the City is committed to treating all candidates equally and everyone will be on a level playing field.

CONFIDENTIALITY

Under Florida's public records act, once an application is submitted, it is deemed a public record. As a practical matter, we generally do not expect media coverage until after the semi-finalists are named.

THE PROCESS

Applications will be screened between September 25 and November 2. Finalists will be selected on November 3. A reception and interviews will be held at a later date to be determined. A selection will be made shortly thereafter.

IMPORTANT INFORMATION

The City of Sunny Isles Beach is an Equal Opportunity Employer and encourages women, minorities, and veterans to apply. A veteran's preference will be awarded per Florida law.



Photo credit: Carla Hozebin

ADDITIONAL INFORMATION

For additional information about the city, visit:

www.sibfl.net/

www.sunnyislesbeachmiami.com/

www.asibchamber.org/



Photo credit: Scott Baker