



## Director of Human Resources - Apply by January 9, 2015



**All roads lead to Sunrise!** Once a sleepy, golf community in western Broward County, it has rapidly grown into an economic powerhouse. As the host of Sawgrass International Corporate Park – the largest business park in South Florida – Sunrise has its own flourishing job market. Sunrise is also home to the internationally renowned Sawgrass Mills Mall (the nation’s largest undercover outlet mall) and the BB&T Center (consistently among the top 15 venues worldwide in terms of ticket sales), a 20,000-seat arena that showcases the Florida Panthers NHL hockey team as well as top entertainers and events.

The City's appeal is enhanced by its convenient, accessible location in the heart of the tri-county area and as the gateway to the west coast of Florida: I-75, I-595 and the Sawgrass Expressway all meet in Sunrise, with the Florida Turnpike and I-95 in very close proximity.

The City was also the focus of national attention when Barack Obama held one of his last 2008 campaign rallies in Sunrise on national television, and more recently when a resident,

Melanie Amaro, received international attention for her singing performance and ultimate win on “The X Factor”.

In 2010 Sunrise was listed by BusinessWeek magazine as one of the best places in the country to raise a family. The quality of life here is outstanding. Nearby higher education opportunities include campuses of Broward College, Barry University, Florida Atlantic University and Nova Southeastern University. The University of Florida has an education center for its MBA program in Sunrise. Home prices are reasonable. Crime is very low.

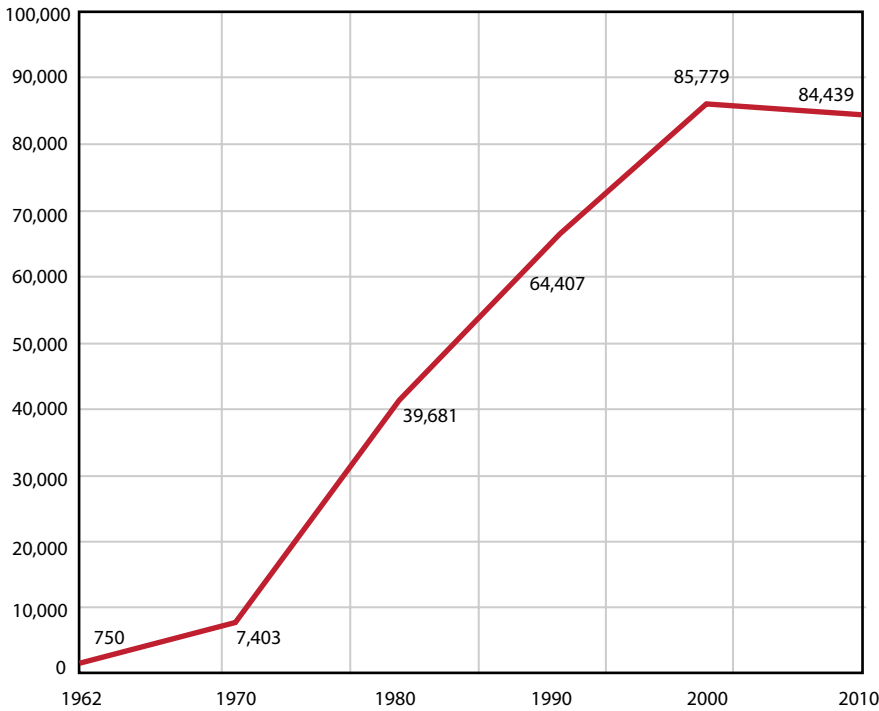
The City provides a very high level of service to its residents. Its Leisure Services programs are outstanding and the community participates. For example, over 15,000 people came to last year’s 4th of July celebration and over 3,000 people attend the monthly Tunes and Trucks event featuring food trucks and live entertainment. The City’s commitment to youth and young families is demonstrated through a popular and affordable children’s summer camp program, a robust recreational league for a broad array of sports, and commitment to the park system. The City has also demonstrated its commitment to seniors through its dedicated Senior Center and a wide variety of excellent programs.

Residents have a long list of outdoor recreational amenities to choose from. The City has more than 350 acres of municipal green space which is home to everything from small neighborhood parks to large fully-appointed recreational facilities. These include numerous athletic fields, a municipal golf course, tennis courts, playgrounds and swimming pools. Sunrise is also host to a 666 acre county park which offers many complimentary amenities. Sunrise voters recently approved a General Obligation bond issuance of up to \$65 million to enhance and expand parks and leisure facilities.

The Civic Center complex features a 300-seat theater, art gallery and banquet facilities.



Table I: Population of Sunrise by Decade



Source: Bureau of the Census and The Sunrise City Clerk's Office

Beyond Sunrise, about ten miles to the east is the Atlantic Ocean and its beaches, fishing, sailing and diving. To the immediate west lies the Florida Everglades, an ecological wonder.

## History

To understand Sunrise, one needs to look no further than its beginnings, and how the entrepreneurial spirit of its leaders transformed a tiny community known for its sleepy lifestyle into a regional dynamo known for its world-class retail outlets and entertainment.

In 1960, developer Norman Johnson paid \$9 million for 2,650 acres of land in southwestern Broward County known as Sunrise Golf Village. But Johnson saw more than just a community of less than 350 residents – he saw an opportunity. To attract new residents to this remote area, Johnson and his partner created an “upside-down house.” The attraction was fully furnished, and even included a carport with an upside-down automobile.

His instincts proved correct – the “upside-down house” drew national media attention, including a feature article in Life magazine, and thousands of sight-seers flocked to the area. Better yet, many stayed. They decided they liked what they saw and bought a “right-side up house” of their own.

In 1967, Sunrise Golf Village incorporated as a city and elected its first mayor and city council. In 1971, residents changed its name to the City of Sunrise. Through subsequent annexations, it grew to its current size of 18 square miles. During the boom years of the 1970s the City experienced its first growth spurt. See Table I. By the mid-1980s, the population had leapt to 50,000 and the City was experiencing the challenges associated with rapid growth: insufficient infrastructure, limited economic opportunities and a lack of adequate civic amenities. The City responded with a comprehensive plan and the allocation of resources necessary to overcome these challenges. It also worked hard to create an environment attractive to businesses.

By the mid-1990s, Sunrise had become one of the leading municipalities in South Florida – a residential, business, commercial, and entertainment hub that is still growing and attracting new investment. Most recently American Express chose to locate its new regional headquarters here. The entrepreneurial spirit that first created Sunrise Golf Village continues to serve as the City’s guide and inspiration as more companies choose Sunrise as a great place to do business.

## Demographics

The City of Sunrise enjoys a culturally diverse population of 88,843 and, according to recent census figures, is 56.4% White, 31.8% African American and the remainder are of other origins. Hispanics (of all races) compose 25.6% of the City’s residents. The population is spread reasonably evenly over all age groups as can be seen in Table II on page 4.

Table II: Population by Age

Age Group	Percent
Under 10	11.9%
10 to 20	13.0%
20 to 30	12.6%
30 to 40	13.8%
40 to 50	14.9%
50 to 60	13.5%
60 to 70	9.0%
70 to 80	5.7%
85 and Over	5.7%

Median Age	39
------------	----

Source: 2010 Census

## Geography

The City of Sunrise covers 18 square miles located in the middle of western Broward County, immediately east of the Everglades. It is somewhat shaped like an inverted “V.”

## Climate

Sunrise features a tropical rainforest climate without a great deal of seasonal variation in temperature. Average monthly temperatures are always above 66°F and average monthly precipitation is above

2.39 inches. The City also does not have a true dry season. While rain does fall in winter, the majority of precipitation is received during the summer months (see Table III below).

## Commerce

Sunrise is known as a “pro-business” city, and prides itself on creating job opportunities for its residents. It actively recruits top-notch companies and more than 200 corporations have relocated into the City over the past ten years. Its close proximity to the Fort Lauderdale International and Miami International Airports allow Sunrise businesses to respond quickly to customer needs. The City is a popular choice for technical and communications companies, and many have chosen Sunrise as the site for their international, US regional or Florida headquarters.

## The Government

The City of Sunrise operates under a Manager/Council form of government. It is led by a Mayor and four City Commissioners who are elected to staggered four-year terms on a non-partisan basis. The Commissioners (including the Mayor) run for designated seats but do not have geographic districts. Elections are held in November of even numbered years to coincide with the national elections. The Commission has been stable over time. Two of its members have served more than 10 years. Debate in Commission meetings can be lively but congenial and all have the best interests of the City at heart. The Commissioners are not involved in the City’s day-to-day operations.

The City has four charter officers: the City Manager, City Attorney, City Clerk and Police Chief. The City Manager is charged with the overall responsibility of administering daily operations and implementing Commission directives. Sunrise provides many of the services normally associated with a municipality, including police, fire and emergency medical services (which is a fulltime, professional department), culture, parks and recreation, public works, utilities (including water, wastewater treatment and natural gas), code enforcement, building, planning, zoning and redevelopment, and general administration.

Table III: Climate data for Sunrise, Florida

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year
Average High °F	75	77	79	82	86	89	90	90	89	86	81	77	83.4
Average Low °F	57	59	62	66	71	75	75	76	75	72	66	60	67.8
Rainfall Inches	2.6	3.4	3.6	3.5	6.2	9.8	7.4	8.0	9.4	6.4	3.9	2.4	66.6

Source: Weather Channel

The City's total budget for fiscal year 2014/2015 is \$684 million and the general fund component is \$126 million. The City has approximately 1,000 FTE employees.

Sunrise's leaders are dedicated to preserving the charm of their city while keeping current with and anticipating the needs of its growing population. Over the past decade, the City has been fulfilling its commitment to improving residents' quality of life by investing in over \$100 million in capital improvements, with over \$200 million more planned in the coming decade.

## Human Resource Department

The Human Resources Department (HR) is composed of nine staff members: the Director, Deputy Director, three HR Managers, two HR Associates, one Employee Benefits Specialist, and one Administrative Assistant.

The Department coordinates all aspects of HR within the organization. Heretofore that has been largely transactional and involved recruiting and screening applicants, maintaining employee records, administering benefit programs and assisting departments with employer/employee issues. It also administers collective bargaining agreements and in-service training programs while assuring compliance with applicable law. The Department's total budget for 2014/2015 is \$1,118,760.

## The Opportunities and Challenges

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. The HR component of the strategy will include workforce planning, labor relations, compliance, talent management (including employee engagement and succession planning), change management, organizational and performance management, training and development, compensation and benefits and employee relations. It is anticipated that the Director will take a lead role in collective bargaining.

Additionally the Director will work with the City's leadership on developing and implementing structure and processes for improving both organizational and individual performance. Providing personal and

leadership development opportunities to employees at all levels of the organization is a priority.

Another priority will be developing and implementing an updated performance management system as well as a new personnel manual. Both will need to reflect and support the direction and development of the organization and its people.

Another opportunity will be to bring additional automation to the Department. While some processes are automated, others are not and the next Director will play a leadership role in completing the automation effort, again in a way that reflects the goals of the larger organization.

## The Ideal Candidate

The City is seeking a results driven, motivated, experienced, enthusiastic, creative and dynamic leader who will serve as a strategic partner and organizational visionary to the City's leadership in its effort to move the City forward. The ideal candidate will possess a high degree of integrity and be able to see things as they might be/should be and not just as they are. As such, s/he will be able to inspire others to see 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 delicately and with discretion. The ideal candidate will be someone who will speak truth to power – someone who will share his/her honest, unvarnished opinion with the City Manager concerning what is the right thing to do. In other words, the City Manager is not looking for a "yes man/woman," but rather someone who will challenge him and give him the benefit of a sound, well-reasoned opinion that may be different from his. When the decision is made, the individual will work diligently to implement that course of action.

Employee growth and development will be a way of life for the successful candidate, not just catchy phrases. S/he will have a genuine interest in people and in helping them progress to reach their maximum potential. In order to provide a supportive environment for all staff, diversity and inclusion will be an ongoing focus of the successful candidate. In order to accomplish all these things, s/he

will be articulate and have outstanding written and verbal communication skills as well as the ability to address all levels of the organization.

The individual will have a thorough knowledge of general personnel management theories and principles; organizational development principles and practices; strategic planning; principles, practices and techniques of collective bargaining; and talent management, including but not limited to strategic workforce planning, employee engagement, talent acquisition/retention, succession planning and compensation.

The individual will have considerable/working knowledge of principles and procedures related to public personnel and merit system administration; supervisory principles and practices; federal, state, and local labor laws; recruitment and selection; compensation and benefits; training and development; and conflict management.

The individual will have the ability to plan, assign and review the work of subordinates in a manner conducive to full performance and high morale; establish and maintain effective working relationships with all levels of internal and external stakeholders; interpret and explain both personnel rules/regulations and the provisions of collective bargaining agreements.

## Desirable Experience and Training

Graduation from an accredited college or university with a Bachelor's Degree in HR, Business or Public Administration or a related field, and a minimum of seven (7) years of broad experience in Organizational Development and HR in progressively responsible managerial positions, of which at least three (3) years or more should be at the senior level in Organizational Development and HR. A Master's Degree in HR, Business or Public Administration or a related field is preferred.

Experience with collective bargaining and labor relations is mandatory and public sector experience is a plus. PHR/SPHR certification is a plus. An equivalent combination of education and experience may be considered.

## Compensation

The starting salary will be between \$116,000 and \$161,000, DOE. Benefits are excellent, including a defined benefit pension plan, generous benefit time allowances and free individual health care (with subsidized family coverage).

## Confidentiality

Under Florida law, all applications are a public record once submitted. As a practical matter the media generally does not show interest in department director level positions.

## How To Apply

E-mail your resume to [Recruit28@cb-asso.com](mailto:Recruit28@cb-asso.com) by January 9th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger of Colin Baenziger & Associates at (561) 707-3537.

## Other Important Information

The City of Sunrise is an Equal Opportunity Employer and strongly encourages minorities and women to apply. It is also a drug-free workplace. A Veteran's preference will be awarded per Florida Law.

COLIN BAENZIGER  ASSOCIATES  
EXECUTIVE RECRUITING