



TEMPLE TERRACE

Amazing City. Since 1925.

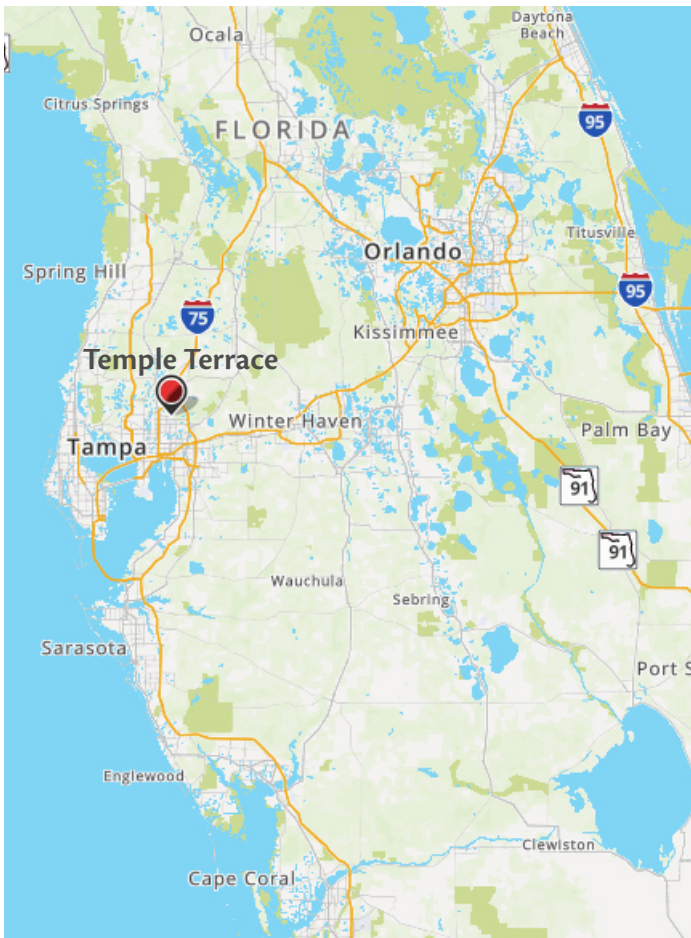
— POSITION AVAILABLE —

CITY MANAGER — Apply by June 24, 2022

Located on the Hillsborough River, just 20 minutes north of downtown Tampa, Temple Terrace is a riverside wonder with friendly, welcoming residents, great neighborhoods, and over 300 acres of parks. It is a quiet, pleasant community that boasts a small town feel with easy access to incredible urban amenities. It is simply a wonderful place to live, work, play and raise a family.

The City is a nature lover's dream. The crown jewel is the Hillsborough River, which runs through the eastern half of the city and forms part of its southern boundary. Three municipal parks lie along its banks allowing residents to canoe, kayak, power boat, waterski, and/or simply commune with nature. Many enjoy fishing along the river, and it is not uncommon to spot an alligator or two. Other parks and green spaces dot the City and range from athletic fields to playgrounds and dedicated green spaces. The Temple Terrace Golf & Country Club (a prestigious private facility and the only 18-hole golf course in Florida with the distinction of being on the National Register of Historic Places) is located within the city limits and it adds





and the Temple Terrace Family Recreation Complex (which includes a state-of-the-art fitness center, an aquatics center with five pools, a clay court tennis center, and the Focus Café). Energetic children and families will enjoy three outdoor athletics complexes offering baseball and soccer fields. Dog owners have several parks where their canine companions release energy.

Foodies will enjoy savoring the diverse cuisine options at a wide variety of independently owned ethnic restaurants. These range from traditional to Middle Eastern, Eastern European, South American fare and nearly everything in between. You will also find chain and mom and pop coffee shops, groceries and other retail establishments. And the offerings keep expanding as the City focuses its efforts on improving its redevelopment area where luxury apartments and other amenities have recently been added with more to come.

The City, through Leisure Services Department, hosts a variety of family friendly events—some dating back decades—throughout the year, including the Independence Day parade and fireworks celebration, the Fall Festival and the Winter Wonderland. This year, it offered its first annual Chalk Festival. The Rotary Club hosts Craft BrewFest in April, and Temple Terrace Arts Council presents its annual Arts & Crafts Festival each November. History and architecture buffs can enjoy a self-guided tour of the remaining original houses built in the early 1900s, some of which allow visitors to walk around on the grounds.

If that is not enough, favorite nearby attractions are Tampa's Glazer Children's Museum, the David A. Straz Jr. Center for the Performing Arts, the Florida Orchestra, Opera Tampa, and the ZooTampa at Lowry Park. Both Busch Gardens and Adventure Island (a water park) lie on the City's western boundary, just beyond the city limits. For those who enjoy the big city lights, both downtown Tampa and St. Petersburg are a short drive away. Of course, the aforementioned coastal beaches and parks, such as Fort DeSoto Park, are amazing! About an hour and fifteen minutes by car to the northeast lies Walt Disney World with SeaWorld, and Universal Studios being another 15 minutes further.

to the sense of tranquility once one gets off 56th Street/State Road 583.

First named as a Tree City U.S.A. in 2008, Temple Terrace is known for its plush landscape of trees, especially its oaks. The City is replete with grand, laurel, and water oaks, as well as other species such as crape myrtle, southern magnolia, redbud, sweet gum, sabal palm, slash pine and bald cypress. Just outside the city limits lies Croc Encounters, a non-profit sanctuary for rescued crocodilians and other unwanted reptiles. On the northern boundary is the Lower Hillsborough Wilderness Preserve. Within an hour's drive, are the Upper Hillsborough Preserve, Colt Creek State Park, and Florida's famed Green Swamp Wilderness Preserve and Wildlife Management Area as well as many of Florida's finest Gulf Coast beaches.

Those exploring Temple Terrace will find numerous gems. Beautiful murals decorate city walls and facilities and have helped build a sense of pride in the community. The Municipality boasts its own a public library, the Lightfoot Senior Recreation Center,



Sports enthusiasts can support a variety of local and nearby teams. These include the Buccaneers (NFL), the Rays, (MLB), and the Tampa Bay Lightning (NHL). Within driving distance, are the Florida Panthers (NHL), Florida Marlins (MLB), Miami Dolphins (NFL), and the Miami Heat and Orlando Magic (NBA). Nearby intercollegiate sports teams include the University of South Florida Bulls (NCAA Division I) and the University of Tampa Spartans (NCAA Division II). Fans will find numerous MLB spring training sites and minor league teams within driving distance as well.

But back to Temple Terrace. What makes it truly amazing are its residents and its neighborhoods. Vibrant and welcoming, there is a place here for everyone. Volunteerism is strong and besides the Temple Terrace Arts Council, the Rotary Club, and the Garden Club, numerous other local organizations welcome new members. You'll see golf carts roaming neighborhood streets because Temple Terrace was the first city in Florida designated as a Multi Modal Transportation District. Simply stated, the City is committed to community and to relying less on automobiles.

Living in Temple Terrace is quite affordable. Niche listed the City as #42 out of 380 in its list of "Best Suburbs to Live in Florida." Housing ranges from condominiums to townhouses, apartments, and single-family homes. According to Realtor.com, the median sold home price in the area is approximately \$355,000, with a 14.9% year-over-year upward trend as of April 2022. A three-bedroom, two-bathroom single-family house



with about 1,800 square feet can be had for approximately \$335,000 or a bit—if you can find one. Temple Terrace is a very popular place to live and as of this writing Zillow lists only 16 homes on the market within the city limits. Residents consider the City to be a safe place to live. General crime is relatively low and violent crime rare. What crime there is tends to spill over from the City's immediate neighbors. The Police Department here is excellent and fully accredited and criminals know it.

Families have many public and private educational options. Local public schools are part of the Hillsborough School District. Schools whose ratings are improving. Temple Terrace has two IB schools at the elementary and middle school levels. Those seeking higher education will find multiple colleges and universities within a four-hour drive. One local option is Florida College, a small private institution in the City. Literally across the street on the City's northwest border lies the University of South Florida and many of the school's faculty live in Temple Terrace. As a result, the City and the University have had a long and mutually beneficial relationship. Nearby are the University of Tampa, the Hillsborough Community College (with multiple campuses), and the St. Petersburg College in St. Petersburg. Slightly farther opportunities are at Florida Polytechnic University in Lakeland, the University of Florida in Gainesville, the University of Central Florida in Oviedo, and Florida State University in Tallahassee, three of the largest universities in the state, and indeed, the nation.

Travel by car is convenient as Interstate-75 makes up part of the City's eastern boundary and I-275 is about four miles to the west. Travelers have several airports to choose from within an 85-mile radius, including Tampa International Airport, St. Petersburg-Clearwater International Airport, Sarasota-Bradenton International Airport, and Orlando International Airport. The Port of Tampa and its cruise terminal are about 20 minutes southeast of the City. Further, the three largest cruise ports in the world (the Port of Miami, Port Canaveral, and Port Everglades) are between a two and a half hour to a four-and-a-half-hour drive away.

Needless to say, Temple Terrace lives up to its motto—an “Amazing City, Since 1925,” offering a wide array of educational, recreational, personal, and professional opportunities. So, if you are an experienced professional who strives for excellence and has a strong city management background, please apply! Come help us celebrate the City's Centennial Celebration!

HISTORY

Originally occupied by Native Americans, Europeans began to arrive in the mid-1700s. Early industry revolved around logging and turpentine manufacturing. In the early 1900s, Bertha Palmer purchased approximately 19,000 acres as a hunting preserve with dreams of turning the property into a golf course community with a vast citrus grove. When she passed away in 1918, the land was sold, and her dreams were not yet realized. Temple Terrace Estates, Inc./Temple Terrace Inc. began developing the first planned golf-course community in the United States in 1920 as well as what would become 5,000 acres of citrus groves—the world's largest at that time. While the groves are no longer exist, the golf course remains excellent and has hosted three U.S. Opens.

In May 1925, Temple Terrace was incorporated as a city and covered a relatively small portion of the original 19,000 acres. Consecutive freezes in 1927 and 1928 ended the local citrus industry. About the same time, Florida suffered its first real estate crash. After World War II, the City began to prosper again. In 1946 Florida College was founded as Florida Bible College (from which Billy Graham graduated). The University of South Florida was founded in 1956, and Busch Gardens in 1959. During the 1960s and 1970s, Temple Terrace grew as a high-quality residential suburban community. Over time, other areas were annexed, adding to the City's size.

DEMOGRAPHICS

According to the United States Census, Temple Terrace grew from 24,541 individuals in 2010 to its present estimate of 26,690. The City's demographics are summarized on page 5 in Table I.

Table I: City of Temple Terrace Demographics

Distribution by Race		Distribution by Age	
White	53.1%	0 to 15	15.4%
Black	23.2%	15 to 25	18.3%
Asian	5.8%	25 to 45	29.9%
Native American	–	45 to 65	21.5%
Two or More Races	19.9%	65 to 85	13.9%
Total	100%	85 +	1.0%
Hispanic Ethnicity	17.8%	Estimated Population: 26,690	

Educational Achievement (Over Age 25)	
High School or Higher	91.4%
Bachelor's Degree or Higher	42.7%

Other Statistics	
Median Age—Temple Terrace	34.1
Median Age—U.S.	38.6
Median Household Income—Temple Terrace	\$56,209
Median Household Income—U.S.	\$61,937
Poverty Rate	13.7%

Source: U.S. Census Bureau

CLIMATE

Temple Terrace has a subtropical climate. Its wet season is between June and October, with its dry season running from mid-October and May. Summers are hot and especially humid, with average highs in the low-90's and lows in the mid-70s. Winter is generally much more comfortable, with temperatures ranging from the low 50's to the mid-80's.

Average annual rainfall is 51 inches, and snowfall is extraordinarily rare. While hurricanes occasionally strike Florida, they rarely pass through the Tampa area. In fact, the last major storm (category 3 or higher) to hit Tampa was in 1921. It should be noted that, contrary to what the evening news commonly

portrays, if you are more than 50 miles from the hurricane's center, it will probably not materially affect you.

GEOGRAPHY

Temple Terrace is in central Florida about 20 miles east of the state's Gulf Coast. It is part of the Tampa-St. Petersburg-Clearwater Metropolitan area, seven miles northeast of Tampa's downtown. The City is comprised of 7.7 square miles, with 0.3 square miles being water and the rest being land. The average elevation is 59 feet above sea level. The Hillsborough River runs primarily north-south through the eastern section of the city before wrapping around to form part of the City's southern border. Nearby are Tampa and St. Petersburg with Orlando being about 90 miles northeast and Miami being about 280 miles by auto to the southeast.

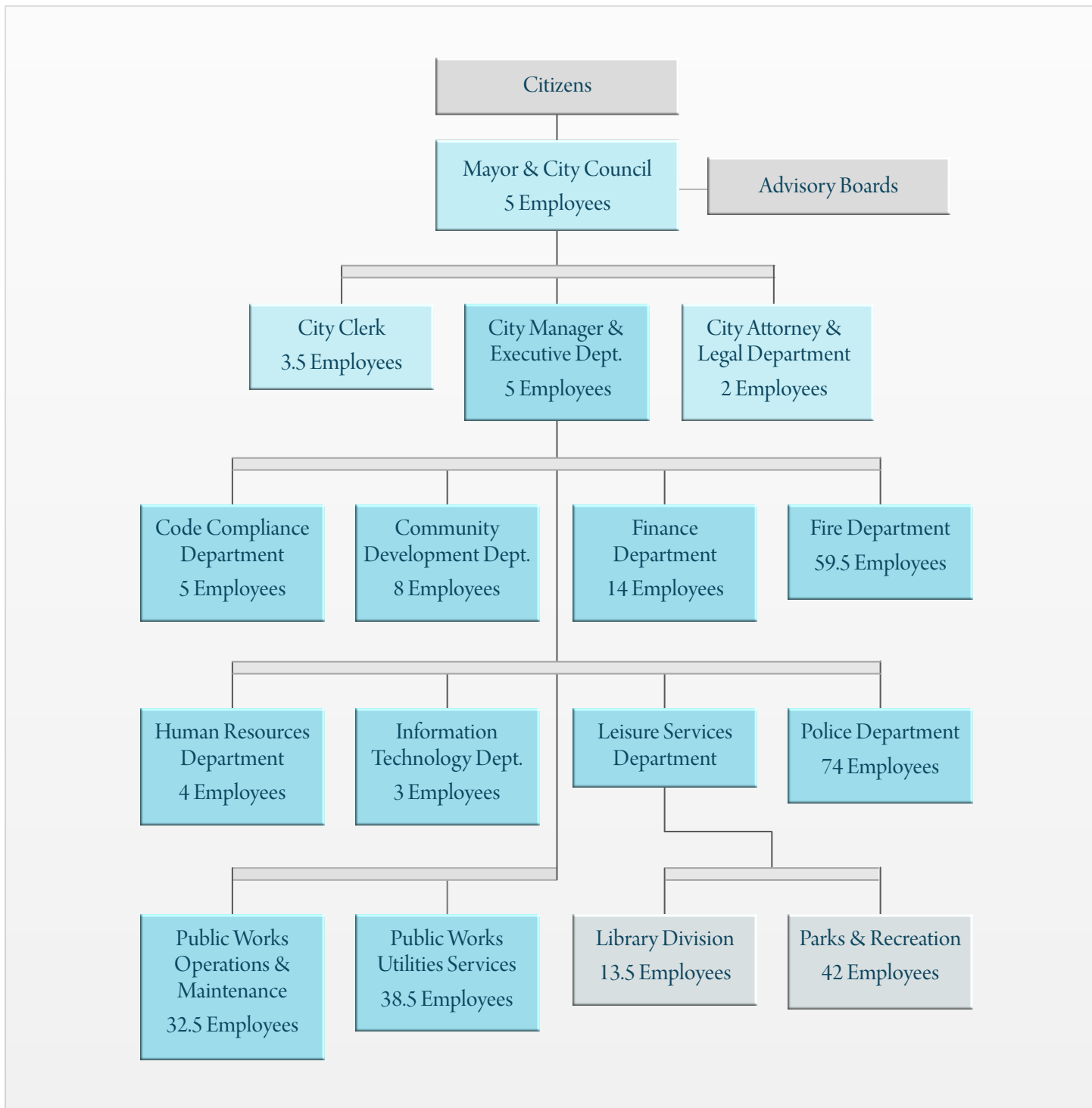
COMMERCE

Temple Terrace is largely a bedroom community to Tampa and the surrounding environs. The average employee commute time to work is approximately 26 minutes (2020 U.S. Census), with workers mostly driving alone. Over half the City's work force is employed in: (1) educational services, and health care and social assistance; (2) arts, entertainment, and recreation, and accommodation and food services; and (3) professional, scientific, and management, and administrative and waste management services. That said, one of the City Council's goals is to create a robust and healthy economy for its citizens and businesses.

THE GOVERNMENT

Temple Terrace utilizes the Council-Manager form of government. The governing body is comprised of the Mayor and four City Councilmembers. Elections are staggered and held in even-numbered years in November. The Mayor and Councilmembers are elected at-large to staggered four-year terms, with elected officials being limited to two consecutive terms in their respective offices. In the upcoming November 2022, voters consider three seats. One councilmember will term

Figure 2: City of Temple Terrace Organization



out while it is expected that the other two will seek a second term. The current Council is excellent. They work well together, get along, and respect each other and the staff. All serve for the greater good of the Temple Terrace community, and none are known to aspire to higher office. The Council appoints the City Manager, City Clerk, City Attorney, and members to various statutory and advisory boards.

Temple Terrace is a full-service municipality, providing Police, Fire, Code Compliance, Legal, City Clerk, Communications Dispatch, Public Works Utilities (water, streets, sewer), Public Works Operations (department administration, facilities and grounds maintenance), Human Resources, Finance (administration and utility billing), Leisure Services (further separated into the Library and Parks and Recreation divisions),



Information Technology, Community Redevelopment Area, Community Development for Planning, Zoning, Permitting, and Building. It uses the City of Tampa to process its wastewater. See Figure 2 for more information.

Presently, the City of Temple Terrace's total budget amounts to \$79.5 million, with a general fund budget of \$31.7 million. The City employs 327 full- and part-time employees. The staff is excellent and department directors are experts in their fields. Both the Police and Fire Departments are fully accredited. Further the City has an ISO fire rating of one, the best possible rating. Only Police (represented by the Fraternal Order of Police) and Fire (represented by the International Association of Fire Fighters) are unionized.

THE CHALLENGES AND OPPORTUNITIES

Temple Terrace is sound financially and, to quote the City Council, "Nothing is broken." That said, the City has some challenges.

First, as the last two years have shown, a city's financial situation can change quickly. Temple Terrace wants to ensure it continues to use the taxpayers' money wisely as well as be prepared should a recession hit or the pandemic return.

Second, the City Council and staff are determined to recreate what resident trust was lost during recent events. As the press has reported, the Community Development Director was arrested on January 31st on charges of bribery and misconduct. The City Manager's contract was terminated the next day for cause. The good news is, as noted, the

Council is extremely good, and the staff is excellent. A new, strong, visible and welcoming City Manager will play a major role in reassuring the public that they can be proud of their government.

Finally, while Temple Terrace has a population of almost 27,000, it is relatively small in comparison to some of its neighbors, and what happens within the City is somewhat dependent on what happens beyond its boundaries. Part of its efforts to continue to improve its residents' quality of life will require it to work with other local cities and Hillsborough County. Hence, intergovernmental relations and working together to resolve regional issues that impact Temple Terrace will be important.

THE IDEAL CANDIDATE

Temple Terrace is looking for the consummate professional—a City Manager who will be a leader as well as a manager, and someone the Council and staff can work with as a partner, a supporter and a trusted advisor. The individual will be one of the faces of the government and play an important role in eliminating any doubt among the citizenry about the integrity of the City's elected officials and staff. He/she will be a people person—someone who is approachable, in the community and part of the community. Temple Terrace has many clubs and neighborhood associations, and the new manager will be at many of their meetings introducing him/herself.

Excellent communication skills will be critical to the new manager's success. The best candidate will believe strongly in transparency and believe that government should have no secrets. He/she will respond honestly to questions and work well with the media. He/she will know how to use social media to the City's advantage, and correct erroneous information as soon as it appears. The ability to anticipate/resolve issues before they become problems is critical. Good judgment and common sense are essential.

The best candidate will be a person that is always listening and always looking for ways to make the government more responsive. The individual will be someone who can make

everyone feel their views are being heard and who will help bring the community to consensus. He/she will realize that giving the credit to others is often the best way to get things done. Customer service will not be just a catchy phrase with the next manager but rather, along with integrity, will be a core principle and a way of life. The resident is not always right but does deserve to have the problem heard and an honest effort made to resolve it. If the answer is no, the best response will include a good explanation of why.

Personally, the next City Manager will be literally and figuratively calm in a storm. Additionally, the individual will be intelligent, upbeat, friendly, outgoing, organized, and relentlessly positive with a "can do" attitude. He/she will be visionary yet practical and resolute yet flexible—while being consistent, cheerfully persistent, high energy, and a leader—definitely not a bureaucrat. He/she will have a sense of humor and use it to diffuse tense situations. When it is time to make a decision, the individual will not hesitate.

The ideal candidate will be someone who works with the Council, the community, local businesses and regional actors to find solutions to problems. The City Manager will be respectful of others, foster relationships, encourage collaboration and teamwork, delegate and develop an environment where creativity will flourish. At the same time, the individual will realize that creativity involves some risk and not every plan succeeds. He/she cannot be someone with a zero-defect mentality. The best candidate will recognize talent, mentor that talent, and be confident enough to then step back and let the staff member do his/her job. The employees here are very capable so the manager will be comfortable leaving much of the day-to-day operations to the Department Directors. He/she can then focus on moving the overall City forward.

From a management point of view, the next City Manager will give assignments with the responsibility, authority and resources necessary to carry them out. He/she will set broad performance parameters but will also expect results and hold employees accountable.

The best candidate will have a passion for excellence. As noted, the Police and Fire Departments are already fully accredited, and the other departments are generally outstanding. That does not mean, however, the government cannot get better. Everyone can, and the next Manager will constantly be seeking (and encouraging staff to seek) better, more efficient and effective ways to accomplish the City's business.

In terms of specific skills, the individual will have a demonstrated track record of achievement in management, finance, and redevelopment. Temple Terrace is built out so growth will need to come through redevelopment. Knowledge of and experience with intergovernmental relations and skill in negotiation will be important.

The ideal candidate will be an ICMA Credentialed Manager, have a bachelor's degree in business administration, public administration, public policy or related field and at least 10 years of increasingly responsible experience as a senior-level government. Experience with FEMA is a plus as is a NIMS certification.

The selected candidate should plan to make a commitment to Temple Terrace. This position should not be viewed as a steppingstone but as a gem in its own right. The City expects the candidate will honor its prior managers' tradition of passion and long-term commitment to the City.

COMPENSATION

The salary range is \$150,000 to \$195,000. The salary will depend on qualifications and experience. Benefits are excellent. The City Manager will be part of the City Manager 401 (a) Retirement Account unless he/she chooses to opt out.

THE MOST RECENT CITY MANAGER

Historically, City Managers in Temple Terrace have tended to long tenured. The most recent manager served six years as City

Manager and 12 years as the Community Development Director.

RESIDENCY

Recognizing the current housing market, the Council is willing to be somewhat flexible, but the City Charter does require the City Manager to become a resident of Temple Terrace within six months of assuming the position.

HOW TO APPLY

E-mail your resume to Recruit35@cb-asso.com by June 24th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537 or Rick Conner at (915) 227-7002.

INTERNAL CANDIDATES

As noted, the City is seeking an experienced, professional city manager. As such, we do not anticipate any internal candidates. The Interim City Manager came out of retirement to assist the City and will be happy to return to that status once the position is filled.

CONFIDENTIALITY

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

THE PROCESS

Applications will be screened between June 25th and August 1st. Finalists will be selected August 2nd. A reception and interviews will be held August 11th and 12th. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

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

ADDITIONAL INFORMATION

For additional information about the city and the area, visit:

www.templeterrace.com

www.uptownchamber.org

www.hillsboroughcounty.org

www.facebook.com/CityOfTempleTerrace

