



Director of Technology Services Position Open - Apply by May 1, 2015



Welcome to Weston! Approximately 20 miles west of Fort Lauderdale, Weston is on the edge of the Florida Everglades. Since 1978 when the area began to develop, Weston has become one of Southeast Florida's premiere communities and true jewels. It prides itself on providing an unparalleled lifestyle and meeting the needs of its residents within the confines of the community.

The City is upscale with 65,672 residents and homes selling between \$350,000 and several million. The most common prices are in the \$500,000 to \$700,000 range with condominiums selling for less. The schools are excellent and the City is extremely well-run. Crime is low, people are friendly and the quality of life is superb. It is also known for its diverse and involved population and a corporate community from around the globe.

One of the City's primary attributes is the appearance it presents and the beauty of its landscaping. Residents will jokingly tell you that the grass is cut with a pair of scissors so it will be just right. And if you spend time examining the landscaping, you might just believe it. More importantly that is the level of service its residents expect and are accustomed to receiving.

If you are a highly motivated, outstanding professional with high level information technology and management experience, we invite you to consider becoming a member of the City's elite team of professionals.

Background

Weston is located in the central area of the western edge of Broward County. To the east lies Cooper City and Davie, to the south is Southwest Ranches and Pembroke Pines and to the north and west are the Everglades. The City's boundaries are shaped much like a square with the northwestern corner elongated, leaving it with a jutting edge. I-75 and I-595 form parts of the northern and eastern borders of the City respectively, and provide easy transit to the area's wide variety of activities and attractions. The City itself covers just over 27 square miles and is one of the largest master-planned communities in the United States.

Weston prides itself on excellence and has won many awards and much recognition in the 19-years since incorporation. In 2006 BusinessWeek.com named Weston as one of the most affordable suburbs in the United States, and later that year Money Magazine ranked the City as number 18 on the list of cities with the highest percentage of job growth and 20th among cities with highest median income. In 2008, the same magazine named it as "One of America's Best Small Cities", one of only three cities in the State of Florida to receive this distinction. Other award distinctions came, and then in August 2012 Weston was again ranked by Money Magazine as 63 on the list of 100 top places in America to live.



The City is within 30 minutes of two major airports, Fort Lauderdale-Hollywood International Airport and Miami International Airport, making it an ideal jumping off place for both business and pleasure. Furthermore, the two major ports in the area, Port of Miami and Port Everglades in Fort Lauderdale, serve as hubs for a variety of cruise ships offering many options for both sun and fun. For the nature lover, the previously mentioned Florida Everglades offer many exciting options for discovery and exploration. It should also be mentioned that the City maintains over 2,200 acres of wetland preserves as part of an ecological initiative.

For the sports fan, the Florida Panthers, South Florida's professional hockey team, plays in neighboring Sunrise. To the south and nearby are the Miami area teams: the Heat, Dolphins and Marlins. For the college fan, the University of Miami, FAU, and FIU all have collegiate athletic programs that have achieved notoriety. Finally, a wide variety of recreational leagues for youth and adults are offered in both Broward and nearby Miami Dade County. Of course, the Atlantic Ocean beckons with many opportunities to enjoy the water – boating, fishing, wind surfing and scuba diving.

For those who enjoy culture, the Broward Center for the Performing Arts in nearby Fort Lauderdale offers a variety of Broadway productions. Also in Sunrise is the BB&T Center, a venue where a wide variety of renowned musical artists perform. Furthermore, the Museum of Art in Ft. Lauderdale offers a wide variety of art and academic classes for the enthusiast.

There are also a myriad of opportunities for culinary and retail enjoyment within the City. The Mediterranean-style Weston Town Center offers several restaurants and food shops such as: The Cheese Course (a European style cheese shop that offers 150 different varieties of Artisanal Cheeses imported from dairy farms all across the world as well as monthly wine tastings), The Japan Inn (offering Japanese-Thai style cuisine, including Sushi, Hibachi Steak and seafood cooked right at your table), Graziano's Market & Restaurant (with fabulous Argentine cuisine and wines) as well as Prime Time (with upscale American fare for every taste) and Duffy's Sports Bar for the sports enthusiast. The Town Center also offers retail and service establishments from high end jewelry and spa services to children's toys. Numerous outstanding restaurants

and shops dot the City's other plazas. For those who like variety, the vast Sawgrass Mills in nearby Sunrise is a world renowned outlet mall.

For anyone with children, the nine public and two private charter schools serving the community are simply outstanding. All are "A" rated. Weston has the lowest crime rate in Broward County and is well known for its reputation of being an extremely peaceful, secure and picturesque community. The City goes to extraordinary lengths to maintain its appeal, recognizing that quality residents and businesses are key to its success and that they in turn are the tax base that provides the money for essential city services.

This appeal is why Weston has consistently been recognized as one of the best housing markets in the State of Florida, with an average of less than 1% of homes being for sale at any given time and those that are for sale, sell quickly.

All in all, Weston is a truly unique and wonderful City and it presents an ideal opportunity for any professional. We invite you to apply!

History of Weston

Weston's real history began with Arthur Vining Davis' acquisition of 13,000 acres of land in the 1950's. In 1978 development of 25,000 dwelling units was approved although subsequent changes reduced that number to 17,000. In 1981, the Indian Trace Community Development District was created for the purpose of financing and managing the construction, maintenance and operation of water and sewer, water bodies, and arterial roadways.

In 1984 the first homes were completed in Windmill Ranch and Country Isles, and Weston had its first residents. By 1991, the District had over 5,000 residents and they began to assume control over their destiny. In 1991 three residents were elected to the previously developer driven board. In November 1993, other residents were elected to the remaining two seats.

Seeing Weston develop into what was appearing to be a self-sustainable community, the Board of Supervisors initiated an Incorporation Feasibility Study in April

Table I: Age Breakdown

Age Bracket	Percent
Under 10	13.8 %
10 to 20	19.8 %
20 to 30	8.2 %
30 to 40	11.8 %
40 to 50	21.2 %
50 to 60	13.4 %
60 to 70	6.6 %
70 +	5.3 %

Source: U.S. Census Bureau

1994 to determine if Weston should incorporate as a city, annex into a neighboring city, or remain as a part of unincorporated Broward County. In May 1995 the Board appointed a nine member Steering Committee to further study the issues. Another part of the Board's efforts was the solicitation of proposals from the neighboring municipalities of Davie, Fort Lauderdale, Pembroke Pines and Sunrise to see if there were any benefits of Weston annexing to another city.

By November 1995 the Steering Committee and the Board of Supervisors arrived at the conclusion that the residents of Weston would be best served by forming a new municipality, one where the tax dollars generated by the residents would remain in Weston and be under the control of and available for the use of the residents. Planning and zoning matters would be determined by residents as well. The Board voted unanimously to file a bill with the Florida Legislature authorizing a vote on incorporation. On May 5, 1996 the State Legislature approved the bill.

Table II: Climate Data for the City of Weston, FL

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
Precipitation 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.com

On September 3, 1996 the residents of the Indian Trace Community Development district went to the polls and voted 90% in favor of incorporation. The City of Weston was born.

Demographics

Weston's population is actually a bit younger (median age 37.5) than that of the state of Florida as a whole (40.5) and only slightly older than that of the U.S. as a whole (median age 37.2). A more detailed breakdown can be found in Table 1.

The racial breakdown is 85.8% Caucasian, 4.4% African American, 4.6% Asian, and the remainder of other races or two or more races. Ethnically 44.9% of the population is Hispanic (all races).

The median household income is \$94,084 compared to \$47,827 for the state as a whole. Mean household income is \$128,532. Approximately 3.7% of the families are below the poverty level. Of those over 25 years of age, 3.9% have only a high school education or less, 38.1% have at least a high school degree but have not graduated from college, 32% have a college degree and 26.1% have an advanced or professional degree. The latest reported unemployment rate (March 2015) is 3.7%.

The Climate

Weston 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. While rain does fall in winter, the majority of precipitation is received during the summer months. See Table II.

The hurricane season is between June 1 and November 30 with major hurricanes most likely in September and

October. It should be noted, though, that hurricanes are not a regular occurrence and very few result in serious injury although property damage can be significant. Further, if you are more than 50 miles from the center, the winds are likely to be intense but not destructive. The most recent storms that directly affected the City were Hurricane Katrina and Hurricane Wilma, both of which occurred in 2005.

The Government

Weston's government operates under the Council – Manager form. Day-to-day operations are overseen by a City Manager whom the City Commission appoints. The City's governing body is composed of a Mayor and four Commissioners. The Mayor is elected at-large. The Commissioners are also elected at-large but must reside in one of four geographic areas. They are limited to two four year terms. The terms are staggered and elections are held in November to coincide with Federal and state elections. The City has had one City Manager since 1997. The elected officials get along well and respect the staff.

Since its inception, Weston's management philosophy has been to hire exceptional people, and provide them with the resources they need to excel. It also has attempted to minimize the number of full-time employees while emphasizing effectiveness and flexibility. Thus the City has only nine employees and contracts with third parties to perform the vast majority of what must be done. For example, the City contracted with the Broward Sheriff's Office for Law Enforcement and Fire Rescue services; and with private firms for Parks and Recreation, Engineering, Finance, Landscaping, Public Works, Zoning, Building, and IT Services. The City's full-time staff's primary function is to deliver the best services by careful monitoring of the work of the contractors.

The Director of Technology Services will bring that number to ten and join an elite group of city employees.

The City's general fund budget for Fiscal Year 2015 is \$39,184,200 and the total budget, including all dependent districts, is \$126,696,800. In 2015, the City's gross taxable valuation was \$7,082,007,792 and the current millage is 2.39 mills. The City has an Aaa credit rating from Moody's and an AAA rating from Standard and Poors.

The City also has a track record of staff members receiving multiple awards for excellence in their respective fields.

The Technology Services Department

The Technology Services Department provides the City with the support it needs to operate and maintain all of its hardware and software. These systems support both the current city staff of nine as well as all of the contractors through which the City provides services to local residents and businesses. The City owns or leases all the hardware (approximately 70 work stations, 40 servers, and 30 terabytes of data) and software but contracts with a third party to operate and maintain the systems and to support the approximately 150 users. Since the City owns the hardware and software, should it decide to replace a vendor, it can do so without fear of losing functionality. The technology (hardware and software) were recently reviewed by an outside expert and he found the system to be robust and effective.

The Position

The Director of Technology Services will report to the City Manager and oversee all of the City's information technology. It is a high level function and one where the Director will be expected to see the big picture while also overseeing the efforts of others in delivering IT services to the staff, contractors and residents of Weston. As such, he/she will not be involved in the day-to-day operation and maintenance of the City's systems. The primary functions include, but are not limited to:

- Providing both short and long term technological guidance within the City's management.
- Establishing and implementing strategic direction along with tactical goals, policies, and procedures for the Technology Services Department.
- Assessing and anticipating technology projects and recommending appropriate actions and resources.
- Consulting with administration and department managers to understand their needs and then determine the best solutions with the advice and consultation of manufacturing representatives and contractors. These efforts will include exchanging information,

consideration of new approaches, and the initiation of equipment/system changes.

- Overseeing the City's website and its interface with the Internet.
- Working with the vendor to ensure the day-to-day operations of the Technology Services Department are carried out smoothly. This effort will include directing contractors who support the administrative computing, networking, user services, telecommunications and other information technology functions.
- Proposing hardware/software solutions to accomplish the City's business objectives.
- Maintaining IT contracts, including AT&T, FPL, Fiber, MuniTech (who provide onsite technology personnel), VEAM, VMWare, APC, Siemens, Xerox and others.
- Overseeing IT operations for five City facilities, two Data centers, Remote and Local contractors, Cyber and Physical Security and City technology infrastructure.

The combined Information Technology annual budget is approximately \$2 million.

The Director is also required to have National Incident Management System training certifications within 6 months of employment and be well prepared for disaster situations. While hurricanes have not been prevalent lately, the City believes in being prepared.

The Ideal Candidate

While Weston is looking for a talented and experienced IT professional and manager who can accomplish all the functions outlined in the preceding section, it is really looking for an outstanding leader to partner with its existing staff in an ever continuing effort to improve the effectiveness and efficiency of the city government. As such, he/she will have:

- 1) A passion for excellence. Passion breeds



enthusiasm and dedication and drives a person to transform results from ordinary to extraordinary. The Director needs to be someone who does not settle for second best because this community is one where the best is merely adequate and something to be exceeded. This job is not a retirement job but only for the serious and vigorous.

2) Excellent communications skills. The Director will be one of only ten city employees and he or she will have to present ideas, concepts, designs, etc. to the City Manager, elected officials and community. As such, the City desires the Director to be able to speak and write with excellence. He/she will be able to explain his or her vision for the City with both precision and clarity, while also inspiring others to contribute to achieve it. The individual must also be able to explain complex terminology in a way that is readily understandable to those with very little knowledge of IT.

3) Experienced. The Director will have experience in managing operations for a larger organization. She or he will have had ten years of progressively more responsible positions culminating in oversight of a technology function of a significant size. While the individual does not need to have experience in the public sector, it is viewed as a plus. Experience with natural disasters, particularly hurricanes, is a bigger plus as is NIMS certification.

4) Financially savvy. Weston is in an incredibly strong financial position because it manages its money wisely. The City wants someone who can distinguish between what is necessary and prudent, and what is not. In other words, the City wants maximum yield on its investment, and the City expects the next Director to manage the budget with diligence and care.

5) Involved. The next director will be very involved in the work and recognize that the key to success is doing whatever it necessary for however long is necessary. Ensuring high quality customer service is provided to staff, contractors and residents will be a priority.

6) Commitment. Weston has a history of long tenured employees and expects the next Technology Services Director to stay with the City for at least ten years.

7) Education. The ideal candidate will have at least a Bachelor's degree.

Residency

The next Director is not required to live within the corporate limits of the City. It is hoped, however, that the Director will desire and be able to live in Weston.

Compensation

The starting salary will be in the range of \$125,000 to \$150,000 for the right candidate. Benefits are excellent.

Confidentiality

Under Florida law, all applications are a public record once submitted. As a practical matter we expect very little media involvement in this process.

How To Apply

E-mail your resume to Recruit42@cb-asso.com by May 1st. Faxed and mailed resumes will not be considered. Questions should be directed to Merv Timberlake at (561) 289- 7641 or Colin Baenziger at (561) 707-3537.

Schedule

Candidates will be screened between May 1st and June 8th. Interviews will be held shortly thereafter and a selection made.

Other Important Information

The City of Weston is an Equal Opportunity Employer and strongly encourages minorities and women to apply. It is also a drug-free workplace.

COLIN BAENZIGER  ASSOCIATES
EXECUTIVE RECRUITING