



We are still looking for one or two more great candidates!

CITY MANAGER POSITION AVAILABLE
Apply by May 14, 2019

Welcome to Weston, Florida!

Located approximately 20 miles west of Fort Lauderdale, the City of 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 70,944 residents and homes selling between \$350,000 and several million. The median home value is \$450,300 per Zillow and the most common single family home prices are between \$400,000 and \$700,000. Condominiums and townhomes tend to sell between \$200,000 and \$400,000. The schools are excellent and the city



is extremely well-run. Crime is low, people are friendly and the quality of life is superb. Weston is known for its diverse, involved population representing a corporate community from across 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. 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 management experience, we invite you to consider applying to become the leader of the City's elite team of professionals.

BACKGROUND

Weston prides itself on excellence and has won a great deal of recognition in the years since incorporation. For example, thus far in 2019, it has been named the 3rd safest city in the U.S (for cities with populations over 50,000) by SafeHome.com and the safest city in Florida (for cities with populations over 5,000). In 2018, Money Magazine ranked Weston as the Best Place to Live in Florida and the 21st Best Place to Live in America. WalletHub.com listed it as the 10th Best City for Florida Families, Verizon Business listed it as the 6th Best Small City for Small Businesses, and the Center for Digital Government ranked it as the 9th Best U.S. City for Digital Government (for cities with populations under 75,000). Finally, the Florida Department of Health routinely lists it as Healthy Weight Community Champion

Recognition meaning the Department recognizes it as one of the local governments "for taking a Health in All Policies approach to comprehensive planning that fosters health and wellness among its community."

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. The Port of Miami and Port Everglades in Fort Lauderdale rank #1 and #3 respectively as the busiest cruise ports in the world and offer 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 1,400 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 sports fan, the University of Miami, FAU, and FIU have collegiate athletic programs that have achieved notoriety. Finally, a wide variety of recreational leagues for youth and adults are offered in Weston, Broward County and nearby Miami Dade County. Of course, the Atlantic Ocean beckons with many opportunities to enjoy the water—boating, fishing, paddle boarding, wind surfing and scuba diving.

For those who enjoy culture, Fort Lauderdale is known for the Museum of Art and the Broward Center for the Performing Arts (offering a variety of Broadway performances). Miami-Dade County offers quite a few other opportunities.



Within the City, you will find a myriad of opportunities for culinary and retail enjoyment. The Mediterranean-style Weston Town Center offers a variety of 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), Graziano's Market & Restaurant (with fabulous Argentine cuisine and wines), Prime Time (with upscale American fare for every taste), Tarantella's Ristorante and Pizzeria, and Duffy's Sports Bar.

The Town Center also offers retail and service establishments from high-end jewelry and spa services to clothing and accessories. 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 ten public schools and one charter school serving the community are simply outstanding. All are "A" or "B" 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, form a large portion of 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 city and 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. That year, 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 becoming a self-sustained community, the District's Board of Supervisors initiated an Incorporation Feasibility Study in April

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.

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

See Table 1 on page 5 for information on The City of Weston's Demographics.

Table 1: Weston Demographics

Estimated Population: 70,944			
Distribution by Race		Distribution by Age	
White	83.9%	0 to 15	22.7%
Black	4.6%	15 to 25	14.4%
Asian	5.5%	25 to 45	21.0%
Native American/ Pacific Islander	0.5%	45 to 65	31.2%
Two or More Races	5.5%	65 to 85	9.1%
Total	100%	Over 85	1.6%
Hispanic (all races)	51.8%		

Educational Achievement (over age 25)	
High School or Higher	96.7%
Bachelor's Degree or Higher	60.0%

Other Statistics	
Median Age–Weston	40.2
Median Age–U.S.	37.4
Poverty Rate	7.5%

Source: U.S. Census Bureau

THE CLIMATE

Weston features a tropical climate without a great deal of seasonal variation in temperature. Highs during the summer are around 90°F with lows averaging in the mid 70's. In the winter months, the highs average in the mid-70s and the lows are around 60°F. While rain does fall in winter, the majority of precipitation is received between June and September.

The hurricane season is between June 1 and November 30 with major hurricanes most likely in September and October. It should be noted, however, 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 Wilma in 2005, and Hurricane Irma in 2018, each causing some damage.

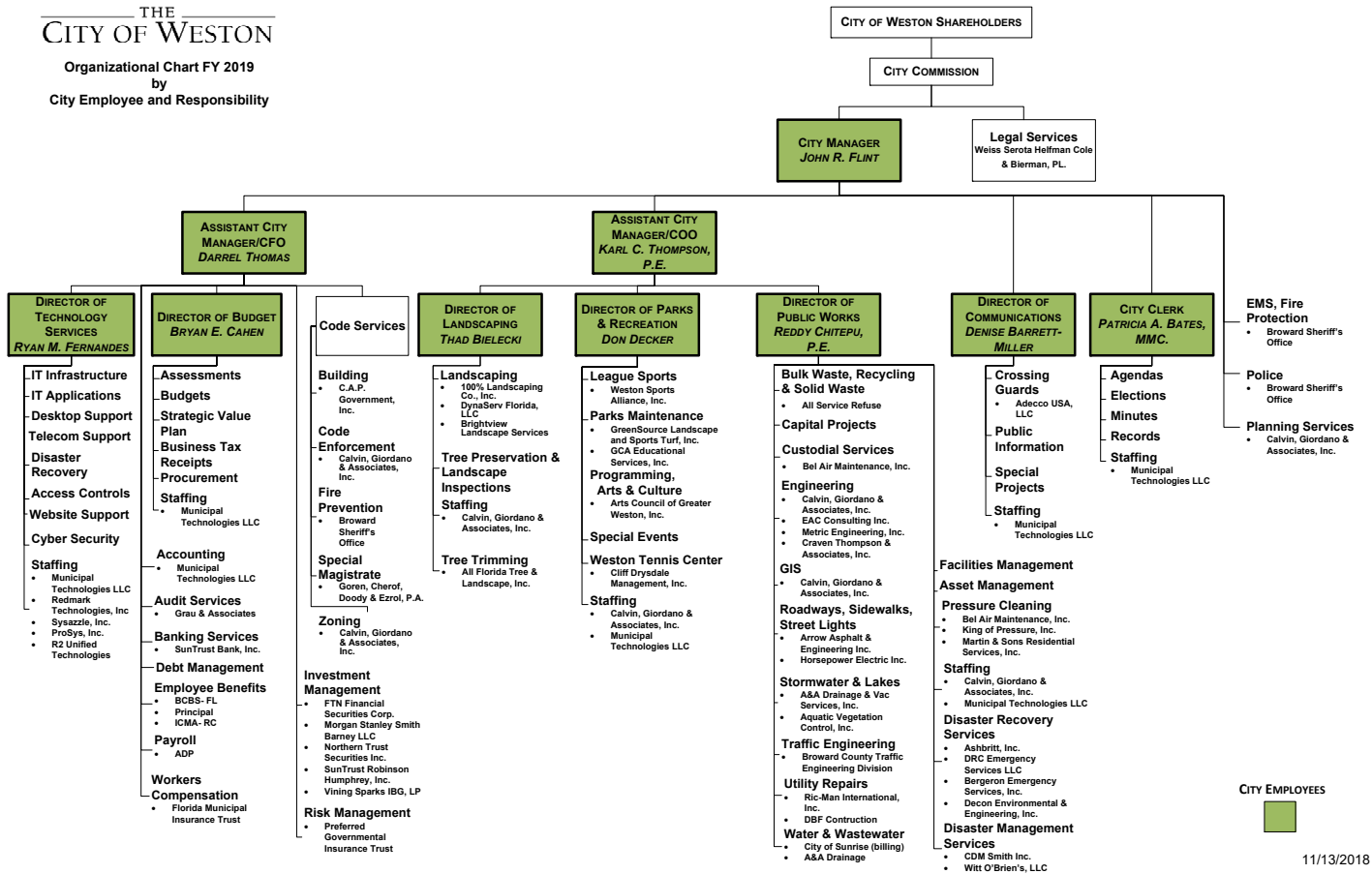
GEOGRAPHY



Weston lies on western edge of the populated portion of Broward County. To the east lie Cooper City and Davie, to the south are Southwest Ranches and Pembroke Pines and to the north and west are the Florida Everglades. I-75 and I-595 form parts of the northern and eastern borders of the City respectively, and provide easy transit to the

THE
CITY OF WESTON

Organizational Chart FY 2019
by
City Employee and Responsibility



region'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. Its average elevation is 9.8 feet above sea level.

THE GOVERNMENT

Weston's government operates under the Council-Manager form, meaning the City Commission sets policy and appoints a City Manager to oversee the day-to-day operations. 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. 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. To date, the elected officials have been and are forward-thinking, bright, get along well, want the best for their city, and respect the staff.

What really sets Weston apart from other governments is strategic thinking and planning. Its elected officials and staff think about and plan for the future. As part of that process, they have developed the 2028 Strategic Value & Business Plan, which provides long-term strategic policy and financial recommendations relating to service delivery and financial management of the City through 2028. 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 through the use of contractual services, thereby emphasizing effectiveness and flexibility. The result is the City has only ten employees. They are responsible for overseeing contractors providing 286 FTEs to perform the vast majority of what must be done. For example, the City contracts 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, Administrative and IT Services. The City's full-time staff's primary function is to deliver the best services by carefully monitoring the work of the contractors.

The City's general fund budget for fiscal year 2019 is \$46,717,300 and the total budget (including its two dependent districts, the Bonaventure and Indian Trace Development Districts) is \$163,406,500. In 2019, the City's gross taxable valuation was \$8,592,671,809 and the current millage is 3.3464 mills. The City has an Aaa credit rating from Moody's and an AAA rating from Standard and Poors.

THE CHALLENGES AND OPPORTUNITIES

As a result of the long range planning the City does, Weston does not have any serious or immediate issues to be addressed. Instead, it is focusing on how to continue to be a premiere

community and recognized as such. It provides outstanding services and is a community maintained to levels unheard of elsewhere. Still, its origins are in the 1970s and 1980s. In other words, it is not new anymore. In America's disposable society, that has been a problem for many of the country's once premiere cities. The challenge the next City Manager will face is keeping Weston on the path to greatness.

THE IDEAL CANDIDATE

While Weston is seeking a talented and experienced professional manager, it is really looking for an outstanding leader to partner with the City Commission, its existing staff, and the community to improve Weston's shareholder value. 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 City Manager 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.

2) **Vision.** Weston is looking for someone who is constantly considering the future with imagination and creativity. It is critical that the individual envision the big picture, consider alternative strategies, and, with the City Commission, create a vision for Weston to ensure a sustainable and bright future.

3) **Inspiration.** The City Manager will be a leader who will inspire staff to achieve greatness and take Weston to the next level, to do the things that will raise its already stellar profile to that of an internationally recognized, world class

city. The individual will realize that caring about staff, mentoring and employee development are some of the keys. He/she will also recognize that high expectations and accountability are part of inspiration.

4) **Excellent communication skills.** The City desires a City Manager who will speak and write with excellence. The individual will be one of only ten city employees and he or she will have to present ideas, concepts, designs, etc. to the elected officials and the community. The ideal candidate will be able to explain his or her thoughts with precision and clarity. The individual must be able to explain complex terminology in a way that is readily understandable to those with very little knowledge of local government.

5) **Experience.** The City Manager will have experience in managing operations for a large local government. She or he will have had ten years of progressively more responsible positions culminating in the oversight of functions of considerable size and complexity. The ideal candidate will have experience in the public sector. Experience with natural and manmade disasters (such as hurricanes, floods, or tornadoes) is a particular benefit. NIMS certification is preferred and will be required within one year if not already held. While hurricanes have not been prevalent, the City believes in being prepared.

6) **Financial 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 next City Manager must manage the budget with diligence and care.

7) **Involvement.** The next City Manager will be very involved in the work and recognize that the key is doing whatever is necessary for as long as it is necessary to achieve success. Ensuring exceptional customer service is provided to residents, staff, and contractors is essential to maintaining and improving Weston.

8) **Commitment.** Weston has a history of long tenured employees and expects the next City Manager to stay with the City for at least ten years.

9) **Education.** Weston is a community composed of highly successful and well educated individuals. The ideal candidate will have a minimum of a Bachelor's degree. A Master's degree is preferred, as is being an ICMA credentialed manager.

RESIDENCY

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

COMPENSATION

The starting salary will be in the range of \$225,000 to \$275,000 for the right candidate. Benefits are excellent.

CONFIDENTIALITY

Under Florida law, all applications are a public record once submitted. As a practical matter we do not anticipate any media coverage until the point where semi-finalists are recommended to the City Commission, and possibly later.

HOW TO APPLY

E-mail your resume to Recruit39@cb-asso.com ASAP. Faxed or mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537, or Lynelle Klein at (425) 658-7025.

SCHEDULE

Candidates will be screened as they arrive. Finalists will be selected on June 3rd and interviews will be held the third week in June.

EQUAL OPPORTUNITY EMPLOYER

The City of Weston is an Equal Opportunity Employer and strongly encourages all qualified people to consider applying for the City Manager position.

ADDITIONAL INFORMATION

More information about the City can be found at:

<http://www.westonfl.org/> - (the City's Website)

<https://vimeo.com/312807521> - (Weston Highlights Video)

<https://vimeo.com/310356462> - (Weston Events)

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