



— POSITION AVAILABLE —

Deadline Extended - Looking for a Few More Great Candidates

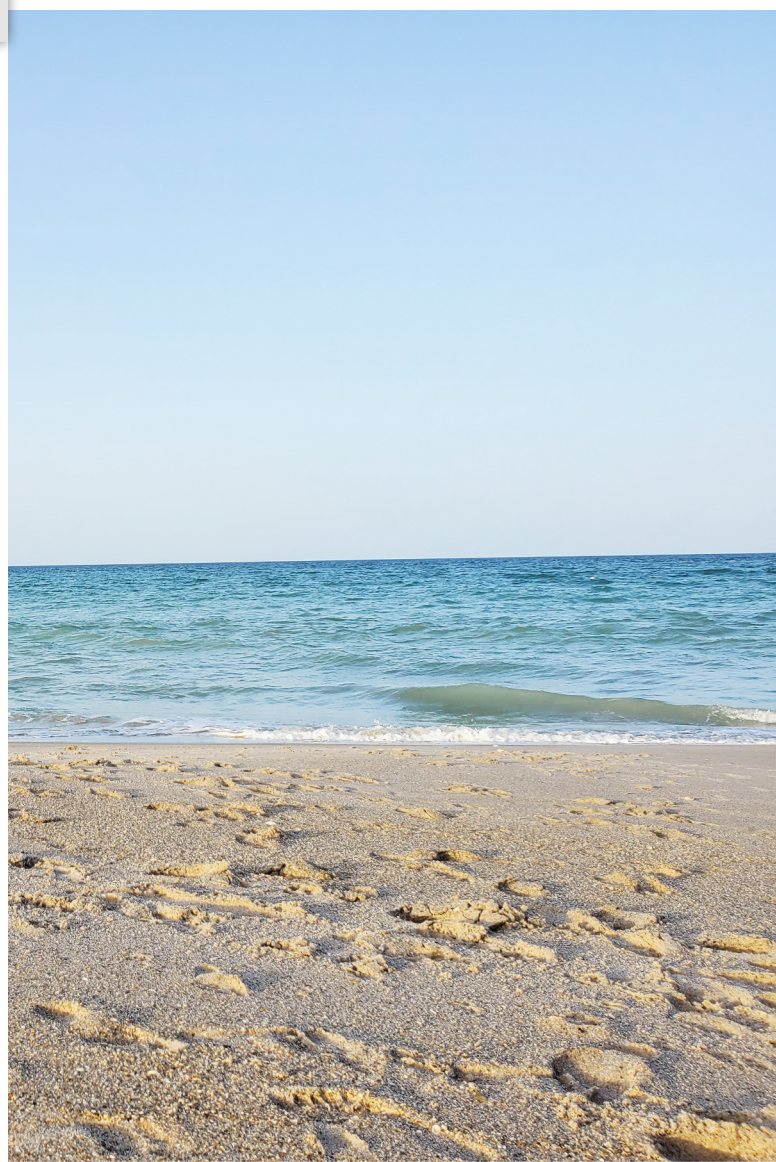
COUNTY MANAGER

Apply no later than August 15, 2025

Welcome to Brevard County! Home of the famed Space Coast, the County is located on the eastern coast of central peninsular Florida less than 55 miles east of Orlando. The County serves as both a destination and launching point for travelers due to the Melbourne Orlando International Airport and Port Canaveral within its boundaries. Its scenic beach views, thriving city sprawls, lush vegetation, friendly neighbors, and rich history make this region an alluring attraction for all.

Between 72 miles of beaches, various lagoons, rivers, and marshes, Brevard County has multiple opportunities for water-based fun. Common activities include sailing, fishing, swimming, and walking along the beach. Additional options include Thousand Island Mangrove Tunnel kayak tours in Cocoa Beach, bioluminescent kayak tours in Titusville, and various dolphin sightseeing tours throughout the region.

Nature enthusiasts can easily immerse themselves in the environment. Merritt Island National Wildlife Refuge is complete with a boardwalk and seven-mile drive where guests can birdwatch and spot alligators. At the Three Forks Conservation Area, visitors can observe fish, alligators, waterfowl, river otters, and shorebirds. People can also camp at designated sites, take an airboat marsh tour, and participate in seasonal hunting. When the water is above



70° E, the Manatee Observation Deck by Mosquito Lagoon is an excellent location to view grazing manatees.

For those seeking their tee time, there are multiple golf courses. The Habitat at Valkaria is a par 72 championship course, and The Spessard Holland Golf Course at Melbourne Beach is a par 67 stretched executive course. Other popular courses in the area include Duran Golf Club, Suntree Country Club, Viera East Golf Course, and The Great Outdoors Golf. For thrill seekers, a ride at the well-maintained Grapefruit Bike Trails in Palm Bay can get that heartrate up. This park has a great mixture of bike tracks for all skill levels, from jumps and ramps, to smoother trails for those wanting a calm and comfortable ride.

The County also operates many outdoor spaces. Under its management are three campgrounds, three nature centers, three education centers, one cultural center, a veterans' center, 15 community centers, 87 beach accesses, 10 school athletic sites, 21 environmentally endangered land sanctuaries and conservation areas, and 106 parks. Families love visiting the picturesque 470-acre Brevard County Enchanted Forest Sanctuary in Titusville and the Historic Schoolhouse Ruins at Parrish Park in Scottsmeer. The 207-acre Space Coast Communities Sports Complex in Sharpes has lighted and unlighted sports fields, as well as a go-kart track and model airplane field.

Entertainment is readily found throughout the County. One great way to spend the afternoon is at the famous Ron Jon Surf Shop in Cocoa Beach or the Avenue Viera complex in Melbourne. Bookworms can also indulge in a quiet escape at any of the County's 17 public libraries, which offer over a million books and more than 27,000 e-books. Outside the County toward Orlando are several world-renowned theme parks, such as Universal Studios, Disney World, and SeaWorld.

Additionally, Brevard County is packed with enough eateries and restaurants to satisfy any craving. Favorite restaurants with seafood medleys include Dixie Crossroads in Titusville and the New England Eatery and Pub near Melbourne Beach. Many also enjoy eating tacos and burgers at Outriggers Bar & Grill next to the San Sebastian Marina. Other hotspots include the cocktail lounge at Rikki Tiki Tavern at the end of the Cocoa Beach Pier and the highly rated pool tables at Pockets & Putters in Rockledge.

Specific cities in the area host a variety of the County's greatest gems. In Cocoa is the Brevard Museum of History and Natural

Science, as well as The Historic Cocoa Village Playhouse. Melbourne is home to the Maxwell C. King Center for the Performing Arts, the American Muscle Car Museum, and the Henegar Center for the Arts. No trip is complete without a visit to the Kennedy Space Center Visitor Complex on Merritt Island, the Cape Canaveral Space Force Museum, or the Brevard Zoo just north of Melbourne.

Additionally, Titusville contains a significant portion of history. Home to the modern American Space Museum & Walk of Fame, the County is also the location of the Windover Archeological Site. In 1982, the site was discovered to be the final resting place of ancient Native American remains, dating back over 7,000 years during Florida's Middle Archaic Period.

Brevard County experiences low crime rates and is a great location to raise a family. Living here is quite affordable, and the area offers various housing options. The median home price is \$383,000, with a median sold home price of \$232,000. As with any large area, a home in one city or neighborhood may be priced quite differently than a home in another area. A three-bedroom, two-bathroom single-family house with approximately 1,750 square feet may be listed in Melbourne for \$410,000 or in Titusville for \$339,000. Oceanfront homes may be priced over \$2 million.

The County is ranked as #2 out of 67 for "Counties with the Best Public Schools in Florida" and within the top 2% for "Counties with the Best Public Schools in America," (Niche, 2025). Schools in the area are highly rated. For instance, Westshore Junior/Senior High School in Melbourne was #43 in National Rankings and #3 in Florida High Schools (U.S. News & World Report, 2024). As the 49th largest district nationwide and 10th largest in Florida, Brevard Public Schools operates 113 schools within the County. It is also recognized as a Purple Star District for its support of military-connected families.

For those seeking higher education, Brevard County is home to two distinguished campuses: Florida Institute of Technology (aka, Florida Tech) and Eastern Florida State College (formerly Brevard Community College). The latter is based in Cocoa, with sister campuses located in Melbourne, Titusville, and Palm Bay. Other notable colleges in the area include the University of Central Florida (41 miles west of Orlando), Embry-Riddle Aeronautical University-Daytona Beach (72 miles north in Daytona Beach), University of South Florida (125 miles west in Tampa), and University of North Florida (150 miles north in Jacksonville).

Although Brevard County is not home to any professional sports teams, fans can support a wide selection of nearby sports teams. Favorites include Orlando Magic (NBA), Orlando Pride (NWSL), Tampa Bay Lightning (NHL), Tampa Bay Rays (MLB), Florida Panthers (NHL), Tampa Bay Buccaneers (NFL), and Miami Heat (NBA). Residents also enjoy cheering for various minor league and intercollegiate teams.

Numerous travel options are available in the County. In the northern region is the Space Coast Regional Airport in Titusville, and toward the south is the Melbourne Orlando International Airport in Melbourne. Nearby are Orlando International Airport (44 miles west), Orlando Sanford International Airport (58 miles northwest), and Daytona Beach International Airport (72 miles north). Those who enjoy cruises, Port Canaveral is located in Brevard County and is the second busiest cruise port (by passenger volume). Farther away options include Jacksonville Port Authority in Jacksonville (160 miles north), Port Everglades in Fort Lauderdale (173 miles south and the third busiest), and Port of Miami in Miami (195 miles south and the busiest cruise port in the world, again by passenger volume).

Collectively, the County is a thriving area. Here, a person can get in touch with nature and the community. It is a great place to live, work, raise a family, and grow professionally. Seasoned professionals seeking the opportunity to become the next Brevard County Manager are encouraged to apply!

HISTORY

Originally inhabited by indigenous people for several thousand years, the area eventually known as Brevard County, was home to the Ais and Timucua tribes. During the 1500s, European explorers came to the region; over the next few centuries, various countries held jurisdiction over the area. In 1819, the United States of America acquired Florida via the Adams-Onis Treaty.

As Florida became more populated, county boundaries and names changed quite frequently. Brevard County itself was first known as St. Lucie County in 1844. When renamed Brevard County in 1855, the area's boundaries were somewhat south of its current borders. In 1905, the southern part of the County was separated and renamed St. Lucie County. Boundaries for the remaining portions of Brevard County shifted northward and underwent more changes before achieving its present-day borders in 1905.

With the extension of the Florida East Coast Railroad in the late 1800s, the area quickly developed into a popular destination for home buyers, retirees, and tourists. Titusville was designated as the county seat in 1879. Following World War I and the Great Depression, the region experienced major land booms.

During the mid- and late-1900s, the federal government established various military stations in the area, notably in the field of aerospace research and technology. One such development was the establishment of the Joint Long Range Proving Ground, which was later renamed as the Kennedy Space Center following President Kennedy's assassination in 1963. These developments expanded over the next several decades, leading to the area's moniker of "The Space Coast."

The County's greater development led to a large population increase as workers and scientists moved to the County's southern parts. Because Titusville was situated in the County's northern end, residents needed better access to County administration. As such, a de facto county seat was established more southward in Viera.

DEMOGRAPHICS

Due to its warm climate and scenic environment, Brevard County is a popular retirement destination. As such, the County has an especially mature population. In 2025, Brevard County was listed as #8 out of 67 for "Best Counties for Retirees in Florida" and #8 out of 2,749 for "Best Counties for Retirees in America," (Niche). See Table I for the County's demographic profile.

CLIMATE

Brevard County experiences a humid, subtropical climate. Summers are characteristically hot and humid, with average temperatures ranging between 66° F and 90.5° F. Winters are mild and comfortable, with average temperatures resting between 49.4° F and 85.6° F. Precipitation is expected throughout the year, the majority of which occurs between June and October. Average annual rainfall is 54 inches, and snowfall is exceptionally rare.

Like the rest of Florida, Brevard County prepares for Hurricane Season between June 1 and November 30. However, due to its location along Florida's eastern peninsula, the County is usually

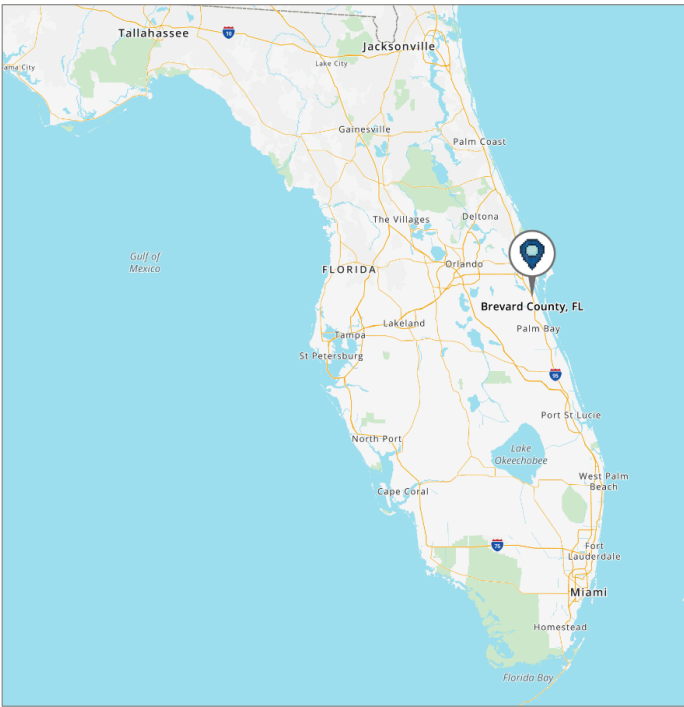


Figure 1: Location of Brevard County, Florida

Table 1: Brevard County Demographics

Distribution by Race		Distribution by Age	
White	73.9%	0 to 15	14.5%
Black	9.7%	15 to 25	10.4%
Asian	2.6%	25 to 45	23.3%
Native American	0.4%	45 to 65	26.9%
Some Other / Two or More Races	13.4%	65 to 85	21.9%
Total	100.0%	Over 85	3.0%
Hispanic (all races)	11.2%	Population 643,979	

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	94.0%
Bachelor's Degree or Higher	33.0%
Median Age—Brevard County	46.6
Median Age—U.S.	38.9
Median Household Income—Brevard County	\$78,575
Median Household Income—U.S.	\$74,580
Poverty Rate	10.1%

Source: U.S. Census Bureau

indirectly affected by these storms. Some wind and flooding damage may be expected, and direct hits from hurricanes are quite rare.

GEOGRAPHY

Brevard County is located along central peninsular Florida's east coast, directly west of the Atlantic Ocean. Additionally, the County is 1,557 square miles, comprised of 1,016 square miles of land and 541 square miles of water. The County is split into the mainland and barrier islands. Between these are the Indian and Banana Rivers, as well as the Mosquito Lagoon to the north. Average elevation is 15 feet above sea level.

The County makes up the Palm Bay–Melbourne–Titusville, Florida Metropolitan Statistical Area. Brevard County consists of 16 incorporated municipalities, as well as multiple census-designated places and unincorporated communities. Palm Bay is the County's most populated city. The county seat is Titusville, though the de facto county seat is 25 miles south in Viera – the geographical center of the County. Brevard County itself is centered between Jacksonville (163 miles north) and Miami (193 miles south) along Florida's east coast. To the west of the County are Orlando (less than 55 miles) and Tampa (130 miles). See Figure 1.

COMMERCE

Brevard County prides itself as the home of NASA's Kennedy Space Center (KSC), the birthplace of U.S. manned spaceflight. KSC continues to have a significant impact on the growth and diversity of the local aerospace industry. The development of Exploration Park, as well as launch and building facilities leased to aerospace firms, assisted in the successful launch and first stage return of government and commercial satellites.

The local diversified economy includes manufacturing of electronics, aerospace, communications, agriculture, and tourism. The development of the Space Center, peripheral services, aerospace and high technology industries, tourism services, and an influx of retired persons have contributed to the area's population growth. See Table II for the County's principal employers.

THE GOVERNMENT

The Brevard County government operates under a Commissioner-Manager form of government. The Board of

County Commissioners is comprised of five members, each of whom is elected from and represents his/her respective electoral district. The Chair is selected by a vote among the Board at the annual organizational meeting in November.

Commissioners serve staggered four-year terms and may only serve up to two consecutive terms. Elections are held in November during even-number years, with three district seats running during one election season and the other two seats on the ballot the next election season. Current Board Members are all serving their first term. In 2026, seats for Districts 2 and 4 will be subject to election. The Commission Members work reasonably well together and generally hold the staff in high regard.

The Board appoints the County Manager and County Attorney. Other County Constitutional Officers are elected, including the Sheriff, Property Appraiser, Tax Collector, Clerk of the Circuit Court, and Supervisor of Elections. The School Board is a separate entity and is not affiliated with the Brevard County Government.

The County Manager is the head of the executive branch of the County Government. The Manager is responsible for the proper administration of all affairs of the County Government not otherwise entrusted to an elected County officer. Responsible to the County Commission, the Manager is appointed by and may be removed via a majority vote.

The County Manager oversees the daily operations of all County employees, with the exception of the County Attorney, employees in the County Attorney’s office, and Commissioner staff members. Members of the senior staff group reporting directly to the County Manager include two Assistant County Managers, Budget Director, Public Safety Director, Communications Director, Central Services Director, and Human Resources Director. The other department directors report directly to the Assistant County Managers as reflected in the organizational chart.

With 24 county offices, Brevard County has divided these offices into four groups for easier organization: Community Service,

Table 2: Principal Employers, Brevard County, FL

Employer	Industry	Number of Employees
Brevard County School Board	Education	9,500
Health First Medical Group, LLC	Healthcare	7,500
L3Harris Technologies, Inc.	Aerospace and Defense	7,500
Publix Super Markets, Inc.	Retail	3,500
Northrop Grumman Corporation	Aerospace and Defense	3,500
Wal-Mart Associates, Inc.	Retail	3,500
Brevard County Board of County Commissioners	Government	2,500
Blue Origins Florida, LLC	Aerospace Manufacturing and Spaceflight Services	2,500
National Aeronautics Space Administration	Aerospace	2,500
Florida Institute of Technology	Education	1,500

Source: Brevard County, FL 2023 CAFR

Development and Environment, Public Safety, and Support Services. Within the Community Services group are Housing and Human Services, Library Services, Parks and Recreation, Tourism Development, Transit Services, and the University of Florida Institute of Food and Agricultural Sciences (UF/IFAS) Extension Service. In the Development and Environment group are Mosquito Control, Natural Resources Management, Planning and Development, Public Works, Solid Waste Management, Utility Services, and the Valkaria Airport. Public Safety consists of Emergency Management, Fire Rescue, the Medical Examiner’s Office, and the Public Safety Office. Support Services consists of Central Services, Budget Office, Communications and Space Coast Government Television (SCGTV), Human Resources and Information Technology. See Figure2 for the County’s organizational chart.

Brevard County’s total adopted budget for fiscal year 2024–2025 is \$2,250,925,875, with a general fund revenue of \$360 million. The County has approximately 2,400 employees. Additionally, the County has two collective bargaining agreements with local chapters of the IAFF (Firefighters). One contract is for the Rank and File Unit, and the second contract is for the Supervisory Unit.

County services include: Emergency 9-1-1 and emergency medical services, fire protection, emergency management, mosquito control, public works, solid waste, water and

wastewater, environmental protection, health and welfare, library services, parks and recreation, tourism, and airport operations. Unincorporated areas receive additional county-provided services, such as the issuance of building permits, plan reviews, code enforcement, local road and bridge maintenance, and utilities.

THE CHALLENGES AND OPPORTUNITIES

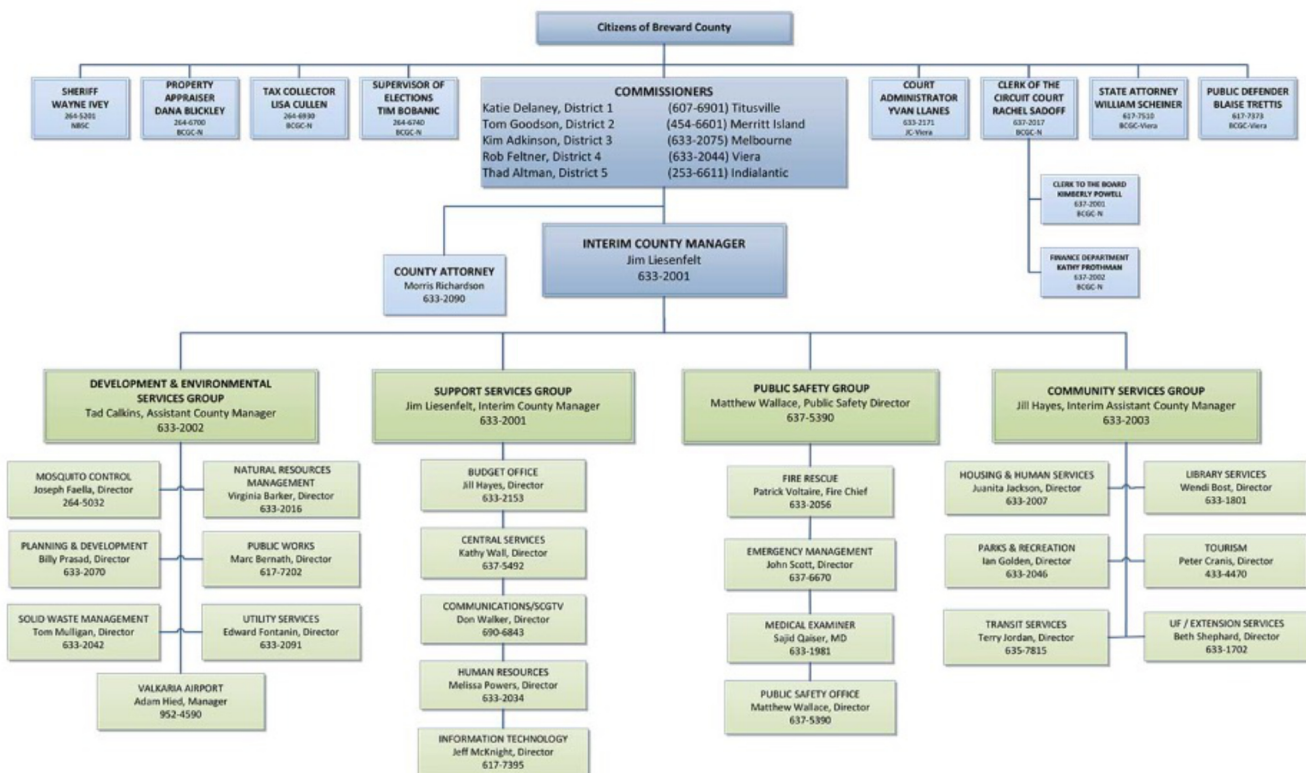
While Brevard County has tremendous potential, it also has its share of challenges. The most significant is how to increase revenues. While the state caps the amount governmental agencies can increase the assessed value of owner occupied homes at 3% or the Consumer Price Index (CPI) (whichever is less), the County's charter also includes a revenue cap. Succinctly, it limits the increase in ad valorem tax revenue for operating funds to 3% annually (plus new construction for that year). Needless to say, that can be a problem when inflation is running significantly above 3%, as it was in 2021 (7%) and 2022 (6.5%). The only exception is if the Board makes a determination of a

critical need and a majority plus one votes to exceed the cap. That is generally unpalatable as well as logistically complex. To date, the County has survived largely because growth has provided additional revenues. That is not a sustainable strategy. The next County Manager will need to actively seek grants, earmarks, and any other sources of funding.

The other approach to minimizing the impact of the revenue cap is to improve the efficiency and effectiveness of the County's government. The next Manager will be expected to conduct a thorough review of County operations. He/she will ask, "Do we have the right people doing the right things in the best possible way to accomplish the County's goals and provide the necessary services and programs?"

The third challenge is development. While it is currently critical to the County's finances, it is necessary to balance it with the citizens' desires and quality of life. For example, the cruise port is growing rapidly. As a result, local hotels have increased from four to eleven. Many of the tourists / cruisers come a few days early

FIGURE 2: BREVARD COUNTY ORGANIZATIONAL CHART





and / or stay a few days afterward. That puts pressure on local roads, restaurants, and entertainment.

The County's environment is unique and complex. Its beaches, the intracoastal waterway, the Banana River and surrounding features are environmentally sensitive. Tropical storms are a summer and early fall threat. The impacts of changes in the climate are yet to be defined. Thus, preparing for the County's short- and long-term future will be critical. Ways also need to be found to protect the residents and their property as well as that of the County.

The County's other challenges revolve around the inability to keep up with costs. County facilities and infrastructure are beginning to show signs of wear. The County is at an impasse with the firefighters over their next contract.

THE IDEAL CANDIDATE

The Board of County Commissioners is seeking an accomplished professional to work with it as a partner, a supporter and a trusted advisor. The next County Manager will be diligent in keeping them informed and ensuring there are no surprises. Personally, he/she will be someone that people are drawn to – someone who is intelligent, upbeat, friendly, outgoing, organized, and positive. He/she will be politically savvy but not involved.

The ideal candidate will have a “can do” attitude while being unafraid of challenges. The individual will have thick skin and a strong backbone while being confident and forthright. When the Commission is considering proceeding in a direction the Manager feels is unwise, he/she will speak up politely and diplomatically. In other words, the individual will tell the Commission what it needs to hear, not what it wants to hear and do so at the proper time and in the right venue.



The ideal candidate will be consistent, persistent, high energy, and a leader – not a bureaucrat. In fact, the individual will have a healthy sense of impatience. Governmental processes can be glacial and that needs to be minimized. Given the County has limited opportunities to increase the resources available to it to provide programs and services, the individual will seek ways to make operations more effective and efficient. While respecting history and processes, he/she will often ask why do we do it this way? The answer will need to be rational and well-reasoned, not that we have always done it this way.

The next Manager will be practical with a vision for how things should be and where the County needs to be in the future. The Commission expects the Manager to be a face of the community without overshadowing it. Consequently, he/she will have excellent communication skills. The individual should expect to participate in local events and organizations as a way of getting a sense of the mood of the residents and businesses, and to get new ideas.

Internally, he/she will be respectful of others, delegate, and encourage an environment where creativity will flourish. The individual will recognize talent, mentor that talent, and be confident enough to then step back and let the staff do its job. The individual will give assignments and set broad performance parameters while expecting results and holding employees accountable. The staff is talented, so micromanagement is not only unnecessary, but counterproductive.

The next Manager will be constantly seeking ways to make the County more responsive and more agile. Customer service will not be just a catchy phrase, but rather, along with integrity, a core principle and a way of life. He/she will lead by example and be a compassionate problem solver. His/her focus will be on finding solutions as opposed to being someone who tends to find reasons to say no. The Manager will expect that if the staff cannot satisfy the residents' desires, they will provide a good explanation of why. Thus, the next County Manager will always be listening and looking for ways to make the government more responsive.

He/she will thus be practical but also visionary. The Commission wants the next Manager to focus on Brevard's future and on improving the quality of life for all the County's residents.

The individual will be very open and transparent. Other important characteristics are experience managing in lean times, and the ability to work with the traditional media as well as social

media. He/she will anticipate and resolve issues before they become problems. Good judgment and common sense are essential. A sense of humor is a plus as is the ability to use it to diffuse awkward and/or tense situations.

The next County Manager will understand the importance of cultivating a climate where research and technology can continue to thrive as important sectors of the region's growing economy. At the same time, the individual will have a healthy respect for the processes and recognize that the community is generally conservative.

In terms of specific skills, the individual will have a demonstrated track record of achievement in management, finance, economic emergency management, development and redevelopment. Given that in addition to supporting the Commission, he/she must work with 16 cities, five constitutional officers, four other elected boards and one other appointed official, the best candidate will have demonstrated success in both intra- and inter-governmental relations. The ability to collaborate and build consensus will be critical. He/she will make everyone feel their views are heard. He/she will realize that giving credit to others is often the best way to get things done.

The ideal candidate will have a bachelor's degree in business administration, public administration, public policy or related field and seven to ten years of increasingly responsible experience as a senior-level executive in a large, multifaceted organization. A master's degree is preferred.

The selected candidate will be expected to make a commitment to the County. It is indeed a special place and a true gem. The County hopes and expects the next Manager will honor its prior managers' tradition of a passion for the County and lengthy tenures.

COMPENSATION

The salary range is \$240,000 to \$320,000. The salary will depend on qualifications and experience. The benefits are excellent. The County Manager will be part of the Florida Retirement System under the Senior Management Service Class.

THE MOST RECENT MANAGER

The most recent County Manager retired after 36 years with the County and the last eight as its County Manager. Historically, Brevard County's managers have had lengthy tenures and left on

their own terms – that is, without being asked to leave or having their employment terminated.

RESIDENCY

Under Florida law, the County Manager must reside within the corporate limits of the County. Frankly, however, with a multitude of housing opportunities (both in terms of location and price), there is no reason to consider living anywhere else.

HOW TO APPLY

E-mail your cover letter and resume to Recruit43@cb-asso.com by August 15, 2025. Please apply ASAP as resumes will be screened as they arrive. Questions should be directed to Scott Krim at (801) 628-8364 or Colin Baenziger at (561) 707-3537.

INTERNAL CANDIDATES

While the County has some very qualified staff, we do not anticipate many, if any, candidates from the upper levels of the County's Management.

CONFIDENTIALITY

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

THE PROCESS

Applications will be screened between August 2nd and September 9th. Finalists will be selected on September 9th. A reception and interviews will be held on September 30th and October 1st. A selection will be made then or shortly thereafter.

OTHER IMPORTANT INFORMATION

Brevard County is an Equal Opportunity Employer. It strongly encourages women, minorities, and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the County, visit:

www.brevardfl.gov/
www.brevardsheriff.com/

www.floridacountyoffices.com/brevard/chambers-of-commerce

www.spacecoastedc.org/
www.visitspacecoast.com/

County Adopted Budget (2024–2025)

www.brevardfl.gov/docs/default-source/budget/fy-2024-2025/fiscal-year-2024-2025-adopted.pdf?sfvrsn=2c3b3b5a_4

Annual Comprehensive Financial Report (2023)

www.brevardclerk.us/_cache/files/1/a/1a878591-74aa-4263-89341ddbdc154a0/02461A458CC0D469F9E760D9A7E5CAF2.brevard-county-annual-comprehensive-financial-report-fy-2023.pdf

Comprehensive Plan (1988)

www.brevardfl.gov/PlanningAndDevelopment/PlanningAndZoning/ComprehensivePlanAndStudies

Consolidated Plan (2022–2026)

www.brevardfl.gov/docs/default-source/housing-human-services-documents/06-03-2022-draft-consolidated-plan-tracked-changes.pdf?sfvrsn=f76728fb_10