City Manager Position Available — Apply by: May 21, 2014

NORTH MIAMI FLORIDA

Population: 59,700

Incorporated in 1926, the City of North Miami is a vibrant community located near the southeastern tip of Florida; in a place many call paradise.

The City of North Miami prides itself on its multicultural nature, and diversity is the key to understanding the City. More than 20 nationalities call North Miami home. The largest single group is Haitian at 31% while 23% identify themselves as Hispanic. The City is also home to the world renowned Miami Museum of Contemporary Art, and two state parks – Oleta River State Park and Arch Creek Park. It is an urban city and largely developed.

The eastern portion of the City fronts on Biscayne Bay while the western boundary is a little west of I-95. Surrounding cities include North Miami Beach, Biscayne Park, Opa-locka

and Miami Shores. Fort Lauderdale is not far to the north and the City of Miami is not far to the south. North Miami is, in fact, midway between Miami International and Fort Lauderdale International Airports. World renowned South Beach is just to the south and the Florida Keys are a bit over an hour further away. Nearby beaches are superb and the outdoor activities are plentiful.

Two universities are also located in North Miami—Florida International University and Johnson and Wales University. The City presently has two high schools, (both A schools), a new middle school and a new K-8 school. Housing in the community is, after the real estate downturn, relatively reasonably priced. More than anything else, North Miami is a stable community with a great deal to offer.

North Miami has the necessary infrastructure in place and is poised for dramatic change as the economy improves. Its Comprehensive Plan and Land Development Regulations were changed several years ago to allow 12 story buildings in the business districts and along some of the major traffic corridors. The CRA covers approximately 60% of the City and it has been used to improve streetscapes and business facades. Further, the City's elected officials are committed to rejuvenating the downtown. The mixed use Biscayne Landing project (covering 175 acres) was underway and two 25 story condominiums were built before the real estate downturn. In addition to residential, it will include retail, recreational and perhaps an Olympic training facility. Like many large scale development projects,, it will probably be another 3 to 5 years before these initiatives fully come to fruition.

History

Although the first development activity in the North Miami area was the establishment of a military trail between Fort Lauderdale and Fort Dallas (at the mouth of the Miami River), the City's current history began in 1891 when Mr. Ilhe purchased 80 acres and began farming.

At the time, it was thought that his nearest northern neighbor lived in Fort Lauderdale. The Arch Creek Railroad Depot for the Florida East Coast Railroad was built in 1896 and became a commercial hub by 1905. By 1912, a small community with a population of less than 100 and composed of eighteen homes, a general store, a blacksmith shop, church and two tomato packing plants had developed around the Depot.

In the 1920s the Florida land boom spread to Arch Creek community. At the time it was still largely agricultural. In 1926, 38 of the 47 registered voters voted for incorporation and then passed a bond to build sidewalks, water system and a city hall. Later that year, a devastating hurricane caused land speculation to virtually cease.

With the end of World War II, military veterans and their families arrived in great numbers. By 1951, North Miami was reported to be one of the fastest growing cities in the United States. In 1953, the City's residents adopted the council-manager form of government and its current name, the City of North Miami (prior to that, it had been the Town of North Miami.)

Demographics

Overall, North Miami's population is 59% Black, 33% White, 3% multiracial, 3% other and 2% Asian. As previously noted, approximately 37.9% are of Haitian descent and 27% are Hispanic. The City is a young city with a median age of 34.4 while nationally the median age is 37.2. 27.5% are under 20 years old, 29.9% are between 20 and 40, 27.8% are between 40 and 60 with the remaining 14.8% being over 60.

According to the 2010 Census, approximately 70% of the population spoke a language other than English at home. Of those, it is estimated that 40% speak Creole, 27% Spanish and 3% French. The median household income is $37,350 and approximately 25% of the population is below the poverty line. Educationally, 7% have a graduate degree, 12% have a Bachelor's degree, 27% have some college or an Associate's degree, 29% have a high school degree and 25% do not have a high school degree.

Climate

The City has a tropical monsoon climate with an average annual high of 85ºF and a low of 72ºF. Highs from November to April tend to be in the average high 70s to low 80s with average low being in the 60s. See Table I (below) for more details.

The other months of the year are why air conditioning was invented. One should also mention hurricanes. If you are not from Florida, you probably imagine many, miserable storms hitting the state every year. The truth is that hurricanes do come but generally not very often. Miami Dade County has really only been hit by three notable hurricanes since 1990. Further, if you are more than 50 miles from the hurricane's center, it will probably not materially affect you. It should also be noted that a Category I hurricane is from 75 to 95 miles per hour, not much faster than the wind we routinely generate driving our cars.

Geography

North Miami covers 10 square miles and lies in northeastern Miami-Dade County approximately midway between Fort Lauderdale and the City of Miami. The land is generally low, only about 6 feet above sea level in most places.

Commerce

Most of the City's employed population works in small businesses. The ten largest employers in the City are listed in Table II (on page 4).

Table I: Climate Data for North Miami, Florida

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year
Average High ˚F	78	78	81	84	88	90	92	92	91	87	83	79	85
Average Low ˚F	62	64	68	70	74	79	78	78	78	74	70	65	72
Precipitation Inches	2.3	2.2	3.2	3.9	6.1	10.2	7.0	9.2	8.9	6.6	3.8	2.6	66.0

Source: Weather.com

Table ll: Largest Employers in North Miami

Employers	# of Employees
50 State Security	700
Florida International University	450
City of North Miami	412
Villa Maria Health Care	400
Publix Super Markets	250
Johnson & Wales University	230
Lexus of North Miami	184
World Emblem	150
Comtel, Inc. / PBS Channel 2	80
Farrey's Wholesale Hardware	80

Source: North Miami 2012 CAFR

For additional information about the City, visit the following: www.northmiamifl.gov, and www.northmiamichamber.com.

The Government

North Miami is a full service city providing building and zoning, code enforcement, library, planning and development, police, parks and recreation, public works, sanitation and water as well a museum. The City has interlocal agreements with the County to provide fire, wastewater and solid waste disposal. The City's FY 2013/14 general fund budget is $585 million with its total budget being $139 million. Approximately a quarter of the City's General Fund revenues come from property taxes, with the remaining revenue coming from other taxes and sources. The millage for FY 2014 is 7.934. (see http://www.northmiamifl.gov/government/Budget/ for details.) The City has 364 budgeted positions and a significant number of city positions fall under three (3) collective bargaining units. The City currently has no debt.

The City was recently awarded the Distinguished Budget Presentation Award for its FY 2014 budget documents reflecting best practices on budgeting established by the National Advisory Council on State and Local Budgeting and the Government Finance Officers Association of the United States and Canada.

North Miami follows the City Manager form of government where the City Manager and City Attorney report to the City Council. The Council is composed of a mayor who is elected at large and can serve a maximum of two consecutive, two year terms. Council members, on the other hand, are elected by district and serve four year terms. Council members elected in 2015 will be limited to two consecutive terms. Elections occur in May of odd numbered years. The City Clerk is also popularly elected. The current mayor and two other council members were elected for the first time in May 2013.

The Council Members are progressive and have the best interests of the City at heart. They tend to agree on the larger issues and projects that are important for the City's future (a new downtown master plan and the Biscayne Landing project, for example) but can and do often disagree on other matters.

The Issues and Opportunities

First, as with many other cities, particularly in Florida, resources are scarce. Property values have begun to slowly recover but have not returned to pre-recession levels. In fact in 2013 Net Assessed Property Value was only 64% of what it was in 2008. On a very positive note, the Oleta Partners (which is composed of the Swerdlow Group and the LeFrak Organization) is developing a 190 acre former landfill site into a mixed use development with 3,000 housing units, two hotels, five to ten office buildings and a million square feet of retail. The right City Manager will have the opportunity to shape a fertile city into a vibrant place where its culturally rich diverse residents can live, work and play. The sky's the limit for the city of progress. Moreover, the City is optimistic that the Downtown Master Plan will lead to a more prosperous future.

A second issue revolves around the North Miami Museum of Contemporary Art North Miami

(MOCA). Located adjacent to City Hall in the heart of North Miami, it is a true treasure. MOCA is dedicated to making contemporary art accessible to diverse audiences, especially underserved populations, through the collection, preservation and exhibition of the best of contemporary art and its art historical influences. (Visit to http://mocanomi.org/ for more information).

Unfortunately, MOCA is undergoing a dispute between some members of the Board, who desire to move the museum to Miami Beach. The Mayor and Council are unanimously supportive of MOCA remaining in the city of North Miami for the benefit of the residents and visitors of the City.

Finally, the city administration has recently undergone a restructuring the government. In December, the City offered an early retirement incentive program and 43 employees; elected to leave. Most of these employees have worked for the City for 20 years or more, resulting in a gap in institutional knowledge. This position offers an opportunity for the ideal candidate to reengineer the government and bring a new vision to shape a new administrative structure that can effectively respond to the needs of the residents as well as be responsive to the technological, environmental and economical demands of an evolving 21st century community.

The Ideal Candidate

North Miami is a great opportunity for the right person. He or she will be a leader who will ensure the City's operations run smoothly and efficiently. The City is seeking a strong, dynamic, energetic, hardworking, progressive and aggressive manager. The ideal candidate will be someone of high integrity, have a track record of achievement and "can do" attitude. He or she will see possibilities where others see stumbling blocks.

The Council is seeking someone to partner with it to make the City all it can be. With a

relatively new Council, the manager will need to be someone who can work collaboratively and assist the elected officials in developing and achieving their common vision. The Council appreciates being well informed of relevant issues facing the City. The best candidate will be someone who can make the Council Members feel comfortable that their views are being heard and who will help bring them to consensus. He or she is a team player and puts the best interest of the city first.

The manager will also understand the complexities involved in working with a very diverse community. As such, he or she must have excellent communications skills with the ability to clearly articulate his or her message. Customer service and integrity will be core principles that guide the Manager's leadership style. She or he will be someone who works with the Council, the community and local businesses and will be community orientated.

Additionally, the individual will be approachable and be an intricate part of the community, always listening and looking for ways to make the government more responsive to the residents as well as the press. He or she will be respectful of others, delegate and encourage an environment where creativity will flourish. The individual will be able to recognize talent, mentor that talent and be confident enough to then step back and let the staff member do his or her job. The ideal candidate will give assignments and set broad performance parameters but will also expect results and hold employees accountable. The individual will believe in transparency as an integral concept to government work. He or she will also be very open and approachable.

Finally, the individual will have excellent analytical skills and a background in finance, labor relations, and community redevelopment. He or she will understand the importance of process but not be afraid to question them and to make changes.

Educational Requirements

The position requires a Bachelor's degree in business administration, public administration, public policy or related field. A Master's degree or its equivalent is preferred.

Experience Requirements

Five years experience as a City or County Manager is desired; consideration may also be given to assistant city/county managers and as well as directors of major departments within the public or private sectors. Related experience will be strongly considered. Prior management experience in politically complex situations is a must. Experience in finance and knowledge of economic development, in culturally diverse communities and in an urban environment is a plus.

Desired Attributes

- Politically sensitive and results oriented,
- Strong public relations skills,
- Customer service focused,
- Ability to gain the trust of the Council, the community, and staff,
- A strong personality with the ability to be an effective team leader and team player,
- Appreciates and values diversity,
- Subscribes and practices a strong sense of fairness and equity,
- Experience and strong skills in budgeting and financial oversight,
- Experience and skill with planning and redevelopment,
- Seeks challenges with the ability to turn them into strengths and opportunities
- Relates effectively to diverse constituents,
- Communicates in a highly effective manner with citizens and with the Council,
- Ability to articulate and effectively market a vision for the City's future,
- Ability and willingness to keep the Council well informed and follow their lead,
- Ability to assess the needs of the city, strategize and secure grants for the betterment of the community,
- Ability to negotiate effectively with stakeholders, partners other governmental agencies,
- Ability to deal effectively with complexity and ambiguity.

Compensation

The starting salary will be between $160,000 and $205,000. Fringe benefits are generous.

Residency

Residency within the city limits is preferred.

How to Apply

E-mail your resume to Recruit44@cb-asso.com by May 21st. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger of Colin Baenziger & Associates at (561) 707-3537.

The Process

Applicants will be screened between May 22, 2014 and May 29, 2014. Finalists will be interviewed on June 2nd and 3rd with a final selection for a City Manager shortly thereafter.

Other Important Information

North Miami is an Equal Opportunity Employer and encourages women, minorities and veterans to apply. Under the Florida Public Records Act, all applications are subject to disclosure upon receipt. Veteran's preference will be awarded under applicable Florida law.

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING