



VOLUSIA COUNTY, FLORIDA

(Approximate population: 510,000)

HUMAN RESOURCES DIRECTOR

June 2007

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Volusia County
FLORIDA

About Volusia County

History

Volusia County was established in 1854 and became the 30th county in the state of Florida. The County's historic places reveal a rich and exciting past. The remnants of massive shell heaps along the Atlantic coast and the St. Johns River tell of numerous bountiful harvests by native peoples for more than 40 centuries.

The ruins of several sugar and indigo plantations speak of the struggle to settle the east Florida coast by British, Spanish and American colonists in the late 1700s and early 1800s . . . and the resistance put forth by the Seminole nation to preserve their way of life.

Grand lodges and quaint frame hotels are reminiscent of the time that Volusia County was the "end of the line" for well-to-do Victorian snowbirds from the north.

Volusia County also was once at the edge of the Florida frontier, as evidenced by modest pioneer homes erected by homesteaders and a history rooted in the citrus, timber and cattle industries.

At the turn of the 20th century, Volusia experienced a roller-coaster sequence of booms and busts -- the more prosperous times evidenced by the historic architecture of the County's cities and towns.

Today many of these historic places are open as attractions to the public or are visible from public right-of-ways.

Location and Topography

Volusia County is situated on the east coast of Central Florida. The 47 miles of Atlantic Ocean beaches are a world class playground, with beachfront cities including Daytona Beach, Ormond Beach and New Smyrna Beach.

Volusia County is about an hour's drive north of Disney World and the Kennedy Space Center. It's also within a few hours drive of other major Florida communities such as Tampa (139 miles), Miami (253 miles), or Jacksonville (89 miles).

Volusia County consists of 1,207 square miles. Elevation begins at sea level and rises to a high elevation of 110 feet.

Cities

Volusia County is seated in DeLand. There are sixteen cities of various sizes and demographics in the County. They are: Daytona Beach; Daytona Beach Shores; DeBary; Deltona; Edgewater; Holly Hill; Lake Helen; New Smyrna Beach; Oak Hill; Orange City; Ormond Beach; Pierson; Ponce Inlet;



Port Orange and South Daytona. The population of the unincorporated County is 115,000. The total 2006 County population was 470,770. The County's 2010 projected population is about 515,000.

Housing and Buying Power

Volusia's housing market is strong, offering residents homes to suit all tastes. Prices, although still below the national average, are escalating rapidly. The median sales price of a Volusia County single family home in August, 2005 was \$216,900. The August, 2005 median sales price of a single family home for the State of Florida was \$246,500.

The American Community Survey reported that the 2004 per capita income in Volusia County was \$24,020.

Volusia County Council Mission Statement

Engage is actions and policies that maintain and enhance public trust and confidence in Volusia County Government.

Education

Elementary and Secondary Education

The Volusia County School District operates a thriving, growing and well-regarded school system. It is the tenth largest school district in the state and among the 50 largest school districts in the nation. The district serves more than 60,000 students in grades pre-kindergarten to 12 and employs more than 7,000 personnel including teachers, support staff and administration. A high percentage of instructional staff hold master's degrees, educational specialist's degrees or doctorate degrees. The system produces more than its share of National Merit Scholarship Award winners, National Achievement Scholarship Program for Outstanding Negro Students semi-finalists, Vocational Gold Seal Recipients and Florida Academic Scholarships recipients. There are approximately 60 private and parochial elementary and secondary schools in the County.

Colleges and Universities

There are seven colleges and universities in Volusia County and eighteen more are within 75-miles of the County. Volusia County institutions are: Bethune-Cookman College, Embry-Riddle Aeronautical University, Stetson University, The University of Central Florida at Daytona Beach, Keiser College, Daytona Beach Community College and Nova Southeastern University.

Media Services

Three daily newspapers, The Orlando Sentinel, the New Smyrna Beach Observer and the News-Journal, serve Volusia County. Several weekly newspapers are also available to residents in the County. The area is served by both AM and FM radio stations as well as a full array of television stations including public broadcasting. Cable television is available to most parts of the County.

Transportation

Air . . . The Daytona Beach International Airport (DBIA) is a full-service international airport with daily worldwide service provided by commercial

airlines. The airport includes a foreign trade zone and international services by the U.S. Department of Agriculture, U.S. Customs and U.S. Immigrations & Naturalization Services. The airfield and terminal infrastructure can accommodate any size aircraft from any point in the world.

Buses . . . Interstate and intrastate bus service is available in the County. Several local tour bus lines offer tour and charter service.

Public Transit . . . VOTRAN, the County's transportation management and operating agency, provides Countywide fixed route and paratransit service.

Volusia County Road Program . . . One of the economic assets of Volusia County is its road network. Volusia has significant road capacity. Roadways in Volusia County are provided by federal, state, county and municipal governments. Two interstates connect in Volusia County (I-4 and I-95)

Trucking . . . There are approximately fifteen trucking lines operating in Volusia County.

Ports . . . Port Canaveral is located 68 miles south of Daytona Beach and is the only deep water port between Jacksonville and West Palm Beach. The Port of Jacksonville is located 90 miles from Daytona Beach. The Port of Sanford is located on the St. Johns River at the Seminole/Volusia County line.

Rail . . . Three railroads serve Volusia County: The Florida East Coast Railway and the CSX railroad for freight transportation and Amtrak for passenger transportation.

Recreation and Leisure

Water sports are plentiful, but Volusia's oceanfront communities are most famous for land sports. Early automotive pioneers such as Louis Chevrolet

and Henry Ford enjoyed their leisure time in the sun and found that the hard packed sand, gentle slope and wide expanse of Volusia's beach was the perfect proving ground for early auto racing. Ormond Beach, in fact, is known as the "Birthplace of Speed."

The racing tradition continues today at Daytona International Speedway, one of the world's finest racing facilities and the home of the world-famous Daytona 500, an event larger than the Super Bowl.

The scenic St. Johns River famed for its bass fishing, links magnificent parks with wildlife preserves along the County's western border. True Southern charm can be found in DeLand, the County seat. This unique city features an award-winning downtown filled with antique shops and quaint restaurants surrounded by stately historic homes and buildings.

Volusia County also is the headquarters of the Ladies Professional Golf Association, the summer home of the London Symphony Orchestra and the winter refuge of the endangered Florida manatee.

Shopping, Dining and Entertainment

Volusia County has several enclosed malls and many shopping centers. There are also hundreds of small, boutique-style shops with a variety of unique merchandise. Small shops in historic DeLand, New Smyrna Beach and throughout the Greater Daytona Beach area offer a diverse treasure hunt following a morning at the beach. Sidewalk cafes, fine restaurants and specialty food shops cater to every taste. Volusia County has more than 1,200 restaurants. There are also 12 galleries and museums, four dance companies, six theater groups and 11 symphony productions. The appeal of shopping, dining and entertainment centers in Volusia County is in the diversity of offerings and in the wide range of opportunities for all lifestyles and incomes.

Tourism

More than 10 million people each year visit Volusia County for its 47 miles of white sandy beaches, pristine parks and premier salt and freshwater fishing. Beachfront communities include Daytona Beach, "The World's Most Famous Beach," and the host to such world-famous events as the Daytona 500, Bike Week and Spring Break. The electric atmosphere of Breakers and Bikers contrasts with the laid-back atmosphere of New Smyrna Beach and the sleepy, Southern charm of historic DeLand

and the St. Johns River on the County's western border.

Climate

Volusia County's average summer temperature is 81. The average winter temperature is 61.5, and the average rainfall is 48.46 inches.

Economic Development

Improving Volusia County's economy took forefront in 2001 when the County Council prioritized economic development as its number 1 priority. To grow, Volusia County recognizes the need to further diversify the area's economy beyond the traditional strengths of tourism and special events and to seek opportunities to attract new jobs which pay well above the County's average wage.

County Council's adoption of a sustainable Economic Development Strategic Plan in 2002 has made the County's program one of the most aggressive in the state of Florida. Recognizing the need to diversity the area's economy by encouraging higher skilled and higher waged employment, the County has targeted business recruitment strategies focusing on the medical products industry, aviation and marine industries, automotive sub-assemblies and information technology companies.

Upwards of 8,000 new jobs are created in the Volusia County economy each year. Many of these jobs depend upon employment opportunities throughout the region as well as closer to home. The primary responsibility for attracting and coordinating new businesses and for encouraging the expansion of existing industries is the Volusia County Department of Economic Development.

In addition to diversifying the employment of the County's workforce, Volusia County has been aggressive in developing new industrial and office parks and for partnering with local cities to do the same. More than 500 acres of future employment sites are under design, currently being permitted or are under construction in various locations throughout the County in an effort to provide future homes for future employers that will be creating the jobs of tomorrow.

Coupled with an award-winning marketing program, Volusia County recognized the importance of local industries and the need to assist them to succeed. In 2005, Volusia County was recognized by the U.S. Department of

Commerce's Foreign and Commercial Service for its outstanding achievement in supporting international trade. Similar programs have been instituted to support technology commercialization and local entrepreneurship.

Sustainable air passenger service is another priority for the County toward supporting an aggressive economic development program. This priority is important in attracting additional air services to the County-owned Daytona Beach International Airport.

ECHO

Volusia's natural treasures include world-class oceanfront beaches, beautiful parks, sparkling waterways and fascinating fauna and flora. These features provide endless opportunities to enjoy the outdoors. Add to that Volusia's cultural gems and rich pieces of history and the community has a diverse and exciting ECHO palette. ECHO stands for Ecological, Cultural, Heritage and Outdoors. County government, with the assistance of a citizen committee, is playing a lead role in the development of a Countywide ECHO tourism



Ocean Center

strategy with a voter approved millage levy as a funding source for a capital improvement grant program.

Volusia Forever

Volusia Forever was created in 2000 when the citizens of Volusia County voted to tax themselves .2 mills over 20 years to protect the County's natural biodiversity. Over the life of the program it is anticipated that \$139M will be raised through this ad valorem tax. In order to stretch these dollars as far as possible Volusia Forever will attempt to form partnerships with federal, state,

water management district and local agencies that are committed to protecting natural resources.

The Mission of Volusia Forever is to finance the acquisition and improvement of environmentally sensitive, water resource protection, and outdoor recreation lands, and to manage these lands as conservation stewards in perpetuity. The program's goals are to conserve, maintain and restore the natural environment and provide access for the enjoyment and education of the public; provide resources to ensure that sufficient quantities of water are available to meet current and future needs; meet the need for high-quality resource based outdoor opportunities, greenways, trails, and open space; preserve the habitat and water recharge; ensure that the natural resource values of such lands are protected and that the public has the opportunity to enjoy the lands to their fullest potential.

Volusia Forever is guided by a 9-member citizens advisory committee that provides assistance to County staff on potential acquisitions by reviewing and ranking properties under consideration and making formal recommendations to the County Council. Volusia Forever is administered by the County's Land Acquisition & Management Division.

About the Volusia County Government

Volusia County is a Charter County under Florida law. The Florida Constitution provides for "Home Rule" county charter government when approved by the voters in a referendum election. Under the home rule charter, the organization and authority of county government is decided by the local citizens rather than being dependent on the legislature in Tallahassee. The people decide by local referendum election what county government organization will be most responsive to their needs. Charter government enables the County to adopt laws without the need for prior authorization by the State Legislature.

The Volusia County Charter provides for a Council/Manager form of government. Laws and policies are made by the 7-member County Council. All management and administrative duties are carried out by the County Manager who, along with the County Attorney, is appointed by and serves at the pleasure of the County Council.

Five council members are elected by district and

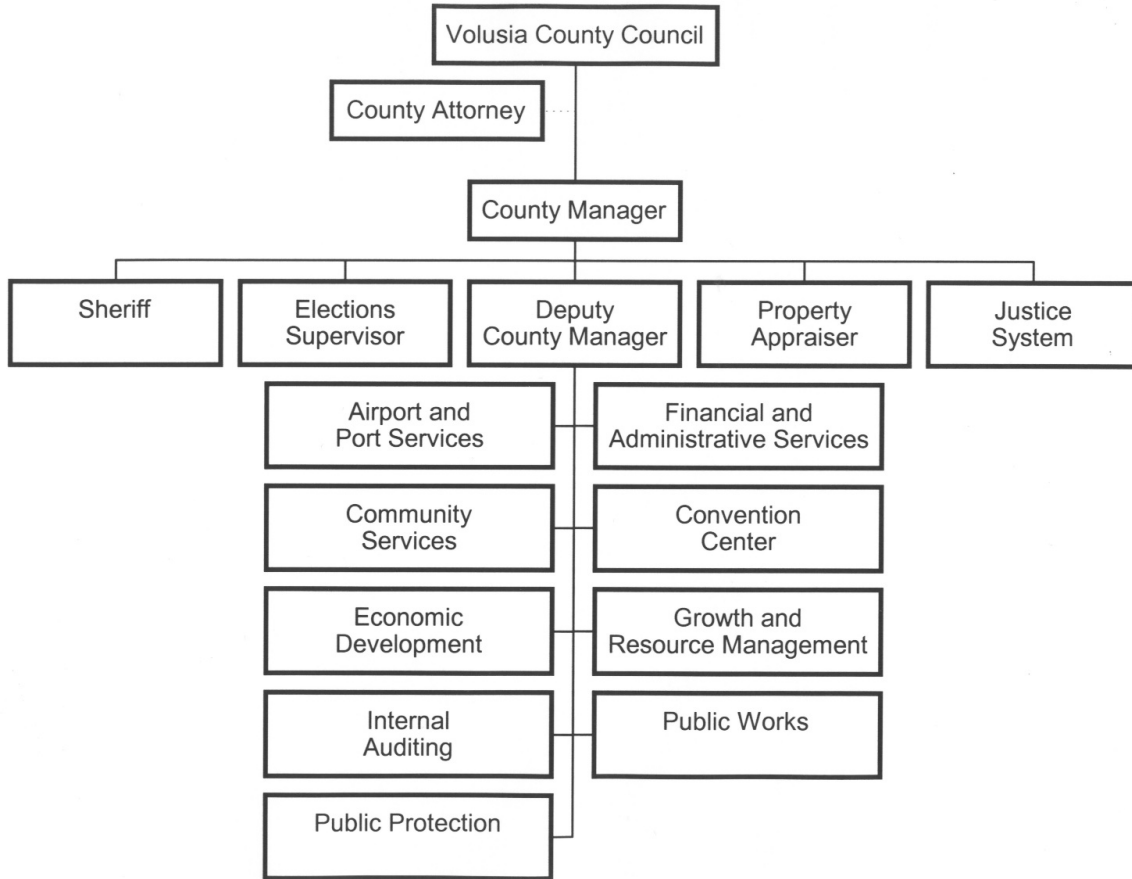
one is elected at-large to staggered 4-year terms. The Chair is elected at large to a 4-year term. The Sheriff, Elections Supervisor and Property Appraiser are also elected officers of the County.

The County Manager appoints all other non-elected officers and manages and evaluates their work. This includes a wide variety of services organized into these functional groups: Airport and Port Services, Financial and Administrative Services, Community Services, Convention Center, Economic Development, Growth and Resource Management, Internal Auditing, Public Works,

and Public Protection. The current County budget is about \$580M and there are about 3,100 County employees. Fire and Sheriff employees are unionized. Volusia County is known for its highly well-managed and highly stable government.

Demand for services continues to increase with the County's increasing population. Despite the pressures of growth and the increasing need for services, the County budget and major tax rates have increased modestly.

Volusia County Organizational Chart



Note: The Sheriff, Elections Supervisor and Property Appraiser are elected officers of the County.



Issues, Problems and Opportunities facing Volusia County (no priority ranking intended)

- ▶ Rapid growth . . . need to keep up with the County's infrastructure requirements in response to growth - roads, fire stations, utilities, recreational facilities, traffic lights, storm water drainage, etc.; need to protect the County's rural areas and open space; need to maintain high quality and responsive services in response to growth; need to examine development standards.
- ▶ Economic development . . .the County is ideally located for business growth but needs to continue to foster development of new industrial and office parks and to aggressively recruit those companies that will add positive capital investment and higher-valued jobs to the community.
- ▶ Daytona Beach International Airport (DBIA) is an excellent modern but underutilized facility. Aggressive efforts need to continue to increase both commercial and non-commercial aviation activities.
- ▶ Full utilization of the County's new Ocean Center, a tourism development facility supported by the bed tax.
- ▶ A variety of internal issues, including:
 - need to carefully and objectively evaluate the County's organizational structure, service delivery and internal control systems and make improvements as warranted,
 - need for the government to become less bureaucratic and more "customer" focused,
 - need to establish performance standards and measurements and hold staff accountable to meet those standards.

About the Human Resources Department and the Position of Human Resources Director

Volusia County employs approximately 3,100 full-time and 800 part-time/seasonal employees. There are currently two unions and three contracts. The Human Resources Director serves at the pleasure of the County Manager as one of his key support staff members. He or she manages a staff of 29 employees who provide a full range of human resources services including benefits, self-insured health, classification, compensation, payroll, retirement, employment, employee relations, recruitment, risk management, labor relations, training and development, safety, and wellness.

The mission of Human Resources is to facilitate County government operations through proactive management of its human resources; to meet the challenges of the changing workforce environment, adhering to and promoting the principles of equal opportunity and social equity through effective recruitment, training and development of programs in conjunction with innovative reward and motivational programs; and to develop a highly qualified productive and responsive workforce equipped with the knowledge, skills and abilities necessary to meet and adapt to the present and future needs of Volusia County.

Requires a Bachelor's degree in Business or Public Administration, Human Resources or related field, and five (5) years of progressively responsible experience in human resources management and administration. Higher amounts of education, training, or experience may be substituted for the minimum qualifications. The ideal applicant will have local government experience with a thorough understanding of the functions listed above and how they are applied in a governmental entity.

Compensation: Salary negotiable, depending on qualifications; plus a very competitive and comprehensive benefits package.

Closing Date: Open until filled

To Apply:

Please mail, fax or e-mail your cover letter, resume and current salary to:

Robert E. Slavin, President

SLAVIN MANAGEMENT CONSULTANTS

3040 Holcomb Bridge Road, Suite A-1

Norcross, Georgia 30071

Phone: (770) 449-4656

Fax: (770) 416-0848

E-mail: slavin@bellsouth.net

www.slavinweb.com

Note: Under Florida Law, resumes are public documents and will be provided to the media upon request. Please call prior to submitting your resume if confidentiality is important to you.

Volusia County Is a Drug Free Workplace and an Equal Opportunity Employer Committed to a Diverse Workforce



