



# CAREER OPPORTUNITY

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CHIEF FINANCIAL OFFICER

# LIFE IN ALTAMONTE SPRINGS

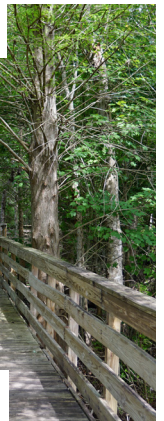
Altamonte Springs is a city born of innovation, fiscal responsibility and progressive ideas. The City is completely debt free and maintains one of the lowest tax rates in Florida. City leadership, staff, residents and local businesses share a vision of making Altamonte Springs the best place in Florida to live, work, raise a family, earn a degree, seek medical care, build a business and more. Few locations in the state offer the robust services Altamonte Springs provides at such a low cost.

The City has a perfect blend of community spirit and bustling activities that help create a wholesome environment for residents and visitors alike. Residential tree-lined streets and beautiful parks reflect the charm and unique character of the place 46,000 people call home. Not to mention, the City's robust events program is the most exciting in the region; generously funded by the community. Hosting more than one million visitors each year, Altamonte Springs' programs generate excitement and entertainment, while enriching its diverse social fabric.

## Growth and Business Climate

Altamonte Springs is a municipality that offers an abundance of opportunities for businesses. Home to the largest, most comprehensive hospital in Seminole County, direct access to SunRail and thriving retail establishments, the City takes a progressive approach to maintaining sustainable development and creating a strong economic framework for residents.

The City also works diligently to address urban sprawl concerns by building a metropolitan living environment that provides coordinated and continual growth while reducing suburban development patterns.





Among its many accolades, Altamonte Springs is recognized as the best city to start a small business in Seminole County. The City's supportive business environment and low business costs are attractive to creative entrepreneurs with diverse backgrounds and experiences. By facilitating opportunities for successful and sustainable growth, the City stands out beyond the local level, ranking as fifth best city to start a business in Florida and 42<sup>nd</sup> in the United States.

## Health Care

AdventHealth Altamonte is an award-winning health care facility and the largest hospital in Seminole County. The facility is equipped with state-of-the-art technology, 383 beds and over 2,000 physicians ready to help heal the community. AdventHealth Altamonte is also recognized as one of America's highest-rated hospitals for patient safety by the Leapfrog Group. U.S. News & World Report recognized the hospital as one of America's best.

Altamonte Springs is also home to AdventHealth's corporate headquarters, which houses over 800 employees. The City has formed a strategic partnership with AdventHealth to connect residents and visitors to excellent medical services, valuable education and forward-thinking programs. With initiatives like FeelingWhole, this collaborative effort is intended to build whole-person wellness and promote the highest quality of life for the surrounding community.

## Recreation, Leisure and Events

The City aims to inspire residents to learn, play and connect by creating diverse programs

## CITY DEMOGRAPHICS

- Population (2020): 46,231
- Seminole County Population (2019): 471,826
- Area of City: 9.607 Square Miles
- Employees: 429
- Form of Government: Commission/Strong Manager
- Year of Incorporation: 1920

### Current Millage Rates:

- City Millage Rate: 3.1
- County Fire/Rescue Municipal Service Taxing Unit (MSTU) Rate: 2.7649

### Residential Information:

- Single-Family Parcels: 7,392
- Single-Family Residential Subdivisions: 137
- Multifamily Units: 17,110
- Multifamily Communities: 97

### City Services:

- Reclaimed Water
- Residential Garbage Collection
- Sewer
- Stormwater
- Waste Recycling
- Water

# LIFE IN ALTAMONTE SPRINGS

and experiences in sustainable natural spaces. Altamonte Springs has more than 224 acres of developed park land that is complemented by full-service educational and recreational programs as well as enjoyable amenities. Playing fields, playgrounds, trails, pavilions and more are available for engaging, family-friendly fun.

The beloved Cranes Roost Park is a beautiful place to relax, eat lunch, listen to music, exercise, spend quality time with loved ones and enjoy the day. This iconic park surrounds Cranes Roost Lake with one mile of continuous walkway as well as benches and covered seating areas. The 45-acre regional park also features a European-style plaza with a choreographed fountain show, a 62-foot picturesque tower and the Eddie Rose Amphitheater, which features stadium-style seating and a one-of-a-kind floating stage.

The City hosts year-round events in Cranes Roost Park, one of Central Florida's premier outdoor park venues with more than one million guests visiting annually. Events include concerts, festivals, fitness classes, walk-a-thons, holiday celebrations and the area's famous Independence Day celebration, Red Hot & Boom, the largest event of its kind in Central Florida.

Cranes Roost Park is at the heart of Uptown Altamonte, the City's business district and entertainment venue. Uptown Altamonte has established itself as the pulse of Altamonte Springs and serves as an economic and aesthetic focal point in the City, featuring carefree living, convenient shopping, offices and an enviable collection of places to eat, drink and be entertained.



Uptown Altamonte is also home to the Altamonte Mall, the second largest mall in Central Florida with the highest sales per square foot of any non-tourist mall. Retailers include Dillard's, JCPenney and Macy's, as well as other notable stores such as the Apple Store, AMC Theatre and Barnes & Noble.

## Education

Altamonte Springs is located within the Seminole County Public School (SCPS) District. SCPS is a leader in education throughout Central Florida and the State and is widely recognized as a Premier National School District. The Florida Department of Education gave the district an "A" rating for the 2018-2019 school year.

SCPS ranks No.1 in STEM (Science, Technology, Engineering and Math) in the state of Florida. The City supports the mission to provide Seminole County students with STEM-related learning opportunities through the Altamonte Springs Science Incubator (AS<sub>2</sub>I) program. Students visit Lake Lotus Park, the City's leading reclaimed water plant and the environmental laboratory to learn about STEM while performing hands-on activities that foster educational experiences.

Altamonte Springs is also home to Seminole State College (SSC), a national leader in academic programs that provides exemplary scholarly ventures for our community. The SSC nursing program has one of the highest exam pass rates in the country. The college achieved Gold status for student retention, graduation rates, job placement and graduate starting salaries.

## CITY DEMOGRAPHICS

### Racial Makeup:

- 71.8% White
- 28.2% Hispanic or Latino
- 15.2% African American
- 3.8% Asian, Pacific Islander or Native American

### City Amenities:

- Shopping at the Altamonte Mall
- Fine Dining at Uptown Altamonte Restaurants
- Home to Beautiful Cranes Roost Park
- Full Service Library
- 18-Screen AMC Movie Theatre
- 45 Minutes from Disney World Resorts
- 30 Minutes from Universal Studios and Downtown Orlando
- Serviced by Orlando and Sanford International Airports
- Accessible through SunRail Commuter Station and Lynx Bus Service



# INNOVATIVE INITIATIVES

With forward-thinking projects and proactive innovations, Altamonte Springs has set an example for other municipalities around the country by working beyond the typical constraints of local government. From water conservation and reclamation to inter-city transit pilots, the City has created multiple solutions, resources and alternatives to the region's challenges.

Through enhancing and building creative programs for evolving needs at the local level, the City has established a large regional, national and international footprint with projects that expand beyond its boundaries.

## Altamonte Electric Utility (AEU)

Leading the way in sustainability, the City created the AEU. The City Commission approved the creation of the AEU in 2017 with the purpose of exploring renewable energy sources and saving taxpayer dollars.

A primary goal for the AEU is to self-power City facilities. Utilizing alternative energy options in supporting this operation is critical, and the utility's first major renewable energy project will help accomplish that initiative. The AEU has installed a one megawatt floating solar array, which floats above a stormwater retention pond and will supply power to the City's water reclamation facility starting in 2022. Made up of 2,430 photovoltaic panels, the solar array is the largest in Florida and the third largest in the nation.



## pureALTA

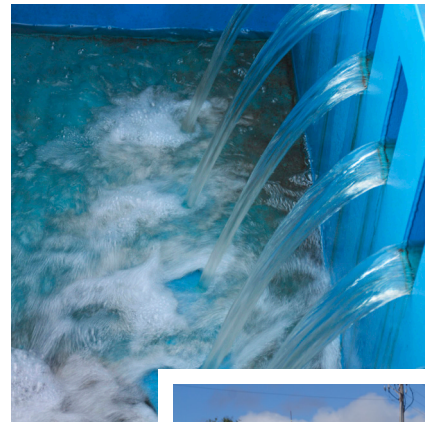
Altamonte Springs created pureALTA to address our community's future water needs and diversify the City's water portfolio. The project utilizes cutting-edge technology to purify reclaimed water to drinking water standards. By exploring innovative water treatment processes, the City demonstrates energy-efficient technologies and extends the use of existing water sources.

With the mission to build a safe and sustainable water supply in mind, pureALTA benefits today's community and future generations. pureALTA received a 2018 Market-Changing Water Technology award from the International Water Association in Tokyo, Japan and was the only pilot honored from the United States. The project also won the 2017 WaterReuse Innovative Project of the Year at the nation's preeminent water reuse conference in Phoenix, Arizona.

## A-FIRST

The City expanded its water reuse efforts with A-FIRST, an initiative to collect I-4 stormwater runoff and treat it to be used for irrigation. In a first-of-its-kind partnership with the Florida Department of Transportation, the Florida Department of Environmental Protection and the St. Johns River Water Management District, city engineers developed this alternative to roadside drainage ponds.

Stormwater is treated and redirected into the City's reclaimed water system. Excess water is sent to the City of Apopka, which is experiencing water shortages. The project also reduces impacts to area springs and improves water quality in the Little Wekiva River.





# WORKPLACE CULTURE

The City has a stable workforce and directly employs 429 dedicated, hardworking individuals who all have diverse backgrounds, wide-ranging skill sets, the drive to succeed and a desire serve the community. City staff strives to push the envelope and think outside the box to provide excellent opportunities, enhanced services and even better amenities, never losing sight of its most important constituent—its residents.

The City is committed to fostering a positive and engaging workplace atmosphere for all employees through beneficial programs, events and services.

## Employees Organization

The Employees Organization (EO) is a group operated by City employees for City employees. Every year, the EO hosts quarterly luncheons for employees to network with staff from other departments and build lasting friendships. The group coordinates, organizes and provides social and recreational activities for the enjoyment of its members who participate voluntarily.

## AltaFamily Cares

AltaFamily Cares (AFC) is a subcommittee of the EO that coordinates assistance for City employees during times of unexpected hardship. Through AFC and employee donations, a year-round food bank is available to those who could use a helping hand. During the holiday season, AFC hosts an annual toy drive to bring joy to families in need.

## Wellness Program

The City of Altamonte Springs has long embraced good health and well-being of its employees by offering a Wellness Program with multiple





components. Through this program, employees can participate in a variety of health and fitness activities at City gyms, City fitness classes, wellness seminars and challenges. Free fitness classes in styles such as core ability, Zumba, kickboxing, circuit training and yoga are offered by certified instructors. The City also holds blood drives each year for employees to donate.

## Talk It Out Tuesdays

To help employees manage their mental health, the City offers one-on-one counseling sessions with a licensed therapist on the first and third Tuesday of each month.

## Employee Socials

The City hosts employee socials for all staff. These socials have included free ice cream and food trucks days as well as overall appreciation events.

## Safety Awareness

Each August, the City focuses on safety in the workplace for all employees. Safe and Sound Month features a variety of activities and events that reinforce the importance of safety at work and in everyday life.

## CityScope

The City publishes an employee newsletter called CityScope. The quarterly publication delivers the latest news from each department, event recaps, helpful tips, awards or achievements, fun facts and more.

## Shining Star

The Shining Star program recognizes and celebrates those who go above and beyond in their role with the City. Employees nominate their peers for their hard work and dedication. Recipients are honored at a special monthly ceremony.



# CITY GOVERNANCE

Altamonte Springs is a municipal government providing a full range of service, including police protection, sanitation, road maintenance, water and sewer operations, parks and recreation, planning and community development and inherent support activities. The City of Altamonte Springs uses a Commission-Manager form of government. The Commission enacts legislation, adopts budgets, determines policies and appoints the City Manager, who executes the laws and administers the government of the City. Citizen advisory boards and committees add to the governing process. The four City Commissioners are elected for staggered two-year terms, and the Mayor is elected for a three-year term. The City Manager is the City's chief executive officer. The primary responsibilities of the City Manager's Office include:

- Coordinating the activities of all City departments
- Ensuring responsible organizational and fiscal management
- Providing for the effective implementation of the City Commission's policies and priorities

The City Manager is appointed by the City Commission and serves at its pleasure. The City Commission is governed by the City Charter and by state and local laws and regulations. The City Commission is responsible for policy issues such as the budget and ordinances. The City Manager is responsible for all operations of the City. The Altamonte Springs FY 2021 Budget is \$84.8 million with an anticipated Fund Balance of \$39.7 million. The City employs approximately 430 full-time equivalents (FTEs).

## Our Vision

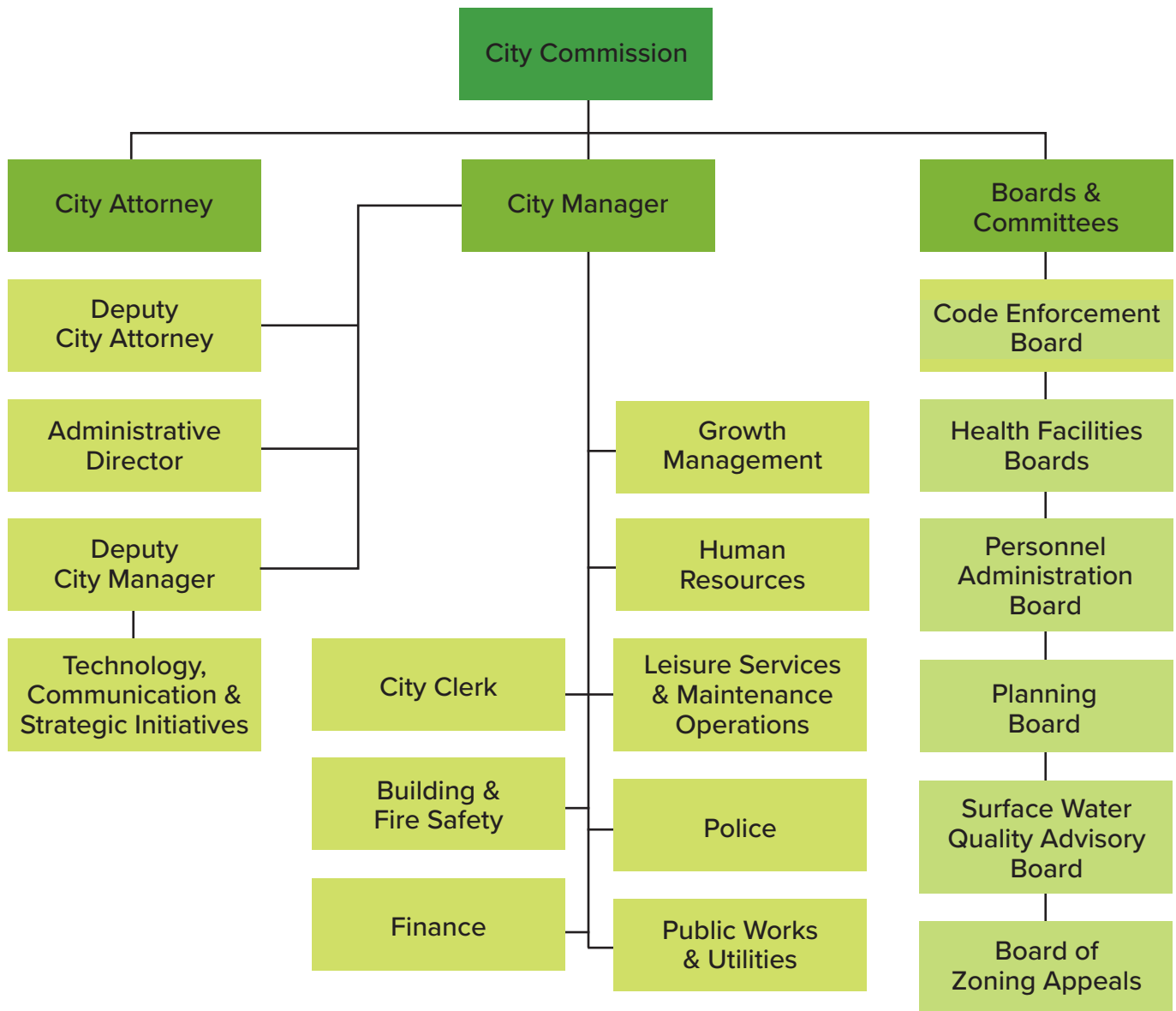
The vision of the City Manager's Office is to act as a local government which embraces the changing needs and expectations of our customers.

## Our Mission

The mission of this office is to provide outstanding service in an efficient, effective and professional manner.



## City of Altamonte Springs Organizational Chart



# CITY FINANCES

The City of Altamonte Springs is in excellent financial condition with no external debt. As of September 30, 2020, the City had total assets of \$352.6 million and a net position of \$324.6 million. Liabilities included a net pension liability of \$2.6 million.

The City's credit position is very good, and its Aa2 rating is slightly higher than the median rating of Aa3 for cities nation wide. Notable credit factors include a robust financial position, small debt burden and moderate pension liability. The rating also reflects a sizable tax base and adequate wealth and income profile.

## Debt and Pensions

Altamonte Springs' net direct debt to full value at zero percent is materially lower than the U.S. median. Pension plan net position, as a percentage of the total pension liability, was 90% for the police plan and 123% for the general employees' plan.

## Economy and Tax Base

The economy and tax base of Altamonte Springs are strong. Total full value (\$4.5 billion) exceeds the U.S. median. Full value per capita (\$98,292) approximates the U.S. median.

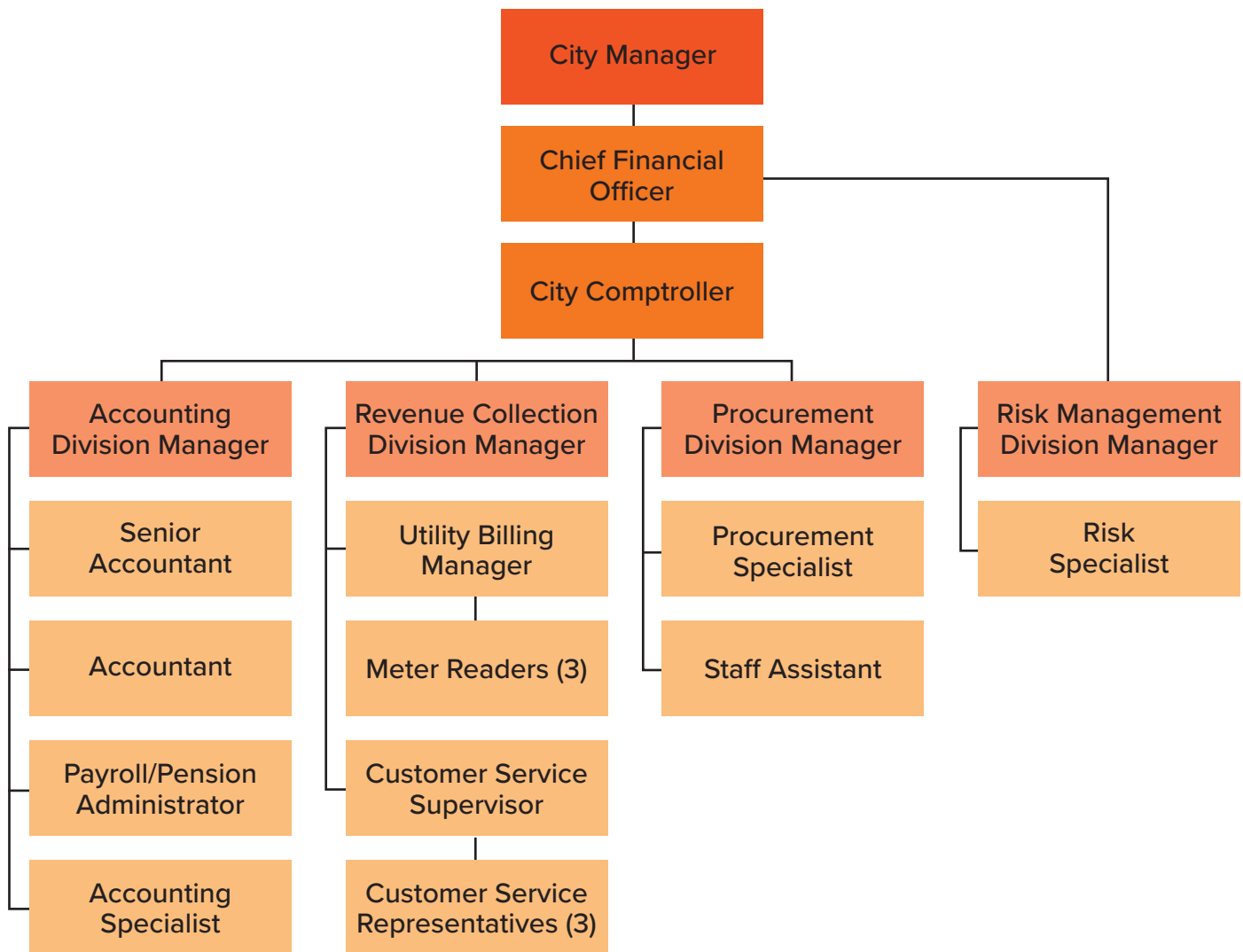
## Chief Financial Officer

The Chief Financial Officer (CFO) is appointed by and serves at the pleasure of the City Manager. The position involves highly responsible administrative work in planning and directing the financial activities of the City. The CFO has senior executive level responsibility leading, directing and supervising the City's financial operations. The CFO exercises an extensive degree of originality, initiative, ingenuity, judgment and professional financial management in formulating the City's financial policy and in providing senior City management with reliable information for making long and short-term policy decisions. General direction is received from the City Manager who holds the incumbent responsible for the effective management of City financial activities and for the professional management of the Finance Department.

In Altamonte Springs, the Finance Department employs 21 FTEs in the following divisions: Accounting, Revenue Collection, Procurement and Risk Management. Emphasis of the work is on directing and formulating City financial policy, directing the preparation of the annual City budget and City Comprehensive Annual Financial Report, directing the purchasing functions for the City and directing the City's Risk Management programs.



## City of Altamonte Springs Finance Department



# JOB SPECIFICATIONS

## Responsibilities

- Collaborate with the City Manager and Executive Team
- Plan, organize and direct departmental activities
- Prepare and implement long-range financial plans
- Guide and train professional and technical staff
- Develop the annual operating budget
- Develop and administer investment, banking, pension plan and financial management policies
- Monitor the budget on an ongoing basis and make recommendations to the City Manager
- Perform additional duties as assigned
- Remain available for emergency callouts

## Minimum Requirements

- Bachelor's Degree from an accredited college or university in Accounting, Business or related field
- At least eight (8) years of professional experience in accounting at the local level, to include four (4) years supervisory experience at a senior management level; or an equivalent combination of training, education, and experience
- A valid driver's license (Must obtain a Florida driver's license within thirty (30) days of employment)

## Preferable Qualifications

- Master's Degree in Accounting, Business or related field
- Certified Public Accounting Certification
- Certified Government Finance Officer Certification
- At least five (5) years of recent experience in Florida

## Ideal Characteristics

- Knowledge and understanding of municipal government, including departmental operations, both internal and external to the Finance Department
- Strong work ethic and ability to work cooperatively, effectively and compassionately to get the job done in a manner that positively serves the community
- Ability to resolve complex problems, both at the departmental and the organizational level



- Thorough knowledge of enterprise and utility funding at a high level
- Strong knowledge of pension plan funding and administration
- Collaborative leader who can work in partnership with the City's Executive Team, which consists of the City Manager, Deputy City Manager, Deputy City Attorney and department directors
- Collaborate and coordinate with external stakeholders who often include legislative, financial, legal, community and other agencies
- Consistently identify and forecast operational requirements and remedy deficiencies in a proactive and timely manner
- Foster strong, positive interpersonal relationships and effectively demonstrate organizational and operational talent, competency and trust, with the ability with the ability to effectively interact with staff at all levels of the organization
- Contribute ideas, processes and solutions both internal and external to the organization while coordinating and developing successful relationships both internal and external to the organization

## Compensation and Benefits

The approximate current salary range is \$96,000 to \$150,000. Beginning salary is negotiable. The City expects to provide the Chief Financial Officer with a highly competitive pay and benefit package. Benefits include participation in a defined benefit retirement plan or defined contribution pension plan, health insurance (City paid employee coverage), FICA, life Insurance, paid annual leave, an executive investment pension plan and paid administrative leave.

## How to Apply

The position will remain open until filled. Resumes are evaluated as they are received, and the process will move forward upon receipt of a sufficient number of well-qualified responses. If interested in this outstanding opportunity, please immediately email a detailed resume with a cover letter and salary expectations to:

- Robert E. Slavin | Slavin@bellsouth.net
- Barbara Lipscomb | blipscomb863@gmail.com

**Note:** *Under Florida Law, resumes are public documents and must be provided to the media upon request. Please call prior to submitting your resume if confidentiality is important to you. Altamonte Springs, Florida is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin or disability in employment or in the provision of services.*

## **SLAVIN MANAGEMENT CONSULTANTS**

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