

The City of Parkland, Florida

Invites your interest in the position of

CITY MANAGER



About Parkland

Parkland lives up to its name with nearly 800 acres of park, open space and recreation land within the 12.8 square mile city limits (including .5 square mile of water area). The City offers park and recreation services ranging from passive open space areas to meeting rooms, to many varied sports fields, to a dog park, to playgrounds, to picnic areas and pavilions, to an equestrian center and more.

The City is in south Florida. It is home to nearly 33,000 residents and is bordered by Palm Beach County to the north, the City of Coconut Creek to the east, the City of Coral Springs to the south, and the Florida Everglades to the west

Quality of Life

Parkland features distinctive appeal and a great quality of life. The public spaces and neighborhoods boast an active community animated by pedestrians and joggers, dog-walkers, bike riders, and kids making their way to school. Friends encounter friends at the beautiful parks and public spaces which are valued and important to residents to enhance and sustain.

Parkland is almost exclusively residential and is a rapidly growing city. Population increased 26% between 2010 and 2015. The population is affluent, highly educated, international and well-traveled, and significantly engaged in the community. Education is very important in Parkland as 97% of the population are high school graduates and 60% have a Bachelor's degree or higher. Service standards and expectations from a vocal and active community are high. Residents are warm and friendly.

Future Focus

Parkland takes pride in its thoughtful blueprint for development which is designed to protect the beauty and elegance of the "park-like" character of the City. The City is working diligently to preserve its quality of life and hometown/small town charm.

Education

The City is served by five public schools: three elementary schools, one middle school and a high school. All are "A" rated schools and have been recognized by Great Schools.org., Newsweek and Forbes for their excellence.

Parkland is a great place to live, play, and raise a family.

Learn more by visiting the official site of the City of Parkland, Florida <https://www.cityofparkland.org/>

Government

The City of Parkland operates under a commission-manager form of government, whereby a separately elected Mayor and four City Commissioners (running from districts but subject to City-wide elections) are elected by residents to four-year overlapping terms. The Commissioners and Mayor are limited to two four-year terms. The Commissioners make important decisions on policy-related issues and to establish a vision for the City. The City Commission appoints the City Manager (the City Attorney and City Clerk are also appointed by Commission), who is essentially the Chief Executive Officer of the City, to effectively implement those poli-

PARKLAND CITY COMMISSION	
Christine Hunschofsky	Mayor
Stacy Kagan	District 1
Richard Walker	District 2
Ken Cutler	District 3
Bob Mayersohn	District 4

cies and vision through strategic leadership and fiscal stewardship, ensuring that the entire community is being equitably served. The City Manager also makes recommendations to the City Commission to adopt policies that will benefit the health, safety, and welfare of the community. There is strong support for the Commission (Council/Manager) form of government which emphasizes the team relationship between the policy making prerogatives of elected officials and the professional City Manager.

The City Manager coordinates the work of department heads and other employees who help ensure the smooth and efficient delivery of services to residents. The City of Parkland employee team is comprised of approximately 94 full-time employees and 48 part-time employees, none of which are unionized. The department heads and staff in general are well-respected by the elected officials and community.

The City contracts for Fire Rescue Services with the City of Coral Springs. Police Services are contracted with the Broward County Sheriff's Office. Utilities are provided by third party providers and are not part of the City government.

Parkland is financially sound. The City's General Fund Budget for FY 2019 is \$39,479,000. The fiscal year 2018-19 Total Operating Budget for all funds totals \$48,782,050.



About the Ideal Candidate

The City Commission is looking for an ideal City Manager candidate who is a top quality manager, skilled in performance measurement and continuous performance improvement, with a strategic approach to organizational structure, staffing, and transition planning. The ideal candidate has demonstrated highly effective communication skills which aligns team and individual performance with the organization's goals and strategic plan. The ideal candidate understands how to manage efficient processes while keeping all Commission members well-informed with unfiltered information, readily sharing information and promoting transparency. The ideal candidate not only communicates well with the Commission but understands how to navigate and constructively handle the, at times, diverse Commissioner perspectives in a productive and even manner. The City Manager is expected to be comfortable telling the Commission what they need to hear and not just what they want to hear.

The ideal candidate leads by example to bring people together to foster a coordinated team and, where possible, consensus. The ideal candidate has a demonstrated history of providing guidance, encouragement, professional development, and direction to all departments to meet organizational goals.

The ideal candidate has demonstrated skill sets in developing a collective sense of purpose, encouraging teamwork, clearly articulating expectations, delegating responsibility, and fostering a culture of accountability without micromanaging. The ideal candidate is driven to continuously improve performance utilizing both innovative and effective approaches.



The ideal candidate understands what drives communities and has a demonstrated record of urban planning which embraces the historical character and charm of the community, while respecting its diversity and new traditions.

The ability to build partnerships and relationships with other agencies, community groups, and teams is critical.

The ideal candidate will have the following **Knowledge, Skills, and Abilities:**

- * Be a strong general manager and leader to organize and prepare the City to continue its history of exemplary service provision and quality of life.
- * Be politically astute with the ability to engage without being compromised politically.
- * Be able to ensure that the City Commission is fully informed in the most appropriate and timely manner.
- * Demonstrates the ability to successfully work with other legislative bodies, elected and appointed officials; county, state and federal.

Mission Statement

***To Provide Quality Services while
Protecting the Community's
Unique Character and Natural
Environment, Adding Value to our
Residents' Lives and Advocating to
Protect Community Interests.***

- * Understands the challenges and demonstrates ability to meet the demands of the Florida Sunshine Law
- * Demonstrates the ability to rely on experience and judgment to plan and accomplish measurable goals.
- * Has demonstrated the ability to develop and implement short- and long-term capital improvement plans, projects, and budgets, and funding sources for capital projects.
- * Possesses a knowledge and understanding of Federal Emergency Management Agency (FEMA) disaster preparedness and disaster recovery policies and procedures.
- * Possesses knowledge and experience dealing with public safety and security issues and in building partnerships with non-municipal school systems.
- * Possesses a demonstrated history of ensuring that all aspects of the organization meet the highest legal and professional standards without micromanaging the processes or staff.

Education and Experience

The City Manager should possess at least a bachelor's degree in Public Administration, Business Administration, or a related field and at least five to seven years of municipal management experience as a senior-level government leader. Experience as a City Manager or Assistant Manager (or equivalent executive position) and/or a master's degree is a plus.

Compensation and Benefits

Annual salary is offered at a minimum of \$180,000. Total compensation will vary depending upon qualifications and experience. The Mayor and City Commission are committed to a starting salary that will be market competitive depending on the experience and qualifications of the selected individual. In addition, the City provides an excellent benefit package. Reasonable relocation expenses will be negotiable with the successful candidate.

How to Apply

The position will remain open until filled. A first review of resumes is scheduled for August 5, 2019. Please send a letter of application, detailed résumé and current salary to:

Robert E. Slavin or David Krings

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



Electronic responses are highly preferred.

NOTE: Resumes are subject to the provisions of Florida Public Records Statutes.

Parkland, Florida, is an Equal Opportunity Employer. Parkland 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.

