



Venice, Florida
"City on the Gulf"

SLAVIN MANAGEMENT CONSULTANTS

CITY OF VENICE, FLORIDA CITY MANAGER

NOVEMBER 2008

VENICE, FLORIDA

Location, Area and Climate
Venice covers 15.5 square miles and is located on the Gulf of Mexico, approximately 70 miles south of Tampa, and 200 miles northwest of Miami. The Intracoastal Waterway traverses through the heart of the city, and the Myakka River runs along the eastern City limit boundaries. Venice is one of four municipalities located in Sarasota County. It is located 20 miles south of the City of Sarasota in Sarasota County. Venice became a chartered city in 1927 and is primarily a retiree and tourist area where light industry, banking and related financial institutions play a major role in the economy. Venice, well known for its beautiful beaches, enjoys a semi-tropical climate with an average summer temperature of 83.5 degrees, and an average winter temperature of 73.6 degrees.

Population The population of the City of Venice has steadily increased over the past 50 years from 727 in 1950 to 17,052 in 1990. The 2000 census placed the population at 18,151 and the 2008 estimates the City population at 22,149.

Transportation The City is served by several highways, area bus transit, a municipal airport with charter plane service, and the Intracoastal Waterway. The Tamiami Trail (U.S. 41) is the main highway through Venice and is a dual highway over most of the route from Tampa to Venice, continuing south via Fort Myers and Naples through the Everglades to Miami. Interstate 75 passes within the eastern boundary of the City. Intercity bus service is provided by Greyhound/Trailways.

Tampa International Airport is located approximately one and one-half hours to the north and Sarasota-Bradenton Airport, with regularly scheduled service by seven airlines, is approximately 20 miles away. The Southwest Florida International Airport in Fort Myers is approximately one and one-half hours to the south.

Health Facilities The City is served by Venice Regional Medical Center, a 342-bed for-profit hospital accredited by the Joint Commission on Accreditation of Health Care Organizations. The hospital offers general health care, but specializes in orthopedics and cardiac care and launched an open-heart surgery unit in July 2003. In addition to emergency care on-site, there is a free-standing walk-in care center located across the street from the main hospital for treatment of minor injuries and illness. The hospital is undergoing a major renovation and upgrade to all facilities and grounds.

Educational Facilities The public school system in Venice is part of the Sarasota County school system serving over 5,000 students. An elementary school and a high school are located within the city limits, and nearby are additional elementary schools as well as middle schools. Two charter schools are present in the city one with Montessori emphasis and the other providing emphasis on leadership development. Higher education facilities are available at the Venice Branch of Manatee Community College. Its 100-acre campus offers A.A. and A.S. degrees with comparable university courses. The College offers work-



Venice City Hall

force development for the business community and government, and a resource center for the small business owners. A branch of the University of South Florida is co-located on campus.

Recreation Venice offers a variety of recreational facilities including over 3 miles of beaches, bays, golf courses, tennis and shuffleboard courts, shelling, snorkeling, scuba diving, power boating, sailing, and fishing. In addition, Venice is convenient to several area attractions including Warm Mineral Springs, a popular health spa located within 20 miles of the City. Oscar Scherer State Park contains 464 acres of tropical foliage, small streams, nature trails and picnic areas. Boating, swimming, and camping are popular activities in this park, which is open to the public year round.

Venice is renowned for its beautiful downtown, unique festivals and special events.

Venice, Florida

Mission Statement

The mission of the Venice City Government is to provide exceptional municipal services through a financially sustainable city with engaged citizens

TABLE OF CONTENTS

THE VENICE MUNICIPAL GOVERNMENT	2
CITY ORGANIZATIONAL CHART AND SUMMARY BUDGET	2
DESIRED CITY MANAGER ATTRIBUTES	3
QUALIFICATIONS	3
ISSUES, CHALLENGES AND OPPORTUNITIES	4
TO BECOME A CANDIDATE	4

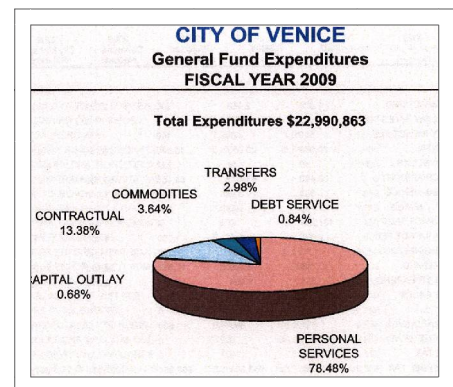
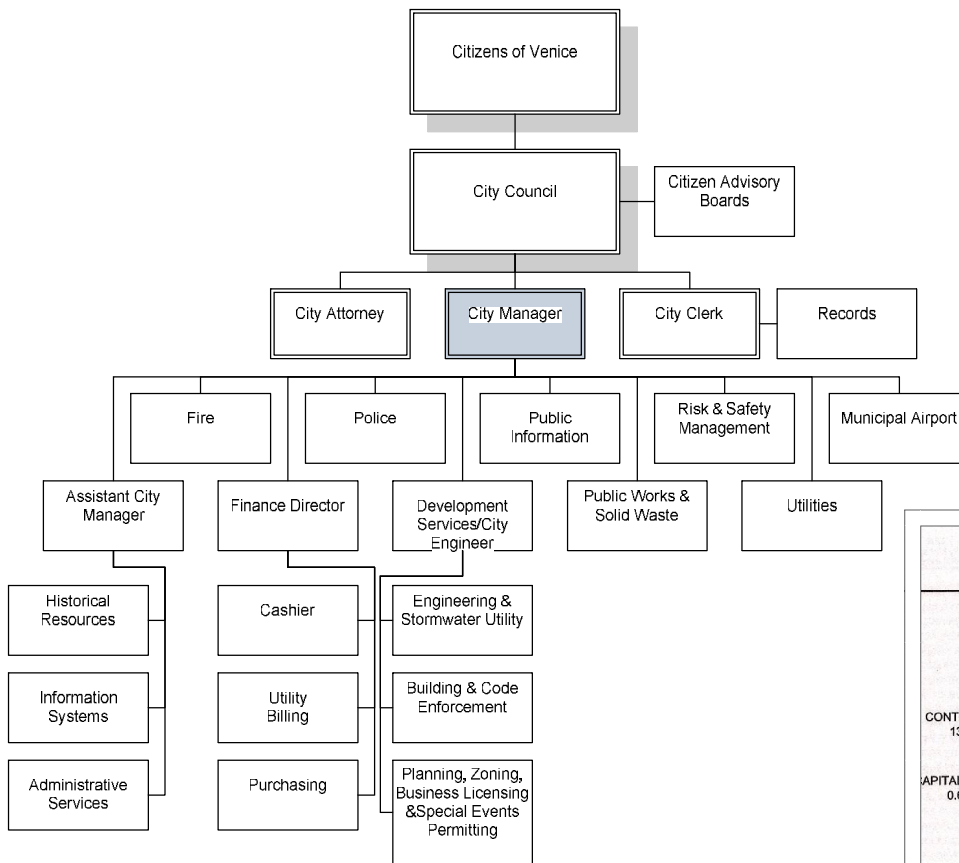
THE VENICE MUNICIPAL GOVERNMENT

Venice is a full-service municipality which has a highly stable council-manager form of government. The City Council is comprised of seven members, including the Mayor. Members are elected to three-year overlapping terms. The City Council sets policy and appoints a professional City Manager to administer policy and to manage municipal operations.

The City Manager, City Clerk and City Attorney answer directly to the Mayor and City Council. Venice has a FY 2008-2009 total budget of \$68.2 million, of which the General Fund is \$22.9. The current millage rate is 2.779 and there are 313 municipal employees. Municipal services include utilities, a fishing pier and a municipal airport.



CITY OF VENICE ORGANIZATIONAL CHART AND SUMMARY BUDGET



City Council Relations

Is proactive in providing honest, thorough, balanced and clear information, opinions, recommendations and a full array of viable alternatives to the Council.

Is flexible and willing to adapt to new Council ideas and/or changing policy direction.

Is comfortable speaking to outside groups and the media to articulate the Council's vision and message.

Responsive to individual and collective requests of Council Members; able to manage individual member requests that are contrary to the Council's direction; has an ability to balance requests and to clarify and redirect as needed to insure support.

Listens to all Council members and provides equal treatment and the same information to all.

With Staff and the External Stake Holders

Effective ability to delegate as the job requires a lot of competency and time and innately understands how the job can be shared.

Is accessible to employees and is a good listener who solicits input from others, learns from it and, when warranted, will change mind.

Is decisive and "plain speaking" and takes accountability for the actions of others ("the buck stops here"); admits mistakes.

Cultivates employees through continuing employee development and training both to enable them to perform at their best and to prepare for higher level positions.

Sets staff performance expectations high; holds staff accountable to meet them, evaluates performance fairly and takes any needed corrective action promptly and consistently.

Respects the role of employee unions with a willingness to work with them collaboratively.

Supports and encourages a diverse workforce with competency in the equation.

Works well with other governmental and non governmental entities at all levels, is a strong advocate for Venice but has a willingness to look at and respond to another person's view; effective relationships with the FAA, EPA, the Army Corps of Engineers, FLDOT and FLDEP, Sarasota County, the Southwest Florida Regional Planning Agency and the Gulf Coast Community Foundation of Venice as they are especially important to Venice.

Required Professional Strengths

Has the visioning ability and foresight needed to see the City's potential combined with the ability to garner the resources needed to realize the potential.

Highly competent and hard working manager who is committed to maximizing the City's present resources and capabilities.

Fiscally responsible including working to insure that the City is maximizing its resources versus seeking an increase in taxes.

Is a student of "best practices" as a means of assisting the City to provide the highest quality services at the most reasonable costs.

Has a track record of balanced budgets and handling budget crises successfully.

Not a "bureaucrat"; has courage of his/her convictions and willing to stand up for them.

Is committed to quality community development with knowledge, interests and skills in this field combined with the ability to successfully coordinate the work of the various departments which have a role in community development.

Has a holistic view of the community; respects, values and understands the community's diversity and is able to relate to all people fairly.



QUALIFICATIONS

The City is looking for a success-proven manager with the equivalent of a Master's degree in public administration and sufficient experience as a local government manager (possibly a full-range assistant) to have achieved a record of measurable management and community accomplishments. Experience with tourism based economy, downtown and neighborhood preservation, fiscal management, the application of innovative solutions to urban problems and partnering with public and private organizations are of particular interest. Prefer chief executive experience from a community of comparable complexity to Venice. Must be a strong leader with proven strengths in planning, community and economic development, council/manager relations, budgeting and finance, infrastructure maintenance and expansion, staff development and interpersonal relations.



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**SLAVIN MANAGEMENT
CONSULTANTS**

THE NATION'S PREMIER
GOVERNMENTAL CONSULTING FIRM

VISIT VENICE ON THE
WEB AT www.venicegov.com

ISSUES, CHALLENGES AND OPPORTUNITIES

NOVEMBER 2008

- Although the City Council members agree on the majority of the issues that come before them, they don't agree on some critical issues such as airport expansion and a variety of land use and growth matters including building density and height standards.
- A balance between preservation of Venice's historic and quiet small town ambiance with the need for sufficient quality, clean economic growth to sustain the community's fiscal viability.
- Environmental issues include stormwater quality, beach erosion and "Red Tide" algae abatement.
- Revision of Airport Master Plan
- Completion and adoption of the City's newly revised Comprehensive Plan
- The City's land development code is in need of comprehensive review and revision.
- Most council members regard City employees as excellent. However, recent leadership changes and budgetary uncertainties have lowered morale at all levels in the organization.
- Need for objective analysis of City operations, including its organizational structure, to identify opportunities for improved effectiveness and efficiency.
- Acquire CALEA accreditation for the Venice Police Department.
- Venice is proud of its excellent financial condition and committed to preserving and enhancing it.. It provides excellent services with low tax rate, a balanced budget (with reserves) and little debt.
- Finances will be tight for at least the next two to three years.
- Current litigation concerning alleged violations to Florida's open meetings laws.

TO BECOME A CANDIDATE

Send resume and cover letter by December 2, 2008 to:

Robert E. Slavin, President

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Compensation

The City will provide a competitive salary and benefit package to the next City Manager. Compensation details are negotiable. An employment agreement and reasonable relocation expenses are anticipated.

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.

