



Venice, Florida
"City on the Gulf"

SLAVIN MANAGEMENT CONSULTANTS

CITY OF VENICE, FLORIDA CITY MANAGER

AUGUST 2011

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 2010 census placed the population at 20,748 and the current estimate is 22,176.

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. Tampa International Airport is located approximately one and one-half hours to the north and

Sarasota-Bradenton Airport, with regularly scheduled service by eight 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 312-bed for-profit hospital accredited by the Joint Commission. 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, within the City limits, there is an emergency care on-site free-standing urgent facility for treatment of minor injuries and illness.

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 the State College of Florida. Its 100-acre campus offers Bachelor's degrees as well as A.A. and A.S. degrees. The College offers workforce development for the business community and government, and a resource center for the small business owners.

Recreation Venice offers a variety of recreational facilities



Venice City Hall

including over 5 miles of beaches, bays, golf courses, tennis and shuffleboard courts, fishing pier, shelling, snorkeling, scuba diving, power boating, sailing, fishing and bicycling on new trails along the Intercoastal Waterway and Legacy Trail. In addition, Venice is convenient to several area attractions including Historic Spanish Point.

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, its historical areas, art galleries, the nationally acclaimed Venice Theater, the Arts Center, a wonderful public library and the recently renovated Community Center. Venice also hosts several annual 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

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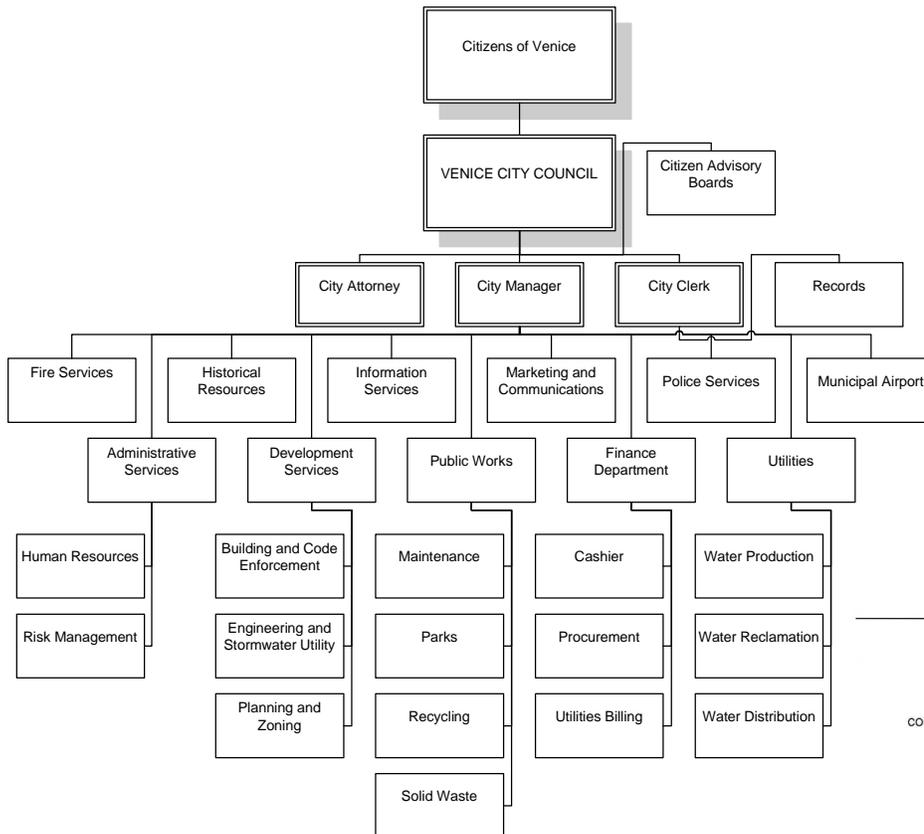
THE VENICE MUNICIPAL GOVERNMENT

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 2012 total budget of \$73.6 million, of which the General Fund is \$20.3 million. The current millage rate is 2.779 and there are 269.5 FTE municipal employees. Municipal services include water, sewer and solid waste utilities, a fishing pier and a municipal airport.

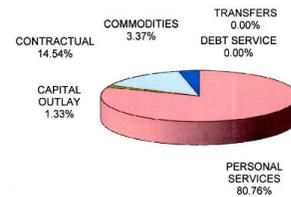


CITY OF VENICE ORGANIZATIONAL CHART



CITY OF VENICE General Fund Expenditures FISCAL YEAR 2012

Total Expenditures \$20,294,429



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.

Straight forward and candid, i.e. provides Council with sound professional advice even when his/her position is unpopular.

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.

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

With Staff and the External Stakeholders

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 Council and the Gulf Coast Community Foundation 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.

Listens effectively and is able to encourage collaboration among people with divergent philosophies and opinions.

Fiscally responsible — including working to insure that the City is maximizing its resources and allocating them wisely rather than seeking an increase in taxes.

Utilizes "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 and sustainable community development including land use policies which preserve the City's acclaimed small town charm and quality of life amenities with the 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.

Highly principled leader who values earning respect over winning affection.



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, fiscal management, budgeting, infrastructure maintenance and expansion, staff development and intergovernmental and interpersonal relations.



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THE NATION'S PREMIER
GOVERNMENTAL CONSULTING FIRM

VISIT VENICE ON THE
WEB AT www.venicegov.com

ISSUES, CHALLENGES AND OPPORTUNITIES

AUGUST 2011

- Critical issues include land use and growth matters including building density and height standards and hurricane preparedness and evacuation plans.
- A balance between preservation of Venice's historic and quiet small town ambiance with the need for sufficient quality, clean "smart" growth to sustain the community's fiscal viability.
- Increase in traffic which is having a negative impact on quality of life.
- Environmental issues include stormwater quality, beach erosion and "Red Tide" algae abatement, loss of habitat and wildlife species and other impacts of growth.
- The City's land development regulations need to be revised to conform to the Comprehensive Plan.
- 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.
- Venice is in sound financial condition and is committed to preserving and enhancing it.
- The City provides excellent services with a low tax rate, a balanced budget and little debt.
- In the current economy, Venice needs to increase its income to improve its financial condition.

TO BECOME A CANDIDATE

Send resume and cover letter with current salary by **October 1, 2011** 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.

