



THE CITY OF CORAL SPRINGS, FL  
INVITES YOUR INTEREST IN THE POSITION OF  
CITY MANAGER

## THE COMMUNITY

Located in Broward County between the cities of Fort Lauderdale and Boca Raton, the City of Coral Springs is a vibrant community known for its excellent quality of life which includes top-rated schools, beautiful parks, and an active business community. Incorporated in 1963, the City of Coral Springs was the fastest growing city in Broward County in the 1990s. Today, with an estimated 126,200 residents, it is the fifth largest city in the County. The land area is 24 square miles, with 48 public parks on 764 acres and three nature preserves.

In the early 1990s, the City implemented a total quality management program to overhaul operations and service delivery by becoming customer-focused and quality-oriented, taking the organization from “government as usual” to a high-performance municipal corporation. Today, the City has a reputation for providing exceptional service and having strong connections to the community. The City is in its 20th year of “Slice of the Springs” community meetings at which residents have an opportunity to meet City staff and discuss relevant issues or concerns affecting their neighborhoods.

The City has earned numerous awards and recognitions, including its mark of distinction as a two-time winner of the State of Florida’s Governor’s Sterling Award, and the first City in the nation to win the Malcolm Baldrige National Award for Excellence in recognition for outstanding business practices. Money Magazine named Coral Springs as one of the 10 Best Places to Live.

The City of Coral Springs is a city on the move with a great sense of pride and a long list of accomplishments. Recently, the City made several renovations and expansions of its parks and facilities, including breaking ground on a new five-story, state-of-the-art Municipal Complex scheduled to be completed in late 2017. The first phase of the Downtown Development project was recently completed—a pedestrian-friendly area which hosts community events including the ArtWalk, Downtown in December, Unplugged, Jazz



Brunch, and the Farmer’s Market. Quality of life remains a high priority for the City of Coral Springs. Its many beautification programs, landscaping, signage and parks upgrades ensure the community remains attractive and inviting. For its size, the City has the lowest crime rate in Broward County with a 94% satisfaction rating by residents for crime prevention efforts. In addition to

the innovative Coral Springs Charter School for middle and high school students, the City has top-rated public schools, including 12 elementary schools, four middle schools, and four high schools, as well as several private and public charter options. The City is culturally diverse and offers many recreational programs and cultural activities through venues including the Museum of Art and the Coral Springs Center for the Arts. The City is working diligently to attract new businesses, diversify the tax base, and increase property values by investing in curb appeal, safety, and the educational resources of the community. The City’s ability to leverage its strengths and recent recommitment for aesthetic improvements have set the stage for redevelopment, with the City realizing a positive trend in commercial and residential development.

The unemployment rate for the City (3.8%) remains low compared to State and National standards. The median age is 36 years old, and the median income is \$66,271.

## THE ORGANIZATION

The City is governed by a five-member City Commission comprised of the Mayor and four City Commissioners, all of whom are elected non-partisan and at-large. The City Commission is responsible for setting policies to advance the interest, welfare, health, morals, comfort, safety, and value of the City and its residents.

The Mayor is elected during each election year and serves a two-year term, and the City Commissioners serve staggered four-year terms. The City has a council-manager form of government, and the City Manager and City Attorney are appointed by

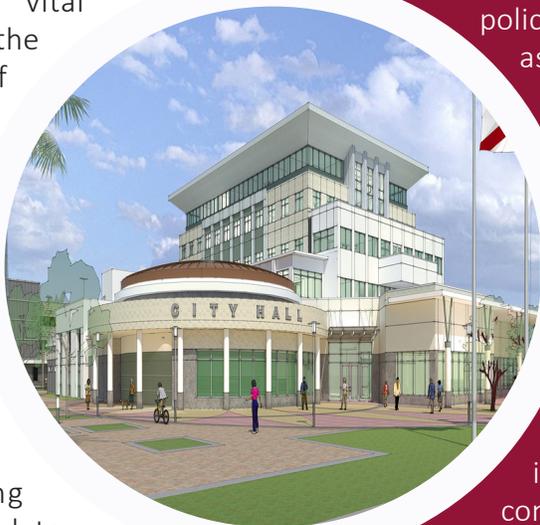
and serve at the pleasure of the City Commission.

The City is a full-service city with approximately 825 full-time and 300 part-time and temporary staff, an annual budget of \$198 million, and a AAA Bond Rating from two of Wall Street's credit rating agencies. Departments of the City include City Clerk; Community Redevelopment Agency; Communications and Marketing; Development Services; Economic Development; Financial Services; Fire/EMS; Human Resources; Information Technology; Management and Budget; Parks and Recreation; Police; and Public Works. The City also provides some public safety and water services to neighboring communities through interlocal agreements.

The City's mission statement is "To be the nation's premier community in which to live, work and raise a family." Customer service is the City's top priority as evidenced by a continuous effort to solicit residents' input and an active City presence on social media. The City's business model includes a state-of-the-art strategic planning process, benchmarking with other leading organizations, performance measurements, and customer focus to provide the best services to residents and businesses.

The City's core values include Customer Focus, Leadership, Empowered Employees, Continuous Quality Improvement, and Sustainability. The City's five Strategic Priorities are:

- A Family-Friendly Community: Augment the quality of life that defines the hometown feel of the community by assuring public safety and good schools, promoting arts and culture, capitalizing on the strength of its diversity, and embracing its inclusive, welcoming nature.
- A Thriving Business Community: Continue to provide fiscal benefit and economic stability to the City by encouraging and supporting economic development and redevelopment as well as expansion and retention of existing businesses.
- An Attractive Community: Take proactive measures to preserve and enhance the community's appearance and maintain its vital infrastructure. Lead by example in the stewardship and conservation of natural resources.
- An Active, Healthy Community: Influence and support an environment that promotes active, healthy, and enriched lifestyles for residents of all ages. Focus on leisure, cultural, recreational, and sporting activities and events that infuse dollars into the local economy.
- Innovative, High Performing Organization: The City is committed to



ethical governance, adherence to its Core Values, transparency, innovation, collaboration, and exceeding customer expectations by delivering high-quality programs and services that meet the needs of an increasingly diverse community.

The City of Coral Springs takes pride in its collaborative, solutions-oriented culture and is highly-rated in customer service by residents and businesses. Programs and procedures are designed and redesigned based on citizen surveys and focus groups, which help to identify the community's needs and priorities. Volunteer boards and committees play a key role in City operations. Through an independent agency, a bi-annual survey of residents and businesses is conducted, resulting in consistently outstanding satisfaction ratings. Also, the City consistently receives high marks for employee satisfaction and was recently recognized as one of the Top Work Places (nominated by its employees).

## THE POSITION

The City Manager serves as the chief executive officer and is responsible for carrying out commission policies and directives, as well as planning and directing activities to ensure the efficient and effective operations of the City. The City Manager attends Commission meetings, makes recommendations to the Commission, and keeps the Commission equally and fully advised on matters of the City, including its financial condition. The City Manager provides general leadership,

direction, guidance, and management to City departments through two Deputy City Managers and several Department Directors. In addition, the City Manager is responsible for facilitating the City's goals and objectives, preparing the City's annual budget, and coordinating the City's efforts to accomplish cost savings and increased efficiencies.



The new City Manager must have exceptional leadership skills, along with a collaborative, team-oriented management style. A visionary with business acumen and solid financial and budgetary skills is sought. Originality, resourcefulness, initiative and ingenuity are highly desirable characteristics.

The City Manager will promote a positive, supportive work environment; mentor, develop, and empower staff; and embrace a culture that encourages, recognizes and rewards excellence. The ideal candidate will be open, honest, fair, and of strong moral and ethical character. Candidates who are approachable, pleasant, and self-motivated are sought. Excellent interpersonal and communication skills are essential. The City Manager must be politically sensitive, diplomatic, respectful of others and encourage a creative approach to solving challenges and resolving differences.

Requirements for the position include a Bachelor's degree with an emphasis in Public or Business Administration; a Master's degree is preferred. Candidates should have at least ten years of senior management experience in public administration, preferably with a municipality of similar size and complexity. Candidates should also have experience in strategic planning, performance measurements, benchmarking, budgeting for outcomes, and union negotiations.

## COMPENSATION

The salary range is open, dependent upon qualifications. The starting salary will be negotiable based upon the qualifications and experience of the individual selected. The City offers an attractive benefits package. The State of Florida does not have a state income tax.

## TO APPLY

If interested in this outstanding opportunity, please visit our website at [www.srnsearch.com](http://www.srnsearch.com) and apply online. The first review of applicants will take place on February 27, 2017; position is open until filled. Résumés will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted by S.

Renée Narloch & Associates to determine a select group of finalist candidates who will be asked to provide references; references will be contacted only following candidate consent. Final interviews will be held with the City of Coral Springs. Candidates will be advised of the status of the recruitment following the selection of the City Manager. Questions regarding this recruitment may be directed to Ms. S. Renée Narloch at [info@srnsearch.com](mailto:info@srnsearch.com) or 850.391.0000. Questions regarding recruitment may be directed to:

**Ms. S. Renée Narloch, President**  
**S. Renée Narloch & Associates**  
**[info@srnsearch.com](mailto:info@srnsearch.com) | 850.391.0000**  
**[www.srnsearch.com](http://www.srnsearch.com)**

*The City of Coral Springs is an Equal Opportunity/ADA Employer. According to Florida's broad Public Records/Sunshine Law, applications and résumés are subject to disclosure.*



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