



CITY OF LAKE WORTH, FL  
INVITES YOUR INTEREST IN THE POSITION OF  
DIRECTOR OF FINANCE

## THE COMMUNITY

Lake Worth (pop. 37,000) is a diverse, dynamic, coastal, arts-oriented community of seven square miles, located in Palm Beach County, Florida. The Atlantic Ocean and the broad waters of the Lake Worth Lagoon form the city's east boundary and the beautiful fresh waters of Lake Osborne its west. Next door to Palm Beach, it is situated along the latitude making the northern most point of the subtropics. Lake Worth is truly the place "where the tropics begin" and the fun never ends.



Lake Worth is a dynamic, multi-cultural city with a strong social consciousness. People are drawn to the city by its independent character, acceptance of different cultures and lifestyles, many historic structures, hip downtown, and distinctive residential neighborhoods. The city has a rich history and is protective of its historic architectural fabric. Over 1,000 historic buildings contribute to the human scale and charm of the downtown and residential areas.

The City is the geographic and artistic center of Palm Beach County. The downtown is considered the artistic soul of Lake Worth with a historic theater and a museum, live music clubs, coffee houses, art galleries, antique shops, retail stores, and many restaurants.

The City of Lake Worth is home to over 1,000 historic cottages, the largest concentration of cottages anywhere in Florida. Adjacent to the downtown, the city's quaint cottages are painted in whimsical pastels and draped by a beautiful canopy of trees. Volunteers have formed a Cottages of Lake Worth committee to promote these unique cottages with the goals of encouraging tourism and improving the properties.

In addition to a vibrant historic downtown district, lively arts scene, and beautiful Atlantic Ocean beachfront, the City of Lake Worth—in partnership with several non-profit organizations and community partners—produces annual special events attracting visitors to the area. From the world's largest street painting festival to weekly concerts in the Cultural Plaza, there are many unique and exciting events all year long.

The City of Lake Worth had long suffered a reputation as being a run down and neglected community. After the

post-2000 recession, the City experienced a major turnaround, even becoming a leader in many ways. The City began its Neighborhood Road Program, the largest investment ever made by the City, and is currently embarking on a \$126 million infrastructure improvement program. The City also made changes to land development regulations resulting in many millions of dollars in development and redevelopment within the city over a short period of time. Looking to the future, the City is exploring the usage of, and eventually the sale of, Wave/Tidal/Current Energy as a renewable energy resource.

A Lake Worth address puts your business in the middle of one of the most dynamic and exciting communities in Palm Beach County. The City recognizes the importance of the business community and believes that government does not create jobs or opportunity – but businesses do.

The City is actively improving and streamlining all processes related to opening and operating a business in Lake Worth. From consistent and understandable zoning regulations to acquiring a business license, the focus is on customer service. Small or large, mom and pop or corporate giant – Lake Worth has a space for everyone.

Lake Worth understands the importance of decisions that impact the City's physical, historic, and sustainable character and quality of life. As such, the City is strategic in its efforts to promote and foster a sustainable community that is economically diversified and stable; encourages systematic private/public investment to build the tax base; provides a high quality of life; stimulates options for "live, learn, work and play"; preserves its unique culture, natural and historic assets; and offers an array of services to facilitate both healthy neighborhoods and a vigorous commercial sector.

Recognizing that residents are the cornerstone of any successful community, Lake Worth boasts an active citizenry represented by thirteen active neighborhood associations. Their input and participation has helped create a strong sense of values and transparency and the reputation of Lake Worth as a place where neighbor helps neighbor and residents are perfecting the "Art of Living."



## THE ORGANIZATION

The City of Lake Worth operates under a council/manager form of government. The City Commission consists of a Mayor elected at-large and four City Commissioners elected by district. The current members of the City Commission have a very strong commitment to good government, transparency in government, citizen involvement and input to the governing process and financial stability/sustainability. The City has an independent Internal Auditor, who is employed via contract and who reports to the City Commission.

The City Commission is comprised of five members who serve staggered three-year terms and are elected on a nonpartisan basis by residents of the City. The Mayor is elected by a city-wide vote to serve a two-year term as the presiding officer at City Commission Meetings and as the official head of the City for legislative and ceremonial purposes.

The City of Lake Worth is a full-service city with 355 full-time and part-time employees and an all fund annual budget of \$196 million. In addition to the usual general governmental functions, the City operates an electrical power generation plant, transmission system, along with water, sewer and regional sewer utilities. Police and fire services are provided through contracts with other entities.

The Finance Director reports to the City Manager and is responsible for performing executive management level work in financial and administrative services. The Director oversees the City's financial and accounting systems, including the annual budget, investments, purchasing, and procurement; serves as chief financial advisor in the management of City's investments, revenues, and expenditures including financial forecasting and budget control; and provides presentations to the council, committees/task forces, commissions, civic groups and the general public.

The Finance Department consists of 14 positions and has functional responsibility for all general government and utility finance functions including:

- Accounting and financial reporting;
- Debt structuring and management;
- Treasury management including cash collections and investment of balances;
- Financial and asset controls;
- Revenue studies and monitoring;
- Utility rate making and structuring;
- Budget development and management for the entire City;
- Pension plan oversight for general employees as well as police and fire plans (for former Lake Worth police and fire



department employees); and,

- Procurement and development of procurement policies and procedures.

The Finance Director will be highly involved in the following upcoming projects:

- Electric Utility Restructure;
- Lake Worth 2020 – infrastructure construction road bond program;
- Local Pension Reform; and,
- IBEW, PEU & PMSA Union Contract negotiations.

## THE IDEAL CANDIDATE

The City has undergone a transition in the last five years to become a proud, stable, progressive, innovative organization. The City Manager promotes an organizational culture that is respectful, team-oriented, strategic, visionary, inclusive and adventurous.

As a member of the senior leadership team, the Finance Director is expected to be a strong, independent thinker, who is a self-starter, confident, business-minded, and able to build on the momentum of the City financially as it moves forward, all while developing a top-notch Finance Department.

The Finance Director position requires extensive knowledge of state and federal laws governing municipal financial, accounting, purchasing, and procurement practices. The Director directs, coordinates, provides leadership to, and reviews the work of individual contributors and supervisory/management level subordinates in order to accomplish operational plans and results.

A leader who is able to assess the

Finance Department and implement changes needed to improve processes and performance is needed. The ideal candidate will have a solid background in organizational development and extensive knowledge of public sector and municipal utility accounting, budgeting, investment management, financial controls and utility rate structuring. Candidates must have a depth and breadth of expertise and experience in finance that can be used to develop and implement policies and procedures, as well as determine efficient and innovative ways to accomplish business strategies. The Finance Director must exercise a high degree of independent judgment and discretion and ensure adherence to established regulatory standards regarding public fiscal accounting and reporting. Experience in strategic planning and performance measurements is needed.

Requirements include a Bachelor's degree in accounting, finance, or a related field required; Master's degree preferred, CPA/GFOA/FGFOA credentials preferred. Candidates should have a minimum of ten to fifteen years of progressively responsible government and supervisory experience, with at least ten years experience in an executive finance position in local government such as City Treasurer, Comptroller, or Finance Director. Florida experience is highly desirable and preferred.

## COMPENSATION

The starting salary will be competitive and negotiable based on the qualifications and experience of the individual selected. The State of Florida does not have a state income tax.



## TO APPLY

If interested in this outstanding opportunity, visit our website at [www.srnsearch.com](http://www.srnsearch.com) and apply online. 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 Lake Worth. Candidates will be advised of the status of the recruitment following the selection of the Director of Finance.

Questions regarding recruitment may be directed to:

S. Renée Narloch & Associates

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The City of Lake Worth is an Equal Opportunity Employer.

*In accordance with Florida's broad Public Records/Sunshine Law, applications and résumés are subject to disclosure.*



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