



*Deadline Extended – Looking For a Few More Great Candidates;
Will Screen Applications as They Arrive*

— POSITION AVAILABLE —

CITY ATTORNEY

Apply ASAP but no later than September 27, 2024

Located in the heart of east central Florida along the I-4 Corridor, the City of Deltona is seeking an outstanding individual to be its next City Attorney.

The City is a wonderful place to live, work, play, and raise a family. It is a quiet residential community with everything you would want within its boundaries or nearby. While its parks are plentiful, it is also halfway between the world's most famous beach (Daytona Beach) and some of the country's most popular tourist attractions (Disney World, Universal Studios, and SeaWorld Orlando). What really makes Deltona a wonderful place, however, is its residents. It is a place where neighbors know and care about each other and their community. The City's housing is affordable, and the residents are proud of their schools. Deltona has its share of opportunities and is a place where an achievement-oriented City Attorney can make his/her mark. So, if you are a talented, successful, perceptive local government attorney, read on.



THE COMMUNITY

Location, location, location is the phrase that could have originated in Deltona. Those who enjoy the outdoors will find 23 active and passive parks. Some are sports oriented, while others are natural and serene. Audubon Park, for example, is a nature park known for its diverse bird population – over 200 species. In fact, Deltona is one of the very few natural habitats of the endangered Florida scrub jay. Festival Park is beautifully situated on the Lake Butler chain of lakes. Thornby Park is almost 40 acres of pristine wooded property and includes 1,000 feet of shoreline on the scenic St. Johns River. Green Springs Park has one of Florida's few sulfur springs. It is the centerpiece of an ancient forest and is surrounded by babbling streams and trails. Lyonia Nature Preserve is a 360-acre restored scrub ecosystem featuring a network of hiking trails, an amphitheater, ecology exhibits, classrooms and gift shop. Many of these parks offer picnic areas, fishing, boating and kayaking.

Deltona has been designated as a Trail Town by the Office of Greenways and Trails and a Tree City by the Arbor Day Foundation. Its two most notable trails are the Lakeshore Loop Trail (which is lined with a centuries old oak tree canopy and connects two of the City's parks), and the East Central Regional Rail Trail (which passes through the City and traverses 52 miles in Volusia and Brevard Counties).

Beyond the City's boundaries lie numerous springs including Blue Spring (where manatees congregate in the winter), Gemini Spring, and De Leon Springs. The Ocala National Forest lies to the northwest and the Cape Canaveral National Seashore to the southeast.

Those who enjoy playing sports have many options. Youth leagues flourish with baseball, basketball, flag football, soccer and swimming. Adult leagues include basketball, soccer and softball. Golfers will enjoy a unique challenge at The Deltona Club – a golf course notorious for its abundance of sand traps.

The region offers a panoply of sporting adventures. About 30 minutes by car to the northeast is the internationally renowned Daytona International Speedway and its numerous events. Also

in Daytona is the Cincinnati Reds Single A baseball team, the Tortugas, who play at Jackie Robinson Stadium. 30 minutes in the other direction is Orlando and the NBA's Orlando Magic as well as professional major league men's and women's soccer. Collegiate sports fans have many opportunities starting with the University of Central Florida's Knights (45 minutes south in Oviedo), and the Florida Gators (two hours northwest in Gainesville).

Cultural activities begin at the Deltona Amphitheater. Some activities are also held at the Center at Deltona, a premier events center that opened to the public in 2017. In nearby DeLand, the historic Athens Theatre offers Broadway productions. Daytona Beach offers the Peabody Theater and the Bandshell featuring a variety of cultural events. Orlando's cultural venues include, among others, the Dr. Phillips Center for the Performing Arts, the Orlando Ballet, the Orlando Shakespeare Theater and the Orlando Philharmonic. Museums include the Daytona Beach Museums & Galleries, Orlando Science Center, the Orlando Museum of Art, the Albin Polasek Museum and Sculpture Gardens, Museum of Arts & Science (MOAS) and the Cornell Fine Arts Museum, to name a few.

Deltona hosts many festivals and events throughout the year. Some of these include the Latin Festival, Wags 'N' Whiskers Pet Fest, Eggstravaganza, Street Festival on the Boulevard, Halloween Spooktacular and the Holiday Parade. The weekly Friday Night Bites offers a variety of local food trucks and is another popular event.

What makes Deltona special, however, is its aforementioned residents and their sense of community. They love their city, are involved and care deeply about their neighbors. It is a metropolitan community with a hometown feel.

The majority of homes in Deltona are single-family dwellings with three to four bedrooms and two baths. Further, the average price is still very affordable at an average of \$325,000 with homes ranging from \$200,000 to well over \$1,000,000. Healthcare in the area is extremely good. Offering primary, cardiac and emergency care, Halifax Health | UF Health - Medical Center of Deltona is the leading healthcare facility in the area, and it is expanding.

AdventHealth operates an emergency room in Deltona, as well as other facilities in the region. For more advanced care, a children's hospital and numerous other facilities are in Orlando.

Another significant feature is the City's proximity to Orlando's world-famous theme Parks—Disney World, Universal Studios and SeaWorld Orlando. For those more scientifically inclined, Kennedy Space Center Visitor Complex is about an hour to the southeast and the Marine Science in Ponce Inlet is about 45 minutes to the northeast.

If you like to travel, the location could not be better. Votran (Volusia County's public transportation system) serves Deltona providing relatively easy access to SunRail (a 49-mile light rail system running from DeBary to Poinciana with a connector to Orlando International Airport) and Brightline (a high-speed rail line presently operating between Miami and Orlando International that will connect to Tampa in 2028). By car, Orlando International is 45 minutes south. Orlando Sanford International Airport is 30 minutes away and offers low-cost carriers such as Allegiant and Flair. Daytona Beach International Airport is a pleasant, smaller facility 30 minutes to the northeast. Port Canaveral is the largest cruise port in the world by passenger volume and just over an hour away. It offers cruises throughout the Caribbean with a few to Europe and through the Panama Canal.

EDUCATION

Deltona's public schools are part of the highly rated Volusia School District. Click here for a list of local public schools and their ratings. Notably, in 2022-2023, both of Deltona's high schools had excellent graduation rates. Pine Ridge High School's rate was 93.4% and Deltona High School's was 99.7%. Private schools are available in the City and the region. A student can get an excellent education here.

Opportunities for higher education are readily available starting with Daytona State College's Deltona location. In fact, it is expanding its campus across the street from City Hall which will host a one-stop nursing program. Stetson University in DeLand is 20 minutes north. In Daytona Beach, in addition to Daytona State's main campus, are Embry Riddle Aeronautical University and Bethune-Cookman University.

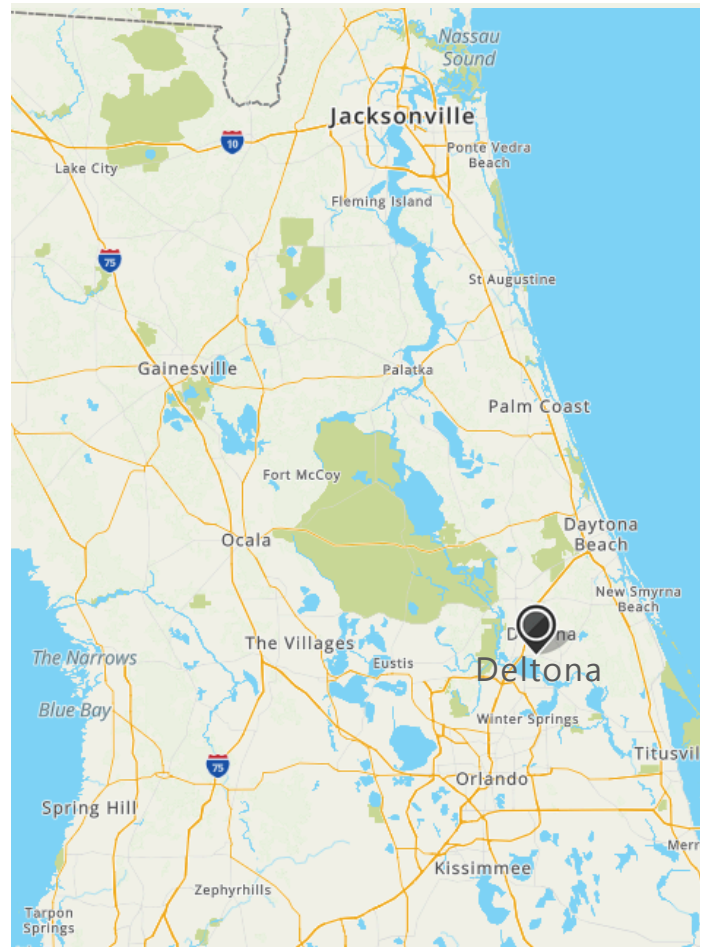


Figure 1: Location of the City of Deltona, Florida

HISTORY

The area's modern history began in the mid-1800s when steamboats began to make regular trips along the St. Johns River to Lake Monroe. The community of Enterprise soon grew on the lake's shores at the steamboat landing. The Brock House was a popular 2 ½ story hotel with accommodations for 50. In 1864, the Union Army raided Enterprise and seized one of the Confederate steamboats located there.

The next 100 years were relatively uneventful until the Mackle Brothers purchased 17,203 acres in 1962. They then filed a planned unit development for a community of 35,143 lots. It named the fledgling community Deltona for its proximity to DeLand and Daytona Beach. Construction began almost immediately, and residents began to arrive in April of 1963. By the end of the decade, the area's population had grown from 80 to 4,868 inhabitants. From there, it exploded. It was 15,710 in 1980, 49,145 in 1990, 70,080 in 2000, 85,182 in 2010 and 94,438 in 2020.

In 1995, residents voted to incorporate as the new City of Deltona. It is now one of the largest communities in Central Florida with a current population of 97,267.

GEOGRAPHY

Deltona is located in southwestern Volusia County approximately 25 miles inland from the Atlantic Ocean, and halfway between Daytona Beach and Orlando. I-4 composes its western boundary. See Figure 1 for more information.

The City is characterized by rolling hills and an abundance of lakes. Geologically, it is located in a bowl at the edge of the DeLand Ridge and sits in the self-contained Blue Spring Watershed. Its unique hydrology means it is subject to flooding.

The City covers 41 square miles of which 37.5 is land and 3.5 is water. Elevations in the City range from 20 feet to 112 feet above sea level.

WEATHER

Deltona has a tropical climate receiving an average of 50 inches of rain per year. The east coast and west coast sea breezes meet here, and the area is subject to frequent thunderstorms during the summer months.

DEMOGRAPHICS

While the City has a notable number of seniors, Deltona's population is relatively evenly spread across the age spectrum. For more information, see Table 1.

COMMERCE

Deltona is largely residential, and its industry tends to be clean – Amazon and Inland Materials (a concrete plant) are examples. Commercial-industrial zoned property is largely located along I-4 near the Epic Theater in the northwest part of the City and that location has space for additional development. Overall, commercial/industrial property makes up a small portion of the City's landmass. Most of Deltona's working residents are employed elsewhere, particularly in Orlando and on the Space Coast or at related businesses.

Table 1: Deltona, FL Demographics

Distribution by Race		Distribution by Age	
White	54.7%	0 to 15	18.4%
Black	11.6%	15 to 25	12.0%
Asian	1.5%	25 to 45	28.7%
Native American	0.6%	45 to 65	25.1%
Other	31.6%	65 to 85	13.7%
Total	100.0%	Over 85	2.1%
Hispanic Ethnicity (all races)	45.4%		
2021 Estimated Population: 97,267			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	90.4%
Bachelor's Degree or Higher	22.6%
Median Age—Deltona	34.2
Median Age—U.S.	38.1
Median Household Income—Deltona	\$73,115
Median Household Income—U.S.	\$74,580
Poverty Rate	10.6%

Source: U.S. Census Bureau

Deltona's largest employers are listed in Table 2 (see next page). It should be noted that Halifax Health is growing rapidly, and Deltona hosts a relatively large number of home-based businesses.

THE GOVERNMENT

The City of Deltona operates under a Commission-Manager form of government with an elected body composed of seven members. The Mayor is elected at large while six Commissioners represent specific geographic districts. Elections are held in November of even numbered years. Members serve staggered four (4) year terms and are limited to two consecutive terms in the same position.

Table 2: Principal Employers, Deltona, FL

Employer	Industry	Employees
Amazon	Warehouse	1,937
Volusia County School District	Education	1,575
Walmart	Retail	560
Publix Supermarkets	Grocery	495
AdventHealth	Healthcare	411
City of Deltona	Government	340
Halifax Health	Healthcare	235
Lowes	Retail	145
Winn Dixie	Grocery	140
McDonalds	Restaurant	121
Southern Building Services	Construction	90
USPS	Government	89

Source: Deltona, FL CAFR, Volusia County School District, AdventHealth and Halifax Health

The Commission is responsible for the establishment and adoption of City policy and appointing a City Manager and City Attorney. The City Manager serves as the Chief Executive Officer of the City, and is responsible for the execution of City policies as well as oversight of the City’s day-to-day operations.

Deltona is a full service City with 406 budgeted full time equivalent employees. An organization chart can be found by clicking here. Law enforcement services are provided via an

Table 3: Taxes Levied by Property Classification, 2023

PROPERTY CLASSIFICATION	TAXABLE VALUE	TAXES LEVIED	PERCENT OF TOTAL
Commercial	\$228,701,803	\$1,680,958	5.4%
Industrial	\$82,063,024	\$603,163	1.9%
Residential-Homestead 25,720 parcels	\$2,859,668,102	\$21,018,561	67.1%
Residential-Non-Homestead 9,840 parcels	\$1,094,056,536	\$8,041,316	25.7%
Total	\$4,264,489,465	\$31,343,998	100%

Source: City of Deltona, Florida

interlocal agreement with the Volusia County Sheriff’s Office. The City also manages the previously mentioned Center at Deltona.

The City’s total budget is \$210,310,385 and the General Fund is \$85,311,006. Table 3 displays the taxes levied by property classification. The Fire/Rescue Department offers transport to medical facilities resulting in significant revenues.

Deltona is served by two water/sewer utilities—its own and Volusia County. The City has a state of the art sewer plant which is designed for expansion. The area along Deltona’s southeast boundary (referred to as Osteen) is expected to grow significantly, and ideally Deltona will provide water/sewer services to it. The City is also served by two power

companies, Florida Power and Light and Duke Power although neither has any direct connection to the City.

The City has won the Government Finance Officers Association’s Certificate of Achievement for Excellence in Financial Reporting for every fiscal year since FY 1999/2000 and received the GFOA’s Distinguished Budget Presentation Award for each of the past 21 years.

THE DEPARTMENT

The City Attorney serves as the City’s chief legal officer and adviser. He/she is appointed by, reports to, advise, and serves at the pleasure of, the City Commission. The individual is a Charter Officer and is expected to work closely with the City Manager, City Clerk, and Department Directors.

The City Attorney’s job is similar to that of most other city attorneys and involves providing legal advice and written opinions to the City Commission and City Manager; drafting and reviewing ordinances, charter amendments, resolutions, contract documents, and correspondence; assisting in the review and preparation of agenda items for meetings; providing legal



Wes Crile Park



The Center at Deltona

consultation on City insurance matters; performing all duties and functions imposed by general and special laws upon city attorneys; and preparing / reviewing / approving deeds, and other legal instruments affecting or pertaining to the City or in which the City is a party. The individual will also monitor the performance of any duties where matters are assigned to outside counsel. Finally, the City Attorney monitors and supervises outside attorneys hired on specific matters and works with the City's Insurance Carrier on defending against third party tort actions.

The City Attorney does so with the assistance of an excellent paralegal.

THE CHALLENGES AND OPPORTUNITIES

While the City has numerous challenges, they are manageable and indeed are opportunities for a the right candidate to leave a lasting legacy. First will be navigating the seven personalities on the City Commission. While the Commissioners all have the best interests of the City at heart, their views of how to make Deltona a great city can differ considerably. A very active and often critical element of the public will add to the challenge.

Second is the need to enhance the City's reputation. Before hiring its current City Manager, Deltona had four interim managers (one of whom also served briefly as manager) in the prior four and a half years. The lack of a steady hand to guide the City's day-to-day operations led to a great deal of inconsistency and contributed to the City's tarnished reputation. The current elected body and staff are committed to restoring that reputation and are seeking an attorney who will help them do so.

In the short term, the City Attorney will need to lead the review and revision of the City's land use code. In the long term, Deltona is eyeing land for potential annexation and ideally balancing the currently largely residential character of the community with more of a commercial base. The next City Attorney will play a key role in both efforts.

THE IDEAL CANDIDATE

The City Commission is seeking an individual who will be a partner, supporter and trusted advisor to it and to city staff. The selected candidate will exhibit initiative and independent judgment, as well as the highest level of professionalism, integrity, ethics, and dedication. He/she will work diligently to protect the legal interests and assets of the City while also seeking the most effective solution to a problem, even if it involves some risk.

The City Attorney will be an outstanding attorney, leader and manager – someone who understands politics but will not be involved in them. He/she will be responsive and knowledgeable, generally already knowing the answer to questions before they are posed. When he/she does not know the answer, the individual will say so, promptly conduct the appropriate research, and provide the correct answer.

The City Attorney will give all members of the City Commission the same information at the same time and keep them all equally well informed. The individual will review issues with an open mind and be someone who will work with the elected officials and staff to accomplish their ends within the law. In other words, the individual will tell people how to get things done legally, rather than finding reasons that it cannot be accomplished. Simply stated, the best candidate will be someone who can identify proper and legal means to get to yes, while also understanding that there are legal lines that should not and indeed cannot be crossed.

The individual will have outstanding communication and interpersonal skills so that he/she can interact with a wide variety of people from diverse backgrounds. He/she will understand the importance of listening and understanding, and their role in communication. At the same time, the individual will be confident as well as comfortable in diplomatically telling elected

officials, staff, and when appropriate, the public, what they need to hear, rather than what they want to hear.

Personally, the individual will be thoughtful and patient while also being energetic, creative, and have an appropriate level of impatience. He/she will recognize the importance of process, but also realize process is not the goal – just the means. The ideal candidate will be comfortable both practicing the law and overseeing the efforts of third parties. A sense of humor will be important plus for the new City Attorney.

The position requires a Juris Doctor (J.D.) degree from an accredited law school and licensure to practice law in Florida. Seven years of increasingly responsible experience in the practice of municipal and administrative law is desired. Experience in zoning and land use is necessary. The best candidates will also be knowledgeable and have experience in most, if not all of the following: administrative matters and proceedings; city charter and city code of ordinances issues; code enforcement; contract law; drafting and reviewing ordinances and resolutions; ethics laws; constitutional law; applicable federal and state laws; litigation; municipal leases and agreements; and public records and sunshine law matters.

COMPENSATION

The hiring range is \$180,000 to \$215,000. The City wants the best possible candidate and is willing to pay at the top of the range for the right person.

THE MOST RECENT CITY ATTORNEY

The most recent City Attorney resigned after serving in the position for several years.

RESIDENCY

Per the City Charter, an in-house attorney shall maintain residency within Volusia County or within 25 miles of the city boundary.

HOW TO APPLY

E-mail your cover letter and resume as soon as possible as resumes will be screened as they arrive, but no later than September 27, 2024, to Recruit35@cb-asso.com. Faxed and mailed resumes will not be considered. Questions should be directed to Scott Krim at (801) 628-8364 or Colin Baenziger at (561) 707-3537.

INTERNAL CANDIDATES

There are no internal candidates.

CONFIDENTIALITY

Under Florida's public records act, all applications are public records. As a practical matter, this search probably will not receive significant media coverage until after the semi-finalists are named, and perhaps not then.

THE PROCESS

Applications will be screened between as they arrive so please apply soonest. Finalists will be selected by in early October with Commission interviews to follow in mid-October. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

The City of Deltona is an Equal Opportunity Employer and encourages women, minorities and veterans to apply.

ADDITIONAL INFORMATION

For additional information about the city, visit:

deltonafl.gov

westvolusiaregionalchamber.org

hispanicchambercfl.org

delandchamber.org

deltonameansbusiness.com/ecoparks

