



CITY ATTORNEY POSITION AVAILABLE
Apply by February 4, 2019

Welcome to Port St. Lucie, Florida's eighth largest city by population and third largest in land area. Located in the heart of Florida's Treasure Coast, the city is situated in southern St. Lucie County.

The breathtaking beaches of Hutchinson Island lay just to the east, Fort Pierce just to the northeast and the major metropolitan areas of Palm Beach, Fort Lauderdale and Orlando are all relatively close. Both Interstate-95 and Florida's Turnpike are easily accessible to the city, and five major airports and four major cruise ports lie within a few hours.

Port St. Lucie is a city on the rise, and it has been noticed. People are moving to Port St. Lucie in droves. The streets are bustling again. Employment is higher. In 2015 the Milken Institute found it to be the country's biggest gainer in its job growth among large MSAs. Property values are climbing, but still very reasonable.



In the last year, Port St. Lucie has won numerous awards. WalletHub.com ranked it the 2nd happiest city in Florida and the 38th happiest nationwide. It was selected as a top retirement destination in the sixth edition of "America's 100 Best Places to Retire", a comprehensive guidebook of the country's most appealing retirement towns. According to HomeSnack.com, it was the 4th safest city in America. The local schools had the fifth best graduation rate in Florida. Within the past few years, other recognitions include Bloomberg Business selecting it as one of the top cities for economic growth. Forbes.com named Port St. Lucie as one of the top ten cities in the U.S. for job growth. Expedia.com ranked it the 14th most comfortable place for a hotel stay. FlipKey called the city a Top Trending Vacation Rental Destination. In 2016, 24/7 Wall Street, after studying 550 US cities with a population of 65,000 or more, concluded that Port St. Lucie was one of America's 50 Best Cities to Live In. Also in 2016, according to SmartAsset, a New York financial technology company, Port St. Lucie has the highest millennial homeownership rate in the country and that makes its future even brighter.

The reasons for the recent acclaim are many. First, the area perfectly pairs the excitement of a major city with an assortment of cultural and recreational/leisure activities nearby. There is literally something here or nearby for everyone! Stroll through commercial areas while admiring exclusive artwork or attend a play at



the Pineapple Playhouse (home to the St. Lucie County Community Theater). Enjoy a concert, musical or comedy show at the historic Sunrise Theatre in neighboring Fort Pierce, which first opened its doors in 1923. Discover the only museum dedicated to the US Navy SEALs (located on the same grounds where they first trained as “frogmen” during WWII) and ancient Indian mounds predating Columbus by several hundred years.

Golf enthusiasts will find award-winning golf courses, including the one-of-a-kind PGA Village, which includes a Historical Center, that documents golf’s history. In all, the county has more than 300 holes of championship golf. Baseball fans will be delighted to enjoy America’s favorite pastime at Tradition Field—spring training home of the New York Mets and summer home of the minor league St. Lucie Mets.

You’ll marvel at and enjoy the raw nature of the area, which St. Lucie’s city and county governments and citizens are dedicated to protecting. Take a nap on the area’s nearly 21 miles of unspoiled beaches, dive among shipwrecks, paddle through lush rivers, or head offshore to snag trophy sized sailfish, tuna, swordfish, and wahoo.

Savannas Preserve State Park offers opportunities for nature observation and recreation, such as swimming, kayaking, riding horses, bird watching, launching your own boat, picnicking and camping. The Park’s environmental educational center offers opportunities to study a large number of exotic birds, and local wildlife (such as reptiles, dolphins, manatees, and other marine life). You’ll discover abundant marine life in the Indian River Lagoon, home to over 4,000 species of plants and animals and a breeding

ground for game fish. It is the most biologically diverse estuary in the country! The area also boasts Port St. Lucie Botanical Gardens and the Heathcote Botanical Gardens in Fort Pierce, which exhibits the largest public display of tropical bonsai trees in the United States.

Port St. Lucie is a great place to raise a family. While housing prices have increased, the median home price per Zillow is \$219,000, and you can still get a very nice home for less than \$200,000. Schools are very strong and the city is home to one of the best combination of public education, higher education consortiums and research centers in the southeast region of the United States. St. Lucie County has 26 distinguished five-star schools—awards given for community involvement. The schools also have been named as among the Top 100 wired schools for outstanding technology and among the best in the nation by Newsweek. In, or near the city, you will find the highly regarded Indian River State College, the Smithsonian Marine Station, the Manatee Observation and Education Center, and the Harbor Branch Oceanographic Institution of Florida Atlantic University. Best of all, the City has great neighborhoods. The people are friendly and neighbors help their neighbor. In spite of its size, many residents brag about its small town feel and they want to protect it.

If you want more, Port St. Lucie is within a 2 hour drive of South and Central Florida and within a 3.5 hour drive of all of Florida’s greatest population centers. West Palm Beach is 45 minutes south with Fort Lauderdale being 45 minutes further. Miami lies two hours south and Tampa 2.5 hours west. Both Interstate-95 and Florida’s Turnpike serve as gateways. Daytona Beach and Jacksonville are just over 2 and 3 hours north respectively.

So, if you want to live the good life, come join our city staff and delight in the combination of rich history, nearby natural beauty and the excitement of a city truly on the move!

HISTORY

In 1715, a Spanish galleon fleet, full of treasure sank in a hurricane off the east coast of Florida. Since that time, the region has been known as the Treasure Coast, and the area has become an underwater archeological preserve. St. Lucie County was created in 1844 and as late as the 1950s what was to become Port St. Lucie was a largely uninhabited tract of land composed of a fishing camp, a few farms and some businesses.

In 1958, with a budget of \$50 million, the General Development Corporation (GDC) purchased over 40,000 acres along the North Fork of the St. Lucie River. Its plan here and in several other Florida communities was to purchase huge tracts of land, subdivide the land into lots and sell the lots, primarily to northerners excited about retiring to Florida.

In 1960 GDC became involved in a dispute over road construction with the County and convinced the state legislature to incorporate the area into the City of Port St. Lucie. By 1970, the City's population was 330. In 1980, the population was 14,690 and the City's incredible growth was underway.

In the mid-1980s, the Thomas J. White Development Company acquired and began planning what would become St. Lucie West. Originally, the area was to have

contained about 14,000 homes to be developed over a 20-year period on 7 square miles. After realizing the community's strategic position along I-95 and the Florida Turnpike, the developer then added business sectors and places of entertainment. In 1990 the population was a little over 56,000 and by 2000, the population had jumped to 88,769.

In the next ten years growth accelerated even faster. In 2006, the Tradition development was started and was to be built around a commercial area, with room for over 18,000 residences. Tradition is the largest fully entitled residential development area from the tip of Interstate 95 to the Canadian border, and is modeled after a 1950's-era town. Tradition Square, the town center of the community, holds festivities year-round. It was also chosen as the site of HGTV's Green Home 2009, and one of America's best 100 communities.

In 2007, the housing market collapsed and unemployment started to rise. In February 2009, unemployment was at 10½ percent and in 2008, nearly 11,000 homes went into foreclosure.

In 2008, Tradition and Core Communities welcomed the Florida Center of Innovation, a research laboratory and campus. The key components were to be two biotech and life science companies, the Torrey Pines Institute for Molecular Studies and the Vaccine & Gene Therapy Institute.

The hope was they would bring, along with the companies that followed, more than 30,000 jobs. Unfortunately not all went well, and while Torrey Pines is still operational,

VGTI is bankrupt and has left the City with a large debt. The City had a similar, unfortunate experience with Digital Domain, a movie making company with much promise but limited results.

In 2010, the City’s population was 164,603 and build-out population is expected to be approximately 400,000.

DEMOGRAPHICS

The current population of Port St. Lucie is 189,344. It composes 60% of the population of St. Lucie County

Table 1: Port St. Lucie Demographics
Source: U.S. Census Bureau

Estimated Population: 189,344			
Distribution by Race		Distribution by Age	
Caucasian	74.1%	0 to 15	18.2%
African American	17.9%	15 to 25	11.8%
Asian	2.4%	25 to 45	24.5%
Native American	0.3%	45 to 65	26.4%
Two or More Races	5.3%	65 to 85	16.6%
Total	100%	Over 85	2.5%
Hispanic (all races)	20.5%		

Educational Achievement (over age 25)	
High School or Higher	87.4%
Bachelor’s Degree or Higher	19.3%

Other Statistics	
Median Age–Port St. Lucie	41.9
Median Age–U.S.	37.4
Poverty Rate	12.1%

and 30% of the population of the Treasure Coast. Table I provides specific demographic data for the city.

CLIMATE

Port St. Lucie features a warm humid subtropical climate, falling just short of having a true tropical climate. Summers are usually hot, with the high temperatures averaging in the low 90s and the average low temperature being in the low 70s. Winters are usually mild to warm, with average high temperatures being in the mid-70s and the lows averaging in the low 50s. The average yearly precipitation is around 53.5 inches.

The hurricane season is between June 1 and November 30 with major hurricanes most likely in September and October. Although Hurricanes Francis and Jeanne struck Port St. Lucie directly in 2004, tropical storms are not a regular occurrence and very few result in serious injury although property damage can be significant.

GEOGRAPHY

Port St. Lucie is located on the east coast of Florida about 120 miles southeast of Orlando and about 115 miles north of Miami. The city covers 120.4 square miles.

The elevation is 20 feet above sea level and the terrain is flat. The population density is 2,264 people per square mile. Port St. Lucie forms part of the Port St. Lucie, Florida Metropolitan Statistical Area that in 2016 was estimated to have 465,208 residents.

COMMERCE

St. Lucie County is home to some cutting edge technology and economic growth. It has a number of banks, law firms and medical facilities. Table II provides some additional information. The unemployment rate in May of 2018 was 3.6%.

THE GOVERNMENT

The city is led by a five-member elected Council and operates under the Council-Manager form of government. Each Council Member, including the Mayor, has one vote so legislative authority is spread equally among all five members.

The Mayor is elected at-large and while the City Council Members must live in the geographic district they represent, every registered voter in the city is eligible to vote for them. There are no term limits for any City Council seat. The

next election is in November 2020 when two seats will be voted on. In the 2018 election, the Mayor while, a two term Council Member was re-elected with 65% of the vote.

The role of the Mayor and Council is to set policy and determine the long-term vision for the city. They are united in achieving a shared vision for the City they all love. They can hold strong opinions and debates can be spirited. Nonetheless, they are willing to listen, generally work well together, and are committed to doing what is best for their community. Their Vision for 2030 is to be “the Safe; Beautiful; and Friendly City for All Ages.”

It will become even more desirable by enhancing its great neighborhoods; providing top quality educational opportunities for lifelong learning; having a diverse economy and job base; providing convenient mobility options; and wonderful leisure opportunities for an active lifestyle. Further, they have a strategic plan to make it happen.

Table 2: Principal Employers
Source: Source: Port St. Lucie 2017 CAFR

Employer	Industry	Employees
St. Lucie School Board	Education	5,471
Indian River State College	Education	2,338
Lawnwood/HCA Medical	Healthcare	2,305
Walmart Retail and Distribution	Retail	2,253
St. Lucie County	Government	1,686
Publix	Grocery	1,466
Aegis Communications	Media/Educational	1,200
City of Port St. Lucie	Government	1,050
Convey Health Solutions	Healthcare	850

To support the Council and ensure the smooth functioning of the government, it appoints a City Manager to handle the city’s day-to-day business affairs and a City Attorney to provide legal advice. The City’s Total budget for FY 2018-19 is \$405,283,015 of which the General Fund composes \$108,398,649. The City has a total of 1096 full-time employees, approximately 390 of which are in public safety.

THE CITY ATTORNEY'S OFFICE

The City Attorney's Office is composed of the City Attorney, a Senior Assistant City Attorney, three Assistant City Attorneys, four Staff Attorneys, an Office Manager, a Legal Secretary and five Paralegals. These staff are presently divided into four teams (each with two attorneys and a paralegal) specializing in particular substantive areas. Overall, the staff is very capable, and generally works well together now. The Office's expenditure budget is approximately \$2.5 million. Over the past year, the Office has made an effort to eliminate the need for outside counsel (except in the case of insurance liability work) and it has been largely successful.

OPPORTUNITIES & CHALLENGES

Port St. Lucie went from being a small town to being a big city essentially overnight. At the same time, it remained a great place to raise a family. One of the primary challenges the city faces is growth. Given the city is slightly less than 50% built out, much more is to come. The Council supports development that enhances the resident's quality of life and does not degrade the city's small town, friendly atmosphere. The City Attorney's Office plays a key role in ensuring growth meets the Council's objectives.

One particular aspect of the coming growth of both immediate and long-term interest is 1,300 acres of commercial property the city recently acquired along I-95. Formerly part of the Tradition development, the management of the property until it can be sold and the actual disposition of the land will be complicated. It includes a development of regional impact, five community

development districts, a community redevelopment agency and special assessment district. Overall, it is anticipated the process will take 10 to 15 years, and it will be important for the Office to maintain a strong competency in real estate law.

Another significant effort the Office is facing is reviewing the city's ordinances, and reorganizing and rewriting as necessary. Additionally, the office's policies and standard operating procedures need to be studied and replaced or modified as deemed appropriate.

In terms of other legal issues, Port St. Lucie has already largely dealt with the fallout of several failed economic development projects—specifically, the Vaccine Gene Therapy Institute, Digital Domain and the City Center. Some relatively minor, loose ends remain, however.

The final challenge will be to develop relationships with the elected officials and staff. All are eager to work with the new Attorney and to assist with the transition.

THE IDEAL CANDIDATE

The City Council is looking for a respected City Attorney with strong values, an outstanding work ethic, and extremely high energy—this is not a retirement job! The environment is fast paced and the Council is active! The ideal candidate will be someone who will partner with the elected officials and staff to solve problems while also being a supporter and a trusted advisor. The City Attorney will give all members of the Council the same information and keep them all equally and well informed.

The best candidate will work diligently to protect the legal interests and assets of the City. At the same time, he/she will work hard to find the most effective solution to the problem, even if it involves some risk. The individual will exhibit independent judgment as well as the highest level of professionalism, honesty, ethics, and dedication. Customer service will be extremely important to the new City Attorney. Further he/she will believe strongly in transparency (to the maximum degree possible) and will promote the public's right to know.

The City Attorney will review issues with an open mind and, when applying the law, actively seek ways to "get the City where it wants to go." The emphasis will be on being a facilitative attorney rather than a prescriptive attorney—someone who will tell people how to get things done, not that they cannot be done. Simply stated, it will be important for the candidate to be an aggressive seeker of solutions.

The City Attorney will understand politics and how to navigate them, but will not be involved in them. He/she will be strong but diplomatic and not be afraid to speak truth to power. He/she will recognize there may be some fallout but that in the long run honesty will better serve the city's long-run interests. The ideal candidate will be responsive and well-studied, generally already knowing the answer to questions that are posed. When he/she does not know the answer, he/she will say so and, after appropriate research, promptly provide the correct answer.

The ideal candidate will need to be an exceptional manager, someone who is just as comfortable overseeing day-to-day operations as practicing the law. He/she will understand and have experience with budgets, staff management and

setting priorities. The individual will ensure staff members have the resources needed to effectively perform their job duties.

The ideal candidate will also be an outstanding leader and understand how to select, motivate and manage staff. The individual will be a mentor and focus on developing staff. He/she will recognize the importance of teamwork, and build a strong, pro-active and dynamic team within the office. The individual will be fair, not let problems fester, and have a sense of humor.

Personally, the City Attorney will have outstanding communications and interpersonal skills. He/she will interact with a wide variety of people from different backgrounds and need to communicate with individuals from all levels of the community in a variety of settings. The best candidate will be very open and approachable. Good listening skills are critical. It will be important that he/she be cooperative and be able to build consensus both inside and outside the government.

The position requires a Juris Doctor (J.D.) degree and licensure to practice law in experience as well as ten years of increasingly responsible experience in management and the practice of law for a municipal government. As noted, development and real estate are two areas that will be of particular importance to the City Attorney's Office for the next 10 to 15 years, and ideally areas where the next City Attorney will have expertise.

RESIDENCY

Residency within the city limits is desired but not required.



COMPENSATION

The salary range for the next City Attorney is \$150,000 to \$220,000. Benefits are excellent.

CONFIDENTIALITY

Under Florida law all applications are public record and subject to disclosure upon receipt. As a practical matter, a request must be made and most Florida newspapers tend to ignore these searches until the semi-finalists are named. Nonetheless, it is possible the media could request the applications at any time and your name could be published.

HOW TO APPLY

E-mail your cover letter and resume to Recruit39@cb-asso.com by February 4, 2019.

Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537 or David Collier at (772) 260-1858.

THE PROCESS

Applicants will be screened between closing and early March. Finalist interviews will be conducted on March 29th with the selection of the next City Attorney shortly thereafter.

OTHER IMPORTANT INFORMATION

The City is an Equal Opportunity Employer and encourages women and minorities to apply. A Veteran's preference will be awarded if applicable under Florida law. Other important information can be found at:

<http://www.cityofpsl.com/city-council/pdf/strategic-plan-2015-2020-2030.pdf>

<http://stluciechamber.org/community-links/our-history/>

http://www.visitstluciefla.com/port_st_lucie.htm



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