



— POSITION AVAILABLE —

CITY MANAGER

ASAP but no later than May 3, 2025

Welcome to Titusville, Florida, a “Gateway to Nature and Space.” Nestled on Florida’s beautiful Space Coast, Titusville is a charming community that perfectly blends natural beauty, rich history, and modern innovation. It is a small town with access to big city amenities. This vibrant town offers residents a wealth of outdoor adventures, cultural experiences, and a warm, welcoming atmosphere.

Titusville is a nature lover’s paradise, offering countless opportunities to soak up Florida’s sun and scenery. For a day of outdoor fun, visit Rotary Riverfront Park, a sprawling five-acre green space with a playground and serene river views. Explore Kennedy Point Park, where residents enjoy fishing, a picnic lunch, or catch a spectacular shuttle launch from the perfect vantage point. Just a short drive away, the Kennedy Space Center Visitor Complex lets visitors step into the world of astronauts and space exploration. Visitors can learn about past space exploration as well as see what space exploration looks like today.

Sightseeing Horseshoe Crab Island, nestled in the Indian River Lagoon, is a local favorite. Residents of the area can wander through trails of the vast Salt Lake Wildlife Management Area, home to



diverse Florida wildlife. With the stunning Indian River Lagoon and numerous lakes nearby, Titusville is a hotspot for fishing, water sports, and breathtaking views — including the unforgettable experience of bioluminescent paddling at night. The shallow warm waters of the Indian River Lagoon are ideal for observing algae, whose bioluminescence can sometimes light up the water with twinkling lights.

Nature enthusiasts will love the easy access to preserved wildlife. For 22 consecutive years, Titusville has been honored as a “Tree City USA” by the Arbor Day Foundation. This recognition underscores the city's dedication to effective urban forest management and environmental sustainability. In 2022, the city was also awarded \$17,000 in grant funding by the Florida Forest Service for urban forestry initiatives.

Cyclists frequent Titusville, as three major trails converge here: the Florida Coast-to-Coast Trail, the St. John's River-to-Sea Loop, and the East Coast Greenway. These scenic paths offer miles of exploration, connecting the city to the greater region. In 2018, Titusville became the second city in Florida to be designated as a “Trail Town” by the Florida Department of Environmental Protection. This designation reflects the city's efforts to promote outdoor recreation and its strategic location as a hub for various trails, enhancing tourism and local economic development. Of course, a day at the beach is a quintessential Titusville experience. Discover the pristine shoreline of Playalinda Beach or Klondike Beach. With stretches of white sand and the beautiful Atlantic Ocean, the area's beaches are picturesque. For a taste of local flavor and fresh produce, head to Sled's U-Pick Farm, where guests can pick seasonal fruits, stroll through a vibrant sunflower maze, and savor the best of farm-fresh Florida.

Downtown Titusville is brimming with history and creativity. Visit the Titusville Playhouse, where more than 50 seasons of theatrical productions have graced its stage. The playhouse's Main Stage features a 150-seat orchestra section and a 124-seat balcony, providing an intimate setting for live performances. As residents stroll through historic Titusville, they are immersed in the rich history of the city. For a guided experience of Titusville's history, the Historic Titusville Interactive Guide is available as a convenient mobile app.

Residents can support local culture at the North Brevard Farmer's Market, held on the 2nd and 4th Fridays of each month. Here, local vendors offer fresh produce, handmade crafts, and delicious treats. Additionally, dive deeper into the region's storied past at the American Space Museum and Walk of Fame, celebrating the area's contributions to space exploration. Aviation enthusiasts will appreciate the Valiant Air Command Warbird Museum, where meticulously restored military aircraft tell tales of bravery from World War I to the present day.

Titusville isn't just a great place to visit — it's an inviting community to call home. The city conveys a laid-back, small-town vibe where friendly neighbors and local pride are part of everyday life. Most residents own their homes, and the area features mostly single-level houses with spacious yards. Condos are also popular among residents. Depending on your needs and preferences, a 3-bedroom home can range from \$250,000 to \$650,000. With its dense suburban feel and affordable housing options, Titusville is the perfect place to plant roots while staying connected to nearby attractions.

Families in Titusville benefit from a robust educational system that ranks well among the best public schools in Florida. The Brevard School District offers diverse programs, including Career and Technical Education (CTE) opportunities, early childhood learning, and athletic opportunities that focus on both physical and mental well-being. Titusville High School is known for its Advanced Placement (AP) courses that help students prepare for more rigorous post-high school education. For higher learning opportunities, Eastern Florida State College's Titusville Campus provides a range of associate and bachelor's degree programs, from Computer Information Systems to Science Teacher Education. Students are also able to access Eastern Florida's online programs. Whether a student pursues academic goals or learning a new skill, Titusville has them covered.

With crime rates significantly lower than the national average, Titusville is safer than 41% of cities nationwide, making it a secure place to live and visit. The City's law enforcement is passionate and capable of increasing safety for its residents. In 2025, the department received the highest level of achievement in accreditation status in Florida, known as Excelsior Level,

awarded unanimously by the Commission for Florida Law Enforcement Accreditation. Additionally, in 2024, the department's Special Weapons and Tactics (SWAT) team earned 5th place globally at the SWAT Round-Up competition in Orlando, Florida, marking them as the best in Brevard County. Relaxation and adventure are easily accessible for Titusville residents, being just 35 miles east of Orlando and close to popular destinations like Cocoa Beach and New Smyrna Beach. Local sports also play into the local entertainment. Whether you're cheering on the Orlando Solar Bears hockey games, catching a Daytona Tortugas baseball game, or cheering on the Orlando Magic basketball team, there's always an exciting game happening nearby.

When the need for travel hits, Titusville is conveniently connected. The city is just 43 miles from Orlando International Airport and conveniently close to Space Coast Regional Airport. With easy access to Interstate 95 and cruise terminals along the Space Coast, residents are always well-connected to the rest of the world.

The real charm of Titusville lies in its people — warm, welcoming, and proud of their community. Whether people are here for a day or a lifetime, they feel embraced by the small-town atmosphere and inspired by the boundless opportunities to explore both nature and space. Titusville is more than just a destination — it's a way of life!

HISTORY

Titusville, Florida is a City rooted in rich history and poised for an exciting future. Founded in 1867 by Confederate Colonel Henry Theodore Titus, the area was originally known as Sand Point. Colonel Titus, determined to build a thriving community, laid the groundwork by constructing the town's first hotel, The Titus House. He and his wife, Mary, generously donated land for the first courthouse, four churches, and numerous streets. To boost local trade, he established a mule-drawn wagon route between the St. John's River and Indian River, setting the stage for future growth.

The name "Titusville" itself has an interesting story. During a game of dominoes with Captain Clark Rice, Colonel Titus

wagered their last names as stakes — and won. Had Captain Rice triumphed, the town might have been named "Riceville" instead. The town's name was officially changed from Sand Point to Titusville in 1873.

As the decades passed, Titusville became a bustling hub for commercial shipments throughout the 1880s and 1890s. The city grew, establishing a bank, two newspapers, a thriving fishing industry, and vital railroad connections, integrating it into Florida's rapidly developing industrial network. These early developments laid the foundation for Titusville's transformation into the dynamic community it is today.

The Space Boom of the 1950s and 1960s marked a turning point for Titusville. The construction of the Kennedy Space Center spurred incredible growth, consolidating Titusville with neighboring communities, Whispering Hills and Indian River City. This era saw the rise of motels, multi-story apartments, new churches, shopping centers, and even a public hospital, reflecting the city's evolution into a vibrant, modern community.

Today, Titusville continues to welcome the challenges and opportunities brought by tourism and emerging industries. While honoring its unique past, the city embraces innovation

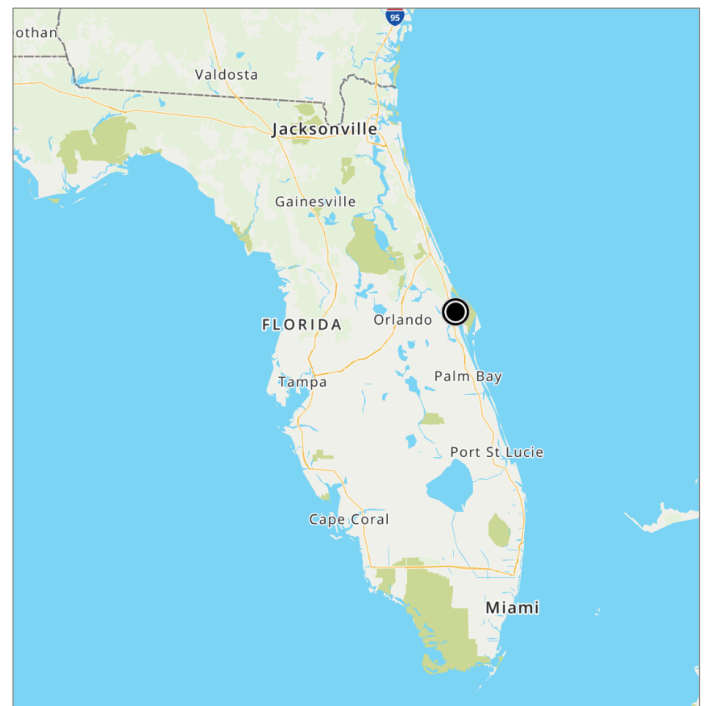


Figure 1: Location of Titusville, Florida

Table 1: Titusville Demographics

Distribution by Race		Distribution by Age	
White	73.37%	0 to 19	22%
Black	14.08%	20 to 29	12%
Asian	1.97%	30 to 49	24%
Native American	0.12%	50 to 69	26%
Some Other / Two or More Races	10.46%	70 to 79	10%
Total	100.0%	Over 80	6%
Hispanic (all races)	8%	Population 50,254	

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	98.8%
Bachelor's Degree or Higher	26.5%
Median Age—Titusville	41.9
Median Age—U.S.	38.9
Median Household Income—Titusville	\$64,898
Median Household Income—U.S.	\$74,580
Poverty Rate	9.93%

Source: U.S. Census Bureau

and growth, remaining steadfast in its commitment to preserving the charm and community spirit that have defined it for over a century.

CLIMATE

Titusville has a humid subtropical climate with hot, humid summers and mild winters. Temperatures range from an average high of 68°F in January to 92°F in July. The city enjoys 233 sunny days per year and receives about 53 inches of rain annually.

GEOGRAPHY

Titusville is located in Brevard County, within the Space Coast metropolitan area. The city covers 34.2 square miles, of which 29.4 square miles are land and 4.9 square miles are water. Situated

along the Indian River Lagoon, part of the Atlantic Intracoastal Waterway, Titusville offers stunning waterfront views and easy access to Florida’s natural beauty.

DEMOGRAPHICS

See Table 1 for information about Titusville Demographics.

COMMERCE

Titusville is part of the Space Coast and has a diverse economy. Major commerce includes aerospace and defense industries, with companies like Boeing and Lockheed Martin having a presence. The area also benefits from tourism due to attractions like the Kennedy Space Center and the shoreline with pristine beaches. It's a fascinating mix of high-tech innovation and natural amenities.

THE GOVERNMENT

Titusville operates under a Council-Manager form of government, with a strong focus on community representation and leadership. The City Council consists of five members, including the Mayor, all of whom are elected at large by the citizens. Council members serve four-year terms, with elections held during even-numbered years. To ensure continuity, elections are staggered, allowing for a balanced blend of experience and new perspectives. The next election will take place in 2026.

Currently, Mayor Andrew Connors is serving a term from November 2024 to November 2028. Vice-Mayor Herman A. Cole and Council Member Jo Lynn Nelson are both serving terms from November 2022 to November 2026. Council Member Megan Moscoso is completing a two-year term from November 2024 to November 2026, following an official resignation. Council Member Sarah Stoeckel is also serving from November 2024 to November 2028.

The City Council appoints the City Manager, City Attorney, and the Assistant City Attorney. The Council appoints the City Manager and can remove him by a majority vote. The City Manager is the Chief Executive Officer and head of the

administrative branch of City government. He/she directs and supervises the administration of all departments, offices, and agencies of the City and is responsible to the City Council for the proper administration of all affairs of the City.

Titusville is a full-service City that offers Services include Police, Economic Development, Fire/Emergency Services, Public Works (including marina management, engineering, facilities maintenance, fleet maintenance, streets maintenance, solid waste, recycling, water and sewer), Planning, Code Enforcement, Support Services (including Human Resources, Finance, Customer Service, Information Technology, Purchasing and Contracting) and City Clerk’s Office. There are 12 department heads, among the 592 employees, that report directly to the City Manager. There are 3 unions: IAFF (Fire), FOP (Police), LIUNA (Service Workers). The city’s

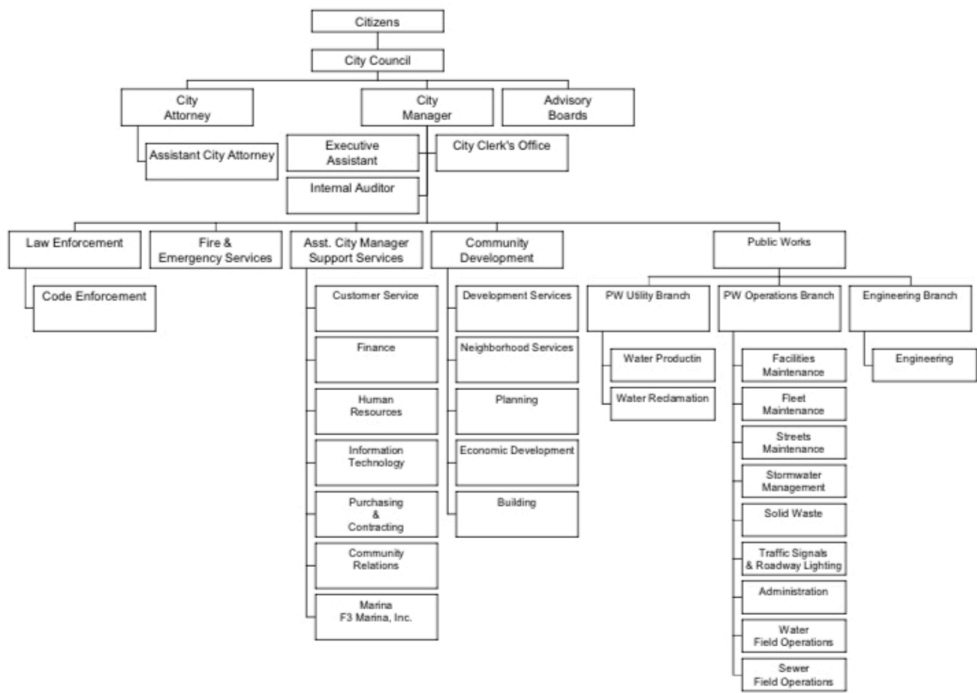
Table 2: Principal Employers, Titusville, FL

Employer	Industry	Number of Employees
School Board of Brevard County	Education	10,000
Health First Medical Group LLC	Medical	9,000
L3Harris Technologies Inc	Technology	7,000
Northrop Grumman Corporation	Aerospace	5,000
Brevard County Board of County Commissioners	Local Government	2,000
Blue Origin Florida LLC	Aerospace	2,000
Department of Defense	Defense	2,000
John F. Kennedy Space Center	Aerospace	2,000
Florida Institute of Technology	Education	2,000
New Rockwell Collin Inc.	Aerospace	1,000

Source: Titusville, FL 2024 CAFR

adopted budget totals \$193,569,184, with a general fund budget of \$72,765,057.

FIGURE 2: TITUSVILLE ORGANIZATIONAL CHART



THE CHALLENGES AND OPPORTUNITIES

While the City has numerous challenges, they are manageable and indeed are opportunities for a City Manager to leave a lasting legacy.

First will be navigating the five personalities on the City Council. While the Councilmembers all have the best interests of the City at heart, their views of how to make Titusville a great city can differ. Additionally, a critical element of the public is that Titusville has passionate and active residents who cordially express their concerns for their community.

Second, Titusville is growing, which comes with its own set of challenges. Like many cities across the country, infrastructure needs are constantly on the minds of City Council and staff. It is a struggle to keep up with the need to construct and maintain roads, buildings, parks, water, and sewer systems. As both the population and city are growing rapidly, working with City staff, as well as other governmental and private entities, to determine new solutions for the complex problems associated with significant growth, will be a challenging opportunity for the new City Manager.

An associated challenge with growth is that even though the City is increasing at a rampant rate, residents want the area to maintain its small-town feel. In fact, many residents choose to live in Titusville due to its charming and quaint environment. This kind of request will require a delicate balance that only a practiced City Manager will be able to facilitate.

Third, the City is committed to protecting the environment. There are many environmental issues associated with the rivers, parks, beaches, and protected areas in the City. The City Manager will work with the Council and staff to utilize new ideas, programs, and opportunities to support environmental initiatives so that residents and visitors of Titusville can enjoy nature for generations to come.

Finally, due to its proximity to the ocean and aerospace and military installations, the City is in a prime location and position to navigate opportunities for growth and development. For

example, Lockheed Martin has announced the construction of a new 225,000-square-foot production facility at its Titusville campus. The next City Manager will need to utilize savvy business practices to not only help develop current plans, but also aid in persuading other governmental and private entities to relocate or build in Titusville.

Accordingly, the next City Manager will be busy. Steadying the organization, bringing private and governmental organizations to the City, and properly guiding growth, with its accompanying challenges, will be the priority. If the Manager is successful in these areas, the remaining challenges will be much easier to address.

THE IDEAL CANDIDATE

The City Council is seeking an achievement-oriented leader and manager. They want someone to work with them as a partner and trusted advisor. The Council seeks a candidate who is open to different perspectives. The best candidate will be professional and inspire confidence. They will work effectively with the City Council to provide feedback, guidance, and recommendations on critical policy issues facing the community. This individual will introduce fresh, innovative ideas while taking the time to understand the history of Titusville.

The ideal candidate will be approachable, receptive, open minded, progressive, honest and transparent. The Manager will also be organized, intelligent, forward thinking, friendly, dynamic, extremely positive and very proactive. The individual will have a "can do" attitude and be visionary yet practical. The best candidate will think strategically and be able to look over the horizon to anticipate problems and fix them before they become issues. They will not be comfortable sitting behind a desk and giving instructions. Rather, the Manager will be in the community and the City's offices, talking to people, listening, and learning. A sense of humor will be important as will a calm bedside manner.

Having strong communications skills (verbal, written, and listening) will be critical. The next manager be comfortable speaking with people from all walks of life. The key will be to make people feel their concerns are being heard and attended to.



They will be knowledgeable in the use of both traditional media and social media. When confronted with negativity, the City Manager will stand up politely and correct the record. The Manager will need to be able to balance competing points of view, find common interests, and bring people to consensus.

In coordination with the City Council, the new City Manager will set the tone and vision for the City. The Manager will expect to be kept informed and will hold the staff accountable. The individual will encourage creativity. The Manager will realize not every great idea will be successful. The ideal candidate will be a mentor and encourage staff development, and recognize that diverse opinions and spirited discussions make programs better. Building teams and promoting teamwork will be important. Good judgment in hiring will be critical as will the realization that fun should be part of the workplace.

Customer service, along with integrity and transparency, will be core values for the Manager. Titusville expects the Manager to be someone who leads by example and encourages the staff to find ways to get to “yes.” Residents deserve to be treated fairly and an effort made to solve their problems. If a solution is not possible, a proper explanation of why should be given.

The ideal candidate will be a critical thinker who is always asking if there is a better way to conduct business and address problems. The Council wants someone who will ensure its money is well spent. The next Manager will be an experienced local government professional with a proven track record of successful fiscal management and implementation of economic development strategies.

Accomplishments in intergovernmental relations will be important as the City frequently interacts with the county and other nearby local governments as well as state and federal agencies. Experience in management, budgeting and finance, a coastal community, grants, economic and land development, and public/private partnerships are all pluses. Florida experience is desirable but not mandatory. The position requires a minimum of a bachelor's degree in business administration, public administration, public policy or related field, and seven to ten years of increasingly responsible management experience in City government. While not required, a master's degree is highly desirable.

The Council hopes the selected candidate will recognize Titusville as an incredible opportunity and view the position as a destination, not a steppingstone on their career path.

COMPENSATION

The salary range will be competitive and will be confirmed shortly. Please check back for updates. The salary will depend on qualifications and experience. Benefits are excellent. The City Manager will be part of the Florida Retirement System (FRS).

THE MOST RECENT CITY MANAGER

The previous City Manager is retiring after serving more than a decade in this position.

RESIDENCY

Per the City Charter, it is requested that the selected candidate live within City limits so that the City Manager can be part of the community, attend community events, and be available for emergencies.

HOW TO APPLY

E-mail your resume and cover letter to Recruit35@cb-asso.com by May 3rd. Questions should be directed to Scott Krim at (801) 628-8364 and then Colin Baenziger at (561) 707-3537.

INTERNAL CANDIDATES

The City Council is committed to a level playing field and the best person will be selected for the position, whether internal or external.

CONFIDENTIALITY

Under Florida's public records act, once an application is submitted, it is deemed a public record. As a practical matter, we do not expect media coverage until at least the semifinalists are named, and perhaps not even then.

THE PROCESS

Applications will be screened between April 12th and June 4th. Finalists will be selected June 11th. Interviews will be held on June 20th and 21st. A selection will be made shortly thereafter.

OTHER IMPORTANT INFORMATION

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

ADDITIONAL INFORMATION

For additional information about the city, visit:

www.titusville.com

www.visitflorida.com/places-to-go/central-east/titusville/

www.titusville.org/visiting-here

City Budget

www.titusville.com/DocumentCenter/View/4766/FY2025-ADOPTED-BUDGET

Comprehensive Plan

www.titusville.com/454/Comprehensive-Plan

Strategic Plan

www.titusville.com/181/Strategic-Goals-Objectives

Annual Comprehensive Financial Reports

www.titusville.com/410/Annual-Comprehensive-Financial-Reports