

The City of

Naples, Florida



CITY MANAGER

Recruitment Services Provided by Ralph Andersen & Associates

The Opportunity to Lead

The award-winning City of Naples, Florida (population 19,115) is conducting a national recruitment for a City Manager with a verifiable and highly successful record of accomplishment of inclusive and transparent leadership in guiding an organization. Located in southwest Florida, Naples has a total area of 16.4 square miles, of which 12.3 square miles are land. The City sits on the coast of the Gulf of Mexico, directly south of Fort Myers, north of Key West, and west of Miami. Most of the City is within FEMA's 100-year floodplain. Serving at the pleasure of a seven-member City Council, comprised of an elected Mayor and six elected City Council Members, the City Manager will work with a capable staff of approximately 508 full-time employees with a FY 2021-22 adopted operating budget of \$156.9 million including a Capital Improvement Plan programmed at \$57.6 million in FY 2021-22. The 5-Year Capital Improvement Plan is currently projected to be at least \$193.3 million through FY 2025-26. Naples is very sound financially. Its bond ratings are the highest possible and the City has resources to tackle capital projects involved with parks, roads, utilities, and other infrastructure. The successful candidate must have a proven reputation for superior integrity and unquestionable ethics and will be a highly skilled public administrator eager to contribute his or her creative and insightful leadership skills to help shape the future of the City of Naples. The ideal candidate will have excellent leadership and masterful people and communication skills along with mature decision making/judgment abilities.



Why the City of Naples?

World-renowned, City of Naples is both a tourist mecca and a vibrant business and residential community with more than nine miles of pristine white sandy beaches; eighty area championship golf courses; multiple parks; and world class art, culture, dining, nightlife, and shopping.

Naples is Florida's crown jewel, is a major tourism destination, and is one of the premiere cities within the South Florida region. Renowned for its natural beauty and outstanding quality of life, the City of Naples is one of the friendliest award-winning cities in the State of Florida.



Due to its many attractions, tourism is one of the area's main economic drivers. Adjacent to the city is Naples Zoo at Caribbean Gardens, which officially opened in September 1969, the tropical gardens were first planted in 1919. A little farther away is Delnor-Wiggins Pass State Recreation Area. Wildlife includes bald eagles, ospreys, owls, loggerhead sea turtle, manatees, and migratory shorebirds. Activities include fishing, swimming, boating, picnics, scuba diving, snorkeling, and kayaking. Others may love the Naples Botanical Garden, which houses 170 acres of cultivated gardens of over 1,000 species. Collier Seminole State Park offers 6,430 acres of fauna and animals including crocodiles, alligators, black bears, and numerous birds. Alternatively, a short distance from the city, are several stunning state and federal parks, including Corkscrew Swamp Sanctuary, Everglades National Park, and the largest tropical wilderness in the United States, Big Cypress National Preserve.

For fans of shopping, downtown Naples is a world class destination. Along 3rd Street South and 5th Avenue South are a delightful variety of stores and restaurants. There are many art galleries, and Tin City specializes in antiques and handmade local novelties. Naples has four community centers, seven large parks, and a city-owned and operated marina and tennis center. The iconic Naples Pier attracts over one-million visitors each year.

Culturally, downtown Naples is home to the Naples Players, a nationally recognized community theater that was founded in 1954. It has been named the "Best Live Theatre" in Southwest Florida, seventeen consecutive years by the reader's poll of The Naples Daily News. Naples also offers professional theater at the Gulfshore Playhouse, the Naples Shakespeare Festival, and Artis, a performing arts center. The Baker Museum and Education Center of Southwest Florida are nearby.

Why the City of Naples? *continued*

While the City of Naples is known for its leisure and cultural activities, the year-round residents of Naples are very engaged, energetic, and take great pride in their community. With its “complete streets” initiative, Naples strives for multi-modal means of transportation. Walking, jogging, and cycling are popular among citizens and visitors. Southwest Florida International Airport provides excellent access for inbound and outbound travel. Fort Lauderdale and Miami are about two hours east by car, and Tampa is two and a half hours northwest. Orlando, with its many theme parks, is three and a half hours northeast. When you want to take a cruise, the Port of Miami is the busiest in the world and Port Everglades in Fort Lauderdale is the third busiest.

Naples is served by the District School Board of Collier County and various private institutions. For the most part, the local elementary, middle, and high schools are very good. Florida Gulf Coast University offers continuing education classes at its Naples Center campus, with a full university curriculum at the beautiful campus located twenty-five miles north. Within a short distance are Ave Maria University, Florida SouthWestern State College, Keiser University, and Hodges University. Additional options within the State of Florida are the University of South Florida (Tampa), the University of Florida (Gainesville), the Florida State University (Tallahassee), Florida International University, and the University of Miami (Coral Gables).

Naples has a subtropical climate, with hot and wet summers and warm and dry winters. The average highs for the summer are around 93 degrees, while the average lows are in the mid-70’s, with temperatures averaging in the mid-50’s at night.

The City is diverse, multi-cultural, and highly educated. The median age of residents is 65.3. The most recent census indicates the population is comprised of 4.1% Hispanic (all races), 94.2% Caucasian, and 4.5% African American.

The City of Naples with its dazzling array of amenities; scenic locations; and numerous economic, cultural, tourism, entertainment, and active lifestyle offerings is truly a great place to raise a family, live, work, and play. To learn more about the City, please visit www.cityofnaples.gov.



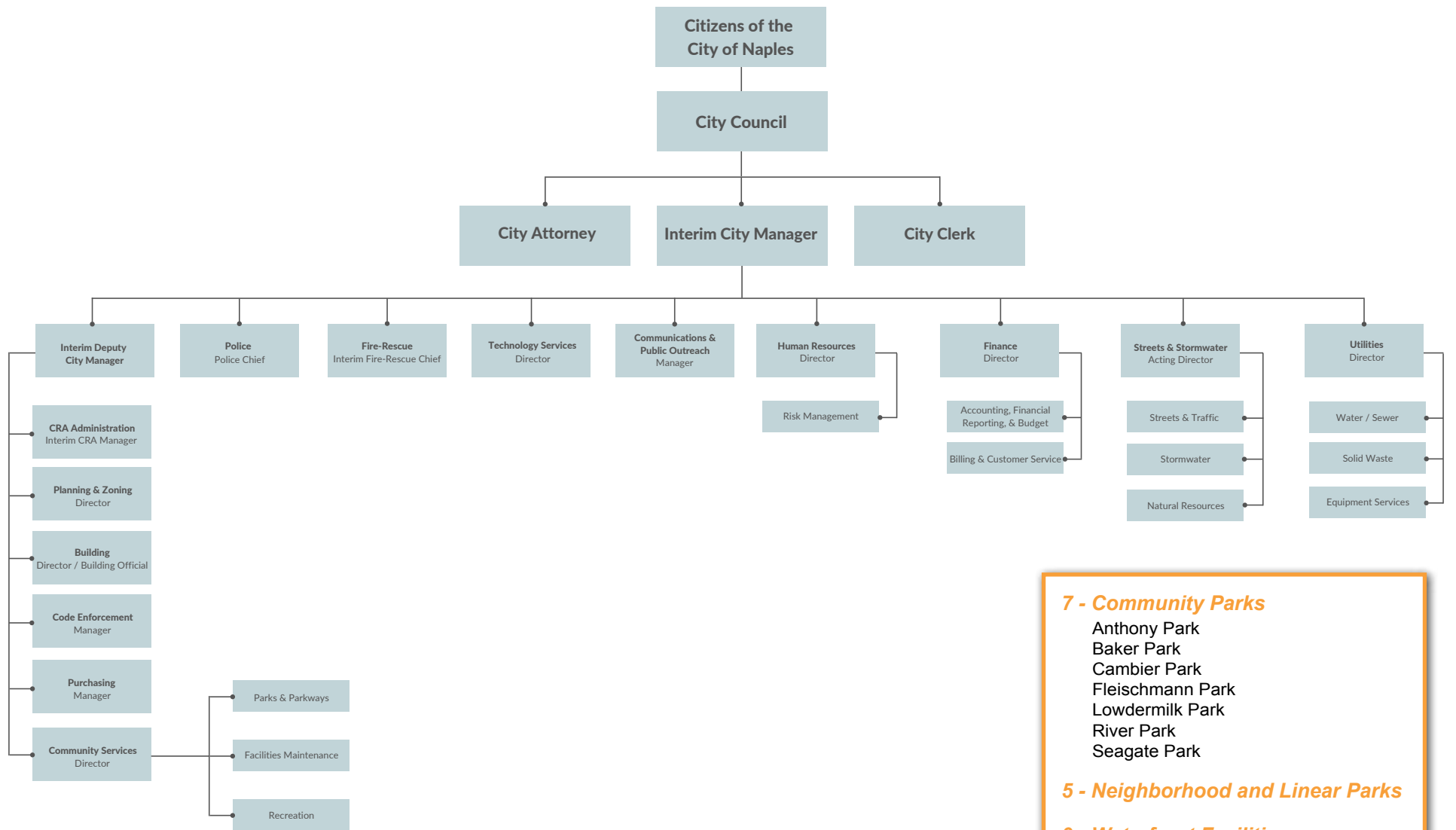
City Government

The City of Naples currently operates under a Council-City Manager form of government. The Council is comprised of the Mayor and six Council Members. Elections are staggered and non-partisan. Officials serve four-year terms and are elected at large. They are limited to two consecutive terms in their roles (meaning a Mayor can serve as a Council Member after completing two consecutive terms as Mayor and vice versa). Elections are held in February of even numbered years except in those when Florida holds a presidential preference primary. During those years, the election coincides with the presidential primary. The Council appoints three officials: the City Manager, City Attorney, and City Clerk.

The City provides a full range of services, including seven operating departments; Building (permits, inspections, construction site compliance, and flood management); Community Services (parks, recreation, and facilities); Fire-Rescue; Planning (comprehensive planning, design review, land development regulations, and public art); Police; Streets and Stormwater; and Utilities. They are supported by the following departments: Finance, Human Resources, and Technology Services. The remainder of the employees are in the office of the Mayor and Council, Contract City Attorney, and City Manager. All but approximately 90 employees are represented by one of five collective bargaining units: Police and Police Sergeants by the Fraternal Order of Police; Firefighters by the International Association of Firefighters; Supervisors by the Government Supervisors Association of Florida/Office and Professional Employees International Union; and General Employees by the American Federation of State, County, and Municipal Employees.

The City also has a Community Redevelopment Agency, and the City Council appoints the Board of the Naples Airport Authority, a dependent district that operates on city-owned property.





- 7 - Community Parks**
 Anthony Park
 Baker Park
 Cambier Park
 Fleischmann Park
 Lowermilk Park
 River Park
 Seagate Park
- 5 - Neighborhood and Linear Parks**
- 9 - Waterfront Facilities**
- 13 - Mini Parks**

The Responsibilities of the City Manager

Appointed by and serving at the pleasure of the City Council, the City Manager is the CEO and City's Chief Administrator. The City Manager implements all City Councils policy decisions and oversees the City budget and finances. The City Manager also oversees delivery of City services, including providing leadership and direction to department heads and other staff providing a full range of the following services:

- Business and Economic Development;
- Capital Construction;
- Code Enforcement;
- Community Development;
- Emergency Management;
- Finance;
- Fire;
- Community Services;
- Internal Services (including human resources, information technology, and procurement);
- Parks and Recreation functions, programs, and activities;
- Police;
- Streets & Stormwater;
- Utilities;
- Real Estate and Asset management Services; and
- Tourism, Arts, and Culture.

In addition, the City Manager engages the community, builds consensus, and facilitates partnerships with a wide variety of public and private sector stakeholders.

The City Manager offers insight and expert analysis to assist the City Council in formulating and implementing short- and long-range goals for City growth and management. The City Manager interacts actively with the City Council, the community, and other local government stakeholders to ensure that the ongoing business of planning for the City of Naples' future remains a highly inclusive and collaborative process. With a broad scope of professional expertise, the City Manager provides visionary leadership to support the development and management of multiple projects and partnerships designed to enhance economic growth, protect the environment, and strengthen neighborhoods. In general, the City Manager will work to improve City services and the quality of life for the people that live and work in the City of Naples. Other duties of the City Manager include the following:

The Responsibilities of the City Manager *continued*

- Monitoring and controlling the financial affairs of the City; preparing and implementing the budget;
- Directing and coordinating staff work and operating departments; hiring and firing staff; administering the personnel system;
- Working with neighboring jurisdictions, such as the county, state, and federal government, other governmental agencies, local citizens, and interest groups; conducting media relations and public relations;
- Carrying out directives from the City Council; responding to and solving citizen problems; devising policy recommendations, problem solving, and advising the City Council of recommendations;
- Directing the development of policies and procedures relative to collective bargaining negotiations and interpretation, Human Resources administration, and special projects assigned by the City Council;
- Overview of the CRA;
- Directing the City's collective bargaining negotiations, contract agreements, impasse proceedings, grievances, and related employee-relations activities; and
- Participating extensively in community events.

In summary, the City Manager carries out executive responsibilities in a highly visible and sometimes controversial and political environment. A key responsibility of the City Manager will be to continually enhance and improve communication through encouraging open dialogue and debate on all topics. Operating within broad general policy guidelines, the City Manager exercises substantial latitude and discretion, under the guidance of the City Council, to achieve effective and efficient utilization of City resources in serving the residents of Naples and other constituents. The City has one Deputy City Manager (currently vacant and filled with an interim) who reports directly to the City Manager.



Key Challenges and Opportunities

The City of Naples is a dynamic, unique, and diverse multi-cultural community. The City Manager will play a key role in the continuously evolving and changing role of City government and must continue to promote an environment that brings out the best in the community. The City of Naples embraces its responsibility to continually improve relationships in and among the community and surrounding areas, including its relationship with the local business community. The City continues to balance meeting the needs of residents and the local businesses within the community, while preserving the City's historic culture and quality of life. The City is the heart of a rapidly growing county (Collier) of approximately 400,000. Naples' business districts are very successful and attract traffic as well as new businesses. With all of this success it remains important to balance the future development and growth of Naples with the wants and needs of its residents. One of the priorities of the next City Manager will be to update the City's building codes and comprehensive plan. Most importantly the City's recently completed Vision Document will be the strategic road map for the next City Manager to implement. **Please refer to attached City of Naples Vision posted as supplemental document on Ralph Andersen & Associates' website.**



The Ideal Candidate

The ideal candidate should effectively incorporate a strong customer service focus and **business sense** with an established history of **fiscally prudent management**, including managing expenses, preserving investment in essential services (i.e., public safety, parks, transportation), and expanding revenue sources, including both state and federal grants.

The successful candidate for City Manager of the City of Naples should have a verifiable and highly successful record of accomplishment of inclusive and transparent leadership in guiding an organization. The candidate should believe in making a difference through public service and strong administrative skills and ensure an outstanding quality of life for residents while maintaining fiscal and economic stability. The candidate should be a strong, motivated, and experienced leader with demonstrated strategic decision-making skills, and a person of superior integrity and unquestionable ethics.

The Candidate must be able to promote access, openness, and responsiveness in City government, and be a decisive and effective negotiator working to build consensus between competing constituencies.

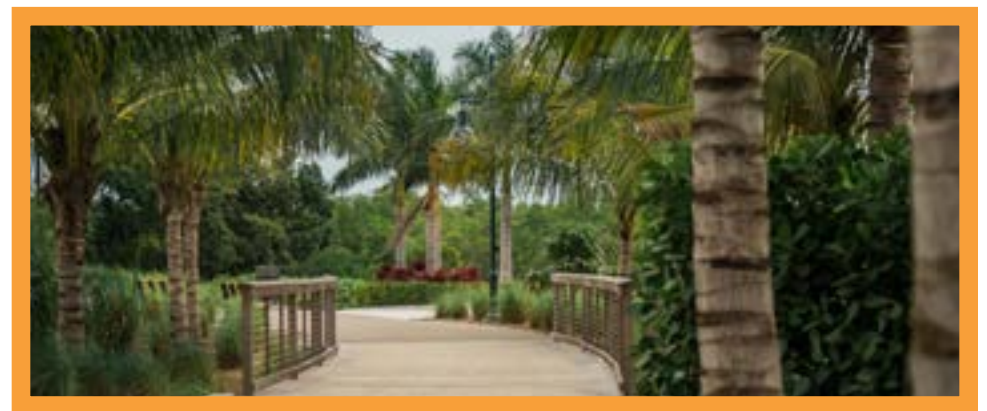
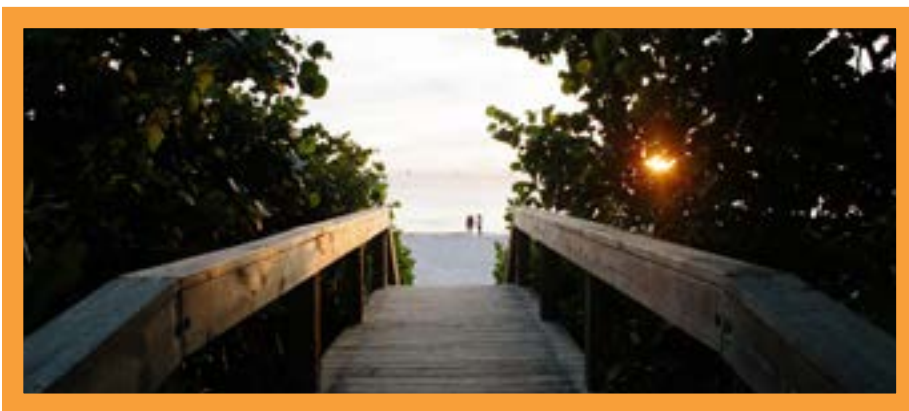
The successful candidate will recognize the importance of ongoing participation in intergovernmental activities at regional, state, and national levels, and through this participation work to influence legislative and regulatory change consistent with the City's interests and needs.

The candidate must demonstrate a strong commitment to sustaining a culture of customer service and community initiatives. The Candidate will possess the leadership presence, capacity, and prior experience to enhance the broad organizational and regional system through cooperative planning and action.

The Ideal Candidate *continued*

Additionally, the successful candidate will have the following knowledge skills and abilities:

- Demonstrate the highest leadership ability;
- Excel in administrative and financial skills;
- Exhibit strategic, progressive thinking, and methodology;
- Maintain the ability to lead by example, thereby inspiring others;
- Instill value in and respect for the organization and its employees;
- Knowledge of FEMA disaster preparedness (Hurricanes) and disaster recovery policies and procedures;
- A demonstrated ability to successfully work with other legislative bodies and elected and appointed officials;
- Knowledge of best practices in social media and other digital communication strategies;
- Ability to collaborate effectively with County counterparts;
- Implement short- and long-term capital improvement plans, projects, and budgets;
- Politically astute without being political;
- Professional, consistent, and impartial in dealing with staff, citizens, and the City Council;
- Practical knowledge of public safety services including Fire Rescue, Police, and Emergency Management;
- A proven record of accomplishment in economic development; and
- Articulate the overall goals of the City of Naples.



In summary, the ideal candidate will provide the enlightened, administrative leadership that this complex, culturally diverse, and inclusive of community expectations.

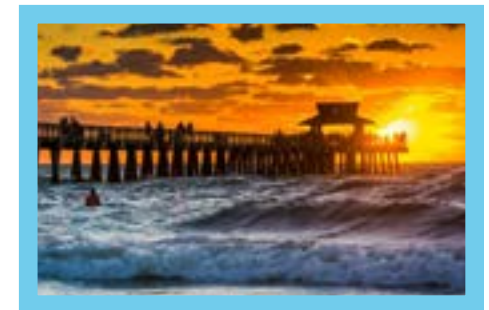
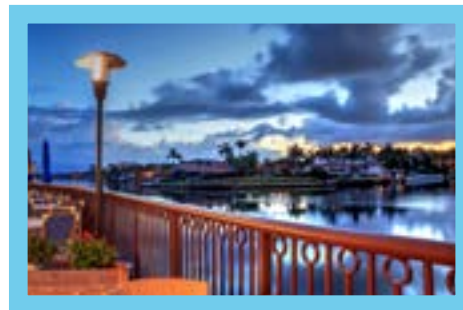
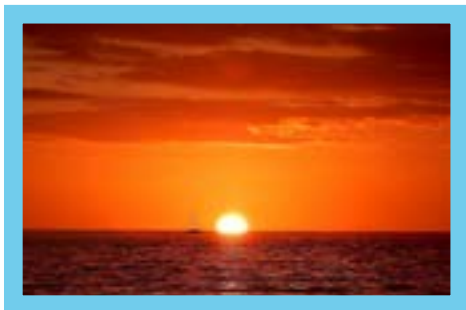
Qualifications

Experience: Requires a minimum of seven years of progressively responsible administrative experience (public or private) with at least five years as a department director. Extensive administrative and management experience (preferably in the public sector as a City Manager, Assistant/Deputy City Manager, or equivalent position) that clearly demonstrates the ability to lead the activities of a complex, municipal government.

Education: Possession of a four-year college or university undergraduate degree with major course work in public administration, business administration, management, or a closely related field. A Master's degree in public administration, business administration, or a related field is desired, but not required.

Other Requirements: Appointment to this position requires residency within the city limits of Naples.

A comparable combination of education, training, and experience that provides the requisite knowledge, skills, and abilities for this position, may be substituted for the minimum qualifications.



Compensation and Benefits

The City of Naples provides a highly competitive compensation package dependent upon experience and qualifications. Other benefits include paid leave, comprehensive insurance and retirement benefits, auto allowance, and negotiable relocation costs.

The Selection Process

To be considered, candidates should apply by **Friday, February 18, 2022**, by submitting a compelling cover letter, comprehensive resume, and six professional references via email to apply@ralphandersen.com. Only a select few – the most highly qualified candidates – will be invited to interview with the City Council.

Should you have any questions regarding this position or the recruitment process, please call Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.

This recruitment will incorporate existing rules and regulations that govern public sector recruitments in the State of Florida. “Sunshine” or public disclosure laws in Florida require that candidates be informed that information presented to the City of Naples for consideration may be made available to the public upon request by interested parties. With this requirement, individuals should know that Ralph Andersen & Associates will work closely with City leadership and top candidates throughout the process to fully ensure confidentiality possible in accordance with State of Florida regulations.



The City of Naples is an equal employment opportunity employer and encourages all qualified individuals to apply for this exceptional career opportunity.

