



# **CITY MANAGER**

## **FORT LAUDERDALE, FLORIDA**

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# CITY MANAGER FORT LAUDERDALE, FLORIDA



## THE POSITION IN BRIEF

Fort Lauderdale, Florida seeks a sophisticated and highly skilled municipal executive to serve as its next City Manager. This high profile position is appointed by and serves at the pleasure of the City Commission and manages a total budget of over \$1 billion. The City Manager also leads a workforce of almost 3,000 employees, 87% of whom belong to collective bargaining units.

## THE CITY

Fort Lauderdale is a community of 184,255 on 35 square miles situated along the New River and the Atlantic Ocean. Located 42 miles south of Palm Beach and 28 miles north of Miami, Fort Lauderdale is the county seat of Broward County. It is part of the Miami-Ft. Lauderdale-West Palm Beach Metropolitan Statistical Area, a region with a population of approximately 6.18 million, and was recognized as an [All-America City Hall of Fame](#) inductee in 2023.

Known as the “Venice of America” and the “Yachting Capital of the World” for its 300 miles of canals and inland waterways, marinas, and yacht clubs, Fort Lauderdale is the host perfect host for the annual [International Boat Show](#). The city is also home to the [Florida Panthers](#), the 2024 NHL Stanley Cup winners, and [Inter Miami CF](#). Offering beauty, leisure, and major league sports in a temperate climate, it’s no wonder Fort Lauderdale is also known as “the city you never want to leave”!

The Fort Lauderdale-Hollywood International Airport (FLL) and Port Everglades are just a short drive from the city center. The airport offers direct flights to nearly 140 cities in the U.S., Canada, the Caribbean, and Central and South America, while Port Everglades is the third busiest cruise port in the country. Additionally, Miami International Airport and the Port of Miami are less than an hour’s drive from the city, making Fort Lauderdale an ideal location for business, leisure, and international travelers.

The city is accessible via Interstates 95 and 75, U.S. Highway 1, and the Florida Turnpike. However, there are multiple alternatives to driving, including the [Brightline](#) high-speed passenger rail line which runs north and south between the downtowns of Miami, Fort Lauderdale, West Palm Beach, and Orlando multiple times each day. The city is also served by Broward County Transit, the [Tri-Rail](#) commuter line, and long-distance passenger rail service through Amtrak.

The thriving business community is anchored by the downtown business district and the tourism industry. Fort Lauderdale is home to nine of the county's largest employers, including Broward Health, AutoNation, Citrix, Kaplan, Broward College, and Kemet Corporation; however, hundreds of smaller employers in hospitality, boating, arts and culture, and other industries buoy the city's economy.

Fort Lauderdale offers a vibrant life for residents and visitors, including a host of arts, culture, entertainment, and recreational amenities. In addition to pristine Fort Lauderdale Beach, fans of the outdoors can enjoy hiking, canoeing, and camping at Hugh Taylor Birch State Park. The Riverwalk Arts & Entertainment District runs east to west along the popular Las Olas Boulevard with access to the Broward Center for the Performing Arts and a range of shopping, dining, and nightlife offerings. The city is also home to the Stranahan House, the Bonnet House Museum & Gardens, the African American Research Library & Cultural Center, the Stonewall National Museum & Archives, and many other unique historical and cultural amenities.

Fort Lauderdale has 63 recognized [neighborhood associations](#) along with many active boards, committees, and civic organizations. Caribbean, Latino, and LGBTQ communities contribute to the diversity of the city and a welcoming atmosphere that makes it easy for residents of all backgrounds to get connected and get involved.

Broward County Public Schools serves nearly a quarter million students through more than 300 schools and technical centers, including some of the top-ranked high schools in the country. Barry University, Nova Southeastern University, Keiser University, and Broward and City Colleges call Fort Lauderdale home along with a satellite campus for Florida Atlantic University.

## DEMOGRAPHICS & RELATED DATA

(Source: [U.S. Census Bureau](#))

Median Age **43.2** years

Median Household Income **\$75,376**

Median Home Value **\$417,600**

### Race/Ethnicity

White only, **54.7%**; Black only, **29.3%**; Two or more races, **11.3%**; Hispanic/Latino ethnicity, **19.8%**; All other races, **1.9 %**

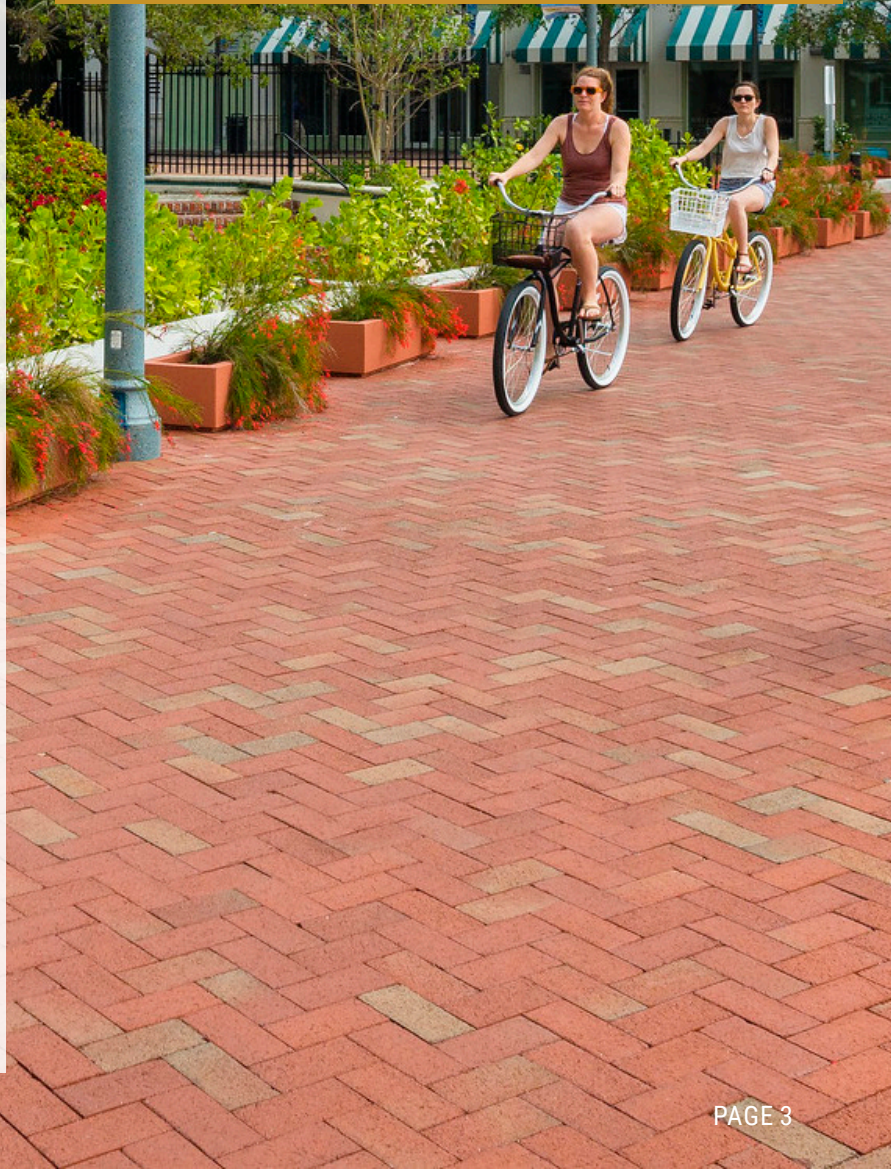
### Educational Attainment

High school diploma or higher, **89.6%**

Bachelor's degree or higher, **40.3%**

Advanced degree, **15.5%**

Average Travel Time to Work **26.3** minutes



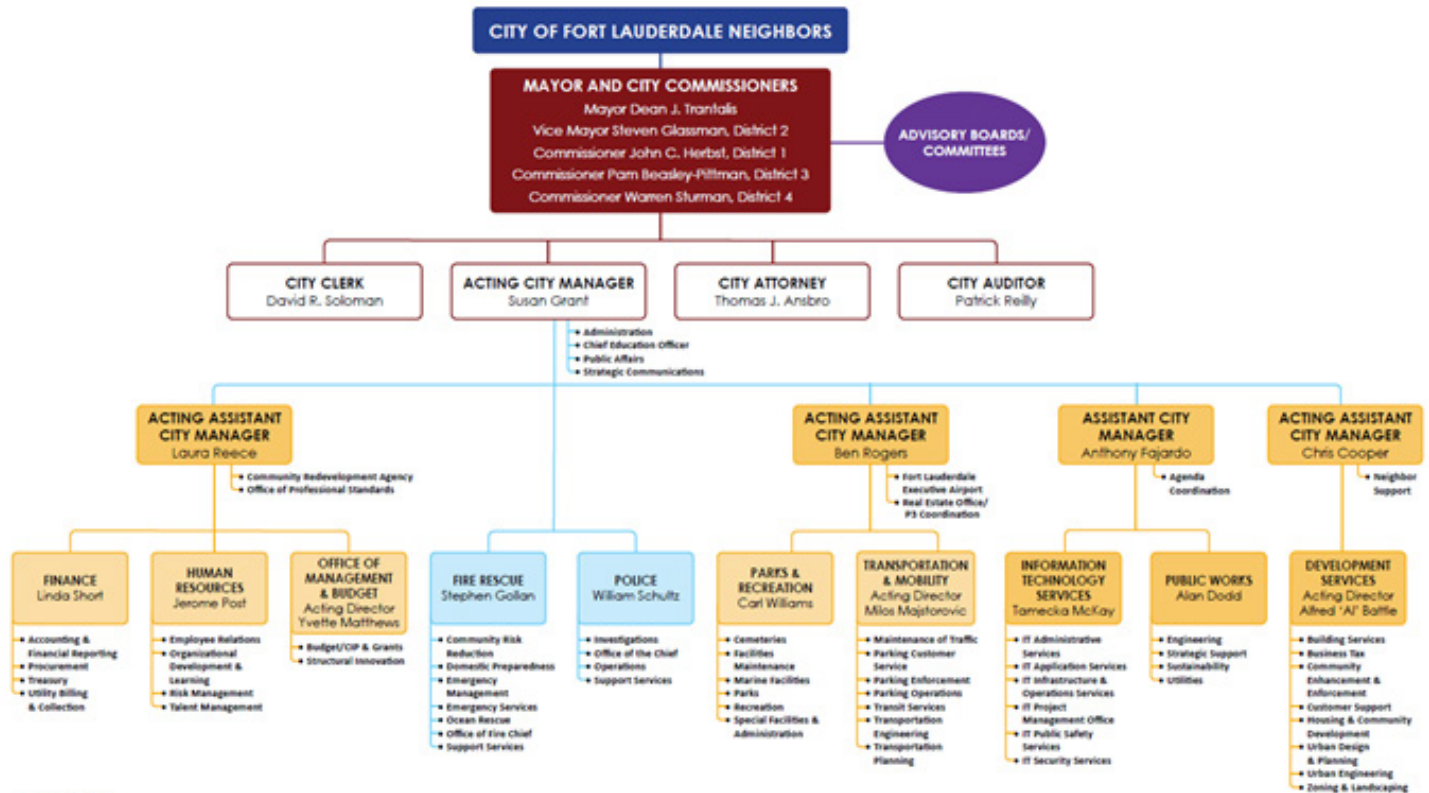
# THE CITY GOVERNMENT

The City of Fort Lauderdale operates under the commission-manager form of government. Four City Commissioners are elected by districts while the Mayor is elected at-large. Mayor and Commission races are non-partisan, and members are limited to three consecutive four-year terms. The City Manager is appointed by and serves at the pleasure of the City Commission and has administrative oversight responsibility for all city operations and staff.

Fort Lauderdale has a FY2025 proposed budget of \$1.19B and 2,860 full-time equivalent (FTE) employees across all funds. This represents an 11.3% increase over FY2024 and maintains a stable millage for the 18th consecutive year. Because the millage has remained constant, the budget is driven by the city's steady growth, which averages 0.8% per year.

Under the organization's current configuration, the City Manager oversees 10 departments with the support of four Assistant City Managers; the Police and Fire Chiefs report directly to the City Manager. The leadership team is a healthy mix of longer-tenured and newer department heads who possess deep subject-matter expertise in their respective areas and share a strong sense of interdependence and camaraderie.

## CITY OF FORT LAUDERDALE ORGANIZATIONAL CHART



The City's "Press Play Fort Lauderdale 2029" strategic plan sets out the following direction:

## MISSION

We Build Community

## VISION

The City you never want to leave

## VALUES

Integrity  
Compassion  
Accountability  
Respect  
Excellence (ICARE)

## FOCUS AREAS

Public Safety  
Housing  
Infrastructure and Resilience  
Public Places  
Business Growth and Support

## KEY PROJECTS AND PRIORITIES

The incoming City Manager should be prepared to address a number of ongoing and imminent priorities, projects, and challenges:

- **Facilities & Capital Projects** – Construction of a new police headquarters is ongoing, and a new water treatment facility is scheduled to come online in two years. The City Manager must also address inflationary impacts on the 2019 Parks Bond initiative and constructing a new City Hall after severe flooding damaged the old building.
- **Infrastructure Needs** – The “[FORTify Lauderdale](#)” program is a set of initiatives in the Stormwater Master Plan designed to improve resilience and mitigate the effects of climate change on vulnerable neighborhoods. The City is also subject to two current and two pending consent orders that will require infrastructure investment and improvements.
- **Homelessness & Housing Affordability** – The passage of HB 1365 outlawing public camping and sleeping necessitates short- and long-term strategies to mitigate homelessness and address housing affordability.
- **Collective Bargaining** – All collective bargaining agreements are currently settled. Negotiations with Teamsters and the Federation of Public Employees (FOPE) may begin in the spring of 2025, while the International Association of Firefighters (IAFF) and Fraternal Order of Police (FOP) contracts expire September 30, 2026.
- **Organizational & Financial Management** – The next City Manager will need to formalize internal processes and implementation of the strategic plan in order to facilitate collaboration, operationalize the values, and enable the city to operate effectively within existing budget constraints.



## CANDIDATE PROFILE

Because the City Manager is a highly visible role, the incumbent must be poised, professionally mature, and able to earn credibility with elected officials, employees, and the public. The ideal candidate will demonstrate the ability to navigate conflict with confidence and tact and build consensus around shared priorities. They will be an engaged, active leader who empowers their managers to make decisions while maintaining accountability for results. They will demonstrate a strategic, data-informed management approach and the ability to cultivate a productive team with positive morale.

Given the makeup of the community and workforce, the incumbent must demonstrate a track record of valuing individuals with diverse backgrounds and identities. There is a high level of engagement from the public and business community, and the City Manager must therefore be adept at understanding and balancing the interests of various stakeholders.

## PREFERRED KNOWLEDGE, SKILLS, AND EXPERIENCE

- Experience in a full-service municipality of comparable size, complexity, and diversity
- Experience negotiating collective bargaining agreements and leading in a unionized environment
- Experience managing complex emergency response events
- Broad grasp of the functions and dynamics associated with a growing city
- Strong grasp of municipal budgeting and finance

## QUALIFICATIONS

Bachelor's degree in public administration, business administration, finance, or other related area. Fifteen years of progressively responsible experience, of which five years must include senior management/senior administrative local government experience. Master's degree preferred. **Residency within the city of Fort Lauderdale is required.**

## COMPENSATION & BENEFITS

Salary negotiations for highly qualified candidates are expected to start in the \$300,000 range. The City of Fort Lauderdale provides a range of benefits to its employees. Details can be found on the [Employee Benefits website](#).

## HOW TO APPLY

Apply at [www.GovHRjobs.com](http://www.GovHRjobs.com) with a cover letter, resume, and contact information for five professional references by **November 15, 2024**. Confidential inquiries may be directed to Dele Lowman, MGT Senior Consultant, at (847) 380-3240 x141.

***The State of Florida has strong public records laws. Candidates are advised to be aware that all aspects of this recruitment are open to public records requests throughout the process.***



# MGT