

**THE CITY OF  
LARGO, FLORIDA**

*invites your interest in the position of*

**CITY MANAGER**

**THE COMMUNITY**

The City of Largo is home to over 82,000 residents and a land mass of nearly 19 square miles, including 640 acres of parkland. The City of Largo is in the heart of Pinellas County geographically located on the west coast of Florida, approximately 15 miles west of Tampa, immediately west of Tampa Bay. Largo is part of the Tampa Bay Metropolitan Statistical Area with a population of 2,915,000.

The area now known as Pinellas County was first inhabited by the Timucua Indians, one of four tribes in Florida. However, it wasn't until 1823 before Pinellas County saw its first permanent settler. A steady stream of settlers moved to the area throughout the 1800s and it was 1886, when the Orange Belt Railroad was coming through the area that residents came together to give their community a name and chose to name their town Largo. Because of its central location and rich farmlands, Largo quickly became the center of the area's citrus industry, earning the title "Citrus City." Largo citrus was being shipped by the ton to eager customers in the North. The town was officially incorporated in 1905, and in 1913 became the first town in Florida - and second in the nation - to adopt a town manager form of government.

Today, Largo is the fourth largest city in Tampa Bay Market and the 28<sup>th</sup> largest city in Florida thanks to a great quality of life for its residents, and affordable cost of living and proximity to a vast network of diversified businesses. Over the last decade, the City has developed such landmark projects as Largo Central Park, the Largo Cultural Center and the Largo Public Library. Downtown redevelopment is currently underway, as evidenced by the changes to West Bay Drive and the Clearwater-Largo Road Streetscaping project. From the days of its pioneer roots to today, Largo remains a City of Progress.

Largo has a fairly young population with over 40% between the ages of 35 and 60 years of age. The highest percentage of Largo residents are between the ages of 35 and 44, with less than 35% of the population at 60 years and older. Largo has a diverse workforce as demonstrated by the numerous active businesses in our area. While the health care and service industries are dominate clusters, Largo also has a strong representation in medical device manufacturing, aviation and aerospace, as well as homeland security and defense.

The City of Largo has services and programming dedicated to recycling, stormwater treatment and pollution management, urban forestry, and reclaimed water. The City's long-range plans include expanding access to community parks and recreational areas by developing a system of urban trails and community streets, which will be designed to create a network of green infrastructure and support multimodal transportation options. The City of Largo's Comprehensive Plan includes a policy tract that commits City departments to environmentally sustainable practices and works to foster environmental stewardship in the community.

Largo has 16 parks ranging from small neighborhood "pocket" parks to a large regional park of 180 acres, Largo Central Park. Parks amenities include walking trails, picnic shelters, observation decks, boardwalks, canoe/kayak launches, restrooms, interpretive signage, fitness

stations and playgrounds. There is an environmental education center at the McGough Nature Park as well as community garden plots. The City maintains three major recreation complexes (Southwest Recreation, Highland Recreation and the Largo Community Center) with extensive fitness, educational and social programs.

Since 2004, the City Commission and City staff have used the Strategic Plan as a guide for policy decisions, budget updates, and capital project proposals. Largo is committed to strengthening neighborhoods; maintaining exceptional park and recreation amenities; fostering quality redevelopment projects; and improving facilities for bicyclists, pedestrians, and transit users.

**Learn more by visiting the official site of the City of Largo, Florida**

[www.largo.com](http://www.largo.com)

### **ABOUT THE GOVERNMENT AND THE POSITION**

The City of Largo operates on a council/manager form of government. The City has six elected City Commissioners and one Mayor elected in non-partisan, at-large elections to 4-year overlapping terms. The City Manager is appointed by City Commission requiring five (5) votes to hire and fire.

As provided in the City's Charter, the city commission shall, by a vote of not less than five (5) of its members, appoint a city manager and fix his/her compensation. At the discretion of the city commission, the city manager may be hired for either an indefinite or a fixed term. The city manager shall be appointed solely on the basis of education and experience in the accepted competencies and practices of local government management. The manager need not be a resident of the city or state at the time of appointment, but shall reside in the city while in office. The commission may enter into a written employment agreement with the city manager. provided that no term of the agreement shall be inconsistent with the City charter. For Fiscal Year 2016, the City has an operating budget of \$147,687,500 and 882 FTE positions.

### **ABOUT THE CANDIDATE**

The City Manager of the City of Largo should possess a Bachelor's degree in Public Administration or a related field with a Master's degree preferred and at least five to seven years of municipal management experience as a City Manager or Assistant City Manager (or equivalent executive position) in a city comparable in size as Largo. The City Commission expects the successful candidate to be a member in good standing of the International City/County Management Association (ICMA). Evidence of continued professional development is also important.

The City Commission is looking for someone who will represent the City, maintain an open door policy, enjoy community involvement and will become well known in the community. The successful candidate will be a leader who is inspirational, has a good sense of humor, out-going and a sincere commitment to diversity. He/she will have a high degree of integrity and honesty while being an excellent communicator that listens as well as speaks. The City Commission expects the City Manager to keep them, all the City Commission Members, equally informed with unfiltered information.

The new City Manager will have the following **Knowledge, Skills, and Abilities**:

- Well-versed with a working knowledge of Finance and Budgeting
- Hands-on and practical knowledge of municipal public safety services including Fire Rescue and Police.
- Hands-on and practical knowledge of municipal and government owned Utilities and Sanitation services.
- A demonstrated knowledge of Economic Development as well as Historic Preservation.
- A good grasp of Redevelopment and Community Redevelopment Agencies.
- Experience working with organized labor and union negotiations.
- Knowledge and understanding of Federal Emergency Management Agency (FEMA) disaster preparedness and disaster recovery policies and procedures.
- A demonstrated ability to successfully work with other legislative bodies, elected and appointed officials; County, State and Federal.

### **RESIDENCY**

The City Manager is required by the City Charter to live within the City limits while serving as City Manager.

### **COMPENSATION AND BENEFITS**

While the starting salary is expected to be within a range of \$140,000 to \$160,000 annually, the City Commission is committed to a starting salary that will be market competitive, depending on the experience and qualifications of the selected individual. In addition, the City Commission expects to provide an excellent fringe benefit package to the successful candidate. Reasonable relocation expenses will also be provided to the successful candidate.

### **HOW TO APPLY**

For additional information on this outstanding opportunity, please contact W. D. Higginbotham, Jr., Senior Vice President, The Mercer Group, Inc. at 727-214-8673, [WDHiggin@mercergroupinc.com](mailto:WDHiggin@mercergroupinc.com)

**A letter of interest and resume should be sent electronically by the close of business, January 29, 2015 to:**

**W. D. Higginbotham, Jr.  
Senior Vice President  
The Mercer Group, Inc.  
Seminole, FL 33777**

**Email - [WDHiggin@mercergroupinc.com](mailto:WDHiggin@mercergroupinc.com)**

*Resumes are subject to the provisions of Florida Public Records Statutes*

*The City of Largo, Florida, is an Equal Opportunity Employer. The City of Largo does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas, or disability in employment or in the provision of services.*

** The Mercer Group, Inc.**