

RECRUITMENT

City of Lake Worth Beach, FL

City Manager



First review of resumes - April 30, 2026

Executive search
provided by:



Welcome to Lake Worth Beach, Florida

Welcome to Lake Worth Beach—a vibrant, coastal community where authenticity, creativity, and civic pride come together to create something truly unique.

This is not just another city management opportunity. This is an invitation to lead a city with a strong sense of identity, an engaged community, and meaningful forward momentum. Lake Worth Beach offers the rare combination of professional challenge and coastal lifestyle, where your leadership will be visible, valued, and impactful.



A Rich and Storied Community

Lake Worth Beach has a rich and colorful history that continues to shape its identity today. Originally established as a coastal settlement in the early 20th century, the City grew as a destination for visitors seeking sunshine, ocean breezes, and a relaxed Florida lifestyle. Over time, it developed into a vibrant, year-round community known for its character, resilience, and cultural depth.



Historic landmarks such as the Gulfstream Hotel reflect the City's legacy as a destination, while its historic neighborhoods, filled with charming cottages, Mediterranean-style homes, and early Florida architecture, offer a tangible connection to its past.

Lake Worth Beach has long been a haven for artists, entrepreneurs, and independent thinkers. That spirit remains deeply embedded in the community today. The City embraces its individuality, values inclusiveness, and continues to evolve while preserving the authenticity that makes it stand out in South Florida.



Geography & Coastal Setting

Lake Worth Beach is ideally situated in Palm Beach County along Florida's Atlantic coast, just minutes south of West Palm Beach. Its geography is one of its greatest assets. It offers both natural beauty and strategic access.

The City features:

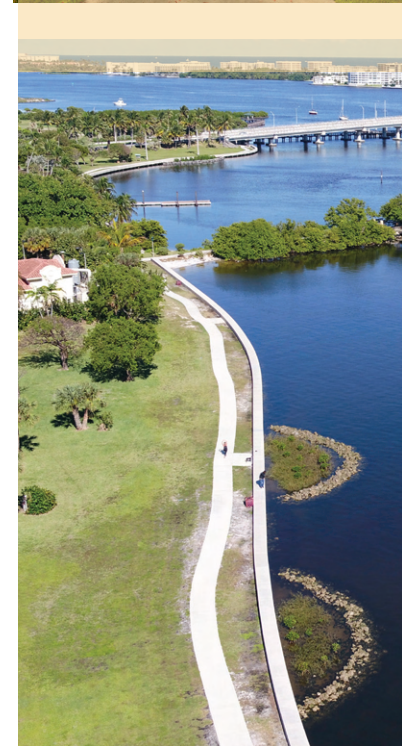
- A pristine public beach and the iconic Lake Worth Beach Pier
- Direct access to the Intracoastal Waterway
- A compact, walkable layout connecting downtown to the waterfront
- Parks, open spaces, and a municipal golf course

SURROUNDING ATTRACTIONS

Lake Worth Beach is centrally located near some of South Florida's most desirable destinations:

- West Palm Beach (arts, dining, business center)
- Palm Beach Island (luxury, culture, and historic landmarks)
- Delray Beach and Boca Raton (vibrant downtowns and coastal living)
- Palm Beach International Airport (just minutes away)

This location provides the perfect balance of a distinct, authentic community with immediate access to regional amenities and economic opportunity.



Demographics & Community Character

Lake Worth Beach is home to approximately **40,000 residents** and is widely recognized for its diversity and strong sense of community.

POPULATION CHARACTERISTICS

- A highly diverse population
- A broad age distribution, including young professionals, families, and retirees
- A mix of long-term residents and newcomers contributing to a dynamic community

EDUCATION

Residents benefit from access to a range of educational institutions:

Higher Education & Nearby Institutions:

- Palm Beach State College
- Florida Atlantic University (FAU)
- Lynn University

NEIGHBORHOODS

Lake Worth Beach features a variety of neighborhoods, each with its own identity:

- Historic districts with preserved architecture and charm
- Cottage neighborhoods with strong community character
- Emerging areas influenced by redevelopment and investment
- Waterfront and Intracoastal-adjacent communities

Neighborhood pride is strong, and residents are highly engaged in shaping the future of their community.



Climate

Lake Worth Beach offers a tropical coastal climate with year-round sunshine, making outdoor living a defining feature of daily life.

Residents enjoy:

- Warm temperatures and ocean breezes
- Easy access to beaches and water-based recreation
- Outdoor dining, festivals, and community gatherings throughout the year



Lifestyle

Life in Lake Worth Beach is active, social, and connected:

- Morning walks or bike rides along the beach
- Evenings in a vibrant downtown filled with local restaurants and music
- Weekends centered around community events, markets, and outdoor activities

This is a place where **work-life balance is not just possible—it's expected.**



Arts, Activities, & Recreation



Lake Worth Beach is widely known as an arts and culture hub in South Florida.

ARTS & CULTURE

- Numerous art studios and galleries throughout the City
- Public art, murals, and creative spaces
- Live theater at the historic **Art Deco Lake Worth Playhouse**

COMMUNITY ACTIVITIES

- The popular **Lake Worth Farmers' Market**
- Live music, performances, and cultural programming
- Community events that bring residents together year-round

RECREATION

- Beach and waterfront activities
- Golf, parks, and outdoor recreation
- Boating, fishing, biking, and walking

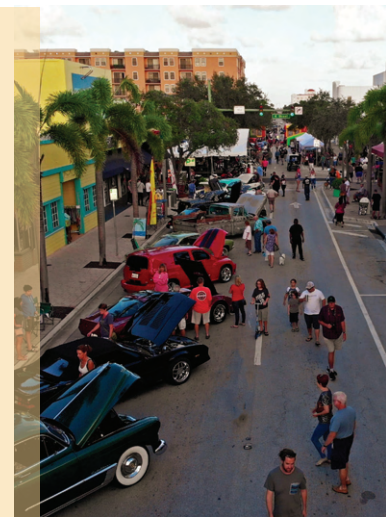
Lake Worth Beach offers a lifestyle that is both active and culturally rich, appealing to a wide range of interests.



Signature Events & Festivals

Lake Worth Beach hosts a vibrant calendar of events that reflect its unique character and strong community spirit.

Signature events include the renowned Street Painting Festival, where downtown streets transform into a canvas for more than 600 artists, attracting over 100,000 attendees each year with live music, food, and shopping. Another beloved tradition is the Bonfires and Night Market, held at the Lake Worth Beach Casino & Beach Complex, where residents and visitors gather for oceanside live music, local vendors, and beach bonfires.



Signature Events & Festivals cont'd



Throughout the year, the City celebrates a wide range of cultural and community events, including the Midnight Sun Festival, which honors Finnish culture with music, food, arts, and crafts, and the Palm Beach Pride Festival, a major regional event that draws large crowds to downtown. Oktoberfest brings a lively, two-week celebration of German traditions, while events such as BiblioArte highlight the City's commitment to art and literacy. Additional community favorites include the Cajun Crawfish & Music Festival, Easter Egg Hunt, Fourth of July Celebration, Little Scream, Jazz Jams at the Library, Veterans Day observances, the Tree Lighting Celebration, and the Holiday Parade. Together, these events create a year-round atmosphere of energy, inclusivity, and community pride that defines life in Lake Worth Beach.



Projects, Investment, & Momentum

Lake Worth Beach is investing in its future. The City is actively advancing a range of current and upcoming initiatives that reflect its commitment to revitalization and long-term success. Key efforts include Community Redevelopment Agency (CRA) district projects focused on redevelopment and neighborhood enhancement, such as the Deco Green mixed-use project, the Downtown Redevelopment Charrette, LULA Projects beautification efforts, Village Flats affordable housing, and the renovation of the historic Gulfstream Hotel.

In addition, the City is prioritizing infrastructure and utility improvements, along with strategic redevelopment efforts across multiple areas. These initiatives are supported by a continued focus on economic development and enhancing service delivery. Together, they underscore that Lake Worth Beach is a city with strong momentum and a compelling opportunity for impactful leadership.



Government & Organizational Environment



The City of Lake Worth Beach operates under a commission-manager form of government, a structure designed to combine elected policy leadership with professional administration.

The governing body consists of a Mayor and four City Commissioners elected to represent the community and establish policy direction for the organization. The City Commission adopts ordinances and resolutions, approves the City's annual operating and capital budgets, establishes strategic priorities, and represents the interests of residents in shaping the community's future.

The City Manager is appointed by and reports directly to the City Commission and serves as the City's chief administrative officer. In this role, the City Manager is responsible for implementing the policies adopted by the Commission and directing the day-to-day operations of the City organization.



Government & Organizational Environment



The City provides a full range of municipal services, including:

- Planning and zoning
- Public works
- Utilities
- Parks and recreation
- Building services
- Economic development initiatives
- Administrative services



Public safety services are delivered through interlocal agreements with:

- Palm Beach County Sheriff's Office
- Palm Beach County Fire Rescue



The City operates its own electric utility, requiring:

- Additional operational oversight
- Strategic planning
- Financial management

The City Manager leads a professional executive team of department directors responsible for service delivery to ensure:

- Efficient departmental operations
- Effective service delivery
- Alignment of municipal operations with City Commission goals

City Commission



MAYOR
Betty Resch



COMMISSIONER DISTRICT 1
Sarah Malega



COMMISSIONER DISTRICT 2
Christopher McVoy



COMMISSIONER DISTRICT 3
Mimi May

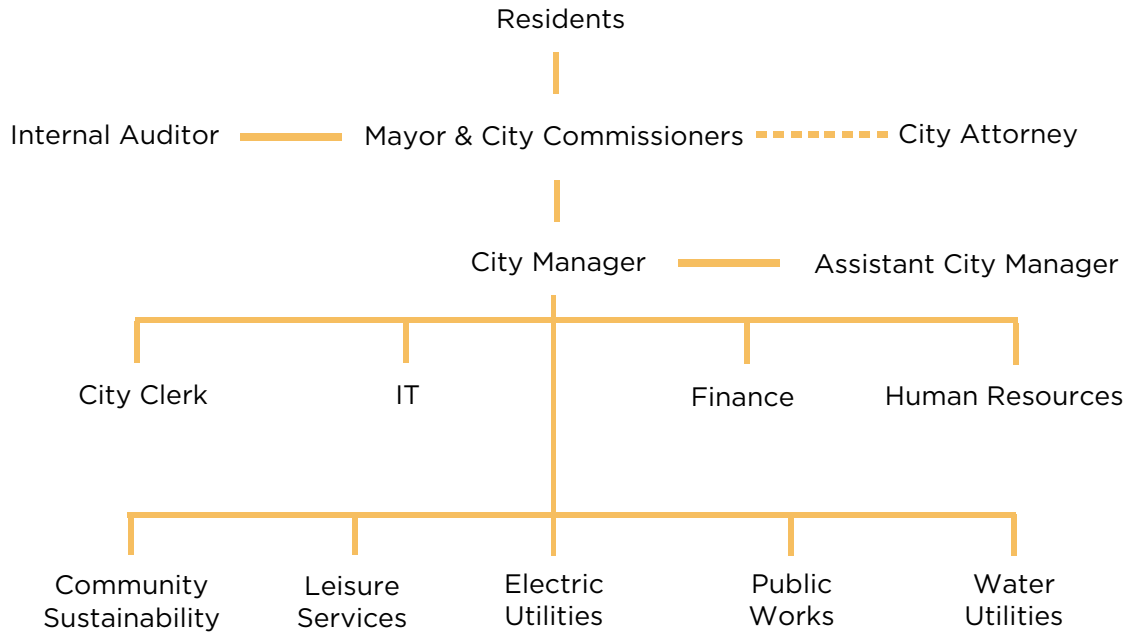


COMMISSIONER DISTRICT 4
Anthony Segrich



CITY OF LAKE WORTH BEACH

Organization Chart



The Role

The City of Lake Worth Beach is seeking a highly experienced, strategic, and collaborative municipal executive to serve as its next City Manager. As the City's chief administrative officer, the City Manager is responsible for the day-to-day management and operations of municipal government, ensuring alignment with policies established by the City Commission and all applicable laws.

Working in close partnership with the Mayor and City Commission, the City Manager provides overall organizational leadership while ensuring that services are delivered efficiently, effectively, and in support of the City's strategic priorities.





Key Responsibilities



LEADERSHIP & ADMINISTRATION

- Serve as the primary operational leader of the City organization
- Direct and coordinate all municipal operations and departmental activities
- Provide policy recommendations and strategic guidance to the City Commission
- Support the development and implementation of long-range goals and initiatives

The City Manager plays a central role in translating policy into action—ensuring that the Commission's vision is effectively implemented across the organization.



FINANCIAL MANAGEMENT & STEWARDSHIP

- Oversee preparation and administration of the annual operating budget
- Manage the Capital Improvement Program (CIP)
- Evaluate departmental funding needs and identify revenue opportunities
- Ensure sound fiscal practices and long-term financial stability

The City Manager ensures that financial decisions are strategic, sustainable, and aligned with the City's priorities.



CAPITAL PROJECTS & INFRASTRUCTURE

- Provide executive oversight of capital improvement and infrastructure projects
- Ensure projects are properly planned, funded, and executed
- Align investments with long-term development and service delivery goals

This role is critical in guiding the City's continued growth and infrastructure modernization.



Key Responsibilities cont'd



ORGANIZATIONAL LEADERSHIP

- Lead and support department directors and senior staff
- Establish performance expectations and accountability standards
- Recruit, develop, and retain high-performing leadership personnel
- Foster a culture of collaboration, innovation, and continuous improvement

The City Manager is responsible for building a strong, aligned organization focused on results and service excellence.



OPERATIONAL EXCELLENCE

- Strengthen internal management systems and processes
- Identify opportunities to improve efficiency and effectiveness
- Evaluate service delivery programs and implement best practices
- Promote professional development and organizational growth

This includes ensuring the organization operates at a high level across all functions.



COMMUNITY ENGAGEMENT & PARTNERSHIPS

- Work closely with residents, business leaders, and community organizations
- Collaborate with regional partners and other government agencies
- Represent the City in intergovernmental and external relations

The City Manager serves as a key connector—building relationships that support community success and economic development.



Key Responsibilities cont'd



LABOR RELATIONS

- Work closely with labor unions and manage collective bargaining agreements
- Support positive labor-management relationships



COMMUNICATION & TRANSPARENCY

- Keep the City Commission and public informed on key initiatives and issues
- Prepare reports, presentations, and policy updates
- Coordinate communications with media and stakeholders

Clear, consistent communication is essential to maintaining trust and transparency.



EMERGENCY MANAGEMENT & PUBLIC SAFETY COORDINATION

- Oversee emergency preparedness and response planning
- Coordinate with public safety partners and agencies
- Ensure readiness for natural disasters, public health events, and critical incidents





Challenges and Opportunities

KEY CHALLENGES AND OPPORTUNITIES

- Infrastructure and capital investment
- Electric utility operations
- Organizational alignment and stability
- Managing a highly engaged and vocal community
- Union negotiations (including PEU & IBEW)
- Legislative risks impacting revenue
- Balancing redevelopment with neighborhood preservation
- Coordinating services with county-supported public safety
- Downtown revitalization and economic development
- Organizational leadership & service delivery
- Community engagement & public trust
- Strengthening neighborhoods and historic character
- Advancing redevelopment and CRA initiatives
- Enhancing operational performance
- Supporting a passionate workforce





The Ideal Candidate

The City Commission is seeking a confident, achievement-oriented leader who will serve as both a manager and a trusted partner.

The ideal candidate will:

- Provide honest, direct guidance—even when it is difficult
- Ensure transparency and equal access to information for all elected officials
- Build consensus and focus on long-term success, not short-term wins
- Lead with professionalism, confidence, and integrity

This individual will be:

- Approachable, open-minded, and collaborative
- Organized, intelligent, and forward-thinking
- Energetic, positive, and persistent
- Focused on solutions and outcomes

The next City Manager will foster a culture of **customer service, accountability, and transparency**, leading by example and encouraging staff to find ways to say “yes” whenever possible—while ensuring fairness and clear communication in all decisions.





Qualifications

Candidates should possess a strong background in municipal administration or comparable executive leadership.

Minimum qualifications include:

- Bachelor's degree in public administration, business administration, finance, public policy, political science, or a closely related field
- At least ten (10) years of progressively responsible experience in municipal government management, business management, or public administration
- A minimum of seven (7) years of senior management experience

- A master's degree in public administration, business administration, or a related field is preferred
- Experience serving as a City Manager, County Manager, Deputy City Manager, or Assistant City Manager is also preferred
- Professional certifications such as the International City/County Management Association Credentialed Manager (ICMA-CM) designation are preferred
- Membership in professional organizations such as ICMA, ASPA, or FCCMA is also encouraged

[CLICK HERE FOR CITY MANAGER JOB DESCRIPTION](#)



Why This Opportunity?

Lake Worth Beach offers a rare opportunity to lead a city with authenticity, energy, and forward momentum.

- Coastal lifestyle with a vibrant arts and culture scene
- Engaged community and elected leadership
- Meaningful challenges paired with real opportunity
- A role where your leadership will be visible and impactful

This is more than a job—it is a chance to shape the future of a truly unique coastal city.



Application Process

For more information on this position, including supplementary documents and resources, visit the recruitment webpage at:

[CLICK HERE FOR CITY OF LAKE WORTH BEACH CITY MANAGER RECRUITMENT PAGE](#)

The first review of resumes will take place on April 30, 2026.

Please refrain from communicating with the staff or elected officials with the City of Lake Worth Beach.

Please direct inquiries to Sumter Consulting.

Please contact the Executive Recruiter with any questions or concerns:

Warren Hutmacher

Email: warren@sumterconsulting.com

Phone: 404-535-0525

Website: sumterlocalgovconsulting.com



Compensation and Benefits

Lake Worth Beach demonstrates a strong commitment to investing in its employees and leadership.

Benefits Include:

- Cigna medical (PPO & HMO) and dental plans
- Life and AD&D insurance
 - 1x annual salary
- **401(a)** plan with 10% City contribution
 - **457b** deferred compensation plan or Roth IRA contribution options
- Monthly allowances
 - Car stipend - \$500
 - Phone stipend - \$75
- Flexible Spending Accounts
 - Medical & dependent care options
- Short- and long-term disability coverage
- Employee Assistance Program (EAP)
- Mental health support programs
 - **2026 Platinum recipient of the Bell Seal for Workplace Mental Health**
- Generous PTO
 - 13 paid holidays + 3 floating holidays

Salary:

Between \$285,000 and \$345,000

[CLICK HERE FOR BENEFITS GUIDE](#)



Hiring Process and Projected Timeline



1. Apply Here



2. First Review of Resumes

April 30, 2026



3. Semi-Finalist Interviews

Mid-May 2026



4. Finalist Interviews

Late May 2026



5. Background Check & Offer

Mid-June 2026

