

CITY OF LAKELAND, FLORIDA
RETIREMENT SERVICES DIRECTOR

THE COMMUNITY

Lakeland is a premiere city, located in Polk County very near the exact geographic center of Florida. It is approximately 30 miles east of Tampa and 40 miles west of Orlando. Founded in 1885, Lakeland has a population of 93,428 and covers 75 square miles. Recognized nationally by *Money Magazine* in 1998 as the "10th Best Place to Live in America" for medium-sized cities in the South, Lakeland offers its residents an exceptional quality of life. Beginning with Lakeland's downtown district, which has been under a continuing program of redevelopment for several years, the City exudes beauty, charm, vitality, and a palpable sense of continual progress. Additional information on the City organization can be found at www.lakelandgov.net.

RETIREMENT SERVICES

Retirement Services had historically operated as a component of the Civil Service Board. In the past year, the City implemented the initial steps towards a restructuring initiative which will result in the separation of Retirement Services from the Civil Service framework with separate Directors for each division and project the formal reconstitution of the current combined Pension/Civil Service Board into two separate Boards later this summer.

The Director is responsible for planning, directing, and coordination of the Lakeland Retirement System which consists of the City Employees Defined Benefit Pension Plan, a Firefighters' Pension Plan, a Police Officers' Pension Plan, a 401(a) Defined Contribution Plan, a 457 Deferred Compensation Plan, a FICA Substitution Plan, and a Health Reimbursement Plan. The City is also considering the establishment of a Retiree Health Insurance Trust that may be overseen by the Pension Board.

The Director reports to and serves as Secretary to the Retirement Board, the Firefighters' Pension Board, and the Police Officers' Pension Board. A Selection Committee, comprised of representation from the three Retirement Boards, the City Manager, the Finance Director and a representative of the City's Employee Association, is charged with the responsibility of selection and evaluation of the Director, with recommendations to the Pension/Civil Service Board. The Director has a staff of three. The sum of the various retirement funds is approximately \$550 million.

THE IDEAL CANDIDATE

Degree in business administration, public administration or finance with considerable course work in finance. Masters degree in similar or related field preferred. Six (6) years experience in progressively responsible pension plan administration and pension fund management.

COMPENSATION

The starting salary range for the position is \$81,600 to \$102,000 depending on qualifications. Fringe benefits are generous.

HOW TO APPLY

Cover letter, resume, and salary history by June 2, 2008 to: Tom D. Freijo, Ph.D., Senior Vice President, The Mercer Group, Inc., Freijo@Mercerfl.com P.O. Box 9328, Winter Haven, Florida 33883. TEL: (863) 299-3571 FAX: (863) 299-6737. EOE. Preference in initial employment shall be given to eligible veterans and spouses of veterans. Applicants should be aware that applications in Florida become a matter of public record upon receipt.

Go to www.mercergroupinc.com for a complete Position Profile.