



Jefferson County, Alabama, is seeking an experienced finance professional and manager and to serve as the...

## CHIEF FINANCIAL OFFICER

### The County

Jefferson County, seated in Birmingham, is Alabama's largest metropolitan area. This thriving metropolitan region encourages the innovative spirit of progress and expansion. Partnerships, such as the Birmingham Business Alliance, a joint chamber of commerce-economic development organization, foster job creation and bolster the region's competitiveness as a desirable location with a high quality of life. Two dozen universities, colleges and technical schools are located within a one hour drive of downtown Birmingham, with a combined enrollment of more than 90,000 students.

Jefferson County exudes classic southern charm and hospitality. This vibrant, beautiful region is nestled in the rolling foothills of the Appalachian Mountains and serves up nationally recognized dining, shopping and entertainment, world-class attractions, events and other things to see and do. Jefferson County's Birmingham is a Southern city that is---all at once---young, traditional, vibrant, friendly, and complex.

While the Jefferson County and Birmingham region continue to grow more sophisticated, the treasures of the Small-Town South have been preserved. One can enjoy asparagus salad with roasted pecan dressing at an elegant white-table cloth restaurant for lunch, and look forward to dinner at a "meat-and-three" serving country-fried steak, collard greens, butter beans, and cornbread. The audience at the symphony concert will discuss Alabama and Auburn

college football games coming up the next day. And the highbrow patrons of the Charity Ball will be elbow-to-elbow the next morning with workers on a Habitat for Humanity home.

The Birmingham and Jefferson County region offers a variety of homes, architectural designs and neighborhoods to suit every budget and personal taste. There are homes in downtown, historic urban neighborhoods, and the suburbs. Whatever the preference, Birmingham is a wonderfully diverse city whose metropolitan area features something for everyone. Although it is one of the 60 largest metropolitan areas in the country, Birmingham has not grown too large to enjoy. A recent survey by the accounting firm, Ernst & Young, ranked Birmingham as the eighth most affordable housing market among 70 metropolitan areas. U.S. News & World Report ranked Birmingham as one of the top 25 cities where the environment is most favorable for homeowners.

It is diversity that many believe to be Jefferson County's greatest strength and strongest appeal. People in the community talk about progress; but many speak with a decidedly Southern accent. There is a spectrum of attitudes and cultures, all being a unique part of the charm and character that make this such a vibrant and special community. The region's low cost of living, coupled with a high quality of life, have created a great place to work, play, and raise a family.

# County Governance And Organization

The County Commission is the governing body of Jefferson County with five Commissioners elected from districts for concurrent, four-year terms.

In a tribute to good government, five new, reform-minded Commissioners were elected on November 2, 2010, with a commitment and determination to transform the County governance and organization from its environment with evidence of corruption and financial mismanagement to a government with a solid foundation of ethical conduct, financial stability, vibrant economic development, and efficient delivery of county services.

In 2009, the Alabama Legislature authorized and directed a change in the form of government of Jefferson County with the requirement for a County Manager to serve as Chief Executive Officer. The new County Manager, Tony Petelos, was appointed in 2011, and has commenced the process of reorganizing the County organization and services. The County Manager has responsibility for the following areas of internal and external services: finance and budget; human resources; purchasing; information technology; roads and transportation; land planning and development; community and economic development; environmental services; family court; juvenile court; juvenile detention; coroner; Office of Senior Citizens; Cooper Green Mercy Hospital; and JeffCo



Health and Rehabilitation.

Outside of the scope of responsibility for the County Manager are the County Attorney, who reports to the Commission, and the separately elected officers: Sheriff, County Treasurer, Tax Assessor, and Tax Collector, Probate Court Judge, and District Attorney.

Jefferson County's total annual operating budget for 2012 is \$217,808,173. Anticipated revenues of \$178,120,826 will produce a deficit, primarily the result of the loss of \$66 million from the local occupational tax on income that was declared unconstitutional by the Alabama Supreme Court. The County has an authorized workforce of 2800. A reduction in force is underway and a hiring freeze for non-critical positions and a freeze on merit pay increases are currently in place as a cost-savings measure.

Personnel actions for merit employees are managed through the Personnel Board of Jefferson County (PBJC), which is responsible for recruiting and assessing candidates for employment, creating hiring registers and for referring qualified candidates to hiring departments throughout the County.



## Financial Challenges

- Jefferson County is in default on \$3.2 billion in sewer debt bonds, approximately \$250 million in general obligation debt, and \$1 billion in special sales tax school warrants. The sewer matter is currently in Chapter Nine Bankruptcy with continued negotiations between the County and bond holders, insurers, and other parties. The Commission and County Manager expect to resolve the Bankruptcy matter during the next 12 to 24 months.
- As mentioned above, a significant portion of Jefferson County's general fund revenue was generated through an occupational tax on income and has been ruled unconstitutional by the Alabama Supreme Court. This revenue stream represents approximately \$66 million per year in revenues. The County is currently seeking legislative relief in the form of a replacement tax similar in revenue-generating capacity as the occupational tax. In the event a replacement revenue source is not authorized, additional budget reductions and reductions in county services must be made.

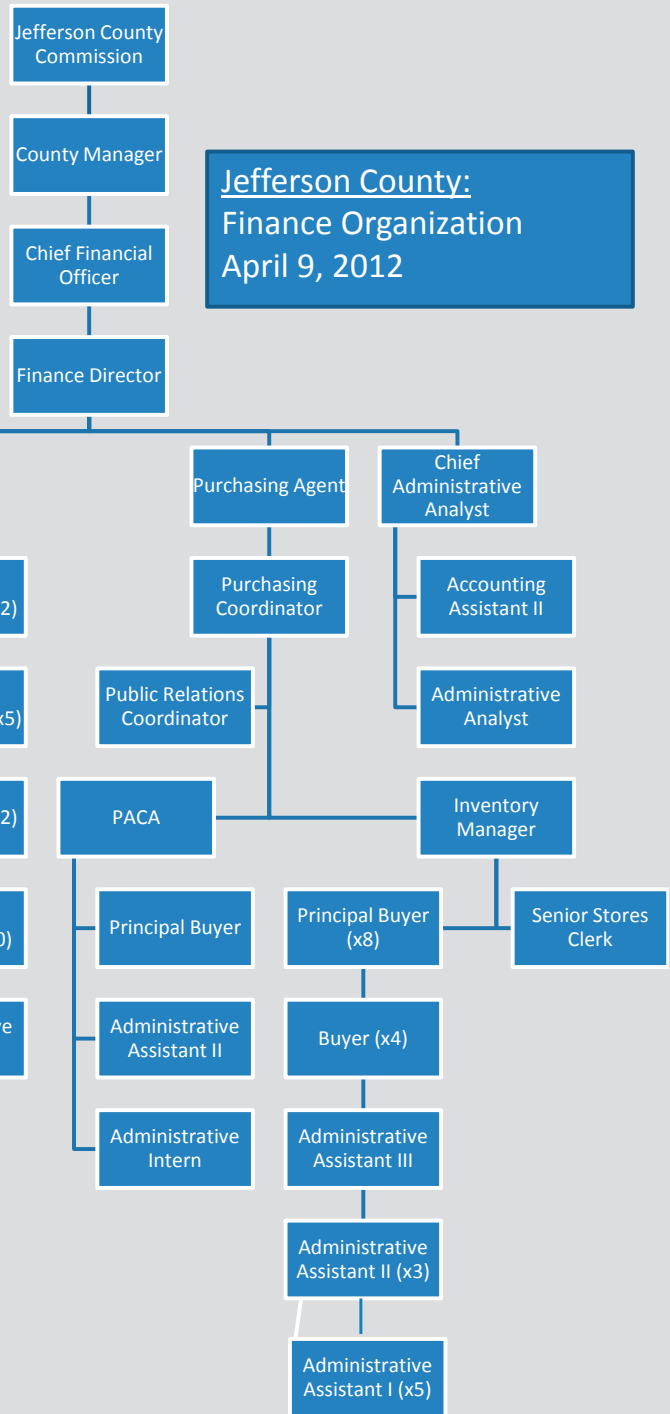




# Position Profile

The Chief Financial Officer (CFO) reports directly to the County Manager and is responsible for a department of 36 full-time employees and a current annual operating budget of \$4,439,541. See the current organizational chart on this page for a listing of the areas of responsibility. The County Manager is in the process of examining all aspects of the County organization, so once the new CFO is on board a reconfiguration of the current areas of responsibilities can be made, if it results in an improvement in cost efficiencies and operational effectiveness.

Working with the County Manager to assess staffing levels throughout the organization, including finance, will be an expectation for the CFO. Additional reductions in staffing and County services will be necessary until County revenue resources are stabilized and the loss of the occupational income tax revenue is replaced.



**Jefferson County:  
Finance Organization  
April 9, 2012**

# Candidate Profile

The new CFO must be a competent finance professional and manager and a superb steward of the public trust, with an indisputable performance record of integrity and ethical conduct. He/She will also be a role model for other County employees to restore confidence in County financial matters in a way that will continue the process to re-establish trust and respect in the County government by the citizens, bondholders, creditors, insurers, and financial institutions.

Comprehensive knowledge of and direct experience with governmental accounting and financial and budget management are essential requirements, including having worked in an environment with scarce or declining revenue resources. Related to this experience is the importance of success in identifying methods to control and reduce costs by improving the operational efficiency of County operations. Experience with “turnaround management” would be desirable, with evidence of success in joining a difficult organizational and financial environment and making measurable improvements in performance and results.

In addition to having the capacity to think strategically and plan ahead for both opportunities and challenges and then to develop a plan to address them, the CFO must also be comfortable with going deep into the organization from time to time and working on the details of financial issues both to understand and to assist in addressing solutions.



## Education and Experience

The Chief Financial Officer will hold a Master's Degree in Accounting, Finance, Business Administration, Public Administration or a related degree from an accredited college or university, and have at least five years of managerial experience directing the financial operations of a large governmental entity; or any combination of education and experience that demonstrates the above listed knowledge, skills, and abilities. Knowledge of and experience with the SAP financial accounting system would be desirable. In addition to a valid driver's license (required), any or all of the following professional designations/certifications are desirable: Certified Public Accountant; Chartered Accountant; Certified Management Accountant; Certified Financial Planner; Certified Internal Auditor; or Chartered Financial Analyst.



## Compensation and Benefits

A starting salary up to \$180,000, depending upon qualifications and experience, and other highly competitive benefits are offered. Participation in the General Retirement System for Employees of Jefferson County and a deferred compensation plan are available. Relocation assistance will be provided to the successful candidate.



## Application & Selection Process

Qualified candidates please submit your resume online by visiting our website at

[www.watersconsulting.com/recruitment](http://www.watersconsulting.com/recruitment)

This position is open until filled; however, it is requested that candidates submit their applications by May 23, 2012. Applications will be screened against criteria provided in this brochure. Interviews in Jefferson County will be offered by the County Manager to those candidates named as finalists with reference checks, background checks, and academic verifications conducted after receiving candidates' permission. For more information, please contact Chuck Anderson at [canderson@watersconsulting.com](mailto:canderson@watersconsulting.com) or by calling 817.965.3911.

*Jefferson County is an Equal Opportunity Employer and values diversity at all levels of its workforce.*

*Applicants selected as finalists for this position will be subject to a criminal history/credit/driver's license check prior to the interview. Under Public Information statutes, information from your resume may be subject to public disclosure.*



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