

January 2020



PROFESSIONAL MANAGEMENT MATTERS

e-Newsletter

Annual Conference

Conference registration opens February 24th.

The full conference announcement will be available on the website soon.

President's Message

Fellow FCCMA Members:

As we begin the new year and a new decade, many of us are making resolutions and/or setting goals – we are certainly looking back and looking forward. As I consider my personal priorities, I also reflect on the many benefits offered to us through our professional association FCCMA. I hope you will resolve to take full advantage of the opportunities available and make FCCMA a goal and priority in your professional life. The following is a brief snapshot of the activity occurring in FCCMA:

- Professional development and continued education – FCCMA offers a multitude of training opportunities each year.
 1. Our annual conference alone provides three days of stellar speakers, workshop topics and experience. This year will be no exception as the conference planning committee works diligently to secure exciting keynote speakers and knowledgeable panelists.
 2. Our annual symposium is always an up-to-the-minute look at a topic of critical concern to cities. The professional development committee planned a very informative workshop on “What Keeps Managers Up at Night,” held this past November in St. Petersburg.
 3. Our winter institute provides a training ground for city managers to delve deep into a topic of interest. In just a few short weeks, the winter institute committee will present “What does the City/County of the Future Look Like?,” in Daytona Beach. There are only a few seats left, so sign up quickly – you will not want to miss this exceptional training opportunity.
 4. FCCMA offers monthly webinars focusing on topics our membership has expressed interest in.
 5. Our newsletter is filled with informational and educational articles.
 6. Our district directors work diligently to provide for on-site trainings opportunities.
 7. Ethics training opportunities are available to meet the association ethics requirements.
 8. Focus groups are being conducted throughout the state to determine the role FCCMA can play in advancing women in local government leadership roles.
- Legislative review and action – the FCCMA legislative subcommittee closely watches legislation as it moves through

the process and the committee reports to the membership and issues “calls to action” as needed on legislation that would affect cities and/or counties.

- Networking and idea sharing opportunities with colleagues during events and social media.
- Coaching Program through ICMA.
- Resume Review.
- Member-In-Transition Support.
- Senior Advisor Support.
- White Paper and Research Documents available through [FCCMA’s premier website](#).
- Committee Service – an opportunity to give back to your association and colleagues, while gaining invaluable experience. FCCMA has nine committees so you are bound to find one that suits your interest.
- Academic and Conference Scholarships.
- An opportunity to influence the next generation through our student members through mentorship, serving on a committee with our students and/or networking opportunities with our student chapters and during district meetings.

I want to express my appreciation to all of the membership for your input, advice and ideas on how to build an even stronger association. Special thanks to all who have volunteered to serve on a committee or as a speaker or panelist. I wish you all continued good health and good wishes in the new year.

Best Regards,



A stylized, handwritten signature in blue ink, appearing to read 'Shannon Lewis'.

Shannon Lewis
City Manager, Melbourne

Photo Contest

2020-2021 FCCMA Membership Directory

Photo Contest

FCCMA is offering a unique opportunity for a community to be featured on the cover of the 2020-2021 FCCMA Membership Directory

All you have to do is submit your photo before the deadline and members of the committee will select a photo to feature. It's that simple! Runners up will be featured quarterly on the FCCMA Facebook page and website.



Deadline to submit photos:
February 28, 2020



Submit to: crussell@fkcities.com



Stay connected to FCCMA

www.FCCMA.org



Member News and Updates

The following membership applications have been received:

- **Juana Ayala**, District VI, Master in Public Administration, Northcentral University, Student Member;
- **Deborah Bowie**, District VII, Executive Chief of Staff, City of Gainesville, Full Member;
- **Karen Brooks**, District V, City Manager, City of Coconut Creek, Full Member;
- **Gabriel Colon**, District V, Master in Public Administration, Nova Southeastern University, Student Member;
- **Daniel Eick**, District IV, Management Analyst, Village of Indiantown, Full Member;
- **Janice Gilley**, District I, County Administrator, Escambia County, Full Member;
- **Joseph Hennessy**, District I, Master in Public Administration, Florida State University, Student Member;
- **Scott Johnson**, District III, Customer Relations Manager, Data Flow Systems, Affiliate Member;
- **Matthews Buses Commercial**, District III, Contact: Mark Matthews, Sales Consultant, Corporate Member;
- **Leslie Porter**, District VII, City Manager, City of Dade City, Full Member;
- **Mike Reals**, District IV, Director of Public Works, City of Fort Pierce, Full Member;
- **Luis Rivera**, District IV, Bachelor in Public Administration, Indian River State College, Student Member;
- **William Shanahan**, District II, City Manager, City of Palatka, Full Member;
- **Fabiana Solano**, District V, Master of Public Administration, Florida Gulf Coast University, Student Member; and
- **Melissa Thompson**, District IV, Bachelor in Public Administration, Indian River State College, Student Member.

If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

Members-in-Transition (MIT)

Please take a minute to show your support to the MITs by either emailing or phoning the MITs in your district. A phone call or an email can go a long way to help someone who is temporarily out of work. You can also help if you have any job opportunities or special projects available for which one of our MITs may be qualified.

With the current technology, the project could even be done from the MIT's home. Some of the Members-in-Transition have provided their resumes and have indicated their areas of expertise. The resumes and areas of expertise are now available on the [FCCMA website](#). Also, please keep your FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email [Carol Russell](#).

Awards & Scholarships

Call for FCCMA 2020 Awards Nominations

Do you know a colleague who is an outstanding local government administrator who has fostered representative democracy by enhancing the effectiveness of local elected officials and by consistently initiating creative and successful programs?

Do you know a colleague who has made a significant contribution to the development of new talent in professional local government management?

Do you have an assistant who has made significant contributions toward excellence in leadership while serving as an assistant?

Do you know someone who has served the profession in a manner or to a degree of Dick Simmons?

Do you know someone who is under the age of 40 and is among the top emerging leaders?

If so, plan to nominate a colleague for an FCCMA award.

DEADLINE FOR NOMINATIONS: MARCH 9, 2020

[Click here](#) for more information.

FCCMA Academic and Conference Scholarships

Are you currently earning a degree in public administration and committed to pursuing a career in local government management? Check out the academic scholarship opportunities.

Want to advance your local government management career? You may be eligible to join us for free at the 2020 Florida City and County Management Association (FCCMA) Annual Conference.

If so, apply for one of the FCCMA scholarships.

DEADLINE FOR NOMINATIONS: MARCH 2, 2020

[Click here](#) for more information.

Perspectives



Featured Member

Terry Atchley, City Manager, Wauchula

How long have you been a FCCMA member and why did you join?

Becoming an FCCMA member at the beginning of my career as a city manager was pivotal, to the enhancement of my knowledge as a professional public servant. I joined eight years ago seeking council and collaboration in matters that affect local government, knowing that the focus of the organization was on education and advocacy.

Why did you select a career in public service?

Selecting a career in public service was not a straightforward path for me. Following a very successful management career in the private sector, friends and family encouraged and supported me to explore a path towards public service. In my mind, public service chose me, through the support of my community who allowed me to take a position, representing them as county commissioner first, and later in the transition to municipal government as their city manager.

What is your favorite part of the job?

Managing a small city requires the successful orchestration of many moving parts and the expertise to combine knowledge with hands on experience, to achieve the fulfillment of a job well done. However, for me, the day-to-day satisfaction comes from the interaction with people, being team members or citizens. The needs of the people are my number one priority, and taking care of the mentorship of city team members to help develop public servants that are more knowledgeable remains my number priority. Fostering citizen-staff relationships that promote a warm and caring interaction between municipal government and the citizens we serve, makes the city feel more like a family, where everyone is heard and appreciated.

[Read more.](#)



Legislative News

By Mark Ryan, City Manager, City of Indian Harbour Beach

Greetings!

The 2020 Florida Legislative Session is well underway. As of January 24, 2020, more than 3,400 bills have been filed for consideration during this session. Many bills are Local Funding Requests and relief bills for claims subject to the liability limits

in Florida Statutes for governmental entities. However, there are a number of significant bills that either assist local governments or impact communities in a negative manner.

You will recall in the December 2019 FCCMA Newsletter, The Manager, Communications Committee Chair John Titkanich, Vice Chair Jamie Titcomb, Executive Director, Casey Cook, and I provided information, including a template letter, to assist our members in developing and nurturing a relationship with newly-elected or re-elected members of the Florida Legislature (archived FCCMA Website). We hope you took the time in advance of the 2020 Legislative Session to have the dialogue with these legislators, build a relationship and, hopefully, help these legislators understand the complex issues that local governments face each and every day. We, as professional managers, and our team of professionals, can and should be the subject matter experts for the members of your local legislative delegation, and other members of the Legislature, and their staff.

As indicated earlier, more than 3,400 bills have been filed. Here is a snapshot of a few of the bills that we urge you to track and monitor.

[Read more.](#)



From Our Partners

Call for ICMA's Local Government Excellence Awards Nominations

ICMA recognizes the many achievements of its members via a dynamic awards program that highlights extraordinary accomplishments as well as dedicated service to the profession. Please click [here](#) for more information or to submit a nomination. Submissions are accepted through March 6, 2020.

ICMA Coaching Program

[Click here](#) to access Career Compass No. 79, "Leading by Connecting." Please share it with your employees.

Alliance for Innovation TLG 2020 Conference

It's tempting to focus on everyday stuff. Putting out fires, bumping into barriers and just the daily grind. When your hair is on fire, it's tough to focus on developing and executing innovation initiatives.
That can change in 2020.

At TLG you'll be immersing yourself with local government professionals on similar journeys and leading the way in these TLG educational tracks. We encourage you to attend.

[Learn more here»](#)

[Register here](#)

Events and Training Opportunities

Cybersecurity: What Local Government Chief Executives and Senior Staff Needs to Know

Tallahassee - City Hall Commission Chambers, 300 S Adams St
February 13, 2020, 8:30 a.m. – 5:00 p.m. EST

Join us in Tallahassee for a great lineup of speakers and workshops. During the Cybersecurity for Local Government workshops, attendees will:

- Hear directly from the leaders of public sector organizations
- Learn best practices to establish a cyber-secure culture
- Gain an understanding of the current cybersecurity legal landscape
- Learn how to make 'the business case' for cyber investments
- Participate in an intense, simulated cyberattack on a fictitious local government, and more!

There is no charge to register, but space is limited. Reserve your seat today!

[Flyer](#)
[Register here](#)

FCCMA Webinar
Homelessness in Florida: The Sarasota County Experience
February 13, 2020, 2:00 - 3:00 p.m. EST
ICMA Practice Areas: 2, 6, 8, 9, 10

Program Summary

Homelessness is a national problem; yet addressing the issue with any meaningful solutions, has been left to local governments and nonprofits. Throughout Florida, local governments, nonprofits, and business leaders have worked together, in varying degrees, to respond to this issue. Sarasota County, the City of Sarasota, and the Suncoast Partnership to End Homelessness are leading examples of what is being done in their region to identify solutions to this important public issue. Presenters for this month's webinar will discuss their challenges and offer the steps taken to mitigate and improve homelessness in Sarasota County.

Presenters

- Nancy Deloach, Homeless and Poverty Policy Coordinator, Sarasota County Health and Human Services
- Kevin Stiff, Homeless Response Coordinator, City of Sarasota
- Tara Booker, Interim Chief Executive Officer, Suncoast Partnership to End Homelessness

[Click here](#) for details.

FCCMA Onsite Training Session
Ethical Challenges Facing Local Governments in 2020
River Walk Center, 600 N. Indian River Drive, Fort Pierce, FL 33950
February 21, 2020, 12:00 p.m. – 4:00 p.m. EST
ICMA Practices: 1, 3, 4, 6, 8, 10 and 13

Program Summary

In the last decade, the advent of social media and other technical advances has challenged local governments to effectively respond to evolving issues; all which have an ethical component that must be considered and defined. Building and sustaining a culture of ethics becomes even more important with the discretion employees must have to fulfill their ever changing public service duties. To define and discuss these ethical challenges, a distinguished and diverse panel of local government managers has been put together to provide an informative and interactive program for attendees. FCCMA members are encouraged to register key staff members to attend this important program and to be prepared to contribute to this discussion.

Note: attendance will satisfy FCCMA's annual four-hour ethics training requirement.

Panelists

- George Brown, Deputy City Manager, Boca Raton
- Noah Powers, Town Manager, Orchid

- Nick Mimms, City Manager, Fort Pierce
- Howard Tipton, County Administrator, St. Lucie County
- Katherine Barbieri, Assistant County Attorney, St. Lucie County

[Click here](#) to register. The cost of the training is \$49 for members/non-members, \$15 for students. The training will include lunch. The deadline to register is February 14.

FCCMA Onsite Training Session
Planning and Zoning Trends and Innovations
Robbins Lodge, 4005 S. Hiatus Road, Davie, FL 33330
February 28, 2020, 9:00 a.m. – 1:00 p.m. EST
ICMA Practices: 8, 9, 10

Program Summary

Presenters from Calvin, Giordano and Associates will, among other things, discuss planning trends and innovations relative to parking for new development, generational shifts to be considered in development and lessons learned from mixed-use developments. The second part of this program will summarize practical applications and innovations from recent developments in the town of Davie. This FCCMA program is geared toward managers and key staff members involved in planning and development within their communities and students of planning and public administration interested in "real application" of current trends in this discipline.

Panelists

- Sarah Sinatra Gould, AICP, Planning Director, Calvin, Giordano and Associates
- Jim Hickey, AICP, Planning Administrator, Calvin, Giordano and Associates
- Alex David, AICP, Planning Director (Miami Office), Calvin, Giordano and Associates
- Richard Lemack, Town Administrator, Davie
- Phillip Holste, Assistant Town Administrator/CRA Director, Davie

[Click here](#) to register. The cost of the training is \$49 for members/non-members, \$15 for students. The training will include lunch. The deadline to register is February 21.

FCCMA Onsite Training Session
True Colors Assessment
City of Palm Bay Community Annex Meeting Room
120 Malabar Road SE, Palm Bay, FL 32909
February 28, 2020, 9:30 a.m. – 1:00 p.m. EST
ICMA Practices: 3, 4, 5, 13, 14

Program Summary

True Colors is described as a communication model that is deeply rooted in personality typing and temperament - It's not an intelligence test! Participants will explore how they are wired, how they engage with others, what drives them and what frustrates them. The goal is to have fun and make this session accessible to everyone! Ultimately, recognizing and understanding our differences promote greater acceptance and improved relationships. All participants will receive take-away materials to help with further study and practical application of lessons learned. We all adapt and change over time. This approach to assessing personality and communications is very simple and easy compared to other programs. Attendees are welcomed from all levels of governments.

Presenter

- John Muller, the Gehing Group

[Click here](#) to register. The cost of the training is \$49 for members/non-members, \$15 for students. The training will include lunch. The deadline to register is February 21.

How to Effectively Manage Communications with your Stakeholders in 2020
Sanborn Events Center
815 South Alabama Avenue, DeLand, FL 32724
March 13, 2020, 9:00 a.m. – 1:00 p.m. EST
ICMA Practices: 2, 4, 6, 7, 8, 9, 10 and 14

Program Summary

FCCMA has partnered with the Florida Municipal Communicators Association to provide an "exceptional" program in DeLand that focuses on how best to manage local government communications today. The program includes a distinguished list of presenters who will share best practices, "real examples" and templates to enable you to effectively manage communication with your stakeholders. The program will also include lessons learned from the tragic events at Marjory Stoneman Douglas High School. Rarely, does a half-day program pack as much information into one training session as this one scheduled in DeLand. In addition to planning to attend this event, city and county managers should also encourage their key staff members to consider signing up for this important program.

Panelists

- Devon Chestnut, APR, CPRC, Communication Manager, Cox Communications
- Todd DeAngelis, President, Florida Municipal Communicators Association and Chief Communication Officer, City of Parkland
- Roger Pynn, APR, APRC, Founder, Curley and Pynn
- Dan Ward, APR, CPRC, President, Curley and Pynn

[Click here](#) to register. The cost of the training is \$49 for members/non-members, \$15 for students. The training will include lunch. The deadline to register is March 6.



Jobs

Following is a list of active FCCMA job advertisements accessible on our website. [Click here](#) for details.

ALACHUA COUNTY - Administrative Support Manager
ALACHUA COUNTY - Capital Project Coordinator
ALACHUA COUNTY - Executive Assistant (Children's Trust)
ALACHUA COUNTY - Veterinarian
ALACHUA COUNTY - Victim Advocate Bilingual Counselor
BROOKSVILLE - Community Development Director
BROOKSVILLE - Special Projects Coordinator
BROWARD COUNTY - Budget and Management Analyst
BROWARD COUNTY - Procurement Strategist
BRUNSWICK, GA - City Manager
BUSHNELL - Building Official
CLEARWATER - Parks & Recreation Director
CLERMONT - Deputy City Clerk/Records Administrator
COWETA COUNTY, GA - County Planner
CUTLER BAY - Community Development Director
DAYTONA BEACH - Economic Development Director
DELRAY BEACH - Budget Manager
DELRAY BEACH - Sustainability Officer

MAITLAND - Utilities Manager
MARION COUNTY - Assistant County Engineer for Stormwater
MARION COUNTY - Assistant County Engineer for Traffic
MARION COUNTY - Environmental Services Deputy Director
MARION COUNTY - Deputy Director of Transportation
NACOGDOCHES, TX - City Manager
NORTH BAY VILLAGE - Chief Financial Officer
NORTH BAY VILLAGE - Engineering Operations Manager
ORLANDO POLICE DEPARTMENT - Police Public Information Officer
PANAMA CITY - City Clerk-Treasurer
PARKLAND - Budget & Grants Manager
PARKLAND - City Clerk
PARKLAND - Human Resources Manager
ST. LUCIE COUNTY - Civil Engineer
ST. LUCIE COUNTY - Environmental Planner
STATESBORO, GA - Planning & Development Director
STILLWATER, OK - Assistant City Manager - Innovation

FERNANDINA BEACH - Deputy City Manager-City Engineer
FERNANDINA BEACH - Human Resources Director
HERNANDO COUNTY - Human Resource Director
HUTCHINSON, KS - City Manager
INVERNESS - Director of Community Development
JACKSONVILLE - City Comptroller
LAKEWAY, TX - Assistant City Manager

THE WOODLANDS TOWNSHIP, TX - President and General Manager
TROPHY CLUB, TX - General Manager - Trophy Club Municipal Utility District
VENICE - Information Technology Manager
VENICE - Planner
VIRGINIA BEACH, VA - City Manager
WEST PALM BEACH - Executive Director, Community Redevelopment Agency

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