

# August 2020



## PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

### President's Message

Fellow FCCMA Members,

This year has thrown us many curve balls, but it has been amazing to watch how resilient our staff, partners and membership have been. Now more than ever the value of FCCMA and the sense of community it brings is powerful, but we need to keep it going. Its easy for the President to have a well structured network of colleagues, but we have new members and early career professionals who have not had the opportunities that some of us have had to form bonds within the membership. To that end I want to call on each of you, veteran, rookie, or otherwise to reach out to someone new this next month and just have a conversation.

Now for those of you who read the newsletter last month, you may remember me mentioning that we would be tackling systemic challenges related to diversity and inclusion during the August board meeting (last Friday). Following our regular business, the board spent about an hour on the subject with Dr. Larry Schooler facilitating the discussion. This represented the beginning of the conversation and it set the stage for a special meeting dedicated to diversity and inclusion in September, and I am very happy with the level of energy and engagement my fellow board members brought to our first discussion.

On the training front, our Professional Development committee has been working with Dr. Lee and the Center for Local Government Excellence (CFLGE) to amplify our virtual training opportunities which include recorded webinars on various topics available for free on our website [here](#).

These webinars can also count towards education requirements for becoming a credentialed manager of fulfilling your ethics requirement. In addition to the recorded webinars, we have published recordings of some of our most popular district trainings and made them available for our members [here](#).

[Read more.](#)

Best Regards,



Micah Maxwell  
Assistant City Manager, Clearwater

## Member News and Updates

The following membership applications have been received:

- **Brendan Betancourt**, District VI, Bachelor Degree in Public Policy and Administration, St. Petersburg College, Student Member
- **Jared Cobb**, District I, City Manager, City of Mary Esther, Full Member
- **Tandra Davis**, District VIII, Interim Town Manager, Town of Dundee, Full Member
- **Tess A. Ocean**, District VII, Master of Public Administration, University of South Florida, Student Member
- **Michele A. Sims**, District VIII, Procurement Manager, Polk County, Affiliate 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.

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### Members-in-Transition (MIT)

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

## Featured Member

### Meet Emily Colon, Assistant City Manager, Lakeland

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

I joined FCCMA in 2014. I had attended the "So You Want to Be" session while in graduate school through the recommendation of my graduate school advisor (Dr. Daly). I was instantly surprised and tremendously grateful for how welcoming and open the seasoned professionals of public administration were (and have continued to be) in sharing their

wisdom of the profession.

**Are you an ICMA member, why did you join, and how long have you been a member?**

Yes, I am an ICMA member. I joined originally as a student member at USF.

**Please describe your areas of formal/advanced education.**

I earned my associate's degree from Manatee Community College, my bachelor's degree in International Business from the University of South Florida (USF), and my MPA from USF. I also just completed my CPM (Certified Public Manager) designation through Florida State University this month.

**Why did you select a career in public service?**

I love people, solving problems and having an impact. So, working in public service is my dream gig, because that's an opportunity I get every day.

**Have you always been in the public sector or have you had experience in the private sector?**

I have been working for 20 years (since I was 14). Most of my adolescent experience and early days upon graduating with my bachelor's degree was in the private sector. I have solely been in the public sector since then.

**Please tell us about your current position and give a brief job description if you are not a City Administrator/Manager.**

I am the assistant city manager for the City of Lakeland. I provide direct executive level oversight to Fire Department (to include Emergency Management), Information Technology (to include GIS), Public Works (to include Engineering, Facilities, Fleet, Traffic, and Lakes and Stormwater), Retirement Services, Risk Management (to including Purchasing), RP Funding Center (civic center), and the Water Utility Department.

[Read More.](#)



## Member Articles

### Silver Linings

By Claire Jubb AICP, CFM, Assistant County Administrator, Charlotte County

I took a vacation recently – a very safe, COVID friendly vacation in beautiful north Florida. I intentionally unplugged, knowing that I needed the time to reflect on the past few months.

Taking the time away gave me the opportunity to recognize what this organization -- and I am sure -- your organizations, have been doing for the past few months and how I am so incredibly honored to be in public service at this point in history.

On March 6, 2020, I started my new position as Assistant County Administrator for Charlotte County. At that time, COVID-19 was still something to read about in the news, I didn't know what PPE stood for and I had no idea how many ICU beds we had in our local hospitals. I didn't know how to use Teams, had never heard of Zoom and was still, albeit naively, planning which conferences I was going to attend this year, including my first FCCMA conference.

I have seen more change in the provision of local government services and the way local government works in the past six months than I have seen in my entire career to-date (18 years in this organization). This is not just change to make it

through the pandemic, this is real, fundamental change in the way we operate.

I don't want to dwell on the pandemic, I want to focus on the silver linings our challenges have brought and share some that have made Charlotte County a stronger and more resilient organization.

[Read more.](#)



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## FCCMA Legislative Committee News

by Mark Ryan, City Manager, City of Indian Harbour Beach and Chairman, Legislative Subcommittee

Two years ago, members of the FCCMA Communications Committee undertook an initiative to develop a template letter (link below) that can be utilized by FCCMA members to congratulate newly elected or re-elected members of the Florida Senate or Florida House of Representatives and begin the dialogue to build relationships and an understanding of the complex issues that local governments face each and every day.

Local government managers and their team of professionals are subject-matter experts that our legislators can rely upon as they deliberate thousands of bills, covering a myriad of issues, during their legislative career. This template can be utilized to reinforce the resources available to them, as well as our ability as professional managers to provide insight into issues from a local perspective that may not be included in the legislative staff analysis.

This template also introduces these legislators to the FCCMA and offers, as an additional resource, hundreds of professional members of our organization from around the state. Additionally, this letter extends an invitation to legislators to come to the community and participate in a briefing about our local government, similar to the briefing provided to newly elected city and county representatives.

This template can be modified to meet the needs of your local community and is presented to our members as a resource as we strive to work with the Florida Legislature for the betterment of our communities and the state of Florida.

[Click here](#) to download the letter to congratulate legislators and invite them to participate in a briefing.

[Click here](#) to access the Local Government Sample Program for Legislators.



## From Our Partners

**Broward County City Managers' Association Position Statement on**



## Racial Equity and Social Justice

The brutal killing of George Floyd by police in Minneapolis highlights the systemic racism that continues to exist in our communities. The global reaction resulted in demonstrations and a call for change. The Broward County City Managers' Association (BCCMA) is committed to leading organizations of change in our communities. BCCMA will champion initiatives that support racial equity, inclusion, fairness and social justice. With one unified voice, we are bold to say, Black Lives Matter.

We are compelled by our history, and now current events, to look within and face our own thoughts and feelings about an issue that is too often ignored.

We believe in inclusion. We demand that all human beings deserve to be treated with respect and all are afforded the same opportunity to live freely and without fear. While it is easy to say systemic racism has no place in our society, it is evident that we have more work to do.

Together, we will make a difference.

[Read more.](#)

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## ICMA Coaching Program

[Click here](#) to access Career Compass No. 84, "Got Grit?". Please share it with your employees.

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## Alliance for Innovation

### **AFI's TLG 2020 Experience – Thank you and Congratulations!**

At AFI, we are so appreciative of our innovation and transformation community! With the pandemic situation, we found ourselves needing to quickly pivot our signature annual event, the Transforming Local Government Conference, to a virtual event. We are so thrilled that our community joined with us to come together during this time, and we had a wonderful, successful three days of connecting with each other. While nothing can replace the experience of being together in person, we are so thankful for the opportunity to connect and share with each other in this way!

Congratulations are in order for our 2020 Innovation Award winners – check out the details [here](#).

### **AFI Podcast – Innovator's Journey**

Looking for some inspiration on your break? Check out AFI's new Innovator's Journey podcast. You can hear from innovation and transformation thought leaders and seasoned managers, learn more about winning innovation programs, and hear how your peers are handling the emerging issues of today. Check out the details and find your link [here](#).

### **Keep in Touch!**

AFI loves connecting with you through our affiliate relationship with your state association! If you want to connect with AFI for additional content, there are several options for you!

- Sign Up for our Emails: go to [www.transformgov.org](http://www.transformgov.org) and click the "Join Our Email List" button on the right hand side....just fill out the info and send it to us, and you're in!
- Follow Us on [Facebook](#), [Twitter](#), and [LinkedIn](#).

## ICMA Conference

### **UNITE: A Digital Event: Bringing the Community Together**

September 23-26, 2020

If you are interested in improving your public administration skills as a first-time administrator or are a seasoned

professional seeking to brush up on skills for your next transition, register for [UNITE: A Digital Event](#) that will be held on [September 23-26](#). A track of sessions will be offered for first-time administrators. One example of the kind of basic (or essential) skills included in that track is a session on communication practices for changing times which will be put on by ICMA's Regional Directors.

[Click here](#) for some tips on communications practices.



**Special Roundtable Session  
Long-Term Disaster Recovery  
September 26  
12:00 p.m. - 12:45 p.m. EST**

William Whitson, FCCMA past president and Vice President/Partner, and Ken Parker, ICMA/FCCMA Senior Advisor are hosting a special round table session on long-term disaster recovery at the ICMA conference on Saturday, September 26 from 12:00 p.m. – 12:45 p.m. Eastern.

**Related Links:**

- [ICMA Concept Paper on Long-Term Recovery by William Whitson & Ken Parker](#)
- [Steering Through a Storm : Reviving Rural Communities in the Wake of Natural Disaster by Bethany Fefelov](#)

[Register Here](#)

**Save the Date**

**FCCMA Symposium  
Thursday, November 5, 2020  
1:00 p.m. – 5:00 p.m. EST**

Have you completed your ethics training for FY 2020? If not, this year's symposium is designed to help you meet that requirement.

The theme is "Ethical Decision-Making in the Face of COVID-19".

- There will be four one-hour virtual training sessions:
- Communicating with the Public and Employees
  - Remote Working/Work from Home Policy
  - Regionalism and City/County Operations
  - Prioritization of PPE and Critical Resources/Personnel

Registration will open soon.

**Events and Training Opportunities**



## COACHING WEBINAR: NO REGISTRATION REQUIRED

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### **Pandemic Policies for Employees: Behavior Health Issues and Effectively Working from Home September 3, 2020, 2:00 p.m. - 3:00 p.m. EST ICMA Practice Areas: 1, 2, 4, 5, 6, 8, 9, 10, 13 and 14**

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#### **Program Summary**

This may be the one FCCMA webinar topic that impacts every local government in Florida! Considering the behavior health issues that impact employees is particularly important during the COVID-19 pandemic of 2020.

Our guest speakers will provide best practices and helpful information from several perspectives. Dr. Beau Nelson will discuss self-care and offer mind and body tips that can help employees handle information overload and isolation; and balance work, family and friends. Pasco County Administrator Dan Biles and Assistant County Administrators Erik Breitenbach and Cathy Pearson will discuss work-at-home policies and the advantages of utilizing this approach to service delivery.

#### **Presenters**

- Dr. Beau Nelson, DBH, LCSW, Director of Clinical Services, FHE Health
- Dan Biles, Pasco County Administrator
- Erik Breitenbach, Pasco County Assistant County Administrator
- Cathy Pearson, Pasco County Assistant County Administrator

[Click here](#) to register and to receive reminder emails, or join the webinar in progress.

To ensure your system is ready for this change, please use the GoToTraining Attendee System Check:  
<https://support.goto.com/training/help/system-requirements-for-attendees-g2t010003>.

The 2020 FCCMA Coaching Phone Panel Discussions are presented  
Through the partnership of



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## **FREE ICMA WEBINAR**

### **Managing Hostility in Public Discourse: Living in an Age of Anger**

September 9

1:30 p.m. - 3:00 p.m. EST

Anger has become commonplace in today's political discussions and has left many of wondering how to diffuse these volatile situations. A few simple strategies can help increase the ability to have a productive conversation and keep the wheels of your city/county government efficiently turning.

What we'll cover:

1. What is causing hate and divisiveness in today's politics?
2. Is there a place for anger in public discourse?
3. What are tools to keep anger from disrupting a city/county meeting?

We'll be using webinar tools (including real-time questions and live polling) to make this a great opportunity for audience interaction.

This webinar is sponsored by **ICMA-RC**, ICMA Premier Level Strategic Partner

ICMA-CM: This webinar meets Practice 2 (Community Engagement) of **ICMA's Practices for Effective Local Government Leadership**.

Preferred browsers for accessing the webinar: Chrome, Firefox or Edge.



[Register Now](#)

## Jobs

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

**BOCA RATON** - Director of Human Resources  
**BOYNTON BEACH** - Chief of Fire & EMS  
**CITIZENS FOR PROGRESS** - Executive Director  
**CRESCENT CITY** - Redevelopment Coordinator  
**DADE CITY** - Public Works and Utilities Director  
**DAVIE** - Chief of Police  
**DELRAY BEACH** - Assistant City Manager  
**DUNEDIN** - Director of Communications  
**GOVERNMENT SERVICES GROUP, INC** - Assistant Municipal Services Division Director  
**GOVERNMENT SERVICES GROUP, INC** - Capital Improvement Program Manager  
**HILLSBOROUGH AREA TRANSIT AUTHORITY** - Chief Executive Officer  
**HOLLYWOOD** - Assistant Director of Public Utilities/Engineering  
**HOLLYWOOD** - Director of Financial Services  
**KILLEEN, TX** - Fire Chief  
**LAKELAND** - City Manager

**LIVE OAK** - City Manager  
**MERCER GROUP** - Recreation Director  
**NORCROSS, GA** - City Manager  
**SANTA ROSA COUNTY** - Public Works Director (Unclassified)  
**SARASOTA COUNTY** - Manager, Transportation Engineering  
**SARASOTA COUNTY** - Senior Manager, Stormwater  
**ST. LUCIE COUNTY** - Assistant County Attorney  
**ST. LUCIE COUNTY** - Civil Engineer  
**ST. LUCIE COUNTY** - Communications Division Manager  
**ST. LUCIE COUNTY** - Risk Manager  
**UPSON COUNTY, GA** - Recreation Director  
**VENICE** - Office Manager  
**WESTWORTH VILLAGE, TX** - City Administrator

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