

# July 2020



## PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

### President's Message

Fellow FCCMA Members,

In June, the ICMA Executive Board approved a statement and provided six initial action steps to address systemic racism. That topic, along with other systematic challenges related to diversity and inclusion, will be discussed at the upcoming FCCMA board meeting. The goal of these discussions is for the board to provide a set of action items that provide clarity on how your association is taking on these issues.

Speaking of ICMA, I want to encourage the entire membership to take part in the upcoming conference "Unite: A Digital Event," which ICMA is holding in lieu of the annual conference this year. While the COVID-19 pandemic did not allow us to meet in person in May, this digital event is an opportunity for all of us all to further our professional development. Additionally, ICMA has structured the event in such a way that allows professionals throughout our organizations the opportunity to attend. This has the potential to be a great opportunity to introduce some of our employees to different perspectives and to give them an opportunity to provide us with some new ones as well.

Finally, I want to remind you that members must complete their mandatory ethics training by September 30, which is fast approaching! For those who I have just sent into a panic because in-person training is a rare thing these days, remember that you can meet our ethics commitment in many ways. You can read a book on ethics or take part in a virtual ethics training. Perhaps the best thing in our current state is to just have some conversations with your fellow administrators about ethics issues. We are in a different space right now, and I want to encourage you to explore and embrace the "weird" and share the new perspectives that will no doubt accompany it. Stay strong for your communities and engaged with your colleagues. And remember, we are all in this together!

Best Regards





Micah Maxwell  
Assistant City Manager, Clearwater

## Member News and Updates

The following membership applications have been received:

- **Austen Colon**, District IV, Master of Public Administration, Florida Gulf Coast University, Student Member.
- **Kevin Crowder**, District V, President, BusinessFlare Academy, Affiliate Member.
- **Florida Power and Light Co.**, District III, Contact: Nancy Flickinger, Customer Advisor, Corporate Member.
- **Diana Gallego**, District I, Strategic Innovation Consultant, City of Tallahassee, Affiliate Member.
- **Donald E. Holmes**, District II, City Manager, City of Palatka, Full Member.
- **Nancy Morando**, District V, City Manager, City of Parkland, Full Member.
- **Chantell Sicard**, District VII, Program Administrator, Pasco 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 Howard Brown, Village Manager, Indiantown

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

It was January 2019 when I became a full member.

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

Yes, I joined ICMA because I wanted to be part of the changing face of local government. I have been a full member of ICMA since 2003.

#### Please describe your areas of formal/advanced education (if applicable).

I hold a Bachelor's of Science in Criminology from Florida State University and a Master's in Public Administration from the University of West Florida.

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

I had an affinity for local government from the time I was a child, watching the garbage men pick up the garbage in my neighborhood. I would see my grandparents during holidays give gifts to these public servants. I quickly realized their work was of tremendous value and impact to the community. After Hurricane Frederick, garbage and trash pick up was suspended and we quickly recognized how invaluable these workers were to the organization and to the community at-large. The seeds

of public service have been planted in me since then.

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

Yes, I have devoted over 25 years of service to city and county government.

**Please tell us about your current position and give a brief job description if you are not a city administrator/manager.**

I currently serve as the first permanent village manager with the Village of Indiantown. I have occupied this position for nearly two years. I serve as the chief executive officer in a council-manager form of government. The Village of Indiantown was incorporated in 2017 and is located on the Treasure Coast of Florida.

[Read More.](#)



## Member Article

### **Employee Morale During COVID-19**

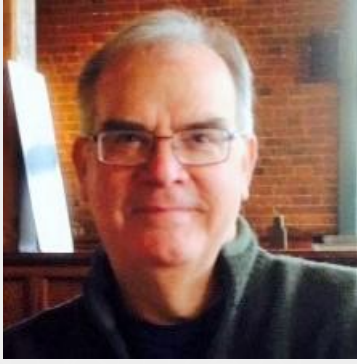
By Bob Francis, ICMA-CM, City Manager, City of Belle Isle, Florida

I manage the City of Belle Isle, Florida. It's a small city with a small staff. Belle Isle is mostly surrounded by Orlando, so we see big city issues spilling over in our community. This pandemic has certainly taken its toll on our lives. For my staff, especially the first responders and public works crew, this time brings uncertainties and fears for their families, as well as the anxiety of seeing their friends lose their jobs or get laid off due to budget cuts. Everyone is suffering from some sort of stress and morale problems. These employees are the backbone of the city government and they must be cared for because they keep the city safe and operating.

As city managers, we are responsible for the health, safety and welfare of every city employee. I think we all genuinely care for them and work hard to get them the best equipment, training, and benefits that we can. During normal times, we have plenty of interaction with our employees. In Belle Isle we get together frequently to enjoy each other's company with events including Friday pot luck lunches, birthday celebrations, anniversaries, purchase of new homes and promotions, but we haven't been able to do these things in person lately. Conference calls and virtual meetings just don't carry the same impacts. Since many residents are working from home, they don't have the opportunity to see city employees on a daily basis.

So I reached out to the community via social media and let the community know the sacrifices that the employees are making during this difficult time. I've asked residents to maybe walk outside and thank them or just offer of a bottle of water when they see city employees, it goes a long way. It took very little prodding on my part to get results. It's not a surprise to me knowing our community, but certainly heartwarming to see residents rally around city employees to lift their spirits and show how much they are appreciated.

The residents continue to make simple gestures to show how much they care about their city employees like offering that bottle of water, bring them a pizza or snacks, or just taking a walk outside to say hello or thank you. These actions have done much more for the employees' morale and to uplift their spirits than anything I could do. At some time in the future, we will once again get back to normal but until then, although they are still worried about COVID, they know how much the residents of Belle Isle appreciate them during these rough times.



## Featured Article

### FCCMA Student Council Spotlight

By Gina Peebles, Assistant County Manager, Alachua County and Brandon Henry, Community Planner/GIS Analyst, Safety Harbor

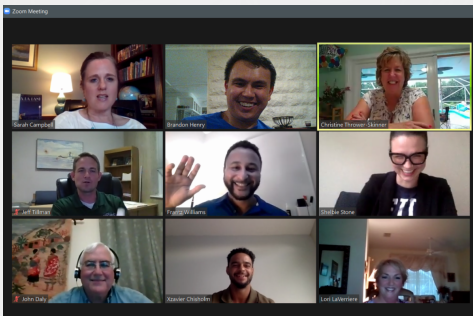
As Andy Stanley once said, "Try to do for the next generation of leaders what the previous generation of leaders has not done for you." FCCMA is doing just that through our Student Council, which exposes the next generation of public administration leadership to the trending topics facing Florida's cities and counties.

The Student Council was formed to:

- Educate students and stimulate involvement in Florida local government.
- Allow student chapters to have a voice with FCCMA.
- Communicate on state-wide issues.
- Exchange ideas.
- Develop management and leadership skills.
- Consider public policy.
- Gain knowledge and insight on current issues affecting local government.

The Student Council is an investment in the future of public administration. Serving under the purview of FCCMA's Professional Development Committee, the council consists of all presidents Florida's ICMA student chapters, interested city/county managers and other students interested in the profession. ICMA Student Chapters have previously been established or are currently active at Florida State University, the University of Central Florida, University of South Florida, St. Petersburg College, Florida Gulf Coast University, Florida Atlantic University and Florida International University. And they are always looking to expand in other colleges and universities. The Student Council offers a forum for ICMA Student Chapter leadership throughout the state to coordinate their activities and to exchange ideas as it relates to the professional development of students.

[Read more.](#)



## From Our Partners

### Help Modernize the Model City Charter

Recent events have challenged local governments with debates over public health, racial equity, and policing raising



important issues and questions about the distribution of power and decision-making responsibility.

The National Civic League is looking for volunteers to assist in an effort to review, revise and update the [Model City Charter](#) to ensure the document best reflects the realities facing local governments in the 21<sup>st</sup> century.

To serve on one of our charter review committees, contact **Mike McGrath** at the National Civic League, 303.571.4343 or [mikem@ncl.org](mailto:mikem@ncl.org).

And please [take this brief survey](#) to help us prioritize which sections of the Model City Charter are most in need of updating or revising.

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## 2020 FLC CityStats Survey: Your Data Matters!

The annual FLC CityStats survey launched on Monday, June 29. The 2020 survey is being conducted online via survey links that were emailed to each city's designated key contact. Your survey link is unique to your city.

If the link was not received, please contact [FLC Research Analyst Liane Giroux](#). CityStats is a vital source of information for League members, League advocacy and education staff, state agencies and research institutes across the state. Make sure your city takes part!

If you would like to review the online survey prior to logging in, a [PDF of the questions](#) is available. **The survey deadline is Monday, August 31.**

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## ICMA Coaching Program

[Click here](#) to access Career Compass No. 83, "How Do I Have Energizing Performance Conversations with Direct Reports?" Please share it with your employees.

# Events and Training Opportunities

## Navigating the Changing Workplace 3-Part Webinar Series

August 19, 26, and September 2  
2:00 p.m. EDT

Series Fee \$150 (Group Discounts Available!)  
or \$60 per webinar

Leading in the pandemic is challenging government employees to manage their work in a "new normal", leverage discoveries and processes that arose from rapidly shifting priorities, and chart a new path forward. Focusing on a return to what was is not a viable option because doing so would keep organizations stuck in the past, overlooking the many opportunities that have arisen because of current challenges.

## The COVID Conundrum: Employment Law Considerations During and After Re-Opening

August 19, 2:00 p.m. EDT

## Bridging the Distance: Sustaining Team Engagement

August 26, 2:00 p.m. EDT

## Creating a Culture of Resilience: Harnessing Your Story Intelligence

September 2, 2:00 p.m. EDT

## Credits Available

**IIMC:** This series is available for 2.25 CMC education or 2.25 MMC advanced education credit. **Completion of required**

learning assessments are required to receive IIMC credit.



[Click here for full course details & registration info](#)

## FREE COACHING 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.

**ANYWHERE** - Professional Executive Search Firm  
**BISCAYNE PARK** - Village Manager  
**BROWARD COUNTY** - Director of Public Works  
**CLAY COUNTY WATER AUTHORITY** - Human Resources Director  
**DEFUNIAK SPRINGS** - Planning Coordinator  
**DELRAY BEACH** - Assistant Utilities Director  
**DELRAY BEACH** - Benefits Manager  
**DUNCANVILLE, TX** - City Manager  
**DUNEDIN** - Director of Community Developer  
**EVANSTON, IL** - City Manager  
**FERNANDINA BEACH** - Deputy City Manager/City Engineer  
**GAINESVILLE** - Director of Sustainable Development  
**GAINESVILLE** - Public Transit Maintenance and Safety Training Specialist  
**HAINES CITY** - Deputy Director of Development Services  
**HOLLYWOOD** - Deputy Director - Public Utilities/Finance  
**HOLLYWOOD** - Senior Engineer

**JACKSONVILLE** - Attorney III - Litigation  
**LAKE CITY** - Assistant City Manager  
**LAKELAND** - City Manager  
**LUBBOCK, TX** - Human Resources Director  
**NEW PORT RICHEY** - Assistant City Manager  
**NORCROSS, GA** - City Manager  
**ORMOND BEACH** - Utilities Manager  
**PALMETTO BAY** - Village Manager  
**POLK COUNTY** - Deputy County Manager  
**PORT RICHEY** - City Manager  
**REEVES COUNTY, TX** - Road & Bridge Engineer  
**RIVIERA BEACH** - Community Redevelopment Agency, Executive Director  
**SANTA ROSA COUNTY** - Grants/Special Programs Director  
**SANTA ROSA COUNTY** - Procurement Officer  
**SANTA ROSA COUNTY** - Veterans Service Officer  
**VENICE** - Office Manager  
**VENICE** - Stormwater/Engineering Research Analyst

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