

June 2021



PROFESSIONAL MANAGEMENT MATTERS

e-Newsletter

President's Message

President Horace's incoming speech at the Annual Business Meeting on June 4, 2021

FCCMA Members:

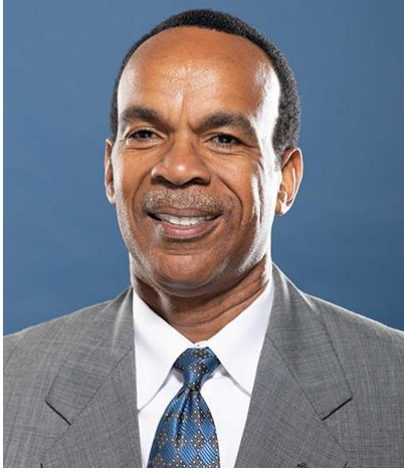
My appreciation to Shannon Lewis for administering the Oath of Office. For those who are not familiar, Shannon served as president immediately prior to Micah during the onset of COVID-19, when many of us were looking for models for service delivery during the pandemic. She did a phenomenal job last year. Each year the conference serves as the culmination of the presidency. Since there was no conference last year, we did not get a chance to publicly extend our thanks to her for her year of leadership.

My thanks also to Micah for his leadership this past year. During this difficult year of leadership, he led the association through many accomplishments, including leading through the pandemic; starting the podcast library; revising the website; engaging membership and getting input on their needs; leading the Board through a Strategic Planning Session, that was responsive to the needs of the membership; and ultimately determining whether or not to have this in-person conference. The timing of this conference is ideal, one of the first in-person outings, and seems to be well appreciated by attendees.

In this profession we are not alone in our daily activities, so as I get sworn in, I wanted to take the time to thank members of my support system. That includes my wife, Charmaine; members of the current and former City of North Miami Beach team; FCCMA members with whom I served on committees; the FCCMA Board of Directors for their nomination; and, the FCCMA membership for your confidence and affirmation. This is a huge task to follow, and I accept the position with the greatest of humility and pride.

During the upcoming year, we look to develop a sense of normalcy, in an environment where so much has changed. We look to do things better, in an environment where we have already mastered remote working, alternate work schedules, working out of our garages; we look to provide in-person service, where city halls were previously closed; we look to reinstating in-person training, where virtual was sufficient; we look to implement a strategic plan, that reflects the needs of our members and reflect the concerns you have expressed. [Read more.](#)

Thank you for this privilege to serve you, which I accept with the greatest honor and humility.



A handwritten signature in black ink, appearing to read 'Horace'.

Horace McHugh
Assistant City Manager, Clearwater

FCCMA 2021 Annual Conference Recap



The 2021 Annual Conference was our first in-person event since the 2020 Winter Institute. The event was successful, with more than 250 attendees. Conference session presentations are available [here](#).

The 2022 Annual Conference will be held at the Renaissance Orlando at SeaWorld from June 1-4. Conference details will be posted on the FCCMA website as they become available.



Program Year 2021-2022 Board of Directors

President: **Horace McHugh**, Assistant City Manager, City of North Miami Beach

For a complete list of your 2021-2022 Board of Directors, [click here](#).

2021 Years of Service to FCCMA Awards

Congratulations to Bud Parmer and Gene Strickland for 55 years of service!

For a complete list of service award recipients, [click here](#).

FCCMA 2021 Award Recipients



Congratulations to Bobby Green, Retired City Manager, City of Auburndale, 2021 recipient of the Richard (Dick)

Simmons Lifetime Achievement Award.

For a complete list of FCCMA award recipients, [click here](#).

2020-2021 Newly-Credentials Managers

For a complete list of newly-credentialed managers, [click here](#).

Conference Sponsors & Exhibitors

We would like to thank our sponsors and exhibitors for their contributions to the 2021 Annual Conference. The Association appreciates the many years of support.

To see the complete list, [click here](#).

State of the Association



The State of the Association contains a summary of what happened in the 2020-2021 program year.

Click the image above to watch the 2021 State of the Association video or click the "View the 2021 State of the Association" button below to view the written State of the Association.

[View the 2021 State of the Association](#)

The FCCMA Podcast - Now Streaming!



In each episode of **The FCCMA Podcast**, you will hear unique stories from public servants that make lasting contributions to their communities and the profession.

This release will feature:

- **Community Redevelopment Agencies and Septic-to-Sewer in a Small Community** with Daniel Clark, Town Manager, Lake Clarke Shores.
- **No Job Too Small** with Kathryn Matos, Assistant City Manager, Boynton Beach.
- **Property Values, Tourism and Resiliency** with Adam Reichbach, Assistant City Manager, Hollywood.
- **Total Quality Management Practices** with Kevin Knutson, Assistant County Administrator, Pinellas County.

If you enjoy the podcast, please leave a review and share it with a friend or colleague. Stay tuned for the next release of The FCCMA Podcast!

[Listen Now!](#)

Member News and Updates

The following membership applications have been received:

- **Tom Bradford**, District III, Assistant City Manager, City of West Melbourne, Full Member
- **Bart Diebold**, District VII, Assistant City Manager, City of Pinellas Park, Affiliate Member
- **Sergio Fernandez**, District V, Master of Public Administration, Florida International University, Student Member
- **Brian Fields**, District II, Assistant City Manager, City of New Smyrna Beach, Full Member
- **Mara Frederiksen**, District IV, Director of Financial Services, City of Boynton Beach, Affiliate Member
- **Bruce Gillingham**, District VII, Assistant City Manager, City of High Springs, Full Member
- **Sharon Gordon**, District VII, Manager, Social Services, Hillsborough County, Affiliate Member
- **Maria Lasday**, District V, Town Manager, Town of Bay Harbor Islands, Full Member
- **Marty Lawing**, District VI, City Manager, City of Fort Myers, Full Member
- **Gary "Mike" New**, District VII, City Manager, City of Newberry, Full Member
- **Amy Palmer**, District VIII, Assistant City Manager, City of Auburndale, Full Member
- **John Pittman**, District I, Sanitation Services & Fleet Management Director, City of Pensacola, Affiliate Member
- **Larry Somerville**, District VII, Account Manager, BELFOR Property Restoration, Corporate Member
- **Theresa Therilus**, District V, City Manager, City of North Miami, Full Member
- **Nicole Travis**, District VIII, Deputy City Manager, City of Lakeland, Full Member
- **Holly White**, District I, Assistant City Manager, City of Panama City Beach
- **Drew Whitman**, District I, City Manager, City of Panama City Beach, Full Member
- **Kelly Wright**, District VII, Chief Operating Officer, DTA, Corporate 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 calling 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 Desiree Casanova, Administrative Assistant, Coconut Creek

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

I have been a member of FCCMA since 2017. I joined when I was awarded the Raymond C. Sittig Scholarship in my senior year of my undergraduate studies at Nova Southeastern University.

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

I am not currently a member of ICMA, but I have been interested in becoming a member and plan to this year.

Please describe your areas of formal/advanced education.

I am proud to have a Master of Public Administration and a Bachelors of Sociology, both from Nova Southeastern University.

Why did you select a career in public service?

I am someone who loves to give back to my community and I genuinely believe that people should make this world a better place. A famous quote that I love and live by is “Be the change you wish to see in the world – Gandhi.” If we all have this mentality, we have the power to make positive impacts.

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

I have experience in both. I have worked in the public sector the past three years and prior to that, in the private sector for nine years.

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

In my position as the Administrative Assistant to the City Clerk Department in the City of Coconut Creek, I am the main point of contact of my department. I perform all administrative duties and execute multilevel directives. I am the trusted assistant to the City Clerk and Deputy City Clerk. I am privileged to create the first digital board/committee system, start the first American with Disabilities Act policy/procedure for the city, work on making the city’s website documents ADA compliant, and I am the leader for all lobbyist registrations/renewals. I am proud to be both a resident and employee of my city.

[Read More.](#)



Professional Management Matters



At the June 7 City Commission Meeting, City Manager Spoor was presented with the Florida City and County Management Association (FCCMA) 2021 Professional Management Matters Award for fostering representative democracy by enhancing the effectiveness of local elected officials and by consistently initiating creative and successful programs.

City Manager Spoor also received the Florida League of Cities Home Rule Hero Award for his advocacy for municipal home rule leading up to and during the 2021 legislative session.

Congratulations, City Manager Spoor!

Pictured left to right: Commissioner Steingold, Vice-Mayor Besore, City Manager Spoor, Mayor Ayoub, Commissioner Diaz and Commissioner Merz



On Tuesday, June 15, the City of Green Cove Springs was recognized by the Florida City and County Management Association (FCCMA) for their 75th Anniversary as a Council/Commission-Manager form of government.

Sarah Campbell, FCCMA District II Director and Town Manager of Orange Park, presented the city with the ICMA Recognition Award.

Pictured Left to Right: Green Cove Springs City Manager Steve Kennedy and Orange Park Town Manager Sarah Campbell.



On June 16, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the Oakland Park Commission and City Manager David Hebert in celebration of their 55th year as a Commission-Manager form of government.

Pictured left to right: Commissioner Mitch Rosenwald, Vice Mayor Michael Carn, Commissioner Aisha Gordon, City Manager David Hebert, and via Zoom, Mayor Jane Bolin and Commissioner Matthew Sparks.



On May 25, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the North Lauderdale Commission and City Manager Ambreen Bhatti in celebration of their 40th year as a Commission-Manager form of government.

Pictured left to right in the front row: City Manager Ambreen Bhatti and Fort Lauderdale Nighttime Economy Manager Sarah Hannah-Spurlock.

Pictured left to right in the back row: Commissioner Samson Borgelin, Vice Mayor Mario Bustamante, Mayor Ana Ziaide, Commissioner Dr. Regina Martin and Commissioner Lorenzo Wood.



On Tuesday, June 22, the City of Indian Harbour Beach was recognized by the Florida City and County Management Association (FCCMA) for its 45th Anniversary as a Council/Commission-Manager form of government. This anniversary occurred in 2020, however, due to COVID-19 the recognition was delayed.

Shannon Lewis, City Manager of Melbourne, Past-President of FCCMA, presented the city with the ICMA Recognition Award.

Pictured Left to Right: Indian Harbour Beach City Manager Mark Ryan, Council Member Bob Sharek, Council Member Jim Nolan, Melbourne City Manager Shannon Lewis, Mayor Scott Nickle, Council Member Frank Guertin and Deputy Mayor David Panicola.



On Wednesday, May 19, FCCMA District V Director Sharon Ragoonan presented the ICMA Recognition Award to the West Miami Commission and City Manager Yolanda Aguilar to celebrate their 40th Anniversary as a Commissioner-Manager form of government.

Pictured left to right: Commissioner Luciano Suarez, Commissioner Candida Blanca, Vice Mayor Eric Diaz-Padron, FCCMA District V Director Sharon Ragoonan, City Manager Yolanda Aguilar, Mayor Rhonda Rodriguez and Commissioner Juan Blanes.



Clearwater City Manager William Horne is the Recipient of the National Forum for Black Public Administrators (NFBPA) Marks of Excellence Award. This is NFBPA's highest annual honor awarded to an African American who has achieved extraordinary accomplishments in the field of public management. Dr. Cynthia Johnson and FCCMA Past President Carl Harness had the honor of surprising Bill on June 24 at his home to present the award during a "live" virtual nationwide program.

Congratulations, Bill!

From Our Partners

ICMA High Performance Leadership Program – Member Discount

The Professional Development Academy is offering a \$500 dollar discount to all ICMA members for the ICMA High Performance Leadership program. This incredible program is led by General Colin Powell and city and county leaders. The Academy is 100% online and self-paced apart from a brief meeting and small break-out group.

The program offers live coaching calls, and 4-5 hours of online work a week. It includes a 12-week, 4-course mentorship-based program with content provided by industry-leading executives. This program provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication and delivering value within high-performance management.

The program normally costs \$2,495. The ICMA discount puts the price per participant at \$1995. The August program is at 1/3 capacity and is enrolling now. For information about dates and course schedules, please see the August and September program calendars linked below.

[Click here](#) to view the August program calendar.

[Click here](#) to view the September program calendar.

For more information on how to enroll, please contact Ben Graves at beng@pdaleadership.com or 503.908.3931.

Events and Training Opportunities



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

Manager/Elected Board Relations: Tips and Tools for Success

July 1, 2021, 2:00 p.m. - 3:00 p.m. ET
ICMA Practice Areas: 1, 4, 8 and 14

Program Summary:

This webinar focuses on creating and nurturing the relationship between the city manager and elected officials. In this webinar, participants will learn from two experienced professionals who have worked both as elected officials and as city managers. With this unique blend of experience, they have the combined wisdom of seeing the relationship from both perspectives. During this discussion, participants will learn techniques to foster effective commission/manager relations when things go well, not-so-well, and when a new commissioner is elected.

Presenters:

- Alan Cohen, Assistant County Administrator, Broward County
- Bobby Green, Retired City Manager, Auburndale

To ensure your system is ready, please use the GoToTraining Attendee System Check:

<https://support.goto.com/training/help/system-requirements-for-attendees-g2t010003>.

The 2021 FCCMA Coaching Phone Panel Discussions are presented through the partnership of:



Register Now



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

Navigating Career Change

August 5, 2021, 2:00 p.m. - 3:00 p.m. ET
ICMA Practice Areas: 4 and 5

Program Summary:

This session will explore different approaches to navigating career changes. The panel members will share their experiences and strategies that helped them advance their careers. In addition, the panelists will address how to move into a city/county manager role for the first time and how to manage changing positions from one city/county to another.

Presenters:

- Deric Feacher, City Manager, Daytona Beach
- Jim Hanson, ICMA/FCCMA Senior Advisor
- Doug Thomas, Senior Vice President, Strategic Government Resources

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Register Here

Jobs

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

ALACHUA COUNTY - Assistant Public Works Director
ALACHUA COUNTY - Civil Engineer I
ALACHUA COUNTY - Environmental Program Supervisor (Natural Resources)
ALACHUA COUNTY - Environmental Specialist (Water

MOUNT DORA – Fire Chief
NEW PORT RICHEY – Planning and Community Development Director
PECOS CITY, TX – City Manager **PINELLAS COUNTY** – Management & **Budget Manager**

Resources)

ALACHUA COUNTY - Intern - Public Works

ALACHUA COUNTY - Mobile Response Team Specialist
(Crisis Center)

ALACHUA COUNTY – Senior Environmental Specialist
(Land Conservation and Management)

ALACHUA COUNTY – Senior Transportation Planner

ALACHUA COUNTY SHERIFF'S OFFICE- Human
Resources Director

AUSTIN, TX – Deputy City Manager **BOYNTON BEACH**
– Director, Public Works and Engineering

CLEARWATER – City Attorney **CLEARWATER** – City
Manager **CLERMONT** – City Manager

DORAL – Assistant Public Works Director **GROVE, OK**
– City Manager

HAINES CITY – City Manager **HAWTHORNE** – City
Manager **JACKSONVILLE** – Assessment Specialist

KENNETH CITY – Town Manager

LARGO – Economic Development Coordinator

LEE COUNTY, AL – Chief Administrative Officer

MARION COUNTY – TPO Senior Transportation
Planner

MOUNT DORA – City Manager

PINELLAS SUNCOAST TRANSIT AUTHORITY –

Manager of Revenue **PINELLAS SUNCOAST**

TRANSIT AUTHORITY – Senior Accountant, Grants
and Project Accounting

ROSWELL, GA - City Administrator **SANTA ROSA** –
County Surveyor

SANTA ROSA – Plans Review Manager **SANTA ROSA**
COUNTY – Design Engineer

SARASOTA COUNTY – Paratransit and Transit
Services Manager

SARASOTA COUNTY – Parks Planning and
Development Manager

SARASOTA COUNTY – Senior Software Engineer

SARASOTA COUNTY – Transit Planning &
Performance Manager

SEBASTIAN – Public Works Director/City Engineer

ST. LUCIE COUNTY – County Engineer

ST. LUCIE COUNTY – Human Resources & Risk
Management Director

TEXAS CITY, TX – Director of Planning/City Engineer

TREASURE ISLAND – Fiscal Analyst **TYLER, TX** –
City Engineer

VENICE – Deputy Building Official **WACO, TX** –
Assistant City Attorney **WEST PALM BEACH** – Risk
Manager

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