

May 2021



PROFESSIONAL MANAGEMENT MATTERS

e-Newsletter

Membership Information Update Forms

FCCMA 2021 membership information update forms were mailed on April 28th. Please update your information and return the form to FCCMA by mail or email no later than Monday, May 31, 2021.

If you need the form emailed to you, please contact staff at fccma@flcities.com.



President's Message

FCCMA Members:

Well, here we are – my final newsletter and the precursor to the first in-person FCCMA event of the year. Now, I have heard from past presidents that the presidential year tends to fly by, but just informationally, for any presidents serving during a pandemic,... it doesn't. That said, I am also wishing it was not coming to an end (the presidency, not the pandemic). This year seemed to give us the space we needed to focus on the structure and direction of our organization. From my perspective, the mix of personalities on the Board and the time commitment by everyone involved really helped us set future leaders of FCCMA up for success. That may not be a flashy legacy, but it's the right one, and it belongs to the entire FCCMA Board of Directors, the staff and all the members who got involved.

I would be remiss if I did not provide some thanks to some folks, as not everyone will be at the conference, and this is the paragraph in which that will happen. Again, the FCCMA Board of Directors has shown exceptional leadership during situations that none of us could have imagined. Our committee members and committee chairs have led all of our committees with great initiative, including communications, membership, awards and scholarships, fiscal and administrative, professional development, winter institute planning, conference planning, investment committee, nominating committee, and the ethics committee. Not only is that a lot of committees, but it is also a lot of dedicated members that make those committees go and keep the association moving forward. These members volunteered their time to their association, and like the Board, they brought their efforts to new heights during this crazy year.

I would also like to thank the members of the executive committee. I know I said I would thank some folks in the previous paragraph, but it looks like I meant the next few paragraphs. A massive thank you goes to Shannon Lewis.

Honestly, I am not sure how I would have operated as a virtual president without the leadership of the ORIGINAL virtual president. I got time to prepare to lead FCCMA during the pandemic...Shannon was just in it, and her leadership and perseverance set a pace that set us up for success this year. I want to congratulate Horace McHugh and Lori LaVerriere as they move into their respective roles as President and President-Elect. Shannon, Horace, Lori, and I have worked hard this last year not to create a year of singular accomplishments for the President or the committee but to turn the flywheel for FCCMA and to push us from good to great. With the leadership of Horace and Lori and our incoming Secretary-Treasurer, you can expect that focus to continue.

Ok, two more thanks, so stay with me, first: our members. As managers and public servants, you have faced the unimaginable over the last year. Thank you for remaining engaged and leaning on each other when it was needed most. Second: Staff. I love y'all, and I promise not to run away unless you want me to! Carol, Casey, Chelsea, Mel, and Linda have kept this job fun for me, and we certainly needed some fun this year. Thanks all, and I am excited for the future of FCCMA. Here's to an excellent annual conference and new beginnings!

Signing off,



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

Micah Maxwell
Assistant City Manager, Clearwater

The FCCMA Podcast - Now Streaming!



New podcasts coming soon!

[Listen Now!](#)

Member News and Updates

The following membership applications have been received:

- **Brooke Bailey**, District VII, Management Analyst, City of Largo, Affiliate Member.
- **Cynthia Barber**, District I, Deputy City Manager, City of Tallahassee, Full Member.
- **Jennifer Barker**, District VIII, Deputy County Manager, Lake County, Full Member.
- **Dennis Beach**, District IV, Life Member.
- **James A. Beams**, District IV, BAS, Indian River State College, Student Member.
- **Earl Bosworth**, District V, Assistant City Manager, City of Pompano Beach, Full.
- **Jason Doyle**, District V, CEO, Gridics, Corporate Member.
- **Tammy Harris**, District VII, Housing Services Director, Citrus County, Affiliate Member.
- **Jason Huk**, Director, GovInvest Inc., Corporate Member.
- **Aaron Hull**, District III, Master of Urban and Regional Planning, University of Central Florida, Student Member.
- **Sowande Johnson**, District V, Assistant City Manager, City of Parkland, Full Member.
- **Sean O'Keefe**, District VIII, Town Administrator/Finance Manager, Town of Howey-in-the-Hills, Full Member.
- **Eric Tsai**, District VII, Master of Public Administration, University of South Florida, Student Member.
- **Brian Vandenberg**, Master of Public Administration, Syracuse University, 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 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](#).

Member Article

Starting a Water Quality Journey

By Claire Jubb, Assistant County Administrator, Charlotte County

Every journey has a beginning. Mine began at a conference a couple of years ago. The conference focused around the importance of water in the planning world. Maybe not immediately the most fascinating of topics but I came away from this conference with a perspective that really changed my approach to water and water quality. The presenter talked about water issues and said that there is not a single jurisdiction in this nation that does not have a water problem. It could be too much, not enough, inconsistent, in the wrong place, in the wrong form, contaminated, expensive, poor quality or not fully accessible along with a multitude of other issues. Because of the complexity of these issues, a holistic approach to "everything water" is critical to success.

Applying this to my jurisdiction, we have too much (through summer rains, tropical activity, high tides etc.), not enough during our winter dry season, impaired quality of some of our surface waters from a variety of contaminants and a

relatively high cost of potable water in some areas.

Charlotte County is on the southwest coast of Florida, has two rivers and many tributaries running into the second largest natural harbor in Florida (Charlotte Harbor). We have a multitude of canals giving boater access to the harbor, giving us a total of over 800 miles of natural or man-made shoreline in the county. We are flat with elevations ranging from sea-level to approximately 60ft above sea level in our more inland area. Our main source of drinking water is the larger of our two rivers.

Much of our tourism industry is water based in some form with our fantastic beaches, fishing, boating and eco-tourism opportunities making the preservation and improvement of our water incredibly important. People move to our county for access to the water and we have many water dependent businesses. Water quality has always been a focus of our board but in 2019, they made it a priority and set a goal as part of their strategic plan to improve water quality.

We had already been making great progress with water quality. We have always had a very aggressive septic to sewer program, stormwater programs and many environmental successes but there had never been a holistic approach to our water and water quality issues.

[Read more.](#)



Featured Member

Meet Claire Jubb, Assistant County Administrator, Charlotte County

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

I became a member in March 2020, just after being appointed to the Assistant County Administrator's role.

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

I am, I joined ICMA at the same time I joined FCCMA.

Please describe your areas of formal/advanced education.

My degree is in Business Administration with a concentration in Public and Service Sector Management from the University of Wales, College Cardiff in the UK. I am also a member of the American Institute of Certified Planners and a Certified Floodplain Manager.

Why did you select a career in public service?

I fell into public service, but I think I was always meant to be here. I was looking for a job after relocating from the UK to Florida and one was available in the county's Building Department. I have a background through my Father in construction and it seemed to be a good fit. That was in 2003, I found my passion and haven't looked back since.

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

I worked in the private sector before relocating to Florida. I worked for several years in the complaints department for the call center for one of the UK's largest banks; it was fantastic training for a life in public service!

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 county administrator for Charlotte County, currently overseeing Community Development, Human Services, Facilities and Construction Maintenance and Water Quality.

Please describe your typical day.

I don't think there ever is a typical day – we have our regular meetings with commissioners, board meetings etc., but everything else very much depends on the priorities for that day and making sure my team has the support they need to be effective.

[Read More.](#)



Professional Management Matters



On April 29, 2021, FCCMA District VI Director Terry Atchley presented the ICMA Recognition Award to the Okeechobee County Commission and Deputy County Administrator Louis Johnson in celebration of their 25th year as a commission-manager form of government.

Pictured left to right: Deputy County Administrator Louis Johnson, Commissioner Brad Goodbread, Commissioner Kelly Owens, Wauchula City Manager Terry Atchley, Chairman Terry Burroughs and Commissioner – David Hazellief.



On May 4, 2021, FCCMA District VI Director Terry Atchley presented the ICMA Recognition Award to the Arcadia Council and City Administrator Terrance Stewart in celebration of their 60th year as a council-manager form of government.

Pictured left to right: Deputy Mayor Judy Wertz-Strickland, Council Member Robert Heine Jr., Mayor Keith Keene, Wauchula City Manager Terry Atchley, City Administrator Terry Stewart and Council Member Mike Hall.



On Wednesday, May 5 the City of Rockledge was recognized by the Florida City and County Management Association (FCCMA) for their 50-Year Anniversary of the council/commission-manager form of government.

Mark Ryan, City Manager of Indian Harbour Beach, a member of the FCCMA Communications Committee, presented the city with the #ICMA Recognition Award.

Pictured left to right: Council Member Ted Hartselle, Council Member Duane Daski, Council Member Sammie Brown Martin, Deputy Mayor Frank Forester, Mayor Tom Price, Mark Ryan, Indian Harbour Beach City Manager, City Manager Dr. Brenda Fettrow, Council Member Michael Cadore and Council Member Shaun Ferguson.



On May 5, 2021, FCCMA Member Claire Jubb presented the ICMA Recognition Award to the Cape Coral Council and City Manager Roberto Hernandez in celebration of their 35th year as a council-manager form of government.

Pictured left to right: Mayor John Gunter, Charlotte County Assistant County Administrator Claire Jubb and City Manager Roberto Hernandez.



On Thursday, May 6, the City of Cocoa Beach was recognized by the Florida City and County Management Association (FCCMA) for their 65-Year Anniversary of the council/commission-manager form of government.

Mark Ryan, City Manager of Indian Harbour Beach, a member of the FCCMA Communications Committee, presented the city with the #ICMA Recognition Award.

Pictured left to right: Commissioner Mike Miller, Mayor Ben Malik, Mark Ryan, Indian Harbour Beach City Manager, City Manager James McKnight, Commissioner Ed Martinez and Commissioner Karalyn Woulas.



On May 10, 2021, FCCMA Member Sharon Ragoonan presented the ICMA Recognition Award to the Miami Springs Council and City Manager William Alonso in celebration of their 65th year as a council-manager form of government.

Pictured left to right: City Manager William Alonso, Councilman Bob Best, Sharon Ragoonan, Councilwoman Jacky



On May 13, 2021, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the Coconut Creek Commission and City Manager Karen Brooks in celebration of their 45th year as a commission-manager form of government.

Pictured left to right: City Manager Karen Brooks, Fort Lauderdale Nighttime Economy Manager Sarah Hannah-Spurlock and Mayor Becky Tooley.



On May 17, 2021, FCCMA District VI Director Terry Atchley presented the ICMA Recognition Award to the Sarasota Commission and City Manager Marlon Brown in celebration of their 75th year as a commission-manager form of government.

Pictured left to right: Mayor Hagen Brody, Wauchula City Manager Terry Atchley, City Manager Marlon Brown, Vice Mayor Erik Arroyo, Commissioner Liz Alpert, Commissioner Jen Ahearn-Koch and Commissioner Kyle Battie.



On May 18, 2021, FCCMA District II Director Mike Grebosz and At-Large Director Alan Rosen presented the ICMA Recognition Award to the Port Orange Council and City Manager Wayne Clark in celebration of their 50th year as a council-manager form of government.

Pictured left to right: DeLand Assistant City Manager Mike Grebosz, Councilman Drew Bastain, Lake County County Manager Alan Rosen, Councilman Scott Stiltner, Mayor Burnette, Councilman Chase Tramont, Councilman Johnathan Foley and City Manager Wayne Clark.



On Tuesday, May 25, the City of Melbourne was recognized by the Florida City and County Management Association (FCCMA) for their 95-Year Anniversary of the council/commission-manager form of government.

Mark Ryan, City Manager of Indian Harbour Beach, a member of the FCCMA Communications Committee, presented the city with the #ICMA Recognition Award.

Pictured left to right: Council Member Mark La Russo, Vice Mayor Tim Thomas, Mayor Paul Alfrey, City Manager Shannon Lewis, Mark Ryan, Indian Harbour Beach City Manager, Council Member Julie Sanders, Council Member Debbie Thomas, Council Member Mini Hanley and Council Member Yvonne Minus.

Annual Conference

Dr. David Mitchell, Assistant Professor at the University of Central Florida, is seeking city and county managers to complete a brief interview during the annual conference that will aid research into the accountability mechanisms utilized between city councils and city managers. Topics include settings expectations, contract negotiations, relationship evolution, private vs. public feedback mechanisms, performance evaluation, and professional duty.

Please take a moment during the conference to sit down with Dr. Mitchell to discuss this important topic, with the ultimate goal of improving council-manager relationships. The interviews will be aggregated to identify common themes and inform the development of a subsequent survey to distributed to a broader network of city and county

managers.

If you are interested, please contact Dr. Mitchell at david.mitchell@ucf.edu to schedule an interview time. Interviews will be scheduled every 30 minutes, but the entirety of the interview should take approximately 15-20 minutes.

Thanks again for helping advance the city management profession!

Events and Training Opportunities

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION

REGISTRATION NOW OPEN!

2021 ANNUAL CONFERENCE

June 2-5, 2021

Hilton Orlando Bonnet Creek



Registration is full.

FCCMA 2021 Annual Conference

June 2-5, 2021

Hilton Orlando Bonnet Creek, 14100 Bonnet Creek Resort Lane, Orlando

FCCMA will hold an in-person 2021 annual conference.



Safety Precautions

Per safety recommendations, FCCMA will be instituting multiple precautions onsite. These may include: face masks required at all times except when eating, drinking or adequately physically distanced (6 feet apart); daily temperature checks (anyone with a temperature over 100.4 will not be allowed into the conference); and physically distanced meeting space. Please note that, due to the need for physical distancing, some meeting rooms may fill up and we will not be able to add chairs. Your patience and understanding are appreciated. All attendees will be expected to comply with all FCCMA and hotel guidelines. If you do not feel that you can adhere to these conditions, please do not register for the conference.

FLGISA Webinar Series: Cyber Kinetic Attacks

Tuesday, June 8, 2021
10:00 am to 11:00 am ET



Our jurisdictions across the state have been keenly aware of the recent escalating cybersecurity threats. Some of the world's most egregious hacks have taken place within these last few months, and substantial vulnerabilities have recently been found in various critical hardware and software platforms that we count on every day to keep us safe and secure from outside intruders. Thousands of organizations across the world continue to fall victim each day, including many of our own local governments. In fact an escalation of attacks has continued under COVID and is forecast to increase. For these reasons, the **FLGISA is hosting a regularly scheduled webinar series to address the various cyber threats we are all currently facing**, and help increase our general understanding and knowledge across the board, whether you are in the IT field or not, or just wanting to learn more.

On our upcoming webinar, Waterleaf International will be giving a high-level overview on **Cyber Kinetic Attacks** – what are they? Who are they? Why are they targeting municipalities, and what do they seek to gain? How does it affect our operations, our financial systems and our public safety? What are the most prevalent kinds of attacks, obvious vulnerabilities and what can you expect on the horizon – and most importantly of all – why should you care, and how can you protect yourselves against these?

We are pleased to introduce these speakers for this session:

- **Maj. Gen. Ed Wilson USFA (ret)**, who recently retired from nearly four decades of government service and founded Pinnacle Strategic Consulting, LLC, which is focused on consulting, board service and public speaking in areas related to cyber, space and intelligence. He served active duty in the U.S. Air Force and as a senior government political appointee in the Department of Defense. Having commanded at all levels from squadron to Numbered Air Force, he spent over three decades in the military at the forefront of cyber and space operations. He then served as the civilian Deputy Assistant Secretary of Defense for Cyber Policy supporting the Secretary of Defense and other senior leaders with policies, strategies and plans to guide DoD's ability to operate in cyberspace.
- **Adam Sewall**, is the Founder and CEO of Waterleaf International LLC. Waterleaf is comprised of engineers, scientists and program managers focuses on cybersecurity, network engineering and data sciences and serves the DoD, Civilian Agencies, SLED and Enterprise. Adam's has been CEO of several technology companies with a focus on telecommunications as well as cybersecurity. He is a board member of Edgemesh as well as having served as a board member for Tradeworx/Thesys Technologies, Marteleron, T3 and others. His background in Cybersecurity goes back to 1990 with responsibilities for network security at telco's and offensive cyber for the government.
- **Dr. Ramon C. Barquin**, President of Barquin Solutions LLC, A Washington DC based IT consulting group and wholly owned subsidiary of Waterleaf International. Dr. Barquin's career in the information technology industry spans five decades over five continents. His career with IBM included technical assignments and corporate management, with overseas postings and responsibilities in Asia and Latin America. Afterward, Dr. Barquin served as President of The Washington Consulting Group, where he had direct oversight for the performance of major consulting contracts for the U.S. government. Dr. Barquin is Chairman of the Board of

the Atlantic College, and from 2000 to 2008, served as a Director of the Washington Hospital Center. He is a member of the Department of Homeland Security's Data Privacy and Integrity Advisory Committee and the Digital Government Institute Advisory Board. An electrical engineer and mathematician by training, Dr. Barquin holds a Ph.D. from MIT. He is the author and editor of six books and more than 200 technical and management publications. Dr. Barquin has held faculty appointments at MIT, the Chinese University of Hong Kong, and the University of Maryland.

[Register Online](#)



COACHING WEBINAR



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

Save the Date

**Thursday, June 24, 2021
2:00 p.m. - 3:00 p.m. ET**

Topic: Emergency Management



COACHING WEBINAR



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

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 an elected official and as a city manager. 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

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



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

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

[Register Now](#)

Jobs

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

ALACHUA COUNTY - Administrative Assistant
ALACHUA COUNTY - Assistant Public Works Director
ALACHUA COUNTY - Senior Programmer Analyst
AMARILLO, TX - City Secretary
AMARILLO, TX - Deputy City Attorney
BELLE GLADE - City Manager
BELLE GLADE - Deputy City Manager
BROWARD COUNTY PUBLIC SCHOOLS - Chief Fire Official
BURLESON, TX - Deputy City Manager
BURLINGTON, NC - Police Chief
CAPE CORAL - Senior Engineer/Principal Engineer - PE
CHICKASHA, OK - City Manager
CRESCENT CITY - City Manager
DENTON COUNTY TRANSPORTATION AUTHORITY - Manager of Contracts and Procurement
FORT WORTH, TX - City Secretary
GRAPEVINE, TX - Director of Economic Development
GRAPEVINE, TX - Communications & Marketing Manager
HAWTHORNE - Interim City Manager
HILLSBOROUGH COUNTY - Senior Procurement Analyst
LAKE BUTLER - Director of Finance/Deputy City Manager
MARION COUNTY - County Engineer

MARION COUNTY - MSTU Construction Project Manager
NORTH CENTRAL TEXAS COUNCIL OF GOVERNMENTS - Workforce Solutions Executive Director
NORTH MIAMI BEACH - Assistant Director of Operations & Maintenance
NORTH MIAMI BEACH - Director of Public Utilities
NORTH PORT - City Manager
OSCEOLA COUNTY - Debt Management Specialist I
PARKLAND - Development Services Director
PORT ORANGE - Assistant Budget Manager
PORT ST. LUCIE - Procurement Director
SARASOTA COUNTY - Finance Manager - Utilities
SARASOTA COUNTY - Planning & Zoning Manager - Manager III
SARASOTA COUNTY - Lifeguard Manager
SHERWOOD, OR - City Manager
ST. LUCIE COUNTY - Assistant Building Officials - Building Codes Administrator
ST. LUCIE COUNTY - Benefits & Wellness Administrator
ST. LUCIE COUNTY - County Engineer
STARKE - City Manager
VALDOSTA, GA - Utilities Director
VENICE - Deputy Building Official
VENICE - Impact & Building Fee Professional
WEST MELBOURNE - Assistant City Manager

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