

# September 2021



## PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

### 2021-2022 Dues Invoices

FCCMA 2021-2022 dues invoices will be emailed tomorrow, October 1, 2021.

If you do not receive your invoice, be sure to check your spam/junk folder. If you need the invoice emailed to you again, contact Carol Russell at [crussell@flicities.com](mailto:crussell@flicities.com).

Thank you for your membership. We appreciate your continued support of FCCMA.



### Save the Date

**FCCMA 2022 Winter Institute**  
**The Other "F" Word: Lessons Learned from Failure**  
**February 3-4, 2022**  
Hilton Cocoa Beach Oceanfront  
1550 N Atlantic Ave, Cocoa Beach, FL 32931

Registration will open next month.

### President's Message

FCCMA Members:

The ICMA Annual Conference is in Portland from October 2 to 6. However, there is a great platform to provide virtual offerings for those unable to attend in person. The range of topics is great and offers opportunities for the training and

development necessary to enhance our professional skills. For those attending in person, we will not be having the traditional dinner of our statewide members. We will miss this annual tradition, but we look forward to returning to a more normal schedule at next year's conference.

Registration is now open for the annual [Fall Symposium](#), themed "Ethics in Practice in an Evolving Profession." This is scheduled on October 28 from 1 p.m. to 5 p.m., and will only be offered virtually. FCCMA requires four hours of annual ethics training, and this session can be used to satisfy that 4-hour requirement.

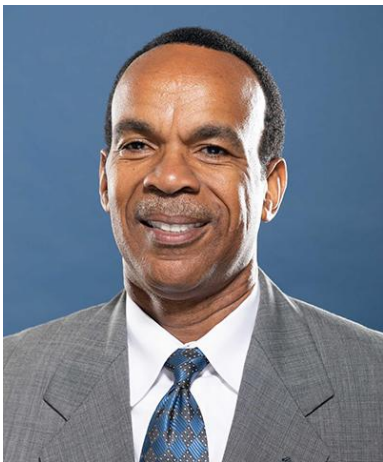
With the adoption of budgets, municipalities have an adopted list of projects and initiatives that need to be completed. As you look to allocate or augment resources to these special projects, if there are specific skill sets that are not available within your organization, you may consider looking to members on the [Member-in-Transition list](#). These are often former executives who are currently not employed and who may be ideal for temporary assignments.

Annual membership renewals are currently being processed and dues will be invoiced on October 1. We would appreciate your assistance in processing the renewals in a timely manner to minimize the need for follow-up from FCCMA staff.

Many find the membership directory to be a great resource in reaching out to fellow members when necessary. FCCMA mailed out the latest version of these directories at the end of August. If you did not receive your copy, please email [Carol Russell](#). If your picture was not included in the directory, please send in a photo to be included in the next edition of the directory. Photos can be emailed to [fccma@flcities.com](mailto:fccma@flcities.com).

Wishing you all the best for your new budget years!

Best Regards,



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

Horace McHugh  
FCCMA President

**The FCCMA Podcast - Now Streaming!**



# THE FCCMA PODCAST

Tune in to learn from the public servants in your communities.

Streaming now on all major podcast platforms.



#FCCMAPODCAST

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:

- **Combining Technical Skills with People Skills** with Michael Beedie, City Manager, City of Fort Walton Beach
- **From Interior Design ... to City Government?** with Sarah Campbell, Town Manager, Town of Orange Park
- **Leadership by Inspiration** with Tandra Davis, Town Manager, Town of Dundee
- **The Public Safety Mission** with Pat Robinson, Deputy City Manager, City of Sarasota

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!](#)

## American Military University Podcast

### Strengthen Municipal Leadership through Training and Mentorship

featuring FCCMA President Horace McHugh

Being a municipal leader means working with a diverse group of people. In this episode, AMU's Buster Nicholson talks to FCCMA President Horace McHugh about the association, his experience in municipal leadership and the strategies that have worked best to help him accomplish community goals. Learn the importance of training and professional development, the role of ethics and integrity in government leadership, and why all municipalities should encourage mentoring among employees.

[Listen Here](#)

## Member News and Updates

The following membership applications have been received:

- **Sammie Brown**, District IV, Legislative Aide, City of Riviera Beach, Full Member

- **Wayne Clark**, District II, City Manager, City of Port Orange, Full Member
- **Nicole Delfino**, District VII, Master of Public Administration, University of South Florida, Student Member
- **James Harrison Lewis**, District VII, Master of Public Administration, University of South Florida, Student Member
- **Tim Rhode**, District III, Assistant City Manager, City of West Melbourne, Full Member
- **Micah Tharpe**, District VII, Master of Science, Management and Leadership, Western Governors University, Student Member
- **Steven Williamson**, District V, Village Manager, Village of Key Biscayne, Full Member
- **Dienne Willis**, Business Degree, Palm Beach 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.

## Congratulations!

### Congratulations Neysa Herrera

Neysa Herrera, Assistant to the Town Manager, Town of Lauderdale-By-The-Sea, is the ICMA Workplace Diversity Scholarship recipient. As one of the top three applicants, Neysa will receive a \$1600.00 scholarship towards 2021 ICMA Conference expenses.

## 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 Parth Patel, Senior Budget and Management Analyst, Fort Lauderdale

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

I have been a FCCMA member since December 2020. I joined because it is a great opportunity to learn from new and seasoned managers and understand how to navigate an early career path in local government.

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

I joined ICMA as an ICMA Local Government Management Fellow in 2018. I had the privilege of being selected to that fellowship, and really being introduced to the profession through that medium.

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

I have a Master of Arts in Public Affairs and a Bachelor of Arts in Philosophy through the GREAT University of Florida ... Go Gators!

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

Public service has always been a calling for me. Volunteering for various city and county agencies throughout my collegiate years showed me the impact that local government has on folks, and I knew it was a career I wanted to pursue long-term. For me, helping people and positively impacting people's lives is where I find the greatest reward. As an Alachua County Crisis Counselor, I saw firsthand the direct impact community services have on connecting individuals and cities to critical and crucial

resources in their time of need. When crisis strikes, people look toward local leaders to see them through their predicaments and return to normalcy. In effect, I hope to be a part of the reason why they are able to get back to normalcy and be able to live fulfilling lives in their communities.

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

I have always been in the public sector, unless you count me helping at my parent’s store.

[Read More.](#)



**Member Article**

**Employee Wellness Initiatives**

By Casey Lucius, Ph.D., Assistant to the City Manager, City of Marco Island

Last month the City of Marco Island Human Resources Department led an employee fitness challenge. We had over 35 employees participate, either as part of a team or individually. We used an app provided by our health insurance provider in which employees could log their daily walking, running, swimming, yoga or other fitness activities. Each minute of activity earned points, and at the end of eight weeks, the individual and team with the most points won gift cards. The fitness challenge was a great success as it garnered a high level of participation, promoted friendly competition among departments, it got employees talking about their workout routines, and contributed to overall employee wellness.

Employee wellness has become a bit of a catchphrase in recent years, but it is actually an important part of employee engagement and a potential cost-saver for many employers. According to 22 different studies on this topic, the average return on investment for employee wellness programs is 3.27. This means for every dollar spent; the employer saved \$3.27 because of reduced healthcare costs.

One of the great benefits of our employee fitness challenge was that the rewards we gave out were reimbursed by our insurance provider. In the case of Marco Island, we opted to add the wellness services provided by our health insurance carrier by paying a small fee per employee. However, the wellness program includes reimbursement to the City of up to \$15,000, which allows the City to purchase items to incentivize employees to participate in specific wellness activities.

[Read more.](#)





## Professional Management Matters



On September 28, 2021, FCCMA Member Michael Beedie presented the ICMA Recognition Award to the Santa Rosa County Commission in celebration of their 25th year as a Commission-Administrator form of government.

Pictured left to right: Commissioner Sam Parker, Vice-Chairman Bob Cole, Fort Walton Beach City Manager Michael Beedie, Chairman Dan Piech, Commissioner James Calkins and Commissioner Colten Wright.

## FMCA Membership Recruitment

### Is Your PIO a Member?

The past year has been challenging, but we've learned that we don't need to face these challenges alone. Strategic communication is more important than ever. Together communicators across the state can learn, share and develop innovative solutions for the municipalities they serve.

Membership in the **Florida Municipal Communicators Association**, (FMCA) administered by the Florida League of Cities, connects municipal communicators and public information officers with the only communications association designed specifically for Florida's cities, towns and villages. FMCA's network offers critical training along with timely resources and access to colleagues across the state facing similar opportunities and challenges.

We recognize the strain that the COVID-19 pandemic has placed on many municipality budgets, but our current state of affairs has proven how important municipal communicators are to our communities. Like you and other team members, many municipal communicators have worked long hours throughout the pandemic, sharing accurate and timely information to residents and visitors from the Keys to the Panhandle. During this unprecedented time, FMCA offers professional development training pertinent to the challenges municipal communicators continue to face. Those topics include enhancing internal communications, virtual meetings, crisis communications, and all about ADA.



## Events and Training Opportunities



CENTER FOR FLORIDA  
LOCAL GOVERNMENT EXCELLENCE

### COACHING WEBINAR

#### ARPA: Implementation Case Studies

October 7, 2021, 2:00 p.m. - 3:00 p.m. ET  
ICMA Practice Areas: 2, 8, 9, 10, 12 and 14

#### Program Summary:

The unprecedented rollout of the American Rescue Plan Act is now underway. As Florida communities begin implementation, many questions have surfaced about the program. Hear from three Florida communities about the programs they are launching. The discussion will include examples of programs being implemented, how revenue loss was calculated and engaging the public in the process.

#### Panelists:

- Peter Brill, CGFO, Assistant Director of Finance and Customer Service, Ocala
- Treasa Brown Stubbs, Assistant City Manager, Lauderdale Lakes
- Troy Nagle, Assistant County Manager, Clay County

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 Here](#)



## FCCMA 2021 Fall Symposium

FCCMA 2021 FALL SYMPOSIUM

# Ethics in Practice in an Evolving Profession



**VIRTUAL  
EVENT!**

**October 28, 2021  
1:00 p.m. - 5:00 p.m. ET**

Each year, Florida City and County Management Association (FCCMA) members are required to meet a four-hour ethics training requirement. Have you completed your ethics training for fiscal year 2021? If not, this year's symposium is designed to help you meet that requirement. The theme for 2021 is "Ethics in Practice in an Evolving Profession."

**Sessions will cover:**

- Inspiring Talent to Join Us in Public Service
- Tactical Application of the Ethics Code – What Would You Do?
- Preparing Ourselves and Our Organizations.

The registration deadline is **October 21, 2021**.

The registration fee is \$50 for members and \$25 for student members who would like to attend.

Click [here](#) or visit [bit.ly/FCCMA1082](https://bit.ly/FCCMA1082) to register.

**Questions?** Contact **Carol Russell** at the FCCMA at 850.701.3607 or [crussell@flicities.com](mailto:crussell@flicities.com).

## #FCCMAFall2021

[Register Now](#)

[Download Flyer](#)





CENTER FOR FLORIDA  
LOCAL GOVERNMENT EXCELLENCE

## COACHING WEBINAR

### Benchmarking and Peer Comparison in Practice

**November 4, 2021, 2:00 p.m. - 3:00 p.m. ET**  
**ICMA Practice Areas: 4, 7, 8, 10, 12, 13 and 14**

#### Program Summary:

How much do you value benchmarking and peer comparison in your pursuit of organizational innovation? Whether it is process improvement, technology enhancement, establishing a new program or even seeking accreditation for one of your departments, establishing a baseline through benchmarking and peer comparison is an integral part of evaluating your path forward. Giving formal consideration to how you conduct benchmark or peer comparison is an important aspect to strategically utilizing these tools to conduct research, develop recommendations and inevitably implement change. This webinar will discuss the processes in local government that enable you to go beyond acquiring performance data from other organizations and translate information into action.

#### Panelists:

- Aricka Johnson, Structural Innovation Manager, Office of Management and Budget, Fort Lauderdale
- Tracy Miller, Manager of Strategy Development, Office of County Administration, Sarasota County
- Aubrey Phillips, Strategic Performance Manager, Office of Management and Budget, Pinellas County

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

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

[Click here to register and receive reminder emails.](#)

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



## Upcoming FCCMA Webinars

**Managing the Pressures of Increased Permitting in 2022**

January 6, 2022

2:00 p.m.

### **Recruitment and Retention of Specialized Positions**

February 10, 2022

2:00 p.m.

### **Using Enterprise Funds as a Management Tool**

March 3, 2022

2:00 p.m.

### **Mental Hygiene: Building Resilient Communities**

April 7, 2022

2:00 p.m.

### **Agenda Setting and Public Meeting Management**

May 5, 2022

2:00 p.m.

### **Code Enforcement as a Neighborhood Engagement and Blight Reduction Tool**

June 10, 2022

2:00 p.m.

### **How to Become and Retain Credentialed Manager Status**

July 7, 2022

2:00 p.m.

### **Labor Relations: Working with Unions and Employee Groups**

August 4, 2022

2:00 p.m.

## **Jobs**

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

**ALACHUA COUNTY** – Critical Facilities Manager  
**BOCA RATON** – Deputy Financial Services Director  
**BOYNTON BEACH** – Director of Utilities  
**BOYNTON BEACH** – Grants Manager  
**CAPE CORAL** – Information Technology Auditor  
**CAPE CORAL** – Utilities Water Production Manager  
**CITYCENTER WACO** – Executive Director  
**COCOA BEACH** – City Manager  
**COOPER CITY** – Finance Director/CFO  
**COOPER CITY** – Public Works Director  
**CRESCENT CITY** – CRA/Main Street Manager  
**DALTON, GA** – Parks & Recreation Director  
**DAYTONA BEACH** – Economic and Redevelopment Director  
**DEFUNIAK SPRINGS** – Grants Manager  
**DEFUNIAK SPRINGS** – IT Support Specialist  
**DEFUNIAK SPRINGS** – Planner I  
**HAINES CITY** – Deputy City Manager  
**HAINES CITY** – Finance Director  
**HIGHLAND BEACH** – Administrative Services Director  
**HOLLYWOOD** – Assistant Building Official  
**HOLLYWOOD** – Senior Accountant

**PAHOKEE** – City Manager  
**PAHOKEE** – Finance Director  
**PALM COAST** – City Manager  
**PASCO COUNTY** – Assistant Engineering Services Director  
**PINELLAS SUNCOAST TRANSIT AUTHORITY** – Digital Marketing Coordinator  
**PINELLAS SUNCOAST TRANSIT AUTHORITY** – Transit Data Coordinator  
**SANDY, OR** – Public Works Director  
**SANTA ROSA COUNTY** – Assistant Public Information Officer  
**SANTA ROSA COUNTY** – Development Review Engineering Manager  
**SANTA ROSA COUNTY** – Grants and Special Programs Coordinator  
**SANTA ROSA COUNTY** – Project Engineer  
**SARASOTA COUNTY** – Technology Manager – Manager II  
**SCHAUMBURG TOWNSHIP, IL** – Township Administrator  
**SEWALL'S POINT** – Town Administrative

**JACKSONVILLE** – Public Accounts Auditor I  
**LAWRENCE, KS** – Director of Human Resources  
**LOS LUNAS, NM** – IT Director  
**MADISONVILLE, TX** – City Manager  
**MARBLE FALLS, TX** – Director of Development Services  
**MEXICO BEACH** – Utility Director  
**NORTH PALM BEACH** – Recreation Supervisor

Assistant/Building Official Assistant  
**ST. CLOUD** – Police Chief  
**ST. LUCIE COUNTY** – Innovation & Performance Navigator  
**ST. LUCIE COUNTY** – Licensed Mental Health Counselor – Veterans/Chronic Homeless  
**VENICE** – Assistant City Manager  
**VICTORIA, TX** – Director of Economic Development  
**WEST PALM BEACH** – Chief Finance Officer  
**WINTER HAVEN** – Assistant Parks, Recreation & Culture Director  
**WINTER HAVEN** – Director of Public Affairs & Communication

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**@FCCManagers**

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