

November 2021



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

2021-2022 Dues Invoices

Second notices of the FCCMA 2021-2022 dues invoices were emailed on November 15, 2021.

If you did 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.

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



President's Message

As I celebrated the Thanksgiving holiday, I began to reflect on the many things for which we can be thankful, including our profession; its foundation of ethics; our daily ability to serve our communities; and fostering an environment where we can create positive, lasting impacts that improve the lives of our residents. I am also truly grateful for this association, its members and staff, for the support it provides to us in achieving our efforts in public management.

We mourn the passing of Earl "Bud" Parmer, who served as president in 1977-1978. He was an active member for over 55 years, including serving as a "Range Rider" after his retirement. He will be sorely missed.

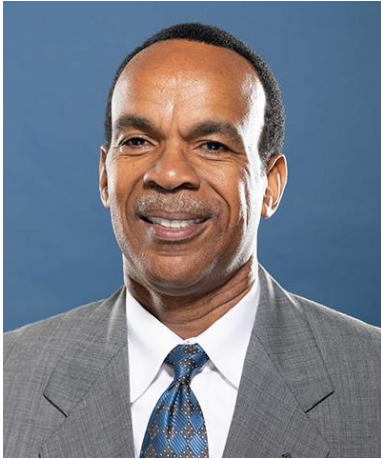
Staff recently mailed out reminder invoices for outstanding membership fees. If you have not yet processed your payment, I would encourage you to do so quickly. This will greatly reduce the administrative time necessary to send out reminders and other follow-up actions.

As part of our support of students pursuing education and careers in Public Administration, the association offers four academic-based scholarships to students pursuing degrees, administered through a Florida campus. The scholarships provide complimentary registration, hotel and travel expenses for the Annual Conference, as well as a one-year membership in FCCMA and ICMA. If you know of someone who may qualify, please refer them to the [website](#) for more information.

We also know the significance of recognizing leaders in the profession who have demonstrated professionalism and service within the field of public management. Based on peer nominations and selection, FCCMA offers recognition to these leaders during the Annual Conference. View the awards criteria and nominate a deserving peer [here](#) on the FCCMA website.

Lastly, the third annual photo contest is a chance for your community to be featured on the cover of the next Membership Directory, the FCCMA Website and the Facebook Page. Submissions are being accepted until January 28th.

With Gratitude,



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

Horace McHugh
FCCMA President

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:

- **The Hidden Jewel of Northwest Florida** with Kerrith Fiddler, City Administrator, Pensacola
- **Your Best Work in Emergency Happens Before Emergency** with William Whitson, City Manager, Flagler Beach

- **From Serving the Country to Serving the Public** with Steve Williamson, Village Manager, Key Biscayne
- **Re-release** - Kevin Guthrie, Director, Division of Emergency Management

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:

- **Heathcliff Beach**, District I, Chief Executive Officer, Avail Strategies, Corporate Member
- **Kayla Cosma**, District VII, Master of Public Administration, University of Central Florida, Student Member
- **Jerome Fletcher**, District VI, City Manager, City of North Port, Full Member
- **Jason Freeman**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member
- **Rebecca Geiger**, District VII, Recruiter, Pinellas County, Affiliate Member
- **Sally Lawrence**, District VI, 911 Coordinator, Sarasota County, Affiliate Member
- **Seth Lawless**, District I, City Manager, City of Monticello, Full Member
- **Denver Lowe**, District VI, Master of Public Administration, University of South Florida, Student Member
- **Edward Pidermann**, District V, Town Manager, Town of Miami Lakes, Full Member
- **Dana Souza**, District VI, City Manager, City of Sanibel, Full Member
- **Kaitlyn Stelzer**, District VI, Staff Assistant II, City of North Port, 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.

Congratulations

The Boca Raton Historical Society recently announced the 2021 Walk of Recognition inductees. The annual honor goes to individuals and organizations that have "served for the interest of our community and have enriched the lives of the citizens of the Boca Raton."

This year's Walk of Recognition ceremony and reception was held on Wednesday, November 17.

The 2021 Walk of Recognition inductees include:

George S. Brown, Jr., Deputy City Manager of Boca Raton and a former board member of the Schmidt Boca Raton History Museum, who has been pivotal in developing the positive partnership between the City and Florida Atlantic University, including the development of the new Stadium complex, Research Park and University commons.



In Memorium

Earl Howard "Bud" Parmer, Jr.

A Message from a Dear Friend

"I first met Bud Parmer when I served as Clearwater City Manager and he was a television reporter for Channel 8 in Tampa. Bud had a remarkably deep melodious voice and during our discussions he expressed an interest in public service. Our chemistry was excellent, and I subsequently appointed Bud as an Administrative Assistant, where he quickly developed into a competent, trusted professional. When I moved two blocks to serve as Pinellas County Administrator Bud stayed on in Clearwater and was later appointed Gadsden County Manager for many years. He proudly served as FCCMA President in 1977/78 and will be remembered for his strong leadership of our profession and our State Association. We stayed close for many years and I will truly miss him.

~ Merrett R. Stierheim



A memorial service is scheduled December 4, 2021, at 2:30 p.m. at Memorial UMC, 601 Centre St., Fernandina Beach, FL 32034. In lieu of flowers, the family requests donations be made to the Warner Center Community Hospice in Fernandina Beach, or the Amelia Tree Conservancy in Fernandina Beach, or Wisdom's Wellspring, a ministry for at-risk young adults in Tallahassee, Florida.

Read the full obituary [here](#).

Remember the MITs?

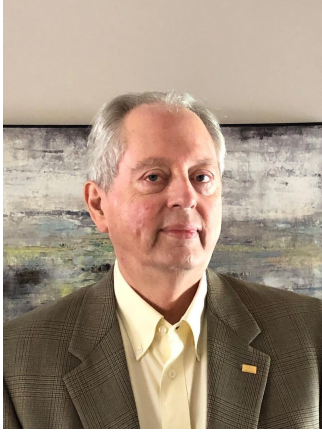
The Empty Key Ring Syndrome

by Kurt Bressner, ICMA-CM

Years ago I faced a difficult time following a forced separation from my city manager position. The morning after my forced resignation, I distinctly recall looking at my key ring, which held only a house key and a car key. My key ring had become a symbol of lost authority and prestige. Members in Transition (MIT) are facing their job losses in varying ways. Uniform in our conversations with them is a desire to stay connected with the profession they love. They seek interim assignments as department heads or on temporary projects. For MIT, this type of work provides several benefits: providing income during a difficult time, a connection with peers and opportunities to show continued professional activity and interest on their resumes. The Florida Senior Advisor Program seeks your help in identifying interim work assignments for our MIT. Your organization probably has supervisory needs, policies, procedures and other projects demanding attention that current staff cannot get to or that could use a fresh approach. We have all learned techniques for networking and working remotely from COVID. If you have an interim assignment, let Carol Russell at FCCMA crussell@flicities.com know so we can relay the information to our MITs. Please help a MIT deal with the Empty Key Ring Syndrome.

Kurt Bressner, ICMA-CM
FCCMA/ICMA Senior Advisor

Editor's Note: FCCMA recognizes Members who provide interim employment to MIT through the "Life Saver" award presented at the FCCMA Annual Conference.



Featured Member

**Meet Chris Edwards,
Director of CRA/Economic Development,
City of New Smyrna Beach**

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

I have been an FCCMA Affiliate Member for nearly 9 months. As a native of Florida, I joined FCCMA to collaborate with and build professional relationships with local government executives, who like me, are passionate about ensuring that Florida communities will each contribute to better public infrastructure projects and programmatic services that facilitate a stronger economy where families can freely live, work and enjoy.

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

No. However, I plan to join ICMA in 2022 so that I can expand my network and contribute to the profession on a national and international basis.

Please describe your areas of formal/advanced education.

In 2005, I graduated from the University of Central Florida (Orlando) with a Bachelor's degree in Public Administration. In 2020, I graduated from the University of West Florida (Pensacola) with a MBA degree. The two degrees reflect an on-going personal career goal of mine to bridge the collaboration and communication gap between local governments and the businesses that integrally contribute to the economic trajectory of each Florida community in which I serve.

Why did you select a career in public service?

I chose a career in public service because I wanted to contribute to enhanced public services, infrastructure and stronger local economies that benefit all community stakeholders.

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

I've been blessed to work in the public and private sector. However, the majority of my professional career (over 14 years) has been spent working for local city and county governments in community redevelopment and economic development related management capacities. However, I have also worked in Commercial Real Estate.

[Read More.](#)



Next Generation of Local Government: Considerations

By Ratna Okhai, PhD Student, University of Central Florida

With 50-60% of the local government workforce within retirement age in the next five years, it comes as no surprise why both FCCMA and ICMA have undertaken programs and initiatives to bolster bringing up the next generation of leaders into local government. So how should local government managers attract and retain the next generation? And why should the next generation choose to make less and work in local government?

An amalgam of factors impact the talent pool today, and local governments leaders can do their part to increase the exposure the next generation has to local government. On the flip side, students interested in exploring local government work should take the initiative to get involved and learn. The variety of opportunities, great mentors, and a work-life balance unlike many private sector roles should serve as a guiding factor to bring in the next generation to local government.

The "Silver Tsunami" Impact and Mitigating Measures

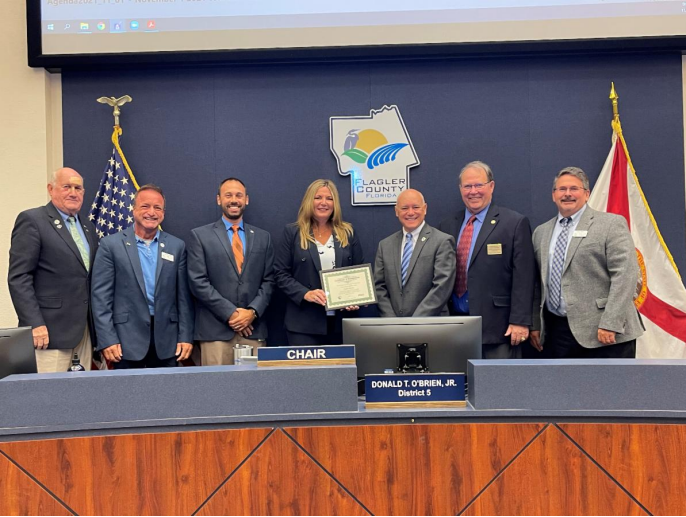
In 2016, ahead of the FCCMA conference that year on "Preparing the Next Generation", I wrote about the replacement gap of ready and willing 'young' people to replace retiring managers ... this is the "silver tsunami." In addition to the loss of an employee (an effect felt by every sector at the moment), the sustainability and continuation of institutional knowledge is at risk.

ICMA recognized this with the creation of the Next Generation Initiatives in 2003. This initiative provides some great tips on what local government leaders can do, with examples ranging from coaching to participation in the Fellows program, and even succession planning. FCCMA does its part to engage the inclusion of the next generation as well – with awards recognizing FCCMA members that strive to develop new talent in local government management and generous scholarships for FCCMA conference attendance.

I am very aware of the challenges faced by local government today—it's not just financial but technological, infrastructure and politics. The loss of seasoned leaders is an additional burden. An exhaustive list of methods to engage the next generation can be found on ICMA's Next Generation Initiatives page, but below are a few that could be more easily implemented. Additionally, there are a couple initiatives provided for students to take advantage of.

[Read more.](#)





On November 1, 2021, FCCMA Secretary-Treasurer Director Mike Grebosz presented the ICMA Recognition Award to the Flagler County Commission and County Administrator in celebration of their 35th year as a Commission-Manager form of government.

Pictured left to right: Commissioner David Sullivan, Vice Chair Joe Mullins, DeLand Assistant City Manager Mike Grebosz, Flagler County County Administrator Heidi Petito, Chair Donald O'Brien Jr., Commissioner Greg Hansen and Commissioner Andy Dance.



On November 3, 2021, FCCMA Secretary-Treasurer Director Mike Grebosz presented the ICMA Recognition Award to the Daytona Beach Commission and City Manager in celebration of their 100th year as a Commission-Manager form of government.

Pictured left to right: DeLand Assistant City Manager Mike Grebosz, Daytona Beach City Manager Deric Feacher and Orange Park Town Manager Sarah Campbell.



On November 10, 2021, FCCMA Member Dale Sugerman presented the ICMA Recognition Award to the Lake Park Commission in celebration of their 40th year as a Commission-Manager form of government.

Pictured left to right: FCCMA Member Dale Sugerman and Mayor Michael O'Rourke.

From Our Partners

ICMA Coaching Program

[Click here](#) to access Career Compass No. 93, "Does Your Executive Group Have a First-Team Mindset?" Please share it with your employees.

ICMA Call for Nominations

The call for nominations for the ICMA Southeast Vice President position is open. These VP board seats are on a three-year rotation. This year, the seat is open to eligible candidates from the southern tier of states, which includes Florida.

If you are self-nominating for the board seat and want a letter of endorsement from FCCMA, please send a copy of your statement of qualification for board service and your current resume to Carol Russell at crussell@flcities.com by close of business January 3rd 2022. Submissions received by this date will be placed on the FCCMA Board agenda and the Board will issue endorsements for all individuals who meet the minimum qualifications and are FCCMA members in good standing.

[Download Flyer.](#)

Events and Training Opportunities



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

Rethinking Approaches to Code Enforcement for Blight Reduction and Neighborhood Engagement

December 2, 2021, 2:00 p.m. - 3:00 p.m. ET
ICMA Practice Areas: 1, 2, 4, 8, 9, 10, 13 and 14

Program Summary:

Learn about new approaches in Code Enforcement to engage residents in the mission of reducing blight and improving neighborhoods.

Panelists:

- Todd Hoagland, Customer Service - Permitting Manager, Cape Coral
- Tracey Schofield, Community Standards Manager, Largo
- Jason Reynolds, AICP, Neighborhood Services Division Manager, Orange County

[Register Here](#)

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



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

More Pressure, More Problems: The Increasing Challenges for Building Departments and Permitting

January 13, 2022, 2:00 p.m. - 3:00 p.m. ET
ICMA Practice Areas: 1, 4, 8, 9, 10 and 13

Program Summary:

How can municipalities continue to provide quality permit inspection services in a timely, cost-effective manner with increased pressure coming from unfunded state mandates, workforce attrition and increasing environmental strain? Join us for a panel discussion with field experts from around the state to discuss how they have implemented innovative techniques within their jurisdictions to address some of these challenges.

Panelists:

- Tom Allen, Building Official, Lake County
- Luis Hernandez, Deputy Building Official, City of Fort Lauderdale
- John Kuntzman, Building Official, City of Boynton Beach
- Clay Parker, Building Official, City of Sunny Isles Beach

[Register Now](#)

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



Upcoming FCCMA Webinars

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.

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 – Assistant County Manager
ALACHUA COUNTY – Broadband Project Manager
ALACHUA COUNTY – CareerSource Data Analyst
ALACHUA COUNTY – CareerSource Youth Program Coordinator
ALACHUA COUNTY – Civil Engineer I
ALACHUA COUNTY – Court Officer
ALACHUA COUNTY – Crisis Center Project Coordinator
ALACHUA COUNTY – E-Learning Content Developer
ALACHUA COUNTY – Environmental Specialist
ALACHUA COUNTY – Facilities Manager
ALACHUA COUNTY – Mobile Response Team Specialist
ALACHUA COUNTY – Outreach Coordinator/SOAR Case Manager
ALACHUA COUNTY – Probation Supervisor
CAPE CORAL – Economic Development Manager
CHARLOTTE COUNTY – Director, Facilities Maintenance and Construction
FORT WORTH, TX – City Attorney
HALL COUNTY, GA – Director of Financial Services
HILLSBOROUGH COUNTY – Procurement Analyst
HOLLY HILL – Finance Director
HOLLYWOOD – Director of Financial Services
LAKEWOOD RANCH – Executive Director

LAUDERDALE LAKES – Accountant III
LIVE OAK, TX – City Manager
LUBBOCK POWER & LIGHT – Chief Financial Officer
MANOR, TX – City Manager
MARION COUNTY – Deputy Growth Services Director
NASSAU COUNTY – Chief Innovation Officer
NASSAU COUNTY – Office of Management and Budget Director
NEW SMYRNA BEACH – Civil Engineer
PARKLAND – Public Works Director
PARKVILLE, MO – City Administrator
PASCO COUNTY – Risk Management Coordinator
PASCO COUNTY – Risk Manager
PINELLAS PARK – Community Services Coordinator
RIVER TO SEA TRANSPORTATION PLANNING ORGANIZATION – Executive Director
SARASOTA COUNTY – Finance Manager – Manager II – Utilities Finance
SARASOTA COUNTY – Stormwater Operations Manager III
ST. LUCIE COUNTY – Fiscal and Grant Supervisor
ST. LUCIE COUNTY – Public Works Director
TALLAHASSEE – Public Information Specialist
VILLAGE OF NORTH PALM BEACH – Recreation Supervisor
WEST PALM BEACH – Director of Public Utilities

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