

December 2021



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

Ethics

To show that local public management persons have the strongest commitment to Ethics and to the laws of Florida, FCCMA members must satisfy a four-hour ethics training requirement each FCCMA fiscal year.

If you have not yet recorded your FY 2021 ethics training, please do so as soon as possible. **The deadline to record your training is Tuesday, February 1, 2022.**



President's Message

Fellow FCCMA Members:

The holiday season is a great time to reflect on our many accomplishments and celebrate the wonderful year the association had. This year, after a year of virtual events during the pandemic, we braved our way back to in-person events and had a very successful Annual Conference.

We launched a new FCCMA website and hosted the first of many new member welcomes. Our Fall Symposium proved fruitful, and we established an MIT subcommittee to expand and improve our existing MIT program. I urge you all to consider opportunities within your organizations, where an MIT may be able to assist you. Profiles on our current MITs can be viewed [here](#) on the MIT webpage.

I look forward to the continued programs next year, including the [January Webinar](#): More Pressure, More Problems: The Increasing Challenges for Building Departments & Permitting, and the February Winter Institute: Lessons Learned in Failure. Winter Institute registration is currently open to managers, deputies, assistant managers and department heads. Please [register soon](#), as space is limited.

We have begun canvassing for FCCMA board members to serve for the upcoming year as secretary/treasurer. To be eligible,

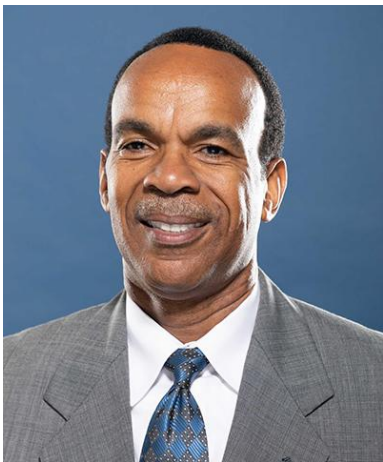
you must currently be serving as the fulltime administrative head of a Florida local government or be appointed by the administrative head as having general administrative responsibilities and must have served previously on the board for at least 24 months. If you are interested in the secretary/treasurer position, it is a four-year commitment since the secretary/treasurer serves one year in that capacity and then one year in each of the following positions: president-elect, president and past president.

Nominations are also being accepted for two (2) at-large director positions on the FCCMA Board. The elections of directors for districts representatives will be handled locally by districts whose terms expire this year.

I want to remind you that there is an open seat on the ICMA Board for a Southeast VP candidate. The ICMA deadline for accepting nominations is January 14'. For candidates who are requesting an FCCMA board endorsement, nomination packages need to be submitted to Carol Russell at crussell@flicities.com by Monday, January 3, 2022. If you plan to take time off for the holidays, consider submitting your nomination package before you leave for vacation.

I'm anticipating another impactful year for the association in 2022 and hope the same for each of you personally and professionally. Wishing you, your loved ones and the communities you serve a safe and Happy Holiday.

Warmest Regards,



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

Horace McHugh
FCCMA President

The FCCMA Podcast - Now Streaming!

A promotional graphic for 'The FCCMA Podcast'. On the left, a woman with dark curly hair is wearing white earbuds and looking at her smartphone. The background is a light green and white abstract design. The text 'THE FCCMA PODCAST' is in large, bold, green letters. Below it, in smaller green text, is 'Tune in to learn from the public servants in your communities.' A green box contains the text 'Streaming now on all major podcast platforms.' At the bottom left is the FCCMA logo, and at the bottom right is the hashtag '#FCCMAPodcast' in green.

**THE FCCMA
PODCAST**

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

Streaming now on all major podcast platforms.

 **#FCCMAPodcast**

What's New?

Join FCCMA's new quarterly podcast **Ask Me Anything**, as experienced city/county managers and staff navigate your questions, share their experiences, inspire ideas and identify the challenges local governments face today in serving their communities. To submit your questions to be answered on the podcast, **please email them to fccma@flicities.com by Friday, February 4, 2022.**

The first podcast will be released after the new year. We look forward to answering your questions.

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:

- **Being an "Unmanager"** with Jamie Titcomb, Town Manager, Loxahatchee Groves
- **Establishing Trust with the Community** with Scott Blankenship, City Manager, Umatilla
- **Re-release - The Public Safety Mission** with Pat Robinson, Deputy City Manager, 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!](#)

ICMA Podcast



Creating One Team Identity

featuring Reese Goad, City Manager, City of Tallahassee

In the latest episode of Voices in Local Government, Tallahassee City Manager Reese Goad and his senior city staff provide unique perspectives and experiences on how shifting from siloed departments to a one-team identity helped the entire city's workforce and ultimately led to delivering better service for residents.

The podcast is available on Apple, Spotify, Google and Amazon Music.

[Subscribe here.](#)

Member News and Updates

The following membership applications have been received:

- **Robert Bage**, District I, Police Chief, City of Fort Walton Beach, Affiliate Member
- **Jamal Baskin**, District VI, Human Services Analyst, Manatee County Government, Affiliate Member
- **James Clinch**, District VI, Assistant City Manager, City of Venice, Full Member
- **Cynthia Curry**, District VII, Interim City Manager, City of Gainesville, Full Member
- **Ana Guerra**, District I, Strategic Innovation Senior Consultant, City of Tallahassee, Affiliate Member
- **Jeremy Sidlauskas**, District VII, Deputy Fire Chief, Pasco County Fire Rescue, Affiliate Member
- **Adam Temple**, District IV, Director of Development Services, City of Boynton Beach, Full Member
- **Gwen Washington**, District VII, Master of Public Administration, University of South Florida, Student Member
- **Tanya Wilson**, District V, Assistant Village Manager, Miami Shores Village, Full 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 Casey Lucius,
Assistant City Manager, Marco Island**

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

I joined FCCMA in 2020 in the midst of COVID-19. I knew that city leaders would need to support one another and learn from each other throughout the pandemic, especially with new and ever-changing State and Federal mandates.

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

I became an ICMA member at the same time in 2020. I have found ICMA and FCCMA to be great resources on new issues such as CARES funding, vaccine and mask mandates, working remotely and more.

Please describe your areas of formal/advanced education.

I have a BA in Political Science from Ashland University (Ohio), a MA in National Security Affairs from the Naval Postgraduate School (California), and a Ph.D. in Political Science from the University of Hawaii. My Ph.D. dissertation was on political decision-making which was published as a book in 2009.

Why did you select a career in public service?

The first phase of my career was in the US Navy. I served for seven years as a Naval Intelligence Officer. I resigned in 2005 and moved overseas to work for the State Department. In 2012, after returning to the US, I decided to run for City Council in a small town in California. This is when I fell in love with local government and gained a new perspective on public service. I enjoy the day-to-day operations of local government and being able to see progress much more quickly than in the Federal government.

[Read More.](#)



From Our Partners

Donation to Kentucky Relief Fund

As you know, recent tornados traveling on the ground at night for nearly two hundred miles and occasionally one mile wide have devastated portions of western Kentucky and, to a lesser degree, a number of other states. Kentucky, by all reports, was damaged by a large magnitude more extensively than other locales in the Southeast.

If you are interested in donating to the fund, visit the Team Western Kentucky Tornado Relief Fund and make a donation. In the Fund-Raising Event section enter "Ky City/County Management Association."

This fund was established by the Commonwealth of Kentucky and is being promoted by the Governor of Kentucky in all press conferences. Donations are secure on this website, will be monitored and accounted for by state officials and will be used in the state for disaster relief and recovery in these communities where needed most. Should you contribute, your contribution will be shown as a contribution from our sister state association affiliate KCCMA.



[Donate Here](#)

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, including 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@flicities.com by close of business January 3, 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

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

Program Summary:

How can municipalities continue to provide quality permit inspection services in a timely, cost-effective manner with increased pressure 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
- Brian Rewis, Director of Community & Economic Development, Lakeland

[Register Now](#)

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



Cybersecurity for Executives: Critical Topics for the C-Suite

January 20-21, 2022

Tampa Palms Golf & Country Club

Cybersecurity has become a major strategic and enterprise risk issue affecting many aspects of an organization. More and more, cyberattacks affect how companies and other organizations operate, innovate and create value. As the complexity and speed of change increase, there is significant potential for financial, competitive and reputational damage when a cyberattack hits an organization.

Government leaders need to be prepared to respond quickly and to make sound decisions, not if, but when hackers strike. I cannot stress enough the value of thinking about and planning for cyber defense and threats, incident response, governance, law and insurance in the context of managing risk before an incident occurs.

The Florida Center for Cybersecurity, aka Cyber Florida, delivers an executive education program that addresses these issues in a relevant and current manner. Cybersecurity for the C-Suite covers the topics and challenges that any organizational leader needs to think through, presented by seasoned professionals in their respective areas of expertise.

The "final exam" is a unique, practical war game that offers an opportunity to test newly learned concepts against real-world scenarios—scenarios that have happened and will happen again.

The next session for leaders will be January 20-21 at Tampa Palms Golf & Country Club.

[Click here](#) for program details and to register. I encourage you to set aside time to learn from Cyber Florida and to test yourself in this ever-changing environment, one that gets more complex each day!

[Download Flyer](#)

FCCMA 2022 Winter Institute

The Other "F" Word: Lessons Learned from Failure



February 3-4, 2022

Hilton Cocoa Beach Oceanfront

fccma.org/winter-institute

Registration is open to managers, deputies, assistant managers and department heads.

FCCMA has a room block reserved. The discounted nightly rate of \$171 plus 50% off self-parking is available until January 11, 2022, **or** until the room block is filled.

Registration Information

The cost of the training is \$300 per person. Space is limited. Registration is not final until payment is received.

The registration deadline is Friday, January 28.

Cancellations received prior to January 28 will receive a refund; however, a \$25 administrative fee will be charged. No refunds will be given after the deadline, but other FCCMA members may be substituted to fill the slot.

Questions? Contact Melanie G. Howe, CAE, CMP at mhowe@flcities.com.

[Register Here](#)

2022-2023 FCCMA
MEMBERSHIP DIRECTORY

PHOTO CONTEST



Deadline to
submit photos:
January 28, 2022

fccma.org/photo-contest

The Florida City and County Management Association is hosting its third annual photo contest. This contest offers a unique opportunity for a Florida community to be featured on the cover of the 2022-2023 FCCMA Membership Directory, as well as the FCCMA Website and Facebook Page.

The contest will take place on the [FCCMA website](http://fccma.org). Submissions are limited to **one photo per local government**. Please coordinate within your jurisdiction to ensure only one photo is submitted. **Submit your photo to FCCMA before the 5:00 p.m. deadline on January 28, 2022**, and FCCMA's website visitors will select the winning photo to feature. It's that simple! Runners-up will be featured on the FCCMA Facebook page and website.

Photo Requirements:

- All submissions must be digital photos.
- The submitted photo should be original work and **NOT** previously published in any format before its submission to this competition.
- Include the name you would like listed as the photo credit.
- Participants should limit the editing of their photos to cropping.
- Photos should **NOT** have filters.
- Photos should be horizontal or vertical and submitted as a jpg file.
- Do **NOT** watermark, digitally sign or digitally date stamp the image.

[Submit Photo Here](#)

FCCMA Virtual New Member Welcome

February 10, 2022
3:30 p.m. ET

You are invited to FCCMA's next Virtual New Member Welcome. Attendees will meet the FCCMA Executive Committee, District Directors, Committee Chairs, Advisors and Staff.

Attendees will be provided an overview of association events, programs, benefits and resources available to FCCMA members.

While this welcome introduces new members to key association personnel and acquaints them with the services available to them through their FCCMA Membership, **this event is open to ALL members**.

We hope to see you there.



[Register Now](#)

You will receive a confirmation email from "FLC Association Services" with the link to join the meeting. Beneath the Join Meeting link, you will have the option to add the meeting to your calendar, select your calendar type from the drop-down menu, and the calendar invite will download. Open the download and click Save & Close in your calendar.

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 – Environmental Specialist

ALACHUA COUNTY – Ag Extension/Program Coordinator

ALACHUA COUNTY – Crisis Center Coordinator

ALACHUA COUNTY – E-Learning Content Developer

ALACHUA COUNTY – Senior Library Manager

ALACHUA COUNTY – Social Media and Content Coordinator

NEPTUNE BEACH – Chief Financial Officer

NEW BRAUNFELS, TX – Fire Chief

NEW SMYRNA BEACH – Capital Projects Manager

NEW SMYRNA BEACH – Civil Engineer

PASCO COUNTY – Risk Management Coordinator

PASCO COUNTY – Risk Manager

PASCO COUNTY – Utilities Director

PINELLAS PARK – Community Services Coordinator

ALEDO, TX – City Manager
CAPE CORAL – Economic Development Manager
CLEBURNE, TX – City Manager
DORAL – Planner
DORAL – System Analyst
EUSTIS – City Clerk
FORT COLLINS, CO – City Manager
HALL COUNTY, GA – Director of Financial Services
HIGHLAND BEACH – Financial Services Analyst
HILLSBOROUGH COUNTY – Procurement Analyst
HOLLYWOOD – Director of Financial Services
JACKSONVILLE – Assessment Specialist
LANSING, MI – Fire Chief
LARGO – Grant Manager – American Rescue Plan Act (ARPA)
LIVE OAK, TX – City Manager
MANOR, TX – City Manager
MARION COUNTY – Utilities Plant Operator
MONT BELVIEU, TX – City Manager
MONTGOMERY, AL – Chief of Police

PLANO, TX – Assistant Director of Public Works
PLANO, TX – Assistant Director of Public Works-Streets and Traffic
PLANO, TX – Assistant Director of Public Works-Water/Wastewater
PORT ORANGE – Finance Director
PORT ST. LUCIE – Contractual Grants Accountant
PORT ST. LUCIE – Grants and Strategic Initiatives Project Manager
PORT ST. LUCIE – Procurement Agent II or III
RIVER TO SEA TRANSPORTATION PLANNING ORGANIZATION – Executive Director
SARASOTA COUNTY - Recreation and Neighborhood Parks Manager II
ST. LUCIE COUNTY – Fiscal and Grant Supervisor
ST. LUCIE COUNTY – Assistant County Attorney II
ST. LUCIE COUNTY – Public Safety Director
VENICE – IT Director

Find Us On Facebook and Twitter



[Florida City and County Management Association](#)

@FCCManagers

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