

February 2022



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

President's Message

Fellow FCCMA Members:

It was such a pleasure to have our annual Winter Institute and resume our in-person training sessions. Our speakers touched on the inevitability of failure, turning failure into success, using failure as a tool for growth and future preparation and establishing a culture of development through leadership growth. Thanks to everyone who attended and contributed to its success. Special thanks to our Winter Institute Planning Committee and FCCMA staff for planning and executing such an impactful event.

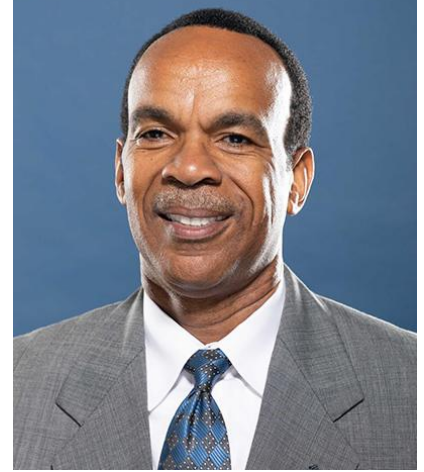
We look forward to the 2022 FCCMA Annual Conference, from June 1 to 4, 2022. While the agenda is still not finalized, you can access the conference webpage [here](#) for up-to-date information on the agenda. Registration for this event will be opening soon. Please encourage others in your organization who would benefit from the experience to attend.

Each year, FCCMA offers four exclusive scholarship opportunities to support students currently earning a degree in public administration and committed to pursuing a career in local government management. The four academic-based scholarships are the B. Harold Farmer Scholarship, the Raymond C. Sittig Scholarship and two Aspiring Professional Manager Scholarships. All scholarship recipients will receive conference registration, hotel and \$300 to cover travel and other expenses to attend the Annual Conference, where they will be recognized for their achievements. The scholarships also include a one-year complimentary membership to the FCCMA and the International City/County Management Association.

In addition, FCCMA offers an Emerging Leaders Conference Scholarship to public administration students and entry-level city and county management staff interested in continuing their academic and professional development as local government administrators.

[Read more.](#)

Thanks,



A stylized, cursive signature in black ink that reads "Horace".

Horace McHugh
FCCMA President

2022-2023 Photo Contest Results

Congratulations, to the City of Boynton Beach!

Photo submissions for this contest generated over 25,000 views and nearly 3000 votes from across the state of Florida.

Thank you to all who viewed the photos and voted.

The winning photos will be featured on the FCCMA website beginning April 1st.

1st Place



**City of Boynton Beach
(1036 Votes)**

Tune in next month to learn more about the winning photo!

2nd Place

3rd Place

4th Place



City of Safety Harbor



City of Zephyrhills



City of DeLand

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 also feature:

- **Working in the Best Interest of Your Community** with Nicholas Mimms, City Manager, Fort Pierce
- **A Community with Unity** with Dale Walker, City Manager, Lake Butler
- **Concierge Government** with Christine Thrower-Skinner, Village Manager, Golf
- **Winning the Battle Within Yourself** with Doug Logan, Former CEO of USA Track and Field.

If you enjoy the podcast, please leave a review and share it with a friend or colleague.

Listen now, and stay tuned for the next release of The FCCMA Podcast!

[Listen Now!](#)

Member News and Updates

The following membership applications have been received:

- **Michael Anderson**, District V, Managing Director, Abstract HR, Corporate Member
- **Carlos Baia**, Deputy City Manager for Development, City of Concord, NH, Affiliate Member
- **Georgette Dumont**, District II, Associate Professor, University of North Florida, Affiliate Member
- **Caryn Miller**, District II, CRA Manager, City of Flagler Beach, Full Member;
- **Stephanie Moliere**, District V, Master of Public Administration, Florida International University, Student

Member

- **Annamarie Reno**, District VIII, City Manager, City of Mascotte, Full Member
- **Greg Thompson**, District IV, City Manager, City of Pahokee, Full Member
- **Hillary Weber**, District VII, Deputy Director of Utilities, Pinellas County
- **Stefanie Wilfong**, District VI, Master of Public Administration, Florida Gulf Coast 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](#).

FCCMA Lifesaver Award

Have you helped a Member-in-Transition (MIT) or do you know an FCCMA member who has helped a MIT?

FCCMA established a MIT policy in 1993 to help full members in the Association who have separated from their local government. FCCMA members are encouraged to hire MITs for special projects and/or interim positions whenever possible.

In 2003, FCCMA adopted criteria for a lifesaver award to thank the membership for its support in hiring MITs. To qualify for a lifesaver award the FCCMA member must employ a MIT either on a part-time or full-time basis for up to 90 days.

If you have employed a MIT or know a member who has employed a MIT, please email FCCMA at fccma@flicities.com.

Featured Member

Meet Treasa Brown Stubbs, Assistant City Manager/Director of Parks and Human Services, Lauderdale Lakes

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

I officially joined FCCMA in 2021, although I have been attending conferences and taking part in some of the professional development opportunities for a couple of years. I am a member of ICMA and Broward County City Manager's Association (BCCMA). FCCMA was the missing link.

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

I have been an ICMA member since 2018. My City Manager encouraged me to attend the 2018 ICMA conference, where I gained so much insight from the conference alone. In addition to the excellent conferences, I have taken advantage of several professional development opportunities that have proven themselves to be very beneficial to my professional growth.

Please describe your areas of formal/advanced education.

- Master's Degree in Public Administration from Nova Southeastern University
- Bachelor's degree in Physical Therapy from Florida A & M University
- Executive Leadership Institute Graduate from National Forum for Black Public Administrators Certified Parks and Recreational Professional from the National Recreation and Park Association Lean Six Sigma Green Belt Certificate from Florida Benchmarking Consortium
- Master Certificate for ICMA High Performance Leadership Academy

Why did you select a career in public service?

Serving the public comes natural to me; I’ve been serving the public starting at a young age; elementary school (girl scouts), high school (student government), and now of course, in my current capacity. I am driven to assist people with accessing resources, especially those that may not understand the route to receive those much needed resources. I came from humble beginnings and I feel like it is my obligation to give back to the community through my passion of service.

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

I’ve served in the public sector through local government most of my professional career.

[Read More.](#)



Member Article

Safety Harbor Quick Response Vehicle

by Josh M. Stefancic, Fire Chief, City of Safety Harbor Fire Department and Andrew Portale, Firefighter/Paramedic, City of Safety Harbor Fire Department

In early December 2021, in collaboration with Pinellas County Safety & Emergency Services, the City of Safety Harbor’s fire department placed a new quick response vehicle into service to assist in managing increased demand on emergency medical services in the community. The advanced life support (ALS) capable vehicle is staffed episodically with at least one licensed firefighter/paramedic and one licensed firefighter/EMT. The unit, when available, supplements the county’s existing ALS foundational units to increase unit availability for critical calls, reduce wear and tear on heavy apparatus, and utilize staff more effectively.

The Safety Harbor Fire Department’s daily staffing model expands and contracts based on firefighter’s use of vacation, sick or other leave types. The organization has a minimum staffing policy and like other departments, must backfill with overtime when staffing drops below minimum thresholds to ensure at least one ALS unit is available at each fire station. However, when maximum staffing is achieved (all firefighters present), the department can staff its quick response vehicle at no additional personnel cost utilizing already on-duty personnel. Prior to utilizing the quick response vehicle concept, surplus staff members would be assigned to existing fire station units.

Since program inception, the community has seen an improvement in EMS response. During the month of January 2022, the quick response vehicle was available for 181 hours; 11 total instances ranging from 8-24 hours. For the month of January in 2019, 2020, and 2021, the area experienced established response time compliance 73% of the time, on average; in January 2022, the area experienced compliance 95% of the time. The quick response vehicle is supporting the EMS system by adding system redundancy and responding to medical incidents of all types and has at least one documented “save” of a resident who unexpectedly went into cardiac arrest.

[Read more.](#)

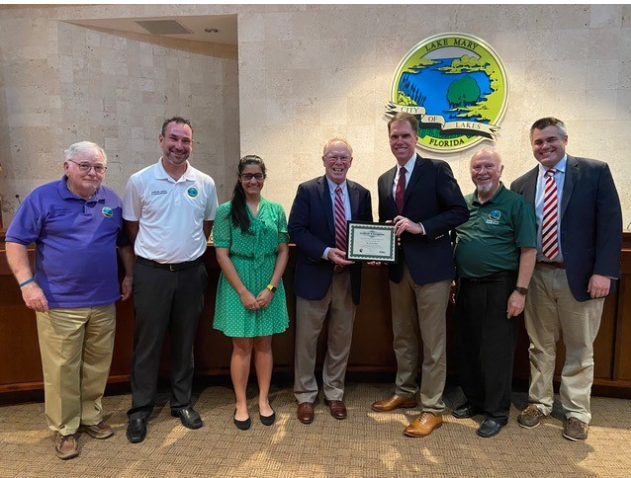


Professional Management Matters



On February 14, 2022, FCCMA Member Ratna Okhai presented the ICMA Recognition Award to City Manager James Newlon and the Casselberry Commission in celebration of their 30th year as a Commission-Manager form of government.

From left to right: Vice Mayor/Commissioner Anthony Aramendia, Mayor/Commissioner David Henson, City Manager James Newlon, FCCMA Member Ratna Okhai, Commissioner Chad Albritton, Commissioner Mark Busch and Commissioner Andrew Meadows.



On February 17, 2022, FCCMA Member Ratna Okhai presented the ICMA Recognition Award to City Manager Kevin Smith and the Lake Mary Commission in celebration of their 40th year as a Commission-Manager form of government.

From left to right: Commissioner George Duryea, Commissioner Jordan Smith, FCCMA Member Ratna Okhai, Mayor David Mealor, City Manager Kevin Smith, Deputy Mayor Sidney Miller and Commissioner Justin York.



On February 22, 2022, FCCMA Member Daniel Eick presented the ICMA Recognition Award to County Manager Taryn Kryzda and the Martin County Commission in celebration of their 40th year of being recognized as a Commission-Manager form of government.

From left to right: Martin County County Manager Taryn Kryzda, Indiantown Management Analyst/PIO Daniel Eick and Martin County Commission Chairman Doug Smith.

District V Training Recap



The FCCMA District V Training was held on February 18, 2022, entitled "Abnormal is the New Normal" at the Gateway Center in Sunny Isles Beach. The impetus for the workshop was to understand the realities of the present that are affecting organizational and leadership decisions, employee recruitment and retention; career path development; and succession planning to name a few.

What started as a training session focused on awareness and reflection evolved into a mini-conference. The training event ultimately showcased the diversity and connectivity of the Southeast Florida region and our supportive global network. Representation at the event included local government professionals of BCCMA, ICMA, LGHN, MDCCMA, and NFBPA; graduate students from Florida International University; and affiliate members of Business Flare and Abstract HR.

Additionally, a candid and lively panel discussion about "Life Beyond Local Government" took place. It consisted of executives with the City of Fort Lauderdale, Strategic Government Resources and Royal Caribbean Group and was facilitated by the chief administrative officer at the Town of Golden Beach. The panel candidly shared their experiences, deliberations and wisdom about transitioning from a traditional local government role to a new venture, retirement or an alternate career path.

The program yielded healthful dialogue, multigenerational engagement, key takeaways and even the much-needed time away from the office for emotional support and therapeutic relief.

From Our Partners

ICMA Coaching Program

[Click here](#) to access Career Compass No. 94, "Ten Principles for Leading in Turbulence."

Please share it with your employees.



Florida Division of Emergency Management

As a reminder, §252.351 F.S. requires reporting of certain incidents by political subdivisions to the Florida State Watch Office. In the most recent update, this includes incidents involving telecommunications disruptions to public safety systems and cybersecurity events.

Please review the linked [memo](#) from November of 2021 describing these reportable incidents. Initial notification and regular updates should be reported as soon as practicable via the following contact methods:

Email: SWP@em.myflorida.com

Landline (VOIP): (850) 815 - 4001 or (800) 320 – 0519

Cell phone: (850) 591 – 0071

Alternate Landline: (850) 487 - 3234 or (850) 487 – 3228

Fax: (850) 815 - 4979

Description of Cyber and Telecommunications disruptions:

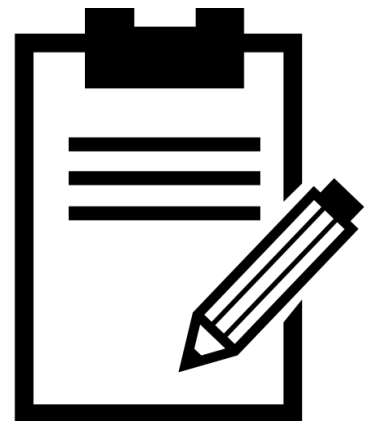
Cyber Disruption

A cyber disruption incident is any information system incident that disrupts or is likely to disrupt the normal operations of government or negatively impact residents' ability to communicate with government. An information system incident may be related to unauthorized access to computer systems, denial of service attacks, prolonged power outages or other events with significant adverse effect on the information system. Such disruptions may threaten critical infrastructure, public safety, economic systems or any other governmental services or critical infrastructure operations.

Public Safety Answering Point (PSAP) Disruption

A PSAP disruption incident is any unexpected and prolonged incident hindering operations or services at Public Safety Answering Points. Such disruptions may include 911 telecommunications outages, the inability to access Computer-Aided Dispatching software or significant radio system degradation or outages.

The full list of reportable incidents can be found [here](#). Please reach out to Amy Godsey at Amy.Godsey@em.myflorida.com or Ian Guidicelli at Ian.Guidicelli@em.myflorida.com with any questions.



Events and Training Opportunities



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

Using Enterprise Funds as a Management Tool

March 3, 2022

2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 8, 9, 10 and 12

Program Summary:

This webinar will focus on the use of Municipal Utility (Enterprise Fund) Transfers as a Management Tool in the overall financial operation of their respective governments.

Points of discussion will include:

- Importance of Utility system integrity as a priority before transfers out
- Using Transfers vs. Increasing Ad Valorem Millage rates (PILOT)
- Basis of Transfers
- Franchise Fees
- Administrative Charges associated with General Fund Services provided to all municipal utilities
- Utility rate differentials for service inside City Limits vs. within Utility Service Area but outside of the municipal limits
- Legislative Perspective on HB 621 and SB 1162.

Panelists:

- **Jeff Branch**, Sr. Legislative Advocate, Florida League of Cities
- **Julie Crawford**, Director of Financial Planning and Analysis, JEA
- **Steve Kennedy**, City Manager, City of Green Cove Springs
- **Al Minner**, City Manager, City of Leesburg

The 2022 FCCMA Coaching Webinars are presented through the partnership of:



[**Register Here**](#)

The Keys to Florida: Workshop for New City and County Managers

March 31, 2022 – April 2, 2022

Registration: \$280.00

Open to all new managers who have in the position for 2 to 3 years

This weekend workshop features current and retired managers as the faculty to help managers new to Florida or new to the profession, or both, gain a greater understanding of all that makes Florida's local governments unique. The agenda and registration information are linked.

The FLC University and FCCMA have partnered to offer this orientation program.

Cost: \$280 includes continental breakfast both days, two lunches, snacks and beverages and a notebook of materials.

Please indicate any special needs or dietary restrictions on the registration form.

For questions on the program, please contact **Lynn Tipton** at **407.367.4025** or email ltipton@flcities.com.

For assistance with registration, please contact **Christen Barton** at **407.367.3443** or email cbarton@flcities.com.



[Register Now](#)

[View Agenda](#)



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

**Strategic Fuel Hedging for Better Budgeting
and Financial Management**

April 7, 2022

2:00 p.m. - 3:00 p.m.

ICMA Practice Areas: 8, 9, 10 and 12

Program Summary:

Petroleum and natural gas prices are volatile, making accurately budgeting for fuel costs challenging. Fuel hedging solves this problem by using financial instruments to lock in tomorrow's costs today. The presentation will include the theory of fuel hedging and why it's important, especially for public entities. Fuel hedging program policy, operations and strategy will also be discussed. Case studies will demonstrate the value of fuel hedging in the real world.

Panelists:

- **Lee Feldman**, Senior Advisor, Zencity; Principal, The Euclid Group; Former City Manager, North Miami, Palm Bay, Fort Lauderdale and Gainesville
- **Jeffrey R. LeMunyon**, Principal/Owner, Linwood Capital, LLC

[Register Now](#)

The 2022 FCCMA Coaching Webinars are presented through the partnership of:



**FCCMA ONSITE
TRAINING SESSION
REGISTER TODAY**

Future Outlook: Trends Shaping Tomorrow's Workforce

**April 8, 2022 from 9:00 a.m. - 1:00 p.m.
Room 214, Cohen Center, Florida Gulf Coast University
10501 FGCU Boulevard South, Fort Myers**

ICMA Practice Areas: 3, 4, 6, 10 and 13

The registration deadline is April 1, 2022.

Program Summary:

This training will focus on "Future Workforce Trends." The program will include a thought-provoking presentation from SGR's Senior Managing Director of Strategic Foresight, Heather Benoit, followed by an interactive discussion with a panel of local government managers and others attending the program. Attendees will take away "tools and ideas" useful in preparing their workforce for the future. FGCU's ICMA Student Chapter Officers will moderate the program.

Presenter:

- **Heather Benoit**, Executive Vice President of Strategic Foresight, Strategic Government Resources

Panelists:

- **Terry Atchley**, City Manager, Wauchula
- **Marlon Brown**, City Manager, Sarasota
- **Hector Flores**, County Administrator, Charlotte County
- **Michael McNees**, City Manager, Marco Island
- **Dana Souza**, City Manager, Sanibel

[Register Now](#)



SAVE THE DATE!

Florida City and County Management Association

2022 ANNUAL CONFERENCE

June 1-4, 2022
Renaissance Orlando at SeaWorld®

The full conference schedule will soon be available online at fccma.org.

Speakers:



THURSDAY OPENING GENERAL SESSION

Ryan Leak

*Author, Executive Coach and
Podcaster*



FRIDAY GENERAL SESSION

Vincent Dalfonzo

*Supervisory Special Agent, FBI
(Retired)*



THURSDAY AFTERNOON GENERAL SESSION

Doug Griffiths

*Author of "13 Ways to Kill Your
Community"*



SATURDAY CLOSING BREAKFAST

Heather Benoit

Futurist, SGR

Pre-Conference Sessions

So You Want to be a City/County Manager (Emerging Leaders)

Ethics Session (Gilbert King, Speaker)*

Session Topics Include: **

Life After City Management

The Leadership Balance: Managing Through Conflict, Challenges and Choices

Negotiation

Journey's Session

Four Corporate Sessions

Awards Program: Celebrating Professional Management

*Additional registration fee required

**Final topics may be subject to change

Registration Opens: March 14/Early Bird Deadline: May 16

Cost

Members	\$500
Additional Registrant from Same Government	\$470
Nonmember Government	\$610
Student/Retired	\$85
Thursday or Friday Only	\$275
So You Want to be a City/County Manager*	FREE
Ethics Session*	\$75

***Pre-registration required**

Housing Information

The **Renaissance Orlando at SeaWorld*** will serve as the conference hotel. It is located at 6677 Sea Harbor Drive. The hotel phone is 407.351.5555. FCCMA has secured the special rate of **\$169** per night, single or double, for conference participants. Self-parking will receive a 50% discount. The cutoff date for reservations is **May 9, 2022**. **NOTE: The Renaissance will not accept any reservations at this time. You will receive complete housing instructions with your paid registration confirmation.**

Questions?

Please contact Carol Russell at crussell@flicities.com or 850.701.3607.

[Download Announcement](#)

Upcoming FCCMA Webinars

Agenda Setting and Public Meeting Management

May 5, 2022
2:00 p.m.

Civic Education

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 – 911 GIS Coordinator
ALACHUA COUNTY – Clinical Community Specialist
ALACHUA COUNTY – Clinical Supervisor (Crisis Center)
ALACHUA COUNTY – Elections Chief Deputy Supervisor (Information Systems)
ALACHUA COUNTY – Facilities Management Director
ALACHUA COUNTY – Mobile Response Team (MRT) Specialist
ALACHUA COUNTY – Senior Drug Counselor
BANNING, CA – Finance Director
CAPE CORAL – Controller
DEERFIELD BEACH – Assistant City Manager
DORAL – System Analyst
DORAL – System Network Architect
FLORIDA ASSOCIATION OF COUNTIES – Insurance Manager
FRISCO, TX – Deputy Chief Information Officer
GAINESVILLE – Chief Operating Officer, Government Operations
GREELEY, CO – Chief of Police
HARTFORD, CT – Chief Information Officer
HAVANA – Town Manager
HOPKINSVILLE, KY – Christian County Planning Commission, Community and Development Director
JACKSONVILLE – Attorney II
JACKSONVILLE – Public Accounts Auditor
JUPITER – Town Manager
LAKE COUNTY – Budget Coordinator

LAKE COUNTY – Planning & Zoning Director
LAKE WALES – Deputy City Manager
MADISON, GA – City Manager
MARCO ISLAND – City Clerk
MARION COUNTY – Safety Training and Compliance Manager
MCKINNEY, TX – Executive Director
MOLINE, IL – Community and Economic Development Director
NEW PORT RICHEY – Economic Development Director
NEWBERRY – Fire Chief
NEWBERRY – Principal Planner
OKEECHOBEE COUNTY – Public Works Director
ORANGE COUNTY – Assistant County Administrator
ORLANDO – Fire Chief
PINELLAS COUNTY – Transportation Engineer
SANTA ROSA COUNTY – Assistant County Engineer – Unclassified
SANTA ROSA COUNTY – Development Review Engineering Manager
SANTA ROSA COUNTY – Project Engineer
TALLAHASSEE – Management Analyst I or II
TAMPA – Procurement Operations Coordinator
TEQUESTA – Finance Director
TOLLAND, CT – Town Manager
WEST PALM BEACH – Assistant Chief Financial Officer
WEST PALM BEACH – Budget Manager
WICKENBURG, AZ – Town Manager

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