

March 2022



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

President's Message

Fellow FCCMA Members:

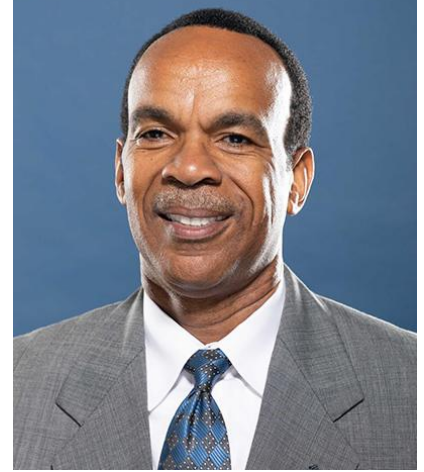
Our annual conference is scheduled for June 1-4 in Orlando, and the Conference registration is now open. The Conference Planning Committee has planned an event that addresses key issues affecting managers and public servants. Our keynote speakers are Gilbert King, Ryan Leak, Doug Griffiths, Vincent Dalfonzo and Heather Benoit. This team of speakers will cover topics ranging from ethics, failure, the future of the workforce and even negotiation. The conference agenda, session titles and descriptions are available on the [FCCMA website](#). Register before May 16th to lock in the early bird registration rates.

At its meeting last Friday, the FCCMA Nominating Committee interviewed candidates and recommended Mark Cunningham, Sarasota County's Assistant County Administrator, to serve as the next Secretary-Treasurer and Christine Thrower Skinner, Village Manager, Village of Golf and Kevin Knutson, Assistant County Administrator, Pinellas County to serve as at-large Board Members. Those recommendations will be considered for approval at the Annual Meeting on Friday, June 3rd, during the Annual Conference. Congratulations to these members.

Appreciation is due to all the candidates who continue to serve on the various committees. We thank you for your service and encourage you to always consider ways you can continue serving. We need each of you!

I hope you continue to take advantage of the many upcoming training opportunities being offered. These include multiple onsite trainings, coaching webinars and podcasts which are in our newsletter this month. [Click here](#) to view the onsite trainings being offered.

Thanks,



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

Horace McHugh
FCCMA President

2022 Nominating Committee

Serving on the Nominating Committee is an important annual endeavor that ensures each geographic area across the state is represented on the FCCMA Board.

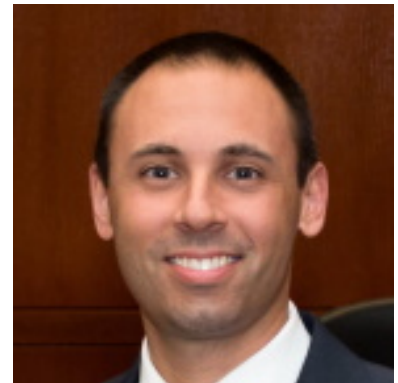
Thanks to the following members that performed this vital service last week.



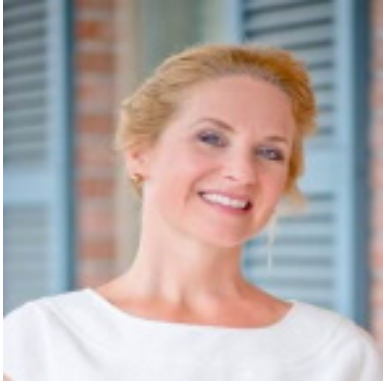
President
Horace McHugh
MIT



President-Elect
Lori LaVerriere
City Manager
Boynton Beach



Secretary-Treasurer
Michael Grebosz
Assistant City Manager
DeLand



District I Representative
Samantha Abell
City Manager
Gulf Breeze



District II Representative
Khalid Resheidat
City Manager
New Smyrna Beach



District III Representative
Norton Bonaparte
City Manager
Sanford



District IV Representative
Nicholas Mimms
City Manager
Fort Pierce



District V Representative
Karl Thompson
Assistant City Manager
Weston



District VI Representative
Olivia Minshew
Deputy City Manager
Wauchula



District VII Representative
Amy Davis
City Manager
Treasure Island



District VIII Representative
Shawn Sherrouse
City Manager
Lakeland

This fall, a District Director may ask you to represent your district on the
2023 Nominating Committee.

Please consider being part of this vital service if you are eligible by self-nominating to serve on the 2023-2024 FCCMA
Board of Directors.

Member News and Updates

In Memoriam

With much sadness, FCCMA reports the death of Peter G. Lombardi. Peter's city management career spanned over 40 years, first serving in Connecticut and New Hampshire, and then the State of Florida for 30+ years in Treasure Island and Pinecrest.

Peter passed away after a short illness on February 1, 2022. He leaves his wife Nancy to care for and to be supportive of their two adult sons, Andrew and David.



The following membership applications have been received:

- **Nancy Aguirre**, Director of Sales, OSG Billing Services, Corporate Member
- **Denise Bevan**, District II, City Manager, City of Palm Coast, Full Member
- **Katherine Bleakly**, District VII, Management Analyst, Town of Belleair, Affiliate Member
- **Brian Bulthuis**, District VIII, City Manager, City of Clermont, Full Member
- **Dani Dahlberg**, District VII, Vice-President, Beth Rawlins, Inc., Affiliate Member
- **Scott Davidoff**, District VIII, Deputy City Manager, City of Clermont, Full Member
- **Maylee De Jesus**, District IV, CRA Clerk, Riviera Beach Community Redevelopment Agency, Subscriber Member
- **Tommy Guzman**, District V, Master of Public Administration, Nova Southeastern University, Student Member
- **Matthew Hammond**, District IV, Utilities Director, Village of Tequesta, Affiliate Member
- **Kari Hodgson**, District VI, Director of Solid Waste Management Collier County, Affiliate Member
- **Michelle Malkin-Daniels**, District IV, Master of Public Administration, University of West Florida, Student Member
- **Ronald Neibert**, District II, Assistant City Manager, City of New Smyrna Beach, Full Member
- **Jorge Quintas**, District VII, Deputy City Manager, City of Dunedin, Full Member
- **Scott Rosenfeld**, District III, Police Chief, City of Cocoa Beach, Full Member
- **Joan Walko**, District VII, Senior Vice President, GovHR USA, Corporate Member
- **David Williams**, In Transition, Subscriber 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 support for the MITs by 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](#).

The FCCMA Podcast - Streaming Now!



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 also feature:

- **Fail Small, Fail Fast** with **Howard Tipton**, County Administrator, St. Lucie County
- **Run Toward the Community in Their Time of Need** with **Jerome Fletcher**, City Manager, North Port
- **The Importance of Mentorship** with **Michael Grebosz**, Assistant City Manager, DeLand
- **Serving More Than One Role** with **Brittany Jumper-Retherford**, Support Services Director and Comptroller, Satellite Beach

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!](#)

2022-2023 Photo Contest



The winning entry for the 2022 Florida City and County Management Association (FCCMA) Photo Contest was submitted by the City of Boynton Beach. The photo was taken by the City Manager's Marketing and Events Department on October 15, 2021, at its first-ever Friday Flicks, featuring *Pirates of the Caribbean, The Curse of the Black Pearl*. The winning entry competed against 45 other municipalities and received 1,036 online votes.

Free Friday Flicks and First Friday at Five Concerts are held monthly at the City of Boynton Beach's new Centennial Park and Amphitheater in Downtown Boynton – dedicated in our Centennial year (2020). Unusual for

municipalities, the park and amphitheater are physically connected to City Hall and the City Library and are part of an overall redevelopment plan called Town Square Boynton Beach.

Additional buildings renovated and included in the Town Square project are a new Arts & Cultural Center (which was a public high school that opened in 1926) and an elementary school (opened in 1913) that houses the Schoolhouse Children's Museum. Additional components include two outdoor playgrounds, a Fire Station, a chilled water plant, public parking areas, public art, and a projected hotel and residential area that will complete Town Square.

The City is proud of carefully designing City Hall and the Centennial Park & Amphitheater around its 100-year-old Banyan and Kapok trees, which are seen in the winning photo and serve as a beautiful backdrop along with the buildings' up-lighting for Friday Flicks.

In order to activate Town Square and its new open-air amphitheater, the City of Boynton Beach budgeted \$40,000 for monthly movies and concerts. These free, family-friendly include food trucks, children's arts and crafts projects, entertainment, costume contests and much more. Attendance is rapidly growing and now exceeds more than 350 attendees at each event. Adirondack chairs for adults and children are provided free of charge. However, many families bring their own blankets, chairs and even sleeping bags!

To learn more about the City of Boynton Beach and its events, [click here](#).

FCCMA Lifesaver Award

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

Perspectives: Motivating Employees

Municipal and county leaders across Florida discuss how they keep their team members motivated, especially during the COVID-19 Pandemic.



Featured Member

Meet Sharon Gordon, Manager, Social Services, Hillsborough County

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

I joined in September 2021.

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

Yes, I am an ICMA member. I joined in July 2021 and I was a member before that; however, it expired, and I rejoined this past summer 2021. Membership connects me to resources that I would otherwise not have readily accessible, training and credentialing opportunities and endless resources relevant to the public sector. I particularly enjoy the PM Magazine.

Please describe your areas of formal/advanced education.

I earned my Master of Public Administration from the University of South Florida and earned my Bachelor of Arts in Psychology from the University of Central Florida.

Why did you select a career in public service?

I came from the non-profit sector but wanted a change in my career position, and my opportunity came in the public sector. It all made sense for me where the story begins. Public service is truly a profession of service. Overall, it's been a great experience with many opportunities within it.

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

Before the public sector, I worked in the non-profit sector. When I moved to the Tampa Bay Area, my entry position was at a Assisting Living Unit, and I developed activities for residents in the dementia unit. I moved on to the non-profit sector, starting as a case manager under the Ryan White program and gradually transitioned upward in non-profit to where I am now, a manager in the public sector.

Please tell us about your current position and give a brief job description if you are not a City Administrator/Manager.

Currently, I am a manager with Hillsborough County Social Services. I manage a block grant to provide service to economically insecure residents or residents at risk of becoming financially insecure. I manage a case management self-sufficiency program, external partnerships for the program I manage, crisis assistance for the elderly, and work alongside a grant mandated board that oversees the development and implementation of our self-sufficiency programs.

[Read More.](#)

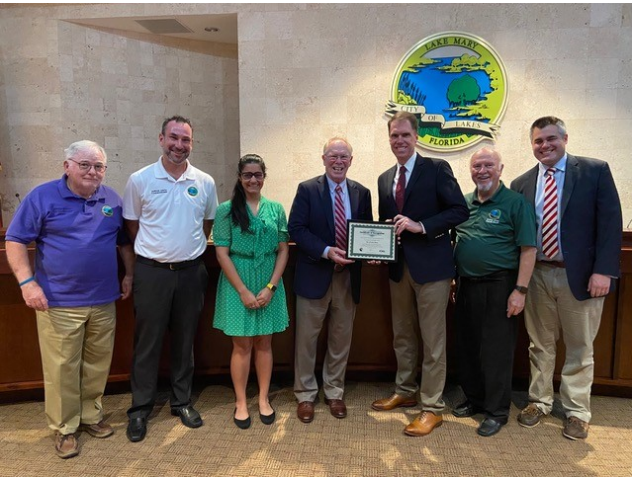


Professional Management Matters



On February 21, 2022, FCCMA Past President Micah Maxwell presented the ICMA Recognition Award to the Safety Harbor Commission in celebration of their 95th year as a Commission-Manager form of government.

Pictured left to right: Safety Harbor City Manager Matthew Spoor, Clearwater Assistant City Manager Micah Maxwell and Safety Harbor Mayor Joe Ayoub.



On February 28, 2022, FCCMA Member Michael Beedie presented the ICMA Recognition Award to the Milton Council in celebration of their 45th year as a Council-Manager form of government.

Pictured left to right: Councilwoman Shannon Rice, Councilman Vernon Compton, Councilwoman Shari Sebastio, Mayor Heather Lindsey, City Manager Randy Jorgenson, Fort Walton Beach City Manager Michael Beedie, Councilman Casey Powell, Councilman Jeff Snow, Councilwoman Roxanne Meiss and Councilman Robert Leek.

From Our Partners

U.S. Census Bureau

The Census Bureau’s Count Question Resolution operation is currently underway.

Count Question Resolution Operation (CQR):

The Count Question Resolution (CQR) operation provides an opportunity for tribal, state, and local governmental units to request that the Census Bureau review their boundaries and/or housing counts by block to correct geographical errors.

The Census Bureau will accept 2020 CQR cases requesting a review of legal boundaries, a review of housing counts by 2020

census tabulation block, or a review of both. If the review process finds errors related to geographic boundaries or housing placement, then housing and population counts will be corrected and the revised counts will be redistributed to all affected governmental units. CQR only reviews data that was collected and processed during the census. It cannot collect new data or conduct a recount or review of group quarters population counts.

The deadline for case submissions from eligible tribal, state, and local governmental units is June 30, 2023.

[Click here](#) for more information.

Contact Pamela Schenker, at Schenker.Pamela@leg.state.fl.us or **850.717.0741**. with questions.



U.S. Department of Transportation

Last week the Department of Transportation announced that \$2.9 billion is now available for major projects—including those related to rail—through a new funding opportunity that combines three different transportation grant programs.

By combining the [INFRA](#), [Mega](#), and [Rural](#) grant programs under a single Notice of Funding Opportunity (NOFO), the new [Multimodal Projects Discretionary Grant](#) (MPDG) seeks to reduce the burden on state and local applicants, making it possible for communities to apply to one, two, or three major programs using a single application and common set of criteria.

- Applications for MPDG are due May 23.
- Applications for the [RAISE program](#) are due April 14.

For more information contact GoRail state director, **Christy Sammon** at **770-301-7359**.

Events and Training Opportunities



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:



COACHING WEBINAR

Organizing the Legislative Process: Agendas, Meetings, and Minutes

May 5, 2022

2:00 p.m. – 3:00 p.m. ET

ICMA Practice Areas: 2, 3, 4, 8, 9, 10, 11 and 14

Program Summary:

Every city or county legislative body has an established way to create an agenda, conduct meetings, and compile minutes, but there is a considerable variety in the methods used across the state. Do you feel like you need to work smarter rather than harder? Whether you are an established professional or newly appointed, this webinar will provide tangible ideas you can use in your daily activities. The webinar starts with the basics, and then demonstrates alternatives you may want to consider to improve the methods you currently employ. We will also demonstrate various technological changes that are entering the established practices of Florida local governments, from cloud-based methods of compiling agenda items and publishing agenda packages to conducting hybrid meetings and compiling minutes. Most importantly, the webinar will demonstrate how the workflow for creating a successful agenda package involves multiple partners who work together to provide the information elected officials and the public need to participate in the legislative process of local governments.

[Register Now](#)

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



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

FCCMA ONSITE TRAINING SESSION REGISTER TODAY

District II Onsite Training

Positioning Your Local Government Pre- and Post-Disaster

April 4, 2022

10:00 a.m. - 12:00 p.m. ET

**Orange Park Town Hall
2042 Park Avenue, Orange Park**

ICMA Practice Areas: 4, 8, 9, 10, 13 and 14

Lunch is provided.

The registration deadline is April 1, 2022.

Program Summary:

Learn how to build local-level capacity for all phases of emergency management, including preparedness, mitigation, response and recovery, to strengthen your municipality's resiliency. Understanding disaster planning and response activities that meet the whole community's needs and knowing where the gaps are so they can be corrected is vital to reducing disaster risks. This session will include a review of Clay County's model ordinance for disasters.

Speakers:

- **Kevin Guthrie**, Director, Florida Division of Emergency Management
- **John Ward**, Director, Clay County Division of Emergency Management

[Register Today](#)



FCCMA ONSITE TRAINING SESSION REGISTER TODAY

District VI Onsite Training

Future Outlook: Trends Shaping Tomorrow's Workforce

April 8, 2022

9:00 a.m. - 1:00 p.m. ET

**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 Here](#)

Virtual New Member Welcome

May 5, 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.

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 in your calendar.



[Register Now](#)

2022 ANNUAL CONFERENCE

June 1-4, 2022
Renaissance Orlando at SeaWorld®

The full conference schedule is 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
Retired	\$85
Thursday or Friday Only	\$275
So You Want to be a City/County Manager*	FREE
Ethics Session*	\$75
Adult Guest	\$100
Child (under 18)	\$25

***Pre-registration required**

Student Registration

A limited number of complimentary student registrations are available for the 2022 conference. In order to reserve one of these spots, please download the "check" registration form at the top of this page and email it to mhowe@flicities.com. Once the complimentary spots are filled, student registration will be \$85.

Housing Information

The **Renalssance 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.



[View Conference Agenda](#)

[Download Conference Announcement](#)

[So You Are Going To Be a City/County Manager Flyer](#)

Upcoming FCCMA Webinars

Bipartisan Infrastructure Law Guidebook

June 10, 2022

2:00 p.m.

How to Obtain 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 – Capital Projects Coordinator

ALACHUA COUNTY – Case Manager I

ALACHUA COUNTY – Critical Facilities Manager

ALACHUA COUNTY – Database Analyst

ALACHUA COUNTY – Education Volunteer and Outreach Coordinator

ALACHUA COUNTY – Grants/Contracts Specialist (CAPP)

ALACHUA COUNTY – Outreach and SOAR Coordinator (Case Manager II)

ALACHUA COUNTY – Program Coordinator (Housing)

ALACHUA COUNTY – PSH Case Manager II

PALM BAY – Public Works Director

PINELLAS COUNTY – AWS Data Engineer

PINELLAS COUNTY – Engineer 2 – Stormwater Engineer

PINELLAS COUNTY – Grant Worker A (Justice Assistance Grant)

PINELLAS COUNTY – Information Security Analyst

PINELLAS COUNTY – Project Manager

PINELLAS COUNTY – Public Works Safety Specialist

PINELLAS COUNTY – QA Analyst

PINELLAS COUNTY – Safety and Emergency Services Information Technology Manager

ALACHUA COUNTY – Senior Drug Counselor
ALACHUA COUNTY – Senior Library Manager
ALACHUA COUNTY – Senior Transportation Planner
ALPHARETTA, GA – City Administrator
APALACHICOLA – Finance Director
BOYNTON BEACH – Digital Marketing Manager
BROWARD COUNTY BOARD OF RULES AND APPEALS – Administrative Director
CAPE CORAL – Deputy Development Services Director
FLORIDA ASSOCIATION OF COUNTIES – Insurance Manager
FORT MYERS – Director of Public Works
FORT MYERS – IT Asset Coordinator
FORT MYERS BEACH – Director of Public Works
HAINES CITY – Communications and Marketing Manager
HAYS COUNTY, TX – Communications Director
HOLLYWOOD – Grant Administrator
INDIAN RIVER COUNTY – Utility Services Capital Projects Manager
INDIANTOWN – Management Analyst/Public Information Officer
INDIANTOWN – Public Utilities Director
INDIANTOWN – Public Works Director
JACKSONVILLE – Inspector General – Director of Investigations
JACKSONVILLE – Public Accounts Auditor
LANE COUNTY, OR – Financial Services Manager/County Treasurer
LAUDERDALE LAKES – Computer Support Specialist
MADISON, WI – Executive Director
MARCO ISLAND – Contoller
MARCO ISLAND – Public Works Director
MARCO ISLAND – Senior Planner
MELBOURNE – Assistant City Engineer
MELBOURNE – City Engineer
MELBOURNE – Community Affairs Liaison
MONROE, LA – City Engineer
NORTH PALM BEACH – Planner
NORTH PORT – Assistant City Attorney/Police Legal Advisor

PINELLAS COUNTY – Stormwater Engineer – Capital Improvements Projects
PINELLAS PARK – Economic Development Manager
PLAINVILLE, CT – Town Manager
PLANO, TX – Chief Municipal Court Judge
POLK COUNTY – Housing and Neighborhood Development Manager
POMPANO BEACH – Finance Director
PORT ORANGE – Grants Manager
REEVES COUNTY, TX – Human Resources Director
RICHLAND, WA – Deputy City Manager
RICHLAND, WA – IT Manager
RICHMOND HILL, GA – Assistant City Manager
SANTA ROSA COUNTY – Assistant County Engineer – Unclassified
SANTA ROSA COUNTY – Construction and Engineering Inspections Manager
SANTA ROSA COUNTY – Development Services Director – Unclassified
SANTA ROSA COUNTY – Internal Auditor – Unclassified
SANTA ROSA COUNTY – Public Works Director – Unclassified
SARASOTA COUNTY – Technical Manager
 Construction – Manager II – R14351
SARASOTA COUNTY – Technology Manager – Manager II – R14374
SARASOTA COUNTY – Traffic Operations Manager – Manager II
SATELLITE BEACH – Stormwater Manager
SEASIDE, OR – City Manager
ST. LUCIE COUNTY – Chief Information Officer (CIO)
SUMTER COUNTY – Development Services Director
SWEETWATER, TX – Fire Chief
TREASURE ISLAND – Assistant Director of Parks and Recreation
TREASURE ISLAND – GIS Administrator
VENICE – City Controller
WALTON COUNTY – County Administrator
WEST MELBOURNE – City Manager
WINTER HAVEN – Records Administrator/Deputy City Clerk

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