

# November 2022



## 2022-2023 FCCMA Dues

A second 2022-2023 FCCMA dues notice was emailed on November 29.

If you did not receive your invoice, check your spam/junk folder. If you need the invoice emailed again, contact staff at [fcma@flcities.com](mailto:fcma@flcities.com).

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



## President's Message



Happy Holidays FCCMA Members,

I hope you enjoyed your Thanksgiving holiday with family and friends and ate a lot of turkey and pie! During this season of gratitude, I wanted to express my appreciation to all our FCCMA staff and committee members who do such amazing work for our association. Our Fall Symposium was a hit. We heard from some outstanding speakers about the ethical challenges they faced. Their stories were compelling, and I hope you had some good takeaways from the session. If you have not yet recorded your 2022 ethics

hours, please do so [here](#) on the FCCMA member site. The deadline for recorded hours is February 1, 2023.

We also have a Free Coaching Webinar on December 1, 2022, from 2 p.m. to 3 p.m. titled "Funding and Delivering Septic to Sewer in Florida." I know several communities in Florida are grappling with this now, so hopefully, the information provided will be helpful. The webinar will cover ICMA Practice Areas 9, 10 and 12.

FCCMA is accepting nominations for the 2023 awards program. As you know, FCCMA recognizes leaders in the profession who have demonstrated professionalism and outstanding service within the field of public administration. Award recipients are

nominated and selected by their peers and receive their awards at the annual conference next summer, 2023. Please check out our website and the emails that the association sends. Each award is clearly described, and it is not cumbersome to nominate someone. We also offer scholarships to students pursuing a career path in public service.

As we move into the December holiday season, remember to stop and enjoy those special moments with your family or friends. It goes by so fast! Try not to run around like a crazy person all month, and allow yourself some downtime! I know it's easier said than done, but you CAN do it!

*Lori LaVerriere*

Lori LaVerriere  
FCCMA President

## Must-See FCCMA Webinars



**Stronger Relationships and Buy-In: Onboarding Elected Officials** - [View Recording](#)

**Attainable Housing Solutions** - [View Recording](#) | [View Presentation](#)

To view other recorded webinars, please visit the [FCCMA Webinar Archive](#).

These are **FREE** to view and can be shared with others.

## Got Ethics?

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

Although the association will not offer any more ethics for the year, our partner the Florida League of Cities is offering an ethics webinar on December 14. Register [here](#).

If you have not yet completed your FY 2022 ethics training, please do so as soon as possible. If you have completed the training and have not yet recorded it, please email Carol Russell at [crussell@flcities.com](mailto:crussell@flcities.com) to record it.

**The deadline to record your training is Wednesday, February 1, 2023.**

## Member News and Updates

**The following membership applications have been received:**

- **Anthony Laurenti**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member
- **Trina Cacioppo**, District VII, Master of Public Administration, University of Southern California, 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.

## Remember the MITs

## Members-in-Transition (MIT)

Please take a minute to show support for the MITs by emailing or calling the members of your district. A phone call or an email can go a long way to help someone 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 [fcca@fcca.org](#).

## The FCCMA Podcast



**THE FCCMA  
PODCAST**

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

Streaming now on all major podcast platforms.

FCCMA

#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 the following:

- **Dealing with Devastation** with **Doug Baber**, City Administrator, Mexico Beach
- **An Encyclopedia of Local Florida Government History** with **Lynn Tipton**, Director, Florida League of Cities University
- **If You're Not Quite Sure Where You're Going, You Might Not Get There** with **Robert Lee**, Professor, Florida Gulf Coast University
- **A Budget is a Manifestation of Your Priorities** with **Troy Brown**, Past President, ICMA.

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!](#)

## Featured Member

Meet Tandra Davis, Town Manager,  
Town of Dundee



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

I have been a member of FCCMA since late 2020. It is important that I network with other municipalities and governing bodies. This membership grants me access to seminars and workshops which ultimately provide me with additional educational tools and knowledge to be successful in my Town and career.

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

I am a member of ICMA. Just like the FCCMA, the ICMA gives me educational tools and workshops which set me up for success. I am given the opportunity to service in various capacities to represent my Town. I have been a member ICMA since late 2020.

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

I received my bachelor's degree in finance and my master's degree concentrating on management.

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

I began my career in local government to influence and serve my local communities.

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

I served in the private sector for most of my career. I began in the public sector a little over five years ago.

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

I am currently the Town Manager for the Town of Dundee in Central Florida on the US 27 corridor.

**Please describe your typical day.**

My day as a manager typically begins and ends with communicating amongst my staff, elected officials, project managers and of course Dundee's wonderful Residents. My current focus has been dominated by the extraordinary growth within the Town. This includes monitoring our water/sewer and level of service for all of the current and potential new residents.

**What is your favorite part of the job?**

My favorite part of my job is public relations. Whether building or increasing relationships with residents, staff, appointed officials, elected officials, developers or new business owners my goal is to listen and work towards bettering the community. I am always looking to elevate my and the Town staff's level of service, commitment and dedication to the community.

[\*\*Read More.\*\*](#)

## Member Article

### After Hurricane Ian: Capturing the Employee Experience

*By Casey Lucius, Assistant City Manager, Marco Island*

On September 28, 2022, Hurricane Ian hit the west coast of Florida as a Category 4 hurricane and continued to cut across the State of Florida and impact Georgia, South Carolina and North Carolina. Ian was



the deadliest hurricane to hit Florida since 1935, with at least 157 fatalities. Some parts of Florida experienced over 10 feet of storm surge. We have all seen the heartbreaking images of the destruction on Sanibel Island, Fort Myers Beach and the City of Naples.

Marco Island is located just south of Naples, and we experienced 8 feet of storm surge and had 304 residential buildings and 63 commercial buildings with significant damage. While Marco Island was not impacted as severely as some other communities, Ian was a major event for the city, and we are now working through the lessons learned and the improvement process as we prepare for the 2023 hurricane season.

Like most cities in Florida, we activated our Emergency Operations Center and had our “essential” employees assigned to work in preparation for the hurricane and the immediate aftermath. In the weeks following the hurricane, after the roads were cleared, traffic signals repaired, power restored, and the Island mostly cleaned up, we began the After-Action process. Of course, by this time, most of our employees were exhausted, and everyone had opinions about what had gone well and what hadn’t gone well. In March 2022, the City of Marco Island conducted a citizen survey, which was a smooth and insightful process. I reached out to the same contractor after Hurricane Ian and asked about doing an action-after survey for our employees to capture their experiences before, during and after the hurricane so we could use their feedback to develop an improvement plan that would be incorporated into a final after-action report.

The employee survey was developed two and a half weeks after the hurricane. We sent the survey link to our employees on October 18th, and the results were compiled and accessible through an online dashboard by October 28th. The survey process was remarkable, but unfortunately, the results were not.

## Professional Management Matters



On November 14, 2022, FCCMA District VII Director Matt Spoor presented the ICMA

Recognition Award to the Plant City Commission in celebration of its 95th year as a Commission-Manager form of government.

Pictured left to right: City Attorney Buchman, Commissioner Jones, Vice Mayor Sparkman, Mayor Kilton, City Manager McDaniel, Safety Harbor Matt Spoor, Commissioner Mathis, Commissioner Dodson and City Clerk Miller.

## Events and Training Opportunities



### COACHING WEBINAR

— Free and open to nonmembers —



#### Funding and Delivering Septic to Sewer in Florida

Thursday, December 1, 2022  
2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 9, 10, and 12

#### Program Summary:

This webinar will showcase the technical expertise, funding, program management and stakeholder development required for a successful Septic to Sewer project.

We'll outline funding tools, including State Revolving Fund Loans, Spring Grants, ARPA Funds and the pending Infrastructure Investment and Jobs Act monies that will be flowing to Florida for water projects. In addition, we will demonstrate the use of Special Assessments and their application to these projects.

#### Speakers:

- **Michael Barr**, Program Administrator, Springs and Watershed Restoration, Florida Department of Environmental Protection
- **Taco Pope**, County Manager, Nassau County
- **Stephen Spratt**, Senior Vice President, GSG/Anser.

[Register Today](#)

***FCCMA 2023 Winter Institute***

# **Managing the Post-COVID Workforce**



**February 9-10, 2023**

**Sheraton Sand Key, Clearwater Beach**

***[fccma.org/winter-institute](http://fccma.org/winter-institute)***

**Registration is open for full members only.**

The FCCMA Winter Institute is an intense, interactive workshop for Florida's city and county managers and assistants.

#### **Hotel Information**

Sheraton Sand Key  
1160 Gulf Boulevard, Clearwater Beach  
727.595.1611

FCCMA has a room block reserved. The discounted rate of \$179, with complimentary parking, is available until January 17, 2023, **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. Cancellations received prior to January 30 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](mailto:mhowe@flcities.com).

**[Register Now](#)**

# Awards & Scholarships

## 2023 FCCMA Awards Program



Each year, the FCCMA recognizes leaders in the profession who have demonstrated professionalism and service within the field of public administration. Award recipients are nominated and selected by their peers and recognized during the annual conference.

**Nominators for each award must submit a completed application, cover letter and any supporting materials by 5:00 p.m. ET on January 13, 2022, to be considered for these awards.**

For specific selection criteria and required documentation and to complete the application, please visit the FCCMA [website](#). For questions, please contact staff at [\(813\) 251-1111](#).

[Download Flyer](#)

[Submit Application](#)

## 2023 FCCMA Academic Scholarship Program



### THE 2023 FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION (FCCMA) SCHOLARSHIP PROGRAM

The FCCMA is committed to supporting students pursuing education and careers in public administration.

**We offer up to four academic-based scholarships:**

- \$5000 B. Harold Farmer Scholarship
- \$5000 The Raymond C. Sittig Scholarship
- (2) \$2500 Aspiring Professional Manager Scholarships

Recipients are chosen based on the student's ability to demonstrate their understanding and support of local government management and the principles on which each scholarship was founded.



**Share these exclusive scholarship opportunities with someone currently earning a degree in public administration and committed to pursuing a career in local government management!**

*Qualifying students must submit a completed application, official transcripts and letters of recommendation by February 1, 2023, to be considered for these awards.*

[Download Flyer](#)

[Apply Today](#)

For questions regarding the scholarship, contact staff at \_\_\_\_\_.

## 2023 FCCMA Conference Scholarship



# The 2023 FCCMA EMERGING LEADERS CONFERENCE SCHOLARSHIP

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

Participating in the FCCMA annual conference provides emerging leaders with continuing education and networking opportunities with 200+ professional managers from across the state.

**Apply today or share this opportunity with someone who wants to advance their local government management career.**

*Applicants must submit a completed application packet by 5:00 p.m. on February 1, 2023, to be considered for this award.*

[Download Flyer](#)

[Apply Here](#)

For questions regarding the scholarship, contact staff at \_\_\_\_\_.

## 2023-2024 FCCMA Membership Directory Photo Contest



2023-2024 FCCMA  
MEMBERSHIP DIRECTORY

# PHOTO CONTEST

**Deadline to submit photos:  
January 27, 2023**



[bit.ly/3Cg19M8](https://bit.ly/3Cg19M8)

The Florida City and County Management Association is hosting its annual photo contest. This contest offers a unique opportunity for a Florida community to be featured on the cover of the 2023-2024 FCCMA Membership Directory, as well as the FCCMA Website and social media profiles.

The contest will take place on the \_\_\_\_\_. 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 5:00 p.m. on January 27, 2023**, and FCCMA's Facebook followers 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 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](#)

## 2022-2023 Webinar Schedule

### Performance: Human Change Management

January 12, 2023  
2:00 p.m.

### Strategic Planning/Achieving Recognition for your Performance Management

February 2, 2023  
2:00 p.m.

### Ensuring Financial Resiliency for your Local Government

March 2, 2023  
2:00 p.m.

## Path to the Manager's Office

April 6, 2023

2:00 p.m.

## Recruitment in 2023

May 4, 2023

2:00 p.m.

# Jobs

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

**ABILENE, TX** – Director of Information Technology

**ALACHUA COUNTY** – Drug Counselor

**ALACHUA COUNTY** – Mobile Response Team Coordinator

**ALACHUA COUNTY** – Social Services Coordinator

**ALACHUA COUNTY** – Systems Analyst

**ASPEN, CO** – Police Chief

**BOARDMAN, OR** – City Manager

**BRISTOL, TN** – City Manager

**CONROE, TX** – City Administrator

**CRESCENT CITY** – Assistant City Manager/Finance Director

**DEFUNIAK SPRINGS** – Finance Director

**GREEN COVE SPRINGS** – Finance Director

**HAINES CITY** – City Clerk

**HOOD RIVER, OR** – Finance Director

**INDIAN HARBOUR BEACH** – Management Analyst

**JACKSONVILLE** – Investigator I – Inspector General

**JACKSONVILLE** – Land Use and Planning Paralegal

**JOHNSON COUNTY, KS** – Deputy County Manager

**KEY WEST** – City Manager

**LAREDO, TX** – City Manager

**LITTLE ELM, TX** – Assistant Fire Chief

**MARION COUNTY** – Deputy Growth Services Director

**MIAMI BEACH** – Chief Financial Officer

**NAPLES** – Code Enforcement Manager

**NEW PORT RICHEY** – Economic Development Director

**NORTH MIAMI BEACH** – Assistant Director of Public Works

**NORTH MIAMI BEACH** – City Engineer

**NORTH PORT** – Economic Development Program Manager

**OLDSMAR** – City Clerk

**OLDSMAR** – Executive Assistant, City Manager's Office

**PALATKA** – Finance Director

**PALATKA** – HR Director

**PERRY** – Chief Administrative Officer / City Manager

**SARASOTA COUNTY** – Emergency Management Officer – Business Professional III

**SARASOTA COUNTY** – Environmental Specialist I or II

**SARASOTA COUNTY** – Environmental Specialist I or II

**SARASOTA COUNTY** – Executive Assistant – County Administration

**SARASOTA COUNTY** – Field Repairs Manager – Water/Wastewater

**SEMINOLE COUNTY** – County Manager

**SHAWNEE, KS** – City Manager

**SOUTH MIAMI** – City Manager

**SOUTHPORT, NC** – City Manager

**ST. LUCIE COUNTY** – County Administrator

**SUMTER COUNTY** – Development Services Director

**SUNRISE** – Intern – City Manager's Office

**TIFTON, GA** – City Manager

**WASHINGTON COUNTY, OR** –

Director of Community Corrections

**WASHINGTON COUNTY, OR** –

Director of Juvenile Services

**WEST PALM BEACH** – Assistant Chief Financial Officer

**WINDSOR, CT** – Public Works Director

**WINTER HAVEN** – Community

Redevelopment Agency (CRA)

Coordinator

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