

October 2022



2022-2023 FCCMA Dues

FCCMA 2022-2023 dues invoices were emailed on October 13th.

If you did not receive your invoice, be sure to check your spam/junk folder. If you need the invoice emailed to you again, contact staff at fccma@flcities.com.

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



President's Message



Hello FCCMA Members,

We have some exciting Professional Development opportunities being offered in the coming months. Our Virtual Fall Symposium will take place on Thursday, November 3, from 1 to 5 p.m. The Symposium will focus on facing ethical challenges and will feature an inspirational and unimaginable story by Daniel Rosemond, Former City Manager of Hallandale Beach. We will also explore what it means to be an ethical public servant and how we put our philosophies into practice. This session will meet the requirements

of your four hours of mandatory ethics training. Registration is still open! You can register [here](#).

FCCMA is also offering a FREE Coaching Webinar on Attainable Housing Solutions on Thursday, November 10, 2022, from 2 to 3 p.m. You can register for the webinar [here](#). If you cannot attend one of our Professional Development training opportunities, you can always visit our [webinar archive](#) to view past webinars and access presentation materials.

Registration for the 2023 Winter Institute has opened. Our program theme is "Managing the Post-Covid Workforce." The institute will take place in Clearwater Beach, FL at the Sheraton Sand Key Resort on February 9-10, 2023. Registration is limited and open to Full members, so please [register](#) as soon as possible.

As we all know, it's been nearly one month since Hurricane Ian hit our southwest coast. As we continue our daily business, please keep our hardest-hit communities in mind. They are still recovering and will be for a long time. A friendly phone call to check in with a colleague will go a long way! FCCMA is continuing its efforts with the Division of Emergency Management (DEM) to connect communities that need assistance to those that want to help!

Lori LaVerriere

Lori LaVerriere
FCCMA President

Last Chance to Register 2022 Fall Symposium



2022 FALL SYMPOSIUM

Beyond Surviving: Thriving through Ethical Leadership

November 3, 2022

1:00 p.m. - 5:00 p.m. ET

**VIRTUAL
EVENT**



Got ethics?

Florida's City and County Managers do!

As evidenced in our commitment to the ICMA Code of Ethics, FCCMA requires each member to perform four hours of ethics training annually, which can be fulfilled during the annual FCCMA Fall Symposium on November 3, 2022.

This year's symposium is designed to inspire servant leadership in what can be a difficult profession. Participants will benefit from the experiences of seasoned managers who have experienced ethical dilemmas such as weighing progress vs. preservation and balancing the question of what's right vs. what's right for me. This is a must-see event for you and your teams.

Register today and watch with your leadership to broaden the reach of this important topic in your organization.

The symposium satisfies ICMA Tenets 1, 3, 4, 5, 6, 8, 9, 10, 11, 12.

The registration deadline is Wednesday, November 2nd by 12:00 p.m. ET

The registration fee is \$50 for members and \$25 for student members.

Questions? Contact Carol Russell at FCCMA at 850.701.3607 or [_____](#).

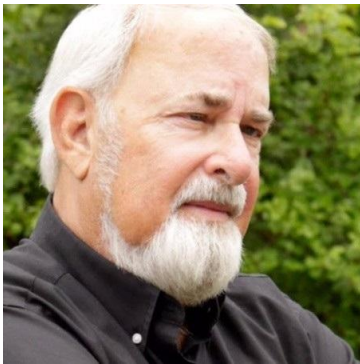
Member News and Updates

Congratulations, Pam!

Congratulations to current FCCMA Senior Advisor (and long-time member) Pam Brangaccio, who was recently named the new ICMA Senior Advisor Coordinator!

Pam's 35+ years of experience serving as a manager in cities and counties across Florida will undoubtedly benefit practitioners across the country. Yet another data point showing that people look to Florida for the best and brightest!

In Memoriam of Larry Arrington



With much sadness, FCCMA reports the death of Larry Arrington, who passed away on October 5, 2022.

Larry served as a Congressional Intern and Aide in Washington, D.C., and then returned to his native Florida to begin a career in public management. He worked for Volusia County for eighteen years, beginning as an intern in the County Manager's Office and ending as the County Manager. He also served as the Assistant County Administrator in Leon County, and as the first city manager of the newly incorporated City of DeBary.

Larry was appointed to a three-year tenure as Director of Planning and Development and Chief Strategy Officer for Pinellas County. He had more than twenty years of experience as a planning and management consultant to local governments, non-profits, and private sector clients.

He is survived by his wife, Dale Arrington, City Manager of Orange City.

[Click here](#) if you would like to send your sympathy to the family in an online guestbook.

The following membership applications have been received:

- **Joseph McDonald**, District VII, Consultant, Matrix Consulting Group, Corporate Member
- **Dan Dugger**, District IV, City Manager, City of Boynton Beach, Full Member
- **Catherine Givens**, District V, Deputy City Manager, City of Coral Springs, Full Member
- **Nicole Grant**, District IV, Management Analyst, Town of Indiantown, Affiliate Member
- **Leona Henry**, District V, Intergovernmental Affairs Manager, Town of Davie, Affiliate Member
- **Tiana Hill**, District VII, Master of Public Administration, University of South Florida, Student Member
- **Steven Hunnicutt**, District VIII, Assistant City Manager, City of Davenport, Full Member
- **Joseph McDonald**, District VII, Consultant, Matrix Consulting Group, Corporate Member
- **Jennifer Poirrier**, District VII, Assistant City Manager, City of Clearwater, Full Member

- **Ronald Snowberger**, District VII, City Manager, City of Brooksville, Full Member
- **Viviana Solorzano Giarimoustas**, District VI, Master of Public Administration, University of Central Florida, Student Member
- **Carolyn Stone**, District IV, Assistant Town Manager, Town of Palm Beach, Full Member
- **Tara Taggart**, District I, Legislative Advocate, Florida League of Cities, Affiliate Member
- **Kalina Tran**, District V, Degree in Public Administration, Florida Atlantic University, Student Member
- **Candace Walls**, District IV, Assistant to the City Manager, City of Boynton Beach, Affiliate Member.

If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

MIT Profile

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 [fccma@fcccma.org](#).

The FCCMA Podcast



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:

- **Environmental Conservation and Smart Growth** with **Denise Bevan**, City Manager, Palm Coast

- **De-mystifying Processes to Promote Trust** with **Vince Long**, County Administrator, Leon County
- **Ethics Re-Release: Principles for Successful Leadership in Local Government** with **Merrett Stierheim**, Retired Public Manager
- **Special Hurricane Re-Release: A New Vision for Panama City** with **Mark McQueen**, City Manager, Panama City

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 Andy Brooks, Human Resources and Risk Management Director, City of Casselberry

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

I joined FCCMA in August 2019. Previously, I served primarily in an HR role for almost 20 years. In 2019, I started expanding to other areas including IT and Procurement, and FCCMA provided the resources I needed for the transition.

Please describe your areas of formal/advanced education (if applicable).

While working toward a bachelor's degree in public administration at the University of Central Florida (UCF), I began my career at the City of Casselberry as an Intern. I continued formal education to obtain a Master's in Public Administration from UCF. I then turned my education focus toward professional certifications, and have received several certifications in human resources, labor relations, and risk management.

Why did you select a career in public service?

I grew up being driven by serving others, so I found it very natural to move toward public service. However, I was watching a county commission meeting on SGTV (Seminole County's channel), where I saw professionals presenting to elected officials, and it was then that I realized I wanted to be involved in public administration.

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

I worked in a preschool for ten years, starting when I was in high school. The lessons learned while working in a preschool are invaluable. Balancing the wants and needs of children with those of their parents, those of the business, and those of regulators provided a great experience that helps me today in balancing the needs of many parties with varying, and often opposite, interests.

Please tell us about your current position and give a brief job description if you are not a City Administrator/Manager. If you are currently a student, what is your program of study?

As the City of Casselberry's Administrative Services Director, I lead and support the City's HR, Risk Management, IT, and Procurement staff and related responsibilities.

[Read More.](#)

Featured Article

How Local Government Leadership Can Alleviate Workplace Stress

By Jessie O'Brien

When it comes to employee recognition, a little bit goes a long way.
– Jessie O'Brien –

High demands, long hours, and poor relationships can all lead to workplace stress. But survey data show that management can make a huge difference in alleviating tension by implementing small changes.

[The National Employee Survey® \(The NES®\)](#) by [Polco](#) assesses local government workers' attitudes toward their jobs. Nationally, supervisors' ability to handle poor-performing employees was the lowest scoring metric at only 37% positive. On the flip side, 55% of respondents say they've been shown appreciation for their work. Josh Briley, Ph.D., is a former staff psychologist for the Federal Bureau of Prisons and Veterans Health Administration. He is also a fellow and board member at the [American Institute of Stress](#). He says that when high performers see colleagues texting all day while they pick up the slack for the same pay, work becomes demoralizing. Yet, The NES results show not addressing poor performers is a pervasive problem in local government.

As a former manager in the federal government, Briley said there are many reasons why government managers avoid dealing with poor-performing employees. It costs money to hire new people, and it can be a lot of work. Plus, local governments have time-consuming disciplinary measures.

"The disciplinary procedures had good intentions when they were put in place," Briley said. "But the implementation is difficult and can create more stress and more friction. A lot of managers might think it's too much of a headache."

To understand their own organization better and enhance job satisfaction, [Marco Island, Florida](#), conducted The NES in 2021. They scored higher than the national average in almost all aspects of supervisor-related questions, including over 20 points higher on managing low-performing employees.

A few factors contribute to their success. First, there are only about 225 full-time employees, so supervisors have close working relationships with their staff. And last year, Marco Island made an intentional effort to show recognition. Officials launched an employee of the month and "Caught In the Act" program, where staff members spotted doing a good job receive a \$50 gift card. They also conduct consistent evaluations with a formal process to address concerns.

Professional Management Matters



On October 17, 2022, FCCMA Member Christopher Edwards presented the ICMA Recognition Award to the Bartow Commission celebrating their 100th year as a Commission-Manager form of government.

From left to right: David Wright, Acting City Manager; Commissioner Trish Pfeiffer; Christopher Edwards, CRA/Economic Development Directors, New Smyrna Beach; Vice Mayor Leo Longworth; Commissioner Nick Adams; Commissioner Tanya Tucker; Sean Parker, City Attorney.

From Our Partners

ICMA

Beginning October 1, ICMA has reduced its dues for CAOs and ACAOs.



An ICMA membership gives local government professionals an advantage in today's challenging economic landscape.

After hearing your feedback, we have made changes to the dues structure. Beginning October 1, 2022, ICMA has reduced its dues for CAOs and ACAOs. While retaining the salary-based approach, we've decreased the salary adjuster from .008 to .0065 (capped at \$1,200) to give you a minimum 14% dues reduction!

Renew and continue to get access to the latest resources, network with local government professionals from around the globe and receive training from public service leaders and experts in the profession—all of which accelerate your career.

Receive an additional 20% off Because You're in a Smaller Community!

ICMA dues structure has been changed to better serve smaller communities, tying membership dues to community size and General Fund Budget. We want to ensure that your community can take advantage of what ICMA has to offer.

How Does it Work?

CAO and ACAOs working for a local government with population less than or equal to 7,500 and General Fund Budget less than or equal to \$7.8 million receive an additional 20% discount. The discount will be applied, for qualified individuals, as you go through the join/renew process.



The Florida Department of Economic Opportunity Will Open Application Window for Broadband Opportunity Program on November 2

Dear Broadband Stakeholders,

The Florida Department of Economic Opportunity (DEO) is preparing to open the application window for the Broadband Opportunity Program, a \$400 million grant program created to expand broadband Internet service in unserved areas of the state. On September 28, 2022, DEO's Office of Broadband submitted its notice of proposed rulemaking to the Florida Administrative Register and commenced the 30-day online posting of application and scoring materials required in Section 288.9962, F.S., on www.FloridaJobs.org/Broadband.

Beginning on November 2, 2022, the 30-day application window for the Broadband Opportunity Program will open. The last day to submit a grant application will be at 5:00 PM Eastern Standard Time (EST) on December 2, 2022.

The Broadband Opportunity Program funds the installation and deployment of broadband Internet infrastructure in unserved Florida communities, providing valuable telehealth, economic, educational, and workforce development opportunities to offer a brighter future for all Floridians. Eligible applicants for the program Broadband Opportunity Program include corporations, limited liability companies, general partnerships, and limited partnerships that are organized under the laws of this state or otherwise authorized to transact business in this state, political subdivisions, and Indian Tribes.

DEO's Office of Broadband will host two technical assistance webinars for the Broadband Opportunity Program ahead of the application window opening on November 2nd:

- **The Rural Technical Assistance Webinar will be held on Tuesday, November 1, 2022, from 10:00a.m. – 12:00p.m., EST.**

The technical assistance webinars will provide information on the timeline, scoring criteria, and funding and eligibility requirements for the program, and will assist prospective applicants in developing applications for funding. DEO staff are available to provide support throughout the application process. Applicants are strongly encouraged to attend all scheduled webinars and trainings provided by DEO. Applicants can find current information about the Broadband Opportunity Program [here](#). Questions regarding the program should be sent to Broadband@DEO.MyFlorida.com.

For additional information about the Office of Broadband, or to view the Broadband Opportunity Program's [draft rule](#), [application](#), and [scoring criteria](#), visit the website [here](#).

Events and Training Opportunities



COACHING WEBINAR

— Free and open to nonmembers —



Attainable Housing Solutions

Thursday, November 10, 2022
2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 3, 7, 8, 9, and 10

Program Summary:

This webinar will explore the current state of the housing market and the communities and sectors burdened by soaring home purchase prices and rental costs. Hear from professionals at the forefront of addressing this issue in their communities and the solutions being deployed to provide affordable and workforce housing.

Presenters:

- **Dr. Ned Murray**, AICP, Associate Director, FI Jorge M. Perez Metropolitan Center
- **Ashon J. Nesbitt**, Chief Programs Officer and Technical Advisor, Florida Housing Coalition
- **Elma Felix**, Manager, Long Range Planning and Neighborhood Services, Sarasota County
- **Adam Schnell**, Urban Planner III, Development Services Department, Fort Lauderdale

Register Now



Virtual New Member Welcome

Thursday, November 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, Senior 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 through their FCCMA Membership, **this event is open to ALL members.**

We hope to see you there.

[Register Now](#)

FCCMA 2023 Winter Institute

Managing the Post-COVID Workforce



February 9-10, 2023
Sheraton Sand Key, Clearwater Beach
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.

Register Today!

Hurricane Recovery Resource

Expedited Projects

Click the "View Form" text below to download an example of the FEMA Form that is required to be completed when an applicant would like to request an Expedited Project.

If you have any questions regarding the Expedited Project process, please send an email to ExpeditedProjects@em.myflorida.com

[View Form](#)

2022-2023 Webinar Schedule

Attainable Housing Solutions

November 10, 2022

2:00 p.m.

Best Practices for Developing Legislative Impact Statements

December 1, 2022

2:00 p.m.

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.

ADEL, GA – City Manager
ALACHUA COUNTY – Accreditation and Grants Manager
ALACHUA COUNTY – Assistant County Manager for Public Works and Growth Management
ALACHUA COUNTY – Crisis Center Coordinator

MEXICO BEACH – Development Services Director
NAPLES – Director of Building Services
NEPTUNE BEACH – Code Enforcement Officer
NEPTUNE BEACH – Community Development Director
NEW PORT RICHEY – Finance Director

ALACHUA COUNTY – Crisis Center-Case Management Coordinator
ALACHUA COUNTY – Systems Analyst
BAREFOOT BAY – Management Analyst
BOARDMAN, OR - City Manager
COMMERCE CITY, CO – Chief of Police
DALLAS COUNTY – Chief Equity Officer
DEFUNIAK SPRINGS – Finance Director
FORT LAUDERDALE – Director, Finance
FORT LAUDERDALE – Director, Human Resources
FORT LAUDERDALE – Parks Manager (Cemetery Division)
HAINES CITY – City Clerk
HAINES CITY – Human Resources Director
HERNANDO COUNTY – Business Retention Manager
HILLSBOROUGH COUNTY – Director of Finance and Budgets
HOLLYWOOD – Various Professional Utilities Positions
HOLLYWOOD – Director of Public Utilities
HOLLYWOOD – Director of Public Works
HOLLYWOOD – Grants Administrator
HOLLYWOOD – Human Resources Administrator
HOLLYWOOD – Senior Assistant City Attorney
HOLLYWOOD – Various Accountant and Budget Positions
HOLLYWOOD – Various Engineering Positions
HOLLYWOOD – Various Planning Positions
JEFFERSON COUNTY – County Manager
LARGO – Business Analyst
LARGO – Sustainability & Resilience Administrator
LARGO – Utilities Program Coordinator
LEAWOOD, KS – City Administrator
LITTLE ELM, TX – Assistant Fire Chief
LITTLE ELM, TX – Chief Information Officer
LUBBOCK, TX – Radio Communications Manager
MARY ESTHER – City Planner

NEW PORT RICHEY – Human Resources and Organizational Development Director
NORTH MIAMI BEACH – Assistant Director of Public Works
NORTH PALM BEACH – Director of Community Development
OLDSMAR – Executive Assistant, City Manager's Office
PERRY – Chief Administrative Officer / City Manager
PINELLAS COUNTY – Health Care Administrator
PINELLAS COUNTY CLERK OF THE COURT – Senior Oracle Finance Business Analyst
PORT OF HOOD RIVER, OR – Finance Director
RIVIERA BEACH – Police Chief
ST. LUCIE COUNTY – AIRPORT ASSISTANT MANAGER
ST. LUCIE COUNTY – AIRPORT MANAGER
ST. LUCIE COUNTY – PLANNER II
ST. LUCIE COUNTY – Risk and Benefits Manager
ST. LUCIE COUNTY – Security Administrator
STRATEGIC GOVERNMENT RESOURCES – Interim & Consulting Specialist (remote)
SUMTER COUNTY – Development Services Director
TALLAHASSEE – Management Analyst I, II or III
TAMPA BAY WATER – Human Resources Director
WACO, TX – Executive Director
WEST MELBOURNE – Capital Projects Manager
WEST MELBOURNE – Plans Examiner II
WEST PALM BEACH – Senior Assistant City Attorney
WINDSOR, CT – Public Works Director
WINTER HAVEN – Chief Financial Officer (CFO)
WINTER HAVEN – Human Resources Manager

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 @FCCManagers

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