

# May 2023



## PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

### President's Message



Dear FCCMA Members,

I'm writing to you today to express my excitement for our upcoming 2023 Annual Conference. I look forward to seeing you all there and sharing in the many great experiences that this event has to offer. As we prepare for the conference, I want to take a moment to reflect on my time as President of FCCMA. It's been an incredible year, and I'm so grateful for the opportunity to have served you. One of the most rewarding aspects of my presidency has been the opportunity to get to know so many of you. I've been very impressed by your dedication to public service and your commitment to making a

difference in your communities. I'm proud to be a part of this organization and to work alongside such talented and dedicated professionals.

I'd also like to take this opportunity to thank our amazing FCCMA staff. They're the unsung heroes of our organization, and they work tirelessly to make sure that our events are successful. I'm so grateful for their hard work and dedication.

Finally, I'd like to congratulate Mike Grebosz on his upcoming presidency. Mike is a dedicated and experienced leader, and I know that he'll continue to move FCCMA forward in a positive direction. I'm excited to support him in his new role.

I look forward to seeing you all at the conference. Thank you again for the honor of serving as your President. It's been a fun year!

*Lori LaVerriere*

Lori LaVerriere  
FCCMA President

## Member News and Updates

## The following membership applications have been received:

- **Mayra Aleman**, District V, Assistant to the City Manager, City of Sunny Isles Beach, Affiliate Member
- **Amanda Boggus**, District VIII, Master of Public Administration, Florida State University, Student Member
- **Rasha Cameau**, District V, City Manager, City of North Miami, Full Member
- **Xavier Colon**, District VI, Redevelopment Manager, City of Fort Myers CRA, Affiliate Member
- **Stephanie Gaffney**, Vice President, RetireeFirst, Corporate Member
- **Jonathan Griffith**, District II, Assistant City Manager, City of Palatka, Full Member
- **Kate Moretto**, District IV, Assistant Town Manager, Town of Jupiter, Full Member
- **Stan Morris**, District V, City Manager, City of Sunny Isles Beach, Full Member
- **Kelly Pein**, District V, Assistant to the City Manager, City of Sunny Isles Beach, Affiliate Member
- **Francisco Rios**, District V, Deputy City Manager, City of Doral, Full Member
- **Ada Mayte Santamaria**, District IV, Deputy County Administrator II, St. Lucie County, Full Member
- **Todd Stoughton**, District VI, Assistant City Manager, City of Key West, Full Member
- **Lisa Witkowski**, 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.

## Monthly MIT Profile

Florida has one of the strongest representations of the council-manager form of government in the United States. For working managers, this provides amazing opportunities for professional resources within Florida. However, there is a downside. At any given time, you have several colleagues with tremendous experience, education and passion that are not currently contributing in a full-time role.

The Monthly MIT Profile highlights the backgrounds and capabilities of these colleagues who can help your organization – whether in an interim or project role. Take the time to read these profiles and contact MITs who may be able to help you. They will appreciate it more than you know, and your organization will be better off for it.

### Meet Stefen Wynn, MPA



#### What was your last position before becoming an MIT?

In my last position, I served as a City Manager in a full-service beach community in Florida. While serving, my team completed a rewrite of the City's Comprehensive Plan, Land Development Code and the inaugural Vision Plan. The process taken to include public input for the vision plan and comprehensive plan won a coveted APA-Florida Chapter Award of Excellence in Best Practices.

In three short years, my team implemented a paid parking program in the town center that exceeded forecasts for revenue generation, completed a thorough remodel of the city's largest park, added approximately three miles of trail to the East Coast Greenway, completed an important stormwater culvert improvement

project that alleviates bottlenecks during rain events and built coalitions with neighboring communities.

While serving, my team and I were credited with enforcing proper internal controls for financial operations and implementing a robust Enterprise Resource Planning system to improve functions related to citywide finances.

### **Can you briefly share your background?**

I successfully completed a Bachelor of Science degree in legal studies from Florida Gulf Coast University in 2009. After graduating, I worked in construction until enrolling at Indiana University South Bend to pursue a Master of Public Affairs Administration degree. In 2013, I earned the MPA with concentrations in government administration and public policy.

While awaiting a role in local government, I began working for the Indiana Department of Child Services as a Family Case Manager – Assessments (Investigations), until securing my first post in Albion, IN. It was in Albion that I first “cut my teeth” on what it meant to be a municipal manager and leader. While in Indiana, I developed an affinity for economic development, and I believe that branch of municipal management to be the most attractive.

In 2018, I was awarded a Soaring Eagle from the Florida Gulf Coast University College of Arts and Sciences for personal and professional excellence. In 2022, I joined the list of Home Rule Heroes with the Florida League of Cities for my efforts at giving a local perspective on state legislation, and promoting the League’s mission of supporting “local voices making local choices.” In 2022, the Florida City and County Management Association presented me with the “Who’s Who Under 40” award for personal and professional excellence.

I’m a member of the American Society for Public Administration, ICMA, FCCMA and CCCMA. I’m also an ICMA-CM candidate, and I have one more month of municipal management experience to go before earning the full credential. I’ve also recently completed the ICMA High Performance Leadership Academy and found the entire experience invaluable to growing as a municipal manager.

[Read Stefen's Full Profile](#)

## **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 the following:

- **Contrasts, Risks and Mentorship** with **Deborah Manzo**, County Administrator, Okeechobee County
- **Technology for Effective Governance** with **Christophe St. Luce**
- **Rebuilding Trust in Mulberry** with **Richard Johnson**, City Manager, Mulberry
- **The Power of Accountability** with **Sam Silverstein**, Founder, Accountability Institute.

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 Jeannetta Maxena, MPA, Program Manager - City Manager's Office, Fort Lauderdale**

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

I have always been aware of the importance of networking. The first time I joined FCCMA was in 2019, when I was a graduate student at the University of Central Florida (UCF). I had a lapse in membership in 2020 during the pandemic, and I rejoined on March 11, 2021, before I got my first job in local government.

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

I joined ICMA in 2019, and I became a member when I learned about the ICMA Local Government Management Fellowship through my own research. I got my start in local government as a Fellow at the City of Fort Lauderdale. I had the amazing opportunity to manage many citywide programs and focus on developing my leadership skills. My ICMA membership was free because I was involved in the ICMA student chapter at UCF. ICMA also provided me with free membership for two years because of my Fellowship status, and I am so appreciative of the organization supporting my local government journey since 2019.

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

Like a lot of local government leaders, I have a Master of Public Administration and a Bachelor of Arts in Political Science. Both of my degrees are from UCF.

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

I have always worked in public service. My public service career started out as an educator at Orange County Public Schools in Orlando. I have also worked at Lake County Schools, and then I transitioned to a career in local government. Teachers make great local government employees.

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

I love my job, and I believe I have found my calling! I am the Professional Standards Program Manager at the City of Fort Lauderdale where I investigate claims of discrimination, harassment and other protected characteristics. I also serve as the City's ADA administrator, and I administer reasonable accommodations for our staff members



who need them. I am working to bring implicit bias training and a 24/7 employee hotline to the City. It's a lot of work, but I enjoy making a difference for our staff.

[Read more.](#)

## Member Article



### Technology is Your Friend

*by Dr. Christopher St. Luce*

This statement may seem like an obvious one to make, but there are people who are afraid of technology and the change that is brought about by implementing technology, even though technological change is global. The microcosm of your organization may feel like the last safe place where change can be managed or, in some cases, stifled.

I have the benefit of coming from an information technology background, and I like embracing the change that is brought about through the implementation of technology. Think about the systems that your organization is using for handling building permits, parking citations, records management, project management, asset management, citizen engagement, agenda management and maps. When was the last time those systems and the processes around them were evaluated for effectiveness? Are any of the systems home-grown? Has supporting and updating them become laborious and scary? Did any of these questions ever cross your mind?

If you don't visit with your technology staff on a regular basis, please start doing it. This is the team that is responsible for managing your organization's technological resources and safeguarding those resources from theft and endangerment. Understand what role the team plays and what needs are still unmet. They have to abide by federal and state mandates as well.

The acceptance of change brought about by technology, can help your staff, residents, business owners and visitors in how you handle interactions, applications and requests and disseminate information. Get social! And by that, I'm not only referring to having meetings with staff. Use approved social media platforms to get out messages. Create online citizen surveys. Refresh your website if the last significant redesign has been four or more years ago.

[Read more.](#)

## Professional Management Matters



On May 4, 2023, FCCMA Member Casey Lucius presented the ICMA Recognition Award to the Palm Beach Gardens Council in celebration of their 50th year as a Council-Manager form of government.

Left to Right on front row: Dr. Phillip Harris (President-NFBPA-South Chapter), Lori LaVerriere (Deputy City Manager– Palm Beach Gardens), Dana Middleton (Councilmember-Palm Beach Gardens), Ron Ferris (City Manager-Palm Beach Gardens), Dr. Casey Lucius (Assistant City Manager-Marco Island), Chelsea Reed (Mayor-Palm Beach Gardens), Marcie Tinsley (Councilmember-Palm Beach Gardens), Andy Lukasik (Deputy City Manager–Boca Raton), Sheryl Stewart (Human Resource Director-Palm Beach Gardens), Charlotte Presensky (Leisure Services Administrator-Palm Beach Gardens), Bert Premuroso (Councilmember-Palm Beach Gardens)

Left to Right back row: Brian Moree (City Manager–Atlantis), Jeremy Allen (Village Manager–Tequesta), Carl Woods (Vice Mayor–Palm Beach Gardens), Dan Clark (Town Manager-Lake Clarke Shores), Steve Stepp (Deputy City Manager–Palm Beach Gardens) and John Boehm (Assistant to the City Manager–Palm Beach Gardens)

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On May 16, 2023, FCCMA District VII Director Matt Spoor presented the ICMA Recognition Award to the Treasure Island Commission in celebration of their 60th year as a Commission-Manager form of government.

Left to right include: Commissioner Doctor, Safety Harbor City Manager Matt Spoor, Treasure Island City Manager Amy Davis, Mayor Payne, Commissioner Wetzel, Vice Mayor Partridge and Commissioner Toth.

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On May 16, 2023, FCCMA District IV Director Andrea McCue presented the ICMA Recognition Award to the Jupiter Council in celebration of their 45th year as a Council-Manager form of government.

Left to Right: Andrea McCue (City Manager Greenacres), behind Andrea is Jeremy Allen (Village Manager Tequesta), in front of Jeremy is Frank Kitzerow (Town Manager Jupiter); next to Jeremy is Ron Delaney (Councilor-Jupiter), Cameron May (Councilor-Jupiter), Malise Sundstrom (Councilor – Jupiter), Mayor Jim Kuretski, Dale Sugarman (retired City Manager) and Andy Lukasik (Deputy City Manager – Boca Raton)

## Events and Training Opportunities

### Ensuring Financial Resiliency for Your Local Government

**June 22, 2023**  
**2:00 p.m. - 3:00 p.m. ET**

**ICMA Practice Areas: 4, 6, 9, 10 and 12**

#### **Program Summary:**

Budgets are the keys to our municipal operations. Budgets set our organizational goals, express our values to our stakeholders and allow our municipal operations to proceed from a financial perspective. Today, there are many hazards and situations needing our attention as leaders in our communities. Current trends making resiliency-focused budgeting difficult include Florida's ever-increasing populations (and needs/wants coming with these population increases), environmental concerns, health concerns and of course the regular cycles of weather-related emergencies.

The focus of this webinar is on budgetary resilience, which is the practice of planning, collecting, allocating and distributing revenues and programmatic spending in support of long-term sustainability and equity in our municipalities. In essence keeping our communities viable, ever-improving and sustainable. Florida has and continues to encounter effects from many demanding pressures that must be identified, planned for and provided for in our respective budgets. More specifically, these hazards include impacts from hurricanes, sea-level rise, population growth, pandemics, availability of water resources and many others. Our leaders will need to employ strategies such as equitable budgeting, new revenue creation, cost-savings, exploring in-kind opportunities and utilizing partnerships of all kinds while providing value to the communities we manage.

### Panelists:

- Peter Cavalli, MPA, Founder, Tampa Bay Training

[Register Now](#)

## 2023 Webinar Schedule

### Path to the Manager's Office

July 13, 2023

2:00 p.m. ET

### The Accountability Expert: Sam Silverstein

August 3, 2023

2:00 p.m. ET

## Jobs

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

**ABILENE, TX** – Planning Services  
Division Manager

**ALACHUA COUNTY** – County Surveyor

**ALACHUA COUNTY** – Procurement  
Agent I

**ASTORIA, OR** – Community  
Development Director

**AUBURN, AL** – Planning Director

**BAREFOOT BAY** – Management Support  
Specialist

**BARTOW** – Communications Director

**BARTOW** – CRA Director

**BRYAN COUNTY, GA** – Finance Director

**CHAMBLEE, GA** – Police Chief

**CLALLAM COUNTY, WA** – County  
Administrator

**COLUMBIA PACIFIC ECONOMIC  
DEVELOPMENT DISTRICT, OR** –  
Executive Director

**CRYSTAL RIVER** – City Manager

**DEFUNIAK SPRINGS** – City Clerk

**DEFUNIAK SPRINGS** – Sewer Foreman

**DORAL** – Procurement Division Manager

**OPA-LOCKA** – City Manager

**PALM BAY** – Asset Manager

**PINELLAS COUNTY** – Sheriff's  
Leadership Institute Manager

**PORT ST. LUCIE** – Procurement  
Manager – Office of Management &  
Budget

**PORT ST. LUCIE** – Senior Procurement  
Contracting Officer- Office of  
Management & Budget

**REDINGTON SHORES** – Town  
Administrator

**SARASOTA COUNTY** – Affordable  
Housing Strategist

**SARASOTA COUNTY** – Benefits  
Assistant

**SARASOTA COUNTY** – Comprehensive  
Planning Manager

**SARASOTA COUNTY** – Senior Claims  
Adjuster

**SARASOTA COUNTY** – Specialty Facility  
Supervisor

**ST. JOHNS COUNTY** – Budget Analyst



**GREATER BROWNSVILLE**  
**INCENTIVES CORPORATION** –  
Executive Director  
**JACKSONVILLE** – Public Accounts  
Auditor I  
**LAKE COUNTY** – Financial Coordinator  
**LAKE WALES** – Growth Management  
Director  
**LARGO** – City Manager  
**LAWRENCEVILLE, GA** – City Engineer  
**MAITLAND** – Assistant City Manager  
**MANATEE COUNTY** - County  
Administrator  
**MARION COUNTY** – County Engineer  
**NEW PORT RICHEY** – Human  
Resources and Organizational  
Development Director  
**NEW SMYRNA BEACH** – Capital  
Projects Manager  
**NORTH PORT** – Assistant City Attorney  
**OAK RIDGE, TN** – City Manager  
**OLDSMAR** – Assistant Leisure Services  
Director

**SUNNY ISLES BEACH** – Assistant  
Building Official  
**SUNNY ISLES BEACH** – Parks Manager  
**SUNNY ISLES BEACH** – Senior  
Electrical Inspector  
**SUNNY ISLES BEACH** – Senior  
Plumbing Inspector  
**TALLAHASSEE** – Deputy Executive  
Director of Florida Division of Emergency  
Management  
**WACO, TX** – Wastewater Treatment  
Plant Superintendent  
**WEST LINN, OR - City Attorney**  
**WEST PALM BEACH** – Assistant Chief  
Financial Officer  
**WEST PALM BEACH** – Treasury  
Manager  
**WESTON, CT** – Town Administrator  
**WORKFORCE SOLUTIONS, DALLAS,**  
**TX** – Executive Director

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