

News and Updates

October 31, 2023



President's Message



FCCMA Members,

October is one of my favorite times of year. County Fairs, Halloween and the cooler weather are nice leads into the quickly approaching holiday season. October was also when ICMA held its annual conference in Austin Texas. It was the largest attended ICMA conference ever with over 5,500 attendees. Florida had a very strong showing at the conference and at the ICMA Southeast Regional session. The room was made up of about 75% Florida attendees. I think the biggest take away that came back with me was the importance of having a citizen academy. These

outreach efforts are able to provide a pipeline of individuals for your volunteer boards and Commission/Council seats. They also can be a valuable tool to help with community outreach when there is a major initiative like a sales tax or major capital project.

Keeping on the topic of training/conferences, registration is now open for the 2024 Winter Institute, themed "Putting AI to Work in Local Government." It is scheduled for February 8-9, 2024, at the Renaissance World Golf Village in St. Augustine. As with all Winter Institutes, there is a maximum capacity so please sign up early to ensure your spot. For the Fall Symposium, it is your last chance to register. If you did not do your required ethics training for FY 2023, sign up now. Click [here](#) to register.

The FCCMA Directory Photo Contest opens for submission in November. I encourage everyone to submit a photo. The winning photo will be featured on the cover of our next directory, which is pretty awesome. On a similar note, the FCCMA Video Showcase entry period is coming to a close, if you want to submit a short-form video please do so by December 1st.

FCCMA is currently accepting applications for academic and conference sponsorships. If you have someone in your organization who is a student, encourage them to apply for the academic scholarship. If you have an emerging leader in your organization, encourage them to apply for the conference scholarship. As a former recipient of the

emerging leadership scholarship, I think it is a great way to recognize next generation talent.

I would also like to thank our membership for your interaction and engagement on the FCCMA social media sites. Please continue to like, comment and get others to follow our FCCMA social media accounts.

Lastly, dues invoices were sent electronically October 5th. If you did not receive yours, please contact Carol Russell at crussell@fcities.com.

Mike

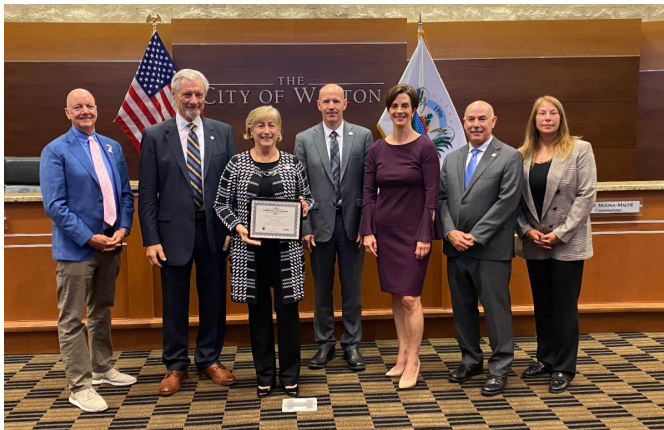
Member News and Updates

The following membership applications have been received:

- **Jerome Adams**, District II, City Administrator, City of Oak Hill, Full Member
- **Brian Benton**, District IV, City Manager, City of Sebastian, Full Member
- **Gretchell Cano**, District V, Master of Public Administration, Florida International University, Student Member
- **Ivelisse Chico-Randazzo**, District IV, Town Clerk, Town of Jupiter Inlet Colony, Full Member
- **Robert Codie**, District VI, Assistant County Manager, Lee County, Full Member
- **Kathi Cornelius**, District IV, Deputy Town Clerk, Town of Jupiter Inlet Colony, Affiliate Member
- **John Curp**, District VII, City Manager, City of Largo, Full Member
- **Mari Daniels**, District VII, Assistant County Manager, Alachua County, Full Member
- **Michael Ilczyszyn**, District VI, City Manager, City of Cape Coral, Full Member
- **Samia Janjua**, District IV, Deputy Village Manager, Village of North Palm Beach, Full Member
- **Daniel Kerr**, District IV, Chief of Police, Town of Jupiter Inlet Colony, Affiliate Member
- **Ken Metcalf**, District IV, Town Manager, Town of Mangonia Park, Full Member
- **Sarah Taylor**, District II, Assistant County Administrator, St. Johns County, Full Member
- **Jacolby Washington**, District IV, Solid Waste Division Manager, City of Fort Pierce, Affiliate Member
- **Morgan Wilson**, District VIII, Grants Administrator, City of Bushnell, Full Member.

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

On October 16, 2023, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the City of Weston Commission in celebration of their 25th year as a Commission-Manager form of government.



From left to right: Commissioner Chris Eddy, Commissioner Henry Mead, Mayor Margaret Brown, City Manager Don Decker, FCCMA Member Sarah Hannah-Spurlock, Commissioner Byron L. Jaffe and Commissioner Mary Molina-Macfie.

On October 24, 2023, FCCMA Member Samantha Abell presented the ICMA Recognition Award to the City of Fort Walton Beach Council in celebration of their 70th year as a Council-Manager form of government.



From left to right: Mayor Dick Rynearson and Gulf Breeze City Manager Samantha Abell.

On October 23, 2023, FCCMA District IV Director Andrea McCue presented the ICMA Recognition Award to the City of Port St. Lucie Council in celebration of their 40th year as a Council-Manager form of government.



From left to right: Councilman David Pickett, Palm Beach Gardens Retired Deputy City Manager Jack Doughney, Councilwoman Stephanie Morgan, Fort Pierce City Manager Nicholas Mimms, Port St. Lucie Retired Manager Russ Blackburn, Atlantis City Manager Brian Moree, Greenacres City Manager Andrea McCue, Mayor Shannon Martin, MIT Michelle Lee Berger, Vice-Mayor Jolien Caraballo, Councilman Anthony Bonna, Sr. and Port St. Lucie City Manager Jesus Merejo.

On September 26, 2023, FCCMA Sarah Hannah-Spurlock presented the ICMA Recognition Award to the Town of Lauderdale-by-the-Sea Commission in celebration of their 35th year as a Commission-Manager form of government.



From left to right: Town Manager Linda Connors, Commissioner Theo Poloupolous, Commissioner Buz Oldaker, Sarah Hannah-Spurlock, Mayor Chris Vincent, Vice Mayor Edmund Malkoon and Commissioner Randy Strauss.

Remember the MIT's

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](#)

The FCCMA Podcast

Listen to the Latest News on FCCMA Podcasts

Each month, FCCMA produces four podcasts featuring FCCMA members, strategic partners and other important staff from state agencies. These podcasts are a great way to learn what initiatives are working in certain cities and counties, learn of important changes that could impact your community and also learn more about your fellow FCCMA members.



The release will feature the following:

- **Serving Residents in the Highlight of Their Twilight** with **Marshall Labadie**, Town Manager, Highland Beach
- **Seek to Understand, then to be Understood** with **T. Michael Stavres**, City Manager, Winter Haven
- **What it Means to be a Jack of All Trades** with **Lynne Ladner**, Town Manager and Finance Director, Ocean Ridge
- **FLC Keynote Speaker on Artificial Intelligence** with **Kevin Surace**, Technologist and AI Expert

[Click to Hear the Latest FCCMA Podcasts](#)

Perspectives

Municipal and County Leaders across Florida discuss how to foster a culture of innovation within your workplace.

How do you foster a culture of innovation within your workplace?

Featured Member

Meet Kelly Callihan, City Manager, Davenport



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

I joined FCCMA in 2018 because I wanted to take full advantage of all the resources available to me to better serve my community. After becoming the City Manager in 2016, I understood the importance of networking and learned about the great training opportunities available to those in the profession through FCCMA.

Are you an ICMA member – why did you join?

I joined ICMA in 2018. I joined both FCCMA and ICMA for professional growth and to expand my network.

Why did you select a career in public service?

In my youth, I was fortunate to have the opportunity to participate in a summer recreation program in Auburndale, Florida. This is where I got to see the Parks and Recreation department in action, and where I enjoyed learning about the community programs offered during this time. This helped guide me in the direction of becoming a Parks and Recreation Director later in my career.

[Read More](#)

Member Article

Internships: The Making of Managers in Gen Z

By Marsha Commond, MPA
Redevelopment Specialist
City of Fort Pierce & Fort Pierce Redevelopment Agency
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Making a pivotal shift toward how we prepare the next generation of city and county managers means that

internships must be more than helping students gain work skills and hoping they work in our organizations someday. Rather, we should provide a wrap-around experience that leaves them feeling like they belong and are more prepared to take on the world.



We know that the newest generation will make up the workforce of tomorrow. So, if you thought that the millennials were hard to “get,” imagine Gen Z as the “digital natives.” Yes, they are the first generation to be born when the internet achieved widespread use. They are highly active on social media and digital platforms and will shape the future of technology.

With that said, if there is anything we need to begin doing today, it's reaching Gen Z as early as possible, particularly before they reach college age. So many opportunities are marketed to them online before we can be some of the first to appeal to them. However, Generation Z is seeking careers that are meaningful and flexible to work in. They value happiness over a paycheck and are more entrepreneurial than previous generations.

[Read more](#)

Events and Trainings



2023 FALL SYMPOSIUM

From Principles to Practice: Ethical Decision-Making in Public Service

November 2, 2023

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



**VIRTUAL
EVENT**

**2023 FCCMA Fall Symposium
From Principles to Practice:
Ethical Decision Making in Public Service**

**Virtual Event
Thursday, November 2, 2023
1:00 p.m. - 5:00 p.m. ET**

Have you completed your ethics training for fiscal year 2023?

Each year, Florida City and County Management Association (FCCMA) members are required to meet a four-hour ethics training requirement.

If you haven't completed your training yet, this year's virtual symposium is designed to help you meet that requirement. The theme for the 2023 FCCMA Fall Symposium is "From Principles to Practice: Ethical Decision-Making in Public Service."

ICMA's new Ethics Director, Jessica Cowles, kicks off the Fall Symposium with an in-depth look at the Code of Ethics. Then Palm Beach Gardens' Purchasing and Contracts Director Km! Ra explains the ethical challenges you may experience when dealing with vendors and contractors. Jessica Cowles will then come back to offer real-life examples that reflect the values we hold as professionals working in local government. Both sessions will feature small group breakouts to ponder ethics scenarios, followed by reporting back some innovative solutions.

The registration deadline is November 1, 2023.

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

[Register Here](#)

2024 FCCMA WINTER INSTITUTE

Putting AI to Work in Local Government

February 8-9, 2024

World Golf Village Renaissance
St. Augustine Resort

fccma.org/winter-institute



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

Hotel Information

World Golf Village Renaissance St. Augustine Resort
500 S. Legacy Trail, St. Augustine
904.940.8000

FCCMA has a room block reserved. The discounted rate of \$179, with complimentary parking, is available until January 16, 2024, **or** until the room block is filled.

Registration Information

The cost of the training is \$350 per person. Space is limited.

Registration is not final until payment is received. Cancellations received prior to January 31, 2024, 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.

Jobs

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

BARTOW – Communication & Public Outreach Specialist
BARTOW – GIS Administrator
BARTOW – Purchasing Manager
CRYSTAL RIVER – Assistant Growth Development Manager
DEFUNIAK SPRINGS – City Manager
DELRAY BEACH – Budget Administrator
DORAL – Charter Enforcement Official
DORAL – Risk Manager
GAINESVILLE – City Auditor
HAINES CITY – Fire Chief
HILLSBOROUGH COUNTY – Fiscal Manager – Shared Services Accounting
JACKSONVILLE – Attorney II – Legislative and Land Use
JACKSONVILLE – Attorney III – Transactional
JACKSONVILLE BEACH – City Attorney
KEY BISCAIYNE – Chief of Staff
LAKE COUNTY – Budget Coordinator/Senior Budget Coordinator
LAKE COUNTY – Financial Coordinator
LARGO – Streets & Storm water Manager
MOBERLY, MO – City Manager
NEW PORT RICHEY – Human Resources Director
NICEVILLE – Public Information Officer
NORTH MIAMI BEACH – Deputy Director of Public Utilities

NORTH PORT – Business and Research Analyst
PINELLAS COUNTY – Assistant to the County Administrator – Intergovernmental Liaison
PINELLAS COUNTY – Assistant to the County Administrator – Unincorporated County
CONSERVANCY, IN – Chief Executive Officer
ST. CHARLES, MO – Director of Public Works
ST. LUCIE COUNTY – Capital Project Engineer
ST. LUCIE COUNTY – Community Services Assistant Director
SUNNY ISLES BEACH – Public Works Director
TAMPA – Director of Parks & Recreation
TARPON SPRINGS – Public Services Director
TREASURE ISLAND – Budget and Management Analyst
TREASURE ISLAND – Human Resources Director & Risk Manager
TROUTDALE, OR – Community Development Director
VOLUSIA COUNTY – Community Rating System (CRS) Coordinator
WEST MELBOURNE – City Clerk
WILTON MANORS – Finance Director
JACKSONVILLE BEACH – City Attorney
SAN ANGELO, TX – Director of Water Utilities

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