



2024

STATE OF THE ASSOCIATION

Florida City and County Management Association





FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION

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Dear Members of the Florida City and County Management Association,

Looking back on the past year, I am proud of what the Association has accomplished and excited for the future. FCCMA is member-driven, and our members continue to make a significant difference with the great work they're doing on the Association's behalf.

The Professional Development Committee did an outstanding job providing meaningful programs and training opportunities to members across the career spectrum. The committee concentrated on both forward-looking and best-practice topics, as well as issues that local government managers are currently dealing with. If you could not attend the webinars, they are available for review here.

The Fall Symposium exceeded expectations once again. The theme for this year's event was "From Principles to Practice: Ethical Decision-Making in Public Service," featuring Jessica Cowles, Ethics Director, ICMA; Km! Ra, Purchasing and Contracts Director, Palm Beach Gardens; and Travis Wade, City Manager Apalachicola, as the keynote speakers.

The Winter Institute theme, "Putting AI to Work in Local Government," proved an extremely popular event that sold out quickly. The presentations focused on challenges, best practices and opportunities for using AI in local government.

This year, the Association has undertaken an exciting video training initiative to further prepare the next generation of City and County Managers. This multi-episode series addresses the technical and non-technical skill sets of local government management needed to take the steps toward becoming a professional manager. The first episodes will be released Summer 2024 and will continue through 2025.

Our Association is only as strong as its members, and I am pleased to report that our membership continues to grow with a 5% increase for Program Year 2023-2024.

This year, I created a task force to re-establish the internship program and offer opportunities to local governments to grow the next generation of leaders. DeLand with New Smyrna Beach and Volusia County, Hallandale Beach, Hollywood and Palm Beach were awarded a stipend to hire interns to work in local government as a way to introduce these talented individuals to our profession.

I am proud that the Communications Committee was able to make my vision of a short-form video showcase a reality. We had over 46 cities and counties submit entries to help drive engagement to our social media accounts and connect with the younger generation.

Finding the right professional for the City or County Manager job is important. Several of our senior advisors along with corporate members in executive recruitment, worked on a guide to assist elected officials and/or staff in recruiting a professional manager. This guide will be posted on the FCCMA website.

Working in local government is more challenging than ever, and yet our members continue to do magnificent work on behalf of their communities. I am proud to represent such a talented and committed group of professionals.

As we look to the future, we remain committed to providing our members with the support, tools and resources they need to succeed in their roles. We will continue to adapt to the changing landscape and explore new ways to deliver value to our members.

Thank you for your continued support and engagement.

Sincerely,

Michael Grebosz, Assistant City Manager, DeLand
President, Florida City and County Management Association

The following is a summary of the Florida City and County Management Association committee and partner activities for 2023-2024.

AWARDS AND SCHOLARSHIPS COMMITTEE



Shawn Sherrouse
Chair
City Manager
Lakeland



Annamarie Reno
City Manager
Mascotte

- Revised the Awards Policy to clarify the language of the Rising Star Award that the length of time of work is in city or county government.
- Reviewed and amended Academic Application questions to specifically align with FCCMA Awards and Scholarships Policy.
- Reviewed and amended Rubric for Academic Application.
- Reviewed and amended finalists' interview questions to specifically align with FCCMA Awards and Scholarships Policy.
- Reviewed, interviewed and selected recipients for the B. Harold Farmer, Raymond C. Sittig and Aspiring Professional Manager scholarships.
- Reviewed and selected annual awards.

President's Award: Michael Pleus
If You Care, You Do! Award: Kurt and Diane Bressner, and Desiree Casanova
Richard (Dick) Simmons Lifetime Achievement Award: Terry Stewart
Michael J. Roberto Award for Career Development: Jamie Titcomb
Award for Professional Management Excellence: Carmen Rosamonda
Assistant for Excellence in Leadership: Scott Davidoff
FCCMA's Rising Star Award: Brian Hoben and Michael Manning
B. Harold Farmer Scholarship: Gabriella Escobar
Raymond C. Sittig Scholarship: Jared Austin
Aspiring Professional Manager Scholarships: Madeleine Gonzales and Nicholas Odame
Past President's Scholarship: Brian Ulbricht
Emerging Leaders Scholarship: Paul Burke, Nicole Delfino and Brenda Toscano

- Conducted a short-form video showcase asking cities and counties to send a video highlighting "What Makes Your City/County Special?" Forty-six cities and counties participated and were featured on FCCMA's social media.
- Spotlights events, articles and city and county manager vacancies on social media.
- Conducted a photo contest for cities and counties to submit photos of their communities to be featured on the FCCMA 2024-2025 directory cover, the website and Facebook page for a quarter of the year. A photo from Sarasota County was chosen as the winner. Photos from Temple Terrace, Alachua County and Boca Raton were chosen as the runners-up. Voting was opened up to the public again this year.
- Increased both the number of podcast episodes produced and the size of its audience over the past year.

PROFESSIONAL MANAGEMENT MATTERS SUBCOMMITTEE



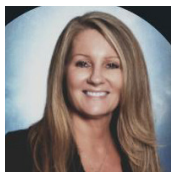
Matthew Spoor
Chair
City Manager
Safety Harbor

- Celebrated 2023 and 2024 anniversaries of 25 years or more with International City/County Management Association recognition to 11 communities around the state.
 - » Davie: 40
 - » Hillsborough County: 25
 - » Juno Beach: 35
 - » Lauderdale-By-The-Sea: 35
 - » Ocean Ridge: 35
 - » Ponce Inlet: 30
 - » Port St. Lucie: 40
 - » South Bay: 40
 - » Tequesta: 35
 - » Weston: 25
 - » West Melbourne: 45
- Recognitions for 50 years or more were presented to Cocoa, Dania Beach, Largo, Longboat Key, Marianna, Palm Springs, Pinellas Park, Quincy, Satellite Beach, Wildwood and Winter Haven.

COMMUNICATIONS COMMITTEE



Claire Jubb
Chair
Assistant County Administrator
Charlotte County



Kimberly Nicholls
Vice Chair
Assistant Human Resources Director
Largo

- Provided articles for FCCMA's monthly newsletter regarding member profiles, best practices, special interests and community highlights.
- Increased engagement on Facebook and X by 12.4%. We received 670 new followers on LinkedIn and garnered more than 35,000 organic impressions.

CONFERENCE PLANNING COMMITTEE



Mark Cunningham
Chair
Assistant County
Administrator
Sarasota County



Sarah Campbell
Vice Chair
Town Manager
Orange Park



Michelle del Valle
Host Chair
Assistant City Manager
Winter Park

- Planned an exceptional conference that included: pre-conference sessions on being a city/county manager, speed networking and ethics; 12 breakout sessions and a Journeys session; and four impressive keynote speakers and a fun Friday evening social networking event.

ETHICS COMMITTEE



Micah Maxwell
Chair



Carl Harness
Vice Chair
Chief Human
Services
Administrator
Hillsborough
County

The Committee researches ethics violation complaints, and all work done by the Ethics Committee remains confidential.

Members

- Dan Clark appointed by Past President Shannon Lewis (term expires 2024).
- Brenda Fettrow appointed by Past President Shannon Lewis (term expires 2024).
- Norton Bonaparte appointed by Past President Micah Maxwell (term expires 2025).
- Carl Harness appointed by Past President Horace McHugh (term expires 2025).
- Micah Maxwell appointed by Past President Lori LaVerriere (term expires 2026).
- Horace McHugh appointed by Past President Lori LaVerriere (term expires 2027).
- Hector Flores appointed by President Grebosz (term expires 2027).
- Suzanne Sherman appointed by Past President Lori LaVerriere (term expires 2027).
- President Mike Grebosz appointed Andrea McCue and JP Murphy to a four-year term.

FISCAL & ADMINISTRATIVE POLICY COMMITTEE



Hector Flores
Chair
County
Administrator
Charlotte County



Emily Colón
Vice Chair
Deputy City Manager
Lakeland

- Did a comprehensive review of the bylaws and submitted to the membership for approval at the Annual Business Meeting.
- Developed an elections policy and submitted to the Board for approval.
- Updated the District Election Process and submitted to the Board for approval.
- Revised the Administrative Policy and submitted to the Board for approval.
- Reviewed FCCMA's districts and submitted moving Alachua County from District VII to District II to the Board for approval.

INVESTMENT COMMITTEE



Mike Grebosz
Chair
Assistant City
Manager
DeLand
FCCMA President



Mark Cunningham
Vice Chair
Assistant County
Administrator
Sarasota County
FCCMA President-
Elect

This Committee consists of the Executive Committee (the President is the Chair) and three members with finance experience. Each President appoints a member to the Committee.

- Reviewed the Association's investments and the investment activity and performance for compliance.

Executive Committee

- Sarah Campbell, Town Manager, Orange Park, and FCCMA Secretary-Treasurer
- Lori LaVerriere, Deputy City Manager, Palm Beach Gardens, and FCCMA Immediate Past President

Appointed Members

- Jessica Bleser appointed by Past President Micah Maxwell (term expires 2024)
- Jonathan McKinney appointed by President Mike Grebosz (term expires 2025)
- Dolly Miller appointed by Past President Lori LaVerriere
- President Mike Grebosz appointed Amy Davis for a three-year term.

MEMBERSHIP COMMITTEE



Doug Baber
Chair
Assistant County
Manager
Hardee County



Mario Diaz
Vice Chair
City
Manager
North Miami
Beach

- At the beginning of Program Year (PY) 2023-2024, there were 703 members; as of April 29, 2024, FCCMA has 738 members. There is a net increase of 35 members, with 18 members waiting for approval. The following is a summary of the Committee's work for 2023-2024.
 - » One hundred and fourteen members joined during PY 2023-2024.
 - » Seventy-two members canceled their membership during PY 2023-2024.
 - » Nine members were suspended for not recording ethics training.
 - » Conducted direct outreach to members-in-transition to check on their well-being, inform them of association benefits and assist with employment in some cases.
 - » Supported members-in-transition.
 - » Conducted direct outreach to welcome new members and encourage new member applications.

NEXT GEN TASK FORCE



Tracy Miller
Chair
Assistant City
Manager
Bartow

- Established this year to offer a stipend to four local governments to assist them in hiring an intern to introduce them to local government and the manager profession.

PAST-PRESIDENTS COUNCIL



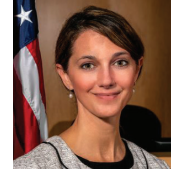
Lynn Tipton
Staff Liaison
FCCMA Executive Director Emeritus

- Following a very successful Fireside Chat with the Past Presidents at the Saturday Breakfast at conference, the Council asked the 2025 Conference Planning Committee to consider repeating the session.
- Contributed to another conference scholarship, with excess funds being used to defray the costs for students to attend the annual conference.

PROFESSIONAL DEVELOPMENT COMMITTEE



Barry Burton
Chair
County
Administrator
Pinellas County



Casey Lucius
Vice Chair
Assistant City
Manager
Marco Island

- Developed 12 monthly webinars on topics such as Exploring Non-traditional Paths to the Manager's Office; The Ten Commitments of Accountability; Understanding Millage and Explaining it to Staff, Council and Residents; Master the Mic: How to Successfully Lead a Controversial Press Conference; Sustainable Code Compliance, Rethinking Recycling and Recruiting and Retaining the Next Generation.
- Planned a virtual Fall Symposium with the theme "From Principles to Practice: Ethical Decision-Making in Public Service" with 125 attendees. Jessica Cowles, Ethics Director, ICMA; Km! Ra, Purchasing and Contracts Director, Palm Beach Gardens; and Travis Wade, City Manager, Apalachicola, were the keynote speakers.

RECRUITMENT GUIDELINES COMMITTEE



Jim Hanson
Chair
ICMA/FCCMA Senior
Advisor

- Established this program year to create a recruitment guide to assist elected officials and/or staff to recruit and hire the best city or county manager for their communities.

WINTER INSTITUTE PLANNING COMMITTEE



Kevin Knutson
Chair

- Planned an exceptional Winter Institute with the theme "Putting AI to Work in Local Government."
- Heather Benoit, Executive Vice President of Strategic Foresight, AFI, in Collaboration with SGR, was the facilitator for the event.
- Feedback from the sold-out event was very positive.
- Sessions included:
 - » Laying the Groundwork: Generative AI
 - » AI in Public Services: Challenges, Best Practices and Opportunities
 - » AI, the Good, the Bad and the Ugly
 - » How Local Governments Can Leverage Generative AI for Citizen Services
 - » Analyzing the Future of AI in Fort Worth
 - » Local Government and AI - The Opportunities and the Dangers
 - » AI All Around You
 - » Thinking Through Ethical and Societal Challenges Posed by Generative AI.

SENIOR ADVISORS



Russ Blackburn
Port St. Lucie



Pam Brangaccio
St. Petersburg



George Forbes
Winter Park



Jim Hanson
Atlantic Beach



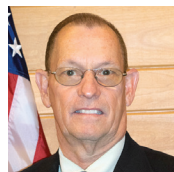
Tom Harmer
Winter Garden



Dan Kleman
Port St. Lucie



Kenneth (Ken) Parker
Coordinator
Port Orange



Mark Ryan
Tallahassee

The Senior Advisors serve in many capacities. Tasks include:

- Provided individual member support: crisis, mentoring/coaching, career development and wellness check.
- Connected/contacted Chief Administrative Officers (CAOs) who are new to FCCMA or new to the state.
- Connected/contacted Members in Transition (MITs).
- Connected/contacted first-time administrators.
- Advocated FCCMA membership to non-members.
- Supported activities related to council/manager form of government.
- Assisted in manager recruitment.
- Attended and supported state and regional meetings.
- Stayed current by attending webinars, trainings and other professional development opportunities.
- Provided support via emails, zoom calls, board meetings, Senior Advisor quarterly meetings and media/resume review.

The Senior Advisors continued to be an excellent resource for every city and county member and the elected officials in those governments.

PARTNERS

FCCMA values its relationships with its partners: Beth Rawlins, Inc.; Business Watch; Florida League of Cities (FLC); and the International City/County Management Association (ICMA). Reports from these partners are included.

BETH RAWLINS, INC.



Every August, FCCMA reviews and renews its agreement with Beth Rawlins, Inc. as the corporate liaison. **Beth** and her associate, **Dani Dahlberg**, handle all corporate connections (i.e., booth sales, directory advertisements and sponsorships at conference). They continue to provide outstanding service to the Association.

BUSINESS WATCH, INC.

Business Watch continues to be very supportive of FCCMA by sponsoring the Winter Institute and conference. Business Watch provides a \$5,000 sponsorship to the association, and its members participate in webinars, district trainings and the Fall Symposium. Business Watch renews its contract with FCCMA every August.

FLORIDA LEAGUE OF CITIES (FLC)



Through an agreement with FLC, all administrative responsibilities are handled by League staff: **Casey Cook** serves as Executive Director, **Carol Russell** serves as Coordinator. **Jeanie Garner** is the FLC Executive Director/CEO.



FLC assumed responsibility for hosting the monthly webinars in July 2022. **Chris Holley**, the League's Director of External Services, is the host.

INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION (ICMA)



FCCMA has an agreement with ICMA outlining each entity's responsibilities and benefits. Both organizations work closely on membership recruitment and promoting professional management. **Randy Reid** is the ICMA Southeast Regional Director. In addition, the Senior Advisors are under the auspices of both organizations, and ICMA pays some of the related expenses.

FCCMA STAFF



Casey Cook
FCCMA Executive
Director



Carol Russell
FCCMA
Coordinator