

Awards and Scholarships Policy

1. General

- 1.1. Multiple scholarship awards (as listed in Sections 9, 10, 11 and 12) will not be awarded to the same applicant in any given year.
- 1.2. Preference for individual scholarship awards (as identified in Sections 9, 10, 11 and 12) will be given to applicants who have not already been awarded that individual scholarship.

2. Recognition of ICMA Council-Manager Communities

- 2.1. After being recognized by ICMA as a council-manager community, FCCMA will also recognize the community at their recognition anniversary at increments deemed appropriate by the Board.

3. Richard (Dick) Simmons Lifetime Achievement Award

3.1. Purpose

- 3.1.1. The Association's Lifetime Achievement Award is named in honor of Richard (Dick) Simmons who was a Florida pioneer in the profession, a past president, Senior Advisor Emeritus and a 60+-year FCCMA member.
- 3.1.2. The Award is to recognize an individual who has dedicated a substantial amount of their (if not their entire) career towards public service and professional local governance.

3.2. Eligibility

- 3.2.1. FCCMA full or life member in good standing.
- 3.2.2. A minimum of 30 years working in local government with at least 15 years at the level of assistant city/county manager or higher. Working in local government includes employment by a higher education institution providing relevant training to local government employees.
- 3.2.3. Member of ICMA or commensurate state management association(s), in good standing for at least 20 years.
- 3.2.4. Demonstrated contributions made to state management associations over their career.
- 3.2.5. Contributions made over one's lifetime in the likeness of Richard (Dick) Simmons, to include (but not be limited to):
 - 3.2.5.1. Contributions to the strengthening of the structure of local government.

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- 3.2.5.2. Demonstration of leadership in increasing citizen understanding of the governance and management of local government.
- 3.2.5.3. Implementation of initiatives that brought about improvement and development of local government managers.
- 3.2.5.4. Development of programs, submission of publications, or general career contributions that have enhanced the responsiveness and effectiveness of local government.

3.3. Nomination and Award

- 3.3.1. A nomination for the Lifetime Achievement Award may be made by any voting member of FCCMA.
- 3.3.2. Nominations should include support documentation satisfying the eligibility requirements.
- 3.3.3. The award is conferred by a 2/3 vote of the full Board.
- 3.3.4. Any individual who is given the Lifetime Achievement Award will be placed in the Life category of membership upon retirement and will receive a complimentary lifetime membership to the Association.

4. Lifesaver Awards

4.1. Purpose

- 4.1.1. To recognize FCCMA members who have employed or contracted Members in Transition (MIT) in any capacity.

4.2. Categories

- 4.2.1. Lifeline - given to any FCCMA member who employs an MIT either on a full-time or part-time basis (framed certificate).
- 4.2.2. Life Jacket - Given to any FCCMA member who employs an MIT on a full-time or part-time or part-time basis and has received the lifeline award three times (jacket).
- 4.2.3. Hall of Fame - Given to any FCCMA member who employs an MIT either on a full-time or part-time basis after receiving the Life Jacket Award (Name plate placed on the Hall of Fame Plaque).

4.3. Eligibility

- 4.3.1. FCCMA full member in good standing.

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4.4. Nomination and Award

- 4.4.1. Recommendation from the MIT, as defined by the MIT policy, who was hired by the nominee. Full or life members of FCCMA can also recommend someone for this award.

5. Michael J Roberto Award for Career Development

5.1. Purpose

- 5.1.1. To recognize a FCCMA voting member who has made a significant contribution to the development of new talent in professional local government management.
- 5.1.2. This award is in honor of Mike Roberto, a FCCMA past president and a recognized leader in the development of public management careers.

5.2. Eligibility

- 5.2.1. FCCMA full or life member in good standing.
- 5.2.2. Must have made a significant contribution to the development of new talent in professional local government management.

5.3. Nomination and Award

- 5.3.1. Nomination can be made by any voting member of FCCMA.
- 5.3.2. Members are encouraged to include support documentation demonstrating the eligibility requirements.
- 5.3.3. The award is decided by a vote of the appropriate committee.

6. Deputy/Assistant for Excellence in Leadership Award

6.1. Purpose

- 6.1.1. Presented to a local government deputy/assistant or equivalent who has made significant contributions toward excellence in leadership while serving as an assistant to a chief administrative officer (CAO).

6.2. Eligibility

- 6.2.1. FCCMA full member in good standing.
- 6.2.2. Full-time deputy/assistant reporting to chief local government administrator.
- 6.2.3. Must have been serving in the role for at least one (1) year.

6.3. Nomination and Award

- 6.3.1. Nomination requires a letter of support from the CAO.
- 6.3.2. The award is decided by a vote of the appropriate committee.

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7. Award for Professional Management Excellence

7.1. Purpose

- 7.1.1. To recognize an outstanding local government administrator who fostered representative democracy by enhancing the effectiveness of local elected officials and by consistently initiating creative and successful programs.

7.2. Eligibility

- 7.2.1. FCCMA Full Member in good standing.
- 7.2.2. Minimum of 10 years senior-level management experience.

7.3. Nomination and Award

- 7.3.1. Nomination requires the endorsement of a past/present elected official.
- 7.3.2. Award is decided by a vote of the appropriate committee.

8. FCCMA's Rising Star Award

8.1. Purpose

- 8.1.1. To recognize top local government leaders in Florida, with less than 10 years of local government experience, for their personal and professional excellence.

8.2. Eligibility

- 8.2.1. Nominee must be an FCCMA member in good standing for at least two years.
- 8.2.2. Nominee must have worked full-time in city or county government for at least two years but not more than 10 years.
- 8.2.3. Nominee must be employed for a city or county government.
- 8.2.4. Nominee must exemplify the tenets of the ICMA Code of Ethics.
- 8.2.5. Nominee must be current with the required ethics training prior to the nomination being received by FCCMA.
- 8.2.6. Nominee must not have been a previous recipient of the award.
- 8.2.7. Nominee may not currently serve on the FCCMA Board of Directors.

8.3. Nomination and Award

- 8.3.1. Nomination can be self-nominated but must include a letter of recommendation from a supervisor or peer at the director level or above.
- 8.3.2. There may a maximum of three recipients annually.
- 8.3.3. Award is decided by a vote of the appropriate committee.

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9. B. Harold Farmer Scholarship

9.1. Purpose

9.1.1. Created by the FCCMA Board of Directors in conjunction with the Florida Innovation Group in honor and memory of B. Harold Farmer, a FCCMA past president, who served as a mentor for many Florida city and county managers. Awarding this scholarship annually is not required and is predicated on an applicant substantially meeting the Criteria of 9.3, as determined by the reviewing committee.

9.2. Eligibility

9.2.1 Enrollment during the summer or fall of award year in pursuit of a bachelor's, master's or doctorate degree in an accredited program on a Florida campus or the recipient be in pursuit of a bachelor's, master's or doctorate degree in an accredited online program and must live in Florida and/or work in a Florida city or county government.

9.3. Criteria

- 9.3.1. Commitment to pursuing a career in local government management.
- 9.3.2. Ability to balance school, work and personal endeavors.
- 9.3.3. Demonstrate an understanding of the ICMA Code of Ethics.
- 9.3.4. Demonstrate an understanding of the Council/Manager form of government.
- 9.3.5. Demonstrate a commitment to support subsequent years' scholarship program.
- 9.3.6. Able to demonstrate understanding, support and possibly action, for the principles on which the scholarship was founded.

9.4. Award

- 9.4.1. \$5,000 Scholarship.
- 9.4.2. Conference registration.
- 9.4.3. Hotel room during conference (four nights).
- 9.4.4. Up to \$300 of expenses paid to attend the FCCMA Annual Conference.
- 9.4.5. One-year complimentary membership in FCCMA and ICMA.

9.5. Investment Restrictions

- 9.5.1. The Fund shall maintain a minimum balance of \$10,000 at all times.
- 9.5.2. This fund shall be invested as directed by the Board of Directors.

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9.5.3. The Board of Directors will fund the annual scholarship and related expenses through the operating budget.

10. Raymond C. Sittig Scholarship

10.1. Purpose

10.1.1. In honor and memory of Raymond C. Sittig, long-time executive director of the Florida League of Cities and champion of Home Rule powers. Awarding this scholarship annually is not required and is predicated on an applicant substantially meeting the Criteria of 10.3, as determined by the reviewing committee.

10.2. Eligibility

10.2.1 Enrollment in an institution of higher learning during the summer or fall of award year in pursuit of a bachelor's, master's or doctorate degree in an accredited program on a Florida campus or the recipient who is in pursuit of a bachelor's, master's or doctorate degree in an accredited online program and must live in Florida and/or work in a Florida city or county government.

10.3. Criteria

- 10.3.1. Demonstrated commitment to pursuing a career in local government management.
- 10.3.2. Demonstrated ability to balance school, work and personal endeavors.
- 10.3.3. Demonstrated understanding of the ICMA Code of Ethics.
- 10.3.4. Demonstrated understanding of the Council/Manager form of government.
- 10.3.5. Demonstrated commitment to support subsequent year's scholarship program.
- 10.3.6. Demonstrated ability to understand, support and possibly engage in action, for the principles on which the scholarship was founded.

10.4. Award

- 10.4.1. \$5,000 Scholarship.
- 10.4.2. Conference registration.
- 10.4.3. Hotel room during conference (four nights).
- 10.4.4. Up to \$300 of expenses paid to attend the FCCMA Annual Conference.
- 10.4.5. One-year complimentary membership in FCCMA and ICMA.

11. Emerging Leaders Scholarship

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11.1. Purpose

- 11.1.1. To allow public administration students and entry-level city and county management professionals interested in continuing their academic and professional development as professional public managers to attend the Annual Conference.

11.2. Criteria

- 11.2.1. Public administration students and entry-level professionals.
- 11.2.2. Demonstrated commitment to local government management.
- 11.2.3. Preference will be given to FCCMA Members
- 11.2.4. Financial need based on either salary or the organization's ability to support the cost to attend the FCCMA Annual Conference.

11.3. Award

- 11.3.1. Conference Registration.
- 11.3.2. Hotel Room during Conference (four nights).
- 11.3.3. One-year complimentary membership in FCCMA.

12. Academic Scholarships (Aspiring Professional Scholarships)

12.1. Purpose

- 12.1.1. To support students pursuing education and careers in Public Administration.

12.2. Eligibility

- 12.2.1. Enrollment in an institution of higher learning during the summer or fall of award year in pursuit of a bachelor's, master's or doctorate degree in an accredited program on a Florida campus or the recipient be in pursuit of a bachelor's, master's or doctorate degree in an accredited online program and must live in Florida and/or work in a Florida city or county government.

12.3. Criteria

- 12.3.1. Demonstrated commitment to pursuing a career in local government management.
- 12.3.2. Demonstrated ability to balance school, work and personal endeavors.
- 12.3.3. Demonstrated understanding of the ICMA Code of Ethics.
- 12.3.4. Demonstrated understanding of the Council/Manager form of government.
- 12.3.5. Demonstrated commitment to promote subsequent years' scholarship program.

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12.4. Award

12.4.1. \$2,500 Scholarship.

12.4.2. Conference registration.

12.4.3. Hotel room during conference (four nights).

12.4.4. Up to \$300 in expenses paid to attend the FCCMA Annual Conference.

12.4.5. One-year complimentary membership in FCCMA and ICMA.