

News and Updates



April 30, 2025

President's Message

I'm excited about our upcoming FCCMA Annual Conference. This year's conference will be held at the Rosen Shingle Creek in Orlando, from May 28th to May 31st. Our dedicated conference committee has been working hard to finalize the sessions, and it's shaping up to be an amazing event. Click [here](#) for the conference agenda. Some exciting highlights include our pre-conference workshop "**So You're Going to Be a City/County Manager,**" at which you can gain valuable advice from panelists about reaching the top seat in your organization. Also returning is our **speed networking session**, a favorite among our members. If you have not already registered, please do so as soon as possible, as you don't want to miss this great event.



The **Friday Night Social** at Andretti Indoor Karting and Games is another can't-miss event. This will be a fun, family-friendly evening. Transportation will be provided, but **ALL** attendees must be registered for the conference.

Our **Resume Reviews** will be available by appointment on Thursday and Friday. This service is complimentary, but pre-registration is required. Click [here](#) to register.

Don't forget to join us on Friday for the **Inspirational Breakfast "Serving with Joy in Spite of..."** with Sanford City Manager Norton Bonaparte. If you have already registered for the conference and would like to attend the breakfast, contact FCCMA staff at fccma@flcities.com.

Ahead of the conference, don't miss our May Webinar, **"Electric Vehicles: The Pros and Cons You Should Know Before Making the Leap."** This webinar will offer valuable insights and strategies for anyone considering a transition to electric vehicles. Click [here](#) to register.

Our staff is updating the new directory and will be sending out forms to verify your current information. If you do not receive your form, contact FCCMA staff at fccma@flcities.com.

Finally, the 2025-2026 FCCMA Committee sign-ups are now open! This is your opportunity to get involved, collaborate with colleagues, share your expertise, and help shape FCCMA's future. Click [here](#), go to the Member Login, sign in with your credentials, and click on volunteer committee sign-up below your photo.

I look forward to seeing you at our Annual Conference in Orlando on May 28, 2025.

You matter!

Mark

2025 Annual Conference

A Message from Keynote Speaker Mark Zeigler



REGISTER NOW!!



Florida City and County Management Association

2025 ANNUAL CONFERENCE

May 28-31, 2025
Rosen Shingle Creek

Keynote Speakers Include:



Kyle Scheele
*Motivational Author and
"Patron Saint of Crazy Ideas"*



Mark T. Zeigler
*Senior Lecturer, Florida
State University*



Jia Jiang
*Bestselling Author and
World's Foremost Authority
on Rejection*



**Journeys Session featuring
FCCMA's Past Presidents**

Be sure to check fccma.org for conference schedule updates as they become available.

REGISTER NOW!!

Pre-Conference Sessions

- So You're Going to be a City/County Manager (Emerging Leaders)
- Ethics Session*

Session Topics Include: **

- AI in Your Toolbox
- Aligning with Florida Cybersecurity Law
- Bridging Gaps to Care
- Cities and Counties Working Together to Provide Efficient Transportation Systems
- How to Bounce Back from a Termination
- Mastering the Media
- Performance Evaluations and Manager Contracts
- Mastering Personal Strategic Planning
- Shaping Culture with Process Improvement and Innovation Training
- Strategic Planning Reimagined
- Student Research Spotlight

*Additional registration fee required.

**Final topics may be subject to change.

Registration is Open Now!
Early Bird Deadline is May 9

Cost

| | |
|--|--------|
| Members | \$550 |
| Additional Registrant from Same Government | \$520 |
| Nonmember Government | \$760 |
| Corporate | \$1800 |
| Student/Retired | \$85 |
| One-Day Registration (Government Only) | \$325 |
| So You're Going to be a City/County Manager* | FREE |
| Ethics Session* | \$75 |
| Adult Guest | \$150 |
| Child Guest | \$75 |

*Pre-registration required.

Housing Information

The **Rosen Shingle Creek** will serve as the conference hotel. It is located at 9939 Universal Boulevard in Orlando. FCCMA has secured the special rate of **\$199** per night, single or double. Self-parking is discounted to **\$12** per day. The cut-off date for reservations is **April 25, 2025**.

NOTE: The hotel will not accept any reservations at this time. You will receive complete housing instructions with your paid registration confirmation.

Questions?

Please contact Carol Russell at crussell@flicities.com or 850.701.3607.



[Register Now](#)

2025-2026

Slate of Officers and Directors

Per the FCCMA by-laws, the Nominating Committee has recommended a slate of officers and directors to be voted on at the Annual Business Luncheon on Friday, May 30.

Below are the slate of officers and directors.



Program Year 2025-2026 Slate of Officers and Directors

Bold indicates positions to be selected

PRESIDENT

Sarah Campbell, City Manager, Fernandina Beach

PRESIDENT-ELECT

Suzanne Sherman, Assistant City Manager, Satellite Beach

VICE PRESIDENT CANDIDATE

Terry Atchley, County Manager, Hardee County

PAST PRESIDENT

*Mark Cunningham, Assistant County Administrator,
Sarasota County*

DISTRICT I DIRECTOR

Ed Cook, City Manager, Callaway

DISTRICT II DIRECTOR

Mike Staffopoulos, City Manager, Jacksonville Beach

DISTRICT III DIRECTOR

Michelle del Valle, Assistant City Manager, Winter Park

DISTRICT IV DIRECTOR

Tracey Stevens, Town Administrator, Haverhill

DISTRICT V DIRECTOR

*Ramiro Inguanzo, Assistant Village Manager,
Bal Harbour Village*

DISTRICT VI DIRECTOR

Olivia Minshew, City Manager, Wauchula

DISTRICT VII DIRECTOR

*Matt Spoor, Assistant County Administrator,
Pinellas County*

DISTRICT VIII DIRECTOR

John Drury, City Manager, Tavares

AT-LARGE DIRECTOR

*Mike McNees, City Manager, Marco Island
Howard Tipton, Town Manager, Longboat Key*

AT-LARGE DIRECTOR CANDIDATE

Andrea McCue, City Manager, Greenacres

Bylaws Revision

The FCCMA Board is recommending the following proposed revisions. The membership will vote on the bylaws at the Annual Business Meeting on May 30, 2025.

Article III Officers

- **Section 2.2:** Adding the phrase 'at the time of the Annual Business Meeting' to clarify when the 24-month period ends for members to qualify to run as an officer.

Article IV Board of Directors

- **Section 2.2:** Removing the word 'Election' which does not belong.
- **Sections 2.2.4 and 2.4.2:** Changing 'policy' to 'process' to be consistent.

Article V Committees

- **Sections 1.1.2, 1.1.5 and 1.1.6:** Adding a vice chairperson and correcting the number of members per the committee's request.
- **Section 1.1.3:** Adding a statement that the committee membership should have at least two past presidents to serve as chairperson and vice chairperson.
- **Section 1.2.2.4:** Adding this statement to the section where the Nominating Committee confirms the ascension of the officers: If a current officer no longer qualifies as a full member under Article II, sections 2.1.1.1.1 or 2.1.1.1.2, then the Nominating Committee shall submit a report to the Board at its next meeting for further action.

[Redlined Bylaws](#)

[Clean Bylaws](#)

Member News and Updates

The following membership applications have been received:

- **Azita Behmardi**, District V, Assistant City Manager, City of Wilton Manors, Full Member
- **Robin Fenwick**, District II, Assistant City Manager, City of Port Orange, Full Member
- **Christina Hyde**, District II, Interim City Manager/Assistant City Manager & CRA Manager, City of Crescent City, Full Member
- **Jack Koch**, District VII, Grants Coordinator, Pasco County, Affiliate Member
- **Karen Manila**, District VIII, City Manager, City of Fruitland Park, Full Member
- **Zayteck Marin**, District IV, Assistant to the City Manager, City of Belle Glade, Affiliate Member
- **Dan Matthys**, District VIII, Deputy City Manager, City of Clermont, Full Member
- **Amy Garcia Paniagua**, District III, Public Administration, University Of Central Florida, Student Member
- **Melissa Reichert**, District VI, Interim City Manager, City of Punta Gorda, Full Member

- **Ryan Ritchie**, District VIII, Director, Lake County, Affiliate Member
- **Alexis Silcox**, District VII, City Clerk, City of Belleair Bluffs, Full Member
- **Ashley Stathatos**, District VIII, Assistant City Manager, City of Lakeland, Full Member
- **James Williams**, District II, County Coordinator, Union County, Full Member
- **Lance Williams**, District VI, Chief Operating Officer, City of Bradenton, 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.

From Our Partners



The advertisement for FLCityJobs features a dark blue header with the logo and a magnifying glass icon. Below the header, a hand is shown pointing at a smartphone displaying the FLCityJobs app interface. To the right of the phone, the text 'POST OPEN JOBS FOR YOUR CITY' is displayed in large, bold letters. Below this, a section titled 'Key Benefits for Your City:' lists three bullet points: 'Post and manage job listings independently', 'Import job details automatically', and 'Track applicant sources with data insights'. At the bottom, it says 'Visit fcityjobs.com to get started today.'

Remember the MITs

Members-in-Transition (MITs)

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 MITs 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 [Carol Russell](#).



Nominate a Life Saver: Recognizing FCCMA Members Who Hire Members-in-Transition

Are you a Member-in-Transition (MIT) who has been hired by an FCCMA member, or do you know an FCCMA member who has hired an MIT? If so, consider nominating them for the prestigious Life Saver Award!

Since 1993, FCCMA has been dedicated to supporting full members who have separated from their local government. A key part of this effort is encouraging FCCMA members to hire MITs for special projects and/or interim positions whenever possible.

The Life Saver Award recognizes FCCMA members who have made a significant impact by hiring an MIT, helping to provide them with the opportunity and support needed during their career transition.

If you know an FCCMA member who has hired an MIT since June 2024, please email FCCMA staff at FCCMA@flcities.com to submit a nomination.

Let's celebrate those who play a crucial role in supporting our members in transition!

The FCCMA Podcast



Each month, the Florida City and County Management Association (FCCMA) produces podcasts featuring FCCMA members, strategic partners, and other important staff from state agencies. These podcasts are a great way to learn about initiatives that are working in certain cities and counties, important changes that could impact your community, and more about your fellow FCCMA members.

- **#175 Transforming DeBary: A Model of Strategic City Planning**
Carmen Rosamonda, City Manager, DeBary
- **#174 Adaptive Solutions in Modern Organization**
Mike Abels, Retired City Manager
- **#173 Managing Risk in Local Government**
Chris Krepcho, Chief of Insurance and Financial Services, FLC
- **#172 Not Every Pitch is a Strike**
Mark Ryan, Senior Advisor, ICMA/FCCMA

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

Call for Podcast Guests!

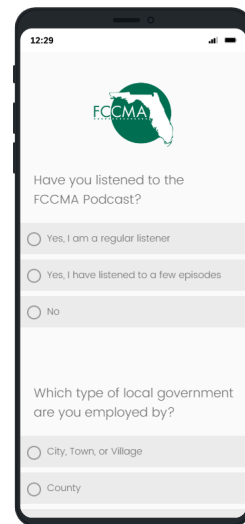
[CLICK HERE](#)

Do you or someone you know have a compelling local government story or unique expertise? We're seeking guests to share insights on leadership, innovation, and community impact. Click to find out more!

Last Day To Complete the Survey!

Over the past four years, the FCCMA Podcast has delivered over 170 episodes featuring valuable insights from local government leaders. To ensure the podcast continues to meet the needs and interests of our members, we're inviting you to complete a short survey and share your feedback.

If you haven't already, please take a few minutes to complete the survey linked below. There's still time to share your thoughts but the survey is closing today! Your feedback helps FCCMA make decisions that reflect what matters to you.



[Take the FCCMA Podcast Survey](#)

Perspectives

Local government leaders across Florida discuss how public feedback impacts their decision-making.



Featured Member



Meet John Bohde, Deputy County Manager, Polk County

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

I was a student member for several years back in the early 2000s. I recently joined as a Full Member in January 2025 after being promoted to Deputy County Manager in August 2024. I joined FCCMA to increase my knowledge as a manager and be part of a collegial group of public sector managers that I can bounce ideas off of.

Are you an ICMA member?

No, I plan to join, though.

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

- Associate of Arts (AA) from Polk Community College
- Bachelor of Science (BS) in Political Science from Florida Southern College
- Master of Public Administration (MPA) from the University of South Florida
- I am a Certified Public Manager (CPM) from Florida State University.
- I have my American Institute of Certified Planners (AICP) designation from the American Planning Association as well.

Why did you select a career in public service?

Since I was a teenager, working for the Parks and Recreation Department in the city I grew up in, I have had an infinity for local government service. I also had an uncle who was a city manager in a local city, which intrigued me, so I started to hone that career path while attending Florida Southern College.

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

I have almost 25 years of experience in the public sector, yet I left for approximately 2.5 years while working for a local developer in the private sector.

[Read More](#)

Member Article



Shifting Employee Evaluations: Why Charlotte County is Moving from Tasks to Culture

***Claire Jubb, Assistant County
Administrator, Charlotte County***

For years, employee evaluations in local government have primarily measured task completion, efficiency, and output. While these factors are important, they do not fully capture what makes a workplace successful.

Recognizing the need for a shift, Charlotte County is in the process of rolling out a new

evaluation approach that prioritizes organizational culture alongside job performance.

At the heart of this transformation is a desire to build a workplace where employees are not just evaluated on what they do but on how they contribute to a positive, collaborative, and innovative environment. The new evaluation system will focus on six key competencies developed from the organization's core values, Charlotte CARES – Committed, Accountable, Resourceful, Energetic, and Supportive.

The final core competency is Job Skills, which includes well-being and safety. These attributes reflect the qualities that help government agencies thrive and better serve their communities.

[Read More](#)

Professional Management Matters

FCCMA held an Onsite Training at Florida Gulf Coast University on Friday, April 4, 2025. Students and local government employees learned how emotional intelligence involves an awareness of your own self (emotions) and the ability to manage/harness those emotions to solve problems and help others do the same. The facilitator reviewed this topic, then a distinguished group of panelists of current city and county managers shared their opinions on this trait using real examples and personal tips.



Events and Trainings



Electric Vehicles: The Pros and Cons You Should Know Before Making the Leap

May 1, 2025, from 2:00 p.m. – 3:00 p.m.

ICMA Practice Areas: 6, 8, 9, 10, 11, and 12

Program Summary:

Join us for an insightful hour-long webinar featuring the Pinellas County Fleet Director, Pinellas County Senior Departmental Administrative Manager, and UF faculty as they discuss the critical transition of public fleets from internal combustion engines to electric vehicles (EVs).

The Pinellas County Fleet Director and Senior Departmental Administrative Manager share their experience transitioning a large public fleet to EVs and discuss the challenges, logistics of fleet management, and the essential infrastructure required for the transition. Gain valuable insights into vehicle selection, costs, charging networks, maintenance considerations, and more.

This webinar is ideal for public fleet managers, administrators, and anyone interested in the future of sustainable transportation. Don't miss this chance to learn practical strategies, overcome challenges, and understand the steps in successfully transitioning a public fleet to electric vehicles.

Register today to reserve your spot and take a step toward a cleaner, greener future for public transportation!

Speakers:

- JP Gellermann, UF/IFAS Extension Director, Pinellas County
- Don Moore, Fleet Division Manager, Pinellas County
- John Neal, Senior Departmental Administrative Manager, Pinellas County

[Register Here](#)



Interagency Coordination: Real Time Crime Center

June 5, 2025, from 2:00 p.m. – 3:00 p.m.

ICMA Practice Areas: 2, 4, 6, 8, 9, 10, 11, 13 and 14

Program Summary:

The webinar will cover the inter-agency coordination effort to establish and operate the Real-time Crime Center or Bay Real-time Operations Center (BayROC).

Discussion will also include uses, partnerships with local businesses and industries, and examples of successes.

Speakers:

- Sheriff Tommy Ford, Bay County Sheriff's Office
- Chief Mark Smith, Panama City Police Department

[Register Here](#)

Upcoming Webinars

Save the date for future webinar offerings!

May 1, 2025

Electric Vehicles - The Pros and Cons you Should

Know Before Making the Leap

| | |
|-------------------|---|
| June 5, 2025 | Interagency Coordination: Real Time Crime Center |
| July 10, 2025 | Creating Robust Strategic Plans for Local Governments: Ensuring Impact, Measuring Success, and Framing Your Story |
| August 7, 2025 | Best Uses of Opioid Settlement Monies |
| September 5, 2025 | Cybersecurity |

Jobs

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

ALACHUA COUNTY – Criminal Justice Systems Security Manager

ALACHUA COUNTY – Director of Human Resources

ALACHUA COUNTY – Director of Information and Telecommunication Services

ALACHUA COUNTY – Executive Director (MTPO)

ALACHUA COUNTY – Forester/Landscaping Inspector

ALACHUA COUNTY – OPUS Mental Health Counselor

ALACHUA COUNTY – Pretrial Officer

ALACHUA COUNTY – Public Services Division Director

ALACHUA COUNTY – Senior Assistant County Attorney

BOCA RATON – Accountant – Pension

CHESTER COUNTY, PA – Chief

Experience Officer (Assistant County Manager)

DAYTONA BEACH – Police Grants & Projects Specialist

DUNDEE – Town Manager

HOLLYWOOD – Assistant City Manager

LAUDERHILL – Communications Administrator

LAKE COUNTY – Financial Analyst

LAKE PARK – Finance Director

LEE COUNTY, GA – Director of Utilities

LUMPKIN COUNTY, GA – Community Development Director

MAITLAND – Community Development Director

MCKINNEY, TX – Director of Planning

NICEVILLE – Fire Chief

ORANGE PARK – Town Manager

PALM BAY – Public Works Director

SARASOTA COUNTY – Manager II, Air and Water Quality Programs

SUNNY ISLES BEACH – Assistant to the Deputy City Manager

SUNNY ISLES BEACH – Communications and Media Specialist

TALLAHASSEE – Associate Accountant (Fixed Assets and AR)

TALLAHASSEE – Purchasing Agent I, Purchasing Agent II or Senior Purchasing Agent

DUNEDIN – Assistant Director of
Public Works

ELGIN, TX – Finance Director

FORT MYERS BEACH – Finance
Director

HALLANDALE BEACH – Assistant City
Manager

HIGH POINT, NC – Director of
Planning and Development

TAMPA – Employee Relations Manager

TAYLOR COUNTY – Director of
Engineering

TITUSVILLE – City Manager

TROUTVILLE, OR – City Manager

VENICE – City Manager

WEST PALM BEACH – Developmental
Services Director

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