

2025

STATE OF THE ASSOCIATION

Florida City and County Management Association





FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION

Post Office Box 1757 • Tallahassee, FL 32302 • 850.222.9684

Fax: 850.222.3806 • Email: fccma@flcities.com

Dear Members of the Florida City and County Management Association,

As we reflect on the past year, we are proud to share the many accomplishments that have helped advance our mission and support local governments across the region. These efforts are a testament to our collective dedication to fostering professional growth, strengthening local government practices, and creating stronger communities.

I would like to highlight several key achievements:

- 1. Internship Stipends:** We offered stipends to four local governments – Crystal River, Flagler Beach, Winter Park, and Palm Beach Gardens – to assist in hiring interns. This initiative was designed to introduce interns to local government work and the role of a manager, helping cultivate the next generation of leaders in our field.
- 2. Monthly Webinars:** Over the course of the year, we developed and hosted 12 engaging monthly webinars on a variety of relevant and timely topics. These webinars have provided valuable insights and tools to help local government professionals navigate the evolving challenges in our field.
- 3. Virtual Fall Symposium:** We successfully planned and hosted a virtual Fall Symposium with the theme “Building and Improving Public Trust,” which drew 136 attendees. Randy Mora, Attorney at Trask Daigneault, facilitated the event, and we were fortunate to have a distinguished group of speakers. Their expertise provided invaluable perspectives and practical strategies for building trust within our communities.
- 4. Winter Institute:** We also planned an exceptional Winter Institute focused on “What Keeps Managers Up at Night,” tackling key challenges faced by local government managers.
- 5. Virtual Bootcamp Video Series:** Additionally, we completed the second half of our virtual bootcamp video series, which aims to provide essential tools and guidance for new aspiring managers and support their professional growth from day one.
- 6. Members-in-Transition Guide:** The Membership Committee and Senior Advisor Mark Ryan updated the Members-in-Transition Guide, ensuring it provides the most current and relevant resources for members navigating career transitions. The updated guide offers valuable information on financial resources, coping with a job loss, protecting legal rights, and a list of government recruiting firms, all designed to support individuals as they move through career changes. This revision reflects our commitment to helping members maintain their professional growth and stability during times of transition.

These initiatives and programs have made a significant impact on the development of local government leadership and professional management. We look forward to continuing these efforts in the coming year to further support the vital work you do in your communities.

Thank you for your continued engagement and dedication. Together, we can continue to create stronger, more effective local governments for the future.

Sincerely,

Mark Cunningham, Assistant County Administrator, Sarasota County
President, Florida City and County Management Association



FCCMA Home Page: fccma.org

THE FCCMA BOARD OF DIRECTORS FOR PROGRAM YEAR 2024-2025:

President

Mark Cunningham,
*Asst. County Administrator,
Sarasota County*



President-Elect

Sarah Campbell,
*City Manager,
Fernandina Beach*



Vice President

Suzanne E. Sherman,
*Assistant City Manager,
Satellite Beach*



Past President

Michael Grebosz,
*Assistant City Manager,
DeLand*



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*City Manager,
Callaway*



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*City Manager,
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Winter Park*



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*Asst. County Administrator,
Pinellas County*



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*City Administrator,
Tavares*



At-Large Director

Reese Goad,
*City Manager,
Tallahassee*



At-Large Director

Mike McNees,
*City Manager,
Marco Island*



At-Large Director

Howard Tipton,
*Town Manager,
Longboat Key*



The following is a summary of the [Florida City and County Management Association](#) committee and partner activities for 2024-2025.

AWARDS AND SCHOLARSHIPS COMMITTEE



Chair:

Annamarie Reno,
*City Manager,
Mascotte*



Vice Chair:

Carlos Baia,
*City Manager,
Temple Terrace*

- Revised the Awards Policy to clarify that the Assistant for Excellence in Leadership Award is intended for a Deputy or Assistant City or County Manager
- 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: Lynn Tipton

If You Care, You Do! Award: Carl Harness and Javarious Jackson

Richard (Dick) Simmons Lifetime Achievement Award: Ronald Ferris

Michael J. Roberto Award for Career Development: Edward Lavallee

Award for Professional Management Excellence: Leigh Ann Henderson

Assistant for Excellence in Leadership: Maggie Paluch

FCCMA's Rising Star Award: John Boehm

B. Harold Farmer Scholarship: Madeleine Gonzalez

Raymond C. Sittig Scholarship: Brenda Toscano

Aspiring Professional Manager Scholarships: Emily Smith and Josh Starr

Past President's Scholarship: Harrison Netburn

Emerging Leaders Scholarship: Adam Mohammed, Aaron Olson, and Christina "Kricy" Snoots

COMMUNICATIONS COMMITTEE



Chair:
Kimberly Nicholls,
Assistant Human
Resources Director,
Largo



Vice Chair:
John Boehm,
Assistant to the
City Manager, Palm
Beach Gardens

- Provided articles for FCCMA's monthly newsletter sharing member profiles, best practices, special interests, and community highlights
- Achieved an overall engagement rate of 9.3% across social media platforms. Additionally, we received 530 new followers on LinkedIn and garnered more than 84,000 impressions across Facebook, LinkedIn, and X (formerly Twitter).
- Conducted a short-form video showcase asking cities and counties to send a video highlighting "What Makes Your City/County Resilient?" Ten cities and counties participated and were featured on FCCMA's social media
- Spotlighted 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 2025-2026 directory cover, the website, and Facebook page for a quarter of the year. A photo from Wauchula was chosen as the winner. Photos from Zephyrhills, Alachua County, and St. Cloud were chosen as the runners-up. Voting was opened 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

- Celebrated 2024 and 2025 anniversaries of 25 years or more with International City/County Management Association recognition to five communities around the state:

- **Escambia County:** 45
- **Chipley:** 25
- **Okaloosa County:** 30
- **Leon County:** 25
- **Gulf Breeze:** 50

- Recognitions for 50 years or more were presented to Gulf Breeze



Chair: Matthew Spoor,
Assistant County
Administrator,
Pinellas County

CONFERENCE PLANNING COMMITTEE

The Conference Planning Committee planned an exceptional conference centered on the "Joy of Service" that included pre-conference sessions on being a city/county manager, speed networking, and ethics; 12 breakout sessions and a Journeys session; and three impressive keynote speakers and a fun Friday evening social networking event.



Chair:
Sarah Campbell,
City Manager,
Fernandina Beach



Vice Chair:
Suzanne Sherman,
Assistant City
Manager, Satellite
Beach



Host Chair:
Tracey Stevens,
Town Administrator,
Haverhill

ETHICS COMMITTEE



Chair: Carl Harness,
Chief Human Services
Administrator,
Hillsborough County



Vice Chair:
Horace McHugh

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

Members

- 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)
- Andrea McCue appointed by President Grebosz (term expires 2028)
- JP Murphy appointed by President Grebosz (term expires 2028)

President Mark Cunningham appointed Emily Lewis and Michele Lieberman to a four-year term.

FISCAL & ADMINISTRATIVE POLICY COMMITTEE



Chair:
Emily Colon



Vice Chair:
Michele Lieberman,
County Manager,
Alachua County

The Fiscal & Administrative Policy Committee reviewed the Committee Policy and made recommendations to the Board on who can serve on committee and what members can serve in leadership roles.

INVESTMENT COMMITTEE



Chair:
Mark Cunningham, Assistant County
Administrator, Sarasota County and
FCCMA President



Vice Chair:
Sarah Campbell, City Manager, Fernandina
Beach and 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

- **Suzanne Sherman**, Assistant City Manager, Satellite Beach and FCCMA Vice President
- **Mike Grebosz**, Assistant City Manager, DeLand and FCCMA Immediate Past President

Appointed Members

- Jonathan McKinney appointed by President Mike Grebosz (term expires 2025)
- Dolly Miller appointed by President Lori LaVerriere (term expires 2026)
- Amy Davis appointed by President Mike Grebosz (term expires 2027)
- President Mark Cunningham appointed Brad Johnson for a three-year term.

MEMBERSHIP COMMITTEE



Chair:
Doug Baber,
Assistant County
Manager,
Hardee County



Vice Chair:
Kaitlyn Griffin,
Performance &
Accountability
Officer, North Port

- At the beginning of Program Year (PY) 2024-2025, there were 738 members; as of March 25, 2025, FCCMA has 697 members. There is a net decrease of 41 members, with 27 members waiting for approval. The following is a summary of the Committee's work for 2024-2025.
 - Eighty-three members joined during PY 2024-2025.
 - One hundred nineteen members canceled their membership during PY 2024-2025, and five members passed away.
 - 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
 - Updated the Members-in-Transition Guide
 - Conducted direct outreach to welcome new members and encourage new member applications
 - Conducted a Membership Satisfaction Survey to help us better understand member needs and expectations and to identify areas for improvement

NEXT GEN TASK FORCE



Chair:
Desiree Casanova,
Assistant to the
County Administrator,
Sarasota County



Vice Chair:
Ratna Dougherty,
Assistant Professor,
University of South
Florida

- Received 17 local government applications interested in hosting an intern for Summer 2025
- Offered a stipend to four local governments (Crystal River, Flagler Beach, Winter Park, and Palm Beach Gardens) to assist them in hiring an intern to introduce them to local government and the manager profession

PAST-PRESIDENTS COUNCIL

- Continued offering the successful Fireside Chat with the Past Presidents at the Saturday Breakfast at conference
- Contributed to another conference scholarship to defray the cost for an ICMA fellow to attend the annual conference



Staff Liaison:
Lynn Tipton,
FCCMA Executive
Director Emeritus

PROFESSIONAL DEVELOPMENT COMMITTEE



Chair:
Casey Lucius,
Assistant
City Manager,
Marco Island



Vice Chair:
Matt Spoor,
Assistant County
Administrator,
Pinellas County

- Developed 12 monthly webinars on topics such as Breaking Down Silos in Your Organization and Building New Teams; Remote Work; Making the Most of Your Public Meeting; Maximizing Robert's Rules; Maximizing Efficiency in Government through Digital Leadership; Successful Legislative Relationships; AI Won't Take Your Job but Someone Using It Might; Recruitment and Retention: What's Working and What's Motivating Job Candidates; Surviving Rollback; and Securing the Future: Affordable Housing Solutions for Aging Populations
- Planned a virtual Fall Symposium with the theme "Building and Improving Public Trust" with 136 attendees. Randy Mora, Attorney, Trask Daigneault, facilitated the Symposium. The speakers included Dr. Scott Paine; Dana Souza, City Manager, Sanibel; Pete Gomez, Director, Miami-Dade Department of Emergency Management; Mike McNees, City Manager, Marco Island; Doug Baber, Assistant County Manager, Hardee County; Rita Silva, Director of P3 and Innovative Procurement Division, Miami-Dade County; and Juan Alfonso, President/Chief Operation Officer, CES Consultants, Inc.

WINTER INSTITUTE PLANNING COMMITTEE

- Planned an exceptional Winter Institute with the theme "What Keeps Managers Up At Night"
- Steve Vancore, President of VancoreJones, was the facilitator for the event.
- Feedback from the sold-out event was very positive.
- Sessions included:
 - Civility and Trust
 - Civility and Common Information
 - Civility and Agendas
 - A Practical Pathway to Effective Asset Management – Where to Start, How to Do It, and Why It Matters
 - Best Practices and Asset Management: Lessons from Research
 - From Streets to Stories: Building Public Support for Critical Projects
 - Forecasting Extreme Weather Events
 - Experience from the Field: Managing Extreme Weather Events



Chair:
Reese Goad,
City Manager,
Tallahassee

SENIOR ADVISORS

Russ Blackburn,
Port St. Lucie



Pam Brangaccio,
St. Petersburg



George Forbes,
Winter Park



Jim Hanson,
Atlantic Beach



Tom Harmer,
Winter Garden



Kenneth Parker,
*Coordinator,
Port Orange*



Mark Ryan,
Tallahassee



Terry Stewart,
Arcadia



The Senior Advisors serve in many capacities. Tasks included:

- Made over 6,774 contacts and provided more than 840 hours to the membership
- Staffed the gift bag booth during the Annual Conference, which allowed them to visit with members and vendors about the Senior Advisor Program
- Did resume reviews at conference and provided career counseling with several members
- Advised cities on City Manager recruitment activities
- Coordinated with Mississippi cities to help cities in the panhandle after three hurricanes hit the area
- Added Terry Stewart as a Senior Advisor
- Continued to assist in legislative affairs
- Served as a resource for cities that are reviewing their charters
- Worked with the Membership Committee to update the MIT Guide
- Connected/contacted Members in Transition (MIT)
- Welcomed new members to the Association and encouraged them to become active
- Connected/contacted First-time Administrators
- Advocated FCCMA membership to non-members
- Supported activities related to council/manager form of government
- 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:

Message Matters, Inc.; Florida League of Cities (FLC); and the International City/County Management Association (ICMA). Reports from these partners are included.

Message Matters, Inc.

In FY 2024, Beth Rawlins retired, and FCCMA began its partnership with Message Matters, Inc. as the corporate liaison. **Dani Dahlberg** now manages all corporate relations, including booth sales, directory advertisements, and sponsorships at the conference. She consistently delivers outstanding service to the Association.



Dani Dahlberg



Jeannie Garner

Florida League of Cities (FLC)

The Florida League of Cities (FLC) manages all administrative duties through an agreement, with **Casey Cook** serving as the executive director and **Carol Russell** and **Cindy Ryan** as coordinators. FLC also acts as the Association's office headquarters, with **Jeannie Garner** as the executive director.



Chris Holley



Randy Reid

Chris Holley, the League's Director of Member Services and Training, continues to host the monthly webinars.

International City/County Management Association (ICMA)

The FCCMA has an agreement with the International City/County Management Association (ICMA) that defines the responsibilities and benefits of both organizations. They collaborate closely on membership recruitment and the promotion of professional management. **Randy Reid** serves as the ICMA Southeast Regional Director. Additionally, the Senior Advisors fall under the joint oversight of both organizations, with ICMA covering some of the associated expenses.

FCCMA Staff



Casey Cook,
FCCMA Executive
Director



Carol Russell, FCCMA
Affiliate Services
Coordinator Supervisor



Cindy Ryan, FCCMA
Affiliate Services
Coordinator