

From: Florida City and County Management Association <fccma@flcities.com>
Sent: Monday, June 30, 2025 8:06 AM
To: Carol Russell
Subject: FCCMA June 2025 Newsletter

News and Updates

June 30, 2025



President's Message

There are several people I want to thank right away. Firstly, Mark Cunningham. Mark, thank you for your leadership over the past year. It has been a pleasure to have you as our president. Your leadership and commitment to advancing the goals of the organization have not gone unnoticed. Thank you. I look forward to working alongside you in the upcoming year as you continue as past president.

You know how in our organizations, the elected officials get the credit, and the staff do the work? So it is with FCCMA. This organization thrives on the efforts of Casey Cook, Carol Russell, Cindy Ryan, Melanie Howe, and the support of the entire Florida League of Cities team. Thank you!



To my husband, Bryan, for his love, support, and advice over the last 28 years, even when I didn't want it, thank you. To our kids, Lauren, Nate, and our grandson Lincoln, I am so proud of everything you do. The world really is your oyster, and I cannot wait to see what you create for your future.

And to the first three managers I worked for – John Bowles, Cindy Hall, and Jim Hanson (none of whom are here today, but all of whom I consider friends) – thank you for all you taught me while we worked together.

As I was preparing for this year, I asked many previous presidents what they did during their year of service. Some focused on the next generation of leaders. Shannon held focus groups promoting women in leadership. Jim improved the website by adding an on-demand training library. William said he rode his bike across the state. Some said it all went by too fast. Lee Feldman told me he focused on the joy of service. Lee was president of FCCMA in 2006-2007. I think it has been long enough, Lee. Let's spread some joy once again!

As managers, we deal with a lot of frustrating issues—lack of qualified staff, tough policy issues, complicated local elections, unfunded mandates from the legislature, angry citizens, never enough funding, and even less time to get it all done...

It's time to pause that for a few days and reflect on the positive side of this profession. What are the experiences you've had because of your role that brought joy to your life? Building a new playground, attending a professional sporting event, sitting in the front row at a live music performance, riding in an airplane, helicopter, boat, fire truck, or parade, shaking hands with a celebrity, taking an important meeting with movers and shakers in business, industry, or government?

For me, travel is that great joy.

I've had the pleasure of visiting 11 countries, 47 states, and 75 of our beautiful Florida cities. And in each of those places, I take pictures. Pictures of how that place does things differently than we do here. How is local government at work in unique ways there?

The images I shared included economic development kiosks in Ecuador, utility boxes in Orange Park, traffic signals in Morocco, a cave city in Spain, fire hydrants in Alaska, public swings in South Carolina, the lack of safety signage on a hike in Ireland, and utility markings in South Miami Beach. This last one brought me so much joy! I laughed out loud the morning I saw this, walking down the sidewalk. The sheer technical expertise needed to work in utilities in South Miami Beach is remarkable!

I also shared two data sets with the audience. These sets show that Florida ranks between 14 and 19 in the world economy, based on gross domestic product. That puts Florida between Spain and Indonesia as far as world economies go. Regardless of the source, our economy is one of the top 20 in the world! What does that mean for us today, right now?

It means that there is a whole lot of expertise in this group. It also means that we, as city and county managers, have a responsibility for an incredibly impactful system. As we are charged with maintaining and improving this world economy, that is, Florida, whom can we look to? Who is administering governments better, smarter, faster, cheaper, with more diversity of thought and greater transparency to their citizens?

The solutions to your unique issues may be sitting at the same table as you. Or it may be found in a place you never even imagined. We should be able to connect you with those resources regardless of whether you work in a rural sugar cane farming county or a city with 75 million annual visitors.

During the upcoming year, I would love to know what you are curious about. I'm curious about how the city hall in Boise, Idaho, runs on geothermal energy. I will be asking our

FCCMA committees to get creative. Let's reach farther to bring you solutions that will carry us forward into the next era of governance.

Thank you all, and I look forward to serving our association this year.

Sarah

Future Managers Virtual Bootcamp

Our commitment to inspiring and developing the next generation of local government professionals continues to thrive. Building on the success of our original training series, I'm thrilled to announce the launch of **Season 2**—a fresh collection of insights and stories tailored to empower future city and county managers.

Season 2 expands upon the foundation laid in the first series, offering new perspectives and diving deeper into the diverse aspects of professional management. Featuring seasoned professionals who share their experiences, challenges, and lessons learned, these videos are designed to motivate self-discovery and inspire professional growth.

From mastering commission meetings to navigating emergencies, Season 2 provides practical advice and real-world examples that illuminate the path to effective leadership. Whether you're an emerging leader or guiding others on their journey, this series serves as a valuable resource for reflection and development.

We invite you to explore and share these new episodes with your networks. Together, we can continue to foster strong, ethical leadership in local government and encourage others to pursue this rewarding career path.

Thank you for being a part of this ongoing mission to inspire and strengthen the next generation of professional managers.



[Virtual Bootcamp Series](#)

Member News and Updates

The following membership applications have been received:

- **David Allen**, District VII, Assistant County Administrator, Pasco County BOCC, Full Member
- **Stefanie Anderson**, District VII, Fiscal Services Manager, Pasco County BOCC, Affiliate Member
- **Sammie Brown**, District IV, Bachelor of Business Administration, Palm Beach Atlantic University, Student Member
- **Madeleine Gonzalez**, District I, Master of Public Administration, Florida State University, Student Member
- **Becky Gunter**, District VII, Recreation Director, City of Seminole, Affiliate Member
- **Dr. Latronda Hayes**, District IV, Assistant to the City Manager, City of Riviera Beach, Affiliate Member
- **Evelyn Herbello**, District V, Deputy Town Manager, Town of Bay Harbor Islands, Full Member
- **Michelle Jaromin**, District VII, Special Projects and Opioid Litigation Settlement Coordinator, Hillsborough County, Affiliate Member
- **Stanley Merantus**, District V, Deputy Town Manager, Town of Pembroke Park, Full Member

- **Shanard Robinson**, District IV, Bachelor's Degree, Florida International University, Student Member
- **Lane Schneider**, District VI, Director of Emergency Management, Hardee County, Affiliate Member
- **Emily Smith**, District V, Bachelor of Political Science, Florida International University, Student Member
- **Kimberly Warren**, District IV, Finance Director, City of Fellsmere, Affiliate Member
- **Gustavo Zambrano**, District V, Affiliate 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.



Former New Smyrna Beach City Manager Ermalee Irene Beckham dies at 95

Ermalee Irene Beckham served as New Smyrna Beach's city manager from 1978 until her retirement in 1986.

Beckham is a Minorcan descendant, dating back to the Turnbull Settlement period in the 1700s. After her retirement, she became involved in historic preservation efforts in the city.

When Beckham died on June 19 at age 95, she not only left a legacy of unwavering dedication to

municipal government, but also one of deeply rooted love for her family and community in New Smyrna Beach.

Beckham, the first woman to serve as New Smyrna's city manager, made her mark working for more than 30 years at City Hall and in preserving the city's history, part of which is also her own family's.

[Read More](#)

On May 20, 2025, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the City of Fort Lauderdale Commission in celebration of their 100th year as a Commission-Manager form of government.

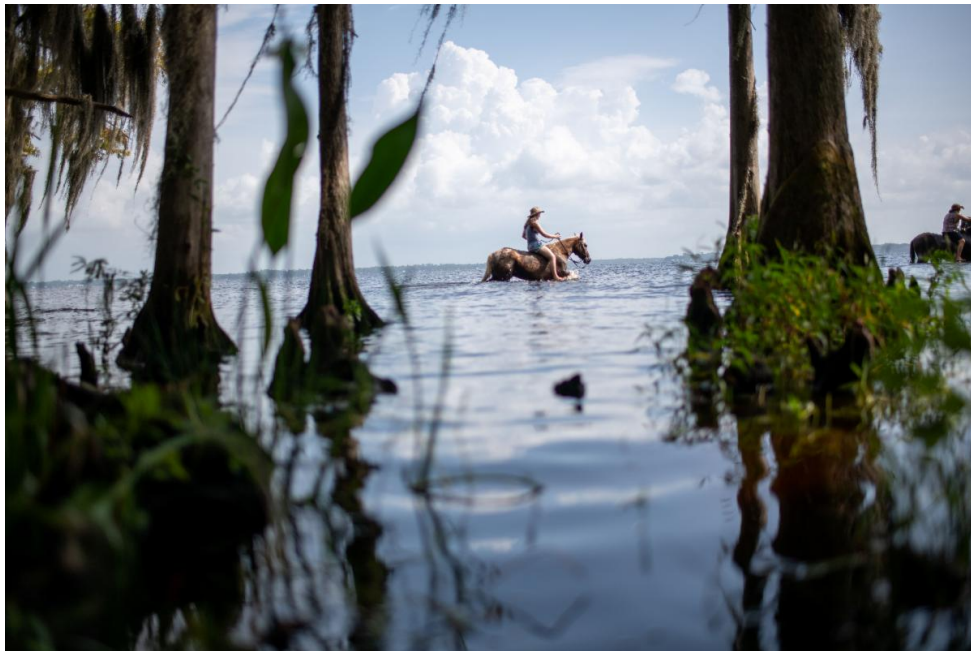


Pictured Left to Right: City Manager Rickelle Williams, Commissioner Pamela Beasley-Pittman, Sarah Hannah-Spurlock, Mayor Dean Trantalis, Commissioner Steven Glassman, and Commissioner Ben Sorensen.

On June 10, 2025, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the Broward County Commission in celebration of their 50th year as a Commission-Manager form of government.



Pictured Left to Right: Commissioner Michael Udine, Vice Mayor Mark Bogen, Commissioner Steve Geller, County Administrator Monica Cepero, Sarah Hannah-Spurlock, Mayor Beam Furr, Commissioner Hazelle Rogers, Commissioner Alexandra Davis, Commissioner Nan Rich, Commissioner Robert McKinzie, and Commissioner Lamar Fisher.



This photo was taken by the Clay County Tourism and Film Development Department

and submitted by Clay County for the 2025/2026 FCCMA Photo Contest. The 2026/2027 Photo Contest will open in November 2025.

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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](https://www.fccma.org). Also, please keep FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email [Carol Russell](mailto:Carol.Russell@fccma.org).

The FCCMA Podcast



Tune in to learn from the public servants in your communities.

Streaming now on all major podcast platforms.



#FCCMAPODCAST

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.

- **#179 Rebuilding Cities After Disaster**
Ed Cook, City Manager, Callaway
- **#180 Communicating Through Crisis**
Frances Robustelli, City Manager, St. Pete Beach
- **#181 Practical Guidance from the Former FEMA Administrator**
Craig Fugate, Former FEMA Administrator and Florida Emergency Management Director
- **#182 Hurricane Preparedness and Recovery in Small Cities**
Audra Curts, City Manager, Crystal River

[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!

Perspectives

Local government leaders across Florida share how their teams prepare for the hurricane season.



Featured Member

**Meet Lily Stewart, Intern, Palm
Beach Gardens**



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

I joined FCCMA in February 2025 because of its valuable resources – networking, training, conferences, webinars, publications, and scholarships. The organization also offers internships, and I was honored to be selected as the FCCMA Next Generation intern for Palm Beach Gardens. This experience, along with the organization's offerings, is helping me explore and prepare for a career in local government.

Are you an ICMA member? Why did you join, and how long have you been a member?

I joined the University of Central Florida's ICMA Student Chapter in January 2025 to connect with other students interested in public service, participate in community outreach initiatives, and learn about future potential career opportunities. As with FCCMA, I hope to further develop my professional skills by attending

workshops.

Please describe your areas of formal/advanced education.

My coursework has included civics, domestic and international politics, constitutional law, and public finance. As a result, I have gained knowledge in policy analysis, structures and powers of government, and basic public sector economics.

Why did you select a career in public service?

I am interested in a career in public service because it has a significant role in improving the quality of life and well-being of a community. Public service offers the greatest opportunity to impact change, as it contributes to the policies and programs that deliver services to citizens.

Tell us about your program of study.

I am currently majoring in political science with a concentration in American politics and policy at the University of Central Florida. My academic background has provided me with a solid foundation in government and public policy.

[Read More](#)

Member Article

Shaping Tomorrow: Florida's ICMA Student Chapters Convene for Productive Roundtable Discussion at the 2025 FCCMA Conference

Joshua Starr, ICMA Student Chapter President, University of South Florida, ICMA Blog Post



Pictured: Participants at the Florida ICMA Student Chapter Roundtable on May 28, 2025

ICMA Student Chapters from across Florida gathered for a productive round table discussion during the 2025 Florida City/County Management Association (FCCMA) Conference in Orlando, Florida, to discuss the future of city management, public service, and how ICMA Student Chapters can be part of the conversation. Participants included student chapter members, mentors, advisors, and other practitioners interested in the success of the next generation of local government professionals.

“We wanted to bring together all the great ideas from the future of city management and public service. We reached out to FCCMA, and they supported the vision. All the hard work paid off,” said Josh Starr, ICMA Student Chapter President, University of South Florida (USF).

The session was organized by the USF ICMA Student Chapter, with vital support from FCCMA. Josh Starr acted as the moderator, and led the discussions oriented around ICMA Student Chapters. FCCMA representatives John Boehm, Assistant to the City Manager, Palm Beach Gardens, Jeff Tillman, City Manager, Auburndale, and USF ICMA Student Chapter mentor, led a discussion on FCCMA's initiatives to support ICMA Student Chapters. There were between 35 and 45 participants during the round table discussion.



(Left) USF ICMA Student Chapter President Josh Starr and (Right) FCCMA Representative John Boehm

The round table began with each ICMA Student Chapter President presenting updates on their Student Chapter, such as events, recruitment, membership, challenges, and other areas of interest.

[Read More](#)

From the Florida Division of Emergency Management

With Hurricane Season underway, Kevin Guthrie, Executive Director of the Florida Division of Emergency Management, provided updated guidance to local emergency managers. He assured that the state is fully prepared to lead response and recovery efforts, regardless of federal uncertainty.

Here's a summary of key questions and responses from Guthrie:

What should we plan for this year? The same as you do any given year! We should not be planning as if a response or recovery depends on anything from FEMA or any other federal entity.

Will the State assist with establishing DRC/MARC/ESC after a hurricane? We will continue to provide Multi Agency Resource Centers after a disaster hits. Jared Ochs with the Department of Business and Professional Regulation took an active roll in helping Rachel Woofert with this last year and I anticipate no change here. FEMA has stated that they will no longer do door to door and will most likely NOT open DRCs and want states to do more. I spoke with the Governor's Office about this and they want me

to continue to provide MARCs and door to door services (heavy contractor presence). Therefore, generally, there could be more MARCs opened in your communities but please understand that the larger the storm, the fewer MARCs will be in your individual counties/cities. Because we will be running the MARCs, time frames will most likely be shorter but open much sooner than traditional DRCs. We cannot keep these locations open for 30, 60, 90 days. Expect weeks versus months.

Will this be a requirement for local governments? I do not see a “requirement” for local governments to have a MARC. If a MARC is opened there **WILL** be an expectation that a city/county representative is there at the location to liaison on behalf of the city/county.

What will it look like? From what I read; it appears the DSA teams are a thing of the past. Yes, DSAs are a thing of the past. Utopia, in my opinion, would be combining initial damage assessment, registration, SDD, and high-water marks into a single pass. We are working on “utopia” but for the time being, as previously mentioned, there will be a door to door contractor presence for future disasters.

Will there be contracted support? Yes

Will we need to establish pre-disaster contracts to support the disaster centers? Logistics? I would argue, this is up to you. Do you want a table with county/city materials? Your county/city departments? If so, can you handle that? If not, you may need to look for contract support at the local level. We will bring all state support.

What can I do now? Identify locations! This could be more intensive than ever before as we could open multiple locations in a county. I will have Rachel Woofert work on a “checklist” of what we need – minimum square footage, etc. but the requirements should not be as strict as federal requirements.

More updates will be shared in upcoming statewide emergency management calls.



Creating Strategic Plans that Stick: Bold Plans, Real Results

July 10, 2025, from 2:00 p.m. – 3:00 p.m.

ICMA Practice Areas: 2, 6, 7, 8, 9, 10, 12, 13, and 14

Program Summary:

Too many local government strategic plans end up as “shelf documents,” approved with enthusiasm, then forgotten. This FCCMA webinar features leaders from Tallahassee, Winter Haven, and Homestead, each at a different stage in the strategic planning journey. Whether you're in a city or county, this session offers practical insights to help you build bold, actionable plans that guide decisions and tell your community's story.

Speakers:

- Kemarr Brown, Deputy City Manager, City of Homestead
- M.J. Carnevale, Deputy City Manager, City of Winter Haven
- Thomas Whitely, Senior Executive Director-Strategic and Community Relations, City of Tallahassee

[Register Here](#)

Upcoming Webinars

Save the date for future webinar offerings!

July 10, 2025	Creating Strategic Plans that Stick: Bold Plans, Real Results
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 – Case Manager II
ALACHUA COUNTY – Facilities Preservation Projects Coordinator
ALACHUA COUNTY – Senior Fiscal Services (MPTO)
ALACHUA COUNTY – Senior Programmer Analyst

MADISON – City Manager
MIAMI BEACH – Capital Improvement Project (CIP) Senior Project Manager/Project Managers
NEW PORT RICHEY – Economic Development Director
NEW SMYRNA BEACH – Fiscal Analyst / Accountant I

BATTLE CREEK, MI – City Manager
BOYNTON BEACH COMMUNITY REDEVELOPMENT AGENCY (BBCRA) – Executive Director
CENTURY – Town Administrator
COCOA BEACH – City Manager
EDGEWATER – Director of Public Works
FINNEY COUNTY, KS – County Administrator
HARDEE COUNTY – Procurement Manager
HIGHLANDS COUNTY – County Engineer
HILLSBOROUGH COUNTY – Professional Land Surveyor/Mapper
HOMESTEAD – Assistant Director of Budget
HOMESTEAD – Assistant Director of Development Services
HOMESTEAD – Assistant Director of Risk Management
HOMESTEAD – Senior Risk Analyst
HOMESTEAD – Superintendent of Maintenance & Operations
HOMESTEAD – Assistant Director for Redevelopment, Real Estate & Market Economics
INDIAN ROCKS BEACH – City Manager
LAKE PARK – Community Redevelopment Project-Marketing Coordinator
LAKE PARK – Senior Accountant

NEW SMYRNA BEACH – Risk Manager
NORTH MIAMI BEACH – Deputy Director, Library
NORTH MIAMI BEACH – Engineer II
NORTH MIAMI BEACH – Finance Director
NORTH MIAMI BEACH – Public Works Director
NORTH PORT – City Attorney
NOVI, MI – Chief Financial Officer
ORMOND BEACH – Risk Manager
PALM COAST – City Manager
PINELLAS COUNTY – Budget Analyst
PINELLAS COUNTY – Intergovernmental Liaison
PORT ARTHUR, TX – Controller
SAFETY HARBOR – Finance Director
SARASOTA COUNTY – Transit Safety, Security and Training Officer
SHERIDAN, OR – City Manager
SUNNY ISLES BEACH – City Engineer
SUNNY ISLES BEACH – Parks Superintendent
TREASURE ISLAND – City Manager – Temporary
WEST PALM BEACH – Manager, Resiliency and Climate Change
WEST PALM BEACH – Parking Systems Administrator
WINTER SPRINGS – Construction Services Manager

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