

# News and Updates

May 30, 2025



## President's Message

I would like to take this opportunity to say THANK YOU!

Foremost, THANK YOU to the FCCMA staff for your tireless work in making this a productive and successful program year. The enormity of the scope of work you do behind the scenes to make this Association a success is very commendable.

THANK YOU to the Officers and Board of Directors for your enthusiastic, persistent efforts to ensure a successful program year. By your contributions, dedication, and pursuit of excellence in challenging situations, you reflected great credit upon yourselves and the Association.

THANK YOU to all the Committee Chairs, Vice Chairs, and Committee Members who dedicated time, energy, and expertise to ensure the Association's committee matters were effectively led, administered, and accomplished in an efficient manner.

THANK YOU to all the Senior Advisors for your mentorship and for going above and beyond to impart knowledge and guidance to our Members.



THANK YOU to Dani Dahlberg for ensuring we have a great conference, and for all your other selfless contributions. My gratitude in this regard also extends to your predecessor, Beth Rawlins, who left the Association with a solid legacy of successful conferences.

THANK YOU to all the Association members for choosing to join, and for remaining faithful FCCMA members. I understand that there may be resource challenges to overcome, and that there are other professional organizations and associations that compete for your participation.

THANK YOU to all the FCCMA Sponsors, Associates, and Affiliates. You have been, and continue to be, important pillars of our Association.

THANK YOU to Jonathan Lewis and the entire Sarasota County family. Without your steadfast support, challenge, and encouragement, my presidency would not have been possible.

To our families and friends – without you, we would not have been able to achieve nearly as much as we did amid almost continuous challenging circumstances. And even during the few times when we did not fully measure up to expectation, your love and support were unmatched and unwavering. THANK YOU!

This program year had its special set of stressors for the cities, counties, and organizations we represent. You weathered hurricanes, floods, tornadoes, snowstorms, fires, and changing political dynamics. You were forced to develop and implement creative budget maneuvers due to the financial volatility at the state and federal levels. Nonetheless, with your backs to walls, hands firmly gripped to plows, commitment to local government service, resiliency, and can-do spirit, you worked tirelessly to serve your respective communities. As such, your constituents benefited from the great results of your steadfastness, sacrifice, and self-denial. On behalf of your constituents and communities – THANK YOU!

As I transition from President to assume my new role as Immediate Past President, I eagerly look forward to continue serving you and serving with you. During the upcoming 2025-2026 Program Year, you will be in the very capable hands of your next President, Sarah Campbell. I look forward to her leadership.

It has been a blessing and an honor.  
THANK YOU!

Mark

## Member News and Updates

The following membership applications have been received:

- **Audrey Ables**, District VII, Assistant to the County Administrator, Pinellas County, Affiliate Member
- **Alfred Battle Jr.**, District VII, Assistant City Manager, City of Clearwater, Full Member

- **Richard Berrios**, District IV, City Attorney, City of Port St. Lucie, Affiliate Member
- **Margaret Carey**, District VII, Town Administrator, Town of Redington Shores, Full Member
- **Richard Chess**, District IV, City Manager, City of Fort Pierce, Full Member
- **Lee Hale**, District III, President, Hale Innovation, Corporate Member
- **Larry Jones**, District I, City Manager, City of Destin, Full Member
- **Mariah Moody**, District VII, City Administrator, City of Belleview, Full Member
- **Matthew Morton**, District III, City Manager, City of Palm Bay, Full Member
- **Adam Poirrier**, District VII, Assistant City Manager, City of St. Pete Beach, Full Member
- **Brian Robinson**, District III, Deputy City Manager, City of Palm Bay, Full Member
- **Rafael Soto**, District VII, Master of Public Administration, University of South Florida, Student 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



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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](#). Also, please keep FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email [Carol Russell](#).

## The FCCMA Podcast

A promotional graphic for the FCCMA Podcast. On the left is a vertical photo of a woman with dark curly hair wearing white earbuds and looking at a smartphone. To the right of the photo is a white rectangular area with a green border. At the top of this area is the FCCMA Podcast logo, which includes a green microphone icon and the text 'FCCMA PODCAST' in green and black. Below the logo is the text 'Tune in to learn from the public servants in your communities.' in green. Underneath that is a green rectangular button with the text 'Streaming now on all major podcast platforms.' in white. At the bottom left of the white area is a small circular logo with a map of Florida and the text 'FCCMA'. To the right of this is the hashtag '#FCCMAPODCAST' in green. The entire graphic is set against a light green background with a darker green border at the top and bottom.

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.

- **#154 (Re-Release) Insights from a FCCMA Senior Advisor**  
Ken Parker, FCCMA Senior Advisor Coordinator
- **#178 Powering the Future: How Winter Park Took Charge of Its Electric Utility**  
Randy Knight, City Manager, Winter Park
- **#177 Balancing the Demands of City Management with Personal Well-Being**  
Debbie Manns, City Manager, New Port Richey
- **#176 When the Urgent Overtakes the Important for Elected Officials**  
Vince Long, County Administrator, Leon County

[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 discuss how they keep up with emerging trends and technologies to enhance public services.



## Featured Member



### Meet Julie Krolak, Deputy City Manager, Coral Springs

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

I recently re-joined a few months ago, but was previously a student member while attending the University of Central Florida.

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

Yes. I am a new member of ICMA and look forward to learning from other municipalities throughout the country, while sharing the best

practices we utilize in the City of Coral Springs.

#### Please describe your areas of formal/advanced education.

Bachelor of Arts, Public Administration (2000) and Master of Public Administration (2003), University of Central Florida. Certificate in Urban & Regional Planning (2003), University of Central Florida. Construction Management Certificate, Louisiana State University (in process).



### Why did you select a career in public service?

I was raised in a family committed to community and public service. When my mother was elected to the City Commission of a local municipality while I was in high school, I often attended meetings and events with her and realized the value of service to others. From then on, I knew I could help improve my community by dedicating a career to public service.

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

Since graduating from college, I have been employed in the public sector.

[Read More](#)

## Member Article

### Organizational Transformation: Elevating Attitudes to Fuel Success

*Dr. Keith A. Clinkscale, Director of Strategic Planning and Performance Management, Palm Beach County, and Dr. Addie Javed, Director of Public Works and Floodplain Administrator, Indian River County*



When we think about transforming our organizations, especially in local government, we often turn to strategic plans, performance metrics, and new technologies. But after years of leading change in the public sector, we have found that **true transformation doesn't start with systems, it starts with people.**

And more specifically, it starts with their **attitudes**.

### The Often-Ignored Catalyst for Change

In a field where we deal with funding shortfalls, bureaucratic hurdles, and ever-increasing demands, it's easy to underestimate the importance of attitude. But it is the one element that can elevate or undermine every initiative we pursue.

*"Your attitude will determine your altitude."*

**Culture is Not Just a Buzzword: It is a Performance Driver**

Peter Drucker famously stated, *"Culture eats strategy for breakfast."* It is a truth we ignore at our peril. Too often, we see leaders pour their energy into crafting robust plans, only to see them falter due to internal resistance, lack of ownership, or disengaged employees.

**Culture is how your team behaves when no one is watching.** And culture is driven by the attitudes your people bring to the table – enthusiasm or cynicism, ownership or apathy, collaboration or conflict.

Senior leaders should be spending **at least 75% of their energy on shaping and nurturing culture.** Why? Because it affects everything:

- **Recruitment:** 77% of job seekers consider a company's culture before applying.
- **Retention:** 65% of employees say culture is a key reason they stay.
- **Engagement:** Positive cultures see up to a 72% increase in engagement.
- **Brand identity:** A thriving internal culture radiates outward to residents and stakeholders.

[Read More](#)



**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!

<b>June 5, 2025</b>	<b>Interagency Coordination: Real Time Crime Center</b>
<b>July 10, 2025</b>	<b>Creating Strategic Plans that Stick: Bold Plans, Real Results</b>
<b>August 7, 2025</b>	<b>Best Uses of Opioid Settlement Monies</b>
<b>September 5, 2025</b>	<b>Cybersecurity</b>

# Jobs

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

<b>ALACHUA COUNTY</b> – Court Officer	<b>KILLINGLY, CT</b> – Town Manager
<b>ALACHUA COUNTY</b> – Executive Director (MTPO)	<b>LAKE COUNTY CLERK OF THE CIRCUIT COURT AND COMPTROLLER</b> – Senior Inspector General Auditor
<b>ALACHUA COUNTY</b> – Grants/Contracts Specialist	<b>LAKE PARK</b> – Assistant Finance Director
<b>ALACHUA COUNTY Library District</b> – Librarian I	<b>LAKELAND</b> – Human Resources and Civil Service Director
<b>ALACHUA COUNTY</b> – Library Manager – Cone Park	<b>LARGO</b> – Performance & Budget Director
<b>ALACHUA COUNTY</b> – Library Manager – Outreach Services	<b>LIBERTY COUNTY, GA</b> – Assistant County Administrator
<b>ALACHUA COUNTY</b> – Probation Officer	

**ALACHUA COUNTY** – Public Services Administrator  
**ALACHUA COUNTY** – Tourist Development Manager  
**AUSTIN TRANSIT PARTNERSHIP, TX** – Vice President of Accounting  
**BOCA RATON** – City Manager  
**CAMDEN COUNTY, GA** – Solid Waste Director  
**CHATHAM COUNTY, GA** – Assistant County Manager  
**DADE CITY** – City Manager  
**DURHAM COUNTY, NC** – Library Director  
**EDGEWATER** – Public Works Utility Manager  
**FELLSMERE** – Planner 1  
**JACKSONVILLE** – Attorney III – Labor and Employment  
**JACKSONVILLE** – Attorney V – Duval County School Board

**MARCO ISLAND** – Human Resources Director  
**MIAMI BEACH** – City Engineer  
**MIAMI BEACH** – Public Works Director  
**NORTH PORT** – Assistant City Attorney  
**PINELLAS COUNTY** – Asset Management Section Manager (EAM, GIS, CITYWORKS)  
**PINELLAS COUNTY** – Intergovernmental Liaison  
**PORT ORANGE** – Assistant Reclaim Water Production Manager  
**SGR** – Recruitment Coordinator  
**WALTON COUNTY BCC** – Planning Technician  
**WINTER SPRINGS** – Assistant Director of Public Works & Utilities / City Engineer  
**WHITE SPRINGS** – Interim Town Manager

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