

News and Updates

July 31, 2025



President's Message

I hope you're enjoying a safe and restful summer. As we look ahead, there are several exciting opportunities for connection, learning, and professional development.

First, I hope you've already registered for the **2025 ICMA Annual Conference**, which will take place **October 25–29** at the **Tampa Convention Center**. This event brings together local government professionals from around the globe to exchange ideas, strengthen leadership skills, and build lasting networks. We're also pleased to share that **FCCMA will host a reception on Monday, October 27, from 5:00 to 7:00 p.m. at American Social on Harbour Island Blvd.** Registration will open soon. We hope you'll join us for a great evening of camaraderie with your fellow members.



FCCMA Committees have begun planning training and development program opportunities for the new Program Year. Your input is essential to this process. If you have ideas for conference sessions, please send your suggestions to the FCCMA staff at fccma@flcities.com. Your voice helps shape meaningful and relevant programming.

The FCCMA Short-Form Video Showcase is returning this year, offering cities and counties a chance to spotlight what makes their communities unique. The committee is

finalizing the theme now, with more details coming next month—start thinking about how your team might take part!

Finally, don't miss our upcoming **Free Coaching Webinar on Wednesday, August 7, from 2:00 to 3:00 p.m.**, titled "Best Uses of Opioid Settlement Monies." Whether you work in public safety, public health, finance, or administration, this session will provide valuable context and tools to help your community make the most of these critical resources. Click [here](#) to register today to secure your spot.

Sincerely,

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:

- **Kevin Matyjaszek**, District IV, Utility Systems Director, City of Port St. Lucie, Full Member
- **Lorie Mertens-Black**, District III, Assistant City Manager, City of Casselberry, Full Member
- **Jesus Nino**, District VII, CRA Executive Director, City of Clearwater, Affiliate Member
- **Sophia Santagata**, District VI, Bachelor in Public Policy, Anderson University, 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.



This photo of Kissimmee Lakefront Park was taken by James Lietz of the City of Kissimmee and submitted by the City of Kissimmee for the 2025/2026 FCCMA Photo Contest. The 2026/2027 Photo Contest will open in November 2025.

From Our Partners

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ICMA Gettysburg Leadership Institute – September 2025

September 10, 2025, 2:00 PM ET - September 12, 2025, 1:30 PM ET

Each year, a small group of no more than 35 senior local government managers meet to study the leadership lessons of Gettysburg. This is a unique opportunity to join colleagues in an exploration of personal leadership, organizational effectiveness, and the lessons of history.

[Learn more about ICMA Gettysburg Leadership Institute](#)

Note: The September Gettysburg Leadership Institute fee is non-refundable after July 18, 2025.

Impacts of Reconciliation Bill on Local Governments

"NO TAX ON OVERTIME" PROVISION

The reconciliation bill includes a temporary federal income tax deduction for qualified overtime compensation, effective for tax years 2025 through 2028.

Coverage and Financial Impact

- **Deduction Amount:** Up to \$12,500 for individuals (\$25,000 for married filing jointly)
- **Income Limitations:** Phases out for taxpayers with modified adjusted gross income above \$150,000 (\$300,000 for joint returns)
- **Employee Eligibility:** Limited to employees earning under \$160,000 annually
- **Tax Structure:** Above-the-line deduction (available regardless of itemizing status)

First Responder-Specific Benefits

Firefighters

- **Threshold:** Applies to firefighters working more than 53 hours per week (the FLSA threshold)
- **Coverage:** Approximately 80% of International Association of Fire Fighters (IAFF) U.S. members work a 53-hour schedule and qualify
- **Alternative Qualification:** Members not on 53-hour schedules need to work more than 212 hours in a 28-day cycle

Police Officers

- **Threshold:** Must work more than 43 hours in a 7-day period to qualify for overtime under FLSA
- **Coverage:** Includes police officers, detectives, deputy sheriffs, state troopers, highway patrol officers, investigators, and correctional officers

Other First Responders

- **Eligible Positions:** Paramedics, EMTs, ambulance personnel, rescue workers, hazardous materials workers
- **Requirements:** Must receive overtime compensation as required under the Fair Labor Standards Act

[Click here for the full document](#)

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](#).

MIT Profile

Meet Chandler Williamson

Name?

Chandler F. Williamson

What was your last position before becoming an MIT?

Where: Town of Pembroke Park, FL, May 2024



to April 2025

Position: Interim Town Manager, 4 Months
Deputy Town Manager, 8 Months

Briefly share your background?

21+ years in public service (local and state)

BS: Political Science & Policy

MPA: Public Administration (Concentration Local Government)

DPA: ABD

Florida Licensed Realtor in Residential, Commercial, & Industrial

Associations/Memberships

United Way of Palm Beach County (Former Board Member & Current Committee Member)

FCCMA, Florida League of Cities, Palm Beach

League of Cities, Broward League of Cities,

National League of Cities, Palm Beach City/County

Manager Association, and U.S. Air Force Veteran

Prior Positions: City Manager, Deputy City

Manager, Director in Housing, Chief of Staff, Florida Senate

What's your forte?

Legislative Appropriations for Infrastructure and Redevelopment

Procurement and Contract Development

Identifying municipal weakness in day-to-day operations and management

Team builder (hiring, retention, and sustainability)

[Read More](#)

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.

- **#183 Regional Cooperation and Hosting ICMA in Tampa**
Barry Burton (Pinellas County) and Carl Harness (Hillsborough County)
- **#184 Leadership, CRAs, and Legislative Involvement**
Charlie Van Zant, Interim City Manager, Treasure Island
- **#185 Storm Recovery and Managing Contaminated Debris**
Mark Cunningham, Immediate Past President of 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!

Perspectives

FCCMA student members discuss the factors that are most important in staying engaged and committed to a long-term career in public service.



Featured Member



Meet Karen Manila, City Manager, Fruitland Park

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

I became a member of FCCMA in June. I joined because of the educational and networking opportunities FCCMA provides. Being new to the State of Florida, having a network of experienced city managers I can reach out to will help in learning the intricacies of managing a Florida city.

Please describe your areas of formal/advanced education.

I have a Master of Public Administration from the University of North Texas. Go Mean Green!

Why did you select a career in public service?

I didn't really select a career in public service as much as I stumbled into a career in public service. My first city job was with a small

town as its finance director. I enjoyed the work, but didn't realize my passion for public service until I went to work for a larger city in the budget office. That's where I learned that the work I did could have a positive impact on residents' daily lives. From that job forward, my passion for public service did nothing but grow.

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

My first job after college was in retail management. After that, I worked in public accounting as a paraprofessional accountant. I'm now in my 33rd year of working in the public sector.

Please tell us about your current position and give a brief job description if you are not a City Administrator/Manager.

I am currently the City Manager for Fruitland Park.

Please describe your typical day.

Is there such a thing as a typical day? I think that is one of the reasons I love city management. Your days are varied, and you never know what is going to come your way. I am a to-do list person. I like to lay out what I think my day will look like and create my list in order of importance. Very rarely do I get through everything on my to-do list, and often check off only one or two things from the list on a given day. My list currently includes items that have been there for close to a month, but today is the day I will get to them! At least that's my plan...

[Read More](#)

Member Article

A Blueprint for Resilience: Pinellas County's \$813 Million CDBG-DR Recovery Strategy

Matt L. Spoor, Assistant County Administrator, Pinellas County



In the wake of Hurricanes Idalia, Helene, and Milton, Pinellas County found itself confronting the compounding effects of back-to-back storms—coastal flooding, housing loss, compromised infrastructure, and deepening community vulnerabilities. County leaders immediately sought help for the most vulnerable people, obtaining an unprecedented \$813 million in Community Development Block Grant – Disaster Recovery (CDBG-DR) funds from the U.S. Department of Housing and Urban Development (HUD)—the largest such grant in the County's history.

From day one, the County committed to an open, inclusive, and forward-thinking approach to recovery. Through a combination of public

outreach, data-driven planning, and strategic investment, Pinellas County has built a recovery framework that puts people first. The result: a long-term plan that restores what was lost in the storms and rebuilds a more resilient community.

Building the Plan: Data + Public Voice

The development of the County's CDBG-DR Action Plan was guided by a foundational principle: communities recover best when the public is at the table. The County launched recover.pinellas.gov as a central hub for all CDBG-DR efforts and kicked off a comprehensive public input process in early 2025—including stakeholder meetings, online surveys, and a series of widely attended public presentations of the plan.

That feedback directly shaped the priorities outlined in [the Action Plan](#) submitted to HUD in May 2025.

[Read More](#)



Best Uses of Opioid Settlement Monies

August 7, 2025, from 2:00 p.m. – 3:00 p.m.

ICMA Practice Areas: 7, 8, 9, 10, and 12

Program Summary:

Join us for an informative session designed to help city and county leaders understand the scope of the opioid settlements, how funds are allocated, and how your community can make the most of this unprecedented opportunity. With over \$50 billion being distributed nationwide, including more than \$3 billion to Florida, this webinar will cover the origins of the crisis, the structure of the settlements, and Florida's unique Memorandum of Understanding. You'll hear firsthand how to navigate implementation, including real-world examples from Sheriff Hardwick, who is a member of the Statewide Council on Opioid Abatement, Sheila Fitzgerald, Deputy County Administrator for Okaloosa County, and Robert Bage, Chief of Police for Fort Walton Beach. Whether you're in public safety, public health, administration, or finance, this session will equip you with the context, tools, and strategies to ensure these funds make a lasting impact in your community.

Speakers:

- Robert Bage, Chief of Police, City of Fort Walton Beach
- Sheila Fitzgerald, Deputy County Administrator, Okaloosa County
- Robert Hardwick, Sheriff, Okaloosa County

[Register Here](#)

**Cybersecurity Attacks: Protecting Business Operations**

September 4, 2025, from 2:00 p.m. – 3:00 p.m.

ICMA Practice Areas: 6, 8, 10, 11, and 13

Program Summary:

A cybersecurity incident is a question of “when” as opposed to “if.” Learn from local government IT professionals before you experience your next attack. Discussion will include lessons from a real-life incident, an overview of the types of threats and how to prepare, and how to manage risk and possible business impacts. Gain tools to prepare for, respond to, and limit harm from security breaches.

Speakers:

- Todd Bayley, Chief Information Officer, Pasco County
- Rob Beach, Chief Technology Officer, City of Cocoa
- Dominic Hamilton, Chief Information Officer, City of Indian Harbour Beach

[Register Here](#)



Local Government Housing Issues in Florida
October 3, 2025, 9:00 a.m. – 1:00 p.m. ET (Lunch is included.)
Florida Gulf Coast University
10501 FGCU Boulevard South, Fort Myers, FL
Cohen Center Room 201
ICMA Practice Areas: 3, 6, 8, 9, 10, and 13

A free parking pass for the day will be provided to all panelists and registered attendees.

Professional Registration - \$50
Student Registration - \$15

Moderator: FGCU ICMA Student Chapter Officers

Program Summary:

Employee housing, workforce housing, affordable housing, moderate income housing, low-income housing, mixed-use developments, planned unit developments, single-family homes, apartments, condos, etc. The nomenclature used when discussing the topic of housing in Florida can be confusing when attempting to understand this issue.

The panel for this program will hold an informal discussion on the issues involving housing in their jurisdictions. The discussion will include examples of local initiatives to address housing challenges, compliance with state and federal mandates, responding to economic realities, local political considerations, and the demographics unique to each jurisdiction.

Panelists:

- Terry Atchley, County Manager, Hardee County
- Claire Jubb, Assistant County Administrator, Charlotte County
- Michael Ilczyszyn, City Manager, Cape Coral
- Michael McNees, City Manager, Marco Island
- Amy Patterson, County Manager, Collier County
- Steve Sarkozy, Village Manager, Village of Estero

This panel represents diversity in terms of urban, rural, city, county, and economics. Attendees will be encouraged to ask questions and offer their own insights on this important issue.

[Register Here](#)

Upcoming Webinars

Save the date for future webinar offerings!

August 7, 2025

Best Uses of Opioid Settlement Monies

September 4, 2025

Cybersecurity Attacks: Protecting Business Operations

Jobs

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

APALACHICOLA – City Manager

BARTOW COUNTY, GA – Chief

Financial Officer

BEE CAVE, TX – City Engineer

BREVARD COUNTY – County Manager

CHILDREN'S TRUST OF ALACHUA

COUNTY - Director of Marketing & Communications

DUNEDIN – Economic Development Manager

FELLSMERE – Chief of Police

FELLSMERE – Planner II

GREENVILLE, TX – Administrative Services/Finance Director

IOWA COLONY, TX – City Manager

LAKE WALES – Growth Management Director

LONGWOOD – City Clerk

LONGWOOD – Finance Director

MARCO ISLAND – Finance Director

NEW PORT RICHEY – Economic

Development Director

NORTH MIAMI BEACH – City Manager

SARASOTA COUNTY – Recovery

Project Manager

SARASOTA COUNTY – Video

Production and Engineering Supervisor

SARASOTA COUNTY – Water Division

Project Manager

ST. LUCIE COUNTY – County Attorney

SUNNY ISLES BEACH – Human

Resources & Risk Management Director

SUNNY ISLES BEACH – Parks

Superintendent

WEST PALM BEACH – Assistant

Director of Development Services

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