

News and Updates



November 24, 2025

President's Message

As we enter the season of gratitude, I hope each of you enjoys a wonderful Thanksgiving surrounded by family and friends. Before the winter holidays arrive in full swing, I'd like to share a few important updates and opportunities with you.

2026 Elections: Canvassing has opened. If you are interested in serving on the FCCMA Board as **Vice President** or as an **At-Large District Director**, please note that all nominations must be self-nominations. A completed Board application will be required. A flyer outlining the expectations of Board members can be viewed [here](#).



In December, there will be **no coaching webinar**, as we will be hosting our **FCCMA Fall Symposium**. Registration is now open for this virtual event, scheduled to take place on **December 11, 2025, from 1:00 p.m. to 5:00 p.m.** This year's theme, *"Ethics in Public Finance,"* promises engaging discussions and valuable insights. The Symposium is also an excellent opportunity to fulfill your four-hour ethics training requirement. Click [here](#) to register.

Registration is now open for the **2026 Winter Institute**, which will take place **February 26-27, 2026, at the Hard Rock Hotel Daytona Beach**. This year's theme, *"Finding Opportunity in Uncertain Times,"* will explore how local government leaders can navigate change with creativity and resilience. This event is open to **Full Members only**, and space is limited—register [here](#) to secure your spot.

Finally, thank you to everyone participating in the Short-Form Video Showcase. We look forward to highlighting the hidden gems and unique stories from your communities on FCCMA's social media platforms in the months ahead.

Thank you for your continued commitment to FCCMA and the communities you serve.

Sincerely,

Sarah



THE 30-MINUTE FORMULA: HOW TO WHIP UP A NEWSLETTER SUBMISSION

Quick question: how many of us have time to write an article for this newsletter?

That's what we thought.

But learning from one another is a big reason we joined FCCMA.

That's why we've shortened our "Management in Motion" feature to help you manage the time-crunch and write a succinct, engaging piece in about 30 minutes. Here's how:

Tip 1: Don't get hung up on "big" ideas. If you have a groundbreaking project, by all means, share. But smaller, day-to-day programs can be just as inspiring and are often easier for members to activate.

Tip 2: Outline first, then write. Some of us get keyboard paralysis before we begin. A brief, three-prompt outline can help you structure your thoughts:

1) (Program) was developed to (solve this problem/leverage this opportunity).

2) The three most effective program elements were (planning committee, internal buy-in, external engagement, partner involvement, PR/communications, etc.) and here's why.

3) (Program) resulted in (outcomes).

TIP 3: Keep it high-level, not in the weeds. Choose your data points wisely and try to avoid lengthy, overly detailed descriptions. Keep your eye on the big picture and remember, if someone wants to know more, they'll reach out.

Tip 4: Ask someone to be your "editor." Choose someone who will give you candid feedback and offer suggestions to make your submission even better. Consider your communications director, admin, or even a fellow FCCMA colleague.

Are you ready? Of course you are. And we can't wait to see the submissions roll in!

Member News and Updates

The following membership applications have been received:

- **Yolanda Bryant**, District IV, Master of Business Administration, DeVry University, Student Member
- **Marlene Dzib**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member
- **Christella Jean-Pierre**, District I, Strategic Innovation Consultant, City of Tallahassee, Affiliate Member
- **Traci Kohler**, District VI, Deputy Town Manager, Town of Fort Myers Beach, Full Member
- **Andrew Leisenring**, District VI, Chief of Police, Venice Police Department, Affiliate Member
- **David Murzin**, District I, Town Manager, Town of Century, Full Member
- **Trina Pulliam**, District IV, President, Trainnovations, Corporate Member
- **Craig Shadrix**, District III, City Manager, City of Ocoee, Full Member
- **Eleanor Sobil**, BA in Political Science and BA in Philosophy, University of Colorado Boulder, Student Member
- **Keith Touchberry**, District III, City Manager, City of Cape Canaveral, 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.

Congratulations to the City of Tamarac!

GovTech released an [article](#) this month recognizing the City of Tamarac for earning **1st Place** in the city category with a population of up to 75,000. Congratulations to Tamarac on this outstanding achievement!

To learn more about their innovative work, check out November's [FCCMA webinar](#) on **Utilization of AI in Local Government**, featuring Tamarac's City Manager as a guest. The session highlights AI governance, practical municipal use cases, and key considerations, including ethics, privacy, and public trust.

Congratulations to the FCCMA members recognized at the ICMA 2025 Annual Conference in Tampa!

The **Village of Pinecrest** received the *Community Sustainability Award* in the 10,000–49,999 population category for its innovative initiative, **Miami-Dade County's First Free Composting Program**. This program was created to address pressing environmental challenges and promote sustainable community practices.

Charlotte County earned the *Strategic Leadership and Governance Award* for jurisdictions with populations over 50,000 for its **STTAR (Strategically Targeted Talent Aligned for Retention) Initiative**. This program focuses on identifying and training candidates as STTAR employees, providing them with on-the-job experience to prepare them for regular full-time or part-time roles within the organization.

FCCMA also extends its congratulations to all members who received **Years of Service Awards** in recognition of their dedication and commitment to public service.

[Read More](#)

From Our Partners



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 [FCCMA staff](#).

The FCCMA Podcast

Each week, the Florida City and County Management Association releases a podcast featuring a professional in local government. Tune in to discover success stories, leadership insights, innovative local initiatives, and more to keep you informed.

- **#198 From the Cockpit to the County: Leading Clay County with Strategy and Service**
Howard Wanamaker, County Manager, Clay County

- **#199 From City Hall to the Private Sector: Lessons in Leadership and Infrastructure**
Ed Mitchell, Senior Vice President, U.S. Water Services Corporation
- **#200 Defending Local Government and the Future of Public Service**
Casey Cook, Executive Director, FCCMA

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

Perspectives

Hear local government leaders discuss how infrastructure is being upgraded to meet future needs.



Featured Member

**Meet Philip Harris, Director of Economic Development,
Greenacres**

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



I have been a proud member of the Florida City and County Management Association (FCCMA) for approximately seven years. I joined to strengthen my professional development and leadership in local government, as well as to connect with a network of dedicated public administrators who share a commitment to ethical governance, innovation, and service excellence. FCCMA has provided invaluable opportunities for learning, mentorship, and collaboration that have enhanced my ability to serve communities effectively.

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

Yes, I am an active member of the International City/County Management Association (ICMA) and was honored to be recognized as the 2020 ICMA Honorary Member of the Year. I have been an ICMA member for six years. My involvement in affiliate and partner organizations, such as the National Forum for Black Public Administrators (NFBPA) for 22 years, the Local Government Hispanic Network (LGHN) for three years, and the International Network of Asian Pacific Islander Public Administrators (I-NAPA) for one year, made membership in ICMA a natural extension of my professional journey. As a public administration practitioner, I joined ICMA to expand my engagement in global best practices, leadership development, and ethical governance in local government management.

[Read More](#)

Events and Trainings

December 1, 2025, at 5:00 p.m. ET
Deadline to submit
[2026 Internship Program](#)

December 11
1:00 p.m. to 5:00 p.m.
[Fall Symposium](#)

January 12, 2026, at 5:00 p.m. ET
Deadline to submit
[2026 FCCMA Awards Program](#)

January 12, 2026, at 5:00 p.m. ET
Deadline to submit

February 5
2:00 p.m. to 3:00 p.m.
[FCCMA Coaching Webinar](#)

February 9, 2026, at 5:00 p.m. ET
Deadline to submit
[2026 FCCMA Academic Scholarship](#)

February 9, 2026, at 5:00 p.m. ET
Deadline to submit
[2026 FCCMA Emerging Leaders Conference Scholarship](#)

[FCCMA 2026-2027 Membership
Directory Photo Contest](#)

Upcoming Webinars

Save the date for future webinar offerings!

January 8, 2026	Are You Missing a Key Piece in Workplace Conflict Resolution? Think about an ombudsman!
February 5, 2026	From Planning to Progress: How Cities Build Buy-In and Deliver Long-Term Strategic Success
March 5, 2026	Staying Centered in Divided Times
April 2, 2026	Legislative Session Roundup
May 7, 2026	Hot Topics in HR
June 11, 2026	ADA Compliance
July 9, 2026	Rebuilding Trust
August 6, 2026	Municipal Charter Revamp
September 3, 2026	Requirements from the State

Jobs

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

AMARILLO, TX – Chief Financial Officer
AUSTIN TRANSIT PARTNERSHIP, TX –
Senior Vice President of Financial
Services
ANNA MARIA – City Treasurer
ARCADIA – Floodplain Coordinator
CINCINNATI, OH – Deputy Director
(Deputy Chief Building Official)
Building & Inspections

LIVE OAK – Finance Director
LONGVIEW, TX – Director of Public
Works
MIAMI BEACH – Assistant Director of
Parks and Recreation
**PINELLAS SUNCOAST TRANSIT
AUTHORITY** – Organizational
Development Coordinator

DANIA BEACH – Redevelopment Real Estate Manager
DEERFIELD BEACH – Director, Planning & Development Services
GRAPEVINE, TX – Engineering Manager
HILLSBOROUGH COUNTY – Senior Oracle HCM Cloud Technical Analyst
JACKSONVILLE – Ethics Attorney

PINELLAS SUNCOAST TRANSIT AUTHORITY – Purchasing Clerk
SARASOTA – City Manager
SARASOTA COUNTY – Manager II – Housing and Community Development Program Manager (HERO Program)
SARASOTA COUNTY – Senior SHIP Program Coordinator (Business Professional III)
WILLISTON – Public Works/ Utilities Director

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