

News and Updates

December 22, 2025



President's Message

As we celebrate the holiday season, I hope each of you finds time to rest, reflect, and enjoy moments of peace with family and friends. This is a season that reminds us of the importance of community—and I'm grateful for the dedication you bring to serving yours each day.

Thank you to everyone who joined us for the **Fall Symposium on Ethics and Public Finance**. The program provided valuable insights into truthful budgeting, growth pressures, ethical fiscal strategies, and other timely finance topics. We appreciate your participation and your commitment to strengthening Florida's communities.



Elections are now open for the **Vice President** and **At-Large Director** positions. Both positions require that you be a Full Member for at least three years of membership. To be eligible to apply for the Vice President position, you must have also served on the Board for at least two years. For more information, click [here](#). The deadline to submit your application is **January 30, 2026**. Click [here](#) to apply.

We are looking forward to 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. The **hotel block closes January 30**, and space is limited. This event is open to **Full Members only**—be sure to register [here](#) to secure your spot.

Mark your calendars for our next **free coaching webinar**, *“Turning Workplace Strain into Stability: The Ombuds in Local Government,”* on **January 8 at 2:00 p.m.** This session will discuss how an organizational ombuds can serve as a confidential resource to improve communication, resolve concerns early, and help foster a healthier workplace culture. To register, click [here](#).

As a reminder, **dues payments** and your **annual ethics training requirement** are due by **February 1**. If you still need to meet the ethics requirement, both the FCCMA and ICMA websites offer helpful resources to assist you.

Finally, thank you to everyone who has submitted photos for the **FCCMA Photo Contest**. The contest closes on **January 12**, and we look forward to seeing even more images that capture the spirit of Florida’s communities. To submit your photo, click [here](#).

Wishing you and your loved ones a joyful and restorative holiday season. Thank you for your continued commitment to FCCMA and to the communities you serve.

Sincerely,

Sarah

2026 Winter Institute

A Message from Keynote Speaker Dr. Greg Stewart



MANAGEMENT IN MOTION

Spotlighting city and county success

CHARLOTTE COUNTY HONORED

Charlotte County was honored to receive an International City/County Management Association (ICMA) Community Partnership Award for its innovative Strategically Targeted Talent Aligned for Retention (STTAR) Initiative. The program emerged in response to increasing requests from county departments to lower minimum qualifications in order to expand applicant pools. A review revealed that many vacancies remained unfilled because otherwise promising candidates lacked the specific experience required to secure interviews. In response, the People Operations department collaborated with administration and department directors to develop a pilot program that enables candidates to be hired as STTAR employees, gaining on-the-job training, supervision, and experience to transition into full-time roles. The initiative launched in March 2022 with six job classifications and included dedicated People Operations support, streamlined processes, and a recruitment and hiring guide for managers.

Since its inception, the STTAR Initiative has produced 409 employees through new hires, rehires, and interdepartmental transfers, significantly reducing time-to-fill metrics by building a pipeline of ready, trained candidates. The program has demonstrated that expanding qualification flexibility and investing in hands-on development can open doors for job seekers while strengthening organizational capacity. Beyond operational impact, STTAR has elevated awareness of Charlotte County government's leadership and innovation. People Operations staff have shared the program with neighboring jurisdictions, and it is frequently showcased at local job fairs to inspire potential applicants. The county's ICMA award reflects how strategic workforce development can serve both community needs and the future of the local government profession.

Member News and Updates

The following membership applications have been received:

- **Antranette Forbes**, District III, Director, Economic Development, City of Apopka, Affiliate Member
- **Cameron Pennant**, District VII, Director of Government Relations, Hillsborough County, 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.

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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 [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.

- **#201 Strategic Leadership and Board Game Lessons in City Management**
Dale Martin, City Manager, City of Flagler Beach
- **#202 From Law Enforcement to City Leadership: Building Trust and Infrastructure**
John Eason, Deputy City Manager, City of Wauchula
- **#203 Leading Crestview Through Government Transformation**
JB Whitten, Mayor, City of Crestview

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

Perspectives

Hear what inspired local leaders to pursue a career in public service.



Featured Member



Meet Dr. Latronda Hayes, Assistant to the City Manager, Riviera Beach

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

I joined FCCMA this summer after being promoted to Assistant to the City Manager for the great City of Riviera Beach, Florida. This role marks a significant milestone in my career, and joining FCCMA felt like the natural next step. I've always aspired to work in Administration, with the long-term goal of becoming a County Administrator or City Manager. FCCMA offers the mentorship, resources, and professional network that will

help me grow into that future.

Are you an ICMA member?

I'm not yet an ICMA member, but I hope to join soon.

Please describe your areas of formal/advanced education.

I earned a Bachelor's degree in Criminal Justice and a Master's degree in Public Administration. My academic background laid the foundation for a 23-year career with Palm Beach County, where I steadily advanced into management roles overseeing several program-related departments, including Civil Drug Court and Youth Empowerment initiatives. I also supported Parks and Recreation with project management efforts.

Since joining the City of Riviera Beach, I've continued to expand my experience by working with various departments, including grants and contracts, and collaborating with the Capital Projects Team. I now work closely with the City Manager and Assistant City Manager, and I'm proud to serve as the Assistant to the City Manager—an exciting step toward my long-term goal of becoming a City Manager or County Administrator.

[Read More](#)

Events and Trainings

January 8, 2026
2:00 p.m. to 3:00 p.m.

[FCCMA Coaching Webinar](#)

February 5, 2026
2:00 p.m. to 3:00 p.m.

[FCCMA Coaching Webinar](#)

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

[2026 FCCMA Awards Program](#)

February 9, 2026, at 5:00 p.m. ET
Deadline to submit

[2026 FCCMA Academic Scholarship](#)

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

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

February 9, 2026, at 5:00 p.m. ET
Deadline to submit

[2026 FCCMA Emerging Leaders
Conference Scholarship](#)

Upcoming Webinars

Save the date for future webinar offerings!

January 8, 2026

Turning Workplace Strain into Stability: The Ombuds in
Local Government

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.

ALACHUA COUNTY – Budget and Fiscal Services Director
ALACHUA COUNTY – Court Officer
ALACHUA COUNTY – Community Service Court Compliance Officer
ALACHUA COUNTY – Criminal Justice Systems Security Manager
ALACHUA COUNTY – Foster Grandparent Program Manager
ALACHUA COUNTY – GIS Analyst
ALACHUA COUNTY – Human Resources Specialist
ALACHUA COUNTY – Librarian Supervisor
ALACHUA COUNTY – Pretrial Officer
ALACHUA COUNTY – Probation Officer
ALACHUA COUNTY – Program Coordinator (Housing)
ALACHUA COUNTY – Residential Treatment Counselor
ALACHUA COUNTY – Senior Fiscal Assistant
ALACHUA COUNTY – Senior Library Manager
AUBURNDALE – City Manager

LEON COUNTY – Compensation Analyst
LEON COUNTY – Senior Policy Analyst
LIVE OAK – Finance Director
LONGVIEW, TX – Director of Public Works
LYNN HAVEN – City Manager
MARION COUNTY – Risk Manager
MIAMI BEACH – Assistant Director of Transportation and Mobility
NICEVILLE – Payroll & Accounts Payable Clerk
NICEVILLE – Senior Planner
OTTAWA, KS – City Manager
PINELLAS SUNCOAST TRANSIT AUTHORITY – Accountant
PINELLAS SUNCOAST TRANSIT AUTHORITY – Deputy Director, Community Affairs
PORT ST. LUCIE – Real Property Division Manager
SEMINOLE COUNTY – County Engineer
SEMINOLE COUNTY – Director of Development Services

HARDEE COUNTY – Human Resource Generalist

HARDEE COUNTY – Inventory Specialist

HILLSBOROUGH COUNTY – Cyber Security Vulnerability Management Engineer

INDEPENDENCE, MO – City Manager

JACKSONVILLE – Chief of Municipal Code Compliance

ST. PETE BEACH – Director of Human Resources

SUNNY ISLES BEACH – Floodplain Coordinator

SUNNY ISLES BEACH – Transportation Manager

TOLEDO, OH – Finance Director

WEST PALM BEACH – Director of Housing and Community Development

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