

News and Updates



March 31, 2026

President's Message

It was wonderful to see so many of you at the **Winter Institute**, held **February 26-27** at the Hard Rock Hotel in Daytona Beach. On behalf of all participants, I would like to thank the **Planning Committee** for their hard work in organizing such a meaningful program. This year's theme, Finding Opportunity in Uncertain Times, featured engaging speakers, interactive sessions, and valuable networking opportunities. The feedback has been very positive, and I appreciate the efforts of everyone who helped make the event a success.



We are pleased to welcome **Ed Lavalley and Randy Reid** as **FCCMA's new Senior Advisors**. We are grateful for their service and leadership, and we look forward to the experience and guidance they will bring in support of our members. Please join me in giving Ed and Randy a warm welcome.

We are also excited to announce the launch of **FCCMA's official [Instagram account](#)**. This new platform will help us share timely updates, highlight member achievements, and showcase the important work of local government professionals across Florida. We encourage you to **[follow along](#)** as we continue to expand how

we connect with our members and engage the next generation of local government leaders.

Registration is now open for the 2026 FCCMA Annual Conference, which will be held **May 27-30 at the Hilton Orlando**. Be sure to register by **May 8, 2026**, to receive the early bird rate. We have an outstanding lineup this year, including keynote speakers **Dr. Scott Andrews, Mark Nutsch, and Brooks Williams**, and we look forward to bringing our members together for another engaging conference experience. **Register [here](#)**.

Please mark your calendars for our next **free coaching webinar on April 2**, which will provide a *2026 Legislative Session Update*. This session will review which policies advanced during the legislative session, what remains under consideration, and where you can go for a better understanding of impacts and how to educate your organization and community. **Register [here](#)**.

Committee sign-ups for the 2026-2027 FCCMA Committees are now open. Participating in a committee is a great way to connect with colleagues, share your expertise, and help shape the future of the Association. The deadline to sign up is April 30th, click [here](#) to sign up now.

As we move into the spring season, FCCMA continues to offer opportunities for learning, connection, and professional growth. Thank you for your continued commitment to FCCMA and to the communities you serve.

Sincerely,

Sarah

2026 Winter Institute Recap



MANAGEMENT IN MOTION

Spotlighting city and county success

Going Beyond the Badge: The Doral Police Department Emotional Support Animal Program

Over the past several years, the Doral Police Department has continued to strengthen its emotional support dog initiative, recognizing the meaningful role these specially trained companions play in supporting mental and emotional well-being.

Ginger, along with the program's newest addition, Milkshake, offers comfort, calm, and connection to police officers, residents, and visitors alike. Whether they are visiting schools, attending community events, or supporting officers during demanding moments on duty, these dogs have a unique way of easing stress and helping people feel at ease.



As Doral Police Chief Edwin Lopez shared, “Ginger and Milkshake have a unique way of bringing calm and comfort wherever they go. Through their quiet presence, they help ease stress, create connection, and strengthen trust between our officers and the community. This program reflects our dedication to serving with compassion, understanding, and heart.”

This growing initiative reflects the Doral Police Department's commitment to compassionate policing, meeting the community not only with professionalism but with empathy, understanding, and genuine care. Through programs like this, the department continues to find meaningful ways to support everyone in the community.

Member News and Updates

The following membership applications have been received:

- **Brian Bradley**, District VI, Deputy City Manager, City of Marathon, Full Member
- **Devyn Brown**, District VI, Senior Project Manager, HR Green, Inc., Corporate Member
- **Whit Buchanan**, District VI, County Management Fellow, Charlotte County, Student Member
- **Sofia Castillo**, District I, Master of Public Administration, Florida State University, Student Member
- **Kevin Coppin**, District IV, Assistant City Manager, City of Riviera Beach, Full Member
- **Yude Davenport**, District IV, Town Clerk/Assistant to the Town Manager, Town of South Palm Beach, Full Member
- **Christopher Edwards**, District VII, Director, Economic Development and Housing, City of Clearwater, Affiliate Member
- **Wendy Fils-Aime**, District IV, Doctorate of Public Administration, Nova Southeastern University, Student Member
- **Matthew Graham**, District IV, Assistant County Administrator, Martin County, Full Member
- **Robert Griffin**, Master of Public Administration, Appalachian State University, Student Member
- **Kimberly Hayes**, District II, City Manager, City of Lake Butler, Full Member

- **Juliana Ficheli-Hoffman**, District V, Director of Marketing, SAFEbuilt/CGA, Corporate Member
- **Omar Luna**, District V, Assistant City Manager, City of Miami Springs, Full Member
- **Aidan Marshall**, District VII, Assistant City Manager, City of Inverness, Full Member
- **Hayden Page**, District II, Administrative Assistant, City of Lake Butler, Affiliate Member
- **Lavanya Premkumar**, District VII, Business Support Manager, Pasco County, Affiliate Member
- **Theresa Smalling**, District VII, Director of HR & Risk Management, City of Dunedin, Affiliate Member
- **A. Marie Smith**, District III, Town Manager, Town of Melbourne Beach, 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.

As a part of the FCCMA Professional Management Matters initiative, the Town of Belleair Deputy Mayor, Commissioners, and City Manager were recognized for 45 years of the Commission-Manager form of government by Pinellas County Assistant County Administrator Matt Spoor.



Pictured left to right: Deputy Mayor Tom Shelly, Commissioner Patricia Barris, Commissioner Tom Kelly, Commissioner Todd Jennings, Town Manager Gay Lancaster, and Pinellas County Assistant County Administrator Matt Spoor.

As a part of the FCCMA Professional Management Matters initiative, the City of Dunedin's Mayor, Vice Mayor, City Commissioners, City Manager, and Deputy City Manager were recognized for 100 years of the Commission-Manager form of government by Pinellas County Assistant County Administrator Matt Spoor.



Pictured front row left to right: Pinellas County Assistant County Administrator Matt Spoor, Mayor Maureen "Moe" Freaney, City Manager Jennifer Bramley, Deputy City Manager Jorge Quintas.

Back row, left to right: Commissioner Steven Sandbergen, Vice Mayor Robert Walker, Commissioner Jeff Gow, and Commissioner Tom Dugard.

As a part of the FCCMA Professional Management Matters initiative, the City of Green Cove Springs Mayor, Council Members, and Interim City Manager were recognized for 80 years of the Council-Manager form of government by Senior Advisor Jim Hanson.



Pictured left to right: Council Member Glee Glisson, Council Member Darren Stutts, Interim City Manager Mike Null, Mayor Matt Johnson, Council Member Cheri Starnes, and Council Member Ed Gaw.

As a part of the FCCMA Professional Management Matters initiative, the City of Winter Springs District Mayor, Deputy Mayor, City Council, and City Manager were recognized for 45 years of the Commission-Manager form of government by Senior Advisor George Forbes.



Pictured left to right: City Manager Kevin Sweet, District 5 Commissioner Mark Caruso, Deputy Mayor and District 4 Commissioner Cade Resnick, Mayor Kevin McCann, District 3 Commissioner Sarah Baker, District 2 Commissioner Victoria Bruce, and District 1 Commissioner Paul Diaz.

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ICMA is proud to release [The First-Time Assistant Chief Administrative Officer's Guide](#), developed by the dedicated members of the ACAO task force. This guide provides practical educational support for professionals in the field.

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](#).

Nominate a Life Saver: Recognizing FCCMA Members Who Hire Members-in-Transition

Are you a Member-in-Transition (MIT) who has been hired by an FCCMA member, or do you know an FCCMA member who has hired an MIT? If so, consider



nominating them for the prestigious Life Saver Award!

Since 1993, FCCMA has been dedicated to supporting full members who have separated from their local government. A key part of this effort is encouraging FCCMA members to hire MITs for special projects and/or interim positions whenever possible.

The Life Saver Award recognizes FCCMA members who have made a significant impact by hiring an MIT, helping to provide them with the opportunity and support needed during their career transition.

If you know an FCCMA member who has hired an MIT since June 2025, please email FCCMA staff at FCCMA@flcities.com to submit a nomination.

Let's celebrate those who play a crucial role in supporting our members in transition!

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.

- **#213 Property Taxes, Wage Compression, and the Role of Transparent Budgeting**
Sarah Campbell, City Manager of Fernandina Beach and FCCMA President
- **#212 From the NFL to City Hall: A Unique Path to Municipal Leadership**
Ifo Pili, City Manager of West Valley City, Utah
- **#211 Environmental Messaging, Water Infrastructure, and House Pressures in Rural Wisconsin**
Kelly Westlund, Deputy Administrator, Bay County, Wisconsin
- **#210 From Military Service to Municipal Leadership Through Fellowship**
Jared Jones, Assistant City Manager, Panama City, and Carlos Sanchez, Utilities Operations Manager, Panama City

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

Perspectives

Hear local government managers discuss what issues they're advocating for this year.



FCCMA 2026 Photo Contest

Congratulations to the City of Cape Canaveral, the FCCMA 2026 Photo Contest winner! This photo will be featured on the cover of the 2026-2027 Membership Directory.



The City of Cape Canaveral is a 1.9 square mile beachside community with approximately 10,000 residents. Nestled between the Atlantic Ocean to the east, the Banana River Lagoon to the west, and NASA/Kennedy Space Center to the north, we are the “Space Between Sun, Space, and Sea.”

We are the place where nature, commerce, and spaceflight converge, making our city a special, unique location unlike any other.

This beautiful photo was taken at sunset on December 4, 2025, by Zachary Eichholz, the City of Cape Canaveral’s Chief Resilience Manager, during a routine inspection of the Reef Arches. It was taken from the southern shoreline of the City’s Water Reclamation Facility, overlooking the environmentally sensitive Banana River Lagoon.

In August 2025, ten Reef Arches, each weighing 1,200 pounds, were placed at this particular location to protect the City’s mission-critical Water Reclamation Facility from coastal erosion and storm events. These new concrete structures serve to significantly break up incoming wave energy with their honeycomb design, while not limiting water flow, allowing sunlight to reach the lagoon’s shallow bottom, encouraging seagrass growth, and providing habitat space.

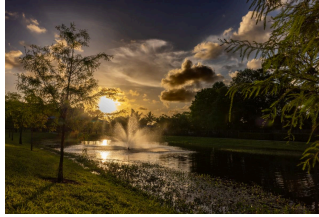
Florida’s Space Coast is the place where the incredible beauty of nature collides with the forefront of human innovation. As we strive for a place in the stars, we always try to remember the importance of our home and work to protect our delicate land and water. This project maximizes natural design to enhance the resilience of both the community and its environment.

Thank you to the FCCMA for the honor and recognition. Cape Canaveral, a name synonymous with inspiration and wonder for generations, will continue forward with its pioneering spirit for generations to come.

FCCMA Photo Contest Runners-Up



Town of Longboat Key
1st Runner-Up



Village of Palm Springs
2nd Runner-Up



City of Oviedo
3rd Runner-Up

Featured Member



Meet Evelyn Rodriguez-Plesa, Assistant Professor, University of Central Florida

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

I have been a member of ICMA since 2016 and a member of FCCMA for four years. I became aware of both organizations while working for the City of Sunny Isles Beach and enrolled in the Ph.D. in Public Affairs program at Florida International University. I served on FCCMA's Membership Committee from 2020 to 2022, and I currently serve on ICMA's Graduate Education Committee. I'm passionate about public service and public service education.

My involvement with both organizations stems from their commitment to elevating the professionalism of local government management and supporting the education and career development of current and future public service leaders.

Please describe your areas of formal/advanced education.

I am a three-time graduate of Florida International University, earning my Bachelor of Arts in International Relations, Master of Public Administration, and Ph.D. in Public Affairs. My research interests include public management, government contracting, local government administration, and human resources management. My most recent research has been published in *Public Administration Review*, *Review of Public Personnel Administration*, *International Journal of Public Administration*, and the *Journal of Cleaner Production*. I am the proud recipient of *Public Administration Review's* 2025 William E. Mosher and Frederick C. Mosher Award for best article written by an academic, and Academy of Management Public and Nonprofit Division's 2025 Best Article Award Honorable Mention for my co-authored research on government contracting.

[Read More](#)

Events and Trainings

April 2, 2026
2:00 p.m. to 3:00 p.m.
[FCCMA Coaching Webinar](#)

May 7, 2026
2:00 p.m. to 3:00 p.m.
[FCCMA Coaching Webinar](#)

April 3, 2026
9:00 a.m. to 1:00 p.m.
[FCCMA Onsite Training](#)
Florida Gulf Coast University

May 27-30, 2026
[FCCMA Annual Conference](#)
Hilton Orlando

Upcoming Webinars

Save the date for future webinar offerings!

April 2, 2026	2026 Legislative Session Update
May 7, 2026	Succession Planning
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 – Assistant
Director of Facilities Management

LAKE PARK – Assistant Finance
Director

ALACHUA COUNTY – CareerSource
WTP/SNAP Program Coordinator

ALACHUA COUNTY – Code
Administration Office Director

ALACHUA COUNTY – Equal
Opportunity Specialist

ALACHUA COUNTY – Learning
Management System Specialist

ALACHUA COUNTY – Senior
Environmental Specialist

**ALACHUA COUNTY LIBRARY
DISTRICT** – Automated Services
Administrator

AUBURNDALE – Finance Director

BROWARD COUNTY – Budget and
Management Analyst

COMMERCE CITY, CO – Human
Resources Director

**EMERALD COAST UTILITIES
AUTHORITY** – Executive Director

FOREST PARK, GA – City Manager

GIDDINGS, TX – City Manager

GROVELAND – Communications
Director

HILLSBOROUGH COUNTY – Senior
Oracle HCM Cloud Technical Analyst

JACKSONVILLE – Attorney –
Transactional

JACKSONVILLE – Attorney II – General
Litigation Eviction Attorney

JACKSONVILLE – Attorney II – Labor
and Employment

JACKSONVILLE – Attorney II – Tort

JACKSONVILLE – Attorney III – Labor
and Employment

JACKSONVILLE – Attorney III – Tort

JACKSONVILLE – Attorney III –
Transactional – Jacksonville Electric
Authority (JEA)

JACKSONVILLE – Ethics Attorney

JACKSONVILLE – Executive
Director/Plan Administrator of the
Police and Fire Pension Fund

JEFFERSON COUNTY – County
Manager

LAKE HAMILTON – Community
Development Director

LAKE PARK – Community
Redevelopment Administrator

LAWRENCE, KS – City Manager

LUBBOCK, TX – Director of Traffic
Management

MELBOURNE – Director of Human
Resources

NAPLES – Deputy Director – Finance

NAPLES – Inventory and Internal
Controls Supervisor

NAPLES – Public Works Planning &
Engineering Director

NORTH LAUDERDALE – Public
Works/Utilities Director

NORTH MIAMI BEACH – Assistant City
Manager

NORTH MIAMI BEACH – Chief
Financial Officer

NORTH MIAMI BEACH – Director,
Housing & Economic Development

NORTH MIAMI BEACH – Executive
Assistant To City Manager

NORTH MIAMI BEACH – Human
Resources Director

PANAMA CITY – City Clerk-Treasurer

SARASOTA COUNTY – Assistant
Director – General Services

SARASOTA COUNTY – Case Manager –
Housing & Community Assistance-
Based Programs

SARASOTA COUNTY – Community
Rating System Coordinator (Business
Professional III)

SARASOTA COUNTY – Program
Coordinator (Business Professional III)
– Homeless & Poverty System

SARASOTA COUNTY – Senior HUD
Program Coordinator (Business
Professional III) – HERO Program

SARASOTA COUNTY – Senior Network
Engineer (IT Professional III)

SARASOTA COUNTY – Treatment
Court Operations Specialist (Business
Professional I)

SENOIA, GA – City Manager

SUMTER LOCAL GOVERNMENT

CONSULTING – Senior Vice President

LAKE HAMILTON – Finance Director

WALDO – City Manager/Clerk

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