

# 2026 STATE OF THE ASSOCIATION

Florida City and County Management Association



Dear Members of the Florida City and County Management Association,

As we reflect on the past year, we are proud to share the many accomplishments that have advanced our mission and supported local governments across Florida. These efforts reflect our continued commitment to professional excellence, ethical leadership, and strengthening our communities.



I would like to highlight several key achievements:

- 1. Internship Stipends:** We provided stipends to four local governments—Bartow, Dunedin, Fort Walton Beach, and Jupiter Inlet Colony—to support the hiring of interns and cultivate the next generation of local government leaders.
- 2. Professional Development:** The Professional Development Committee delivered 11 monthly webinars on timely topics such as cybersecurity, artificial intelligence, and strategic planning, providing members with practical tools to navigate today’s challenges.
- 3. Fall Symposium and Winter Institute:** Our Virtual Fall Symposium on “Ethics in Public Finance” and the Winter Institute, “Finding Opportunity in Uncertain Times,” offered valuable insights on leadership, ethics, and decision-making in complex environments.
- 4. Annual Conference:** The Conference Planning Committee organized an outstanding annual conference centered on “Why We Do What We Do,” reinforcing the purpose and impact of our profession.
- 5. ICMA Conference:** We proudly welcomed professionals from across the country to Florida for an outstanding ICMA Annual Conference in Tampa, which achieved record-breaking attendance in ICMA conference history, showcasing our state.
- 6. Communications and Engagement:** The Communications Committee rebranded its article series to Management in Motion, expanded social media engagement, launched Instagram, and engaged members through creative initiatives such as the “Hidden Gems” video showcase and annual photo contest.
- 7. Membership Support:** Membership continued to grow, and we strengthened outreach to new members and Members-in-Transition, ensuring access to valuable resources and support during career transitions.
- 8. Ethics and Governance:** We reinforced our commitment to ethical leadership by updating our bylaws, strengthening our Ethics Policy, and implementing formal procedures for ethics review.

These accomplishments demonstrate the strength of our Association and the impact of your dedication to public service. We look forward to continuing this important work together in the year ahead.

Thank you for your continued dedication and commitment.

Sincerely,

A handwritten signature in blue ink that reads "Sarah Campbell". The signature is fluid and cursive, written over a light blue circular background.

Sarah Campbell, City Manager, Fernandina Beach  
President, Florida City and County Management Association



**FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION**

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## THE FCCMA BOARD OF DIRECTORS FOR PROGRAM YEAR 2025-2026

### President

Sarah Campbell,  
*City Manager,*  
*Fernandina Beach*



### District II Director

Deric Feacher,  
*City Manager,*  
*Daytona Beach*



### District VII Director

Matthew Spoor,  
*Asst. County Administrator,*  
*Pinellas County*



### President-Elect

Terry Atchley,  
*County Manager,*  
*Hardee County*



### District III Director

Michelle del Valle,  
*Assistant City Manager,*  
*Winter Park*



### District VIII Director

John Drury,  
*City Administrator,*  
*Tavares*



### Vice President

Mike Staffopoulos  
*City Manager,*  
*Jacksonville Beach*



### District IV Director

Tracey Stevens,  
*Town Administrator,*  
*Haverhill*



### At-Large Director

Andrea McCue,  
*City Manager,*  
*Greenacres*



### Past President

Mark Cunningham



### District V Director

Ramiro Inguanzo,  
*Deputy Village Manager,*  
*Bal Harbour Village*



### At-Large Director

Mike McNeas,  
*Executive Director of*  
*Redevelopment and*  
*Facilities,*  
*Collier County*



### District I Director

Ed Cook,  
*City Manager,*  
*Callaway*



### District VI Director

Olivia Minshew,  
*City Manager,*  
*Wauchula*



### At-Large Director

Howard Tipton,  
*Town Manager,*  
*Longboat Key*



The following is a summary of the Florida City and County Management Association committee and partner activities for 2025-2026.

## AWARDS AND SCHOLARSHIPS COMMITTEE



**Chair:**  
Carlos Baia,  
*City Manager,*  
*Temple Terrace*



**Vice Chair:**  
Dale Pazdra,  
*Deputy City Manager,*  
*Coral Springs*

- Reviewed applications, conducted interviews, and selected recipients for the B. Harold Farmer, Raymond C. Sittig, and Aspiring Professional Manager scholarships
- Evaluated nominations and selected recipients for the Association's annual awards

**President's Award:** Jeremiah Glisson

**If You Care, You Do! Award:** Casey Lucius, Micah Maxwell, and Horace McHugh

**Richard (Dick) Simmons Lifetime Achievement Award:** Ken Parker

**Michael J. Roberto Award for Career Development:** Kelvin Baker

**Award for Professional Management Excellence:** Jeremy Allen

**Assistant for Excellence in Leadership:** Dallas Lee

**FCCMA's Rising Star Award:** Nicole Delfino

**B. Harold Farmer Scholarship:** Sean Naughton

**Raymond C. Sittig Scholarship:** Josh Starr

**Aspiring Professional Manager Scholarships:** Kristina Majeski and Shalima Mohamed

**Past President's Scholarship:** Abigale Woods

**Emerging Leaders Scholarship:** Amanda Huber

- Nominated Ken Parker for the ICMA Distinguished Award
- Streamlined application process and modernized related policies

## COMMUNICATIONS COMMITTEE



**Chair:**  
John Boehm,  
Assistant to the  
City Manager, Palm  
Beach Gardens



**Vice Chair:**  
Parth Patel,  
Assistant Budget  
Manager, Fort  
Lauderdale

- Rebranded the former “Best Practice” article series to “Management in Motion,” featuring concise, practical insights from across the state
- Grew Facebook following to over 1,000 followers. Achieved an overall social media engagement rate of 9.3%. Discontinued use of X and launched an Instagram account.
- Promoted events, articles, and local government manager vacancies on social media
- Conducted a short-form video showcase asking cities and counties to send a video highlighting “Hidden Gems: Highlight places, traditions, or people that locals love but visitors might miss.” A total of 26 cities and counties participated and were featured on FCCMA’s social media.
- Conducted a photo contest for cities and counties to submit photos of their communities to be featured on the FCCMA 2026-2027 directory cover, the website, and Facebook page for a quarter of the year. A photo from Cape Canaveral was chosen as the winner. Photos from Longboat Key, Palm Springs, and Oviedo were chosen as the runners-up. Voting was opened to the public again this year.
- Increased both the number of podcast episodes produced and the size of its audience over the past year

## PROFESSIONAL MANAGEMENT MATTERS SUBCOMMITTEE

- Celebrated 2025 and 2026 anniversaries of 25 years or more with International City/County Management Association recognition to the following communities around the state:



**Chair:** Matthew Spoor,  
Assistant County  
Administrator,  
Pinellas County

Belleair: 45	Melbourne: 100
Broward County: 50	New Smyrna Beach: 105
Cape Canaveral: 60	Port Orange: 55
DeLand: 100	White Springs: 30
Delray Beach: 80	Winter Springs: 55
Dunedin: 100	
Green Cove Springs: 80	
Lake Park: 65	
Lantana: 40	
Longwood: 40	

## CONFERENCE PLANNING COMMITTEE

Planned an exceptional conference centered on “Why We Do What We Do” that included pre-conference sessions on being a city/county manager, speed networking, and ethics; 10 breakout sessions and a Journeys session; three impressive keynote speakers and a fun Friday evening social networking event.



**Chair:**  
Terry Atchley,  
County Manager,  
Hardee County



**Vice Chair:**  
Mike Staffopoulos,  
City Manager,  
Jacksonville Beach



**Host Chair:**  
Ramiro Inguanzo,  
Deputy Village  
Manager, Bal  
Harbour Village

## ETHICS COMMITTEE



**Chair:**  
Micah Maxwell



**Vice Chair:**  
Horace McHugh,  
Deputy City  
Manager, North  
Lauderdale

- Revised the bylaws to specify that all members are governed by the ICMA Code of Ethics
- Updated the Ethics Policy to align with the newly established Rules of Procedure for investigating ethics complaints
- Developed and implemented formal Rules of Procedure for the investigation of ethics complaints

### Members

- **Micah Maxwell** appointed by Past President Lori LaVerriere (term expires 2026)
- **Horace McHugh** appointed by Past President Lori LaVerriere (term expires 2027)
- **Hector Flores** appointed by President Mike Grebosz (term expires 2027)
- **JP Murphy** appointed by President Mike Grebosz (term expires 2028)
- **Emily Colon** appointed by President Mark Cunningham (term expires 2028)
- **Emily Lewis** appointed by President Mark Cunningham (term expires 2029)
- **Michele Lieberman** appointed by President Mark Cunningham (term expires 2029)
- President Sarah Campbell appointed **Shannon Lewis** to a three-year term and **Mike Grebosz** to a four-year term.

## FISCAL & ADMINISTRATIVE POLICY COMMITTEE



**Chair:**  
Michele Lieberman,  
County Manager,  
Alachua County



**Vice Chair:**  
Samantha Abell, City  
Manager,  
Gulf Breeze

- No activities were undertaken this year, as the Committee's work plan is project-based and initiated on an as-needed basis.

## INVESTMENT COMMITTEE



**Chair:**  
Sarah Campbell, City Manager, Fernandina  
Beach and FCCMA President



**Vice Chair:**  
Terry Atchley, County Manager, Hardee  
County and FCCMA President-Elect

This Committee consists of the Executive Committee (the president is the chair and the president-elect is the vice chair) and three members with finance experience. Each president appoints a member to the Committee.

- Reviewed the Association's investments and the investment activity and performance for compliance

### *Executive Committee*

- **Mike Staffopoulos**, City Manager, Jacksonville Beach and FCCMA Vice President
- **Mark Cunningham** and FCCMA Immediate Past President

### *Appointed Members*

- **Dolly Miller** appointed by President Lori LaVerriere (term expires 2026)
- **Amy Davis** appointed by President Mike Grebosz (term expires 2027)
- **Brad Johnson** appointed by President Mark Cunningham (term expires 2028)
- President Sarah Campbell appointed **Beth Carsten** for a three-year term.

## MEMBERSHIP COMMITTEE



**Chair:**  
Kaitlyn Griffin,  
Performance &  
Accountability  
Officer, North Port



**Vice Chair:**  
Mac Serda,  
Town Manager,  
Hillsboro Beach

- Membership increased from 710 at the start of Program Year 2025-2026 to 721 as of April 14, 2026, reflecting a net gain of 11 members, with 30 additional applications pending approval. The following is a summary of the Committee's work for 2025-2026.
  - A total of 103 new members joined during the program year.
  - Ninety-two members canceled their membership during the program year.
  - Conducted direct outreach to members-in-transition to check on their well-being, inform them of association benefits, and assist with employment when applicable
  - Provided ongoing support to Members-in-Transition
  - Conducted direct outreach to welcome new members and encouraged prospective member applications
  - Updated the membership brochure to reflect new and enhanced benefits

## NEXT GEN TASK FORCE



**Chair:**  
Desiree Casanova,  
Assistant to the  
County Administrator,  
Sarasota County



**Vice Chair:**  
Ratna Dougherty,  
Assistant Professor,  
University of South  
Florida

- Received 17 applications from local governments interested in hosting an intern for Summer 2026
- Provided stipends to four local governments (Bartow, Dunedin, Fort Walton Beach, and Jupiter Inlet Colony) to support the hiring of interns and introduce them to local government and the manager profession
- Coordinated with the USF ICMA Student Chapter President to host a roundtable for ICMA Student Chapters at the annual conference

## PAST-PRESIDENTS COUNCIL

- Continued offering the successful Fireside Chat with the Past Presidents at the Saturday Breakfast at the annual conference
- Contributed to another conference scholarship to defray the cost for a student to attend the annual conference



**Staff Liaison:**  
Casey Cook,  
FCCMA Executive  
Director

## PROFESSIONAL DEVELOPMENT COMMITTEE



**Chair:**  
Casey Lucius,  
Interim City  
Manager,  
Marco Island



**Vice Chair:**  
Deric Feacher,  
City Manager,  
Daytona Beach

- Developed 11 monthly webinars on topics such as Interagency Coordination: Real Time Crime Center; Creating Strategic Plans that Stick: Bold Plans, Real Results; Best Uses of Opioid Settlement Monies; Cybersecurity Attacks: Protecting Business Operations; Marketing Your Community (and Your Management): How to Make Your Community a Destination of Choice; AI Utilization in Local Government; Turning Workplace Strain into Stability: The Ombuds in Local Government; From Planning to Progress: How Cities Build Buy-In and Deliver Long-Term Strategic Success; Staying Centered in Divided Times; 2026 Legislative Session Update; and Succession Planning
- Planned a virtual Fall Symposium with the theme “Ethics in Public Finance” with 118 attendees. Randy Mora, Attorney, Trask Daigneault, facilitated the Symposium. The speakers included Fernando Casamayor, Assistant City Manager, Doral; Patrick Rutter, Deputy County Administrator, Palm Beach County; Chris Rose, Office of Management and Budget Director, Pinellas County; Kelvin Baker, Deputy City Manager, Miramar; Ileana Kyriakides, Director of Budget and Sustainability, Coral Springs; Kim Adams, Professor, University of Tampa and University of South Florida

## WINTER INSTITUTE PLANNING COMMITTEE

- Planned an exceptional Winter Institute with the theme “Finding Opportunity in Uncertain Times”
- Todd DeAngelis, Director of Communications for the City of Parkland, was the facilitator for the event.
- Feedback from the sold-out event was very positive.
- Sessions included:
  - External Communication: Crisis Communication and Crisis Management
  - Making Critical Decisions Under Fire: Managing Public Pressure and Limited Resources
  - Lessons from the Real World: Preparing for and Facing the Unimaginable
  - Lessons Learned, Wisdom Gained, and “Do-Overs” Needed
  - Personality, Emotional Intelligence, and Leadership



**Chair:**  
Howard Tipton,  
Town Manager,  
Longboat Key

## SENIOR ADVISORS

**Russ Blackburn,**  
*Port St. Lucie*



**Pam Brangaccio,**  
*St. Petersburg*



**George Forbes,**  
*Winter Park*



**Jim Hanson,**  
*Atlantic Beach*



**Tom Harmer,**  
*Winter Garden*



**Ed Lavallee,**  
*Venice*



**Kenneth Parker,**  
*Coordinator,*  
*Port Orange*



**Randy Reid,**  
*Gainesville*



**Mark Ryan,**  
*Tallahassee*



**Terry Stewart,**  
*Arcadia*



The Senior Advisors serve in many capacities. Tasks included:

- Participated in over 1,183 activities, made over 10,476 contacts, and contributed more than 2,105 hours of service to the membership
- Staffed the gift bag booth during the Annual Conference, providing opportunities to engage with members and vendors about the Senior Advisor Program
- Conducted resume reviews at the conference and provided career counseling to members
- Actively advised cities on City Manager recruitment activities
- Added Ed Lavallee and Randy Reid as Senior Advisors
- Recognized the service of Pam Brangaccio and Terry Stewart, who stepped down as Senior Advisors after their dedicated contributions to the program
- Continued to assist in legislative affairs
- Served as a resource for cities reviewing their charters
- Connected with and supported Members in Transition (MIT)
- Welcomed new members and encouraged active participation in the Association
- Connected with First-time Administrators
- Promoted FCCMA membership to non-members
- Supported activities related to the council/manager form of government
- Attended and supported state and regional meetings
- Maintained professional development through webinars, trainings, and other learning opportunities
- Provided ongoing support through email, Zoom calls, Board meetings, quarterly Senior Advisor meetings, and media/resume review

The Senior Advisors continued to be an excellent resource for every city and county member and the elected officials in those governments.



## PARTNERS

### FCCMA values its relationships with its partners:

Message Matters, Inc., Florida League of Cities, and the International City/County Management Association (ICMA). Reports from these partners are included.

#### Message Matters, Inc.

In FY 2024, FCCMA began its partnership with Message Matters, Inc. as the corporate liaison. **Dani Dahlberg** now manages all corporate relations, including booth sales, directory advertisements, and sponsorships at the conference. She consistently delivers outstanding service to the Association.



Dani Dahlberg



Jeannie Garner

#### Florida League of Cities (FLC)

The Florida League of Cities (FLC) manages all administrative duties through an agreement, with **Casey Cook** serving as the executive director and **Carol Russell** and **Cindy Ryan** as coordinators. FLC also serves as the Association's headquarters, with **Jeannie Garner** as executive director.



Chris Holley

**Chris Holley**, the League's Director of Member Services and Training, continues to serve as the host for the monthly webinars.



Pam Brangaccio

#### International City/County Management Association (ICMA)

The FCCMA has an agreement with the International City/County Management Association (ICMA) that defines the responsibilities and benefits of both organizations. They collaborate closely on membership recruitment and the promotion of professional management. **Pam Brangaccio** serves as the ICMA Southeast Regional Director. Additionally, the Senior Advisors fall under the joint oversight of both organizations, with ICMA covering some of the associated expenses.

### FCCMA Staff



Casey Cook,  
FCCMA Executive  
Director



Carol Russell, FCCMA  
Affiliate Services  
Coordinator Supervisor



Cindy Ryan, FCCMA  
Affiliate Services  
Coordinator