

News and Updates

June 30, 2026



President's Message

As I progressed through the planning stages of assuming the role of President, I was asked a simple question: "What will be your walk-up song, Terry?"

Wow, this prompted me to pause and reflect as I prepared to embark on this journey with such an amazing organization.

So, this is where I landed. A walk-up song should be purposefully bold and forward-moving, something that says we choose this work, and it matters. That's why I'm inspired by the spirit of "We're All in this Together" from High School Musical. Not because it's nostalgic or familiar, but because it captures something deeply true about what we do.

We don't do this work alone.

Every day, in every community we serve, progress depends on people showing up for one another. Different roles, different perspectives, different challenges – but shared purpose. When one of us steps forward, we all move forward. When one community finds a solution, we all learn from it. That's the power of being connected, not just as professionals, but as partners.



The lyrics remind us that everyone is special in their own way. And in this profession, that couldn't be more important.

Each of you brings something distinct: experience, creativity, resilience, courage. And it's not about standing out for the sake of recognition; it's about showing up fully so that together, we can meet the moment in front of us.

Because the moment is here.

Our communities are asking more of us than ever before. They're asking for trust, for innovation, for leadership that listens and acts. And the truth is, no single person has all the answers. But together, we have something stronger: collective insight, shared commitment, and the willingness to keep moving forward, even when the path seems impossible.

We're all in this together, but that doesn't mean it's simple. It means it's shared.

It means we celebrate wins together, and we carry challenges together. It means we lean on each other, learn from each other, and hold each other accountable to the highest standards of public service. It means we recognize that the work matters, not just because of what we accomplish, but because of whom we serve.

As I step into the role of President for the Florida City and County Management Association, I do so with a clear belief: our strength is not just in what we know, but in how we connect. How we collaborate. How we lead with purpose. FCCMA represents the very best of local government leadership – a network of dedicated professionals committed to supporting one another, sharing knowledge, and investing in the next generation of leaders.

Here we are not isolated in our challenges or alone in our responsibilities. We are part of something bigger.

Together through FCCMA, we stand proud of the work we do. Proud of the communities we serve. Proud of the difference we make and proud of the strength we find together through FCCMA.

So, let's keep showing up. Let's keep choosing this work. Let's keep supporting one another, and let's keep moving forward together.

We're ALL IN THIS TOGETHER.

Terry



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MANAGEMENT IN MOTION
MOTION
MOTION

Spotlighting city and county success

Safety Harbor Launches Innovative Stormwater Grant Program

By Renee Cooper, Public Works Director, City of Safety Harbor

In response to the heavy rainfall and hurricane impacts in 2024, the City of Safety Harbor launched a Private Stormwater Improvement Grant Program to help residents address localized flooding, erosion, and water quality concerns on private property. Developed using a successful model from the Town of Jupiter and customized with consultant support, the program provides a practical way for homeowners and homeowner associations (HOAs) to partner with the City in reducing stormwater impacts while remaining compliant with state regulations.

Because many stormwater issues occur on private property, where municipalities have limited authority to make direct improvements, the program helps bridge the gap by empowering property owners to implement solutions that also provide public benefits, including reduced downstream flooding, improved water quality, and shoreline stabilization. The reimbursement-based program covers up to 50% of eligible project costs, with grants of up to \$25,000 for individual properties and \$50,000 for HOA or multi-property projects.

Community response has been strong. Within the first four months, nearly \$86,000 in grant funding was awarded to homeowners and HOAs for projects addressing drainage failures, erosion, and localized flooding. In several cases, neighboring property owners have coordinated improvements to maximize results. Applications are reviewed quarterly, and interest in the program continues to grow.

Supported by the City's Sustainability Advisory Board and funded through ARPA and stormwater enterprise funds, the program serves as an innovative model for building community resilience, protecting local waterways, and encouraging shared responsibility for stormwater management.

For more information, visit cityofsafetyharbor.com/976/sustainability-resiliency.

Member News and Updates

The following membership applications have been received:

- **Stewart Cruz**, District II, Community Services Director, City of Daytona Beach Shores, Affiliate Member
- **Karie Friling**, District VI, City Manager, City of Sarasota, Full Member
- **Lory Irwin**, District II, Finance Director, City of Daytona Beach Shores, Affiliate Member
- **Dawn Page**, District VI, City Manager, City of Bowling Green, Full Member
- **Don Rosenthal**, District II, City Manager, City of Lake City, Full Member
- **Paul Stepler**, District V, Affiliate Member

- **Marieke vanErven**, District VII, City Manager, City of Dade City, 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.

From Our Partners

The advertisement for FLCityJobs features a dark blue header with the logo 'FLCityJobs' and a magnifying glass icon, with 'FLORIDA CITY JOBS' written below. The main image shows a hand pointing at a smartphone displaying the app's interface, which includes sections for 'Employers' and 'Job Seekers'. To the right of the phone, the text 'POST OPEN JOBS FOR YOUR CITY' is displayed in large, bold letters. Below this, a section titled 'Key Benefits for Your City:' lists three bullet points: 'Post and manage job listings independently', 'Import job details automatically', and 'Track applicant sources with data insights'. At the bottom, it says 'Visit flicityjobs.com to get started today.'

FLC CityStats Survey Now Open – Help Keep Florida's Municipal Data Current

The Florida League of Cities has launched the latest CityStats Survey, and all 411 Florida municipalities are encouraged to participate by **August 28, 2026**.

The survey collects information for **FY 2024 and FY 2025**, including data on municipal revenues, services, public safety, utilities, and salaries. The information provided by cities helps support League research, advocacy, and educational initiatives while also populating the CityStats Data Dashboard.

Each municipality's unique survey link was emailed directly to its designated contact. The survey may be completed over multiple sessions and shared with other staff members as needed.

Questions? [Contact FLC Research & Programs Administrator Wade Burkley](#). Be sure to explore the [new CityStats Data Dashboard](#) and see how your city's data compares with municipalities across the state.

Florida Flood Hub for Applied Research and Innovation Survey

The Florida Flood Hub for Applied Research and Innovation, in partnership with Florida Silver Jackets (USACE, FDEM, and the WMDs), has created a brief survey to gather information on different flood observation tools and reporting programs across the state.

Please take ~5-10 minutes to fill out the survey, and feel free to share with other contacts who engage in flood observation programs. Your participation is greatly appreciated! The survey closes **July 17th, 2026**. Do not hesitate to reach out to floodhub@usf.edu with any questions.

Click [here](#) to take the survey.



How does your community collect **flood data?**



Flood Observation Survey



SCAN TO PARTICIPATE



Takes ~5-10 minutes
to complete



Open to local governments
and tribal nations

The Florida Silver Jackets are working to **inventory existing tools** that are used across the state for **reporting flood observations**.

These may include:

- Surveys of flooding
- Documentations of high-water marks
- Citizen reports and social media



Questions or
comments about the
survey or project?
floodhub@usf.edu

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.

- **#219 Storm Preparation and Lessons from Hurricane Ian**
Dana Souza, City Manager of Sanibel
- **#220 Emergency Preparedness, Lessons Learned, and 30 Years of Crisis Response**
Commander CK Moore, Planning Section Chief of Hillsborough County
- **#221 Raising the Bar on Emergency Preparedness in Homestead**
Zerry Ihekweba, City Manager of Homestead, and Jamie Hernandez, Emergency Manager of Homestead
- **#222 Storm Recovery, Water Crises, and Leading Through Back-to-Back Emergencies**
Chuck Anderson, City Manager of Apalachicola

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

Perspectives

Hear local government leaders discuss their favorite event or local tradition in their respective communities.



Featured Member



Meet Frank Giddens, Fire Chief and Emergency Manager, City of Venice

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

I became a member in December 2024. I joined to expand my knowledge of city and county government standards and professionalism while capitalizing on opportunities for valuable networking.

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

I am a new member of ICMA and look forward to deepening my understanding of government practices and social responsibility through continued learning and engagement.

Please describe your areas of formal/advanced education.

I hold a Master's degree in Public Administration with a focus on Emergency Management and a Bachelor's degree in Marketing.

Why did you select a career in public service?

I have always been drawn to public service for the opportunity it provides to make a direct, meaningful impact on society while building genuine relationships with the community.

[Read More](#)

Member Article



Miramar's C.A.R.E. Program Offers a Blueprint for Strategic, Sustainable City Management

By Mr. Kelvin L. Baker, Sr. – ICMA-CM, Deputy City Manager, City of Miramar

MIRAMAR, Fla. — Local governments are balancing rising service demands with constrained revenues. In response, the City of Miramar launched the Comprehensive Assessment of Revenues and Expenses (C.A.R.E.) Program in 2018 – a structured,

10-point, data-driven framework to improve financial performance while maintaining service levels.

The C.A.R.E. Program, led by the city manager's office, is emerging as a best-practice model for local governments seeking to maximize resources while maintaining high-quality public services. Through this program, the city has received millions of dollars in revenue from revenue-enhancement opportunities, grants, and energy-conservation initiatives, while empowering employees to drive innovation and best management practices.

At its core, the C.A.R.E. Program establishes a framework for sound financial management and responsible, cost-effective use of public funds. It is designed to maximize all resources, including city assets and facilities. Each of the 10 focus areas is guided by a committee with designated leadership, ensuring accountability and coordinated implementation across departments.



[Read More](#)

Events and Trainings

July 9, 2026
2:00 p.m. to 3:00 p.m.
[FCCMA Coaching Webinar](#)

August 6, 2026
2:00 p.m. to 3:00 p.m.
[FCCMA Coaching Webinar](#)

Upcoming Webinars

Save the date for future webinar offerings!

July 9, 2026	Building Trust with Good Communications
August 6, 2026	The Governance Edge: Strategic Insights for Municipal Charter Revisions
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 – Probation Officer
ALACHUA COUNTY – Senior Financial Management Analyst
CLEARWATER – Public Communications Director
CORPUS CHRISTI, TX – Director of Animal Care Services
EUSTIS – City Manager
GROVELAND – City Manager
HARDEE COUNTY – Capital Projects Manager
HILLSBOROUGH COUNTY – Senior Oracle HCM Cloud Technical Analyst
HUTTO, TX – City Engineer
JEFFERSON COUNTY – Animal Control Director
LAKE WORTH BEACH – City Manager

MONTICELLO – City Manager
MONTVERDE – Town Manager
MOUNT PLEASANT, TX – Finance Director
NEW PORT RICHEY – Assistant Public Works Director
NORTH MIAMI – Assistant City Manager
NORTH MIAMI BEACH – Capital Improvement Program Manager
NORTH MIAMI BEACH – Library Director
OCALA – Internal City Auditor
ORANGE PARK – Town Manager
ORMOND BEACH – Public Works Director
PALM BAY – Chief Financial Officer

LAREDO, TX – Parks & Recreation
Director
LARGO – Chief of Police
MADEIRA BEACH – Building Official
MADEIRA BEACH – Human Resources
MANZANITA, OR – City Manager
MARION COUNTY – Trial Court Staff
Attorney
MARION COUNTY – Cross Connection
Control & Pretreatment Coordinator
MARION COUNTY – Director, Code
Compliance
MARION COUNTY – Trial Court Staff
Attorney
MONROE COUNTY – Public Works
Division Director
MONROE COUNTY – Risk Manager,
Attorney's Office

PALM BAY – Chief Procurement
Officer
**PUEBLO CITY – COUNTY LIBRARY
DISTRICT, CO** – Director of
Information Technology
SAFFORD, AZ – Deputy Finance
Officer
SARASOTA COUNTY – Breeze Transit
Assistant Director
SARASOTA COUNTY – Public Utilities
Planning Manager II
SEBASTIAN – Airport Director
**SOUTHWEST FLORIDA WATER
MANAGEMENT DISTRICT** – Accounts
Payable and Payroll Supervisor
TAMPA – City Planning Director
WACO, TX – Chief Information Officer
WINTER GARDEN – Assistant City
Clerk

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