April 2021



Membership Information Update Forms

FCCMA 2021 membership information update forms were mailed on April 28th. Please update your information and return the form to FCCMA by mail or email no later than Monday, May 31, 2021.

President's Message

FCCMA Members:

Well, there is t-minus one month until FCCMA's biggest event of the Program Year: the FCCMA Annual Conference. Now I know many of you are excited to get back to an in-person event for the first time in more than a year, but before we get there, I need to carry out one of my duties as President of FCCMA. Now, this is not one of those duties that are spelled out in our bylaws or charter, but it is the single most important job I have, ensuring the ongoing integrity of our association.

That can mean a lot of different things in a lot of different situations, but during this moment, it feels like I can best accomplish this with a simple reminder. Our staff and volunteer committees have worked very hard over the last several months to provide not only a fun and interesting conference, but most importantly, a safe one. But, as we have seen in many of our communities over the last year, the precautions and parameters put in place to keep us safe can only take us so far. While I know I am preaching to the choir here; I would be remiss if I did not take this opportunity to ask each of you to approach the official and unofficial events surrounding the annual conference with the same care and compassion that you do at home.

Now that said, the Conference Planning Committee is working non-stop to give you engaging conference sessions and special events. Fortunately, we were able to carry over our keynote speakers from last year due to the conference being canceled; we are once again very excited to hear the knowledge and insights they will be sharing. We will kick off with Gilbert King, who will be doing our Ethics Session during the pre-conference session on Wednesday. Tony Moore will start off the conference at the Opening General Session on Thursday morning. We will hear from Michael McConnell during Friday's General Session, and then Dr. Romie Mushtaq will close us out on Saturday morning! The committee, led by Horace McHugh and Lori LaVerriere, has done a great job making the many necessary adjustments this year, and I am very excited to see what they have put together! **Click here** if you are interested in learning more about the keynote speakers, and keep an

eye out for profiles on the Keynote Speakers in your email inbox over the next few weeks.

As the Program Year winds down, we are also trying to ensure that our membership database is as accurate as possible. Staff will be sending out a membership update form in the next week or so. Please take the time to fill out this form as soon as you can to ensure that your membership is up to date – we greatly appreciate it!

For those who are attending the conference, be safe! And for those won't be attending, you be safe too!! Happy April everyone!

Best Regards,



Micah Maxwell
Assistant City Manager, Clearwater

The FCCMA Podcast - Now Streaming!



The FCCMA has joined forces with VancoreJones Communications to bring you **The FCCMA Podcast**! In each episode, you will hear unique stories from public servants that make lasting contributions to their communities and the profession.

This release will feature:

- **When Retirement Becomes "What Now?"** with Pam Brangaccio, FCCMA Senior Advisor.
- **Promoting Women in Leadership** with Emily Lewis, assistant county administrator, Charlotte County.
- **Managers in Transition: How to Plan for the Unexpected** with Carisse LeJeune.

- **RE-RELEASE: Starting Anew After Disaster: Rebuilding Paradise** with Lauren Gill, former town manager, Paradise, CA.

If you enjoy the podcast, please leave a review and share it with a friend or colleague. Stay tuned for the next release of The FCCMA Podcast!

Listen Now!

Member News and Updates

The following membership applications have been received:

- **Luisa Agathon**, District V, Senior Assistant to the City Manager, City of Fort Lauderdale, Full Member.
- **Maricela Arteaga**, District VIII, Associates Degree in Political Science, Polk State College, Student Member.
- **Jan Bagnall**, District VIII, City Manager, City of Fort Meade, Full Member.
- **John Bogner**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member.
- **Eddy Bouza**, District I, Master of Public Administration, Florida State University, Student Member.
- **Antonio "Tony" Lopez**, District V, Deputy Town Manager, Town of Miami Lakes, Full Member.
- **Mark O'Keefe**, District VIII, Public Communications Director, City of Tavares, Full Member.
- **Denise Sanderson**, District VII, Director – Economic Development & Housing, City of Clearwater, Affiliate Member.
- **Justin Shea**, District VII, Cultural Facilities Events Supervisor, City of Gulfport, Affiliate Member.
- **Tarlesha Smith**, District V, Assistant City Manager/Director of Human Resources, City of Fort Lauderdale, Full Member.
- **Robert Tweedie**, District VIII, Economic Development Director, City of Tavares, Full Member.

If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

Members-in-Transition (MIT)

Please take a minute to show your support to the MITs by either emailing or calling the members in your district. A phone call or an email can go a long way to help someone who is 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 Members-in-Transition 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 **Carol Russell**.

Member Article

A Path Forward: How Alachua County is Engaging in a Public Conversation on Truth and Reconciliation

By Gina Peebles, Assistant County Manager, Chief of Staff, Alachua County

In April 2018, the Equal Justice Initiative (EJI) opened a public museum and memorial in Montgomery, AL for the 4,400+ African Americans who were lynched between 1877 and 1950. In Florida alone, 317 **documented lynchings** occurred. Whil 18 are recorded on the EJI website for Alachua County, our Historical Commission found **evidence** of more than 50 local lynchings.

The six-acre EJI memorial has 800 six-foot permanent monuments etched with the names of lynching victims. Local governments can engage in a citizen-led "Community Remembrance Project" to request their memorial marker be transferred

to them for local display.

Therefore, on June 26, 2018, the Alachua County Board of County Commissioners approved a motion initiating a community-led Truth and Reconciliation process including:

- Setting an example for how local government can recall its role in our history of racial injustice.
- Researching its history of any government actions or inactions that deserve to be remembered.
- Co-sponsoring one or more symposiums or conferences on "truth and reconciliation."
- Facilitating town hall meetings where people can tell their story and react to historical findings.
- Assisting in public reading projects.
- Creating an online archive of documents, images and recordings, related to this project.
- Inviting others to participate in a similar process for their organization.
- Formally requesting that the memorial marker of Alachua County victims of lynching be transferred to the County government.

As soon as the EJI requirements have been met, having raised sufficient public and private funds to display and interpret the monument properly:

- Determine through a public process where and how the monument will be displayed.
- Explore how those names not on the EJI Memorial will be properly memorialized in Alachua County and Montgomery, AL.
- Explore the possibility of collecting jars of soil from or near the lynching sites and providing some to the display in Montgomery, AL.
- Explore the possibility of road signs near the sites that would direct those interested in the matter to the information.
  - Request all County advisory boards to consider their role, if any, in this process.
  - Analyze the public and private resources needed to complete these tasks.

Read more.



Featured Member

Meet Tobey Phillips, Deputy County Administrator, Hernando County

How long have you been a FCCMA member and why did you join?
I joined FCCMA in 2019. I had the privilege of being a scholarship recipient for the 2018 Annual Conference and was able to see firsthand how the sessions provide real solutions and information to city/county managers, the benefit of the networking opportunities and the support system that evolves among members.

Are you an ICMA member, why did you join, and how long have you been a member?
I am not a member of ICMA…yet!

Why did you select a career in public service?
I was influenced by my parents, who both served in the public sector and community arena, and always strived to teach us the importance of giving back and being involved. In order to make positive change, you have to be a part of that change. I find fulfillment in seeing the impact my service has in a community and strengthening partnerships.

Have you always been in the public sector or have you had experience in the private sector?
I have always served in the public sector.

Please tell us about your current position and give a brief job description if you are not a City Administrator/Manager.
I am the Deputy County Administrator of Hernando County. I oversee the daily operations of the county with direct responsibility for the administration, direction, planning and personnel management of all county staff. My strengths are implementation of employee training, employee recognition and morale programs, and strategic planning and assisting with budget planning and implementation, evaluation/implementation of policies and coordination with community partners.

Read More.



Professional Management Matters



On April 6, 2021, FCCMA District II Director Mike Grebosz presented the ICMA Recognition Award to the Volusia County Commission and County Manager George Rectenwald in celebration of their 50th year as a Council-Manager form of government.

Top row from left to right…Councilmembers: Ben Johnson, Billie Wheeler, Danny Robins, Jeff Brower (County Chair), Dr. Fred Lowry, Heather Post and Barbara Girtman.

Lower row from left to right: County Manager George Recktenwald and DeLand Assistant City Manager Mike Grebosz.



On April 6, 2021, FCCMA District VII Director Matthew Spoor presented the ICMA Recognition Award to the Belleair Commission and Town Manager Joseph Murphy in celebration of their 40th year as a Commission-Manager form of government.

Left to right: Town Manager Joseph Murphy, Deputy Mayor Tom Kurey, Commissioner Tom Shelly, Mayor Mike Wilkinson, Commissioner Thomas Nessler, Commissioner Coleen Chaney and Safety Harbor City Manager Matthew Spoor.



On Wednesday, April 7 the Town of Indialantic was recognized by the Florida City-County Management Association (FCCMA) for their 40 Year Anniversary of the Council-Manager form of government. The actual anniversary occurred in 2020; however, due to COVID, the city was not able to be recognized until 2021.

Mark Ryan, City Manager of Indian Harbour Beach, a member of the FCCMA Communications Committee, presented the city with the #ICMA Recognition Award.

Pictured Left to Right: Town Manager Mike Casey, Council Member Simon Kemp, Deputy Mayor Stu Glass, Mark Ryan, CM Indian Harbour Beach, Council Member Doug Wright and Council Member Julie McKnight.



On Tuesday, April 20 the City of Cape Canaveral was recognized by the Florida City-County Management Association (FCCMA) for their 55 Year Anniversary of the Council-Manager form of government.

Mark Ryan, City Manager of Indian Harbour Beach, a member of the FCCMA Communications Committee, presented the city with the #ICMA Recognition Award.

Pictured Left to Right:
Council Member Wes Morrison, Council Member Mike Brown, City Manager Todd Morley
Mayor Bob Hoog, Mark Ryan, CM Indian Harbour Beach, Mayor Pro Tem Angela Raymond
and Council Member Mickie Kellum.



On April 13, 2021, FCCMA District VII Director Matthew Spoor presented the ICMA Recognition Award to the Dunedin Commission and City Manager Jennifer Bramley in celebration of their 95th year as a Commission-Manager form of government.

Pictured: Safety Harbor City Manager Matt Spoor and Dunedin City Manager Jennifer Bramley.



On April 21, 2021, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the Hollywood Commission and City Manager Wazir Ishmael in celebration of their 95th year as a Commission-Manager form of government.

Pictured: City Manager Wazir Ishmael, Fort Lauderdale Nighttime Economy Manager Sarah Hannah-Spurlock and Mayor Josh Levy.



On Wednesday, April 21 the Town of Melbourne Beach was recognized by the Florida City-County Management Association (FCCMA) for their 30th Anniversary of the Council/Commission-Manager form of government. The actual anniversary occurred in 2020; however, due to COVID, the town was not able to be recognized until 2021.

Mark Ryan, City Manager of Indian Harbour Beach, a member of the FCCMA Communications Committee, presented the town with the #ICMA Recognition Award.

Pictured Left to Right:
Mark Ryan, Indian Harbour Beach City Manager, Mayor Wyatt Hoover and Town Manager Elizabeth Mascaro.

For Your Information

A group of local government professionals has come together to discuss the need for "big thinking" in the profession and how they can help their colleagues tackle some of the grand challenges facing their communities. They began meeting last fall and have focused our discussions around three of the "Grand Challenges" identified by the National Academy of Public Administration:

- Foster Social Equity
- Develop New Approaches to Public Governance and Engagement
- Modernize and Reinvigorate the Public Service

The group has divided into sub-groups to discuss how they can develop actionable initiatives to address these challenges. The approach is grass roots. This is not sponsored by any local government group or association, although many of them are active in association work. They are just interested colleagues working together.

They would like to engage more people in the profession in these discussions.

Click here to read more about Supporting Big Thinking in Local Government.

For more information contact, Wally Bobkiewicz, City Administrator, City of Issaquah, 425-837-3020 or **wallyb@issaquahwa.gov**.

Events and Training Opportunities



Long-Term Perspectives on Remote Work

May 13, 2021, 2:00 p.m. - 3:00 p.m. ET
ICMA Practice Areas: 3, 4, 6, 8, 10, 11, 13 and 14

Program Summary:

Join us for an informative discussion about teleworking; the long-term effects, how to bridge the divide between onsite and remote workers, and how to create and maintain your desired corporate culture. It's plausible we have never witnessed a more rapid change in the way we integrate work and life than the 2020 shift to remote working due to the COVID-19 pandemic. In fact, we may have not witnessed a workplace change as significant since the Industrial Revolution. During the May FCCMA webinar, we will explore the implications of our new "normal" and how we can pivot our workplace to meet the shifting demands related to technology, human resources, and other organization sustaining foundations. Examples of how others have navigated these shifts will be shared to initiate dialogue with attendees.

Presenters:

- Elizabeth Kellar, ICMA
- Uniqueka Walcott, CPSM, Proposal Manager, Moffatt & Nichol Consultants

The 2021 FCCMA Coaching Phone Panel Discussions are presented through the partnership of:

To ensure your system is ready, please use the GoToTraining Attendee System Check: **https://support.goto.com/training/help/system-requirements-for-attendees-g2t010003**.

Register Now

Planning for Economic Recovery

May 20, 2021
1:00 p.m. - 5:00 p.m. ET



ICMA and the International Economic Development Council are offering a FEMA-certified "Planning for Economic Recovery" course for leaders of cities, counties and economic development organizations in the Southeast on May 20, 2021.

Topics addressed in the free virtual event include:

- Engaging small businesses in pre-disaster planning and preparedness
- Utilizing financial tools and resources for mitigation and recovery and
- Updating your economic recovery plan.

This four-hour virtual workshop is highly interactive and includes two subject matter experts as instructors: Ron Carlee, assistant professor, Old Dominion University and former manager of the City of Charlotte, NC and Arlington County, VA, and John Zakian, National Disaster Resilience Grant Program Manager, City of Minot, ND.

For more information about the course and to register, click the register online button below.

If you have questions, email Randy Reid at **rreid@icma.org**.

Register Online

FCCMA 2021 Annual Conference

June 2-5, 2021
Hilton Orlando Bonnet Creek, 14100 Bonnet Creek Resort Lane, Orlando

FCCMA will hold an in-person 2021 annual conference.

Safety Precautions

Per safety recommendations, FCCMA will be instituting multiple precautions onsite. These may include: face masks required at all times except when eating, drinking or adequately physically distanced (6 feet apart); daily temperature checks (anyone with a temperature over 100.4 will not be allowed into the conference); and physically distanced meeting space. Please note that, due to the need for physical distancing, some meeting rooms may fill up and we will not be able to add chairs. Your patience and understanding are appreciated. All attendees will be expected to comply with all FCCMA and hotel guidelines. If you do not feel that you can adhere to these conditions, please do not register for the conference.

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION

REGISTRATION NOW OPEN!

2021 ANNUAL CONFERENCE

June 2-5, 2021
Hilton Orlando Bonnet Creek

FCCMA
CELEBRATING 75 YEARS

The full conference schedule will soon be available online at *fccma.org*.

SPEAKERS



Pre-Conference Session:
GILBERT KING
PULITZER-PRIZE-WINNING AUTHOR



Thursday Opening General Session:
TONY MOORE
CULTURE ARCHITECT



Friday General Session:
MICHAEL MCCONNELL
U.S. NAVY (RETIRED)



Saturday Closing Breakfast:
ROMIE MUSHTAQ, M.D.
NEUROLOGIST

PRE-CONFERENCE SESSIONS

- So You Want to be a City/County Manager (Emerging Leaders)
- Ethics Session (Gilbert King, Speaker)

SESSION TOPICS

- So You Have a Strategic Plan in Place: Now What?
- How Does Remote Working Impact Your Central Business District?
- Negotiation and Persuasion Skills
- Partnering to Improve the Education Systems in Our Communities
- The Immigration Conversation
- Long-Term Impacts of a $15 Minimum Wage on Local Government Operations
- Increasing Confidence and Pride in Local Government
- Post-Disaster Recovery: Are You Ready?
- Steering from the Back Seat: Building Consensus Among a Fractious Commission
- Balanced Growth-Making Infrastructure Investments to Support Development
- Journey's Session
- Four Corporate Sessions
- Awards Program: Celebrating Professional Management

Register Here **Download Registration Form**

Jobs

Below is a list of active FCCMA job advertisements accessible on our website. **Click here** for details.

ALACHUA COUNTY - Assistant Public Works Director
ALACHUA COUNTY - Departmental Programs Analyst

LAKE COUNTY - Assistant County Manager
LARGO - Asset Data Specialist

ALACHUA COUNTY - Deputy County Manager
ALACHUA COUNTY - Drug Counselor
ALACHUA COUNTY - Economic Development Manager
ALACHUA COUNTY - Grants/Contract Specialists (Housing Programs)
ALACHUA COUNTY - Medical Billing Supervisor
ALACHUA COUNTY - Principal Planner
BAY HARBOR ISLANDS - Assistant Public Works Director/Town Engineer
BOCA RATON - Deputy Financial Services Director
BRADENTON - City Administrator
BROWARD COUNTY PUBLIC SCHOOLS - Chief Fire Officials
BRYAN COUNTY, GA - Assistant County Administrator
CAPE CORAL - Principal Engineer - PE
CHANDLER, AZ - City Manager
DEFUNIAK SPRINGS - Airport Director
DELAND - Public Works Director
DELTON- Deputy City Manager
DORAL - Building Director
DORAL - Chief of Engineering
DORAL - Planner
DUBLIN, OH - Director of Communications & Public Information
GLADES COUNTY - County Manager
GLYNN COUNTY, GA - County Manager
HERNANDO/CITRUS METROPOLITAN PLANNING ORGANIZATION - Executive Director
HILLSBOROUGH AREA REGIONAL TRANSIT AUTHORITY - Chief Financial Officer
HILLSBOROUGH COUNTY - Procurement Operations Coordinator
HOLLYWOOD - Assistant Director, Budget & Performance Management
HUTTO, TX - Assistant City Manager
INVERNESS - Director of Public Works
JACKSONVILLE BEACH - City Attorney
LARGO - Legislative Aide
LARGO - Planning Manager
LARGO - Public Works Business Manager
LARGO - Senior Network Engineer
MAITLAND - Sustainability Coordinator (Exempt)
MARION COUNTY - Assistant County Engineer of Traffic
MARION COUNTY - Growth Services Deputy Director
MARIO COUNTY - Senior Planner - Growth Services
MARION COUNTY- TPO Senior Transportation Planner
NASSAU COUNTY - Assistant County Attorney
NEW PORT RICHEY - Planning Community Development Director
OCEAN REEF COMMUNITY ASSOCIATION - Vice President of Finance and Administration
PALATKA - Planning Director
PORT ORANGE - Budget Analyst
SANTA ROSA COUNTY - Assistant Public Works Director
SANTA ROSA COUNTY - LAP Coordinator/Capital Improvements Project Manager
SARASOTA COUNTY - Contact Center Manager
SARASOTA COUNTY - Emergency Management Operations Manager
SARASOTA COUNTY - Fleet Division Manager - Fleet Services - Manager III
SATALLITE BEACH - Information Technology Specialist
ST. CLOUD - Public Works Director
ST. LUCIE COUNTY - Airport Manager
ST. LUCIE COUNTY - County Surveyor
TAMPA - Housing & Community Development Manager
VENICE - Building Official
VENICE - Deputy Building Official
VENICE - Impact Fee and Building Permit Administrator

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