March 2021



President's Message

FCCMA Members:

Well, it looks like there might be a light to the end of this tunnel. Actually, both tunnels: the global pandemic one and then of course there is my time as president of FCCMA. The first I am excited about, the second gives me mixed emotions. I have had a wonderful time over the last 10 months working with one of the most engaged boards that I have ever served on, and March was par for the course.

The board of directors made a lot of progress on our strategic plan in March, and I feel like the result is going to provide us a clear path into the future. The association has always had a good sense of who we are but being as engaged as we were with the process helped us flush out a number of important elements and refocused us on what we believe matters most.

Early in March, the FCCMA Board of Directors voted to hold the 2021 FCCMA Annual Conference as an in-person event. The decision came after quite a bit of thoughtful discussion by the board that was focused on whether we could provide a safe environment for our membership, and whether the time was right to have an in-person event. In the end, it was determined that the mixture of safety protocols and the expansion of the age ranges eligible to receive the vaccine were sufficient to move ahead with an in-person event.

As we get closer to the event, FCCMA will send detailed information regarding the safety precautions and accommodations being enforced at the conference. In an effort to achieve our safety protocols, registration is limited at this time. We can expect the registration cap to change as the COVID environment does, but if you are comfortable attending the in-person event, you may want to register for the conference soon. You can **click here** to get the early-bird discount rate.

This year, our Conference Planning Committee has worked diligently to plan an event that reflects what managers and public servants need to know this year. Our keynote speakers are Gilbert King, Tony Moore, Michael McConnell, and Dr. Romie Mushtaq – all of whom planned to join us last year, but graciously deferred due to the cancellation of last year's conference. Session titles and descriptions will be available soon, but this team of speakers promises to provide a strong base for the conference. **Read more.**

Best Regards,





Micah Maxwell
Assistant City Manager, Clearwater

The FCCMA Podcast - Now Streaming!



New podcasts coming soon!

While you wait, click the "Listen Now!" button below to enjoy the other podcasts in this series.

Listen Now!

Member News and Updates

The following membership applications have been received:

- **Angelia G. Adediran**, District V, Assistant City Manager, City of Deerfield Beach, Full Member.
- **Peter Bieniek**, District V, Director of Public Works, City of Hollywood, Full Member.
- **John Bodner**, District VI, Chief Operating Officer, Lee County Tax Collector, Full Member.
- **Sandee Braxton**, District VI, Assistant City Manager/Finance Director, City of Wauchula, Full Member.
- **Treasa Brown-Stubbs**, District V, Assistant City Manager, City of Lauderdale Lakes, Full Member.
- **Carl Callahan**, District VI, City Administrator, City of Bradenton, Full Member.

- **Suzanne Christman**, District VII, Director, Business Development, Pinellas County, Affiliate Member.
- **Susan Dauderis**, District VIII, Interim City Manager/Assistant City Manager, City of Clermont, Full Member.
- **Christian Doolin**, District I, Director, Strategic Innovation, City of Tallahassee, Affiliate Member.
- **Aude Emmanuel**, District V, Master of Public Administration, Florida International University, Student Member.
- **John Eason**, District VI, Assistant City Manager/Chief of Police, City of Wauchula, Full Member.
- **Marshall Eyerman**, District II, Assistant County Manager, Nassau County, Full Member.
- **Mari Gallet**, District V, Deputy City Manager, City of Doral, Full Member.
- **Mergen Gerken**, District VII, Master of Public Administration, University of South Florida, Student Member.
- **Kimberly Glas-Castro**, District IV, Assistant Village Manager, Village of Palm Springs, Full Member.
- **Lisa Glover**, District V, Transportation Manager, City of Fort Lauderdale, Affiliate Member.
- **Jason Greene**, District V, Assistant Town Manager/CFO, Town of Surfside, Full Member.
- **Brian Hoben**, District VII, Director, Community Services Department Pasco County, Affiliate Member.
- **Judeen Johnson**, District V, Public Works Director, City of North Miami Beach, Affiliate Member.
- **Michael Lavery,** District VII, Assistant to the City Manager, City of Clearwater, Full Member.
- **Priyanka Lehr**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member.
- **Anthony Maddox**, District VI, Director, Facilities Construction and Maintenance, Charlotte County, Affiliate Member.
- **Mark McQueen**, District I, City Manager, City of Panama City, Full Member.
- **Adrian Morales**, District V, Director of Property Management, City of Miami Beach, Full Member.
- **Meredith Newman**, District V, Professor, Florida International University, Affiliate Member.
- **Charlotte O'Bryon**, District VI, Human Resources Director, City of Naples, Full Member.
- **Christopher Ortega**, District IV, Master of Public Administration, Arkansas State University, Student Member.
- **Margaret (Maggie) Paluch**, District VII, Assistant City Manager, City of Largo, Full Member.
- **John South**, District V, PhD Student, Florida International University, Student Member.
- **Dale Walker**, District II, City Manager, City of Lake Butler, 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)

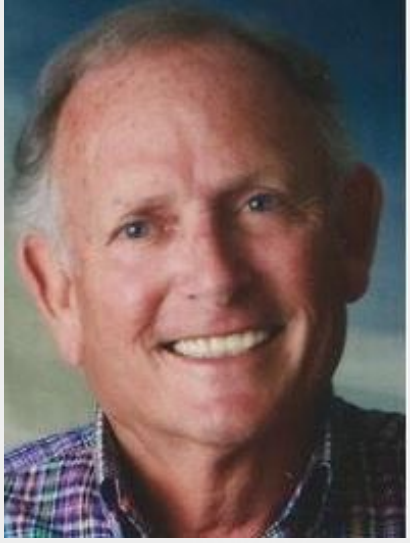
Please take a minute to show your support to the MITs by either emailing or phoning the members in your district. A phone call or an email can go a long way to help someone who is temporarily out of work. You can also help if you have any job opportunities or special projects available for which one 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**.

In Memoriam: Carl Cheatham 1935 – 2021

Carl Cheatham, longtime city manager of Winter Haven, passed away February 19, 2021. FCCMA awarded him honorary membership in 2000 to recognize him for his significant contribution to the field of public administration. He served in Lake Wales over 10 years in various positions before becoming the city manager in 1969. He became the manager in Anniston, AL in 1975 and while serving as manager became the president of the Alabama managers' association. He moved back to Florida in 1987 as city manager in Winter Haven. One FCCMA member said he was a mentor to the managers in Polk County for many years.

Click here to read his obituary.



Member Article

Focus on Education and Avionics Program

By Zoie Saunders, Chief Education Officer, City of Fort Lauderdale

Known for its beautiful beaches and waterways, Fort Lauderdale is working to become an education destination. The City of Fort Lauderdale Commission, comprised of four former educators, launched a reinvigorated focus on public education through the creation and recruitment of its first Chief Education Officer in 2019.

The chief education officer position reimagines the role of a city in a county-run school district by advocating for school enhancements, activating the educational value of city assets, and developing cross-sector, strategic partnerships. The launch of the new Avionics Systems Technician program is the first project to "take flight" and demonstrates the unique role a city can play in shaping public education.

A focus on aviation training is a natural first step for the city to build a talent pipeline in a top industry with high-wage jobs. The city is a prime training location with Fort Lauderdale being home to the Fort Lauderdale Executive Airport, the fifth busiest general aviation airport, and Fort Lauderdale-Hollywood International Airport, one of the fastest growing international airports in the United States. Additionally, the city's proximity to Kennedy Space Center creates an opportunity to develop a talent pipeline for Florida's growing space industry.

In the summer of 2019, the city's chief education officer formed a working group of education and industry partners to develop a shared vision for expanded aviation and aerospace training. Anchor institutions in the planning process included Broward County Public Schools, Atlantic Technical College, Broward College and the Greater Fort Lauderdale Alliance. Planning culminated with an education framework designed to offer multiple learning pathways in aviation and aerospace and an immediate opportunity to launch a new Avionics Systems Technician program in partnership with Atlantic Technical College and 10 aviation business partners.

Read more.



Member Article

Oakland Park Vaccine Site

by David Hebert, City Manager, City of Oakland Park

On Sunday, January 9, frustrated by the required internet registration process failures and the massive congestion and long waits at vaccine sites, I called the county director of the state department of health and proposed a closed POD vaccine site targeting vulnerable seniors.

Seniors were identified as the first group of recipients under an order of the governor. These seniors were defined as having limited mobility, limited computer access or literacy and/or limited economic resources or English proficiency. She agreed immediately to provide us vaccines. That week staff contacted possible members of this class from senior shut-in lists, seniors who qualify for low-income property tax benefits, recipients of meals on wheels, senior centers, religious and not-for-profit institutions to begin making appointments. We offered transportation to any city resident in need. Staff was trained by the department of health that week and on Saturday, January 6 we opened service.

The first day we provided 54 vaccinations. The next week we were able to scale up to 72. We also contacted surrounding cities to invite them to provide similarly situated seniors. We operated seven days a week for the first few weeks but scaled back to six days as the toll on staff and volunteers was exhausting. Since the day we opened, we have used every vaccine that was provided and as of today are delivering 144 vaccines at the site daily.

Read more.



Featured Member

Meet Brandon Henry, Community Planner/GIS Analyst, City of Safety Harbor

How long have you been a FCCMA member and why did you join?
I have been a member since 2013. I first learned of FCCMA and ICMA as an undergraduate student attending an open

house with the USF School of Public Affairs. There, I heard a presentation from Jeff Tillman and Shawn Sherrouse (then MPA students at USF) regarding both organizations. I thought it was great opportunity, so I became a member of both and got involved.

Please describe your areas of formal/advanced education.
I am currently an MPA student at the University of South Florida. I also have my undergraduate degree from the Muma College of Business at USF.

Why did you select a career in public service?
I first got involved with public service as an unpaid intern with the Hillsborough County Planning Commission. During my career with the county, it helped me realize the difference we make as public servants, and was a career I wanted to continue.

Have you always been in the public sector or have you had experience in the private sector?
I have always been in the public sector, not counting high school and college jobs/internships/etc. Before discovering public service, I actually accumulated a good bit of experience in journalism as an undergraduate. I also worked as a cashier at Publix for several years, of which my passion for customer service continues to this day.

Please tell us about your current position and give a brief job description if you are not a City Administrator/Manager.
I am currently the Community Planner/GIS Analyst for the City of Safety Harbor. As with most planning positions, I work extensively with the Land Development Code, Comprehensive Plan and the CRA. My position is also unique in that it also manages GIS for multiple departments beyond just Planning and Zoning. The long-term goal is to build upon my experience and formal education to continue to serve the public as a city or county Manager.

Please describe your typical day.
Is there such a thing as a typical day in local government? I will say the most consistent part of any day is assisting our residents and prospective residents in understanding our codes. That and never skipping my morning coffee.

Read More.



From Our Partners

ICMA Coaching Program

Click here to access Career Compass No. 89, "Overcoming the Arrogance of Expertise." Please share it with your employees.

American Rescue Plan Act



The National League of Cites and National Association of Counties sent letters to Treasury Secretary Janet Yellen with questions and recommendations on implementation of the American Rescue Plan.

Click the links below to read the letters.

- **Letter from NLC**
- **Letter from NACo**

Professional Management Matters



On March 1, 2021, FCCMA District II Director presented the ICMA Recognition Award to the DeLand Commission and City Manager Michael Pleus in celebration of their 95th year as a commission-manager form of government.

Left to Right: City Manager Michael Pleus, Commissioner Chris Cloudman, DeLand Assistant City Manager Michael Grebosz, Mayor Bob Apgar, Commissioner Charles Paiva and Commissioner Kevin Reid. Not pictured was Commissioner Jessica Davis (participating remotely).



On Monday, March 22 the City of Sanford was recognized by the Florida City and County Management Association (FCCMA) for their 100-Year Anniversary of the commission-manager form of government. The actual anniversary occurred in 2020; however, due to COVID-19, the city was not able to be recognized until 2021.

FCCMA member Mark Ryan, city manager of Indian Harbour Beach presented the city with the ICMA Recognition Award in celebration of their 100th year as a council/commission-manager form of government.



On March 23, 2021, FCCMA District II Director Mike Grebosz presented the ICMA Recognition Award to the New Smyrna Beach Commission and City Manager Khalid Resheidat in celebration of their 100th year as a commission-manager form of government.

Left to Right: Zone 1 City Commissioner Michael Kolody, Vice Mayor and Zone 2 City Commissioner Jake Sachs, City Manager Khalid Resheidat, DeLand Assistant City Manager Michael Grebosz, Mayor Russ Owen, Zone 3 City Commissioner Jason McGuirk and Zone 4 City Commissioner Randy Hartman.



On Wednesday afternoon, March 24 the City of Tallahassee was recognized by the Florida City and County Management Association (FCCMA) for their 100-Year Anniversary of the commission-manager form of government. The actual anniversary occurred in 2020; however, due to COVID-19, 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.

Events and Training Opportunities



Strategic Planning: Factory Reboot

April 1, 2021, 2:00 p.m. - 3:00 p.m. EST
ICMA Practice Areas: 2, 4, 6, 7, 8, 9, 10 and 14

Program Summary:
An annual strategic planning event is the cornerstone of many local governments. How has the pandemic affected our ability to focus on the future? Join us for a conversation on strategic planning in the face of COVID-19. We will hear from cities that have successfully navigated this challenge.

Presenters:

- Kate Parmelee, Strategic Initiatives Director, City of Port St. Lucie.
- Chris Flagg, A&E Group Operations Principal, Haskell.
- Sarah Campbell, Town Manager, Town of Orange Park.

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 Here

FCCMA 2021 Virtual Spring Symposium

April 23, 2021
Time: 9:00 a.m. – 1:00 p.m. ET

Topic: Diversity, Equity and Inclusion in Public Service



Event Summary:

As city and county managers, our Code of Ethics calls on us to serve the best interests of all people. Aside from the pandemic, the past year has opened our eyes to the need for ongoing dialogue about equity in our communities. A recent survey of FCCMA members indicated a strong interest in a holistic training regarding diversity, equity and inclusion. This training will provide best practices and frameworks for you to take back to your communities.

The session will cover:

- **Managing Tough Conversations:** Community Tampa Bay will lead us in a conversation about getting stared in your community on conversations related to diversity, equity and inclusion.
- **Unconscious Bias:** This session will give you the tools to identify how unconscious biases impact local governments and services.
- **Engaging Community Stakeholders:** Whether your community is large or small, has no budget or

dedicated funding, listen to several examples of how Florida communities have incorporated DEI principles in their community.
- **Frameworks and Tools for Decision-making:** What if you could incorporate a step-by-step process for analyzing a new policy's impact on the community? This session will offer data-based solutions for providing a well-balanced report to your elected body before decisions are made.

The registration deadline is April 12, 2021. The registration fee is $50 for members and $25 for student members.

Questions? Contact Chelsea Rosasco-Justice at 850.701-3644 or **crosasco@flcities.com**.

Register Now **Download Flyer** **View Agenda**



Long-Term Perspectives on Remote Work

May 13, 2021, 2:00 p.m. - 3:00 p.m. EST
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 as a result of 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 with the intention of initiating a 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:

FLC Florida League of Cities · GSG Government Services Group, Inc. · Florida Institute of Government · SGR Strategic Government Resources · Granicus

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

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 - Pretrial Services Supervisor
BAREFOOT BAY RECREATION DISTRICT - Management

LARGO - Intergovernmental Relations Coordinator
LUBBOCK, TX - Assistant City Manager

Analyst
BAY HARBOR ISLANDS - Assistant Public Works Director/Town Engineer
BOERNE, TX - Assistant City Manager
CAPE CORAL - Professional Compliance Officer
CAPE CORAL - Utilities Extension Program Manager
CHOCTAW, OK - City Manager
CLEARWATER - City Manager
DADE CITY - Planner II
DADE CITY - Project Manager
DEERFIELD BEACH - Director of Parks and Recreation
DEFUNIAK SPRINGS - City Manager
DELAND - Public Services Director
FORT LAUDERDALE - Chief Accountant
GREEN VALLEY SPECIAL UTILITY DISTRICT - Assistant General Manager
GROVELAND - Finance Director
INDIAN RIVER SHORTS - Town Manager
ISLAMORADA - Village Manager
JACKSONVILLE - Attorney IV - Chief Legal Counsel - JEA
JACKSONVILLE - Auditor II - Inspector General
JACKSONVILLE - Chief Resiliency Officer
KENNETT SQUARE, PA - Borough Manager
LAGO VISTA, TX - City Manager
LAKE COUNTY - Emergency Management Deputy Director
LAKE COUNTY - Housing and Human Services Director
MARGATE - Controller
MASCOTTE - City Manager
NASSAU COUNTY - Deputy County Manager - Community Development
NORTH MIAMI BEACH - City Manager
ORMOND BEACH - IT Manager
PASCO COUNTY - Assistant Director Civil Court Services
PASCO COUNTY - Assistant Director Criminal Court Services
PASCO COUNTY - Financial Services Manager (Budget & Purchasing)
PORT ST. LUCIE - Human Resources Director
QUITMAN, GA - City Manager
RICHMOND HILL, GA - Human Resources Director
SARASOTA COUNTY - Business Operations Manager - Senior Manager
SARASOTA COUNTY - Procurement & Contract Manager - Manager II
SARASOTA COUNTY - Solid Waste Collections Manager - Manager II
SARASOTA COUNTY - Real Estate/Property Management Manager II
SOCIAL CIRCLE, GA - City Manager
ST. LUCIE COUNTY - Airport Manager
ST. LUCIE COUNTY - County Engineer
TALLAHASSEE - Community Redevelopment Agency Program Director
THOMASVILLE, GA - Assistant City Manager
VENICE - Junior Accountant
WEST PALM BEACH - Assistant Chief Information Officer

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