News and Updates

September 30, 2025

President's Message



The new fiscal year begins on **October 1**. Here are a few key dates and updates to keep in mind:

We'll start the month with a free coaching webinar on **October 2**, titled "**Marketing Your Community (and Your Management): How to Make Your Community a Destination of Choice.**" This session will provide attendees with practical insights on how to reimagine their organization's brand, inspire cultural change, and strengthen relationships with staff, elected officials, and the community. Register here today to secure your spot.

FCCMA dues invoices will be sent out this week. If you don't receive yours, contact fccma@flcities.com.

If you'd like to participate in this year's **Short-Form Video Showcase**, please confirm by **Monday, October 20**. Share a 60-second video that highlights a "Hidden Gem" in your community—places, people, or traditions that locals love but visitors might miss. Videos will be posted to FCCMA's social media. Email fccma@flcities.com to sign up.

The **2025 Ethics Fall Symposium** will be held virtually on **Thursday, December 11, from 1:00 to 5:00 p.m.** This will meet the 4-hour annual ethics training requirement. More information will be available in October.

I hope to see many of you at the ICMA Annual Conference in Tampa, which will take place October 25-29 at the Tampa Convention Center. The **FCCMA Networking Reception at ICMA** is scheduled for **Monday, October 27**, from **5:00 - 7:00 p.m. at American Social** in Tampa.

- Cost: **$50** (includes two drink tickets and heavy hors d'oeuvres; cash bar available)
- **Register for the event** here **by October 13**. (A confirmation email will follow your registration.)

FCCMA has been invited to help share the Advancing Civic Connections report, a **Florida-focused initiative** aimed at strengthening civic health and collaboration. The report highlights the growing need for civic bonds and collaborations between communities, associations, and elected officials.

Lastly, if you haven't received your **FCCMA Directory**, which was mailed earlier this month, please contact staff. This year's cover features the winning image from our recent photo contest.

Thanks for your continued involvement. I look forward to seeing many of you at these upcoming events.

Sincerely,

Sarah



Have you led or seen a creative project or initiative making a real difference in your city or county? We'd love to feature it! Send us a paragraph (or more) about the effort, its impact, and who's behind it to FCCMA staff for our upcoming "Management in Motion" monthly newsletter spotlight.

Member News and Updates

The following membership applications have been received:

- Zoie Burgess, District IV, Acting City Manager, City of Westlake, Full Member
- Robert Fowler, District VIII, B.A.S. in Supervision and Management, Polk State College, Student Member
- AJ Hutson, District III, City Manager, City of Cocoa Beach, Full Member
- Aaron Olson, District VI, IT Business Analyst, Charlotte County, Affiliate Member
- Brooke Pantley, District VII, Master of Public Administration, Florida State University, Student Member
- Monica Paris, District II, City Commissioner, City of Daytona Beach, Affiliate 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.



This photo is of Emelyn, 13, performing a baton twirling routine during the 2024 Poinsettia Festival & Parade. The image was taken by Cody Dynarski, Multimedia Specialist for the City of North Port, and submitted for the 2025/2026 FCCMA Photo Contest. The 2026/2027 Photo Contest will open in November 2025.

From Our Partners



Florida City Week (FCW) will be held **October 20-26, 2025**. #FLCityWeek is a weeklong event when Florida's cities celebrate, showcase, and engage citizens in the work of municipal government. All cities are encouraged to participate, and the Florida League of Cities (FLC) helps celebrate what makes our cities great.

Please visit the FLC website here for more information.

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 Carol Russell.

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.

- **#190 Local Government as the Foundation of Civil Society**
  Julia Novak, CEO of ICMA
- **#191 Strategic Planning and Seeing Local Government's Impact**
  Michele Lieberman, County Manager, Alachua County
- **#192 Investing in Osceola County's Future Through Education, Infrastructure, and Innovation**
  Don Fisher, County Manager, Osceola County
- **#193 The Role of FSU's Institute of Government in Local Leadership**
  Jeff Hendry, Executive Director of the Institute of Government at Florida State University

Click to Hear the Latest FCCMA Podcasts

Perspectives

Hear local government leaders discuss the strategies they are using to address the issue of affordable housing in their communities.



Featured Member



Meet Audrey Ables, Assistant to the County Administrator

How long have you been an FCCMA member, and why did you join?
I initially became a member as a fellow in 2018. I'm pleased to have recently rejoined, now in a new capacity aligned with my current role.

Are you an ICMA member? Why did you join, and how long have you been a member?
I became an ICMA member in 2021 while I was a student at Auburn University, where I also served as Vice President of the ICMA Student Chapter. In 2022, I was selected as an ICMA Local Government Management Fellow, an opportunity that ultimately led me to my current role with Pinellas County.

Read More

Member Article



Leading with Respect: Customer Excellence and Collaboration in Public Works

Dr. Addie Javed, Director of Public Works and Floodplain Administrator, Indian River County

"Alone we can do so little; together we can do so much." – Helen Keller

Public works is more than roads, waterlines, and storm drains; it is about people. Every project, from resurfacing a street to repairing a drainage pipe, affects the daily lives of residents, businesses, and visitors. In this environment, **leadership and management must balance technical expertise with human connection**. Success is not measured only by infrastructure delivered, but also by the relationships built along the way.

True leadership in public works requires commitment to **customer excellence, collaboration, and respect (CeCR)**, three guiding principles that transform routine service into community stewardship.

Read More

Survey Request

Local Government Administrative Procedures Survey (LGAPS) is about the use of digital technology and intergovernmental relations in U.S. local governments. This study is being carried out by researchers at the University of Illinois Chicago, Arizona State University, and Vrije Universiteit Amsterdam.

Rapidly evolving developments in both technology and the landscape of state and federal policies make it critically important to understand how local government professionals are navigating these changes.
Follow this link to the Survey:
https://uic.ca1.qualtrics.com/jfe/form/SV_738waMhK1HMIojc

The survey should take about 15-20 minutes to complete. The survey link can be accessed from mobile devices, in case you would like to complete it via a smartphone.

If you wish to receive a paper copy of the survey instead, please reach out via the email address below.

Participation is strictly voluntary, but if you complete the survey you can enter your email at the end for a chance to win *one of ten $50 Visa gift cards* after the survey closes.

Please complete the survey by **October 10, 2025**, to be entered into the drawing. The value of this project depends on having a representative sample of respondents from across Florida. Therefore, your participation is critical to its success.

If you are interested in receiving a report with the findings from this study when it is complete, please contact Hanee Chang at hchang75@uic.edu.

Events and Trainings

October 4
2:00 p.m. to 3:00 p.m.
FCCMA Coaching Webinar

October 3
9:00 a.m. to 1:00 p.m.
FCCMA Onsite Training
Florida Gulf Coast University

October 27
5:00 p.m. to 7:00 p.m.
2025 FCCMA Reception at ICMA Conference
American Social, 601 South Harbour Island Boulevard, Tampa

Save the Date
December 11, 2025
1:00 p.m. to 5:00 p.m.
Fall Symposium

Ongoing Events:
FCCMA Future Managers Virtual Bootcamp

Upcoming Webinars

Save the date for future webinar offerings!

October 2, 2025	Marketing Your Community (and Your Management): How to Make Your Community a Destination of Choice

November 6, 2025	AI
January 8, 2026	Emergency Certification 101
February 5, 2026	Listening to Your Community and Staff
March 5, 2026	Staying Centered in Divided Times
April 2, 2026	Legislative Session Roundup
May 7, 2026	Hot Topics in HR
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 – Librarian Supervisor
ALACHUA COUNTY – Public Services Administrator
ALACHA COUNTY – Senior Library Manager (Technical Services)
ALACHUA COUNTY – Senior Environmental Specialist (Hazardous Materials)
BARTOW – Budget Manager
BARTOW – Deputy Chief of Police
BELLEAIR – Project Manager
CAMERON, MO – City Manager
DOUGLASVILLE, GA – Human Resources Director
FORT WHITE – Town Clerk
HARDEE COUNTY – Planner I
HARDEE COUNTY – Senior Planner
PINELLAS SUNCOAST TRANSIT AUTHORITY – Construction Coordinator
PORT ORANGE – Budget Manager
SARASOTA COUNTY – Assistant County Administrator
SARASOTA COUNTY – Beach Lifeguard Manager II
SARASOTA COUNTY – CADD Technical Specialist
SARASOTA COUNTY – Communications Associate I - UF/IFAS Extension & Sustainability
SARASOTA COUNTY – Contracted Human Services Supervisor
SARASOTA COUNTY – HVAC Supervisor - General Services

HILLSBOROUGH COUNTY – Solutions Analyst
JACKSONVILLE – Public Accounts Auditor I
LEE COUNTY – Transportation Plan Reviewer
LYNN HAVEN – Building Code Administrator
LYNN HAVEN – City Manager
MAITLAND – Risk Management & Human Resources Analyst
MARCO ISLAND – Chief Building Official
MELBOURNE BEACH – Town Manager
MIAMI BEACH – Assistant Director/City Engineer Public Works
NEW SMYRNA BEACH – Natural Resource Manager
NORTH TEXAS MUNICIPAL WATER DISTRICT – Director of Legal Services/General Counsel
OCALA – Accountant I
OCALA – Payroll Specialist II
ORLANDO – City Planning Division Manager/Planning Official
ORLANDO – Traffic Studies Manager
SARASOTA COUNTY – Land Development Reviewer - Technical Specialist I or II
SARASOTA COUNTY – Procurement Business Professional – Office of Financial Management
SEMINOLE – Finance Director
ST. CLOUD – Assistant City Manager
ST. PETERSBURG – Senior Financial Analyst
ST. PETERSBURG -Sunrise St. Pete Disaster Recovery Program Manager
ST. PETESBURG – Sunrise St. Pete CDBG-DR Compliance Officer
SUNNY ISLES BEACH – City Engineer
SUNNY ISLES BEACH – Floodplain Coordinator
SUWANNEE COUNTY – County Administrator
TAMAPA – Housing and Community Development Director
TAMPA – Director of Parks & Recreation
WAKE COUNTY, NC – Chief Human Resources Officer
WEST PALM BEACH – FL Transportation Engineer

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@FCCManagers

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