



The MANAGER

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
Post Office Box 1757 – Tallahassee, Florida 32302 – (850) 222-9684
Home Page: <http://www.fccma.org>

April 2008

Vol. 30, No. 4

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More on the “Pendulum Swing” of Governance

By Lynn Tipton, Executive Director

After last month’s column, several members contacted me to share their similar frustrations and concerns about Florida’s fiscal and legislative issues. My family has been in the Sunshine State since 1978, and I cannot recall a tougher economic time (although the early 1990s were a time of state revenue shortfalls, budget cuts and lay-offs) for the state and local governments.

This month, I want to focus on a positive “light” that we haven’t had before: the Center for Florida Local Government Excellence (nicknamed “the Center”) at FSU. This joint project between the FCCMA, FSU and the John Scott Dailey Florida Institute of Government will hopefully be a significant tool as we try to resolve the fiscal challenges facing us. When FCCMA approached the various schools of public administration to talk about the Center, we stressed that we saw three essential elements in the Center’s design: the academic needs of public administrators (including research); meeting the training and professional development needs of current and future local public managers and their management team members; and convening discussions statewide about the challenges and opportunities of Florida’s local governments. The third portion, serving as “convener” (maybe a better word is catalyst) for statewide issues and hosting the types of forums that lead to solutions. Several associations, like the Florida Chamber of Commerce, for example, have tried to hold statewide conferences on growth management, water policy, and the like. It appears that the “agenda” of the convener often gets in the way of actual outcomes, however. I believe our Center can be a neutral

convener with a focus on genuine reform (or problem-solving). There is tremendous potential for state, regional, and local leaders to gather together and discuss these issues outside of the legislative session and its deadlines.

At our conference in Marco Island next month, please plan on attending the Center's workshop. You'll hear about the newest academic element: a Florida city and county management certificate, the plans for the training and outreach element; and the opportunities we have to convene across the state in the name of strengthening our state and her governments. I look forward to seeing you there!

Over the past couple of years I've noticed an increase in the number of Home Rule attacks across Florida. Whether these incidents started as legislation, attorney general opinions, or executive branch actions, it appears that Article VIII, Sections 1(f) and 2(b) of the Florida Constitution hold less interest or sacred position than a decade ago. In my 19 years of working with Florida's local governments, I recognize the unfunded mandates and other legislative measures as Home Rule attacks, but what I see happening now is more than just legislation. It is an attitude among policy-makers that deeply concerns me. What has made counties and municipalities the enemy of the state? It has to be more than the rise in property valuations that led to some jurisdictions having property tax increases, and it has to be more than shared ideas for Constitutional amendments like TABOR (taxpayer bill of rights), which spread from activist groups to legislators' and governors' associations across the country. I don't understand where the anger against counties and municipalities comes from.

This year I'm teaching master's students at FSU, and we've read some of the *Federalist Papers* as background for the intergovernmental relations and management class. In re-reading Madison's writings, I'm struck by how deliberately he wanted (and succeeded!) to spell out what would be "federal" and what would be "national" in philosophy while being very careful to ensure that the respective states would hold their own powers. I think we need that same lecture on our national, state and local political philosophies today.

Some other efforts that have me concerned: citizen-led initiatives would turn a variety of governmental decisions into voter referenda (the proposed "Hometown Democracy" amendment, for example, or California's statutory amendments that appear each year on the ballot); recall efforts for charter language that turn election terms into popularity contests ("we want to be able to recall the person on any given day, for any given reason—including a vote on an issue," a citizen told me recently); several bills filed in this year's Legislature that would severely curtail county or city tax and fee powers; last year's required reductions to city and county millage rates; and a number of states facing TABOR-like amendments or legislation.

Are we in an era or headed into an era of greater state power and reduced local powers? Do citizens really want a state making decisions that have been locally determined for 100-plus years in some parts of the country (and closer to 40 years in Florida)? What these questions really lead me to is the question I've posed in this column already: do citizens really understand their governments, and what powers are given to each level?

Who is today's James Madison? I think it is time for another edition of the *Federalist Papers*.

Proposed Slate of Officers and Directors for PY08/09

President, Edward Mitchell, City Administrator, West Palm Beach

President-Elect, Joseph Gallegos, City Manager, Wilton Manors

Secretary/Treasurer, Carl Harness, Asst. County Administrator, Hillsborough County

Past President, Barbara Lipscomb, City Manager, Casselberry
District I Director, Joyce Shanahan, City Manager, Fort Walton Beach
District II Director, Oel Wingo, Assistant City Manager, Palm Coast
District III Director, Jon Lewis, Deputy City Manager, Palm Bay
District IV Director, Sarah Hannah, Assistant Town Manager, Palm Beach
District V Director, Jeffrey Miller, City Manager, Tamarac
District VI Director, Terrance Stewart, City Manager, Cape Coral
District VII Director, Vacant**
District VIII Director, Charles Saddler, Town Manager, Dundee

At-large Directors:

George Brown, Deputy City Manager, Boca Raton

Vince Long, Deputy County Administrator

Rex Taylor, Town Manager, South Palm Beach

**If you are in District VII, are qualified and would like to be considered for this seat, please forward (via e-mail to llovallo@flcities.com) your letter of interest and a short resume of experience. The deadline for submittal is May 1, 2008.

The formal election will take place at the annual meeting on Friday, May 30 in Marco Island.

2008 Membership Update Forms

We have had an overwhelming response to the Membership Update Forms. For those members who sent in a form, we thank you and have made any corrections you noted. Please remember if you are a full or an associate member that your dues are based on your salary: \$3 per \$1,000 of base salary or \$200, whichever is greater. For the 08/09 please plan your budgets accordingly for any increase in dues because of a change in your salary.

Appointments for Resume Review and Financial Planning

There are still time slots available on Thursday and Friday from 8:00 a.m. – 5:00 p.m. to sign up for either a resume review or financial planning session. Colin Baenziger, Robert Slavin and Tom Friejo have been invited to meet one-on-one with attendees to discuss their individual resumes and the current job market. Consultants from ICMA-RC will also be at the conference to provide financial planning sessions. To sign up for either appointment, contact Lynn Lovallo at (850) 222-9684 or llovallo@flcities.com. Early reservations are recommended as there may be limited availability on-site.

Are You a Survivor?

At the 2008 Annual Conference, there will be a “Survivor”-themed entertainment event. This will follow a beachfront buffet dinner on Friday evening. Five teams of five volunteers each will be pitted against each other in several challenges, until only one team is left on the “island”.

Round One – Gummy Worm Dig: Using plastic spoons and cups, competitors will have 30 seconds to dig as many gummy worms from the sand as possible. The team with the least amount of worms is out. If there is a tie with the losers, the other three teams will vote who is off the island.

Round Two – Spear Throwing: Four remaining teams will throw spears at targets for points. The team with the least number of points is out. If there is a tie, this time the audience will vote a team off the island.

Round Three – Memory Game: How is your memory?

Round Four – Obstacle Course: Remaining two teams will compete for the championship. From the team who wins there will be a grand prize winner voted on by a jury. The “jury” will be made up of spectators and eliminated teams. The grand prize winner will be based on sportsmanship, showmanship, competitiveness, etc.

Sign up to volunteer—first 25 people will get to play. How about forming teams—EPC, Past Presidents or something like that? E-mail Lynn Lovallo at llovallo@frcities.com your willingness to play.

ICMA Practices at the FCCMA Conference

Listed below are the sessions that are practice assignments and what the ICMA practice is.

Wednesday

1:00 pm -5:00 pm-Local Leadership in Crisis: *Practices 2 and 17: Policy Facilitation and Integrity*

3:00 pm – 5:30 pm-ICMA-RC: *Practice 18: Personal Development*

Thursday

8:30 am – 10:00 am-Ethics in Government: *Practice 17: Integrity*

12:30 pm – 2:00 pm-Life Choices (Career Development Luncheon): *Practice 18: Personal Development*

Friday

8:00 am – 10:00 am-How to Operate More Efficiently: *Practice 11: Financial Analysis*

8:00 am – 10:00 am-Why Good Managers Get into Ethical Hot Water: *Practice 17: Integrity*

10:30 am – 12:00 pm-Corporate/Government Partnership Presentations: *Practice 4: Citizen Service*

2:15 pm – 3:45 pm-Crafting an Employment Contract: *Practice 18: Personal Development*

2:15 pm – 3:45 pm-Continuity of Government: *Practice 3: Functional & Operational Expertise & Planning*

Saturday

8:00 am – 10:00 am-Closing Breakfast: *Practice 16: Media Relations*

2008 FCCMA Annual Conference at a Glance

Look for these sessions and more at the annual conference! For more information or to register online, visit www.fccma.org.

Wednesday, May 28, 2008

8:30 am – 5:30 pm - “So You Want to Be a City/County Manager?”

11:30 am - Golf Tournament

1:00 pm – 5:00 pm – Local Leadership in Crisis: Perspectives and Approaches

3:00 pm – 5:30 pm - ICMA-RC: Retirement and Beyond

5:45 pm – 6: 15 pm – First-Time Attendees’ Orientation

Thursday, May 29, 2008

7:30 am – 8: 15 am – MIT Breakfast Discussion

8:00 am – 5:00 pm - Financial Planning Appointments
8:00 am – 5:00 pm – Resume Review Appointments
8:30 am – 10:00 am – Opening General Session: “Ethics in Government”
10:45 am – 12: 15 pm – Legislative Update: Report from Tallahassee
12: 30 pm – 2:00 pm – Career Development Luncheon: “Life Choices”
2:00 pm – 3: 30 pm – Center for Florida Local Government Excellence: 1st Year Report
3:45 pm – 5:00 pm – Corporate/Government Partnership Presentations

Friday, May 30, 2008

7:00 am – 8:00 am – Faith Group Breakfast Discussion
8:00 am – 5:00 pm – Financial Planning Appointments
8:00 am – 5:00 pm - Resume Review Appointments
8:00 am – 10:00 am – How to Operate More Efficiently and Improve Service Delivery
8:00 am – 10:00 am – Why Good Managers Get into Ethical Hot Water
10:30 am – 12:00 pm – Corporate/Government Partnership Presentations
12:15 pm – 2:15 pm – Business Session and Awards Luncheon
2: 15 pm – 3: 45 pm – Crafting an Employment Contract
2:15 pm – 3:45 pm – Mutual Aid Planning for Long-Term Disaster Recovery
4:00 pm – 5:00 pm – Book Club Discussion: *The World Without Us*
6:30 pm – 8:30 pm – Friday Night Dinner and Social: “FCCMA Survivor”

Saturday, May 30, 2008

8:00 am – 10:00 am – Closing Breakfast with Chris Curle and Don Farmer

Updates from George Brown, FCCMA Appointee to the ICMA Conference Planning Committee

Below are listed the keynote speakers for the upcoming ICMA Conference:

Michael Beschloss, author of *Presidential Courage: Brave Leaders and How They Changed America* will be the speaker on Sunday. He is a presidential historian, author and commentator.

Tim Russert will be the speaker on Monday. He is a political commentator, and Meet the Press moderator. His recent bestseller, *Big Russ and Me* chronicles his life growing up in a predominantly Irish working-class neighborhood in South Buffalo.

Frans Johansson will be the speaker on Tuesday. He is a speaker, entrepreneur and managing director of Medici Capital Management. His recent bestseller, *The Medici Effect* was named one of the best innovation books of the year.

Bo Burlingham will be the speaker on Wednesday. He is the former editor of INC. Magazine. He will be doing research and tailoring the presentation about small communities based on his work in smaller companies. He is the author of *Small Giants: Companies That Chose to be Great Instead of Big*.

Money Available for ICMA Conference

Have you ever been to the ICMA Annual Conference? If not, you may be eligible to receive a scholarship to help pay your expenses. There are two scholarships available: Young Professional and Workplace Diversity. The Young Professional Scholarship is open to individuals with three years or less experience as a full-time local government employee. The Workplace Diversity Scholarship is open to individuals who are female, minority, or identify with or represent a group commonly associated with the term diversity. In the required essay, the applicant must demonstrate how his or her

background merits receipt of a diversity scholarship and how the local government and community served will benefit from the individual's diverse background. To be eligible for either of ICMA's conference Assistant Scholarship, an applicant must: Be a first-time ICMA Annual Conference attendee; Be a full-time local government employee; Submit a completed application form (visit Web site icma.org/conferencescholarships); and Demonstrate through a three-to-five-page essay, an avid interest in a career in local government management.

Host Region Registration Discount to ICMA Conference

Any ICMA member from the host Southeast Region (which includes Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia and West Virginia) who is attending his/her first annual conference is eligible to receive \$200 off the conference registration fee. (This is double the discount that has been offered for many years.) Additionally, any nonmember who joins ICMA receives the \$200 registration discount PLUS half-price ICMA membership for a year.)

2008 Florida ASPA Conference

The American Society for Public Administration will hold their 2008 conference-- "*The Challenge to Public Service in Times of Reduced Resources - Making Less Equal More*" on Friday, May 2, 2008, from 8:00 am – 5:00 pm at the Lake Mirror Complex, 121 South Lake Avenue, Lakeland, Florida. Join them in celebrating Public Service Recognition Week. For further information contact Claire Mostel at ctel@miamidade.gov.

Policy for Naming Facilities

"Walton County is considering adoption of a policy dealing with the naming of facilities. If your jurisdiction has such a policy, please provide a copy to Ken Little, Walton County Citizen Services Director, by e-mail litken@co.walton.fl.us, by fax (850) 892-8539, or by mail to 312 College Avenue, Unit B, DeFuniak Springs, FL 32435."

FCCMA Requesting Proposals for Tri-City/County Internships

At the May 2004 annual conference, then President Pam Brangaccio announced that three cities in Volusia County volunteered to partner the first tri-city/county internship. Port Orange City Manager Ken Parker, Assistant City Manager William Whitson, South Daytona City Manager Joe Yarbrough and Daytona Beach Shores City Manager Michael Booker worked together to develop a two-year internship program. The intern spent eight months in each city. This was invaluable experience for the intern and a cost-effective way for each city to have an intern. The second tri-city/county internship was partnered between Palm Bay, Titusville and Satellite Beach. Yvonne Kimball is completing her internship this year. You may have read an article in the newsletter telling of her experience.

FCCMA's responsibility with these interns has been to provide the educational enrichment opportunities by offering financial assistance to send the intern to the ICMA conference, FCCMA annual conference, any FCCMA symposiums and the Winter Institute. There is money budgeted in the FCCMA budget for this fiscal year for someone to start this spring, if possible.

If you are interested in submitting a proposal and would like more information, please contact Lynn Lovallo at 850.701.3535 or llovallo@flicities.com.

Local Government Management Fellow Seeks Host

Below is an abbreviated letter from one of ICMA's Local Government Management Fellow finalists.

Dear FCCMA Members,

I am graduating with my MPA from Southern Illinois University Edwardsville in May 2008. This past fall I applied to the Local Government Management Fellowship Program sponsored by ICMA. As you may be aware, it is a very competitive program and only around 20 people throughout the country are selected to represent ICMA each year. In January, I was notified that I was selected as a Semi-Finalist for the program. In order to become a finalist, I must find a municipality or county government to sponsor me as a fellow. Currently, I have yet to be successful in attaining such a sponsorship. I am involved with my local state's city management groups as well as the ICMA.

My tenure working in municipalities has exposed me to many different administrative and managerial duties within a municipal government. This includes working with various municipal areas such as city administration, public works, economic development and planning, code enforcement, budgeting, grant writing, personnel, housing inspections, information technology, and crisis management.

Specifically, some tasks that I can assist your municipality with include grant writing and research – I have assisted in writing municipal grants which have been awarded. Second, community development – I have worked with developers and downtown revitalization. With community development, I have enforced codes, assisted on housing inspections, helped develop websites and helped with crisis management within a municipality. Third, city personnel – I have participated in committee selection as well as wrote and revised city personnel manuals. Finally, I have experience with assisting in the budget cycle of a municipal government. My goal is to one day work as a city manager or administrator in a municipal government.

Thank you very much for your time and help in taking the time to help me with this issue. Additionally, if you have any further questions feel free to contact the ICMA LGMF program director, Rob Carty, at 202-962-3560 or at rcarty@icma.org.

Sincerely,

Joel Laws, MPA
Southern Illinois University Edwardsville

Ask A Coach

For the next several months we will feature a letter addressed to our coaches in the coaching program and a few of their responses.

Handling a Hot Potato

I am a brand new City Manager on the job for only a couple months, and I just found out that my administrative assistant is dating a firefighter who is currently the president of the local firefighter's union. Any advice on how to handle this situation?
Handling a Hot Potato

Dear “Handling a Hot Potato”

First I assume there is not a policy involving relationships between employees. I would sit down with the administrative assistant and explain the confidentiality of the administrative assistant’s job and explain that there could appear to others in the organization to be a conflict of interest due to this situation. Explain that trust to all involved is imperative. Explain that for her protection you may have to use other administrative staff to prepare any union documents. I would also warn that if this does cause performance issues with her work, she may have to be transferred to another department. ***Jim Drumm***

Well, employees are people, and people have relationships. There is no reporting relationship between your administrative assistant and the firefighter, so I doubt your HR policies prohibit this relationship. However, there are some things that are just very good to know and this is one of them. Judgment and discretion are more important than any clerical skill for the successful administrative assistant to a City Manager. However, knowing what you now know, your judgment and discretion will serve you well in handling this hot potato. There is certainly no need to overreact or perhaps to do anything immediately. After you get to know your administrative assistant better, let her know that you are ok with her relationship, but discuss possible scenarios where she might be “conflicted” in her role vis-à-vis the role of her boyfriend and discuss how the two of you should deal with any of those should they arise. This conversation is a great opportunity to establish trust and respect with your new employee as well as to establish some important professional expectations. ***Vincent Long***

Although this situation appears to be quite sticky, I feel that the solution is relatively straight forward. You obviously cannot suggest to your Administrative Assistant that she stop dating the firefighter (who also happens to be the local firefighter’s union president) but the opportunity for personal vs. professional conflict could exist in this current state of affairs. First, you should have a very serious discussion with her concerning what you expect from her as a member of the City Manager’s Team. Second, discuss the importance of confidentiality that comes with this position and hopefully through that conversation you can determine if she can handle this situation in a professional manner. Should you both agree to give this working relationship a try, you need to be clear that any breach of business related information (especially any information related to the Fire Department) will be grounds for serious disciplinary action. On the other hand, if you find that this individual cannot handle her responsibilities in a professional manner due to the fact that you are the “brand new” City Manager you are not obligated to keep this individual in her current position. I would recommend that you discuss the situation with her (recognizing the conflicts that could arise within your working relationship) and transfer her to a similar position within the organization with no adverse changes to her rate of pay or job responsibilities. Once the transfer has been completed, you can implement a recruitment process to fill the open position. ***Carl Harness***

MIT News and Update

Listed here are the current members-in-transition. **Mitchell Bobowski**, mbobowski@yahoo.com; **Pamela Brangaccio**, former administrator of Broward County, pbrangaccio@tampabay.rr.com; **Steve Cottrell**, former manager of Indian Rocks Beach, scottrell@knology.net; **Jim Gallagher**, former manager of Dundee, jgallagher27@tampabay.rr.com; **Stella Heath**, former assistant manager of Frostproof, 863.639.2178; **Lillie Latimore**, former manager of Pahokee, llatimore@aol.com; **Tom**

Moffses, Sr., former manager of Madison, moffsesr@gmail.com; **Katrina Powell**, former manager of Fort Meade, ktpowell68@aol.com; and **Susan Ashley Stanton**, former manager of Largo, a19b59@yahoo.com. Please take a minute to show your support of these MITs by making a phone call or sending an e-mail.

New Members

The following membership applications have been received. If no current member comes forth with a reason why these applicants should not be approved as members, they will be invoiced for dues. **Thomas L. Beaver**, Graduate Assistant, Rutgers, The State University of New Jersey, student member; **Kenneth Fields**, Village Manager, Islamorada, Village of Islands, full member; **Faith G. Miller**, Acting City Manager, Deltona, associate member; **Bruce J. Moeller**, Interim City Manager, Sunrise, associate member; **Samuel R. Oppelaar Jr.**, City Manager, Minneola, associate member; and **Matthew Spoor**, City Manager, Safety Harbor, associate member.

Positions

Director of Planning and Development Services - City of Dunedin, FL - Salary Range: \$72,161 - \$104,634 (Negotiable). (Pop. 37,500) Plans, directs and supervises the various functions of the Community Services Department, including code enforcement, building permitting, occupational licensing, zoning, long-range planning, commercial landscaping and downtown redevelopment, ensuring compliance with all applicable policies, procedures, laws and regulations. Updates and maintains all planning, zoning and building codes. Represents the City at public hearings locally and regionally. Advises the City Manager on a variety of related topics. Develops and administers the department's annual budget. Performs related work as directed. Reports to the City Manager. Requires a Master's degree in urban planning or related field supplemented by a minimum of seven years of progressively responsible experience in planning, codes enforcement and zoning administration, five of which have been in a supervisory capacity. An equivalent combination of education, training and experience that provides the required knowledge, skills and abilities may be considered. Must possess a valid Florida driver's license within 30 days of employment. Accepting applications/resumes until position is filled. City of Dunedin 750 Milwaukee Ave., Dunedin, FL 34698. Phone (727)298-3040. Fax (727) 298-3052. For employment application go to http://www.dunedingov.com/docs/Employment_Application.pdf
EOE m/f/d/v Drug/Smoke Free Workplace.

Finance Director – Fort Walton Beach - The City of Fort Walton Beach is seeking an experienced professional to serve in the capacity of Finance Director. Performs work under administrative direction of the City Manager and is appointed by City Council. The ideal candidate will possess strong analytical, interpersonal, communication, and writing skills with extensive knowledge of the principles, methods, and practices of governmental accounting and budgeting, financial analysis and reporting, internal controls and auditing procedures, and various laws affecting public accounting and budgeting. Current knowledge of reporting requirements for CAFR in compliance with GASB and FASB standards. **Education/Experience:** A Bachelor's Degree in Finance, Public Administration, Business Administration, or a related field, Masters Degree, CPA and/or CGFO preferred. Municipal/Public Sector experience preferred. Minimum Five (5) years experience in the administration of governmental accounting systems working in a responsible management position, or a comparable amount of training, education and experience. **Salary:** Low to Mid \$90K or higher depending on qualifications plus

benefits with relocation expenses negotiable. Interested applicants should submit a cover letter, employment application, resume, salary and benefit requirements, and 3 professional references to: City of Fort Walton Beach, Human Resources Department, P.O. Box 4009, Fort Walton Beach, FL 32549. Deadline for submittals is **April 25, 2008**. Applications can be obtained by visiting the City's website at www.fwb.org or by contacting the Human Resources Department at 850-833-9507. EOE/ADA/V/DFWP.

City Manager – Madeira Beach - The City of Madeira Beach is accepting resumes for the position of City Manager. This professional position is responsible for the administration of City policies, procedures, and ordinances. Madeira Beach is a barrier island community with approximately 4,500 permanent residents and stable employee base of 57 fulltime. This is a full-service community with public works, storm water, sanitation, recreation, fire, code compliance, and administrative services. Previous experience in redevelopment, waterfront and tourism is preferred. Minimum educational requirement is Bachelor's degree from an accredited college/university in Public Administration, Business, or related field. Master's degree is preferred. Excellent management skills and communication are essential. Florida experience is required. A minimum of seven years progressive experience in government, with two year minimum as Manager or Assistant Manager is preferred. ICMA certification is desirable. Salary range DOQ with benefits and ICMA Retirement. Send resume with salary history to Human Resource Manager, City of Madeira Beach, 300 Municipal Drive, Madeira Beach, FL 33708. Fax (727) 395-9361 or email to dcline@ci.madeira-beach.fl.us. Our employment application is available for print out at www.ci.madeira-beach.fl.us. All applications will become public documents under Florida Law. Position open until filled. EOE/DFWP/V/M/F

Finance Director – Miami Shores Village - The Village is seeking a qualified individual to direct all financial aspects and functions of the Finance Department, including Budgeting, Accounts Payable, Accounts Receivable, Cash Management, Payroll and Personnel Administration, Risk Management, and Pension Benefits. This position reports directly to the Village Manager and interacts with local elected officials, fellow department heads and staff, as well as residents. Requirements include: graduation from an accredited college or university with a degree in business administration, accounting or finance; at least five years of finance work experience and at least three years of governmental finance work experience. Good communication and interpersonal skills required. CPA and/or CGFO preferred. Excellent salary and benefit package offered. Submit resume with current salary information to: Village Clerk, 10050 N.E. 2nd Avenue, Miami Shores, FL 33138 or e-mail to: estepb@miamishoresvillage.com. EOE

Assistant City Manager – Tallahassee - SALARY RANGE: Up to \$154,960. Hiring Rate will generally not exceed \$120,723. OPEN UNTIL FILLED; APPLICATIONS REQUESTED BY MARCH 21, 2008. The City of Tallahassee, Florida offers a career opportunity for a highly skilled, innovative and visionary manager. The Assistant City Manager position is a member of the City Manager's Executive Team and is responsible for leading and supporting assigned departments. In partnership with the other members of the Executive Team, this Assistant City Manager sets the tone for leadership and performance of the City organization, and creates an environment in which all City's employees can maximize their contribution to the City and departmental mission. Assumes an active role in the strategic planning process to establish future direction for

the City. Provides day-to-day managerial direction on problems and issues that arise. Contributes to the effective administration of City government by fostering an attitude among staff that encourages cooperation, coordination of efforts, efficient use of resources and a service orientation to the citizenry. Develops a strong, pro-active, participatory team approach to problem solving among departments to develop a sense of involvement and ownership among employees. Participates actively on the Executive Team to provide a City-wide planning effort to ensure that the City Commission goals are implemented. Demonstrates effective management and leadership skills in the direction of top management personnel using a participatory and team decision-making model. Works closely with City Commissioners on issues and projects as assigned by the City Manager. Serves as the team leader on projects that focus on integration of processes that cross departmental lines. Handles the more acute problems brought to the attention of the City Manager by citizens who have exhausted normal channels or who prefer to take their problems directly to the City Manager's Office. Represents the City Manager at various meetings including inter-departmental meetings, intergovernmental activities, civic groups, and gatherings of concerned citizens. Sets objectives for departments and judges performance of department directors. Attends all regular and special meetings of the City Commission. Performs related work as required. Minimum Training and Experience: Possession of a Master's degree in public or business administration, one of the social sciences or a field related to the aforementioned degree areas and seven years of management experience, four years of which must include the supervision of personnel, or an equivalent combination of training and experience. Necessary Special Requirements: A valid Class "E" State Driver's license is required at the time of appointment. Statistics for 2005 indicate Tallahassee has a population of 174,781 and the total population of Leon County is 271,111. The community enjoys a very low unemployment rate of 3.3%. There are three colleges in Tallahassee, Florida State University with an enrollment of 39,672; Florida Agricultural and Mechanical University, enrollment of 12,175; and Tallahassee Community College which hosts 13,042 students. Tallahassee has a mild, moist climate. The average temperatures in January are a high of 64 and a low of 40; the summer months produce average highs of 91 and lows of 72. In contrast to the Florida peninsula, Tallahassee enjoys four seasons. The median cost of a single family home in the 4th quarter of 2005 was \$215,000. A 1,000 square foot multi family housing unit rented for between \$800 and \$850 monthly. **MUST SUBMIT A CITY OF TALLAHASSEE APPLICATION.** Visit www.talgov.com - job openings link, for application form and instructions or visit City of Tallahassee, Human Resources Department, 300 South Adams Street, Tallahassee, FL 32301-1731. To receive an application by FAX, call (850) 894-6223. TDD Number: 711. Please follow application instructions precisely. In accordance with Florida's open record laws, all applicant materials are subject to public disclosure. EOE

Redevelopment Director – City of Temple Terrace - Salary \$65,000 - \$95,000 (Negotiable). (pop. 24,500) The City of Temple Terrace, located in the Tampa Bay area, seeks experienced, proven redevelopment professional. Bachelors or Masters Degree in urban planning, public administration, architecture, engineering, or related field. Five years management experience in redevelopment, "Main Street", downtown business improvement district, or similar program. Community and economic development/urban redevelopment experience. Prefer government or private sector marketing/real estate experience. Or, equivalent combination of training, education, & experience. Valid FL driver's license. Position open until filled. EXCELLENT BENEFITS. Cover letter & resume: City of Temple Terrace, Human Resources, 11250 North 56th Street, Temple Terrace, Florida 33617. EOE/DFWP

Water Plant Manager – West Palm Beach - The City of West Palm Beach (pop. 102,000) with its sunny palm-lined streets, scenic waterfront views, quaint shopping districts, historic neighborhoods, and year-round outdoor festivals — is a slice of paradise whose hallmarks are elegance and luxurious comfort. Reporting to the Assistant Director of Public Utilities, the Water Plant Manager plans, supervises, coordinates, and controls the City’s 47 MGD water treatment plant and water distribution systems operations. The incumbent in this position is responsible for the maintenance, construction and repair efforts dedicated to infrastructure and water treatment and operations; for developing and maintaining regulatory compliance programs for the Water Treatment Plant to ensure compliance with all local, state and federal laws, rules and regulations; and to properly respond to citizen’s questions and inquiries on all water quality issues. Bachelor’s degree, preferably with a major in Chemistry, Biology, Business or Public Administration, or closely related field and seven (7) years experience in public utilities, public works, or private construction, including two (2) years in a supervisory/managerial capacity, or any equivalent combination of training and experience. A State of Florida Class A water plant operator license issued by the Department of Environmental Protection is required. Candidates with equivalent out of state licenses will be required to obtain the State of Florida license within one year from date of employment. The salary range for this position is \$68,500 - \$102,900. Very good benefits package. **HOW TO APPLY** Cover letter, resume, and salary history immediately to: **Tom D. Freijo, Ph.D., Senior Vice President The Mercer Group, Inc. Freijo@Mercerfl.com P.O. Box 9328 Winter Haven, Florida 33883 TEL: (863) 299-3571 FAX: (863) 299-6737.** EOE. Applications in Florida become a matter of public record upon receipt. Go to www.mercergroupinc.com for a complete Position Profile.

Dates to Remember:

May 28-31, 2008 – FCCMA Annual Conference, Marco Island
June 4-6 - 2008 - Transforming Local Government (TLG) Conference, Greenville, SC
June 25-27, 2008 – Florida Association of Counties Annual Conference, Miami
August 14-16, 2008 – Florida League of Cities Annual Conference, Tampa

“Grip It and Rip It” at the FCCMA Golf Tournament!

Don’t forget to sign up for FCCMA’s annual golf tournament. Registration begins at 11:30 a.m. on Wednesday, May 28, 2008 at The Rookery at Marco. This is a challenging 18-hole track that winds through palm trees, pine forests, lagoons, and cypress wetlands. The cost is \$99 for FCCMA members and \$150 for corporate players-- this fee covers cart and greens fees. We aren’t providing lunch this year, but lunch is available at the Club House before play begins. You can choose your own team or we can pair you up with another team! Registration forms are located in the back of your Conference Registration Packet or online at www.fccma.org! Get your team together TODAY so you can “tee it high and watch it fly” on May 28!