



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 2012

Vol. 34, No. 4

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Interested in what the FCCMA Board is doing? Go to www.fccma.org and click on Agendas and Minutes and read the latest Board minutes.

The Value of Being Together

By Lynn Tipton, Executive Director

Associations across the country are faced with similar questions from members when resources are tight: can you make the meeting virtual if I cannot be there? Can you put all of your training on-line? I have great respect for these questions...travel funds are often one of the first 'hits' in budget cuts and it is increasingly difficult to justify to bloggers, critics and the general public why any government travel should occur. I wish the naysayers could see FCCMA's membership together *just once* to appreciate why it is so critical to have some face-to-face time at least once a year. I have worked with municipal and county officials for 21 years, and even special district officials during this time, and I can't name another group that is as supportive and encouraging to one another as FCCMA. The warm handshake or hug, the sincere "how are you doing?" and the genuine listening – you just can't do those things via your computer screen. A virtual version of a keynote address may help a non-attendee learn, but without the benefit of networking and camaraderie. I know ICMA members who attended last year's conference via computer and felt the learning sessions were good – but they missed getting to visit with colleagues.

I agree that some training can be done effectively on-line, but it is hard to substitute the effectiveness of the question-and-answer period that follows most of FCCMA's workshops – such great learning and feedback!

Now, it may seem self-serving that I write this a month before the FCCMA annual conference – and I will confess that it is! Your colleagues have prepared timely sessions and interesting keynote addresses, as well as networking time and I sincerely hope most of you are able to be in Bonita Springs for the event. Realistically, I know everyone cannot be there; and we're always looking for ways to enhance our value to members through on-line offerings, coaching webinars and in-district training classes. Please share your ideas with your staff and with your district directors so we can meet your needs.

So, I've made my shameless plug and look forward to seeing the FCCMA family of dedicated public servants at the end of May!

April Member Profile

By Amanda Millirons, Public Works Division Manager, City of Palm Bay

Brad Johnson, Assistant City Manager, City of Lakeland

FCCMA member since: 2005

ICMA member since: 2005

Current Occupation: Assistant City Manager, City of Lakeland

Brief Job Description:

As the Assistant City Manager I assist the City Manager in the general management of city operations. I have responsibility currently for the Public Works Department, Fire Department, Risk/Purchasing Department, Human Resources Department, the Office of Management and Budget, and the Office of the Internal Auditor.

How did you become interested in public service?

From a young age I had been exposed to the realm of public service. Growing up in Maryland, I had relatives and close family friends who served as State Senators and Representatives. A sense of civic duty was a key part of our family culture. So I guess I could say that the interest was inherent but it wasn't until graduate school that I think it truly started to develop, and I determined how I wanted it to fit into my life. While pursuing a graduate degree in counseling at the University of Missouri, I started to take courses in the Public Affairs school and immediately it felt right. I found myself connecting more with what I was learning and experiencing in that coursework than the courses required for my degree plan. Ultimately I transferred into the PA school and never looked back. It was the best decision I ever made, although my counseling background has served me well in this profession.

Advanced Education:

I received my Masters in Public Administration, with a focus on Public Management, from the Harry S. Truman School of Public Affairs at the University of Missouri.

Most rewarding part about working in local government?

For me it is being able to see firsthand the fruits of our labor. Traveling around your community and meeting people and knowing that you had a part in a project or initiative that has touched their lives in a positive way is a great reward.

Greatest challenge you face today working in local government?

At this point in time, the challenge that sticks out to me is the blanket mistrust of government that is held by the public, which has unfortunately filtered its way down to cities and counties. We have seen this creep into our organizations at all levels and it has a tremendous impact on morale. But I think it is also an opportunity for us as local government managers to begin to educate the public about the value that public service brings to our communities and for us to tell our stories.

Most memorable experience working in local government?

In my last year of graduate school I did an internship in a small town outside of Columbia, Missouri. This town was about 10 sq miles and had a population of about 8,000; however, roughly 1,000 of those people were living in the prison located within the city. During my first day on the job as the newly hired intern, the City Manager walked in and sat down and said “Well let me tell you why I really hired you. I can’t afford an Assistant CM so you’re the best thing I got for the next four months.” And from there it was off to the races.

Long story short, I spent the next four months negotiating cell tower agreements, resolving employee disputes, performing compensation survey’s, and even ridding City Hall of a brown recluse spider infestation (yes I took on the role of Spider Czar). I had the time of my life and confirmed that this is what I want to do with the rest of my life.

Hobbies and interests:

I have always enjoyed traveling and the outdoors, and I am also an avid runner. However, my wife and I welcomed our daughter into our family about six months ago so my hobbies and interests now tend to revolve around her and my family. It is an easy tradeoff.

If you could give one piece of advice to young professionals interested in a career in public service, what would it be?

I think the advice that has served me well in my career is to have a good sense-of-self. And by this I mean you need to know what makes you tick and what you are passionate about to ensure that a life in public service aligns with your values. Knowing your strengths and weaknesses and having a defined set of goals is invaluable in any professional situation but more so in public service because of the stress and rigors that can come with the job. Having the confidence in knowing that this is the profession that you are committed to helps to combat the external pressures you may feel.

Who were your mentors and how have you disseminated this information down to other young public administrators?

I have been truly lucky to have the mentors that I do. I won't name names but they know who they are. I certainly attribute a large part of my ability to navigate through my career to the sound and candid advice and guidance that I have been given by these individuals. I have come to believe that the true test of a great mentor is if they are willing to tell you the things you don't want to hear.

What has been interesting is that as I have progressed in my career, I now have the opportunity to pay this forward and feel privileged to do so. What it really comes down to is building solid relationships with people and being able to offer support and assistance when needed. The words of wisdom that come to mind when I think about what has been passed on to me are concepts like *"Always act ethically and morally in any situation," "Always do what you said you were going to do," "Never underestimate the value of people,"* and my all-time favorite *"There is no box"*.

Have you always been in the public sector and have you had experience in the private sector?

Yes, my career has been spent solely in the public sector. Actually, what a lot of people may not know (and some may remember) is that my very first job in Florida was working for FCCMA, and my assignment was to follow then FCCMA President William Whitson as he rode his bike across the state of Florida to raise money for the FCCMA Foundation. I am proud to say that I only lost him once. It was an invaluable experience, and I met a lot of great local government managers, some of which I can now call friends.

What career field would you choose if you were not a public administrator?

I had an opportunity in graduate school to teach and really enjoyed the experience and process. If not a public administrator, I would probably look to teach at the university level. Although, my preference would be to teach public administration; so I don't know that I could ever really get away from it. Besides that, maybe a helicopter pilot (childhood dream).

Proposed Slate of Officers and Directors

Program Year 2012/2013

Bold/Italics indicates positions being elected and/or assuming office on Friday, June 1, 2012

At the Annual Business Meeting

Hyatt Regency Coconut Point, Bonita Springs

President

Joyce Shanahan, City Manager, Ormond Beach

President-Elect

Russ Blackburn, City Manager, Gainesville

Secretary/Treasurer

Jill Silverboard, Assistant City Manager, Clearwater

Past President

Jonathan Lewis, City Manager, North Port

District I Director

Jeffrey Brown, Assistant City Manager, Panama City

District II Director

Michael Pleus, City Manager, DeLand

District III Director

Desiree Matthews, Assistant City Manager, Kissimmee

District IV Director

Richard Reade, Sustainability & Public Information Officer, Delray Beach

District V Director*

John Flint, City Manager, Weston

District VI Director

Judith Zimomra, City Manager, Sanibel

District VII Director*

Robert LaSala, County Administrator, Pinellas County

District VIII Director

Andy Stewart, Town Manager, Dundee

At-Large Director

Bobby Green, City Manager, Auburndale

Horace McHugh, Assistant City Manager Oakland Park

Faye Outlaw, County Administrator, St. Lucie County

*These seats will become vacant on June 1 at the business meeting. Both districts have been canvassed for self-nominations from those willing to serve. Ms. Hannah-Spurlock has resigned her District V seat due to a change in her position. Ms. Silverboard has one year remaining in the District VII position. Upon her election to the Secretary/Treasurer position, the District VII seat becomes vacant and per the By-Laws, the vacancy is a Board appointment. The Board is appointing Robert LaSala to fill the anticipated vacancy.

Even numbered districts held elections this year; their newly-elected representative is listed and will begin serving his/her term effective June 1. The names of the appointees are listed.

Do's and Don'ts with Elected Officials — City Commissioners

By Gene Strickland

Random thoughts in no particular order from a retired City Manager. Gene Strickland retired from the City of Lakeland. He served his 34+-year public administrative career in Lakeland.

- Live inside the city limits (City Managers)
- Respond timely to City Commission requests no matter how trivial
- Make your City Commissioners look good
- Understand clearly your role and their role
- Remember every retiree or terminated city employee can become a City Commissioner
- Get your head out of the monitor and be accessible to the public, city employees, and your staff (do your work after 5:00 pm or on Saturday)
- Meet individually with each of your City Commissioners no less than bi-weekly
- Ask your City Commission to schedule an annual retreat
- Ask for any annual job performance evaluation
- Resist being a “fad” manager
- Resist being “first” with technology and equipment – capitalize on lessons learned from others (first usually has “bugs” and cost more)
- Mediate, as a last resort, between feuding City Commissioners – this one is tricky, so be careful as a high degree of diplomacy is necessary
- Arrive 30 minutes before and leave 30 minutes after working hours of employees (Merrett Stierheim’s tip)
- Remember - the chair that you are sitting in is only being loaned to you. Respect your elected officials and citizens and serve them with honesty, integrity and humility
- Never take sides in a local election
- Never tell any of your City Commissioners, including your favorite City Commissioner, that you plan to vote for them
- Never make a derogatory comment about one City Commissioner to another
- Never violate your credibility – it’s easy to lose and very difficult to restore
- Never act like you know more than a citizen or an elected official – discipline your ego
- Never make changes with “knee jerk” reactions
- "Time your recommendations to not cause political fallout"
- "Never allow a news story to surprise your elected officials"

FCCMA Annual Conference

Send in your conference registration today! Conference registration must be paid before you will receive your housing information. Housing availability is on a first-come, first-served basis and the cut-off date is May 9. You won't want to miss this great conference that the committee has designed for you. The theme this year is “Local Government Matters” Our New Future.” It will be held May 30 – June 2 at the Hyatt Regency Coconut Point in Bonita Springs.

Futurist Glen Hiemstra will open this year's conference exploring future trends as they impact our communities and governance. Friday morning Rob Walker will explore how a good story changes the perceived value of its subject matter, and at the closing breakfast on Saturday Scott

Burrows will talk to you about how his life's experiences have taught him how to stand up to the challenges.

Dave Ivan, State Specialist with the Greening Michigan Institute at Michigan State University will teach a pre-conference workshop on Best Practice Approaches in the New Economy. This requires a separate registration fee of \$80 and registration is limited to the first 40 people.

Some concurrent Sessions include: Building the City of 2032, New Rules for Economic Development, Ethics: Is There an App for That?, Reinforcing Confidence in Government, To Infinity... and Beyond in Economic Development, Do You Have to be Nuts to be a City Manager. Check the website for the full program schedule and updates as they become available.

Two professional recruiters will be onsite to do resume reviews and the ICMA-RC financial planning consultants will be providing individual financial planning sessions.

If you have any questions, contact Lynn Lovallo at (850) 222-9684 or llovallo@flcities.com.

May 18 Webinar

The last webinar for this program year will be held on May 18 from 2:00 p.m. – 3:00 p.m. and the topic is Pension Changes for Local Government.

"Local pension plans have been one of the biggest challenges facing Florida's cities in recent years and is clearly an unsustainable financial burden for many cities. Last month, FCCMA members listen to a webinar by Paul Shamoun that explained this issue in detail. This May 18th webinar is the perfect follow-up to Paul's presentation. It will provide valuable information on what three Florida cities have actually done to address this issue. Attendees will learn what obstacles had to be overcome and the process that was followed in each city to gain support for "real pension change" in their cities. This is a must session for city representatives who are wrangling with pension costs and benefits. Panelists include: Florida League of Cities Paul Shamoun, St Pete Beach City Manager Mike Bonfield, Naples City manager Bill Moss, and Hollywood Finance Director Matt Lalla.

All webinars are free. To access the webinars, go to <http://florida.acrobat.com/coaching>. Select the radio button next to the "Enter as a Guest." Dial-in: 1-877-685-5350 and the passcode is 461944.

ICMA University Full-Day Workshop

This workshop will be held on May 14 in Fort Lauderdale, Florida. The topic is: Get the Right Measures to Cut Costs and Improve Public Safety Services: **Asking Your Police and Fire Chief the Right Questions to Get the Right Answers.**

The real key to great management is asking the right questions. Policy decisions involving your police and fire departments could have huge public safety implications, but these departments are the toughest from which to get accurate, measurable information. Join us for a full day ICMA University Workshop, **Asking Your Police and Fire Chief the Right Questions to Get the Right Answers**, to learn how to understand the needs of your jurisdiction's public safety

agencies and employ methods to evaluate their performance; reduce costs and improve services. The workshop will include an expanded presentation about workload analysis and EMS sections and include a discussion of mergers and consolidations including public safety departments. Go to www.icma.org for details and to register.

Mid Career Manager Institute

ICMA-University is launching a new “Mid-Career Manager’s Institute”, which is designed for ICMA members who are either:

- credentialed and want to engage in a focused course of study and connection with others who are mid career
- not yet credentialed or have management experience in fields other than local government AND want to build strong ties with the profession and strengthen management skills with the goal of becoming credentialed managers

A brief outline of the program is attached. Please note, that attendance at the 2012 Regional Summits is not mandatory. Persons interested in the program who have missed or cannot attend their Regional Summit, may set up 1:1 meetings with Felicia Logan, ICMA Director of Leadership Development and Executive Coach. MCM has a flexible timeline so those not attending this year may attend the 2013 Regional Summit.

The program provides for focused personal professional development of each participant, while allowing them the opportunity to connect with other mid career managers and ICMA Leadership at the ICMA Annual Conference and in their regions. Each participant will also work with a Credentialed Manager Mentor throughout the program.

Questions on the program should be sent to Felicia Littky, Program Manager, Membership & Professional Development at flittky@icma.org or via phone at 202-962-3656.

ICMA Annual Conference

This year’s ICMA Annual Conference, October 7-10, in Phoenix/Maricopa County, Arizona, combines a cost-effective, high-quality professional development opportunity; networking; and information sharing—now when you need them most—with a unique and vibrant location in the heart of the Southwest, America’s sixth-largest city, and the gateway to the Grand Canyon. Go to www.icma.org/conference2012 for more details.

FCCMA Members-in-Transition

The following FCCMA members are currently in transition. Please take a minute to show your support by either emailing or phoning the MITs 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 the current technology, the project could even be done from the MIT’s home. FCCMA staff has many of their resumes. Please contact Carol Russell at crussell@flicities.com if you need a current resume for one of our MITs.

Also, please keep your FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email Lynn Lovallo at llovallo@flcities.com or Carol Russell at crussell@flcities.com.

Larry Arnold

District VI
Former Executive Director-
Community Services of Sarasota County
(941) 840-4223
larnoldz@gmail.com

Robert Bartolotta

District VI
Former Manager of Sarasota
(941) 822-0165
savrobert@comcast.net

Robert Bentkofsky

District III
Former Assistant Manager of Oviedo
(407) 971-6125
rlbentkofsky@bellsouth.net

Matthew D. Brock

District III
Former Manager of Polk City
(321) 507-5096
Matt-brock11@hotmail.com

Cory Carrier-Penton

District VIII
Former Manager of Polk City
corypenton@centurylink.net

Stephen J. Cottrell

District VII
(727) 487-3763
stcottrell@gmail.com

Michael Czymbor

Former Manager of Fernandina Beach
District II
(904) 310-6182
mczymbor@hotmail.com

Maria Davis

Former Manager of Lake Park
District IV
(561) 863-9716
Mdavis2282@aol.com

Kenneth Fields

Former Manager of Southwest Ranches
District V
(954) 610-7762
krfields@bellsouth.net

Richard Gestrich

Former Manager of Oviedo
District III
(407) 971-7160
springlite@cfl.rr.com

Barbara Lipscomb

Former Manager of Casselberry
District III
(407) 830-7757
Blips50@aol.com

Jeffrey Naftal

(954) 383-2202
Stout6@bellsouth.net

Frederick C. Nutt

District VII
Former Division Director of Hillsborough
County
(813) 792-7811
Fred_libby@msn.com

Markae Rupp

District VIII
Former Administrator of Arcadia
(321) 258-5783
recmngt@gmail.com

Tony Segreto
District II
Former Director of Public Works of Oviedo
(321) 436-7479
tonibuilds@gmail.com

Dale Sugerman
District IV
Former Manager of Highland Beach
(561) 582-5355
dalesugerman@excite.com

Frank Spence
District IV
Former Manager of Loxahatchee Groves
(561) 640-4908
frspence@bellsouth.net

Anita Fain Taylor
District V
Former Manager of Lauderdale Lakes
(954) 854-4240
faintaylor@aol.com

Susan Stanton
District IV
Former Manager of Lake Worth
(602) 622-0682
susanstanton58@yahoo.com

James Titcomb
District IV
Former Manager of North Palm Beach
(561) 315-4302
Jamie@jamestitcomb.com

Bruce St. Denis
District VI
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(941) 650-5054
Saintme53@gmail.com

Ann Toney-Deal
District VIII
Former Manager of Haines City
(863) 422-9242
3anntd@tampabay.rr.com

Donald Stilwell
District VI
Former Manager of Lee County
(239) 334-9301
DDStilwell@embarqmail.com

Oel Wingo
District II
Former Manager of Holly Hill
(386) 299-8755
Owingo50@gmail.com

New Members

The following membership applications have been received. If no current member comes forth with a reason why this applicant should not be approved as a member, they will be invoiced for dues. **James Barnes**, District IV, Director of Operations/ACM, Village of Wellington, Full Member; **Kathryn Breazeale**, District III, City Manager, City of Oviedo, Full Member; **Amy W. Elliott**, District III, Deputy City Manager, City of Melbourne, Full Member; **Energy Systems Group**, District VII, Jackie Griese-Contact, Corporate Member; **Deric C. Feacher**, District VIII, Assistant City Manager, City of Winter Haven, Full Member; **Ronald Gorland**, District V, City Manager, City of Miami Springs, Full Member; **Richard Lemack**, District V, Town Administrator, Town of Davie, Full Member; **James McCroskey**, District II, City Manager, City of Holly Hill, Full Member; **J. Steve Morris**, District V, Retired City Manager, Retired Member; **Francine Ramaglia**, District IV, Assistant City Manager, Village of Wellington, Full Member; **Larry W. Strickland**, District VII, Master's of Public

Administration, University of South Florida, Student Member; and **Stephanie Waters**, District VII, Grant Administrator, City of Largo, Affiliate Member.

Positions

The Manager will no longer print the full ad. All ads are posted online at www.fccma.org under job postings. If you click on the job, it will take you to the full ad.

City Manager — Archer — Pop. 1200. Application packets must consist of seven (7) copies of the following, a resume with a signed cover letter outlining qualifications, a list of Three (3) professional references and a salary history and requirements. Applications will be accepted until the position is filled. Electronic (e-Mail) applications will not be accepted. Applications may be mailed to 16870 SW 134th Ave. Archer FL 32618. Any questions should be directed to the city manager at 352-495-2880 or e-mailed to citymanager@cityofarcher.com.

Assistant City Manager for Operations — City of Coral Gables — Salary and benefits package includes: The annual salary range is \$102,356.80-\$140,545.60. Salary is negotiable depending on qualifications. Benefits include: vehicle allowance of \$450 per month, medical, dental and life insurance, retirement plan, leave allowances, and more. Deadline: Open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter and five references immediately, via e-mail, to HRD@coralgables.com or fax to 305-460-5518. The City of Coral Gables is an Equal Opportunity Employer/Drug Free Workplace.

Building Director, Development Services Department — City of Coral Gables — Salary and benefits package includes: The annual salary range is \$92,851.20 - \$127,483.20. Salary is negotiable depending on qualifications. Medical, dental and life insurance, leave allowances, retirement plan and more. Deadline: The position shall remain open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter, current salary, and five references immediately, via e-mail, to HRD@coralgables.com or fax to 305-460-5518. The City of Coral Gables is an Equal Opportunity Employer/Drug Free Workplace.

Building Service Coordinator — City of Coral Gables — The annual salary range is \$59,862.40- \$82,180.80. Salary is negotiable depending on qualifications. Benefits include: Medical, dental, and life insurance, retirement plan, leave allowances, and more. Open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter, current salary, and five references immediately, via email, to HRD@coralgables.com or fax to 305-460-5518. The City of Coral Gables is an Equal Opportunity Employer/Drug Free Workplace.

Code Enforcement Director — City of Coral Gables — The annual salary range is \$65,977.60 to \$90,625.60. Salary is negotiable depending on qualifications. Medical, dental and life insurance, leave allowances, retirement plan and more. The position shall remain open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter, current salary, and five references immediately, via e-mail, to HRD@coralgables.com or fax to 305-460-5518. The City of Coral Gables is an Equal Opportunity Employer/Drug Free Workplace.

Planning and Zoning Director — City of Coral Gables — The annual salary range is \$92,851.20 to \$127,483.20. Salary is negotiable depending on qualifications. Medical, dental and life insurance, leave allowances, retirement plan and more. The position shall remain open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter, current salary, and five references immediately, via e-mail, to HRD@coralgables.com or fax to 305-460-5518. The City of Coral Gables is an Equal Opportunity Employer/Drug Free Workplace.

Director of Community Development — City of Dania Beach — Salary (Pay Grade 41): \$78,500 to \$100,900 (minimum to mid-range). Job Closes: OPEN UNTIL FILLED. Applications should be submitted electronically and resumes uploaded at www.DaniaBeachFL.gov.

Chief Financial Officer — City of Daytona Beach — Salary commensurate with qualifications Pay Range: \$86,726 - \$154,347. Daytona Beach has a population of about 65,000. Resumes are public record and open for inspection. Send resume, current salary history, and names, addresses and phone numbers of five job references to: The City of Daytona Beach, Office of the City Manager, Attn: Bobbie Yarbrough, P.O. Box 2451, Daytona Beach, FL 32115-2451; YarbroughB@codb.us. **EEO/AA/ADA/VET Employer.**

Executive Director — East Central Florida Regional Planning Council — The salary range is \$95,000 to \$130,000, depending on qualifications and experience. The deadline for applying for this position is May 11, 2012, at 5:00p.m. Please submit your cover letter, résumé, salary requirements, at least three work-related references and two personal references to: Atlee Mercer, Chairman of Search Committee, East Central Florida Regional Planning Council, 309 Cranes Roost Blvd., Suite 2000, Altamonte Springs, FL 32701.

Administrative Services Director — City of Gulfport — Salary: \$67,417 to \$101,710 (DOE). All applicants shall be subject to background/drug screens. Applications are available for download through the Job Line page located on the City of Gulfport's website at www.mygulfport.us, and will not be accepted via fax or email. Applications may be obtained from: City of Gulfport, Human Resources Department, 2401 53rd Street South, Gulfport, Florida 33707; www.mygulfport.us. **Closing date for the receipt of applications is May 4, 2012.** The City of Gulfport is an Equal Opportunity Employer encouraging diversity in the workplace.

Assistant City Manager — City of Haines City — (pop. 20,565). Salary: \$67,859 - \$101,789. Open until filled. <http://ci.haines-city.fl.us>

Accountant — Jacksonville Beach — Salary negotiable: \$37,897-\$61,464 annually with excellent benefits. For more information visit www.COJB.jobs. Email inquiries to Personnel@jaxbchfl.net or contact Amy Smith at 904-247-6263. EOE., VP.

Senior Building Inspector — Lake County — Hourly Rate: \$18.99 - \$30.38. **Closing Date: Open Until Filled.** THIS IS A LIMITED TERM POSITION, DURATION UP TO SEPTEMBER 30, 2012. This position is 32 hours per week. Preference will be given to candidates that possess current Electrical and/or Fire inspector certifications. For more information contact: Jeannine Nelson, Employee Services Specialist at (352) 343-9784.

Regional Vice President — Management Partners — Management Partners seeks an experienced local government professional to lead its east practice based in Cincinnati. This is an extraordinary opportunity to continue in the local government management profession from a new perspective. The successful person will have served as a city or county manager as well as exceptional ability to communicate verbally and in writing. S/he will preferably have experience in multiple jurisdictions including a large local government, in more than one state, with strong networking ability. Compensation competitive, DOQ. Email resume and letter of interest to Jerry Newfarmer, jnewfarmer@managementpartners.com or call 513-313-0503.

Public Works/Utilities Director — City of Opa-locka, FL — Posted Date: 11/23/11. Closing Date: Until filled. Salary: Negotiable. The City offers a competitive salary, an excellent benefits packet, and participates in the Florida Retirement System. To apply please send Resume with cover letter & Official City Application Form to: City of Opa-locka, Human Resources Department, 780 Fisherman Street, Opa-locka, Florida 33054; Tel (305) 953-2815; Fax (305) 953-2919. www.opalockafl.gov. Applications/Resumes for this position will be accepted Monday – Friday 8:30 am – 4:30 pm.

Accounting/Fiscal Services Director — Pasco County, FL — Salary \$74,000 - \$120,301 annually. Closing date: Continuous. ADA/MF/EOE. Apply online at www.pascocountyfl.net.

Assistant County Administrator – Internal Services — Pasco County, FL — Salary – Negotiable. Closing date: Continuous. ADA/EOE/MF. Apply online at www.pascocountyfl.net.

Assistant County Administrator - Public Services — Pasco County, FL — Salary – Negotiable. Closing date: Continuous. ADA/EOE/MF. Apply online at www.pascocountyfl.net.

Budget Director — Pasco County, FL — Salary: \$74,000 - \$120,301 annually. Closing date: Continuous. ADA/MF/EOE. Apply online at www.pascocountyfl.net.

Emergency Services Director — Pasco County, FL — Salary: \$74,000 - \$120,301 annually. Closing Date: Continuous. ADA/MF/EOE. Apply online at www.pascocountyfl.net.

Assistant City Manager — City of Port St Lucie — Salary and benefits package include: The annual salary range is \$95,000. - \$120,000. Salary is negotiable depending on qualifications. Benefits include: medical, dental, and life insurance, retirement plan, sick, vacation, comp time and more. To ensure consideration for this position, interested candidates should forward City application, resume, cover letter and at least five (5) references by May 15, 2012. You may fill your application out on line and attach resume, cover letter and references by going to www.cityofpsl.com. The City of Port St Lucie is an Equal Opportunity Employer/Drug Free Workplace.

Business Developer — Severn Trent Services, St. Augustine — To apply for the position go to www.severntrentservices.com. If you have any additional questions, contact Helen Martinez-Mitcham at (281) 578-4274 or hmartinez-mitcham@stes.com.

Town Administrator — Southwest Ranches — The salary range will be subject to negotiation, based on the Town's past employment agreements, industry standards, and the applicant's qualifications. Here is a link to the website:

<http://www.southwestranches.org/Procurement/Employment/12-007-RLI%20-Town%20Administratorl.pdf>

Manager - Budget and Policy — City of Tallahassee — **Salary Range:** \$29.66 - \$68.16 hourly (Hiring Rate will generally not exceed \$52.75/hr*). **Deadline:** 05/04/2012. (Applications requested by 4/13/2012) . A completed on-line City of Tallahassee employment application is required. A resume may be attached to the application, but will not be accepted in lieu of a completed application. For more information please visit our website at:

<http://www.talgov.com/hr/openings.cfm>

Auditor — City of Tampa — **Salary range: \$50,003.20 - \$74,963.20 a year. Closing date for applications:** This position is open for recruitment until further notice. **HELPFUL HINTS FOR COMPLETING YOUR APPLICATION:** Please [register as a MyTampaGov member](#) before you begin the application process. This will enable you to view and re-use information from previously submitted applications to complete and submit any future applications. Please make certain your application is complete and the information you provide clearly demonstrates that you possess the minimum job qualifications as stated in the job announcement. Resumes can be submitted in support of an application, but not in lieu of an application. Resumes and copies of certifications or other required documents may be attached to your online application or e-mailed to careers@tampagov.net. Apply at: Old City Hall Employment Office, 315 East Kennedy Boulevard or mail it to 306 E. Jackson Street, Tampa, FL 33602. To apply online, go to: www.tampagov.net.

Director of Finance — City of West Palm Beach, Florida — **Salary Range: \$114,194 - \$171,547. HOW TO APPLY:** If you are interested in applying for this position visit website at www.wpb.org and apply online. OPEN UNTIL FILLED. EOE/DRUG FREE WORKPLACE

City Clerk — City of Williston (Levy County) Florida — Position is open until filled. Salary depends on qualifications. Interested parties are to submit resumes and cover letter to the City of Williston c/o Patrick Miller, City Manager, by mail to P.O. Drawer 160, or 50 NW. Main Street. Williston, Fl. 334696 or by email to Pat.Miller@ci.williston.fl.us.

Dates to Remember:

May 31 – June 2, 2012—FCCMA Annual Conference, Bonita Springs

June 19-22, 2012—FAC Annual Conference, Orlando

August 23-25, 2012—FLC Annual Conference, Hollywood Diplomat

October 7-10, 2012—ICMA Annual Conference, Phoenix, AZ