



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

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**Message from Staff**

Due to an unforeseen computer glitch, we were not able to start our electronic weekly newsletter on Wednesday, August 15. We have a new look and new design which will start next Wednesday, August 22.

There will no longer be a paper newsletter sent to our members that have not provided us with email addresses. If you have not been receiving weekly emails every Wednesday, then we do not have your email address. Please forward your email address to Carol Russell at [crussell@flcities.com](mailto:crussell@flcities.com) so that you will continue to receive all your FCCMA communications. All of our training and conference information will now be sent by email.

**Strategies to Diversify Florida's Energy Future and Reduce Reliance on Foreign Energy Sources**

Florida's regional planning councils in association with the U.S. Economic Development Administration, U.S. Department of Energy, and the Florida Energy Office are identifying strategies to diversify Florida's energy future and reduce reliance on foreign energy sources.

Less reliance on foreign energy translates into increased domestic energy production, which is an engine for job creation and economic growth.

Two surveys have been created to better understand the current energy infrastructure in Florida from both a residential and non-residential perspective. To take either survey, please go to <http://www.florida-energy.org/>. Responses are kept anonymous. The information gathered by this survey will be used to inform policy decisions pertaining to Florida's future energy needs.

## **Florida City and County Manager Salary and Benefits Survey**

The Florida League of Cities offers online participation and reports for cities and counties that enter their respective data through the website of Human Resource Management Partners. HRMP has an agreement with the League and the Florida Public Human Resource Association, [www.fppa.org](http://www.fppa.org), to allow access to the data to cities and counties who are members of the association. Now is a good time to plan for this data entry, so that right after **October 1, 2012**, your entity's data can be entered. The link for more information about the surveys is: <http://www.floridaleagueofcities.com/Resources.aspx?CNID=520> and the link for participation in the survey is: <http://www.surveys.us/>. For more information, contact Carol Westmoreland at [cwestmoreland@flcities.com](mailto:cwestmoreland@flcities.com), or 850-701-3608.

## **2012/2013 FCCMA Webinars**

FCCMA offers webinars to both members and non-members through the Center for Florida Local Government Excellence and the Professional Training and Development Committee. Webinars will be held the following dates:

September 20, 2012: *"Grant Writing - Tips and Strategies"*

October 18, 2012: *"Succession Planning - What, Why, When and How"*

November 15, 2012: *"Simplified Strategic Planning - What All Agencies Can Do"*

January 17, 2013: *"Legislative Update - Preparing for the Next Legislative Session"*

February 21, 2013: *"Pension Tension - Specifics on How to Address the Pension Challenge"*

March 21, 2013: *"Outsourcing - Pros and Cons and Important Tips"*

April 18, 2013: *"Mentoring - Mentor/Protege Roles"*

All webinars will be held from 2:00 PM - 3:00 PM, Eastern Time. Topics and speakers will be posted on the website as soon as they are confirmed. **All webinars are free.**

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

**To participate in a webinar discussion, simply call at the designated time.**

Dial-In: 1-877-685-5350

Pass-Code: 461944

To access the webinar please visit:

**<http://florida.acrobat.com/coaching>**

## **2012-2013 District Trainings**

FCCMA in conjunction with the Center for Florida Local Government Excellence has set the dates for the district trainings for the current program year. Below is a list of each district with the dates, topics and locations. The brochure for the District VI Training is available on the website at [www.fccma.org](http://www.fccma.org) under district trainings. You can download the form and send in the form with payment or register online. You will need to you're your login and password to register online.

For more information contact Carol Russell at [crussell@flcities.com](mailto:crussell@flcities.com).

**District I**

September 28, 2012 - 9:00 am - 1:00 pm  
Topic and Location TBD

January 18, 2013 - 9:00 am - 1:00 pm  
Topic and Location TBD

**District II**

October 24, 2012 - 9:00 am - 1:00 pm, New  
Smyrna Beach Community Center  
*"Best Practices for Community/Citizen  
Engagement"*

**District III**

October 18, 2012 - 9:00 am - 1:00 pm  
Topic and Location TBD

March 14, 2013 - 12:00 pm - 3:30 pm  
Topic and Location TBD

**District IV**

March 22, 2013 - 12:00 pm - 4:00 pm  
Topic and Location TBD

**District V**

Date, Topic and Location TBD

**District VI**

October 19, 2012, 12:00 pm - 3:30 pm,  
Sanibel Recreation Center  
*"Respect & Civility: The Dynamics of Being  
a Local Government Official in Today's  
Climate"*

**District VII**

January 25, 2013  
Topic and Location TBD

March 1, 2013 - 12:00 pm - 3:30 pm  
Topic and Location TBD

**District VIII**

October 26, 2012 - 12:00 pm - 3:00 pm  
Topic and Location TBD

**2012 FCCMA Symposiums**

There will be two symposiums held this year, one on the east coast and one on the west coast. The first symposium will be held on November 8, 2012 from 10:00 am – 4:00 pm at the Port Orange Lakeside Community Center. The second symposium will be held on November 30, 2012 from 10:00 am – 4:00 pm at the Sarasota Hyatt in conjunction with the Florida Association of Counties' Legislative Conference.

The topic for the symposiums is *"The Challenge of Providing Services for the Next Five Years."* The symposium will be divided into three sessions with a session on technology, a session on legal and a session on what are the citizen/elected officials' expectations and can we provide them.

The symposium brochures are expected to be finalized and emailed around September 1. Check the website for further updates.

**2013 FCCMA Winter Institute**

The 2013 Winter Institute will be held at the Lake Mary Westin on February 7 and 8, 2013. The topic is "Change Happens: Are You Up For It?" ICMA's Felicia Logan has agreed to facilitate.

The institute has been divided into three sessions. Joe Coury will be the provocateur on the session: The Local Government Manager as a Leader – How do you show up? Deidre Macnab from the Florida League of Women Voters’ will be the provocateur for the session: Leading Organization Culture and Change – How do you step up? Joe Masurkiewicz will be the provocateur for the last session: Leading with Ethics and Innovation – How do you stay up? On Friday, Felicia Logan will sum up the institute with What Am I Going to Leave Here With?

Kurt Bressner will speak at the Inspirational Breakfast on “Transitioning from Work to ‘Working Retired’: Attitude of Gratitude.”

The brochure and registration form will be finalized around October 1 and emailed to all full members. Check the website for further updates. If you have any questions, contact Lynn Lovallo at [llovallo@flicities.com](mailto:llovallo@flicities.com).

## **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](mailto: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 Carol Russell at [crussell@flicities.com](mailto:crussell@flicities.com).

**Larry Arnold**  
District VI  
Former Executive Director-  
Community Services of Sarasota County  
(941) 840-4223  
[larnoldz@gmail.com](mailto:larnoldz@gmail.com)

**Robert Bartolotta**  
District VI  
Former Manager of Sarasota  
(941) 822-0165  
[savrobert@comcast.net](mailto:savrobert@comcast.net)

**Robert Bentkofsky**  
District III  
Former Assistant Manager of Oviedo  
(407) 971-6125  
[rlbentkofsky@bellsouth.net](mailto:rlbentkofsky@bellsouth.net)

**Matthew D. Brock**  
District III  
Former Manager of Polk City  
(321) 507-5096  
[Matt-brock11@hotmail.com](mailto:Matt-brock11@hotmail.com)

**Alan J. Cohen**  
District V  
Former Manager of Sunny Isles Beach  
(607) 279-7725  
[cohen@lightlink.com](mailto:cohen@lightlink.com)

**Stephen J. Cottrell**  
District VII  
(727) 487-3763  
[stcottrell@gmail.com](mailto:stcottrell@gmail.com)

**Kenneth Fields**

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

**Jorge Gonzalez**

Former Manager of Miami Beach  
District V  
(305) 308-0663  
[jorgegonzalezmiamibeach@hotmail.com](mailto:jorgegonzalezmiamibeach@hotmail.com)

**Gregory Kisela**

Former Manager of Walton County  
District I  
(850) 333-0816  
[lgkisela@fairpoint.net](mailto:lgkisela@fairpoint.net)

**Kathie Margoles**

District IV  
Former Assistant Manager of Lake Worth  
[kathiemargoles@bellsouth.net](mailto:kathiemargoles@bellsouth.net)

**Robert Mearns**

District I  
Former Manager of Fort Walton Beach  
(850) 240-3599  
[rmearns@cox.net](mailto:rmearns@cox.net)

**Frederick C. Nutt**

District VII  
Former Division Director of Hillsborough  
County  
(813) 792-7811  
[Fred\\_libby@msn.com](mailto:Fred_libby@msn.com)

**Markae Rupp**

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

**Frank Spence**

District IV  
Former Manager of Loxahatchee Groves  
(561) 640-4908  
[frspence@bellsouth.net](mailto:frspence@bellsouth.net)

**Susan Stanton**

District IV  
Former Manager of Lake Worth  
(602) 622-0682  
[susanstanton58@yahoo.com](mailto:susanstanton58@yahoo.com)

**Bruce St. Denis**

District VI  
Former Manager of Longboat Key  
(941) 650-5054  
[Saintme53@gmail.com](mailto:Saintme53@gmail.com)

**Anita Fain Taylor**

District V  
Former Manager of Lauderdale Lakes  
(954) 854-4240  
[faintaylor@aol.com](mailto:faintaylor@aol.com)

**James Titcomb**

District IV  
Former Manager of North Palm Beach  
(561) 315-4302  
[Jamie@jamestitcomb.com](mailto:Jamie@jamestitcomb.com)

**Ann Toney-Deal**

District VIII  
Former Manager of Haines City  
(863) 422-9242  
[3anntd@tampabay.rr.com](mailto:3anntd@tampabay.rr.com)

**Oel Wingo**

District II  
Former Manager of Holly Hill  
(386) 299-8755  
[Owingo50@gmail.com](mailto: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. **Beverly Scott**, District IV, Assistant to the City Manager, City of Belle Glade, Full Member; **David Scott**, District VII, Executive Director, Pinellas County Dept. of Environment and Infrastructure, Affiliate Member; and **Streetline, Inc.**, District IV, Sarah Salpeter, Contact, Senior Director of Sales – East Coast, Corporate Member.

## Positions

All ads are posted online at [www.fccma.org](http://www.fccma.org) under jobs. If you click on the job, it will take you to the full ad.

**Assistant Chief — Alachua County Board of County Commissioners** — \$63,320.19 - \$104,478.40 annually. Closing date: 08/31/2012. Please apply on-line at <http://www.alachuacounty.us/employment>.

**Captain/Training — Alachua County Board of County Commissioners** — \$54,232.05 - \$89,483.06 annually. Closing date: 08/31/12. Please apply on-line at <http://www.alachuacounty.us/employment>.

**Senior Programmer Analyst — Alachua County Board of County Commissioners** — \$46,448.69 - \$74,317.78 annually. Closing date: 8/31/2012. Please apply on-line at <http://www.alachuacounty.us/employment>.

**Development Services Coordinator — City of Boynton Beach** — Starting Salary Range is \$44,486 - \$50,000/Year, depending on qualifications. This position is open until filled. To learn more about the position and to apply, go to our website by clicking this link: [City of Boynton Beach DS Coord Job Posting](#). Please review the entire position posting and click on “Apply For This Position Now” at the bottom of the job posting.

**Manager of Economic Development — City of Boynton Beach** — Starting Salary Range is \$59,382 - \$80,000/Year, depending on qualifications. This position is open until filled. To learn more about the position and to apply, go to our website by clicking this link: [City of Boynton Beach ED Mgr Job Posting](#). Please review the entire position posting and click on “Apply For This Position Now” at the bottom of the job posting.

**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. 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](mailto:HRD@coralgables.com) or fax to 305-460-5518.

**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. 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](mailto:HRD@coralgables.com) or fax to 305-460-5518.

**Building Service Coordinator — City of Coral Gables** — The annual salary range is \$59,862.40- \$82,180.80. Salary is negotiable depending on qualifications. 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](mailto:HRD@coralgables.com) or fax to 305-460-5518.

**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. 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](mailto:HRD@coralgables.com) or fax to 305-460-5518.

**Public Works Director — The City of Coral Gables** —The annual salary range is \$97,490 to \$133,870. Salary is negotiable depending on qualifications. 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](mailto:HRD@coralgables.com) or fax to 305-460-5518.

**Utility Services Director — Indian River County Board of County Commissioners** — (Pop. 138,694) Salary: \$78,961 - \$118,822 DOQ. Open Until Filled. [www.ircgov.com/utility-director](http://www.ircgov.com/utility-director).

**TDC Executive Director — Okaloosa County Board of County Commissioners** — Annual Salary Range: \$79,913.60 to \$135,824.00. To apply for this position, visit our website at [www.co.okaloosa.fl.us](http://www.co.okaloosa.fl.us) or call (850) 689-5870 for more information. This position is open until filled.

**Public Works/Utilities Director — City of Opa-locka, FL** —Closing Date: Until filled. Salary: Negotiable. 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](http://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](http://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](http://www.pascocountyfl.net).

**Customer Service/Performance Development Administrator — Pasco County, FL** — (pop. 440,628) Salary \$61,200 - \$99,231. Closing date: Continuous. <http://pascocountyfl.net/index.aspx?NID=1211>

**Assistant County Administrator — St. Lucie County** — Salary will be determined by qualifications and experience. For more information or to apply please visit our website at [www.stlucieco.org/employment](http://www.stlucieco.org/employment).

**Human Resources Administrator — City of St. Pete Beach** — (pop. 10,002) Salary: \$53,639.04 - \$61,684.89. Closing date: open until filled.  
[http://www.stpetebeach.org/images/stories/city-manager/pdfs/Human\\_Resources\\_Admin.pdf](http://www.stpetebeach.org/images/stories/city-manager/pdfs/Human_Resources_Admin.pdf)

**Accounting Operations Manager — City of Tampa** — SALARY RANGE: (MD ) \$62,940.80 - \$98,800.00 a year. TO APPLY: To be considered for this position, applications must be received or postmarked by the closing date of August 23, 2012. Applications received or postmarked after the closing date will not be processed.