



# *The* MANAGER

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

August 2010

Vol. 32, No. 8

### *In This Issue*

ICMA Dutch Treat Dinner  
Running Head: Spotlight on City Manager, Anita Fain Taylor  
Are You Ready?  
Historian's Corner  
Innovation Edge  
Fiscal Sustainability – Union Negotiations: What Happens After Impasse?  
FCCMA District Trainings  
Historian's Corner  
Letter to the Editor of the Los Angeles Times  
Developer Match Up at FRA Conference

## **The Best Response when the Profession Receives a Black-Eye**

*By Lynn Tipton, Executive Director, FCCMA*

By now, most of you have read about the City of Bell, California and the compensation given to its council, manager, assistant manager, and police chief. The resulting firings, resignations, articles, talk-show discussions and public outcry are understandable - and upsetting, and in some ways, baffling. How did such a situation get to that stage? And, more importantly for colleagues within the profession, how should professional associations respond to these types of events? In Florida, public contracts are public documents and are adopted at publicly-noticed meetings, not executive sessions (as California's laws currently provide). That is one difference that should prevent such a situation from arising here – but that doesn't finish the discussion for conscientious members of the profession who are more deeply concerned with the subject of appropriate compensation for management and senior management positions. It is an understatement to say this topic will come up a lot over the next few months; I expect it to be the subject of extensive discussion within ICMA's Committee on the Profession and at the ICMA conference this fall. I'm also very concerned as to the efforts we have undertaken to attract students and young professionals into our field – the impact of this situation will have a great effect on our recruitment, which carries over to our regular symposium events, and to workshops on ethics. It also extends to conversations we have with the press/media. I think we need to talk transparently about it – and to guide our membership through their own discussions of compensation. You may recall that the FCCMA developed a model employment agreement as the result of committee work and a workshop at the annual conference. As the national discussion of this issue continues, I will share any information that is gathered.

For ICMA and the California managers' association, called Cal-ICMA, the response has been swift and thoughtful, as has the response from ICMA – I'd like to share a few paragraphs that their executive board has shared throughout the ICMA membership:

*On July 29 and 30, the City Managers Department of Cal-ICMA's Executive Committee met in Sacramento. The Executive Committee is comprised of more than 40 city managers from throughout the state of California. The leadership of the Department and Executive Committee are put in office after a vote by all its members. Membership of the Executive Committee represents a diverse group of city managers from all geographical areas throughout the state, representatives from area managers groups, representatives from the League, ICMA, Cal-ICMA, CCMF, County Associations, and both the northern and southern assistants groups.*

*After hours of discussing the various issues resulting from the City of Bell, the Executive Committee unanimously voted to create a task force to work in concert with the League on the necessary response and reforms. As mentioned in the last email, the task force was assigned to work with the League on proposed legislative reforms, to review and approve a draft set of compensation guidelines to be circulated to all city managers and assistant city managers, and to work on a salary survey in coordination with ICMA. Everything that has been done to date has been in coordination with this task force's representatives and in coordination with the League. To be successful we must act in partnership with each other and be unified in our approach.*

*While there has certainly been a diverse set of opinions and positions, the task force recognizes that there are no perfect solutions. We recognize that each community is unique and we have attempted to respect that principle, while at the same time pushing forward the necessary actions. A draft set of compensation guidelines is being produced, the full membership has been surveyed to gather data and information.*

*The City of Bell issue appears to be far from over. As many of us are aware this has brought negative attention to the profession up and down the state. As we mentioned in the last email, as city managers we need to act both thoughtfully and assertively to address this issue and ensure the public understands the situation in Bell is not indicative of who we are as dedicated professionals and public servants. While we all have strong opinions about the current state of affairs and approach, it is strongly recommended that city managers have a unified approach/message. Having random and disparate positions from varying city managers across the state does not help in attempting to respond and to create measures that can be adopted quickly and with the support of our communities.*

*We are confident that with a unified, transparent, and thoughtful approach we will emerge positioned to continue providing the needed leadership and service to our communities. Signed by the current president of Cal-ICMA, the officers, and the executive director of the California League of Cities.*

*There is a letter to the editor of the Los Angeles Times on page 11.*

## **ICMA Dutch Treat Dinner**

**Dutch Treat Dinner** -For those of you traveling to San Jose for the ICMA Conference, reservations have been made at McCormick & Schmick's Seafood Restaurant, 170 South Market Street (located directly inside The Fairmont San Jose's South Tower) for Monday, October 18. Dinner is scheduled for 6:30 p.m. and you have a choice of three entrees. The menu includes mixed greens for starters; choice of Tilapia, Tierra Del Fuego, Argentina—cashew crusted with Jamaican Rum Butter; 6 oz. Petit Filet served with Maitre d'Hotel Butter; Chicken Marsala served in a traditional mushroom marsala sauce and Upside Down Walnut Crusted Apple Pie served a la mode with vanilla bean ice cream for dessert. Beverages will be provided. Tickets will be necessary, as FCCMA will be paying deposits and making the final payment on one bill. You will receive a confirmation e-mail that will serve as your ticket. The cost is \$40 per person, which includes taxes and gratuity. Please send your checks made payable to FCCMA with the order form below by September 30 to receive your ticket(s) by email. This dinner event is always very popular with the FCCMA members, and it is hoped there will be a good turnout.

Please make your choice of entrée:

\_\_\_\_\_ Tilapia

\_\_\_\_\_ Petit Filet

\_\_\_\_\_ Chicken Marsala

### **ICMA Conference/FCCMA Dutch Treat Dinner**

Name: \_\_\_\_\_

E-mail (where you want ticket sent): \_\_\_\_\_

Number of tickets requested at \$40 each: \_\_\_\_\_

Amount enclosed: \_\_\_\_\_

***Checks should be payable to FCCMA.***

Visa/Mastercard: circle one

Name on the card: \_\_\_\_\_

Credit Card #: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Billing Address for the Cardholder: \_\_\_\_\_

***Please mail to FCCMA, PO Box 1757, Tallahassee, FL 32302 or Fax: 850.222.3806 or attach with an e-mail to [crussell@flcities.com](mailto:crussell@flcities.com).***

## **Running Head: Spotlight on City Manager, Anita Fain Taylor**

*By Vanessa J. Sauveur, MPA, Computer Support Specialist, City of Lauderdale Lakes*

It is my honor to shine the spotlight on my City Manger, Mrs. Anita Fain Taylor. Mrs. Taylor may not know this, but she has inspired me to focus on my professional development and to be steadfast in pursuing my goals. Mrs. Taylor, a Florida native, knew she wanted to be a City Manager; therefore, she designed her path, followed it, and has achieved her goals. She is the first African-American female City Manager in Broward County. Mrs. Taylor attributes her success in government to having worked with top local government officials and by taking advantage of various educational and training opportunities. She continues to enhance her executive leadership skills through leadership development programs and by participating in various professional organizations such as the Florida City and County Management Association.

In 2009, Mrs. Taylor received the prestigious Credentialed Manager designation from the International City/County Management Association (ICMA). She currently serves as President of the Broward City/County Management Association; and Secretary/Treasurer of the United Way of Broward County Commission on Substance Abuse. Mrs. Taylor is also a graduate of Leadership Broward; a member of Zeta Phi Beta sorority, and the National Forum for Black Public Administrators.

*Below, Mrs. Taylor talks about her experience as a City Manager.*

### **You've been with City of Lauderdale Lakes for some time now. What got you interested in public service?**

I became interested in public service while working for the City of Fort Lauderdale. I thought it was going to be a temporary job but I ended up staying there for 10 and-a-half years. During that time, there was a female City Manager (named Connie Hoffmann) who was quite the visionary. In fact, a lot of downtown and beach redevelopment occurred through a master planning process that she spearheaded. She left before the plans were implemented, but I am sure she sees her footprints whenever she's in Fort Lauderdale. She developed innovative programs that have not been mirrored anywhere else. She was an inspiration.

While in Fort Lauderdale, I knew I wanted to become a City Manager and developed a strategic career plan toward achieving that goal. I followed it and here I am.

### **What has been your most memorable experience while serving as City Manager?**

After we completed about 90% of the general obligation bond projects and the projects within the citizens' master plan, we took all the employees on tour of all the sites so that they could see how they contributed toward the city's redevelopment. For example, people in accounting saw the projects that resulted from numerous checks to contractors. Purchasing saw the results of their bid documents and employees from Human Resources recognized that they hired the staff to oversee programs and maintain these new parks. The list goes on and on. It was truly a fun day that ended with a light lunch. The employees really let me know how much they appreciated the tour and how they felt that they were a part of the city's success.

**What skills and aptitudes do you think are most important for people serving in local government administration? What has worked best for you in your long career?**

It is important to study public, business or finance administration. However, regardless of how educated you are or whatever expertise you may possess, you have to have the ability to work well with all people (the good, the bad, and the ugly). The most successful people I admire have three things in common -- wisdom (and God gives it freely to anyone who asks), patience, and a genuine concern for the people who work for them and for the people they serve.

You are as good as the people who work for you and therefore you must surround yourself with knowledgeable professionals. I have a high performing professional team who wants to make a difference in the community and they have been successful.

**What challenges and opportunities has the economic downturn brought for your area? How is all of this affecting the day-to-day operation of local government?**

My challenges are the continued erosion of revenues and the fact that residents have grown accustomed to a level of service that they do not want to cut. On the other hand, they don't want their taxes raised. Prior to the downturn of the economy, our residents told us that they wanted more green space (parks), a swimming pool, a new library and cultural center, and citywide beautification. We did everything they asked for and now that the economy has declined, now what? Do we close the parks, swimming pool, eliminate cultural center programs, and delay landscaping? We had layoffs about two years ago, and we simply cannot layoff any more employees without significantly impacting services to our community. We have done some internal belt tightening where all employees will make some sacrifices to save jobs. The opportunity that this has brought forth is that we have implemented performance measures citywide and we are talking more about regional services in the area of police and fire (the most costly service in our budget).

**What do you do to relax when you can take a break from the job?**

I am very involved in the Women's Ministry at my church (First Baptist Fort Lauderdale). I find that the fellowship with ladies from all walks of life and the reading/study materials are uplifting and motivating. I enjoy spending time with my husband and family. I also enjoy reading. I have read a couple of books lately that I have been recommending to anyone who will listen. The books are "The Traveler's Gift: Seven Decisions that Determine Personal Success," and "The Noticer," by Andy Andrews. They are quick reads but very impactful.

**Are You Ready?**

*By Joyce Shanahan, City Manager, City of Ormond Beach, FCCMA At-Large Director*

Are you ready to take the next step in your professional career development? Are you an ICMA member in good standing and currently in service to a local government or able to clearly demonstrate a commitment to the profession within the last five years? Then you are ready to consider the ICMA Voluntary Credentialed Manager (CM) Program.

According to the ICMA website, the ICMA Voluntary Credentialing Program recognizes professional local government managers qualified by a combination of education and experience, adherence to high standards of integrity, and an assessed commitment to lifelong learning and professional development. Managers are recognized by ICMA through a peer review credentialing process, and this self-directed program offers an opportunity for interested ICMA members to quantify the unique expertise they bring to their communities. The program also assists ICMA members in focusing and reflecting upon their lifelong professional development experience. Members who participate in the program may earn the designation of ICMA Credentialed Manager granted by the ICMA Executive Board. [ICMA Credentialed Managers](#) are viewed with growing distinction by local governing bodies and progressive, civically engaged communities.

The ICMA-CM process begins by first understanding whether you are eligible to participate, next by completing the Applied Knowledge Assessment (AKA) and then submitting your application by January 1, April 1, July 1 or October 1 of any year.

As a newly credentialed manager, I will say the process is not necessarily for the faint of heart. Understanding eligibility, although seemingly simple, was a bit complex for me. There is a requirement for a combination of education and years of executive experience as an appointed manager and/or service as a senior assistant or similar position. Other experience can count toward the requirements on a half credit basis. The table below indicates the years of experience required in addition to your education level.

	<b><u>MPA/MPP</u></b>	<b><u>Other Graduate Degree</u></b>	<b><u>Bachelor's Degree Only</u></b>
CM	7 years experience	8 years experience	9 years experience
CM Candidate	5 years experience	6 years experience	7 years experience

I began my process by paying the \$75 fee and took the Applied Knowledge Assessment (AKA) on line. As a tenant of the ICMA Code of Ethics, we as members, commit to routinely assessing our professional skills and abilities and then seek to improve upon them. The AKA allows you to do just that. There are no right and wrong answers, but it identifies areas of strength and areas to focus upon for more learning and growth opportunities. You can take the AKA at any time, but you must submit your application for the credentialed manager designation within three years of completing the AKA.

The most complex part of the process, for me, was determining my years of service eligibility with regard to my years of experience in local government. At the time I applied (March 2008), I had been a CM for 5 years and prior to that had been a city commission-appointed Finance Director, (only two such appointed FD positions existed in that state at that time.) Initially, I did not receive years of service credit for my finance director experience and was admitted as a CM-Candidate, meaning that I had the required education, completed the AKA and submitted my application, but was waiting for my years of service to “catch-up”. I did appeal the decision of

the committee and was ultimately granted credentialed manager status in August of 2009, which reverted back to my CM-candidate status of March 2009. As I understand it now, there is greater flexibility on what constitutes valid experience for senior staff and the program permits half credit for years of service in senior staff positions. Please check the ICMA CM website for specific details on how your years of experience in local government help you meet the 6, 7 or 9 years of experience required for the CM status.

Becoming credentialed is merely the first step. Once there, you must develop and submit an annual work plan for the coming year which focuses upon areas that you would like to learn more about or become more skilled at as indicated by your AKA; and you must also complete 40 hours of educational training each year and. My best advice for the work plan is to update it monthly. It is due annually upon your anniversary date of becoming a CM and trying to complete it all at onetime become onerous at best.

The benefits of a becoming an ICMA-CM are too numerous to count. The Credentialed Manager status is much coveted and clearly demonstrates that you are a professional with a clear intent on routinely assessing your knowledge, skills and abilities to be of greater service to the local government you serve; that you adhere to high ethical standards and is committed to lifelong learning by focusing on your professional development plan.

For more details on the process and access to the online Applied Knowledge Assessment and application, please go to

[http://icma.org/en/icma/career\\_network/career\\_development/credentialing](http://icma.org/en/icma/career_network/career_development/credentialing)

## **Historian Corner**

*By Richard Simmons, Range Rider*

The Florida City Managers Association grew rapidly beginning in about 1950. During the 50's and 60's the Constitution and bi-laws were adopted, and the membership expanded. as cities faced the post World War II building boom.

The primary goal of FCMA, (now FCCMA), was education and training for the growing number of new managers. Degrees in Public Administration were not available at Florida Universities until 1949 when the University of Florida offered a BSPA degree and FSU established a School of Government. The largest majority of the Managers in this era were Engineers or Public Works Directors, since the largest problems were water, sewer and streets. That contrast with the Manager of today who spends most of his time with social and financial problems. When I started as an Assistant in 1951, I was the only Manager in the state with an MA in Government and Floyd Glisson, had a Bachelors degree in Public Administration from FSU. This has changed today, and it is rare to find a Manager or assistant who doesn't have a bachelors or Master's degree in Public or Business Administration. The primary goal of education and training is similar to the early earlier days. It was decided that we needed more support than the training at the annual Short Course. We requested the director of the Florida Municipal League to see if they could give Managers support when problems needed study and research. The League was located in Jacksonville and had fewer than five employees, and the director considered the primary mission was lobbying the Legislature. The Florida City Managers Association had no

employees and with five dollar annual dues had no money for staff. To accomplish the research goal, a committee was appointed to contact the three state and two private universities to see if they could help. They Universities were agreeable and agreed to get graduate students and a few professors to research problems requested by the League. The League Director reluctantly agreed but was suspicious of working with theorists with no local government experience.

Before the new agreement got under way the League Director announced at the next short course that he had no need for University assistance, since he had hired as his Assistant the Assistant City Manager of Grand Rapids, Michigan. This man was Ray Sittig, long time League Director and father of Mike Sittig. This turned out to be a wise decision, since the League expanded their staff and support and cooperation with the FCCMA, and we are now one of the leading manager's associations in the nation.

The association made another major effort to support the teaching of Public Administration at Florida Universities. The University of Florida had offered a Bachelors Degree in Public Administration, but had dropped it and they didn't offer a graduate degree in Public Administration. The General Extension Division had been abolished, and each university decided what they thought was best, with no cooperation or coordination. The FCCMA committee had made contacts with the Presidents of some of the largest Universities, which resulted in a visit by the head of the Political Science at the Annual Conference in St. Augustine. He expressed his belief that we did not need a degree in Public Administration, and asked what specific courses we needed. Since we couldn't answer the specific course needs we commissioned a study. Since we had no paid staff, we applied for a federal IPA grant and used Dr. John Miklos of Florida Atlantic University to make the study. This was done with a questionnaire sent to each member of FCCMA and was followed up with personal interviews with the Managers at the Annual Short Course. This 150+ page report revealed many areas of study that were not available and the duplication and lack of cooperation between our universities. A large percentage of the Managers asked why we couldn't have an institute like the University of Georgia. The FLC was cooperative and appointed the Mayor of Orlando to appear with the FCCMA Committee Chairman to appear before the Board of Regents to present the report. It created some fireworks and they appointed a former Board of Regents leader to review the report. This was the beginning of additional studies and then the formation of the Institute of Governments. The title of the report was published by IPA and they had so many requests for the study that they paid for a condensed reprint of the report. This was just one of the many things FCCMA did to improve University cooperation and let the university leaders know that the City and County Manager's Association was alive and well.

## **Innovation Edge**

*Will this Float: 2010 Thomas H. Muehlenbeck Award for Excellence Winner*

The City of **Johnson City, Tennessee** values the importance of entrepreneur spirit to their local economy. In fact, the City's founding father, Henry Johnson, developed a burgeoning railroad stop in the 1860's that later became Johnson City. Faced with the growing problem of job losses in the manufacturing industry, Johnson City explored innovative ways to get skilled people back into the work force. The City dealt with this crushing loss by developing a creative forum to assist entrepreneurs in chasing their dreams.



Annually at the Johnson City Economic Summit, the City captures innovative ideas bubbling up from the community. During the 2007 summit citizens participating recognized the need to create a region-wide event during Global Entrepreneurship Week that would showcase local entrepreneurial talent while also creating a forum to introduce creative ideas to potential investors. Through the financial and staffing support of the City of Johnson City, the local University (East Tennessee University), private businesses and other organizations, the first ever *Will This Float* business pitch competition was held in November 2008 ([www.willthisfloat.com](http://www.willthisfloat.com)).

The mission of *Will this Float* is to have fun, bring people and ideas together, and change the world. In the first year over 20 entrepreneurs submitted ideas. Five were chosen to pitch their ideas on-stage in a game show format to a panel of judges who critiqued their ideas. Selection criteria included few or no direct competitors, low adoption/switching costs for users, on-time, addresses unfilled need or solves a real problem, and an identifiable large target audience. Ultimately, the audience members selected the winner via text messaging. The 2008 *Will This Float* winner was a social networking website called Fellowtip ([www.fellowtip.com](http://www.fellowtip.com)) who received \$1,000 to help with start-up costs and support from the East Tennessee State University Innovation Lab Business Incubator.

*Will This Float* was recognized by the State of Tennessee as well as the Kauffmann Foundation for its unique format in capturing innovative entrepreneurial activity. Building on the success of the inaugural event, the planners agreed to incorporate as a non-profit entity and began focusing on supporting entrepreneurs region-wide. The City of Johnson City maintains a strong influence in funding and staffing the organization and sponsoring the annual competition.

*Will This Float 2009* was held in neighboring Kingsport, Tennessee to provide a true regional feel. Submittals came from throughout the Southern Appalachian region and beyond, including Florida and Indiana. Organizers recruited a panel of judges that included the Director of Capital Formation for the State of Tennessee's Technology Development Corporation, a manager of the region's largest venture fund, and the Director of the Kingsport Office of Small Business and Entrepreneurship.

Over 150 people attended the second annual *Will This Float* event. Ed Johnson, with Life Changing Chair ([www.lifechangingchair.com](http://www.lifechangingchair.com)), won the second annual event with a motorized wheel chair that greatly increases the mobility and access for wheel chair users. The prize included \$1,000 in start-up funds, support from the East Tennessee State University Innovation Lab and office space in Spark Plaza, a business co-working space in downtown Johnson City. After the event the entrepreneurs were able to network with investors and other entrepreneurs to spark further business opportunities.

Beyond the annual competition, regional entrepreneurs often contact *Will This Float* to share ideas, ask for guidance and seek input on ways to get their business started. It has led to additional efforts to establish a regional angel capital network to match investors with entrepreneurs. The City of Johnson City is currently assisting two for-profit entities in creating a network in Johnson City.

While *Will This Float* does not solve all of the region's economic challenges, it helps those like Ed Johnson, who are simply looking for an opportunity to change the lives of other limited mobility Americans with his invention. It is a catalyst for those who are beginning to develop their ideas and a forum for idea development, business support services, marketing suggestions, and access to capital. It is the entrepreneurs who pull America through the tough economic times and thanks to *Will This Float*, Johnson City has a forum to assist business start-ups transition into real economic growth.

### **About**

The Florida City and County Management Association and the Alliance for Innovation are partnered in efforts to provide members of both organizations exposure to national innovations along with sharing the innovative initiatives and projects of Florida local governments.

The Alliance is a network of local governments driving innovation throughout their organizations. Johnson City, TN is an Alliance member and was selected as the recipient of the Alliance's 2010 Thomas H. Muehlenbeck Award for Excellence in Local Government.

You can learn more about the Alliance for Innovation and or the new joint Alliance and ICMA Knowledge Network at [www.transformgov.org](http://www.transformgov.org).

*FCCMA and the Alliance for Innovation are joining forces to bring you a combined annual conference in 2011. The Transforming Local Government/FCCMA conference will be held June 1-3, 2011 in Clearwater, FL. The conference theme is Making Magic: How Bold Can Government Be. Learn more at [www.tlgconference.org](http://www.tlgconference.org).*

## **Fiscal Sustainability – Union Negotiations: What Happens After Impasse?**

Fiscal Sustainability – Union Negotiations: What Happens After Impasse is the topic of the FCCMA 2010 Fall Symposium. It will be held on Friday, October 29 in the TECO conference room in the College of Education at the University of South Florida from 8:30 a.m. – 3:30 p.m. The cost is \$50 per person and \$35 for students. There will be a \$10 administrative charge for all cancellations received by October 22, 2010. Cancellations after October 22 are non-refundable but may be transferred to another member of your organization.

The agenda will include views from each side of the negotiations: PERC, labor attorneys, the International Association of Fire Fighters (IAFF) and the Police Benevolent Association (PBA), an elected official's view and the view from the city/county manager. For all of you who have already come to impasse, getting ready to begin an impasse or in the middle of negotiations, this symposium is for you.

Registration forms will be sent to each member this month and will be available online at [www.fccma.org](http://www.fccma.org). If you need additional information, please contact either Lynn Lovallo at [llovallo@flcities.com](mailto:llovallo@flcities.com) or Carol Russell at [crussell@flcities.com](mailto:crussell@flcities.com).

## **2010-2011 FCCMA District Trainings**

The following districts have confirmed dates and places for their district trainings. The topics will be available in future newsletters. The cost for the district trainings is \$35 for half-day and \$50 for full-day. Please save these dates.

District I—September 17, 2010, Fort Walton Beach

District IV—October 15, 2010, Palm Beach Gardens

## **Letter to the Editor of the Los Angeles Times**

The following letter was sent to the editor of the Los Angeles Times in response to an article that was published in the newspaper about the compensation of Bell City Manager Robert Rizzo. FCCMA was asked to publish this letter to let the members know how ICMA and credentialed city managers respond to this outrageous situation.

### **Bell is the exception, not the rule, for city managers**

The high pay for its top officials shouldn't reflect poorly on the vast majority of city managers who put taxpayers' interests above their own.

July 22, 2010 - By Roger L. Haley and Stephen W. Helvey

On behalf of the Gateway Cities Southeast Los Angeles County City Managers Group, we write to address the alarming information reported in The Times this week about the compensation of Bell's city manager and other municipal employees and officials. Our group of 27 local city managers reacted with shock and outrage when reading these stories. What's happening in Bell may not be illegal, but as local government professionals and as individuals, we want the public to know that we find the reported compensation of Bell City Manager Robert Rizzo and others (Rizzo is paid nearly \$800,000 a year) outrageous and a huge aberration. It is not the norm in our profession.

City managers are responsible for the day-to-day activities of their communities. Services such as public safety, tree trimming, street and sidewalk repair, parks and recreation programming and economic development are some of the tasks undertaken by local government professionals. Good city managers help steer their communities in the right direction and do not betray the trust of their city councils or of the citizens they serve. We believe that the standards of our profession do not permit placing our individual interests ahead of the community's.

In Bell's case, we understand that the city has been facing the same revenue shortfalls and budget pressures as most other communities, which makes these disclosures regarding exorbitant compensation especially difficult to understand. Let me assure The Times and its readers, however, that Bell is the exception and not the rule. Our profession is dedicated to public service, not profiting at the public's expense.

The International City Managers' Assn. code of ethics state that city managers "should be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of elected officials, of other officials and employees, and of the public."

The city manager profession reflects the solid American ideals of service to others, fairness and a deep commitment to the common good. But as in any other profession, there are a few who do not live up to the standards followed by the vast majority of city managers. We are dedicated to improving the quality of life in our cities, and we encourage Times readers — the public — to become active in their cities and find out more about their local city governments. We understand and agree with Bell residents' outrage at the exceptionally high pay for their city manager and other officials. Our ongoing obligation and purpose is to keep the faith and trust of the citizens we serve on a daily basis. As public service professionals, that will continue to be our mission.

*Lynwood City Manager Roger L. Haley is chairman of the Gateway Cities Southeast Los Angeles County City Managers Group. Stephen W. Helvey, city manager of Whittier, is the group's past chairman.*

## **Developer Match Up at FRA Conference**

The Florida Redevelopment Association is trying something new at their upcoming annual conference October 13-15, 2010 at the Peabody Orlando. Contact Carol Westmoreland at [cwestmoreland@flcities.com](mailto:cwestmoreland@flcities.com), 850-701-3608, or [www.redevelopment.net](http://www.redevelopment.net). if you are interested in signing up for this **Developer Match Up**, an exhibit style event from 9:00 am - 3:00 p.m. on Thursday, October 14, during the conference. As a public sector FRA member, you are cordially invited and encouraged to present your property or portfolio of properties at this event. For the registration fee of \$100, you will receive: A six foot skirted table, two chairs; promotion of the event to a wide sector of private sector investors, from all around the state; consultation with experts in the fields of commercial real estate, financing and environmental issues; refreshments (does not include lunch at Thursday keynote session); and pre-printed banner with the name of your entity. You will also have access to experts from the real estate, financial and environmental fields who can answer your questions about how to best attract redevelopers to your sites.

## **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 available in 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@flcities.com](mailto:crussell@flcities.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](mailto:llovallo@flcities.com) or Carol Russell at [crussell@flcities.com](mailto:crussell@flcities.com).

**Barbara Barnes-Buchanan**  
District VI  
Former Assistant City Manager of Bonita Springs  
(239) 495-1926 (Home)  
(239) 405-5280 (Cell)  
[b\\_barnesb@yahoo.com](mailto:b_barnesb@yahoo.com)

**Susan Boyer**  
District VIII  
Former Manager of Crystal River  
(352) 753-3392  
[sboyerhwood@aol.com](mailto:sboyerhwood@aol.com)

**\*Matthew D. Brock**  
District III  
Former Manager of Grant-Valkaria  
(321) 507-5096  
[Mattbrock42@hotmail.com](mailto:Mattbrock42@hotmail.com)

**James F. "Jim" Coleman**  
District VIII  
Former Manager of Williston  
(352) 750-5644  
[jfcoleman@embarqmail.com](mailto:jfcoleman@embarqmail.com)

**Cynthia Coto**  
District III  
Former Manager of Seminole County  
(407) 402-2560  
[cindyacoto@gmail.com](mailto:cindyacoto@gmail.com)

**Kathleen Dailey**  
District VI  
Former Assistant Manager of Punta Gorda  
(941) 875-4195  
[Blueeyes523@hotmail.com](mailto:Blueeyes523@hotmail.com)

**Richard Diamond**  
District II  
Former Manager of Bunnell  
(386) 986-0139  
[richardrdiamond@gmail.com](mailto:richardrdiamond@gmail.com)

**\*Cynthia Hall**  
District VIII  
Former Manager of Lake County  
(352) 589-1830  
[Halleindy12@yahoo.com](mailto:Halleindy12@yahoo.com)

**Laura Hannah**  
District IV  
Former Assistant Manager of Lake Worth  
[thedualgirl@gmail.com](mailto:thedualgirl@gmail.com)

**Patricia Jackson**  
District VIII  
Former Manager of Eagle Lake  
(863) 559-2409  
[Pjackson95@tampabay.rr.com](mailto:Pjackson95@tampabay.rr.com)

**Lillie Latimore**  
Former Manager of Pahokee  
(561) 516-1109  
[llatimore@aol.com](mailto:llatimore@aol.com)

**Richard Reade**  
District III  
Former Manager of Port Richey

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

**Charles Saddler**  
District VIII  
Former Manager of Dundee  
(863) 853-2281  
[csaddler@tampabay.rr.com](mailto:csaddler@tampabay.rr.com)

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

**Tom Willi**  
District VI  
Former Manager of Monroe County  
(305) 744-9958  
[Thomas-willi@hotmail.com](mailto:Thomas-willi@hotmail.com)

**\*V. Eugene Williford III**  
District III  
1005 E. Riviera Boulevard  
Oviedo, FL 32765-5814  
(407) 325-1704  
[vewillifordiii@aol.com](mailto:vewillifordiii@aol.com)

## **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. **Terence Arrington**, District 0, Masters of Public Administration, Walden University, student member; and **Shington Lamy**, District I, Special Projects Coordinator, Leon County, affiliate member.

## **Positions**

**Assistant City Administrator/Community and Economic Development Services — City of Arcadia** — The City of Arcadia, Florida is seeking an Assistant City Administrator to perform responsible professional, technical, managerial and administrative work in relation to Community and Economic Development services, financial assistance, public awareness and assistance, and to act as liaison between the city and citizens, businesses, non-profits and other entities. The individual will be responsible for ensuring adherence to and compliance with applicable city, county, state and federal code and regulatory requirements regarding grants and financial assistance. The position is also responsible for research, writing and administration of City grants, reviewing procedures for special events, and to assist the administration with staff and public education of policies. The successful candidate will be familiar with regulatory requirements regarding new and existing construction, responsible for planning & zoning within the city, and answering questions regarding zoning, land use, and the Comprehensive Plan. Minimum requirements are graduation from an accredited college or university with a Bachelor's degree in applicable field supplemented by 3-5 years of grant experience or an equivalent combination of training, education and experience; and most possess a valid Florida driver's license. Preference will be given to those who possess and maintain a State of Florida certification as a building code administrator. Salary \$48,000 - \$52,000 DOQ. Submit cover letter, resume and three professional references to: Dana Williams, CMC, City of Arcadia, 23 N. Polk Avenue, Arcadia, FL 34266. Deadline for application September 9, 2010. Drug-Free Workplace, Veterans Preference, Equal Opportunity Employer.

**AMIO – Management and Budget Analyst — Jacksonville** — This is a non-civil service job. The Management and Budget Analyst assists in the preparation and monitoring of the City's annual budget and capital improvements program (CIP) as well as performing organizational and program evaluations. The position requires a basic understanding of budgeting theories, principles, and practices and the ability to plan, organize and conduct administrative, organizational or related studies. The position also assists in developing reports and presentations, evaluates revenue and expenditure projections, and proposes policy/program

enhancements. Candidates typically start at \$42,657 to \$45,000. Candidates must possess a Bachelor's Degree in Public Administration, Economics, Finance, Business Administration, Accounting or a related field and have one year of recent professional experience in budget, financial analysis or management analysis, preferably in government or in a public policy-oriented non-profit organization. Applicants should possess highly developed analytical, problem-solving, interpersonal, creative thinking and communication skills; passion for analyzing data and developing solutions to complex problems. A master's degree in the prescribed major fields may be substituted for the one year of required experience. A candidate with a master's degree in Public Administration, working knowledge of local of government and budgeting is strongly preferred. ON LINE APPLICATION REQUIRED. Apply at [www.coj.net](http://www.coj.net) and fax resume and transcripts to (904) 630-8240 for consideration. Although you may fax your resume to (904) 630-8240 for inclusion with your application, eligibility determination for the position you are applying for will only be made based upon the information contained in your fully completed online application. Your resume will not be considered in determining your eligibility. Salary is competitive based on qualifications. PREFERENCE IN APPOINTMENT WILL BE GIVEN TO ELIGIBLE VETERANS AND SPOUSES. IF YOU HAVE A DISABILITY THAT REQUIRES ACCOMMODATION TO PARTICIPATE IN THE APPLICATION AND/OR EXAMINATION PROCESS, PLEASE LET US KNOW AT THE TIME OF MAKING APPLICATION.

**Assistant City Manager — City of Kissimmee, Florida** — In the heart of Central Florida, Kissimmee (population 61,250) is seeking a bright, motivated and enthusiastic team player to partner with the City Manager in overseeing a full-service City with a \$130 million budget. One of two Assistant City Managers, the new ACM will play a strong role in internal operations and will manage up to six assigned departments. Proven management experience and outstanding written and verbal communication skills are required. Organizational development, project management, and economic development/growth management experience is desired. Bilingual a plus. Requires a Bachelor's degree in Public Administration or related field; MPA/MBA degree preferred. Submit a letter of interest, resume, 4 professional reference and your salary history for consideration. Salary range \$72,293 - \$126,512/Yr. (DOQ). Open until filled. Apply to City of Kissimmee, Personnel Dept. (City Hall) 101 N. Church St., Kissimmee. FL 34741 or [personnel@kissimmee.org](mailto:personnel@kissimmee.org). AA/EOE

**Assistant City Manager — Miami Beach, FL (90,000)** — The City of Miami Beach is a full-service municipality located in Miami-Dade County and is home of "South Beach". An island city of 7.1 square miles that separates Biscayne Bay from the Atlantic Ocean, Miami Beach has a year-round, local population of approximately 90,000. The population can reach 300,000 depending on local happenings and time of year, which creates a unique environment. Miami Beach is a vibrant, tropical, historic community, a true "24-hour" city, which creates an unparalleled municipal management experience. The City is seeking an innovative, experienced, professional administrator to provide executive-level leadership and program direction. The Assistant City Manager analyzes, resolves, and makes recommendations concerning major issues affecting City operations. The Assistant City Manager works collaboratively with City's executive staff/Department Directors to develop and implement policy directives; coordinates interdepartmental initiatives; oversees functional responsibilities and provides critical analysis in identifying and implementing opportunities for organizational efficiencies. **REQUIREMENTS:**

Bachelor's Degree in Public or Business Administration, or related field required; Master's Degree preferred. At least 7 years experience in Executive/Senior Management capacity in public/business administration required, as well as a career demonstrating progressively responsible leadership positions involving broad administrative, supervisory/management experience. Prefer experience in leading technical economic development negotiations; public/private partnerships; municipal construction/public works industry; and other operational areas. Position requires highly independent and empowered individual with strong work ethic and responsible, results-oriented personality. **PROCESS:** Position open until filled. Screening will be conducted on continuous. Salary: \$137,311.20 - \$221,772.98 (DOQ). For more information and to APPLY ONLINE, visit the City's website:

<http://web.miamibeachfl.gov/hr/jobs.aspx>. EOE/AA/ADA/VET PREF

**Assistant Public Works Director — Miami Beach, FL (90,000)** — Salary: \$3,788.27 - \$6,118.42 bi-weekly(DOQ). The City of Miami Beach is a full-service municipality located in Miami-Dade County and is home of the "South Beach". An island city of 7.1 square miles that separates Biscayne Bay from the Atlantic Ocean, Miami Beach has a year-round, local population of approximately 90,000. The population can reach 300,000 depending on local happenings and time of year, which creates a unique environment. Miami Beach is a vibrant, tropical, historic community, a true "24-hour" city, which provides an unparalleled municipal management experience. The City is seeking an innovative, experienced professional for a highly responsible leadership position assisting the Public Works Director with administration, management, and operations of the Department. The Department is responsible for planning, design, construction, maintenance, repair, and operation of the infrastructure, including utility systems and City facilities; it is also responsible for the City's cleanliness, and manages the solid waste collection and disposal program. Large (400 employees, \$110 million operating budget), full-service Department providing water, sewer, stormwater, streets, streetlights, sanitation, engineering, transportation, environmental and property management services.

**REQUIREMENTS:** Bachelor's Degree in Public or Business Administration, or related field required; Master's Degree preferred. At least 7 years experience in Executive/Senior Management capacity in public/business administration required, as well as a career demonstrating progressively responsible leadership positions involving broad administrative, supervisory/management experience. Prefer experience in leading technical economic development negotiations; public/private partnerships; municipal construction/public works industry; and other operational areas. Position requires highly independent and empowered individual with strong work ethic and responsible, results-oriented personality.

For more information and to APPLY ONLINE, please visit our website:

<http://web.miamibeachfl.gov/hr/jobs.aspx>.

**City Attorney —City of Midway — Request for Proposal: RFP 2009-02.** The City of Midway City Council is seeking sealed proposals from Attorneys licensed to practice law in Florida and in good standing with the State Bar of Florida for legal services. Proposals will be received until 5:00 p.m., Friday, September 3, 2010 at the Midway City Hall, 50 MLK Blvd., Midway, FL 32343 and opened Tuesday, September 7, 2010 at City Hall in the Council Chambers, 50 MLK Blvd., Midway, FL 32343. Specifications may be obtained from the Midway City Hall at 50 MLK Blvd., Midway, FL 32343 or by dialing 850-574-2355. Questions concerning the specifications should be directed to Rosilyn Copeland, Administrative Services Director at 850-574-2355. Proposals will not be valid if not sealed in an envelope marked



**“SEALED PROPOSALS”** and identified by the name of the attorney/firm, proposal number and time of opening. The City of Midway reserves the right to reject any one proposal or all proposals, any part of any proposal, to waive any informality in any proposal, and to award the purchase in the best interest of the City of Midway. The City of Midway is an EEO/AA employer.

**Human Resources Director — City of New Port Richey —** (pop 17,000) Responsible for planning, directing and managing the human resources function. Duties include oversight of all employment processes, insurance programs and worker’s compensation, safety and loss-control efforts, compensation and benefit programs, employee labor relations and negotiations. Maintenance and management of all personnel records. Risk Management experience a plus. Qualifications: bachelor’s degree and/or ten (10) years employment practices experience with public sector employer(s) in Florida. Professional certification is a plus. Proficient personal computer skills including knowledge of Microsoft Office package including Word, Excel, Access, Outlook and PowerPoint. Valid driver’s license. Salary dependent on qualifications. Apply at the City of New Port Richey, 5919 Main Street, New Port Richey, FL. 34652. Phone: 727-853-1026 Fax: 727-853-1023 EOE/DFWP

**Director - Finance Services — Palm Beach County —** Salary Range \$83,058 -\$108,043. Are you a self-starter who works well under pressure and thrives in a fast-paced, innovative and challenging environment? At the Clerk & Comptroller, Palm Beach County, we strive at all times to be an example of government at its very best. We are extremely proud of being a recipient of the prestigious Governor's Sterling Award for Organizational Performance Excellence. We appreciate the professional, passionate and dedicated employees who make our office a GREAT place to work. The Clerk & Comptroller offers a rich array of benefits including a terrific non-contributory (100% employer funded) pension plan rarely found today. Under administrative direction of the Chief Operating Officer of Finance (COOF) or designee, the purpose of the position is to provide for the planning, development, oversight, evaluation, and administration of all finance services functions performed by the Clerk & Comptroller’s office. An employee in this classification is responsible for ensuring proper administration and application of constitutional and statutory responsibilities as well as accepted accounting standards as custodian of County funds. Position develops and oversees all internal accounting procedures, controls, and policy, and ensures compliance with budgetary policy, generally accepted accounting principles, and applicable regulatory standards. Performs related work as directed. **SPECIFIC DUTIES AND RESPONSIBILITIES:** Directs, supervises, assists and supports the finance services management team in the performance of functions necessary to conduct accounting, general ledger, accounts receivable, revenue collection, accounts payable, pre-audit, cash management investments, payroll, check distribution, information reporting, and record keeping. Develops internal procedures, controls and policy for finance services departments within the Clerk & Comptroller’s office as well as County departments; prepares advisory memoranda potentially having significant impact on accounting services policy or procedure. Serves as a Clerk & Comptroller representative at meetings and on various committees or boards as directed; advises on technical accounting issues, financial control matters and policy compliance. Ensures review and monitoring of pending, current, and past Board of County Commissioner’s financial actions, as well as, financial actions of constitutional offices under charge. Confers with elected officials, County administration, County department

directors, and their staff regarding finance services issues and other related Board and constitutional office matters; advises the Clerk & Comptroller regarding high profile activities. Ensures financial compliance with budgetary policy, generally accepted accounting principles, and applicable regulatory standards. Administers daily operations through direction and guidance of managerial, accounting, and clerical staff under charge; directs and assists staff in development, planning, and review of technical, mechanical and legal aspects of various finance issues, i.e., disbursements, annual financial reporting (CAFR), grants. Assigns special projects and research to staff, as appropriate. Performs personnel management functions, i.e., selection, training, guidance and coaching, performance evaluation, disciplinary action. Performs review and analysis in planning and development of finance services functions; applies knowledge of principles of organizational structure, governmental accounting systems, and organizational objectives. Prepares and/or reviews and/or signs correspondence relating to finance services as directed, or in the absence of the Chief Operating Officer of Finance (COOF); provides back-up authorization for wiring/transfer of funds. The successful candidate will possess the following competencies: A demonstrated knowledge of government accounting; Exceptional written and verbal communications skills; Ability to react and adjust quickly to changing environments; Strong leadership skills and unquestionable personal integrity; Decisive, with a strong sense of urgency; Extensive experience in leading motivation developing and training employees.

**Minimum Requirements:** Bachelor's degree in Accounting, Finance, or Business

Administration, with a Masters in Business Administration strongly preferred; supplemented by eight (8) or more years progressively responsible managerial, administrative and technical experience that provides expertise in accounting, budget, and governmental finance practices; or an equivalent combination of education, training, and experience. Certified Public Accountant (CPA) preferred. The Clerk & Comptroller's Office is a drug free work place. Prior to hire all selected applicants must successfully pass a drug screen. The Clerk & Comptroller's Office is an Equal Opportunity Employer. Veterans' Preference in appointment and retention will be given to eligible veterans or eligible spouses of veterans. If you have problems downloading the form for Veterans' Preference please call 561-355-4172 between the hours of 8 a.m. - 5 p.m. Monday - Friday. To Apply: <http://www.mypalmbeachclerk.com/careers.aspx>.

**Building and Codes Director — Polk County Board of County Commissioners** — \$68,224 - \$110,427 annually, DOQ. Located in Bartow, Florida 33831. The minimum experience: is 7-10 Years. The job type is full-time. Nestled between Tampa and Orlando in the heart of central Florida, Polk County, an All American County, offers professional growth, stability, competitive benefits, and a refreshing lifestyle in a fast-growing, diverse community. As the geographic center of Florida, it is estimated that more than 7.5 million people reside within a 100 mile radius of Polk County, making it one of the largest concentrations of population in the southeast. Join us and discover a future filled with opportunity! We are seeking a high-energy, talented individual who thrives in a challenging, progressive workplace. Responsible for administrative, managerial, and supervisory work directing the personnel and operations of the Building and Codes Division in the enforcement of County and State minimum building codes and applicable County ordinances, State statues, and Federal regulations. Oversees and coordinates the application of the Polk County Code of Ordinances, the Polk County Land Development Code and the Minimum Housing Code. **Job Requirements: EDUCATION, TRAINING, AND EXPERIENCE:** Graduate of an accredited four (4) year college or university with a Bachelors degree in building construction, engineering, architecture, public administration, political science

or a related field required. Must have a minimum of seven (7) years of responsible administrative experience in building construction or related public administrative experience including four (4) years of supervisory management or agency director experience. Valid Florida driver's license at the time of employment within this classification is also required. *SPECIAL REQUIREMENTS:* Must possess at the time of appointment, or be eligible to obtain one of the following: Standard Class license as a Building Code Administrator from the State of Florida Department of Business and Professional Regulation; State Certification or State Registration by the Florida Construction Industry Licensing Board as either a Certified General Contractor (CGC) or Registered General (RG); or Registration with the Florida Department of Professional Regulation as a Professional Engineer or architect. Offering a full benefits package including state retirement, medical, dental, vision, life, long-term disability insurance, paid sick days, personal days, holidays, and more. An application may be completed online by visiting our web at: [www.polk-county.net](http://www.polk-county.net); you may also attach your resume.

[http://www.polk-county.net/subpage.aspx?menu\\_id=24&nav=gov&id=20660](http://www.polk-county.net/subpage.aspx?menu_id=24&nav=gov&id=20660). POLK COUNTY BOARD OF COUNTY COMMISSIONERS, HUMAN RESOURCES DIVISION, P.O. BOX 9005 DRAWER CAO3, BARTOW, FL 33831; Ph. (863) 534-6030. AN EQUAL OPPORTUNITY EMPLOYER M/F/D/VP.

**Full-time, In-House Engineer Position — Town of Southwest Ranches** — The Town of Southwest Ranches (“Town”) is seeking a full-time, in-house engineer. The Town is located in Southwest Broward County (Greater Fort Lauderdale), Florida and is a rural community surrounded by an urbanized area. It was incorporated on June 6, 2000; and, it covers approximately 13 square miles, with a population of approximately 8,500. The Town operates under a Council-Administrator form of government, under the direction of five council members. The Town is primarily a contract town with major services contracted out to local vendors and an in-house Administration Team of 7 full-time employees. The Town is accepting resumes from qualified individuals to fill the full-time position of the in-house engineer. The position is selected by the Town Administrator. ***The salary range is \$85,000 - \$115,000 plus benefits. Salary will depend on qualifications (DOQ) and related experience.*** The in-house engineer must have the following qualifications: *Preferably*, Florida P.E. with at least five (5) years of experience; *Preferred experience*, but not required, in Miami-Dade, Broward or Palm Beach Counties; and *At a minimum*, a four year college degree is required in the field of Civil Engineering or Construction Management from an accredited college or university. *A comparable amount of training and experience may be substituted for the minimum qualifications.* The functions of the in-house engineer include, but are not limited to the following: Basic engineering responsibilities such as the preparation of design specifications / cost estimations, contract management, and other related work; Reviews plats, subdivisions, and site plans; Coordinates activities with external contractors; Supervises external contractors who are responsible for a variety of functions. Resumes must be submitted to Charles H. Lynn, AICP, Town Administrator, Southwest Ranches Town Hall, 6589 SW 160<sup>th</sup> Avenue, Southwest Ranches, FL 33331 or [clynn@southwestranches.org](mailto:clynn@southwestranches.org). Application process will remain open until the position is filled.

***Dates to Remember:***

August 19-21, 2010—Florida League of Cities Conference, Hollywood Diplomat

September 17, 2010—District I Training, Fort Walton Beach

October 15, 2010—District IV Training, Palm Beach Gardens

October 17-20, 2010—ICMA Conference, San Jose, CA

October 29, 2010—FCCMA Symposium

February 2-4, 2011—FCCMA Winter Institute

June 1-3, 2011—FCCMA/TLG Conference