



The
MANAGER
FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
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In Public Service

By Lynn Tipton, Executive Director

Instead of my usual monthly column, Randy Reid has provided an article that I believe every member should read – and then act upon. One of the Association's priorities this year is promoting the *value* of public service. Randy is chairing a task force on this project for President Jon Lewis.

We have seen and heard a great deal of talk since the economy began its downturn about the alleged disparity between public- and private-sector pay and benefits. This year's legislative focus on pensions added to that discourse. As professional public managers, we must be proactive and positive in our dialogues on this subject, and must also take the lead in providing accurate information. Randy's article begins this effort for FCCMA and you'll be hearing more about it throughout this year. Please contact me if you have suggestions or ideas on this subject – we really want to ensure that every member has the right tools needed to address this important subject.

The Value of Public Service

By Randall Reid, County Manager, Alachua County Florida

We find ourselves today as public sector leaders working in an era of dynamic global economics, stormy political discourse and facing yet another crisis in confidence in our public institutions. Memories of 9-11 sacrifices of public servants have faded as we debate the causes of our national afflictions, diminished financial security and face the current rhetoric frequently condemning the public sector. That said, I continue to feel an undiminished pride in working as a professional in local government. I know my jurisdiction, like the ones many of you work for, have a brighter economic future and are kinder and gentler places because of the personal investment and labor of public employees. My jurisdiction, perhaps like yours, is blessed with innovative, dedicated and creative public employees and our community is recognized by the innovation in our programs and excellence of our public academic and healthcare institutions. Thanks to the actions of our citizens thru public programs, the natural beauty of our countryside remains intact and protected and our economy is rebounding. The collaboration and work of many people makes these community achievements possible: people in both the private and public sectors. It is folly to think that only the private sector strives for obtainment of excellence or causes our communities to achieve it. The role of public employees and the value of public service is vital to our republic and the success of our communities.

Public sector employees are not the “non producers” of the currently popular Ayn Rand’s “Atlas Shrugged” worldview. The public sector serves a three-fold vital role as the provider of public goods, guardians of the commons and promoters a civic life essential to our communities. Private sector organizations while effective community partners, can be trusted to desire to do so only to the extent they can commercialize it for profit or create positive branding through their actions. Early in my career as a manager I was influenced by a book, “Reinventing Government,” not with just the examples of change-oriented, transformational management I had learned under my first boss and coauthor, Ted Gaebler, but most of all by five principles outlined in the preface of the book. This book, critical of government bureaucracies, stated that first, as practitioners, we must strive to preserve in this era our fundamental belief in democratic government. Secondly, we must believe that a civilized society cannot function effectively without “effective” government and we make that effectiveness a reality each day to the degree we can attain it. Thirdly, we must believe that those dedicated employees around us working in government are not the problem as much as the bureaucratic systems in which we are to this day forced to work in that are the principle problem with government. Fourthly, we must believe that neither traditional liberalism nor conservatism has much relevance to the problems that our governments face today and there exists a need for pragmatic and non-ideological solutions. Finally we must commit to provide equal opportunity for all of our citizens to prosper and reach their potential. These thoughts continue to serve me now in this time of public criticism of local government and continue to motivate me through periods of frustration in my public service.

Response to public sector critics must be viewed as a teachable moment and a time for civic education. In our comments and speeches, we need to recognize with humility our organizational shortcomings and explain those essential inefficiencies within public processes that represent the conflicting yet important values we adhere to as a democracy. Most importantly we must boldly and unabashedly defend the public sector’s role in defending the “commons” and the

competency and value of those individuals employed or called to public service. I suggest that public employees, whether as a Commissioner sitting at the dais or a member of a road construction crew, devote their lives to making local places better places for all our citizens. They are not nameless, faceless bureaucrats living in faraway places. They are your neighbors, and your friends. They sit next to you in your place of worship. They have families. They pay taxes. They are the customers in your businesses and the volunteers in your favorite organizations. They are fellow citizens of our community and it is their honor and passion to serve you. They do not grow rich in doing so, as a narrowing minority continues to do in the private sector, but they serve you well and deserve your respect.

In my experience, our public sector peers start off each morning with a totally different set of fundamental questions in their minds than our private sector counterparts in community life, who must measure their profit margins and commercial viability. Many of our public employees start every day with the well-being of the entire community in mind and specific issues essential to community prosperity and health they must grapple. Sometimes these seem like Don Quixote assaults on society's broken institutions. They ask important questions and develop strategies to solve increasingly complex community problems. Questions considered by the private sector are tangential or seek a nexus to community problems only if they can commercialize the opportunity, profit off the commons or assist their corporate branding by association to community building efforts. Corporate loyalty to a specific place is a dying value in today's global or absentee businesses ownership.

Public employees ask humane questions such as if anyone is going hungry today? Are citizens in danger because of temperature extremes? How can we help keep citizens healthy? Is someone in despair because of illness but unable to afford treatment? Is a veteran feeling lost and isolated? Does a victim of violent crime need assistance? Can a non-profit organization help tend to those in need? Did a person's race prevent them from renting a home?

Public employees plan for a better future for their communities. They plan for the benefits of their citizens and preservation of historical places while balancing the impact of new development. We ask what our communities will look like in fifty years. Are we building safe structures? Can we grow in a way that creates a sustainable future? What will transportation look like as gasoline costs increase? Can we use energy more wisely? Will there be farms here in the future or only houses? Will future generations have access to our beautiful wild spaces? Public employees ask if precious natural systems and our environment that undergirds our communities are safe. Are our water supplies and air quality healthy? Are we safe from exposure to dangerous toxins? How do we dispose of dangerous chemicals? How can we assist parents prevent childhood obesity?

Public employees ask questions out of concern for our citizen's quality of life and public safety. This quality of life focus is a clear responsibility of the public realm and makes for sustainable and resilient businesses and neighborhoods. How can we improve our transportation infrastructure? How can we pay for a park or fire station? How can we encourage business retention? Can we recycle more and limit non-renewable resource use? How do we best respond to the devastation of a fire, a hurricane, a medical emergency? How do we make our neighborhoods safe? Are there safe alternatives to jail and long term incarceration?

Public employees ask if we have responsibly enhanced our democratic ideals and sufficiently gathered citizen concerns on important issues. Have we made our government more accessible to all people? Have we responded to citizen questions in a helpful and timely way? Are we providing civic education opportunities and forums for civic conversations, as well as formal public hearings and processes? Do we properly engage citizens in problem solving or have we made them only consumers of our services?

As ethical public managers and employees we need to listen to our critics closely and respectfully as citizens and concentrate on fiscal accountability, effective governance and outstanding performance at each of our public tasks and responsibilities. We must, however, never dismiss the fact that what we do as public employees is essential to the functioning of our communities and the welfare of our citizenry. If we work hard, treat our elected officials, peers and our citizens with respect and civility, we can answer any question and respond to any challenge our communities face. We can bring honor back to public service and attract a new generation to public service.

President Lewis has created a task force to promote public service. Feel free to reprint this article in your city's publications.

Previously printed by the Alliance for Innovation in the August issue of Transformations. Learn more about the Alliance at transformgov.org.

How Changes to Florida's Growth Management Laws Will Affect Local Governments

By Andy Johnson, Flagler County Special Projects Coordinator

By now you've probably heard – Governor Rick Scott and the Florida Legislature have substantially changed the rules for growth management in Florida. Pro-business and pro-environment groups will disagree on the merits of the new legislation, but in any event, House Bill 7207 passed this Spring with significant adjustments to the way local governments will plan for growth and community infrastructure.

To review, the new legislation makes a number of profound changes to the way local governments manage and plan for growth. Among the more notable changes:

- Because of the bevy of easily-attainable exemptions that were previously in place, local governments are no longer limited to two large-scale comprehensive plan amendments each year, and may now amend their plans at will;
- Capital Improvements Elements (CIEs) are no longer required to be “financially feasible” – that is, they are not required to identify specific revenue sources for each capital project, except that projects necessary to preserve adopted level-of-service standards must be listed as either “funded” or “unfunded.” Also, CIEs may now be modified by ordinance, rather than by a comprehensive plan amendment;

- The seven-year evaluation and appraisal process is no longer required – local governments now self-evaluate and must notify the state land-planning agency of their findings;
- The statewide review process has changed – most amendments now fall under the more lax “Expedited State Review” process, whereby the state land-planning agency (DCA, soon to become part of the Department of Economic Opportunity) has a shorter timeframe to review, does not issue ORC reports, and is limited in the subjects about which it can comment (local governments may still opt for the traditional “State Coordinated Review” process);
- Large-scale, long-term planning methods are promoted via the expansion of optional sector plans and extension of DRI terms; and
- Concurrency is now optional for parks and recreation facilities, public schools, and transportation facilities. Local governments must amend their comprehensive plan (not subject to state review) to remove any optional elements.

Although the net effect of the new rules will take years, if not decades to determine, they carry some potentially weighty short-term considerations. On one hand, the new legislation will likely facilitate local governments’ engagement in economic development projects with fewer regulatory hurdles to overcome – for example, intensifying an existing commercial land use to allow for a regional shopping center may no longer be subject to state review in some cases. On the other hand, less stringent review provides for fewer procedural controls on sprawl, habitat conservation, adequate public infrastructure, and military base encroachment. State deference to local governments means that city/county managers and their councils will be primarily responsible for balancing *environment* with *economy* – which by the way, in the context of *equity* to all parties involved, comprise the three E’s of sustainability.

The Community Planning Act, as the 2011 bill is designated, provides for many changes to which local governments will have to adapt. If nothing else, the legislation provides them with more options for growth management than they have had since before the landmark environmental planning acts of the Askew administration. Some jurisdictions may embrace the prospect of long-term, large-scale planning by developing a sector plan – a mechanism that before now was a pilot program restricted to only five local governments or collaborations thereof – which involves a master plan for the future of a region. Other local governments may opt to nix their transportation concurrency requirement, attempting to spur urban infill and redevelopment.

Each local government in Florida is unique, and is likely to become even more different from its neighbors as a result of the new growth management legislation. It’s impossible to make a blanket statement about how the changes will affect local governments in general; the changes will affect each local government in different ways. More importantly, it is up to each local government to carefully consider the options for growth management made available to it. Would transportation concurrency, for example, work better in rural localities than predominantly urban environments? Would a rural county be well-served to develop a sector plan in concert with its large landowners? Can this county and its municipalities develop a

sustainable interlocal agreement to preserve public school concurrency? Does this small city have the resources and institutional capacity to plan effectively on its own, or should it opt back into DCA's traditional "State Coordinated Review" process? These are the types of questions likely to be faced by each of Florida's local governments as the process of adapting to the new growth management law unfolds.

Florida's economy depends in large part to the quality of life perceived by its residents and visitors. This is where the three E's of sustainability become most evident. Local governments now have the principal responsibility for determining how best to equitably nurture their economy while preserving the environment. Florida's is a delicate balance – its visitors come not only for the beaches and other natural attractions, but also for our theme parks, Spring Training, and other commercial destinations. Both natural and commercial attractions put Floridians to work, and there must be an adequate housing supply to accommodate our current population while planning for our future population. With limited state oversight, the responsibility of ensuring that none of these components encroaches upon any other now, more than ever in recent history, resides at the local level.

August Member Profile

By Bonilyn Wilbanks, Town Manager, Town of Malabar

Sue Hann, City Manager, Palm Bay, FL

- **FCCMA member since:** 2003
- **ICMA member since:** 2003
- **Please describe your areas of formal/advanced education:** I have a Bachelor's Degree in Civil Engineering from the University of Maryland and an MBA from Florida Tech. I'm a licensed engineer, certified planner and credentialed manager.
- **What got you interested in public service?** My dad is an engineer and former Public Works Director in New York. When I was very young, dad would bring me to various jobs and show me the projects on which he had worked. I always thought it was great to "see" the results of your work!
- **Current Occupation:** City Manager of Palm Bay
- **Brief Job description:** There is no way to briefly describe this job! It is sort of like running consecutive marathons at a sprint pace – heart rate is up, course continually changes, hard to see the finish line.
- **Describe your typical day:** Work out (either ride my bike or go to the gym) from about 6-8 am; then enjoy the ride for the rest of the day. I like to plan my day in advance and then see if anything goes as planned – usually not!

- **Favorite part of the job:** I really enjoy the variety and the challenges. With an engineering background, problem solving is one of my favorite activities. However, the best part of the job is the tremendous support I have received from our employees.
- **Least favorite part of the job:** Not enough time to get everything done that needs to be done, so some things just don't get done.
- **Most memorable experience on the job so far:** Since taking the reigns as the City Manager, there have been several very challenging issues. Our entire city staff has worked extra hard to show Council and our residents that we are a team and we will, together, meet the challenges that are facing our City. I was proud and humbled at my first budget presentation to Council as City Manager to see the audience filled with employees who were there to be supportive, even though much of what I had to say was bad news about the City's financial situation. Their support filled me with hope and confidence that we will get through the difficult times ahead.
- **Hobbies and interests:** I love to ride my mountain bike! My husband, nephew and I recently went to southwest Utah for two weeks of playing outside in the desert. I came back tanned, relaxed and ready to go back to work! So, if you haven't taken a vacation in three decades, take some time to be with your family and recharge!

Since Pam Brangaccio mentioned hot air ballooning last month, I would be remiss if I didn't mention flying in our Police Department's "airboat in the sky" – It is basically a powered paraglider. It is a paraglider wing with an airboat engine attached and two seats – one for the pilot and one for the passenger (victim).

- **Family details:** Married 18 years to another engineer who works in the aerospace/defense industry. My husband is extraordinarily supportive and frequently introduces himself as "a support system for a high-performance woman!" I don't have any kids or pets, as I struggle to keep two plants alive in my office. My mom, dad, sister and nephew recently moved to the Town of Malabar (next to Palm Bay) from the New York/New Jersey area. My dad is now driving Bonilyn Wilbanks Free, Malabar Town Manager, crazy with "how we did it up north." However, it is nice to have family nearby, so my husband can occasionally get a home-cooked meal.
- **If you could give one piece of advice to young people interested in a career in public service, what would it be?** Start any endeavor, any challenge, any job with a smile, a positive attitude and a promise to stay true to your principles.
- **Who were your mentors and how have you disseminated this information down to other young public administrators?** My dad has always been an extraordinary mentor. He showed me that life can be great fun if you are doing what you enjoy. As a former public works director and Board Member of the American Public Works Association (APWA), I have worked to develop and administer the APWA Emerging Leaders Program. This is a year-long program for 16-20 public works leaders with less than 7

years experience. I develop the curriculum, interact with the class and also teach segments on ethics, leadership, negotiation and other topics.

- **Have you always been in the public sector or have you had experience in the private sector?** I've worked mostly in the public sector throughout a 30 year (I can't believe I've been doing this so long!) career.
- **What career would you pick if you were to pick another?** Well, if "professional athlete" isn't going to happen for me at age 51, I would most likely teach. I really enjoy talking to students in a way that integrates the principles they are learning with the sometimes bizarre experiences in the public sector.

ICMA Conference

The ICMA Conference will be held September 18-21, 2011 in Milwaukee, WI. For those of you who are traveling to the conference the FCCMA President's Suite will be open Sunday, September 18 from 7:00 p.m. – 10:00 p.m. and Monday evening following the Dutch Treat Dinner. There are still a few open spots for the dinner so please register online at www.fccma.org or use the reservation form in this newsletter and either fax it to Carol Russell at (850) 222-3806 or email it to her at crussell@fllcities.com

FCCMA New Board Member



Due to unforeseen circumstances Vince Long had to resign his Board seat. An email was sent to all the eligible full members for a self-nomination. The Board appointed Bobby Green, City Manager of Auburndale, at the August 10 Board Meeting.

President Jon Lewis swears in Horace McHugh, Assistant City Manager of Oakland Park and Bobby Green.

FCCMA Fall Symposium

The Annual Fall Symposium will be held November 4, 2011 from 8:00 a.m. to 4:30 p.m. at Nova Southeastern University. The theme is Change Management...Adjusting to Public Expectations. Sessions include Speed Networking; Employee Benefits – Options for Compensation with Pension Reform & Health Costs; The Economic Outlook; Life Beyond the City Manager's Position; Roundtable Discussions including Ethics, Employee Motivation, Leadership, Strategic Planning/Visioning and Personal Financial Planning; and Community Engagement & Advocacy

– Delivering the Message and Getting Feedback from the Community. The registration form will be mailed at the end of August.

There will be a second symposium held at the University of Florida in Gainesville on October 28. The theme will be the same but there may be different sessions depending on the speakers. More details in the September newsletter.

For further information, contact either Lynn Lovallo at llovallo@flicities.com or Carol Russell at crussell@flicities.com.

FCCMA 2011-2012 District Trainings

To date, training sessions have been scheduled in District 1 on January 6, 2012, District 2 on October 21, 2011, District 7 on December 2, 2011 and March 9, 2012, and District 8 on October 7, 2011. The complete district training schedule with time, date, topic and speakers will be available by September 30, 2011.

2011 FCCMA Webinars

The Professional Training and Development Committee has scheduled webinars for the following dates. The access information: <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.

September 21, 2011—A Guide to Airport Compatible Land Use, 10:00-11:30 a.m.

Jon Sewell, Vice President for Kimley-Horn and Associates and Artie White, Planner for Kimley-Horn and Associates, will present an overview of the Florida Department of Transportation’s Airport Compatible Land Use Guidebook. This webinar is hosted by the Center for Florida Local Government Excellence and provided free-of-charge by the Florida City and County Management Association thanks to the support of the Florida Department of Transportation.

September 23, 2011—Management in Transition OR I’m an Analyst NOW what do I do?

Please save this date on your calendar. More information in upcoming newsletters.

Public Employment Labor Relations Forum

The Florida Bar Continuing Legal Education Committee, the City, County and Local Government Law Section and the Labor and Employment Law Section will hold the 37th Annual Public Employment Labor Relations Forum in conjunction with The Florida Bar Midyear Meeting on September 22-23, 2011 at the Hilton Walt Disney World Orlando, 1751 Hotel Plaza Boulevard in Lake Buena Vista. The registration cost is \$395 for a member of the City, County and Local Government Law Section or the Labor and Employment Law Section and the cost is \$435 for a non-member.

Sessions include Pension Reform and Update, An Overview of the Impasse Resolution Process, Senate Bill 88 and other Legislative Actions-How Do These Affect Collective Bargaining, Collective Bargaining Agreements, Waivers and Status Quo: Navigating the Maze and more. For any questions, call (850) 561-5831.

Dutch Treat Dinner at the ICMA Annual Conference

FCCMA will hold its dutch treat dinner at the ICMA Annual Conference in Milwaukee at Rock Bottom Restaurant and Brewery, 740 N. Plankinton Avenue, Milwaukee, WI 53203 on Monday, September 19. Dinner is scheduled for 6:30 p.m. The dinner includes appetizers, a choice of an entrée with a house salad, two other sides, a dessert and drinks. One of the entrees will be a vegetarian option. RSVPs will be necessary, as FCCMA will be guaranteeing a certain number of guests and subsidizing the total cost. A confirmation e-mail will be sent that will serve as your ticket. The cost is \$25 per person, which includes taxes and gratuity. This year you can pay online at www.fccma.org and click on the ICMA Dutch Treat Dinner link, or fax your order form with credit card payment to (850) 222-3806 or scan and email it to crussell@flcities.com If you are paying by check, please send your checks made payable to FCCMA with the order form below by September 5. Reservations will not be accepted after this date as a guarantee must be given to the restaurant. This dinner event has always been very popular with FCCMA members. Hope to see you there.

ICMA Conference/FCCMA Dutch Treat Dinner

Name: _____

E-mail (where you want ticket sent): _____

Number of tickets requested at \$25 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.

Request for Information

Do you have a policy or guidelines for considering an event or activity "co-sponsored" by the city? Do you have a policy or guidelines to determine what events or organizations are advertised on your government access channel or web-site? Specifically, do you allow 501(c)(3) or other non-profit organizations to advertise on either?

If you have information, please send it to Michael Bonfield , City Manager of St. Pete Beach at citymanager@stpetebeach.org.

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 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.

Barbara Barnes-Buchanan

District VI
Former Assistant City Manager of Bonita Springs
(239) 495-1926 (Home)
(239) 405-5280 (Cell)
b_barnesb@yahoo.com

Bruce Behrens

District VI
Former Manager of Avon Park
(407) 405-1973
Bruce.behrens@yahoo.com

Susan Boyer

District VIII
Former Manager of Crystal River
(352) 753-3392
sboyerhwood@aol.com

Cory Carrier-Penton

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

Kenneth Fields

District VI
Former Manager of Islamorada
(954) 610-6672
krfields@bellsouth.net

Laura Hannah

District IV
Former Assistant Manager of Lake Worth
thedualgirl@gmail.com

Mark Kutney

District IV
Former Deputy Manager of Belle Glade
(561) 601-4632
Makutney_3254@mail.com

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

Richard Reade
District IV
Former Manager of Port Richey

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

Gary Shimun
District V
Former Manager of Davie
gpschimun@yahoo.com

Edward F. Smyth Jr.
District VII
Former Manager of Hawthorne
(352) 217-2145
efsmyth@gmail.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

Gary Word
District V
Former Manager of Surfside
(786) 348-0678 (Home)
(305) 975-3582 (Cell)
Surfcity08@atlanticbb.net
*Indicates a non-Full Member

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. **Alan J. Cohen**, District V, City Manager, City of Sunny Isles Beach, Full Member; and **Terry Suggs**, District VII, Public Works OPS Supervisor, Alachua County, 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.

Zoning Official — Charlotte County, Florida — Authorized hiring range for the position is \$62,649 - \$94,036. The County offers an attractive benefits package. Apply on-line to Charlotte County Human Resources, at www.charlottecountyfl.com. Click on Employment.

Assistant City Manager for Finance & Administrative Support — City of Coral Gables —
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.

Development Services Director — City of Coral Gables —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.

Finance Director — City of Coral Gables —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.

Finance Director — Town of Dundee — Pay: DOQ w/ full benefit package. Apply to: For an application and/or more information, visit our website at www.townofdundee.com. Position open until filled. Submit application to Town of Dundee, Attn: Andy Stewart, P.O. Box 1000, Dundee, FL 33838 or fax to (863) 419-3312. EOE/DFW.

Economic Development & Tourism Coordinator — Lake County, Florida — The salary range for this position is \$46,696.00 - \$74,713.60. Applications are being accepted through the County's website www.lakecountyfl.gov and will be accepted until the position is filled. Lake County is an Equal Opportunity Employer/Drug Free Workplace/Veterans Preference Applies. Please call the Lake County Department of Employee Services at (352) 343-9596 with any questions.

Solid Waste Superintendent — Lake County Florida — The salary range for this position is \$55,244.80 - \$88,379.20. Applications are being accepted through the County's website www.lakecountyfl.gov and will be accepted until the position is filled. Lake County is an Equal Opportunity Employer/Drug Free Workplace/Veterans Preference Applies. Please call the Lake County Department of Employee Services at (352) 343-9596 with any questions.

Town Management Services — Loxahatchee Groves — The Town of Loxahatchee Groves, Florida will receive sealed responses at the office of the Town Office at 14579 Southern Boulevard, Suite 2, Loxahatchee Groves, Florida. Sealed Responses must be received and time stamped in by the Town Clerk's Office, either by mail or hand delivery, no later than 2:00 p.m. local time on **TUESDAY, AUGUST 23, 2011**. Any Responses received after 2:00 p.m. local time on said date will not be accepted under any circumstances. For more information contact Ann Harper, CMC, Town Clerk, Loxahatchee Groves at (561) 793-2418 or clerk@loxahatcheegroves.org.

Assistant Public Works Director — Miami Beach, FL (90,000) — Salary: \$3,788.27 - \$6,118.42 bi-weekly (DOQ). For more information and to APPLY ONLINE, please visit our website: <http://web.miamibeachfl.gov/hr/jobs.aspx>.

Building Director — City of Miami Beach, FL (90,000) — Salary Range: \$107,025.88 - \$172,857.88 plus benefits. **APPLY ONLINE AT:** <http://web.miamibeachfl.gov/hr/jobs.aspx>.

Budget Officer — City of Miami Beach, FL — Salary Range: \$90,645.10 - \$146,396.90, plus benefits. **APPLY ONLINE AT:** <http://web.miamibeachfl.gov/hr/jobs.aspx>

Planning Director — City of Miami Beach, FL (90,000) — Salary Range: \$107,025.88 - \$172,857.88 plus benefits. **APPLY ONLINE AT:** <http://web.miamibeachfl.gov/hr/jobs.aspx>.

City Manager — City of Moore Haven — (pop. 1,655) Salary range: \$50,000 - \$75,000 plus benefits DOQ. Please submit resume, cover letter and references to City Clerk Maxine Brantley, City of Moore Haven, PO Box 399, Moore Haven, FL 33471. Resumes will be accepted through August 31, 2011. The City of Moore Haven is an Equal Opportunity Employer and Drug-Free Workplace.

Chief Administrative Officer — City of Plantation — (population 84,955). Salary Range: \$84,160 - \$140,893. Closing Date: September 15, 2011. For further information about the position please view: <http://www.plantation.org/Human-Resources/job-openings.html>. Send Letter of Interest and Resume to: Margie Moale, Human Resources Director, City of Plantation, 400 NW 73rd Avenue, Plantation, FL 33317; FAX 954-797-2727.

Manager - Equity & Workforce Development — City of Tallahassee — To apply go to the address below to learn more about this position, or go to Talgov.com and click on job opportunities. <http://www.talgov.com/hr/openings.cfm>. Manager - Equity & Workforce development Profile. <http://www.talgov.com/hr/exe-prfls.cfm>.

Date to Remember:

September 17-21, 2011—ICMA Conference, Milwaukee
October 7, 2011—FCCMA District VIII Training
October 21, 2011—FCCMA District II Training
October 28, 2011—FCCMA Symposium
November 4, 2011—FCCMA Symposium
December 2, 2011—FCCMA District VII Training
January 6, 2012—FCCMA District I Training
February 2-3, 2012—FCCMA Winter Institute
March 9, 2012—FCCMA District VII Training