



# *The* **MANAGER**

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

February 2012

Vol. 34, No. 2

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***Register today at [www.fccma.org](http://www.fccma.org) for the Annual Conference!***

## **Executive Director's Column**

*By Lynn Tipton, Executive Director*

In 1993, an intergovernmental relations summit was held in Tallahassee with city, county and school board officials. The associations for these governments had brainstormed about the need to come together to find solutions to common problems; the one- and one-half day event resulted in quite a few ideas that we (as associations) are still using today. One of the things talked about then was how difficult it was to work with the Legislature – remember this was within a few years of the passage of Amendment #3 in 1990 regarding unfunded mandates to cities and counties – and what might cities, counties and school boards do to foster better relations. I'm bringing it up in 2012 because it has been nearly 20 years since this event was held (as someone who helped staff it, I remember it well) but primarily I'm bringing it up because relationships with the Legislature have gotten worse – and we thought things were tough in 1993! Term limits had not yet been fully implemented; we had seasoned legislators with 20 and 30 years in their districts. The Taxation and Budget Reform Commission (TBRC) had met and considered some large-scale reform to the sales tax and other taxing sources, but nothing had been acted on formally – yet their work created some sense of hope. The economy was stronger, but the 1991 recession was still fresh on the minds of legislators because the state shortfall that

year had been substantial. I look back on those conditions with nostalgia - it was such a different time!

The three local government associations came out of the summit with goals, one of which was that we had to find the best means to get our points across as the voices for these governments. That goal came to mind at our Winter Institute two weeks ago, where several of the presenters and especially the moderator, Dr. John Nalbandian, focused on story-telling. We have the same goal after 20 years, but it can be argued we've had this same goal for longer than that – since cities and counties gained Home Rule powers, I'll guess. Once we asserted powers beyond state control we became more adversarial in most of our state interactions.

Why haven't we gotten better at story-telling in that time? Can we blame it on the short attention span of a Legislature? Or on partisan politics in which we don't engage? On the rise of special interest groups whose efforts dwarf those of the public sector? Is it a combination of all of these conditions? We've tried 'growing our own' by encouraging local government officials to seek state office – and then watched in sorrow as these individuals vote time and again against Home Rule and against local government fiscal resources. Now, as state leaders are focusing on economic development, the rallying cry is “get government out of the way and jobs will come.” The state isn't trying to get its own rules out of the way, however, just cities and counties. Take a look at the assault on the tangible personal property tax if you haven't already (article in the 2/11/12 *Orlando Sentinel*).

Nineteen years and the situation hasn't improved. Can effective story-telling make the difference; and if not, what will?

## February Member Profile

*By Joshua Fruecht, City Clerk, City of Ormond Beach*

### Michael Pleus, ICMA-CM, City Manager, DeLand, Florida

- **FCCMA member since:** 1995; At-Large Board Member 2011-Present
- **ICMA member since:** 1995
- **Please describe your areas of formal/advanced education:** I have a B.A. in Political Science and M.B.A., both from Stetson University.
- **What got you interested in public service?** My father was Town Attorney and later Mayor of Windermere so I am sure that had something to do with it. However, T. Wayne Bailey, Ph.D., from Stetson University, encouraged me to take an internship in the Volusia County Manager's Office. After a year, I was hooked.
- **Current Occupation:** City Manager of DeLand since July 2008.



- **Brief Job description:** Direct day to day operations of City government with 350 employees and \$56 million budget, which includes an airport and water and sewer utility.
- **Describe your typical day:** My day usually includes several meetings and discussions with department heads on various projects/issues we are working on. By 9 a.m. the schedule usually changes. Thank goodness for Dunkin Doughnuts coffee! I do spend a good deal of time on customer service and community relations, which is a challenge, but has paid off in terms of partnership opportunities and creating a positive image for the community.
- **Favorite part of the job:** My favorite part of the job is resolving citizen issues and fostering partnerships with community organizations. I also enjoy the visioning and strategic planning function and seeing those plans come to fruition.
- **Least favorite part of the job:** Without a doubt – laying off employees.
- **Most memorable experience on the job so far:** The most enjoyable experience was being the project manager for the new City Hall. The project took four years from inception to completion, and I learned a great deal from it.
- **Hobbies and interests:** I enjoy running, wood working, and working in the yard. I also have a lot of fun with my son in Cub Scouts.
- **Family details:** I am a fourth generation Floridian and was born and raised in Windermere. I have been married for nearly 13 years to my wife Vickie and have a son named Nicholas, who is 8 years old.
- **If you could give one piece of advice to young people interested in a career in public service, what would it be?** I would give two pieces. 1.) There are a lot of good managers in this state from whom you can learn a great deal; take advantage of that. 2.) Don't take a job as a manager just to be one. Make sure that you pick a community that is a good fit for you. You'll be more effective.
- **Who were your mentors and how have you disseminated this information down to other young public administrators?** I was fortunate to have many mentors including Tom Kelly, Dick Kelton, Larry Arrington, Ray Pennebaker, and Mike Abels. There are others in the state that have helped me out over the years but I did not work for them such as Ken Parker, Lee Feldman, and Bill Horne. This profession has many members that are very willing to help our young professionals. I have personally mentored two individuals, one of which is now my Assistant to the City Manager and the other is an Assistant City Manager in North Carolina. I am currently Chairman of the Student Council, which I hope will create more opportunities for young people to find their way into the profession.
- **Have you always been in the public sector or have you had experience in the private sector?** Since graduating Stetson in 1994, I have worked for local government; I spent 6 years with Volusia County, and have spent almost 12 years with DeLand. I did work as a bartender at

Walt Disney World on the weekends during my early years. That's how I paid for my master's degree!

## **Steps To Take As A Florida MIT**

I now have a year's worth of experience looking for a job and thought I would share with each of you some of the things I have learned from my trials and tribulations. I hope this will help your transition. I welcome any pointers the rest of you have learned. *Oel Wingo*

1. Register with both ICCMA and FCCMA and acquire the job search materials they offer to an MIT.
2. Read them thoroughly and put those techniques to work. Remain active, attend conferences and network.
3. Don't wait for someone to call you, these are your colleagues, call them, reach out!

### **PRELIMINARIES**

1. Update your resume. Save it as a PDF.
2. Prepare a standard Cover Letter you can use, but individualize it for each application.
3. Acquire written letters of reference and save these as PDF.
4. Apply for unemployment immediately and register with Employ Florida for job searches.
5. Do not hesitate to send a note along with your resume to peers to enlist their assistance as you search for a job.

### **DIGITAL ORGANIZATION**

1. Email Applications:
  - a. Use PDF files to attach to email applications. This ensures nothing in your word files get inadvertently changed.
  - b. Prepare a folder on your computer to store your Application package – Resume, Cover Letter, Reference Letter. This makes it easier to add attachments for the purpose of email applications.
2. Online Applications
  - a. Save your resume as a text file for those jobs that require online applications. Having a text file you can cut and paste from makes the task easier. I have also learned that having a simplified short resume with just dates and a short summary of duties is necessary in some cases to make cutting and pasting more efficient.

### **INTERNET JOB SEARCH**

I have found that four sites provide the resources and notices to the jobs that are available in our field. I check these sites once a week and/or rely on job alerts from these sites to keep me informed.

1. For Unemployment Purposes – set up your account with Employ Florida, <https://www.employflorida.com/> and set up a job search that you can use for meeting the requirement of 5 job searches per week.
  - a. While this site is not job specific for government, the resources are excellent. Use the resume building program to identify your “occupational skills”. Be aware that some of the online applications are now automated – no human review the first time through- and

having your occupational skills correctly identified for search engine purposes is crucial to getting the first look by a human!

- a. Who knows you may get some bites in the private sector that might get you through until you find a public sector job.
2. ICMA, [http://icma.org/en/icma/career\\_network/home](http://icma.org/en/icma/career_network/home) - Develop your profile FULLY on this site, with your resume and a picture so that you are visible. Set up a job alert to notify you of new positions.
3. LinkedIn, <http://www.linkedin.com/> LinkedIn has become the premier site for professional resume sharing and networking. Set up an account using all the features and include your LinkedIn account as part of your signature and reference for folks. Get ENDORSEMENTS! And Join Groups.
4. Govtjobs.com, <http://www.govtjobs.com/index.html> Set up your profile, with resume and cover letters and set up a job alert. I have found that sometimes jobs are listed here that are missed on ICMA.
5. In addition to these sites, register with [GovernmentJobs.com](http://www.governmentjobs.com), <https://www.governmentjobs.com/>. While I have not found this site to be as useful, many cities and counties are now using this site for their online application process. Set up your resume and cover letters ahead of time on this site, so when you find a government that uses this you are ready to go.
  - a. I have also discovered that some governments use this site, but then do not tell you that you are being redirected to the site. So to avoid this confusion, use a consistent user name and password across all job sites. Type in your user name and password; when you are redirected to the online application, you will then find out very quickly whether you are being redirected to this site as your account will come up. Of course, if it doesn't come up then it is an independent site and you can use your text files to cut and paste and apply for the position.

## HEADHUNTERS

Each Headhunter seems to have their own territory and vary in their approaches to how they fill positions. Register with all of these Headhunters, let them know you are in the market. Don't wait for them to come to you!

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| <p><b>Springsted</b><br/> <a href="http://www.springsted.com/">http://www.springsted.com/</a><br/>         1564 East Parham Road<br/>         Richmond, VA 23228<br/>         Phone: 804-726-9748<br/>         Fax: 804-726-9752</p>  | <p><b>The Mercer Group Inc.</b><br/> <a href="http://www.mercergroupinc.com/">http://www.mercergroupinc.com/</a><br/>         5579 B Chamblee Dunwoody Road, Suite 511<br/>         Atlanta, GA 30338<br/>         Phone: 770-551-0403<br/>         Fax: 770-399-9749<br/> <a href="mailto:JMercer@mercergroupinc.com">JMercer@mercergroupinc.com</a></p> |
| <p><b>Slavin Management Consultants</b><br/> <a href="http://www.slavinmanagementconsultants.com/welcome.shtml">http://www.slavinmanagementconsultants.com/welcome.shtml</a><br/>         3040 Holcomb Bridge Road, Suite A-1<br/>         Norcross, Georgia 30071<br/>         Phone: 770-449-4656</p> | <p><b>Voorhees Associates LLC</b><br/> <a href="http://www.voorheesassociates.com/">http://www.voorheesassociates.com/</a><br/>         500 Lake Cook Road, Suite 350<br/>         Deerfield, IL 60015<br/>         Phone: 847-580-4246<br/>         Fax: 866-401-3100</p>  |

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| <b>Strategic Government Resources</b><br><a href="https://www.governmentresource.com/">https://www.governmentresource.com/</a><br>PO Box 1642<br>Keller, TX 76244<br>Phone: 817-337-8581<br>Fax: 817-796-1228<br><a href="mailto:ron@governmentresource.com">ron@governmentresource.com</a>                                  | <b>Colin Baenziger &amp; Associates</b><br><a href="http://www.cb-asso.com/index.html">http://www.cb-asso.com/index.html</a><br>12970 Dartford Trail, Suite 8<br>Wellington, FL 33414<br>Phone: 561-707-3537<br><a href="mailto:Colin@cb-asso.com">Colin@cb-asso.com</a>  |
| <b>The Waters Consulting Group</b><br><a href="http://www.watersconsulting.com/">http://www.watersconsulting.com/</a><br>5050 Quorum Drive, Suite 625<br>Dallas, TX 75254<br>Phone: 972-481-1950<br>Phone: 800-899-1669<br>Fax: 972-481-1951<br><a href="mailto:mjanes@watersconsulting.com">mjanes@watersconsulting.com</a> | <b>Ralph Andersen &amp; Associates</b><br><a href="http://www.ralphandersen.com/about_our_firm.html">http://www.ralphandersen.com/about_our_firm.html</a><br>5800 Stanford Ranch Road, Suite 410<br>Rocklin, CA 95765<br>Phone: 916-630-4900<br>Fax: 916-630-4911<br><a href="mailto:info@ralphandersen.com">info@ralphandersen.com</a> |

## Do You Have An Internship or Entry-Level Position?

One of the initiatives started by Past President Carl Harness and carried forth by our Current President, Jon Lewis was to create a Student Council. The purpose of the Council was to begin an on-going dialogue with public administration students that may have an interest in the local government management profession. During the course of the year we have recruited liaisons from the University of Florida, Florida State University, University of South Florida, University of Central Florida and Stetson University. So far we have eight active student members and the number is growing. We have quarterly conference calls to talk about the profession, training opportunities and other issues the students want to discuss. Additionally, managers make visits to public administration classes to encourage more students to consider a career in the profession. During our most recent conference call, the students asked if we could create a page on the FCCMA website that would be dedicated to posting internships and entry-level public administration positions for these students to consider. If your organization has internships or entry-level positions, please send the information to Carol Russell at [crussell@flcities.com](mailto:crussell@flcities.com) so that they can be posted. If you have an interest in joining the Student Council, please email Michael Pleus at [pleusm@deland.org](mailto:pleusm@deland.org).

## FCCMA Annual Conference

Conference registration brochures were mailed the first of February. You won't want to miss this great conference that the committee has designed for you. The theme this year is "Local Government Matters" Our New Future." It will be held May 30 – June 2 at the Hyatt Regency Coconut Point in Bonita Springs.

Futurist Glen Hiemstra will open this year's conference exploring future trends as they impact our communities and governance. Friday morning Rob Walker will explore how a good story

changes the perceived value of its subject matter, and at the closing breakfast on Saturday Scott Burrows will talk to you about how his life's experiences have taught him how to stand up to the challenges.

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

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

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

If you have any questions, contact Lynn Lovallo at (850) 222-9684 or [llovallo@flicities.com](mailto:llovallo@flicities.com).

## **FCCMA Winter Institute**

FCCMA would like to thank its sponsors Government Services Group and Florida Business Watch for their support of the 2012 Winter Institute. Overall survey results show that the speakers, the hotel and the food were great. The 2013 Winter Institute will be held again at the Lake Mary Westin on February 7 and 8. Registration will begin in October.

## **FCCMA 2012 District Trainings**

District IV will hold its training on February 24, 2012. The theme is "Career Transition and Resources for City and County Managers." DBM, a leader in career transition and talent development solutions, will address career transition expectations and resources for local government managers, including specific skill sets, individual career development and sustainability in today's changing work environment. Participants will revisit why they chose a public sector career and why they remain in the local government management profession. This will be an interactive, participatory session for managers at all career points, including managers in transition, managers maintaining positions and managers approaching retirement. DBM will address proactive measures that local government managers should be taking for career success and offer practical guidance on local government management contracts and benefit considerations.

District VII and District V will hold their district trainings on Leadership in Local Government. The District VII Training will be held March 9, 2012 from 12:00 p.m. – 3:30 p.m. in Gainesville and the District V Training will be held on March 16, 2012 from 9:00 a.m. – 1:00 p.m. in Miami Lakes. Legendary former City and County Manager Merrett Stierheim will present and facilitate a very exciting and candid program on Leadership in Local Government Management. A Past President of FCCMA and the "go to" person to redirect agencies needing true leadership, Merrett has a history of understanding the theory and "application" of local government leadership; and he will share stories and lessons learned in his career. Whether you are an inspiring local

government manager or a seasoned veteran, don't miss this opportunity to participate in this session.

District III will feature “Bridging the Gap Between Council/Manager Relations” on March 23, 2012 from 12:00 p.m. – 3:30 p.m. This session will focus on how establishing and maintaining a working relationship between local government managers and their elected officials has always required special skills and attention to interpersonal relationships. Three seasoned managers, each with a long tenure in one city, will discuss how they have addressed this responsibility. Specific examples will be shared with attendees and an informal conversation/discussion will be held to address "real issues" facing managers today. This is a must session for all aspiring city managers and for those sitting City Managers who want to improve upon their own skills and be prepared for the unexpected. The panelists are Bruce Haddock, City Manager, Oldsmar; Frank Edmunds, City Manager, Seminole; and Mark Durbin, Range Rider, FCCMA.

Due to a conflict the District VI Training will be rescheduled. The theme is Cities and Counties Working Together to Provide Services. The complete FCCMA training calendar has been posted at [www.fccma.org](http://www.fccma.org) with time, date, topic and location.

Registration forms will be posted online as soon as they are available. For any questions, contact Carol Russell at (850) 222-9684 or [crussell@flicities.com](mailto:crussell@flicities.com).

## **2012 FCCMA Webinars**

The Professional Training and Development Committee has set the webinar dates through the end of the program year. **All webinars are free.**

**March 22, 2012—Budgeting Pension Changes for Local Governments: Basics and Alternatives.**

**May 18, 2012—Pension Changes for Local Government.**

More information will be available in upcoming newsletters.

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

## **So You Want To Be A City/County Manager?**

Each year at the annual conference, the So You Want To Be A City/County Manager session is held. This a **free** one-day session that will be held on Wednesday, May 30, 2012 from 8:00 a.m. – 3:30 p.m. at the Hyatt Regency Coconut Point in Bonita Springs. The theme is “Your Professional Roadmap.”

Topics include:

- Signature Leadership, Felicia Logan, ICMA Leadership Development Director
- The Top 10! (Things you can do to build your professional roadmap), Colin Baenziger, Colin Baenziger & Associates; and Dr. Robert Lee, Executive Director, the Center for Florida Local Government Excellence

- The Winding Road to the Top Job, Sue Hann, City Manager, Palm Bay; and Carl Schwing, City Manager, Bonita Springs
- The Great Business Business Card Exchange
- If Ethics is Easy, Why Do So Many Get it Wrong?, Martha Perego, ICMA Director of Ethics; Team Leader, ICMA Membership and Professional Development
- Earn Your Stripes and Lead from the Heart, Carl Harness, Assistant County Administrator, Pinellas County; FCCMA Past President

You must complete a registration form even though there is no cost. Lunch is included and we need a count of who is coming. Descriptions of the topics and the registration form can be found at [www.fccma.org](http://www.fccma.org) or email Carol Russell at [crussell@flicities.com](mailto:crussell@flicities.com) for a copy.

## **FCCMA Awards**

Applications for an FCCMA award are due no later than 5:00 p.m., February 24, 2012. The award categories are Award for Career Excellence, The Michael J. Roberto Award for Career Development, Assistant for Excellence in Leadership and Award for Program Excellence. Information and applications are available at [www.fccma.org](http://www.fccma.org) or email Carol Russell at [crussell@flicities.com](mailto:crussell@flicities.com) for an electronic copy.

## **FCCMA Members-in-Transition**

The following FCCMA members are currently in transition. Please take a minute to show your support by either emailing or phoning the MITs in your district. A phone call or an email can go a long way to help someone who is temporarily out of work.

You can also help if you have any job opportunities or special projects available for which one of our MITs may be qualified. With the current technology, the project could even be done from the MIT's home. FCCMA staff has many of their resumes. Please contact Carol Russell at [crussell@flicities.com](mailto:crussell@flicities.com) if you need a current resume for one of our MITs.

Also, please keep your FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email Lynn Lovallo at [lvallo@flicities.com](mailto:lvallo@flicities.com) or Carol Russell at [crussell@flicities.com](mailto:crussell@flicities.com).

**Larry Arnold**  
District VI  
Former Executive Director-  
Community Services of Sarasota County  
(941) 840-4223  
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**Robert Bartolotta**  
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Former Manager of Sarasota  
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**Bruce Behrens**  
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**Robert Bentkofsky**  
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**Matthew D. Brock**  
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**Cory Carrier-Penton**  
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**Stephen J. Cottrell**  
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**Richard Gestrich**  
Former Manager of Oviedo  
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**Jeffrey Naftal**  
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**Frederick C. Nutt**  
District VII  
Former Division Director of Hillsborough  
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**Markae Rupp**  
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**Susan Stanton**  
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**Oel Wingo**  
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## 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. **Marvin “Marc” Collins**, District VI, Assistant City Manager, City of Fort Myers, Full Member; **Jasmine A. Jones**, District III, Master’s of Public Administration, University of Central Florida, Student Member; **Josh Pascua**, District I, Master’s of Public Administration, Florida State University, Student Member; **Samuel “John” Pruitt**, District IV, Town Administrative Officer, Town of Jupiter Inlet Colony, Affiliate Member; **John L. Rencher**, District V, Fleet Manager, City of Fort Lauderdale, Affiliate Member; **Janette Smith**, District V, City Clerk, City of Oakland Park, Full Member; **Marsett Solomon**, District III, Master’s in Public Administration, University of Central Florida, Student Member; **Debra Sullivan**, District VII, City Clerk/Finance Manager, City of Belleair Bluffs, Affiliate Member; **James S. Titcomb**, District IV, Former Manager of the Village of North Palm Beach, Subscriber Member; and John Woodruff, District VII, Director, Office of Management and Budget, Pinellas County, Affiliate Member.

## Positions

*The Manager* will no longer print the full ad. All ads are posted online at [www.fccma.org](http://www.fccma.org) under job postings. If you click on the job, it will take you to the full ad.

**Captain/Training — Alachua County Board of County Commissioners** — \$54,232.05 - \$89,483.06 annually. Closing date: February 24, 2012. Please apply on-line at <http://www.alachuacounty.us/employment>. Please direct inquiries regarding this position to (352) 374-5219. Applicants with disabilities will be accommodated in the application process. Preference in initial appointment will be given to eligible veterans and spouses of disabled veterans. All offers of employment will be contingent upon successful completion of a pre-employment drug test. TDD (352) 491-4431. An Equal Opportunity Employer M.F.V.D.

**Animal Services and Enforcement Department Director — Brevard County, FL** (pop. 536,000). Salary: \$80,526 - \$85,000 annually. Actual salary negotiable based on experience and qualifications. Space Coast, east central Florida region. Apply online at [www.brevardcounty.us/easy/](http://www.brevardcounty.us/easy/) by February 20, 2012. EOE/V.

**Chief Financial Officer — Broward County, Florida** — Annual salary range is up to \$195,736 DOQ. Apply *prior* to Friday, February 24, 2012 to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). The State of Florida abides by “Sunshine” or public disclosure laws. For confidential inquiries or detailed brochure contact Heather Renschler or Robert Burg at (916) 630-4900.

**Building Director, Development Services Department — City of Coral Gables** — Salary and benefits package includes: The annual salary range is \$92,851.20 - \$127,483.20. Salary is negotiable depending on qualifications. Medical, dental and life insurance, leave allowances, retirement plan and more. Deadline: The position shall remain open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter, current

salary, and five references immediately, via e-mail, to [HRD@coralgables.com](mailto:HRD@coralgables.com) or fax to 305-460-5518. The City of Coral Gables is an Equal Opportunity Employer/Drug Free Workplace.

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

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

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

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

**Finance Director — City of Greenacres, FL** — **Salary Range:** \$81,846-\$122,769; Starting Salary up to midpoint of range D.O.Q. **Closing Date:** Open until filled. Qualified candidates should submit a completed application (which can be obtained online at [www.ci.greenacres.fl.us](http://www.ci.greenacres.fl.us)) to: City of Greenacres, Human Resources, 5800 Melaleuca Lane, Greenacres, FL, 33463. For more information contact **Suzanne Skidmore** at 561.642.2001.

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

**Regional Vice President — Management Partners** — Management Partners seeks an experienced local government professional to lead its east practice based in Cincinnati. This is an extraordinary opportunity to continue in the local government management profession from a new perspective. The successful person will have served as a city or county manager as well as exceptional ability to communicate verbally and in writing. S/he will preferably have experience in multiple jurisdictions including a large local government, in more than one state, with strong

networking ability. Compensation competitive, DOQ. Email resume and letter of interest to Jerry Newfarmer, [jnewfarmer@managementpartners.com](mailto:jnewfarmer@managementpartners.com) or call 513-313-0503.

**Financial Systems Analyst — Melbourne** —Hiring Range \$46,491 to \$70,742/AN. Apply to the Personnel Office, City of Melbourne, 900 E. Strawbridge Avenue, Melbourne, FL 32901, or fax to (321) 608-7818. Application available at [www.melbourneflorida.org](http://www.melbourneflorida.org). Equal Opportunity/Veteran's Preference/Drug-Free Workplace

**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>.

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

**City Manager — Port St. Joe** —Position is open until filled. Salary will be DOQ. Applications are available via the City of Port St. Joe Website: <http://www.cityofportstjoe.com> Please submit an application and cover letter along with five references to the City of Port St. Joe, Attention Charlotte Pierce Human Resource Officer, POB 278, Port St. Joe, FL 32457. If you have any questions, please contact Charlotte Pierce at (850) 229-8261. The City of Port St. Joe is an Equal Opportunity Employer and a Drug Free Workplace.

**Accountant III – Finance Department — City of Quincy, FL** — (pop. 7,600) Salary: \$50,000. Closing date: March 9, 2012. [http://www.myquincy.net.php5-19.websitetestlink.com/?page\\_id=382](http://www.myquincy.net.php5-19.websitetestlink.com/?page_id=382)

**Sr. Utilities Service Technician – Utilities Department — City of Quincy FL** — (pop. 7,600) Salary: \$26,500. Closing date: March 9, 2012. [http://www.myquincy.net.php5-19.websitetestlink.com/?page\\_id=382](http://www.myquincy.net.php5-19.websitetestlink.com/?page_id=382)

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

**Leisure Services Director — Sunrise** — The City of Sunrise has a population of 85,000 and is located in western Broward County. Salary: **\$86,934 - \$119,840. To Apply:** Send two copies of each: resume (including current salary) proof of education to: City of Sunrise, Personnel Dept., 10770 W. Oakland Park Blvd. Sunrise, Florida 33351 (or download the application at our web site: [www.sunrisefl.gov](http://www.sunrisefl.gov)) DFWP, M/F/D/V EOE

**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>.

**Administrator of Public Works & Utility Services — City of Tampa — SALARY RANGE:** (MM ) \$97,489.60 - \$153,004.80 a year. Up to \$153,005 depending on qualifications. **TO APPLY:** To be considered for this position, applications must be received or postmarked by the closing date of February 27. Applications received or postmarked after the closing date will not be processed. **HELPFUL HINTS FOR COMPLETING YOUR APPLICATION:** Please [register as a MyTampaGov member](#) before you begin the application process. This will enable you to view and re-use information from previously submitted applications to complete and submit any future applications. Please make certain your application is complete and the information you provide clearly demonstrates that you possess the minimum job qualifications as stated in the job announcement. Resumes can be submitted in support of an application, but not in lieu of an application. Resumes and copies of certifications or other required documents may be attached to your online application or e-mailed to [careers@tampagov.net](mailto:careers@tampagov.net). **Note:** **Applications must be received or postmarked by the closing date. Applications received or postmarked after 2/27/2012 will not be processed.** Apply at: Old City Hall Employment Office, 315 East Kennedy Boulevard or mail it to 306 E. Jackson Street, Tampa, FL 33602. To apply online, go to: [www.tampagov.net](http://www.tampagov.net).

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

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

### ***Dates to Remember:***

February 24, 2012—FCCMA District IV Training, Palm Beach  
March 9, 2012—FCCMA District VII Training, Gainesville  
March 16, 2012—FCCMA District V Training, Miami Lakes  
March 23, 2012—FCCMA District III Training, Kissimmee  
May 31 – June 2, 2012—FCCMA Annual Conference, Bonita Springs  
June 19-22, 2012—FAC Annual Conference, Orlando