



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

July 2012

Vol. 34, No. 7

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Benefits You Can Count On

By Lynn Tipton, Executive Director

I was on a phone call with ICMA this week and heard a sobering fact: Florida is leading the nation in MITs right now; not an enviable statistic. Nationally, since ICMA starting tracking MITs, ICMA has the highest number of members out of work. California and Illinois are right behind Florida.

As you consider that disappointing number, I want to focus on two positive benefits that every member can access, but sometimes forget they are there: our Range Riders and our ethics advisor.

We had an organizing call for the Range Riders this week; you may know that longtime Rider Dick Simmons (also an FCCMA past president) is hanging up his cowboy hat after 20 years of service, but he's not leaving the association – he's becoming our first Range Rider Emeritus. Kurt Bressner is taking over as the statewide coordinator. Range Rider Bud Parmer also retired this year. I will miss the regular talks with both of these men, but I know I can still reach out to them as members – and so can you. This call was a good opportunity to remind ourselves, and for me to then remind all of you, of the Range Rider benefit.

When you need a sounding board, or an experienced perspective, please call one of the Riders and share your situation. We often hear how valuable their advice is! Also, if your city or county needs assistance with a greater understanding of the council-manager and commission-manager plans, a Range Rider is a great place to start that discussion. Range Riders are neutral,

can attend public hearings and take audience questions about the form – without putting the current staff on the 'hot seat' in explaining the profession and its benefits. The Range Riders contact information is in your FCCMA directory.

You should also know that Riders aren't assigned to their own districts anymore – we realized that this was causing confusion among members. You are free to call any Rider, but if you are requesting a visit, it is best to start either with Kurt as coordinator, or choose the Rider who lives closest to you.

When you are faced with an ethics situation, and even a situation that might become ethically questionable, please remember you can call Martha Perego at ICMA and talk through your situation for advice. It is another membership benefit that we each need to remember.

As I talked with Martha at the FCCMA annual conference in Bonita Springs, we discussed that one of the repeated issues for Florida members is seeking new jobs before a member has completed two years in an existing job. That action is a violation of the Code of Ethics and results in many reviews by the FCCMA ethics committee and the ICMA committee of the profession, something a member can avoid by making sure he/she completes those two years before seeking another post. Martha's contact information is also in your FCCMA directory; we are fortunate to have Martha as our state liaison.

I hope members will utilize these benefits...and we'll all need to work together to help our Florida members-in-transition and those outside of Florida.

FCCMA Challenge

At the FCCMA Annual Conference, Past President Lewis challenged FCCMA members to become ICMA Credentialed Managers. Each year at the Annual Conference ICMA newly-credentialed managers are recognized at a reception. This year as he recognized the newly-credentialed managers he talked about the ICMA program. In the past few years, Florida has led the nation with the number of credentialed managers. This year North Carolina took the lead. Let's put Florida back on top.

For more information on becoming a credentialed manager, contact Lynn Lovallo at (850) 222-9684 or llovallo@flicites.com.

City of Boynton Beach's Climate Action Plan

The City of Boynton Beach Climate Action plan has achieved the current level of success due to the innovative creation process. The first step was to assemble a Green Task Force populated by only City Staff. The advantage to this methodology was that staff knew the City policies, procedures and programs that helped us utilize an established national benchmark,



the Florida Green Building Coalition (FBC) standard for government organizations to inventory our best practices.



Other municipalities in Palm Beach County had established citizen task forces that worked for months on researching best practices and establishing strategies that were unsuccessful for lack of buy-in by the municipal staff during the implementation of the plan. Starting at the staff level with the support of the elected officials provides the opportunity for buy-in and ownership of the project by the entire organization. Evaluating your best practices against a national standard sets the stage for success as staff identifies the policies and procedures that are already being done efficiently for “quick wins.”

After the foundation had been laid, community stakeholders were invited to form a Green Community Alliance to bring the necessary knowledge and expertise to the table in order to fulfill identifiable needs. Working in collaboration with the City staffed Green Task Force, implementation strategies were identified in nine (9) areas. A consultant was utilized to create a city-wide GHGE inventory, which helped us set long and short term GHGE reduction goals. Finally, from the combined work of the Green Task Force and Green Community Alliance, and by incorporating the GHGE inventory, we created our long-term vision for a sustainable future with our Climate Action Plan.

As an element of the CAP, the City has written and adopted a Green Building Program, which makes us the first jurisdiction in the State of Florida and the second in the nation to adopt the International Green Construction Code as the model for its program.

Our goal is to reduce greenhouse gas emissions by 18% by the year 2035. The administration of implementation was set through Resolution for a City Manager appointee to coordinate an internal sustainability team. Individual departments have been given ownership of specific strategies and quarterly updates are provided to the City Commission.



IMPLEMENTATION STRATEGY STATUS REPORT 081611.doc - Microsoft Word

ON-GOING IN PROCESS COMPLETE

CITY OF BOYNTON BEACH CLIMATE ACTION PLAN
IMPLEMENTATION STATUS REPORT
AUGUST 16, 2011

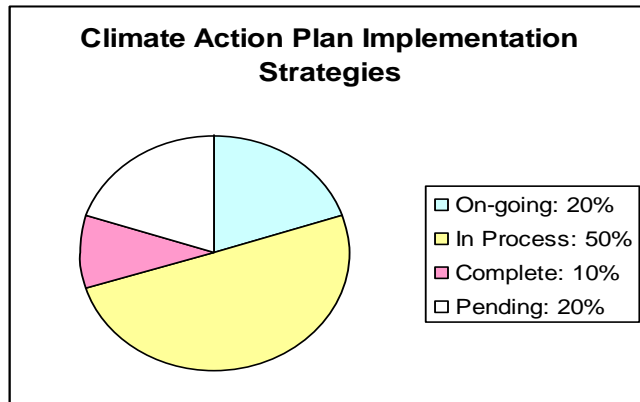
IMPLEMENTATION STRATEGIES	Dept.	Start Date	End Date	Status	Funding
4.1.1 Buildings and Facilities					
4. When planning public infrastructure investments, consider the physical, environmental and economic impacts of increasing the energy and water efficiency of the projects. Examine the Capital Improvements Element of the Comprehensive Plan to identify potential opportunities to increase the efficiency of these projects over their lifespan.	Public Works	2005	On-going	This is now a standard design consideration in all capital projects.	City CIP project funds.
4.1.2 Water / Wastewater Facilities, Conservation and Landscape Irrigation					
Objective: Conduct energy audits to determine improvements to reduce electrical costs at the City's water and wastewater facilities					
1. Evaluate energy efficiency of high-service pumps. Develop an energy efficiency strategy for water utility operations to maximize efficiency of treatment, operations and equipment.	Utilities	TBD	TBD	In planning process, consider for an Energy Service Company (ESCO) contract	TBD
2. Explore opportunities to incorporate renewable energy sources into the expansion or retrofit of water infrastructure	Utilities	TBD	TBD	In planning process, windmills have been installed at the Downtown Stormwater Pond for aeration	TBD
3. Increase use of aquifer storage and recovery of excess water that would ultimately be discharged to the ocean during the wet season.	Utilities	2006	2011	COMPLETE - See narrative Exhibit A	CIP - \$5.45M
4. Maximize use of the East Lime Softening Plant and minimize use of the West	Utilities	2010	2013	In progress	CIP -

Receipt of the US Department of Energy Block Grant (EECBG) enabled the City to complete some substantial demonstration projects in energy efficiency retrofits, renewable solar energy and electric

vehicle charging stations. Because implementation is staff driven, we are able to achieve measurable results with little to no funding from the General Fund.

The Climate Action Plan was approved by City Commission in October 2012 and as of the 2nd Quarter 2012; we have achieved the following successes:

Next year in 2013 we will conduct our first follow-up GHGE inventory to gage our progress toward our 2035 goal. As we continue to create a “Green-Living” City and move forward with implementation of our Climate Action Plan to reduce our carbon footprint, the City will begin to incorporate Climate Change Adaptation into our plan, in collaboration with the Southeast Florida Regional Climate Change Compact Counties.



FCCMA Members-in-Transition

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

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

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

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

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

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

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

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

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

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

Gregory Kisela
Former Manager of Walton County
District I
(850) 333-0816
lgkisela@fairpoint.net

Kathie Margoles
District IV
Former Assistant Manager of Lake Worth
kathiemargoles@bellsouth.net

Robert Mearns
District I
Former Manager of Fort Walton Beach
(850) 240-3599
rmearns@cox.net

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

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

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

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

Bruce St. Denis

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

James Titcomb

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

Anita Fain Taylor

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

Ann Toney-Deal

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

Oel Wingo

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

New Members

The following membership applications have been received. If no current member comes forth with a reason why this applicant should not be approved as a member, they will be invoiced for dues. **Clear Village Inc.**, District III, Contact: David Loeb, President, Corporate Member; **Amy Farrington**, District VI, Master's of Public Administration, University of West Florida, Student Member; **Joseph Gerrity, Jr.**, District II, City Manager, City of Fernandina Beach, Full Member; **Gregory J. Oravec**, District IV, City Manager, City of Port St. Lucie, Full Member; **Sharon D. Subadan**, District VII, Deputy County Administrator, Hillsborough County, Full Member; and **Dwight D. Wilson**, District VII, Assistant Director, City of St. Petersburg, 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.

Animal Services Director — Alachua County Board of County Commissioners —

\$60,133.22 - \$99,219.54 annually. Closing Date: 7/20/12. Please apply on-line at: <http://www.alachuacounty.us/employment>. 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 Supervisor — Alachua County Board of County Commissioners —

\$39,781.87 – 63,651.12 annually. Closing Date: 7/20/12. Please apply on-line at: <http://www.alachuacounty.us/employment>. 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.

Senior Environmental Specialist — Alachua County Board of County Commissioners — \$44,110.77 - \$70,577.10 annually. Closing Date: 7/20/12. Please apply on-line at: <http://www.alachuacounty.us/employment>. 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.

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

Development Services Coordinator — City of Boynton Beach — Starting Salary Range is \$44,486 - \$50,000/Year, depending on qualifications. The City of Boynton Beach offers a comprehensive benefit package that includes health, dental and life insurance, sick leave, paid vacation and holidays. This position is open until filled. To learn more about the position and to apply, go to our website by clicking this link: [City of Boynton Beach DS Coord Job Posting](#). Please review the entire position posting and click on “Apply For This Position Now” at the bottom of the job posting. Note: If you are a first time user of our job application program, you must create a login, password and user profile before applying for the position. For assistance or questions, please contact our Human Resources office at (561) 742-6275. Resumes may be submitted to the City’s Human Resources office by faxing to (561) 742-6274.

Manager of Economic Development — City of Boynton Beach — Starting Salary Range is \$59,382 - \$80,000/Year, depending on qualifications. The City of Boynton Beach offers a comprehensive benefit package that includes health, dental and life insurance, sick leave, paid vacation and holidays. This position is open until filled. To learn more about the position and to apply, go to our website by clicking this link: [City of Boynton Beach ED Mgr Job Posting](#). Please review the entire position posting and click on “Apply For This Position Now” at the bottom of the job posting. Note: If you are a first time user of our job application program, you must create a login, password and user profile before applying for the position. For assistance or questions, please contact our Human Resources office at (561) 742-6275. Resumes may be submitted to the City’s Human Resources office by faxing to (561) 742-6274.

Budget Director — Brevard County Board of County Commissioners — Population 536,000. Apply online at www.brevardcounty.us/easy/ by 07/30/2012. EOE/V.

City Manager — Callaway — (Population 14,500). The salary range for the position is anticipated to be \$70,000 to \$90,000 and provides the same benefits package that is made available to all employees. Interested applicants should submit a cover letter, resume, salary requirements, five (5) professional references, and a City of Callaway Application for Employment to: City of Callaway, Human Resources Department, 6601 East Highway 22, Callaway, Florida 32404. Deadline for applications is July 31, 2012. For additional information, contact Human Resources at (850) 871-6000. The full job description is available on the website at <http://www.cityofcallaway.com/DocumentView.aspx?DID=451>.

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

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

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

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

Public Works Director — The City of Coral Gables —The annual salary range is \$97,490 to \$133,870. Salary is negotiable depending on qualifications. Benefits include: vehicle allowance of \$450 per month, medical, dental and life insurance, leave allowances, retirement plan and more. The position shall remain open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter, current salary, and five references immediately, via e-mail, to HRD@coralgables.com or fax to 305-460-5518. The City of Coral Gables is an Equal Opportunity Employer/Drug Free Workplace.

City Manager — City of Fort Walton Beach, Florida —Salary: The salary range for position is anticipated to be in the \$110,000 to \$125,000 depending on qualifications. Benefits are competitive. Interested applicants should submit a cover letter, resume, salary and benefit requirements, and five professional references to: City of Fort Walton Beach, Human Resources Department, 107 Miracle Strip Parkway SW, Fort Walton Beach, FL 32548. For additional information, contact the Human Resources Department at (850) 833-9507 or visit our web site at www.fwb.org. Deadline for submittals is July 23, 2012. The City of Fort Walton Beach is an Equal Opportunity Employer.

Code Enforcement Supervisor — City of Gainesville — Interested applicant should apply at <http://www.cityofgainesville.jobs>. The City of Gainesville is an AA/EO/DFWP

Financial Management Analyst — City of Green Cove Springs — Starting Salary - \$38,310 - \$49,800/year. Salary negotiable DOQ&E. Open until filled. **Apply To:** Personnel Director, 321 Walnut Street, Green Cove Springs, FL 32043; shodges@greencovesprings.com; Phone – (904) 529-2200, Ext. 320. Excellent benefits, including FL State Retirement. Applications accepted Monday – Thursday, 7:00 a.m. to 5:30 p.m. In order to be considered, an application must be submitted, and a resume may be attached. An application may be downloaded at www.greencovesprings.com. Select “Career Opportunities”, then “Employment Application”.

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

Manager of Applications—Information Technology — City of Melbourne —Hiring Range \$51,317 to \$86,192/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. Equal Opportunity/Veteran’s Preference/Drug-Free Workplace.

City Manager — Mulberry, Florida — The City of Mulberry, Florida is accepting applications for the position of City Manager. Interested applicants are requested to forward their resume to the City of Mulberry, Florida, attention Vanessa Baker, City Clerk, P.O. Box 707, Mulberry, Florida 33860. Applications are due no later than August 1, 2012. Residency in the City limits is required. The salary for the position of City Manager will be in the \$60,000 per year range.

Risk Manager — Okaloosa County Board of County Commissioners —Annual Salary Range: \$50,128.00 - \$67,163.20. To apply for this position, visit our website at www.co.okaloosa.fl.us or call (850) 689-5870 for more information. DFW/AA/EOE.

TDC Executive Director — Okaloosa County Board of County Commissioners — Annual Salary Range: \$79,913.60 to \$135,824.00. To apply for this position, visit our website at www.co.okaloosa.fl.us or call (850) 689-5870 for more information. This position was first posted on May 3, 2012 and is open until filled. DFW/AA/EOE

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

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

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

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

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

General Manager, Transit — Sarasota County — For Info and to Apply: Please see a complete job description and apply on-line at www.scgov.net/Careers. Resumes may be attached. **Only applicants that apply on line will be considered.** For assistance, please call (941) 861-5742. Salary: \$69,992 - \$100,006 (midpoint). Salary may exceed mid-point depending on experience. Excellent benefits include training, attractive medical/dental/life insurance, generous paid time off, state retirement program, sick child care, wellness programs and much more. Preference in appointment will be extended to eligible veterans and spouses of veterans with documentation of status (DD-214) at time of application. Sarasota County Government is committed to wellness and successful applicants must be tobacco free for twelve months preceding date of application. Drug Free Work Environment EOE / AA / ADA

Dates to Remember:

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

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

October 19, 2012—District VI Training, TBD

November 8, 2012—FCCMA Symposium, Daytona Beach area

November 30, 2012—FCCMA Symposium, Sarasota Hyatt

February 7-8, 2013—FCCMA Winter Institute, Lake Mary

May 22-25, 2013—FCCMA Annual Conference, Hilton Orlando