



The MANAGER

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
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In This Issue

Safetea-Lu: An Issue That The Busiest Manager Cannot Afford To Ignore
July 2009 Monthly Member Profile
Recognition Given to 2009 Award Winners
The Center for State and Local Government Excellence Webinar
“Customer Service to Municipalities” DVD
Cable and Video Services Survey from the LCIR
Negotiating Your Employment Contract

From Lynn Tipton Executive Director, FCCMA

“I’m giving Vince my column this month for a very important, and timely, news story.”

Safe, Accountable Flexible Efficient Transportation, Equity Act-Legacy for Users (SAFETEA-LU): An Issue That The Busiest Manager Cannot Afford To Ignore

*By: Vincent Long, Deputy County Administrator, Leon County
FCCMA Legislative Policy Committee, Chairman*

On behalf of the Legislative Policy Committee and the FCCMA Board of Directors, I wanted to provide the membership an update on recent congressional action regarding the extension and/or reauthorization of SAFETEA-LU. A political and ideological battle has emerged regarding federal transportation funding that all managers should be aware of. I know many of us are currently addressing the opportunities and challenges of the *American Recovery and Reinvestment Act of 2009*, but it is critically important to remain engaged on SAFETEA-LU. To put both priorities in perspective, the American Recovery and Reinvestment Act includes less than \$30 billion in transportation funding, while funding available through SAFETEA-LU could approach \$500 billion. Of course, a true perspective is not complete until you consider the estimated \$1.6 trillion in the country’s infrastructure deficiencies.

On June 17, DOT Secretary Ray LaHood announced that the Obama Administration was proposing a short-term 18 month reauthorization measure which they have stated is “fully paid for” and would cover the current shortage in the Highway Trust Fund. Those of you who attended the National Association of Counties or National League of Cities legislative conferences this year may recall that an estimated \$13 billion to \$17 billion

infusion of funds is needed this fiscal year for the Highway Trust Fund to offset a shortfall in federal gas tax revenues. The Administration has indicated that the additional funding is required by the end of July (THIS MONTH!) in order to maintain the Highway Trust Fund.

The same day Secretary LaHood presented his proposal to the Senate Appropriations Committee, the House Transportation and Infrastructure Committee Chairman James Oberstar (D-MN) and Ranking Member John Mica (R-FL) unveiled their blueprint for the reauthorization of SAFETEA-LU. The multi-year Surface Transportation Authorization Act of 2009 provides \$487 billion for the nation's infrastructure with (1) \$337 billion for highways, (2) \$99.8 billion for transit and (3) \$50 billion for high-speed rail. The Surface Transportation Authorization Act of 2009 is designed to (a) overhaul/reorganize the Department of Transportation's planning process, (b) consolidate or eliminate over 75 existing programs, (c) work to expedite completion of projects, (d) coordinate planning for and between different modes of transportation and (e) tie federal funds to measurable benchmarks.

The timing of the Administration's proposal caused considerable conflict with Chairman Oberstar and Ranking Member Mica, in addition to other Members of the Committee. The political and ideological differences between an 18 month extension and a multi-year overhaul coupled with the need to immediately infuse the Highway Trust Fund this year to remain solvent have set the stage for some interesting dynamics between the House Committee and the Obama Administration. This transportation battle may even have to take a back seat this summer to more politically charged issues (economy, cap and trade legislation, healthcare reform, etc) forcing some version of a short term extension in order to maintain the solvency of the Highway Trust Fund.

I would encourage all managers and their staff to remain engaged on this important federal issue.

FCCMA Member Profile – July 2009

By Karen Kolinski

I wish I could say that I caught up with Jason Yarborough at some posh restaurant where we nibbled on expensive plates of what really amounted to a few blades of grass, which the menu called an appetizing salad of hearty mixed greens (when is salad ever hearty???), while sipping infused sparkling water with paparazzi (read: zealot citizens) watching our every move. But, alas, he was kind enough to respond to nothing more than a pleading phone call and a syrupy sweet email promising to namesake my first born if he would be so kind to answer a few simple questions. Attempted humor aside, in my opinion, Jason does a great job providing insight regarding motivation and work transition, for both young pups and old dogs alike.

Jason Yarborough, ICMA-CM
Utilities Director, City of Palm Bay
FCCMA Member Since 1999

Education: Loyola University, B.A.
University of West Florida, M.P.A.

Harvard Kennedy School of Government, Senior Executives in State and Local Government Program

Family: Katherine, wife, and new son, Christopher

Hobbies: It was travel, now it is changing diapers

Interests: Golf and reading sci-fi books and penny-pinching blogs

KMK: I am going to begin easy, with a couple warm up questions before we get to the really hard ones. How did you get started in government, as in what roles have you had and where?

Jason: The City of Mary Esther, FL, a small gulf coast city in the panhandle, hired me to be the City Clerk. When promoted to Assistant City Manager, I took on additional management responsibilities. I then became the City Manager of Groveland, FL, just outside of Orlando. Currently, I am the Utilities Director for the City of Palm Bay, the 7th largest city in Florida by land size and 21st by population.

KMK: How do you motivate staff to keep tackling the wide ranging challenges presented to local government?

Jason: My staff operates in an ever-changing environment. Fortunately, a progressive leader is at the helm, City Manager Lee Feldman. He has encouraged us to set our sights high. Several of the other departments are national leaders through their innovative programs and national accreditations. Our departmental strategic plan calls for continuous improvement and for us to become a world-class utility. This focus results in streamlining work processes, which creates cost savings and a better experience for our customers.

For example, we are the first utility in the nation to get all sections and divisions simultaneously ISO 14001 registered upon our first initial audit. Our environmental management system has resulted in an 18% reduction in our electricity consumption for water treatment. This savings helps stabilize our rates for our customers.

KMK: Alright, I promised you some really tough questions. So, if you were, like, an animal, what animal would you, like, be? Ok, I was kidding. City managers are familiar with the concept of fire/hire at will and recently with budget constraints a position in local government doesn't necessary ensure a sense of job security at any level. What sage advice would you share regarding employment transitions?

Jason: I was a City Manager for a small town for 7 years. We realized many new efforts in Groveland, like buying two private utility systems and forming a community redevelopment agency for our downtown. Honestly, I was not looking for a change, but an opportunity came knocking. In hindsight, that may be the best time to go—before you get stale and sedentary. Although achievements were continuous for that organization, I saw Palm Bay as a great chance for professional growth. It offered me the benefit of collaborating with other trailblazers on a daily basis – “As Iron sharpens Iron, so one man sharpens another”. I needed to leave my comfort zone in order to learn additional skills and add new tools to my professional toolbox, even if it meant going from being a City Manager to a Department Head.

KMK: So you have been a city manager before and now you get to be a Director. After watching city manager hell from my lowly perch in government jobs, sounds like a really nice change...I'm sure there were challenges though. What was the hardest aspect of transitioning to being a Director following a stint as top dog at an organization?

Jason: It is all about perceived control. When considering the change from City Manager, I was concerned about having less control as a department head. However, I have come to realize that everyone has constraints on the job. As a City Manager, I answered to a council. Now, I answer to a Deputy City Manager instead. It took me a while to recognize that I still had control, but in a different way. The type of control has changed; it no longer has the breadth, but it has the depth.

KMK: I'm going to ask the obvious follow up question (sorry for being so cliché): What have been the three greatest advantages to being a Department Director?

Jason:

- 1) Focus – My favorite part of being the Groveland City Manager was the entrepreneurial nature of running a utility. Now, I am allowed the luxury of focusing in on an interesting area of public service with the Palm Bay Utilities Department. Instead of being a jack-of-all-trades, I can now spend my energy in the mastery of this one.
- 2) Complexity- I have gone from an organization of 65 employees to an organization of over 900. As a City Manager of a small city, the fire chief and I were the only employees with college degrees. Frequently, I felt like I was the sole individual trying to push innovation and improvement in the organization. Now, I have a team of highly educated and motivated people to bounce ideas off as we work towards improving our department and service to the customer.
- 3) Recognition- I am no longer stopped in the grocery or hardware store and asked about all kinds of different issues. It is nice NOT being recognized. Every once in a while, my ego will miss it. Then I remind myself of the impact that recognition had on my personal life.

Recognition Given to 2009 Award Winners

The following awards were given to the recipients during the Annual Business Session/Luncheon at the Annual Conference in St. Augustine. After the listing of the names and awards, there are three summaries of the awards given.

Honorary/Lifetime awards

Ken Small, Florida League of Cities; Doug Anderson, John Wesley White

President's Award

Robert E. Lee, Executive Director, Center for Florida Local Government Management
Randall Reid, County Manager, Alachua County

If You Care You Do Award

Mike Crotty, City Manager, Satellite Beach

Lifesaver Awards (for assistance to MITs)

Richard Reade; Ken Hammons, City Manager, Panama City; Jim Ley, County Administrator, Sarasota County; and David Harden, City Manager, Delray Beach

Michael J. Roberto Award—presented to a voting FCCMA members who has made a significant contribution to the development of new talent in professional local government management—given in memory of Mike Roberto Lee Feldman, City Manager, Palm Bay.

Award for Career Excellence

Michael Herr, County Manager, Polk County

Assistant for Excellence in Leadership

Fran McAskill, Director Financial and Strategic Planning, Polk County

Program Excellence, Community Partnership

Population over 50,000-Alachua County; Honorable Mention to Palm Coast

Program Excellence, Community Sustainability

Population under 20,000 – High Springs; population over 50,000 to Alachua County; Honorable Mention to Palm Beach Gardens, population 20,001-50,000

Innovation in Communications/Technology

Palm Bay

Lee Feldman Receives Michael J. Roberto Award

Early in Mr. Feldman’s career, he was exposed to managers who made the development of talent a priority. Mr. Roberto was one of those who helped to influence Lee’s passion for talent development in local government.

In North Miami, Lee’s mentoring efforts encouraged two of his staff to become City Managers. Lee has always made a concentrated effort on developing talent. Here are just a few people he has influenced within the profession; Anita Fain Taylor, Sue Hann, Jon Lewis, John Coffey, Jason Yarborough, Suzanne Sherman, Robin Carmichael, Brad Johnson, Jim Proce, and Yvonne Kimball. All are active members of FCCMA. He has inspired all of them to participate in and care about the profession. Yvonne Kimball, his tri-city intern, has gone on to become the City Manager of Bowling Green, FL.

He makes the same effort for people outside his organization. He counsels those considering career options and reaches out to others as a mentor. At FCCMA and ICMA events he can be found talking to new faces, welcoming them to the profession. College students come see him to get advice on how to get into the profession. In recent years Palm Bay has become known as one of the places to go if you want to develop as a manager.

All of the above demonstrate his commitment to developing talent for this profession. I believe his efforts are a strong testament to Mr. Roberto’s passion for local government management. Through Mr. Roberto’s initial inspiration, Lee has created a network of dedicated caring managers who are committed to growing the profession.

Michael Herr Receives FCCMA Award for Career Excellence

In his six year tenure Michael Herr has made great strides in establishing Polk County as a progressive government agency. Noted for his strategic approach to problem solving,

Herr has produced astonishing results through his efforts to reduce costs and streamline work processes in almost every facet of county government.

His response to recent tax revenue cuts has been progressive and proportional, developing an ongoing budget process “Budgeting for Outcomes” (BFO) that prioritizes critical services through citizen involvement at all levels. This transparent process addresses the real and pressing needs of the community while minimizing the impact of reduced funding on citizens.

Herr’s leadership in the BFO process has been recognized nationally. The Alliance for Innovation, partnering with ICMA has identified Polk as one of a select group of communities to be monitored in the upcoming months in an effort to research the effectiveness of local government strategies in the face of reduced tax revenue and the economic downturn.

Herr is committed to employee development, spearheading a culture shift that values employees and views them as critical to organizational success. Under his direction, Polk was named a “Best Place to Work” Employer of Distinction and a “Spirit of the Family” workplace for its progressive workplace policies and benefits.

Herr is dedicated to enhancing the quality of life for Polk’s citizens while meeting the challenges facing this rapidly developing and increasingly diverse community. In 2007, Herr was instrumental in securing the title of “All America County” for Polk. Sponsored by the National Civic League, this national award recognizes communities who excel at community problem solving through collaborative partnerships between local governments, private, non profit and citizen groups.

Fran McAskill Receives FCCMA Assistant for Excellence in Leadership

As a seasoned professional in the field of government finance, Fran McAskill was the obvious choice in 2004 to assist the new County Manager in reorganizing Polk County government into the progressive, high performing, service-oriented organization it is today.

With her many years of service to the GFOA (Government Finance Officers Association) as a board member, national speaker and recipient of their Distinguished Budget Award, McAskill is a strong and confident leader in the field of budget management. She led Polk County government through their first experience with program-based budgeting, and in 2007 spearheaded the Budgeting for Outcomes initiative (BFO); a transparent process which prioritizes critical services through citizen involvement at all levels, addressing the real and pressing needs of the community while minimizing the impact of reduced funding on citizens.

Although her talent in finance is evident, McAskill’s true strength lies in her versatility. Her role as Director of Financial and Strategic Planning challenged her to direct two additional divisions; Information Technology and Organization and Employee Development (OED.) Through her work with these divisions, McAskill’s role in assisting the county manager took on a new definition as her sphere of influence widened to include organizational strategies beyond the scope of finance.

Today, McAskill's contribution affects three critical forces within the organization; finance through budget management, communication and information management through Information Technology and organizational development through OED. Her successes in these endeavors lie in her ability to create a symbiotic relationship between the three concentrations. In a time of great change and unique challenges within local government, Fran McAskill remains a dedicated public servant; committed to striking a delicate balance between responsible financial management, effective organizational communication and the development of a culture of excellence for Polk County.

“The Economy is Squeezing Resources: Do You Have the Talent You Need for the Future?”

The Center for State and Local Government Excellence and AARP on strategic workforce planning recently held a webinar entitled, “The Economy is Squeezing Resources: Do You Have the Talent You Need for the Future?” The webinar focused on current economic and demographic issues, a recent survey of state and local governments regarding retirement delays, Montgomery County, Maryland's strategic workforce planning approach, and a demonstration of AARP's free Workforce Assessment Tool.

You can view a recording of the [webinar](#) on the Center's website at www.SLGE.org. You can also take advantage of the Center's reports, issue briefs, and articles on public sector workforce demographics, pensions, retiree health benefits, and best practices. There is a free [Government Benefits Comparison Tool](#), a cooperative venture with the Government Finance Officers Association that allows you to compare the retiree benefits of localities of similar size and location.

You are also invited to subscribe to the monthly [e-newsletter](#), which will keep you informed of new publications, tools, events, and future webinars.

“Customer Service for Municipalities” DVD

Mr. Steve Wishnack, President, Think and Do, presented an ICMA University Workshop to our conference attendees on customer service. For a limited time, Think and Do is pleased to offer its best selling DVD “Customer Service for Municipalities” at a reduced rate to FCCMA members at the sale price of \$149.00 (plus \$2.99 S&H), a 25% discount from the retail price of \$199.00.

The 15 minute orientation/training DVD can be previewed at:
<http://www.thinkanddo.us/municipalities.html>

This offer expires on July 31, 2009. FCCMA members can order by either: calling 978-470-2829 or sending an email with the shipping and billing information:
swishnack@thinkanddo.us

Negotiating Your Employment Contract

The next webinar will be held on Thursday, August 20, 2009, from 3:00 pm – 4 pm EST. This session will include a discussion of the model employment contract that was developed as a result of the session held at the 2008 Annual Conference. More information will be sent at a later date.

ICMA Conference/FCCMA Events

Dutch Treat Dinner -For those of you traveling to Montreal for the ICMA Conference, reservations have been made at the Le Centre Montreal Hotel, 1201 Boulevard Rene-Levesque West for Monday, September 14. This is in one of the two Host hotels. Dinner is scheduled for 6:30 p.m. and is served buffet style. Please allow enough time to get there. The menu includes appetizers; salads; entrees of paupiette of sole with spinach, grain-fed chicken glazed with port and manicotti with tomato sauce; fresh market vegetables and assorted potatoes; palm of farm picked seasonal fresh fruits; and mini French pastries and assorted tarts, cakes and pies. Beverages will be provided. Tickets will be necessary, as FCCMA will be paying deposits and making the final payment on one bill. You will receive a confirmation e-mail that will serve as your ticket. The cost is \$25 per person, which includes taxes and gratuity. Please send your checks made payable to FCCMA with the order form below by August 31 to receive your ticket(s) by email. This dinner event is always very popular with the FCCMA members, and it is hoped there will be a good turnout.

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.

Cable and Video Services Survey from the LCIR

Chapter 2007-29, *Laws of Florida*, directs the Office of Program Policy Analysis and Government Accountability (OPPAGA) to report to the Legislature on the status of competition in the cable and video services industry by December 1, 2009. The Florida Legislative Committee on Intergovernmental Relations is assisting OPPAGA with this research endeavor. Please help us by answering a few short questions concerning cable and video services. We need your assistance. You can complete the survey online by going to www.oppaga.state.fl.us/monitor/docs/nosearch/surveys/cablesurvey.htm or you can access the following link to obtain a hard copy [in this word document](#). Please return hard copies to Mary Alice Nye by email (Nye.MaryAlice@oppaga.fl.gov) or by FAX (850/487-3804). We must have your response in whatever form no later than Wednesday, July 22, 2009.

OPPAGA supports the Florida Legislature by providing evaluative research and objective analyses to promote government accountability and the efficient and effective use of public resources. If you have any questions, do not hesitate to call Mary Alice Nye at 850/487-9253.

Thank you for your assistance.

MIT News and Update

Listed here are the current members-in-transition. **Duncan Ballantyne**, former administrator of Martin County, dmcballant@aol.com; **Kassandra Esposito Blissett**, former manager of Ponce Inlet, Kujowally1@yahoo.com; **Susan Boyer**, former manager of Crystal River, sboyerhwood@aol.com; **Pamela Brangaccio**, former administrator of Broward County, pbrangaccio@tampabay.rr.com; **Matt Brock**, former manager of Grant-Valkaria, mattbrock42@hotmail.com; **Jim Coleman**, former manager of Williston, jfc Coleman@embarqmail.com; **Richard Diamond**, former manager of Bunnell, richarddiamond@gmail.com; **Doug Drymon**, former manager of Archer, jddrymon@cox.net; **Lillie Latimore**, former manager of Pahokee, llatimore@aol.com; **Jeff Naftal**, former manager of Juno Beach, nifty888@bellsouth.net; **D. Wayne O'Neal**, former administrator of Hendry County, wayne.oneal@yahoo.com; **Richard Reade**, former manager of Port Richey; **Charles Saddler**, former manager of Dundee, csaddler@tampabay.rr.com; **Edward Smyth**, former deputy manager of Leesburg, efsmyth@comcast.net; **Frank Thomas**, former manager of Mulberry, ftthomas1947@msn.com; **William Underwood**, former manager of Belle Glade, wunderwood2@att.net; and **Tom Willi**, former manager of Monroe County, thomas-willi@hotmail.com. Please take a minute to show your support of these MITs by making a phone call or sending an e-mail.

New Members

The following membership applications have been received. If no current member comes forth with a reason why these applicants should not be approved as members, they will be invoiced for dues. **Matthew Brower**, full member, assistant city manager, Ocala; **Alphonso Jefferson**, affiliate member, Administrator, Orange County Clerk of Courts; **Shane Pellom**, student member, MPA program, University of North Florida; **Daniel A. Rosemond**, full member, Assistant City Manager, Miami Gardens; **Howard N. Tipton**, full member, Chief Administrative Officer, Orange County Clerk of Courts; and **James A. Woods**, full member, city manager, Blountstown.

Positions

City Manager — City of Clewiston — (population 6,900). Salary range: \$85,000 to \$100,000, plus benefits (DOQ). The City of Clewiston operates under a Commission/Manager government form. The City Manager is the chief administrative official for the City, providing direction and coordination of operational activities in accordance with the policies determined by a five-member city commission elected at large. The City provides water, sewer, electric, sanitation, police, fire, recreation, library and CRA services with a current operational budget of \$30 million and \$8 million general fund budget; 115 full-time employees. Applicants must possess skills and abilities including, but not limited to, public works, budget preparation and management, intergovernmental relation experience; economic development, knowledge of electric utility and be proficient in the use of computers. Applicants must be able to keep the city commission fully advised as to its financial condition and forecast future needs of the City. The City Manager must live in the City within three months of hire. Minimum qualifications: Bachelor's degree from an accredited college or university in public administration, government, accounting, business administration or related field and five years experience as a city manager or related field with high level of management and supervisory experience. Florida experience is preferred. Please submit resume, cover letter and references to City Clerk Marilyn McCorvey, City of Clewiston, 115 West Ventura Ave., Clewiston, FL 33440. Position is open until filled. Under Florida Public Records Law, resumes are subject to disclosure. The City of Clewiston is an Equal Opportunity Employer, Drug Free Workplace. Please visit our web site at www.clewiston-fl.gov for more information about Clewiston.

Assistant to the City Manager — City of Dunedin — Salary range: \$2,004 - \$2,906 bi-weekly. All who meet the following minimum qualifications are eligible to apply. The assistant will provide professional, administrative and analytical support to the City Manager. Minimum qualifications: Bachelor Degree from an accredited college or university; Course work in public administration, business administration or a closely related field; Masters degree preferred; Three years of progressively responsible experience and/or training that include project management, budgetary review, public speaking, public interaction, grant administration, office administration in a municipal setting and personal computer operations; and An equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this position may be considered. Complete job description is available for review. Accepting applications until position is filled. EOE m/f/d/v/ Drug/Smoke Free Workplace. <http://www.dunedingov.com>.

Police Chief — Lake City — The City of Lake City, located in northern Florida's Columbia County, (Population approximately 12,000) is currently seeking qualified candidates for the position of Chief of Police. This Professional law enforcement position consists of responsible administrative and technical police work in the direction of personnel and activities of the police department. Of the 65 department members 45 are sworn officers. Work is performed under the general direction of the City Manager. Salary range for the position is \$49,771.12 - \$77,145.24, depending on qualifications. **Minimum Qualifications: Knowledge and Abilities:** Knowledge of the principles and practices of modern police administration and crime prevention, including police records and their application to the solution of police problems; Knowledge of controlling laws and ordinances and the standards by which the quality of police service is evaluated;

Knowledge of the organization and functions of the City departments and of the County, State and Federal law enforcement, regulatory and licensing agencies; Knowledge of effective management practices, and the ability to plan, assign, direct, supervise and provide strong leadership to the department; Ability to establish and maintain effective working relationships with other City officials, the media and the public; ability to establish and maintain good public relations; Ability to express ideas clearly and concisely, orally and in writing, and to make good quality decisions; Ability to assess, select and promote quality people and make decisions regarding complaints, terminations and other disciplinary actions. **Education and Experience:** Must have and Associates Degree in Criminology, Law Enforcement or related field; Ten (10) years in Law Enforcement and responsible administrative positions; three (3) years of which must have been at the level of Chief or Assistant Chief in a comparable department; History of successfully setting and accomplishing goals and objectives; Or any other combination of experience and education. **Certification and License Requirements:** Certification as a law enforcement officer in Florida or the ability to attain such certification in a reasonable amount of time after appointment; Possession of a valid Florida Driver's License. The City offers a generous benefits package including health, dental and life insurances. The City offers a generous local police pension plan. Resumes along with salary history and up to five references must be submitted by e-mail or fax no later than July 31, 2009 to: City of Lake City, Carrie Correia, Director of Human Resources, E-Mail: correiac@lcfla.com or Fax: (386) 758-5490.

County Manager — Lee County, FL (Population 620,000) — Two managers since 1990. Located on Florida's Gulf Coast, Lee County is fiscally conservative and financially prudent but also progressive and values good government. Overall, the County is well managed, the operations run smoothly and the senior staff is quite competent. As a result, it plans to weather the current economic downturn with modest cuts and some help from reserves. Seeking a proactive, smart, strong and results-oriented manager and leader. Email your resume to RecruitTwo@cb-asso.com by July 20th. For additional information go to www.cb-asso.com and click on "Active Recruitments".

Town Manager - Seaside, Florida - www.seasidefl.com. Seaside is recognized world wide as the birthplace of New Urbanism - creating pedestrian friendly communities through design, education and the arts. The 80-acre beach town of 300 cottages and a vibrant urban center located in the Florida Panhandle is primarily a resort community. A grid of streets and a system of footpaths link people to the urban center, the beach and each other. The town of Seaside, FL, is seeking a **Town Manager** who directs operations in accordance with policies determined by the Town Council and takes action to ensure that the Town functions effectively and efficiently, proactively initiates studies and makes recommendations to the Town Council regarding the ongoing and future needs of the Town. The Town Council consists of nine street association presidents. A candidate should have at least 5 years of progressively responsible management experience preferably in public administration or corporate management. Understanding of public infrastructure, finance and management is required. A detailed job description is available upon request. Please contact Peter Zimmerman, President, Seaside Town Council at 615-944-7784 or zimmo@kanolabs.com for additional information.

Public Works/Engineering Director – South Miami - \$84,396-\$107,713. The City of South Miami's Public Works Department is seeking a Public Works Director which will be responsible to plan, direct and oversee all activities of the Public Works Department

including and not limited to personnel, general departmental operations, records management and contract administration. **Responsibilities include:** To manage and direct all departmental activities and personnel. To administer and prepare budget for the department. To establish standards and manage permitting activities within the City's right of way. Manage and direct Storm Water Distribution System/Extension with available funding or established funding program. To manage and direct the City's graphic activities to include geographical information system/GIS and the Computer Aided Drafting (Auto CADD) System. To manage and direct the City's flood/community rating system (CRS) activities. To make public presentations on the department activities as requested by supervisor. Direct activities under the Storm Water Management Program to include, drainage system maintenance, contractual canal maintenance, coordination with regulatory agencies and street sweeping. Manage and implement the Five Year People's Transportation Plan funded through the People's Transportation Tax Fund. Create and implement the City's Five Year Capital Improvement Plan. The CIP is mostly funded through external funds (grants) acquired by the Public Works and Engineering Department and other enterprise funds. Manage, administer and implement planned improvements under the Local Option Gas Tax Account. Responsible to prepare and submit annual legislative appropriations request to State legislators and state departments. **Educational Requirements:** Bachelors Degree in Civil Engineering, construction and/or management or similar educational background and/or experience as deemed appropriate. Masters Degree in related field a plus. Minimum ten (10) years combined experience in engineering, capital improvements and/or storm water or a combination of experience and education. **DEADLINE DATE: OPEN UNTIL FILLED E/O/E.** IF YOU ARE INTERESTED IN APPLYING FOR THIS POSITION, PLEASE SUBMIT YOUR RESUME AND SALARY HISTORY: TO THE CITY OF SOUTH MIAMI, 6130 SUNSET DRIVE, SOUTH MIAMI, FLORIDA 33143; Ph: (305) 668-2515; Fax: (305) 668-3877; Attn: Jeanette Enrizo – HR Manager, www.cityofsouthmiami.net or personnel@cityofsouthmiami.net.

Dates to Remember:

August 13-15, 2009—FLC Annual Conference, Orlando

September 13-17, 2009—ICMA Annual Conference, Montreal, Canada

February 4-5, 2010—Winter Institute, Lake Mary