



# The MANAGER

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

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*Check out FCCMA’s new website at [www.fccma.org](http://www.fccma.org)*

## **Did You Know?**

*By Lynn Tipton, Executive Director*

The Association recently sent out the “State of the Association,” which details the many activities of your association over the past year. As we compiled it, I started thinking about the many Florida statistics that I use everyday...and thought some of them are worth sharing with our membership (and particularly those who are newer to the profession).

Did you know...Florida has 411 active municipalities, of which 270-275 are council-manager form of government (the number is not exact because of charter language). Since 1990, all 23 of the newly-incorporated municipalities chose the council-manager form of government. Of Florida’s 67 counties, over 45 have the commission-manager form. In addition, several of the “strong mayor” cities and a few of the “strong chair” counties have professional administrator or CAO positions by charter or ordinance. I want to stress these numbers because I am often asked by reporters to give “trends” on forms of government, particularly when a city or county is considering an elected executive form of government. I also take a significant number of calls from elected officials who are studying forms of government and want comparison numbers.

Since the 1950s, the commission-manager and council-manager forms have been the most prevalent statewide and are the most adopted forms in Florida (whether by charter or ordinance).

Why does this matter to FCCMA? First, we can take pride in the predominance of the C-M form within Florida's general purpose local governments, and the fact that these numbers are growing and not diminishing; second we need to realize how this relates to our goal of educating the public about the C-M form and the benefits of professional local public management; and third, it also fits with our goal to "grow" the next generation and the profession within our cities and counties and within the governmental degrees at Florida's colleges and universities. The FCCMA's Local Government Awareness/Public Relations Committee will be working on the educational component this year, and our work with the Center continues to focus on the second and third points listed above. I believe each FCCMA member is an important part of this education and communication goal. No one else can tell our story as well as we can; and we need to be sure that this type of information is shared in elected official orientations, new employee orientations, public forums, town hall meetings, and when other opportunities present themselves. I hope you'll know right away if your city's or county's informational material includes these important facts.

## **2008 Annual Conference Huge Success**

The Marco Island Marriott was "Paradise," as the locals refer to it. Too bad the conference attendees were too busy attending workshop sessions to enjoy the beautiful location. This was evident by the large attendance at most of the sessions during the conference.

The Opening Session with keynote speakers, John Kastranekas and Stephen Carlton from the U. S. Attorney's Office, was standing room only. FCCMA was fortunate to have its own Terry Stewart, City Manager of Cape Coral, sing the National Anthem. He has an amazing voice and sang a cappella. Gary Cannon, FCCMA's liaison to ICMA, gave the members an ICMA update. Members took advantage of personal financial reviews with a representative from ICMA-RC. This is always a popular service offered at conference. The Saturday morning breakfast had a record attendance as well, with speakers Chris Curle and Don Farmer, former CNN anchors and ABC correspondents. Their presentation was filled with facts and humor and thoroughly enjoyed by all.

Be sure to congratulate Tracy Miller, FCCMA's Webmaster and Regional Director for the Alliance for Innovation (SE). She was the ultimate survivor in Friday night's survivor game. Five teams of five competed with the "Affiliates" team enduring to the end. Team members were Gary Cannon, Jeff Hendry, Beth Rawlins, Casey Cook and Tracy. Other teams were the Past Presidents comprised of Ann Toney-Deal, Bob Lee, Barbara Lipscomb, Joe Yarbrough and Dan Kleman; the Palm Beach team with Sarah Hannah, George Brown, Ed Mitchell, Jeff Naftal and Dani Dahlberg; the Palm Bay team made up of Jon Lewis, Jason Yarborough, Brad Johnson, Sue Hann, and John Coffey; and finally the Emerging Professionals Team with players Jennifer Clifton, Mike Grebosz, Matt Efird, JP Murphy and Don Robinson. Thanks to all the players for being such great sports.

Be sure to mark your calendar for next year's conference. FCCMA will be in St. Augustine at the World Golf Village May 27-30. The Conference Committee will begin working very soon on a theme and ideas for sessions. If there is something you would to see there, let us know.

## **Service Awards Received at Annual Conference**

**Five Years**  
Vincent Akhimie

HeathCliff Beach  
John L. Daly

Dona DeMarsh  
Peter B. Elwell  
Jefferson Geimer  
Michael Gresek  
Terri Hall  
Susan Hann  
Sarah Hannah  
Peter Herbert  
Michael Herr  
Hoa Hoang  
Donald R. Hubbs  
Edwin J. Hunzeker  
Glenn A. Irby  
James G. LaRue  
Terri Lowery  
Theodore S. MacLeod, P.E.  
Paul T. McKittrick  
Patrick Miller  
Richard Orman  
Diane Phillips  
Patrick Salerno\*  
John E. Santosuosso  
Tony Segreto  
Paul Sharon  
James M. Sherman  
Suzanne Sherman  
Edward F. Smyth, Jr.  
Stephen E. Sorrell  
Paul A. Stewart  
Theodore E. Stone  
Bill Tankersley  
Douglas B. Thomas  
Issac D. Turner

**Ten Years**

David Bullock  
Robbie L. Chartier  
James V. Chisholm  
Sharon Donoghue  
John Flint  
Matthew Greeson  
Curtis K. Ivy, Jr.  
Jonathan Lewis

Richard C. Mills, Jr.  
A. William Moss  
Carl Schwing  
Bonilyn Wilbanks-Free

**Fifteen Years**

Michael Bonfield  
Jeff Hendry  
Jill Silverboard  
Donald D. Stilwell  
Anita Fain Taylor  
William R. Whitson

**Twenty Years**

Susan Boyer  
Richard Diamond  
David B. Farber  
Charles H. Lynn, AICP  
Leo E. Ochs, Jr.  
Reid Silverboard  
James R. Stevens  
Dale S. Sugerman  
Richard A. Williams

**Twenty-Five Years**

Bonnie S. Dyga  
Linda Weldon

**Thirty Years**

Samuel H. Halter  
Rodney Lee Kendig  
Bernard J. Murphy Jr.  
Eric M. Soroka  
Howard D. Tipton

**Forty-Five Years**

Dodd Southern

**Fifty+ Years**

Norman Hickey

\*Reinstatement

**2008 Sponsors at the Annual Conference**

**Signature**

AshBritt, Inc.  
Government Services Group, Inc.  
ICMA Retirement Corporation  
Public Risk Insurance Agency

**Diamond**

AT&T  
Bright House Networks  
D. A. Davidson & Co.

Florida Municipal Insurance Trust  
Musco Sports Lighting  
PBS&J  
Progress Energy  
Triton Water Technologies  
viaRadio Corporation

**Platinum**

Johnson Controls, Inc.

**Gold**

American Traffic Solutions  
Brown and Caldwell  
Fifth Third Securities, Inc.  
GovPartner

Morgan Keegan & Co., Inc.  
Waste Management

**Silver**

Clarke Mosquito Control  
First Southwest Company  
Florida Surplus Asset Fund Trust  
(FLSAFE)  
Gehring Group/BenTek  
Heery International, Inc.  
Meridian Community Services Group, Inc.  
Nationwide Retirement Solutions  
PMG Associates, Inc.  
RCG, Inc.  
Wade Trim, Inc.

**2008 Awards**

**Honorary Membership** – Lester Baird

**B. Harold Farmer Scholarship** – Jennifer Clifton

**Emerging Professionals Council Conference Scholarships**

Christopher Cooper

Matt Efird

Michael Grebosz

**President’s Award**

Lee Feldman

Ron Littlepage

Ben Saag - posthumously

**Lifesaver**

Jim Drumm

Charles Saddler

**Michael J. Roberto Award for Career Development** – John Drago

**Assistant for Excellence in Leadership** – Henry Schubert

**Program Excellence-Community Partnership**

<20,000 in population – Sanibel - Historic Museum

20,001-50,000 in population – Gadsden County – Countywide cooperative legislative program for prioritizing state legislative funding requests

>50,000 in population– Delray Beach – Eagle Nest

**Program Excellence-Community Sustainability**

<20,000 in population – Sanibel – “Fit for Life”

>50,000 in population – Sarasota County – “Roadmap to Sustainability”

**Innovation in Communications and Technology**

20,001-50,000 in population – Fort Walton Beach

>50,000 in population – Sarasota County

Honorable Mention – Alachua County

**“Modeling Behavior: How to Recognize Good Role Models”**

Join in on the third telephone panel for the 2008 FCCMA Coaching Program on June 25, 2008, from 2:00 – 3:00 p.m. Eastern Time. The dial-in number is (646) 519-5883 and the pin number is 7592. This panel is geared toward anyone looking to advance their career through the selection of a good role model. The panelists will be Ken

Hammons, City Manager of Panama City; Ed Mitchell, City Administrator of West Palm Beach; Ken Parker, City Manager of Port Orange; and Mark Ryan, City Manager of Titusville.

## **FCCMA District Training**

One of the components of the 2007-2009 Program of Work for the Center for Florida Local Government Excellence (CFLGE) is development of local government training in each FCCMA District. The training is being scheduled in half and full-day increments in city and county facilities in each district and the topics are selected by FCCMA members. The purpose is threefold: reduce travel/training costs for local government participants, eliminate training facility overhead costs, and provide a forum for local government administrators and staff to obtain “hands on” training on current and pending local government issues.

Some of the proposed training topics are: Managing Employees When Times are Tough; Maintaining and Boosting Employee Morale; Dealing with Major Change Due to Outside Forces; New Legislation and the Impact on Local Governments; How to Avoid or Ameliorate Role Reversals with Elected Officials; How to Help Newly Elected Officials Understand Their Jobs; What are the Changing Roles of Local Government Administrators; Technology Investments That Will Save Money; What’s New in Human Resources and HR Basics; Citizen Involvement in Government—Where it Works and Why; Strategic Process for Prioritizing Services in a Declining Budget Environment; Going Green—Cost Effective Strategies for Local Governments; The Roles of Advisory Boards and When to Advocate Creation/Dissolution; Innovative Techniques to Reduce Health Care Costs and Wellness Ideas; Surviving the Aftermath of Amendment One, Picking up the Pieces; and Performance Based Systems and Measurement.

The training schedule, location and topics will be finalized by July 1, 2008. This is the proposed schedule: **District 1**, October 17, 2008 in Northwest Florida; **District 2**, October 31, 2008, North Florida; **District 3**, October 24, 2008, East Central Florida; **District 4**, January 9, 2009, Southeast Florida; **District 5**, September 18, 2009, Southeast Florida; **District 6**, October 10, 2008, Southwest Florida; **District 7**, October 3, 2008, West Central Florida; and **District 8**, January 23, 2009, South Central Florida.

The CFLGE is seeking local government professionals who are willing to share their successes in any of the proposed training areas. If you can make a presentation, sit on a panel, or refer facilitators who have valuable expertise in one or more of these areas, please contact Bob Lee at [relee@cflge.org](mailto:relee@cflge.org). The CFLGE is also working with and through its partners, notably the John Scott Dailey Florida Institute of Government, to coordinate training, utilize existing training resources/forums, and avoid duplication of efforts.

## **FCCMA Dinner at ICMA Conference**

For those of you traveling to Richmond for the ICMA Conference, FCCMA would like to get a count of how many are going and are interested in a dinner. Please contact Carol Russell, at [crussel@flicities](mailto:crussel@flicities). to let us know if you are planning to attend ICMA this year.

## **Photos Needed for New FCCMA Website**

FCCMA Members -

As you may know, the Technology & Public Information Committee has been working on a new look and feel for our website. In an effort to effectively represent the beauty and uniqueness of all of our member cities and counties, we now will have a

feature photo of a different community every time you navigate to the site. This is where we need you help!

If someone from your organization can send a "chamber of commerce" photo, we'll add it to the list of featured communities. The photos must be in color and at least 72 dpi for use, and should be oriented horizontally in order to fit the space that we've set aside. Simply have them e-mail the photo to me, stating the name of your community, by the end of the month. Until then, I'm afraid you'll be subjected to seeing the fair City of Clearwater at the top of the page (which, by my estimation, isn't so bad)!

Thanks in advance for your help, and we sincerely hope you'll like the new look.

Doug Matthews, Co-Chair  
FCCMA Technology & Public Information Committee

## **“An Introduction to Public Works”**

The Florida Chapter APWA Leadership Institute at Indian River Community College (IRCC) is accepting registrations for its Fall 2008 opening. The FCAPWA Leadership Institute @ IRCC program was developed to meet the training needs of municipal utility and public work agencies. The program consists of three, 30-hour modules and allows students the flexibility to complete the program in one year or in six years at an affordable cost.

Upon successful completion of the three modules, students will receive an APWA Certificate. Students may also be eligible to receive six college credits and continuing education credit units that will be filed with the APWA.

The first module of FCAPWA Leadership Institute will be held October 8-10, 2008 from 8:00 a.m. – 6:00 p.m. and is intended for current and prospective supervisors, leaders and managers involved in Public Works. This module is an introduction to the American Public Works Association's 90-hour program of instruction in Public Works supervision and management. It will be held at Indian River Community College, 3209 Virginia Avenue, Fort Pierce, FL 34981. The cost is \$315 for APWA Members and \$345 for Non-members which includes a continental breakfast and lunch.

Please register at: [www.ircc.edu/ccti](http://www.ircc.edu/ccti) or fax registration form to (772) 462-4830. Registrations must be received by September 22, 2008. For more information, please contact: Nanyail Smoke at [nsmoke@ircc.edu](mailto:nsmoke@ircc.edu) or call 1-(888) 283-1177.

## **Survey of Open Source Software Use by Municipal Government**

California State University Monterey Bay invites city managers, city officials, council members, municipal information technology managers, technicians, support staff, and city employees to participate in an online survey of open source software use by municipal government. The survey can be accessed at <http://etao.csumb.edu/software/survey>. The survey consists of 38 questions and can be completed in less than 10 minutes. Participants in this survey are entitled to receive a free (downloadable) copy of the final research report.

David Ward, a graduate student at California State University Monterey Bay, is investigating if small to medium sized cities (population <500K) can provide services and conduct business using only open source software. The research is being conducted under the guidance of Dr. Eric Tao. The results of this research may provide insight into how small to medium sized cities can reduce the annual costs of information technology

management and support by using open source software as an alternative to commercial software.

If you want to know more about this research project or have questions or concerns please send email to [David Ward@csumb.edu](mailto:David.Ward@csumb.edu) or call me at 831-521-6531. You may send email to Dr. Tao at [Eric Tao@csumb.edu](mailto:Eric.Tao@csumb.edu), tel: 831-582-4222.

## Ask A Coach

For the next several months we will feature a letter addressed to our coaches in the coaching program and a few of their responses.

### *Fretting about the Future*

In Florida, local governments are going through a difficult time due to the property tax reform. Resources are anticipated to be tighter in the years to come. Many cities and counties have put on a hiring freeze. Being a senior working on my public administration degree, I am worried about my career prospects. I was wondering if I should change my major in my last year so that I feel more comfortable about securing a job upon graduation. “Fretting about the Future”

### *Dear “Fretting about the Future”*

Stop fretting. These cycles come and go and with the number of retirements fast approaching, there will be opportunity for those confident in both themselves and their enthusiasm for the profession. Notwithstanding, know that there are no guarantees in life but what is certain is that everyone should live in purpose, and with the thought that it is not a job but a career of service that is most important. **Anna Lightfoot-Ward**

Don't fret – focus instead. Focus on building your skill set to make you a stronger competitor in the field. Do that by volunteering at your local government, taking some extra classes, or otherwise building your knowledge and experience. Local governments will always need managers, but with tight times ahead, a manager will need to be able to handle more diverse responsibilities. Also, the skills and knowledge you are acquiring in public administration will likely serve you in many other fields – such as non-profit management, teaching, consulting, lobbying and even business management. Even if you can't find a job working for a local government, consider widening your search to occupations that work with local government – so at least you are gaining valuable experience towards a longer term goal of public sector management. **Sue Hann**

## MIT News and Update

Listed here are the current members-in-transition. **Pamela Brangaccio**, former administrator of Broward County, [pbrangaccio@tampabay.rr.com](mailto:pbrangaccio@tampabay.rr.com); **Matt Brock**, former manager of Grant-Valcaria, [mattbrock42@hotmail.com](mailto:mattbrock42@hotmail.com); **Jim Coleman**, former manager of Williston, [jcoleman@embarqmail.com](mailto:jcoleman@embarqmail.com); **Steve Cottrell**, former manager of Indian Rocks Beach, [scottrell@knology.net](mailto:scottrell@knology.net); **Richard Diamond**, former manager of Bunnell, [richarddiamond@cfl.rr.com](mailto:richarddiamond@cfl.rr.com); **Jim Gallagher**, former manager of Dundee, [jgallagher27@tampabay.rr.com](mailto:jgallagher27@tampabay.rr.com); **Stella Heath**, former assistant manager of Frostproof, 863.639.2178; **Patricia Jackson**, former manager of Eagle Lake, [pjackson95@tampabay.rr.com](mailto:pjackson95@tampabay.rr.com); **Lillie Latimore**, former manager of Pahokee, [llatimore@aol.com](mailto:llatimore@aol.com); **Bruce Loucks**, former manager of Charlotte County, [bdloucks@comcast.net](mailto:bdloucks@comcast.net); **Tom Moffses, Sr.**, former manager of Madison,

[moffsesr@gmail.com](mailto:moffsesr@gmail.com); **Katrina Powell**, former manager of Fort Meade, [ktpowell68@aol.com](mailto:ktpowell68@aol.com); **Susan Ashley Stanton**, former manager of Largo, [a19b59@yahoo.com](mailto:a19b59@yahoo.com); **William Whitson**, former manager of Cairo, GA, [wwwwhitson@aol.com](mailto:wwwwhitson@aol.com); and **Tom Willi**, former manager of Monroe County, [thomas-willi@hotmail.com](mailto: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. **Jennifer Glazer-Moon**, Special Assistant/Director, OSBM, Miami-Dade County, affiliate member; and **William C. Poe, Jr.**, City Manager, Dade City, associate member.

## **Positions**

**City Administrator – City of Arcadia** - (pop. 6,617) The City of Arcadia is accepting applications for the position of City Administrator. Current Administrator scheduled to retire 12/31/2008 after 26 years. Interim appointment as Assistant Administrator anticipated between October 1, 2008 and December 31, 2008. This professional position is established by City Ordinance and is appointed by the City Council. The City operates as a Council/Administrator form of government with a five member Council elected at large on a non-partisan basis for four year terms. The City operates with a total budget of \$14 million of which the General Fund budget is \$6 million. The City operates with 88 employees and provides public works, sanitation, parks and recreation, water and sewer utilities, police, municipal airport, mobile home park, and golf course. The police department operates under the supervision of an elected City Marshal. Building inspections, animal control, fire protection, and ambulance provided by DeSoto County. Arcadia is the only incorporated area within DeSoto County. The City desires a strong generalist with consensus building skills and the ability to communicate effectively with the Council, public and staff. Minimum educational requirement is a bachelor's degree from an accredited college/university in public administration, business or a related field. A minimum of seven years progressive experience in municipal or county government, with a two-year minimum as manager or assistant manager is preferred. Upon being hired, relocation to the City preferred, but not required. Send resume with salary history to: Rachelle M. Baumann, CMC, City Recorder, P.O. Box 351, Arcadia, Florida, 34265. 863 494 2514 Closing date August 1, 2008. All materials submitted become public information under the Florida Public Records Law. EOE/DFWP.

**Director, Information Technology Services - City of Boynton Beach** - \$84,121-\$92,000/yr. The City of Boynton Beach is a culturally diverse community with a population of 67,071. Boynton Beach has multiple gateways to rail, road, and sea transport; is centrally located between Palm Beach and Fort Lauderdale and is directly connected to the Interstate and State highway systems as well as the Florida Turnpike. Our neighborhoods are the home to 29 different city maintained parks with a wide range of featured activities. Boynton Beach is the third largest city in Palm Beach County and 32nd in the state of Florida and is perfectly located to experience all the cultural activities offered in Palm Beach County. Minimum Bachelor's degree in Computer Science or Business Administration, with Master's level course work in the field; Master's degree strongly preferred; supplemented by six (6) years previous management experience that includes municipal government operations, administration, and budgeting; or any



equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Download applications at [www.boynton-beach.org](http://www.boynton-beach.org). Fax completed applications to 561-742-6274. Mail to: HR Dept., 100 E. Boynton Beach Blvd, Boynton Beach FL 33425. EOE/D/V/DFWP/. Open till filled.

# City Manager City of Deltona, FL

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## THE COMMUNITY AND LOCATION

With a population of 87,000, Deltona is the largest city in Volusia County, and the second largest in Central Florida. It is located midway between Orlando and Daytona Beach, about 30 minutes from both. Deltona has been a rapidly growing, residential community on the I-4 corridor. It is poised for future growth. The resources and infrastructure are available for both commercial and additional residential development.

Begun as a planned community in 1962, with 36,000 building sites targeted at retirees, Deltona has become a young city with a diverse population representing all age groups. The current population under 25 is 33%. Approximately 40% are between ages 25 and 54 and only 15% are over age 65. Each of these groups has its unique needs, goals and desires. Parks are plentiful, housing prices are reasonable and the schools are above average, making it a good place to live, work and play, and raise a family.

## THE GOVERNMENT

Incorporated in 1995, Deltona is a relatively new city. It operates under a Commission-Manager form with a government consisting of seven elected officials who serve staggered four-year terms. The Mayor presides and serves as a Commissioner-at-Large. He is elected by the residents throughout the City. The other commissioners represent six geographic districts. The City Manager is appointed by a majority vote of the City Commission. City services include the City Clerk's Office, Building and Zoning Services, Deltona Water, Enforcement Services, Finance and Internal Services, Fire and Rescue, Human Resources, Parks and Recreation, Solid Waste, Public Works, and the Department of Planning and Development Services. Law Enforcement Services are provided through a contract with the Volusia County Sheriff's Office. The operating and capital budgets total \$148 million, and the City has 342 employees.

## THE CHALLENGES

As noted, Deltona began as a retirement community and as a result, the original plans envisioned shopping plazas without a traditional downtown district. It also did not have a commercial or industrial component to provide the jobs needed for a younger community. Further, infrastructure was also limited. The City is now attempting to adapt to its current condition as a community with a diverse population represented by a wide variety of ages, races and ethnic groups, each of which have their own interests and needs. The elected officials and the community recognize that economic development – specifically encouraging new commercial and industrial enterprises located in the

community – is very critical to Deltona’s long term success. The City is also considering the development of its own police department and commissioned an independent study to weigh its options.

### THE IDEAL CANDIDATE

The City Manager performs high-level administrative, technical and professional work in directing and supervising the administration of the city government. The ideal candidate will have at least seven years as a senior level executive and experience in the public, government, and/or non-profit sectors with management of more than 200 people. He/she must be a community-oriented individual who will be responsive not just to the elected officials but to the community at large. Other important qualities will be someone who is progressive, creative, ethical, receptive to new ideas, strategic and responsive. The individual must consider customer service to be an essential part of public service and must have outstanding communication skills. Being fiscally responsible is a critical success factor. Additionally, the individual should be comfortable with the media and should have experience in a multi-cultural environment. A bachelor’s degree in business administration, public administration, public policy or related field is required while a master’s degree would be a plus. Seven to ten years of increasingly responsible experience in the public sectors as a senior executive or a combination of relevant education and experience is required. He/She will have a positive attitude with energy, drive and commitment. The individual will be achievement oriented with record demonstrating significant successes. Knowledge of government is essential, but Deltona will consider strong candidates with comparable experience in the private sector. Knowledge and experience in strategic planning principles, performance measurement, project development and labor/union relations will also be important.

<i>Compensation</i>
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The salary and benefits will be commensurate with experience.

### HOW TO APPLY

Applicants should also complete a City of Deltona Employment application which is available on the City’s web page. Email your resume *and completed application form* to [Recruit26@cb-asso.com](mailto:Recruit26@cb-asso.com) by close of business on July 30, 2008. The application form can be downloaded at:

<http://www.deltonafl.gov/go/deltona-sections/departments/human-resources/current-employment-vacancies>

Click on “on-line forms” (in blue just above the current vacancies list). Ideally, all materials will be sent via email but if you cannot, our fax numbers are: (715) 282-3595 and (561) 791-2137.

Direct all questions to Colin Baenziger of Colin Baenziger & Associates at (561) 707-3537.

## THE PROCESS

Applicants will be screened between July 31st and September 8th. The City will select finalists on September 15th. Finalist interviews are tentatively scheduled for September 26th and 27th. The selection of the next manager will be made on September 29th.

## OTHER IMPORTANT INFORMATION

Residency of the selected individual is required within six months of being hired. The City expects the individual and his/her family to become full participants in the community.

Deltona is an Equal Opportunity Employer and encourages minorities to apply. Under the Florida Public Records Act, all applications are subject to disclosure upon receipt. Veterans' preference will be awarded under applicable Florida law.

**Director of Planning and Development Services - City of Dunedin, FL** - Salary Range: \$72,161 - \$104,634 (Negotiable). (Pop. 37,500) Plans, directs and supervises the various functions of the Community Services Department, including code enforcement, building permitting, occupational licensing, zoning, long-range planning, commercial landscaping and downtown redevelopment, ensuring compliance with all applicable policies, procedures, laws and regulations. Updates and maintains all planning, zoning and building codes. Represents the City at public hearings locally and regionally. Advises the City Manager on a variety of related topics. Develops and administers the department's annual budget. Performs related work as directed. Reports to the City Manager. Requires a Master's degree in urban planning or related field supplemented by a minimum of seven years of progressively responsible experience in planning, codes enforcement and zoning administration, five of which have been in a supervisory capacity. An equivalent combination of education, training and experience that provides the required knowledge, skills and abilities may be considered. Must possess a valid Florida driver's license within 30 days of employment. Accepting applications/resumes until position is filled. City of Dunedin 750 Milwaukee Ave., Dunedin, FL 34698. Phone (727)298-3040. Fax (727) 298-3052. For employment application go to [http://www.dunedingov.com/docs/Employment\\_Application.pdf](http://www.dunedingov.com/docs/Employment_Application.pdf)  
EOE m/f/d/v Drug/Smoke Free Workplace.

**Finance Director – Miami Shores Village** - The Village is seeking a qualified individual to direct all financial aspects and functions of the Finance Department, including Budgeting, Accounts Payable, Accounts Receivable, Cash Management, Payroll and Personnel Administration, Risk Management, and Pension Benefits. This position reports directly to the Village Manager and interacts with local elected officials, fellow department heads and staff, as well as residents. Requirements include: graduation from an accredited college or university with a degree in business administration, accounting or finance; at least five years of finance work experience and at least three years of governmental finance work experience. Good communication and interpersonal skills required. CPA and/or CGFO preferred. Excellent salary and benefit package offered. Submit resume with current salary information to: Village Clerk, 10050 N.E. 2<sup>nd</sup> Avenue, Miami Shores, FL 33138 or e-mail to: [estepb@miamishoresvillage.com](mailto:estepb@miamishoresvillage.com). EOE

**City Manager - City of Quincy, FL** - Salary: \$80,000 - \$110,000. The City of Quincy, FL seeks a City Manager who possesses considerable initiative and independent judgment and who has a broad knowledge of public administrative, business and financial management, local and state government and supervision skills beyond routine duties, while serving under the direction of its City Commission. Work involves the supervision of activities related to the City in accordance with the policies determined by the City Commission, City Charter, and applicable laws and ordinances. Duties include exercising leadership with department heads and a workforce of 145 – 160. Incumbent will prepare, submit and oversee a fiscal year budget (including a capitol improvement program) ranging from \$30M – \$35M that includes the management of eight enterprise funds. Incumbent must have the ability to work under strict guidelines and timeframes. Experience and knowledge in local government utilities, finance, public works, parks & recreation and telecommunications operations. Master Degree in Public Administration, Business Administration, engineering or related field. A minimum of five years experience in municipal management positions with authority for program direction and budget administration, or coordination and supervision of such functions. Previous experience as a City Manager or Assistant City Manager a plus. Salary is negotiable and commensurate with experience. Incumbent is expected to reside in Gadsden County. Submit letter of application, detailed resume with salary history, work related references and City of Quincy application to: Lauren S. Wright, Director, Human Resources, City of Quincy, 404 W. Jefferson Street, Quincy, FL 32351. E-mail [lwright@myquincy.net](mailto:lwright@myquincy.net). Fax 850/875-2943 by July 3, 2008. For a complete position / community profile and job application Visit [www.myquincy.net](http://www.myquincy.net). **EOE.**

**Director of Public Utilities – West Palm Beach, Florida** - The Department of Public Utilities includes a staff of 239 employees, annual operating budget of \$60,150,000 and an average annual capital budget of \$6,500,000. A new initiative is underway for over \$110,000,000 in improvements to the Utility billing system with primary focus on water treatment improvements and long range planning for drought management. Reporting to the Assistant City Administrator, the Director of Public Utilities plans, manages, and directs the operations and services of the Department of Public Utilities including all city utilities, water and wastewater treatment systems, water distribution, sanitary collection, 20 square mile water catchment area, approximately 33,000 meters, customer service and utility billing, and other related operations of the City. Bachelor's degree with a major in Civil Engineering, Environmental Engineering or closely related field and 7 years experience in a water, wastewater or public works setting to include 5 years in a management capacity with responsibility for a large division within a public utility. A State of Florida P.E. strongly preferred. The salary range is \$98,600 - \$148,100. Benefits include: Management Benefits Category I: \$5,040 annual incentive allowance, 4 management leave days and \$100,000 additional life insurance policy. Executive Health Insurance, Deferred Compensation Plan 401(a) and 457 Plan, Life Insurance (equal to one times annual salary), Paid holidays (11), Vacation/Annual Leave, Sick leave (12 days annually), Flexible spending accounts, and more. **HOW TO APPLY:** Cover letter, resume, and salary history immediately to: **Tom D. Freijo, Ph.D., Senior Vice President The Mercer Group, Inc.** [Freijo@Mercerfl.com](mailto:Freijo@Mercerfl.com) P.O. Box 9328 Winter Haven, Florida 33883 **TEL: (863) 299-3571 FAX: (863) 299-6737.** **EOE.** Applications in Florida become a matter of public record upon receipt. Go to [www.mercergroupinc.com](http://www.mercergroupinc.com) for a complete Position Profile.

**Water Plant Manager – West Palm Beach** - The City of West Palm Beach (pop. 102,000) with its sunny palm-lined streets, scenic waterfront views, quaint shopping districts, historic neighborhoods, and year-round outdoor festivals — is a slice of paradise whose hallmarks are elegance and luxurious comfort. Reporting to the Assistant Director of Public Utilities, the Water Plant Manager plans, supervises, coordinates, and controls the City's 47 MGD water treatment plant and water distribution systems operations. The incumbent in this position is responsible for the maintenance, construction and repair efforts dedicated to infrastructure and water treatment and operations; for developing and maintaining regulatory compliance programs for the Water Treatment Plant to ensure compliance with all local, state and federal laws, rules and regulations; and to properly respond to citizen's questions and inquiries on all water quality issues. Bachelor's degree, preferably with a major in Chemistry, Biology, Business or Public Administration, or closely related field and seven (7) years experience in public utilities, public works, or private construction, including two (2) years in a supervisory/managerial capacity, or any equivalent combination of training and experience. A State of Florida Class A water plant operator license issued by the Department of Environmental Protection is required. Candidates with equivalent out of state licenses will be required to obtain the State of Florida license within one year from date of employment. The salary range for this position is \$68,500 - \$102,900. Very good benefits package. **HOW TO APPLY** Cover letter, resume, and salary history immediately to: **Tom D. Freijo, Ph.D., Senior Vice President The Mercer Group, Inc. [Freijo@Mercerfl.com](mailto:Freijo@Mercerfl.com) P.O. Box 9328 Winter Haven, Florida 33883 TEL: (863) 299-3571 FAX: (863) 299-6737.** EOE. Applications in Florida become a matter of public record upon receipt. Go to [www.mercergroupinc.com](http://www.mercergroupinc.com) for a complete Position Profile.

***Dates to Remember:***

June 25-27, 2008 – Florida Association of Counties Annual Conference, Miami  
August 14-16, 2008 – Florida League of Cities Annual Conference, Tampa