



# *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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Vol. 30, No. 3

### *New In This Issue*

Proposed Slate of Officers and Directors for PY08/09  
Florida Local Government Climate Protection Summit  
The Changing Face of Public Administration: Innovation in Government  
2008 Florida ASPA Conference

***Sign Up for: So You Want To Be A City/County Manager Session at the Annual Conference. See conference update for details on this great session and go online at [www.fccma.org](http://www.fccma.org) to sign up.***

## **Pendulum Swings**

***By Lynn Tipton, Executive Director***

Over the past couple of years I've noticed an increase in the number of Home Rule attacks across Florida. Whether these incidents started as legislation, attorney general opinions, or executive branch actions, it appears that Article VIII, Sections 1(f) and 2(b) of the Florida Constitution hold less interest or sacred position than a decade ago. In my 19 years of working with Florida's local governments, I recognize the unfunded mandates and other legislative measures as Home Rule attacks, but what I see happening now is more than just legislation. It is an attitude among policy-makers that deeply concerns me. What has made counties and municipalities the enemy of the state? It has to be more than the rise in property valuations that led to some jurisdictions having property tax increases, and it has to be more than shared ideas for Constitutional amendments like TABOR (taxpayer bill of rights), which spread from activist groups to legislators' and governors' associations across the country. I don't understand where the anger against counties and municipalities comes from.

This year I'm teaching master's students at FSU, and we've read some of the *Federalist Papers* as background for the intergovernmental relations and management class. In re-reading Madison's writings, I'm struck by how deliberately he wanted (and succeeded!) to spell out what would be "federal" and what would be "national" in philosophy while being very careful to ensure that the respective states would hold their own powers. I think we need that same lecture on our national, state and local political philosophies today.

Some other efforts that have me concerned: citizen-led initiatives would turn a variety of governmental decisions into voter referenda (the proposed "Hometown Democracy" amendment, for example, or California's statutory amendments that appear each year on the ballot); recall efforts for charter language that turn election terms into

popularity contests (“we want to be able to recall the person on any given day, for any given reason—including a vote on an issue,” a citizen told me recently); several bills filed in this year’s Legislature that would severely curtail county or city tax and fee powers; and last year’s required reductions to city and county millage rates; and a number of states facing TABOR-like amendments or legislation.

Are we in an era or headed into an era of greater state power and reduced local powers? Do citizens really want a state making decisions that have been locally determined for 100-plus years in some parts of the country (and closer to 40 years in Florida)? What these questions really lead me to is the question I’ve posed in this column already: do citizens really understand their governments, and what powers are given to each level?

Who is today’s James Madison? I think it is time for another edition of the *Federalist Papers*.

## **Proposed Slate of Officers and Directors for PY08/09**

**President**, Edward Mitchell, City Administrator, West Palm Beach

**President-Elect**, Joseph Gallegos, City Manager, Wilton Manors

**Secretary/Treasurer**, Carl Harness, Asst. County Administrator, Hillsborough County

**Past President**, Barbara Lipscomb, City Manager, Casselberry

**District I Director**, Joyce Shanahan, City Manager, Fort Walton Beach

**District II Director**, Oel Wingo, Assistant City Manager, Palm Coast

**District III Director**, Jon Lewis, Deputy City Manager, Palm Bay

**District IV Director**, Sarah Hannah, Assistant Town Manager, Palm Beach

**District V Director**, Jeffrey Miller, City Manager, Tamarac

**District VI Director**, Terrance Stewart, City Manager, Cape Coral

**District VII Director**, Vacant

**District VIII Director**, Charles Saddler, Town Manager, Dundee

### **At-large Directors:**

George Brown, Deputy City Manager, Boca Raton

Vince Long, Deputy County Administrator

Rex Taylor, Town Manager, South Palm Beach

The formal election will take place at the annual meeting on Friday, May 30 in Marco Island.

## **FCCMA Says Thank You**

Thank you to MuniFinancial for its generous donation to the FCCMA Coaching Program. FCCMA also wants to thank the sponsors for the 2008 Winter Institute. Government Services Group, Nabors, Giblin & Nickerson P.A. and Meridian Community Services Group.

## **2008 FCCMA Annual Conference at a Glance**

Look for these sessions and more at the annual conference! For more information or to register online, visit [www.fccma.org](http://www.fccma.org).

### **Wednesday, May 28, 2008**

8:30 am – 5:30 pm - “So You Want to Be a City/County Manager?”

11:30 am - Golf Tournament

1:00 pm – 5:00 pm – Local Leadership in Crisis: Perspectives and Approaches

3:00 pm – 5:30 pm - ICMA-RC: Retirement and Beyond

5:45 pm – 6: 15 pm – First-Time Attendees' Orientation

### **Thursday, May 29, 2008**

7:30 am – 8: 15 am – MIT Breakfast Discussion

8:00 am – 5:00 pm - Financial Planning Appointments

8:00 am – 5:00 pm – Resume Review Appointments

8:30 am – 10:00 am – Opening General Session: “Ethics in Government”

10:45 am – 12: 15 pm – Legislative Update: Report from Tallahassee

12: 30 pm – 2:00 pm – Career Development Luncheon: “Life Choices”

2:00 pm – 3: 30 pm – Center for Florida Local Government Excellence: 1<sup>st</sup> Year Report

3:45 pm – 5:00 pm – Corporate/Government Partnership Presentations

### **Friday, May 30, 2008**

7:00 am – 8:00 am – Faith Group Breakfast Discussion

8:00 am – 5:00 pm – Financial Planning Appointments

8:00 am – 5:00 pm - Resume Review Appointments

8:00 am – 10:00 am – How to Operate More Efficiently and Improve Service Delivery

8:00 am – 10:00 am – Why Good Managers Get into Ethical Hot Water

10:30 am – 12:00 pm – Corporate/Government Partnership Presentations

12:15 pm – 2:15 pm – Business Session and Awards Luncheon

2: 15 pm – 3: 45 pm – Crafting an Employment Contract

2:15 pm – 3:45 pm – Mutual Aid Planning for Long-Term Disaster Recovery

4:00 pm – 5:00 pm – Book Club Discussion: *The World Without Us*

6:30 pm – 8:30 pm – Friday Night Dinner and Social: “FCCMA Survivor”

### **Saturday, May 30, 2008**

8:00 am – 10:00 am – Closing Breakfast with Chris Curle and Don Farmer

## **Florida Local Government Climate Protection Summit**

Are you interested in advancing climate and energy policy within your government operations and throughout your community? If you are interested, plan to attend this summit on March 27, 2008 from 9:30 a.m. – 4:30 p.m. at the Tallahassee-Leon County Civic Center in Tallahassee, FL. There will be an evening reception at the Mary Brogan Museum of Art and Science.

Local government elected officials and staff from throughout the State of Florida are invited to attend a conference of peers to advance local and regional climate and energy programs that simultaneously reduce costs, improve quality of life, and reduce greenhouse gas emissions.

Light breakfast and full lunch will be provided. Admission is free for two representatives from ICLEI Member Jurisdictions; \$45 for representatives of State and Non-ICLEI Local Governments. For further information and to register please visit <http://www.floridacimatesummit.org> or contact Wesley Look at [wesley.look@iclei.org](mailto:wesley.look@iclei.org) or (510) 844-0699, x322. You may also contact Leigh Root, Assistant to the County Administrator at (850) 606-5317 or [rootl@leoncountyfl.gov](mailto:rootl@leoncountyfl.gov) for further information.

## **The Changing Face of Public Administration: Innovation in Government**

You're invited to attend the Second Annual Public Administration Conference at the University of Central Florida on Friday, March 28, 2008 from 8:30 a.m. to 3:30 p.m. at FAIRWINDS Alumni Center, UCF, Orlando, Florida. Registration will begin at 8:30 a.m. with the Welcome and Keynote Address following at 9:00 a.m.

The Second Annual Public Administration Conference at the University of Central Florida will provide a forum to highlight professional experiences and research in many topic areas, including emergent technology and public management, managing emergencies and crises, and public service for profit. Distinguished speakers from academia, government, and the community will present and discuss innovative approaches to public administration.

The keynote speaker for the conference is Stephen Goldsmith of the Harvard University Kennedy School of Government. Stephen Goldsmith is the Daniel Paul Professor of Government and the Director of the Innovations in American Government Program. He is also the Chair of the Corporation for National and Community Service. He previously served two terms as Mayor of Indianapolis, America's 12th largest city. Goldsmith was the chief domestic policy advisor to the George W. Bush campaign in 2000 and was district attorney for Marion County, Indiana, from 1979 to 1990. His publications include: *Governing by Network: The New Shape of the Public Sector*; *Putting Faith in Neighborhoods: Making Cities Work through Grassroots Citizenship*; and *The Twenty-First Century City: Resurrecting Urban America*.

Please join us on March 28, 2008!

FOR MORE INFORMATION OR TO REGISTER ONLINE PLEASE VISIT THE CONFERENCE WEBSITE: [http://www.ce.ucf.edu/pc\\_course.asp?prog=1012](http://www.ce.ucf.edu/pc_course.asp?prog=1012)

## **Establishing Stormwater Utilities in Florida**

Register today to attend Establishing Stormwater Utilities in Florida on April 18, 2008 at the Rosen Centre Hotel in Orlando. This event is co-sponsored by the Florida Association of Counties, Florida League of Cities and the Florida Stormwater Association.

The passage of Amendment #1 has heightened local government's need to examine alternative sources of revenue. This is especially true concerning fees or assessments for stormwater management where state and federal mandates relating to the Clean Water Act and TMDL program remain in full force.

Stormwater utilities allow the cost of many stormwater management services to be shifted out of the general fund. They provide a more equitable mechanism to assist in the funding of environmental mandates. Local governments without stormwater utilities may now consider establishing these financing mechanisms; those with existing utilities may consider changes to their rate structures.

The seminar will discuss the "how to's" for new utilities and adjustments to rates and reallocation/reapportionment of cost for established utilities. Case studies of both county and city stormwater utilities will be present. Participants will receive a copy of FSA's Manual "Establishing a Stormwater Utility in Florida." The Manual serves as a road map that describes the various issues, processes and options involved in development and implementation of a stormwater utility, including: Why Establish a Stormwater Utility? Data Collection Methods; Legal Authority to Establish Utilities; Billing, Collection and Enforcement; Gaining Community Acceptance; Administration of a Stormwater Utility; and Rate Structures and Apportionment of Costs.

For more information including a registration form go to <http://www.florida-stormwater.org/trainings.htm>. Questions? Contact FSA at [stormwater@ksanet.net](mailto:stormwater@ksanet.net) or 1-(888) 221-3124.

Managers: please pass this notice to the appropriate person in your city.

## **2008 Florida ASPA Conference**

The American Society for Public Administration will hold their 2008 conference-- "*The Challenge to Public Service in Times of Reduced Resources - Making Less Equal More*" on Friday, May 2, 2008, from 8:00 am – 5:00 pm at the Lake Mirror Complex, 121 South Lake Avenue, Lakeland, Florida. Join them in celebrating Public Service Recognition Week. For further information contact Claire Mostel at [ctel@miamidade.gov](mailto:ctel@miamidade.gov).

## **FCCMA Requesting Proposals for Tri-City/County Internships**

At the May 2004 annual conference, then President Pam Brangaccio announced that three cities in Volusia County volunteered to partner the first tri-city/county internship. Port Orange City Manager Ken Parker, Assistant City Manager William Whitson, South Daytona City Manager Joe Yarbrough and Daytona Beach Shores City Manager Michael Booker worked together to develop a two-year internship program. The intern spent eight months in each city. This was invaluable experience for the intern and a cost-effective way for each city to have an intern. The second tri-city/county internship was partnered between Palm Bay, Titusville and Satellite Beach. Yvonne Kimball is completing her internship this year. You may have read an article in the newsletter telling of her experience.

FCCMA's responsibility with these interns has been to provide the educational enrichment opportunities by offering financial assistance to send the intern to the ICMA conference, FCCMA annual conference, any FCCMA symposiums and the Winter Institute. There is money budgeted in the FCCMA budget for this fiscal year for someone to start this spring, if possible.

If you are interested in submitting a proposal and would like more information, please contact Lynn Lovallo at 850.701.3535 or [llovallo@flcities.com](mailto:llovallo@flcities.com).

## **In Memoriam: Ben Saag, Former Florida Manager and FCCMA Board Member**

Our sympathy goes out to the family of Ben Saag who died on Monday, March 3, 2008 at the age of 40 in his home in Henderson, Kentucky.

Ben moved to Florida in 1994 to take his first job as an assistant to the city manager in Haines City. While there he met his wife Mary Anne. Ben became the city manager of Highland Beach in 1999. He also served as assistant manager in Jupiter before moving to Henderson, Kentucky in May 2005 to take the job as city manager.

He is survived by his wife, Mary Anne and his four sons: Robert, Stephen, Alex and Matthew.

He will be greatly missed by all his friends in Florida.

## **In Memoriam: Willard Beck Former City of Manager of Punta Gorda**

Willard Beck died Thursday, February 7, 2008. He was the city manager of Punta Gorda from 1998-2005. He was first hired in 1992 to be the city's financial director. He retired in January 2005 because he wanted to move closer to his children and grandchildren. He is a former member of FCCMA.

### **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.

#### ***Looking to Network***

I'm working at an entry level position in a local government. I understand the importance of making connections in order to learn and grow professionally. However, I don't have all the opportunities to attend conferences that would allow me to meet executive level managers. Please advise some other ways to make connections with managers outside of those in my own city. *"Looking to Network"*

#### ***Dear "Looking to Network"***

Most counties have monthly manager's meetings where the manager's get together to discuss ideas and issues. This would be a good meeting for you to attend with your manager. *Michael Pleus*

Remain grounded with FCCMA, visit the ICMA website, and network at area chamber of commerce meetings, particularly the government affairs committee. *Anna Lightfoot-Ward*

Probably the best way to connect with managers outside your own City is to participate in the FCCMA Coaching program. There are a variety of resources for networking. First, you can go to the Coaches Gallery and make a connection with any of the managers listed in the gallery. All of these managers are willing to share their experiences and network with those entering the profession. Another option is to participate on the phone panel discussions. This is a great way to hear from the experts, ask questions and then follow up with an email to start networking! Also, there may be a local public managers association in your area. Find out, join and participate. Better yet, volunteer for a committee. You'll get to meet the managers, network and grow your reputation. *Sue Hann*

### **Florida's Certified Public Manager Program**

The Certified Public Manager (CPM) program is a nationally-recognized, comprehensive training and development program for public sector managers at all levels of state and local government. The curriculum covers the full spectrum of management, beginning with individual performance and gradually expanding to broader organizational issues and public policy. To register contact Valencia Enterprises at 407-582-6688, or [ve\\_info@valenciacc.edu](mailto:ve_info@valenciacc.edu). For information about the Florida Certified Public Manager program visit: <http://www.valenciaenterprises.org/cpm.htm>

## MIT News and Update

Listed here are the current members-in-transition. **Mitchell Bobowski**, [mbobowski@yahoo.com](mailto:mbobowski@yahoo.com); **Pamela Brangaccio**, former administrator of Broward County, [pbrangaccio@tampabay.rr.com](mailto:pbrangaccio@tampabay.rr.com); **Steve Cottrell**, former manager of Indian Rocks Beach, [scottrell@knology.net](mailto:scottrell@knology.net); **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; **Lillie Latimore**, former manager of Pahokee, [llatimore@aol.com](mailto:llatimore@aol.com); **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); and **Susan Ashley Stanton**, former manager of Largo, [a19b59@yahoo.com](mailto:a19b59@yahoo.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. **Michelle delValle**, Assistant City Manager, City of Winter Park, associate member; and **Michael J. Staffopoulos**, Assistant City Manager, City of Largo, associate member.

## Positions

**City Manager – DeLand** - The City of DeLand is accepting resumes for the position of City Manager. DeLand is the county seat of Volusia County and the home of Stetson University. The City is home to approximately 25,000 permanent residents and employs 370 full time employees. DeLand is a progressive, stable, full-service, independent city. The desired applicant will have a bachelor's degree in Business or Public Administration or a related field; master's degree is highly preferred. 10 years responsible municipal management experience is required. Seeking a candidate with strong administrative leadership, open & positive communication, financial & budget management, community, housing, & economic development experience. The successful candidate will be committed to and enjoy working with an engaged community. Strongly prefer experience in working with CRAs, historic preservation and intergovernmental relationships. Reports to and appointed by mayor & city council, elected to 4-year overlapping terms. Residency required subsequent to appointment. ICMA certification is desirable. Salary range up to \$125k plus benefits. Send resume by April 4, 2008 to Human Resources Director, City of DeLand, 120 S. Florida Ave., DeLand, FL 32720. Fax (386) 626-7138 or email to [haywardm@deland.org](mailto:haywardm@deland.org). All applications will become public documents under Florida Law. Position expected to be filled in September 2008. EOE.

**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.

**Management and Budget Analyst – Jacksonville** – Monthly salary \$3,554.80 - \$5,865.43. Must possess a Bachelor's degree in Public Administration, Economics, Finance, Business Administration, Accounting or related field and one year of recent professional experience in budget, financial analysis or management analysis, preferably in government or in a public policy-oriented non-profit organization. A Master's degree in Public Administration or related field is strongly preferred. A Master's degree in the prescribed major fields may be substituted for bachelor's degree requirement and the one year of required experience. This job will include assisting in maintaining financial systems, assisting in developing reports and presentations, evaluating revenue and expenditure projections and proposing policy/program enhancements. Online application required. Apply at [www.coj.net](http://www.coj.net) and fax resume to (904) 630-8240 by Friday, March 21, 2008 for consideration. Although you may fax your resume to (904) 630-8240 for inclusion with your application, eligibility determination for the position you are applying for will only be made based upon the information contained in your fully completed online application. Your resume will not be considered in determining your eligibility. This is an appointed position that serves at the pleasure of the Mayor.

**City Manager – Madeira Beach** - The City of Madeira Beach is accepting resumes for the position of City Manager. This professional position is responsible for the administration of City policies, procedures, and ordinances. Madeira Beach is a barrier island community with approximately 4,500 permanent residents and stable employee base of 57 fulltime. This is a full-service community with public works, storm water, sanitation, recreation, fire, code compliance, and administrative services. Previous experience in redevelopment, waterfront and tourism is preferred. Minimum educational requirement is Bachelor's degree from an accredited college/university in Public Administration, Business, or related field. Master's degree is preferred. Excellent management skills and communication are essential. Florida experience is required. A minimum of seven years progressive experience in government, with two year minimum as Manager or Assistant Manager is preferred. ICMA certification is desirable. Salary range DOQ with benefits and ICMA Retirement. Send resume with salary history to Human Resource Manager, City of Madeira Beach, 300 Municipal Drive, Madeira Beach, FL 33708. Fax (727) 395-9361 or email to [dcline@ci.madeira-beach.fl.us](mailto:dcline@ci.madeira-beach.fl.us). Our employment application is available for print out at [www.ci.madeira-beach.fl.us](http://www.ci.madeira-beach.fl.us). All applications will become public documents under Florida Law. Position open until filled. EOE/DFWP/V/M/F

**City Manager - Marathon** - (resident population 11,500). Located midway between Key West and Key Largo in the Florida Keys, this vibrant community has been incorporated since 1999. The City Manager serves as the Chief Administrative Officer of the City and in that capacity directs and supervises the administration of all departments,

offices and agencies of the City. The City Manager will be selected on the basis of experience, expertise and management ability as it pertains to running municipal government. Candidates must possess strong communications, financial and management skills. Preference will be given to experience in municipal government in the Florida Keys and to residency in the Florida Keys. Salary and benefits are negotiable depending on qualifications. Please forward resumes to [jmorales@swmwas.com](mailto:jmorales@swmwas.com) by 5:00 p.m. on March 25, 2008. Questions should be addressed to Jimmy Morales at (305) 789-3532. Marathon is an Equal Opportunity Employer and minorities are encouraged to apply. Under Florida law, all applications, once received, are part of the public record and subject to disclosure upon request. For further information about the City of Marathon, please check out the City's website at [www.ci.marathon.fl.us](http://www.ci.marathon.fl.us).

**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

**Assistant City Manager – Tallahassee** - SALARY RANGE: Up to \$154,960. Hiring Rate will generally not exceed \$120,723. OPEN UNTIL FILLED; APPLICATIONS REQUESTED BY MARCH 21, 2008. The City of Tallahassee, Florida offers a career opportunity for a highly skilled, innovative and visionary manager. The Assistant City Manager position is a member of the City Manager's Executive Team and is responsible for leading and supporting assigned departments. In partnership with the other members of the Executive Team, this Assistant City Manager sets the tone for leadership and performance of the City organization, and creates an environment in which all City's employees can maximize their contribution to the City and departmental mission. Assumes an active role in the strategic planning process to establish future direction for the City. Provides day-to-day managerial direction on problems and issues that arise. Contributes to the effective administration of City government by fostering an attitude among staff that encourages cooperation, coordination of efforts, efficient use of resources and a service orientation to the citizenry. Develops a strong, pro-active, participatory team approach to problem solving among departments to develop a sense of involvement and ownership among employees. Participates actively on the Executive Team to provide a City-wide planning effort to ensure that the City Commission goals are implemented. Demonstrates effective management and leadership skills in the direction of top management personnel using a participatory and team decision-making model. Works closely with City Commissioners on issues and projects as assigned by the City Manager. Serves as the team leader on projects that focus on integration of processes that cross departmental lines. Handles the more acute problems brought to the attention of the City Manager by citizens who have exhausted normal channels or who prefer to take their problems directly to the City Manager's Office. Represents the City Manager at various

meetings including inter-departmental meetings, intergovernmental activities, civic groups, and gatherings of concerned citizens. Sets objectives for departments and judges performance of department directors. Attends all regular and special meetings of the City Commission. Performs related work as required. Minimum Training and Experience: Possession of a Master's degree in public or business administration, one of the social sciences or a field related to the aforementioned degree areas and seven years of management experience, four years of which must include the supervision of personnel, or an equivalent combination of training and experience. Necessary Special Requirements: A valid Class "E" State Driver's license is required at the time of appointment. Statistics for 2005 indicate Tallahassee has a population of 174,781 and the total population of Leon County is 271,111. The community enjoys a very low unemployment rate of 3.3%. There are three colleges in Tallahassee, Florida State University with an enrollment of 39,672; Florida Agricultural and Mechanical University, enrollment of 12,175; and Tallahassee Community College which hosts 13,042 students. Tallahassee has a mild, moist climate. The average temperatures in January are a high of 64 and a low of 40; the summer months produce average highs of 91 and lows of 72. In contrast to the Florida peninsula, Tallahassee enjoys four seasons. The median cost of a single family home in the 4<sup>th</sup> quarter of 2005 was \$215,000. A 1,000 square foot multi family housing unit rented for between \$800 and \$850 monthly. **MUST SUBMIT A CITY OF TALLAHASSEE APPLICATION.** Visit [www.talgov.com](http://www.talgov.com) - job openings link, for application form and instructions or visit City of Tallahassee, Human Resources Department, 300 South Adams Street, Tallahassee, FL 32301-1731. To receive an application by FAX, call (850) 894-6223. TDD Number: 711. Please follow application instructions precisely. In accordance with Florida's open record laws, all applicant materials are subject to public disclosure. EOE

**Redevelopment Director – City of Temple Terrace** - Salary \$65,000 - \$95,000 (Negotiable). (pop. 24,500) The City of Temple Terrace, located in the Tampa Bay area, seeks experienced, proven redevelopment professional. Bachelors or Masters Degree in urban planning, public administration, architecture, engineering, or related field. Five years management experience in redevelopment, “Main Street”, downtown business improvement district, or similar program. Community and economic development/urban redevelopment experience. Prefer government or private sector marketing/real estate experience. Or, equivalent combination of training, education, & experience. Valid FL driver's license. Position open until filled. EXCELLENT BENEFITS. Cover letter & resume: City of Temple Terrace, Human Resources, 11250 North 56<sup>th</sup> Street, Temple Terrace, Florida 33617. EOE/DFWP

**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:***

May 28-31, 2008 – FCCMA Annual Conference, Marco Island

June 4-6 - 2008 - Transforming Local Government (TLG) Conference, Greenville, SC

June 25-27, 2008 – Florida Association of Counties Annual Conference, Miami

August 14-16, 2008 – Florida League of Cities Annual Conference, Tampa