



The MANAGER

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
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Home Page: <http://www.fccma.org>

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In This Issue

March Member Profile
Training and Education Events
FCCMA Annual Conference
ICMA Conference

***Register now for FCCMA's Emerging Professional Leaders
Symposium on March 20, 2009***

Negatively Positive – or is it Vice Versa?

By Lynn Tipton, Executive Director

Today's news out of the Legislature (March 10) was tough to read: House and Senate committees are once again considering, and approving, legislation that will dramatically impact Florida's cities and counties. Two examples: a TABOR-like proposal sailed out of one committee today; the dismantling of local ordinances like code enforcement will be heard later this week. These proposals aren't out of their respective committees yet – and it is still the second week of session – but the dialogue does not bode well for Florida's general purpose local governments. As a former lobbyist and current observer of the Legislature, the past four or five years have been increasingly frustrating: how did cities and counties become 'enemies' of the state? How is it that we are no longer viewed as integral intergovernmental partners who are worthy of stakeholder status and input on decisions like these?

While I know there are multiple factors at play in finding answers to the questions above, the core of each answer also involves the House and Senate members themselves who do not fully understand Florida's governmental structure. The orientation programs for newly-elected House and Senate members does not include a primer on government in Florida – despite this offer being repeatedly made by a number of organizations – yet it is so obviously needed. How do you ensure that a House or Senate member has actually learned the state's governmental structure, fiscal structure and the responsibility the state has over the fiscal structure of counties, cities, school districts and special districts? Local government associations have also tried "growing our own" – asking past officers to run for state offices – but, sadly, we've found that our former officials often forget their roots upon taking House and Senate positions. Marching orders are given by Senate

presidents and House speakers each session – and the end result has become predictable for Florida’s cities and counties: reduced Home Rule authority; unfunded mandates; and no real partnership among the state and local governments.

This is my 20th year in Florida...and one of the saddest when I contemplate the relationship of the state and local governments. I try to be optimistic – but there is negativity in my optimism, growing cynicism in my optimism and very little optimism in my negativity. I think term limits have been a serious detriment to Florida’s leadership, particularly when considering the need for statewide fiscal reforms. Last year’s Taxation and Budget Reform Commission shied away from several of the most promising reforms that might have been considered – and those were appointed officials rather than elected! So, my question now is: what kind of reform should we, as local government leaders, be seeking for Florida? What reforms might bring about long-term, substantive changes to the state’s governmental and fiscal structure? Florida is poised to become the third most populous state with the 2010 Census – if more folks don’t move out in the next two years – and we need serious reform to tackle the challenges and opportunities that come with 19-plus million citizens. I believe, as an optimist, that these changes can be achieved; I’m just waiting for the changes to begin.

March Member Profile

By Matthew Spoor, City Manager, Safety Harbor



Name: Bruce Haddock, City Manager, City of Oldsmar

FCCMA member since: 1981

Degrees obtained/Education/Certifications: B.A. Political Science, University of South Florida; MBA University of Tampa

What brought you into this profession? My senior year at USF I served as an intern in the City Manager's Office in Plant City. I was looking for a job and they hired me when I graduated!

Briefly tell me about your job in Oldsmar; what do you need to know? Sometimes I think of a City Manager as the "Grand Coordinator". You need to be able to bring people together to move in the same direction. Good communication skills are essential. To be a little more specific, you need to be a good negotiator and often times you will be in the role of mediator. The primary groups you represent are residents, businesses, elected officials and employees. The manager's job is to find the common ground among their goals, desires and interests.

What are the parts of the job that energize and excite you? I like to see the results of our efforts. Sometimes it is something tangible like acquiring and building a new park or library. Sometimes the results are intangible, such as seeing the organization and employees grow and develop new skills and abilities.

What part of the job makes you want to run and hide? There are two things I would put at the top of the list of the "undesirable activities". First would be having to dismiss an employee and second is dealing with an angry constituent.

Please tell me about something that's made a lasting impact on you and made you proud to be the City Manager of Oldsmar. I am most proud of the role I have played in the growth and development of Oldsmar. It has certainly been a team effort but I have had the privilege to see Oldsmar go from being the "red headed step child" of Pinellas County to the "Hub of Tampa Bay". Today Oldsmar is a very desirable City in which to live or locate a business.

What experience do you have (traditional or non-traditional) that has proven to be the most useful in your current position? The experience most useful in my current position was getting fired from my previous position! In the early years of my career I was very fortunate to work for two outstanding managers, Nettie Draughon and Ellis Shapiro, both now deceased. Their styles were very different and I learned a lot from both of them. They were very supportive and allowed me to learn from my mistakes.

Please tell me about a hobby or special interest of yours: My favorite pastime is traveling with my wife, Retha. Closer to home, it would be taking the boat to Anclote Key for the day and doing nothing once we're there!

What would you tell young people interested in or entering a career in local government? You may not be able to change the world, but you will have a big impact on the community where you work. That is the most rewarding thing about local government service. You will impact people's daily lives. Secondly, utilize the resources of FCCMA and ICMA.

FCCMA 2009 Annual Conference

Registrations have started arriving! Get yours in early so you can then reserve your hotel room. Some updates and highlights:

- The So You Want To Be a City/County Manager session has been finalized and slightly redesigned. This free session is on Wednesday, May 27 and will feature Katy Simon, County Manager, Washoe County, Nevada. Kevin Cojanu, Ph.D. will review enneagram results for attendees. An interactive panel discussion with managers who will discuss their non-traditional course to the manager's office and Colin Baenziger, professional recruiter, will talk about getting the job that can lead to the manager's office.
- Steve Seibert, from the Century Commission, will be the keynote opening speaker.
- Legislative session with representatives from the Florida Association of Counties and the Florida League of Cities will discuss the 2009 Legislative Session—topics yet to be determined.

- A special partner/spouse session has been planned, “Living in a Fishbowl—The Role of Partners.” Panelists are Jill and Reid Silverboard, Pam and David Brangaccio and Retha and Bruce Haddock. It will be a fun, interactive session.
- Tour of the Lightner Museum—If you’re bringing a partner or family member, this tour leaves at noon for the Lightner Museum. Lunch, admission and transportation are included for a separate fee of \$30. The Lightner Museum has several floors of exhibits and is housed at City Hall in Old St. Augustine.
- ICMA University Workshop—Providing customer service has changed over recent years. Come hear Steve Wishnack, ICMA University presenter, speak. Steve consistently gets great reviews from ICMA members who attend his workshops. Separate fee required.
- “Redevelopment as a Tool for Economic Growth”, “Continuity of Government After a Disaster”, Collective Bargaining, sustaining employee benefits—what cities/counties are facing and how they are dealing with changing times (this session will provide a “take-away” of ideas), financial planning appointments, resume reviews and many more workshop sessions are on the agenda. Appropriate ICMA practices for credentialed hours will be posted on the web site about 3 weeks prior to the conference for planning. Registration is truly a bargain at \$325 for members—it includes most meals and all workshops/entertainment. Guest registration is only \$75.
- Saturday’s closing breakfast (included in your registration) will feature Gary Yamamoto as the speaker. Gary will speak on, “Professional Power, Personal Excellence.”
- Friday night’s dinner buffet (included in your registration) will showcase a group of musicians headed by a 17 year-old wonder known by many in the Tampa area. B.K. Jackson has played with B. B. King and Tony Bennett. It is a great way to end the week.
- One-day, Thursday only, registration available for \$125.
- Resume reviews will once again be offered. Colin Baenziger and Connie Hoffman have been invited to meet with individuals, review resumes and offer constructive criticism. We have not yet confirmed which day which recruiter will do the resume reviews. Appointments are being accepted for Thursday, May 28 from 9:00 a.m. – 5:00 p.m. and Friday, May 29 from 10:00 a.m. – 5:00 p.m. The time slots are already filling up so please sign up now.
- Consultants from ICMA-RC will be providing individual financial planning sessions on Thursday, May 28 and Friday, May 29 from 8:00 a.m. – 5:00 p.m. The sessions will be one hour long. Sign up now as there may be limited availability on-site.

For more information, check the web site at www.fccma.org or contact Lynn Lovallo at llovallo@flicities.com or 850.222.9684.

ICMA Conference

By Jon Lewis, Deputy City Manager, Palm Bay

Since last fall, ICMA's 2009 Conference Host and Planning Committees have been hard at work preparing a relevant, informative and enjoyable annual conference for the membership. Like you, all of us are wrestling with the reality of the economic times and the inherent pressures associated with attending a national conference, especially one held out of the country. With training and development funds usually the first thing cut when budgets have to be trimmed, how can we justify attending the conference in Montreal?

Now, more than ever, we need to emphasize our value to our organization and the value of professional development opportunities that are available at the annual conference. "What is your community's **return on investment** when you attend an ICMA annual conference?" Is your attendance viewed as just a vacation? A chance to see a new city on the municipality's dime? Or is it a cost-effective opportunity to gain knowledge, insights, strategies and contacts that will help you lead your community during these very uncertain times? From a pure business sense, there should be an economic gain on your investment from attending the conference. If you value the long-term professional benefits that can be realized, personally paying for some or all of the cost may be the answer and could demonstrate to your governing body that you are seriously committed to your development, your profession, and your community.

Individuals cannot navigate these difficult economic times alone. Your professional association and the conference committees are committed to offering the membership a valuable professional development opportunity in Montreal. You and your community will absolutely realize a high rate of return on your investment to attend—for many years to come. Likewise, we are committed to assist attendees in finding the most cost-effective ways to travel to and stay in Montreal, to further increase your return on your investment.

The question you need to ask yourself is, "How can I best serve and lead my community?"

Emerging Professionals Spring Symposium

The Emerging Professionals Council's Spring Symposium will be held March 20, 2009 from 8:30 am – 4:30 pm, EST, at the Dunlap Student Success Center on the FSU campus. The cost is only \$35 and includes lunch. The Symposium topic is "Managing and Succeeding in a Politically Challenging Environment."

Whether you are new to the profession or a seasoned professional, there is something for everyone. Dr. Robert Lee, of the Center for Florida Local Government Excellence (CFLGE), will facilitate the Symposium. Speakers will address legislative issues, the professional manager—problems and solutions. There will also be team-building and networking opportunities.

To obtain a registration brochure, go to the FCCMA website, www.fccma.org or contact Carol Russell at (850) 222-9684 or crussel@flcities.com. The Symposium is co-sponsored by FCCMA's Emerging Professional Council, the Center of Florida Local Government Excellence and the Askew School of Administration at Florida State University.

2009 Phone Panel Discussion Series

The topic for the April phone panel is **Sustainability through Economic Development**. The date is Thursday, April 23, 2009, from 3:00 pm – 4:00 pm EST.

The panelists are: **Doug Anderson** - Former County Administrator, St. Lucie County; **Mike Reagan, Ph.D.** - President & CEO, Greater Naples Chamber of Commerce; **Jack Schluckebier, Ph.D.** - City Manager, City of Melbourne; and **Norman Taylor** - Director, Office of Economic Development, Broward County.

You can access the phone panel by Webinar: <http://florida.acrobat.com/coaching> or dial-in at 1-877-685-5350, Passcode: 588731.

MIT News and Update

Listed here are the current members-in-transition. **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; **Kent Cichon**, former manager of Jasper, kcichon@hotmail.com; **Jim Coleman**, former manager of Williston, jfcoleman@embarqmail.com; **Richard Diamond**, former manager of Bunnell, richarddiamond@gmail.com; **Doug Drymon**, former manager of Archer, jddrymon@cox.net; **Jim Gallagher**, former manager of Dundee, jgallagher27@tampabay.rr.com; **Lillie Latimore**, former manager of Pahokee, llatimore@aol.com; **Tom Moffses, Sr.**, former manager of Madison, moffsesr@gmail.com; **Jeff Naftal**, former manager of Juno Beach, nifty888@bellsouth.net; **D. Wayne O'Neal**, former administrator of Hendry County, wayne.oneal@yahoo.com; **Katrina Powell**, former manager of Fort Meade, ktpowell68@aol.com; **Richard Reade**, former manager of Port Richey; **Charles Saddler**, former manager of Dundee, csaddler@tampabay.rr.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. **Charles T. Chapman IV**, administrative coordinator, Gadsden County, affiliate member; **Ralph K. Hester**, city manager, Groveland, full member; **Allyson C. Love**, assistant city manager, Fort Lauderdale, associate member; **Jackson Rogers**, gas director, Leesburg, affiliate member; **Robert Smith**, city manager, Wildwood, associate member; **William "Rich" Ware**, student, University of Central Florida, student member.

Positions

City Manager - Dunnellon, FL - population 2,033. Salary range: \$62,400 - \$78,600K DOQ + benefits. Require bachelor's degree in business administration, public administration/related field/equivalent w/3 years progressively responsible experience in public administration, "Master's Degree preferred". Require skill in financial management, utility operation and extension, employee union negotiations and

downtown redevelopment. Resume, cover letter and list of references to City Clerk, 20750 River Drive, Dunnellon, Fl. 34431 by 03/20/2009, 4:00 p.m. Fax 352-465-8505. EOE, Drug Free Workplace. 352-465-8500. www.dunnellon.org.

City Manager – Lake City, Fl. (Pop. 12,800) - Located in northern Florida, 60 miles west of Jacksonville and 45 miles northwest of Gainesville. \$35M general fund operating budget, and 250 full-time employees. Stable government with small town character and friendly atmosphere. Council/Manager form by Charter with Mayor elected at large & 4 Council members elected by district. City services include police, fire, public works & utilities (gas, water & wastewater), and general aviation municipal airport. Applicants must possess a minimum of a bachelor's degree from an accredited college in Public or Business Administration, and a minimum of ten (10) years of progressive responsible experience in municipal and/or corporate management work, including experience in a senior management position, or any equivalent combination of training, education and experience. The ideal candidate will possess strong fiscal management skills, a commitment to team/participative management, excellent written & verbal communication skills, and have a history of good community relations, keeping abreast of new technology and other issues relating to local government management. She/he will have successful experience with labor relations, community & economic development, fostering good intergovernmental relations and infrastructure development/replacement projects. Florida experience and membership in ICMA is preferred; ICMA Credentialed Manager status is a plus. The manager is expected to be active in the Florida City/County Management Association (FCCMA). Salary range \$79-122k. Cover letter, resume, and references by March 31, 2009 sent to "City Manager Applicant", City of Lake City, City Hall, 3rd Floor, HR Department, 205 North Marion Avenue, Lake City, FL 32055. Job description available upon request. Applicants are invited to visit www.lcfla.com. All applications subject to Florida's open record law. Lake City is an EEO/AA/ADA/VP employer.

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.

Planning Director – South Miami - \$84,396-\$107,713 with benefits. The City of South Miami Florida Planning Department has an opening for a Planning Director which will be responsible for planning, organizing, coordinating managing and implementing the planning and zoning activities of the City. Responsibilities include supervision of Planning department staff, coordination and integration of Departmental and consultant work products, providing for City compliance with Florida Statutes concerning required

planning functions, and provision of staff services to the Planning Board, Environmental Review & Historic Preservation Board (ERPB), and other boards and committees, as assigned by the City Manager. General and specific assignments are received and work is performed with latitude for use of independent judgment in selecting work methods and procedures; work is subject to review for compliance with city objectives, Florida Statutes, and Florida Administrative Code. General and specific work assignments and supervision are received from the City Manager or his/her designee. **Educational Requirements:** Bachelors Degree in Urban and Regional Planning, Architecture, Public Administration or closely related field required. Master's Degree in Planning preferred and A.I.C.P. preferred. Minimum ten (10) years of progressive municipal government in professional planning, growth management, land development codes and building codes. Minimum five (5) years of which shall be in a supervisory/management capacity, to include fiscal management experience, preferably for a municipal or institutional organization. Thorough knowledge of comprehensive land use planning methods, land development code, economic development, community development block grant program, census analysis, zoning, geographic information systems (GIS), historic preservation, transportation and traffic analysis, open space planning and environmental review. Must have a strong technical, administrative and business background. Ability to solve problems and deal with multiple tasks. Must be able to analyze and interpret general business periodicals, professional journals, technical procedures or governmental regulations. Ability to write reports, business correspondence. Ability and experience in drafting resolutions and ordinances. **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.

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.

Assistant City Manager – Sunrise - Salary: \$101,295 - \$139,637. This is a highly responsible administrative and management position assisting the City Manager in planning and directing the various functions of City government. The City of Sunrise is seeking an experienced leader with well-documented management success to help guide the City. The successful candidate will have a Bachelor's Degree from an accredited college or university in public administration, business administration, or related field. Master's Degree is preferred. A minimum of five (5) years of progressively responsible professional management and leadership experience in a full-service local government, with at least three (3) years in a senior level position. The ideal candidate will have strong interpersonal and communication skills. Demonstrated experience in a growth oriented environment, strong planning skills and a track record of proven results should accompany a background of effectively utilizing accountability and performance-based systems. Applicants should submit two (2) copies of resume (including current salary) a cover letter and five professional references and proof of education to: City of Sunrise, Personnel Department 1300 Sawgrass Corp. Pkwy, Ste. 100 Sunrise, FL 33323 (or download the application at our web site: www.sunrisefl.gov) DFWP, M/F/D/V EOE

City Manager - City of Evanston, Illinois - Evanston is located immediately north of Chicago on the shore of Lake Michigan. Starting salary \$180,000+/- DOQ. For further information or to apply contact: Heidi Voorhees, President, The PAR Group, 100 N. Waukegan Road, Suite 211, Lake Bluff, IL 60044. TEL: 847/234-0005; FAX: 847/234-8309; email: resume@pargroupltd.com. Full Profile available at www.pargroupltd.com.

Dates to Remember:

March 20, 2009—2009 Spring Symposium, Tallahassee

April 23, 2009—Phone Panel

May 27-30, 2009—Annual Conference, St. Augustine