



The MANAGER

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
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In This Issue

Executive Director's Column
2008 Elections
2008 FCCMA Annual Conference
So You Want to be a City/County Manager
2007 ICMA Awards
Randy Reid Appointed Chair of International Advisory Group
Tri-Internship Program in Palm Bay, Titusville and Satellite Beach
2008 Winter Institute
What's Happening in the Districts
Coaching Panels
MIT News and Updates
Positions

“Giving...and Opportunities to Give in this Profession”

By Lynn Tipton

As this year draws to a close, charitable giving is often on the minds of many people. As most of you know, the FCCMA created a foundation over 13 years ago, in the hopes of funding training and other programs that would benefit members. This year, the Foundation's board of directors had to make the difficult decision to dissolve it, due in part to the complexity and narrow restrictions of tax law, but also due to a lack of individual member support. Since the decision was made to dissolve the Foundation, I have been asked by a couple of members about whether there are opportunities to give – and am so glad to have the opportunity to address this question.

In short – yes, you can give! Any individual or corporation can make a donation to the FCCMA. It is not a tax-deductible contribution for an individual, and for a corporation, we cannot determine its tax situation (each company must review that for its own specific applications). These funds are used to support member programs. One example I would like to highlight is a recent corporate donation in support of our coaching program – which reaches city and county employees all across our great state.

In addition, the FCCMA has worked with FSU and the John Scott Dailey Institute of Government to create an FSU Foundation account for our “Center” – the nickname of the Center for Florida Local Government Excellence at FSU. A donation to the FSU Foundation, with the Center's account number on it, (INSERT THIS) is a tax-deductible contribution and will be used to fund the Center's three-part initiative: growing the next generation of local public managers and management professionals; ensuring a Florida-

specific public administration program that is accessible to students, members, and those desiring to be part of the profession; and serving as a forum for important dialogue/debate on Florida topics of importance to cities and counties.

We also get questions about contributions to help with support of the council-manager or commission-manager plan, and the ICMA Fund for the Profession is an excellent, tax-deductible way to do so. The FCCMA partners with ICMA on each challenge to the plan, and we join together on public education efforts for cities and counties when considering changes to their respective forms of government.

I know that each FCCMA member has many requests to consider for charitable giving, and I hope you will contact me if there are any questions I can answer about your Association and its programs.

2008 FCCMA Annual Conference—“Emerging Trends—Looking Into Florida’s Crystal Ball”

Some conference updates for you as the Committee continues its work. Confirmed sessions/speakers so far are: John Kastrenakas, US Department of Justice, will speak on ethics. He will have three Department of Justice investigators with him to tell their stories. The Emerging Professionals Career Development Luncheon on Thursday will present Joe Martin, a Florida success story and motivational speaker. There will be an interactive session for the Center for Florida Local Government Excellence, where members’ input will be welcomed. A legislative session is a definite, with the program content on hold—depending on how things go with the property tax issue and the spring session, plans will be made around the results. Watch for more details to follow.

Plans are being finalized for a session on Florida managers’ contracts; the outcome will be a Florida-specific model contract.

A special Friday night themed event/dinner is in the development stages. You won’t want to miss it. These are just a few of things being planned. Watch the website for more news as it becomes available.

So You Want to be a City/County Manager...

...then answer just one question: What’s Your Management Style? Okay, so you’ll probably be asked more than just that one question in your next interview, but how well do you really understand what type of manager you are or could be?

How familiar are you with the types of management styles that you encounter in others, and do you know how to find success in your interactions with those who employ a style different from yours?

At the 2008 pre-conference session “So You Want to be a City/County Manager” (a.k.a. “SYWTB”) being held Wednesday, May 28, 2008 in Marco Island, Florida, you will learn the answers to all of these questions and more! The first 50 people who register for the 2008 SYWTB session will receive a **free** management style profile analysis.

2007 ICMA Awards

Distinguished Service Award

FCCMA Range Rider Thomas C. Kelly was awarded the Distinguished Service Award at the ICMA Annual Conference in Pittsburgh, PA. This award recognizes a manager whose service in his or her community or communities has been judged by peers as strong or exceptional, and who has made major contributions beyond direct service to local government.

Thomas Kelly became Volusia's first true county manager in 1971 and held the position for 23 years. While manager he served as FCCMA President from 1988-89 and also served as a member of the Board of Directors. He is now a Range Rider for FCCMA.

Community Partnership Award for Populations of 10,000 to 49,999

ICMA awarded the 2007 Community Partnership Award in the 10,000-to-49,999 population category goes to the City of Tarpon Springs and City Manager Ellen S. Posivach for the Affordable Housing Partnership. The Union Academy Neighborhood is a public housing development located near downtown Tarpon Springs. The crime in this neighborhood was a persistent problem. Tarpon Springs developed a public-private partnership that turned this situation around and created a neighborhood with a true sense of community and pride.

Randy Reid Appointed Chair of International Advisory Group

Alachua County Administrator Randy Reid was appointed Chair of the ICMA Sustainability Advisory Group at the annual ICMA Business Meeting in Pittsburgh, PA. More than 30 ICMA members along with Reid will work on a demonstrated commitment to sustainability issues in their home communities, and will provide direction and guidance to develop education, knowledge resources, tools and techniques that support local leaders.

George Frost Former Palm Beach Manager Dies

George Frost, the former Palm Beach town manager famous for surveying the island on his motor scooter and slinging insults at county decisions, died October 21, 2007. He was 84 years old. He was a member of the first FCCMA Board of Directors (as stated in the Charter).

Mr. Frost served Palm Beach for 16 years. While manager, he was occasionally seen patrolling with police at night or riding with garbage collectors during the day. He made unannounced spot checks on town departments and never kept his opinion to himself.

He is survived by his wife, Anne and two sons, J.B. and John.

Tri-City Internship Program in Palm Bay, Titusville and Satellite Beach

By Yvonne Kimball

My Tri-City internship started in August, 2006. Palm Bay was my first city. In April, I came to the City of Titusville. Looking back where I started, I feel that I have learned so much during the past 14 months that I can confidently say that I am a capable young professional who is ready to take on greater challenges.

When I was in Palm Bay, I was primarily responsible for compiling the City's Administrative Codes. Throughout the project, I had abundant interactions with department directors and gained a brief view of every department's responsibilities and operational procedures. In Titusville, per my request, I was able to actively learn and work tasks on the operational sides of a city government. I have been experiencing the daily life of the Planning Department and then the Municipal Marina towards the second half of my stay with the city.

In Planning, I perform the duties of a planner. In order to do so, I became an instant expert on the Land Use Regulations (LDR). The LDR is part of the city's

ordinances; it is abided by every one in the city including all the planners, building officials and city engineers. On a daily basis, I take the Planner of the Day duty. I help phone-in and walk-in customers with their planning and zoning related questions. Project wise, I have worked on several controversial planning and zoning applications. I was able to persuasively present them to the Planning and Zoning Board in order to move the cases along. I also conducted a small area study for a downtown community comprising 90 acres. They were meaningful experiences in that they enhanced my practical skills. They allow me to implement scholastic knowledge and the Regulations to real life situations; and most importantly, how to communicate effectively with other staff and the citizens who don't necessarily have planning knowledge.

Different from the other two cities in my internship, Titusville owns a Municipal Marina. In order to let me be exposed to more meaningful projects, the City Manager assigned me to become familiarized with the management practices of the Municipal Marina. In this department, I walked into a historically controversial issue; that of a new mooring field and its uplands facilities. I provided a fresh view to this project. I offered my perspectives and they were well received during strategy formulation and report consolidation. Additionally, I have been working on finalizing the business plan for the City's Municipal Marina. The business plan allowed me to employ my knowledge in finance and budget.

Titusville is providing me with a variety of external operation based experiences. Important lessons I have learned include that when dealing with difficult issues, one should always strive to build a consensus and to promote a win-win outcome. It could lead to sacrificing personal interests or letting others take the credits. But the outcome is for the overall good.

With the internship progressing towards the end of my second city, I am able to compare two municipalities in terms of their cultures, leadership styles and citizens. Another benefit of this internship is the convenient access to the city managers who are also my mentors. Their direct supervision and guidance has made it easier for me to grow professionally, and at an accelerated pace. I look forward to my third and final city. I hope I can elaborate upon my previous experiences and observations at that time. I am certain it will be another enlightening experience.

2008 Elections

Canvassing will begin for the 2008 elections the first week of December. There are two at-large director positions available and secretary-treasurer. All positions require self-nomination with a short resume in the ICMA Who's Who format. To be considered for an at-large seat, one must be a voting member in good standing (full or associate) with three years experience as a Florida manager and currently serving as a manager or an assistant/deputy manager or assistant to the manager. To be considered for the secretary-treasurer position, one must meet the above criteria and have served a full term on the Board of Directors as a district director or at-large director. The secretary-treasurer must make a commitment to serve four years in order to complete the succession sequence.

2008 Winter Institute – “Transformation Through Conversational Leadership”

The 2008 Winter Institute will be held from Wednesday evening February 6 until lunchtime Friday, February 8, 2008 in St. Augustine. Ray Jorgensen, Jorgensen Learning Center, will be back by popular demand. The Winter Institute is limited to 80 managers,

deputies and assistants; and space will be filled on a first come, first served basis. Registrations have been pouring in and we will be full very soon. If you are interested in attending, please fax your registration form today.

Editorial Note: FCCMA co-sponsors the tri-city internship. If you would like to learn more about the FCCMA's support of the tri-city internship, contact Lynn Lovallo at llovallo@flcicites.com. Information will also be in future newsletters.

What's Happening in the Districts

District I

There was a District 1 Meeting held on October 5, 2007. Chris Holley, Executive Director of the Florida Association of Counties was the guest speaker and updated the attendees on the legal challenges facing the constitutional amendment, legislative wranglings about property tax reform and TBRC and recent Supreme Court developments on the CRA bonding issues.

John Lynch, City Manager of Lynn Haven has graciously offered to host the next quarterly meeting. It is tentatively scheduled for the first Friday in January 2008.

District III

District III Meeting held October 19th

Our first meeting was well attended with more than 30 members making it to the meeting. Thank you to the City of Kissimmee and Desiree Matthews for organizing our first District III meeting. Mike Steigerwald did an excellent presentation on the dynamic changes occurring in Kissimmee. The food, the music, the location, and the discussion were outstanding.

District IV

District IV has tentatively scheduled a luncheon for February 2008. More information will be available in upcoming newsletters.

District VII

There will be a luncheon for District VII on December 7, 2007 from 12:00 pm to 2:00 pm, Eastern Standard Time in Gainesville, FL. We will be sending information to the district members this month.

Coaching Panels

The schedule for the 2008 Phone Panel Discussion series is here! Be sure to check the FCCMA Coaching Program website in the coming months for all the information on the new series of phone panel discussions. Go to the FCCMA website at <http://www.fccma.org/coaching/phonepanels.htm> for all the details. The first phone panel will be held Wednesday, January 23, 2008, 2 pm – 3 pm, EST, “Understanding Home Rule in Florida.” “Breaking Out of Your Comfort Zone” is the topic of the second phone panel to be held on Thursday, March 13, 2008, 3 pm – 4 pm, EST. The third phone panel will be held on Wednesday, June 25, 2008, 2 pm – 3 pm, EST, “Modeling Behavior—How to Recognize Good Role Models.” “Learning to say NO—How to Avoid Over-Commitment” is the topic of the fourth panel to be held on Thursday, August 7, 2008, 3 pm – 4 pm, EST. The fifth phone panel will be held on Wednesday, September 20, 2008, 2 pm – 3 pm, EST, “Networking—How to Build and Maintain Your Network.” “Transitions—Changing Jobs, Changing Careers” is the topic of the last phone panel for 2008 which will be held on Thursday, November 13, 2008, 3 pm – 4 pm, EST.

Coaching Subscription

With the dissolution of the Florida City and County Management Foundation, please consider a subscription to our Coaching Program. Budgets have been tightened and this is a great way for everyone in your city or county to participate. The cost of a subscription is only \$50 a year per city/county, and purchasing one subscription from your jurisdiction will help subsidize this great program. If your city/county can help, please send in your check to FCCMA today.

MIT News and Update

Listed here are the current members-in-transition. **Bruce Behrens**, former manager of Minneola, bbehrens@cfl.rr.com; **Mitchell Bobowski**, mbobowski@yahoo.com; **Pamela Brangaccio**, former administrator of Broward County, pbrangaccio@tampabay.rr.com; **Joe DeLegge**, former manager of Bartow, jdelegge@gmail.com; **Jim Gallagher**, former manager of Dundee, jgallagher27@tampabay.rr.com; **Charity Good**, former manager of North Bay Village, good2821@aol.com; **Stella Heath**, former assistant manager of Frostproof, 863.639.2178; **Tom Moffses, Sr.**, former manager of Madison, moffsesr@gmail.com; **Katrina Powell**, former manager of Fort Meade, ktpowell68@aol.com; and **Susan Ashley Stanton**, former manager of Largo, 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. **Scott Andrews**, student, Strayer University, student; **Michael S. Levinson**, city manager, Coral Springs, full; **Nancy G. McCollum**, city manager, Belleair Beach, associate; **Stacy Rundle**, assistant to the city manager, Palm Beach Gardens, full; Edward L. Sealover, county coordinator, Nassau County, associate; **Kim A. Worley**, city manager, Waldo, full.

Positions

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

Housing Director – Highlands County - BA in urban or city planning, economics, public administration or closely related field with three (3) yrs progressively responsible management experience in neighborhood improvement, affordable housing or community development. A Masters' degree in one of the specified fields with one (1) yr professional experience is acceptable. Must possess a valid FL DL while employed. \$ 47.5K– \$74K, DOQ. Closes: 11/30/07. Apply at Highlands County BCC, 600 S. Commerce Ave., Sebring, FL 33871, or download application at www.hcbcc.net and mail Attn: HR. DFWP/EOE/Vet Pref.

Assistant City Manager – Lake City - The City of Lake City is a small town located in north central Florida midway between Jacksonville and Tallahassee approximately 45 miles north of Gainesville, just off I-75 and south of I-10. The City of Lake City is accepting applications for **Assistant City Manager**. This is administrative and technical management work requiring independent judgment and a high degree of responsibility in assisting the City Manager in performing functions and activities necessary for the effective operation of the City. This individual acts as City Manager in absence of City Manager. This position has the responsibility for coordinating and supervising the activities of assigned departments of Recreation, Community Planning and Economic Development, Growth Management and the City's airport. The Assistant City Manager coordinates, assigns, and directs the overall activities of assigned City Departments and serves as a liaison between departments and the City Manager; attends regular and special meetings of the City Council as directed by the City Manager; assists in the annual budgets as required; and administers performance evaluations of department directors under his/her supervision. Graduation from an accredited college or university with Bachelor's Degree in Business Administration or field related to area of supervision, eight years experience in field related to the departments which are supervised by this position or any equivalent combination of education, training, and experience.. Valid FL Driver's License and Drug Screen required. A detailed job description and application may be obtained and submitted at the City Hall, 1st Floor Receptionist, 205 N Marion Avenue, Lake City, FL, 32055. For a complete listing of our current openings and electronic application, please visit our website at www.lcfla.com. **OPEN UNTIL FILLED**. The City of Lake City is an EEO/AA/ADA/VP employer.

Downtown Redevelopment Manager – Lake City - The City of Lake City is a small town located in north central Florida midway between Jacksonville and Tallahassee approximately 45 miles north of Gainesville, just off I-75 and south of I-10. The City of Lake City is accepting applications for the position of **DOWNTOWN REDEVELOPMENT MANAGER** for the City of Lake City. This is responsible managerial, supervisory and marketing work coordinating the City's Community Redevelopment efforts, its program and activities. The Downtown Redevelopment Manager reports to the Assistant City Manager and is the main point of contact for downtown development. Position provides planning, management and administrative direction for division services and programs to include new retail and restaurant establishments, commercial and residential development, and events to Downtown Lake City. The overall goal is to market Downtown as a great residential and commercial environment; develop excitement about the changes; and promote events and activities that will generate growth while strategically marketing the Downtown area as a great

place to live, work, play and development projects. The successful candidate will have graduated from an accredited four year college or university with major course work in public or business administration, marketing, planning, or a closely related field; four years of professional level experience managing a Redevelopment, Main Street, or Downtown Business Improvement District, or similar program or any equivalent combination of education, training, and experience. The candidate must possess a valid Florida Driver's License and will be required to pass a pre-employment physical and drug screen. A detailed job description and application may be obtained and submitted at the City Hall, 1st Floor Receptionist, 205 N Marion Avenue, Lake City, FL, 32055. For a complete listing of our current openings and electronic application, please visit our website at www.lcfla.com. **OPEN UNTIL FILLED.** The City of Lake City is an EEO/AA/ADA/VP employer.

Administrative Services Manager, Police Department (Fiscal Services) – Largo - \$54,017-\$67,516. Master's Degree in Public Administration desired, but Bachelor's Degree in Public Administration, Business Administration, Accounting, Finance, Economics, and/or a related discipline required with 4 years experience as a Management or Budget Analyst with current or past supervisory experience or comparable position in local government. High proficiency in spreadsheets. Having worked directly or indirectly with a police department is a plus. Valid FL Driver's License. This professional management position is responsible for the planning, organizing, directing, and supervision of subordinate personnel for an admin services program for the Police Department. Work includes accountability for major departmental activities including fiscal administration, budget management (\$20M), contracts for services, purchasing, personnel support functions (over 200 FTEs), and capital projects coordination. If interested please complete an application for employment and return it with or without a resume to the City of Largo at the following address (please do not send resumes without an employment application): City of Largo Human Resources, P.O. Box 296, Largo, FL 33779-0296. You can also FAX your application materials to (727) 587-6782 or by e-mail to resume@largo.com. Applications are available as www.largo.com, for questions call Jodi Marra 727-587-6716 ext. 7703.

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. Our employment application is available for print out at www.ci.madeira-beach.fl.us. All applications will become public documents under Florida Law. Position open until filled. EOE/DFWP/V/M/F

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. 2nd Avenue, Miami Shores, FL 33138 or e-mail to: estepb@miamishoresvillage.com. EOE

Planning, Zoning & Economic Development Director - City of Plantation - \$80,153 - \$120,229 DOQ. Directs staff in administration & enforcement of laws & ordinances applicable to all of planning, zoning & economic development. Bachelor's in City Planning, Civil Engineering, Public Administration, Urban Studies, or related field; Master's in Planning is preferable; 5 years exp. in City Planning with a local government - population over 70K; or equivalent education, experience & training may be considered. Apply at: City of Plantation, Department of Human Resources, 400 NW 73 Avenue, Plantation, FL 33317 www.plantation.org. EOE/M/F/V/D/DFWP

Management and Budget Director – Sunrise - City of Sunrise, (pop. 90,000) located just west of Fort Lauderdale, Florida, is the site of the Bank Atlantic Center, a 20,000+ seat arena, the home of NHL's Florida Panthers; and Sawgrass Mills Mall, the largest shopping mall in the southeastern U.S.; as well as home to a growing number of corporate headquarters. The Central Services Dept. is recruiting for: Management & Budget Director \$76,455 - \$105,394 (Negotiable depending on qualifications) This is highly responsible admin. supervisory work in developing & implementing the City's annual operating budget & the preparation of the Five-Year Capital Improvement Program. Req's: Bachelor's degree, from an accredited college or university, in Accounting, Finance, Business Administration or Public Administration. Master's degree is desirable. Five (5) years of progressively responsible experience working in a central budget office in the preparation and implementation of City or Countrywide budgets. Should be familiar with productivity analysis and Federal, State and Local laws as they relate to budget preparation and fiscal planning. Two (2) years of supervisory experience required. Excellent benefit package. The City also offers an excellent pension plan with vesting upon 5 yrs. of service, tuition reimbursement, vacation days, 12 sick days & 13 paid holidays. The position is open until filled. PROOF OF EDUCATION IS REQUIRED. Applications may be obtained (9-5) Mon-Fri at the Personnel Dept. 1300 Sawgrass Corp. Pkwy, Ste.100 Sunrise, FL 33323 (or download the application at our website: <<<<<<http://www.sunrisefl.gov/>>>>>) DFWP M/F/D/V EOE

Community Association Manager – Great Outdoors, Titusville – This position is for a 1500 property community, located on 1100 acres in North Brevard County, Fl. Five years of small city management experience required or equivalent military/civilian experience, with confirmed ability to manage 55 person maintenance/office staff, 8 direct

reports. Must acquire Community Association Manager License in Florida (within 3 months of hire). Duties include management of community properties, buildings, roads, grounds, park security patrol, potable water system, waste water treatment plant, irrigation system, storm water retention system, 2 swimming pools, fitness center, and tennis courts. Must have excellent management skills, good written and verbal skills and a solid understanding of budgeting and financial controls; approximately \$3 million budget. Good interpersonal skills important. Apply immediately by sending cover letter, resume and references to Lynn Jacobs, 145 Plantation Drive, Titusville, FL 32780.

Director of Environmental & Engineering Services/Emergency Management

Director – Wellington – Salary: \$87,817.60 - \$139,443.20/yr plus excellent benefits. Minimum requirements: Oversees and provides comprehensive direction of engineering, Public Works, Utilities, Solid Waste and Environmental services to include all professional municipal engineering services related to land development, roadway design, construction, drainage, and contract administration. Performs plat, plan and application review from an engineering perspective, and coordinates and performs contract administration for capital improvement and other projects. Prepares and presents professional reports and recommendations for all listed functions in public and internal forums. Provides general engineering consultation to staff on engineering/construction projects. Serves as Village Engineer to one dependent district (ACME Improvement district) and one independent district (Pine Tree water control district). Serves as the Emergency Management Director in the event of an emergency. Oversees and provides direction for the Village's Emergency Operations Center. Develops coordination of all operational resources available to respond and recover from the effects of disasters and provide continuity of operations. Work includes implementation and management of systems, procedures, and policies. Ensures compliance with county, state and federal rules and regulations pertaining to emergency management, homeland security, NIMS, etc. Manages FEMA reimbursement process. Minimum requirements: Registered Professional Engineer. Bachelor's degree in Civil Engineering or related; supplemented by five to seven year civil engineering experience in land development, roadway design, construction, drainage and contract administration, including experience with governmental entities and the National Pollution and Discharge Elimination System (NPDES). Three to five years progressively responsible experience in emergency management is also required. Meet NIMS training requirement for Incident Commander. To Apply: Interested candidates can apply online at www.ci.wellington.fl.us or by Fax: (561) 791-4045 or you can submit a resume or application in person to the Employment Services office, Village of Wellington, 14000 Greenbriar Boulevard, Wellington, FL 33414. Phone: (561) 791-4151. The Village of Wellington, population approximately 50,000, is a municipality in West-Central Palm Beach County, providing services to a primarily residential community. The Village of Wellington is a Smoke/Drug Free Workplace. Equal Opportunity Employer/Veteran's Preference.

Finance Director – Garden City, GA - Garden City, Georgia is accepting applications for a Finance Director. The Finance Director works under the supervision of the City Administrator and is responsible for the management of the Finance Department and the overall direction of the financial and budgetary activities of the City. Prepares and administers an annual operating and capital budget of approximately \$10 million. Supervises five positions including an Assistant Finance Director, City Accountant, Utility Billing Clerk, Accounts Receivable Clerk and an Accounts Payable Clerk. Education and experience equivalent to a Bachelor's degree in accounting, finance, economics, business administration, or closely related field, supplemented by at least four

years progressively responsible financial management experience preferably to include governmental accounting, with two years in a responsible supervisory capacity; or an equivalent combination of training and experience. Salary 45 to 60K, DOQ/E. Download Application from www.gardencityga.org. Send resume, cover letter with salary history and completed application with references to Dixon Hughes PLLC, Attn: Judy Cox, 1620 Asheville Highway, Hendersonville, NC 28791. Refer to the Job Description (City website) for details of responsibilities, knowledge and skills required. Job Closes November 30, 2007.

Dates to Remember:

February 7-8 – Winter Institute

May 28-31 – FCCMA Annual Conference, Marco Island