



The

MANAGER

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

November 2010

Vol. 32, No. 11

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Talk Amidst the Membership

By Lynn Tipton, Executive Director

It was good to see some Florida faces in San Jose! Congratulations to the newest Southeast Region Vice President, Lee Feldman, city manager of Palm Bay, Florida. This was a somber conference: in light of tough economic times; it was also very serious as I heard more about the Bell, California issue than anything else. Most of the comments about this crisis centered on three subjects: what ICMA will adopt in the way of compensation guidelines; what elected officials are saying about the Bell situation; and what other backlash has come about from the Bell situation.

The first point was somewhat addressed by ICMA officers at the conference who announced that compensation guidelines were adopted by the Executive Board, but no details have been shared as this newsletter goes to print. Most of you know that California's Assembly has already taken action on open meetings legislation for contracts/hiring; we already have this in Florida. I am very curious to see the guidelines and believe they will be helpful for questions we get in Florida related to length on contract (for example: can a city tie the hands of a future council in a contract?) and the issue of severance.

The second point included many ICMA members quoting their elected officials, and quoting editorials (like the *U.S. News and World Report* piece from October). The comments, of course, ranged from anger to disgust, from disbelief to wanting assurance that it couldn't happen 'here;' and was usually followed by requests for increased transparency policies within that government. Some of my international colleagues were especially good at expressing their dismay about the black eye this gives to the profession – and when you are in a country where there have been decades of struggle to simply get the council-manager and commission-manager form of government considered – the conversation takes on a much more desperate tone. In fact, the international comments were the most aggrieved that I heard at the conference.

The third point: attorneys in Tennessee argued last month in more than one situation that manager employment contracts were ‘non-enforceable’ – this will certainly bear watching for all members. I also heard several state associations talk about additional ethics training needs, and the need for model contract assistance and better salary/benefit surveys to assist with salary/benefit knowledge among local governments. And, as I said last month, with the public sector having edged out the private sector in earnings during this tough economy, the number of articles about high pay at the local government level, and high levels of pensions, benefits and related compensation continues to increase.

The county managers have a roundtable at the Florida Association of Counties’ legislative conference on 11/18 and I am very anxious to hear if this issue resonates as loudly among our members as it did in California. I know I’ll see a few city members at the Florida League of Cities’ legislative conference this week, too – more on this subject as it continues.

FCCMA 2011 Winter Institute

The Winter Institute is being brought to you by the [Florida City and County Management Association](#) in partnership with the [Alliance for Innovation](#). This year's event will focus on generating the BIG Ideas needed in the state of Florida to meet the challenges of tomorrow’s future.

FCCMA combines the Institute’s intense learning environment with the Alliance for Innovation’s national BIG Ideas meeting model. Working with a facilitator, attendees will listen to panelists, have small and large group discussions, then be called upon to analyze the changes that are occurring in our society, articulate critical issues for Florida, and identify the innovations needed to address those issues.

Discussions on the following topics will be led by:

- Placemaking by Dr. Rich Luker, author of “Simple Community.”
- The Future Structure of Florida Local Governments by Dr. Lance deHaven-Smith, Professor, Reubin O’D. Askew School of Public Administration at Florida State University.
- Natural and Energy Related Resources by Dr. Rick Feiock, Professor and Director of Florida State University’s Sustainable Energy and Governance Center.
- Financing the Future of Local Government by Bob Inzer, Clerk of the Court, Leon County and FGFOA Past President.

The cost for this event is \$200 for FCCMA Full Members and \$275 for nonmembers. The Winter Institute is capped at 90. Registration is available on a first-come, first-serve basis. It will be held at the Orlando Marriott Lake Mary at the room rate of \$125. The hotel reservation deadline is **January 3, 2011**. If you have any questions, contact Lynn Lovallo at llovallo@flcities.com.

TLG/FCCMA Conference

June 1 – 3, Clearwater Beach

The conference plans are meshing nicely, and we are sure you will be pleased with the quality of the case study presentations, solution sessions, special workshops, tours and events. The information is updated regularly on the two organizations' websites: <http://www.fccma.org> or <http://www.transformgov.org>. Two of the three keynote speakers have been selected. Dr. Rich Luker will be the opening keynoter and Dave Sanderson will be the closer. Check the web site for more information on each.

The ever-popular So You Want To Be A City/County Manager will be held on Friday, June 3 from 8:30 a.m. to 5:30 p.m. This free event is targeted to government employees who may aspire to be a city/county manager in the future and to students. It is an interactive session with lots of questions and answers. The day includes lunch with the FCCMA attendees, and pre-registration is required.

The FCCMA Awards Lunch/Business meeting will be Friday, June 3 at the Sand Pearl Hotel.

Please plan on joining your colleagues for a fact-filled conference. Bring a team of your employees and take advantage of the discounted rate. Bring the family along to enjoy Clearwater Beach; children can attend for free.

November Member Profile

By Jason Nunemaker, City Manager, Fellsmere

The path to city management for Al Minner started forty years ago in the mostly rural unincorporated town of Comus, Maryland. This small town atmosphere carried over to high school in Poolsville where Al's graduating class consisted of eighty five students. Growing up Al was heavily influenced by his father's diverse interests including construction, farming, and flying.

Higher education consisted of a Bachelor of Science from Frostburg State University and a Masters in Public Administration from Shippensburg University. An internship in between degrees with Congressman Sunquist's office demonstrated a disconnect between Washington and the local environment that led Al to appreciate the ability to connect with and effect change in municipal governance. This internship would prove valuable in later steering Al's interest towards city management.

Al's interest in city management solidified during his coursework at Shippensburg. After entertaining a variety of interests from architecture to law it was in city management that he found he could pursue myriad interests in a career that would never bore him.

A paucity of municipal opportunities in Maryland led Al to Vandalia, Missouri for his first position in local government as the Assistant to the City Administrator in 1995. Two years later Al would be hired as the Vandalia's City Administrator. It was in Vandalia that Al was first influenced by a series of mentors that would help shape his career.

Al came to Florida via Vandalia in 1999 to manage the City of Fort Meade. It was in Fort Meade that Al met the greatest challenge of his career, the 2004 hurricane season. The City rose to the occasion as evidenced by the removal of over 120,000 cubic yards of debris from the five square mile community. Al reflects back on the experience as a highlight in his career. He notes the complacency that unfortunately is revisiting us as we face the end of this hurricane season.

Al transitioned to his present position in the City of Sebastian in 2005. In the past five years he has dealt with the boom and bust cycles of the Florida real estate market. The City's fiscally conservative nature has allowed it to weather both without dire impact.

Regarding his philosophy towards city management Al avoids rigidity and adopts his style to the needs of his Council. Al indicated openness to power sharing along the lines of what James Svava has outlined in his writings. He also underscores the need to embrace transparency in governance.

Asked what his advice is for those looking to enter the profession Al advises that the first manager position is the hardest to get. One has to be willing to go where the job is and sacrifice for that first position.

Through the course of his career Al has made time to raise a family with his lovely wife Kris. They have two girls, Madeline(9) and Cecelia(6), and the most recent addition Fred (9 months).

Request for Information on Nuisance Abatement Board

The City of St. Pete Beach is considering implementing a Nuisance Abatement Board and would appreciate your input. What is the most common complaint of residents and or businesses brought before the board? Has the board been successful in negotiating between residents' concerns and nuisances as defined by the State of Florida? Do you consider the board to be an asset to your community? Please add any comments or advice you feel would be beneficial. Please send your information to Deborah Schechner, Resident, St. Pete Beach at paxsez1@tampabay.rr.com.

2010-2011 FCCMA District Trainings

The following districts have confirmed dates and places for their district trainings. The cost for the district trainings is \$35 for half-day and \$50 for full-day. Please save these dates.

District III—December 9, 2010, Longwood
Energy Sustainability Symposium—December 10, 2010, Tallahassee
District VII—January 21, 2011, Gainesville
District VII—February 18, 2011, Tampa
District V—February 28, 2011, Dade/Broward Site TBD
District VI—March 10, 2011, SW Florida
District IV—March 11, 2011, Jupiter
District III—March 17, 2011, Kissimmee

“Financial Forecasting for Florida Local Governments: A Template for the Next Five Years” is the topic of the District III Training on December 9 from 9:00 a.m. – 1:00 p.m. in Longwood. Financial planning and forecasting may be the biggest challenge facing Florida local governments today. Even the most adept administrator is struggling with how best to prepare his/her agency for the future. Randy Singh, Orange County of Management and Budget, and Paul Wunderlich, Director of Finance and Accounting for the Orange County Comptroller’s Office, will identify the key numbers in a CAFR that you must be considering and offer a template on what each city should be doing during these challenging times to successfully prepare a financial plan over the next five years. This training will also be held in Gainesville on January 21 from 9:00 a.m. – 1:00 p.m., and in Tampa on February 18 from 9:00 a.m. - 1:00 p.m.

The Florida State University Centers for Sustainable Energy Governance and Florida Local Government Excellence are working with the Florida City and County Management Association (FCCMA), the Florida League of Cities (FLC), the Florida Association of Counties (FAC), and the John Scott Dailey Florida Institute of Government (IOG) to offer a one day symposium on "Energy Efficiency and Sustainability: Barriers and Best Practices for Local Governments." It will be held on December 10 from 9:00 a.m. – 4:30 p.m. at the Innovation Park in Tallahassee.

This symposium will also serve as another FCCMA District Training session. Representatives from the U.S. Department of Energy, Enterprise Florida, and Private Sector Firms as well as Academicians and Local Government Practitioners will be making presentations specifically targeting Florida local governments. Don't miss this opportunity to participate in this comprehensive one day symposium!

For information on all the district trainings, email Carol Russell at crussell@flcities.com.

FCCMA Members-in-Transition

The following FCCMA members are currently in transition. Please take a minute to show your support by either emailing or phoning the MITs in your district. A phone call or an email can go a long way to help someone who is temporarily out of work.

You can also help if you have any job opportunities available in which one of our MITs may be qualified. With the current technology, the project could even be done from the MIT’s home. FCCMA staff has many of their resumes. Please contact Carol Russell at crussell@flcities.com if you need a current resume for one of our MITs.

Also, please keep your FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email Lynn Lovallo at llovallo@flcities.com or Carol Russell at crussell@flcities.com.

Roger Baltz

District VI

Former Manager of Charlotte County

(941) 743-2873

Rlbaltz60@hotmail.com

Barbara Barnes-Buchanan
District VI
Former Assistant City Manager of Bonita Springs
(239) 495-1926 (Home)
(239) 405-5280 (Cell)
b_barnesb@yahoo.com

Susan Boyer
District VIII
Former Manager of Crystal River
(352) 753-3392
sboyerhwood@aol.com

***Matthew D. Brock**
District III
Former Manager of Grant-Valkaria
(321) 507-5096
Mattbrock42@hotmail.com

Cory Carrier-Penton
District VIII
Former Manager of Polk City
corypenton@centurylink.net

James F. "Jim" Coleman
District VIII
Former Manager of Williston
(352) 750-5644
jfc Coleman@embarqmail.com

Steven S. Crowell
District VI
Former Manager of North Port
(941) 429-5050
unrivaled@verizon.net

Kathleen Dailey Weiser
District VI
Former Assistant Manager of Punta Gorda
(941) 875-4195
Blueeyes523@hotmail.com

Kenneth Fields
District VI
Former Manager of Islamorada
(954) 610-6672
krfields@bellsouth.net

Richard Giroux
District VI
Former Manager of Wauchula
(863) 773-4863
Giroux61@hotmail.com

***Cynthia Hall**
District VIII
Former Manager of Lake County
(352) 589-1830
Hallcindy12@yahoo.com

Laura Hannah
District IV
Former Assistant Manager of Lake Worth
thedualgirl@gmail.com

Agatha Muse-Salters
District I
Former Manager of Midway
(850) 545-3092
museag@hotmail.com

Frederick C. Nutt
District VII
Former Division Director of Hillsborough County
(813) 792-7811
Fred_libby@msn.com

Richard Reade
District III
Former Manager of Port Richey

Markae Rupp
District VIII
Former Administrator of Arcadia
(321) 258-5783
recmngt@yahoo.com

***William R. Whitson**

Former City Manager of East Ridge, Tn.

Home: (423) 521-3942

Cell: (386) 846-0687

wwwhitson@aol.com

Oel Wingo

District II

Former City Manager of Holly Hill

(386) 299-8755

O_wingo@yahoo.com

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. **Kristi Caravella**, District V, Assistant Town Administrator, Davie, full member; **Common Areas Maintenance**, District IV, Corporate Member; **James O'Reilly**, District VII, City Manager, Gulfport, full member; **Theodore Selby**, District II, County Manager, Nassau County, full member; and **Roslyn Weisblum**, District V, Acting City Manager, North Miami Beach, full member.

Positions

Tourist Development Director — Charlotte County, Florida — *Join Charlotte County's team!* Located on the gulf coast of Florida, with a population of over 150,000, Charlotte County is spring training home to the Tampa Bay Rays and home to their A-Advanced affiliate, the Charlotte Stone Crabs. The county has one incorporated city in an area of over 600 square miles. Charlotte County is a great place to live, work and play, with a pristine harbor, beautiful beaches and much conservation land. Redfish and tarpon fishing are tradition. The director is responsible for coordinating a countywide program of tourism promotion and development for Charlotte County's tourism industry and implementing its national and international marketing, advertising and public relations programs. It is also incumbent upon the director to take the lead in creating diversity of product to enhance year-round tourism activity i.e. sports, events, film and niche market development. In a leadership capacity, the director must have a thorough knowledge of bureau staffing, operations, and budget management as well as the experience to implement policies, operations and program development plans. The director must be skilled in agency management and have the ability to integrate all tourism marketing disciplines including advertising, media, public relations and meetings outreach development. The position requires the ability to represent the County and coordinate efforts with local, regional, and statewide organizations including County entities such as the Board of County Commissioners and Tourist Development Council, intra-government departments and numerous private sector organizations. The director must have a comprehensive knowledge and awareness of tourism issues from national, statewide, regional and local perspectives. Maintaining a high profile presence within the Florida tourism industry, is critical to ensuring that Charlotte Harbor & the Gulf Islands stays top of mind and benefits from such recognition. Applicant should have a Bachelor's degree in marketing, business administration, communications or a related field, and at least eight (8) years of experience in tourism and travel development or a related field, including six (6) or more years in an administrative or supervisory capacity, or an equivalent combination of training, education and experience. CDME accreditation highly recommended. Knowledge of Florida tourism industry preferred. Authorized hiring range for the position is \$69,097 to \$103,625, DOQ. The County offers an attractive benefits package. Apply on-line to Charlotte County

Human Resources, at www.charlottecountyfl.com. Click on Employment to set up an account and apply. *Charlotte County is an equal opportunity employer. Minorities and women are strongly encouraged to apply. Charlotte County is a drug-free work place.*

Senior G.I.S. Programmer Systems Analyst — Lake County — Salary: \$55,244 – \$88,379 annually. The Lake County Board of County Commissioners is seeking candidates for the position of Senior G.I.S. Programmer Systems Analyst. The position performs professional and technical work in the coordination and management of the County’s Geographic Information Systems (GIS) software application programs and related systems with primary responsibility for the management of the SDE Geodatabase system. The position is responsible for managing the County Geodatabase and GIS software packages, performing GIS computer programming to develop applications to meet the business needs of clients, resolving software and hardware problems and providing professional customer service at all times. Position requires a focused problem solver with a proven background in ESRI products and GIS. Common tasks will include: Design and implementation of data layers (feature classes) within the Geodatabase; Setting up replication across multiple databases; Troubleshooting Geodatabase and other GIS software related issues; Testing new software releases as they are made available; Writing basic Python scripts for a variety of issues, most commonly scheduled maintenance tasks; Managing security of the Geodatabase; Working with ArcGIS server to maintain current map services and address locators; Originating Geospatial process improvements; Importing and mosaicking new Raster datasets; and Project management including attending meetings. Experience with ESRI ArcGIS systems including ArcCatalog and ArcMap is required. Experience with ArcGIS Server, ArcIMS, Python scripting and Citrix systems is a plus. Position would be heavily involved in the immediate time frame with upgrade from ESRI ArcGIS 9.3.1 to 10. Requires a Bachelor’s Degree in Computer Engineering, Computer Science or a related field with seven years of related experience. GIS Professional Certification is highly desired and required within on (1) year of employment. Additional information is available at www.lakecountyfl.gov.

Senior Program Specialist — Lake County — Salary: \$39,499 – \$63,190.90 annually. The Lake County Board of County Commissioners is seeking candidates for the position of Senior Program Specialist to manage the Community Development Block Grant (CDBG) Programs for the Department of Economic Development and Community Services. The position performs professional and technical work in the coordination and management of the County’s Geographic Information Systems (GIS) software application programs and related systems. The position is responsible for supervising assigned staff, managing assigned budgets/grant-funded programs, planning and implementing programs, assisting citizens and community organizations, documenting activities and performing related administrative functions. Requires a Bachelor’s Degree in community development, urban planning, public administration, social services or a closely related field with four (4) years of progressively responsible related experience. Requires a valid Florida driver’s license. May require the ability to complete National Community Development Association CDBG Practitioners’ training or Florida Housing Coalition Income Eligibility and Housing Rehabilitation training within two years of employment. Additional information is available at www.lakecountyfl.gov.

Assistant City Manager — Miami Beach, FL (90,000) — The City of Miami Beach is a full-service municipality located in Miami-Dade County and is home of “South Beach”. An island

city of 7.1 square miles that separates Biscayne Bay from the Atlantic Ocean, Miami Beach has a year-round, local population of approximately 90,000. The population can reach 300,000 depending on local happenings and time of year, which creates a unique environment. Miami Beach is a vibrant, tropical, historic community, a true “24-hour” city, which creates an unparalleled municipal management experience. The City is seeking an innovative, experienced, professional administrator to provide executive-level leadership and program direction. The Assistant City Manager analyzes, resolves, and makes recommendations concerning major issues affecting City operations. The Assistant City Manager works collaboratively with City’s executive staff/Department Directors to develop and implement policy directives; coordinates interdepartmental initiatives; oversees functional responsibilities and provides critical analysis in identifying and implementing opportunities for organizational efficiencies. **REQUIREMENTS:** Bachelor’s Degree in Public or Business Administration, or related field required; Master’s Degree preferred. At least 7 years experience in Executive/Senior Management capacity in public/business administration required, as well as a career demonstrating progressively responsible leadership positions involving broad administrative, supervisory/management experience. Prefer experience in leading technical economic development negotiations; public/private partnerships; municipal construction/public works industry; and other operational areas. Position requires highly independent and empowered individual with strong work ethic and responsible, results-oriented personality. **PROCESS:** Position open until filled. Screening will be conducted on continuous. Salary: \$137,311.20 - \$221,772.98 (DOQ). For more information and to APPLY ONLINE, visit the City’s website: <http://web.miamibeachfl.gov/hr/jobs.aspx>. EOE/AA/ADA/VET PREF

HR Director — Osceola County — Osceola County (population 270,618), Florida is seeking a Human Resources Director to direct the planning, organization, and implementation of all Human Resources and Risk Management functions for the County. Incumbent performs highly complex, managerial and strategic work with responsibility for areas including, but not necessarily limited to, recruitment, training and assessment, classification and compensation, benefits, risk management and safety, employee and labor relations, and organizational development. Employees in this classification administer functions in compliance with broad policy guidelines, regulations and collective bargaining agreements. Incumbent exercises critical judgment and considerable initiative in administering the direction of Human Resources functions, however, may confer with the County Manager in unusual Human Resources or legal matters. Minimum requirements include a Bachelor’s Degree in Human Resources or related field plus five (5) to seven (7) years progressively responsible experience in human resources work, to include two (2) to three (3) years experience in management capacity. To review the job description and apply please visit our website: www.osceola.org, only online applications are accepted. Minimum salary \$98,161.25.

Chief of Police — Quincy — Salary: \$65,000 - \$80,000. The City of Quincy, FL seeks a Police Chief who has a broad knowledge of modern police techniques, best practices in community policing, youth protection ordinance experience and the integration of telecommunications in tactical operations. Incumbent must understand concepts of administration and elements of effective supervision beyond routine duties – while serving under the direction of the City Manager. Incumbent will manage a department workforce of 26 sworn officers; and a support staff of 8 full-time and nine part-time employees. Incumbent will prepare and manage the department’s operating and capital budgets; and control expenditures of the appropriations.

Must have the ability to represent the department in labor related issues, including collective bargaining negotiations, administration of labor agreements and grievance processing. Must possess strong leadership skills and manage the day-to-day operations of the department through department senior officers. Must have a master's degree in business or public administration, criminal justice, law enforcement, criminology or related field may substitute for one year of the required sworn experience. Salary commensurate with experience. Must reside in City of Quincy. City of Quincy Population: 7,600 residences. Submit letter of application, detailed resume with salary history, work related references and City of Quincy application to: Lauren S. Wright, Director, Human Resources & Risk Manager, City of Quincy, 404 W. Jefferson Street, Quincy, FL 32351. E-mail lwright@myquincy.net. Fax 1-866-780-7910. **Position open until filled.** For a complete position, community profile and job application contact Lauren Wright. **EOE.**

Finance Director —City of Titusville Fl (45,000) — Salary \$61,280-\$98,065. Reports to the Executive Director of Support Services. \$33.4 M operating General Fund. Requires a bachelor's degree in business or Accounting + 10 years of progressively responsible experience in Finance, 5 years of which must include governmental Finance and 5 years of executive level supervisory and managerial experience. MBA or CPA preferred. Resume and cover letter to Human Resources , City of Titusville, 555 South Washington Avenue, Titusville, Fl. 32781. Open until filled. EOE

Dates to Remember:

December 9, 2010—District III, Longwood
December 10, 2010—Energy Sustainability Symposium, Tallahassee
January 21, 2011—District VII Training, Gainesville
February 2-4, 2011—FCCMA Winter Institute, Lake Mary
February 18, 2011—District VII Training, Tampa
February 28, 2011—District V, Dade/Broward Site TBD
March 10, 2011—District VI, SW Florida
March 11, 2011—District IV Training, Jupiter
March 17, 2011—District III, Kissimmee
June 1-3, 2011—FCCMA/TLG Conference, Clearwater