



# *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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**Register today for District VII Training on December 2**  
Go to [www.fccma.org](http://www.fccma.org) to register

*Happy Thanksgiving from your Executive Director. I'm thankful for all that you do for the Association. It was great to see you at the Symposium.*

## **Monthly Member Profile**

*By Michael Pleus, City Manager of DeLand, FL*

**Michael Grebosz, Assistant to the City Manager, DeLand FL**

- **FCCMA member since:**  
2006 – First conference attendance that I remember was in Marco Island where myself and a co-worker at the time were awarded the first time attendee conference scholarship from FCCMA to attend. It was a blast.
- **ICMA member since:**  
2006

- **Please describe your areas of formal/advanced education:**  
 BA in Management (2005) and MBA in Business Administration (2007). Both degrees are from Stetson University...Fear the Hat!
- **What got you interested in public service?**  
 Interestingly enough, getting an internship through the career department at Stetson University at the City of DeLand was what sparked my interest in local government. I worked unpaid for a summer. Then, I became a paid intern in the fall and from that point on I never left. City government is appealing to me because your job is never really the same from day to day and you are constantly trying to problem solve and make positive changes for your community.
- **Current occupation:**  
 Assistant to the City Manager, DeLand
- **Brief job description:**  
 I have my hand in many administrative duties such as performance metrics, contract administration, CRA administration, leases, special event permitting, green/sustainability initiatives, student government academy administration, and many other duties as assigned.
- **Describe your typical day:**  
 Get into the office and check my voicemails and emails. Then, I try to start the work of the day that I have scheduled on my outlook calendar. I usually end up dealing with several unplanned projects to juggle throughout the week; such is the nature of the position.
- **Favorite part of the job:**  
 My favorite part of the job is learning all that I can from my City Manager (Mr. Michael Pleus) and the city's department heads.

Additionally, I enjoy helping customers and citizens achieve their objectives.
- **Least favorite part of the job:**  
 I administer the cleaning service contract and pest control contracts for the entire city and from the few years that I have spent administering these two contracts, I can firmly say that you will never satisfy everyone – no matter what you do or how fast you get it done for cleaning service and pest control.
- **Most memorable experience on the job so far:**  
 Participating in the planning and execution of the city's 125<sup>th</sup> anniversary celebration/city hall grand opening. It was an amazing event that really shows what makes DeLand a special place.
- **Hobbies and interests:**  
 Golf and Technology.

- **Family details:**

Married to my wife, Nicole. We will be celebrating our 5 year anniversary in June. We have a son on the way and he should be making his debut around Christmas or New Year's! I also have one dog that we rescued from the local humane society along with two cats.

- **If you could give one piece of advice to young people interested in a career in public service, what would it be?**

Give local government a shot when you are looking for an internship in school. Professional local government management never crossed my mind while in school, and I am glad I was able to try it out and find a career that was appealing to me. I am working on an FCCMA subcommittee right now whose purpose is to market local government as a career choice for college students, and I hope this will make a difference in someone's life as it has for mine.

- **Who were your mentors?**

Michael Pleus, City Manager for DeLand

Michael has taught me everything I know about professional management and continues everyday to help me grow toward my goal of becoming a city manager.

Mark Hayward, HR Director for DeLand

Mark was the person who selected me for the internship to start me on my journey in local government and I will always remember him taking that leap of faith and selecting me for the position.

Mayor Robert Apgar of DeLand

In my opinion, Mayor Apgar is the model of what a great elected official should be. He knows the pulse of the community and knows how to gain consensus from community leaders and his fellow Commissioners to move the community forward. He understands and champions his role as policy maker.

- **Have you always been in the public sector or have you had experience in the private sector?**

I have been in the public sector for my entire professional career. Besides the few college and high school odds and ends jobs, the City of DeLand has been my only employer.

- **What career would you pick if you were to pick another?**

Professional golfer.

## **FCCMA 2011-2012 District Trainings**

District VII will hold its training on December 2, 2011. The theme is "Career Transition and Resources for City and County." DBM, a leader in career transition and talent development solutions, will address career transition expectations and resources for local government managers, including specific skill sets, individual career development and sustainability in today's changing work environment. Participants will revisit why they chose a public sector

career and why they remain in the local government management profession. This will be an interactive, participatory session for managers at all career points, including managers in transition, managers maintaining positions and managers approaching retirement. DBM will address proactive measures that local government managers should be taking for career success and offer practical guidance on local government management contracts and benefit considerations. This same session will also be held on February 24 in District IV.

It will be held from 12:00 p.m. – 3:30 p.m. at the Hillsborough County Children’s Services, 3110 Clay Mangum Lane in Tampa. The cost is \$35 and includes lunch.

Here is this schedule for the district trainings which will be held this year. Florida’s Legislative Process: Working Together for the Betterment of Local Government in 2012 has been scheduled for District II (December 2, 2011) and District I (January 6, 2012). District VII (March 9, 2012) and District V will hold their training sessions on Leadership in Local Government. District VI will feature Cities and Counties Working Together to Provide Services on March 2, 2012 and District III will feature Bridging the Gap Between Council/Manager Relations on March 23, 2012. The complete FCCMA training calendar has been posted at [www.fccma.org](http://www.fccma.org) with time, date, topic and location.

Registration forms will be posted online as soon as they are available. For any questions, contact Carol Russell at (850) 222-9684 or [crussell@flicities.com](mailto:crussell@flicities.com).

## **2011 FCCMA Webinars**

The Professional Training and Development Committee has set the webinar dates through the end of the program year. **All webinars are free.**

**January 20, 2012—Legislative Issues Facing Local Governments in the Legislature.**

**March 22, 2012—Budgeting Pension Changes for Local Governments: Basics and Alternatives.**

**May 18, 2012—Pension Changes for Local Government.**

More information will be available in upcoming newsletters.

To access the webinar, go to <http://florida.acrobat.com/coaching>. Select the radio button next to the “Enter as a Guest.” Dial-in: 1-877-685-5350 and the passcode is 461944.

## **Florida Ethics Conference**

**Hotel reservations deadline has been extended to Friday, November 18.**

The John Scott Dailey Florida Institute of Government in partnership with the Florida League of Cities, Florida Association of Counties, Florida Association of City Clerks, FCCMA, the Center for Florida Local Government Excellence, Florida Press Association and the Florida Local Government Information Systems Association will hold the 2011 Florida Ethics Conference December 8-9, 2011 at the Lake Mary Marriott. This education seminar is designed for state,

regional and local government officials, employees, attorneys and entities that work consistently with government in Florida.

The 2011 Florida Ethics Conference will feature leading government, litigation and technology experts. A conference registration fee of \$229 covers all materials, two breakfasts, one lunch and three mid-session breaks. For more information contact Christy Shell at [cshell@iog.fsu.edu](mailto:cshell@iog.fsu.edu).

## **FCCMA 2012 Winter Institute**

Brochures have been sent to all FCCMA full members. The event is also posted on the FCCMA website. For complete details, go to [www.fccma.org](http://www.fccma.org). The registration for the Winter Institute is limited. Please register today to make sure you have a spot. The Winter Institute will be opened to all members on December 1 if space allows. For more information, contact Lynn Lovallo at [llovallo@flicities.com](mailto:llovallo@flicities.com) or (850) 222-9684.

## **The Value of Public Service Manager's Forum**

The Alliance is pleased to invite members of FCCMA to join us for our upcoming Manager's Forum webinar on November 30, 2011 on the Value of Public Service. This webinar will be led by Randy Reid and will feature an interview style conversation with several local government professionals who represent diverse perspectives on the profession. They include:

- A Leader's Response to Tough Times for Public Servants – Katy Simon, County Manager, Washoe County, NV
- How Military Service Translates to Local Government – Bill Horne, City Manager, Clearwater, FL
- Reshaping the Local Government Organization – Kevin Bruny, Chief Learning Officer, Chesterfield County, VA
- The Future of Public Service: A Look Through the Millennials Looking Glass – Daniel Ortiz-Hernandez, Management Analyst, Casa Grande, AZ

**This event is being offered free of charge to FCCMA members.** For further information contact Tracy Miller at [tmiller@transformgov.org](mailto:tmiller@transformgov.org).

Join us as we say thank you to those local government professionals that make a difference every day!

Register Now - November 30, 2011. When registering, make sure to indicate your Alliance Affiliate Organization.

This is a LIVE Webinar event. Webinar Times: 1:00PM ET – 2:00PM ET, 12:00PM CT – 1:00PM CT, 11:00AM MT – 12:00AM MT, 10:00 AM PT – 11:00AM PT. (Note: Arizona local air time is 11:00AM – 12:00AM)

## **Florida League of Cities New Research and Resources Library**

Did you know that in FY 2009-10 municipalities in Florida eliminated 1,987 full-time positions and 427 part-time positions totaling more than 2,400 local government layoffs? This statistic and

countless others are available online at the new Florida League of Cities free Research and Resources Library located online at [www.floridaleagueofcities.com/ResearchMaterial.aspx](http://www.floridaleagueofcities.com/ResearchMaterial.aspx). Obtaining specific, customized information about city governments is easier than ever!

This valuable tool offers a variety of qualitative and quantitative resources for municipalities in the State of Florida. The Research and Resources Library includes different innovative features such as information obtained from the first CityStats Survey. More than 80 percent of municipalities participated in the survey, and the results formulated individual city profiles and also helped calculate cumulative findings.

The site also includes an inventive Find a Peer City search tool to easily identify cities with similar characteristics and functions. The library also offers resources on current topics such as civic education, economic development and ethics. This database of research reports, best practices and city statistics is a comprehensive resource on municipal governance, services and projects in Florida.

To learn more about the Research and Resources Library and watch a two-minute video, visit <http://www.youtube.com/watch?v=2E6DPEeyOk0&feature=youtu.be>. For more information, contact Monica Beyrouiti at (850) 222-9684 or [mbeyrouiti@flcities.com](mailto:mbeyrouiti@flcities.com).

## **6<sup>th</sup> Annual UCF Public Administration Research Conference**

On March 30, 2012 the School of Public Administration will host its 6th Annual Public Administration Research Conference. The subject is Community Resiliency and Sustainability Current trends in Public Service. Joyce Shanahan will be the keynote speaker.

UCF is currently soliciting proposals for papers to be presented at the conference and would be very interested in having managers and staff present proposal on the subjects of importance. The proposals are due January 13, 2012. For more information, contact Dr. Claire Knox at [Claire.knox@ucf.edu](mailto:Claire.knox@ucf.edu) or (407) 823-0153.

## **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](mailto: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](mailto:llovallo@flcities.com) or Carol Russell at [crussell@flcities.com](mailto:crussell@flcities.com).

**Larry Arnold**  
District VII  
Former Executive Director-  
Community Services of Sarasota County  
(941) 840-4223  
[larnoldz@gmail.com](mailto:larnoldz@gmail.com)

**Bruce Behrens**  
District VI  
Former Manager of Avon Park  
(407) 405-1973  
[Bruce.behrens@yahoo.com](mailto:Bruce.behrens@yahoo.com)

**Matthew D. Brock**  
District III  
Former Manager of Polk City  
(321) 507-5096  
[Matt-brock11@hotmail.com](mailto:Matt-brock11@hotmail.com)

**Cory Carrier-Penton**  
District VIII  
Former Manager of Polk City  
[corypenton@centurylink.net](mailto:corypenton@centurylink.net)

**Kenneth Fields**  
District VI  
Former Manager of Islamorada  
(954) 610-6672  
[krfields@bellsouth.net](mailto:krfields@bellsouth.net)

**Richard Giroux**  
Former Manager of Wauchula  
(863) 773-4863  
[Giroux61@hotmail.com](mailto:Giroux61@hotmail.com)

**Laura Hannah**  
District IV  
Former Assistant Manager of Lake Worth  
[thedualgirl@gmail.com](mailto:thedualgirl@gmail.com)

**Frederick C. Nutt**  
District VII  
Former Division Director of Hillsborough  
County  
(813) 792-7811  
[Fred\\_libby@msn.com](mailto:Fred_libby@msn.com)

**Richard Reade**  
District IV  
Former Manager of Port Richey

**Markae Rupp**  
District VIII  
Former Administrator of Arcadia  
(321) 258-5783  
[recmngt@yahoo.com](mailto:recmngt@yahoo.com)

**Frank Spence**  
District IV  
Former Manager of Loxahatchee Groves  
(561) 640-4908  
[frspence@bellsouth.net](mailto:frspence@bellsouth.net)

**Donald Stilwell**  
District VI  
Former Manager of Lee County  
(239) 334-9301  
[DDStilwell@embarqmail.com](mailto:DDStilwell@embarqmail.com)

**Dale Sugerman**  
District IV  
Former Manager of Highland Beach  
(561) 582-5355  
[dalesugerman@excite.com](mailto:dalesugerman@excite.com)

**Oel Wingo**  
District II  
Former Manager of Holly Hill  
(386) 299-8755  
[Owingo50@gmail.com](mailto:Owingo50@gmail.com)

## New Members

The following membership applications have been received. If no current member comes forth with a reason why this applicant should not be approved as a member, they will be invoiced for dues. **Terry Atchley**, District VI, City Manager, City of Wauchula, Full Member; **Caroline Bartha**, District V, Master's of Public Administration, Florida Atlantic University, Student Member; **Norton Bonaparte, Jr.**, District III, City Manager, City of Sanford, Full Member; **Gabriel DeJesus**, District III, Assistant to the City Manager, City of Kissimmee, Full Member; **Evelyn Hernandez**, District III, Master's of Public Administration, University of Central Florida, Student Member; **Lawrence Miller, Ph.D.**, District VI, City Administrator, City of Arcadia, Full Member; **Sharon P. Ragoonan**, District V, Director of Building and Code Compliance, City of Miami Gardens, Affiliate Member; **William H. Reynolds**, District I, City Administrator, City of Pensacola, Full Member; and **Maryann I. Ustick**, District I, City Manager, City of Destin, Full Member.

## Positions

*The Manager* will no longer print the full ad. All ads are posted online at [www.fccma.org](http://www.fccma.org) under job postings. If you click on the job, it will take you to the full ad.

**Assistant City Manager for Finance & Administrative Support — City of Coral Gables —**  
**Deadline:** Open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter and five references immediately, via e-mail, to [HRD@coralgables.com](mailto:HRD@coralgables.com) or fax to 305-460-5518.

**Building Service Coordinator — City of Coral Gables —** The annual salary range is \$59,862.40- \$82,180.80. Salary is negotiable depending on qualifications. Benefits include: Medical, dental, and life insurance, retirement plan, leave allowances, and more. Open until filled. To ensure consideration for this position, interested candidates should forward resume, cover letter, current salary, and five references immediately, via email, to [HRD@coralgables.com](mailto:HRD@coralgables.com) or fax to 305-460-5518. The City of Coral Gables is an Equal Opportunity Employer/Drug Free Workplace.

**Finance Director — Town of Dundee —** Pay: DOQ w/ full benefit package. Apply to: For an application and/or more information, visit our website at [www.townofdundee.com](http://www.townofdundee.com). Position open until filled. Submit application to Town of Dundee, Attn: Andy Stewart, P.O. Box 1000, Dundee, FL 33838 or fax to (863) 419-3312. EOE/DFW.

**Economic Development Executive Director — Flagler County, Florida — Salary:** \$73,466 - \$110,677. Applicants should send a résumé (including contact information for three references) and a letter responding to this job description to the Flagler County Economic Opportunity Council, c/o County Administration, Economic Development Executive Director Search, 1769 East Moody Blvd, Building 2, Bunnell, Florida 32110. Applications may also be submitted by e-mail to: [jmayer@flaglercounty.org](mailto:jmayer@flaglercounty.org). Detailed information concerning the applicant's experience recruiting business and leading economic growth for a county or region should be attached to the application. EOE/Drug Free Workplace,



**City Manager — City of Lake Alfred** — Central Florida’s community of 5,000+ is located in Polk County, Florida. Minimum starting salary range \$67,600.00 plus full benefits. **Closing date: December 9, 2011.** Submit one (1) original and seven (7) copies of application, resume, and references to: City Manager Search, 120 E. Pomelo Street, Lake Alfred, FL 33850, applications can be obtained online at [www.mylakealfred.com](http://www.mylakealfred.com) All applications must be received no later than 12:00 P.M. Friday December 9th. 2011.

**Assistant City Manager — City of Lakeland** — The City of Lakeland is seeking an Assistant City Manager. Lakeland, a thriving community of 97,000 is the largest city in Polk County. Salary range is \$76,885 to \$142,802 plus an excellent fringe benefits package. Salary is commensurate with qualifications. Qualified candidates please submit your resume immediately to Civil Service Department, Attn: Linda Silas, 500 N. Lake Parker Avenue, Lakeland, FL 33801, or [civilservice@lakelandgov.net](mailto:civilservice@lakelandgov.net) or Fax (863)834-8879. **Note: Please include a summary (size, union/nonunion, demographics) of each organization and community listed in the resume.** Applicants who are selected as finalists for this position will be subject to a criminal history/credit/driver’s license check and social security verification. Under Florida law, resumes are public documents. Additional information regarding the City of Lakeland and the position is available at [www.lakelandgov.net](http://www.lakelandgov.net).

**City Manager — Madison, Florida** —The City has a population of just over 3,000, an annual budget of approximately 7 million dollars, and has 60 full-time employees. If interested, please send letter, salary history, and resume of no more than five (5) pages including references (do NOT include letters of recommendation) to the City Clerk, City of Madison, 321 SW Rutledge Street, Madison, Florida 32340. (Fax # 850-973-5084). Envelope or fax cover sheet should state “City Manager Position.” Deadline for applications: 5:00 p.m. on November 22, 2011. Position open until filled. Salary range \$60,000 - \$75,000 per year plus benefits. Additional information about the City of Madison available at the city website, [www.cityofmadisonfl.com](http://www.cityofmadisonfl.com).

**Business Manager – Office of Economic and Small Business Development — Marion County Board of County Commissioners** — Salary: \$ 66,664.00 with benefits. Apply to: Visit our website at <http://www.marioncountyfl.org/HumanResources/Employment.aspx>. EOE/ADA/VET.PREF. Web address: [www.marioncountyfl.org](http://www.marioncountyfl.org). Closing: Open Until Filled.

**Assistant Public Works Director — Miami Beach, FL (90,000)** — Salary: \$3,788.27 - \$6,118.42 bi-weekly (DOQ). For more information and to APPLY ONLINE, please visit our website: <http://web.miamibeachfl.gov/hr/jobs.aspx>.

**Police Chief — City of Miami Beach, FL (90,000)** — \$126,367.80 - \$204,095.06 (DOQ). **TO APPLY:** The City of Miami Beach accepts online applications only. To apply, please visit our website: <http://web.miamibeachfl.gov/hr/jobs.aspx>. **APPLICATIONS WILL BE ACCEPTED UNTIL NOVEMBER 23, 2011.**

**Chief of Police — City of North Miami Beach, FL** — Anticipated Hiring Salary: \$105,000 - \$115,000. Resumes along with salary history and up to five professional references must be submitted by e-mail or fax no later than December 23, 2011 to: Human Resources Department,

17011 N.E. 19<sup>th</sup> Avenue, North Miami Beach, FL 33162, [Mark.Rasmussen@citynmb.com](mailto:Mark.Rasmussen@citynmb.com), Fax: (305) 787-6034. The City of North Miami Beach is an equal opportunity employer.

**Program Associate — Lake County, Florida** — The salary range for this position is \$33,384 – \$53,414. Applications are being accepted through the County's website [www.lakecountyfl.gov](http://www.lakecountyfl.gov) and will be accepted until the position is filled. Lake County is an Equal Opportunity Employer/Drug Free Workplace/Veterans Preference Applies. Please call the Lake County Department of Employee Services at (352) 343-9596 with any questions.

**Economic Development Manager —City of New Port Richey — (Duration: January 2012-September-2012- Pay up to 5K per month).** (Pop.14, 911). This is a contract position or part-time employee performing the services and activities of an Economic Development Manager. A minimum of 20 hours per week on-site is required. Specific hours and project emphasis will be determined by the City Manager. Check website for more information.  
[www.cityofnewportrichey.org](http://www.cityofnewportrichey.org)

**Police Captain — City of Quincy, FL** — City Population: 7,600 residences. Salary range \$48,000 - \$52,000; starting salary will be commensurate with experience. 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 West Jefferson Street, Quincy, FL 32351 – e-mail: [lwright@mvquincy.net](mailto:lwright@mvquincy.net). Fax 1-866-780-7910. **Position open until filled.** For a complete position, community profile and job application contact Lauren Wright. *Equal Opportunity Employer – Drug-free Workplace!*

**Manager - Equity & Workforce Development — City of Tallahassee** — To apply go to the address below to learn more about this position, or go to [Talgov.com](http://www.talgov.com) and click on job opportunities. <http://www.talgov.com/hr/openings.cfm>. Manager - Equity & Workforce development Profile. <http://www.talgov.com/hr/exe-prfls.cfm>.

**City Manager — City of Wildwood (pop 6,926)** — Salary Range \$80,000-\$90,000 DOQ. Applications are available on the City of Wildwood's website [www.wildwood-fl.gov](http://www.wildwood-fl.gov), go to **EMPLOYMENT OPPORTUNITIES, click on General Employee Application** or Applications can be picked up at City Hall, 100 N. Main Street, Wildwood, FL 34785 or requested via email [dcox-wildwood@cfl.rr.com](mailto:dcox-wildwood@cfl.rr.com). If you do not have web access and need one mailed, please contact Deanna Cox in Human Resources @ (352) 330-1330 x105. EEO/AA/ V/H/M/F/ **Drug Free Workplace. APPLICATIONS MUST BE RETURNED TO CITY HALL - CLOSING DATE: November 18, 2011.**

### ***Date to Remember:***

December 2, 2011—FCCMA District II Training, Ormond Beach  
December 2, 2011—FCCMA District VII Training, Tampa  
January 6, 2012—FCCMA District I Training, Tallahassee  
February 2-3, 2012—FCCMA Winter Institute, Lake Mary  
February 24, 2012—FCCMA District IV Training, Palm Beach  
March 2, 2012—FCCMA District VI Training, Punta Gorda

March 9, 2012—FCCMA District VII Training, Gainesville  
March 16, 2012—FCCMA District V Training, Miami-Dade  
March 23, 2012—FCCMA District III Training, Kissimmee  
May 31 – June 2, 2012—FCCMA Annual Conference, Bonita Springs