



The MANAGER

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
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Keep Up the Good Work!

By Lynn Tipton, Executive Director

I spent a half-hour on the phone with a city council member earlier this week; she was greatly troubled by a resident's web site and e-mail blasts that contained misinformation about their city services and city budget. We talked about a few strategies for getting out the correct information: post the correct information on the web site and city newsletter as a 'did you know' item; include it as an agenda item at an upcoming meeting so that it is on the record; and possibly hold a town hall meeting to discuss the issues behind the incorrect information on the web site and to encourage citizen dialogue. I could tell from the sighs in the conversation that these ideas didn't necessarily meet her needs and asked what her ultimate goal was, and she said, "I'm just so tired of being beaten up for something we *didn't* do! I want the truth to be known!" After we finished our call her comment stayed with me and is still playing on the rewind track in my brain – there is a universal longing for correct information to be known but few ways of making sure that the truth is findable – and in today's technology that means *easily* findable. Even harder, though, is accepting the fact that on any given day, someone searching for information may or may not choose your correct information; the person may choose the incorrect stuff and stick with it. I'm reminded by the comments from some of our members-in-transition who learn at an interview that they have been searched on the Internet, and that one or more negative articles were found; the positive ones, of course, are not mentioned nearly as frequently. There are actually computer companies that will 'hit' specific articles to move up the articles' ranking on a search – that's a strategy for getting a positive story to the top of the search list! I never thought of that as a job task, nor as a strategy...and am saddened by the necessity.

Within the profession we often talk about the “30-second elevator ride” sound bite, or the “30-second argument” that our opponent has, while public information is usually technical in nature and harder to bundle into 30-second bits. We’ve held focus groups on issues like Amendment #1 and TABOR, which are very difficult to explain to the average Floridian and the comments we receive back are sobering to the point of depressing at times.

So, we have the means to get the truth out there – but cannot guarantee it will be read and understood; we can proactively seek to tell of the positive things being done within our local governments – but again cannot guarantee understanding and buy-in; but has it ever been any different since the dawn of humans? In the face of these realities, and against the struggle of 24/7 “news” and blogs and the demise of actual news coverage of most of our local governments, I think we need encouragement to fight the good fight and not give up telling the facts, the truths, and the longer explanations as needed because it is the right thing to do. For every talk you’ve given at Kiwanis, Rotary, the Lions and Elks – *thank you!* For every citizen call, long discussion at the grocery store and for each time you were stopped at your child’s sporting event with a “let me ask you a question” moment – *thank you!* For your repeated discussions with your staff to ensure that everyone is on the same factual page – *thank you!* For each of your deep sighs when you read, or hear misinformation and then find the best way to address it – *thank you!* It may not seem that you are making a difference...but you are. As Edmund Burke so eloquently said, “The only thing necessary for the triumph of evil is for good men to do nothing.”

Member Spotlight – Alexander Diaz, Town Manager, Golden Beach

By Anita Fain Taylor, City Manager, Lauderdale Lakes

Alexander Diaz, FCCMA District V Director, has served as Town Manager for the Town of Golden Beach since March of 2007. The ocean front Town of Golden Beach sits on 1.8 miles along the northernmost portion of State Road A1A at the Miami-Dade/ Broward County line in South Florida. This small jewel of a town is bounded by the Atlantic Ocean to the East, the Intracoastal Waterway to the West, and the coastal municipalities of Hallandale Beach to the North and Sunny Isles Beach to the South. Nestled in exclusivity and privacy within a short driving distance from the large urban areas of Miami and Ft. Lauderdale, Golden Beach is convenient to fine dining, cultural centers, professional sports venues, and world class shopping centers such as the prestigious Shoppes of Bal Harbour.

Alexander hopes to stay in Golden Beach as long as the residents of this great community wish for him to serve as their Manager. Recently the Council extended his contract for another three years (until 2014).

Do you have a nickname? If so, what is it?

That’s a great question. People call me Alex; but the truth is, I prefer Alexander.

What got you interested in public service?

I joined the Homestead Police Explorers at the age of 13 and had an opportunity to roll-up my sleeves and help with the preparation of landfall for Hurricane Andrew and the post storm recovery. At the time, Alex Muxo the City Manager of Homestead took me under his wings and got me involved at the local level. After that it was in my blood; the feeling of helping others dealing with a devastated area and helping re-build a community from the ground up was so rewarding. Nineteen years later being able to lead a community in defining what we are and where we can go still gives me goose-bumps till this day.

What is the most bazaar request that you have ever received from the public?

Well, I work for a very affluent community and I have to say that most of my requests seem bizarre. At times I ask myself if I were working for a mid-size Town or City if these types of requests would be asked of me. I remember one night at a Town function the residents were complaining because the champagne we had was “sub-par” and asked that if in the future we could offer Dom Perignon.

Has there ever been a situation that caused you to laugh until you cried?

No, most people say that I have a dry sense of humor.

What has been your most memorable experience while serving as Town Manager?

The day after my first referendum; the Town was seeking approval for a \$14.5 million Capital Improvement Bond that had failed at least three times prior to my hire. The naysayers of the Town were certain that the referendum would fail, after all, it was only 9-months after being hired. Election night when the returns were announced and we passed the bonds with 74% of the votes, I knew I had gained the trust and confidence of my Town, and the fun was about to begin.

What do you enjoy most about your job?

I enjoy being a small Town Manager because I am involved at all levels of local government, whether it's helping Public Works lay conduit, Sanitation collect garbage, finance with accounts payable, police with equipment deployment, or any other department. Being hands on is loads of fun. I also enjoying hearing from residents when things go right and seeing the surprised look on their face when we wow them with programming, projects and over excellent delivery of service.

What have you learned about yourself since becoming a Manager?

That I will never please everyone and that I cannot do it all. I beat myself up when I think that I have failed at satisfying people, but, it's become very clear that there are a lot of people that no matter how much you try to please, you cannot.

If you were not a Town Manager, what would you be?

A millionaire! JK; I enjoyed working in the Legislative Arena and one day dream of running for public office. I also would love to lead a non-profit whose focus is on urban area issues.

What personal characteristic do you possess that makes you successful?

I'm aggressive and assertive; I drive a methodical process that is focused on the small details. People often fail at what they set out to do because they lose focus on the small things.

What advice would you give professionals who are looking to become a City/Town Manager?

Dive in and absorb the most you can! I was hired at 29 and what set me apart from other candidates, I think, was that I knew a little about all aspects of municipal government. In my prior positions I asked tons of questions and stuck my nose into projects and areas that I was not responsible for; but getting that level of exposure was very valuable.

What challenges and opportunities has the economic downturn brought for your area? How is all of this affecting the day to day operation of local government?

I'm lucky that my community has been insulated from the down-turn of the economy. But, I see how my colleagues in the area have handled the pressure and the ever so changing landscape; and I must say, wow, what an incredible group of dedicated and talented individuals we have in Florida leading our communities. The State is in great hands!

What do you do to relax when you can take a break from the job?

I love to travel and I do so often. My friends call me the weekend warrior, I often fly out late Thursday afternoons and fly back early morning Mondays. Although I do not have a four-day work week, taking one day off allows me to stretch my vacation days. This past February, I flew to Moscow for three-days; my friends think it's crazy. I love it because at least I get exposed to different cultures, custom and people.

Fiscal Sustainability — Union Negotiations: What Happens After Impasse?

Fiscal Sustainability — Union Negotiations: What Happens After Impasse is the topic of the 2010 Fall Symposium sponsored by the Florida City and County Management Association, the University of South Florida Public Administration Program and the Center for Florida Local Government Excellence. It will be held on Friday, October 29 in the TECO conference room in the College of Education at the University of South Florida from 8:30 a.m. – 3:30 p.m. The cost is \$50 per person and \$35 for students. There will be a \$10 administrative charge for all cancellations received by October 22, 2010. Cancellations after October 22 are non-refundable but may be transferred to another member of your organization.

The agenda includes views from each side of the negotiations: PERC, labor attorneys, the International Association of Fire Fighters (IAFF) and the Fraternal Order of Police (FOP), an elected official's view and the view from the city/county manager. For all of you who have already come to impasse, getting ready to begin an impasse or in the middle of negotiations, this symposium is for you.

Steve Meck, General Counsel of PERC and a representative from the law firm of Allen, Norton and Blue will speak on "Understanding the Legal Aspects of Impasse." Paul Noeske, Florida FOP and a representative from IAFF will speak on "How Can We Work Together to Achieve a Common Goal: A Ratified Contract?" Mayor Allen Green of Port Orange will give a talk during lunch on "Mayor and Commission Leadership at Contract Impasse." Henry Schubert, Assistant City Manager of Largo; Ken Parker, City Manager of Port Orange; and Bill Horne, City Manager of Clearwater, will tell you "What You Need to Know About Impasse: A City Management Perspective."

Registration forms are available online at www.fccma.org. If you need additional information, please contact either Lynn Lovallo at llovallo@flcities.com or Carol Russell at crussell@flcities.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 II—November 4, 2010, Holly Hill

District IV—October 15, 2010, Palm Beach Gardens

District IV—March 11, 2011, Jupiter

Bernie Young from Bernie Young and Associates will speak on “How To Deal With Change: A Template for Florida Local Governments” at the FCCMA District II Training. This training will be held on November 4, 2010 from 10:00 a.m. – 3:00 p.m. in Holly Hill. Bernie is a dynamic speaker and you won’t want to miss this session.

“Financial Forecasting for Florida Local Governments: A Template for the Next Five Years” is the topic of the District IV Training on November 5 from 9:00 a.m. – 1:00 p.m. in Palm Beach Gardens. 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. Linda Davidson, Director of Financial Services of Boca Raton 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.

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

FCCMA Members Receive ICMA Credentialing

Renee Crichton, Assistant City Manager, Miami Gardens, will receive her ICMA Credentialed Manager in October. Sarah Hannah, Assistant City Manager, Sunrise, is an ICMA Credentialed Manager candidate. Congratulations to both of them.

Impasse Resolution in the Public Sector During Difficult Times – Special Magistrate Proceedings

The Florida Bar Continuing Legal Education Committee and the Labor and Employment Law Section will hold a webinar on Wednesday, September 29, 2010 from 11:30 a.m. – 2:00 p.m., EDT. The topic is “Impasse Resolution in the Public Sector During Difficult Times – Special Magistrate Proceedings. The cost for non-members is \$140. If you have questions regarding this webinar, call (850) 561-5831.

ICMA Dutch Treat Dinner

Dutch Treat Dinner -For those of you traveling to San Jose for the ICMA Conference, reservations have been made at McCormick & Schmick's Seafood Restaurant, 170 South Market Street (located directly inside The Fairmont San Jose's South Tower) for Monday, October 18. Dinner is scheduled for 6:30 p.m. and you have a choice of three entrees. The menu includes mixed greens for starters; choice of Tilapia, Tierra Del Fuego, Argentina—cashew crusted with Jamaican Rum Butter; 6 oz. Petit Filet served with Maitre d'Hotel Butter; Chicken Marsala served in a traditional mushroom marsala sauce and Upside Down Walnut Crusted Apple Pie served a la mode with vanilla bean ice cream for dessert. Beverages will be provided. Tickets will be necessary, as FCCMA will be paying deposits and making the final payment on one bill. You will receive a confirmation e-mail that will serve as your ticket. The cost is \$40 per person, which includes taxes and gratuity. Please send your checks made payable to FCCMA with the order form below by September 30 to receive your ticket(s) by email. This dinner event is always very popular with the FCCMA members, and it is hoped there will be a good turnout.

Please make your choice of entrée:

_____ Tilapia

_____ Petit Filet

_____ Chicken Marsala

ICMA Conference/FCCMA Dutch Treat Dinner

Name: _____

E-mail (where you want ticket sent): _____

Number of tickets requested at \$40 each: _____

Amount enclosed: _____

Checks should be payable to FCCMA.

Visa/Mastercard: circle one

Name on the card: _____

Credit Card #: _____ Expiration Date: _____

Billing Address for the Cardholder: _____

Please mail to FCCMA, PO Box 1757, Tallahassee, FL 32302 or Fax: 850.222.3806 or attach with an e-mail to crussell@flcities.com.

The Privilege and Responsibility of Public Service: What is a City Manager?

By Bill Garrett, Executive Director of the California City Management Foundation

Recent media scrutiny of city managers-or, more specifically, their compensation-has reached a fever pitch in California and across the country.

The city management and governmental compensation abuses uncovered last month in the small Los Angeles suburb of Bell are deplorable and warrant a full investigation. Such trespasses are rare in a profession known for transparency and populated by talented and dedicated individuals.

Without the benefit of knowing the full extent of a city manager's responsibilities, the public has been swept up not in a debate but a tempest of suspicion fueled partly by the very real pain of the nation's current recession.

Which makes this a good time to address the underlying question: **What is the role of a city manager?**

City managers are executive-level talent tasked with maintaining and improving infrastructure and ensuring the delivery of services that foster citizens' comfort and safety, including police, fire, water, sewer and the maintenance of streets and parks.

These professionals coordinate city planning and the multitude of visible and invisible moving parts necessary to sustain a vibrant community; ironically, it is often only when something goes wrong that their role is noticed.

But because his or her responsibilities impact every resident every day, it's important to acknowledge the efforts of the city manager even when things are going well in your city.

City managers do not fall into their positions by happenstance; most have a sincere passion for public service and want to make a difference by assisting the development of healthy communities.

However, it takes more than the desire to grow a city; it requires a keen and constant sense of logistics and a thorough knowledge of government, public administration and finance. Worker unionization requires the city manager to be a skilled labor and contract negotiator, while the demand of citizens to be heard and kept informed necessitates clear communication and leadership skills.

It goes without saying that all executives are not created equal, and the administrative talent pool from which city managers are drawn is limited. As a result, hundreds of California cities have clearly and reasonably prioritized investing in highly qualified managers with the expectation of yielding long-term, positive results. Meanwhile, many city managers are accepting reduced compensation voluntarily for the greater good of their communities.

Comprised of city managers across the state, the California City Management Foundation

cultivates these professionals by extending support and offering best-practice resources to its membership. It is CCMF's mission to foster council-manager relations and the well-being of city managers in order to ensure stable and successful communities. City managers see themselves on the council's team-those elected set the direction and establish policy and the city manager executes the tasks.

The established leadership structure involves a well-tested system of checks and balances whereby voters elect their leaders, who in turn hire the city manager and decide his or her salary based on parameters that vary from city to city. Open meetings and other opportunities for public participation are also essential parts of the system.

CCMF, in partnership with the League of California Cities and the California affiliate of the International City/County Management Association (ICMA), is committed to transparency in hiring practices and compensation packages while adhering to the city managers' code of ethics developed by ICMA. (ICMA additionally has affirmed that the standard practice for establishing the compensation of local government managers is fair, reasonable, transparent and based on comparable public salaries regionally and nationally.)

Of course, cities should weigh proposed compensation cuts against competitiveness when hiring managers-being mindful that such action may attract less-qualified talent and possibly lead to systemic breakdowns. That said, in these times of financial duress, it is more important than ever that city government and its employees be held accountable. Our fellow tax-paying citizens, who continue to sacrifice as they either search for work or work much harder just to make ends meet, deserve nothing less.

Bill Garrett, formerly a city manager serving the Southern California cities of El Cajon and Corona, is executive director of the California City Management Foundation (www.cacitymanagers.org). The organization is comprised of more than 200 active and retired city managers statewide.

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Developer Match Up at FRA Conference

The Florida Redevelopment Association is trying something new at their upcoming annual conference October 13-15, 2010 at the Peabody Orlando. Contact Carol Westmoreland at cwestmoreland@flcities.com, 850-701-3608, or www.redevelopment.net. if you are interested in signing up for this **Developer Match Up**, an exhibit style event from 9:00 am - 3:00 p.m. on Thursday, October 14, during the conference. As a public sector FRA member, you are cordially invited and encouraged to present your property or portfolio of properties at this event. For the registration fee of \$100, you will receive: A six foot skirted table, two chairs; promotion of the event to a wide sector of private sector investors, from all around the state; consultation with experts in the fields of commercial real estate, financing and environmental issues; refreshments (does not include lunch at Thursday keynote session); and pre-printed banner with the name of your entity. You will also have access to experts from the real estate, financial and environmental fields who can answer your questions about how to best attract redevelopers to your sites.

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.

Barbara Barnes-Buchanan

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Former Assistant City Manager of Bonita Springs
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(239) 405-5280 (Cell)
b_barnesb@yahoo.com

Susan Boyer

District VIII
Former Manager of Crystal River
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***Matthew D. Brock**

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Mattbrock42@hotmail.com

James F. "Jim" Coleman

District VIII
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Cynthia Coto

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Kathleen Dailey

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Markae Rupp

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***V. Eugene Williford III**

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vewillifordiii@aol.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. **Andrew Mark Thompson**, District I, student member, Masters of Public Administration, Florida State University.

Positions

Director – Economic Development — 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 High-A affiliate, the Charlotte Stone Crabs. The county has one incorporated city in an area of over 600 square miles and County employees can be seen working and providing for the full complement of municipal services to County residents. Charlotte County is a great place to live, work and play, with a pristine harbor, beautiful beaches and much conservation land. The director is responsible for coordinating a comprehensive Economic Development Plan (EDP) that will proactively recruit and assist prospective and/or existing businesses to locate/expand in Charlotte County. The director is to secure organizational commitment from the Board of County Commissioners and

County Administration on the economic development plan, ordinances, resolutions, and economic development initiatives. 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, Economic Development Council, and Industrial Development Authority, intra-government departments and numerous private sector organizations. Bachelor's degree in business, economics, or public administration and at least eight (8) years of relevant experience in economic development or a directly-related field including at least five (5) years in an administrative or supervisory capacity; or an equivalent combination of training, education and experience. Authorized hiring range for the position is \$72,550 - \$119,724. The County offers an attractive benefits package. Apply on-line to Charlotte County Human Resources, at www.charlottecountyfl.com. Click on Employment. *Charlotte County is an equal opportunity employer. Minorities and women are strongly encouraged to apply. Charlotte County is a drug-free work place.*

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 one (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

Assistant Public Works Director — Miami Beach, FL (90,000) — Salary: \$3,788.27 - \$6,118.42 bi-weekly(DOQ). The City of Miami Beach is a full-service municipality located in Miami-Dade County and is home of the "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 provides an unparalleled municipal management experience. The City is seeking an innovative, experienced professional for a highly responsible leadership position assisting the Public Works Director with administration, management, and operations of the Department. The Department is responsible for planning, design, construction, maintenance, repair, and operation of the infrastructure, including utility systems and City facilities; it is also responsible for the City's cleanliness, and manages the solid waste collection and disposal program. Large (400 employees, \$110 million operating budget), full-service Department providing water, sewer, stormwater, streets, streetlights, sanitation, engineering, transportation, environmental and property management services.

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.

For more information and to APPLY ONLINE, please visit our website:

<http://web.miamibeachfl.gov/hr/jobs.aspx>.

Human Resources Director — City of New Port Richey — (pop 17,000) Responsible for planning, directing and managing the human resources function. Duties include oversight of all

employment processes, insurance programs and worker's compensation, safety and loss-control efforts, compensation and benefit programs, employee labor relations and negotiations. Maintenance and management of all personnel records. Risk Management experience a plus. Qualifications: bachelor's degree and/or ten (10) years employment practices experience with public sector employer(s) in Florida. Professional certification is a plus. Proficient personal computer skills including knowledge of Microsoft Office package including Word, Excel, Access, Outlook and PowerPoint. Valid driver's license. Salary dependent on qualifications. Apply at the City of New Port Richey, 5919 Main Street, New Port Richey, FL. 34652. Phone: 727-853-1026 Fax: 727-853-1023 EOE/DFWP

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.

Full-time, In-House Engineer Position — Town of Southwest Ranches — The Town of Southwest Ranches ("Town") is seeking a full-time, in-house engineer. The Town is located in Southwest Broward County (Greater Fort Lauderdale), Florida and is a rural community surrounded by an urbanized area. It was incorporated on June 6, 2000; and, it covers approximately 13 square miles, with a population of approximately 8,500. The Town operates under a Council-Administrator form of government, under the direction of five council members. The Town is primarily a contract town with major services contracted out to local vendors and an in-house Administration Team of 7 full-time employees. The Town is accepting resumes from qualified individuals to fill the full-time position of the in-house engineer. The position is selected by the Town Administrator. ***The salary range is \$85,000 - \$115,000 plus benefits. Salary will depend on qualifications (DOQ) and related experience.*** The in-house engineer must have the following qualifications: *Preferably*, Florida P.E. with at least five (5) years of experience; *Preferred experience*, but not required, in Miami-Dade, Broward or Palm Beach Counties; and *At a minimum*, a four year college degree is required in the field of Civil Engineering or Construction Management from an accredited college or university. *A comparable amount of training and experience may be substituted for the minimum qualifications.* The functions of the in-house engineer include, but are not limited to the following: Basic engineering responsibilities such as the preparation of design specifications / cost estimations, contract management, and other related work; Reviews plats, subdivisions, and site plans; Coordinates activities with external contractors; Supervises external contractors who

are responsible for a variety of functions. Resumes must be submitted to Charles H. Lynn, AICP, Town Administrator, Southwest Ranches Town Hall, 6589 SW 160th Avenue, Southwest Ranches, FL 33331 or clynn@southwestranches.org. Application process will remain open until the position is filled.

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 by October 29, 2010 EOE

City Manager — City of Galesburg, Illinois — (33,706) Historic, full service city located in west central Illinois seeks experienced, progressive candidates to serve as its next City Manager. Home to Knox College, a prestigious liberal arts college, Galesburg's unique history includes serving as a shipping/railroad center for the region. The City is a regional commercial, retail, and cultural arts hub with 242 full time employees and a \$71 million total budget. The City Manager reports to the Mayor and seven aldermen. The City has had three Managers since 1990. Candidates will be expected to have a strong background in economic development and redevelopment, financial management and labor relations. Candidates must have seven to ten years increasingly responsible experience in an upper management position in a community or organization of comparable size and complexity. Position requires bachelor's degree preferably in public administration, business administration, public policy or related field. Master's degree (MPA) or other advanced degree strongly desired. Candidates must possess excellent interpersonal skills, an approachable, welcoming style with the community and staff and a proven record in effective service delivery and creative problem solving. Starting salary \$120,000+/-, depending on qualifications and experience. Excellent benefits package. Residency is required. Send resume, cover letter, and contact information for five professional references by October 8 to Heidi Voorhees and Mark Morien, Voorhees Associates, 500 Lake Cook Road #350, Deerfield, IL, 60015 or email: resume@voorheesassociates.com. Tel: 847-580-4246; Fax: 866-401-3100

City Manager — Birmingham, Michigan — Salary Range: \$110,000 TO \$128,000. Vibrant, historic Michigan city, population 20,000, strong financial condition, seeks a City Manager committed to excellent services, physical and fiscal planning and quality of life. Birmingham is a walkable community of world class design, highest quality neighborhoods, and a thriving downtown with worldwide businesses and entrepreneurs, a favorite destination for retail, dining and family events. A balanced tax base supports financial stability, AAA bond rating, full services and continued investment both in infrastructure and public amenities. Residents take pride in lovely parks and public areas, an enviable library and museum, golf courses, recreation programs and sports facilities, and the first-rate Birmingham Public Schools. See www.bhamgov.org. Home Rule Charter and a progressive Commission-Manager tradition; two City Managers since 1965, current manager retiring. Seven-member City Commission, all elected at large, selects the Mayor and Mayor Pro Tem from the Commission. Very competitive compensation, DOQ, and excellent benefits. Total FY 2011 operating Budget \$60M and 2011 FY

capital budget of \$16.2M, 142 FT employees, plus part time and seasonal. Experienced and well-respected management staff team in place. Requirements: Prefer graduate degree in public or business administration or related field plus 10 years as leader and executive in municipality of similar characteristics and sophistication, or equivalent combination. The ideal candidate will have a record of excellent skills in communicating with the Commission and the public, a regional and national outlook, talent for promoting innovative planning and community design, responsiveness to high customer demands, and welcomes community involvement by highly educated and accomplished citizenry. Record of successful financial planning and mature labor relations under economic stress. The highly professional staff thrives on collaborative management, clear direction and accountability, open communications, team-building and decisiveness. Apply By: October 20, 2010. Resume, cover letter and salary history to Tom Dority, The Mercer Group, Inc., tdority@mercergroupinc.com, P.O. Box 2870, Estes Park, CO 80517. EOE. Under Michigan law, applicants must request confidentiality, and finalists will be disclosed to the public.

Dates to Remember:

October 17-20, 2010—ICMA Conference, San Jose, CA
October 29, 2010—FCCMA Symposium, University of South Florida, Tampa
November 4, 2010—District II Training, Holly Hill
November 5, 2010—District IV Training, Palm Beach Gardens
February 2-4, 2011—FCCMA Winter Institute, Lake Mary
March 11, 2011—District IV Training, Jupiter
June 1-3, 2011—FCCMA/TLG Conference, Clearwater