



# The MANAGER

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

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## **Property Tax Material Available:**

The Florida League of Cities sent a UPS package to each city's key official (usually the manager or clerk, depending upon form of government) on 2/13/07 that includes critically important information on property taxes, and the Governor's and Legislature's efforts to hold a special election this summer for Constitutional amendments about the tax. Please review this information and let the FLC staff know if you have questions and if you want to offer your city's story. Similar materials are available to counties through FAC. If you have any questions about the materials that were sent, please contact John Thomas at FLC or Lynn Tipton at FCCMA for assistance.

## **Executive Director's Column - Is There a Target on the Backs of Cities and Counties?**

*By: Lynn Tipton*

Campaign years are tough – lots of rhetoric about reform, new ideas, and fresh faces...and this isn't often matched by quick action when the newly elected officials take their respective oaths of office. Well, Florida is different this year, in case you hadn't noticed! Within a few weeks of being installed, the Governor and Legislature rolled out property tax legislation and then immediately turned their attention to the second item on the list: property tax relief. Each entity has said a special election will be held this summer, and as I write this column, only cities and counties remain in the equation for the property tax relief measures, as school boards and special districts have been carved out.

All of FCCMA's membership knows, and our elected councils and commissions should understand, that the proposed Constitutional amendments do not attempt reform of the property tax. Instead, business and homesteaded property owners would be given tax relief at the expense of city and county governments, either in the form of a doubled exemption to \$50,000 and a business exemption, or portability of one's savings to a new property, or both. There is still active talk about caps upon local government revenues, too.

What is the right role for FCCMA? What is the best role for a county or city manager, or member of senior management staff? I have talked to the Florida Association of Counties and to the Florida League of Cities and both agree: cities and counties need to share their story (what impact will these changes have upon my city's or county's budget this year? Be specific!), and managers need to work diligently with the elected officials to be sure our message is the same: it is the property tax that is broken and needs to be fixed, not the budgets of city and county governments. Keep local decisions local, and keep local revenues local.

The Legislature does not need to take on the budgetary responsibilities of any local government, nor does it need to artificially and temporarily put a condition into place that only makes a broken revenue source worse. We need to be able to clearly show what the property tax funds, and what services/programs you are planning to cut within your city or county when this amendment (or amendments) passes. Have you made your annual talk to your legislative delegation yet?

The homeowner and business owner are calling for reform and they don't understand tax structure well enough to know what these measures will do: you know it, and you can tell this story. There is nothing more important for ANY city or county this spring than telling this story accurately, passionately, and as often as possible. Look at the material provided by FAC and FLC to each government. Develop your city's or county's response, and as the singer says, "start spreading the news!" It is up to US, all of US, to make sure our message is heard.

## **FCCMF TO DISSOLVE**

The Florida City and County Management Foundation Board of Directors voted in late January to end the Foundation's existence at the end of September 2007 (end of the fiscal year). The resources of the Foundation will be expended this year in accordance with a spend-down plan adopted by the Board of Directors and accepted by the FCCMA Board of Directors.

While this was not an easy decision to make, it is necessary because of IRS restrictions upon Foundations in general, and the sobering fact that the bulk of FCCMA's membership had not supported the Foundation since its inception in 1994. The FCCMF was first created as a 501c6, which is not a tax-exempt charity (The FCCMA is also a 501c6 entity). Two applications were made to the IRS for the Foundation's charity status, with that designation being awarded in 2003.

The IRS requires that a 501c3 organization (charity) have the largest percentage of donations come from supporting members, or individuals who support the concept of the Foundation. For the past two years, the largest contributions to the FCCMF were from FCCMA, which included conference proceeds after the annual conference. Without a larger percentage of FCCMA

members or individuals giving to the Foundation, the tax status of the Foundation was jeopardized.

Despite numerous fundraisers, including past president Whitson's bike ride across Florida in 2006, less than 25% of FCCMA's membership ever made a contribution to the Foundation. To make the educational programs, MIT program, and other programs self-sustaining within the Foundation would have required over \$50,000 in annual contributions from individuals and FCCMA members – and the largest fundraising effort raised only \$17,000.

There will still be opportunities for persons and organizations to support the efforts of the Foundation. For example, if someone wished to designate a gift toward the Florida Center for Excellence in Local Public Management at FSU, the FSU Foundation accepts earmarked donations. If a person wished to establish a scholarship for educational purposes through the Association; that can also be done. The plan support activities of the Foundation in support of the Council-Manager and Commission-Manager forms of government will also be continued by working directly through the ICMA Fund for Professional Management when a plan challenge arrives. The Association will also provide the MIT program. These programs will be returned to the Association for administration and funding.

The Foundation's Board has outlined a plan to provide financial support to the Coaching/Mentoring Program of FCCMA, which will be launched at the May annual conference, and to provide for scholarships for conference attendees and the B. Harold Farmer recipient. If you would like to see the revised FCCMF Budget with the spend-down plan, please e-mail Lynn Lovallo at [llovallo@flcities.com](mailto:llovallo@flcities.com). She will send it to you.

More details about the Foundation spend-down will be included in upcoming issues of *The Manager*. If you have any questions regarding the Foundation, please call Lynn Tipton or Lynn Lovallo.

## **2007 Winter Institute**

The 2007 Winter Institute was held February 8 and 9 in St. Augustine. The Institute was once again sold out, and the attendees' evaluations reflected their pleasure with the program. Ray Jorgensen of the Jorgensen Learning Center and disciple of Peter Senge (*The Fifth Discipline*) was the keynote speaker and primary facilitator. He and his team worked with the 80 attendees at tables of four on the topic of Systems Thinking. Dr. Jorgensen uses a very interactive teaching style, often breaking the groups of four into groups of two for discussion purposes. Many participants asked to bring the Jorgensen group back next year! Mark your calendar for February 6-8, 2008. Once again the Winter Institute will be at the Casa Monica in St. Augustine.

## **2007 Annual Conference – *The Challenge of Change: Creating and Sustaining Leadership Capacity***

Registrations are coming in! The procedure for housing has changed this year; housing forms are not sent until paid registrations are received. Be sure to register early to get your housing form. The Conference Planning Committee has put together an outstanding program, and several new FCCMA programs will be introduced at this conference. A very different social

event is planned for Friday evening with a “Floribbean” menu. This event is included in the registration cost for the attendee and his/her guests. Saturday morning’s speaker has received rave reviews from past speaking engagements, and FCCMA is pleased to have Kenneth Baylor speak to this group. This breakfast session is also included in the registration fee. Immediately after the breakfast attendees and their spouses/partners are invited to a special session presented by ICMA-RC on “Retirement and Beyond.” All the things you need to know about retiring and may not have thought about. Several special workshops that require separate registrations (all on the main registration form, though) are listed below. Please call Lynn Lovallo at 850.222.9684 or e-mail her at [llovallo@flcities.com](mailto:llovallo@flcities.com) if you have questions.

- **FULL-DAY ICMA SESSION**

- **ICMA Active Living Leadership Workshop**

- Local government leaders can create healthy, vibrant communities with policies and programs that promote “walkable” neighborhoods and easy access to schools, parks and healthy eating options. This workshop will introduce the concept of active living, with examples of what some Florida communities are doing to improve quality of life with pedestrian-friendly design, collaboration with schools, community gardens and other initiatives, as well as funding tips. It will include an interactive session of brainstorming and sharing experiences, and participants will take home a variety of resources and their own action plan. Lunch will be provided. This workshop is being held on Wednesday, May 16, 2007 from 9:00 am to 3:30 pm. There is no charge for this special workshop, but pre-registration is required. Registration is limited to 50 people so send in your registration today. Use the conference brochure to register.

- **ONE-DAY CONFERENCE ON THURSDAY, MAY 17, 2007**

- If you live in Miami-Dade or Broward counties and are unable to attend the whole conference, we have a one-day conference pass for \$125. We mailed a flyer to all members who live in this district. If you did not receive a flyer or would like additional information, please call Lynn Lovallo at (850) 222-9684.

- **ICMA UNIVERSITY WORKSHOP**

- **Hard Wiring Team Work – The Power of Collaborative Dialogue**

- Back by popular demand, Peter and Susan Glaser will present a workshop on higher-quality facilitation, consensus building and collaborative problem-solving. This workshop will address ICMA Practice Groups 1, 6 and 14. A separate registration fee of \$125 is required, and space is limited.

- **FCCMA Golf Tournament**

- Challenge yourself on the Doral’s Gold Course on Wednesday, May 16, 2007, as you negotiate its undulating greens, strategic bunkering and 16 water holes. There will be a shotgun start at 1:00 p.m. and the tournament will follow the traditional “Best Ball” format. A boxed lunch will be provided at the start of play, and prizes will be awarded at the conclusion of the tournament. The fee for FCCMA members is **\$99**; the fee for non-

members and corporate players is **\$150**. The registration fee covers all fees, cart and boxed lunch. All entry forms must be received no later than **April 30, 2007**, so there will be time to form teams.

- **ICMA-RC Financial Planning Appointments**

Hortensia M. Perez and another consultant from ICMA-RC will be providing individual financial planning sessions on Thursday and Friday. The sessions will be one hour long. There will be information provided in the next newsletter on how to register.

### **FCCMF Annual Conference Assistant's Scholarship**

The FCCMF Annual Conference Assistant's Scholarship is designed to allow public administration students and entry-level city and county management professionals interested in continuing their academic and professional development as Professional Public Managers to attend the Annual Conference. The Scholarship is awarded to individuals once per lifetime. It includes complimentary registration to the Annual Conference, a \$1,000 reimbursable travel stipend and a one-year complimentary membership to the Florida City and County Management Association. Scholarship recipients are responsible for their own food and accommodations. Applications were sent in early December. For more information, contact Lynn Lovallo at [llovallo@fllcities.com](mailto:llovallo@fllcities.com). **Deadline to apply: 2/23/07**

### **3<sup>rd</sup> Annual Florida ASPA Conference-“Promoting Public Service Excellence in Florida”**

Please join the American Society for Public Administration for its 3<sup>rd</sup> Annual Conference, Friday May 11, 2007 from 8:00 am – 5:00 pm at the St. Petersburg College-Seminole Campus, 9200-113<sup>th</sup> Street North, Seminole, FL. Advance registration must be postmarked by April 6, 2007. The cost is \$55.00 and \$45.00 for students. The cost for on-site registration is \$75.00 and \$65.00 for students. For further information, contact Claire Mostel at [ctel@miamidade.gov](mailto:ctel@miamidade.gov).

### **The Florida Monitor Weekly**

The Florida Monitor Weekly is published every week of the year. OPPAGA provides this publication as an information service to facilitate awareness of policy issues of interest to the Florida Legislature. OPPAGA does not endorse or recommend the content of any information provided by a third party. The Florida Monitor Weekly features non-OPPAGA reports, articles, and websites to provide information to policy makers and researchers.

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## MIT News and Update

Listed here are the current members-in-transition. **Lester B. Baird, Sr.**, former administrator of Hendry County, [Lesterbb2000@earthlink.net](mailto:Lesterbb2000@earthlink.net); **Mitchell Bobowski**, [mbobowski@yahoo.com](mailto:mbobowski@yahoo.com); **Paul Boyer**, former manager of Lake Worth; **Susan Boyer**, former manager of Crystal River, [sboyerhwood@aol.com](mailto:sboyerhwood@aol.com); **Steve Cottrell**, former manager in the Town of Belleair, [scottrell@knology.net](mailto:scottrell@knology.net); **Scott Dye**, [scottdye@hotmail.com](mailto:scottdye@hotmail.com); **Jim Gallagher**, former manager of Dundee, [jgallagher27@tampabay.rr.com](mailto:jgallagher27@tampabay.rr.com); **Yocelyn Galiano Gomez**, former manager of Doral, [yg7133@yahoo.com](mailto:yg7133@yahoo.com); **Charity Good**, former manager of North Bay Village, [good2821@aol.com](mailto:good2821@aol.com); **Stella Heath**, former assistant manager of Frostproof, 863.639.2178; and **Tom Moffses, Sr.**, former manager of Madison, [moffsesr@gmail.com](mailto:moffsesr@gmail.com) and. Please take a minute to show your support of these MITs by making a phone call or sending an e-mail.

## New Members

The following membership applications have been received. If no current member comes forth with a reason why these applicants should not be approved as members, they will be invoiced for dues. **June M. Fisher**, county administrator, Citrus County, full member; **John Grantland**, public works director, Port St. Joe, affiliate member; **Patrice C. Murphy**, assistant to the city manager, Deltona, associate member; **Francis J. Porcella**, city manager, Margate, associate member; **Adam Reichbach**, University of Florida, student member; and **Charles Scurr**, city manager, Palmetto Bay, full member; **Aaron G. Thum**, student, University of Central, student member.

## Positions

**Alachua County BoCC – Management Analyst** - \$45,537.86 - \$72,860.53 annually. Bachelor's degree in business administration, public administration, management information systems, or a related field and two years progressively responsible professional experience in administrative or management services, including planning, organizing and conducting high level administrative, organizational or related studies; or any equivalent combination of related training and experience. Master's degree in a related field may substitute for two years experience. Successful completion of a criminal history background investigation is required prior to employment. Applicants within six months of meeting the minimum education/experience requirement may be considered for trainee status. Applicants with disabilities will be accommodated in application process. Preference in initial appointment will be given to eligible veterans and spouses of disabled veterans. AA/EOE. Submit resume and complete application on line: <http://www.co.alachua.fl.us/>.

**Alachua County BoCC - Strategic Performance Manager** – \$72,481.55-\$123,218.58 annually. Master's degree in public administration, accounting, business administration or

related field and five years of progressively responsible experience in program performance budgeting/auditing, including two years in a governmental organization; or any equivalent combination of related training and experience. Requires successful completion of a criminal history background investigation prior to employment. Submit resume and complete application on line: <http://www.co.alachua.fl.us/>. Applicants with disabilities will be accommodated in application process. Preference in initial appointment will be given to eligible veterans and spouses of disabled veterans. AA/EOE.

**Casselberry, Florida - Economic Development Director - (Pop. 25,000) Salary Range:** \$63,504 - \$105,840. Hiring range: up to midpoint or DOQ. Under general direction of the City Manager, the Economic Development Director is responsible for highly professional and technical work coordinating the City's efforts for local economic development. Work includes planning and asserting leadership in realizing development and redevelopment projects, including serving as the City Manager's liaison to the Casselberry Redevelopment Agency (CRA) Board. The position is included among the City's senior management team and excluded from appointment as civil service employee. The Economic Development Director administers the CRA Board's needs including, but not limited to: supervision of employees, preparation and administration of budget, overseeing financial policies, managing real estate holdings, analyzing potential real estate acquisitions, negotiating purchase and sale of real estate, packaging real estate holdings for desired redevelopment, facilitating financing techniques to leverage high quality development, and performing related duties to successfully facilitate the professional functioning of the CRA mission, goals and objectives. The Director also oversees the City's economic development planning and implementation efforts and coordinates the City's economic development and revitalization efforts with private sector and other governmental agencies. The Director acts as business recruitment and commercial development facilitator for the City and works toward the retention and expansion of existing businesses. In addition, the Director coordinates the marketing and promotional efforts of the City, including the review of materials and advertising intended for media dissemination. The Director also advises the City Manager regarding capital improvements and funding mechanisms for projects that serve as a catalyst for economic development and redevelopment programs. The requirements include: Bachelor's Degree in Marketing, Business Administration, Public Administration, Public Policy or a closely related field (Master's Degree preferred); minimum of five (5) years of progressively responsible experience involving the administration and coordination of economic development efforts; strong computer skills. Applications/resumes accepted until position is filled. Please submit resume with current salary information and five professional references to: Human Resources Department, 95 Triplet Lake Drive, Casselberry, FL 32707. Additional information may be obtained by contacting Andy Brooks at [abrooks@casselberry.org](mailto:abrooks@casselberry.org). Please include "Economic Development" in the subject line of all emails. All application materials are subject to the Florida Public Records Law.

**Casselberry, Florida - Director of Human Resources - (Pop. 25,000) Hiring Range:** \$60,722 - \$80,963 DOQ Located in Seminole County, the City of Casselberry is within the Orlando metropolitan area. Under general direction of the City Manager, the Director of Human Resources is responsible for professional administrative work in directing and coordinating the central human resources activities of the City. The City has 270 full-time and 18 part-time



employees and four labor agreements, which cover bargaining units for police officers and sergeants, police lieutenants, firefighters, and blue collar employees. The Human Resources Department includes general human resources functions, including staffing, compensation and health and safety functions. The Department includes 4 staff and a 2006-07 budget of \$556,169. The Department conducts recruitment and applicant screening activities for all City positions, conducts new employee orientations, and provides current and prospective employees with information about policies, job duties, wages, and benefits. The Department is also responsible for personnel records for all City employees and is required to ensure City compliance with all federal, state, local and City laws, rules, and regulations. In addition, the Department is responsible for implementation of safety policies and procedures, organizational policy matters, such as equal employment and harassment, and interpreting and administering contracts. The requirements include: graduation from an accredited four (4) year college or university with a degree in Public Administration, Human Resource Management, or a closely related field; and at least two years professional personnel experience in local government or an equivalent of at least five years of responsible professional personnel work experience in the private sector. Applications/resumes accepted until position is filled. Please submit resume with current salary information and five work related references to: City Manager's Office, 95 Triplet Lake Drive, Casselberry, FL 32707; mark envelope with Human Resources position. Additional information may be obtained by contacting Judi Romboli at (407) 262-7700, Ext. 1130, or [jromboli@casselberry.org](mailto:jromboli@casselberry.org). All application materials are subject to the Florida Public Records Law.

**City of Chiefland - City Manager** -- (pop. 2,140) Located in North Central Florida, only a few miles from the historical Suwannee River, the City of Chiefland is the retail and service hub for a three county area. Designated the "Quality Rural Community of the Year 2000", Chiefland is a progressive community with a vision of growth for the near future. City services include Police, Fire, parks and recreation, animal control, water and sewer utilities. Chiefland has a five member City Commission, including a Mayor/Commissioner and Vice Mayor/Commissioner. The City Manager, along with the Police Chief and Fire Chief, report directly to the Commissioners, who are elected to two-year terms on a city-wide basis. The City Manager is the chief administrative officer of all City departments and responsible for an annual budget of \$3.6 million. Preferred Qualifications: Graduation from an accredited four (4) year college or university with a Bachelor's degree in public administration, business administration or a related subject, and/or five (5) years experience in progressively responsible management positions in local government, preferably with municipalities, preferably in Florida, or any equivalent combination of education and experience. Job description available upon request. Salary range is \$46,439 - \$70,243. Submit resume to the City of Chiefland Attn: City Manager Position 214 East Park Avenue Chiefland, FL 32626 or email to Mary Ellzey, Deputy City Clerk, at [mary@chieflandfla.com](mailto:mary@chieflandfla.com).

**Jasper - Public Works Supervisor** -- The City of Jasper is currently accepting applications for Public Works Supervisor. This is a supervisory position reporting directly to the City Manager. The selected candidate for this position will be responsible for the maintenance and supervision of various aspects of the Public Works Department including streets and drainage, sanitation, fleet maintenance and facilities maintenance. Applicants must possess a minimum of 2 years



supervisory experience in Public Works to include streets and drainage and one other of the following areas: sanitation services, fleet maintenance, or facilities maintenance.

Water/Wastewater Treatment Plant Operator License is a plus, but not required. Salary \$37,000 DOQ. Applications available at City Hall located at 208 W Hatley Street, Jasper, FL 32052 (386)792-1212.

**Taylor County--Public Safety Director**--\$45,885 – Negotiable. This is a highly responsible, publicly visible, professional management position responsible for directing the activities of Fire/Rescue and Emergency Management within the Public Safety Department. This position includes ensuring the department complies with all federal and state statutes and ordinances as well as commanding fire and emergency scenes. Also includes conducting the day-to-day operations of the services, maintaining adequate supplies and inventory, conducting public relations functions applying to Fire/Rescue and Emergency Management, coordinating and providing training for all volunteer fire departments throughout the county, and properly maintaining and accounting for all department vehicles and equipment. The Public Safety Director is responsible for overseeing the County's safety program and performs under the general direction of the County Administrator. Graduate from an accredited two-year community college with an Associates Degree in Fire Administration, Fire Science, or a related field. Five (5) years or progressively more responsible authority in the fire service with at least three (3) years service as a chief, assistant chief, or a ranking officer in a similar sized or larger department, or graduate from an accredited four-year college or university with a Bachelor's Degree in Public Administration, Business, Fire Science or related field is preferred. Experience can be substituted for the above educational requirements. Requirements include meeting minimum standards for firefighter as set forth in Section 633.34, 633.35, Florida State Statutes, and be Fire Officer I certified or eligible within one year. Must also be certified as an Emergency Medical Technician as set forth in Florida State Statutes, Chapter 401 and Florida Rules 10D-66. Preference may be given for Paramedic Certification. Possession of current BLS or CLS certification, Emergency Vehicle Operators Course (EVOC) certification or equivalent is required, as is current valid Florida Class E drivers license. Certification of courses specific to hazardous materials response and emergency management also required. Visit [www.taylorcountygov.com](http://www.taylorcountygov.com) for entire job description and application. Position is open until filled. EOE/DFWP

**Wellington – Assistant Leisure Services Director** – Assists the Leisure Services Director in the management, operation and administration of all divisions of the Leisure Services Dept. Emphasis on work is on planning, organization, policy development and implementation including fiscal management and accountability and supervision of division managers. Work includes evaluating programs' compliance, efficiency, effectiveness and financial accuracy to ensure successful outcomes. Position also includes line responsibility for supervision of operations and maintenance staff. CPRP and knowledge of REcTrac/Main Trac requested. Minimum Qualifications: Bachelor's degree in Public Administration or Business Administration or related field; supplemented by five (5) years of progressively responsible experience in customer and community service relations and functions to include experience in managerial/administrative aspects including maintenance, budgeting, purchasing and policy management required. Exp. Public Sector experience preferred. Pay \$55,860 - \$88,670 plus benefits. Open until filled. For a complete list of open positions and to apply online, visit

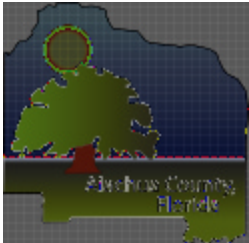
[www.ci.wellington.fl.us](http://www.ci.wellington.fl.us) or you may submit a resume/application to 14000 Greenbriar Boulevard, Wellington 33414. Ph: 561-791-4151; Fax: 561-791-4045, EOE, S/DRW & Vet Pref.

**City Manager-City of Titusville, Florida**, population approximately 44,000, located along Central Florida's Space Coast. Salary for this position is open with hiring dependent upon qualifications and experience of the selected candidate. Range \$112,000-\$152,000. The current city government operates under the Council-Manager form of government. The City of Titusville's 2006-2007 total budget is approximately \$107 million with a general fund appropriation of approximately \$35 million, and has 535 full and part-time regular employees. Responsible for administrative operation of City with a historic district and community redevelopment agency and a broad range of municipal services including Water and Wastewater, Refuse and a Marina. A Bachelor's Degree required, Master's Degree preferred, in public administration or related field with a minimum of five years progressively responsible experience in a position having a broad range of administrative or supervisory capabilities in a governmental entity. ICMA membership in good standing is preferred. Send resume with references and current salary information to Human Resources Director, 555 South Washington Avenue, Post Office Box 2806, Titusville, FL. 32781-2806 email: [joe.denaro@titusville.com](mailto:joe.denaro@titusville.com) Phone: 321-383-5820. Fax: 321-383-5702. Visit [www.titusville.com](http://www.titusville.com) for more information. Information must be received by 5:00pm February 28, 2007. All resumes are open to public inspection. An Equal Opportunity / ADA employer.

**Village Manager, Islamorada, Village of Islands, FL** (population 7,000). Located in the beautiful Florida Keys, Islamorada is a tourist-oriented community an hour south of Miami consisting of four islands spanning 18 linear miles, with a land area of approximately 3,900 acres. Known as the *Sport Fishing Capital of the World*, it is characterized by water, sun, fishing, locally owned restaurants and a small-town atmosphere. Budget of \$35 million and 78 employees. County provides contracted police services. The primary challenges are developing affordable work force housing and major capital projects including installation of sanitary sewer, improving the stormwater collection system, marina renovation, construction of two fire stations as well as other construction projects. The ideal candidate will have at least a Bachelor's degree in management or related area and a minimum of five years of progressively responsible management experience in government and/or not-for-profit sectors. Master's Degree desirable. ICMA member in good standing preferred. Demonstrated organizational and project management skills, a high energy level and strong work ethic, the capacity to inspire and involve staff, and innovative, responsive problem solving skills required. Demonstrated financial management a must. Salary range from \$90,000 to \$130,000 with additional considerations for housing allowance, car allowance, pension, etc. DOQ. Forward resume, salary history and five professional references to Human Resources, P.O. Box 568, Islamorada, FL 33036 or [hr@islamorada.fl.us](mailto:hr@islamorada.fl.us) before March 26, 2007. Under Florida law, all applications, once received are a public record and subject to disclosure upon request. Veteran's preference will be awarded according to Florida Law.

**City Manager, Key West**, the southernmost City in the US, with a year round population of 28,000 and annual visitors in excess of one million, is currently accepting applications for the position of City Manager. The City of Key West overall annual budget is \$130 million with general fund budget of \$38 million and capital expenditures of \$42 million and 500 employees. Potential candidates must possess a bachelor's degree with major course work in public/business

administration, finance or related field. Extensive and increasingly responsible management experience and post graduate degree desirable. Candidates must possess excellent leadership, management and interpersonal skills with ability to communicate effectively with the City Commission, staff, residents and visitors. Salary DOQ. Submit letter of interest, resume with salary history and names and phone numbers of four work related references to: S.Gilbert, HR Director, City of Key West, 525 Angela Street, Key West, Fl. 33040 or via email at [sgilbert@keywestcity.com](mailto:sgilbert@keywestcity.com)



EOE/Drug Free Workplace/Veterans Preference

**Alachua County Board of County Commissioners**

**Assistant to County Manager**

**\$55,986.74 - \$92,378.21 Annually**

Alachua County is located in the North Central part of Florida, 85 miles from the Georgia State Line - 50 miles from the Gulf of Mexico and 67 miles from the Atlantic Ocean. The county encompasses 65 square miles, and has 68 square miles of water. The area is a haven for leisure travelers, who are attracted to the cultural attractions, scenic beauty, rich historical sites and programs offered by the University of Florida.

An opportunity exists within the Alachua County Manager’s Office for a high-energy, productive, team-oriented, and value driven individual to work directly with the County Manager. Alachua County offers professional growth, stability, competitive benefits, and a refreshing lifestyle in a fast-growing, diverse community. Equipped with up-to-date technologies and best practices, our employees improve the quality of life for our citizens every day.

Successful applicant will be responsible for managing a number of complex assignments in areas such as economic development, capital improvements, and special projects with minimal supervision and guidance.

**MINIMUM QUALIFICATIONS:** Bachelor's degree in public administration, business administration, political science or a related field and five years of progressively responsible administrative experience in government; or any equivalent combination of related training and experience. Successful completion of a criminal history background investigation is required prior to employment. Must possess Florida Driver’s License at time of employment. Applicants within six months of meeting the minimum education/experience requirement may be considered for trainee status.

This position provides full benefits, i.e. health insurance, annual leave, sick leave, retirement, holiday pay.

Apply on-line at: <http://agency.governmentjobs.com/alachua> or mail resume and cover letter to: Alachua County Human Resources Office, P.O. Box 1467, Gainesville, FL 32602. Resumes will be accepted after the date of last posting if deadline is extended. Please direct inquiries regarding this position to (352) 374-5219 for posting dates. Applicants with disabilities will be accommodated in the application process. Preference in initial appointment will be given to eligible veterans and spouses of disabled veterans. Final candidates will be required to successfully complete a pre-employment drug test.

### **2007 Awards Program**

The FCCMA Board of Directors approved an annual awards program developed by the Awards Committee. The brochure has been sent to all members. If you need further information, call Lynn Lovallo at 850.222.9684. The deadline to submit a nominee is **2/28/07**.

### ***Dates to Remember:***

May 16-19, 2007 – Annual Conference, Miami

June 13-15, 2007 – FAC Annual Conference, Orlando

August 16-19, 2007 – FLC Annual Conference, Orlando