

Paid registration is required to receive your housing information, so sign up early! See page 11 for details.



FCCMA

2015 FCCMA Annual Conference
Embracing Professional Management
GETTING BACK TO OUR

ROOTS

May 27-30, 2015 • Loews Royal Pacific Resort at Universal Orlando®

WEDNESDAY, MAY 27

7:30 a.m. - 7:00 p.m.

Registration Desk Open

8:00 a.m. - 4:00 p.m.

Pre-Conference Workshop - So You Want to Be a City/County Manager?

This session is designed to engage students, emerging professionals, directors and aspiring managers or assistants and prepare them to move into the leadership seat. Practitioners will share their past experiences with attendees on a variety of topics.

8:30 a.m.	Welcome and Introductions
8:45 a.m.	A Day in the Life
9:45 a.m.	Networking Ice Breaker
10:15 a.m.	Break
10:30 a.m.	Why Diversity Matters: Building a Stronger Team
11:45 a.m.	Lunch
1:00 p.m.	I Don't Know what I Don't Know: Mistakes to Avoid
2:15 p.m.	Break
3:00 p.m.	Building Relationships: Council/Manager/Media/Community
3:45 p.m.	Wrap Up

This is ideal as a stand-alone, one-day training session or as a kick-off to the annual conference. For participants staying for the conference, this session provides a phenomenal opportunity to meet practitioners who may serve as potential mentors during the conference or in the future.

There is no charge for this workshop, but pre-registration is required.

1:00 p.m. - 5:00 p.m.

Ethics Session: Learning from Others' Mistakes

Accomplish your four-hours of required ethics training in one workshop! An interactive session has been developed that will fulfill the ethics requirement at no cost to registrants. This session has been divided into segments that include a review of the Code of Ethics, a true-to-life presentation on how managers (and others) can and have gotten into trouble, and group work to evaluate case studies. The FCCMA Ethics Committee will assist with this program and be available to answer questions.

There is no charge for this workshop, but pre-registration is required. Registration is limited to 125 people.

5:15 p.m. - 6:00 p.m.

Retirement Challenge: The Transitional Manager

If your career has been a series of management posts between two and five years in tenure, it is likely you have not vested in any city or county retirement system. Studies also show that generation X and millennials will have multiple jobs of shorter duration throughout their careers. Is it possible to build a retirement portfolio without a longer term in one government? What can a

professional do to ensure building the right combination of savings, deferred income and other plans to meet his or her retirement needs?

5:30 p.m. - 6:00 p.m.

First-Time Attendees' Orientation

All new attendees are encouraged to attend this session where the FCCMA officers and staff will be introduced. Tips will be given on how to get the most from the conference, and there will be plenty of time for questions and answers.

6:00 p.m. - 8:00 p.m.

Good Ideas Center Open/President's Welcome Reception

A photo booth will be available during all exhibit hours for members to have new pictures taken for the FCCMA membership directory.

THURSDAY, MAY 28

7:15 a.m. - 5:00 p.m.

Registration Desk Open

7:45 a.m. - 8:45 a.m.

Continental Breakfast in the Good Ideas Center

7:45 a.m. - 3:45 p.m.

Good Ideas Center Open

Door prizes will be awarded during lunch and the 3:15 p.m. refreshment break.

9:00 a.m. - 10:30 a.m.

Opening General Session - Lessons in Leadership

Carey Lohrenz, the Navy's first female Tomcat F-14 fighter pilot, will share the fundamentals that helped her win in the cockpit at Mach 2 and that can help you form a winning team. This keynote will challenge, inform and inspire your team to move to higher levels of performance in difficult economic times and environments.

9:00 a.m. - 5:00 p.m.

Résumé Review Appointments

Professional recruiters have been invited to meet one-on-one with attendees to discuss their individual résumés and the current job market. If you are interested in signing up for an appointment, contact Lynn Lovallo at (850) 222-9684 or llovallo@fkcities.com. Early reservations are recommended as there may be limited availability on-site.

9:00 a.m. - 5:00 p.m.

LinkedIn Review Appointments

An adviser from Career Partners International will be available to meet one-on-one with attendees to discuss their LinkedIn profiles. If you are interested in signing up for an appointment, contact Lynn Lovallo at (850) 222-9684 or llovallo@fkcities.com. Early reservations are recommended as there may be limited availability on-site.

THURSDAY, MAY 28, CONTINUED

10:30 a.m. - 11:00 a.m.

Refreshment Break in the Good Ideas Center

11:00 a.m. - 12:15 p.m.

Concurrent Sessions**Session 1 - Unlocking the Value of Your Financial Data: A Case Study of Oakland Park**

The annual budget document is a city or county's most important communications tool, reflecting the financial policy decisions, operational goals and civic priorities that dictate its activity each year. But providing complex, multidimensional budget information in an accessible, easy-to-understand format is challenging for finance leaders. In this interactive session, the audience will become the stakeholders and learn how Oakland Park unlocked the value of its financial data, improved financial transparency, and now provides access to the financial information that staff, elected officials and citizens need, when they need it.

Session 2 - The 21st Century Police Chief: Leading at the Speed of Change

This session will provide attendees with a unique perspective of the new police leader. Based largely upon a decade of economic challenges, a dynamic new millennial workforce and an increasingly diverse (and skeptical) customer demographic, this session will make the case for contemporary police leaders to challenge the way they think about the delivery of law enforcement services. The leadership and management of today's police work force will be a focus of the presentation, with a special emphasis on the relationship between police and the city/county executive - a relationship more important today than ever before. The session will also review several issues facing public safety and communities over the next 10 years, including retention of the millennial work force, technology challenges and right-to-privacy issues. Get ready for a fast but thought-provoking look at what lies ahead for your law enforcement agency in the next decade.

Session 3 - Employment Agreements: Beginning with the End in Sight

Planning for transition does not just begin in the weeks or months leading up to separation. It begins before your first day on the job with the first draft of your employment agreement. A period of transition can be a challenging time for a manager, both emotionally and financially. The provisions in your employment agreement will often determine how prepared you are to bridge the gap to your next position. However, this is not a topic exclusive to managers. As employment agreements become increasingly common with assistant managers and department heads, not being familiar with the key components of these agreements and what they mean for you, your employees and your government is not an option. Please join us for this informative session on employment agreements, the provisions you need to be looking at, and the environment surrounding them.

12:30 p.m. - 1:45 p.m.

Buffet Lunch in the Good Ideas Center

Join fellow participants and exhibitors in the exhibit hall for networking opportunities and a great lunch, as well as the chance to win some door prizes. This lunch is included in your registration fee.

12:30 p.m. - 1:45 p.m.

Career Development Luncheon – The Future of the Profession

Bob O’Neill, ICMA’s executive director, will share his insight regarding professional management and what changes he has observed during his travels around the country.

This luncheon is open to all registrants, but pre-registration and a separate registration fee of \$35 is required.

1:00 p.m. - 5:00 p.m.

Financial Planning Appointments

ICMA-RC financial planning consultants Mark Huston, CFP,[®] and Hortensia Perez, CFP,[®] will be providing individual financial planning sessions on Thursday and Friday. If you are interested in signing up for an appointment, contact Lynn Lovallo at (850) 222-9684 or llovallo@flcities.com. Early reservations are recommended as there may be limited availability on-site.

2:00 p.m. - 3:15 p.m.

Concurrent Sessions

Session 1 – PLANting a Sustainable Network for Future Growth with Multimodal Transit

If cities were trees, then our transportation systems are the root networks by which we nourish the lives of our neighborhoods. Effective management of these networks means the difference between sustainable and fiscally responsible growth versus congestion and expensive infrastructure. Join us for a discussion of the efforts of the City of Doral to move away from building for cars, and moving toward planning for a multimodal community.

Session 2 – Legislative Update

At the conclusion of the 2015 legislative session, how did cities and counties fare overall? What new challenges are we facing? Join a panel presentation with legislative representatives from the Florida League of Cities and the Florida Association of Counties for a lively discussion, analysis and a little crystal-ball gazing.

Session 3 – Proactive Code Enforcement

This session will discuss the aspects and consequences of both proactive and reactive code enforcement. Mechanisms will also be provided to help understand the how-to and benefits of turning your code enforcement division into a proactive one.

3:15 p.m. - 3:45 p.m.

Refreshment Break in the Good Ideas Center

Final door prizes will be drawn.

THURSDAY, MAY 28, CONTINUED

3:45 p.m. - 5:00 p.m.

Concurrent Sessions**Session 1 - Empowering Residents to Participate and Drive Positive Change in their Communities**

Walk through the process Orange City used to implement a new request management system for staff, and a mobile/web app for residents to report daily neighborhood issues directly to the city. Receive actionable tips on how to promote adoption of new tools in your community, especially within a demographic that is not typically familiar with, or comfortable using, leading-edge technology.

Session 2 - Communicating with IT

It can be frustrating for managers to communicate with information technology staff . . . and vice versa. This panel discussion will talk about bridging the communication gap in order to create a cohesive working relationship. Panelists will emphasize the importance of a business partnership between IT and all departments, and the expectations they have for both sides of the partnership. It's not just about IT anymore; it's about working together to improve processes, drive positive change and continue to make more possible even when faced with less resources.

Session 3 - City/County Roundtable

Join a very interactive roundtable forum that will explore both city and county issues. You will be provided with the opportunity to raise matters that will be examined by your peers to determine the best approaches to address each issue. The goal of this roundtable is to discuss problems and concerns and exchange ideas on working with local government issues. Take the opportunity this informal setting will present to harvest the extensive knowledge and expertise of your colleagues.

5:15 p.m. - 6:15 p.m.

Florida Business Watch Reception

After a long day of education, join Florida Business Watch members and fellow managers for a Happy Hour reception and learn more about this important FCCMA affiliate.

Dinner on your own.

9:00 p.m. - 11:00 p.m.

Dessert Reception

Join your colleagues for a late-night reception featuring mouth-watering desserts and great conversation. This is an event you don't want to miss and is included with your registration fee.

FRIDAY - MAY 29

7:15 a.m. - 4:30 p.m.

Registration Desk Open

7:45 a.m. - 8:45 a.m.

Continental Breakfast

7:45 a.m. - 8:45 a.m.

Inspirational Breakfast - An Overcomer's Story: From Poverty to Success

Midway City Manager **Dot Inman-Johnson** will share the story of how her own life experiences created the template for a successful and varied career as an educator, elected leader, nonprofit CEO and a post-retirement return to government as a city manager. Author of *Poverty, Politics and Race: The View from Down Here*, she will be available after breakfast for a book signing.

Pre-registration and a separate registration fee of \$35 is required.

9:00 a.m. - 10:15 a.m.

Concurrent Sessions

Session 1 – The Power of Sharing: How the Village of Glenview Achieved Low-Cost, High-Quality IT Managed Services by Forming a Consortium with Fellow Municipalities

In this interactive presentation, audience members will form mock municipal consortiums to work through the challenging decision making of creating an information technology service delivery solution for a multi-member municipal partnership. Bring your strategic thinking skills to navigate the selection process and collaborative benefits of creating shared IT. The program will overview the implementation in Glenview, Ill., and includes a discussion of each jurisdiction's selection of services, cost sharing and membership fees, and the challenge of implementing common standards and policies.

Session 2 – Healthcare Costs at BELOW 2010 Levels? How Did Palm Coast do THAT??

Tired of double-digit hikes in health insurance each year, the City of Palm Coast said “enough is enough!” and crushed the mold to create a new model no one thought remotely possible. Partnering with an already existing local clinic, the city fixed expenses, established a clinic with no management fees and pass-through costs, and is now able to provide most routine and preventative health care at ZERO cost to employees and their dependents. How is this possible? Share the journey to this unique solution and you can also leap off the healthcare merry-go-round, rein in costs and provide better benefits to your staff.

Session 3 – Communication: Ever-Changing and Fast-Moving

With an ever-changing landscape of communication methods, delivering a successful message to target audiences is no longer a “one size fits all” formula. To be successful, government organizations need a proactive public communication strategy. Learn how to leverage and manage social media, video, digital and traditional communication channels to reach and engage citizens in a more effective way.

9:00 a.m. - 5:00 p.m.

Financial Planning Appointments

See page 5 for details.

9:00 a.m. - 5:00 p.m.

Résumé Review Appointments

See page 3 for details.

FRIDAY - MAY 29, CONTINUED

9:00 a.m. - 5:00 p.m.

LinkedIn Review Appointments

See page 3 for details.

10:30 a.m. - 11:45 a.m.

General Session – Creating Cultures of Leadership and the Power of “Lollipop Moments”

Have we made leadership into something bigger than us, something unattainable? In this session, **Drew Dudley** will describe leadership in a more nuanced, practical and hopeful way. An experienced TED speaker, Dudley will share his “lollipop moments” – those times when something you’ve done has made someone else’s life fundamentally better. Leadership, he explains, should be about how many lollipop moments you can acknowledge and share every day.

12:00 p.m. - 1:30 p.m.

Luncheon and Annual Business Meeting

1:45 p.m. - 2:45 p.m.

We Can’t Live Without It: Florida’s Water Future

Pick a table and join your colleagues for lively discussion on a hot topic. Florida Business Watch has assembled experts to facilitate small group discussions on: 1) Sea Level Rise/Salt Water Intrusion; 2) Springs Restoration; 3) Future Alternative Sources; and 4) Finding the Money.

The topic is massive – numeric nutrient compliance and impact, supply and delivery fixes, septic retrofit, infrastructure – the list goes on and on. Short presentations will be followed by small group discussions, then the whole room will be brought back together to discuss the overlap of Florida’s water issues. This session is designed to encourage a free exchange of ideas, discuss problems and create real solutions. Wear your thinking caps and be prepared to collaborate on this important issue.

3:00 p.m. - 4:00 p.m.

Concurrent Sessions**Session 1 – Performance Management in the Era of Analytics**

Local governments generate huge quantities of data but seldom effectively use this resource in decision making. Big data, cloud-based analytic solutions and the widespread use of low-cost computer technology (such as ICMA Insights) are altering the ways communities are implementing performance management systems. This forward-thinking session will show how this evolution in technology is rapidly changing our workplaces. Learn more about performance management and its importance to our profession. Discover how your community can begin to capitalize on the comparative data available to your organization for enhanced decision making in the new “era of analytics.”

Session 2 – New Accounting Issues Impacting Government Financial Statements and How to Prepare Effective Financial Presentations for Local Government Boards

Cities’ and other local governments’ financial accounting and reporting rules seem to be getting a lot of press these days. From new pension reporting standards to OPEB and beyond, this session will explore accounting issues that may change how local governments develop, manage and

prioritize service delivery. In addition, financial presentations to a local government board can be challenging. This session will also share some ideas about how to make these easier for all involved to understand.

Session 3 – Florida Municipal Safety and Health Accreditation

This presentation will outline the efforts to and the benefits of establishing a Commission for Safety and Health Accreditation in the State of Florida. The commission will work with public agencies to provide safety and health training services, as well as provide standards, accreditation and compliance assistance. Similar to the current Florida Law Enforcement accreditation process, the goal will be to have accreditation become a prestigious and sought-after recognition that will serve to increase cooperation between agencies, as well as increase the level of service provided to the public by meeting statewide standards.

4:15 p.m. - 5:30 p.m.

Celebrating Professional Management – FCCMA’s 2015 Awards Presentation

Be sure to join your colleagues for this special event to recognize FCCMA’s 2015 award winners.

6:30 p.m. - 8:30 p.m.

Friday Night Social – Royal Pacific Luau

What better way to cap your stay at the Royal Pacific than with an authentic Polynesian revue? The evening will begin with a traditional lei greeting, the island sounds of a strolling ukulele player and a chance to mingle with tropical birds. Enjoy a buffet dinner followed by an interactive show featuring hula and fire dancers. Bring the family for an evening you won’t forget. This event is included in your registration fee.

SATURDAY, MAY 30

8:00 a.m. - 9:45 a.m.

Closing Breakfast – Rising Above My Roots: The Road to the White House

Political humorist **Paul Mellor** will leave you laughing, learning and motivated as he delivers his entertaining message on running for president. You’ll quickly see why Mellor is a candidate who knows the angles yet speaks in circles as he voices the issues of the day. His accomplishments are many: voted “Most Popular 7th Grader” a record three years in a row; worked in Washington serving in the House . . . of Pancakes; received honorary degrees from leading pre- and elementary schools throughout western Canada. “Rising Above My Roots” is a session worth waking up for. Be there!

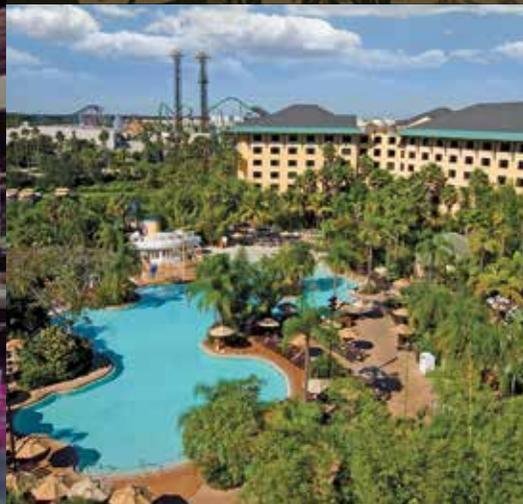
This is a tentative schedule and subject to change. Please check the website at www.fccma.org for updated conference information as it becomes available.

ICMA Practices

This conference will address most ICMA Practice Groups. The final conference program will indicate group practice hours where applicable so members may plan their best use of conference time for credentialing purposes. For more information contact: Lynn Lovallo, FCCMA, P.O. Box 1757, Tallahassee, FL 32302-1757, (850) 222-9684, llovallo@flicities.com.



Loews Royal Pacific Resort
at Universal Orlando®



The unique, family friendly **Loews Royal Pacific Resort** will serve as the conference hotel. It is located at 6300 Hollywood Way in the Universal Orlando Resort. The hotel phone number is (407) 503-3000. FCCMA has secured the special rate of **\$160** per night, single or double, for conference participants. Overnight self-parking is offered at the reduced rate of \$8 per night. **NOTE: Royal Pacific will not accept any reservations at this time. See below for more details.**

Part of the Universal Orlando® Resort, the Royal Pacific is located just a short walk or boat ride away from two theme parks and all the dining and entertainment options of Universal's CityWalk®. As an added benefit, all hotel guests receive unlimited "front of the line" express pass access to many attractions at both Universal Studios® and Universal's Islands of Adventure® with paid theme park admission. For complete information on the hotel, visit its website at www.loewshotels.com/royal-pacific-resort.

ROOM RESERVATION PROCEDURE

To protect our room block for conference registrants, it is our policy that no one will receive housing information **until we have received your PAID registration**. Once your registration is paid, you will be sent housing information via email. **NOTE:** If you register online but choose to mail in your check, you **will not** receive your housing information until your registration is **paid**.

Please note that the reservation cut-off date at the hotel is **April 24, 2015**. It is important that you register for the conference early so you have plenty of time to make your reservations. **Availability is on a first-come, first-served basis**. Remember that we are unable to guarantee reservations for anyone, nor the exact date on which the hotel block will sell out, **so please register early**.

IMPORTANT - POLICY REGARDING RESERVATION CANCELLATIONS AND ADJUSTMENTS

In recent years, the FCCMA has experienced a disturbing trend with its room block at conference hotels. Individuals will book rooms for the entire length of the conference, making it appear as if the room block is sold out and forcing other registrants to book rooms off-property, only to cancel or shorten the length of their stay at the last minute. This has greatly inconvenienced other guests and left the FCCMA at risk of steep hotel penalties.

Due to these experiences, the FCCMA Board made the difficult decision to enforce penalties for abuse of the room block. **FCCMA will reserve the right to assess a \$50 penalty to any registrant making significant adjustments to his or her reservation within three weeks and up to the conference.**

We understand that some cancellations or adjustments are unavoidable. However, we simply ask that when making your reservations, **you only block for dates that you are sure you will be able to attend**. If you have any doubts about the length of your stay, please **do not** make your reservations until you are sure. This will benefit all registrants trying to secure a reservation in the host hotel, and will protect the association from financial harm.

We thank you in advance for your cooperation and consideration.

ADVANCE REGISTRATION PROCEDURE

All participants are encouraged to register in advance to avoid any delays at the conference registration desk. Please register online at www.fccma.org or fill out and return the conference registration form with all registration fees to FCCMA Annual Conference, P.O. Box 1757, Tallahassee, Florida 32302; email to mhowe@flcities.com; or fax to (850) 222-3806. No registrations will be processed without payment in full. When your advance registration request is received, a confirmation of registration will be sent by email.

DEADLINE

Registration forms must be received no later than **May 8, 2015**. If you are unable to meet this registration deadline, please register on-site at the conference.

REFUNDS

In the event prepaid registrants find it impossible to attend the conference, a letter mailed to FCCMA, emailed to mhowe@flcities.com or faxed to (850) 222-3806 and received by **May 8, 2015**, will authorize a refund. All refunds will be processed after

the conference. A \$25 administrative fee will be deducted from all canceled registrations. Prepaid registrations not canceled by this date will be included in the advance registration count required by the hotel and are not eligible for a refund.

REGISTRATION FEES

To qualify for the early registration rate, advance registrations must be received by the **May 8, 2015**, deadline. Registrations received after that time will be considered “on-site” and subject to the higher rate. **Remember that you will not receive housing information to make reservations at Royal Pacific until we receive your PAID registration.**

Registration fees cover admission to all events and refreshment breaks, except those events for which additional and/or pre-registration is required. “Thursday or Friday ONLY” registrations include all regular events for that day only. See the schedule of events and registration form for details.

Name badges or tickets are required for entrance into any activity or to enjoy the refreshment breaks.

REGISTRATION FEE OPTIONS

Registration Type	Received by May 8, 2015	After May 8, 2015
FCCMA Member	\$390	\$435
Additional Registrant from Same Government*	\$360*	\$435*
Non-Member Government	\$500	\$545
Retiree/Student	\$85	\$95
Thursday ONLY**	\$195**	\$220**
Friday ONLY**	\$195**	\$220**
Adult Guest [†]	\$85 [†]	\$100 [†]
Child (under 18) [†]	\$0 [†]	\$50 [†]

*No multi-registrant discounts will be allowed after **May 8, 2015**.

**Includes all regular events for Thursday or Friday only.

[†]**Guests are defined as family members**, i.e. spouse or partner, teens and children. Guest registrations are not for use by other government or company employees. *There is no fee for child guests registered in advance, but please include any child guests on your registration form so that we may plan accordingly.*

FCCMA 2015 CONFERENCE REGISTRATION FORM

13

LOEWS ROYAL PACIFIC RESORT AT UNIVERSAL ORLANDO ■ MAY 27-30, 2015

Full Name: _____ First Name or Nickname: _____
(as you wish it to appear on your badge)

Title: _____ Affiliation: _____
(city, county or organization, etc.)

Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Telephone: _____ Fax: _____

Email: _____

First-Time Attendee? Yes No ICMA Student Chapter Member? Yes No

If you are registering a guest or child, please complete the following:

Adult Guest Full Name: _____ First Name or Nickname: _____

Adult Guest Full Name: _____ First Name or Nickname: _____

Child (under 18) Full Name: _____ First Name or Nickname: _____

Child (under 18) Full Name: _____ First Name or Nickname: _____

Please complete the Registration Information on the following page.

NOTE: Be sure to send in **BOTH** pages of the registration form. Registration **CANNOT** be processed without both pages.

Cancellation Policy

Because of the requirement for advance attendance guarantees, cancellation must be received and confirmed in writing by **May 8, 2015** to entitle registrants to a refund of registration fees. A \$25 administrative fee will be deducted from all refunds. All refunds will be issued after the conference.

Special Needs

If you are physically challenged and require special services, or if you have special dietary needs, please attach a written description to your advance registration form.

Please return to: FCCMA Annual Conference, P.O. Box 1757, Tallahassee, FL 32302; email mhowe@flcities.com; or fax to (850) 222-3806. Payment must accompany each registration. No purchase order or phone registrations accepted. Online (www.fccma.org), emailed and faxed registrations accepted if paying by credit card (Visa or MasterCard) only. **Remember that you will not receive housing information to make reservations at Loews Royal Pacific until we receive your PAID registration.**

NOTE: If you are registering multiple individuals from a single government to take advantage of the special discount, these registrations must be sent in and paid at the same time.

Payment Information:

Amount Enclosed (**enter total from back of registration form**): \$ _____

Method of Payment: Check (payable to **FCCMA**) Visa MasterCard

Card #: _____ Exp. Date: _____ Cardholder's Phone: _____

Cardholder's Name: _____ Cardholder's Signature: _____

Billing Address (*if different from address used above*)

Address: _____

City: _____ State: _____ Zip: _____

REGISTRATION INFORMATION

LOEWS ROYAL PACIFIC RESORT AT UNIVERSAL ORLANDO ■ MAY 27-30, 2015

REGISTRATION INFORMATION

See page 12 for restrictions on these registration types.

Registration Fees	By 5/8/15	After 5/8/15	Total Fee
FCCMA Member	\$390	\$435	\$ _____
Additional Registrant from			
Same Government	\$360	\$435	\$ _____
Non-Member Government	\$500	\$545	\$ _____
Retiree/Student	\$85	\$95	\$ _____
Thursday ONLY	\$195	\$220	\$ _____
Friday ONLY	\$195	\$220	\$ _____
Adult Guest	\$85 x _____	100 x _____	\$ _____
Child (under 18)	\$0 x _____	\$50 x _____	\$ _____

Special Events

Additional registration is required for these events. Please indicate your attendance and include additional fees where required:

Wednesday

So You Want to Be a . . . Manager	_____ @ \$0.00	_____ @ \$0.00	\$ Free
Ethics Session	_____ @ \$0.00	_____ @ \$0.00	\$ Free

Thursday

Inspirational Breakfast	_____ @ \$35.00	_____ @ \$35.00	\$ _____
Career Development Luncheon	_____ @ \$35.00	_____ @ \$35.00	\$ _____

Grand Total Due (enter this amount on front of registration form): \$ _____



FCCMA

**Register online at www.fccma.org
Hotel Cut-Off Date: April 24, 2015
Early Registration Deadline: May 8, 2015**

**FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
c/o Florida League of Cities
P.O. Box 1757, Tallahassee, FL 32302**