



Supporting, educating and serving professional local government in Florida.

April 2017

Message from the Executive Director

This quote is applicable to all FCCMA members, regardless of age or position. Whether you're 20 or 80, there is always room to grow, learn, and improve. The FCCMA Annual Conference offers the perfect opportunity to do all of this. Learn how others are addressing problems that your community may be having. If it's not a problem in your area now, you can bet that it will be in the future. The pill mill crisis from a few years ago is a perfect example.

Whether it's a presentation from a keynote speaker on an emerging issue, a workshop on how a community solved a problem it was facing, or networking with other members, our conference offers an opportunity to "borrow" ideas that will make your community a better place to live. For the younger members, you have an opportunity to learn from some of the best in the business and make contacts that will last for your entire career ([read more](#)).

President's Priority



***A Call to Action Update
What Skills Will the Next
Generation of Government
Employees Need?***

By Bill Lucia, Senior Reporter for Government Executive's Route Fifty, Washington, D.C.

As Baby Boomers [gradually age out](#) of the workforce and emerging technology shifts the way public sector agencies do business, a nonprofit organization wants to identify what future government employees will need to know in order to do their jobs effectively. "There's a lot of change happening and a lot of change to come," said Tom Ross, president of the New York City-based [Volcker Alliance](#), the organization planning to conduct the research.

Ross pointed out that new technologies are altering how government services are delivered, that data increasingly informs agency decision-making, and that in the public and private sectors

alike there is a growing emphasis on employees having an "entrepreneurial attitude." All of that change comes on top of the generational transition that will occur in government workplaces as Boomers retire and Millennials take their place.

A nonprofit started in 2013 by former Federal Reserve Board Chairman Paul A. Volcker, part of the Volcker Alliance's mission is to build public trust in government.

The [Carnegie Corporation of New York](#) awarded the group \$1.5 million in late September that will help support the public sector workforce research. The money is an unrestricted grant and will support other parts of the Alliance's operations as well.

Ross said the research will likely involve surveys, interviews and other methods and will be conducted by both Alliance staffers and outside experts. Government agencies, as well as schools teaching public policy and public administration, are expected to be among the end users of the findings. For now, there's no timeline for when the project might be complete. From Ross's perspective, the research is timely as Millennials take on a larger presence in the workforce. "We know that Millennials are interested in service. They're interested in making a difference," he said. "We need very much for them to be attracted to government."

"If we can demonstrate what the skills and competencies are," he added, "it may actually align quite well with what their interests are."

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Featured Local Government



By Brian Moree, Assistant County Administrator, Marion County

Setting the standard for customer service: though the phrase itself is nearly as common as images of mountains on inspirational posters, it's less common to find organizations truly striving to study and embody what it means.

Before launching our new mission statement: "Leading public service in genuine dedication to our citizens through professional operations and

resource stewardship," Marion County leaders drilled down to find the core values held by our workforce. What did employees feel passionate about? What ideals did they find important? And where, as an organization, could the county do a better job of exemplifying these values?

The employee-identified core values provided the foundation for the three guiding principles that form the mission statement. By utilizing input from all levels of staff, Marion County looked toward a level of personal ownership for each employee when it came to the values of the organization as a whole.

Like the passive mountains on inspirational posters comfortably situated behind generic frames and matting, mission statements, core values and guiding principles are all too often relegated to the same fate - boxed within frames, viewed once and tacked to the wall. It's easy to put forth grandiose sentiments, they sound nice and create an image of effort. ([read more](#))

Members News and Updates

Featured Member: Joseph Yarbrough, City Manager, South Daytona



How long have you been an FCCMA member?
30 years

Are you an ICMA member and if so, how long?
42 years

Please describe your areas of formal/advanced education.
Political Science and MPA - University of Tennessee

What got you interested in public service?
My father was a journalist and political activist, seeking or holding office throughout my childhood. Since I can remember, I was attending political rallies. By 18, I served as a precinct chair in my hometown of Knoxville, TN and worked in local/state campaigns throughout my college years. Growing up with candidates and office holders at our home provided me with an early introduction to politics and comfort around elected officials.
[Read more.](#)

New Members

The following membership applications have been received.

- **Salem J. Abraham, District I, Masters of Public Administration, Florida State University, Student Member;**
- **Torey Alston, District VII, Equal Opportunity Director, City of Gainesville, Affiliate Member;**
- **Stephen Koontz, District VIII, Assistant County Manager, Lake County, Full Member;**
- **Thomas Ernharth, District VIII, City Manager, City of Eagle Lake, Full Member;**
- **Jesus Merejo, District IV, Director of Utility Systems and Special Projects, City of Port St. Lucie, Affiliate Member;**
- **Aubrey Paffenroth, District VII, Masters of Public Administration, University of South Florida, Student Member;**
- **Christina Weber, District VII, Masters of Public Administration, University of South Florida, Student Member.**

If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

FCCMA Program Year 2017 - 2018 Committees

Are you involved in your Association? Be a part of the great work FCCMA does through its committees: sign up today for a committee that interests you!

Communications Committee
Sub-Committees:
Legislative
Conference Planning Committee

Fiscal Administrative Policy Committee

Membership Committee

Professional Development Committee
Sub-Committees:
Awards & Scholarship
Student Council

Professional Management Matters Committee

Sub-Committee:
MIT

Winter Institute Committee

Committee appointments are a two-year commitment except for the Conference Planning and Winter Institute committees, which are one-year appointments. There are a limited number of openings on each committee. Please email Carol Russell at crussell@flicities.com your committee choice. (Please indicate your first, second and third choices by marking 1, 2 and 3) Once appointments are made, you will be notified. **Please sign up by May 5th.**

2017 Onsite Training Held in North Miami Beach



FCCMA recently held an ethics training in North Miami Beach. Freddy Perera, attorney for the Perera Law Group and Karen Callejo, attorney for Luks, Santaniello, Petrillo and Jones, provided training for managers and their staff to help them understand the fundamental ethics requirements the state has legislated upon local officials and employees.

Professional Management Matters



Lee Garner, City Manager of Chattahoochee and FCCMA District I Director, presented a certificate on April 11, 2017 to the Blountstown Council for 40 years of the commission-manager form of government.



FCCMA Member Sharon Ragoonan presented a certificate on April 4, 2017 to the Miami Shores Village Council recognizing the City for 85 years of the commission-manager form of government.



Ken Fields, City Manager of Lake Wales and FCCMA At-Large Director, presented a certificate on April 17, 2017 to the Polk City Commission for 35 years of the commission-manager form of Government.



FCCMA Member Matt Spoor presented a certificate on April 25, 2017 to the St. Pete Beach Commission recognizing the City for its 60 years of the commission-manager form of government.

From Our Affiliates

2017 ICMA Conference Scholarships

ICMA's Conference scholarships are part of its commitment to attracting a wide and diverse group of people into the local government management profession, developing and mentoring early-to-mid-career professionals already in the field and helping members working in smaller communities. Experience the value of the Annual Conference, for a list of scholarships offered: [click here](#).

Florida Institute of Government

The Florida Institute of Government (IOG) is pleased to announce the following webinar series: From Supervisor to Leader: Road Map to Success. This interactive webinar series will be held on three consecutive Thursdays: **May 11, May 18, and May 25, 2017**, from 10:00 am - 12:00 noon (EDT.) Deadline for all registrations is May 8, 2017, or when capacity is reached. Group discounts are not available. For more information, [click here](#).

Florida League of Cities

The annual CityStats survey is the cornerstone of most research and analysis done by the Florida League of Cities. Now in its seventh year, the CityStats survey has allowed for analysis of municipal government policies and programs by both League staff and university research

institutes. The 2017 survey is now being conducted online via survey links that were emailed to each city's designated key official on Tuesday, April 11. For more information, [click here](#).

Alliance for Innovation

By Sallie Ann Burnett, East Regional Director, Alliance for Innovation

Sparking Innovation

How do you spark innovation in your organization? Try an Innovation and Technology Fair. In October, Hennepin County's Center of Innovation and Excellence and IT departments partnered for an Innovation and Technology Fair (lovingly referred to by Mike Sable as "Innotechxpo"). The event was an opportunity to grow a culture of innovation to showcase innovation happening across Hennepin County, Minnesota, to bring in inspiring speakers and presenters, and to provide hands-on opportunities to practice innovation tools and techniques. Read more [here](#).

Events and Training Opportunities

Affiliate Training Opportunities

- [FLC training](#)
- [FAC training](#)
- [Cal-ICMA Coaching Opportunities](#)

FCCMA Four Hours Required Ethics Training

FCCMA requires its members to take four hours of ethics training annually. This training must be completed between October 1 and September 30. Any member who joined prior to October 1, 2016, must complete the training by September 20, 2017. If you have already completed the training and need help recording your hours, please contact Carol Russell at (850) 701-3607 or crussell@frcities.com.

FCCMA Webinars

FCCMA holds webinars monthly from September through May. If you have missed a webinar, all FCCMA webinars are archived and can be found [here](#).

FCCMA Webinar: Opioid Crisis in Florida: What Can Local Governments Do?

This webinar, from the perspective of county health management, will describe the etiology of opiate-use disorders and discuss: useful data resources and statistics; various data-analysis initiatives such as Florida's Drug Epidemiologic Network; opioid-use disorder focused consortia; implications of the Marchman Act; and the value of stakeholder partnerships with treatment entities, law enforcement, research, and the recovery community. ([Read more](#))



FCCMA Annual Conference

The FCCMA Annual Conference is only a month away. If you have not yet registered, the deadline is May 12th. After May 12th, you can register onsite but the cost will be higher.

FCCMA offers resume review and financial planning appointments during the conference. Kevin Knutson from Management Partners still has resume review appointments on Thursday. WD Higginbotham from The Mercer Group and Doug Thomas from Strategic Government Resources will review resumes on Friday. There are still a few appointments left.

Representatives from ICMA-RC will help individuals with financial planning: the representatives will be there all-day Thursday and half a day on Friday. There are still appointments available.

For an appointment, please email Carol Russell at crussell@frcities.com. To register for the conference, [click here](#).

FLCU Webinar: Presenting Budget Requests - Innovative Ideas That Work

It's that time of year when city managers, finance officers and others are preparing budget requests for council/commission approval. Learn tips and innovative ideas on how to make the process successful and efficient. Have an idea of your own? Share during the brainstorm session and get feedback from our guest presenters. For more information, [click here](#).

ICMA

The ICMA Coaching Program invites you and your team to a free webinar: "Best Practices in Citizen/Customer Service" - ICMA Coaching Program webinar, 10:00 a.m. - 11:30 a.m. Pacific Time (1:00-2:30 p.m. Eastern), Thursday, May 11, 2017

Topics:

What are agencies doing to raise the bar of service delivery and cost effectiveness?
How are agencies engaging citizens to be more than simply consumers of service?
What are some future prospects for enhancing citizen/customer experience? For more information, [click here](#).

ICMA Annual Conference

To learn more about the Keynote and Future Speakers at this year's ICMA Annual Conference, [click here](#).

FCCMA Resources

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