



Supporting, educating and serving professional local government in Florida.

March 2017

Message from the Executive Director

We're almost to the halfway point of session and I have the bruises to show for it. If this was a football game, my elbows would be skinned up, helmet scarred, and I'd need a new jersey at halftime because my name and number had been ripped off. I don't know what it is, but this year has been brutal so far. Bad ideas (*disclaimer - my opinion) that started as snowflakes are now healthy snowballs gaining mass and momentum as they roll down the mountain and I feel like a skier in front of them. The bills that I'm talking about would prevent any local regulation of business, eliminate CRAs, remove our authority to regulate vacation rentals, and tell cities when they can hold elections. And the list goes on and on. ([read more](#))

President's Priority



A Call to Action Update March 2017 Internships

Breaking into local government, specifically local government management positions, admittedly take tenacity and patience. Most senior managers started their careers with some type of internship or fellowship, some paid, some volunteer. Unfortunately, budget cuts have eliminated many of these entry-level positions.

As senior managers begin to retire in greater numbers, local government needs bright and dedicated young people who want to make public service their career.

Effective internship programs provide excellent opportunities to make use of very talented people and allow managers to assess them as possible full-time employees. These programs also provide opportunities for managers to demonstrate to interns the potential of a career in local government.

As an example, the City of Lakeland, for several years has had a successful summer internship program. This year the city is offering ten (10) internship positions within various city departments. For additional information, please contact Shawn Sherrouse, Lakeland Assistant City Manager at 863-834-6006.



Cody Orlebeke (left), is greeted by Lakeland City Manager Tony Delgado. Orlebeke will participate in a 4 month paid internship as an Airport Operations Specialist.



Former interns Adam Lunn, Kenneth Brewer, and Karissa Strickland, who now hold permanent positions with the City of Lakeland, meet with City Manager Tony Delgado.

Members News and Updates

New Members

The following membership applications have been received.

- Raleigh Barnes, District VII, Masters of Public Administration, University of South Florida, Student Member;
- Elizabeth Cardenas, District VII, Special Projects Manager, Hillsborough County, Affiliate Member;
- Peter Lear, District VII, Finance Director, City of North Port, Affiliate Member;
- John Christopher Meyer II, District VI, Masters of Public Administration,

- Florida Gulf Coast University, Student Member;
- My PR Guru, LLC, District IV, contact: Elliot Cohen, President, Corporate Member;
 - Valerie Oakes, District IV, Town Manager, Town of Highland Beach, Full Member;
 - Jeff Rogers, District VII, Assistant County Administrator/Public Works Director, Citrus County, Full Member;
 - Juan Ruiz, District IV, Assistant City Manager, City of Lake Worth, Full Member;
 - R. Brandon Wager, District VII, Operations & Legislative Affairs Officer, Hillsborough County, Affiliate 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.

In Memoriam of FCCMA Member Robert Adolphe

Robert Adolphe, Deputy County Administrator of St. Lucie County, passed away Saturday, March 11, 2017. He has been a member since June 2015. "He was a good guy and a good public servant," said County Administrator Howard Tipton.

Adolphe is survived by his wife Betsy and their four children.

Plant City's Standards for Customer Service Best Practices

Plant City developed a guide of customer service best practices to ensure consistency and demonstrate professionalism in its service to external and internal customers.

[Click here](#) to access the guide.

Professional Management Matters

By: Katherine Dunn

Did you know that Professional Management Matters (PMM) was the Florida City/County Management Associations' response to ICMA's

Life, Well Run campaign for the state of Florida? FCCMA's goal is to highlight the benefits of the council manager form of government, and to explore real life examples of how the collaboration between professional managers and elected officials impact local governments.

Let's define the "Professional Management" aspect of the movement. "Professional Management" involves the leadership of an individual within a municipality who has experience, education and credentials. The significance of this is that citizens can feel secure knowing that their cities and counties are in the best hands possible; they are being managed by ethical, educated professionals, with training and experience. As mentioned before: FCCMA's goal with the PMM movement is to not only highlight the benefit of having professional, non-partisan, non-political officials manage local government, but to also raise awareness of the connection between FCCMA and the Professional Management Matters campaign. ([read more](#))

From Our Affiliates

ICMA

Engage Now with an ICMA Committee or Task Force: Call for Volunteers Opens Today

Don't pass up this opportunity to enhance your ICMA membership experience with opportunities to give back to the profession. Volunteer to serve on an ICMA committee, task force, or advisory board, and scope out other ongoing volunteer experiences. Committee and task force work draws on the skills and interests of a broad cross-section of the ICMA membership. New additions for this year are the Assistant Manager Task Force and the Smart Communities Advisory Board. Get the details [here](#). **The call for volunteers closes April 21.**

2017 Southeast Regional Summit

Register today for the ICMA Southeast Regional Summit, April 27-28, 2017 in Gatlinburg, TN at the Courtyard Marriott Gatlinburg Downtown, 315 Historic Nature Trail, Gatlinburg, TN. The cost is \$295 for ICMA members and \$395 for non-ICMA members. For more information, [click 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@fllcities.com.

FCCMA Webinars

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

FCCMA Webinar: Collective Bargaining Strategies for F.S. Chapters 175 and 185 Pensions

There may be no 21st Century employee benefit that has impacted local governments in Florida more than the rising cost of funding Chapter 175 and 185 (Fire and Police) Pension Plans. In addition, the state legislature has rewritten the law, and the State's position on many issues regarding these plans has substantially changed over the last decade. Some local governments have taken dramatic steps to curb these rising costs and some have been challenged in their attempts to modify retirement options for the employees affected. In Florida, Chapter 175 and 185 pension plans are subject to collective bargaining, with some constraints. Attorneys Jim Linn and Glenn Thomas, of the law firm Lewis Longman Walker, will review these constraints and identify strategies that local governments should consider during the collective bargaining process. This is excellent opportunity to maximize an hour of your time for training on this topic with your HR Director and other key staff members involved in this process. [\(Read more\)](#)

FCCMA Onsite Training Sessions

FCCMA will hold two onsite trainings in April.

- April 6: Leesburg
- April 21: North Miami Beach

For more information on any of the trainings, [click here](#).

ICMA Webinar: Being a Great Coach and a Winning Player in Your Organization

The ICMA Coaching Program invites you and your team to this free webinar:

"Being a Great Coach and a Winning Player in Your Organization"

11:00 a.m. - 12:30 p.m. Pacific Time (2:00-3:30 p.m. Eastern), Wednesday, April 19, 2017

[\(Read more\)](#)

FCCMA Annual Conference

Can't attend the whole conference? FCCMA offers a special **one-day conference price of \$195** for a full day of sessions. You can choose to attend either Thursday, June 1 or Friday, June 2.

Thursday begins with the **Opening General Session** featuring **Liz Murray**, From Homeless to Harvard. Check out the Good Idea Center (Exhibit Hall) which opens at 7:45



am. Thursday offers two rounds of **Concurrent Sessions** beginning at 11:00. The second round of sessions begins at 2:00. Hank Fishkind and Associates **Stan Geberer** will speak at 3:45 on "Economic Outlook - U.S. and Florida." The day will conclude with the 2016 Awards Presentation at 5:15. Breakfast and lunch are included in the registration fee.

Friday begins with a General Session at 9:00 am featuring **Jim Stikeleather** who will speak on "Innovation for Communities - A Smart Future." This will be followed by one round of **Concurrent Sessions** beginning at 10:30 am. **The Annual Business Session** at 12:00 will include lunch. There will be a second round of **Concurrent Sessions** beginning at 1:45. The afternoon will conclude with the **Journey's Session: Balancing Professional and Personal Life in the Management Profession** at 3:15. Breakfast is also included in the registration fee. [Click here](#) for more conference information.

FCCMA Resources

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