



Supporting, educating and serving professional local government in Florida.

November 2016

## Message from the Executive Director



*by Casey Cook, FCCMA Executive Director*

Does having a professional city or county manager in charge make a difference? Are Florida's cities and counties in better shape because professionals are steering the ship? If you answered "yes", you agree having a professional leading the way does make the difference. Running a city or county is difficult because cities do so much. We run water and electric companies, roadbuilding firms, operate parks, administer athletic leagues, and keep residents safe by providing police and fire services. We own airports and golf courses, cemeteries, and healthcare facilities.

We do it all.

In the private sector, companies can offer one service or provide one product and be considered successful. To successfully run a local government, you have to provide several different products and services, AND, more importantly, be able to effectively communicate with elected officials and the public about the products and services. Whether it's the need for a new bridge, the widening of a road, or why the fees for youth flag football need to be raised, you must be able to understand and explain the "why" to kindergarteners and college professors. [\(Read more\)](#)

## President's Priority

# PREPARING THE NEXT GENERATION

FLORIDA CITY AND COUNTY  
MANAGEMENT ASSOCIATION

**A Call to Action Update  
Training Held November 4, 2016  
Sharing Personal Journeys**

**Fellsmere City Manager Jason  
Nunemaker shares his  
personal journey at the  
District IV onsite training in  
Palm Beach Gardens.**



"Storytelling is the essential human activity. The harder the situation, the more essential it is." – Tim O'Brien

Story summaries begin to articulate the values, talents, and interests that brought city managers into the profession. City managers, who often enjoy sharing stories when they gather, need to keep their storytelling art alive by offering the next generation their personal stories, stories of what drew them to the profession, why they stay, and most important their passion for their chosen profession.

Young people cannot know they might want to pursue city management as an initial career change unless they have been told the profession exists and what one can accomplish in it. Stories can and will educate and, when told from the heart, will encourage others to look at city management as a challenging, rewarding, honorable, and important career.

***-SHARE YOUR JOURNEYS-***

## FCCMA STAFF



### **Welcome Linda Bridges**

The Florida League of Cities has recently promoted 34-year League veteran, Linda Bridges, to Director of Association Services. In this role, Linda and her staff, will work with the Florida City and County Management Association, and other associations managed by the Florida League of Cities, to provide administrative/operational/day-to-day services to the executive director, board and membership. You will begin to see Linda at association meetings, on committee conference calls and involved in other activities of the association.

Carol Russell, long-time FCCMA staff member, will now work with Linda in the Association Services Department and will continue her excellent and dedicated work with FCCMA. Another administrative staff person will soon join Linda's team and will assist in the department's every day operations, to include working with FCCMA.

We are fortunate to have the dedication, professionalism and expertise of these ladies working for FCCMA. Welcome, Linda and thank you, Carol!

## Members News and Updates

### Returning Member

The following reapplication has been received.

- **Shane Crawford**, District VII, City Manager, City of Madeira Beach, Full Member.

If no current member comes forth contesting this readmitted request, he will be invoiced for dues.

### New Members

The following membership applications have been received.

- **Phil Alleyne**, District V, City Manager, City of Lauderdale Lakes, Full Member;
- **Kenneth G. Cassel**, District IV, City Manager, City of Westlake, Affiliate Member;
- **Michael Esposito**, District II, Special Projects Coordinator, Flagler County, Affiliate Member;
- **James K. Harriott, Jr., P.E.**, District VII, Deputy County Manager, Alachua County, Full Member;
- **Beau "Jared" Jones**, District I, Assistant City Manager, City of Panama City, Full Member;
- **Carl Smart**, District VII, Assistant County Manager, Alachua County.

If no current member comes forth contesting these requests, he/she will be invoiced for dues.

### In Memoriam of Three FCCMA Current and Former Members



#### **Tom Kelly**

Thomas Kelly, who served Volusia County for more than two decades as its first true manager, died November 29th at the age of 86. He served as FCCMA President in Program Year 1989-1990. He also served as a Range Rider (known now as Senior Advisor). A memorial service will be held at 2:00 p.m. Saturday, December 3rd at First United Methodist Church, 336 Halifax Drive, Ormond Beach. A private burial will be later at Cape Canaveral National Cemetery.



#### **Phillip Dee Penland**

Phillip Dee Penland, former City Manager of the City of Altamonte Springs, Florida, passed away on November 16. He served as FCCMA President in Program Year 1988-1989. At Phil's request there was no service. Contributions in Phil's name can be made to the Altamonte Springs Babe Ruth League, c/o Franklin Martz, City Manager, City of Altamonte Springs, 225 Newburyport Avenue, Altamonte Springs, FL 32701.



#### **John Stunson**

John Stunson, former City Manager in Oakland Park, passed away November 29th after a brief illness. He served several times on the FCCMA Board of Directors, served on several committees, received the lifesaver award and was a very active member. A memorial service will be held Friday, December 2nd at Christ Church United Methodist, 4245 NE 25 Avenue, Fort Lauderdale.

### Danielle Judd, FCCMA District II Director

FCCMA welcomes Danielle Judd, City Manager of Green Cove Springs, to the



Board of Directors. She will replace Sally Sherman as the District II Director.

## **Featured Member: David Johnson, Assistant to the City Manager, Haines City**



**How long have you been a FCCMA member?**

Since 2015

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

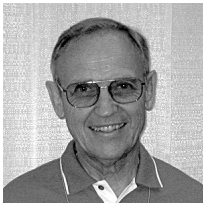
Yes. Since 2015

**Please describe your areas of formal/advanced education.**

Bachelors of Fine Arts, Communications, Brigham Young University  
Masters of Public Administration, University of Utah

**What got you interested in public service?**

I hate to give away my youth, but I first got interested in public service in 3rd grade when I read a children's biography of President George H.W. Bush and his time in World War II. Since then I ventured into several areas of public service, but I ultimately found my home in City Management. ([Read more](#))



### **Promoting Professional Management**

*The following was a letter to the editor of the Daytona Beach News from Howard D. Tipton.*

Dr. Hart Long of Daytona Beach recently passed away. He was one of those outstanding citizens who could be described in a number of ways--I would say "Always there, always working for good government."

He left a special Daytona Beach monument to my profession--A council-manager form of government as a city charter that has stood tall since the 1950's.

Dr. Long would say that citizens of a community needed to have educated and experienced leadership in managing day-to-day city affairs; that city councils needed to stay out of management and remain as policy makers. ([Read more](#))

## **Member Articles**



### **A Case Study for Abandoned Municipal Cemeteries**

*By David S. Johnson, MPA, Assistant to the City Manager, Haines City*

#### **INTRODUCTION**

During the spring of 2015, a young couple from New York came into city hall to speak with Haines City's then new City Clerk, Linda Bourgeois.

Their request seemed simple--they wanted to verify the final resting place of the husband's mother, located in the South Parcel of Haines City's Oakland Cemetery.

Like dozens of other municipal cemeteries throughout Florida and the rest of the country, the Oakland Cemetery was originally owned and operated by a private entity. Inherited and abandoned cemeteries often bring with them inconsistent and unique forms of record-keeping, burial standards, and payment histories that were dependent upon the preference and processes of the previous owner(s). Haines City's Oakland Cemetery was no different in this respect, but with it came the historical underpinnings of a once segregated cemetery. This history was accompanied by a great sense of pride and heritage, yet a remembrance of wounds past. Thus, an added measure of

genuine care and sensitivity played a unique role in the continued maintenance of the Oakland Cemetery.

Unfortunately, at the time Haines City only had ownership of the North Parcel at the Oakland Cemetery and did not have ownership or related records for the South Parcel to help this young couple find where the husband's mother was buried. In a persistent effort to assist the couple, Ms. Bourgeois reached out to Polk County, whom city staff presumed to be the caretaker of the South Parcel. However, she discovered that the county also did not have ownership or records for the property. Upon further investigation, the name and information of a private owner was discovered, as well as the names of three trustees whom the property was deeded to in 1932. However, after a title search and information gathered from the Polk County Genealogical Society, Staff was not able to locate successors to the trustees. ([Read more](#)).

## FROM OUR AFFILIATES

### **Alliance for Innovation**

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

At the recent BIG Ideas meeting in Dublin, Ohio, the Alliance Board of Directors approved [a plan](#) to be the catalyst for vibrant communities through local government innovation. Our focus over the next four years will be supporting and growing a network of local government innovators, leveraging research to identify leading practices and emerging issues, inspiring innovative cultures and practices in local government, and being a major force in the innovation space. [Zelos](#), a consulting firm in Alexandria, Virginia that serves many local governments, led the strategic planning process alongside Alliance Board Members, staff, local government professionals, and representatives from the academic community. Read more about how the Alliance charts a path for the future [here](#). ([Read more](#))

### **Florida League of Cities**

**Calling on ALL Cities: Your Florida City Government Week Reports Needed**

Florida City Government Week was October 16-22, 2016. How did your city recognize the week? Did you host an open house? Speak at a local school or civic meeting? Adopt a city resolution or distribute the "My City" buttons and bumper stickers? Or did your city recognize the week by volunteering and serving charitable organizations in your community. ([Read more](#))

### **ICMA**

**Life Well Run Community Heroes**

If you look around your community, you'll find people using their talents each day to improve our quality of life. Some are in very public roles-like police officers or teachers. Others keep the roads maintained, collect recycling, beautify our parks and public spaces. We're capturing profiles of these community heroes who work with professional city, town, and county managers to make Life, Well Run. [Nominate a Community Hero](#) in your jurisdiction that helps create a Life, Well Run. This person is a member of the CAO's staff or extended staff. He/She is a star performer and has a love for public service; may have been working for local government for many, many years; or someone who is a recent hire but has already made an impact.

**ICMA Scholarships for Harvard Senior Executives Program**

ICMA has secured funding to offer two scholarships to the 2017 Harvard Kennedy School Senior Executives in Local Government program. The scholarships are once again provided through the generosity of our strategic partners, The Ferguson Group and eCivis. [Applications will be accepted beginning November 1](#).

**Watch the Latest Leading Ideas Video**

Bob O'Neill and Patrick Lencioni discuss concepts from the book, The Advantage. [Read more and watch the video](#). Connect with thought leadership through this exclusive member benefit. The Leading Ideas Series, captures the insights of prominent authors and innovative thinkers on leadership and management topics and how their creative ideas apply to local government managers.

**Free e-Book for ICMA Members**

ICMA Members can download a free version of the new e-Book written by Kevin Duggan and Mike Conduff, Making It Work: The Essentials of Council-Manager Relations. ICMA is providing this e-book free (a \$69.95 value) to ICMA members as a benefit of membership. Download it [here](#).

**2017 LGMF Application Now Open**

The Local Government Management Fellowship (LGMF) opened September 19th, for both student

applicants and interested hosts. If you are interested in hosting a Fellow or have a recommendation, please contact [lgmfprogram@icma.org](mailto:lgmfprogram@icma.org). If you have academic connections or work with MPA/MPP students, please let them know about the program! For more information, please visit [icma.org/lgmf](http://icma.org/lgmf).

### **Local Government Internship Program**

Here is your chance to give back! The LGIP is beginning its fourth year. Last year we placed 13 interns in local governments through the state.

The premier leadership fraternity at the University of Florida, Florida Blue Key and the Bob Graham Center for Public Service are organizing and sponsoring the Local Government Internship Program (LGIP) at the University of Florida for the Class of 2017. The LGIP will kick off the fourth year of LGIP in anticipation of placing local government interns in a wide array of disciplines starting in May 2017. ([Read more](#))

### **Letter to Texas Legislature from Fort Worth City Manager**

[Click here](#) to access a letter that was sent from David Cooke, City Manager of Fort Worth, TX to a Texas senator. In this letter he explains how Fort Worth collects less property tax per citizen in 2016 than it did in 1990 even though net taxable assessed value grew from \$15 billion to \$46 billion. This is a great example of managers effectively communicating with legislators.

## **Events and Training Opportunities**

### **Affiliate Training Opportunities**

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

### **FCCMA Four Hours Required Ethics Training**

The Board changed the ethics policy at its last meeting and you now have until February 1st to report your training for the previous fiscal year. Any member who joined prior to October 1, 2015 must complete four hours of ethics training annually. If you have already completed the training and need help recording your hours, please contact Carol Russell at (850) 701-3607 or [crussell@flcities.com](mailto:crussell@flcities.com).

### **Harrassment and Discrimination in Today's Local Government: Legal Considerations and Best Management Practices**

This FCCMA webinar will be held 2:00 p.m. - 3:00 p.m. ET, Thursday, December 1st, 2016. The Twenty First Century is redefining what is considered workplace harassment and discrimination. It's not enough to rely on past best practices and legal opinions as the law and workforce expectations are changing; and all professional local government managers need to be briefed on these changes and on the legal and professional strategies needed to prepare their organizations to respond to this changing workplace. Senior staff members, including human resource professionals in your agencies, are encouraged to participate. ([Read more](#))

### **FCCMA Annual Conference**

The Florida City and County Management Association invite you to participate in the 2017 FCCMA Annual Conference by submitting an application to present a "TED"-type talk. Ted-type talk applications will be accepted through December 31, 2016 and will be reviewed by a committee designated by the FCCMA Annual Conference Committee who will select presenting ted-type talks. For more information and to download an application, [click here](#).

### **Ethical Decision Making for Florida's Local Governments**

This FCCMA Onsite Training Session will be held from 9:00 am - 1:00 p.m., Friday, January 13th, 2017 at the Flagler County Emergency Services, 1769 E. Moody Boulevard, Building #3 in Bunnell. This FCCMA training goes beyond the basic legal requirements that Florida public officials must comply with in their daily duties. Mari Rains will focus on the decision-making process involved when considering these requirements. The session will satisfy FCCMA members four-hour ethical requirements and assist members in their application of these requirements. FCCMA members from all over the state are invited to participate in this informative interactive session which is certain to provide valuable information for all attendees. ([Read more](#))

### **FCCMA 2017 Winter Institute: In the Line of Fire: Healing Communities**

The Winter Institute will be held February 2nd - 3rd, 2017 at the Renaissance World Golf Village Resort, 500 S. S. Legacy Trail, St. Augustine. Sessions will include: Getting our Police Force Prepared

for the Unexpected; The Changing Nature of our Community; and, Changing the Culture of our Police Relations. The Winter Institute is only open to FCCMA full members. ([Read more](#))

### **Inspirational Breakfast at the Winter Institute**

Each year during the Winter Institute and the Annual Conference, an FCCMA member will share his/her spiritual journey. The breakfast will be held Friday, February 3rd from 7:45 - 8:45 am. If you are interested in speaking at this year's institute, please call Carol Russell at (850) 701-3607 or email [crussell@frcities.com](mailto:crussell@frcities.com).

## FCCMA Resources

[Affiliation Contacts](#)

[Agenda & Minutes](#)

[Board of Directors](#)

[Calendar](#)

[Job Opportunities](#)

[Member Committees](#)

[Member Directory](#)

[Members-in-Transition Profiles](#)

[Onsite Training Sessions](#)

[Senior Advisor Program](#)

[Symposium](#)

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