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

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New In This Issue

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Great News!

All of the Coaching Program's Phone Panels and the regional district training count toward ICMA's credentialing hours.

What's Happening in Richmond

Stop by the President's suite while you are in Richmond. It will be open Sunday evening beginning at 7:00 p.m. after the welcome reception; it will close at 10:00 p.m. It will be open Tuesday evening from 5:00 to 10:00. The Suite will be in the Marriott near the convention center. Check for the room number on the message board.

Public-sector Networking

By Lynn Tipton, Executive Director

Last week, the Emerging Professionals' Council and Don Maruska held a successful "coaching panel" on the subject of networking. As a member of the panel who participated in the call, please understand I'm not self-congratulating; the "successful" adjective was attributed by Don and a few of the listeners – and I have to agree. I thought it would be worthwhile to follow up on the coaching call with this column because over 100 Floridians are heading off to Richmond at the end of this week for the annual ICMA conference.

As one of the largest networking opportunities, if not the largest that our profession enjoys each year, the ICMA conference includes networking on several levels. I enjoy watching the networking that occurs in the FCCMA suite (we'll be at the Marriott, in case you haven't heard) more than any other – and I want to pass along some very sincere compliments as I explain this comment. I'm one of the few (but I hope more will be coming!) "second generation" folks within local public management. My brother, sister and I grew up knowing ICMA and meeting our dad's colleagues from around the world. I've said before that "ICMA" was my first acronym and I didn't realize until grade

school that everyone's parents didn't go to these meetings every year! Since I don't know a life before ICMA, I can be accused of bias, but I've had enough networking experience in my federal and local government work to tell you that I see a big difference in the networking itself and the people involved. The compliment to share with all of you is that FCCMA's members have always extended a very friendly hand to students, colleagues, vendors and supporters at conferences. I'm very proud to watch as potential Floridians visit our suite and ask about the Florida job market, or try to find old friends and colleagues within our crowd of attendees. In the past decade, I've watched hundreds of ICMA attendees mingle with our membership, ask questions, and seek advice – and have never seen someone turned away without a warm handshake and wish for success. When Florida hosted the ICMA conference in Orlando in 1998, we heard over and over again that the hospitality was warmer than the weather. Maybe our membership has appreciated the hospitality of others and wants to return the favor, and maybe part of it is that so many of us came from somewhere else and we know how important it is to keep meeting new people – whatever the reasons, I believe FCCMA has a well-deserved reputation of reaching out to colleagues. Your staff always enjoys the reunions, networking and learning that occurs when these gatherings take place. So, please accept these compliments and know that Floridians make very good impressions within our profession.

As I think about Florida's tough economic times and the impact on our cities and counties, I realize there will be fewer Florida opportunities for some of the students who will be job-hunting at ICMA this weekend, or for those thinking of moving to the Sunshine State. I worry about how we will retain the excellence we already have in our local public administrators, and how we will grow the "next generation" as management opportunities are reduced with position cuts. These challenges are opportunities for all of us – and Florida is not alone in this task! If a chain is only as strong as its weakest link, then one measurement for our profession's strength is in our ability to seek out opportunities when times are difficult, and to make it a priority to build up the profession itself. Here's to a very strong chain within our membership!

ICMA Annual Conference: Get In on the Conversation!

For the second year in a row, ICMA has coordinated a blog to document their upcoming annual conference taking place in Richmond, Virginia, September 21-24. More than 20 of your colleagues—plus several keynote speakers and ICMA leadership—have agreed to offer their thoughts on their experiences before, during, and after the event. While these folks will be posting original entries to the blog, *anyone* can add comments or pose questions of the bloggers.

Visit <http://icmaconference2008.wordpress.com> to see what's already been shared and then check back frequently for the latest news on the conference, to hear about the issues and ideas being presented in Richmond, and learn how your colleagues are taking what they learned and implementing them in their home communities. The blog will stay live well after the conference, serving as a forum to continue discussions started in the halls of the Greater Richmond Convention Center.

Please contact Abigail Lundy at alundy@icma.org with any questions.

Managing and Succeeding in a Challenging Political Environment

That is the topic for this year's Emerging Professionals Council Fall Symposium. It will be held October 24 from 9:00 a.m. – 4:30 p.m., Eastern Time at the Willie Webb Park in Lauderdale Lakes. Phil Rosenberg, known as the "HR Doctor" will be the keynote speaker. He has more than 30 years of practical experience in Human Resources as an author, professor, speaker and leader. Panelists include: George Brown, Deputy City Manager, Boca Raton; Michael Cernech, Deputy City Manager, Tamarac; Kevin Crowder, Economic Development Director, Miami Beach; Sue Hann, Deputy City Manager, Palm Bay; Tim Hemstreet, Assistant City Manager, Miami Beach; Terry Stewart, City Manager, Cape Coral; John Stunson, City Manager, Oakland Park; and Anita Fain Taylor, City Manager, Lauderdale Lakes.

If you would like more information or a brochure, please contact Carol Russell at (850) 222-9684 or crussel@flcities.com.

2009 Winter Institute

Well-known author and consultant, Peter Block, is the facilitator at this year's Winter Institute. Many of you know Peter from Transforming Local Government Conferences. His latest book entitled: *Community: The Structure of Belonging*, was released this spring and has been very well received.

A registration brochure will be mailed in late October. The deadline for hotel reservations is January 5, 2009. As always, attendance at the Institute is restricted to 80 managers and assistants or ICMA-credentialed managers on a first-come, first-serve basis, so send in your reservations early.

September's Monthly Member Profile

*by Sarah E. Hannah, Assistant Town Manager for the Town of Palm Beach
District IV Director and Chair of the Technology and Public Information Committee*

Beginning with this month's newsletter, members of the Technology and Public Information Committee will write a profile featuring a particular FCCMA member. Should you have ideas for potential subjects, please feel free to contact Lynn Lovallo at llovallo@flcities.com.



Name: Carrie Parker Hill

Current Occupation: Assistant Deputy Executive Director for Corporate Resources, South Florida Water Management District and an elected member of the Palm Beach County School District Board

FCCMA member since: 1980

Degrees obtained: Bachelor of Science in Business Administration and Master of Arts in Political Science, both from the University of Florida

What got you interested in public service? In college I was interested in business and law and took a public administration overview class as an elective and thought it was a great way to combine all of those interests in addition to being able to positively impact a community and the people living in that community.

Brief Job description: The Water Management District is a special taxing district responsible historically for flood control and water supply and has recently moved into the areas of environmental restoration as well. It covers 16 counties and 7.5 million residents. The District is divided into various areas of responsibilities, such as Water Resources, Operations and Maintenance, Governmental and Public Affairs, Everglades Restoration and Corporate Resources. Each area has a Deputy Director and an Assistant that comprises our senior management team, reporting to the Deputy Director and Executive Director. Corporate Resources houses the Departments of Human Resources, IT, Procurement and Contracts. Emergency Management, Finance and Administration which includes the divisions of Building and Grounds Maintenance, Flight Operations, Accounting, Budget, and Insurance. I manage the various operating issues and questions that arise in these Departments as well as coordinate with the 9 Governing Board members for agenda items or areas of concern impacting our Departments.

Describe your typical day: One thing you quickly realize in public service there is no “typical” day - no matter how well you plan you never know what the next phone call or visitor may bring to your day. However, that being said there are some typical events that occurred in a typical week and that are basically the same in all my other City and County experiences for the past 30 years in the Manager’s office- we have a weekly staff meeting, agenda preparation, review and follow up, budget preparation and TRIM notices, monthly reports, employee issues, and it seems all too frequently this summer, hurricane SOP review and preparation.

Favorite part of the job: Seeing the completion of capital projects that will impact the lives of people for years into the future and knowing you were part of the team that made it happen and being able to solve a problem for a resident that makes their day to day life easier.

Least favorite part of the job: Knowing that there has been a breakdown in selection or training and having to terminate an employee.

Most memorable experience on the job so far: Being selected by the Governor to sit on the Palm Beach County School Board

What experience do you have that has proved to be the most useful in your current position? The training and background I received for union negotiations has carried over to contract discussions, employee performance reviews and even negotiations in my personal life.

Hobbies and interests: Reading and learning to play golf

Family details: Married, one son, one stepdaughter and one grandson

If you could give one piece of advice to young people interested in a career in public service, what would it be?

Understand that Public Service is one of the few professions where one truly has the ability to still change the world and have a personal impact on people’s lives and the structure of our communities and, secondly, start investing in ICMA RC as soon as possible.

One of my favorite books is *Caught between the Dog and the Fireplug or How to Survive Public Service* by Kenneth Ashworth. It is a fairly short book filled with real life experiences of a public service professional that are funny yet instructional at the same time. One of the quotes from that book is to his niece just starting a career in public service and he states” The profession of public service that you have entered has only recently emerged. Government service was, until practically the twentieth century, largely service to the rulers or to the “nation” not service to the public, the people. We are blessed and privileged with the choices we are free to make about sane things to do with our lives as a result of the works of all those before us. This is due almost entirely to the

many institutions of society that promote our security and the continuous advancement of humankind. But of all those institutions the most important is our own democratic form of government. Every other social, religious, economic, scientific and political institution is enhanced and shared in by the people because of our democracy. Science and technology play a tremendous part in our progress and well-being, but equally important are the institutions that bind our society together, that give all its members a sense of sharing in its goals and plans and provides some equity about the distribution of the opportunities and products of that society. You will now find your role in all that. A society is judged not by the benefits it bestows on its privileged but by how it cares for its needy and dispossessed.”

Kim Kirby Nominated for Award

Kim Kirby, City Manager, DeFuniak Springs and FCCMA Members has been nominated for The Athena Award by The Walton Area Chamber of Commerce, along with the Crestview Area Chamber of Commerce, Greater Panama City Beach Chamber and Greater Fort Walton Beach Chamber of Commerce. The Athena Award is presented to women demonstrating leadership within their communities and is awarded annually by chambers of commerce, women’s organizations and universities. Nominees are recognized for demonstrating excellence, creativity and initiative in their business or profession; providing valuable service by contributing time and energy to improving the quality of life for others in the community; and actively assisting women in realizing their full leadership potential. Congratulations on a job well done!

Ask A Coach

Below is the question for this month:

Looking for the Fast Track

I am a recent MPA graduate who moved here from the West to start my career in local government. My dream is to someday be a city manager of a small city. When I was in graduate school, I met many alumni from my program who became city managers of smaller cities after just three to five years’ experience as a management or budget analyst. I had always considered them to be lucky. As I look forward to my career, I’m wondering what the next step should be. If I’m an analyst for three to five years, could I really obtain the skill set necessary to manage a city? If not, what are some more realistic goals to shoot for? ***Looking for the Fast Track***

Dear “Looking for the Fast Track”

I would submit to you that the alumni from your alma mater who became city managers and you considered “lucky”, *made* their luck. I can recall a graduate professor of mine telling our Public Finance class that many of us would do well to seek out our first job opportunities in the budget office of a city or a county if we wanted to someday be the top manager. My brain scrambled to find ways to skip that step. As much as the idea of sitting in front of a computer crunching numbers for eight plus hours a day nauseated me, as soon as I had the opportunity I went to the closest OMB and volunteered my services – in anticipation of someday being qualified to get the budget analyst job. That day came and for several years I lived in the budget office. It was that experience which provided the foundation necessary on which to build the skill set necessary to manage a city. If you are really fast tracking, then it will be imperative for you to have a mentor / city manager simultaneous to your budgeting experience who can

teach you all the intangibles of policy execution and effective council-manager relations.

Vincent Long

I had similar questions myself, years ago. I would say you should look for a position that will get you on a fast track if that is your goal. I would not recommend jumping right into a City Manager role right out of graduate school. Some people do this, and it is baptism under fire. Some do not make it and some do. The better option is to learn from a manager so you don't have to learn personnel and political issues the hard way. You do not want to have a bad experience in the first job. I would suggest looking for positions that involve working closely with the city or county manager. There is valuable experience in every administrative government job, but you need a title that elected officials will understand when they review your resume in a few years. You should look for Management Analyst, Budget Analyst, Asst. to the City (or County) Manager. After three years in these jobs, you could make a jump to manager or asst. manager in a small city and do very well. ***Jim Drumm***

MIT News and Update

Listed here are the current members-in-transition. **Susan Boyer**, former manager of Crystal River, sboyerhwood@aol.com; **Pamela Brangaccio**, former administrator of Broward County, pbrangaccio@tampabay.rr.com; **Matt Brock**, former manager of Grant-Valkaria, mattbrock42@hotmail.com; **Jim Coleman**, former manager of Williston, jfc Coleman@embarqmail.com; **Richard Diamond**, former manager of Bunnell, richarddiamond@cfl.rr.com; **Jim Gallagher**, former manager of Dundee, jgallagher27@tampabay.rr.com; **Stella Heath**, former assistant manager of Frostproof, 863.639.2178; **Patricia Jackson**, former manager of Eagle Lake, pjackson95@tampabay.rr.com; **Lillie Latimore**, former manager of Pahokee, llatimore@aol.com; **Tom Moffses, Sr.**, former manager of Madison, moffsesr@gmail.com; **Jeff Naftal**, former manager of Juno Beach, nifty888@bellsouth.net; **D. Wayne O'Neal**, former administrator of Hendry County, wayne.oneal@yahoo.com; **Katrina Powell**, former manager of Fort Meade, ktpowell68@aol.com; **Issac Turner**, former manager of Ormond Beach, isaacdturner@bellsouth.net; **William Whitson**, former manager of Cairo, GA, wwhitson@aol.com; and **Tom Willi**, former manager of Monroe County, thomas-willi@hotmail.com. 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. **Eduardo E. Balbis, P.E.**, assistant city administrator, City of West Palm Beach, associate member; **Rick Conner**, city engineer/director of public works, City of Sunny Isles Beach, affiliate member; **Mark C. Mason, CPA**, financial services director, City of Cape Coral, full member; and **Jim Proce**, public works director, City of Palm Bay, affiliate member.

Positions

Director of Engineering – Lake City - The City of Lake City is accepting applications for the position of Director of Engineering in the Utility Administration. Applicant works with minimal supervision, performs professional engineering and supervisory work for public infrastructure projects. Work involves plans, design, supervisory and coordinating

engineering projects, surveys, permitting, contract administration and construction management. Work is complex and may involve considerable public contact. Work also involves providing guidance to technical and administrative staff and providing engineering design expertise on project. Considerable tact and courtesy are required in frequent contacts with contractors, division heads, and the general public. Employee reports to the Executive Director of Utilities. Applicant must have a Bachelor's Degree in civil engineering field from an accredited college or university and 3 to 6 years of experience in public works engineering, planning design and construction, including experience of an administrative nature. Computer aided drafting/design knowledge and experience is desirable. Candidate must have passed Engineering Fundamentals Exam (Chapter 471) and be in normal progress to complete the Practice Exam. It is expected that the candidate complete all requirements for a P.E. License within 5 years. Must possess a valid Florida Driver's License, have and maintain an acceptable driving record and pass a pre-employment drug screen and physical. Applications can be obtained from and returned to City Hall, 1st floor, Receptionist, 205 N Marion Avenue, Lake City, FL 32055. For a complete listing of our current openings and electronic application, please visit our website at www.lcfla.com. OPEN UNTIL FILLED.

City Manager - City of Quincy, FL - Salary: \$80,000 - \$110,000. The City of Quincy, FL seeks a City Manager who possesses considerable initiative and independent judgment and who has a broad knowledge of public administrative, business and financial management, local and state government and supervision skills beyond routine duties, while serving under the direction of its City Commission. Work involves the supervision of activities related to the City in accordance with the policies determined by the City Commission, City Charter, and applicable laws and ordinances. Duties include exercising leadership with department heads and a workforce of 145 – 160. Incumbent will prepare, submit and oversee a fiscal year budget (including a capitol improvement program) ranging from \$30M – \$35M that includes the management of eight enterprise funds. Incumbent must have the ability to work under strict guidelines and timeframes. Experience and knowledge in local government utilities, finance, public works, parks and recreation and telecommunications operations. Master Degree in Public Administration, Business Administration, engineering or related field. A minimum of five years experience in municipal management positions with authority for program direction and budget administration, or coordination and supervision of such functions. Previous experience as a City Manager or Assistant City Manager a plus. Salary is negotiable and commensurate with experience. Incumbent is expected to reside in Gadsden County. Submit letter of application, detailed resume with salary history, work-related references and City of Quincy application to: Lauren S. Wright, Director, Human Resources, City of Quincy, 404 W. Jefferson Street, Quincy, FL 32351. E-mail lwright@myquincy.net. Fax 850/875-2943. Open to filled. For a complete position / community profile and job application visit www.myquincy.net. EOE.

City Manager – City of Williston, Florida - The City of Williston, a Mayor/Council municipality, population 2,557, located in Levy County, Florida, is seeking an experienced, professional to serve as City Manager. Reporting directly to the five member City Council, the City Manager is the chief administrative officer for the City. The City with an annual budget of \$13.8 million and 71 employees provides full municipal services to its citizens, including public works (electric, water, sewer, gas and solid waste), library, parks and recreation. The City also has an airport and industrial park. The City is poised for significant growth, with the completion of the four-laning of

U.S. Highway 27 from I-75 to U.S. Highway 19. The City of Williston offers a relaxing small city atmosphere, while being nearby to larger City amenities, lying within 25 miles of both Gainesville and Ocala and within a two hour drive to Tampa, Orlando and Jacksonville, including fishing, hunting, golf and diving. Several gulf coast communities, including Cedar Key and Crystal River are within a short drive. The ideal candidate will possess a Bachelor's degree in Public Administration or Business Administration with 3-5 years of public employment in Florida in increasingly responsible administrative positions either at the City Manager level or one step below; strong interpersonal, public presentation and writing skills; an extensive knowledge of Florida public administration principles and practices in the areas of governmental budgeting and finance, grants, planning, economic development, fire, police and public works; a career path which demonstrates increasingly progressive responsibility in a similar public sector organization; and computer skills including word processing, spreadsheet and email. General benefits package, with salary dependent upon qualifications. The starting salary is \$59,500. Position available immediately. Open until filled. Interested applicants should reply with cover letter, resume and availability to City Clerk Barbara Henson, by mail to Post Office Drawer 160, Williston, FL 32696 or email hensonb@ci.williston.fl.us

City Administrator – City of Dalton, Georgia - City of Dalton elected officials are seeking qualified candidates for the position of City Administrator. Dalton is located in the beautiful North Georgia mountains, 20 minutes south of Chattanooga, Tennessee and 1 ½ hours north of Atlanta. Dalton is an ideal community for individuals and families and is home to many of the world's carpet and flooring manufacturers. The City Administrator reports directly to the Mayor and four person council. The Mayor and Council are elected on staggered four-year terms. The City Administrator is responsible for overseeing the efficient and effective operation of the City Government on a daily basis. Our City leaders are looking for an individual who is experienced, knowledgeable, progressive, proactive and has the vision to help lead our community into the next decade. Individuals interested in this position should minimally have a bachelor's degree and 5-10 years experience leading a successful organization or subdivision thereof. Prior experience in municipal/county government would be helpful but is not required. Salary will be based on experience and will also come with a great benefit package. Interested individuals should complete an application and include a resume and salary history. Applications (and information about Dalton) may be obtained at the city website: <http://www.cityofdalton-ga.gov/> then clicking on the "quick links" Job Postings link on the right side of the page. You may also request an application by email at hr@cityofdalton-ga.gov or by calling the Human Resources office at 706-281-1267. Applications and resumes should be returned via email to: hr@cityofdalton-ga.gov or a hardcopy may be sent to: City of Dalton, Human Resources – ADM, P.O. Box 1205, Dalton, GA 30722. The deadline for receiving applications is September 30, 2008. The City of Dalton is an Equal Opportunity Employer.

Dates to Remember:

September 21-24, 2008 – ICMA 2008 Annual Conference, Richmond, VA
October 24, 2008—Emerging Professionals Symposium, Lauderdale Lakes
November 20 & 21, 2008—FLC Legislative Conference, Orlando
November 20 & 21, 2008—FCA Legislative Conference, Daytona Beach
February 5 & 6, 2009—Winter Institute, St. Augustine