



The MANAGER

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
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Executive Director's Column: Property Tax Reform

By Lynn Tipton

In an era where we have to watch every penny, this is the most effective training you can get. Call 646-519-5883 (callers' PIN 7592#) Wednesday, July 11, 2007 from 3:00 p.m. – 4:00 p.m. Eastern Time to see how local governments are responding. The target audience is anyone in local government who is concerned about how to implement the property tax reform imposed by the Florida Legislature.

Panelists:

- Lee Feldman, City Manager of Palm Bay, Florida; Past President FCCMA
- Pam Brangaccio, County Manager of Broward County, Florida, Past President FCCMA
- Joyce Shanahan, City Manager, Fort Walton Beach, Florida, District 1 Director, FCCMA
- Amy Elliott, Deputy City Manager, City of Melbourne, Florida, Past President FGFOA

Panel Discussion Questions:

- What issues are facing local governments as a result of the property tax reform enacted by the Florida Legislature?
- What steps is your community taking to comply with the property tax reform legislation?
- What messages are you getting from your citizens about property tax reform?
- What steps are you taking as a manager to prepare for additional property tax reform initiatives that may impact your community?
- How can a community that relies heavily on property tax revenue survive the property tax reform initiatives?

We encourage callers to ask questions during the panel discussions. If you prefer, you may submit questions anonymously via email to fccma@donmaruska.com either in advance or during the panel discussion. As moderator for the sessions, Don Maruska will pose the emailed questions.

Post-Call Group Discussions:

Many agencies are organizing groups to listen to the calls (live or recorded) and discuss the topics among themselves after the calls. Some are summarizing their discussions and distributing them to managers throughout their organizations. Use the FCCMA Coaching Program as an effective way to enhance professional development in your agency. Here are some discussion starters for this session.

Follow Up Topics:

What's our plan and communication strategy?

Is city-county or city-city consolidation of services a viable alternative for service delivery?

Are there any new revenue sources for us to consider?

What other innovative ideas can we develop?

Panel Call Etiquette:

Please put your phone on mute, except when you are asking a question or making a statement. Do not put the call on hold, especially if you have music or a message that plays and will disrupt other callers.

Kindly disable call waiting or other phone features that will interrupt your participation in (and others listening to) the call.

There is no charge to participate in the telephone panel discussion, but callers will bear the costs charged by their carriers to reach the conference number.

More Resources:

Visit the FCCMA Coaching Program web site at <http://www.fccma.org/coaching> for valuable resources to boost your career. These include listings of future Telephone Panels, "Ask A Coach" offering (that invites you to ask questions anonymously--check out some of the hot topics), One-to-One Coaching opportunities, and digital recordings of the Telephone Panels.

Sign Up For the FCCMA Coaching Program:

Subscribe to the FCCMA Coaching Program to receive updates on events and the availability of recorded sessions. Go to <http://www.fccma.org/coaching/join.htm> Enjoy the resources and support to thrive in local government.

2008 FCCMA Annual Conference

The conference planning committee has already started planning next year's conference. During this time of trying to budget effectively we hope that you will come together to share your concerns and solutions. The conference planning committee is designing workshops to showcase success stories and to offer innovative solutions and programs. The conference will be held May 28-31 at the Marco Island Marriott. Our goal is for 250 members to attend. Hope to see you there.

Emerging Leaders Symposium

The Emerging Professionals Council is planning its annual symposium on November 16. The EPC has proposed scholarships for the Symposium, pending Board approval. More details will be available in the August newsletter after the Board of Directors has met in July. The brochure will be sent in mid-September.

ICMA Webcast – Protecting Water Quality While Meeting Smart Growth Goals

Register today for ICMA's Protecting Water Quality While Meeting Smart Growth Goals webcast. You'll hear how two very different communities—San Jose, California and Barnstable, Massachusetts—protect water quality while meeting smart growth goals for economic growth and development. Speakers from both communities will provide background and discuss the political, economic, and regulatory aspects of their program. The webcast will take place on Thursday, July 25, 2007, at: 2:00 p.m.-3:30 p.m. Eastern; 2:00 p.m.-2:30 p.m. and Central; 12:00 p.m.-1:30 p.m. Free registration to the first 100 sites. Only 20 free spaces left. \$95 per site thereafter. You can register online now or get additional information by contacting Meghan Sharp by email at msharp@icma.org or by phone at (202) 962-3252. Registration deadline is July 23, 2007. Participants must have a computer with Internet access (56K modem or higher) and a separate telephone line for the audio portion of the webcast.

MIT News and Update

Listed here are the current members-in-transition. **Lester B. Baird, Sr.**, former administrator of Hendry County, Lesterbb2000@earthlink.net; **Mitchell Bobowski**, mbobowski@yahoo.com; **Susan Boyer**, former manager of Crystal River, sboyerhwood@aol.com; **Steve Cottrell**, former manager in the Town of Belleair, scottrell@knology.net; **Larry Deetjen**, former manager of Deerfield Beach, larrydeetjen@aol.com; **Scott Dye**, scottdye@hotmail.com; **Jim Gallagher**, former manager of Dundee, jgallagher27@tampabay.rr.com; **Charity Good**, former manager of North Bay Village, good2821@aol.com; **Stella Heath**, former assistant manager of Frostproof, 863.639.2178; **Tom Moffses, Sr.**, former manager of Madison, moffsesr@gmail.com; **Katrina Powell**, former manager of Fort Meade, ktpowell68@aol.com; **Ron Stock**, former manager of Leesburg, rs9588@earthlink.net; and **Bonnie Wilbanks-Free**, former manager of Golden Beach, bonwfree@bellsouth.net. 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. **Tamera Denman**, student, Florida Atlantic University, student member; **Sergio Purrinos**, city manager, Doral, full; **John Mark Taxis**, assistant city manager, Doral, full; **Ron E. Williams**, city manager, Palmetto Bay, associate.

Positions

Budget and Management Coordinator – Broward County, FL – Broward County's Office of Management and Budget is seeking an experienced Budget and Management Coordinator to undertake highly responsible work in a policy-oriented central staff agency. Work involves independently completing complex analysis and coordinating significant elements of a \$3.7 billion local government budget. Examples of these elements may include coordination of capital program development, coordination of revenue forecasting and analysis, coordination of staff training and other high-level projects delegated by the Director, Assistant Director and Managers. Graduation from an accredited four-year college or university with major course

work in public administration or related field, a minimum of five years progressively responsible work experience in a central local government or State budget office and highly effective communication skills and experience are required. Training in facilitation, quality improvement methods, analytical, problem-solving techniques and a Master's degree are highly desired. Actual starting salary will be based on experience and education up to the midpoint in the salary range. (Salary range is \$60,000 to \$100,000). The County's benefit package also includes: employer-funded health insurance for employee (depending on the choice of plan) and employer-funded subsidy for family coverage; three weeks of vacation/administrative leave; employer-funded retirement program with no employee contribution; no state or local income taxes; and insurance benefits for Registered Domestic Partners. To apply, please send resume to: mgelman@broward.org or Office of Management and Budget, Marci Gelman, Assistant Director, 115 South Andrews Avenue, Room 404, Fort Lauderdale, Florida 33301

Finance Director - Casselberry, Florida - - (Pop. 25,000). Salary Range: \$68,687 - \$114,478. Hiring Range: up to \$91,500 DOQ. The City is seeking an experienced municipal finance professional. Under general direction of the City Manager, the Finance Director is responsible for directing and coordinating all financial activities of the City, which includes the responsibility for financial planning, budgeting, accounting, revenue administration, utility customer service and billing; and the billing and collecting of special assessments and service charges for the City. Work in this class requires the employee to work effectively with and maintain communications with elected and appointed officials, other department directors, representatives of other governmental jurisdictions, private consultants and contractors, and subordinate personnel. Located in Seminole County, the City of Casselberry is within the Orlando metropolitan area. The population is approximately 25,000. The Finance Director is responsible for coordinating City-wide accounting and related fiscal activities, directing the overall development and operational controls for maintenance of the central accounting system and directing the gathering, interpreting, recording and distribution of financial data. The Finance Director also monitors fiscal activities, ensures compliance with laws and requirements and ensures that city funds are correctly and effectively managed and that accounting and internal controls are maintained. The Finance Department is responsible for processing and maintaining all City-wide financial data per Governmental Accounting Standards Board (GASB) principals and State of Florida guidelines, producing the City's Comprehensive Annual Financial Report (CAFR) and coordinating the preparation of the City's annual budget. The Department is also responsible for providing billing and customer service for customers of the City's utility system, ensuring compliance with government purchasing guidelines, and processing the City's payroll, accounts payable, and fixed asset records. The Department includes 23 staff members and a 2006-07 budget of \$1.9M. The Department consists of three major functional areas: accounting, purchasing and customer service. The requirements include: graduation from an accredited college or university with a degree in business administration, accounting or finance, and a minimum of five (5) years highly responsible work experience in accounting, revenue administration, and other phases of fiscal management, (three (3) years of which must be in local government finance). At least two (2) years of experience in a supervisory capacity relating to local government finance functions. Certified Public Finance Officer, Certified Government Finance Officer, or Certified Public Accountant preferred. Resumes will be accepted until the position is filled. Please submit resume with current salary information to: Human Resources Department, 95 Triplet Lake Drive, Casselberry, FL 32707 or abrooks@casselberry.org.

Additional information may be obtained by contacting Andy Brooks, Human Resources Coordinator at (407) 262-7700, Ext. 1150, or e-mail abrooks@casselberry.org (Please include “human resources” in the subject line to ensure that your email clears the email filter). All application materials are subject to the Florida Public Records Law.

Community Development Director – Charlotte County, FL - Charlotte County (pop. 170,000), on the southwest coast of Florida, encompasses 859 square miles, and it continues to experience rapid growth. Community Development includes the Zoning/Current Planning Division, Comprehensive Planning Division, and Development Review Division. Bachelor’s degree in planning, public administration, or closely related field, supplemented with graduate course work, and at least eight (8) years of relevant experience; or an equivalent combination of training, education and experience. Master’s degree preferred. The ideal candidate would have training and experience in planning as well as broader governmental management experience, such as a county or city manager. Starting salary up to \$117,000, DOQ. Cover letter, resume, and salary history by July 27, 2007 to: **Tom D. Freijo, Ph.D., Senior Vice President, The Mercer Group, Inc. Email: Freijo@Mercerfl.com P.O. Box 9328, Winter Haven, Florida 33883. TEL: (863) 299-3571 FAX: (863) 299-6737.** EOE. Applications in Florida are a matter of public record upon receipt. Go to www.mercergroupinc.com for a complete Position Profile.

Assistant City Manager - Clermont, FL (23,000). Salary \$65,000-\$85,000. Requires Masters Degree in Public Administration or related field and local government experience or a combination of education, training and experience providing skills and knowledge required for the position. Strong organizational, interpersonal, and public relations skills are essential. Areas of involvement may include but not be limited to planning, economic development, Community Redevelopment Organizations, recreation, risk management, information technology, customer service, grant writing and administration, advisory committees, project research and development, implementation of plans and programs, and providing other assistance to the City Manager. The position will remain open until filled. Send cover letter and resume to: The City of Clermont, Office of the City Manager, P.O. Box 120219, 685 W. Montrose St., Clermont, FL 34711. Fax: (352) 394-4087. Submitted materials are subject to Florida Public Records Act. An Equal Opportunity Employer.

Town Planner- Ponce Inlet - The Town of Ponce Inlet is currently accepting applications for the position of Town Planner in the Development Services Department. The highly responsible position is responsible for the development and implementation of the comprehensive plan, development projects and planning programs. Conducts research and analysis of current development issues and problems facing local government and provides alternatives for solutions to development issues. Also ensures the enforcement of federal, state laws and ordinances as they apply to comprehensive planning and land development regulations including the supervision and/or coordination of personnel engaged in the receipt, review, and collection of data relating to site plans, signs, subdivision plats, zoning and land use, annexations, conditional uses, variances and permits. This position reports to the Development Services Director. Salary Range: \$51,905 MIN. - \$77,858 MAX. Excellent benefits package. Educational Requirements: Bachelor’s degree or specialized technical training of equivalent length. Additional Requirements: Requires three years experience; Preferred ACIP Certified. EOE M/F/D/V-Drug-Free Workplace. Applications may be obtained in person from the Town of Ponce Inlet, 4300 S.

Atlantic Avenue, Ponce Inlet, Florida 32127. Applications are also available for download at: www.ponce-inlet.org. Submit applications to Kim Cherbano, Human Resources Technician.

Assistant County Administrator - St Lucie County, Florida. Salary: D.O.Q./E. This position coming available due to pending retirement. Apply to: Human Resources Dept., St. Lucie County, 2300 Virginia Ave., Fort Pierce, FL 34982. EOE. Veterans Preference. An application is required. For application, job description and other specifics go online: www.co.st-lucie.fl.us. Fax application to: 772-462-2361.

Policy and Legislative Advocate. Local government association, located in Tallahassee, seeks policy and legislative advocate experienced in state and local finance and tax issues. Local government structure, state budgeting and appropriations, and financial, economic modeling knowledge preferred. Position reports to the legislative director. Performs statistical and numeric research; develops such analysis as needed to advance the association's policies and strategies. Presentation skills preferred. Four yr college degree in accounting, finance or economics. Five yrs. progressively responsible experience in governmental budgeting/accounting or related field. CPA or CGFO preferred. Salary dependent upon qualifications. Resume to hr@fl-counties.com. EOE.

Fire Chief - City of Cairo, GA - [pop. 9,500] Salary: \$34,570 - \$57,801 DOQ. Manages three subordinate supervisors who supervise 12 employees in the Fire Department and (15) volunteers. Responsible for the overall direction, coordination, and evaluation of all aspects of the fire department and its operation. Candidate must possess extensive knowledge of fire prevention, suppression, combat and all allied functions such as communications, maintenance and training. Candidate must also have excellent working knowledge and experience in applying NIMS standards. An AA degree in Fire Science, First Responder, NPQ, and State of GA certified, with at least 6 years experience in a Municipal Fire Department or an equivalent combination of education, training and experience required. Full job description is available upon request. Send resume with cover letter not later than COB **Friday, August 3, 2007** to Terry P. Holt, HR Director, City of Cairo, PO Box 29, Cairo, GA 39828 (229-377-1722 Ext 3001) www.syrupcity.net

2007/2008 Directory

The new directory should be available July 15. It will be mailed to you automatically if you are a member. If you have not received your directory by July 31, please contact Carol Russell at (850) 222-9684 or crussell@flcities.com.

Dates to Remember:

August 16-19, 2007 – FLC Annual Conference, Orlando

October 7-10, 2007 – ICMA Annual Conference, Pittsburgh

November 16 – Emerging Leaders Symposium (more details in next newsletter)

May 28-31 – FCCMA Annual Conference, Marco Island