



The MANAGER

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
Post Office Box 1757 – Tallahassee, Florida 32302 – (850) 222-9684
Home Page: <http://www.fccma.org>

May 2007

Vol. 29, No. 5

In This Issue

Executive Director's Column
New Board of Directors for PY 07/08
Coaching Program
Annual Conference Update
MIT News and Updates
New Members
Positions
2007/2008 Directory

Executive Director's Column:

By Lynn Tipton

Channeling Frustration into Action

It was wonderful to see so many FCCMA members at the conference in Doral last week. We were smaller in number, to be sure, but the members there were certainly engaged, passionate and focused! It has been a long time since I've seen an issue that galvanized a membership – and property tax is certainly that issue now.

I've heard a lot of frustration in member comments since February; city and county governments have asked for tax reform for over 20 years. Now, when a governor and legislative leadership stand and say they will deliver it – and don't – it is beyond frustrating. This band-aid approach without genuine reform makes one's blood boil (and blood pressure rise!). One of the biggest sources of frustration is that it takes time to tell the government service perspective on budget cuts – and no one wants to hear our story, least of all legislators. In fact, we were told at the conference to stop complaining and bring solutions – ironically, solutions we've been suggesting for decades!

So, what is a city or county manager (and management team) to do? How do you channel this frustration into action? Some good ideas were shared at the conference last week by Chris Holley from FAC and John Thomas from FLC, and here are a few for those of you who missed the workshop:

- Hold a public meeting to determine citizen input on budget cuts (invite delegation members and the press)

- Meet with “service stakeholders” to discuss proposed cuts (advisory boards, friends of the parks, friends of the library, service and civic organizations your government supports)
- Communicate your support for tax REFORM, and not just a piece-meal approach to the property tax structure.

Please visit the FAC and FLC web sites for additional information. Good luck, and stand strong in this fight for Home Rule!

Officers and Directors for Program Year 2007/2008:

At the Annual Business Meeting on Friday, May 17, 2007, the following slate of officers and directors was approved by the eligible voting members in attendance.

President, Barbara Lipscomb, City Manager Casselberry

President-Elect, Edward Mitchell, City Administrator, West Palm Beach

Secretary/Treasurer, Joseph Gallegos, City Manager, Wilton Manors

Past President, Lee Feldman, City Manager, Palm Bay

District I Director, Joyce Shanahan, City Manager, Fort Walton Beach

District II Director, Jim Drumm, City Manager, High Springs

District III Director, Jon Lewis, Deputy City Manager, Palm Bay

District IV Director, George Brown, Deputy City Manager, Boca Raton

District V Director, Jeffrey Miller, City Manager, Tamarac

District VI Director, Bill Moss, City Manager, Marco Island

District VII Director, Carl Harness, Assistant County Administrator, Hillsborough County

District VIII Director, Charles Saddler, Town Manager, Dundee

At-large Directors:

Shannon Lewis, Assistant City Manager, Port Orange

Rex Taylor, Town Manager, South Palm Beach

Oel Wingo, Assistant City Manager, Palm Coast

2007 Annual Conference – *The Challenge of Change: Creating and Sustaining Leadership Capacity*

It was a great conference. A large number of attendees were still there on Saturday morning and heard a timely and witty talk by Kenneth Baylor of Republic Services. The keynoter on Thursday morning—Bill Strickland—was inspiring and received a standing ovation from the crowd. Concurrent sessions throughout the conference were well attended and received great reviews. Each year the Conference Planning Committee has to work harder to do better.

The new Coaching Program was introduced at conference with several different sessions. A “speed networking” session was Wednesday evening followed up by two demonstrations on Thursday on “how to coach.” Coaching is for all stages of one’s career—to be either a coach or the person being coached.

The So You Want to Be a City/County Manager? Session was once again a huge success. The Emerging Professionals Council did an outstanding job with this.

Service awards were given for the first time this year at the Friday awards luncheon. Other awards were presented as follows:

Innovation in Communications and Technology/City or County with population under 20,000: St. Pete Beach; for a City or County with a population over 50,000: Clearwater; honorable mention to Imperial Polk County.

Conference Scholarships were awarded to Donald Robinson, Tri-City Intern for the cities of South Daytona, Port Orange and Daytona Beach Shores; and to Jim Bache who has just graduated with his MPA.

The B. Harold Farmer Scholarship was awarded to Ryan Leavengood, University of South Florida. Partial scholarships were awarded to: Andrew Dunkiel, FAU; Eric Steele, UF; Angel Smith, UCF; and Jo Ella Adelung, FGCU.

Award for Career Excellence: Robert (Bobby) Green, Auburndale.

Program Excellence/Community Partnership for city/county over 50,000 in population: City of Gainesville and Alachua County; City/County with less than 50,000 in population: City of Lauderdale Lakes; and Program Excellence to the City of Clearwater.

Assistant for Excellence in Leadership: Sue Hann, Deputy City Manager, Palm Bay

The first Annual Michael J. Roberto Award for Career Development was presented to Bill Horne, City Manager, Clearwater, by Debbie Roberto. It was FCCMA's pleasure to have Mike's wife, Debbie, and their daughter, Kristina, at the luncheon.

President's Awards: Jeff Hendry, Executive Director, the John Scott Dailey Florida Institute of Government; Kenneth Parker, City Manager, Port Orange and Beth Rawlins, FCCMA Corporate Consultant.

A great big thank you to our sponsors! Without them, it would not be possible to present the quality program that the FCCMA members have come to appreciate and expect. To recognize their contributions:

Signature Sponsors:

AshBritt Environmental
ICMA Retirement Corporation
Public Risk Insurance Agency
Public Risk Underwriters

Diamond Sponsors:

Big League Dreams
Bright House Networks
Bruce Harris & Associates, Inc.
Buxton
Florida League of Cities-Public Risk Services
The Ferguson Group
GSG
Meridian Community Services Group
MuniFinancial
PBS& J
Progress Energy
Waste Services of Florida, Inc.

Gold Sponsors:

American Medical Response
AT&T
Bane of America Securities, LLC
Brown and Caldwell
D. A. Davidson & Co.
Envisors
Fifth Third Securities, Inc.
GAC Contractors
Haskell
Honeywell
Morgan Keegan & Company, Inc.
Nationwide Retirement Solutions
Waste Management

Silver Sponsors:

Citigroup Corporate and Investment Banking
Clarke Mosquito Control
Keith and Schnars, P.A.
Miller Legg
Nabors, Giblin & Nickerson, P.A.
Wade-Trim, Inc.

In-Kind Contributions

Colin Baenziger & Associates
The City of Doral
The Florida League of Cities, Inc.
The City of Pinecrest

The Exhibit Hall was full, and a big thank you goes out to the companies that contributed both time and money to exhibit. If you would like the complete list with contact information, please e-mail Lynn Lovallo at llovallo@flcities.com.

In Memoriam

Wilfred Hawkins, Assistant City Manager of Boynton Beach, passed away on May 14, at JFK Hospital in Palm Beach County. FCCMA extends its sympathy and prayers to his family and to the City of Boynton Beach, where he will be missed.

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; **Paul Boyer**, former manager of Lake Worth; **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, r59588@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. **Keith Ashby**, city manager, Newberry, associate; **Tenny R. Croley**, interim city manager, Frostproof, associate; **Harold Emrich**, city manager, Madison, full; **Renee C. Farmer**, assistant city manager, Miami Gardens, associate; **Michael J. Freilinger**, county manager, Osceola County, associate; **Christopher Russo**, town administrator, Southwest Ranches, affiliate member; **Eric Steele**, student, University of Florida, student member; and **Ronald J. Wasson**, town manager, Bay Harbor Islands, associate.

Positions

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.

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.

City Manager – Keystone Heights, Fl. (Pop. 1385) - Located in Northeast Florida, 50 miles Southwest of Jacksonville and 25 miles Northeast of Gainesville. \$2.2M budget, \$1.3M general fund budget and \$900,000 in grants. Twelve full-time, 3 part-time, & 1 seasonal employee. Stable government with small town character and friendly atmosphere. Keystone Heights residents elected a City Manager form of government March 2007. The City Council has a Mayor & 4 Council members elected at large in non-partisan elections for staggered terms of three years each. City services include street and road maintenance, buildings, grounds and right of way maintenance, parks and recreation, general administration and City water and commercial sewer service provided by Clay County Utility Authority. Police and fire services are provide by county. Applicants must possess a minimum of a Bachelor's degree from an accredited college

in public administration, business administration, planning or a related area, minimum of five years of progressive administrative experience with two years at senior management level in local government, or any equivalent combination of education and experience. Florida experience preferred. Membership in ICMA is preferred; ICMA Credentialed Manager status is a plus. The incumbent is expected to be active in the Florida City/County Management Association (FCCMA). Hiring range \$46-\$60,000 + benefits DOQ. Cover letter, resume, references and salary history by June 29, 2007 sent to "City Manager Applicant", City of Keystone Heights, and P. O. Box 420, Keystone Heights, FL. 32656 or email to city@keystoneheights.us. Job description available upon request. All applications subject to Florida's open record law. EOE/DFWP

Budget Division Manager - City of Orlando - The Budget Division Manager assists the Chief Financial Officer and other departments/offices in the development, preparation, approval, implementation, control, and adjustment of budgets of City departments and agencies under the jurisdiction of the City Council. Performance requires a significant cooperative effort with the Controller and Treasurer. Bachelors Degree in accounting, finance, economics, or a closely related field required. In addition, a Masters Degree in business administration, accounting, finance, or public administration is highly preferred. CPA, CGFO, and CPFO accreditations are desirable. Minimum of 5 years of professional supervisory and management experience in budget and debt management operations required. Government experience is required. Experience as a GFOA Budget Reviewer is also preferred. Starting salary range up to \$110,000 DOQ. Cover letter, resume, and salary history by June 15, 2007 to: **Tom D. Freijo, Ph.D., Senior Vice President, The Mercer Group, Inc., Freijo@Mercerfl.com P.O. Box 9328, Winter Haven, Florida 33883. TEL: (863) 299-3571 FAX: (863) 299-6737. EOE.** Applications in Florida become a matter of public record upon receipt. Go to www.mercergroupinc.com for a complete Position Profile.

Controller -City of Orlando - The Controller assists the Chief Financial Officer in administering the financial affairs of the City. This position is the City's principal source of knowledge and expertise on the proper application of Generally Accepted Accounting Principles and for implementing new accounting pronouncements and standards. The Controller is responsible for the integrity of the financial information system as it relates to accounting and control, internal financial reports, and the City's comprehensive annual financial report. Bachelors Degree in accounting or a closely related field required; In addition, a Masters Degree in business administration, accounting, finance, or public administration is highly preferred. CPA credential is required. Minimum of 5 years of professional supervisory and management experience in accounting and financial reporting required. Government experience is required. Starting salary range up to \$110,000 DOQ. Cover letter, resume, and salary history by June 15, 2007 to: Tom D. Freijo, Ph.D., Senior Vice President, The Mercer Group, Inc., Freijo@Mercerfl.com P.O. Box 9328, Winter Haven, Florida 33883. TEL: (863) 299-3571 FAX: (863) 299-6737. EOE. Applications in Florida become a matter of public record upon receipt. Go to www.mercergroupinc.com for a complete Position Profile.

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.

Executive Director - Tampa-Hillsborough County Expressway Authority. The Tampa-Hillsborough County Expressway Authority (THEA) is responsible for building, operating, and maintaining toll-financed expressways in Hillsborough County. The THEA controls the Lee Roy Selmon Crosstown Expressway, a main artery that runs from downtown Tampa to Brandon, Florida. Bachelor's degree required. Master's degree highly desirable. At least ten years of progressively responsible leadership and comprehensive executive level experience in professional management, program analysis and development, communication, consensus building, budget and contract management, and strategic planning. Public sector experience is very important; transportation or toll system experience would be a definite plus. Knowledge of transportation programs and/or toll policies, operations, and financing a plus. Starting salary range \$150,000 to \$210,000, DOQ. Cover letter, resume, and salary history by May 28, 2007 to: Tom D. Freijo, Ph.D., Senior Vice President, The Mercer Group, Inc., Freijo@Mercerfl.com P.O. Box 9328, Winter Haven, Florida 33883. TEL: (863) 299-3571 FAX: (863) 299-6737. EOE. Preference is given to eligible veterans, and spouses of eligible veterans, with proper documentation. Applications in Florida become a matter of public record upon receipt. Go to www.mercergroupinc.com for a complete Position Profile.

2007/2008 Directory

You should have received your membership update form for the 2007/2008 FCCMA Directory. If you have not returned your form, please do so by May 24 so that your information will be correct in the new directory. If you have not received this mailout, please contact Carol Russell at (850) 222-9684 or crussell@flcities.com.

Dates to Remember:

June 13-15, 2007 – FAC Annual Conference, Orlando
August 16-19, 2007 – FLC Annual Conference, Orlando