

September 2018



President's Message

I am proud to be a part of an ethical profession.

Have you fulfilled your four hour ethics requirement for FCCMA membership for the year ending September 30, 2018? If you have, I hope you have logged it on your profile page on the FCCMA website. If you have not logged your hours, please take a moment to do that right now. We have a new function on the member site for logging your ethics hours and we think it will make this obligation much easier for you. When you log in to your profile, you'll be prompted to confirm that you have taken four hours of ethics training. It is as simple as pushing one button.

Further, dues invoices will be sent out October 1. When you go on-line to pay your membership dues, if you haven't already logged your hours, you'll receive the prompt described above, to attest to having fulfilled your ethics hours. You'll then be able to complete your dues payment. If you have not taken your required hours of ethics training, you'll be able to pay your dues and return to the member profile page to attest to the completion of the hours, when you have taken the steps to complete the four hours of ethics training.

Remember, you do not have to receive this training from a classroom setting or from methods provided strictly by FCCMA or IMCA. You can read articles, participate on webinars, view videos, and/or participate in other entity ethics training (such as FLC University). But don't forget, FCCMA provides four-hours of ethics training annually as a part of our annual conference each May/June. That is a very easy way to get your ethics training and it is generally tailored to city and county management.

Logging your ethics hours is on the honor system and is a requirement for FCCMA membership. If you do not fulfill this requirement and log your hours prior to February 1st, your membership will be suspended. We wish to maintain our membership each year; please let us know how we can help you.

As always, thank you for your continued dedication to FCCMA, your city or

county, and the council-manager form of government.

FCCMA Fall Symposium

Understanding and Preparing for the Cybersecurity Threat



[Learn more.](#)

Professional Management Matters

On September 10, FCCMA At-Large Director Dan Clark, town administrator, Town of Lake Clarke Shores, presented the City of Port St. Lucie with the ICMA Recognition Award in celebration of its 35th anniversary of the council-manager form of government. Greenacres City Manager Andrea McCue, St. Lucie County Administrator Howard Tipton, Senior Advisor Kurt Bressner and Boynton Beach City Manager Lori LaVerriere joined Dan for the presentation. The Council was truly delighted as was Manager Blackburn!

Left to right: Greenacres City Manager Andrea McCue, Councilwoman Jolien Caraballo, Boynton Beach City Manager Lori LaVerriere, Councilwoman Stephanie Morgan, City Manager Russ Blackburn, Mayor Gregory J. Oravec, Lake Clarke Shores Town Administrator Dan Clark, Councilman John Carvelli, Councilwoman Shannon M. Martin, St. Lucie County Administrator Howard Tipton and FCCMA Senior Advisor Kurt Bressner.

On September 13, FCCMA District IV Director Lori LaVerriere, city manager, City of Boynton Beach, presented the Village of North Palm Beach with the ICMA Recognition Award in celebration of its 55th anniversary of the council-manager form of government. Greenacres City Manager Andrea McCue and Briny Breeze Town Manager Dale Sugerman joined Lori for the presentation.

Left to right: Councilmember Deborah Searcy, Vice Mayor Mark Mullinix, Mayor David Norris, Greenacres City Manager Andrea McCue, North Palm Beach Village Manager Andy Lukasik, Briny Breeze Town Manager Dale Sugerman, Boynton Beach City Manager Lori LaVerriere, President Pro Tem Susan Bickel and Councilmember Darryl Aubrey.

On September 25, FCCMA Member Matt Spoor, city manager, City of Safety Harbor, presented the City of Madeira Beach with the ICMA Recognition Award in celebration of its 65th anniversary of the commission-manager form of government.

Left to right: Madeira Beach City Manager Jonathan Evans, the Madeira Beach Commission and Safety Harbor City Manager Matt Spoor.



Member News and Updates

The following membership applications have been received:

- **Alpha Foundations Specialist Inc.**, District I, Contact: Eric Sharkey, Commercial Consultant, Corporate Member;
- **Ashlie Clopein**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member; and
- **Eric Marmer**, District IV, Finance Intern, City of Boynton Beach, Student Member.
- **Rebecca Witte**, District II, Interim City Administrator, City of Lake Helen, Full 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.

Congratulations to ICMA 2018 Celebration of Service Recipients

45 Years

John Szerlag

40 Years

Russ Blackburn
Howard Kunik
Douglas Lewis
Scott Morgan

35 Years

Al Childress
John Drago
Ken Fields
Richard Lemack
Fred Murry
Howard Tipton
Eugene Williford

To read more, [click here](#).

Congratulations to the City of Tallahassee

The City of Tallahassee received the ICMA Community Partnership Award in

the category of 50,000 and greater population for the Tallahassee Future Leaders Academy. This award honors local governments for their innovative programs or processes.

The Tallahassee Future Leaders Academy grew out of Tallahassee's summer youth program in 2014 when Mayor Andrew Gillum recognized an urgent need for a more structured program that would prepare young people to enter the workforce. This academy recruits from throughout the city, but prioritizes youth who live in an area called the Promise Zone, where the poverty rate is 52 percent and the overall unemployment rate is a little more than 20 percent, three times the city average.

FCCMA Training Held at Florida Gulf Coast University

FCCMA held an onsite training session at Florida Gulf Coast University on Friday, September 28th. The topic was "Local Government and Nonprofit Collaborations: Innovations in Providing Local Government Services."

Several managers and FGCU students attended the training.

Featured Member

Donna Renberg, Assistant County Manager, Osceola County

How long have you been a FCCMA member? *I have been a member of FCCMA for just over three years (since 2015).*

Please describe your areas of formal/advanced education. *I started my professional career in social services, so my undergraduate degree is a Bachelor of Science in Psychology & Sociology. After working in the field for a number of years, I obtained an MBA so I could pursue different opportunities specifically those more related to finance and budget.*

What got you interested in public service? *One of things I really enjoyed about my experiences in social services is that the work really mattered. It was about helping others and you felt tremendous responsibility toward your clients and employer. Transitioning to government allowed me to retain that feeling while working in finance and budget.*

What is your current occupation? *Assistant county manager for Osceola County.*

Please give a brief job description. *As assistant county manager, I am a direct report to the county manager responsible for supporting county administration and the Board of County Commissioners. Specifically, I am primarily in charge of the support functions within our organization. As a result, functions such as finance, budget, procurement, special assessments, information technology, clerk, governmental affairs, debt and investments report directly to me.*

To read more, [click here](#).

Member Articles

I'm Sorry, Can You Repeat That?

By Brian R. Moree, City Manager, City of Atlantis

We've all been there. Carefully crafted an email only to have it misinterpreted. A report our team spent hours preparing is relegated to the "Let me read this and get back to you" pile. Realized barely into a 25-slide presentation that the individuals you were most interested in reaching – are already checking email or playing Candy Crush. What do these scenarios have in common? A breakdown in communication!

Communication is the art of exchanging our ideas, opinions and emotions with others through words or body movements. The human evolution of communication has been occurring for thousands of years, but in some moments it seems primitive.

Google the phrase "Improving Communication" and you'll be inundated with scholarly articles, soft skill guides, non-verbal signals, Top 10 Ways, and the list goes on. Most of it centers on how you can improve your message. What if there is nothing wrong with the message, but rather the delivery? A mailed letter and a text can both convey the same message, but the how and when vary dramatically. Are you using the best delivery method for your message? Spoiler alert – one method does not fit all.

To read more, [click here](#).

Town of Kenneth City Partners with Local School Children on Water Pollution Education

by Matthew Campbell, Town Manager, Town of Kenneth City

The Town of Kenneth City recently partnered with art students from nearby St. Petersburg Christian School to help design water pollution prevention messages to be added to the sides of Town Public Works trucks. The effort is part of a state-wide education campaign being led by municipalities like Kenneth City to promote awareness of the negative effects of water pollution resulting from stormwater runoff. Educational campaigns similar to the one described herein further promote reduced water pollution, and compliance with the National Pollutant Discharge Elimination System (NPDES). Created in 1972 by the Clean Water Act, the NPDES permit program is authorized to state governments by the Environmental Protection Agency (EPA) to perform many permitting, administrative, and enforcement aspects of the program. To read more, [click here](#).



From Our Partners

Economic and Demographic Research (EDR) 2018 Local Government Financial Information Handbook

The Florida Legislature's Office of Economic and Demographic Research (EDR) has published the 2018 edition of the *Local Government Financial Information Handbook*. This report is produced annually by EDR to serve as a reference for many of the revenue sources available to local governments. It contains items useful for local government budgeting purposes, including descriptions of revenue sources, adjusted 2017 population estimates used in the FY 2018-19 state revenue-sharing calculations, estimated FY 2018-19 county and municipal government distributions for select state revenue-sharing and local option tax sources, and 2018 local option fuel, sales, and tourist-related tax rates by county. This report also serves as a guide to understanding the constitutional and statutory provisions pertaining to these revenue sources. To read more, [click here](#).

Center for Public and Nonprofit Management at UCF 13th Annual Public Administration Research Conference

Call for Proposals

The Center for Public and Nonprofit Management (CPNM) at the University of Central Florida's School of Public Administration will host its 13th annual Public Administration Research Conference (PARC). The conference will be held March 1, 2019, at the *FAIRWINDS* Alumni Center on the UCF campus in Orlando, Florida. The theme, "Evidence-Based Policymaking: Using Big Data to Evaluate Public Sector Innovation and Improve Organizational Performance," focuses on important public administration issues.

Proposals may be research papers, case studies, best practices, etc., that address this conference theme in a wide range of public management and policy domains. Topics include, but are not limited to human and social services, nonprofit management, budgeting and financial management, emergency management, and planning and economic development. **The deadline for submission is November 20, 2018.** To read more, [click here](#).

Events and Training Opportunities

FCCMA Webinar: Solid Waste Management: Current Trends and Practices for Service Delivery

2:00 - 3:00 p.m., Eastern Time, Thursday, **October 4, 2018**

There are a few local government services that could be delayed a few months without catastrophic results but solid waste management is not one of them. Solid waste management is one of the most basic and under-recognized services that local governments provide to citizens. How to best provide this important service today varies from jurisdiction to jurisdiction, and technology and contract provisions/mandates often drive cost and service levels. During this webinar, attendees will be presented with best practices and trends that Palm Beach County Solid Waste Authority believes are important for delivery of solid waste services today. Presenters will also focus on service delivery challenges and future considerations for local government decision-makers.

Presenters:

Representatives from the Solid Waste Authority of Palm Beach County

ELGL Pop Up Conference

Join fellow local government officials from around Florida for a one-day event focused on innovation, leadership and resiliency from experts around the state.

The Engaging Local Government Leaders (ELGL) network will hold its pop-up conference on **October 12, 2018** in **Miami**. The conference fee is \$50 for ELGL members and \$90 for non-ELGL members.

Registration and full agenda details can be found [here](#).

For general questions, contact [Matt McKirahan](#).

Florida Redevelopment Association Holds Annual Conference

The 2018 Florida Redevelopment Association conference will be held **Wednesday, October 24 to Friday, October 26, 2018** at the Sanibel Marriott in Fort Myers. Please visit www.redevelopment.net for registrations, program and sponsorship opportunities. A tour of downtown Fort Myers' Historic District and CRA will be held on Wednesday morning, and the opening plenary session features Gypsy Gillardo, CEO of *Power Broker Magazine* and head of the St. Petersburg 2020 Project to End Generational Poverty. The next day, Neda Navab with Urban Sidewalk Labs will be the keynote presenter on how redevelopment is connected to the world of digital community renewal. On Friday, the conference concludes with a presentation by Joe Parilla, Brookings Institute, about a recent study and report that shows economic development does turn around blighted areas. To read more, [click here](#).

Taking Smart Risks and Rebounding from Setbacks

ICMA Coaching Program Webinar

Thursday, October 25, 2018

10:30 a.m. - 12:00 p.m. PT (1:30-3:00 p.m. ET)

Advance registration required for this webinar: [Click here](#) to register.

Webinar Topics:

1. What's critical to take risks successfully in both your work and your career?
2. What can you do when things don't work out the way you hoped?
3. How can you develop your risk taking and resiliency skills?

Presenters:

- * Allen Bogard, City Manager, Sugar Land, TX
- * Cara Pavlicek, Village Manager, Oak Park, IL
- * Michael Wilkes, City Manager, Olathe, KS

FCCMA 2018 Fall Symposium: Understanding and Preparing for the Cybersecurity Threat

November 8, 2018 8:00 a.m. – 4:00 p.m.

Florida Institute of Technology, Melbourne

Has your organization ever been hacked? Would you even know? More importantly, does your leadership team understand the strategic business implications to your constituents, suppliers, employees of a data breach? We've learned (sometimes painfully) that a cyberattack can threaten the very existence of any organization. It doesn't matter whether it's public or private... we're all at risk. Inadequate cybersecurity can jeopardize everything, from your revenue stream to your reputation. As a consequence, your leadership team needs to know enough about cybersecurity to assess and manage its risks before that happens... and how to lead the response and recovery afterwards. For more information, [click here](#).

Florida Stormwater Association 2018 Winter Conference

The Florida Stormwater Association will hold its 2018 Winter Conference from **December 5-7** at The B Resort, 1905 Hotel Boulevard in Lake Buena Vista. There will be two days of preeminent stormwater education presented by accomplished stormwater professionals throughout Florida. This year there will also be two pre-conference events - the biennial "DEP Day" co-sponsored by FDEP and the required "Laws and Rules" for professional engineers. [Click here](#) to register.

Affiliate Training Opportunities

- **FLC Training**
- **FAC Training**
- **Cal-ICMA Coaching Opportunities**

Jobs

TREASURE ISLAND, FL - Management Analyst

LEANDER, TX - Assistant City Manager

INDIANTOWN – Village Manager

CHARLOTTE COUNTY – Director of Public Works

UNION COUNTY, NC – County Manager

ALACHUA COUNTY – Victim Advocate Counselor

ALACHUA COUNTY – Senior Environmental Specialist
ALACHUA COUNTY – Drug Counselor
ALACHUA COUNTY – Clinical Supervisor
ALACHUA COUNTY – Administrative Assistant – Human Resources
GAINESVILLE – Police Chief Inspector
ALACHUA COUNTY – Management Intern
SUNNYVALE, TX – Town Manager
HALLANDALE BEACH – Public Works Assistant Director/City Engineer
TAMPA – Project Architect
HAINES CITY – Accounting Manager
HCP – Marketing Research Manager
ERIE, CO – Town Administrator
ORMOND BEACH – Utilities Manager
LARGO – Assistant Director of Environmental Services
SOUTH DAYTONA – City Manager
HOLLYWOOD – Environmental Services (Sanitation) Superintendent
LAKELAND – Electric Utility Analyst
CHATTAHOOCHEE – City Manager
ALACHUA COUNTY – Grants/Contracts Specialist
ST. LUCIE COUNTY – Building Official / Building Codes Administrator
MARION COUNTY – Director of Utilities
POLK COUNTY – Housing and Neighborhood Development Manager
TAMPA – City Architect
OKEECHOBEE COUNTY – Deputy County Administrator
DECATUR, GA – City Manager
PORT ORANGE – Assistant Reclaimed Water Production Manager
ALACHUA COUNTY – Drug Court Supervisor
MEXICO BEACH – City Administrator
HOLLYWOOD – Parks Manager
HOLLYWOOD – Payroll Specialist
SARASOTA COUNTY – Procurement Analyst – Solicitations
BROWARD COLLEGE – Senior Vice President for College Administration
DEFUNIAK SPRINGS – Finance Director
SARASOTA COUNTY – Business Professional II
CLARKSTON, GA – City Manager
LAKE FOREST, IL – City Manager
RIVIERA BEACH – City Attorney

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