

April 2020



**PROFESSIONAL
MANAGEMENT MATTERS**
e-Newsletter

Annual Business Meeting

FCCMA Virtual Annual Business Meeting
Friday, May 29th from 10:00 a.m. – 11:30 a.m. (EST)
Details will be sent in May.

President's Message

Fellow FCCMA Members:

Thank you for allowing me the honor of serving as President of FCCMA for the 2019-2020 program year. Working alongside dedicated professionals to serve our incredible membership is a privilege I will never forget. I would like to extend a sincere thank you to those who have worked to make FCCMA an outstanding association. Thank you to FCCMA Staff – Casey Cook, Carol Russell and Linda Bridges – for being FCCMA's backbone and working tirelessly for our success. Thank you to our Board of Directors and committee volunteers for investing their time and effort to create exceptional opportunities for members of this association. Finally, thank you to our members. Member involvement is crucial to our success, and your passion and dedication to this field is consistently evident.

Despite the unpredictability of the last few months, our committees have done impressive work. To highlight, **we have increased membership through direct outreach and engagement**; developed 12 webinars on topics directly impacting our profession; planned and executed a successful Winter Institute; increased member engagement through social media and outreach; initiated focus groups concerning women in local government; and served as advocates for our communities throughout the year. None of this would have been possible without committee chairs Terry Atchley, City Manager, Wauchula; John Titkanich, Innovation and Performance Manager, St. Lucie County; Micah Maxwell, Assistant City Manager, Clearwater; Lori LaVerriere, City Manager, Boynton Beach; Aubrey Phillips, Strategic Performance Manger, Pinellas County; Alan Rosen, Assistant City Manager, Port Orange; Sharon Ragoonan, Assistant City Manager; North Miami Beach; Dan Clark, Town Administrator, Lake Clarke Shores; Jeff Tillman, Assistant City Manager, Auburndale; Mark Ryan, City Manager, Indian Harbour Beach; and Sarah Hannah-Spurlock, Nighttime Economy Manager, Fort Lauderdale. Assisting them were equally energetic and committed vice-chairs and committee members.

As a result of COVID-19, our Board made the difficult decision to cancel our Annual Conference; however, the exemplary work done by our Conference Planning Committee has not gone unnoticed. This event is something we all look forward to and though the Board was excited to see everyone, we felt it was more important to cancel the conference so that you could continue to serve your communities and stay safe. We are actively looking at alternatives for the annual business meeting and details will be sent to you soon. If you need professional development in the meantime, including

ethics courses to satisfy our ethics requirement, we have webinars archived on the Center for Florida Local Government Excellence [website](#).

As President, I hoped to put FCCMA's purpose of driving culture and ethical behavior, enhancing collaboration, providing support, and promoting local self-governance and research into practice and I think we did just that. I am very proud of our association and everything accomplished this year. I am also proud of the work you do every day in your cities, towns and counties. Thank you again for allowing me to serve as FCCMA's President. It has been a joy and an honor. Please stay in touch – I look forward to the next time we can come together as an association!

Best Regards,



Shannon Lewis
City Manager, Melbourne

FCCMA Committee Sign Ups

Deadline is today!

**Sign up today to participate on a committee in
Program Year 2020 - 2021.**

The committees are listed below.
[Click here](#) to sign up.



FCCMA Program Year 2020-2021 Committees

Are you involved in your association? Be a part of the great work FCCMA does through its committees. Sign up today for a committee that interests you! Please sign up by April 30.

Awards and Scholarships Committee: Responsible for marketing and selecting the recipients of the Awards and Scholarships Program.

Communications Committee: Responsible for the communications of the association including maintaining the website and monthly newsletter, monitoring proposed legislation that impacts local government and highlighting the benefits of the council-manager form of government such as making ICMA anniversary presentations at council meetings.

Conference Planning Committee: Responsible for designing a conference that is relevant to all career phases.

Fiscal and Administrative Policy Committee: Responsible for the fiscal and administrative obligations of the association.

Membership Committee: Responsible for recruiting and approving new members and ensuring value in the association for all members.

Professional Development Committee: Responsible for planning and administering the professional development activities of the association, except the Annual Conference and the Winter Institute.

Winter Institute Planning Committee: Designs the Winter Institute.

Once appointments are made, you will be notified.

Committee appointments are a two-year commitment. Please indicate below which committee you are interested in. (Please indicate your first, second and third choices by marking 1, 2 and 3 below.)

- Awards and Scholarships
- Communications
- Conference Planning
- Fiscal and Administrative Policy
- Membership
- Professional Development

Name: _____ Title: _____

City/County: _____ Email: _____

Please return form to: Carol Russell at crussell@flicities.com

Online signup and descriptions at fccma.org

Member News and Updates

The following membership applications have been received:

- **Megan Powers**, District VII, Executive Assistant to the City Manager, City of Madeira Beach, Affiliate Member
- **Evelyn Trammel**, District V, Ph.D. in Public Affairs, Florida International University, Student 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.

Members-in-Transition (MIT)

Please take a minute to show your support to the MITs by either emailing or phoning the MITs in your district. A phone call or an email can go a long way to help someone who is temporarily out of work. You can also help if you have any job opportunities or special projects available for which one of our MITs may be qualified.

With the current technology, the project could even be done from the MIT's home. Some of the Members-in-Transition have provided their resumes and have indicated their areas of expertise. The resumes and areas of expertise are now available on the [FCCMA website](#). Also, please keep FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email [Carol Russell](#).

Perspectives: Career Lessons



Featured Member

Meet Douglas Baber, Human Resources and Risk Management Director, St. Lucie County.

How long have you been a FCCMA member and why did you join?

I joined FCCMA in early 2018 immediately after a discussion with my mentor and St. Lucie County Administrator, Howard N. Tipton, regarding my career path and plans for growth. After Mr. Tipton advised me on membership with FCCMA and how it would help me grow professionally and foster opportunities for networking and collaboration with other municipalities, I decided to join.

Please describe your areas of formal/advanced education.

I am a Society of Human Resources Management Certified Professional (SHRM-CP) and hold a Masters of Business Administration. I am in the final stages of my Doctorate of Business Administration and actively writing my dissertation on the "Study of the Relationship Between Retention and Methods Managers are Employing to Maintain Intellectual Capital." I am also Lean Six Sigma Green Belt Certified.

Why did you select a career in public service?

This has been a goal of mine for a very long time as I come from an extended family of public servants and elected officials. Just knowing that I am here to provide a service to and act in the best interest of the community in which I live. I enjoy the culture of public service in offering quality in services, rather than focusing solely on bottom-line profits. Being a part of the Human Resources team in St. Lucie County allows me to continue to be service-driven and instill servant leadership in others.

[Read more.](#)



Featured Article

New City Process Keeps Tallahassee Building

By Reese Goad, City Manager, City of Tallahassee

Home is more than where the heart is these days. It is the center of our worlds due to COVID19. Local homes must be structurally and mechanically sound to help keep residents safe. This is partially ensured by inspectors with the City of Tallahassee's Growth Management department, who are taking a solution oriented approach to overcome challenges related to COVID-19. With a commitment to protecting customers and employees, new, innovative processes have been established to ensure vital building inspections and permits continue.

"This is a time that is critical for our economy, and we must find ways to keep construction and development moving forward," said Karen Jumonville, Growth Management director for the City. "Our team developed a program that allows us to continue providing inspection services while also meeting the number one priority right now – protecting the health and safety of our staff and customers."

To minimize physical contact, the City has implemented virtual, online building inspections for mechanical change out inspections, gas inspections and window/door inspections in existing, occupied residential homes. Virtual inspections help protect human health through social distancing and ensure that customers receive efficient, effective service at a time that is critical to our economy and health.

[Read more.](#)



From Our Partners

ICMA Veterans Local Government Management Fellowship Program

We would like to increase the number of Veterans Local Government Management Fellowship Host Organizations in the State of Florida. Around 5000+ service members transitioned to Florida in 2018. This is a potential pipeline of educated, talented, Servant Leaders, that we can recruit to work in Local Government in the State of Florida

through the ICMA Veterans Local Government Management Fellowship.

The Veterans Local Government Management Fellowship is a Department of Defense approved SkillBridge Program designed to provide transitioning Service Members with skills that they need to successfully transition to the civilian workforce. ICMA is able to market the VLGMP Program to all of the Services (Army, Navy, Air Force, Marines) through their Transition Assistance Offices. It is a 16-20 week program, targeting Service Members (and spouses) who are on Active Duty within 180 days of separating. There are three Cohorts per year: Jan – Apr; May – Aug; Sep – Dec but we try to be flexible enough to support the Service Members' timelines. There is no cost to the host organization other than to provide mentorship and a work location.

If you are interested in learning more about the program, please contact Lynn Phillips lphillips@icma.org 202.962.3551.

ICMA Coaching Program

[Click here](#) to access Career Compass No. 81, "We Need Adaptive Leaders Now." Please share it with your employees.

Events and Training Opportunities

Alliance for Innovation – Transforming Local Government (TLG) Conference Rescheduled September 1-4, 2020 Phoenix, Arizona

It is during times like this when our communities rely on their local government teams for so much, and the team at the Alliance is tremendously proud to work alongside you and support your efforts. We know there are significant demands on your teams right now, and pivots you are making in your own organizations to keep operations running. Of course, the health and well-being of you and your teammates are our top priority.

To ensure your safety, and be mindful of the shifting priorities, AFI has been able to move the TLG 2020 conference dates to Sept. 1-4. These four days of fiery positive energy will be a welcome inspiration and a coming together of passionate local government professionals – just what we all will need to reboot and reenergize!

Anyone who has already registered for the conference under the original dates will have their registrations automatically transferred (while some hotel blocks will be available, hotel reservations will need to be re-booked).

If you haven't registered, registration is still open and as a reminder, because of AFI's partnership with the association, members can register now with discount code **FCCMA** to save \$50 off the registration cost. Register [here](#).

Follow along on Twitter at #TLG2020 to keep in touch with the latest conference updates, or reach out to our team at conferences@transformgov.org with any questions.



Jobs

Below is a list of active FCCMA job advertisements accessible on our website. [Click here](#) for details.

ALACHUA COUNTY - Veterinarian
DEBARY - Human Resources Director
HOLLYWOOD - Deputy Director, Public Utilities-Finance
LARGO - Engineer I - Planning & Design
MIAMI, OK - City Manager
MONTVERDE - Town Manager
PAYSON, AZ - Town Manager

PINELLAS COUNTY - Housing and Community Development Director
PORT ORANGE - Accounting Supervisor
SAVANNAH, GA - Water Resources Director
ST. LUCIE COUNTY - Transit Operations Manager

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Florida City and County Management Association | 301 S. Bronough Street, Suite 300, Tallahassee, FL 32301

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