

April 2019



FCCMA President

Fellow FCCMA Members:

Do not forget it's time to register for the FCCMA annual conference! It's important to register early, please make the commitment. Your President-Elect, Shannon Lewis (CM-Melbourne) and the Conference Planning Committee have been working really hard to put together another great conference. The President-Elect's main job is to plan the annual conference and our best benchmark is getting more attendees this year than last year when I was chairman of the planning committee. I want Shannon and her committee to surpass last year's numbers and have bragging rights for at least a year to having planned the best attended conference ever! The speaker line-up is phenomenal, you will not be disappointed with the sessions planned, this will be our best conference ever.

Never forget what we do matters greatly. Sometimes this can be forgotten in the day to day grind of working hard to build community. FCCMA's Professional Management Matters program recognizes the importance of training and mentoring the next generation of Florida's professional managers through internships, college programs, job fairs and regular interaction between managers and public administration students. As our current officials reach the end of their careers, the need to encourage the next generation to

approach city/county management with an emphasis on quality, efficiency, experience is more vital now than ever. Do not miss another opportunity to demonstrate how much Professional Management Matters and how big of a role each FCCMA member plays in the discussion.

On a sad note, W. D. Higginbotham, a 25-year FCCMA member, recently passed away. Mr. Higginbotham's distinguished public sector career of more than 30 years included serving as chief executive officer and chief financial officer of cities in Florida and California. He served as City Manager of Gainesville, Melbourne Beach, Surfside and Madeira Beach. After being recruited by the International City/County Management Association (ICMA) on behalf of the Department of Defense, his service to Florida cities was briefly interrupted in late 2007 and early 2008 when he served in Baghdad, Iraq, as a member of the United States Provincial Reconstruction Team. He was an active member of ICMA and the Florida City and County Management Association (FCCMA) and was recognized by both organizations for more than 25 years in the local government management profession. He was active in FCCMA the last few years in assisting with resume reviews at the annual conference. He will be greatly missed.

See all of you at the FCCMA Annual Conference in Orlando!



Professional Management Matters

On March 26, FCCMA District IV Director Lori LaVerriere presented the ICMA Recognition Award to the Town of Highland Beach Commission and Town Manager Marshall Labadie in celebration of their 45th year as a commission-manager form of government.

Pictured from left to right: Commissioner Barry Donaldson, Greenacres City Manager Andrea McCue, Jupiter Inlet Colony Town Administrator Kevin Lucas, Commissioner Evalyn David, Commissioner Peggy Gossett-Seidman, Golf Village Manager Christine Thrower, Highland Beach Town Manager Marshall Labadie, Mayor Rhoda Zelniker and Boynton Beach City Manager Lori LaVerriere.

On April 16, FCCMA District IV Director Lori LaVerriere presented the ICMA Recognition Award to the St. Lucie County Commission and County Administrator Howard Tipton in celebration of their 50th year as a commission-manager form of government.

Left to Right (rear): Commissioner Sean Mitchell, Vice Chair Cathy Townsend, Chair Linda Bartz, Commissioner Chris Dzadovsky and Commissioner Frannie Hutchinson.

Left to Right (front): Lake Clarke Shores Town Manager Dan Clark, St. Lucie County Administrator Howard Tipton and Boynton Beach City Manager Lori LaVerriere.

On April 18, FCCMA member Alan Rosen presented the ICMA Recognition Award to the Town of Ponce Inlet Council and Town Manager Jeaneen Witt in celebration of their 25th year as a council-manager form of government.

Left to Right (Rear): Town Manager Jeaneen Witt, Councilmember Lois Paritsky, Mayor Gary Smith, Vice Mayor Mary Hoss and Councilmember Bill Milano.

Left to Right (Front): DeLand Assistant City Manager Michael Grebosz and Port Orange Assistant City Manager Alan Rosen.

Member News and Updates

The following membership applications have been received:

- **Christia Alou**, District V, Village Manager, Village of El Portal, Full Member;
- **Andy Brooks**, District III, Administrative Services Director, City of Casselberry, Affiliate Member;
- **Scott Burrows**, District VII, Master of Public Administration, University of South Florida, Student Member;
- **Global Business Development Center**, District IV, Contact: Annette Gray, President/CEO, Corporate Member;
- **Kationx Corp.**, District VIII, Contact: Nina Mirhabibi, Director of Marketing, Corporate Member;
- **Angelica B. Knight**, District V, Master of Public Administration, Florida Atlantic University, Student Member;
- **Lacy LaFave**, District VII, Executive Assistant to the City Manager, City of Madeira Beach, Affiliate Member;
- **Brett McFarlane**, District III, BS in History and Political Science, Florida Gulf Coast University, Student Member;
- **Lisa Morrell**, District III, City Manager, City of Palm Bay, Full Member;
- **Justin Painter**, District I, Strategic Innovation Senior Consultant, City of Tallahassee, Affiliate Member;

- **Robert Presnell**, District I, City Manager, City of Chattahoochee, Full Member;
- **Carmen Rosamonda**, District II, City Manager, City of DeBary, Full Member; and
- **Richard Scherle**, District IV, Director Public Works, Town of Lake Park, Full Member.
- **Joshua Surprenant**, District III, Community Services Director, City of Cape Canaveral, Affiliate Member; and
- **William Vance**, District V, Town Manager, Town of Lauderdale-by-the-Sea, 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.

District Training in Plantation

FCCMA held a training on March 29 in Plantation on "Enhancing Education in Your Community: Using a Business Action Team." Attendees were provided an overview of how the public education systems affected their communities and their ability to attract quality businesses. They learned how and why businesses, cities, counties and school boards need to work together to advocate for public education and the benefits of the collaborative "Business Action Team" model.

District Training at Florida Gulf Coast University

On Friday, April 12, District VI held a training event at Florida Gulf Coast University, co-sponsored by the FGCU ICMA Student Chapter. The topic was "Professional Management: Ethical Challenges in 2019." Student members from the FGCU ICMA Student Chapter moderated the event. A group of managers from the region shared their experiences with the attendees. Keep a look out for more great training programs like this from FCCMA in the future!

District Training in DeLand

On Friday, April 26, District II held a training event at the Sanborn Center in DeLand. The topic was "Current Trends and Best Practices for Employment Labor Law and Labor Negotiations." Attorneys Jeff Mandel and Benton Woods both with the firm

Fisher and Phillips, updated attendees on current trends and practices in this evolving law relative to managing human resources.



2019 District IV Networking Event

by Lori LaVerriere, City Manager, City of Boynton Beach

Our District IV Networking event was a success! This event was sponsored by FCCMA, PBCCMA and FAU. As you can see in the photos, we had a great turnout. We set up the event like a “speed dating” event. Different managers spoke on a variety of topics as the students moved around to each table. Our feedback was excellent. I am meeting with one of the students next week to discuss a job opportunity. They are all very bright and eager to work. We are now discussing a shadowing program with FAU. I may do the test run for the first one.

Congratulations are in order to Maylee DeJesus, who started the ICMA student chapter at FAU and now serves as president. She worked very hard to pull this together. This is our third event and it grows each year. Not only did it serve the students well, but it re-energized all of the managers who attended! We’ve been chatting for days about how enriching the opportunity was for all of us. The future of our profession is bright!!



Featured Member

Addie Javed, PE, Public Works Director / County Engineer, Pinellas County

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

I am a professional engineer and became a FCCMA member in 2017. I attended my first conference in 2014 when one of my peers sent me the flyer to “So you want to be a City/County Manager: Taking the next step” workshop. It was at the time I was looking for opportunities to make a bigger impact while being able to pay it forward to the community. Prior to joining, I had been active for years in the American Society of Civil Engineers (ASCE), and served as Florida section president, serving more than 7000 members, which proved vital for my continued professional and leadership growth.

Are you an ICMA member, why did you join, and how long have you been a member?

Yes, I joined ICMA in 2015 as an opportunity to be part of a diverse professional association that can help me further my leadership and perspective (soft) skills. ICMA provides you a platform to network with peers, leaders and executives from over the world.

Please describe your areas of formal/advanced education.

I have a diverse educational background, focused on sciences, environmental, engineering and public administration at undergraduate and graduate levels. I am a Gator and Spartan at heart.

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

Member Articles

Pinellas County Red Tide Abatement

By [Addie Javed](#), PE, Public Works Director, and [Tony Fabrizio](#), Public Information Specialist, Marketing & Communications, Pinellas County

Red tide is a naturally occurring microscopic algae, *Karenia Brevis* (K.brevis), that has been documented along Florida's Gulf Coast since the 1840s. It produces brevetoxins that affect the central nervous system of fish and other vertebrates, causing these animals to die. Humans, marine mammals and sea turtles can also be affected by this organism. During the many months Red Tide sat off the Southwest Florida coast, Pinellas County did not sit back and ponder whether the bloom would travel north. The Public Works Department prepared as though the fish-killing algae would have to be dealt with.

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





Legislative Session - Legislator Briefing Binding Lessons Learned

By John A. Titkanich, Jr., AICP, ICMA-CM, City Manager,

City of Cocoa

One of the early ideas discussed and embarked upon for the FCCMA Communications Committee was to enhance, as managers, our level of engagement with newly elected or re-elected member of the Florida Senate or Florida House of Representatives. As manager's we serve on the front lines and in the trenches, and many times more quickly foresee the impact of proposed legislation. Moreover, working with our legislative advocacy partners at the Florida League of Cities and Florida Association of Counties we are frequently called upon to provide information and data regarding the impacts of legislation. To read more, [click here](#).

From Our Partners

2019 ICMA Conference Scholarships

As part of ICMA's ongoing commitment to attracting a wide and diverse group of people into the local government management profession, developing and mentoring early-to-mid-career professionals already in the field and helping members working in smaller communities, ICMA is now accepting applications to its 2019 Conference Assistance and Stene Academic Scholarship programs. The deadline for all applications is Monday, June 10. For details and application, [click here](#).

2020 Census New Construction Program

The U.S. Census Bureau has asked the Florida Legislature's Office of Economic and Demographic Research (EDR) to assist in "spreading the word" about the Bureau's **2020 Census New Construction Program** to local government officials. The program provides local, tribal, and state governments an opportunity to update the U.S. Census Bureau's residential address list with living quarters for which construction is in progress during or after March 1, 2018 and completion is expected by Census Day - April 1, 2020. This program helps ensure Census Bureau's address list is as

complete and accurate as possible by Census Day (April 1, 2020) to produce a complete and accurate population count. Participation helps to ensure an accurate population count in your community; helps the federal government distribute more than \$675 billion in funds annually for infrastructure, programs, and services; and helps your community plan for future needs.

Local governments have until June 14 to register for the program.

A flyer with information about the program and contact information can be found [here](#).

The program's website is [here](#).

All questions should be directed to the Census Bureau at 1-844-242-1765 or via [email](#).

Clients needed for Graduate-level Public Budgeting course

Dr. David Mitchell, UCF Assistant Professor of Public Administration, is seeking service-learning clients for his graduate-level Public Budgeting course. Students in the course work in groups to review municipal budget documents by applying GFOA Distinguished Budget Presentation Award standards. Over the past four years, the students have produced more than 50 budget reviews for municipalities across the nation. Each participating municipality will receive an evaluation paper that reviews the communication, planning, management, and policy aspects of the document and offers specific suggestions for improvement. Those participants within driving distance of Orlando may also be asked to attend the student groups' presentation at the end of the semester. The only other requirements to participate are to sign the university's service-learning agreement and be available to answer questions about the document from time to time (if at all). All cities and counties are welcome, but only those who have previously won the GFOA award or are actively considering award submission should participate. To volunteer or for more information, please contact [Dr. David Mitchell](#).

Florida LTAP Needs Assessment Survey

The [Florida Local Technical Assistance Program \(LTAP\) Center](#) needs input from all Florida city transportation planning, engineering and public works staff to help map out their training program.

The [Center for Urban Transportation Research \(CUTR\)](#) at the University of South Florida is the new home to the LTAP Center, supported by the Federal Highway Administration and Florida Department of Transportation. Florida LTAP focuses on delivering road/highway transportation training curriculum and technical assistance to Florida's cities, counties and MPOs. To provide effective and needed technical training and assistance to local agencies in Florida, LTAP is seeking input through their [2019 Statewide Needs Assessment Survey](#).

The survey should take about 10 minutes to complete. For further information, please contact [Florida LTAP Director Dr. Pei-Sung Lin](#).

ICMA Coaching Program

[Click here](#) to access Career Compass #71 entitled "Collaboration." Please share this with employees in your agencies.

Nominate an Outstanding Official in Your City for the E. Harris Drew Award!

Does your city have an elected official who has performed in an outstanding manner and has made an unusual and lasting contribution to the improvement of municipal government? If so, consider nominating him/her for the prestigious E. Harris Drew Municipal Official Lifetime Achievement Award. Just complete the nomination form and return it to the League by July 12. All elected municipal officials are eligible for this award, which will be presented during the League's annual conference. Contact [Penny Mitchell](#) with any questions. [Learn More](#).

Events and Training Opportunities

FCCMA Webinar

Aging in Place: An Overview of the Challenges Facing Local Government

May 2, 2:00 p.m. – 3:00 p.m.

ICMA Practice Areas: 8, 9, 10

As the baby boomers continue to age, the challenges facing local government increase. This webinar will provide an overview of the aging issue in Florida and will help FCCMA members understand the different challenges/opportunities/collaborations that should be considered when planning for services to our aging population. Sarasota County's Chuck Henry and Lee-Hayes Byron have prepared an informative presentation that will give attendees a comprehensive overview of this matter.

Presenters

- Lee-Hayes Byron, Sarasota County Director of UF/FAS Extension and Sustainability
- Chuck Henry, Sarasota County Director of Health and Human Services

For more information, [click here](#).



Growth Management Workshops in Duval County

Duval County UF/IFAS Extension Office, 1010 N. McDuff Ave., Jacksonville, FL

May 9, 9:00 a.m. – 4:00 p.m.

May 10, 8:30 a.m. – 12:00 p.m. and/or 12:30 p.m. – 4:00 p.m.

On Thursday, May 9, there will be a growth management planning officials training and on Friday, May 10, there will be a planning administration best practices series. To register, [click here](#).

Presenter:

- Gene Boyles, Senior Fellow of the Program for Resource Efficient Communities, University of Florida

If you have any questions, please contact [Gene Boles](#).



ICMA Coaching Program Webinars

The ICMA Coaching Program invites you and all members of your team to this free webinar:

Retooling Workplace Culture to Thrive in the 21st Century

May 16, 1:00 - 2:30 p.m. ET (10:00 a.m. - 11:30 p.m. PT)

ICMA Practice Areas: 4, 6, 10, 13

Learn why local governments need to retool their cultures to attract, retain, and grow talent to serve their communities more effectively. What are examples of practical, high-payoff initiatives that local governments have completed successfully? Find out what resources are available to support agencies in their efforts.

Presenters:

- Fran Rubustelli, Assistant City Manager, Walnut Creek, CA
- Jay Stegmaier, Retired CAO, Chesterfield County, VA
- Mike Sable, Director of Facilities Services, Hennepin County, MN

Registration is FREE - advance registration is required.

For more information, [click here](#).

ICMA Coaching Program Webinars

The ICMA Coaching Program invites you and all members of your team to this free webinar:

Encouraging Inclusive Communities

June 12, 12:30 - 2:00 p.m. ET (9:30 - 11:00 a.m. PT)

ICMA Practice Areas: 2, 3, 8

Local governments can play an important role in creating and enhancing inclusive communities. Learn from three leaders who have successfully guided initiatives to make their organizations and communities more inclusive. This session includes insights and practical steps applicable to agencies large and small, across the country. Invite your team to explore what's possible in your community.

Presenters:

- Bridget Wachtel, Village Manager, Flossmoor, IL
- Maria Hurtado, Assistant City Manager, Hayward, CA
- Preeti Shridhar, Deputy Public Affairs Administrator, Renton, WA

Audience: All persons in or interested in local government careers

ICMA will be using webinar tools (including real-time questions and live polling) to make this an excellent opportunity for audience interaction.

Registration is FREE - advance registration is required.

For more information, [click here](#).

Keys to Florida's Cities and Counties:

Making the Move from Deputy and Assistant to Manager

FLC University Classroom, 125 E. Colonial Dr., Orlando, FL - Downtown

July 11-13

Unlock your potential in this intensive two-day workshop so you can be ready to move upward in the local government profession. This workshop picks up where the FCCMA Annual Conference session "So You Want to Be..." ends.

Your instructional team of Florida managers will share with you the tools, strategies and skill-sets they wish they'd known as they started out.

[Click here](#) for more information. [Click here](#) to register online. Open to deputies/assistants and department directors ONLY.

Register now for the 2019 Conference



Jobs

[BAY HARBOR ISLANDS – Human Resources Manager](#)

[BAY HARBOR ISLANDS – Executive Assistant](#)

[ST. LUCIE COUNTY – Planning & Development Services Assistant Director](#)

[FORT LAUDERDALE – Assistant City Manager](#)

[MELBOURNE – City Engineer](#)

[LYNN HAVEN – City Manager](#)

[SANTA ROSA COUNTY – Grants and Special Programs Coordinator](#)

[MARION COUNTY – Parks Designer](#)

[TAMPA – Engineer III – Smart Mobility Engineer](#)

[ALACHUA COUNTY – Mobile Response Team Specialist](#)

[ALACHUA COUNTY – Mobile Response Team Coordinator](#)

[ALACHUA COUNTY – Human Resources Manager](#)

[CHARLOTTE COUNTY – Economic Development Director](#)

[POMPANO BEACH – Streets Operations Manager](#)

[HIGHLANDS COUNTY – Legislative Affairs Grant Coordinator \(1127\)](#)

[SARASOTA COUNTY – Transportation/Stormwater Construction Project Manager, and/or Engineer](#)

[BUNNELL – Finance Director](#)

[MARION COUNTY – Division Manager of Plans Examination and Inspections](#)

[HIGHLANDS COUNTY – Assistant County Attorney \(1049\)](#)

[TAMPA – Training & Development Manager](#)

[TAMPA – Engineering Technician III](#)

[NEPTUNE BEACH – City Manager](#)

[MARION COUNTY – Engineers Wanted](#)

[DORAL – Deputy City Manager](#)

[DADE CITY – Project Manager/Planner](#)

[ALACHUA COUNTY – Real Property Coordinator](#)

[SARASOTA COUNTY – Director, Public Utilities](#)

[FRISCO, TX – Associate or Senior Attorney](#)

[MARION COUNTY – Public Relations and Communications Director](#)

[HOLLYWOOD – Division Director of General Accounting](#)

[HOLLYWOOD – Director of Public Works](#)

[CLERMONT – Fire Chief](#)

[DELRAY BEACH – Purchasing Agent](#)

[HOLLYWOOD – Fire Chief](#)

[HOLLYWOOD – Director, Public Works](#)

[ORMOND BEACH – Utilities Engineer](#)

[HOLLYWOOD – Chief Building Official](#)

[SANTA ROSA COUNTY – Planner II](#)

[GULF BREEZE – Assistant City Manager](#)

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