February 2019

FCCMA Annual Conference

Registration will open for the FCCMA Annual Conference in mid-March.

FCCMA President

Greetings Fellow FCCMA Members,

Let me begin by saying how much I enjoyed seeing so many of you at this year’s Winter Institute. This Winter Institute was our best-attended program yet, and I want to thank Micah Maxwell and his Winter Institute Committee for all their hard work making our time in Tampa so beneficial. Also, let’s not forget to thank Business Watch, along with Beth and Dani, for lining up the partnership support that is so vital to our entire organization.

The Annual Conference will be here before you know it. Registration begins mid-March, and I promise you Shannon Lewis and her Conference Planning Committee have the best conference ever in store for us! The job of the president-elect (Shannon Lewis) is to plan a better conference than the year before, and I can assure you Shannon and her committee are doing just that! Stay tuned for more details about the 2019 Annual FCCMA Conference.

Finally, our executive director, Casey Cook and I attended the 2019 ICMA SE Region leadership meeting in Greenville, South Carolina. Our purpose in attending was to push ICMA to give more and better representation to Florida and the SE region of the United States when it comes to seats on the ICMA Board of Directors. So many of you have expressed an interest in serving. We are continuing to fight hard for our members and to promote the value of ICMA in Florida! I feel like other states are coming around to our line of thinking and in the end Florida will get a better opportunity to be represented!

Finally, we have a substantial number of members who have applied to serve on the FCCMA Board for 2019/2020. THANK YOU! We can do no less than to get involved. Serving the membership as a board member is an honor and a privilege. I’m thrilled so many of you want to get involved!
Member News and Updates

The following membership applications have been received:

- **Peggy Castano**, District V, Special Assistant to City Manager, City of Lauderdale Lakes, Full Member;
- **Keith Clinkscale**, District IV, Director, Strategic Planning & Performance Management, Palm Beach County, Affiliate Member;
- **John Elias**, District VI, Director of Public Works, Charlotte County, Affiliate Member;
- **Mercedes Hermida-Perez**, District VII, Director of Human Resources and Risk Management, City of Plant City, Affiliate Member;
- **Merriane Lahmeur**, District II, Master of Public Administration, University of North Florida, Student Member;
- **Michael Munger**, District VII, Management Analyst, City of Treasure Island, Affiliate Member;
- **Tracey Stevens**, District IV, Acting Town Manager, Town of Ocean Ridge, Full Member; and
- **Melvin Towles**, District VII, Code Enforcement Manager, City of Plant City, Affiliate 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.

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**Congratulations Joe Yarbrough for ICMA Life Membership Designation**

Retired South Daytona City Manager Joseph Yarbrough was honored by his colleagues and the International City/County Management Association (ICMA) for his 43 years in the profession and 31 years of service to the City of South Daytona. He is the longest sitting city manager in Volusia County.

At the February Volusia Managers Association meeting, ICMA Senior Advisor Ken Parker presented Yarbrough with the prestigious ICMA Life Membership designation. Parker expressed his appreciation for Yarbrough’s commitment to public service and effective local management. He also recognized Yarbrough’s many leadership roles and community service. Yarbrough’s fellow city managers celebrated his retirement with a cake and well wishes.

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**Featured Member**

**Taylor Brown, City Manager, City of Perry**

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

I was a city planner prior to transitioning to city manager. I had been active for many years in the American (and Florida) Planning Associations, which had proven vital to my continued professional development. I became a city manager in the spring of 2010, and joined FCCMA the following year in order to continue to learn and grow within the profession.

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

I have been a member of the ICMA in the past, and although I am not currently an active member, I still hold myself to ICMA’s Code of Ethics. For me personally, I have found the FCCMA to be more than adequate for my professional development needs for the current stage.
What is your most memorable experience on the job?

I have had so many memorable experiences during my career, but first to mind are my recent experiences in helping our neighboring communities in the immediate aftermath of Hurricane Michael. By its very nature, the emergency management realm provides for memorable experiences. When situations arise that require decision-making that can literally be the difference between life and death, you can feel as though the weight of the world, or at least your local world, rests upon your shoulders. Thankfully, trying times like this also tend to bring out the best in our fellow human beings.

To read more, click here.

Awards and Scholarships

FCCMA Announces New Award - Who's Who Under 40

The FCCMA Who's Who Under 40 program recognizes local government leaders in Florida under the age of 40 for their personal and professional excellence. Those selected are among the industry’s top emerging talent and will be an integral part of the FCCMA and local government administration for years to come.

Click here to access the nomination form.

Call for Nominations: Annual Awards Program

Each year, the FCCMA recognizes leaders in the profession who have demonstrated professionalism and service within the field of public administration. Nominated and selected by their peers, award recipients are all recognized during the annual conference.

Award Categories:
- Richard (Dick) Simmons Lifetime Achievement Award
- Michael J. Roberto Award for Career Development
- Professional Management Excellence Award
- Assistant for Excellence in Leadership Award

Nominees for each award must submit a completed application, cover letter and any supporting materials by 5:00 p.m. on March 11, 2019 to be considered for these awards. For specific selection criteria and required documentation, please visit the FCCMA website or contact Carol Russell.

Call for Applications: Emerging Leaders Conference Scholarship

Want to advance your local government management career? You may be eligible to join us for free at the 2019 Florida City and County Management Association (FCCMA) Annual Conference.

FCCMA offers an Emerging Leaders Conference Scholarship to public administration students and entry-level city and county management staff interested in continuing their academic and professional development as local government administrators. Participating in the FCCMA annual conference provides emerging leaders with continuing education and networking opportunities with 200+ professional managers from across the state.

Additional details are available here.
Academic Scholarships Available for Student Members

The FCCMA is committed to supporting students pursuing education and careers in public administration. We offer up to four academic-based scholarships: The B. Harold Farmer Scholarship ($5,000), the Raymond C. Sittig Scholarship ($5,000) and two Academic Scholarships ($2,500 each). Recipients are chosen based on the students’ ability to demonstrate their understanding and support of local government management and the principals on which each of these scholarships were founded.

BACKGROUND

Initiated in 1992, the B. Harold Farmer Scholarship is given in honor and memory of B. Harold Farmer, an FCCMA past president who served as a mentor to many Florida city and county managers. Mr. Farmer served as a city manager for nearly 25 years and was instrumental in the creation of Florida’s Alliance for Innovation. This scholarship honors Mr. Farmer’s commitment to professional local government management and the use of innovation to deliver services to Florida residents.

Additional details are available here.

Member Articles

Engagement Leads to High Performance

By Gina Peebles, Assistant County Manager, Alachua County

This year’s Winter Institute took participants from the management style of the Industrial Revolution through the present. Between 1870 and 1970, management was through strict supervision. Tasks were small and repetitive. Human capital was expendable.

Post-1970, rapid change occurred, much of which was due to technological innovation. It was discovered that workers who were engaged were high performers and that three factors lead to better performance: autonomy, mastery and making a contribution. Attendee Doug Thomas stated, “I think everyone wants their team be recognized as a high performing team. This year’s Winter Institute presentation really focused on the participant’s understanding of the key issues it takes for employees to be engaged to reflect the mission, vision and values of the organization.”

To read more, click here.

From Our Partners

Click here to access Career Compass No. 68, My 1:1 Meetings are a Waste of Time. Please share it with your employees.

Call for Nominations: 2019 ICMA’s Local Government Excellence Awards

ICMA is accepting award nominations through March 4, and this year they hope to see even more nominations from the Sunshine State! Please consider nominating someone in your organization. Award recipients will be honored at ICMA’s 105th Annual Conference in Nashville, TN.

Events and Training Opportunities

Growth Management Workshops in Charlotte County

Charlotte County, 25550 Harbor View Road #3, Port Charlotte

March 7-8

On Thursday, March 7, there will be a growth management planning officials training and on Friday, March 8, there will be a planning administration best practices series. To register, click here.
FCCMA Webinar
Social Media 101
March 7 from 2:00 - 3:00 p.m. EDT
ICMA Practice Areas: 2, 9, 10, 14

Some claim that technology has changed more in the last 20 years than it has in the last 20 centuries; none more dramatic than with the impact of social media! This webinar will provide attendees with an overview of common social media platforms and offer details on some of the challenges and successes, as well as the risks involved with public officials utilizing these platforms in Florida. The presenters will also discuss policies that should be considered when employing social media to maximize it as a resource and minimize the risks that are part of this kind of engagement.

Presenters
• Holly McPhail, Communications Coordinator, and Dr. Scott Paine, Director, Leadership Development, Florida League of Cities.

For more information, click here.

FCCMA Onsite Training Session
"Mindfulness: One Pillar of Leadership Excellence"

Fort Pierce Yacht Club, 700 N. Indian River Drive, Fort Pierce
March 15 from 10:00 a.m. - 2:00 p.m.

Hibiscus Gallery, Pinecrest Gardens, 11000 Red Road, Pinecrest
March 22 from 9:30 a.m. – 1:30 p.m.

ICMA Practices
1, 3, 4, 5, 6, 10, 13, 14

Mindfulness isn't a common practice in local government, yet the lack of it is emphasized by issues caused by the current “hurry up, do it faster and cheaper” model, even at the cost of civility in the workplace. Mindful leadership emphasizes so many things that matter for good leadership, such as "see the big picture," "think systematically," "pause and consider the longer term consequences," and "don't overreact." Do we always pay that much attention? A recent Harvard study revealed that mindful leaders are more effective, get better results and are more respected by their employees. When leaders actively engage in mindfulness practices, the "psychological capital" of an organization rises. This is a wonderful opportunity for managers and key staff members to attend an FCCMA program together and reflect on their own leadership style and the culture they are helping to establish within their organization.

Presenter
Trina Pulliam, President of Trainnovations

Click here to register for the training in Fort Pierce. The deadline to register is March 8.

Click here to register for the training in Pinecrest. The deadline to register is March 15.

For more information, click here.

Winter Institute 2019 Recap
ICMA 2019 Conference

Jobs

JACKSONVILLE – Chief of Engineering & Construction Management (City Engineer)
WELLINGTON – Utility Billing Analyst
ST. LUCIE COUNTY – Legislative Affairs Grant Coordinator
LARGO – Assistant City Manager
VENICE – Senior Planner
PARKLAND – Human Resources Manager
PORTLAND, TX – Assistant City Manager
HAINES CITY – Building Official
HAINES CITY – Utility Analyst
MARCO ISLAND – City Manager
VERO BEACH – City Manager
PALM BEACH – Administrative Manager
ALACHUA COUNTY – Senior Environmental Specialist
PINELLAS COUNTY – Division Director of Stormwater & Vegetation
MARION COUNTY – Environmental Services Deputy Director
BROWARD COUNTY – Enterprise Director of Finance
DADE CITY – City Manager
LUBBOCK, TX – Business Development Director
CRYSTAL RIVER – City Manager
CHARLOTTE COUNTY – Director – Facilities Construction & Maintenance
PORT ORANGE – Capital Improvements/ Revenue Coordinator
JACKSONVILLE – Legal Assistant-Paralegal/Litigation
DELRAY BEACH – Finance Director
MULBERRY – Finance Director
ALACHUA COUNTY – Tourist Program Coordinator
MIAMI LAKES – Budget Officer
PLANTATION – Chief Administrative Officer
VICTORIA, TX – City Manager
CASTROVILLE, TX – City Administrator
ST. CLOUD – Finance Director
MARION COUNTY – OCE Engineering Project Manager
MARION COUNTY – Traffic Engineer
MARION COUNTY – Stormwater Engineer
PORT ST. LUCIE – Deputy Building Official
BAY HARBOR ISLANDS – Assistant Town Manager
ALACHUA COUNTY – Director of Emergency Management
SARASOTA COUNTY – Director, Libraries & Historical Resources

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