

February 2020



Awards & Scholarships

Deadlines are next week!

FCCMA Academic and Conference Scholarships

Are you currently earning a degree in public administration and committed to pursuing a career in local government management? Check out the academic scholarship opportunities.

Want to advance your local government management career? You may be eligible to join us for free at the 2020 Florida City and County Management Association (FCCMA) Annual Conference.

If so, apply for one of the FCCMA scholarships.

DEADLINE FOR NOMINATIONS: MARCH 2, 2020

[Click here](#) for more information.

Call for FCCMA 2020 Awards Nominations

Do you know a colleague who is an outstanding local government administrator who has fostered representative democracy by enhancing the effectiveness of local elected officials and by consistently initiating creative and successful programs?

Do you know a colleague who has made a significant contribution to the development of new talent in professional local government management?

Do have an assistant who has made significant contributions toward excellence in leadership while serving as an assistant?

Do you know someone who has served the profession in a manner or to a degree of Dick Simmons?

Do you know someone who is under the age of 40 and is among the top emerging leaders?

If so, plan to nominate a colleague for an FCCMA award.

DEADLINE FOR NOMINATIONS: MARCH 9, 2020

[Click here](#) for more information.

President's Message

Registration for the annual conference opened on February 24th. The conference will be here before you know it, so sign up early. President-Elect Micah Maxwell and the entire Conference Planning Committee have worked hard to plan engaging, interesting and meaningful sessions! You can access the conference page on the FCCMA website for up-to-date information on the agenda. Stay tuned for more details!

We have a substantial number of members who have applied to serve on the FCCMA Board for 2020/2021. Thank you. Our association could not operate without you. Serving the membership as a board member is an honor and a privilege and I'm thrilled so many of you want to get involved! The Nominating Committee's 2020-2021 slate of proposed officers and directors will be posted in the March newsletter.

Best Regards,



Shannon Lewis
City Manager, Melbourne

Member News and Updates

The following membership applications have been received:

- **Michelle Berger**, District IV, Town Manager, Town of Sewall's Point, Full Member
- **Jared Bickham**, District VI, Capital Projects Manager, Charlotte County, Affiliate Member
- **Jack Butler**, District III, Director of Support Services, City of Ocoee, Full Member
- **Samuel Camp**, District III, Master of Public Administration, University of Central Florida, Student Member
- **Rebecca Entress**, District III, PhD, University of Central Florida, Student Member;
- **Kerrith Fiddler**, District I, Deputy City Administrator, City of Pensacola, Full Member
- **Adrienne Harker**, District VII, Public Policy Associate, City of Seminole, Affiliate Member
- **Neysa Herrera**, District V, Assistant to the Town Manager, Town of Lauderdale-by-the-Sea, Affiliate Member
- **John Ingram**, Master of Public Administration, East Carolina University, Student Member
- **Lindsey Johnson**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member
- **Claire Jubb**, District VI, Community Development Director, Charlotte County Board of County Commissioners, Full Member

- **Charles Rudd**, District VII, Economic Development Director, City of New Port Richey, Full Member

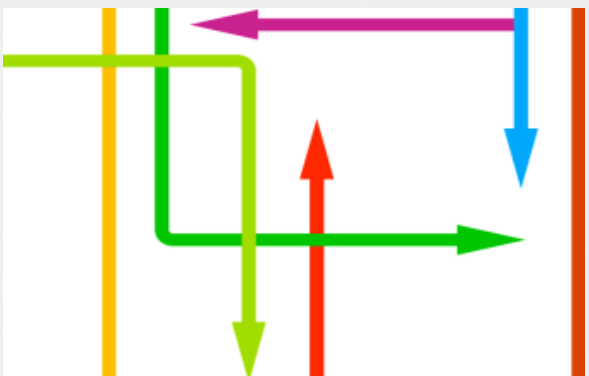
If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

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 your FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email [Carol Russell](#).

FCCMA Publishes Internship Toolkit



Starting or Refreshing Your Internship Program? FCCMA Publishes Internship Toolkit

By: Brandon Henry

Earlier this year, FCCMA officially published its latest resource "Local Government Internships in Florida – A Brief Toolkit." In envisioning a resource for local governments to launch, maintain, and/or grow their internship programs, FCCMA's Professional Development Committee and Membership Committee collaborated to collect best practices and examples of local government internship programs from throughout the state.

These examples were then compiled and summarized to be highlighted in a 10-page quick reference guide which would become the Toolkit. Topics discussed include finding interns, designing your program, pay and benefits and gathering feedback.

It is our hope that this toolkit can serve as a springboard to those looking to launch an internship program within their municipalities, or to help improve existing programs throughout Florida. Together, we can inspire the next generation of public servants in Florida.

You can access the Internship Toolkit [here](#) on the FCCMA website.

2020 Annual Conference

Conference registration is now open!



Click [here](#) to register.

The full conference announcement is available on the [website](#).

Perspectives



Featured Member

Meet Hector Florida, Deputy County Administrator, Charlotte County

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

I joined FCCMA in 2012. I was encouraged by County Administrator Ray Sandrock to join as he explained the many benefits being a member of the Association. I quickly learned the value of the resources available such as training opportunities, sharing of best practices, support and advocacy of our profession, networking, and the high set of values and standards we expect from each other as public servants.

Why did you select a career in public service?

I chose to work in local government to make a difference, be part of making a place better – sounds cliché, but I have been lucky enough to serve in the community I grew up in. My background is in economics and I started in our Budget Office. Even back then, having a role in capital planning and funding, it's always been rewarding to be involved in a project, program, or initiative that makes a positive impact on the people in our county.

Please tell us about your current position and give a brief job description if you are not a City Administrator/Manager.

I'm currently serving as deputy county administrator; however, I have the honor of becoming the next county administrator this March, when Mr. Sandrock retires. I currently oversee Human Resources, Community Services, Community Development and Tourism departments.

[Read more.](#)



Legislative News

By Mark Ryan, City Manager, City of Indian Harbour Beach

The 2020 Legislative Session is racing toward the conclusion on Friday, March 13, 2020.

As local government practitioners our membership is actively involved in the legislative process. I want to thank the members who work tirelessly to actively engage legislators on issues important to their communities.

Here are some of the bills we continue to be actively involved in the 2020 Legislative Session.

[Read more.](#)



From Our Partners

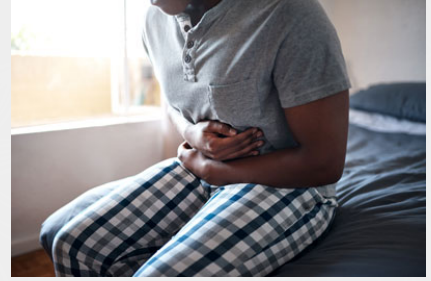
2020 ICMA Southeast Regional Conference Will Help Local Government Leaders Tackle Gnarly Issues

It's the start of a new decade. New problems to tackle and community issues to manage, and there's no better place for local government professionals to find a support system for their toughest challenges than at the 2020 ICMA Southeast Regional Conference in Durham, North Carolina, taking place on March 4-6 at the Durham Convention Center. This conference will feature a comprehensive program created to address the Southeast Region's pain points including cybersecurity, human trafficking, climate change response, economic development and affordable housing. Join ICMA and your colleagues for a 2.5-day conference filled with strategies, tools, connections and all the things you need to drive your community better, faster and further in 2020. [Register today.](#)

Request for Information

The City of Ocala Human Resources is looking for any policies or procedures your jurisdiction has for a Flu epidemic or a pandemic response plan. We are especially looking for any plans you may have where it deals with your jurisdiction's plans for dealing with your employees, the partial closing of operations, telecommuting to work, requiring any personnel that have symptoms being mandated to remain at home, etc.

Please send them to LDoerffel@ocalafl.org.



Winter Institute Recap



FCCMA thanks the Winter Institute sponsors:

Business Watch
Government Services Group
Raftelis Financial Consultants

Events and Training Opportunities

FCCMA Webinar

Consensus Building in Local Government: Challenges and Opportunities in 2020

March 5, 2020, 2:00 – 3:00 p.m.

ICMA Practice Areas: 2, 3, 4, 6, 7, 9, 10, 13 and 14

Program Summary

There is no "one size fits all" when it comes to building consensus among employees and among citizens/stakeholders when planning the future of an agency or simply addressing a singular issue confronting the agency. However, there are best practices and templates and portions of each that local governments can/should consider when trying to achieve such consensus. This month's webinar provides an academic and a practitioner perspective to the challenges and opportunities that local governments should consider when building such consensus in the decade of the 2020's.

Panelists

- Dr. John B. Stevens, Associate Professor of Public Administration and Government, University of North Carolina
- Attorney Paul Nicoletti, retired City Manager of Stuart, Florida

[Click here](#) to register to receive email reminders, or join the webinar in progress.

FCCMA Onsite Training Session

How to Effectively Manage Communications with your Stakeholders in 2020

Sanborn Events Center

815 South Alabama Avenue, DeLand, FL 32724

March 13, 2020, 9:00 a.m. – 1:00 p.m. EST

ICMA Practices: 2, 4, 6, 7, 8, 9, 10 and 14

Program Summary

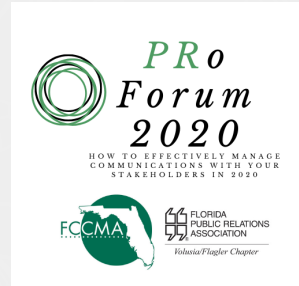
FCCMA has partnered with the Florida Municipal Communicators Association to provide an "exceptional" program in DeLand that focuses on how best to manage local government communications today. The program includes a distinguished list of presenters who will share best practices, "real examples" and templates to enable you to effectively manage communication with your stakeholders. The program will also include lessons learned from the tragic events at Marjory Stoneman Douglas High School. Rarely, does a half-day program pack as much information into one training session as this one scheduled in

DeLand. In addition to planning to attend this event, city and county managers should also encourage their key staff members to consider signing up for this important program.

Panelists

- Devon Chestnut, APR, CPRC, Communication Manager, Cox Communications
- Todd DeAngelis, President, Florida Municipal Communicators Association and Chief Communications Officer, City of Parkland
- Roger Pynn, APR, APRC, Founder, Curley and Pynn
- Dan Ward, APR, CPRC, President, Curley and Pynn

[Click here](#) to register. The cost of the training is \$49 for members/non-members, \$15 for students. The training will include lunch. The deadline to register is March 6.



FCCMA Onsite Training Session

Local Government Employee Recruitment and Retention: Challenges and Opportunities for 2020-2025

April 10, 2020, 9:00 a.m. - 1:00 p.m.

Florida Gulf Coast University

10501 FGCU Boulevard, Cohen Center, Room 214, Fort Myers

ICMA Practices: 3, 4, 9, 10, 11 and 13

Program Summary

FCCMA has confirmed an "exceptional" panel of local government managers to hold a conversation on the "challenges and opportunities" involved with recruiting and retaining employees. Rapid changes in technology, demographics, service delivery and employee expectations are just a few of the many challenges and opportunities facing Florida local governments over the next five years. Panelists will identify those challenges and opportunities and discuss what they are doing, and planning to do, to respond/adapt to these rapid changes. This will be an interactive session with attendees so HR Directors and other key staff members should particularly plan to attend and participate in this critically important conversation.

Panelists

- Terry Atchley, City Manager, Wauchula
- Roger Desjarlais, County Manager, Lee County
- Hector Flores, County Administrator, Charlotte County
- Michael McNeese, City Manager, Marco Island
- Len Price, Administrative Services Administrator, Collier County
- Judie Zimomra, City Manager, Sanibel

[Click here](#) to register. The cost of the training is \$49 which includes lunch, student cost is \$15. The deadline to register is April 3.

Transforming Local Government (TLG) Conference May 5-8, 2020 Phoenix, Arizona

Program Summary

You'll hear from futurists, trailblazers and entrepreneurs as they unleash their super-powers.

Registration Details

You can register now with discount code **FCCMA** to save \$50 off the cost of registration. All the details about the conference are available [here](#). For any questions about the event, the Alliance team can be reached by [email](#) or by phone at 888.496.0944.



Jobs

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

ALACHUA COUNTY - Facilities Data Management Coordinator ALACHUA COUNTY - Drug Counselor ALACHUA COUNTY - Veterinarian BELTON, TX - Fire Chief BOERNE, TX - City Manager DALLAS COUNTY, TX - Veteran Services Officer DELRAY BEACH - Public Works Director DELRAY BEACH - Utilities Director DELTONA - City Engineer DUNEDIN - Senior Public Works Designer DUNEDIN - Transportation & Traffic Engineer HILLSBOROUGH COUNTY - County Administrator LAKELAND - Traffic Engineer LARGO - Environmental Control Supervisor LARGO - Marketing Manager LARGO - Streets & Stormwater Manager LARGO - Utility Program Coordinator MANHATTAN, KS - Finance Director MARGATE - Director of Environmental and Engineering Services	MIAMI-DADE COUNTY - Development Division Director OCEAN REEF COMMUNITY ASSOCIATION - Project Manager ORANGE PARK - Public Works Director ORMOND BEACH - Utilities Manager PALMETTO BAY - Village Manager PINELLAS COUNTY - Assistant County Administrator PUNTA GORDA - City Manager RIVIERA BEACH - Procurement Director SANTA ROSA COUNTY - County Surveyor SANTA ROSA COUNTY - Engineer III SANTA ROSA COUNTY - Planner II SARASOTA COUNTY - Manager II – Parks (Beaches & Water Access) SARASOTA COUNTY - Solid Waste Division Manager ST. LUCIE COUNTY - Civil Engineer ST. LUCIE COUNTY - Innovation & Performance Division Director VENICE - Information Technology Manager VENICE - Planner
--	--

Find Us On Facebook and Twitter



[Florida City and County Management Association](#)
[@FCCManagers](#)

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

[Unsubscribe crussell@flcities.com](#)

[Update Profile](#) | [About Constant Contact](#)

Sent by [crussell@flcities.com](#)