

July 2019



FCCMA 2019 Fall Symposium

What Keeps Managers Up At Night

November 7, 2019

Lake Vista Recreation Center

1402 62nd Avenue S., St. Petersburg

[Click here to register](#)

President's Message

Fellow FCCMA Members:

In each ICMA region, there are three ICMA vice presidents. In the Southeast region, one vice president represents the northern group: Kentucky, North Carolina, Tennessee, Virginia

and West Virginia. The second vice president represents the southern group: Alabama, Florida, Georgia, Louisiana, Mississippi and South Carolina. The third vice president is a non-CEO position and is open to all qualified individuals in the region. There are other restrictions that may not allow Florida to run for the southern group or the non-CEO position:



Shannon Lewis
City Manager,
Melbourne

- No state may succeed itself on the board.
- No state will be represented more than twice within a 10-year period, unless there are no other qualified candidates.
- Nominations shall be given preference to qualified candidates from states that have not been represented on the ICMA Board in the past five years.

[Read more.](#)

A handwritten signature in blue ink, appearing to read 'Shannon Lewis'.

Member News and Updates

The following membership applications have been received:

- **Orange Lien Data**, District III, Contact: Scott Bird, Business Development Manager, Corporate Member; and
- **Vincent Tenaglia**, District VII, Assistant City Manager, City of St. Pete Beach, 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.

Inaugural Class Held for Future City and County Managers

Building upon the successful “So You Want to Be...” workshops held at FCCMA’s conference annually, a new two-day workshop was held July 12-13 at the FLC University’s Orlando classroom. The class, “The Keys to City and County Management: Making Your Move,” was attended by department directors, assistants and deputies from across Florida, each desiring to build their skill sets toward future management in local government. The impetus for this workshop came during past president Jim Hanson’s tenure when he challenged FCCMA and FLC to develop two workshops: one for new managers to Florida, and one for deputies, assistants and those aspiring to be managers.

[Read more.](#)

Professional Management Matters

ICMA Recognition Award

On June 17, FCCMA District IV Director Lori LaVerriere presented the ICMA Recognition Award to the City of Belle Glade Commission and City Manager Lomax Harrelle in celebration of their 65th year as a commission-manager form of government.

Left to Right: Mayor Steve Wilson, Commissioner Johnny Burroughs, Jr., Belle Glade City Manager Lomax Harrelle, Boynton Beach City Manager Lori LaVerriere, Lake Clark Shores Town Manager Dan Clark, Vice Mayor Mary Ross Wilkerson and Lake Worth Beach City Manager Michael Bornstein.

Member Articles

Transparency through Performance Reporting

By Mike Grebosz, Assistant City Manager, City of DeLand

In our current climate, trust and transparency have increasingly become items of concern voiced by many members of the public. One avenue the City of DeLand has used in recent years to create transparency and reinforce a trusting relationship with our residents, businesses, and visitors is through the use of performance measures and performance reporting.

DeLand has a history of supporting performance measurement over the past two decades. In recent years, the city has voluntarily participated in the ICMA Performance Certificate Program. According to ICMA, "ICMA awards certificates each year to recognize programs that instill a culture of performance management, pursue comparative analysis and data-informed decision-making, and promote transparency."

In order to obtain the certificate, ICMA conducts a formal review process of how the city collects, publishes, and supports performance management. DeLand is one of 63 jurisdictions around the country that have received this recognition.

In DeLand, the process begins prior to the start of a fiscal year on an annual basis. All city-wide performance measures are reviewed with leadership to make sure the data collected is relevant and useful. On a quarterly basis, those measures are reported, reviewed and sent to the elected officials to keep them up-to-date. The measures are also published annually in our budget document. The types of measures the city utilizes are a mix of output, efficiency, quality and outcome measures.

We have found by providing performance reports to our elected officials and the public, there is more transparency and trust in local government operations. The data also empowers staff with data to back up requests and/or show where more resources need to be directed.

Overall, having a performance program is a low-cost, high-impact effort that can increase efficiency and transparency in your organization. If your organization has a performance program, I also recommend that your organization look into participating in ICMA's Certificate program or some sort of benchmarking consortium. Participating in a consortium or certification program provides benchmarking data and best practice processes that will add value to your performance program and your organization.

From Our Partners

Request for Applications: \$75 Million Rebuild Florida Voluntary Home Buyout Program

The Department of Economic Opportunity has published a [Request for Applications](#) regarding Rebuild Florida's \$75 million Voluntary Home Buyout Program.

Through August 15, local governments will be able to apply for grant funding for the acquisition of Hurricane Irma damaged residential properties in high-risk flood areas to help reduce the impact of future disasters.

The grant funding can be used as match funding for projects that are also eligible for the FEMA Hazard Mitigation Grant Program, to acquire adjoining parcels of properties, or to acquire property from low to moderate income households.

Rebuild Florida is a program of the Florida Department of Economic Opportunity in partnership with the U.S. Department of Housing and Urban Development, launched with federal Community Development Block Grant Disaster Recovery funding to help Florida's long-term recovery from the devastating impacts of Hurricane Irma.

One of Rebuild Florida's long-term recovery efforts is the Voluntary Home Buyout Program. You can currently find additional information on the program and a timeline for the application process [here](#).

If you have any questions, please don't hesitate to submit them to rebuildflorida@deo.myflorida.com.

ICMA Coaching Program

[Click here](#) to access Career Compass No. 73, "How Do I Get and Benefit from a Stretch Assignment?" Please share it with your employees.

Register now for the ICMA 2019 Conference

2019 ICMA Annual Conference

October 20-23, 8:00 a.m. - 6:00 p.m.

Music City Center - Nashville, TN

The 2019 ICMA Annual Conference, October 20-23 in Nashville, Tennessee, will convene thousands of local government managers and their staff from around the world. Over four days, participants will engage in networking opportunities and learn about key local government management issues, leading practices and exchange ideas. [Visit the ICMA Conference website](#).

Events and Training Opportunities

FCCMA Webinar

FlaWARN: An Overview of the Benefits for Local Government Members

August 1, 2:00 - 3:00 p.m.

ICMA Practice Areas: 4, 6, 8, 9 and 10

Attendees will receive an informative presentation on the purpose and benefits of FlaWARN, and specifically, they will learn how local governments can/should be part of the FlaWARN program. When disasters hit a region, local governments are the primary service providers. Pooling resources and coordinating outside assistance is a critical function for every local Emergency Operation Center. Scott Kelly and Gary Williams will articulate the benefits of having a signed MAA as

part of any disaster preparedness program and, more recently, how FlaWARN provided assistance to governments hit by Michael and Irma. With the peak of the hurricane season soon upon us, the timing of this month's webinar could not be better.

Presenters

- Scott Kelly, Assistant City Administrator, West Palm Beach and FlaWARN Chair
- Gary Williams, Executive Director, FRWA and FlaWARN Vice-Chair

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

2019 Public Records Management Three-Part Webinar Series

John Scott Dailey Florida Institute of Government

August 7, 14 and 21, 2:00 - 4:00 p.m.

Series Fee: \$150 (Group discounts available)

The **Public Records Management: 2019 Live Webinar Series** has been designed to assist all public agency records custodians, Records Management Liaison Officers (RMLOs), management and staff to better understand and meet the legal requirements to comply with the State of Florida Public Records Law. This webinar series will cover many topics, including the legal mandates of Florida's Public Records Law, life cycle of a record, understanding electronic records, managing public records requests, resources for records management, the protection of vital records and more.

If a webinar is missed, a recorded version will be made available to the attendee so that they can still take the series in the correct sequence.

[Click here](#) for full course details and registration information.

Free FLC Research Symposium

Rethinking Homelessness: Formula for Transformational Solutions

August 14, 8:00 a.m. - 1:00 p.m.

World Center Marriott, Orlando

[An estimated 28,378 individuals and 43,592 families with children in Florida are homeless. Cities of all sizes share in the challenges of homelessness and have a significant role in efforts to end homelessness for their citizens. Learn about the](#)

[different faces of your homeless population and the specific strategies needed to address the unique challenges facing each group. Join us for the Florida League of Cities Summer Research Symposium as we examine innovative programs and collaborations in housing and social services used at municipal and regional levels to address the needs of various homeless populations. This research symposium is designed for city managers, community housing and development staff, and elected leaders. Attendees will gain a better understanding of the issues surrounding homelessness and learn about strategic approaches to ending homelessness used by the most successful communities. The event is free for League members and research partners, but pre-registration is required. \[Click here\]\(#\) to learn more about our speakers, the individual topics and how to register. Contact Research Analyst \[Liane Giroux\]\(#\) for more information.](#)

ICMA Webinar

Grappling with Gnarly Issues: How Local Government Can Help

September 11, 1:00 - 2:30 p.m. ET

ICMA Practice Areas 6, 7, 9, 10

Program Summary:

Communities want their local governments to take action on tough issues, sometimes even when a local government may not be the primary entity responsible. Learn about successful efforts by local governments to tackle gnarly issues like environmental challenges, opioids, and homelessness. Gain insights and approaches you can use to address the tough issues your agency faces.

Webinar Topics:

1. What difficult issues like environmental challenges, opioids, and homelessness are currently facing local government?
2. What are some innovative and effective ways in which local government agencies are making a difference?
3. What resources are available to help local governments successfully address their own tough issues?

Presenters:

- **John Crumpton**, County Manager, Lee County, NC
- **Marie Peoples**, Deputy County Manager, Coconino, AZ
- **Susie O'Hara**, Assistant to City Manager, Santa Cruz, CA, and
- **Chris Richardson**, Chief Program Officer, Downtown Streets, CA

Registration is FREE - [Advance registration is required.](#)

Public Sector Workforce 2030 Summit: Planning for the Next Generation of State and Local Government Employees

Broward Center for the Performing Arts, Fort Lauderdale

September 26-27

The Center for State and Local Government Excellence, the National League of Cities and ICMA Retirement Corporation will be hosting a reception on September 26, and a full-day summit on September 27, in Fort Lauderdale at the Broward Center for the Performing Arts that will center around the theme of planning for the public sector workforce of the future.

The summit is complimentary, but seating is limited, so [register](#) today to guarantee your spot.

Jobs

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

MARION COUNTY - Marketing and Communications Coordinator

PALM BEACH GARDENS - Assistant to the City Manager

VENICE - Urban Planner

DALLAS, TX - IMPACT CDC - Executive Director or Consultant

CRESCENT CITY - City Manager

HOLLYWOOD - Director of Parks, Recreation and Cultural Arts

SARASOTA COUNTY - Director, Sarasota County Area Transit (SCAT)

DADE CITY - Planner II

HOLLYWOOD - Division Director of General Accounting

PEMBROKE PARK - Building Official/Building (Structural) Inspector

DADE CITY - Finance Officer

DADE CITY - Planner I - GIS Analyst

COCONUT CREEK - Public Works Coordinator (Solid Waste/Recycling)

FORT MEAD - Human Resources Director

CASTROVILLE, TX - City Administrator

LAKELAND - CIO & Director of Information Technology

OCEAN REEF COMMUNITY ASSOCIATION – President

CRYSTAL RIVER - Building Official

PALATKA - City Manager

DORAL - Code Compliance Director

PLANT CITY - Human Resources & Risk Management Director

HERNANDO COUNTY - Deputy County Administrator

JACKSONVILLE - Redevelopment Coordinator

ALACHUA COUNTY – Solid Waste and Recovery Director

GAINESVILLE – City Manager

DORAL – Planning & Zoning Director

BROWARD COUNTY – Assistant Director of Accounting

RIVIERA BEACH – Utility District Executive Director

TEMPLE, TX - City Attorney

ST. CLOUD - Public Works Director

INDIANTOWN - Management Analyst

PINELLAS COUNTY - Assistant County Administrator

COCONUT CREEK - Human Resources Specialist

ALACHUA COUNTY - Waste Alternative Specialist

ALACHUA COUNTY - Senior Planner

FAIRBURN, GA - City Administrator

KINGSVILLE, TX – City Manager

CHARLOTTE COUNTY – Capital Projects Manager

NASSAU COUNTY – County Engineer

MARGATE – Grants Manager

NEPTUNE BEACH – City Manager

SARASOTA COUNTY – Emergency Services Media Relations Officer

SANTA ROSA COUNTY – Planner II

WINTER SPRINGS – City Manager

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[Florida City and County Management Association](#)

@FCCManagers

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