

March 2019



FCCMA President

Greetings Fellow FCCMA Members,

I write to you this month with the realization my term as FCCMA President is coming to an end soon. It's been a great experience for me in any number of ways and you've made it well worth the time required to serve. In March, I had the pleasure of serving as the chairperson of the nominating committee to choose next year's Board of Directors to be put forward for your consideration at our annual conference. The nominating committee had a full day of interviews and had some very difficult choices to make. All the applicants were more than qualified and, unlike past years where there were only one or two applicants, this year's applicant pool was packed with great people and a lot of talent. For me it's gratifying that so many of our dedicated professionals wish to serve.

[Read more.](#)

2019-2020 Slate of Officers and Directors

Recommended by Nominating Committee

President
Shannon Lewis, City Manager, Melbourne

President-Elect
Micah Maxwell, Assistant City Manager, City of Clearwater

Secretary/Treasurer
Horace McHugh, Deputy City Manager, Coral Springs*

At-Large Directors
Brad Johnson, Assistant County Administrator, Sarasota County*

Past President
Michael Cernech, City Manager, Tamarac

District I Director
Michael Beedie, City Manager, Fort Walton Beach

District II Director
Michael Grebosz, Assistant City Manager, DeLand

District III Director
Suzanne Sherman, Deputy City Manager, Palm Bay

District IV Director
Lori LaVerriere, City Manager, Boynton Beach

District V Director
William "Mac" Serda, Town Manager, Hillsboro Beach

District VI Director
Charles Chapman, City Manager, Naples

District VII Director
Matthew Spoor, City Manager, Safety Harbor

District VIII Director
Shawn Sherrouse, Assistant City Manager, Lakeland

At-Large Director
Dan Clark, Town Manager, Lake Clarke Shores
Michael McNees

***Bold indicates positions to be selected**

Doctoral Survey

Ms. Pallavi Awasthi, a doctoral student at Florida International University, is conducting research on leadership in local governments in the state of Florida. Essentially, she is studying the impact of leadership behavior on employee and community engagement. As a part of her research, she is conducting a survey of county and municipal (i.e. city, town, village) managers and those employees directly reporting to them. Please consider completing the survey. [Click here](#) to access the survey.

Member News and Updates

The following membership applications have been received:

- **Zoie Burgess**, District IV, Assistant Town Manager, Town of Lake Clarke Shores, Full Member;
- **Felicia Donnelly**, District VII, Assistant City Manager, City of Oldsmar, Full Member;
- **Matt Feeney**, District VI, Assistant City Manager, City of Bonita Springs, Full Member;
- **Alan Florez**, District II, Southeast Sales Leader, Foundation Risk Partners, Affiliate Member;
- **James Halios**, District VII, Assistant to the City Manager, City of Clearwater, Full Member;
- **Autron Hayes**, Public Works Director, Barrow County, GA, Subscriber Member;
- **Robert Kellogg**, District IV, Town Manager, Town of South Palm Beach, Full Member;
- **Kevin Lemos**, District VI, Political Science Degree, Florida Gulf Coast University,

Student Member;

- **Jeannetta Maxena**, District III, Master of Public Administration, University of Central Florida, Student Member;
- **Karessa Minoli**, District VI, Political Science Degree, Florida Gulf Coast University, Student Member;
- **Matthew Morton**, District II, City Manager, City of Palm Coast, Full Member;
- **Kenneth Perkins**, District I, Fire Chief, City of Fort Walton Beach, Affiliate Member;
- **Jacqueline Porter**, District I, Master of Public Administration, Florida State University, Student Member; and
- **Stacy Tebo**, District II, Town Manager, Town of White Springs, 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.

On Friday, March 22, District V held a training event in Pinecrest. The topic was "Mindfulness." The group learned techniques to help them put aside distractions, and be present, focused and in-the-moment. Attendees enjoyed the opportunity to network and meet others engaged in local government work. Keep a lookout for more great training programs like this from FCCMA in the future!

ICMA@FIU Meet and Greet Event with Local Government Officials: Celebrating Public Service

On March 26, ICMA@FIU hosted a meet and greet event with the local government officials. The purpose of the event was to bridge the gap between academia and practitioners and to provide an opportunity for students to learn more about their local government officials and their roles in the community. Town Manager Alex Rey formerly from Miami Lakes, Town Manager Rafael Casals from Cutler Bay, and City Manager John Flint from the City of Weston gave an overview of their respective roles and responsibilities and encouraged students to get involved with their local governments. Carla Mays (Head of Research at SmartCohort), and David Capelli (Director of Business Development at SmartCohort) gave a presentation on Transportation Camp Florida. Following the introductions, attendees interacted with the government officials and asked questions about involvement within the local government. The event had about 45 students from Florida International University, University of Miami, and Florida Atlantic University.

Featured Member

Maria Menendez, Former Assistant Manager

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

Five years. To expand my network and to gain training and education in my field.

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

Yes. Same reason I joined FCCMA. Over 10 years.

Why did you select a career in public service?

Passion to serve. Challenged by identifying problems and finding solutions that improve the public' quality of life.

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

Member Articles

Strategic Community Engagement

By Russ Blackburn, City Manager and Kate Parmelee, Strategic Initiatives Director, City of Port St. Lucie

The future of our cities and counties are shaped by those who live there today. An ongoing challenge for local government leaders is finding ways to effectively engage residents so we can ensure our services and policies reflect their needs. According to a study by Microsoft, humans, on average, have an attention span of eight seconds. This number is down from 12 seconds in 2000, and undoubtedly due, in part, to the impact of technology and information overload. Alternatively, the typical three minutes allotted for public comment are not sufficient to provide comprehensive feedback, nor do public meetings typically attract significant numbers of diverse attendees.

One way the City of Port St. Lucie is working to meet these challenges is through re-imagining the ways we engage citizens during our strategic planning process. Historically, turnout at strategic planning public workshops was low despite the City's population of close to 190,000 residents, and attendees did not represent the full range of ages that make up this diverse city with a median age of 41.1.

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



Events and Training Opportunities

Professional Networking Event

6500 Congress Ave., Boca Raton, FL

April 3, 6:00 p.m. – 8:30 p.m.

Sponsored by the Palm Beach County City Management Association, FCCMA District IV & ICMA Student Chapter at FAU. Special thanks to the City of Boca Raton for hosting this event!

Join us for an hour of networking, followed by an hour of roundtable discussions on the following topics:

- A day in the life of a city manager.
- The future of local governance in Florida.
- Engaging a diverse community.
- Working with elected officials.
- Professional development essentials for future city managers.

Hors d'oeuvres & drinks will be served at this event!

[Click here](#) to RSVP to Maylee De Jesús, ICMA Student Chapter at FAU President, via email by March 29.

FCCMA Webinar

The Me Too Movement: Effective Policies and Practices for Local Governments

April 4, 2:00 p.m. – 3:00 p.m.

ICMA Practice Areas: 1, 3, 4, 13

Effectively addressing sexual harassment and discrimination in the workplace, and harassment in general, has been an important focus of most employers for many years. In some instances, the recent "Me Too" movement has proven to be an important reminder to employers that they need to evaluate their own policies and "actual practices" relative to these important issues. Attorney Reynolds Allen will present a program that summarizes what local governments need to be doing in 2019 to protect their employees and to mitigate such claims against their agency. This is an important webinar session for both human resources professionals and for all members of the city/county management team. Attorney Allen encourages questions so please be prepared to participate in an engaging conversation.

Presenter

- Attorney Reynolds Allen, of Allen, Norton, and Blue

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

ICMA Coaching Program Webinar
"Ethics in Action -- When You Need to Say 'No'"
April 10, 2:00 p.m. – 3:30 p.m.
ICMA Practice Areas: 1, 5

Webinar Topics:

1. What are the most prevalent ethical issues and how can you spot them?
2. What are examples of when you need to say "no" and how to do so effectively?
3. How can you strengthen the ethical culture in your organization and what roles can everyone play?

Presenters:

- Martha Perego, Director of Member Services and Ethics, ICMA
- Nick Finan, Executive Director, Management Services, Texas City, TX, and Ethics Committee Chair, Texas City Management Association
- Bruce Messelt, County Administrator, Chisago, MN, and Professional Conduct Committee Chair, Minnesota City/County Management Association

[Advance registration required for this webinar.](#)

FCCMA Onsite Training Session
"Professional Management: Ethical Challenges in 2019"
This fulfills the FCCMA ethics requirement.
Cohen Center, Room 214, Florida Gulf Coast University,
10501 FGCU Blvd. South, Ft. Myers, FL
April 12, 9:00 a.m. – 1:00 p.m.
ICMA Practices: 1, 2, 3, 6, 8, 14

Co-sponsored by the FGCU ICMA Student Chapter

We live in a time when many members of the national news media have become political activists and social media platforms too often focus on divisiveness and distortion. With some local elected officials being guided by both, the need for professional local government management to provide consistent ethical leadership has never been more challenging. What are these challenges? How do managers and other public servants respond? What should they focus on in the future? These and other questions will drive the discussion among a panelist of local government managers and their interactions with attendees of this program.

Presenters:

- Naples City Manager Charles Chapman,
- Sanibel City Manager Judie Zimomra,
- Arcadia City Administrator Terry Stewart,
- Wauchula City Manager Terry Atchley,
- Punta Gorda City Manager Howard Kunik, and

- Cape Coral City Manager John Szerlag.

The cost to attend is \$49/\$15 for students. Lunch is included. Deadline to register is April 5.

[Click here](#) to register online.

FCCMA Onsite Training Session

"ADA/Accessibility: Planning Now to Avoid ADA Lawsuits and DOJ Settlements Later"

Lakeland Linder International Airport, 3900 Don Emerson Dr., Lakeland, FL

April 19, 10:00 a.m. – 1:30 p.m.

ICMA Practices: 2, 3, 9, 10, 11, 13, 14

Join your colleagues to learn about ADA and accessibility requirements. This FCCMA training program will address a number of concerns regarding website accessibility, including creating accessible documents/PDFs and screen readable webpages, and creating additional ADA-friendly digital content for social media and video. The program will also include a brief overview of the ADA's five titles with a focus on Title II, which applies to state and local governments. The process of self-evaluation and ADA transition planning will also be discussed, as well as information about managing accommodation requests. There will be plenty of time for Q & A with the presenters. Managers should be encouraging staff assigned to implementation responsibilities to register for this training!

Presenters:

- Jenny Sykes, Lakeland ADA Specialist and Elizabeth Repass Hollida, Lakeland Webmaster

Complimentary Tour!

Immediately following this training, a one-hour complimentary tour of the National Oceanic & Atmospheric Administration (NOAA) Operations Center and Draken International will be provided to interested attendees. This facility houses the world's largest commercial fleet of tactical ex-military aircraft that supports military training objectives around the globe.

The cost to attend is \$49/\$15 for students. Lunch is included. Deadline to register is April 12.

[Click here](#) to register online.

FCCMA Onsite Training Session

"Current Trends and Best Practices for Employment Labor Law and Labor Negotiations"

DeLand Sanborn Event Center, 815 South Alabama Ave., DeLand, FL

April 26, 9:00 a.m. – 1:00 p.m.

ICMA Practices: 3, 4, 13

The evolving law relative to managing human resources is nearly impossible to keep up with, even for the most adept human resource professional. This FCCMA training will offer members, and their staff an opportunity to attend a half-day program specifically designed to update attendees on current trends and practices in this critically important discipline/responsibility. Attendees will have an opportunity to engage with these legal experts, and with each other, in an informal and interactive setting.

Presenters:

- Attorneys Jeff Mandel and Benton Woods, Fisher and Phillips

The cost to attend is \$49/\$15 for students. Lunch is included. Deadline to register is April 19.

[Click here](#) to register online.

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](#).

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 skillsets 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

[PALM BAY – Utilities Engineer](#)
[HOLLYWOOD – Environmental Services Superintendent](#)
[HOLLYWOOD – Financial Analyst](#)
[ALACHUA COUNTY – Senior Assistant County Attorney](#)
[JACKSONVILLE – Attorney III](#)
[WESTON – City Manager](#)
[TREASURE ISLAND – Assistant Community Improvement Director](#)
[ALACHUA COUNTY – Intern](#)
[PALM BAY – Public Works Director](#)
[VENICE – GIS Analyst – Utilities](#)
[ORANGE, TX – City Manager](#)
[NEW PORT RICHEY – Economic Development Director](#)
[PORT ORANGE – GIS Technician](#)
[MOBILE, AL – Executive Director](#)

[PALATKA – City Manager](#)
[CLEWISTON – City Manager](#)
[ALACHUA COUNTY – Environmental Specialist](#)
[HAINES CITY – Deputy Utilities Director](#)
[MIAMI LAKES – Procurement Manager](#)
[OCALA – Internal City Auditor](#)
[SANIBEL – Assistant City Engineer](#)
[VERO BEACH – City Manager](#)
[ALACHUA COUNTY – Civil Engineer I](#)
[COPPERAS COVE, TX – City Manager](#)
[SANTA ROSA COUNTY – Transportation Planner](#)
[HAINES CITY – Public Works Director](#)
[JACKSONVILLE – Chief of Engineering & Construction Management \(City Engineer\)](#)
[WELLINGTON – Utility Billing Analyst](#)
[VENICE – Senior Planner](#)
[SARASOTA COUNTY - Director, Libraries & Historical Resources](#)

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