

November 2019



**PROFESSIONAL
MANAGEMENT MATTERS**
e-Newsletter



Winter Institute

2020 Winter Institute

**Hilton Daytona Beach Oceanfront, 100 N Atlantic Ave, Daytona Beach, FL
February 6-7, 2020, 8:30 a.m. – 4:30 p.m. EST**

Open to Full Members Only

What Does the City/County of the Future Look Like?

Participants will explore the future of city/county government through the following three different viewpoints.

Employee: How does the employer create a great place to work? How will you recruit talented people to your organization in the future?

Citizen: What will the external stakeholders (citizens, businesses, etc.) expect from government?
Employee: What skills will employees need to work in the city/county of the future?

[Click here to register.](#)



President's Message

Fellow FCCMA Members:

It was great to see so many of our FCCMA members at the ICMA Conference and at the Florida dinner held in Nashville. I hope that everyone found conference to be educational and interesting. It won't be long before FCCMA is playing host to ICMA in Tampa, which will provide us with the opportunity to showcase our state and all that Florida and its professional managers and members have to offer. Speaking of what our members can offer, FCCMA committees and directors are hard at work planning professional development opportunities, such as the District training sessions, the Winter Institute and the Annual Conference. These events, coupled with the fact that FCCMA is now offering live streaming and recording for some trainings, will increase professional development opportunities for all FCCMA members. In addition, watch for information from some of the other committees on the upcoming photo contest, updates to the membership categories and the 2020 ICMA-recognized government presentations.

It's amazing what our individual members contribute to our association in time, energy and knowledge. It was even more evident after talking with representatives from other state associations. Our organization is strong and sound because of the good work done by many in the past and those who are willing to contribute today. If you aren't already involved, it's not too late! I encourage you to reach out to me, any board member or FCCMA staff if you would like ideas on how to participate or have any questions.



Member News and Updates

The following membership applications have been received:

- **Maxine Cazeau**, District IV, Bachelor in Accounting, Indian River State College, Student Member;
- **Bryan Cobb**, District III, City Manager, City of Oviedo, Full Member;
- **Shane Corbin**, District II, City Manager, City of Atlantic Beach, Full Member;
- **Andrea Javier**, District IV, Benefits Administrator, City of Boynton Beach, Affiliate Member;
- **Kameron Kinser**, District IV, Bachelor in Criminal Justice, Indian River State College, Student Member;
- **Michael Parker**, District I, Director – Community Housing & Human Services, City of Tallahassee, Affiliate Member;
- **John Pate**, District V, City Manager, City of Opa-locka, Full Member;
- **Debra Rivera**, District IV, Bachelor in Public Administration, Indian River State College, Student Member;
- **Janelle Saunders**, District IV, Bachelor in Business Administration, Indian River State College, Student Member; and
- **Webb Warren**, District I, Deputy City Manager, City of Destin, 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](#).

In Memoriam of Andy Anderson

Mexico Beach City Andy Anderson passed away suddenly earlier this month. He was director of economic development and external affairs in Palm Bay before becoming city administrator in Mexico Beach in August.

He is survived by his wife, Sybrina.

Networking Event at Indian River State College

On Thursday, November 14, a networking event was held at Indian River State College. Over 100 students attended to get to meet many area-wide public professionals. Fifteen FCCMA members attended to assist and participate in roundtable discussions on topics including: a day in the life of a city/county manager, the future of local governance in Florida, engaging a diverse community, working with elected officials, and professional development essentials for future city/county managers.



Professional Management

Thank you to Jim Gleason, who helped Montverde in their recent charter change initiative. On November 5, Montverde approved a change from a strong mayor to a council-manager form of government.

Perspectives



Featured Member

Elijaquan Lee, 2019 Raymond C. Sittig Scholarship Recipient

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

I have been a member of the FCCMA since 2018.

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

Yes, I am currently an ICMA member, I joined the ICMA in 2018 when I registered with the FCCMA. I joined because of the profession, and the people itself. Professors, mentors, and colleagues shared with me the professional development and the opportunities the ICMA presents to its members.

Please describe your areas of formal/advanced education.

I am currently getting my Master's in Public Administration at Florida Gulf Coast University. I graduate this December.

Why did you select a career in public service?

I selected a career in public service because I enjoy giving back to people, helping them, but mainly being a symbol of hope. I am always referred to as the "poster child" by mentors in the higher education realm. Growing up in a minority community, I experienced first-hand how the people felt. They felt as if the government gave up on them. I want to be able to represent all people, especially those of underrepresented communities. I want to be a role model to the youth, and change their perception about local government.

Have you always been in the public sector or have you had experience in the private sector?

I worked at Florida Gulf Coast University as a graduate assistant since January 2018, but my career path in local government began in July 2019.

[Read more.](#)



Member Article

Maximizing Tax Dollars and Saving Lives by Creating a More Efficient Fleet
[Sarah Hannah-Spurlock](#), Nighttime Economy Manager, City of Fort Lauderdale
100 N. Andrews Ave, Fort Lauderdale, FL 33301

If your city is anything like Fort Lauderdale, everything the city government does is scrutinized by the public, including how we use our fleet of vehicles. From the response time of our firefighters to the driving habits of our code compliance officers, our community pays attention. With the city's recently acquired vehicle telematics system, management can review things such as fuel usage, vehicle health, speeding, and harsh braking events. The new system provides real-time data, which assists with addressing citizen complaints and improving services.

[Read more.](#)



Legislative News

Legislative Update for November
By Mark Ryan, City Manager, City of Indian Harbour Beach

As chairperson of the FCCMA Legislative Committee, I am submitting the fourth 2020 Florida Legislative Session update. The 2020 Legislative Session is now in full swing with the commencement of interim committee meetings. As of November 7, 2019 1137 bills had been filed.

You have the ability to track bills through the legislature's website and receive notices on legislation.

Here is a synopsis of some of the bills that were filed after the previous update that you may wish to monitor. This is by no means an all-inclusive list.

[Read more.](#)

Events and Training Opportunities

FCCMA Webinar

Recruiting and Maintaining Quality Employees
December 5, 2019, 2:00 – 3:00 p.m. EST
ICMA Practice Areas: 3, 4, 10 and 13

Program Summary

The one constant in local government is the changing demands to fill job vacancies in your agency. Whether during a recession or a boom period, selecting and maintaining quality employees may be the most important decision that cities and counties make throughout the year. Employees routinely make hundreds of decisions, independently, as part of their job. Selecting and maintaining capable people to represent your agency is paramount. This month's webinar will focus on strategies and tools to ensure you are building your culture with the best employees possible. The presenters will include information on how to compete with the private sector and discuss the value of hiring ex-military personnel. Managers should invite their human resources personnel to listen in on this webinar, as well as others in their agency who make job hiring decisions/ recommendations.

Presenters

- Heather Deyrieux, Manager, Workforce Planning, Sarasota County Human Resources
- Karen Roberts, Director of Human Resources, ADRC
- Kandis Baker-Buford, Equity and Human Resources Director, Polk County

[Click here](#) for details.

FCCMA Ethics Training Session

Mandatory Four-Hour Ethics Training for Elected Officials, Management, etc.

December 10, 2019, 8:30 a.m. to 12:30 p.m. EST

Park Station, Room 202, 5851 Park Blvd, Pinellas Park, FL

The City of Pinellas Park is offering a four-hour ethics training opportunity.

Please contact [Diane Bruner, CMC](#), City of Largo, to register or for more details. She can be reached at (727) 587-6710, ext. 7003.

Presenter - The instructor will either be:

- Alan Zimmet, Bryant Miller Olive, PA or
- Nikki Day, Bryant Miller Olive, PA

Save the Dates

Free Cybersecurity Workshop for Florida Local Government Chief Executives and Senior Staff

Jacksonville - Adam W. Herbert University Center, 12000 Alumni Dr

January 24, 2020, 8:30 a.m. – 5:00 p.m. EST

[Flyer](#)

[Register here](#)

Free Cybersecurity Workshop for Florida Local Government Chief Executives and Senior Staff

Tallahassee - City Hall Commission Chambers, 300 S Adams St

February 13, 2020, 8:30 a.m. – 5:00 p.m. EST

[Flyer](#)

[Register here](#)

Jobs

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

ST. CLOUD - Human Resources and Risk Management Director
CLERMONT - Finance Director
DEFUNIAK SPRINGS - Planning Coordinator
DEFUNIAK SPRINGS - IT Administrator
CHARLOTTE COUNTY - Transportation Engineer
ALACHUA COUNTY - Environmental Protection Director
ALACHUA COUNTY - Database Administrator
CHARLOTTE COUNTY - Fleet Operations Manager
DADE CITY - City Engineer/Public Works Director
DADE CITY - Finance Officer
DADE CITY - Project Manager
FREEPORT - City Manager
NEWTON, KS - City Manager
BAY CITY, TX - City Manager
ALACHUA COUNTY - Senior Programmer Analyst
SARASOTA - Director, Development Services
BRINY BREEZES - Town Manager
HERNANDO COUNTY - Budget Analyst II
DESOTO, TX - City Manager
ALACHUA COUNTY - Victim Advocate Counselor
ALACHUA COUNTY - Intern
FROSTPROOF - City Manager
MARION COUNTY - Assistant County Engineer for Traffic

GAINESVILLE - City Auditor
ESCAMBIA COUNTY - Executive Director
MAITLAND - Network Administrator
SANTA ROSA COUNTY - Engineer III
MAITLAND - Utilities Manager
ALACHUA COUNTY - Senior Library Manager/Technical Services
ALACHUA COUNTY - Financial Services Administrator 1A01
ALACHUA COUNTY - Facility/Safety Services Administrator
ALACHUA COUNTY - Capital Project Coordinator
ESCAMBIA COUNTY - Department Director of Facilities Management
HAINES CITY - Building Official
JOHNS CREEK, GA - Finance Director
FORT LAUDERDALE - Public Works Director
MIDWAY - City Manager
NACOGDOCHES, TX - City Manager
MIAMI LAKES - Transportation Manager
SANTA FE, TX - City Manager
WEST PALM BEACH - City Administrator
PARKLAND - HR Manager
WALTON COUNTY - Senior Planner-Urban Design
WALTON COUNTY - Senior Planner
WALTON COUNTY - Planner
VENICE - Criminalistics Manager
SARASOTA COUNTY - Public Works Strategic Operations Manager

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