

October 2020



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

2020 -2021 Dues Invoices Reminder

FCCMA 2020-2021 dues invoices were emailed on October 1st followed by a mailed paper invoice.

If you did not receive your invoice, be sure to check your spam/junk folder. If you need the invoice emailed to you again, contact Carol Russell at crussell@flcities.com.

Thank you for your membership. We appreciate your continued support of FCCMA.



President's Message

Fellow FCCMA Members,

Well, we have done it. We have hit the 42.67% mark of the program year. You may be asking why 42% is so significant, but honestly, in a year of unique challenges and opportunities, I just thought that this was a chance to celebrate the often-overlooked 42.67% milestone. To recap what I am calling "the first 42.67....%", we began the year with our best ever (and first) virtual annual meeting, and then our committees immediately launched into finding alternative ways to keep things rolling. The Professional Development Committee wasted no time, immediately collaborating with last year's Conference Planning committee to find a good way to provide members with an option for fulfillment of their four-hour ethics requirement.

Professional Development also collaborated with the Winter Institute Committee on a survey to engage the membership on how we can best meet the needs of the membership this year. Thank you to everyone who participated! The committees have taken your feedback into account and are working on some exciting events for the membership, which will kick off with what can only be our best virtual fall symposium ever on November 5th. The topic is "Ethical Decision-Making in the Face of COVID-19," and it will be by far the most attended symposium we that have ever had, in person or virtual!

The Winter Institute will follow the symposium. That committee is planning an engaging event filled with best-practices and real-life scenarios in crisis communications in early February. Registration for the Winter Institute is open now and you can check out the sessions and register, please [click here](#). Now we don't know yet if the event will end up being in-person or virtual, but regardless, we will be having an event, and it's going to be both fun and informative. [Read more.](#)

Best Regards,



A handwritten signature in black ink, appearing to read 'Micah Maxwell'.

Micah Maxwell
Assistant City Manager, Clearwater

Member News and Updates

Nettie Draughon Award Recipient

Terrance (Terry) Stewart, MPA, City Administrator, City of Arcadia was recently chosen as the recipient of the Ridge League of Cities annual Nettie Draughon Award. Ridge League President and City of Wachula Mayor Pro-Tem Neda Cobb was present at The City of Arcadia's meeting on Tuesday October 20th to present the award.



The following membership applications have been received:

- **Tom Almonte**, District VII, Assistant County Administrator, Pinellas County, Full Member.
- **Rodd Hale**, District VII, Assistant City Manager, City of New Port Richey, Full Member.
- **Andrew Hyatt**, District V, Town Manager, Town of Surfside, Full Member.
- **Dionne Johnson**, District IV, Bachelor Degree, Polk State College, Student Member.
- **Gregory Murray**, District VI, City Manager, City of Punta Gorda, Full Member
- **Parth Patel**, District V, Budget and Management Analyst, City of Fort Lauderdale, Affiliate Member.
- **Ken Rubach**, District V, Director of Public Works, Town of Lauderdale-by-the-Sea, 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.

Members-in-Transition (MIT)

Please take a minute to show your support to the MITs by either emailing or phoning the members 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 current technology, the project could even be done from the MIT's home. Some of the Members-in-Transition have provided their resumes and indicated their areas of expertise. The resumes and areas of expertise are now available on the [FCCMA website](#). Also, please keep FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email [Carol Russell](#).

Featured Member

Meet Dale Martin, City Manager, Fernandina Beach

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

I became a member of FCCMA following my appointment as the Fernandina Beach City Manager in December, 2015.

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

I have been a full member of ICMA since 1996 when I began my city management career.

Please describe your areas of formal/advanced education.

I received a Bachelor's degree (1985; Political Science) from Alma College and a Master's degree (1990; Public Administration) from Oakland University. While completing my degree at Oakland University, I also received a U.S. Army commission as an infantry officer in 1989.

Why did you select a career in public service?

I enjoy the different daily challenges of local government — not very many days end the way they started or as planned. The people and the issues are both interesting and challenging (and something unexpected appears frequently).

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

While working during my college years, I worked in retail management. Immediately after completing my Master's degree, however, I entered active military service and then transitioned into local government afterward.

Please describe your typical day.

[Read More.](#)



Member Article

The Directors Lottery

by Casey Lucius, Assistant to the City Manager, City of Marco Island

What does it mean to be a team? How can a Finance Director, a Public Works Director, a Police Chief, a City Clerk, and five or six other experienced, smart, and talented professionals work together to accomplish common goals? Honestly, when the General Manager of Water and Sewer operations is in a weekly Director's meeting and provides an update on smoke testing the gravity sewer lines why should the Police Chief pay attention?

This is likely the scene in many cities and at many weekly staff meetings where the department directors come together to share important updates about operations in their department and yet there is a total disconnect with other leaders in the organization who are focused on their own daily operations. When I came to the City of Marco Island I noticed that our Director's meetings consisted of private conversations, texting, and scrolling through emails while one person was giving a departmental update. More importantly, it appeared the directors in that room were individuals leading their departments, but they weren't collectively a team representing the organization. I wasn't the only one to observe this unfortunate dynamic. The City Manager was well aware of the distractions in the room and we put our heads together to find a solution.

[Read more.](#)



Professional Management Matters

On October 6, 2020, FCCMA member Matthew Campbell presented the ICMA Recognition Award to the City of New Port Richey Council and City Manager Debbie Manns in celebration of their 55th year as a Council-Manager form of government.

Left to Right: Kenneth City Town Manager Matthew Campbell, Councilman Chopper Davis, City Manager Debbie L. Manns, Deputy Mayor Jeff Starkey, Councilman Matt Murphy, Councilman Peter Altman and Mayor Rob Marlowe.



From Our Partners

ICMA Coaching Program

[Click here](#) to access Career Compass No. 86, "Empathy is a Superpower." Please share it with your employees.

FCCMA Academic Scholarship Program



FCCMA

THE 2021 FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION (FCCMA) SCHOLARSHIP PROGRAM

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

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 Aspiring Professional Manager Scholarships (\$2,500 each). Recipients are chosen based on students' ability to demonstrate their understanding and support of local government management and the principles 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 for many Florida city and county managers. Mr. Farmer served as a city manager for nearly 25 years and was instrumental to 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.

The **Raymond C. Sittig Scholarship**, initiated in 2014, is given in honor and memory of Raymond C. Sittig, longtime executive director of the Florida League of Cities (FLC) and champion of Home Rule powers. Ray came to Florida to become a city manager, but instead of working for one city, he was a champion for all cities. He served as the FLC executive director for 25 years. In 1978, Ray agreed to be the FCCMA's administrator out of respect for the profession and his desire to build a strong relationship between the FCCMA and the FLC.

Initiated in 2018, the **Aspiring Professional Manager Scholarships** are given to help individual students with a strong commitment to pursuing a career in local government management offset educational expenses.

THE AWARD

Recipients of the Aspiring Professional Manager Scholarships will each receive a \$2,500 scholarship; recipients of the B. Harold Farmer and Raymond C. Sittig Scholarships will each receive \$5,000. All scholarship recipients will receive an all-expense-paid trip to the FCCMA Annual Conference June 2-5, 2021, where they will be recognized for their achievements and given the opportunity to network with 200+ professional managers from across the state. The scholarships also include a one-year complimentary membership to the FCCMA and the International City/County Management Association (ICMA).

ELIGIBILITY

Students must be enrolled during the summer or fall of 2021 and be pursuing a bachelor's or master's degree in an accredited program that is administered through a campus in Florida with the intent of becoming a city or county manager. Qualifying students must submit a completed application and personal statement, official transcripts and letters of recommendation by March 1, 2021, to be considered for these awards. To apply, please visit fccma.org. For questions regarding the scholarships, contact Carol Russell at crussell@flcities.com.

[Download Flyer](#)

[Submit Application](#)

FCCMA Emerging Leaders Conference Scholarship



Want to advance your local government management career? You may be eligible to join us for free at the 2021 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 members 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.

This year, one of the scholarships will be awarded to a qualifying veteran.

THE AWARD

The scholarship includes complimentary registration to the annual conference and hotel accommodations, plus a one-year complimentary membership to the FCCMA. Scholarship recipients will be honored and recognized during the conference. The scholarship is awarded to individuals once per lifetime. The conference will be held June 2-5, 2021.

ELIGIBILITY AND CRITERIA

Scholarships will be awarded to public administration students and entry-level professionals (budget analysts, management analysts, interns and assistants) on the basis of commitment to city/county management, career goals, affiliation with FCCMA and financial need based on salary or the organization's ability to support the cost to attend the annual conference.

A completed application must include:

- An application form.
- A typewritten copy of your resume.
- A double-spaced, typewritten page in response to the following questions: "Tell us what you have accomplished in your education or professional career, what you would like to professionally achieve in the future and why receiving this assistance is important to you."

Applicants must submit a completed application, resume, professional endorsement and personal statement detailing why receiving assistance is important by 5:00 p.m. on March 1, 2021, to be considered for this award. To apply, please visit fccma.org. For questions regarding the scholarship, contact Carol Russell at crussell@fcities.com.

[Download Flyer](#)

[Apply for Scholarship](#)

Events and Training Opportunities

2020 Leadership Lecture Series

Join Florida International University for the Fall 2020 Leadership Lecture Series.

This hour-long Zoom lecture series features public sector leaders discussing contemporary challenges and sharing insight into their leadership and professional development experience. There will also be an interactive Q&A with

students and attendees. For more information, please visit go.fiu.edu/publicaffairslead.

If you have any questions, please contact Frantz Williams, FIU ICMA Student Chapter President at frantz.williams@fiu.edu.

2020 Fall Symposium

Ethical Decision-Making in the Face of COVID-19

November 5
1:00 p.m. – 5:00 p.m. ET
Virtual Format



FCCMA 2020 Virtual Fall Symposium **Ethical Decision-Making in the Face of COVID-19** **Thursday, November 5, 2020** **1:00 p.m. – 5:00 p.m. EDT**

Each year, FCCMA members are required to meet a four-hour ethics training requirement. Have you completed your ethics training for FY 2020? If not, this year's symposium is designed to help you meet that requirement.

Symposium participants will join us for three interactive presentations with breakout sessions to explore the topics thoroughly.

Sessions include:

- Communicating with the Public and Employees.
- Remote Working/Work from Home Policy.
- Regionalism and City/County Operations.

[Click here](#) to read the session descriptions.

[Register Now](#)

Questions? Contact Carol Russell at the Florida City and County Management Association at 850.701.3607 or crussell@flicities.com.



#SHELeadsGov
an initiative of ICMA and ICMA Affiliates

*gender balance
benefits performance*

2020 Women Leading Government Chapter Updates

Tue, November 17, 2020

1:00 PM – 2:30 PM EST

You are invited to participate in a round-robin session of the WLG chapters across the United States. The ICMA wants each chapter to share their activities, plans and programming. All WLG Chapter leaders are welcome as well as women wanting to start chapters in their states. ICMA Regional Director Karen Daly will facilitate the informative sharing of best practices so everyone can learn from each other.

This session is normally held during the ICMA Annual Conference but we are hosting with the Zoom format to allow all chapters to participate virtually. WLG chapters aim to help women succeed in public service by enhancing career-building to develop leadership skills and by networking professional women in government.

For more information on Women Leading Government, please [click here](#) and follow [@SheLeadsGov](#) on Twitter.

[Register Here](#)



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR:
NO REGISTRATION REQUIRED

The FCCMA December webinar topic "Florida Local Government Revenue Projections: A Summary of Some Key Findings from a Florida League of Cities' Report Due to Be Released in Early 2021" has been postponed until after the first of the year. The FLC Research team authoring the report will be incorporating the latest revenue projections expected in early December which have the potential to drastically impact the results of the report. We will announce an alternative date as soon as the report is finalized.

The new webinar topic will be "Working with your Lobbyist: Tips on Hiring, Contract Provisions, Accountability, Reporting and Prioritizing Issues. More details can be found below.

FCCMA apologizes for any inconvenience this has caused.

**Working with your Lobbyist: Tips on Hiring, Contract Provisions, Accountability,
Reporting and Prioritizing Issues**

Program Summary:

In preparation for the 2021 Legislative session, FCCMA has secured the FLC's Director of Legislative Affairs and their lobbyist to present a concise but thorough overview on how to secure and work with a local government lobbyist. More specifically, the presenters will discuss key factors to consider when hiring a lobbyist, on how to develop a scope of work and what important provisions should be included within your agreement, how best to avoid conflicts of interest and how to ensure updated and accurate reporting.

Presenter:

- Casey Cook, Director of Legislative Affairs, Florida League of Cities
- Ryan Matthews, Partner with Principal, Peebles, Smith and Matthews

To ensure your system is ready for this change, please use the GoToTraining Attendee System Check:
<https://support.goto.com/training/help/system-requirements-for-attendees-g2t010003>.

[Register Now](#)

2021 FCCMA Winter Institute

FCCMA 2021 Winter Institute
February 4-5, 2021
Hilton Cocoa Beach Oceanfront
1550 N. Atlantic Avenue, Cocoa Beach

Registration open for full members only.

The FCCMA Winter Institute is an intense, interactive workshop for Florida's city and county managers and assistants. The cost for the training is \$290 per person. Space is limited. Registration is not final until payment is received. Cancellations received prior to January 25 will receive a refund; however, a \$25 administrative fee will be charged. No refunds will be given after the deadline, but other FCCMA members may be substituted to fill the slot.

Please note: While we are planning for in-person event, we may transition to a virtual event.



2021 FCCMA WINTER INSTITUTE COMMUNICATION IN A CRISIS

February 4-5, 2021 • Hilton Cocoa Beach Oceanfront, 1500 N. Atlantic Ave., Cocoa Beach

Crises often present new and unique challenges to local governments. Managers are called to navigate these challenges and provide innovative solutions for their communities. Communication is at the forefront of the decision-making process in a crisis, and doing it effectively can pave the way for a community's response. Please join us at the Florida City and County Management Association Winter Institute as we learn to effectively communicate through a crisis. Participants will explore city/county crisis communications through three lenses:

- Media communications.
- Internal/organizational communications.
- Community communications.

HOTEL INFORMATION:

The host hotel is the Hilton Cocoa Beach Oceanfront, 1500 N. Atlantic Ave., Cocoa Beach. Phone: 321.799.0003. FCCMA has a room block reserved. Rooms are available at a discounted nightly rate of \$171, plus 50% off self-parking, until January 13, 2021.

REGISTRATION INFORMATION

The FCCMA Winter Institute is an intense, interactive workshop for Florida's city and county managers and assistants. The cost for the training is \$290 per person. Space is limited. Registration is not final until payment is received. Cancellations received before Monday, January 25 will receive a refund; however, a \$25 administrative fee will be charged. No refunds will be given after the deadline, but another FCCMA member may be substituted to fill the slot.

Please note: While we are planning for an in-person event, we may transition to a virtual event.

Click [here](#) to register. For more information, contact Carol Russell at crussell@fllcities.com or 850.222.9684.

[Register Here](#)

Jobs

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

CHANHASSEN, MN - City Manager
DELRAY BEACH - Economic Development Director
DELRAY BEACH - Principal Engineer - Utilities
DENTON, TX - Deputy City Engineer
FLAGLER BEACH - City Manager

JACKSONVILLE BEACH - Director of Planning and Development
LARGO - Community Development Director
NASSAU COUNTY - Assistant County Manager
NEPTUNE BEACH - Director of Public Works

FLAGLER COUNTY - Manager of Human Resources
FLAGLER COUNTY - Human Resources Generalist
HAINES CITY - Deputy City Clerk
HARTFORD, CT - Director of Development Services
HOLLYWOOD - Assistant Parks and Athletics Manager
JACKSONVILLE - Risk Manager
JACKSONVILLE BEACH - CRA Program Manager

NEW PORT RICHEY - Parks and Recreation Director
NEW PORT RICHEY - Planning and Community Development Director
OKALOOSA COUNTY - Deputy County Administrator (Support Services)
PARKLAND - Engineer
SARASOTA COUNTY - Technical Manager - Manager II
ST. LUCIE COUNTY - Human Resources Manager
VENICE - Project Manager - Utilities (Water)
WINTER HAVEN - Parks, Recreation, & Culture Director

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