

# September 2020



## PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

### 2020 -2021 Dues Invoices

**FCCMA 2020-2021 dues invoices will be emailed today, October 1, 2020.**

If you do 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@flicities.com](mailto:crussell@flicities.com).

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



### President's Message

Fellow FCCMA Members,

September has been an exciting month for FCCMA. I would like to thank all of you who participated in our Professional Development and Winter Institute Survey. Your feedback is incredibly helpful as we make decisions regarding our events and trainings.

FCCMA always offers ethics training at the annual conference. Though we could not hold the conference this year, the members of the Conference Planning and Professional Development committees still wanted to offer the training. In November, we will be hosting our first virtual Fall Symposium that will serve as an opportunity to complete the annual ethics requirement. The topic will cover Ethical Decision-Making in a Crisis. The ethics requirement runs within a fiscal year and must be completed by September 30<sup>th</sup>. If you could not complete it by September 30<sup>th</sup>, FCCMA offers a grace period until February 1<sup>st</sup>. If you have already completed your ethics training, the Fall Symposium could help you get your ethics training for FY 2021 done early!

In addition to the Fall Symposium, members can complete the ethics requirement by watching previous ethics trainings on our website, complete four hours of reading regarding ethical issues, or participate in ethics trainings from other organizations. The completion of the requirement is determined by an honor system. When you pay dues for the new fiscal year, you will be asked to record your ethics requirement before applying the credit card payment. If you are paying by check, you must sign the dues statement and mail it to FCCMA with the check or email a scanned copy.

As always, I am open and excited to hear your ideas for points of appreciation or improvement for the association. I am hopeful to see many of you at the Fall Symposium and our other trainings in the future!

Best Regards,



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

Micah Maxwell  
Assistant City Manager, Clearwater

## Member News and Updates

### In Memoriam: Mark E. Durbin 1954 - 2020



#### Visitation and Service Information

**Visitation: Friday, October 2, 4:00 p.m. until 8:00 p.m. at Osceola Memory Gardens, 1717 Old Boggy Creek Road, Kissimmee.**

**Celebration of life: Saturday, October 3, 10:00 a.m. at Kissimmee Christian Church, 415 N Main Street, Kissimmee.**

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"Mark's life is an excellent example of a life well lived," said Ken Parker, friend and colleague, "As he completed his journey he heard these words 'well done good and faithful servant.'"

Mark came to Florida in 1987 to be Kissimmee's city manager after serving as City Administrator of Sedalia, Missouri from 1983 to 1987 and as City Administrator of Trenton, Missouri from 1981 to 1983. A graduate of the Missouri University with a MAPA, Mark stayed in Missouri and moved up with each placement from intern through analyst to

assistant manager to manager. In Kissimmee, he joined FCCMA immediately and served on its committees throughout his career. He retired in 2010 to begin work with his church, and served as a Range Rider and Senior Advisor from 2011 to 2019. Mark was well known for his quick replies for help and willingness to reach out to new arrivals to Florida. He is also known for his faithful attendance at the regional manager meetings along the I-4 corridor. At these meetings he could be counted on to lend emotional support for managers, managerial staff, students and those interested in the profession. He was also known for his hearty laugh, sharing stories, quick wit, and wisdom.

### Remembering Mark: Two Senior Advisors Share Stories

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#### **In Memoriam: Carl Schwing E. Durbin 1956 - 2020**

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

Carl Schwing joined FCCMA in 1998 when he was City Manager of St. Pete Beach. He also served as Assistant City Manager in Cape Coral from 2005 to 2011 and City Manager of Bonita Springs from 2011 until his retirement in 2018. In 2018, Carl received one of FCCMA's most prestigious awards: the Michael J. Roberto Award for Career Development. Carl was a coach, mentor and friend to many city employees, young professionals and students, and many others in the profession. One of Carl's employees described his leadership style with the following quote by John Quincy Adams: "If your actions inspire others to dream more, learn more, do more and become more, you are a leader."



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#### **Congratulations Dr. Lindsay Judah!**

Dr. Judah just completed the Doctor of Public Administration Program at Valdosta State University. Taking nearly four years to complete, the DPA is a practitioner-based terminal degree designed for those wanting to advance their careers in government, non-profits, or non-government organizations (NGOs). Coursework further enhances the essential leadership, management, communication and problem-solving skills required in today's professional environment.

Her dissertation is titled, "Unmanned Aerial Vehicle Programs in the Fire Service: An Examination of Their Effectiveness and Challenges in Implementation." She currently serves as a training captain in the Clermont Fire Department and is a part-time faculty member at Valdosta State University teaching Organizational Leadership and Political Science.



## Congratulations to 2020 ICMA Awards Recipients

Congratulations to Dr. Philip C. Harris, District Recovery Manager, Broward County Public Schools. He has been awarded honorary membership in ICMA. This membership is awarded to an individual outside of the profession of local government management because of his or her distinguished public service and contributions to the improvement and strengthening of local government.

Dr. Harris was appointed district recovery manager for Broward County Public Schools in the wake of the tragic shooting at the Marjory Stoneman Douglas High School on February 14, 2018. His resolute leadership, expertise and passion were immediately evident as he provided a clear vision of the resources needed for recovery and outlined an engagement model that involved the school district and its partners. Throughout the recovery, he demonstrated not only the technical expertise to deliver post-traumatic support services, but the emotional fortitude to confront the reality of life after the shooting. He demonstrated that he is a dedicated public administrator.

[Click here](#) to view all award recipients.



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The following membership applications have been received:

- **Kristina Ciuperger**, District IV, Special Assistant to the City Manager, City of Port St. Lucie, Full Member
- **Dru Driscoll**, District II, Deputy City Manager, City of Daytona Beach, Full Member
- **Chandra C. Frederick**, District VIII, Assistant County Manager, Polk County, Full Member
- **Jamie Miller**, District II, Administrative Services Director, City of Port Orange, Full Member
- **James R. (Randy) Newlon**, District III, City Manager, City of Casselberry, Full Member
- **Bryan Pankhurst**, District IV, Agenda Coordinator, City of Port St. Lucie, Affiliate Member
- **Josh Stefancic**, District VII, Fire Chief, City of Safety Harbor, 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.

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### 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 Jessica Bleser, Fiscal Services Director, Pasco County

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

I have been a member since 2015. A coworker asked me to attend the "So You Want To Be" session with her and I found it to be such an intriguing session. It was so different from the typical accounting conference sessions I generally attend.

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

Yes, as an affiliate member.

### Please describe your areas of formal/advanced education.

I earned my BA and MBA, with a Concentration in Accounting, from Saint Leo University. I also just completed my Certified Public Manager (CPM) through Florida State University in August.

### Why did you select a career in public service?

I like to say public service found me. While looking for a new career, a friend recommended that I apply for a position within the county 6 ½ years ago, and here I am, still loving it and learning new things every day.

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

I worked in the private sector for 16 years before making the leap to local government. I started working when I was only 15 years old. I started working at Chick-fil-A, then on to Kash n' Karry (now Winn Dixie), two local CPA firms and a chiropractic office prior to joining the county. Each place taught me valuable lessons and helped shape who and where I am today.

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

I am the Fiscal Services Director for the Internal Services Branch in Pasco County. I lead a team of 14. We have an accounting team that consists of eight team members who are responsible for all the fiscal activities for our 20+ customer department/divisions, and an Enterprise Resource Planning (ERP) team that consists of six team members who are responsible for managing the financial system for both the county and Pasco County Clerk and Comptroller's office.

[Read More.](#)



## Member Article



**Managing Infrastructure (Assets) through SMART Investment and Budgeting in Lean**

## Economic Times

by Addie Javed, PE, Managing Director, Kercher Group; Katia Delgado, PE, Asset Management Manager, Polk County; and Jason McHugh, CPM, AICP, City Manager, City of Wildwood

Investment in infrastructure and public assets is critical as part of the systematic recovery of our great country from the COVID-19 pandemic. According to the Economic Policy Institute (EPI), each \$1 invested in infrastructure boosts the GDP (gross domestic product) by 150%, which in turn results in employment boost. Both short-term and long-term forward-looking plans need to encompass smart thinking based on data-driven and network-centric approach.

Consider the importance of public infrastructure in our daily lives, and what it would be like without any of these essential amenities that enable modern living. Infrastructure provides the basis for personal security, public health and impacts the economic viability and sustainability of our communities. It underpins all the technologies and assets that move people and goods; it preserves natural resources, provides us with drinking water, handles our waste, and creates spaces for us to enjoy, allowing us to effectively interact with each other. These are necessities, not luxuries, in a modern economy.

Every public agency is somewhere on the continuum of an asset management journey. However, agencies vary in terms of their progress, as processes have evolved from relying heavily on experience and judgement to making more analytical-based funding and project selection decisions.

[Read more.](#)

## Surveys

The Center for Technology in Government, part of the University at Albany, State University of New York, distributed a survey via email to a sample of local government IT professionals throughout the United States.

Local government responses to the survey will help them better understand what role public libraries play in smart city/community initiatives. This survey is part of the Institute of Museum and Library Services (IMLS) funded project titled "Enabling Smart, Inclusive, and Connected Communities: The Role of Public Libraries."

### **The outcome of the project is designed to benefit public libraries, local governments and their communities by:**

- Increasing and sustaining relationships and collaborations between public libraries, local governments and community organizations.
- Designing and developing new and replicable resources to guide libraries as community anchors in smart communities.
- Providing libraries with numerous resources and ideas for new programs and services contextualized to smart community issues and interests.

[Click here](#) to access a one-page summary of this project, as well as a link to the project page.

Please ask your IT professionals to complete the survey by **October 30<sup>th</sup>, 2020**.

## From Our Partners

### **ICMA Coaching Program**

[Click here](#) to access Career Compass No. 85, "To Thrive In Post-Pandemic, Enhance Employee Experience." Please share it with your employees.

### **Annual Reporting Requirement - Local Government Financial Reporting**

Florida statutes requires each county and municipal budget officer to submit certain information regarding their respective government's final budget and economic status to the Florida Legislature's Office of Economic and Demographic Research (EDR) by October 15 of each year. Legislation signed into law this year adds to this annual reporting requirement. Chapter 2020-27, Florida Statutes, requires the reporting of the government's annual expenditures providing for the financing, acquisition, construction, reconstruction or rehabilitation of housing that is affordable, as that term is defined in Section 0004, Florida Statutes. The reported expenditures must indicate the source of such funds as federal, state, local or other, as applicable. EDR has posted the county and municipal reporting forms for the 2020 reporting cycle, as well as instructions for completing the reporting form and other supplemental information. [Visit EDR Website](#)

## 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 is also interactive Q&A with students and attendees. For more information, please visit [go.fiu.edu/publicaffairslead](https://go.fiu.edu/publicaffairslead).

If you have any questions, please contact Frantz Williams, FIU ICMA Student Chapter President at [frantz.williams@fiu.edu](mailto: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@focities.com](mailto:crussell@focities.com).

## Save the Date

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

Details coming soon.

## Jobs

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

**BAINBRIDGE ISLAND, WA - City Manager**  
**BRONSON - Town Manager**  
**CASTROVILLE, TX - City Administrator**  
**DADE CITY - Information Technology Manager**  
**DAYTON, OH - Financial Officer**  
**DUNDEE - Town Manager**  
**HAINES CITY - Accountant**  
**HOLLYWOOD - Director of Parks, Recreations & Cultural Arts**  
**INTERNATIONAL CITY/COUNTY MANAGERS ASSOCIATION (ICMA) - Director of Global Engagement**  
**LAKE COUNTY - County Manager**  
**LARGO - Utility Program Coordinator**  
**MAITLAND - Utilities Manager**

**MARION COUNTY - Growth Services Director**  
**MARION COUNTY - Environmental Services Deputy Director**  
**MARION COUNTY - Senior Engineer**  
**MILTON, GA - Fire Chief**  
**MISSION HILLS, KS - City Administrator**  
**NASSAU COUNTY - Assistant County Manager**  
**OKALOOSA COUNTY - Utilities Chief Financial Officer**  
**ORANGE PARK - Public Works Director**  
**SARASOTA COUNTY - Manager II - Parks**  
**SARASOTA COUNTY - Manager II - Lift Station/Facilities Management**  
**SARASOTA COUNTY - Manager III - Parks**  
**SARASOTA COUNTY - Solid Waste Director**

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