

November 2020



**PROFESSIONAL
MANAGEMENT MATTERS**
e-Newsletter

President's Message

I hope you all had a happy Thanksgiving, fellow FCCMA members!

As we exit election season and transition to a very different version of the holidays than what many of us are used to, I am excited. The election seemed to be the icing on the cake of an extremely difficult year for all of us, but now that the votes are counted and a winner is identified, it's time to get to work!

From my perspective, the real issue that reared its ugly head this election season seemed to be the lack of willingness and/or ability of people on both sides of the political aisle to effectively communicate, share, and learn from each other. But here is the great news: there is no one better than local government managers to help our communities and our country overcome this issue. Now I know this is a time where everybody is tired and worn down, but it's also an opportunity to have a significant positive impact on our communities by engaging with them and highlighting the importance of being open to various perspectives.

As we embark on the rest of the holiday season and times of transition, I want to encourage each of you to take time for yourselves, watch out for each other, and recharge your batteries. It's time to roll up our sleeves and help get everyone back to what is right, rather than what is red or blue.

Now for a shameless plug – FCCMA is in the process of producing a pilot program for a podcast series. In the first episode, I will be talking about managing through COVID-19, mental health, and my community's strategies for moving forward. Keep an eye out for the premiere of the podcast series soon and remember to cut me some slack, as I have never done a podcast before!

Wishing you all a very happy holiday season – stay safe!

Best Regards,



Micah Maxwell
Assistant City Manager, Clearwater

Member News and Updates

The following membership applications have been received:

- **Christopher Edwards**, District II, Director of CRA and Economic Development, City of New Smyrna Beach, Affiliate Member
- **Gabriella Gonzalez**, District VII, Master of Public Administration, University of South Florida, Student Member
- **Jenni Lamb**, District III, Deputy City Manager, City of Melbourne, Full Member
- **Robin Hayes**, District VIII, City Manager, City of Mount Dora, Full Member
- **Billy Henson**, District IV, Bachelor Degree in Public Administration, Indian River State College, Student Member
- **Louis Johnson**, District VI, Deputy County Administrator, Okeechobee County, Full Member
- **Brian Lowack**, District VII, Assistant to County Administrator, Pinellas County, Full Member
- **Vanessa Rodriguez**, District V, Master of Public Administration, Florida International University, Student Member
- **Rebecca Thibert**, District III, Assistant to the City Manager, City of Melbourne, 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 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 Emily Lewis, Deputy County Administrator, Charlotte County

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

I have been a member of FCCMA for just over five years. I joined initially as an affiliate for professional development and networking, and to further explore my interest in public administration.

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

I have also been a member of ICMA for five years and joined for the same reasons.

Please describe your areas of formal/advanced education.

I have a Bachelor's in Business Administration from the University of Florida (GO GATORS!) and a Master's in Public Administration from Hodges University.

Why did you select a career in public service?

I have a love for serving my community and public administration was a natural fit. It provided equal fulfillment and challenge.

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

I originally began my career in the private sector working for a Fortune 500 company. I think there are many best practices in the private sector that can be adapted in the public sector to make our organizations more efficient.

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

I currently serve as the Deputy County Administrator for Charlotte County and oversee Public Safety, Community Services, Public Works, Tourism, Public Information, Legislative Affairs and Grants Compliance for the organization. In addition to the departments I supervise, I play an active role in developing organizational culture and leading special initiatives for the county.

Please describe your typical day.

I don't believe that I have a typical day. Each new day brings new challenges and opportunities and no two days are alike. It is one of the things I love most about this career.

[Read More.](#)



Member Article

Truth vs. Noise: Can there be a Winner?

by Mike McNeese, City Manager, City of Marco Island

I recently had conversations with two residents who had become quite agitated for different reasons, but both based on intentionally propagated misinformation. The other commonality was how those conversations ended; The first said "it's just so hard to know who to believe any more", and the second closed with "it's just so much harder these days to separate the truth from the noise!"

The second statement rolled around in my head for about thirty minutes, before I saw it for the nonsense it represents

and the message it sends about the state of today's public engagement, especially on the national level. I counter with this question – is it truly harder today to recognize the truth than it was in the "good old days", or have we just collectively gotten too intellectually lazy to bother to find out?

Electrical engineers measure something called the "signal to noise" ratio. Notated as "S/N" this measures the strength of an electrical or other signal that carries information (think of a radio broadcast) versus the level of interference. If only we had an S/N filter through which we could pass the news broadcasts and speeches we hear, and most definitely the social media deluge that so many people use as their sole "news" source.

The good news is that there is such a tool, and as public administrators we use it every day. The S/N filter is critical thinking, an essential skill that is more essential now than ever. Can we analyze available information objectively, and come to reasonable conclusions, and can we help our constituents do the same? Much has been written about how the social media stream by its very nature erodes critical thinking skills. But how can we help when it often feels like we are trying to hold back the tide?

[Read more.](#)



Professional Management Matters



On November 10, 2020, FCCMA District VII Director Matt Spoor presented the ICMA Recognition Award to the City of Indian Rocks Beach Commission and City Manager Gregg Mimms in celebration of their 50th year as a Commission-Manager form of government.

Left to Right: Commissioner Edward Hoofnagle, Vice Mayor Phil Hanna, Commissioner Diane Flagg, Mayor Joanne "Cookie" Kennedy, City Manager Gregg Mims and Safety Harbor City Manager Matt Spoor.

From Our Partners



Courtesy, UF/IFAS file photo

Florida Urban Tree Canopy Gives Oxygen, Shade -- Saves \$4 Billion a Year

UF Researchers recently completed an assessment on the many benefits of urban tree canopy. [Click here](#) to read the news release.

FCCMA Academic Scholarship Program



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



COACHING WEBINAR: NO REGISTRATION REQUIRED



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

December 3, 2020, 2:00 p.m. - 3:00 p.m. EST
ICMA Practice Areas: 2, 8, 10, and 14

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

WE WILL DISCUSS
COMMUNITY
COMMUNICATIONS

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.

[Register Here](#)

[Download Flyer](#)

Jobs

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

BOYNTON BEACH - Manager, Grants
BOYNTON BEACH - Marketing Manager
CAPITAL AREA OF TEXAS REGIONAL ADVISOR COUNCIL (CATRAC) - Executive Director
CITIZENS FOR PROGRESS - Executive Director
CLEARWATER - Assistant to the City Manager
COLUMBIA COUNTY - County Manager
DEFUNIAK SPRINGS - Planning Director
GREEN VALLEY SPECIAL UTILITY DISTRICT - Assistant General Manager
HERNANDO COUNTY - Office of Management and Budget Director
INVERNESS - Public Works Director
JACKSONVILLE - Attorney III - Litigation
JACKSONVILLE - Inspector General - Auditor III
KEY BISCAYNE - Village Manager
LARGO - Parks Superintendent
MARION COUNTY - Assistant County Engineer for Traffic
MARION COUNTY - Environmental Services Fiscal Manager

NORTH LAUDERDALE - Purchasing & Contracts Manager
OKEECHOBEE COUNTY - County Administrator
ORANGE PARK - Public Works Director
PARKLAND - Information Technology Director
PASCO COUNTY - Director of Building Constructions Services Administration
SANTA ROSA COUNTY - County Engineer (Unclassified)
SANTA ROSA ISLAND AUTHORITY - Executive Director
SPOKANE, WA - City Administrator
SURFSIDE - Building Official
SURFSIDE - Community Services and Public Communications
TALLAHASSEE - Manager - Financial Services - Payroll Office
TALLAHASSEE - Strategic Innovation Consultant
TEMPLE TERRACE - City Engineer

Find Us On Facebook and Twitter



[Florida City and County Management Association](#)
[@FCCManagers](#)

Advertisement by Florida City and County Management Association | 301 S Bronough St. Ste 300,
Tallahassee, FL 32304

[Unsubscribe crussell@flcities.com](mailto:Unsubscribe.crussell@flcities.com)

[Update Profile](#) | [About our service provider](#)

Sent by crussell@flcities.com powered by

