

February 2021



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

President's Message

FCCMA Members:

I want to thank everyone who attended the FCCMA Winter Institute that we held virtually this year. I had a great time, and it was nice catching up with all of you! A special thank you to our Institute Facilitator, Todd DeAngelis, Director of Communications, City of Parkland.

His hours of preparation and execution, expert communication skills and thoughtful presentation, helped guide us to a very successful event. We are grateful to Todd, and the City of Parkland, for participating in our event.

Our speakers were excellent and gave us a toolkit for effective communications in a crisis. After this year, I think we have all had enough crises. But thanks to this year's winter institute, I feel prepared for the next one (and hopefully it is far in the distance).

In case you missed the Winter Institute, I have some good news for you: individual sessions from the winter institute will be available for purchase very soon! We received overwhelming positive feedback from those who attended, so we wanted to make the sessions available to the entire membership. Lauren Gill from Paradise, CA was unable to finish her impactful story about leading her community through the deadliest wildfire in California history, but she will be featured in an upcoming FCCMA podcast to continue to shed light on her experience!

In other exciting news, the Nominating Committee meets today to recommend the slate of officers for 2021-2022. I am genuinely proud of and excited for the direction FCCMA is going in. I am grateful for such a strong membership that makes passing the torch very easy. I hope you all have a great March!

Best Regards,





Micah Maxwell
Assistant City Manager, Clearwater

The FCCMA Podcast - Now Streaming!



THE FCCMA PODCAST

Tune in to learn from the public
servants in your communities.

Streaming now on all major podcast platforms.



#FCCMAPODCAST

The FCCMA has joined forces with VancoreJones Communications to bring you **The FCCMA Podcast**! In each episode, you will hear unique stories from public servants that make lasting contributions to their communities and the profession.

This release will feature:

- **Managing Finances and Leveraging COVID-19 Declining Budgets** with Reese Goad, City Manager, Tallahassee.
- **Problem-solving in Government** with Tim Casey, Author, "The Mayor Married Who?"
- **Multi-county Negotiations and Complex Problem-solving** with Michael Pleus, ICMA-CM, City Manager, Deland
- **Starting Anew After Disaster: Rebuilding Paradise** with Lauren Gill, former Town Manager, Paradise, CA.

If you enjoy the podcast, please leave a review and share it with a friend or colleague. Stay tuned for the second release of The FCCMA Podcast!

[Listen Now!](#)

Member News and Updates

The following membership applications have been received:

- Jennifer Alvarez, District IV, Interim City Manager, City of Delray Beach, Full Member.
- Jacob Ashby, District VI, Intern, City of Sanibel, Student Member.
- Walter Banks, District VII, Chief Information Officer, Gainesville Regional Utilities, Full Member.
- Susan Beaudet, District VII, Town Manager, Town of Bronson, Full Member.
- Joanna Cheshire, District VII, Chief of Staff, Pasco County, Affiliate Member.
- Linda Connors, District V, Interim Town Manager, Town of Lauderdale-by-the-Sea, Full Member.
- Jeremy Cramarossa, District V, Program/Project Coordinator, Broward County, Affiliate Member.
- Jane Decker, District V, Interim Building Department Director/Building Official, City of Doral, Affiliate Member.
- Brian Donovan, District V, Assistant City Manager, City of Pompano Beach, Full Member.

- M. John Dudte, District VII, City Manager, City of Port Richey, Full Member.
- Ramiro Inguanzo, District V, Deputy Village Manager, Bal Harbour Village, Full Member.
- Amanda Kent, District III, BA in Communications, Florida Gulf Coast University, Student Member.
- Rhoda Mae Kerr, District V, Fire Chief, Fort Lauderdale Fire Rescue, Affiliate Member.
- Nicholas Marano, District V, Village Manager, Village of Palmetto Bay, Full Member;
- Ariel Powell, District V, Doctorate Degree, Florida International University, Student Member.
- Steven Rohttis, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member.
- Thomas Short, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member.
- Tawanna Smith, District IV, Deputy City Clerk, City of Riviera Beach, 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](#).

Kissimmee City Commission and Osceola Education Foundation Establishes Mark E. Durbin Scholarship Program

[Click here](#) to learn more about the scholarship program and how you can donate.



Member Article

Using Virtual Meetings to Enhance Teamwork in Local Government

by Rob Duncan, Managing Director, Imagine That Performance

There are various types of meetings these days that are being conducted virtually. These include traditional public meetings, training, update/status meetings and the like that are not meant to build or foster teamwork. There are also internal department, cross functional and project team meetings. In those meetings, building a cohesive team culture will help drive performance. Moving to a virtual platform can have a drastic impact on teamwork.

With so much focus on getting the next thing done, it could be easy to forget to continually ask important questions. "How have the events of 2020 impacted our organizational culture?" "What have we done in the past month to build our team?" "What will we do in the coming months to strengthen teamwork?"

Some employees are struggling with recent changes while others seem to thrive. The resulting impact on culture is even harder to gauge, as group interactions take on a new form. Virtual Meetings can be a blessing – less travel can improve efficiency. Virtual Meetings can also generate fatigue – there is an increased quantity of meetings and every virtual meeting interaction is an event, unlike just walking down the hall to speak to someone to ask a question.

There are methods to utilize a Virtual Platform to enhance teamwork. Below are some best practices for enhancing teamwork

using Virtual Meetings.

[Read more.](#)



Featured Member

Meet Josh Stefancic, Fire Chief, City of Safety Harbor

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

I am a new FCCMA member. I joined FCCMA to increase my knowledge with respect to local county/city management, as well as to broaden my understanding of county/city operations. I enjoy being a part of local government and believe in providing high quality services to our residents at the best cost.

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

I am not an ICMA member.

Please describe your areas of formal/advanced education.

I graduated with a B.S. in Fire Protection and Safety Technology from Oklahoma State University in 2001. I then went on to obtain an M.S. in Fire and Emergency Management Administration, also from Oklahoma State University and graduated in 2008. I am currently pursuing an MPA from Florida Gulf Coast University and expect to graduate in 2022.

Why did you select a career in public service?

I entered the fire service as a full-time firefighter in 2001, shortly after obtaining my bachelor's degree. I grew up in a family of servants; my father a physician, mother a teacher, and my uncle a firefighter. I became a fireman because I truly enjoy helping people in crisis situations; I am honored to serve others during one of the worst days of their lives and helping them to get their life as closely back to normal as possible.

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

I have worked in the public sector since 1998 working for various public sector agencies. I briefly worked a side job in the private sector for a private fire protection firm reviewing sprinkler plans; this job really made me appreciate my public sector job.

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

I am currently the Fire Chief for the City of Safety Harbor in Pinellas County. I also serve as the city's emergency manager. I report directly to the city manager. I am responsible for ensuring fire protection and emergency services throughout the city by leading and managing a department consisting of 31 employees working out of two fire stations.

[Read More.](#)



From Our Partners

ICMA 2021 Local Government Excellence Awards

[ICMA's Local Government Excellence Awards](#) celebrate the value of professional management and honor creative contributions to professional local government leadership. These awards highlight public awareness of the value of professional management, and its impact on the quality of life in our communities.

[Click here](#) to learn more about awards categories and eligibility or to submit a nomination.

[Click here](#) to download the program flyer.

ICMA Coaching Program

[Click here](#) to access Career Compass No. 88, "Leaders are Dealers in Hope!" Please share it with your employees.

The ICMA Board authorized the negotiation of an affiliate agreement with CivicPRIDE at their September 12, 2020 Board meeting.

[Click here](#) to download a press release from ICMA Executive Director who forwarded this to the ICMA Board today. In summary it says, "Through this partnership, the two organizations will combine their efforts to drive the participation in and advancement of members of the LGBTQIA+ community in local government leadership roles. CivicPRIDE works toward the advancement of inclusive local governments by empowering LGBTQIA+ leadership."

Professional Management Matters



On February 9, 2021, FCCMA District 2 Director Mike Grebosz presented the ICMA Recognition Award to the South Daytona Council and City Manager Les Gillis in celebration of their 40th year as a Council-Manager form of government.

Left to Right: DeLand Assistant City Manager Mike Grebosz, Les Gillis and Mayor Bill Hall.



On February 23, 2021, FCCMA Member Rob Duncan presented the ICMA Recognition Award to the Charlotte County Commission and County Administrator Hector in celebration of their 45th year as a Commission-Manager form of government.

Left to Right: Commissioner Ken Doherty, Deputy County Administrator Emily Lewis, Commissioner Chris Constance (Vice Chair), County Administrator Hector Flores, Commissioner Bill Truex (Chairman), Rob Duncan (Imagine That Managing Director), Commissioner Stephen R. Deutsch, Assistant County Administrator Claire Jubb and Commissioner Joe Tiseo

Virtual Panel & Awards Event

Providing Public Service in the Midst of a Pandemic: Strategies Adopted for Managing COVID-19 Impact and Challenges

Thursday, March 11, 2021
5:00 p.m. - 7:00 p.m. ET
via Microsoft Teams

The USF's School of Public Affairs MPA program & the Suncoast Chapter of ASPA invites you to attend our virtual panel discussion and awards event!

USF has assembled a panel of dynamic, experienced public administrators who broadly represent the Tampa Bay region in local government and the nonprofit sector, as well as a cross-section of organizational sizes and structures. The goal of this panel discussion is to exchange ideas and experiences regarding the challenges of fiscal and public service delivery impact, presumably caused by COVID-19, and how these leaders have been managing and navigating through those challenges.

They will also be inaugurating their first cohort of MPA Alumni Ambassadors, as well as inducting MPA alumni into the Pi Alpha Alpha Honor Society, and awarding the Jamil Jreisat and Joan Pynes Scholarships to current graduate students.

Whether you're a student or a practitioner, this is an event you don't want to miss, so make sure to RSVP.

[Register Here](#)

[Download Flyer](#)

FCCMA Academic Scholarship Program

Qualifying students must submit a completed application, personal statement, official transcripts and letters of recommendation by March 1, 2021, to be considered for these awards.



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@flicities.com.

[Download Flyer](#)

[Submit Application](#)

FCCMA Emerging Leaders Conference Scholarship

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



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@flcities.com.

[Download Flyer](#)

[Apply for Scholarship](#)

FCCMA 2021 Awards Program



Each year, the FCCMA recognizes leaders in the profession who have demonstrated professionalism and service within the field of public administration. Nominated and selected by their peers, award recipients are all recognized during the annual conference.

Nominees for each award must submit a completed application, cover letter and any supporting materials by **5:00 p.m. ET on March 8, 2021**, to be considered for these awards. For specific selection criteria and required documentation and to complete the application, please visit fccma.org. For questions, please contact Carol Russell at crussell@flcities.com.

[Download Flyer](#)

[Application](#)

Events and Training Opportunities

Public Records Management Live Webinar Series

February 24, March 3 & March 10, 2021, at 2 pm.

Series Fee is \$150.00 (Group Discounts Available)

Registration deadline: Monday, February 22, 2021



The **Public Records Management Live Webinar Series** has been designed to assist all public agency records custodians, Records Management Liaison Officers, management and staff better understand and meet the legal requirements to comply with the State of Florida Public Records Law.

This series covers many topics including the legal mandates of Florida's Public Records Law; life cycle of a record; understanding electronic records; managing public records requests; resources for records management; the protection of vital records and more.

[Click Here for Full Course Details & Registration Info](#)



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

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

**March 4, 2021, 2:00 p.m. - 3:00 p.m. EST
ICMA Practice Areas: 8, 10, and 12**

Program Summary:

One of the most important responsibilities of any local government is to effectively and accurately project revenues for future budgets. Although assumptions are being made about the impact the COVID-19 mandates could have on local government revenue in the next couple of years, there is very little research data to rely upon to make responsible projections. Rick Feiock has been researching and modeling this issue for the Florida League of Cities and he will be submitting a comprehensive report that provides revenue projections for the next couple of years for Florida's local governments. He will be able to show revenue detail that reflects revenue expectations by regions within the state; thus providing area specific projections for local governments to consider. In this webinar, Feiock will summarize his methodology and offer key results ahead of the release of the FLC report which is scheduled for early 2021. The FLC report will incorporate the most recent numbers from the state of Florida into Feiock's calculations. This webinar is certain to be helpful for local government officials responsible for assessing first quarter financial statements and for making projections for the remainder of the year, as well as subsequent years.

Presenter:

- Richard C. Feiock, Director, Local Governance Research LLC

The 2021 FCCMA Coaching Phone Panel Discussions are presented through the partnership of:



To ensure your system is ready, please use the GoToTraining Attendee System Check:

<https://support.goto.com/training/help/system-requirements-for-attendees-g2t010003>.

Register Now

ICMA Virtual Forum

SheLeadsGov Virtual Forum: Maintaining Momentum: Achieving Success through Resiliency

Monday, March 8, 2021
(International Women's Day)
11:00 a.m. - 3:00 p.m. EST



It's been a little over a month since the start of the New Year. Now that you've settled back in, are you ready for the challenges that 2021 is set to throw your way? Are you ready to lead with hope, navigate ambiguity and build resilience? We're here to help you reimagine solutions to the challenges the new year brings!

On March 8 (International Women's Day), the [SheLeadsGov Virtual Forum](#), created by ICMA and the League of Women in Government, and sponsored by ICMA strategic partner [Cigna](#), will inspire all local government professionals to strengthen their resiliency amidst the changing and challenging pandemic, social justice concerns and times of civic unrest.

[Get your complimentary pass to attend the SheLeadsGov Virtual Forum: Maintaining Momentum: Achieving Success through Resiliency.](#)

We have filled this one-day event with thought-provoking and motivational speakers, but that's not all! You will make amazing connections with other women and men in the local government profession, take breaks to clear your mind and relax and learn new tools and approaches you need to lead with hope and manage stress.

This extraordinary day offers something for women and men of all ages, and at all career stages. So, if you're ready to achieve success in 2021 and beyond, join us for the [SheLeadsGov Virtual Forum](#)!

Schedule-at-a-Glance

11:00 a.m. - 11:05 a.m.
Welcome

11:05 a.m. - 12:00 p.m.
Components of Your Success: A Coach, a Mentor, and Having an Advocate in Your Corner

12:00 p.m. - 12:15 p.m.
Mindfulness Break

12:15 p.m. - 1:00 p.m.
Leading with Hope: A Key to Navigating Ambiguity and Building Resilience

1:00 p.m. - 1:15 p.m.
Stand-Up and Stretch Break

1:15 p.m. - 2:00 p.m.
Resilience Matters – For Your Health and Productivity

2:00 p.m. - 3:00 p.m.
Continuing the Conversation



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

Strategic Planning: Factory Reboot

April 1, 2021, 2:00 p.m. - 3:00 p.m. EST
ICMA Practice Areas: 2, 4, 6, 7, 8, 9, 10 and 14

Program Summary:

An annual strategic planning event is the cornerstone of many local governments. How has the pandemic affected our ability to focus on the future? Join us for a conversation on strategic planning in the face of COVID-19. We will hear from cities that have successfully navigated this challenge.

Presenters:

- Kate Parmelee, Strategic Initiatives Director, City of Port St. Lucie.
- Chris Flagg, A&E Group Operations Principal, Haskell.
- Sarah Campbell, Town Manager, Town of Orange Park.

The 2021 FCCMA Coaching Phone Panel Discussions are presented through the partnership of:



To ensure your system is ready, please use the GoToTraining Attendee System Check:

<https://support.goto.com/training/help/system-requirements-for-attendees-g2t010003>.

[Register Here](#)

FCCMA 2021 Virtual Spring Symposium Diversity, Equity and Inclusion in Public Service

April 23, 2021
Time: 9:00 a.m. – 1:00 p.m. ET



Event Summary:

A recent survey of FCCMA members indicated a strong interest in a holistic training regarding diversity, equity and inclusion. This training will provide best practices and frameworks for you to take back to your communities.

The session will cover:

- Managing Tough Conversations.
- Unconscious Bias.
- Engaging Community Stakeholders.
- Frameworks and Tools for Decision-making.

Registration opens February 22, 2021. The registration deadline is April 12, 2021. The registration fee is \$50 for members and \$25 for student members.

Questions? Contact Chelsea Rosasco-Justice at 850.701-3644 or crosasco@flcities.com.

[Register Now](#)

[Download Flyer](#)

FCCMA 2021 Annual Conference

June 2-5, 2021

Hilton Orlando Bonnet Creek, 14100 Bonnet Creek Resort Lane, Orlando

Registration will open in March.

At this time it will be an in-person event. FCCMA is monitoring the situation and may switch to a virtual event if needed.



Jobs

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

ALACHUA COUNTY - Cuscowilla Manager
ALACHUA COUNTY - Grants Contract Specialist CABHI Grant
ALACHUA COUNTY - Grants/Contracts Specialist (Housing Programs)
CAPE CORAL - Utilities Extension Program Manager
COCONINO, AZ - County Manager
COOPER CITY - Public Works Director
DADE CITY - Project Manager

PALATKA - Finance Director
PALM BAY - Finance Director
PALM COAST - Assistant City Manager
PANAMA CITY BEACH - City Manager
PARKLAND - Project Manager
ROCKVILLE, MD - Deputy City Manager
SARASOTA COUNTY - Beaches & Water Access Division Manager - Manager III

DEFUNIAK SPRINGS - Public Works Director
DELRAY BEACH - City Manager
DORAL - Assistant Planning and Zoning Director
DORAL - Facility Maintenance Technician
DORAL - Plans Reviewer
DORAL - Recreation Administrator
DUNNELLON - Community Development Manager
FORT MEADE - City Manager
GAINESVILLE - Assistant City Manager
IRVING, TX - Chief Technology Officer
JACKSONVILLE - Chief Resiliency Officer
LAKE COUNTY - Financial Coordinator
MIAMI BEACH - City Manager
NEW SMYRNA BEACH - Senior Planner
NORTH MIAMI BEACH - Director of Community Development

SARASOTA COUNTY - Design Manager -
Transportation/Stormwater
SARASOTA COUNTY - Library Manager - North Port Library -
Manager II
SARASOTA COUNTY - Natural Area and Trails Manager
SARASOTA COUNTY - Recreation and Neighborhood Parks
Manager
SARASOTA COUNTY - Water Operations Manager
SARASOTA COUNTY - Water/Wastewater Operations Manager
VENICE - Human Resources Manager
VENICE - Impact Fee and Building Permit Inspector
WALTON COUNTY - County Attorney
WEST PALM BEACH - Chief of Staff
WINDER, GA - Planning & Development Director

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