



2021 FCCMA ANNUAL CONFERENCE

PROGRAM

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION

June 2-5, 2021 ■ Hilton Orlando Bonnet Creek

CONFERENCE AT A GLANCE

WEDNESDAY – JUNE 2, 2021

7:30 a.m. - 7:00 p.m.
Floridian Ballroom Foyer
Registration Desk Open

8:30 a.m. - 1:00 p.m.
Floridian Ballroom C
Pre-Conference Workshop – So You Want to Be a City/County Manager?

1:00 p.m. - 5:00 p.m.
Floridian Ballroom A-B
Pre-Conference Workshop – Bias Behind the Scenes: What the Groveland Four Can Teach You About Ethical Decision-Making

5:00 p.m. - 8:00 p.m.
Floridian Ballroom D-L
Good Ideas Center Open

5:30 p.m. - 6:00 p.m.
Floridian Ballroom C
First-Time Attendees Orientation

6:00 p.m. - 8:00 p.m.
Floridian Ballroom D-L
President's Welcome Reception in the Good Ideas Center

THURSDAY – JUNE 3, 2021

7:30 a.m. - 8:30 a.m.
Floridian Ballroom D-L
Continental Breakfast in the Good Ideas Center

7:30 a.m. - 3:45 p.m.
Floridian Ballroom D-L
Good Ideas Center Open

7:30 a.m. - 5:00 p.m.
Floridian Ballroom Foyer
Registration Desk Open

8:30 a.m. - 10:30 a.m.
Bonnet Creek Ballroom X-XII
Opening General Session – A Smooth Sea Never Made a Skillful Sailor

9:00 a.m. - 10:00 a.m.
Floridian Ballroom C
Exhibitor and Sponsor Session

9:00 a.m. - 5:00 p.m.
Duval (Lower Level)
Resume Review Appointments with Dele Lowman Smith

9:00 a.m. - 5:00 p.m.
Virtual Only
Financial Review Appointments with ICMA-RC

10:30 a.m. - 11:00 a.m.
Floridian Ballroom D-L
Refreshment Break in the Good Ideas Center

11:00 a.m. - 12:15 p.m.
Floridian Ballroom C
So You Have a Strategic Plan in Place: Now What?

11:00 a.m. - 12:15 p.m.
Floridian Ballroom B
How the “New Normal” Affects the Configuration of our Central Business Districts

11:00 a.m. - 12:15 p.m.
Floridian Ballroom A
Developing a Regional Business Case for Coastal Resilience

12:15 p.m. - 1:45 p.m.
Floridian Ballroom D-L
Buffet Luncheon in the Good Ideas Center

12:15 p.m. - 1:45 p.m.
Hamilton/Indian River (Lower Level)
Board of Directors Meeting

2:00 p.m. - 3:15 p.m.
Floridian Ballroom C
Negotiation and Persuasion Skills

2:00 p.m. - 3:15 p.m.
Floridian Ballroom B
Partnering to Improve the Educational Systems in Our Communities

2:00 p.m. - 3:15 p.m.
Floridian Ballroom A
How Public-Private Partnerships Can Turbo-Charge Economic Development

3:15 p.m. - 3:45 p.m.
Floridian Ballroom D-L
Refreshment Break in the Good Ideas Center

3:45 p.m. - 5:00 p.m.
Floridian Ballroom C
The Immigration Conversation

3:45 p.m. - 5:00 p.m.
Floridian Ballroom B
Long-Term Impacts of a \$15 Minimum Wage on Local Government Operations

3:45 p.m. - 5:00 p.m.
Floridian Ballroom A
From Crisis to Recovery: Using AI to Better Understand Your Community

5:30 p.m. - 6:15 p.m.
Bonnet Creek Ballroom X-XII
Celebrating Professional Management – FCCMA's 2021 Awards Presentation

6:30 p.m. - 8:30 p.m.
Offsite
BBQ Dinner at Kissimmee City Hall

9:00 p.m. - 11:00 p.m.
Floridian Ballroom Foyer
Dessert Reception

FRIDAY – JUNE 4, 2021

7:30 a.m. - 4:30 p.m.
Floridian Ballroom Foyer
Registration Desk Open

7:45 a.m. - 8:45 a.m.
Floridian Ballroom Foyer
Continental Breakfast

7:45 a.m. - 8:45 a.m.
Citrus/Collier (Lower Level)
Inspirational Breakfast – Learning to Dance with a Limp After Life Trips You Up

9:00 a.m. - 10:15 a.m.
Bonnet Creek Ballroom X-XII
General Session – Leadership for the Future

9:00 a.m. - 5:00 p.m.
Duval (Lower Level)
Resume Review Appointments with Douglas B. Thomas

10:15 a.m. - 10:30 a.m.
Floridian Ballroom Foyer
Refreshment Break

10:30 a.m. - 11:45 a.m.
Floridian Ballroom C
Increasing Confidence and Pride in Local Government

10:30 a.m. - 11:45 a.m.
Floridian Ballroom B
In a Post-COVID World, the Nature of Your Place Matters

10:30 a.m. - 11:45 a.m.
Floridian Ballroom A
Post-Disaster Recovery: Are You Ready?

12:00 p.m. - 1:30 p.m.
Bonnet Creek Ballroom X-XII
Annual Business Luncheon

1:45 p.m. - 3:00 p.m.
Floridian Ballroom C
Steering from the Back Seat: Building Consensus Among a Fractious Commission

1:45 p.m. - 3:00 p.m.
Floridian Ballroom B
Balanced Growth-Making Infrastructure Investments to Support Development

3:00 p.m. - 3:15 p.m.
Floridian Ballroom Foyer
Refreshment Break

3:15 p.m. - 4:30 p.m.
Bonnet Creek Ballroom X-XII
FCCMA's Annual Journeys Session: Challenging Our Paradigms

4:30 p.m. - 5:30 p.m.
Manatee (Lower Level)
Spouses Gathering

6:30 p.m. - 9:30 p.m.
Bonnet Creek Ballroom IV-IX
Friday Night Social – Dueling Pianos

SATURDAY – JUNE 5, 2021

8:00 a.m. - 9:45 a.m.
Bonnet Creek Ballroom X-XII
Closing Breakfast – BrainSHIFT: 3 Mindful Steps to Break the Stress-Success Cycle

FCCMA Board of Directors PROGRAM YEAR 2020-2021

PRESIDENT

Micah Maxwell, Assistant City Manager, Clearwater

PRESIDENT-ELECT

Horace A. McHugh, ICMA-CM, Assistant City Manager, North Miami Beach

SECRETARY-TREASURER

Lori LaVerriere, ICMA-CM, City Manager, Boynton Beach

PAST PRESIDENT

Shannon Lewis, ICMA-CM, City Manager, Melbourne

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Matthew Spoor, ICMA-CM, City Manager, Safety Harbor

DISTRICT VIII DIRECTOR

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AT-LARGE DIRECTORS

Brad Johnson, ICMA-CM, Assistant County Administrator, Sarasota County

Michael A. McNees, City Manager, Marco Island

Alan Rosen, County Manager, Lake County





June 2021



Welcome to the 2021 FCCMA Annual Conference at the beautiful Hilton Orlando Bonnet Creek! I am very happy to be able to attend our first in-person event since the 2020 Winter Institute. The number of conference registrations that we have received is very encouraging, and I am glad that we are all eager to be back together again.

This conference will be different from past conferences as we will be following safety protocols. Please wear your mask at all times to protect yourself and fellow attendees. Due to the need for physical distancing, some meeting rooms may fill up, and we will not be able to add chairs. Your patience and understanding are greatly appreciated.

Under the guidance of President-Elect Horace McHugh, the Conference Planning Committee worked hard – beginning last summer – to develop this conference to offer sessions that are meaningful to all career stages while providing the information and camaraderie that our members expect each year. We anticipate a conference that will inspire and provide great educational opportunities for everyone!

The Conference Planning Committee appreciates your feedback as plans begin for next year. So please be sure to fill out the electronic evaluation that you will receive after you return home.

Enjoy the conference! I look forward to seeing you this week!

A handwritten signature in black ink, appearing to read 'Micah Maxwell'. The signature is stylized and fluid.

Micah Maxwell
President, FCCMA
Assistant City Manager, Clearwater

2021 CONFERENCE PLANNING COMMITTEE

Chair

Horace A. McHugh, Assistant City Manager, North Miami Beach

Co-Chair

Lori LaVerriere, City Manager, Boynton Beach

Members

Taylor T. Brown, City Manager, Perry

Carmen A. Capezzuto, Director of Neighborhood Services, Port St. Lucie

Ed Cook, City Manager, Callaway

Felicia Donnelly, Assistant City Manager, Oldsmar

Diana Gallego, Strategic Innovation Consultant, Tallahassee

Roberto Hernandez, City Manager, Cape Coral

Javarious G. Jackson, Legislative Aide, Riviera Beach

Brittany Jumper, Support Services Director, Satellite Beach

Tracy Miller, Manager of Strategy Development, Sarasota County

Matthew Morton, City Manager, Palm Coast

Justin Painter, Strategic Innovation Senior Consultant, Tallahassee

Host Chair

Al Minner, City Manager, Leesburg

Corporate Consultant/Liaison

Beth Rawlins, President, Beth Rawlins, Inc.

2021 NOMINATING COMMITTEE

Chair

Micah Maxwell, Assistant City Manager, Clearwater

Members

President-Elect Horace A. McHugh, Assistant City Manager, North Miami Beach

Secretary-Treasurer Lori LaVerriere, City Manager, Boynton Beach

District I Representative Carisse LeJeune

District II Representative Becky Witte, Deputy Clerk, South Daytona

District III Representative Donna L. Renberg, Assistant County Manager, Osceola County

District IV Representative Jay Boodheshwar, Deputy Town Manager, Palm Beach

District V Representative Karl Thompson, Assistant City Manager, Weston

District VI Representative Hector Flores, County Administrator, Charlotte County

District VII Representative Eric E. Williams, City Manager, Inverness

District VIII Representative Scott Blankenship, City Manager, Umatilla

2021 EMERGING LEADERS CONFERENCE SCHOLARSHIP RECIPIENTS

Andrea Javier, Human Resources Manager, Boynton Beach

Michael Munger, Management Analyst, Treasure Island

Larry J. Wheatcraft, Jr., Intern, Ormond Beach

2021 PAST PRESIDENTS' SCHOLARSHIP

Desiree Casanova, Administrative Assistant, Coconut Creek

2021 RAYMOND C. SITTIG SCHOLARSHIP RECIPIENT

Ratna Okhai, Ph.D., Public Affairs, University of Central Florida

2021 B. HAROLD FARMER SCHOLARSHIP RECIPIENT

Gabriella Gonzalez, Master of Public Administration, University of South Florida

2021 ASPIRING PROFESSIONAL MANAGER SCHOLARSHIP RECIPIENTS

Rachelle Graveline, Master of Public Administration, Florida Gulf Coast University

Amanda Kent, Master of Public Administration, Florida Gulf Coast University

GENERAL INFORMATION

Welcome to the 2021 conference of the Florida City and County Management Association (FCCMA). This conference will provide outstanding educational and social opportunities to meet and interact with other local government officials. Please check your program carefully to determine in advance the exact location of your workshops, meal functions and social events.

NAME BADGES AND TICKETS

Your name badge must be worn at all times for admittance into conference functions. Additional registration is required for Wednesday's pre-conference ethics workshop and Friday's Inspirational Breakfast; registration will be verified at the door. Please note that any children attending the Friday Night Social **must be registered**. If you still need to register a guest or a child, please do so at the registration desk.

GOOD IDEAS CENTER

Please take the time to tour the exhibit hall and pick up new ideas to take home to your community. FCCMA greatly appreciates the participation and support given by the exhibitors and sponsors to the conference. **A name badge is required for entry into the Good Ideas Center.**

The hall will be open as follows; please note the times of special events:

WEDNESDAY

5:00 p.m. - 8:00 p.m. **Good Ideas Center Open**
6:00 p.m. - 8:00 p.m. President's Welcome Reception

THURSDAY

7:30 a.m. - 3:45 p.m. **Good Ideas Center Open**
7:30 a.m. - 8:30 a.m. Continental Breakfast
10:30 a.m. - 11:00 a.m. Refreshment Break
12:15 p.m. - 1:45 p.m. Buffet Lunch
3:15 p.m. - 3:45 p.m. Refreshment Break

Gift bags sponsored by Public Risk Insurance Advisors (PRIA)

Bags will be distributed at Booth 232 inside the exhibit hall.

COVID-19 SAFETY PROTOCOLS

To help ensure the health and comfort of all attendees, we encourage everyone to wear a mask and practice physical distancing where possible.

INTERNET ACCESSIBILITY

Complimentary wireless internet access will be available to conference participants throughout the conference. To access this service, select the **Hilton_Meeting** network, open a webpage and enter the password **Motorola21** when prompted. Note that bandwidth is limited, so you may experience slower service depending on the number of users. As a courtesy to others, please disconnect from the service when not actively using it.

Wireless internet sponsored by Motorola Solutions



INFORMATION TABLE

Information will be available near registration on membership, ICMA and other programs. If you have positions open and want to leave informational brochures, this is the place.

NAME BADGES

Name badges are provided in registration packets for conference participants, sponsors and exhibitors. **Name badges must be worn at all times to identify you as a conference participant and allow you to be served food and beverages.**

Neck wallets sponsored by Florida Municipal Insurance Trust

CONFERENCE ATTIRE

All activities and social events for this conference are business casual or casual. Meeting rooms are often cool, so you may wish to bring a jacket or sweater.

ELECTRONIC DEVICES

As a courtesy to your colleagues and speakers, please place all phones and other electronic devices on silent or vibrate at the beginning of each session.

FIRST-TIME ATTENDEES ORIENTATION

Is this your first conference? All first-time attendees (or repeat attendees who have an interest) are invited to attend a conference orientation. Members of the FCCMA Board of Directors will be on hand to give you tips on the Association and how best to enjoy the conference, as well as to answer any questions you may have. First-time attendees will have special ribbons attached to their name badges to distinguish that they are at their first conference. Don't be surprised if the "old-timers" make a point of introducing themselves to you.

CONTINUING EDUCATION

Florida is proud that we are among the leaders nationwide with more than 100 ICMA-credentialed managers and candidates. To assist its members, FCCMA has tried to plan workshops that address the training areas that are shown to be needed by the Florida managers; practice areas are listed for each session in this program. If you have a particular ICMA practice area you would like to see addressed in the future, please be sure to let someone from the FCCMA staff know.

ACKNOWLEDGMENTS

FCCMA expresses its sincere appreciation to the Conference Planning Committee under the direction of Horace McHugh, Assistant City Manager, North Miami Beach; the Florida League of Cities; the Florida Association of Counties; Beth Rawlins, Inc.; Robert E. Lee, DPA, Center for Florida Local Government Excellence; GovHR; Strategic Government Resources; ICMA; ICMA-RC; Hilton Orlando Bonnet Creek; speakers; moderators and volunteers.

SCHEDULE

WEDNESDAY – JUNE 2, 2021

7:30 a.m. - 7:00 p.m.

Floridian Ballroom Foyer

Registration Desk Open

8:30 a.m. - 1:00 p.m.

Floridian Ballroom C

Pre-Conference Workshop – So You Want to Be a City/County Manager?

Whether you are at the start of your career or a long-time public servant with city or county management ambitions, you need to attend this session! Becoming a manager may be your dream job, or it may be the one you haven't yet started to think about. What exactly does it take to get there? Join us for an entertaining and informative half-day session where you'll hear from various professionals on how they got to the top spot or just to the spot they always wanted. You won't want to miss this informative session if you have ever thought about being a city or county manager.

Speakers: **Mark Huston**, CFP®, Certified Financial Planner, ICMA-RC; **Kathryn Matos**, Assistant City Manager, City of Boynton Beach; **Nicholas Mimms**, City Manager, City of Fort Pierce; **Alan Rosen**, County Manager, Lake County; and **Jill Silverboard**, Deputy County Administrator, Pinellas County

Addresses ICMA Practice Areas 5-Personal Resiliency and Development, 13-Human Resources Management and Workforce Engagement and 14-Communication and Information Sharing

1:00 p.m. - 5:00 p.m.

Floridian Ballroom A-B

Pre-Conference Workshop – Bias Behind the Scenes: What the Groveland Four Can Teach You About Ethical Decision-Making
Pre-registration and a separate registration fee of \$75 required.

In the books **Gilbert King** has written about Florida history, the culture of ethical behavior plays a large part, from local government all the way up to the highest political offices in the state. And while many of the issues and challenges have evolved over the decades, there continue to be ethical dilemmas that arise due to the wide range of backgrounds and experiences among governmental staff today. In this session, we will explore both historical lessons learned using real-life cases as well as current examples that affect ethical decision-making. This session will also examine practical experiences and scenarios that take into account public trust and citizen understanding of good government practice as well as a long-held distrust of government that still resonates.

Addresses ICMA Practice Areas 1-Personal and Professional Integrity, 3-Equity and Inclusion, 4-Staff Effectiveness and 5-Personal Resiliency and Development

5:00 p.m. - 8:00 p.m.

Floridian Ballroom D-L

Good Ideas Center Open

5:30 p.m. - 6:00 p.m.

Floridian Ballroom C

First-Time Attendees Orientation

All new attendees are encouraged to attend this session where the FCCMA officers and staff will be introduced. Tips will be given on how to get the most from the conference and the association, with plenty of time for questions and answers.

6:00 p.m. - 8:00 p.m.

Floridian Ballroom D-L

President's Welcome Reception in the Good Ideas Center

Sponsored by ABM, Ajax Building Company, American Public University, CiviTek National, Inc., Colliers International, DTA, Florida Local Government Finance Commission, Florida PACE Funding Agency, FortiFi Financial, Inc., Freebee, Gehring Group, Hennessy Construction Services, Rehrig Pacific Company and Siemens Smart Infrastructure

THURSDAY – JUNE 3, 2021

7:30 a.m. - 8:30 a.m.

Floridian Ballroom D-L

Continental Breakfast in the Good Ideas Center

Sponsored by Black Mountain Software, Inc., Canarx, Charles Abbott Associates, Inc. (CAA), Clarke, Global Relay, Hilltop Securities, Inc., Inceptus and Pat's Pump & Blower

7:30 a.m. - 3:45 p.m.

Floridian Ballroom D-L

Good Ideas Center Open

7:30 a.m. - 5:00 p.m.

Floridian Ballroom Foyer

Registration Desk Open

8:30 a.m. - 10:30 a.m.

Bonnet Creek Ballroom X-XII

Opening General Session – A Smooth Sea Never Made a Skillful Sailor

Honor Guard: **Leesburg Police Honor Guard**
 Pledge of Allegiance: Led by **Micah Maxwell**, President, FCCMA
 National Anthem: **Terrance Stewart**, City Administrator, City of Arcadia
 Invocation: **John H. Christian**, Mayor, City of Leesburg
 Welcome Address: **John H. Christian**, Mayor, City of Leesburg
 Presentation: Richard G. Simmons Award
 B. Harold Farmer Scholarship
 Raymond C. Sittig Scholarship
 Past Presidents' Scholarship

Keynote Presentation:



The future success of today's leaders is inextricably linked to their mastery of change agility. Failure to do so will turn today's legacy into tomorrow's corporate disaster story. In the words of Alvin Toffler, "The illiterate of the 21st century will not be those who cannot read and write, but rather those who cannot learn, unlearn and relearn." Although anxiety and distress are the common responses to the prospect of change, if left unchecked, they can blind us to the opportunity for growth that change provides. In this session, culture architect **Tony Moore** will outline five foundational principles that, when followed, can serve as an anchor when the waves of change are upon us. Infused with humorous stories and valuable lessons learned through a lifetime of navigating change, this presentation will not only leave you energized, refocused and ready to take on your next challenge but also give practical tools to assist you.

Addresses ICMA Practice Areas 1-Personal and Professional Integrity, 5-Personal Resiliency and Development and 6-Strategic Leadership

9:00 a.m. - 10:00 a.m.
Floridian Ballroom C
Exhibitor and Sponsor Session
Hosted by Business Watch

All sponsors and exhibitors are invited to attend a special educational session. Business Watch helps serve the unique needs of government contractors through education on Florida issues.

Conference attendees will be in session, so you won't miss any quality booth time.

9:00 a.m. - 5:00 p.m.
Duval (Lower Level)
Resume Review Appointments

Dele Lowman Smith with GovHR will be available to meet one-on-one with attendees to discuss their resumes and the current job market. If you have not already signed up for an appointment, please check at the FCCMA registration desk for availability.

9:00 a.m. - 5:00 p.m.
Virtual Only

Financial Review Appointments with ICMA-RC

Mark Huston and **Hortensia Perez** with ICMA-RC will be available to conduct financial planning consultations. If you have not already signed up for an appointment, please email mhuston@icmarc.org or hperez@icmarc.org to inquire about availability.

10:30 a.m. - 11:00 a.m.
Floridian Ballroom D-L

Refreshment Break in the Good Ideas Center

Sponsored by ArchiveSocial, Asphalt Paving Systems, Inc., BuyBoard, GFL Environmental, Granicus, Haskell, Library Systems & Services and PSD Citywide

11:00 a.m. - 12:15 p.m.
Floridian Ballroom C

So You Have a Strategic Plan in Place: Now What?

Local government strategic planning has caught on in the past decade, but is it more than a buzzword or performative activity? In this session, you'll hear from several communities on how they've put their strategic plans in action, generating a return on investment for their respective communities. Kick your strategic plan into high gear with meaningful performance measures, target-specific business plans or real-time performance dashboards to demonstrate value and provide the transparency that many of your stakeholders are seeking.

Speakers: **Catherine Givens**, Assistant City Manager, City of Coral Springs; **Reese Goad**, City Manager, City of Tallahassee; and **David Mitchell**, Ph.D., Assistant Professor, School of Public Administration, University of Central Florida

Addresses ICMA Practice Areas 4-Staff Effectiveness, 5-Personal Resiliency and Development, 6-Strategic Leadership, 7-Strategic Planning and 8-Policy Facilitation and Implementation

11:00 a.m. - 12:15 p.m.
Floridian Ballroom B

How the "New Normal" Affects the Configuration of our Central Business Districts

As a result of COVID-19, the way people work, live and play has significantly changed. As we consider future planning initiatives, we need to consider how this "new normal" impacts retail, transportation, entertainment and real estate

and how that will affect our traditional downtowns and their appeal as a destination to live, work and entertain.

Speakers: **Whit Blanton**, Executive Director, Forward Pinellas and President-Elect, Florida Chapter of the American Planning Association; **Geoffrey Dickinson**, Senior Vice President, SB Friedman Development Advisors; and **Sarah Hannah-Spurlock**, Nighttime Economy Manager, City of Fort Lauderdale

Addresses ICMA Practice Areas 5-Personal Resiliency and Development, 6-Strategic Leadership, 8-Policy Facilitation and Implementation and 10-Service Delivery

11:00 a.m. - 12:15 p.m.

Floridian Ballroom A

Developing a Regional Business Case for Coastal Resilience

The costs of a changing climate are expected to be significant, yet the costs of failing to act are expected to be far greater. Understanding the economic impact of sea level rise, flooding and investments in adaptation and resilience are essential to developing a business case for pre-emptive action. This project represents a collaborative public-private partnership to highlight regional interdependencies and associated costs and benefits from adaptation and resilience investments.

Speakers: **Anne deBoer**, Associate Director, Sustainable Economics Lead, AECOM Technical Services, Inc.; and **Jennifer Jurado**, Chief Resilience Officer and Deputy Director, Environmental Protection and Growth Management Department, Broward County

Addresses ICMA Practice Areas 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery and 12-Financial Management and Budgeting

12:15 p.m. - 1:45 p.m.

Floridian Ballroom D-L

Buffet Luncheon in the Good Ideas Center

Sponsored by Ballator Insurance Group, BELFOR Property Restoration, CivicEngage, Florida PRIME, Florida Resiliency Energy District (PACE), Hunt/Amber Infrastructure, Johnson Controls International, Off Duty Management, ProParks Attractions Group, U.S. Water Services Corporation and VC3

Join fellow participants and exhibitors in the Good Ideas Center for networking opportunities and a great lunch. This is included in your registration fee.

12:15 p.m. - 1:45 p.m.

Hamilton/Indian River (Lower Level)

Board of Directors Meeting

2:00 p.m. - 3:15 p.m.

Floridian Ballroom C

Negotiation and Persuasion Skills

Some city and county managers move up in their careers because of the technical skills they've learned and applied along the way as they increase their levels of responsibility. What many may not realize when they take the top seat in their organization is the need to have executive-level negotiation and persuasion skills. Whether negotiating a large procurement contract or attempting to persuade elected officials to support a critical project, your soft skills are regularly put to the test. This session will focus on best practices and lessons learned from current and former managers on how to achieve win-win scenarios for your organization and elected officials.

Speakers: **Russ Blackburn**, City Manager, City of Port St. Lucie; **Jorge M. Gonzalez**, Village Manager, Bal Harbour Village; and **Daniel A. Kleman**, Past President and Senior Advisor, Florida City & County Management Association

Addresses ICMA Practice Areas 4-Staff Effectiveness, 5-Personal Resiliency and Development, 6-Strategic Leadership, 8-Policy Facilitation and Implementation and 14-Communication and Information Sharing

2:00 p.m. - 3:15 p.m.

Floridian Ballroom B

Partnering to Improve the Educational Systems in Our Communities

Public education (K-12) is one of the most important services provided at the local level, yet it is primarily deemed a responsibility of the county school board. Many Florida jurisdictions have concerns regarding education but don't understand what they can do to positively impact this service. This session will provide an overview of how public education systems affect our communities and their ability to attract quality businesses. It will explain why and how businesses, municipalities and school boards need to work together to advocate for public education and the benefits of this collaborative "business action team" model.

Speakers: **Ron Drew**, Executive Vice President, Greater Fort Lauderdale Alliance; **Eric Hall**, Ed.D., Chancellor for Innovation, Florida Department of Education; and **Maria Vazquez**, Ph.D., Deputy Superintendent, Orange County Public Schools

Addresses ICMA Practice Areas 2-Community Engagement, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 10-Service Delivery and 14-Communication and Information Sharing

2:00 p.m. - 3:15 p.m.

Floridian Ballroom A

How Public-Private Partnerships Can Turbo-Charge Economic Development

Learn how to use public-private partnerships to fortify your economic development efforts. In this case study, our presenters will show how the ability to deliver on promised incentives and utility services was key to winning a \$125 million economic development deal for the City of Groveland that will produce up to 400 new jobs with an average salary of \$52,000 this year.

Speakers: **Glenn Burden**, Area Manager and Senior Principal, Woodard & Curran; **Tracy Garcia**, Director, Agency for Economic Prosperity, Elevate Lake; and **Duane “Mike” Smith**, Vice Mayor, City of Groveland

Addresses ICMA Practice Areas 4-Staff Effectiveness, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, and 10-Service Delivery

3:15 p.m. - 3:45 p.m.

Floridian Ballroom D-L

Refreshment Break in the Good Ideas Center

3:45 p.m. - 5:00 p.m.

Floridian Ballroom C

The Immigration Conversation

Although the issue of immigration policy is primarily a federal one, the topic of immigration has a significant impact on our communities. Giving consideration to changing politics in Washington, D.C., this session will look at the current effects of immigration policy on local government. It will include a roundtable discussion of the challenges and opportunities created by these policies such as their impact on public safety, the local labor force, social services, schools and educational needs, housing, homelessness and many services provided by local governments.

Speakers: **Alexis Davis**, Policy Analyst and CBPP State Policy Fellow, Florida Policy Institute; **Santra Denis**, MPH, Executive Director, Miami Workers Center; **Josefina DeVito**, Immigration and Refugee Program Director, Florida Conference of Catholic Bishops; and **Antonio Tovar**, Principal Investigator for Research Projects, Farmworker Association of Florida

Addresses ICMA Practice Areas 2-Community Engagement, 3-Equity and Inclusion, 4-Staff Effectiveness, 6-Strategic Leadership, 8-Policy Facilitation and Implementation and 9-Community and Resident Service

3:45 p.m. - 5:00 p.m.

Floridian Ballroom B

Long-Term Impacts of a \$15 Minimum Wage on Local Government Operations

Florida voters have spoken, and Amendment 2 has passed. There has been plenty of discussion about how this will affect the private sector, but what about the public sector – especially our rural cities and counties? This panel discussion will focus on the questions you need to be asking in order to prepare your government for the coming effects on your payroll.

Speakers: **Douglas G. Baber**, Human Resources & Risk Management Director, St. Lucie County; **Ed Cook**, City Manager, City of Callaway; and **Hector Flores**, County Administrator, Charlotte County

Addresses ICMA Practice Areas 4-Staff Effectiveness, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery, 12-Financial Management and Budgeting and 13-Human Resources Management and Workforce Engagement

3:45 p.m. - 5:00 p.m.

Floridian Ballroom A

From Crisis to Recovery: Using AI to Better Understand Your Community

COVID-19 and the long-anticipated recovery process require cities and counties to be more attentive to their communities' needs and concerns than ever before. Learn how cities and counties from across the state use AI technology as an essential enabler for connecting to their residents, quantifying sentiment and opinions on key issues and adapting policies and services around the various challenges they face.

Speakers: **Jonathan Buchen**, Customer Success Manager, Zencity; **Michael C. Cernech**, City Manager, City of Tamarac; **Lee R. Feldman**, City Manager, City of Gainesville; and **Jonathan R. Lewis**, County Administrator, Sarasota County

Addresses ICMA Practice Areas 2-Community Engagement, 4-Staff Effectiveness, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery, 12-Financial Management and Budgeting, 13-Human Resources Management and Workforce Engagement and 14-Communication and Information Sharing

5:30 p.m. - 6:15 p.m.

Bonnet Creek Ballroom X-XII

Celebrating Professional Management – FCCMA's 2021 Awards Presentation

Be sure to join your colleagues for this special event to recognize FCCMA's 2021 award winners.

THURSDAY – JUNE 3, 2021 - CONTINUED

6:30 p.m. - 8:30 p.m.

BBQ Dinner at Kissimmee City Hall

Come enjoy Big John's Rockin' BBQ at Kissimmee City Hall, including a demonstration of the city's innovative underground refuse system. The tour, dinner and transportation are all included in your registration.

Buses will load starting at 6:15 p.m. outside the hotel's front entrance.

9:00 p.m. - 11:00 p.m.

Floridian Ballroom Foyer

Dessert Reception

Sponsored by AshBritt, Inc., National Water Main Cleaning Company and Public Risk Insurance Advisors (PRIA)

Join your colleagues for a late-night reception featuring mouthwatering desserts and great conversation. This is an event you don't want to miss!

FRIDAY – JUNE 4, 2021

7:30 a.m. - 4:30 p.m.

Floridian Ballroom Foyer

Registration Desk Open

7:45 a.m. - 8:45 a.m.

Floridian Ballroom Foyer

Continental Breakfast

7:45 a.m. - 8:45 a.m.

Citrus/Collier (Lower Level)

Inspirational Breakfast – Learning to Dance with a Limp After Life Trips You Up

Separate Fee - \$35.00

How does an individual “step forward” after experiencing four major life stressors at almost the same time? FCCMA Past President and Senior Advisor, **Pamela Brangaccio**, has faced the terminal illness and death of a life partner during a hurricane, the end of a 40-year local government career, a major physical injury resulting in learning to walk again and the sale of a family home and a move on the first day of the COVID-19 national lockdown. Through human generosity and the support of family and friends, she made it!

Addresses ICMA Practice Areas 1-Personal and Professional Integrity; and 5-Personal Resiliency and Development

9:00 a.m. - 10:15 a.m.

Bonnet Creek Ballroom X-XII

General Session – Leadership for the Future



Jan Tighe, retired Vice Admiral with the U.S. Navy, will share some of the leadership principles she learned throughout her career.

Retiring from the Navy in 2018, her last assignment was as the Deputy Chief of Naval Operations for Information Warfare and as

the 66th Director of Naval Intelligence. Previously, she served as the Commander of U.S. Fleet Cyber Command and U.S. 10th Fleet, where she was the first woman to command a numbered fleet. A career cryptologist, she served around the globe in leadership positions for both the Navy and the National Security Agency, specializing in signals intelligence and cyber operations. She earned Naval Aviation Observer Wings and supported Operation DESERT STORM in the EP-3E aircraft. She is a 1984 graduate of the U.S. Naval Academy and has a doctorate in Electrical Engineering and Master of Science in Applied Mathematics from the Naval Postgraduate School in Monterey, CA. She currently serves on the Board of Directors for Goldman Sachs, the Huntsman Corporation, Progressive Insurance and IronNet Cybersecurity, and serves as a Trustee for the MITRE Corporation.

Addresses ICMA Practice Areas 1-Personal and Professional Integrity, 5-Personal Resiliency and Development and 6-Strategic Leadership

9:00 a.m. - 5:00 p.m.

Duval (Lower Level)

Resume Review Appointments

Douglas B. Thomas with Strategic Government Resources will be available to meet one-on-one with attendees to discuss their resumes and the current job market. If you have not already signed up for an appointment, please check at the FCCMA registration desk for availability.

10:15 a.m. - 10:30 a.m.

Floridian Ballroom Foyer

Refreshment Break

10:30 a.m. - 11:45 a.m.

Floridian Ballroom C

Increasing Confidence and Pride in Local Government

A perilous problem confronting local government is the public's loss of trust in public and private institutions. Currently, most public and private institutions are not viewed with a high degree of trust by the American public, but local government is an outlier to this trend. For decades, local government has received over 70% approval by American citizens. And, on an individual level, 70% of the American public express trust in the management approach used by Anthony Fauci, M.D., during the COVID-19 pandemic. This presentation and subsequent panel discussion will review the characteristics common to local government and found in the management technique utilized by Fauci. These characteristics will

be presented as a model that leaders of local government can follow to build and maintain trust.

Speaker: **Michael L. Abels**, Retired City Manager, DeLand, FL

Addresses ICMA Practice Areas 1-Personal and Professional Integrity 5-Personal Resiliency and Development and 8-Policy Facilitation and Implementation

10:30 a.m. - 11:45 a.m.

Floridian Ballroom B

In a Post-COVID World, the Nature of Your Place Matters

Quality of place is the new currency for competitive communities – and their brands must convey it. Placemaking has grown as COVID-19 encouraged healthier, nature-based activity. Waterways, trail systems and even productivity of the land speak to a community's unique character and serve as attractors for talent, tourism and economic development. In this presentation, Johnson City, TN will demonstrate the power of placemaking and marketing a community's natural assets to capture its distinct essence and story.

Speakers: **Patrick Golden**, Executive Creative Director, North Star Place Branding + Marketing; and **Keisha Shoun**, Director of Communications and Marketing, Johnson City, TN

Addresses ICMA Practice Areas 2-Community Engagement, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery and 14-Communication and Information Sharing

10:30 a.m. - 11:45 a.m.

Floridian Ballroom A

Post-Disaster Recovery: Are You Ready?

Disasters are a part of life in Florida. It is not *if*, but *when* the next disaster occurs. Local governments need to be prepared for their next disaster to be fully eligible for any federal disaster assistance. Failure to follow proper protocols may result in non-eligibility or de-obligation of funding. Large disasters can strain budgets, and failure to follow proper guidelines could result in long-term budget issues. This session will focus on pre-disaster contracts, mutual aid agreements, procurement of services, insurance management and FEMA myths.

Speakers: **Ed Cook**, City Manager, City of Callaway; **Taylor Matheny**, Director of Operations, SynergyNDS; **Mark McQueen**, City Manager, City of Panama City; **Matt Mooneyham**, Regional Program Manager, Tetra Tech; and **Michael J. Morrill**, Account Executive, Florida League of Cities

Addresses ICMA Practice Areas 4-Staff Effectiveness, 5-Personal Resiliency and Development, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and

Resident Service, 10-Service Delivery, 12-Financial Management and Budgeting and 13-Human Resources Management and Workforce Engagement

12:00 p.m. - 1:30 p.m.

Bonnet Creek Ballroom X-XII

Annual Business Luncheon

Sponsored by American Structurepoint, Florida Development Finance Corporation, InterDev, Key Benefit Concepts, Management Partners, Inc., Mauldin & Jenkins, The Southern Group of Florida, Inc., Strategic Government Resources, Inc. (SGR), Telephone Town Hall Meeting and Trane Technologies, Inc.

1:45 p.m. - 3:00 p.m.

Floridian Ballroom C

Steering from the Back Seat: Building Consensus Among a Fractious Commission

As administrators, we often have to deal with the aftermath of bloody election seasons, commissioners who publicly oppose each other or other situations in which there is uncivilized discourse on the dais. This reflects negatively on the government and hinders the administrator's ability to move the commission, staff and initiatives forward. This session will focus on how the manager advocates for policy, develops consensus, leads the organization and motivates staff in this environment and other steps to handle this environment.

Speakers: **Jonathan E. Evans**, City Manager, City of Riviera Beach; **Joyce A. Shanahan**, City Manager, City of Ormond Beach; and **Howard N. Tipton**, County Administrator, St. Lucie County

Addresses ICMA Practice Areas 1-Personal and Professional Integrity, 5-Personal Resiliency and Development, 6-Strategic Leadership, 8-Policy Facilitation and Implementation and 14-Communication and Information Sharing

1:45 p.m. - 3:00 p.m.

Floridian Ballroom B

Balanced Growth-Making Infrastructure Investments to Support Development

Infrastructure investments are an important tool that local governments can use to support areas of their community in need of economic development. But how can local governments balance the need for development while maintaining the unique characteristics of existing neighborhoods or communities? Join in the discussion and hear case studies of how strategic investments can facilitate growth and revitalization while also balancing the desire to preserve the character of the locale being served.

Speakers: **Cynthia S. Barber**, Deputy City Manager, City of Tallahassee; and **Eddy Moratin**, President, LIFT Orlando

FRIDAY – JUNE 4, 2021 - CONTINUED

Addresses ICMA Practice Areas 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery and 12-Financial Management and Budgeting

3:00 p.m. - 3:15 p.m.
Floridian Ballroom Foyer

Refreshment Break

3:15 p.m. - 4:30 p.m.
Bonnet Creek Ballroom X-XII

FCMA's Annual Journeys Session: Challenging Our Paradigms

The annual Journeys conversation is designed to inspire and challenge our thinking as local government managers and potential managers. In the past, this session has brought together managers for a personal reflection on how their careers developed, who their mentors were and where they receive inspiration in tough times. This past year has challenged our skills as community builders and brought to light disparity in our country, communities and organizations. Whether it be systemic racial injustice, gender inequality or even political differences, we have been reminded of the challenges that stem from unconscious bias toward others. This year's session is meant to provide a self-reflection of alternative perspectives. Through a series of provocations, we hope to challenge attendees' thinking about traditional norms so that we can embrace change and a future that is more inclusive of our communities' interests.

Speakers: **Sarah Hannah-Spurlock**, Nighttime Economy Manager, City of Fort Lauderdale; **Tracy Miller**, Manager of Strategy Development, Sarasota County; and **Jill Silverboard**, Deputy County Administrator, Pinellas County

Addresses ICMA Practice Areas 3-Equity and Inclusion and 5-Personal Resiliency and Development

4:30 p.m. - 5:30 p.m.
Manatee (Lower Level)

Spouses Gathering

Join other spouses and partners for an informal get-together to share advice, war stories and common interests.

6:30 p.m. - 9:30 p.m.

Bonnet Creek Ballroom IV-IX

Friday Night Social – Dueling Pianos

Sponsored by DRC Emergency Services, LLC & SLSCO, Ltd., ENGIE North America, FORTA, Government Services Group, Inc., ICMA-RC and Ygrene Energy Fund

Conference is almost over, and now it's time to join your colleagues for an evening of great food and entertainment. Dueling Pianos performed by Fun Pianos! is the entertainment, and they have promised an outstanding two-hour interactive show perfect for all audiences. There will be a buffet dinner to start the evening, followed by the show. This is an event for the entire family, **but everyone who attends MUST be registered**. Be sure to register your children if you will be bringing them with you.

SATURDAY – JUNE 5, 2021

8:00 a.m. - 9:45 a.m.

Bonnet Creek Ballroom X-XII

Closing Breakfast – BrainSHIFT: 3 Mindful Steps to Break the Stress-Success Cycle



How often do you have: Difficulty focusing at work? Racing thoughts before bed? Feelings of stress or anxiety, ending up with too many visits to the doctor with no real answers? It's time to get to the core of the issue and break the stress-success cycle. **Romie Mushtaq**, M.D., blends medicine and wellness into her "3 Mindful Steps" and will truly shift your personal and professional lives. In this interactive program you will identify your current stress level and learn to immediately implement three basic steps to lead with calm, decision and precision.

Addresses ICMA Practice Area 5-Personal Resiliency and Development

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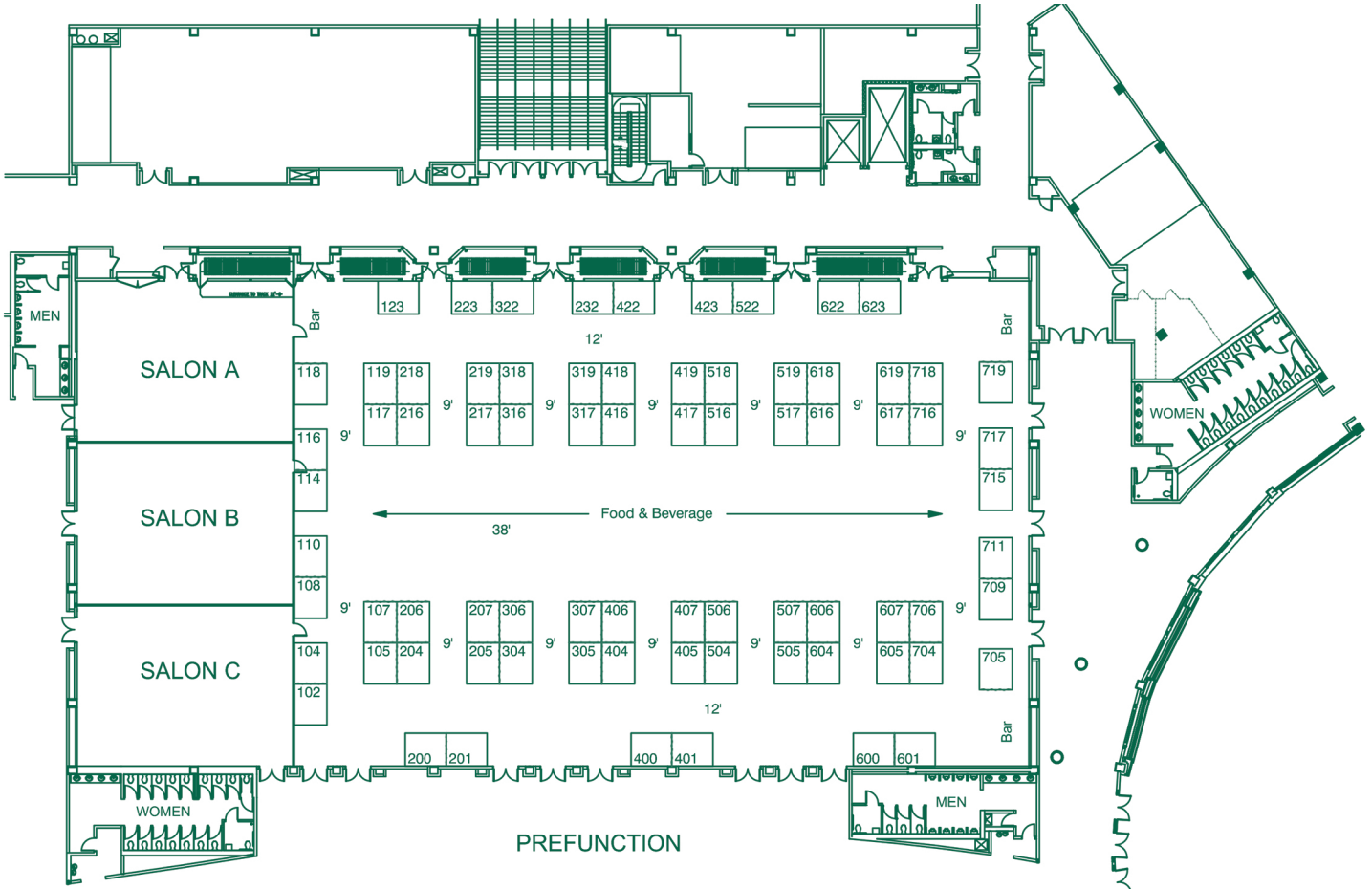
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Kenneth Thompson

Sarasota; 1952-53

C.L. McCall

Miami Shores; 1953-54

J.K. Mizell

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Quincy; 1955-56

Oscar Hetteema

Dade City; 1956-57

Charles Odom

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David O. Payne

Lakeland; 1958-59

Oliver J. Semmes

Pensacola; 1959-60

Joseph W. Watson

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Warren E. "Pete" Knowles

Sanford; 1965-66

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Lakeland; 1966-67

Joe N. Crowder

Stuart; 1967-68

M.W. Thomas

Leesburg; 1968-69

Lynn Andrews

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Daytona Beach; 1970-71

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Merrett Stierheim

Pinellas County; 1974-75

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Delray Beach; 1976-77

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Kissimmee; 1977-78

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Palatka; 1980-81

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Bal Harbour; 1981-82

Daniel A. Kleman

Tallahassee; 1982-83

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Clearwater; 1984-85

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Altamonte Springs; 1988-89

Thomas C. Kelly

Volusia County; 1989-90

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Tallahassee; 1990-91

Rodney L. Kendig

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North Miami Beach; 1992-93

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Jonathan R. Lewis

North Port; 2011-2012

Joyce Shanahan

Ormond Beach; 2012-2013

Russ D. Blackburn

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Jill S. Silverboard

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Michael C. Cernech

Tamarac; 2018-2019

Shannon Lewis

Melbourne; 2019-2020

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION
2021 Annual Business Meeting



Friday - June 4, 2021
Hilton Orlando Bonnet Creek
Bonnet Creek Ballroom X-XII

Agenda

Roll Call

Approval of the Minutes

Financial Report

Communications

Unfinished Business

Election of Officers

New Business

Adjournment

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION

2020 Annual Meeting Minutes

Friday, May 29, 2020 – Via GoToWebinar

The meeting was called to order by President Shannon Lewis at 10:02 a.m.

A motion was made and seconded to substitute the business meeting registration list for the required roll call. The motion passed without opposition.

President Lewis advised the minutes from the May 2019 annual meeting were sent via email and posted as an attachment on the webinar.

A motion was made and seconded to approve the minutes of May 2019. The motion passed without opposition.

President Lewis advised the FY18 and FY19 audit was sent via email and posted as an attachment on the webinar.

A motion was made and seconded to accept and file the FY18 and FY19 audit. The motion passed without opposition.

President Lewis advised the State of the Association report was mailed electronically to all members and posted on the website.

There was no unfinished business. President Lewis discussed the election process.

President Lewis advised Mr. Micah Maxwell would formally assume the presidency after the annual business meeting.

President Lewis advised Mr. Horace McHugh would formally assume president-elect after the annual business meeting.

President Lewis advised the slate of officers and directors was sent via email and posted as an attachment on the webinar. She opened the floor for nominations. There were no nominations from the floor.

A motion was made and seconded to close the nominations. The motion passed without opposition.

A motion was made and seconded to elect Ms. Lori LaVerriere to the position of Secretary/Treasurer. The motion passed without opposition.

A motion was made and seconded to elect Mr. Michael McNees to one of the open At-Large Directors positions. The motion passed without opposition.

A motion was made and seconded to elect Mr. Alan Rosen to the other At-Large Director's position. The motion passed without opposition.

President Lewis announced the new District Directors for Districts II, IV, VI and VIII: Mr. Michael Grebosz, Ms. Christine Thrower-Skinner, Mr. Peter Lear and Mr. Jim Gleason.

President Lewis recognized the outgoing Board members: Mr. Michael Cernech, Mr. Charles Chapman, Mr. Shawn Sherrouse and Mr. Daniel Clark.

President Lewis thanked outgoing Ethics Committee members, Mr. Jonathan Lewis and Ms. Jill Silverboard; and announced her appointment of Mr. Daniel Clark and Dr. Brenda Fettrow to serve a four-year term on the Committee.

President Lewis recognized the newly-credentialed managers, the service award recipients and the 2020 Scholarship and Award Recipients:

- **B. Harold Farmer Scholarship:** Brandon Henry, Master of Public Administration, University of South Florida
- **Raymond C. Sittig Scholarship:** Lindsey Johnson, Master of Public Administration, Florida Gulf Coast University
- **Academic Scholarships:** Brett McFarlane, Master of Public Administration, Florida Gulf Coast University; and Fabiana Solano, Master of Public Administration, Florida Gulf Coast University
- **Lifesaver Award:** Howard Tipton, County Administrator, St. Lucie County
- **Senior Advisor Award:** Oel Wingo
- **Assistant for Excellence in Leadership:** T. Michael Stavres, Assistant City Manager, Winter Haven
- **Professional Management Excellence Award:** Alexander Diaz, Town Manager, Golden Beach
- **If You Care You Do! Award:** Douglas Baber, Human Resources and Risk Management Director, St. Lucie County; and Sarah Hannah-Spurlock, Nighttime Economy Manager, Fort Lauderdale
- **President's Award:** Michael Sittig, Executive Director, Florida League of Cities
- **Michael J. Roberto Award for Career Development:** Jill Silverboard, Deputy County Administrator, Pinellas County
- **Richard (Dick) Simmons Lifetime Achievement Award:** Kurt Bressner, ICMA/FCCMA Senior Advisor

President Lewis gave her speech as outgoing President.

Mr. Jerry Maxwell, FCCMA Past President, administered the Oath of Office to Mr. Micah Maxwell, the incoming President.

Mr. Maxwell gave his speech as incoming President. He talked about how COVID-19 altered how we implement programs which gives us a significant opportunity to make meaningful change, how we need to leave the Association better than we found it and his commitment to continue the work President Lewis began with Sarah Hannah-Spurlock and Jill Silverboard related to the Women in Local Government Training Program. For him, the sustainability of the Association and the profession is driven by the commitment to expand the pool of perspectives around us and in the willingness to evolve our own.

There being no further business, President Lewis called for the meeting to adjourn at 10:38 a.m.

Respectfully submitted,

Carol Russell
Executive Assistant

2020 FCCMA FINANCIAL STATEMENTS

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION, INC.

Statement of Financial Position

September 30, 2020

ASSETS

Current Assets

Cash in Banks	\$	471,184.20	
Investments - Restricted to the B. Harold Farmer Scholarship		14,123.03	
Investments - Vanguard		263,316.54	
Accounts Receivable (Exhibit A)		209.40	
Prepaid Expenses		1,897.36	
Deposits		<u>16,820.00</u>	
Total Current Assets	\$		767,550.53

Computer Assets

Software		8,800.00	
Less: Accumulated Amortization		<u>8,800.00</u>	
Computer Assets, Net			<u>0.00</u>

Other Assets

Deposits			4,500.00
Total Assets	\$		<u><u>772,050.53</u></u>

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts Payable (Exhibit A)		28,051.47	
Deferred Income		<u>9,972.00</u>	
Total Liabilities			38,023.47

Net Assets:

Unrestricted		519,904.03	
Funds Designated to 2025 ICMA Conference		200,000.00	
Temporarily Restricted to the B. Harold Farmer Scholarship		<u>14,123.03</u>	
Total Net Assets			<u>734,027.06</u>
Total Liabilities and Net Assets	\$		<u><u>772,050.53</u></u>

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION, INC.

Statement of Activities For the Year Ended September 30, 2020

	UNRESTRICTED	TEMPORARILY RESTRICTED	BUDGET	OVER (UNDER) BUDGET	%
Revenues					
Dues Income	171,138.00		169,000.00	2,138.00	1.01
Investment Income	14,571.72	928.05	5,500.00	9,999.77	2.82
Symposiums	2,600.00		3,750.00	(1,150.00)	0.69
Other Income - Directory	30,350.00		15,000.00	15,350.00	2.02
Other Income - ICMA Dinner	7,350.00		15,000.00	(7,650.00)	0.49
Other Income - Misc.	9.29		0.00	9.29	0.00
Conference Income	0.00		354,055.00	(354,055.00)	0.00
Winter Institute Income	33,385.00		36,100.00	(2,715.00)	0.92
On-Site Training	5,344.00		12,000.00	(6,656.00)	0.45
Total Revenues	264,748.01	928.05	610,405.00	(344,728.94)	0.44
Expenses					
Operating Expenses	12,382.50		12,500.00	(117.50)	0.99
Gifts & Awards	3,207.83		1,000.00	2,207.83	3.21
District Networking	500.00		4,000.00	(3,500.00)	0.13
Printing & Postage	2,593.98		4,000.00	(1,406.02)	0.65
Board/Committee Expenses	5,102.13		8,000.00	(2,897.87)	0.64
Staff Travel	4,928.23		8,950.00	(4,021.77)	0.55
Member In Transition Program	0.00		8,000.00	(8,000.00)	0.00
Winter Institute Expenses	31,628.93		38,350.00	(6,721.07)	0.82
Services - FLC	74,600.00		74,600.00	0.00	1.00
Auditing Services	5,962.50		5,625.00	337.50	1.06
Conferences Expenses	21,282.98		342,850.00	(321,567.02)	0.06
Insurance	988.12		1,300.00	(311.88)	0.76
Senior Advisor Expense	2,571.10		8,000.00	(5,428.90)	0.32
Special Projects	0.00		15,000.00	(15,000.00)	0.00
ICMA Coaching Program	0.00		1,000.00	(1,000.00)	0.00
ICMA Conference Expenses	10,106.72		19,000.00	(8,893.28)	0.53
Fund for Professional Management	0.00		50,000.00	(50,000.00)	0.00
Income Taxes	4,420.00		1,076.00	3,344.00	4.11
CFLGE Center Expenses	43,000.00		43,000.00	0.00	1.00
On-Site Training	2,453.68		4,500.00	(2,046.32)	0.55
Scholarships	15,000.00		24,900.00	(9,900.00)	0.60
Symposium Training	1,624.81		4,000.00	(2,375.19)	0.41
Supplies	1,567.83		1,000.00	567.83	1.57
Publications (Directory)	9,817.52		7,200.00	2,617.52	1.36
Video Production	8,472.02		15,000.00	(6,527.98)	0.56
Technology	1,921.17		2,000.00	(78.83)	0.96
Total Expenses	264,132.05	0.00	704,851.00	(440,718.95)	0.37
Increase/(Decrease) in Net Assets	615.96	928.05	(94,446.00)	95,990.01	
Net Assets - 10/01/19	719,288.07	13,194.98	732,483.05	0.00	
Net Assets - 09/30/20	719,904.03	14,123.03	638,037.05	95,990.01	

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION, INC.
Statement of Cash Flows
For the Year Ended September 30, 2020

Cash Flows from Operating Activities:	
Increase in Net Assets	\$ 1,544.01
Adjustments to Reconcile Increase in Net Assets to Net Cash Used by Operating Activities:	
Net Unrealized Investment Gain	(7,351.45)
Decrease in Accounts Receivable	3,196.49
Increase in Prepaid Expenses	(1,055.35)
Increase in Deposits	(12,155.00)
Decrease in Accounts Payable	(26,165.11)
Decrease in Deferred Income	<u>(262.00)</u>
Net Cash Used by Operating Activities	\$ (42,248.41)
Cash Flows from Investing Activities:	
Purchase of Investments	<u>(5,304.55)</u>
Net Cash Used by Investing Activities	<u>(5,304.55)</u>
Net Decrease in Cash	(47,552.96)
Cash - 10/01/19	<u>518,737.16</u>
Cash - 09/30/20	<u>\$ 471,184.20</u>

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION, INC.
Winter Institute Report
For the Year Ended September 30, 2020

	ACTUAL	BUDGET
CONFERENCE REVENUES		
Registrations	\$ 25,885.00	26,100.00
FBW Sponsorships	5,000.00	5,000.00
Corporate Sponsors	2,500.00	5,000.00
	33,385.00	36,100.00
Total Conference Revenues	\$ 33,385.00	36,100.00
CONFERENCE EXPENSES		
Food & Beverage	\$ 6,852.10	10,500.00
Lunch	4,025.52	6,300.00
Reception	5,405.90	5,000.00
Speaker Travel/Expense	10,533.04	10,000.00
Audio Visual	2,127.03	3,500.00
Staff Travel	2,254.28	3,000.00
Miscellaneous	431.06	50.00
	31,628.93	38,350.00
Total Conference Expenses	\$ 31,628.93	38,350.00
Revenues Over (Under) Expenses	\$ 1,756.07	(2,250.00)

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION, INC.

**Annual Conference Report
For the Year Ended September 30, 2020**

	ACTUAL	BUDGET
CONFERENCE REVENUES		
Registrations	\$ 0.00	132,255.00
Exhibit Booths	0.00	111,800.00
Past President Scholarship Contributions	0.00	0.00
Contributions	0.00	110,000.00
	<hr/>	
Total Conference Revenues	\$ 0.00	354,055.00
CONFERENCE EXPENSES		
Food & Beverage	\$ 0.00	28,500.00
Saturday Breakfast	0.00	8,000.00
Business Luncheon	0.00	16,500.00
Welcome Reception	0.00	21,000.00
Friday Night Social	0.00	52,000.00
Special Events/Other Entertainment	0.00	52,750.00
Speakers	0.00	45,000.00
Audio Visual	0.00	30,000.00
Awards	0.00	2,500.00
Supplies	0.00	3,200.00
Postage	165.26	600.00
Printing	0.00	3,000.00
Pre-Conf Lunch	0.00	8,600.00
Consultant Fees and Expenses	20,000.00	51,000.00
Staff Travel	0.00	4,300.00
Board Dinner	0.00	5,000.00
Exhibit Hall Decorator	120.00	8,000.00
Conference Planning/Site Visits	0.00	400.00
Miscellaneous	0.00	1,500.00
Insurance	997.72	1,000.00
	<hr/>	
Total Conference Expenses	\$ 21,282.98	342,850.00
	<hr/>	
Revenues (Under) Over Expenses	\$ (21,282.98)	11,205.00
	<hr/> <hr/>	

FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION, INC.

**Supplemental Information
For the Year Ended September 30, 2020**

EXHIBIT A

Accounts Receivable:

Various Receivables	\$	123.15	
ICMA-Senior Advisors Expenses		<u>86.25</u>	
			\$ <u><u>209.40</u></u>

Accounts Payable:

Florida League of Cities, Inc.	\$	21,292.89	
Shorstein & Shorstein, C.P.A.'s		6,187.50	
Vendors		<u>571.08</u>	
			\$ <u><u>28,051.47</u></u>

Deferred Income:

Past President Scholarships	\$	3,450.00	
Symposiums		3,750.00	
Dues		<u>2,772.00</u>	
			\$ <u><u>9,972.00</u></u>

PY 2021-2022 SLATE OF OFFICERS AND DIRECTORS

PRESIDENT

Horace A. McHugh, Assistant City Manager, North Miami Beach

PRESIDENT-ELECT

Lori LaVerriere, City Manager, Boynton Beach

SECRETARY-TREASURER

Michael Grebosz, Assistant City Manager, DeLand*

PAST PRESIDENT

Micah Maxwell, Assistant City Manager, Clearwater

DISTRICT I DIRECTOR

Elmon Lee Garner, Town Manager, Sneads

DISTRICT II DIRECTOR

Michael Grebosz, Assistant City Manager, DeLand**

DISTRICT III DIRECTOR

Jack A. "Al" Butler, Jr., Director of Support Services, Ocoee

DISTRICT IV DIRECTOR

Christine M. Thrower-Skinner, Village Manager, Golf

DISTRICT V DIRECTOR

Sharon P. Ragoonan

DISTRICT VI DIRECTOR

Terry Atchley, City Manager, Wauchula

DISTRICT VII DIRECTOR

Matthew Spoor, City Manager, Safety Harbor

DISTRICT VIII DIRECTOR

Al Minner, City Manager, Leesburg

AT-LARGE DIRECTORS

Brad Johnson, Assistant County Administrator, Sarasota County*

Michael A. McNees, City Manager, Marco Island

Alan Rosen, County Manager, Lake County

* Indicates election by the full membership.

** If Michael Grebosz is approved as secretary, the District II position will be appointed by the Board of Directors.

PROFESSIONAL MANAGEMENT MATTERS



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PMM IS HARD AT WORK ...

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- ... Presenting at charter review meetings
- ... Engaging and educating civic groups
- ... Sharing PMM with our next generation of Professional Managers

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Share your examples of **professional management in action**

Casey Cook

FCCMA Executive Director

(850) 222-9684

ccook@flcities.com

Thank you for your loyal support of the FCCMA!



MARK YOUR CALENDARS FOR NEXT YEAR!

June 1-4, 2022 • Renaissance Orlando at SeaWorld®

FOR MORE INFORMATION CONTACT:

CAROL RUSSELL

FCCMA

P.O. BOX 1757

TALLAHASSEE, FL 32302-1757

(850) 222-9684

CRUSSELL@FLCITIES.COM