

August 2021



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

Save the Date

Virtual 2021 FCCMA Fall Symposium

Thursday, October 28, 2021

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

Haven't completed your ethics training yet? The focus of the 2021 FCCMA Fall Symposium will be: Ethics in Practice in an Evolving Profession.

Registration will open soon.

President's Message

FCCMA Members:

As an organization, we mourn the passing of Bill Horne, longtime (20-year) City Manager of Clearwater. Bill was a giant in the profession and, during his tenure, made a positive impact in so many of the circles in which he was involved. He was known to many by different titles, including family man, inspirational/faith leader, veteran, city manager, public administrator, mentor and friend. Even if you did not know Bill, let us use his life story as an example of how we should be living ... always displaying integrity, driven to unselfish community service, inspired by faith, making an indelible impact on the people we serve and ultimately leaving the communities we serve in a much better condition at the end of our tenure. May we continue to keep his family and the Clearwater staff in our thoughts and prayers.

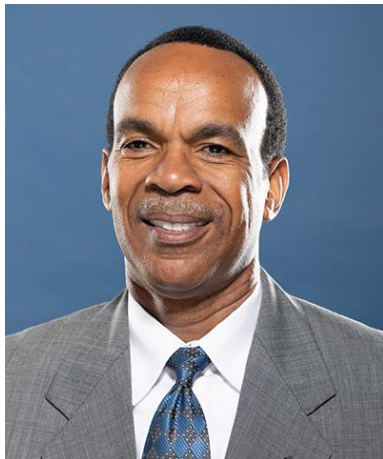
The notices for annual membership renewal will be sent out at the end of next month via regular mail and email. This is a great time for me to remind members of the numerous benefits of membership, including our strong code of ethics, opportunities for networking, training and development, advocacy of professional management, and support of the practitioners and the municipalities they serve. If you are aware of other professionals who would benefit from membership, feel free to invite them to contact a member of the Membership Committee, staff (or the website) for additional information.

The Association's commitment to a strong code of ethics is evidenced by an annual requirement to complete a minimum of four hours of ethics training. This program year, the Professional Development Committee is planning another virtual, ethics-based Fall Symposium to assist in satisfying that requirement. We also traditionally offer ethics training as a pre-conference session at our annual conference, and our online library has several past webinars and ethics-based training events. As we mastered the virtual learning platform during the past year, many more ethics-based training opportunities have been made available from a variety of sources. If you have not already satisfied your annual ethics training

requirement, now is a great time to plan on doing so.

[Read more.](#)

Best Regards,



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

Horace McHugh
FCCMA President

The FCCMA Podcast - Now Streaming!



In each episode of **The FCCMA Podcast**, you will hear unique stories from public servants that make lasting contributions to their communities and the profession.

This release will feature:

- **Public Engagement and Environmental Planning** with Courtney Barker, City Manager, City of Satellite Beach.
- **Breaking Silos in City Departments** with Lisa Hendrickson, Assistant City Manager, City of Pinellas Park.
- **A Tale of Two Cities: From Palm Bay to Malabar** with Lisa Morrell, Town Manager, Town of Malabar.
- **A New Vision for Panama City** with Mark McQueen, City Manager, City of Panama City.

If you enjoy the podcast, please leave a review and share it with a friend or colleague. Stay tuned for the next release of

[Listen Now!](#)

Member News and Updates

The following membership applications have been received:

- **Geoff Dickinson**, Senior Vice President, SB Friedman Development Advisors, Corporate Member
- **Dana Flora**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member
- **Donecia Griffin**, District I, Executive Assistant to City Administrator, City of Pensacola, Affiliate Member
- **Caitlin Johnson**, Project Manager, SB Friedman Development Advisors, Corporate Member
- **Travis Kendall**, District V, Director, Planning, Zoning, Sustainability, Resiliency, Miami Shores Village, Full Member
- **Terrence Moore**, District IV, City Manager, City of Delray Beach, Full Member
- **Patrick Robinson**, District VI, Deputy City Manager/Public Safety Administrator, City of Sarasota, 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.

In Memoriam

Norton "Mac" Craig

Former FCCMA member Norton "Mac" Craig died August 2nd at 84, less than a week after the death of his wife of 47 years, Shirley. Mac was a 10-year member during his tenure as City Manager of Largo.

[Click here](#) to view his obituary.



Bernard "Bernie" Murphy

Bernard "Bernie" Murphy, longtime FCCMA member, passed away. He served as City Manager in several cities in Florida, including Gainesville, Sanibel, Ormond Beach, Ponce Inlet and Flagler Beach. He served on the FCCMA Board from 1988 to 1989. In 2005, the FCCMA Board granted lifetime membership to Mr. Murphy for his service to the profession and mentoring numerous individuals. A memorial service for him will be held on Oct. 23 at 3 p.m. at the Trinity Episcopal Church in Staunton VA.



Paul Sharon

Paul Dennis Sharon, 81, of Newtown Square, Pennsylvania, passed away unexpectedly on August 19, 2021. In retirement, as a Life Member of the International City/County Management Association, he continued to serve as a mentor to local government officials in Florida. He served as a senior advisor from 2003-2013. He is survived by his wife Joan; his children Brian, Maureen and Kevin; his brother, Dennis; and his 6 grandchildren.

The family held a private service to mark his passing. In lieu of flowers, his family requests donations be made in Paul's honor to the Sisters of Mercy, 1437 Blossom Road, Rochester NY, 14610.



Remember the MITs?

The Empty Key Ring Syndrome

by Kurt Bressner, ICMA-CM

Years ago I faced a difficult time following a forced separation from my city manager position. The morning after my forced resignation, I distinctly recall looking at my key ring, which held only a house key and a car key. My key ring had become a symbol of lost authority and prestige. Members in Transition (MIT) are facing their job losses in varying ways. Uniform in our conversations with them is a desire to stay connected with the profession they love. They seek interim assignments as department heads or on temporary projects. For MIT, this type of work provides several benefits: providing income during a difficult time, a connection with peers and opportunities to show continued professional activity and interest on their resumes. The Florida Senior Advisor Program seeks your help in identifying interim work assignments for our MIT. Your organization probably has supervisory needs, policies, procedures and other projects demanding attention that current staff cannot get to or that could use a fresh approach. We have all learned techniques for networking and working remotely from COVID. If you have an interim assignment, let Carol Russell at FCCMA crussell@frcities.com know so we can relay the information to our MITs. Please help a MIT deal with the Empty Key Ring Syndrome.

Kurt Bressner, ICMA-CM
FCCMA/ICMA Senior Advisor

Editor's Note: FCCMA recognizes Members who provide interim employment to MIT through the "Life Saver" award presented at the FCCMA Annual Conference.



ICMA Award Recipients

Honorary Membership

Michael Sittig, Executive Director Emeritus, Florida League of Cities

Service Awards

10 Years

Austin Blake
Alan Braithwaite
Zoie Burgess
Daniel Clark
Jared Cobb
Rodney Lucas
Jeffrey Tillman
Ocea Wynn

20 Years

John Coffey
Angela Gasca
Antonio Jefferson
Emilie Smith
Matthew Spoor
Randal Vosburg
Kim Worley

25 years

Dale Arrington
Ajibola Balogun
Marc-Antonie Cooper
Robert Francis
Darren Gray
Glenn Irby
Robert Majka

30 Years

Michelle del Valle-Neuner
Ana Garcia
Robert Green
Roberto Hernandez
Paul Schofield

35 Years

Michael Booker
Rafael Casals
Joseph Helfenberger
Faye Johnson
Raymond Liggins
Gregory Murray

40 Years

Roger Hernstadt
Ronald Wasson
Judith Zimomra

45 Years

Russ Blackburn
Max Royle

Featured Member

Meet Kimberly Nicholls, Human Resources Directors, City of Safety Harbor

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

I became a member of FCCMA in January 2021. I joined FCCMA because I was looking for support, education and networking to become an enhanced public servant and leader, which I feel FCCMA provides.

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

No, I am currently not a member of ICMA.

Please describe your areas of formal/advanced education.

I have a bachelor's degree in Human Resources, and a master's degree in Public Administration from Barry University in Miami FL.

Why did you select a career in public service?

I selected a career in public service because I want to make a difference. Being a public servant provides the opportunity to contribute to the improvements that are vital to quality of life. I am fortunate to work with a group of individuals at the City of Safety Harbor who share the same passion.

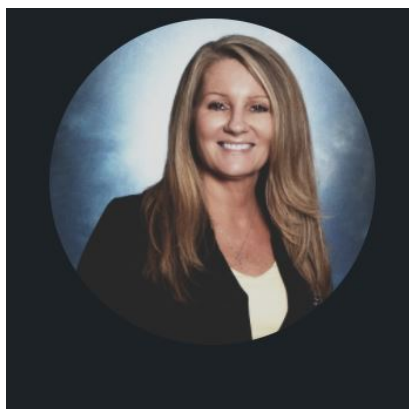
Have you always been in the public sector or have you had experience in the private sector?

I have been in the public sector for 25 years. I fell into public service as a young person needing a job and needing to support my family. When offered my first position in the public sector many years ago, my boss told me – "you won't get rich working here, but you will have a great job, great benefits, you'll make a difference and you will be able to take care of your family." Exactly what I was looking for, and how true those words have been!

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 Human Resources Director for the City of Safety Harbor and oversee pay and classification, benefits, labor relations, retirement services, risk management, selection and staffing, training and development, wellness and workplace safety.

[Read More.](#)



Member Article

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

By Douglas G. Baber, SHRM-CP, MBA, DBA(c)

On November 3, 2020, the Florida voters have spoken, and Amendment 2 was passed. This initiative passed with 60.8% of the vote, just over the 60% minimum required for approval. Effective, September 30, 2021, the new Florida minimum hourly rate will be \$10 an hour or \$6.98 plus tips for tipped employees and set to increase \$1 an hour each of the following years to \$15 an hour in September 2026. This change will put the Sunshine State on a short list of states that have enacted a \$15 per hour minimum wage. Other states that have approved the same minimum include California, Connecticut, Illinois, Maryland,

Massachusetts, New Jersey and New York.

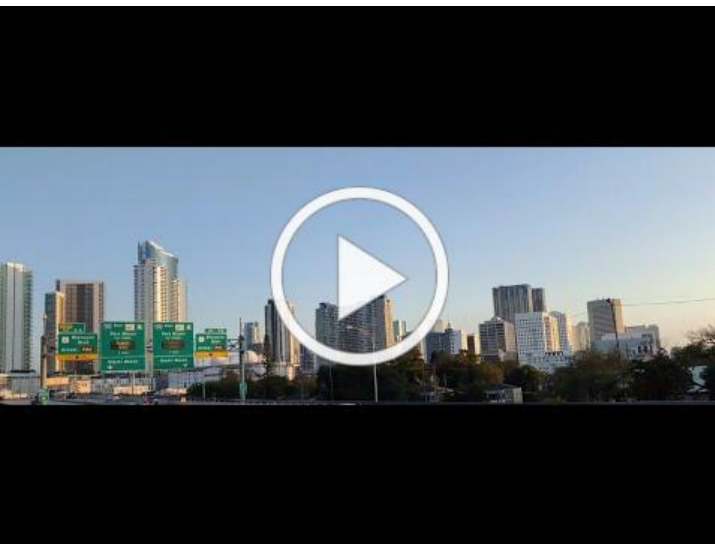
There has been plenty of discussion about how this will affect the private sector, but what about the public sector, especially our rural cities and counties? This article will focus on the questions you need to be asking to prepare your governmental agency for the coming effects on your projected payroll and possible wage compression.

Some organizations may not need to worry about this impending change, as the market that they live in is already at a level where you are paying your entry level positions at or above this wage now to remain competitive in the market. The problem arises when in the smaller organizations that pay a competitive wage of \$9 to \$10 an hour now and are not able to increase services at the current wage due to budgetary constraints. Once they go to \$10 an hour in September of 2021, they will be forced to look at the compression issues related to moving just those low paid employees up to the new minimum.

[Read more.](#)



Professional Management Matters



During the 2020-2021 program year, the FCCMA Communications Committee updated the Professional Management Matters video. FCCMA previously used the ICMA Life Well Run campaign video with Florida elected officials. This year, the Communications Committee wrote a script and used footage from Florida's local governments and current elected officials to promote professional management matters.

This video shows the value of professional management to citizens and elected officials. If you are interested in posting this video on your city or county's website, please contact Carol Russell at crussell@flcities.com.



On August 2, 2021, FCCMA Member Michael Beedie presented the ICMA Recognition Award to the Niceville Council and City Manager Lannie Corbin in celebration of their 65th year as a Council-Manager form of government.

Pictured left to right: Councilmember Bill Schaetzle, Councilmember Cathy Alley, Councilmember Abner Williams, Fort Walton Beach City Manager Michael Beedie, City Manager Lannie Corbin, Mayor Daniel Henkel, Councilmember Sal Nodjomiam and Councilmember Carl Donahoo.

National Preparedness Month



Prepare to Protect: Before Peak Hurricane Season

by Pam Forrester, External Affairs Specialist, Federal Emergency Management Agency

Prepared- Not Scared. Disasters Don't Wait- Make a Plan. And FEMA's 2021 theme for National Preparedness month: Prepare to Protect. To prepare ahead for a disaster is to protect everyone you love. These are important messages for businesses and families to follow as Mother Nature's wrath and man-made disasters wreak havoc on lives across the country and in our own back yards.

September is National Preparedness Month. It is the time to update plans for businesses, homes, schools, churches and families to help lessen the impact, before a disaster strikes.

In Florida and throughout the southeast United States, September is the peak of the Atlantic Hurricane season. With predictions for an active season, the states could see multiple strong storms impacting communities.

Are you prepared for the next big event that can happen suddenly, with little or no warning, anytime and anywhere? Can you answer "yes" to this question?

In the wake of the 9/11 terrorist attacks on New York City's Twin Towers and the Pentagon in Washington D.C., 20 years ago this month, the Department of Homeland Security began urging all citizens to prepare for emergencies and disasters. In 2003, the Ready campaign and Ready.gov website were created as a public service to educate and empower people to prepare and respond to emergencies. With resources and checklists, the website guides businesses and families to prepare for unforeseen disasters. Dozens of links lead to information on how anyone can ready themselves for specific disasters, from hurricanes in our region, to earthquakes in other parts of the United States. They

provide details and a starting point for conversations in the workplace with employees or at home with children.

"By planning and preparing before a disaster happens, you are protecting and safeguarding your family and property, minimizing the impact of an incident and positioned to recover more quickly," said Gracia Szczech, Regional Administrator for FEMA Region 4.

[Read more.](#)

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Mes de Preparación Nacional 2021

Prepárese con el fin de proteger



[Download Flyer](#)

From Our Partners

ICMA Coaching Program

[Click here](#) to access Career Compass No. 92, "Leveraging Six Sources of Influence." Please share it with your employees.

ICMA High Performance Leadership Program – ICMA Member Discount

The Professional Development Academy is offering a \$500 discount to all ICMA members for the ICMA High Performance Leadership program. This incredible program is led by General Colin Powell and city and county leaders. The Academy is 100% online and self-paced apart from a brief meeting and small break-out group.

The program offers live coaching calls, and 4-5 hours of online work a week. It includes a 12-week, 4-course mentorship-based program with content provided by industry-leading executives. This program provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication and delivering value within high-performance management.

The program normally costs \$2,495. The ICMA discount puts the price per participant at \$1995. For information about dates and course schedules, please see the September program calendar linked below.

[Click here](#) to view the September program calendar.

For more information on how to enroll, please contact Ben Graves at beng@pdaleadership.com or 503.908.3931.

Events and Training Opportunities



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

Building Safety: Understanding the Broward and Miami-Dade County Building Safety Inspection Program

September 2, 2021, 2:00 p.m. - 3:00 p.m. ET
ICMA Practice Areas: 9, 10 and 13

Program Summary:

This session will provide an overview of the Broward and Miami-Dade County Building Inspection Safety Program. This program, which gained worldwide attention following the Surfside, Florida condominium collapse tragedy that occurred in June 2021, requires the recertification of the structural and electrical components of buildings that are at least 40-years old. Panelists will explore the history of the program, the role of each entity involved, as well as insights into how to implement and structure a building safety inspection program.

Presenters:

- John Travers, Building Official, City of Fort Lauderdale
- Edward Rojas, Building Official, Miami-Dade County
- Jaime Gascon, Director of the Board and Code Administration Division, Miami-Dade Department of Regulatory and Economic Resources

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

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

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



[Register Here](#)

Upcoming FCCMA Webinars

How to Implement American Rescue Plan: Case Studies

October 7, 2021

2:00 p.m.

Benchmarking and Peer Comparison in Practice

November 4, 2021

2:00 p.m.

Advocating for Council-Manager Form of Government in Your Communities

December 2, 2021

2:00 p.m.

Managing the Pressures of Increased Permitting in 2022

January 6, 2022

2:00 p.m.

Recruitment and Retention of Specialized Positions

February 10, 2022

2:00 p.m.

Using Enterprise Funds as a Management Tool

March 3, 2022

2:00 p.m.

Mental Hygiene: Building Resilient Communities

April 7, 2022

2:00 p.m.

Agenda Setting and Public Meeting Management

May 5, 2022

2:00 p.m.

Code Enforcement as a Neighborhood Engagement and Blight Reduction Tool

June 10, 2022

2:00 p.m.

How to Become and Retain Credentialed Manager Status

July 7, 2022

2:00 p.m.

Labor Relations: Working with Unions and Employee Groups

August 4, 2022

2:00 p.m.

Jobs

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

ALACHUA COUNTY – Crisis Center Trainer
ALACHUA COUNTY – Elections Director of Communications & Outreach
ALACHUA COUNTY – Library Manager POS#47
ALACHUA COUNTY – Public Education Program Coordinator
ALACHUA COUNTY – Public Works Intern
ALACHUA COUNTY – Senior Planner
ALACHUA COUNTY – Senior Planner – Natural Resources
ALACHUA COUNTY – Senior Programmer Analyst
BOYNTON BEACH – Grants Manager

MARION COUNTY – Engineering Project Manager – Office of the County Engineer
MARION COUNTY – Utilities Engineer – Office of Environmental Services
MEXICO BEACH – City Administrator
MISSOURI CITY, TX – City Manager
NEPTUNE BEACH – Chief Financial Officer
NEWNAN, GA – Human Resources Director
NEW PORT RICHEY – Economic Development Director
OCALA/MARION COUNTY TRANSPORTATION PLANNING ORGANIZATION (TPO) –

CAPE CORAL – Management / Budget Administrator
CECIL COUNTY, MD – Deputy Director of Public Works
COCOA BEACH - City Manager
DELRAY BEACH – Utilities Professional Engineer
DUNDEE – Planner 1
FATE, TX – City Attorney
GREAT FALLS, MT – City Engineer
HERNANDO/CITRUS – Metropolitan Planning Organization – Executive Director
HILLSBOROUGH COUNTY – Senior Procurement Analyst
HILLSBOROUGH COUNTY – Senior Procurement Analyst
JESUP, GA – City Manager
LAUDERDALE-BY-THE-SEA – Planning Technician
LEE COUNTY TAX COLLECTOR – Finance Specialist
LEWISVILLE, TX – City Manager
MARION COUNTY – Animal Center Veterinarian
MARION COUNTY – Assistant County Engineer – Traffic

Transportation Planner
OKEECHOBEE COUNTY – Capital Projects Director
OKEECHOBEE COUNTY – Deputy County Administrator
PARKLAND – Senior Planner
PINELLAS SUNCOAST TRANSIT AUTHORITY – Marketing Project Coordinator
SANTA ROSA COUNTY – Community Relations Specialist
SANTA ROSA COUNTY – Development Review Engineering Manager
SCHAUMBURG TOWNSHIP, IL – Township Administrator
SNOQUALMIE, WA – City Administrator
ST. LUCIE COUNTY – Assistant County Attorney
TAMPA BAY WATER – Director of IT
TOWN OF MIAMI LAKES – Building Official
WACO, TX – Director of Conventions & Tourism
WINTER HAVEN ECONOMIC DEVELOPMENT COUNCIL – Affordable Housing Program Manager

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@FCCManagers

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