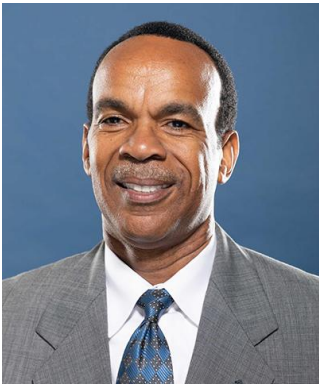


July 2021



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

President's Message



FCCMA Members:

The Board recently revisited our strategic plan and affirmed FCCMA's mission "to support practitioners of local government and the cities/counties they serve in Florida through innovation, best practices and a strong code of ethics." Our core principles were identified as:

- Local government excellence is best supported through the advancement of professional management.
- Ethics is the foundation for professional management.
- Professional management is promoted and enhanced by embracing inclusion, acceptance and diversity of ideas.

We echo the mission and principles in the activities planned for this year. Last year our routine activities were significantly curtailed in a pandemic environment, but we look forward to returning to in-person normalcy and service delivery. I wanted to remind you that we have various committees specifically designed to support our members' needs and the issues relevant to our environment while simultaneously advancing the Strategic Plan.

Our Professional Development, Conference Planning and Winter Institute committees have already started charting the training and development needs that are so critical to our profession. The Fall Symposium is currently planning a virtual event with an ethics-based topic to help members meet their annual ethics requirements. The committees are still open to ideas for the monthly webinars, district trainings and other training opportunities. If you have topics you would like considered or best practices you would like to share, please feel free to pass them on to staff.

The Communications Committee will highlight best practices, member profiles, legislative updates and other means of outreach to our members. Our Membership Committee focuses on membership expansion, retention and support. One of their focuses will be to increase awareness of the opportunities that FCCMA provides and encourage professionals who are not members to join. The Awards and Scholarship Committee recognizes individuals for award programs and scholarships offered at our Annual Conference or by ICMA. For a more comprehensive list of the various committees and their assignments, feel free to check out our redesigned website fccma.org.

I look forward to members becoming engaged on the various committees and actively participating in them. I would also hope that as members develop a recognition of the benefits offered by FCCMA, they will encourage other professionals who are not FCCMA members to participate in these benefits.

Best Regards,



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:

- **Digital Technology Advancements and Expanded Bandwidth** with Pete Antonacci, Chief Administrative Law Judge, Division of Administrative Hearings.
- **Responding to the Will of Voters** with Gina Peebles, Assistant County Manager, Alachua County.
- **Demonstrating ROI to your Community** with Mark Cunningham, Assistant County Administrator, Sarasota County.
- **Economic Development and Sustainability** with Mark Ryan, City Manager, Indian Harbor Beach.

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

[Listen Now!](#)

Member News and Updates

The following membership applications have been received:

- **Ashley Bernal**, District VII, Management Analyst, Town of Belleair, Affiliate Member
- **Amber Cabrera**, District V, Master of Public Administration, Lynn University, Student Member
- **Elizabeth Carsten**, District VI, Finance Director, City of Arcadia, Affiliate Member
- **Jordan Flumignan**, District II, Certificate Program, Florida Gulf Coast University, Student Member
- **Mara Frederiksen**, District IV, Director of Financial Services, City of Boynton Beach, Affiliate Member
- **Christina Gibson**, District IV, Assistant City Manager, City of Boca Raton, Full Member
- **David Howard**, District I, Program Supervisor, City of Panama City, Affiliate Member

- **Dallas Lee**, District VII, Assistant City Manager, City of Newberry, Full Member
- **Mackenzie Leiva**, District III, Management Analyst, Barefoot Bay Recreation District, Affiliate Member
- **Duncan Tavares**, District IV, Assistant City Manager, City of Delray Beach, Full Member

If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be invoiced for dues.

Members-in-Transition (MIT)

Please take a minute to show your support to the MITs by either emailing or calling the members in your district. A phone call or an email can go a long way to help someone who is temporarily out of work. You can also help if you have any job opportunities or special projects available for which one of our MITs may be qualified.

With current technology, the project could even be done from the MIT's home. Some of the Members-in-Transition have provided their resumes and indicated their areas of expertise. The resumes and areas of expertise are now available on the [FCCMA website](#). Also, please keep FCCMA staff informed of any FCCMA members who may be eligible for MIT status. You can email [Carol Russell](#).

Featured Member

Meet Tracy Miller, Manager of Strategy Development, Sarasota County

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

That's an interesting story. I went to my first FCCMA conference in 1995 while I was a staff member at The Innovation Groups. The Innovation Groups, which later became the Alliance for Innovation, had a long-standing partnership with FCCMA, and from 1995 through 2013, I attended many association events and Board meetings in my role as Florida Regional Director. In that capacity, I was an Affiliate member and did not become a government member of the association until officially becoming the Manager of Strategy Development for Sarasota County, FL, in 2013.

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

Similarly, I have had the great opportunity to be an ICMA member for most of my career. In 1995 as a very young director for The Innovation Groups, I was part of a select team of people from our organization to meet with ICMA Leadership. To just be around such giants in the profession as Bob Havlick, Bill Hansell and Tom Muehlenbeck is an honor I can't put into words, but it definitely shaped my career as a young and impressionable local government public servant. Through our partnership with ICMA, I was given membership and have retained that throughout my career. Being a member of both ICMA and FCCMA is foundational to understanding the importance of the council-manager form of government as well as adhering to our ethical code. For me, that code has been a light to lead my actions.

Please describe your areas of formal/advanced education.

I do not have a typical MPA degree; rather my degree is a Masters of Science in Technology and Innovation Management from the University of Tampa. When it came time to select a Masters degree program, my mentor at the time, Bob Hart and I discerned what we were looking for in a program. I had years worth of experience being exposed to an on-the-job MPA. What we decided I needed was something that would help me push the envelope of public service and breed innovation capacity into the organizations we were working with. This has served me very well as a strategic planner. It has allowed me to dive deep into process improvement, reorganization efforts, culture change and, of course, strategic planning and performance management.

Why did you select a career in public service?

As a young person, all of my family influences were very public-service-minded. I come from a family of educational and medical professionals primarily. But even in our home life, my family values foster care and adoption, which oftentimes comes with advocacy for the under-represented in our communities.

[Read More.](#)



Member Article

Bringing Back Special Events After COVID-19

By Mike Grebosz, Assistant City Manager, DeLand, FL

In 2020, many activities of daily life were disrupted due to the pandemic. In many jurisdictions, special events were canceled, postponed or flat out banned from taking place. While flipping the off switch for special events might have been fairly easy to implement, the challenge that many jurisdictions have faced and will be facing in the near future is how and when to flip the switch back on.

In the City of DeLand, where the award-winning historic downtown district would typically host over 60 plus events annually, the event freeze was a major shock to the system. Many people in the community wanted the events to return as soon as possible, but there was also, a large number of people in the community that wanted to make sure events were not going to become super-spreader incidents.

Taking these opinions into consideration along with monitoring the data provided by the health department, the DeLand City Commission authorized staff in October of 2020 to allow for the return of special events, so long as the event organizer would submit and adhere to implementing a COVID-19 event safety plan along with the special event application required to receive a permit.

For the COVID-19 event safety plan, staff compiled a list of applicable event safety standards from the State Health Department and the Center for Disease Control and created a guideline document for event organizers to assist them in creating a COVID-19 safety plan for their particular event. The City recognized that each event varies in size, location and attendance and that each safety plan will be unique but the overall goal was to ensure that the event was being planned in a safe manner. If an event organizer did not fully comply with the safety plan submitted it may result in the event being immediately canceled/stopped and there was a possibility of the event being denied a special event permit for the future.

[Read more.](#)



Floodplain Management for the City and County Manager

By Claire Jubb, Assistant County Administrator,
Charlotte County

In your roles, floodplain management probably does not bubble to the top of your list, but it may be something that you want to be more aware of, especially in the coming months as there are significant changes that will impact your citizens.

Firstly though, what is floodplain management and the National Flood Insurance Program (NFIP)? Back in the early 1970s, a visionary named Gilbert F. White (commonly referred to as the Father of Modern-Day Floodplain Management) stated that "floods are acts of God, flood losses are acts of man." What he meant was that flooding events will always occur, but how we choose to control water in our built environment can exacerbate flooding and increase the risk of loss of both life and property.

Traditionally, we tried to control water by building structures (levies, canals, dams etc.). However, water is a powerful force and can overwhelm those structures and cause flooding. Gilbert White suggested that instead of focusing on controlling water, we should encourage construction of more resilient buildings in less hazardous places and incentivize building them by providing a National Flood Insurance Program to insure their properties.

The NFIP is essentially an agreement between a participating community and Federal Emergency Management Agency (FEMA) where the community will agree to enforce regulations to minimize risk to any development in the areas most vulnerable to flooding, and in return, FEMA will define those areas on Flood Insurance Rate Maps (FIRM's) and provide flood insurance to those people living in these high-risk areas.

[Read more.](#)



From Our Partners

Tony Moore Speaks - Special Discount for FCCMA Members

Tony Moore Speaks is about to launch its Signature Masterclass Series, "Creating a Culture of World-Class Execution." It is designed to equip leaders with tools to impact their teams in three core areas: ownership, empowerment and coaching. Each session is a stand-alone masterclass that combines research, personal experience, real-life examples and easy-to-implement strategies. Attendees will be taken on an intensive and comprehensive journey that will spur individual growth and increase their leadership capabilities.

FCCMA members will receive a 20% discount off the cost of the bundle. **The code only works for the full bundle.** Members simply need to enter the code **FCCMA21** when they register.

[Click here](#) to register.

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. The August program is at 1/3 capacity and is enrolling now. For information about dates and course schedules, please see the August and September program calendars linked below.

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

[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

Navigating Career Change

August 5, 2021, 2:00 p.m. - 3:00 p.m. ET
ICMA Practice Areas: 4 and 5

Program Summary:

This session will explore different approaches to navigating career changes. The panel members will share their experiences and strategies that helped them advance their careers. In addition, the panelists will address how to move into a city/county manager role for the first time and how to manage changing positions from one city/county to another.

Presenters:

- Deric Feacher, City Manager, Daytona Beach
- Jim Hanson, ICMA/FCCMA Senior Advisor
- Doug Thomas, Senior Vice President, Strategic Government 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>.



[Register Here](#)

FCCMA Onsite Training

Future Outlook: Trends Shaping Tomorrow's Workforce

September 17, 2021 from 9:00 a.m. - 1:00 p.m.
Room 214, Cohen Center, Florida Gulf Coast University
10501 FGCU Boulevard South, Fort Myers

ICMA Practice Areas: 3, 4, 6, 10 and 13

Program Summary:

FCCMA's first Post-COVID onsite district training will focus on "Future Workforce Trends." The program will include a thought provoking presentation from SGR's Senior Managing Director of Strategic Foresight, Heather Benoit, followed by an interactive discussion with a panel of local government managers and others attending the program. Attendees will take away "tools and ideas" useful in preparing their workforce for the future. FGCU's ICMA Student Chapter Officers will moderate the program.

Presenter:

- Heather Benoit, Senior Managing Director of Strategic Foresight, Strategic Government Resources

Panelists:

- Terry Atchley, City Manager, Wauchula
- Marlon Brown, City Manager, Sarasota
- Hector Flores, County Administrator, Charlotte County
- Michael McNees, City Manager, Marco Island
- Judie Zimomra, City Manager, Sanibel

[Register Now](#)

Jobs

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

ALACHUA COUNTY - Departmental Programs/Analyst

ALACHUA COUNTY - Facilities Management Director

ALACHUA COUNTY - Program Specialist

ALACHUA COUNTY - Senior Planner (Water Resources)

ALACHUA COUNTY - Senior Transportation Planner

ALACHUA COUNTY - Training Manager

PINELLAS COUNTY SUNCOAST TRANSIT

AUTHORITY – Accountant

PINELLAS SUNCOAST TRANSIT AUTHORITY –
Manager of Revenue

PINELLAS SUNCOAST TRANSIT AUTHORITY –
Marketing Manager

PINELLAS SUNCOAST TRANSIT AUTHORITY –

ALBANY, GA – City Manager
ALPHARETTA, GA – Director of Economic Development
AMARILLO, TX – Assistant City Secretary
AMARILLO, TX – Deputy City Attorney **CLINTON, NC** – Police Chief
DADE CITY – Engineering Inspector
DELRAY BEACH – Budget Manager
DESOTO, TX – City Secretary
FLOWER MOUND, TX – Town Manager
FLOWERY BRANCH, GA – City Manager
FORT LAUDERDALE – Senior Accountant (Cemetery Division)
FORT WORTH, TX – City Secretary
GREAT FALLS, MT – City Engineer
HAINES CITY – Building Official
JOHNSON CITY, TN – City Manager
KENNETH CITY – Town Clerk / Assistant to the Town Manager
LARGO - Management Analyst I
LEWISVILLE, TX – City Manager
LIGHTHOUSE POINT – City Clerk
LIGHTHOUSE POINT – Personnel Coordinator
MADEIRA BEACH – City Manager
MONTICELLO – City Manager
NORTH MIAMI BEACH – Assistant City Manager
PALM BAY - Growth Management Director
PINELLAS COUNTY – Program Manager (American Rescue Plan Act)

Project Management Intern
PINELLAS SUNCOAST TRANSIT AUTHORITY – Senior Accountant
PINELLAS SUNCOAST TRANSIT AUTHORITY – Senior Accountant – Grants & Project Accounting
SANTA ROSA COUNTY – Design Engineer
SANTA ROSA COUNTY – Human Resources Analyst
SANTA ROSA COUNTY – Plans Review Manager
SANTA ROSA COUNTY – Veterans Service Officer
SARASOTA COUNTY – Chief Building Official
SPOKANE, WA – Director of Planning Services
ST. LUCIE COUNTY - Impact Fee Program Manager
ST. LUCIE COUNTY - Mosquito Control Director
ST. LUCIE COUNTY - Parks & Recreation Director
VENICE – City Clerk
WEST PALM BEACH – Assistant Director of Public Utilities
WEST PALM BEACH – Community Redevelopment Agency Deputy Director
WEST PALM BEACH – Risk Management Analyst
WINTER HAVEN ECONOMIC DEVELOPMENT COUNCIL – Affordable Housing Program Manager

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

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