

January 2022



2021-2022 Dues

FCCMA 2021-2022 dues payments must be paid by Tuesday, February 1, 2021.

If you did not receive your invoice or need the invoice emailed to you again, contact staff at fccma@flicities.com.

Thank you for your membership. We appreciate your continued support of FCCMA.



Ethics

To show that local public management persons have the strongest commitment to Ethics and to the laws of Florida, FCCMA members must satisfy a four-hour ethics training requirement each FCCMA fiscal year.

If you have not yet recorded your FY 2021 ethics training, please do so as soon as possible. **The deadline to record your training is Tuesday, February 1, 2022.**

President's Message

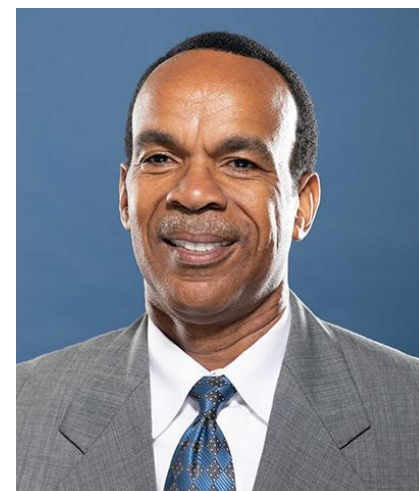
Fellow FCCMA Members:

Please be mindful of these important dates in February.

- The FCCMA Board will have two at-large director positions and the secretary/treasurer position open in June. Self-nominations are now being accepted to serve in these positions. If you are interested in serving the association, please submit the self-nomination packet **by February 3, 2022**. [Click here](#) to view the qualifications required for each position and nomination instructions.
- Voting for the 2022-2023 FCCMA Membership Directory Photo Contest begins today and will end on Monday, February 14. The winning photo will be featured on the cover of the 2022-2023 FCCMA Membership Directory. Visit the [contest page](#) on the FCCMA Website to cast your vote.
- The FCCMA Directory is an important tool to keep us in touch with each other. It is our goal to have a photo of every FCCMA member in the directory this year. If you currently do not have your photo in the Directory, or would like to update your photo, please email a photo in jpeg format to fccma@flcities.com.
- If you haven't registered for the New Member Welcome on February 10, at 3:30 p.m., please register [here](#). This event is open to all members. It gives members the opportunity to meet key association personnel and become familiar with the expansive resources and services available to them through their FCCMA Membership.
- We are only a few days away from an excellent 2022 Winter Institute. I look forward to exploring the topic "The Other "F" Word: Lessons Learned from Failure" and to experiencing some form of in-person training with you all.

I hope your New Year has been off to a great and productive start.


Warmest Regards,





Horace McHugh
FCCMA President


2022-2023 FCCMA Membership Directory Photo Contest



2022-2023 FCCMA
MEMBERSHIP DIRECTORY

PHOTO CONTEST

Vote now!



fccma.org/photo-contest

The Florida City and County Management Association is hosting its third annual photo contest. This contest offers a unique opportunity for a Florida community to be featured on the cover of the 2022-2023 FCCMA Membership Directory, as well as the FCCMA Website and Facebook Page. Runners-up will be featured on the FCCMA Facebook page and website.

Voting is taking place, now, on the FCCMA website!

Cast your vote before the 5:00 p.m. deadline on February 14, 2022.

It's simple, click the "Vote Now!", button below to cast your vote!

Vote Now!

The FCCMA Podcast - Now Streaming!



What's New?

Join FCCMA's new quarterly podcast **Ask Me Anything**, as experienced city/county managers and staff navigate your questions, share their experiences, inspire ideas and identify the challenges local governments face today in serving their communities.

To submit your questions to be answered on the podcast, **please email them to fccma@flcities.com by Friday, February 4, 2022.**

We look forward to answering your questions.

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:

- **The Psychology of Decision Making** with Casey Lucius, Assistant City Manager, Marco Island
- **Tax Abatement** with Russ Blackburn, City Manager, Port St. Lucie
- **Creating Opportunities for People to Recognize Your Talent** with Yolanda Aguilar, City Manager, West Miami
- **The Nighttime Economy Manager of Ft. Lauderdale** with Sarah Spurlock, Nighttime Economy Manager, Fort Lauderdale.

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:

- **Carmen Davis**, District IV, City Manager, City of Lake Worth Beach, Full Member
- **James Dinneen**, Vice President, GovHR USA, Corporate Member
- **Kizzie Fowler**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member
- **Jeremy Earle**, District V, City Manager, City of Hallandale Beach, Full Member

- **Jenn Garcia**, District VIII, Town Clerk, Town of Dundee, Affiliate Member
- **Robin Gomez**, District VII, City Manager, City of Madeira Beach, Full Member
- **Jack Holland**, District VII, Assistant City Manager, City of Plant City, Full Member
- **Jabari Hopkins**, District VIII, Director of Human Resources, City of Fruitland Park, Affiliate Member
- **Kimberly Merchant**, District V, Director of Community Services, City of Aventura, Affiliate Member
- **Victoria Quero**, District VI, Partner/COO, AGG Restoration of SW FLA, Corporate Member
- **Craig Radzak**, District III, Assistant City Manager, City of Sanford, Full Member
- **Noemy Sandoval**, District V, Assistant City Manager, City of Hallandale Beach, Full Member
- **Christophe St. Luce**, District VI, Assistant City Administrator, City of Bradenton, Full Member
- **Sheryl Trent**, District VI, President, SBrand Solutions LLC, Corporate Member
- **John Williams Jr.**, District VIII, Assistant Superintendent of Recreation, City of Lakeland, Affiliate Member.

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

Members-in-Transition (MIT)

Please take a minute to show your support to the MITs by either emailing or 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](#).

FCCMA Lifesaver Award

Have you helped a Member-in-Transition (MIT) or do you know an FCCMA member who has helped a MIT?

FCCMA established a MIT policy in 1993 to help full members in the Association who have separated from their local government. FCCMA members are encouraged to hire MITs for special projects and/or interim positions whenever possible.

In 2003, FCCMA adopted criteria for a lifesaver award to thank the membership for its support in hiring MITs. To qualify for a lifesaver award the FCCMA member must employ a MIT either on a part-time or full-time basis for up to 90 days.

If you have employed a MIT or know a member who has employed a MIT, please email FCCMA at fccma@flicities.com.

Featured Member

**Meet Charles Rudd,
City Manager, Crescent City**

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

I have been a member for several years. I joined because I had a career goal of becoming a City Manager. I could see that membership in FCCMA would facilitate the achievement of that goal.

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

I have also been a member of ICMA for several years and joined for the same reason. I could see that membership in both ICMA and FCCMA was a resource that current City Administrators utilized so that was what I needed to do as well.

Please describe your areas of formal/advanced education.

I have a Bachelor of Science degree in Communication and a Master of Public Administration degree. I am also a certified Redevelopment Administrator, a certified Downtown Manager and a certified Public Manager.

Why did you select a career in public service?

I wanted to make a difference in the world through my career. I was working in television production after I graduated from college and just didn't feel fulfilled or like I was making a real difference. That was when I went back to school for my graduate degree in Public Administration. As part of my degree program, I had to do an internship in the public sector and that is when I discovered redevelopment. I was hooked.

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

I worked for 10 years in the private sector for a television station and production company. I then worked eight years in the non-profit sector, in downtown redevelopment, before starting with a city.

Please tell us about your current position and give a brief job description.

Currently, I am the City Manager for Crescent City. We have a staff of about 20 employees, so I wear lots of hats. I am also the City Clerk (by Charter), the CRA Director, and until recently, the Planning Director.

[Read More.](#)



Member Article

Building Relationships with the Building Industry

by Claire Jubb, Assistant County Administrator, Charlotte County

Florida is no stranger to hot construction markets and those of us that have lived through booms like the one we are in now know how much pressure and stress can be put on your building department staff.

Staff is faced with a significant increase in permit numbers coupled with demands from the contractors for their applications to get priority and be expedited. The quality of applications goes down as the contractors and design professionals themselves try to keep up with demand and yet the quality of review and inspection cannot falter.

Recruitment and retention of staff become a significant challenge as building departments compete with each other, private providers and their contractor customers for the same, well-qualified people with lots of construction experience. Often the higher-paid construction companies and private providers win out leaving the building departments to struggle.

One of the biggest challenges during booms, and the inevitable subsequent cooling or downturns, is the relationship between the building department and the local construction industry. As people become stressed and mistakes happen, those relationships, which are difficult to establish and maintain in the best of times, can deteriorate to such a point that there becomes a combative situation between the department and their primary customers.

Here in Charlotte County, we have a very different situation, one that has taken many years to develop and one where the building department and the local contractors association, the Charlotte DeSoto Building Industry Association, work closely together to navigate and mitigate the challenges faced by both the department, and the contractors.

[Read more.](#)



ICMA Article

The Infrastructure Investment and Jobs Act — First Things First

by Randall Reid, Southeast Regional Director, ICMA
Published in the January 2022 PM Magazine

The plight of America's aging and deteriorating physical infrastructure has been a topic of concern on the nightly news and at conference sessions for the entire careers of many ICMA members. Fortunately, this issue has begun to be addressed by the recent bipartisan passage of the Infrastructure Investment and Jobs Act (IIJA), which was signed into law in November 2021.

This new major influx of federal stimulus investments in the IIJA totals \$1.2 trillion over 10 years, including \$550 billion for new investments from FY 2022 to FY 2026 for all modes of transportation, water, power and energy, environmental remediation, public lands, broad band improvements, and community resilience. This act builds upon the themes of the American Rescue Plan Act (ARPA) Fiscal Recovery Funds (FRF) program, which provided \$350 billion in aid for state and local government to stimulate post-pandemic economic recovery from the ongoing pandemic. With the potential of even more green energy investment proposed by the Biden Administration in the proposed Build Back Better legislation on the horizon, this is a historic moment to consider our obligations to provide critical community infrastructure.

[Read more.](#)





On January 11, 2022, FCCMA Member Gina Peebles presented the ICMA Recognition Award to the Waldo Council in celebration of their 25th year as a Council-Manager form of government.

Front row left to right: Council Member Rick Pisano, Council Member Irvin Jackson; Council Vice Chair, Council Member Carolyn Wade; Council Chair and Mayor Louie Davis.

Back Row: Council Member Shannon Boal and Council Member Glen Johnson.

From Our Partners

U.S. Census Bureau Survey

The U.S. Census Bureau is now conducting the Boundary and Annexation Survey (BAS). BAS provides participants an opportunity to ensure that the Census Bureau has current and accurate legal boundary, name, and status information for their government. Participants may also provide updates to census designated places.

BAS is a voluntary survey. We strongly encourage eligible governments to participate in BAS for the following reasons:

- The Census Bureau uses this boundary information for data collection, tabulation, and dissemination for the decennial census, American Community Survey (ACS), Population Estimates Program (PEP), and many other censuses and surveys.
- The federal government allocates more than \$675 billion in federal funds annually for health, welfare, infrastructure, education, and other federal programs and services. Correct boundaries ensure governments receive funds appropriately and have the best data available for their decision-making processes.

Action Steps:

- Encourage governments throughout your state to review their boundaries and participate in BAS.
- Inform the Census Bureau if you can assist with non-response follow up (NRFU) during the BAS cycle. NRFU will take place early March through early May.

TRAINING OPPORTUNITIES

The Census Bureau is offering training webinars for BAS. The webinar schedule and registration instructions are on the BAS Webinars webpage.

KEY DATES

January 1

Boundary updates must be legally in effect on or before this date to be reported in the current survey year.

March 1

First BAS deadline - Boundary updates returned by this date will be reflected in the ACS and PEP data and in next year's BAS materials.

Early March

BASNRFU begins. The Census Bureau will provide State Data Centers available to assist with NRFU instructions and contact lists.

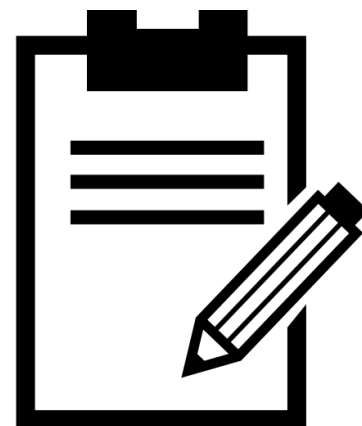
May 31

Final BAS deadline - Boundary updates returned by this date will be reflected in next year's BAS materials.

CONTACT INFORMATION

Email: geo.bas@census.gov

Website: <https://www.census.gov/programs-surveys/bas.html>



Events and Training Opportunities



COACHING WEBINAR

**Psychological Empowerment 360™ Discover the Power
of Resilience, Optimism and Hope.
Maximizing Your True Potential!**

**February 10, 2022
2:00 - 3:00 pm ET
ICMA Practices: 1, 4, 5, 13**

Program Summary:

This dynamic webinar will guide participants in developing a ready and resilient workforce that promotes total wellness and health.

The program will create a culture that leads for positive mental health, improves employee engagement, reduces risk and maximizes both human and financial resources.

Learning Objectives:

- 1) Promote psychological empowerment to create a well-balanced and healthy team that leads to focused, committed employees and that mitigates risk
- 2) Understanding of neuroplasticity in the brain that leads to “neurogenesis” (birth of new neurons) for increased composure and adaptability
- 3) The importance of overall well-being and strategies on how to achieve that goal.
- 4) An understanding of what is “mental health” and how it affects you and your organization
- 5) Introduction to the stress continuum and the basics of how to go from post-traumatic stress to post-traumatic growth
- 6) The science of developing brain and mind power and how to go from a “fixed mindset” to a “growth mindset” for enhanced productivity and improved morale.

Panelists:

- **Ryan Gallik, Co-Founder, The Mental Hygiene Project**
- **Michael Stahl, Co-Founder, The Mental Hygiene Project**

[Register Now](#)

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



Virtual New Member Welcome

February 10, 2022

3:30 p.m. ET

You are invited to FCCMA's next Virtual New Member Welcome. Attendees will meet the FCCMA Executive Committee, District Directors, Committee Chairs, Advisors and Staff.

Attendees will be provided an overview of association events, programs, benefits and resources available to FCCMA members.

While this welcome introduces new members to key association personnel and acquaints them with the services available to them through their FCCMA Membership, **this event is open to ALL members.**

We hope to see you there.



[Register Today](#)

You will receive a confirmation email from "FLC Association Services" with the link to join the meeting. Beneath the Join Meeting link, you will have the option to add the meeting to your calendar, select your calendar type from the drop-down menu, and the calendar invite will download. Open the download and click save in your calendar.



CENTER FOR FLORIDA
LOCAL GOVERNMENT EXCELLENCE

COACHING WEBINAR

Using Enterprise Funds as a Management Tool

March 3, 2022

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

ICMA Practice Areas: 8, 9, 10 and 12

Program Summary:

This webinar will focus on the use of Municipal Utility (Enterprise Fund) Transfers as a Management Tool in the overall financial operation of their respective governments.

Points of discussion will include Importance of Utility system integrity as a priority before transfers out, using Transfers vs Increasing Ad Valorem Millage rates (PILOT), Basis of Transfers, Franchise Fees, Administrative Charges associated with General Fund Services provided to all municipal utilities, Utility rate differentials for service inside City Limits vs. within Utility Service Area but outside of the municipal limits, and a Legislative Perspective on HB 621 and SB 1162.

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



[Register Here](#)

2022 ICMA Southeast Regional Conferences

March 2-4, 2022

Atlanta, GA

BUILD YOUR RESILIENCE

Creating balance in the personal and professional.

Southeast
ATLANTA, GA
MARCH 2-4

The Agenda is Live and Ready for You to Explore!

The [agenda](#) for the [2022 ICMA Southeast Regional Conference](#) is now live! This three-day conference will include sessions dedicated to enhancing your ability to bounce-back and thrive by offering new strategies, best practices and creative solutions to some of the greatest challenges faced by local government professionals in the Southeast region.

[View Agenda](#)

[Register Now](#)

Upcoming FCCMA Webinars

Agenda Setting and Public Meeting Management

May 5, 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 – Ag Extension/Program Coordinator

ALACHUA COUNTY – Capital Projects Coordinator

ALACHUA COUNTY – CareerSource Data Analyst

ALACHUA COUNTY – Emergency Management Coordinator

ALACHUA COUNTY – Program Specialist (Victim Services)

ALACHUA COUNTY – Senior Programmer Analyst

LEE COUNTY TAX COLLECTOR – Business Analyst

LEE COUNTY TAX COLLECTOR – Chief

Communications Officer

LEVELLAND, TX – City Manager

MARION COUNTY – Environmental Services

Engineering Manager

MARION COUNTY – Growth Services Deputy Director

MARION COUNTY – Infrastructure Analyst **MARION**

COUNTY – Safety Training and Compliance Manager

ALACHUA COUNTY – Sustainability Manager
BELLINGHAM, WA – IT Director
CAMERON, TX – City Manager
CANYON REGIONAL WATER AUTHORITY – General Manager
CAPE CORAL – Deputy Financial Services Director
CAPE CORAL – Management Budget Administrator
CHARLOTTE COUNTY – Utilities Director
CLEARWATER – Parks Senior Manager
COLUMBIA COUNTY – Utility Director
DEERFIELD BEACH – Purchasing Manager
DEFUNIAK SPRINGS – Planner I
EDINBURG, TX – City Manager
ENCINITAS, CA – Director of Public Works/City Engineer
FORT WORTH, TX – City Attorney
GAINESVILLE – Chief Customer Officer
HAINES CITY – Deputy Finance Director
HARTFORD, CT – Chief Information Officer
INDIAN HARBOUR BEACH – City Manager
JACKSONVILLE – Council Secretary/Director
JACKSONVILLE – Executive Director
JACKSONVILLE – Inspector General
LAKE COUNTY – Budget Coordinator
LAKELAND – CRA Associate
LAKELAND – Management Analyst
LARGO – Asset Data Specialist
LARGO – Community Development Manager
LARGO – Public Works Business Manager
LAUDERDALE LAKES – Accounts Payable Coordinator

MARION COUNTY – Senior Planner – Growth Services
MARSHALL, TX – City Manager
MELBOURNE – City Engineer
MONROE, LA – City Engineer
NAPLES – City Manager
NEPTUNE BEACH – Community Development Director
ORANGE PARK – Deputy Chief/Fire Marshal
ORLANDO – Fire Chief
ORMOND BEACH – Assistant City Clerk
PARKLAND – City Engineer
PARKLAND – Development Services Director
PINELLAS COUNTY – Data Analyst
PORT ST. LUCIE – Division Director–Planning and Zoning Department
RICHARDSON, TX – Assistant City Manager
RIVER TO SEA TRANSPORTATION PLANNING ORGANIZATION – Executive Director
SANTA ROSA COUNTY – Deputy Budget Director
SARASOTA COUNTY – Capital Projects Operational Manager
SARASOTA COUNTY – Design / Engineering Manager
SOUTHWEST RANCHES – Financial Administrator
ST. LUCIE COUNTY – Facilities Director
TALLAHASSEE – Procurement Coordinator
TALLAHASSEE – Purchasing Agent/Contracts Specialist
TAMPA BAY WATER – Chief Science Officer

Find Us On Facebook and Twitter



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

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

[Unsubscribe crussell@fllcities.com](#)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by [crussell@fllcities.com](#) powered by



[Try email marketing for free today!](#)