2022 STATE OF THE ASSOCIATION
June 3, 2022

Dear FCCMA Members:

It has been an honor to serve as your President this program year. On behalf of the entire Board of Directors, I am proud to present the State of the Association report.

This year’s priorities included the continuation of our tradition of excellence and our outstanding programs as well as the implementation of our recently adopted Strategic Plan. We have made tremendous strides toward these priorities based on the wonderful work of the service committee members and our staff. I greatly appreciate their hard work and commitment to the Association.

A few of these accomplishments are outlined below, while others are in the following report.

The Association is in excellent financial health with a fund balance of $832,457.34 for the fiscal year ending September 30, 2021. This provides the opportunity for future Boards of Directors to move forward optimistically with the necessary programs for the benefit of the membership.

After a year of holding virtual meetings, we had the opportunity to reinstate our in-person training. It was great to see those who were able to attend last year’s Annual Conference and the 2022 Winter Institute.

Dr. Bob Lee announced his retirement as Executive Director from the Center for Florida Local Government Excellence as of June 30, 2022. After reviewing various options, the Board voted to move the production of the webinars and other virtual professional development training events to the Florida League of Cities (FLC). Chris Holley, FLC Manager of Research and Innovation, and his team will host and produce the webinars.

The Communications Committee decided to open the voting for the annual photo contest to the public. This generated a lot of friendly competition and traffic to the FCCMA website. There were 2,870 votes cast and 25,814 views. The committee also undertook a number of other activities that significantly increased our social media presence.

The Membership Committee developed a New Member Welcome Event for new members to the Association that highlights all of the great benefits of being an FCCMA member. The committee also developed a Speed Networking Event to be held at the Annual Conference for first-time attendees to meet and talk with other FCCMA members. Lastly, the committee proposed a “Ask Me Anything Podcast” for members to ask questions. You will hear more about this in the coming year.

In an effort to help us know our fellow members, we have been encouraging everyone to include their photos along with their contact information in the Membership Directory. If you haven’t submitted your photo yet, we ask you to do so as soon as possible.

I am grateful to the Board and the committees for their hard work this year. As the Program Year 2021-2022 ends, I thank you for this opportunity and wish continued success for each of you and the Association.

Best wishes to Lori LaVerriere as she takes over as FCCMA President.

Sincerely,

Horace McHugh
The following is a summary of the Florida City and County Management Association (FCCMA) committee and partner activities for 2021-2022.

**AWARDS AND SCHOLARSHIPS COMMITTEE**

Emily Lewis  
Chair  
Deputy County Administrator  
Charlotte County

Kathryn Matos  
Vice Chair  
Assistant City Manager  
Boynton Beach

- Revised the Awards Policy to include scholarship applicants who work for a Florida local government or live in Florida.
- Reviewed, interviewed and selected recipients for the B. Harold Farmer and Raymond C. Sittig scholarships.
- Reviewed and selected annual awards.

**President’s Award:** Mark Ryan  
**If You Care, You Do! Award:** Meridy Semones and Shawn Sherrouse  
**Richard (Dick) Simmons Lifetime Achievement Award:** James Hanson  
**Michael J. Roberto Award for Career Development:** Howard Tipton  
**Award for Professional Management Excellence:** Michael Pleus  
**Assistant for Excellence in Leadership:** Olivia Minshew  
**FCCMA’s Who’s Who Under 40 Award:** Taco Pope and Stefen Wynn  
**Lifesaver Award:** Jeremy Earle and Theresa Therilus  
**B. Harold Farmer Scholarship:** Dana Flora  
**Raymond C. Sittig Scholarship:** Tasheema Lewis  
**Aspiring Professional Manager Scholarships:** Eric Cruz and Oswmer Louis  
**Veteran’s Scholarship:** Bryan Pankhurst  
**Past President’s Scholarship:** Jeannetta Maxena  
**Emerging Leaders Scholarship:** Scott Burrows and Kaitlyn Stelzer

**COMMUNICATIONS COMMITTEE**

Gina Peebles  
Chair  
Assistant County Manager  
Alachua County

Casey Lucius  
Vice Chair  
Assistant City Manager  
Marco Island

- Provided articles for FCCMA’s monthly newsletter regarding best practices, special interests or community highlights.
- Increased engagement on social media by 180.5% and grew audience by 12.2%.
- Conducted a photo contest for cities and counties to submit photos of their communities to be featured on the FCCMA 2022 directory cover, the website and Facebook page for a quarter of the year. A photo from Boynton Beach was chosen as the winner, and photos from Safety Harbor, Zephyrhills and DeLand were chosen as the runners-up. This year voting was opened to the public. There were 2,870 votes cast and 25,814 total views.

**LEGISLATIVE SUBCOMMITTEE**

Mark Ryan  
Chair  
City Manager  
Indian Harbour Beach

- Served as a fast-action response team for the Florida League of Cities (FLC) and the Florida Association of Counties (FAC) by providing near-instant feedback regarding the impact of pending legislation on local governments. More than 3,600 bills were filed for consideration in this 60-day legislative session during the 2022 Florida Legislative Session. Through the tremendous efforts of the FLC and FAC legislative affairs teams and this committee, significant legislation passed that will benefit all of Florida, including but not limited to:
  - HB 105 (Regulation of Smoking by Counties and Municipalities)
  - HB 7055 (Cybersecurity)
  - SB 518 (Residential Home Protection – Pruning, Trimming and Removing Trees)
  - HB 1475 (Soil and Groundwater Contamination)
  - HB 7049 (Legal Notices).

Additionally, this team effort was instrumental in the failure of a variety of bills harmful to local government, including, but not limited to:
- SB 280/HB 403 (Local Ordinances)
- SB 974/HB 985 (Sovereign Immunity)
- SB 512/HB 325 (Vacation Rentals)
- HB 301/SB 510 (Financial Disclosures)
- HB 621/SB 1162 (Infrastructure Project Funding/Transfers of Utility Revenues).

**PROFESSIONAL MANAGEMENT MATTERS SUBCOMMITTEE**

Matthew Spoor  
Chair  
City Manager  
Safety Harbor

- Celebrated 2021 and 2022 anniversaries of 25 years or more with International City/County Management Association (ICMA) recognition to 25 communities around the state.
» Bay County: 30 years
» Casselberry: 30 years
» Daytona Beach: 100 years
» Delray Beach: 75 years
» Edgewater: 30 years
» Flagler County: 35 years
» Gainesville: 100 years
» Indian Harbor Beach: 45 years
» Lake Mary: 40 years
» Lake Park: 40 years
» Lantana: 35 years
» Longwood: 35 years
» Martin County: 40 years
» Milton: 45 years
» Niceville: 65 years
» Oakland Park: 55 years
» Palm Bay: 50 years
» Safety Harbor: 95 years
» Santa Rosa County: 25 years
» Sarasota County: 50 years
» Seminole County: 30 years
» Stuart: 95 years
» Waldo: 25 years
» Winter Garden: 60 years
» Winter Park: 70 years

• Recognitions for 50 years or more were presented to Daytona Beach, Delray Beach, Gainesville, Niceville, Oakland Park, Palm Bay, Safety Harbor, Sarasota County, Stuart, Winter Garden and Winter Park.

**CONFERENCE PLANNING COMMITTEE**

- **Lori LaVerriere**
  - Chair
- **Mike Grebosz**
  - Vice Chair
  - Assistant City Manager
  - DeLand
- **Lee Garner**
  - Host Chair
  - Town Manager
  - Sneads

- Planned an exceptional conference that included: pre-conference sessions on being a city/county manager and ethics; 12 breakout sessions and Journeys session; and five impressive keynote speakers.
- Changed the session name “So You Want to be a City/County Manager” to “So You Are Going to be a City/County Manager.”

**ETHICS COMMITTEE**

- The committee researches ethics violation complaints, and all work done by the Ethics Committee remains confidential.
- Yocelyn Galiano appointed by Past President Jim Hanson (term expires 2022).
- Roger Reinke appointed by Past President Mike Cernech (term expires 2023).
- Beth Knight appointed by Past President Mike Cernech (term expires 2023).
- Dan Clark appointed by Past President Shannon Lewis (term expires 2024).
- Brenda Fettrow appointed by Past President Shannon Lewis (term expires 2024).
- Norton Bonaparte appointed by Past President Micah Maxwell (term expires 2025).
- Carl Harness appointed by President Horace McHugh (term expires 2025).
- President McHugh appointed Shannon Lewis and Robert E. Lee to four-year terms.

**FISCAL AND ADMINISTRATIVE POLICY COMMITTEE**

- Daniel Clark
  - Chair
  - Town Administrator
  - Lake Clarke Shores
- Hector Flores
  - Vice Chair
  - County Administrator
  - Charlotte County

- Raised dues for corporate members to $350 beginning in FY 2023.
- Recommended corporate members be required to take four hours of ethics annually beginning in FY 2023, which was approved by the Board.
- Raised the dues cap for full members to $750 beginning in FY 2023.
- Reviewed member districts with no recommended changes at this time.
- Reviewed policies and submitted them to the Board for approval at the last Board meeting for this program year.
INVESTMENT COMMITTEE
Horace McHugh
Chair

This committee consists of the Executive Committee (the President is Chair) and three members with finance experience. Each President appoints a member to the committee.

- Reviewed the Association’s investments, and reviewed the Association’s investment activity and performance for compliance.

Executive Committee
» Lori LaVerriere, President-Elect
» Mike Grebosz, Secretary-Treasurer
» Micah Maxwell, Past President

Appointed Members
» John Lege appointed by President Cernech (term expires 2022)
» Joyce Shanahan appointed by President Cernech (term expires 2023)
» Jessica Bleser appointed by President Maxwell (term expires 2024).

- President McHugh appointed Meridy Semones for a three-year term.

MEMBERSHIP COMMITTEE
Mark Cunningham
Chair
Assistant County Administrator
Sarasota County

Emily Colon
Vice Chair
Assistant City Manager
Lakeland

- At the beginning of Program Year (PY) 2021-2022, there were 628 members, and as of April 28, 2022, FCCMA has 677 members. There is a net increase of 48 members, with 52 members waiting for approval. The following summarizes the committee’s work for 2021-2022.
  » One hundred twenty-two members joined during PY 2021-2022.
  » Sixty-eight members canceled membership during PY 2021-2022.
  » Five members were suspended for not recording ethics training.
  » Conducted direct outreach to members-in-transition to check on their well-being, inform them of Association benefits and assist with employment in some cases.

- Developed a work plan to support members-in-transition.
- Developed a virtual new member welcome event to welcome all new members into the Association and highlight the member benefits.
- Developed a speed networking session to be held in place of the First Time Attendees Session at the annual conference.
- Created questions for an “Ask Me Anything” podcast.
- Participated in recruitment with the National Forum for Black Public Administrators (NFBPA) to recruit current NFBPA members who are not FCCMA members.
- Conducted direct outreach to welcome new members and encourage new member applications.

PAST-PRESIDENTS COUNCIL
Lynn Tipton
Staff Liaison
FCCMA Executive Director Emeritus

- Unanimously decided to continue the Past President’s Scholarship in 2023 and have the 2022 proceeds go toward free registration for students.
- Asked the Conference Planning Committee for a Past Presidents’ workshop to feature ethics and situations from which current members can learn within the lifecycle of managers.
- Continued working on The Memory Project, which will feature interviews with past Presidents for the FCCMA permanent record.

PROFESSIONAL DEVELOPMENT COMMITTEE
Tracy Miller
Chair
Manager of Strategy Development
Sarasota County

William “Mac” Serda
Vice Chair
Town Manager
Hillsboro Beach

- Developed 12 monthly webinars on topics such as building safety, the American Rescue Plan Act, benchmarking and peer comparison, code enforcement, permitting, wellness, enterprise funds, fuel hedging, and agenda-setting and public meeting management.
- Planned a virtual Fall Symposium with the theme “Ethics in Practice in an Evolving Profession” with 123 participants.
WINTER INSTITUTE PLANNING COMMITTEE

Mike McNees
Chair
City Manager
Marco Island

- Planned an in-person Winter Institute with the theme “The Other ‘F’ Word: Lessons Learned from Failure.”
- Doug Logan, former CEO of USA Track and Field; Joe Coury, Owner and Operator of Effective Strategies; and Dr. Bob Winters were the keynote speakers.
- Feedback from the sold-out event was very positive.
- Sessions included:
  » Failure and Success: Not Permanent, Not Terminal
  » Empowerment: A Culture of Development through Growth in Leadership
  » Building a Culture of Excellence: How to Use Accountability Structures to Shape a Team that Values “Failure” as Means to Ultimate Success
  » Three Managers and a Transition
  » How to Break Through the FEAR and Develop Confidence.

SENIOR ADVISORS

Pam Brangaccio
Treasure Island

Kurt Bressner
Vero Beach

Edwin (Buz) Eddy
Gulf Breeze

George Forbes
Winter Park

Jim Hanson
Atlantic Beach

Dan Kleman
Port St. Lucie

Kenneth (Ken) Parker
Coordinator
Port Orange

The Senior Advisors serve in many capacities. Tasks include:
- Contacting members in crisis
- Providing confidential guidance to members
- Contacting new Chief Administrative Officers or new members
- Advocating membership to nonmembers
- Attending/supporting district manager meetings

- Attending conference and regional trainings
- Assisting members-in-transition
- Supporting activities related to council/manager form of government
- Assisting small cities in recruiting managers.

The Senior Advisors continue to be an excellent resource for every city and county member and the elected officials in those governments. In addition to the counseling aspects and assisting with searches and placement, this year saw opportunities for the advisors to help with charter reviews and form-of-government questions in newly forming municipalities and support for members-in-transition.

A new Senior Advisor has been added to the June FCCMA Board agenda for approval.

PARTNERS

FCCMA values its relationships with its partners: Beth Rawlins, Inc.; Business Watch; Center for Florida Local Government Excellence; Florida League of Cities; the International City/County Management Association (ICMA); and the John Scott Dailey Florida Institute of Government. Reports from these partners are included.

BETH RAWLINS, INC.

Every August, FCCMA reviews and renews its agreement with Beth Rawlins, Inc. as the corporate liaison. Beth and her associate, Dani Dahlberg, handle all corporate connections (i.e., booth sales, directory advertisements and sponsorships at conference). They continue to provide outstanding service to the Association.

BUSINESS WATCH, INC.

Business Watch continues to support FCCMA by sponsoring the Winter Institute and conference. Business Watch provides a $5,000 sponsorship to the Association, and its members participate in webinars, district trainings and the Fall Symposium. Business Watch renews its contract with FCCMA every August.

CENTER FOR FLORIDA LOCAL GOVERNMENT EXCELLENCE (CFLGE)

The Center’s administration is handled by the John Scott Dailey Florida Institute of Government, which signed an agreement with Bob Lee to continue as CFLGE’s Executive Director. Lee worked closely with FCCMA’s Professional Development Committee to provide webinars and develop a program for the two symposiums. Bob Lee is retiring as Executive Director of the Center on June 30, 2022.
FLORIDA LEAGUE OF CITIES (FLC)

Through an agreement with FLC, all administrative responsibilities are handled by League staff. Casey Cook serves as Executive Director, Carol Russell (full-time) serves as Coordinator and Nykierama Cooper (part-time) serves as Assistant.

Linda Bridges, FLC Director of Association Services, assists FCCMA as needed with day-to-day operations and special projects. FLC also serves as the office headquarters for the Association. Jeannie Garner is the FLC Executive Director/CEO.

INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION (ICMA)

FCCMA has an agreement with ICMA that outlines the responsibilities and benefits for each entity. Both organizations work closely on membership recruitment and promoting professional management. Randy Reid is the ICMA Southeast Regional Director. In addition, the Senior Advisors are under the auspices of both organizations, and ICMA pays some of the related expenses.

JOHN SCOTT DAILY FLORIDA INSTITUTE OF GOVERNMENT (IOG)

Jeff Hendry is the IOG Executive Director and oversees the administration of the CFLGE.

FCCMA STAFF

Casey Cook
FCCMA Executive Director

Carol Russell
FCCMA Coordinator

Linda Bridges
FLC Director of Association Services

Nykierama Cooper
FCCMA Administrative Assistant, Association Services