

August 2022



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

President's Message



Hello FCCMA Members:

Happy September! I hope this means the temperatures are going to be kinder in the near future! We have a few reminders for everyone. The ICMA Annual Conference will be held in Columbus, Ohio, from September 17-21, 2022. I hope you can attend. Hopefully, we will enjoy a hint of fall color while we are there. Our FCCMA Dinner will be held at the Revery Rooftop on Monday, September 19, from 7:00 p.m. – 10:00 p.m. The cost of registration is \$100, and registration closes on Friday, September 2. This is a great opportunity to network

with our Association colleagues outside our normal conferences. Please plan to attend. [Register here.](#)

FCCMA is also sponsoring student members attending the conference to attend our Florida dinner for an opportunity to network and meet people. Students from outside of Florida are welcome to attend as well. Spread the word and contact ncooper@flcities.com if you have any questions.

As many of you know, we had a cancellation of our Saturday morning Keynote speaker at the conference this year due to travel difficulties. We are so happy to announce that Hauson Le will be offering his keynote address via a free FCCMA Coaching Webinar tomorrow at 2:00 p.m. The webinar is titled Looking Ahead: Trends Shaping the Future of Local Government. [Register here.](#)

Lastly, our Professional Development Committee is hard at work planning our Virtual Fall Symposium, which covers Ethics. Save the date for November 3, 2022! More information will follow.

Stay well and stay safe!!

Lori LaVerriere

Lori LaVerriere

Member News and Updates

FCCMA Member featured on ICMA Podcast



Maximizing Impact for Early Career Professionals and the Organizations that Hire Them Part One

featuring Desiree Casanova, Assistant to the County Administrator, Sarasota County

In this episode of ICMA's Voices In Local Government Podcast, recent ICMA Fellows explain what early career professionals can contribute and what is important to them to develop a meaningful career in local government.

The podcast is available on Apple, Spotify, Google and Amazon Music.

The following membership applications have been received:

- **Rodney Brimlow**, District V, Director of Public Safety, City of Deerfield Beach, Affiliate Member
- **Andrew Davis**, District VII, Master of Business Administration, University of South Florida, Student Member
- **Michaela Metcalfe**, District I, Certificate in Public Administration, Florida State University, Student Member
- **Kenty Mompremier**, District V, Bachelor in Public Management, Florida Atlantic University, Student Member
- **Quintella Moorer**, District IV, City Clerk, City of Greenacres, Full Member
- **David Motes**, District II, Assistant County Manager/Acting Fire Chief Public Safety, Clay County, Full Member
- **Tawny Olore**, District III, Assistant County Manager, Osceola County, Full Member
- **Katrina Powell**, District II, Deputy City Manager, City of Port Orange, Full Member
- **Maria Sutherland**, District VIII, Assistant City Manager, City of Fort Meade, Full Member
- **Ted Yates**, District VI, Village Manager, Village of Islands, Islamorada, 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.

Congratulations, Lannie Corbin!

On August 22, 2022, FCCMA District I Director Lee Garner, City Manager, Sneads presented an award from FCCMA to Lannie Corbin, City Manager, Niceville, congratulating him on his 50 years of service as city manager to Niceville.



MIT Profile

Florida has one of the strongest representations of the council-manager form of government in the United States. For working managers, this provides amazing opportunities for professional resources within Florida. However, there is a downside. At any given time, you have several colleagues with tremendous experience, education, and passion that are not currently serving in a full-time role. The Monthly MIT Profile highlights the backgrounds and capabilities of these colleagues who can help your organization – whether in an interim or project role. Take the time to read these profiles and contact MITs who may be able to help you. They will appreciate it more than you know, and your organization will be better off for it.



Name

Alan Rosen, MPA, ICMA-CM

What was your last position before becoming an MIT?

I left Lake County as the county manager in August 2021 to take care of my family.

Can you briefly share your background?

I earned an MPA in 2005 and have been working in local government since that time. I rose through the ranks by way of the budget office. My first position was with Broward County as a budget and management analyst. It was an interesting position because we acted as the internal consultants for the county. In addition to preparing and analyzing

budgets, we performed process improvements, strategic planning sessions and oversaw the performance measurement program for the county. From there, I worked as a financial systems manager in Fulton County, GA; budget manager for Washoe County, NV; and a local government management consultant for Management Partners before finally returning to Florida as the assistant city manager in Port Orange. I worked in Port Orange for six years and was briefly the interim city manager before becoming the county manager for Lake County.

I have been a member of both ICMA and FCCMA for several years and obtained my credentialed manager status in 2021. During the past two years, I served as an at-large director for FCCMA.

What's your forte?

I've spent most of my career in local government, focusing on the items listed below. They are the tasks that bring the most satisfaction and are crucial to the efficient, effective management of government operations.

- Process improvement
- Strategic planning
- Organizational analysis
- Efficiency studies
- Performance measurement
- Budget analysis
- Emotional intelligence and practical management training
- Coaching
- Public speaking

Members-in-Transition (MIT)

Please take a minute to show support for the MITs by emailing or calling the members in your district. A phone call or an email can go a long way to help someone 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 [fccma@fcccma.org](#).

The FCCMA Podcast



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 Importance of Listening** with **Thomas Harmer**, Town Manager, Longboat Key
- **Uncommon Common Sense** with **Andy Berns**, Town Administrator, Southwest Ranches
- **Exceeding Expectations** with **Jay Boodheshwar**, City Manager, Naples
- **Problem Solver, Uniter, Facilitator** with **Samantha Abell**, City Manager, Gulf Breeze.

If you enjoy the podcast, please leave a review and share it with a friend or colleague.

[Listen Now!](#)

Featured Member



Meet Mackenzie Leiva, Management Analyst, Barefoot Bay Recreation District

Briefly share your background.

I have my bachelor's degree in Public Management from Florida Atlantic University while working full-time at a local real estate office overseeing ten offices in total. I have worked as a management analyst within the Barefoot Bay Recreation District Community Manager's Office since 2021 (for those not familiar with special districts, the Community Manager is akin to a City Manager).

Why did you choose to work in local government?

I chose to work in local government because I have always wanted to be able to help people and be able to work with a team of people who strive to serve the residents and visitors of the community. I like working in an environment where the ICMA Code of Ethics is the foundation of decision making and in having the opportunity to continue to grow professionally through new assignments and continuing educational opportunities.

What aspects of working in a medium-sized organization do you enjoy the most?

I enjoy the ability to work across departmental boundaries and the ability to interact with residents. In talking with my peers, I believe working in small to medium organizations accelerates a young professional's career development compared to someone working in a single department within a large city or county government.

As a Millennial working with Baby Boomers and Gen Xers, what do you believe local governments can do better in recruiting and retaining young people?

I think employers and supervisors should focus more on applicants' and employees' abilities and not just direct experience. Younger people tend to be more technology savvy and less invested in the "that is the way it has always been done" mentality, which can bring new perspectives to senior employees and decision-makers.

How do you think your generation will change local government in the years ahead?

I believe my generation will bring a lot of different diversity to local governments because they have grown up in a rapidly changing world. I believe as my generation grows into leadership positions in organizations, flexibility and change will become the norms rather than aspects of life and work that many people try to avoid.

[Read More.](#)

Featured Article

Recruitment and Retention in Today's Employment Market

*By Claire Jubb, Assistant County Administrator,
Charlotte County*



We all know recruiting and holding on to a highly motivated and qualified workforce is getting harder. We are no longer simply facing competition from employers around us, but with the ever-growing popularity of remote working, location is no longer a constraining factor.

Additionally, the private sector is quickly catching up to or outpacing the government in terms of the provision of fantastic benefits packages.

This impacts local government at all levels of their organization, from entry-level positions traditionally filled with new high school graduates and college students, to highly skilled professional staff working in many different fields.

In Charlotte County, we have lost staff in certain areas because they were able to secure a remote working position, in another state, without a need to relocate and disrupt their family life. They get the best of both worlds, living in the paradise that is Charlotte County and receiving the salary and benefits that come with employment in larger metropolitan areas.

So how do we mitigate some of the challenges we are facing? How do we attract, recruit and retain high-quality, public service-orientated people to join our team?

I think the first thing to do is look at how we are recruiting. Gone are the days when we could simply post a position on our website and be flooded with applicants. We must keep up with the private sector and be more creative with our postings. To expand the number of applicants, we have to bring the posting to them — whether it is via the many social media platforms available to us, specific recruitment companies, or professional organizations. The key is expanding our postings outside of our traditional methods and recognizing we need to attract people to our profession — they are no longer seeking us out, so we have to go to them.

Events and Training Opportunities



COACHING WEBINAR

— Free and open to nonmembers —



Looking Ahead: Trends Shaping the Future of Local Government

Thursday, September 1, 2022
2:00 p.m. - 3:00 p.m. ET

Program Summary:

Monumental demographic shifts, rapid technological advancements and a highly dynamic operating environment have led to the emergence of new opportunities and critical challenges for local governments. In this session, we'll review the trends shaping three macro-level challenge areas and what it means for the future of local government. Understanding the underlying trends is the first step in meeting these challenges proactively.

Panelists:

- **Hauson Le**, Manager, Strategic Foresight - Strategic Government Resources (SGR)

[Register Here](#)

Registration closes on Friday, September 2!



Revery Rooftop
580 N. Fourth St. Columbus, OH
Monday, September 19, 2022
7:00 p.m. to 10:00 p.m. ET.

The dinner will be plated and include a salad, sides and dessert.

If you would like a vegetarian meal option, please notify staff at registration.

Unlimited coffee is included in the cost. A cash bar will be available.

The cost is \$100 per person.

Reservations will be accepted until September 2nd. A confirmation email will be sent.

Send completed reservation form to:

FCCMA
P.O. Box 1757
Tallahassee, FL 32302-1757

-or-

Email: fccma@flcities.com

[Register Here](#)

Download Registration Form



ACHIEVING EXCELLENCE
Together

2022 ICMA Annual Conference

September 17-21, 2022

Columbus/Franklin County, OH

It is always of benefit to both ICMA and conference attendees to register for the annual conference early to get in the adjacent hotels to the conference center or in the lowest cost hotels as each member may seek. ***You must register for the conference prior to going to the hotel links*** for conference rates. If you have not attended an in-person conference since COVID don't forget that ICMA fills numerous hotels adding more as needed and ***the preferred hotels fill up early***.

First time attendees and jurisdictions sending multiple people registering as a group get reduced rates.

Register Today



**FCCMA ONSITE
TRAINING SESSION**
REGISTER TODAY

Recruiting and Retaining Employees in Today's Environment

**October 21, 2022
9:00 a.m. - 1:00 p.m. ET**

Program Summary:

Recruiting and retaining local government employees is a top priority for local government managers. In today's environment, that responsibility has been particularly challenging. In this FCCMA program, the FGCU ICMA Student Chapter will moderate a program with a panel of local government managers who will informally discuss those challenges and what they are doing to ensure that quality services are provided to their citizens.

Attendees should expect to share their own experiences/ideas. Real examples are encouraged.

Moderators:

FGCU ICMA Student Chapter Officers

Panelists:

Terry Atchley, City Manager, City of Wauchula

Jay Boodheshwar, City Manager, City of Naples

Hector Flores, County Administrator, Charlotte County

Michael McNees, City Manager, City of Marco Island

Amy Patterson, County Manager, Collier County

Dana Souza, City Manager, City of Sanibel

Terry Stewart, City Manager, City of Arcadia

[Register Here](#)

Jobs

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

ALACHUA COUNTY – CHOICES

Program Manager

ALACHUA COUNTY – Human

Resources Analyst

ALACHUA COUNTY – Mobile Response

Team Coordinator

AVONDALE ESTATES, GA – Director of

Finance And Administrative Services

BENSON, NC – Town Manager

BRADFORD COUNTY – County

Manager

CAPE CORAL – Deputy Development

Services Director

CLEARWATER – Executive Director of

Gas System

DEFUNIAK SPRINGS – Finance

Director

FORT LAUDERDALE – City Auditor

FORT LAUDERDALE – Senior Financial

Administrator

HAYS COUNTY, TX – Communications

Director

MARY ESTHER – City Clerk

MARY ESTHER – City Planner

MARYLAND LOCAL GOVERNMENT

INSURANCE TRUST – Executive

Director

MEXICO BEACH – Development

Services Director

MONTGOMERY, TX – City Administrator

NEW SMYRNA BEACH – Director of

Development Services

NORTH MIAMI BEACH – Budget

Administrator

OCEAN RIDGE – Town

Manager/Finance Director

PINELLAS COUNTY – Deputy Director

Public Works

PINELLAS COUNTY – WebEOC and EM

Information Analyst

SARASOTA – Governmental Relations

Manager

SARASOTA COUNTY – Financial

Program Coordinator, Health and Human

HOLLYWOOD – Development Review
Engineering Manager
HOLLYWOOD – Senior Accountant
KENNEBUNK, ME – Town Manager
KILLEEN, TX – Executive Director of
Finance
LACY, WA – Human Resources Director
LAKE CLARK SHORES – Town Manager
LAKE COUNTY – Grants Coordinator
LAKE HAMILTON – Director of Public
Works and Utilities
LAKE HAMILTON – Senior Planner
LEON COUNTY – Grants Coordinator

Services
SUMTER COUNTY – Development
Services Director
TAMPA – Community Redevelopment
Agency Director
TREASURE ISLAND – Special Projects
Coordinator

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