

# September 2022



## President's Message



Hello FCCMA Membership,

As I write this message, our west coast colleagues are just beginning to discover the damage from what will likely become known as a historic hurricane event, Hurricane Ian. Many communities have been impacted, so please keep them in your prayers as they painfully uncover the destruction left in Ian's path. One of the most amazing aspects of serving in local government is watching our surrounding communities rally together to help those in need when devastated by a storm or any other disaster. It warms my heart to know help is

mobilized and on the way. I've heard of numerous municipal Strike Teams heading to the area to assist as well. Be assured that FCCMA stands ready to assist in whatever capacity that we can help. It's early to know just what assistance will be needed from us, but once we do know, we will ACT. Moral support and knowing your friends and colleagues care and are here to assist may be all we can do now, but I know it means a lot for those suffering through this.

Stay safe as you begin the clean-up from Ian and the recovery phase.

*Lori LaVerriere*

Lori LaVerriere  
FCCMA President

## ICMA Conference



For those who attended the ICMA conference, I hope you found it educational and very well put together. The sessions and keynotes were great. We had approximately 90 attendees at our State Dinner on Monday, the 19<sup>th</sup>. The rooftop venue was rooftop overlooking the city skyline was stunning. We had 16 students attend, and speaking with them was a pleasure. Many business cards were exchanged, so let's hope it bears fruit for our emerging leaders. What a great networking opportunity for these young people interested in joining our profession.

Congratulations to Vince Long (County Administrator, Vince Long), who received the ICMA Award for Career Excellence in Memory of Mark E. Keane and Bob Lee (MPA Coordinator, Florida Gulf Coast University.), who received the ICMA Academic Award in Memory of Stephen B. Sweeney. Congratulations also to our ICMA Service Award Winners.

[Read More](#)

## Member News and Updates

**FCCMA Member featured on ICMA Podcast and in ICMA PM Magazine**

The logo for ICMA VOICES IN LOCAL GOVERNMENT, featuring a microphone icon and the text "ICMA VOICES IN LOCAL GOVERNMENT".

### HOW TO GET YOUR FIRST JOB IN LOCAL GOVERNMENT

A blue button with a white play icon and the text "LISTEN NOW".

THIS EPISODE BROUGHT TO YOU BY The logo for smarsh, featuring a blue square icon and the text "smarsh".

A portrait of Jeannetta Maxena, a Black woman with her hair in a bun, wearing a black blazer over a grey top.

**Jeannetta Maxena**  
Assistant to the City Manager, City of Mary Esther, FL

### How to Get Your First Job in Local Government

*Featuring Jeannetta Maxena, Assistant to the City Manager, Mary Esther*

This episode focuses on how to get your first job in local government for job seekers and how to expand your talent



pool for organizations desperate to find new talent.

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



## In Memoriam of Joe Griffin



It is with much sadness that FCCMA reports the death of Joe Griffin. Joe served as a US Marine from 1966 to 1978. He was an F-4 Phantom and F-8 Crusader pilot in USMC fighter squadrons.

After his Marine Corps service, he was a commercial airline pilot for 27+ years. His last assignment was as a 767/757 International Captain for USAirways.

He was employed by the City of Sebastian, Florida, for 12 years as Airport Director and City Manager and was recently employed by the Town of Indian River Shores, Florida, as its Town Manager.

Peter passed away recently from complications related to non-Hodgkin's Lymphoma.

Joe is survived by his wife, Denise; daughters Lori Lee Reo (Christopher), Jodi Lynn Griffin, and Ashley Denise Caldwell (Ryan); Grandchildren Cameron Joseph Reo, Kinsley Denise Caldwell, and Grayson Blaine Caldwell.

At Joe's request, no public service will be held.

## The following membership applications have been received:

- **Steve Bradshaw**, District IV, Master of Public Administration, Florida State University, Student Member
- **Carolyn Brown**, District VI, Support Services Director, Town of Longboat Key, Full Member
- **Alesia Carter**, District I, Bachelors of Arts Degree, Florida State University, Student Member
- **George Landry**, District IV, Director of Public Utilities & Solid Waste, St. Lucie County, Full Member.
- **Robert Thompson**, District I, City Manager, City of DeFuniak Springs.

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.

## 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**

Peter Cavalli, MPA

**What was your last position before becoming an MIT?**

Town Manager for the Town of Kenneth City (FL)

**Can you briefly share your background?**

Masters in Public Administration, BA Political Science, BS Environmental Science and Policy  
Teaching Certificate – Pinellas County  
20+ years of experience split between local government and education

Member of FCCMA, APWA and FWPCOA

FCCMA – Professional Development Committee Member

APWA – State Chapter Education Committee Chair

APWA National Certification Commission and Public Works Operations & Maintenance Task Force

FWPCOA – Region 4 Customer Service Trustee

**What's your forte?**

My forte includes education and training of staff. I truly enjoy making connections between individuals and organizational resources to help achieve one's goals. I'm a people-centered public administrator who loves to roll up my sleeves and work alongside my colleagues and subordinates. I have a specific focus in public works, emergency management, environmental regulations/permitting and website management (public information/education).

Public speaking, getting to know my residents, and professional development are my focuses in public administration. Nothing makes me happier than seeing my projects and efforts positively affect my residents.

In addition to education and training, I truly enjoy the processes and concepts related to strategic planning. Creating that shared vision between the residents, elected officials, staff and stakeholders and implementing the plan is central to everything we do as public administrators. I have worked with several municipalities and non-profits to create and implement a strategic planning and management program.

Lastly, I have a very active interest in public administration, public works administration, emergency management, environmental management, technology, e-government and public education/information.

**Do you have any prior or current consulting experience?**

Currently engaged with the Public Works Academy, Inc. (a 501c3 not-for-profit), which provides training/certification programs for employees of public works/utility departments statewide.

I have also been actively providing training and educational consulting services for several municipal governments throughout the State of Florida. Classes include but are not limited to FDOT Maintenance of Traffic, FDEP FSESCI, University of Florida Green Industries BMP, Pinellas County Landscape BMP, CPR/AED/First Aid, Emergency Management/Planning, Management/Supervision and Business Writing.

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**Members-in-Transition (MIT)**

Please take a minute to show support for the MITs by emailing or calling the members of 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 [fcca@fcca.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:

- **Intentional Leadership and Organizational Culture** with **Mike Staffopoulos**, City Manager, Jacksonville Beach
- **Collaboration, not Competition** with **Randall Reid**, Southeast Regional Director, ICMA
- **Let People Know they've got an Advocate** with **Lee Garner**, Town Manager, Sneads
- **Special Hurricane Re-Release** with **Kevin Guthrie**, Director, Florida Division of Emergency Management

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

Listen now, and stay tuned for the next release of The FCCMA Podcast!

[Listen Now!](#)

## Featured Member



Meet Amber Cabrera, Senior Management Fellow,  
City of Fort Lauderdale

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

I joined FCCMA to connect with local government professionals within the state.

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

I joined ICMA as part of my fellowship.

**Please describe your areas of formal/advanced education.**

- PMP Certification
- Master of Public Administration
- Bachelor of Applied Science in Supervision and Management
- Florida Registered Paralegal

**Why did you select a career in public service?**

As for many in the nation, 2020 was a year of events that shook us all. With the COVID-19 pandemic and national social unrest, I felt I was not doing enough in my community. While I was not in the position to become an activist, I made intentional choices to get involved. I became a census enumerator for the 2020 census, a poll worker for the 2020 elections and decided to enroll in an online fast-track MPA program – effectively changing my career path from a 15-year Mass Tort Litigation Paralegal to Local Government

**Please tell us about your current position.**

- 2021-2022 – ICMA Senior Management Fellow
- Present – Administrative Supervisor, Government Affairs & Economic Development Division

**Please describe your typical day.**

A typical day? Does one even exist in local government? How about a typical week?

Meeting with the department supervisor, attending a grand opening, catching up on administrative work, meeting on a new project, working on a last-minute commission/City Manager request, REPEAT.

**What is your favorite part of the job?**

The hustle and bustle. While some duties are constant, there are so many different and exciting opportunities.

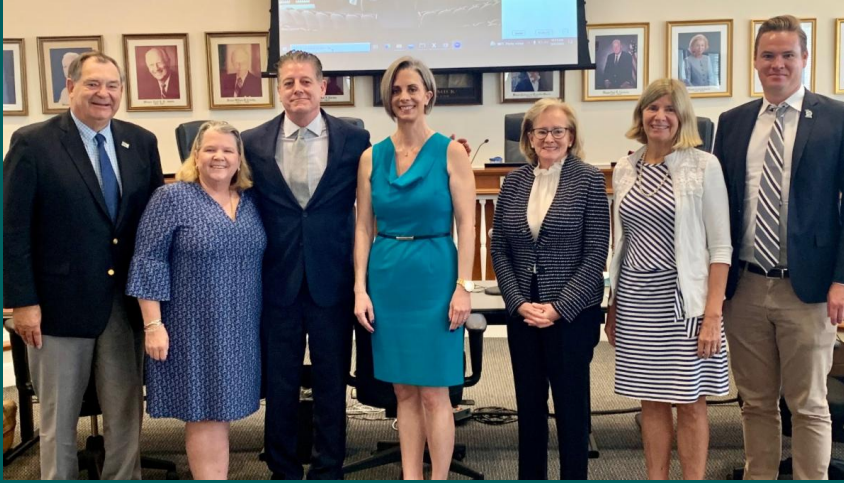
[\*\*Read More.\*\*](#)

## Professional Management Matters



On September 12, 2022, FCCMA Member Christophe St. Luce presented the ICMA Recognition Award to the Venice Council in celebration of their 45th year as a Council-Manager form of government.

Pictured left to right: Venice City Manager Ed Lavallee, Bradenton Assistant City Administrator Christophe St. Luce and Venice Assistant City Manager James Clinch.



On September 12, 2022, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the Palm Beach Council, celebrating its 100th year as a Council-Manager form of government.

Pictured left to right: Councilman Lew Compton, Mayor Danielle Moore, City Manager Kirk Blouin, Fort Lauderdale Nighttime Economy Manager Sarah Hannah-Spurlock, President Maggie Zeidman, Bobbie Lindsay, and Ted Cooney.

## From Our Partners

### Department of Transportation

The Florida Department of Transportation, Office of Policy Planning, is hosting a series of grant information sessions this fall. Sessions will cover material to ensure our local partners are ready to produce competitive applications and be successful direct recipients of federal discretionary funds.

Please share the attached flyer with your peers, staff, and local partners to encourage attendance. A registration link is included on the flyer and below.

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### Disability Employment Awareness Month

Celebrated annually, October is Disability Employment Awareness Month (DEAM). Proclamations recognizing the more than 2 million Floridians living with a disability occur in cities across the United States. A sample proclamation has been provided at the link below. Please contact Allison Chase at [\\_\\_\\_\\_\\_](#) or 850.566.9606 for more information.

[View Sample Proclamation](#)

## Events and Training Opportunities



## COACHING WEBINAR

— Free and open to nonmembers —



### Stronger Relationships and Buy-In: Onboarding Elected Officials

Thursday, October 6, 2022  
2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 2, 3, 4, 5, 6, 9, and 14

#### Program Summary:

Building trust and a good working relationship start with a good first impression. For managers and council members, this important impression can be made while bringing a newly elected official up to speed on the larger goals of the organization, its structure and key players in your community.

The importance of thorough onboarding helps create trust in the manager's knowledge and leadership and helps ensure the support of a common vision during an elected official's tenure in office.

Join our next webinar to listen in on a conversation amongst managers sharing their experiences and what has worked best for them throughout their careers when building trust through early interactions in onboarding council/commission members.

#### Presenters:

- **Yocelyn Galiano**, Village Manager, Pinecrest
- **Jorge Gonzalez**, Village Manager, Bal Harbour
- **Bobby Green**, Executive Director, Ridge League of Cities

[Register Here](#)



**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.

**Cohen Center Ballroom, Florida Gulf Coast University  
10501 FGCU Boulevard South, Fort Myers**

**ICMA Practice Areas: 3, 4, 8, 9, 10 and 13**

**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 Now](#)**

**From Our Partners - FLC**



**The Keys to Florida:  
Workshop for New City and County Managers**

**October 21, 2022 - October 22, 2022**

FLC University and FCCMA have partnered to offer this orientation program. This weekend workshop features current and retired managers as the faculty to help new managers (new to Florida, new to the profession, or both) gain a greater understanding of all that makes Florida's local governments unique.

Please Note: This weekend class is limited to 20 attendees.

FLC University  
125 E. Colonial Drive  
Orlando, FL 32853

For questions on the program, please contact Lynn Tipton at 407.367.4025 or email [ltipton@flicities.com](mailto:ltipton@flicities.com).

**[Register Today](#)**

## FCCMA Fall Symposium



Have you completed your ethics training for fiscal year 2022? Each year, Florida City and County Management Association (FCCMA) members are required to meet a four-hour ethics training requirement. If you haven't completed your training yet, this year's virtual symposium is designed to help you meet that requirement. The theme for the 2002 Fall Symposium is "Ethical Leadership." We hope you'll join us virtually for this event!

**The registration deadline is October 27, 2022.**

The registration fee is \$50 for members and \$25 for student members.

Questions? Contact Carol Russell at FCCMA at 850.701.3607 or [\\_\\_\\_\\_\\_](#).

**[Register Here](#)**



## Virtual New Member Welcome

**Thursday, November 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, Senior 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 through their FCCMA Membership, **this event is open to ALL members.**

We hope to see you there.

**[Register Now](#)**



## COACHING WEBINAR

*Free and open to nonmembers*



## Attainable Housing Solutions

**Thursday, November 10, 2022  
2:00 p.m. - 3:00 p.m. ET**

## ICMA Practice Areas: 3, 7, 8, 9, and 10

### Program Summary:

This webinar will explore the current state of the housing market and the communities and sectors burdened by **soaring** home purchase prices and rental costs. Hear from professionals at the forefront of addressing this issue in their communities and the solutions being deployed to provide affordable and workforce housing.

### Presenters:

- Dr. Ned Murray, AICP, Associate Director, FI Jorge M. Perez Metropolitan Center
- Ashton J. Nesbitt, Chief Programs Officer and Technical Advisor, Florida Housing Coalition
- Elma Feliz, Manager, Long Range Planning and Neighborhood Services, Sarasota County
- Adam Schnell, Urban Planner III, Development Services Department, Fort Lauderdale

[Register Now](#)

## Jobs

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

**ALACHUA COUNTY** – Criminal Justice Systems Security Manager  
**AVONDALE ESTATES, GA** – Director of Finance And Administrative Services  
**BLAINE, WA** – City Manager  
**CAPE CORAL** – Controller  
**CAPE CORAL** - Water Reclamation/Wastewater Manager  
**CHARLOTTE COUNTY** – Capital Projects Manager  
**CRAMERTON, NC** - Town Manager  
**CRANDALL, TX** – City Manager  
**DEBARY** – Public Works Director  
**DEERFIELD BEACH** – Senior Executive Assistant  
**DEKALB COUNTY, GA** - Administrative Services Manager  
**DEKALB COUNTY, GA** - Executive Support  
**GLASTONBURY, CT** – Town Manager  
**GLENDALE, AZ** – Budget and Finance Director  
**HAINES CITY** – Communication and Marketing Manager  
**HAWTHORNE** - City Manager  
**HENRY COUNTY, GA** – Chief Financial Officer  
**HIGHLANDS COUNTY** – County Administrator  
**HOLLYWOOD** - Development Review Engineering Manager

**MANATEE COUNTY** - Facilities Planner  
**NAPLES** - Deputy City Manager  
**PORTLAND, TX** – Assistant IT Director  
**PORTLAND, TX** – Assistant IT Director  
**RIVIERA BEACH** – Police Chief  
**SANDY SPRINGS, GA** – Assistant City Manager for Infrastructure and Facilities  
**SARASOTA COUNTY** – Business Operations Manager II – Capital Projects  
**SARASOTA COUNTY** – Human Services Manager  
**SARASOTA COUNTY** – Parks Natural Areas and Trails Manager II  
**SARASOTA COUNTY** – Parks Natural Areas and Trails Manager II – R15217  
**SARASOTA COUNTY** – Risk Manager  
**ST. JOHNS COUNTY** – Chief Medical Examiner  
**SISTERS, OR** - City Manager  
**SUNNY ISLES BEACH** – Communications and Media Specialist  
**SUNNY ISLES BEACH** – GIS Analyst  
**SUNNY ISLES BEACH** – Staff Accountant  
**SUNNY ISLES BEACH** – Youth and Teen Programs Coordinator  
**WAKE COUNTY, NC** – Facilities Project Manager  
**WALLA WALLA, WA** – City Manager  
**WEST PALM BEACH** – Director of Communications

**JEFFERSON COUNTY** – County  
Manager  
**LARGO** – Downtown Administrator  
**LARGO** – Principal Planner  
**LEE COUNTY TAX COLLECTOR** –  
Technical Support Specialist

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