

December 2022



The FCCMA office will be closed on the following dates in observance of the upcoming holidays and new year.

***Friday, December 23, 2022
Monday, December 26, 2022
Friday, December 30, 2022
Monday, January 2, 2023***

President's Message

Happy Holidays FCCMA Members,

December is flying by, and I don't know where the time is going. My holiday wish for everyone is to be able to spend some precious time with their family and friends and have an opportunity to relax. Tis' the Season. Please enjoy it!



We have several items of interest to share with you for the New Year.

Our January Webinar titled "**Developing a Culture of Data-informed Performance Management**" will be offered on January 12, 2023, from 2:00 p.m. – 3:00 p.m. It covers ICMA Practice Areas: 6, 8, 10, 11 and 12. [Register](#) today!

Our FCCMA Photo Contest is kicking off! This contest offers a unique opportunity for a Florida community to be featured on the cover of the 2023-2024 FCCMA

Membership Directory, as well as the FCCMA Website and social media profiles. Your community may submit ONE photo. The deadline for submitting your photo [online](#) is January 13. Then the voting begins! The community photo that receives the most votes WINS. You can have a lot of fun with this contest. It's a great community engagement opportunity. Blast it on your social media, city/county marquees, newsletters, message boards, friends and family, and encourage everyone to VOTE. This is also a tremendous opportunity for folks to learn about our association!

Our FCCMA Scholarship Program offers up to four **academic-based scholarships**: 1) B. Harold Farmer Scholarship (\$5,000); 2) The Raymond C. Sittig Scholarship (\$5000); 3) Aspiring Professional Manager Scholarship (two scholarships @ \$2500). Recipients are chosen based on their ability to demonstrate their understanding and support of local government management and the principles on which each scholarship was founded. FCCMA also offers three **Emerging Leaders Conference Scholarships** to public administration students and entry-level city and county management staff members interested in continuing their academic and professional development as local government administrators. Spread the word in your organization. We all know the importance of providing growth and professional development opportunities to our young leaders.

Lastly, our Winter Institute registration is still open for full members only. Only six slots are remaining. The program will take place in Clearwater Beach on February 9-10, 2023. You can register [here](#).

I wish everyone a safe and happy holiday!!

Lori LaVerriere

Lori LaVerriere
FCCMA President

Member News and Updates

The following membership applications have been received:

- **Alan Bullock**, District VI, HR Director, City of Venice, Full Member
- **Matt Horn**, Director, Local Government Services, MRB Group, Corporate Member
- **Candido Sosa-Cruz**, District V, Deputy City Manager, City of Dania Beach, Full Member
- **Steve Zielinski**, District VI, Executive Director, Lakewood Ranch IDA, 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.

Monthly MIT Profile

Florida has one of the strongest representations of 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 contributing 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.



Michelle Lee Berger, M.P.A.

What was your last position before becoming an MIT?

My last full-time role was as a Town Manager for the coastal Town of Sewall's Point, Florida. I received a two-year contract starting October 2019 and finished out the contract, providing the Town an additional three months beyond the contracted agreement. I then transitioned to offering municipal management and project management services via contractual and part-time terms.

Can you briefly share your background?

I am a highly versed, experienced professional operations manager in both the public and private sectors, known as a collaborator and strategic thinker.

I held executive roles in the private sector for national and globally recognized specialty retail healthcare organizations, having operated in that industry for three decades. This business management experience is enhanced by almost two decades of public service, with many of these years and roles occurring simultaneously. I served three terms (12 years) as a City Councilwoman for the City of Port St. Lucie, the seventh largest city in Florida, guiding it through some of its highest growth years. While serving as Councilwoman, I was also appointed by my peers as a Fire Commissioner for the independent taxing district of St. Lucie County Fire District.

I earned a master's in public administration (MPA) and continue to focus on municipal professional development by participating in education offered by ICMA and FCCMA. A recent example is the certified completion of the High-Performance Leadership Academy, a 12-week online program created to equip local government professionals with leadership skills in organizational development and change management, negotiations and collaboration, effective communication, and how to deliver increased value from high-performance management.

What's your forte?

My expertise lies in public policy and managing human behavior to cultivate organizational success. Whether involved in executive coaching, visioning and strategic goal setting, negotiations and labor relations, conflict management, or any other aspect of leadership, I navigate mindfully, using listening skills and keeping word selection at the top of mind. I'm sought after for my ability to influence and build relationships for shared success and consensus building.

Other tactical execution successes lie in these areas:

- Analytics and business management, creating metrics and linking to community priorities
- Funding and delivering septic to sewer conversions
- Funding and delivering resiliency solutions, including treatment trains for stormwater management
- Sustainability planning and project execution

- Capital improvement planning
- Overall project management

[Read Michelle's Full Profile](#)
[Read Michelle's Writing Sample](#)

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 following:

- **It Starts with Your Organization Strategy** with **Meridy Semones**, Performance & Budget Manager, Largo
- **The Death of the Public Servant** with **Daniel Rosemond**, Author & Former City Manager, Hallandale Beach
- **Intentionally Working Together Toward a Common Goal** with **Tim Hemstreet**, County Administrator, Loudoun County, VA and Immediate Past President, National Association of County Administrators
- **Re-release: City Management as the Original Multi-Tasking Profession** with **Terry Stewart**, City Administrator, Arcadia.

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 Carlos Baia, City Manager,](#)
[City of Temple Terrace](#)

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

I've had two membership "eras." In the late 1990s, I was fortunate to be awarded an FCCMA B. Harold Farmer scholarship. That experience helped me complete my graduate



education and introduced me to a great network of professional managers and FCCMA staff. I joined the organization then continued my membership until leaving Florida in 2007. I moved back to Florida earlier in 2022 and re-joined.

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

I have been a member of ICMA since 1999 and joined for many of the same reasons I became part of FCCMA: Outstanding network, mentors and professional support. I had the privilege of giving back to the organization by serving on the ICMA Executive Board as the Northeast Vice President from 2015-2018.

Please describe your areas of formal/advanced education (if applicable).

B.A. from Brandeis University;
M.A. from the University of Massachusetts-Amherst;
M.A. from the University of Florida
ICMA-Credentialed Manager

Why did you select a career in public service?

I always felt that there were communities with untapped potential waiting for the right person and team to help make things happen. I've been blessed to have been mentored by great local government professionals who understood and reinforced the incredible impact professional managers can have.

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

My professional career has been in the public sector.

[Read More.](#)

Member Article



Being Thankful Depends on the View

*by Kimberly Nicholls, Human Resources Director,
City of Safety Harbor*

As 2022 comes to an end, and we evaluate our focus for 2023, try considering "we don't need more to be thankful for; we need to be thankful more often" – author unknown.

As I was growing up and even now, I read the newspaper (yes, the actual paper, and not on an electronic device) every Sunday. I looked forward to reading the Ann Landers column, specifically her New Year's Resolution post. It was the same each year, reminding us to basically be a good human. She expanded her thoughts one year to include being thankful and how being thankful might just depend on the view.

Here's what she shared –

Be thankful for the clothes that fit a little snug; it means you have enough to eat.

Be thankful for the mess you clean up after a party; it means you have been surrounded by friends.

Be thankful for the taxes you pay; it means you're employed.

Be thankful your lawn needs mowing, and your windows need fixing; it means you have a home.

Be thankful you have a heating bill; it means you are warm.

Be thankful you have laundry; it means you have clothes.

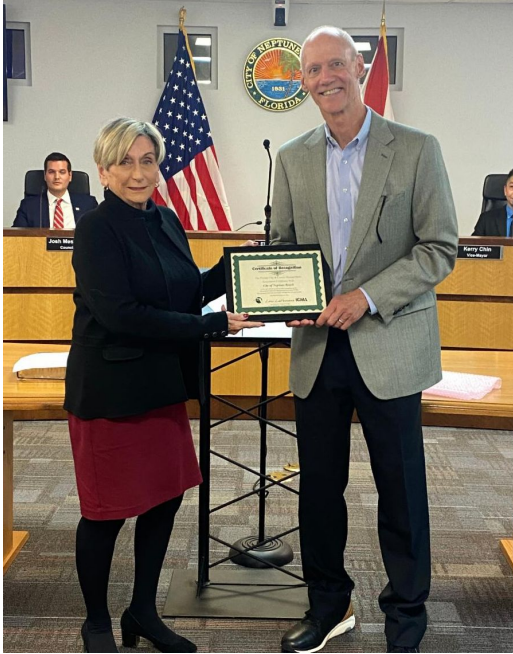
Be thankful for the space you found at the end of the parking lot; it means you can walk.

Be thankful for the lady who sings off-key at church; it means you can hear.
Be thankful when people complain about the government; it means we have freedom of speech.
Be thankful for the alarm that goes off in the early morning; it means you are alive!

Of course, we still want to lose weight, exercise more, get organized, quit smoking, save more money, etc. This year let's also try to focus on what we are thankful for. Luke Bryan says "days go slow, and years go fast" which reminds us of the old adage – life is short!

Happy New Year, and here's to a THANKFUL 2023!

Professional Management Matters



On December 5, 2022, ICMA/FCCMA Senior Advisor Jim Hanson presented the ICMA Recognition Award to the Neptune Beach Council in celebration of its 30th year as a Council-Manager form of government.

Pictured: Mayor Elaine Brown and FCCMA Member Jim Hanson.



On December 6, 2022, ICMA/FCCMA Senior Advisor Jim Hanson presented the ICMA Recognition Award to the Atlantic Beach Commission in celebration of its 65th year as a Commissioner-Manager form of government.

Pictured left to right: Commissioner Bruce Boyle, City Manager Shane Corbin, Commissioner Candace Kelly, Mayor Curtis Ford, Senior Advisor Jim Hanson, and Commissioners Mike Waters and Jessica Ring.



On December 15, 2022, ICMA/FCCMA Senior Advisor Jim Hanson presented the ICMA Recognition Award to the Jasper Council in celebration of its 30th year as a Council-Manager form of government.

Pictured left to right: Council Member Vanessa Smith, Vice Mayor Garrett Selph, City Manager Marcus Collins, Mayor Stewart Mitchell, Chairman Jay Daigle, Council Member Jhelecia Hawkins and FCCMA Member Jim Hanson.

From Our Partners

ICMA Coaching Program

[Click here](#) to access Career Compass No. 99, "Harness the Hidden Power of Rituals."

Please share it with your employees.

Events and Training Opportunities



COACHING WEBINAR
— Free and open to nonmembers —

presented by 
FLORIDA LEAGUE OF CITIES

Developing a Culture of Data-informed Performance Management

January 12, 2023
2:00 p.m. - 3:00 p.m.

ICMA Practice Areas: 6, 8, 10, 11, 12

Program Summary:

There are several models and certifications that can guide organizational performance management. While those roadmaps may tell us *what* to do, *how* we make that change in our organizations – and how we make it a part of our organizational cultures – it is more complicated. Hear from organizations about their evolution through this process and the leadership, organizational habits and techniques they have used to infuse their culture with a focus on data and performance.

Panelists:

- **Aricka Johnson**, Structural Innovation Manager, Fort Lauderdale
- **Micah Philips**, Performance & Outreach Coordinator, Bellevue, WA

[Register Today](#)



Achieving Recognition for your Performance Management Program

February 2, 2023
2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 6, 8, 10, 11, 12

Program Summary:

Developing a culture of accountability in performance management has become a requirement of several award and certification programs in the local government industry. As it stands, the Government Finance Officer's Association (GFOA) made it a requirement in 2021 to embed strategic planning and performance management within a government's annual budget in order to receive the Distinguished Budget Award. There are also programs like the ICMA Certificate in Performance Management and the Baldrige Excellence framework that help to provide context for how these programs can improve management approaches throughout an organization. During this webinar, panelists will review the requirements of these programs using a performance management spectrum that digests the techniques needed for these platforms. You will learn how to make your budget document better while you create tools to communicate your programs to the public in a more transparent way.

Panelists:

- **Tracy Miller**, Assistant City Manager, Oldsmar
- **Will Payne**, Performance and Budget Manager, Largo

[Register Now](#)

There are 6 slots remaining.

FCCMA 2023 Winter Institute

Managing the Post-COVID Workforce



February 9-10, 2023
Sheraton Sand Key, Clearwater Beach
fccma.org/winter-institute

Registration is open for full members only.

The FCCMA Winter Institute is an intense, interactive workshop for Florida's city and county managers and assistants.

Hotel Information

Sheraton Sand Key
1160 Gulf Boulevard, Clearwater Beach
727.595.1611

FCCMA has a room block reserved. The discounted rate of \$179, with complimentary parking, is available until January 17, 2023, **or** until the room block is filled.

Registration Information

The cost of the training is \$300 per person. Space is limited.

Registration is not final until payment is received. Cancellations received prior to January 30 will receive a refund; however, a \$25 administrative fee will be charged. No refunds will be given after the deadline, but other FCCMA members may be substituted to fill the slot.

Questions? Contact Melanie G. Howe, CAE, CMP, at mhowe@fkcities.com.

[Register Now](#)

Awards & Scholarships

2023 FCCMA Awards Program



Each year, the FCCMA recognizes leaders in the profession who have demonstrated professionalism and service within the field of public administration. Award recipients are nominated and selected by their peers and recognized during the annual conference.

Nominators for each award must submit a completed application, cover letter and any supporting materials by 5:00 p.m. ET on January 13, 2022, to be considered for these awards.

For specific selection criteria and required documentation and to complete the application, please visit the FCCMA [website](#). For questions, please contact staff at fccma@fkcities.com.

[Download Flyer](#)

[Submit Application](#)

2023 FCCMA Academic Scholarship Program



The FCCMA is committed to supporting students pursuing education and careers in public administration.

We offer up to four academic-based scholarships:

- \$5000 B. Harold Farmer Scholarship
- \$5000 The Raymond C. Sittig Scholarship
- (2) \$2500 Aspiring Professional Manager Scholarships

Recipients are chosen based on the student's ability to demonstrate their understanding and support of local government management and the principles on which each scholarship was founded.

Share these exclusive scholarship opportunities with someone currently earning a degree in public administration and committed to pursuing a career in local government management!

Qualifying students must submit a completed application, official transcripts and letters of recommendation by February 1, 2023, to be considered for these awards.

[Download Flyer](#)

[Apply Today](#)

For questions regarding the scholarship, contact staff at fccma@flcities.com.

2023 FCCMA Conference Scholarship



FCCMA offers an Emerging Leaders Conference Scholarship to public administration students and entry-level city and county management staff members interested in continuing their academic and professional development as local government administrators.

Participating in the FCCMA annual conference provides emerging leaders with continuing education and networking opportunities with 200+ professional managers from across the state.

Apply today or share this opportunity with someone who wants to advance their local government management career.

Applicants must submit a completed application packet by 5:00 p.m. on February 1, 2023, to be considered for this award.

For questions regarding the scholarship, contact staff at fccma@flcities.com.

2023-2024 FCCMA Membership Directory Photo Contest



2023-2024 FCCMA
MEMBERSHIP DIRECTORY

PHOTO CONTEST

*Deadline to submit photos:
January 27, 2023*



bit.ly/3Cg19M8

The Florida City and County Management Association is hosting its annual photo contest. This contest offers a unique opportunity for a Florida community to be featured on the cover of the 2023-2024 FCCMA Membership Directory, as well as the FCCMA Website and social media profiles.

The contest will take place on the [FCCMA website](#). Submissions are limited to **one photo per local government**. Please coordinate within your jurisdiction to ensure only one photo is submitted.

Submit your photo to FCCMA before 5:00 p.m. on January 27, 2023, and FCCMA's Facebook followers will select the winning photo to feature. It's that simple! Runners-up will be featured on the FCCMA Facebook page and website.

Photo Requirements:

- All submissions must be digital photos.
- The submitted photo should be original work and **NOT** previously published in any format before submission to this competition.
- Include the name you would like listed as the photo credit.
- Participants should limit the editing of their photos to cropping.
- Photos should **NOT** have filters.
- Photos should be horizontal or vertical and submitted as a jpg file.
- Do **NOT** watermark, digitally sign or digitally date stamp the image.

[Submit Photo Here](#)

2022-2023 Webinar Schedule

Ensuring Financial Resiliency for your Local Government

March 2, 2023

2:00 p.m. ET

UF/IFAS: Resources Available for Local Governments

April 6, 2023
2:00 p.m. ET

Recruitment in 2023

May 4, 2023
2:00 p.m. ET

Legislative Session Hold

June 8, 2023
2:00 p.m. ET

Path to the Manager's Office

July 13, 2023
2:00 p.m. ET

Jobs

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

ABILENE, TX – Director of Information Technology
ALACHUA COUNTY – Case Manager I
ALACHUA COUNTY – Court Officer
ALACHUA COUNTY – Social Services Coordinator
ALACHUA COUNTY – Systems Analyst
ASPEN, CO – Police Chief
BAREFOOT BAY RECREATION DISTRICT – Management Analyst
BRISTOL, TN – City Manager
CAPE CORAL – Development Services Director
CONROE, TX – City Administrator
CRESCENT CITY – Assistant City Manager/Finance Director
DADE CITY – Finance Officer
DEFUNIAK SPRINGS – City Manager
DELTONA – Deputy City Manager
GAINESVILLE REGIONAL UTILITIES – Energy Delivery Officer
GRAND RIDGE – Town Manager
GREEN COVE SPRINGS – Finance Director
HARLINGTON ECONOMIC DEVELOPMENT CORPORATION – Executive Director
JUNO BEACH – Town Manager
LIBERAL, KS – Chief of Police
LIBERAL, KS – Chief of Police
MELBOURNE – City Attorney
MEXICO BEACH – Assistant City Administrator/Development Services Director
NAPLES – Deputy Director of Public Works – Streets & Stormwater
NEW PORT RICHEY – Assistant Finance Director

OLDSMAR – City Clerk
OSCEOLA COUNTY – Budget Analyst II
OTTAWA, KS – City Manager
PALATKA – City Manager
SARASOTA COUNTY – Emergency Management Officer – Business Professional III
SARASOTA COUNTY – Environmental Specialist I or II
SARASOTA COUNTY – Environmental Specialist III – Mosquito Management
SARASOTA COUNTY – Field Repairs Manager – Water/Wastewater
SARASOTA COUNTY – Grants Analyst III – Office of Financial Management
SARASOTA COUNTY – Infrastructure Engineer – IT Professional III
SARASOTA COUNTY – Operational Manager (Capital Projects) – Manager III
SARASOTA COUNTY – Supervisor, Solid Waste / Hazardous Waste – Compliance Assistance Coordinator
SHAWNEE, KS – City Manager
SOUTHPORT, NC – City Manager
ST. LUCIE COUNTY – Security Administrator
ST. PETERSBURG – Special Projects Coordinator
STUART – Utilities Director
SUMTER COUNTY – Development Services Director
SUNRISE – Intern – City Manager's Office
TIFTON, GA – City Manager
TREASURE ISLAND – Chief Accountant – Assistant Finance Director
WESTMINSTER, CO – Police Chief
WINTER HAVEN – Community Redevelopment Agency (CRA)

NORTH PORT – Economic Development
Program Manager
OCEAN RIDGE – Town
Manager/Finance Director

Coordinator

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