

# February 2023



## President's Message



Hello FCCMA Members:

It was so nice to see so many of you at our Winter Institute! Congratulations, and thank you to the Winter Institute Planning Committee for organizing an outstanding learning opportunity for our members. The subjects of recruiting, onboarding and retaining employees are undoubtedly relevant for all of us. FCCMA staff has emailed a survey for feedback to all attendees. Please take a minute to tell us what you liked, and we always welcome new ideas!

Our next opportunity to gather and learn is our **2023 Annual FCCMA Conference in Orlando from May 31 – June 3**. The conference will be held at the Hyatt Regency Grand Cypress Hotel. Registration will open soon. I've had a sneak peek at the lineup of speakers and sessions, and we will have a fantastic conference. **Please plan to attend and encourage your colleagues/staff to join us.** There is no better event for Florida's emerging leaders to learn our trade and speak firsthand to so many local government professionals.

As you know, our 2023 Legislative Session will begin on March 7, 2023. **Our monthly webinar series continues on Thursday, March 2, at 2:00 p.m.** and will offer a legislative preview of what's on the horizon! You'll want to tune in. You can register [here](#).

Lastly, don't forget we have our FCCMA podcast. I finally did mine, and I have to say it was a lot of fun. Our host, Steven Vancore, is a tremendous conversationalist who makes it easy to share. We all have a story to tell, whether on a personal, organizational or professional topic. If you've been invited to be a guest on the podcast, I encourage you to accept the invitation! We all know City Managers and local government professionals rarely lack something to talk about!

Happy spring to all, and I look forward to seeing many of you in Orlando very soon!

*Lori LaVerriere*

## Request for Information



### Seeking Recruiting Strategies

What changes have you seen in recruitment in the trends?

If you have a unique recruiting strategy, please send an email describing your strategy to [fccma@flcities.com](mailto:fccma@flcities.com).

## 2023-2024 Photo Contest Results

### Congratulations to the City of Panama City Beach!

Photo submissions for this contest generated over 31,000 views and nearly 6,800 votes from across the state of Florida.

Thank you to all who viewed the photos and voted.

The winning photos will be featured on the FCCMA website beginning April 1st.

### 1st Place

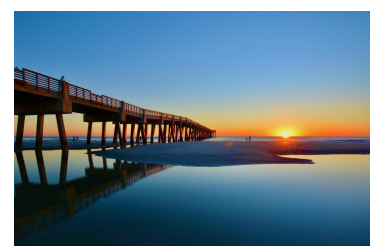


Next month's newsletter will feature an article about the winning photo!

### 2nd Place

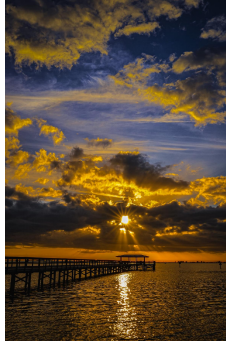
### 3rd Place

### 4th Place





Alachua County



Safety Harbor

Jacksonville Beach

## 2023 Winter Institute Recap



## Member News and Updates



Lester Bernard Baird, Sr., age 78, of Cape Coral, FL, passed away at his home on February 7, 2023, surrounded by his loving wife and family.

Lester has been an FCCMA member since 1985. During his career, he served as manager in Eureka, MO and several cities in Florida including Ocean Ridge, Belle Glade, South Bay and Hendry County. He retired in 2014 as General Manager for the Barron Water Control District/Port LaBelle Community Development District.

Visitation was held February 17, 2023, at Akin-Davis Funeral Home in LaBelle, FL, and he was laid to rest in St. Matthew Cemetery in St. Louis, MO.



FCCMA Members Mike Abels, City Manager, Flagler Beach, and Dr. Robert E. Lee, MPA Program Coordinator, Florida Gulf Coast University, were honored to serve as co-editors of the recently released 4th edition of ICMA's book: ***The Effective Local Government Manager***. It is a complete rewrite of the 3rd edition that was published in 2004.

The book can be purchased on the [ICMA website](#). It's \$69.95 for ICMA members and \$89.95 for nonmembers.





In support of Black History Month, the City of Greenacres presented a Black History Month Proclamation to members of the National Forum for Black Public Administrators' South Florida Chapter.

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**The following membership applications have been received:**

- **Daniela Andrade**, District V, Master of Public Administration, University of Central Florida, Student Member
- **Tracey Choroco**, District III, Master of Public Administration, University of Central Florida, Student Member
- **Lynnetta Jackson**, District V, Grants and Special Projects Manager, City of North Miami Beach, Affiliate Member
- **Spencer Jones**, District I, Bachelor of Public Administration, University of Central Florida, Student Member
- **Frank Kitzerow**, District IV, Town Manager, Town of Jupiter, Full Member
- **Scott Kornegay**, District II, County Manager, Bradford County, Full Member
- **Jayden Martin**, District V, Master of Public Administration, Florida Atlantic University, Student Member
- **Brandon McClain**, District III, Master of Public Administration, University of Central Florida, Student Member
- **Heath Papkov**, District V, Director/Dean, Florida International University, Affiliate Member
- **Demetris Pressley**, District III, Chief Administrative Officer, Town of Eatonville, Full Member
- **Nathan Richtmyre**, District IV, Master of Public Administration/Nonprofit Management, University of Central Florida, Student Member
- **Adriana Trjillo-Villa**, District III, Assistant Project Manager, Orange County, 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.

## Monthly 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 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.

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## Meet Alan Cohen



**What was your last position before becoming an MIT?**  
Assistant County Administrator of Broward County.

**Can you briefly share your background?**

I have over 35 years of management experience. During my 18 years in the public sector, I was City Manager of Sunrise and Sunny Isles Beach, FL, Assistant County Administrator of Broward County, FL, and Mayor of Ithaca, NY.

In the private sector, I worked in the hospitality industry for many years, including as a restaurant owner. I have also done extensive consulting work and real estate management.

My education includes a Bachelor of Science in Business Management and a Master of Business Administration with a focus on Strategy. I am active in BCCMA, and have served in various roles at FCCMA and ICMA. I continue to attend various trainings to keep my knowledge base fresh.

**What's your forte?**

I enjoy solving problems, taking on difficult, complex projects and building bridges between disparate stakeholders.

Strengths include strategy, economic/community (re)development, complex project management, communications/public outreach, diversity/equity/inclusion, community relations, operations analysis/reorganization, relationship management, change management, union/labor relations, negotiations, budgeting, and emergency management.

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

Yes, I have extensive consulting experience from a past stint as a management consultant. I provided interim management and consulting services. I am now doing the same type of work as I look for my next full-time opportunity. I also provided pro bono consulting services in Ukraine between 1999-2004.

[Read Alan's Full Profile](#)

## The FCCMA Podcast



# THE FCCMA PODCAST

**Tune in to learn from the public  
servants in your communities.**

**Streaming now on all major podcast platforms.**



**#FCCMAPODCAST**

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:

- **CRAs, how to form them, how they function and the challenges involved** with **Teresa Lamer-Sarno**, Deputy City Manager, Port St. Lucie
- **Preventative Community Para-Medicine Programs** with **Craig Radzak**, Assistant City Manager, Sanford
- **Preparing for Retirement, FCCMA Senior Advisors, and Advice for Managers in Transition** with **Jim Hanson**, Senior Advisor, FCCMA
- **Self-Evaluation and Dealing with Termination** with **Lori LaVerriere**, Deputy City Manager, Palm Beach Gardens.

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!](#)

## FCCMA Perspectives

**Municipal and County Leaders across Florida provide career advice.**



## Featured Member



**Meet Olivia Minshew, Deputy City Manager, City of Wauchula**

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

I have been in FCCMA for nearly five years. I joined because my boss, Terry Atchley, recommended membership in FCCMA to help me continue to grow professionally.

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

I am not an ICMA member yet.

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

I have a Bachelors of Science in Business Administration from Webber International University.

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

I didn't necessarily "select" a career in public service. I became employed with the City of Wauchula immediately following Hurricanes Charley, Frances & Jeanne in 2004. I was hired for one year to manage all of their damage claims with FEMA. Proving to be an asset to the city during that time, I was retained by the city manager and offered a position as the Community Development Director.

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

I have had experience in the private sector. Before working for the City of Wauchula, I worked for Grimsley Oil Company in their accounting department.

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

I am the Deputy City Manager and also serve as the Public Works Director.

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

My favorite part of the job is knowing that everything we touch in our day-to-day operations has an impact on our community and therefore, we have the opportunity every day to make our impact a positive one. Our team takes great pride and care in their work and I'm happy to be a part of that team.

[Read more.](#)

## Professional Management Matters

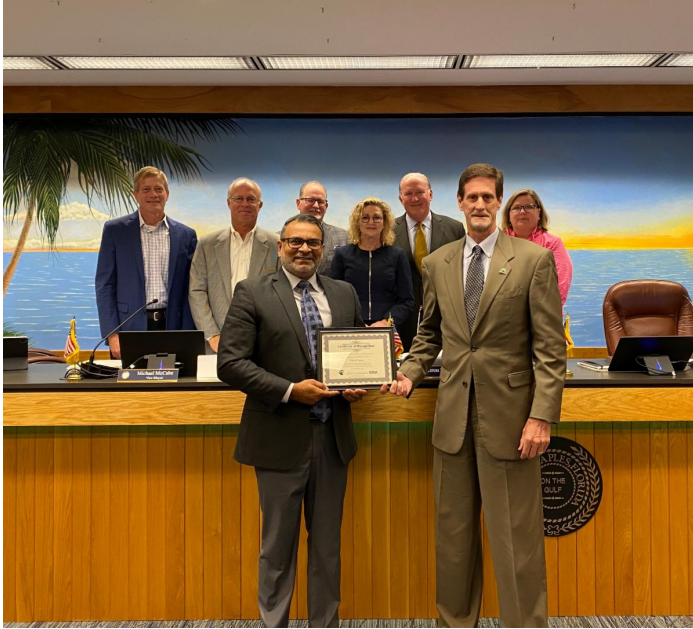


On February 1, 2023, FCCMA Member Christophe St. Luce presented the ICMA Recognition Award to the Miramar Commission in celebration of their 30th year as a Commission-Manager form of government.

Pictured left to right: City Manager Roy Virgin and Bradenton Assistant City Administrator Christophe St. Luce.

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On February 1, 2023 City Manager Mike McNees presented an FCCMA recognition to the City of Naples for 75 years as a Council-Manager form of government. Naples is actually celebrating 100 years as a city this year, and 75 years under the best form of government! Congratulations to the City of Naples and thank you for being great neighbors and partners.

Back row from left to right: Council Member Ted Blankenship, Vice Mayor Michael McCabe, Council Member Terry Hutchison, Mayor Teresa Heitmann, Council Member Ray Christman, and Council Member Beth Petrunoff.

Front row from left to right: City of Naples City Manager Jay Boodheshwar and City of Marco Island City Manager Mike McNees.

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On February 6, 2023, FCCMA Member John Coffey presented the ICMA Recognition Award to the Fort Pierce Commission in celebration of their 100th year as a Commission-Manager form of government.

Left to right: Commissioner Jeremiah Johnson; Commissioner Arnold S. Gaines; Fort Pierce City Manager Nicholas C. Mimms, ICMA-CM; Indian Harbour Beach City Manager John W. Coffey, ICMA-CM; Mayor Linda Hudson; Commissioner Curtis Johnson, Jr.; and City Commissioner Michael Broderick.





On February 8, 2023, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the Tamarac Commission in celebration of its 50th year as a Commission-Manager form of government.

Left to right: Commissioner Marlon Bolton, Tamarac City Manager Kathleen Gunn, Fort Lauderdale Nighttime Economy Manager Sarah Hannah-Spurlock, Mayor Michelle Gomez, Commissioner Elvin Villalobos, Commissioner Kicia Daniel and Commissioner Morey Wright, Jr.



On February 17, 2023, a great crowd and a powerhouse panel of city and county leaders came together for an informal discussion on the impact of Hurricane Ian and the lessons learned in terms of preparation, collaboration and so much more!

Thank you to all our attendees and panelists!

## 2023 FCCMA Rising Star Award



**Nominate a deserving recipient today!**

The Rising Star Award recognizes local government leaders in Florida with **2 to 10 years of local government experience** for their personal and professional excellence. Those selected are among the industry's top emerging talent and will be an integral part of the

FCCMA and local government administration for years to come. **Nominees must be FCCMA members with a minimum of two years in good standing and a current local government employee.**

Self-nominations must include a letter of recommendation from a supervisor or peer at the director level or above.

Nominators for each award must submit a completed application, cover letter summarizing why this person should be considered as a nominee for the award and any supporting materials by **Monday, March 6, 2023 at 5:00 p.m. ET** to be considered for this award.

For questions, please contact staff at [fccma@flcities.com](mailto:fccma@flcities.com).

[Submit Nomination](#)

## Events and Training Opportunities



### Pre-Legislative Session Webinar

**March 2, 2023  
2:00 p.m. - 3:00 p.m. ET**

**ICMA Practice Areas: 2, 8, 10 and 14**

#### **Program Summary:**

The 2023 Legislative Session begins on Tuesday, March 7. Each session brings about a variety of new issues that could impact local governments. Make sure you're prepared! Join the Florida City and County Management Association and Florida League of Cities Legislative staff on Thursday, March 2, at 2:00 p.m. ET to learn what's in store for the 2023 Legislative Session! Guest speakers include the Executive Director of FCCMA, Casey Cook, and members of the League's legislative affairs team.

[Register Now](#)

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**National Forum for Black Public Administrators (NFBPA) Conference  
April 26-30, 2023  
Minneapolis, MN**

This year, the NFBPA celebrates 40 years of inspiring excellence. Join over 1000 attendees for this 4-day experience with engaging topics ranging from the latest tech trends to best practices straight from public sector experts.

Learn more about their conference [here](#).



**Virtual New Member Welcome**

**Thursday, May 4, 2023  
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.

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 Here**

**2022-2023 Webinar Schedule**

## 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

## Ensuring Financial Resiliency for your Local Government

June 8, 2023

2:00 p.m. ET

## Path to the Manager's Office

July 13, 2023

2:00 p.m. ET

## From Our Partners

### Florida Division of Emergency Management



The Florida Division of Emergency Management (FDEM) is pleased to announce that **the Notice of Funding Availability (NOFA) for the Hazard Mitigation Grant Program (HMGP) for Hurricane Ian DR-4673 has been published to the Florida Administrative Register** and is available on its [state HMGP page](#).

Given the impact of this unique event, every county in the state is eligible for Tiers 1 & 2. There will not be a Tier 3. They ask that everyone take the time to read through the entire NOFA, as there are some changes for this event. The Division will continue to use the

FDEM Portal for digital application submissions.

Additional details can be found in the [NOFA and FDEM Portal Community User Guide](#). The application deadline for this event is **May 31, 2023, at 11:59 p.m. EDT**. Do note that if you are submitting through the FDEM Portal, FDEM must receive your access request by 5:00 p.m. (EST) on May 31, 2023.

### Florida League of Cities



The **Florida Local Government Cybersecurity Grant** is a competitive grant program to provide cybersecurity technical assistance and capabilities to Florida's local governments to improve their cybersecurity posture and resiliency.

The **Florida Digital Service** has \$30 million available for fiscal year 2022-2023. **The application window is open and will close on March 31, 2023.**

[Download Frequently Asked Questions](#)

[Click here](#) for more information.





## Your Quality of Life – Brought to You by Your City

City services are woven into the fabric of our lives. The **Florida League of Cities** developed PSAs highlighting the variety of services, spaces and activities provided by municipalities of all sizes across the state. These videos are a great way to spotlight

the important work you and your staff do daily.

“Your Quality of Life – Brought to You by Your City” showcases how city services, experiences and events impact and improve residents’ quality of life. The videos focus on services and programs that help residents feel **inspired** and **safe** and keep them **active** and **going**.

We’ve made it easy for you to download and share the PSA videos with your community. [Psa.flcities.com](https://Psa.flcities.com) is your one-stop shop for downloading the 15- and 30-second PSAs, which are also available in Spanish and Creole, and 60-second compilations.

A PSA Promotion Toolkit includes instructions on downloading the videos, guidelines for usage, ideas on where to share the PSAs and example social media posts.

Access the toolkit [here](#).

## Jobs

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

**AVENTURA** – Public Works/Transportation Director  
**AYDEN, NC** – Town Manager  
**BRENTWOOD, MO** – Finance Director  
**CAMDEN COUNTY, GA** – Solid Waste Director  
**CAPE CORAL** – Water Reclamation/Wastewater Manager  
**CLEVELAND COUNTY, NC** – County Manager  
**COLUMBIA COUNTY** – Director, Economic Development  
**CRESCENT CITY** – Assistant City Manager/Finance Director  
**DEFUNIAK SPRINGS** – Finance Director  
**DELTONA** – City Manager  
**DORAL** – City Attorney  
**DUNNELLON** – Community Development Manager  
**DUNNELLON** – Public Works Manager  
**GALLOP, NM** – Human Resources Director  
**HIGHLAND BEACH** – Assistant Public Works Director  
**JACKSONVILLE** – City Council Administrative Assistant II (Accounting)  
**JACKSONVILLE** – City Council Research Assistant  
**JACKSONVILLE** – Contract Oversight Specialist

**NEW PORT RICHEY** – Assistant Public Works Director  
**NICEVILLE** – City Manager  
**OCEAN RIDGE** – Chief of Police  
**ORO VALLEY, AZ** – Town Manager  
**OSCEOLA COUNTY** – Budget Analyst I  
**PARKLAND** – Purchasing Director  
**PORT ORANGE** – Public Works Director  
**SARASOTA COUNTY** – County Administration Office Manager  
**SARASOTA COUNTY** – E-Work/Hybrid eligible – Budget & Analytics Professional  
**SARASOTA COUNTY** – General Services Department Director  
**SARASOTA COUNTY** – GIS Analyst  
**SARASOTA COUNTY** – Internal Recruiter  
**SARASOTA COUNTY** – Library Professional (Librarian) – Selby Library  
**SARASOTA COUNTY** – Marketing Coordinator – Business Professional II  
**SARASOTA COUNTY** – Operating / Capital Budget Manager  
**SARASOTA COUNTY** – Seasonal Wildfire Mitigation Specialist  
**SARASOTA COUNTY** – Supervisor, Meter Maintenance  
**SARASOTA COUNTY** – Youth Services Librarian – Library Professional  
**SARASOTA COUNTY** – Youth Services Librarian – North Port Public Library

**JUSTIN, TX** – City Manager  
**LAKE COUNTY WATER AUTHORITY** – Executive Director  
**LARGO** – Asset Data Management Coordinator  
**LARGO** – Engineer I or Engineer II – Planning & Design  
**LIVE OAK** – Public Works Director  
**LIVE OAK** – Redevelopment Coordinator  
**LONGVIEW, TX** – Parks & Recreation Director  
**LUBBOCK, TX** – Director of Facilities Management  
**MARY ESTHER** – Assistant to the City Manager  
**MARY ESTHER** – City Planner  
**NEPTUNE BEACH** – City Manager  
**NEPTUNE BEACH** – Public Works Director

**SOUTHWEST RANCHES** – Engineering Inspector  
**ST. LUCIE COUNTY** – Assistant Information Technology Director  
**ST. LUCIE COUNTY** – Deputy County Administrator I  
**SUN 'N LAKE OF SEBRING IMPROVEMENT DISTRICT** – General Manager  
**SUNRISE** – Intern: City Manager's Office  
**SURFSIDE** – Town Manager  
**TEMPLE, TX** – Chief Building Official  
**VALDOSTA, GA** – City Manager  
**WACO, TX** – Utilities Capital Projects Division Manager  
**WACO, TX** – Utilities Plant Operations Manager  
**WARRENTON, OR** – Public Works Director

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