

April 2023



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

President's Message



Hello FCCMA Members:

Registration for the FCCMA Annual Conference is now open. I hope you all plan to attend. We are all facing the challenge of finding and retaining good talent. Our **Speed Networking** session will allow organizations seeking quality candidates to connect with those seeking new opportunities. The casual environment makes it easy to get to know one another and will hopefully provide an opportunity to find that perfect candidate or job you have been seeking.

On Wednesday, we will offer our **So You're Going to Be a City/County Manager** session again. The panelists provide invaluable advice and wisdom on what it took for them to reach the top seat. Some also talk about why they chose not to go for the top seat and how great it is to be a career assistant. You will not want to miss it! Our **Friday night social** will be at Topgolf at 6:30 pm. This event is for the entire family. If you are bringing a family member or guest, you must ensure they are registered.

Lastly, our **Resume Review** sessions are available by appointment on Thursday and Friday. You can have a Senior Advisor or recruitment professional review your resume and provide expert advice. Don't forget these events, while complimentary, require pre-registration, so be sure to register for them when you are registering for the conference or email mhowe@flcities.com if you've already registered for the conference.

On another topic, this month, we will be offering two webinars. Our monthly free coaching webinar will be held on May 4th at 2:00 pm and is on "Recruitment and Retention in the Public Sector: Post-Covid and During High Inflationary Times." [Click here](#) to register for the recruitment webinar. Our May 25th webinar titled "Florida's Insurance Market Hot Topic: Property Insurance" will guide attendees through how the current trends in property insurance are impacting rates and can be registered for [here](#).

We have scheduled our last New Member Welcome for the program year for May 4th at 3:30 pm. It is designed to help new members become acquainted with their Board,

Committees, FCCMA events and learn about all the resources available through their FCCMA membership. Please [register today](#) to join us.

Summer is fast approaching. See you soon, in June!

Lori LaVerriere

Lori LaVerriere
FCCMA President

2023-2024 Slate of Officers and Directors

Per the FCCMA by-laws, the Nominating Committee has recommended a slate of officers and directors to be voted on at the Annual Business Meeting on Thursday, June 1.

Below is the slate of officers and directors.



Program Year 2023-2024 Slate of Officers and Directors

Bold indicates positions to be selected

PRESIDENT

Mike Grebosz, Assistant City Manager, DeLand

PRESIDENT-ELECT

Mark Cunningham, Assistant County Administrator, Sarasota County

SECRETARY/TREASURER CANDIDATE

Sarah Campbell, Town Manager, Orange Park

AT-LARGE DIRECTOR CANDIDATE

Reese Goad, City Manager, Tallahassee

PAST PRESIDENT

Lori LaVerriere, Deputy City Manager, Palm Beach Gardens

DISTRICT I DIRECTOR

Ed Cook, City Manager, Callaway

DISTRICT II DIRECTOR

Mike Staffopoulos, City Manager, Jacksonville Beach

DISTRICT III DIRECTOR

Michelle del Valle, Assistant City Manager, Winter Park

DISTRICT IV DIRECTOR

Andrea McCue, City Manager, Greenacres

DISTRICT V DIRECTOR

Sharon Ragoonan, Assistant City Manager, Hallandale Beach

DISTRICT VI DIRECTOR

Terry Atchley, County Manager, Hardee County

DISTRICT VII DIRECTOR

Matt Spoor, City Manager, Safety Harbor

DISTRICT VIII DIRECTOR

Tom Ernharth, City Manager, Eagle Lake

AT-LARGE DIRECTOR

Kevin Knutson, Assistant County Administrator, Pinellas County (District VII)

Christine Thrower-Skinner, Village Manager, Golf (District IV)

Member News and Updates

The following membership applications have been received:

- **Dennis Barron**, District II, Director of Public Works, City of Jacksonville Beach, Full Member
- **Sherry Burroughs**, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member
- **David Deitch**, District I, Staff Judge Advocate, United States Air Force, Affiliate Member
- **David Forte**, District I, Deputy City Administrator, City of Pensacola, Full Member
- **Katherine Gatewood**, District I, City Clerk, City of Freeport, Affiliate Member

- **Dan Hagedorn**, District III, Fire Chief, Winter Park Fire Rescue, Affiliate Member
- **Barbie Hernandez**, District V, City Manager, City of Doral, Full Member
- **Peter Lee**, District VII, City Manager, City of Ocala, Full Member
- **Benjamin Minus**, B52 Weapons System Officer/Joint Terminal Attack Controller, United States Air Force, Affiliate Member
- **Janice Mitchell**, District VII, Chief Financial Officer, City of Ocala, Full Member
- **Samantha Moullet**, District VII, Neighborhood Services Division Manager, City of Clearwater, Full Member
- **Jeff Peters**, District I, City Manager, City of Fort Walton Beach, Full Member
- **Leonardo Priore**, District III, Bachelor of Public Administration, University of Central Florida, Student Member
- **Jason Randall**, District I, Operator III, City of Milton, Affiliate Member
- **Jewneva Rhone**, District VIII, Degree in Non-Profit Management, University of Central Florida, Student Member
- **Francisco Rios**, District I, Deputy City Manager, City of Doral, Full Member;
- **Loyd Stewart**, District VIII, Deputy City Manager, City of Haines City, Full Member
- **Kurt Swartzlander**, District II, City Manager, City of Daytona Beach Shores, 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 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.

Meet Peter "Pete" Cavalli, MPA



What was your last position before becoming an MIT?

Town Manager, Town of Kenneth City

Briefly share your background?

My diverse educational, professional, continuing education and working with several professional associations have all come together to create a fairly unique public administrator. One focused on relationships, building organic long-lasting links in the community and being an active conduit of information between diverse groups.

Educationally, I hold a MPA – Public Administration, a BA – Political Science and a BS – Environmental

Science & Policy (Policy Tract) all from the University of South Florida, with additional graduate work in Nonprofit Management and Instructional Technology.

My time in public services has included, in reverse chronological order:

- *Town of Kenneth City's Town Manager,*
- *Instructor, Department Director & Coordinator at Pinellas Technical College,*
- *Community Services / IT Director (and Emergency Management Coordinator) at the City of Belleair Beach, and*
- *Special Projects Coordinator at the City of St. Pete Beach.*

Currently, I am the Founder/Principal at Tampa Bay Training, LLC, a management, operations and safety training company working statewide.

I also look back fondly to my internships going back to the mid-1990s where I interned at Pasco County Public Transportation, Environmental Labs of Pasco County and the City of New Port Richey's Development Services Department.

Professional association membership is something I truly cherish and currently sit on the following committees and boards:

- *FCCMA - Professional Development Committee,*
- *APWA's Certification Council as a General Membership Representative at the National Level,*
- *Education & Training Chair for the APWA Florida Chapter and Member of the Engineering & Technology Committee,*
- *Public Works Academies Committee Chair for the West Coast Branch Level of APWA,*
- *Advisory Board Member for St. Petersburg College's Public Policy & Administration Program,*
- *Investment Chair for the Public Works Training Institute, and*
- *Customer Services Trustee for the FWPCOA's District IV.*

[Read Pete's Full Profile](#)

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:

- **Fitting a Square Peg Into a Round Hole** with **Kristina Ciuperger**, Deputy City Manager, Port St. Lucie

- **Challenges in Recruiting and Managing Employees** with **Roger Desjarlais**, County Manager, Lee County
- **Reflections on a Nearly 50-Year Career with the Florida League of Cities** with **Mike Sittig**, Retired Executive Director, Florida League of Cities
- **The Value of Relationship Building in Local Government** with **Henry Schubert**, City Manager, Largo.

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 share what tool/software is indispensable to them.



Featured Member



**Meet John W. Coffey, City Manager,
Indian Harbour Beach**

Briefly share your background.

I am an ICMA Credentialed Manager with a bachelor's degree from the University of Florida, a Master's in Public Administration from Florida State, and 29 years experience in local governance. I have a unique non-linear career path that includes time in conflict zones with ICMA-International (Iraq) and the Department of State (Afghanistan), plus working as the chief appointed official in a Florida special district. I am currently the Indian Harbour Beach City Manager.

When did you join FCCMA, and why?

I joined FCCMA in graduate school in 1997 because I wanted to work in local government, and a professor told me that a small investment in an FCCMA student membership would reap long-term benefits. She was correct back in 1997, and I believe FCCMA is still the best investment an individual can make for their career in terms of value and continuing educational opportunities. For those of you who enjoy trivia, I was the 1997 B. Harold Farmer Scholarship recipient.

Why did you choose to work in local government?

My late father was a small-town police officer, and I grew up around people who worked in various front-line municipal jobs. Although many people mainly follow national politics, I enjoy being a part of a team that provides the daily services people depend upon and helping other local government professionals grow in their fields. While new buildings and infrastructure get the limelight, I take satisfaction in knowing there are people working in various agencies who I have played a part in their professional development and growth.

What did you learn from working with the military in Iraq and Afghanistan?

As a Senior Governance Advisor embedded in joint military-civilian municipal support teams, I realized that understanding people's motivations (elected officials, subordinates, residents, vendors, etc.) was the key to accomplishing assigned tasks. Besides adopting military acronyms, date/time formats, and hairstyle, I learned the importance of all team members understanding the purpose of the mission, what to do when the unexpected occurs and that there will always be grumbling. U.S. Army Col. Higgins told me one night at the DEFAC (dining facility or, as my late father's Korea experience would have said, "chow hall") that "no matter how well briefed the troops are, some will always grumble. Do not worry about the grumbling. Worry when they stop grumbling." As a local government professional who always strove for maximum community engagement, this was an eye-opening statement, yet one that I believe is true.

How would you describe your management philosophy?

I am a combination of the many mentors I have served under in previous positions. Technically, the answer would be the "Swanson/Stanton/Bolin/Brobeil/Feldman/Lewis/Higgins" management style. My default approach is being a team-oriented, empowering consensus leader. However, in some situations, I have had to back up to a more -top-down approach to overcome resistance or obstacles. Long-term, however, I believe empowering my staff to make good decisions has longer-lasting positive impacts than making sure every decision is made how I would do it.

Member Article



Navigating Disaster Housing

*by Claire Jubb, Assistant County Administrator,
Charlotte County Board of County Commissioners*

Disasters, both large and small, can result in the need to facilitate housing for residents who may have been displaced. This is not easy to navigate, especially when you are in the midst of recovery, and there are many competing priorities.

If the Natural Emergencies legislation proposed this year passes (S 250 and H 7057), jurisdictions will not be allowed to prohibit the placement of temporary structures for use by the resident of a damaged structure damaged during a state of emergency.

To ensure the long-term viability of the community, it is essential that displaced residents are provided with assistance to stay as close to their homes as possible. Moving them to other locations removes them from their families and support systems, schools, employment and medical services. Often those in our communities that struggle before a disaster have the least ability to resolve their situation after a disaster, and that's where local governments, the State and FEMA come in.

I will focus on FEMA disaster housing as this is probably one of the more complex areas to navigate. FEMA will provide disaster housing to those that qualify based on the level of damage and their ability to resolve the situation. Initially, FEMA is focused on temporary solutions such as providing hotel vouchers or even vacation rental accommodation for

those in need. But with limited rooms and properties available, FEMA will switch to assessing the need and providing travel trailers or mobile homes for residents.

FEMA looks for different solutions to provide this housing, and having a framework set up in advance will help navigate and speed up the process.

Try to have regulations in place before an event regarding the placement of mobile homes and trailers in residential neighborhoods. Although statutorily, the requirement to allow them may soon be negated, where they go and how they are placed is important. Minimizing impacts on the surrounding neighborhoods and managing the expectations of those neighbors is important.

[Read more.](#)

2023 Committee Sign-Ups

Deadline Approaching



FCCMA Program Year 2023-2024 Committees

Are you looking to get involved in the Florida City and County Management Association but not sure how?

Be a part of the great work FCCMA does through its committees.

With six committees, find one that interests you!

Please sign up by May 1 to participate on a committee in the 2023-2024 program year.

The committees are listed below.

Awards and Scholarships Committee: Markets and selects the recipients of the Awards and Scholarships Program.

Communications Committee: Manages the communications of the association, including producing best practice articles for the monthly newsletter, generating content ideas for social media and highlighting the benefits of the council-manager form of government, such as making ICMA anniversary presentations at council meetings.

Conference Planning Committee: Designs a conference that is relevant to all career phases.

Fiscal and Administrative Policy Committee: Oversees the fiscal and administrative obligations of the association.

Membership Committee: Recruits and approves new members and ensures value in the association for all members.

Professional Development Committee: Plans and administers the professional development activities of the association, except the Annual Conference and the Winter Institute.

Once appointments are made, you will be notified.

[Download Flyer](#)

[Sign Up Here](#)

Events and Training Opportunities



Recruitment and Retention in the Public Sector: Post-COVID and During High Inflationary Times

May 4, 2023
2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 3, 4, 6, 12 and 13

Program Summary:

Join FCCMA and thought leaders in public service for an interactive webinar, "Recruitment & Retention in the Public Sector: Post-COVID and During High Inflationary Times" on Thursday, May 4, from 2:00 – 3:00 p.m. ET.

Recruiting qualified candidates was difficult in 2022, and 72% of public HR professionals listed recruitment as the top priority for 2023. It's no surprise that the second highest-ranked priority for 2023 is employee retention. Handling the impacts of inflation on staffing shortages is also of high importance for many counties and municipalities. We'll discuss strategies for mitigating the impacts of inflation on hiring and keeping a high-performing workforce while navigating a volatile public sector employment market.

Panelists:

- **Dr. Bruce McDonald**, Associate Professor of Public Budgeting and Finance, North Carolina State University
- **Chief Robert Bage**, Chief of Police, Fort Walton Beach Police Department
- **Stefen Wynn**, M.P.A.

[Register Now](#)





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



Florida's Insurance Market Hot Topic: Property Insurance

**May 25, 2023
2:00 p.m. - 3:00 p.m. ET**

ICMA Practice Areas: 8, 9 and 10

Program Summary:

Over the past several years, major hurricane activity and inflation have significantly impacted the property insurance market, globally and within the state. Generally, the global property insurance market is decreasing its capital allocation ("supply") to Florida at a time when demand for insurance continues to rise. This supply versus demand disruption in Florida has significantly increased property insurance rates. Inflation has compounded this issue as construction materials and labor costs have soared in the past few years, leading to increases in insurable property exposure. This webinar, presented by experts in the property insurance field, will guide you through these trends to inform you about the current state of Florida's property insurance market.

Presenters:

- **Steve Levene**, Vice President, EPIC – Stamford
- **Brendan Osean**, Managing Principal, EPIC

Register Today



REGISTER NOW!!



Florida City and County Management Association

2023 ANNUAL CONFERENCE

May 31-June 3, 2023
Hyatt Regency Grand Cypress – Orlando

KEYNOTE SPEAKERS INCLUDE:



THURSDAY
Opening General Session

Sam Silverstein
Accountability Expert



FRIDAY
Morning General Session

Sheryl Sculley
*Author and Former City Manager
San Antonio, TX*



THURSDAY
Afternoon General Session

Andrew Busch
*Economic Futurist and former
1st Chief Market Intelligence
Officer, U.S. Government*



FRIDAY
Afternoon General Session

Cassius Butts
*Author, Speaker and Strategic
Advisor*

SATURDAY Closing Breakfast

Journeys Session featuring FCCMA's Past Presidents

Be sure to check fccma.org for conference schedule updates as they become available.

Register now at the early bird registration rate.



Cost: (These prices will increase after May 12, 2023)

Members: \$500

Additional Registrant from Same Government: \$470

Non-member Government: \$610
Student/Retired: \$85
Thursday or Friday Only: \$275
*So You Want to be a City/County Manager: FREE
*Ethics Session: \$75

*Pre-registration required

Other Sessions:

Pre-Conference Sessions

So You're Going to be a City/County Manager (Emerging Leaders)
Ethics Session (Martha Perego, Speaker)

Session Topics Include

Controversial Speech in the Workplace
How to Leverage Residential and Consumer Data
Affordable Housing
Recruiting and Retaining Women in the Profession
Increasing Your Organization's Emotional Intelligence
Journeys Session featuring FCCMA's Past Presidents
Making an Economic Pivot for Your City or County's Best Future
Managing your Cybersecurity Emergency
Awards Program: Celebrating Professional Management

Housing Information:

The Hyatt Regency Grand Cypress will serve as the conference hotel. It is located at One Grand Cypress Blvd. in Orlando. The hotel phone is 407.239.1234. FCCMA has secured the special rate of \$199 per night, single or double, which includes the hotel's resort fee. Self-parking is discounted to \$10 per day. The cutoff date for reservations is May 8, 2023.

NOTE: The Hyatt will not accept any reservations at this time. You will receive complete housing instructions with your paid registration confirmation.

Questions? Please contact Carol Russell at crussell@flcities.com or 850.701.3607

[Register Here](#)

[Conference Flyer](#)

[Special Events Flyer](#)

[So You're Going to Be Session Flyer](#)

2023 Webinar Schedule

Ensuring Financial Resiliency for your Local Government

June 22, 2023
2:00 p.m. ET

Path to the Manager's Office

July 13, 2023

The Accountability Expert: Sam Silverstein

August 3, 2023

2:00 p.m. ET

From Our Partners

International City/County Management Association (ICMA)



ICMA Coaching Program

[Click here](#) to access Career Compass No. 101, "Now Is the Time to Reinvest in the Frontline."

Please share it with your employees.

Local Government Hispanic Network (LGHN)



The Local Government Hispanic Network (LGHN) has started a chapter in Florida. Raoul Lavin, the former Assistant City Manager for the City of Tallahassee, now teaching at the Askew School of Public

Administration at Florida State University, serves as the President of the newly formed Latinos in Florida Local Government ([LFLG](#)).

Raoul's leadership in fostering the new Florida Chapter began in 2022. It has already generated 80 new LGHN members and added capacity to LGHN's conference planning efforts as LGHN prepares for its biennial event with the theme *Connect...Collaborate...Succeed* in Orlando, FL, from November 1 through 3, 2023, at the Caribe Royale Resort. "We're excited about continuing to grow LGHN by establishing new state chapters. Members joining the Florida Chapter will have access to cost-effective networking and training opportunities in Florida while having full access to all the LGHN's offerings", said Raoul Lavin.

Jorge Gonzalez, Village Manager of Bal Harbour and Vice President of the Southeast Region of the ICMA, "As a long-time member of LGHN, the newly established Latinos in Florida Local Government will continue the work envisioned by the founders of LGHN and encourage professional excellence in communities served by Latino government professionals or serving Latino populations. I encourage FCCMA members to explore LGHN, consider joining the Florida Chapter, and participate in the LGHN Biennial Conference later this fall in Orlando."

LGHN is an affiliate of the International City/County Management Association (ICMA), the National Forum for Black Public Administrators (NFBPA), the National Association of County Administrators (NACA), and the Government Finance Officers Association (GFOA). Other LGHN partners include the International Network of Asian Public Administrators (I-NAPA) and CivicPride.

If you want to learn more about LGHN and the Florida Chapter and how to help with the biennial conference, contact Raoul at rlavin@fsu.edu. You can also submit questions or requests to info@lghn.org.

Jobs

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

ALACHUA COUNTY – Housing Program Coordinator
ALEXANDRIA, VA – Director of Transportation & Environmental Services
BAREFOOT BAY RECREATION DISTRICT – Management Support Specialist
BELLE ISLE – City Manager
CAMDEN COUNTY, GA – Solid Waste Director
CONROE, TX – City Attorney
COVENTRY, CT – Town Manager
DEFUNIAK SPRINGS – Maintenance Superintendent
GREELEY, CO – Director of Economic Development and Urban Revitalization
HERNANDO COUNTY – Deputy County Administrator
HERNANDO COUNTY – Human Resource Director
LAKELAND – City Surveyor
LAKELAND – Traffic Engineer
LEON COUNTY – Compensation Analyst
MANHATTAN, KS – Assistant Public Works Director/City Engineer
MARION COUNTY – Senior Assistant County Attorney
MIAMI SPRINGS – City Manager
MILTON – City Manager
NASSAU BAY, TX – City Manager
NASSAU COUNTY – Planning Director
NEW PORT RICHEY – Human Resources and Organizational Development Director
NEW PORT RICHEY – Parks and Recreation Director

NORTH MIAMI BEACH – City Manager
NORTH PORT – Economic Development Program Manager
NORTH TEXAS MUNICIPAL WATER DISTRICT – Assistant Deputy: Information Technology (CIO)
PINELLAS COUNTY SHERIFF'S OFFICE – Sheriff's Leadership Institute Manager
POLK COUNTY – Engineer – Land Development
RICHARDSON, TX – Assistant City Manager
RIVIERA BEACH – Internal Auditor
SARASOTA COUNTY – Benefits & Wellness Manager
SARASOTA COUNTY – Facilities and Fleet Operations Senior Manager
SMITH COUNTY ESD 2, TX – Senior Accountant
SNYDER, TX – City Manager
SOUTH HUTCHINSON, KS – City Administrator
ST. LUCIE COUNTY – Director of Human Resources
ST. LUCIE COUNTY – Law Student Intern
TEMPLE TERRACE – Human Resources Director
THE COLONY, TX – Finance Director
TREASURE ISLAND – Assistant Parks and Recreation Director
WEST PALM BEACH – Chief Human Resources Officer
WINTER HAVEN – Deputy City Manager

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