



2023

# STATE OF THE ASSOCIATION

Florida City and County Management Association





## FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION

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Dear Members of the Florida City and County Management Association,

Looking back on the past year, I am proud of what the Association has accomplished and excited for the future. FCCMA is member-driven, and our members continue to make a significant difference with great work they're doing on the Association's behalf.

Providing excellent programs and services to our members, including training and professional development, continued to be a major focus of the Association. Over the past year, the Professional Development Committee did an outstanding job providing meaningful training to members across the career spectrum. The committee concentrated on both forward-looking and best-practice topics, as well as issues that local government managers are currently dealing with. If you could not attend the webinars, they are available for reviewing [here](#).

The Fall Symposium organized by the Professional Development Committee exceeded expectations once again. The theme for this year's event was "Beyond Surviving: Thriving through Ethical Leadership," and it featured Daniel Rosemond, the former City Manager of Hallandale Beach, as the keynote speaker. During his speech, Daniel shared his experiences and addressed the contemporary challenges that public servants face.

The Winter Institute theme was "Managing the Post-Covid Workforce." It proved extremely popular, as the event sold out quickly. The presentations focused on the essential aspects of recruiting, onboarding and retaining employees. The committee chose outstanding speakers that were subject matter experts. Furthermore, the committee provided a summary of the key takeaways from the institute for the benefit of the participants.

Advocating for professional management remains a priority. The Professional Management Matters Committee recognized several cities and counties celebrating significant "anniversaries" of the council-manager form of government, including Kissimmee and Palm Beach, which celebrated 100 years.

Our Association is only as strong as its members, and I am pleased to report that our membership continues to grow. The Association has grown 10 percent for Program Year 2022-2023.

I would also like to take this opportunity to extend my congratulations to our incoming President, Mike Grebosz. Mike has been a dedicated member of our Association for many years, and I am confident that he will bring passion, expertise and leadership to this role. I am excited to see where he will take the Association and have no doubt that he will continue to build on our successes and achieve even greater things in the coming year. Please join me in wishing Mike the absolute best as he becomes president of the Florida City and County Management Association.

Finally, I want to acknowledge the hard work and dedication of our members. Working in local government is more challenging than ever, and yet our members continue to do magnificent work on behalf of their communities. We are proud to represent such a talented and committed group of professionals.

As we look to the future, we remain committed to providing our members with the support, tools and resources they need to succeed in their roles. We will continue to adapt to the changing landscape and explore new ways to deliver value to our members.

Thank you for your continued support and engagement.

Sincerely,

Lori LaVerriere  
President, Florida City and County Management Association  
Deputy City Manager, Palm Beach Gardens, ICMA-CM



The following is a summary of the Florida City and County Management Association committee and partner activities for 2022-2023.

## AWARDS AND SCHOLARSHIPS COMMITTEE



**Emily Lewis**  
Chair  
Deputy County  
Administrator  
Charlotte County



**Shawn Sherrouse**  
Vice Chair  
City Manager  
Lakeland

- Revised the Awards Policy to change the Who's Who Under 40 Award to the more inclusive Rising Star Award.
- Reviewed, interviewed and selected recipients for the B. Harold Farmer, Raymond C. Sittig, Aspiring Professional Manager and Emerging Leaders scholarships.
- Reviewed and selected annual awards.

**President's Award:** Ken Parker

**If You Care, You Do! Award:** Jeannetta Maxena and Christophe St. Luce

**Richard (Dick) Simmons Lifetime Achievement Award:** Russ Blackburn

**Michael J. Roberto Award for Career Development:** Joyce Shanahan

**Award for Professional Management Excellence:** Richard Johnson

**Assistant for Excellence in Leadership:** Florence Miller

**FCCMA's Rising Star Award:** Emily Colon and Mario Diaz

**B. Harold Farmer Scholarship:** Rachel Rainbolt

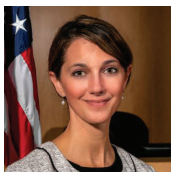
**Raymond C. Sittig Scholarship:** Miguel Garcia

**Aspiring Professional Manager Scholarships:** Jeanne Augustin-Budde; Donecia Griffin

**Past President's Scholarship:** DeAndrea Watson

**Emerging Leaders Scholarship:** Marline Monestime; Ratna Okhai; Ja'Vonta Swinton

## COMMUNICATIONS COMMITTEE



**Casey Lucius**  
Chair  
Assistant City  
Manager  
Marco Island



**Claire Jubb**  
Vice Chair  
Assistant County  
Administrator  
Charlotte County

- Provided articles for FCCMA's monthly newsletter regarding member profiles, best practices, special interests and community highlights.
- Increased engagement on social media by 147.2% and grew audience by 62.7%.
- Spotlighted City and County Manager vacancies on social media.
- Conducted a photo contest for cities and counties to submit photos of their communities to be featured on the FCCMA 2023 directory cover, the website and Facebook

page for a quarter of the year. A photo from Panama City Beach was chosen as the winner. Photos from Alachua County, Safety Harbor and Jacksonville Beach were chosen as the runners-up. Voting was open to the public again this year. There were nearly 6,800 votes cast and over 31,000 total views.

- Produced 36 new podcast episodes with over 1500 listens.

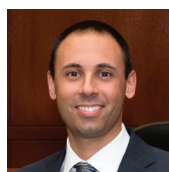
## PROFESSIONAL MANAGEMENT MATTERS SUBCOMMITTEE



**Matthew Spoor**  
Chair  
City Manager  
Safety Harbor

- Celebrated 2022 and 2023 anniversaries of 25 years or more with International City/County Management Association recognition to 15 communities around the state.
  - » Jasper: 30
  - » Jupiter: 45
  - » Miramar: 30
  - » Neptune Beach: 30
  - » Venice: 45
- Recognitions for 50 years or more were presented to Atlantic Beach, Bartow, Coral Springs, Fort Pierce, Kissimmee, Naples, Palm Beach, Plant City, Tamarac and Treasure Island.

## CONFERENCE PLANNING COMMITTEE



**Mike Grebosz**  
Chair  
Assistant City  
Manager  
DeLand



**Mark Cunningham**  
Vice Chair  
Assistant County  
Administrator  
Sarasota County



**Sarah Campbell**  
Host Chair  
Town Manager  
Orange Park

- Planned an exceptional conference that included: pre-conference sessions on being a city/county manager, speed networking and ethics; 12 breakout sessions and a Journeys session; and four impressive keynote speakers and a fun Friday evening social networking event.

## ETHICS COMMITTEE

- The Committee researches ethics violation complaints, and all work done by the Ethics Committee remains confidential.
- Robert E. Lee appointed by Past President McHugh (term expires 2023)
- Beth Knight appointed by Past President Mike Cernech (term expires 2023).
- Dan Clark appointed by Past President Shannon Lewis (term expires 2024).
- Brenda Fettrow appointed by Past President Shannon Lewis (term expires 2024).
- Norton Bonaparte appointed by Past President Micah Maxwell (term expires 2025).
- Carl Harness appointed by Past President Horace McHugh (term expires 2025)
- Micah Maxwell appointed by President LaVerriere (term expires 2026)
- President LaVerriere appointed Horace McHugh and Suzanne Sherman to a four-year term.

## FISCAL & ADMINISTRATIVE POLICY COMMITTEE



**Hector Flores**  
Chair  
County Administrator  
Charlotte County



**JP Murphy**  
Vice Chair  
Director, Building & Construction  
Pasco County

- Reviewed a proposal to modify the membership structure.

## INVESTMENT COMMITTEE



**Lori LaVerriere**  
Chair

This Committee consists of the Executive Committee (the president is the chair) and three members with finance experience. Each president appoints a member to the Committee.

- Reviewed the Association's investments, and reviewed the Association's investment activity and performance for compliance.

## Executive Committee

- » Mike Grebosz, President-Elect
- » Mark Cunningham, Secretary-Treasurer
- » Horace McHugh, Past President

## Appointed Members

- » Joyce Shanahan appointed by Past President Cernech (term expires 2023)
- » Jessica Bleser appointed by Past President Cernech (term expires 2024)
- » Meridy Semones appointed by Past President McHugh (term expires 2025)
- President LaVerriere appointed Dolly Miller for a three-year term.

## MEMBERSHIP COMMITTEE



**Emily Colon**  
Chair  
Deputy City Manager  
Lakeland



**Doug Baber**  
Vice Chair  
City Administrator  
Mexico Beach

- At the beginning of Program Year (PY) 2022-2023, there were 683 members; as of March 30, 2023, FCCMA has 689 members. That is a net increase of 6 members, with 40 members waiting for approval. The following is a summary of the Committee's work for 2022-2023.
  - » Ninety-two members joined during PY 2022-2023.
  - » Seventy-seven members canceled their membership during PY 2022-2023.
  - » Nine members were suspended for not recording ethics training.
  - » Conducted direct outreach to members-in-transition to check on their well-being, inform them of association benefits, and assist with employment in some cases.
  - » Supported Members-in-Transition.
  - » Offered a quarterly virtual new member welcome event to welcome all new members into the Association and highlight the member benefits.
  - » Conducted direct outreach to welcome new members and encourage new member applications.
  - » Successfully submitted a proposal to shorten the new member onboarding process from 75 days to 30 days.

## PAST-PRESIDENTS COUNCIL



**Lynn Tipton**  
Staff Liaison  
FCCMA Executive  
Director Emeritus

- Following a very successful workshop on the lifecycles of managers, the Council asked the 2023 Conference Planning Committee to consider repeating the workshop
- Contributed to another conference scholarship, with excess funds being used to defray the costs for students to attend the annual conference

## PROFESSIONAL DEVELOPMENT COMMITTEE



**Tracy Miller**  
Chair  
MIT



**Kathryn Matos**  
Vice Chair  
Assistant City Manager  
Boynton Beach

- Developed twelve monthly webinars on topics such as Attainable Housing, Funding and Delivering Septic to Sewer, Developing a Culture of Data-Informed Performance Management, Achieving Recognition for your Performance Management Program, The Path to the Manager's Office, Ensuring Financial Resiliency for Your Local Government, UF/IFAS Resources Available to Local Governments and Recruitment in 2023.
- Planned a virtual Fall Symposium with the theme "Beyond Surviving: Thriving through Ethical Leadership" with 97 attendees. Daniel Rosemond, former city manager of Hallandale Beach, was the keynote speaker.
- Developed a strategic roadmap for the Committee to use. It outlined measurable goals and a work plan for the Committee for 2022-2024.

## WINTER INSTITUTE PLANNING COMMITTEE



**Brad Johnson**  
Chair  
Assistant County Administrator  
Sarasota County

- Planned an in-person Winter Institute with the theme "Managing the Post-COVID Workforce."
- Heidi Voorhees, President and Co-Owner, GovHR USA and GovTempsUSA; Gillian Barth, Director of People and Culture, Palm Beach; and Shane Feldman, Founder and CEO of Count Me In, were the keynote speakers.
- Feedback from the sold-out event was very positive.

- Sessions included:
  - » Holistic Hiring – A 360 Approach to Recruiting and Retaining Employees
  - » New Approaches to Recruitment
  - » Onboarding Practices
  - » Onboarding Challenges and Opportunities to Make Your New Hire's First Day and Beyond a Success
  - » Relationship Passport: Inspiring Retention at Every Touchpoint
  - » Future-Proof Passport: Workforce Retention
  - » What are You Doing to Keep Employees?

## SENIOR ADVISORS



**Pam Brangaccio**  
Treasure Island



**Kurt Bressner**  
Vero Beach



**George Forbes**  
Winter Park



**Jim Hanson**  
Atlantic Beach



**Tom Harmer**  
Winter Garden



**Dan Kleman**  
Port St. Lucie



**Kenneth (Ken) Parker**  
Coordinator  
Port Orange



**Mark Ryan**  
Tallahassee

The Senior Advisors serve in many capacities. Tasks include:

- Contacting members in crisis.
- Providing confidential guidance to members.
- Contacting new chief administrative officers or new members.
- Advocating membership to non-members.
- Attending/supporting district manager meetings.
- Attending conference and regional trainings.
- Assisting members-in-transition.
- Supporting activities related to the council/manager form of government.
- Assisting small cities/counties in recruiting managers.

The Senior Advisors continue to be an excellent resource for every city and county member and the elected officials in those governments.

## PARTNERS

FCCMA values its relationships with its partners: Beth Rawlins, Inc.; Business Watch; Florida League of Cities; and the International City/County Management Association (ICMA). Reports from these partners are included.



### BETH RAWLINS, INC.

Every August, FCCMA reviews and renews its agreement with Beth Rawlins, Inc. as the corporate liaison. **Beth** and her associate, **Dani Dahlberg**, handle all corporate connections (i.e., booth sales, directory advertisements and sponsorships at conference). They continue to provide outstanding service to the Association.

### BUSINESS WATCH, INC.

Business Watch continues to be very supportive of FCCMA by sponsoring the Winter Institute and conference. Business Watch provides a \$5,000 sponsorship to the association, and its members participate in webinars, district trainings and the Fall Symposium. Business Watch renews its contract with FCCMA every August.

### FLORIDA LEAGUE OF CITIES (FLC)



Through an agreement with FLC, all administrative responsibilities are handled by League staff: **Casey Cook** serves as Executive Director, **Carol Russell** serves as Coordinator and **Nykerama Griffin** serves as Assistant. **Linda Bridges**, FLC Director of Association Services, assists FCCMA as needed with day-to-day operations and special projects. FLC also serves as the office headquarters for the Association. **Jeannie Garner** is the FLC Executive Director/CEO.



FLC assumed responsibility for hosting the monthly webinars in July 2022. **Chris Holley**, The League's Director of External Services, is the host.



### INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION (ICMA)

FCCMA has an agreement with ICMA outlining each entity's responsibilities and benefits. Both organizations work closely on membership recruitment and promoting professional management. **Randy Reid** is the ICMA southeast regional director. In addition, the Senior Advisors are under the auspices of both organizations, and ICMA pays some of the related expenses.

## FCCMA STAFF



**Casey Cook**  
FCCMA Executive  
Director



**Carol Russell**  
FCCMA  
Coordinator



**Linda Bridges**  
FLC Director of  
Association Services



**Nykerama Griffin**  
FCCMA  
Administrative  
Assistant,  
Association  
Services

