

# July 2023



## PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

### President's Message



Dear FCCMA Members,

I have some exciting updates and opportunities to share with you:

- Join us at the Parlor Room in Austin, TX on October 2nd from 5:00 - 7:00 p.m. for a special reception during the 2023 ICMA Annual Conference. This year, we've replaced our annual dinner with this networking event, offering you a great opportunity to network with other members from Florida. Registration will open soon.
- FCCMA Committees are now meeting to select the training and development opportunities that will be offered this Program Year. We value your input and would love to consider your ideas for monthly webinar topics, district trainings and conference sessions. Please submit your suggestions to staff at [fccma@flcities.com](mailto:fccma@flcities.com) for consideration.
- We are seeking best practice articles for the monthly Professional Management Matters e-newsletter. Share your insights on vital local government issues, evolving trends and challenges that are useful to local government professionals. We encourage articles that provide information that readers can adapt to their own situations and experiences. If you or a staff person would like to write a best practice article, please notify our staff at [fccma@flcities.com](mailto:fccma@flcities.com).
- Don't miss our upcoming Free Coaching Webinar on August 3rd titled "The Ten Commitments of Accountability ... Developing Accountable Leaders." Sam Silverstein, the opening keynote speaker from this year's conference, will discuss the specific commitments that help develop accountable leaders. [Register today](#) to secure your spot.

Thank you for your continued support and participation.

## Member News and Updates

### Congratulations on your retirement, Lannie!



On July 25, Ed Cook, City Manager of Callaway, presented a resolution recognizing retiring Niceville City Manager Lannie Corbin.

Corbin served the City of Niceville for over 50 years, and his dedication and commitment to the community are truly inspiring.

Thank you Lannie Corbin for 50+ years of service to the City of Niceville.

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### The following membership applications have been received:

- **Sheila Fitzgerald**, District I, Deputy County Administrator, Okaloosa County, Full Member
- **Genaro "Chip" Iglesias**, District V, City Manager, City of South Miami, Full Member
- **Paul Stewart**, District III, Town Manager, Town of Oakland, 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.

## Remember the MITs

### 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 [Carol Russell](#).

## 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:

- **Building Great Teams and Aligning Words with Actions** with **Ana Garcia**, City Manager, Dania Beach
- **Apalachicola's Evolution and Challenges** with **Travis Wade**, City Manager, Apalachicola
- **Giving Your Team Wins** with **Michelle del Valle**, Assistant City Manager, Winter Park
- **Fort Lauderdale's Challenges and Values Project** with **Jeannetta Maxena**, Program Manager in the City Manager's Office, Fort Lauderdale.

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!](#)

## Perspectives

**Municipal and County leaders across Florida share how they reward success within their organization.**

How do you recognize/  
reward success within  
your organization?

## Featured Member



### Meet Mario Diaz, City Manager, City of North Miami Beach

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

I joined FCCMA in 2021 because I was looking for an association that provided training sessions on Florida issues and wanted to meet my colleagues across the region and state.

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

I joined ICMA in 2019 and have been a member since. I recognized the need to stay on top of industry-wide issues and best practices. ICMA also has an amazing annual conference and various training opportunities that I find very beneficial. This allows me to bring new ideas and practices to my community and provide the best service possible.

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

I didn't, really. Initially, I wanted to do Public Relations for a professional sports franchise. However, after graduation, I began doing community outreach for a project in collaboration with Fort Lauderdale. Here, a new world opened up to me that traced back to the various life lessons my parents taught me: to always serve others fully with no expectations. What greater joy can we have than to provide for others in ways that give them a high quality of life?

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

My favorite part of the job is jumping from one topic to the next and never having the same day twice. Listening to the community and then watching the team come up with some innovative ideas to improve their lives and service delivery. It is amazing to see a group of people suddenly come together and accomplish something they couldn't imagine just moments before.

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

We sacrifice our private lives to give so much to the community we serve. Work-life balance is important for us to be able to maintain a proper perspective in our lives. However, we all sacrifice at certain points because of what needs to be accomplished. At those times, not being there can hurt a little bit more than it normally does.

#### **What is your most memorable experience on the job?**

There isn't a specific moment but a general feeling. During emergency situations, I tend to jump into a different mindset. It is a tiring instance, but then comes a moment both



before and after the situation when speaking to a community member. You can tell they are worried and scared, but just being there and speaking to them means the world to them. You see their gratitude and relief that they are not alone. Those moments are the ones the stay with me.

[Read more.](#)

## Member Article



### **Integrating Disaster Response, Digital Transformation and Sustainable Infrastructure through Strategy Management**

*Addie Javed, Vice President, Epic Engineering and Consulting Group*

#### 1. INTRODUCTION

Each year, as natural disasters occur more frequently and intensify, local governments and public agencies are prioritizing robust disaster management. These natural hazards, including hurricanes, floods, and red tides, have significant impacts on communities throughout Florida (see Figures [1](#) and [2](#)). Consequently, public agencies are actively seeking more effective ways to prepare for, mitigate, and recover from these catastrophes, given the associated social and economic devastation. Challenges arising from disasters are often compounded by factors such as technological limitations, aging infrastructure, and bureaucratic obstacles.

To address these issues, the adoption of advanced Digital Transformation solutions and technological advancements, such as sophisticated disaster warning and management systems, becomes crucial in supporting regions as they brace themselves for future disasters. Sustainability, fundamentally a long-term concept, entails the ability to endure and persist over time. By applying digital transformation to enhance infrastructure, public services can be significantly improved at their core, promoting greater sustainability.

One approach to modernizing local government involves studying the amalgamation of organizational, operational, and social elements with technology. It is crucial to thoroughly examine and understand the impact of digital transformation throughout the entire life cycle of disaster management. Digital transformation extends beyond mere technology and encompasses a strategic dimension. It refers to the internal reform within an organization brought about by new digital technologies, aiming to facilitate significant business improvements, including the adoption of novel business models, service innovation, enhanced organizational efficiency, and improved internal performance.

[Read more.](#)

## Professional Management Matters



The City of Pinellas Park was presented with their 60-year recognition as a Council-Manager form of government by FCCMA representative, Kimberly Nicholls on June 22, 2023, at its City Council meeting.

From left to right: Pinellas Park Assistant City Manager Dan Hubbard, Mayor Sandra Bradbury, FCCMA Representative and City of Largo Assistant Human Resources Director Kimberly Nicholls and Pinellas Park City Manager Bart Diebold.



On July 10, 2023, FCCMA Past President Lori LaVerriere presented the ICMA Recognition Award to the Town of Ocean Ridge Commission in celebration of their 35<sup>th</sup> year as a Commission-Manager form of government.

From left to right: Commissioner Philip Besler, Commissioner Carolyn Cassidy, Town Manager, Lynn Ladner, Mayor Geoff Pugh, Palm Beach Gardens Deputy City Manager Lori LaVerriere, Retired City Manager Dale Sugerman, Commissioner Ken Kaleel, Vice Mayor Steve Coz, Atlantis City Manager Brian Moree and Ocean Ridge Police Chief Scott McClure.

## Events and Training Opportunities



## COACHING WEBINAR

— Free and open to nonmembers —



### **The Ten Commitments of Accountability ... Developing Accountable Leaders**

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

**ICMA Practice Areas: 1, 3, 4, 5, 6, 8, 9, 10, 12, 13 and 14**

#### **Program Summary:**

In this session, we will discuss the specific commitments that help develop accountable leaders and create a workplace culture that inspires accountability. Be prepared to build on Sam Silverstein's live keynote presentation from our annual conference and have the opportunity to engage him with questions you have about developing stronger leaders and a high-performance workplace culture. Everyone in attendance will have the opportunity to participate in a custom workplace culture assessment to discover their specific strengths and weaknesses.

#### **Presenter:**

- **Sam Silverstein**, Founder, The Accountability Institute

[\*\*Register Now\*\*](#)

## **2023 Webinar Schedule**

### **Understanding Millage and Explaining it to Staff, Council and Residents**

September 7, 2023  
2:00 p.m. ET

### **Hosting a Successful Press Conference**

October 5, 2023  
2:00 p.m. ET

## **From our Partners**



## **Strategic Leadership and Planning - County Manager Perspective Webinar August 9, 2023 12:30 p.m. - 2:00 p.m. ET**

Managers within a local government or organization make numerous decisions daily, ranging from small to significant matters. While some leaders focus on day-to-day operational issues, *strategic leaders* take a broader perspective, concentrating on the organization's long-term vision and optimizing talent utilization to achieve it. The *Strategic Plan* acts as a roadmap, harmonizing available resources with ambitious aspirations, and facilitating a connection between local government managers and the community's needs. Constructing initiatives based on the priorities of residents and stakeholders is a crucial aspect of this process, although it may present challenges in obtaining practical feedback from the team and gaining acceptance from council members or community leaders. Nonetheless, this inclusive approach is vital for building a comprehensive and successful strategic plan that steers the organization towards its future goals.

In this discussion, you will have the opportunity to learn from a seasoned professional who has practical experience in managing a county and driving strategic initiatives. You do not want to miss this chance to learn from an experienced County Manager and equip yourself with the knowledge and tools needed to excel as a strategic leader in your organization. Join us for an inspiring and informative discussion that will empower you to create a roadmap towards high performance and exceptional public service.

### **Objectives:**

1. Explore strategies for improving public service delivery and enhancing community engagement.
2. Understand the crucial role of visionary thinking in strategic leadership.
3. Learn how to set measurable objectives, allocate resources efficiently, and navigate potential challenges along the way.

### **Resources:**

1. [Strategic Leadership - Professional Development | Harvard DCE](#)
2. [Strategic Planning | GFOA](#)

### **Panelists:**

- **John Titkanich Jr.**, ICMA-CM, County Administrator, Indian River County
- **Addie Javed**, PE, APWA FL Leadership & Management Committee Chair and Vice President, Epic Engineering & Consulting Group

[Register Here](#)

**Jobs**



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

**ALACHUA COUNTY** – Employee and Labor Relations Manager  
**ARCADIA** – Assistant Director of Golf Course Operations  
**BARROW COUNTY, GA** – County Manager  
**BARTOW** – Human Resources Director  
**BELLE ISLE** – City Manager  
**CLEBURNE, TX** – City Manager  
**DELRAY BEACH** – Economic Development Manager  
**DORAL** – Planner  
**JACKSONVILLE** – Attorney II – Labor and Employment  
**JACKSONVILLE** – Chief of Animal Care and Protective Services  
**JACKSONVILLE** – Director of Planning and Development  
**JACKSONVILLE** – Director of Public Works  
**LAWTON, OK** – City Manager  
**LUBBOCK, TX** – Human Resources Director  
**MEXICO BEACH** – City Administrator  
**PASCO COUNTY** – Budget Director  
**PASCO COUNTY** – Utilities Maintenance & Operations Director

**PLANT CITY** – Fire Chief  
**PORT RICHEY** – City Manager  
**SAN ANGELO, TX** – Director of Water Utilities  
**SAN JUAN COUNTY, WA** – Fleet Services Director  
**SANDY, OR** – City Manager  
**SARASOTA COUNTY** – Affordable Housing Strategist  
**SHAWNEE, KS** – Information Technology Director  
**SUNNY ISLES BEACH** – Assistant Building Official  
**SUNNY ISLES BEACH** – Parks Manager  
**WACO, TX** – Wastewater Treatment Plant Superintendent  
**WESTMINSTER, CO** – Public Works and Utilities Director  
**WINTER HAVEN** – Community Redevelopment Agency (CRA) Coordinator  
**WINTER HAVEN** – Deputy Police Chief  
**WINTER SPRINGS** – City Manager  
**YACHATS, OR** – City Manager

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