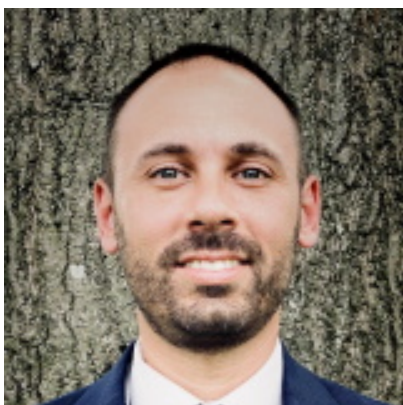


June 2023



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

President's Message



Dear FCCMA Members,

I am enthusiastic about re-energizing the Association's focus on the next generation of talent. I began my career through an unpaid summer internship in the City of DeLand Human Resources Department, which paved the way for my professional journey as I know it. Because of this, I hope to strengthen our profession and the Association's support of student chapters and internship programs, creating pathways for success for the incoming talent who will assume leadership roles as managers retire.

Internships build great leaders through:

- **Hands-on Experience:** Interns learn to apply their academic knowledge and gain industry understanding, that will enhance their leadership potential.
- **Skill Development:** Internships develop essential leadership competencies like communication, strategy, people management, teamwork, problem-solving and decision-making.
- **Exposure to Diverse Roles:** Internships foster a holistic understanding of organizational dynamics.
- **Mentorship and Networking:** Interns receive guidance and industry insight from experienced professionals while building their professional networks.
- **Self-Reflection and Growth:** Internships encourage self-awareness, enabling interns to identify areas of strength and improvement early on in their careers.

I encourage you all to implement internship programs within your jurisdictions as these programs serve as invaluable opportunities for talent development, fostering a skilled workforce and nurturing future leaders in their respective industries. [Read more.](#)

Michael Gulborg

Member News and Updates

In Memoriam of Sam Halter, Senior Advisor Emeritus



September 19, 1939 – June 22, 2023

Samuel (Sam) Henry Halter concluded an exemplary life of family devotion, public service and spiritual faith on June 22, 2023. Sam passed peacefully at the age of 83 in Tampa while holding the hand of his beloved son and namesake, Samuel Henry (Hank) Halter, Jr.

Sam was born on September 19, 1939, in Hamilton, Ohio to Samuel Leshner Halter and Helen Louise Halter (née Olds). He had three younger siblings (Jon, Susan and Charles) and spent the majority of his formative years in Oxford, Ohio. His father accepted work in Watertown, New York upon returning from service in World War II, and Sam graduated from high school there. Sam earned a Bachelor of Science degree in Business Administration from Miami University of Ohio in 1961 and a Master of Public Administration degree from Syracuse University in 1962 where he attended on full scholarship. He was a member of the Phi Kappa Tau fraternity chapter at Miami University. [Read more.](#)

The following membership applications have been received:

- **Cynthia Bowling**, District III, Public Administration Certificate, University of Central Florida, Student Member
- **Maxine Calloway**, District V, Assistant City Manager, City of Tamarac, Full Member
- **Ryan Eggleston**, District V, City Manager, City of Cooper City, Full Member
- **Juan Guerra**, District VI, Interim Development Services Director, City of Cape Coral, Full Member
- **Katrina Hill**, District VIII, Public Affairs & Communication Director, City of Winter Haven, Affiliate Member
- **Charles Huff**, District IV, Village Manager, Village of North Palm Beach, Full Member
- **Michael Mortell**, District IV, Interim City Manager, City of Stuart, Full Member
- **Brian Vandenberg**, District I, Strategic Innovation Consultant, City of Tallahassee, 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.

2023 District V Training



FCCMA District V capped the 2022-2023 year with two tri-county training opportunities, which included the participation of members from BCCMA, LGHN, MDCCMA, NFBPA and PBCCMA. This year's program was intentional. Meaning, we were mindful of the theme and purposeful in offering members tools to strategically steer the organizations, build a leadership pipeline, develop economic resiliency for the local community, and most importantly, ensure each member was equipped with techniques to take better care of themselves – physically, emotionally and mentally. [Read more.](#)

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:

- **Setting Your Community Apart** with **Carlos Baia**, City Manager, Temple Terrace
- **Nurturing Future Leaders, Toll Roads and Managing Tourism** with **Donna Renberg**, Deputy County Manager, Osceola County
- **The Desire to Serve a Greater Good Than Yourself** with **George Landry**, County Administrator, St. Lucie County
- **Recovering and Rebuilding: Insights on Preparing for Natural Disasters** with **Kevin Guthrie**, Director, Florida Division of Emergency Management.

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 the steps they've taken to prepare their jurisdiction for emergencies and disasters.



Featured Member



Meet Rebecca Flora, Recreation Supervisor, Lee County

In 2022, I became a student member of FCCMA and was honored to receive the B. Harold Farmer award to assist me in lessening the financial burden of tuition, books and other needs to fulfill my financial obligation towards earning my degree.

This opportunity also allowed me to strengthen my professional network throughout the state at the annual conference and make some valuable connections to further enhance my career in the public sector.

Dr. Robert Lee, the faculty advisor for Florida Gulf Coast University, has been my mentor by introducing me to FCCMA and encouraging me to apply for opportunities through the organization.

In May of 2022, I was given the opportunity to be a part of the Conference Planning Committee, which allowed me to give back to the organization that has helped me to grow and learn. At the 2023 FCCMA Annual Conference, I had the pleasure of introducing the session "Empowering and Retaining Women in the Profession," which was the first session of its kind for the organization.

My passion for working with local government drives my desire to further enhance my career and invest in my future potential. As a student at Florida Gulf Coast University in the Master of Public Administration program, my focus has been to expand my skill set, make valuable connections and apply learning by working on more advanced projects that are interesting yet have a direct correlation to my career. By achieving my Master of Public Administration degree and being a member of FCCMA, I hope to increase my professional options and outcomes for future career growth and advancement. [Read more.](#)

Member Article



Hurricane Preparedness: You're in Good Hands *by Ratna Okhai, PhD* *Assistant Professor, School of Public Affairs, University of South Florida*

Numerous studies have been undertaken and provided best practices for future hurricane preparedness. This article provides readers with a few of those key points.

Readers will either learn or be reminded of some critical aspects that are often overlooked or underutilized when thinking of their jurisdiction's preparedness.

It's that time of the year! June 1st marked the beginning of our annual hurricane season. And while most of your communities are already prepared with the physical resources, agreements and financial contingencies, there may be some considerations that were not considered or could be applicable based on the resident make-up of your community. Below are some interesting preparedness points based on studies undertaken in Florida.

- **Preparedness is a shared responsibility.** A study of South Florida households found "households feel more prepared if they perceive government is ready to respond and they also understand preparedness as a shared responsibility of the household and institution (Basolo, et al., 2017)". Governments should resonate with this shared responsibility as they prepare their communities.
- **Tailored communication is good communication.** Communities that must work within college towns and with universities have unique demographics to deal with, considering student populations. A study of a Northeast Florida college town found that "different tools of communication ... and evaluation of the emergency communication system should be an ongoing priority (Abukhalaf and von Meding, 2020)". While this may not come as a surprise to many, it is critical for jurisdictions to consider their methods of communicating with all of their residents (i.e., mobile alerts, Twitter updates, Facebook). [Read more.](#)



The City of Clearwater was presented with their 100-year recognition as a Council-Manager form of government by FCCMA representative, Kimberly Nicholls on May 18, 2023, at their City Commission meeting. City Leaders were so excited and overwhelmed to receive the award, it was tough to get pictures of everyone looking at the camera.

Pictured left to right – Police Chief Dan Slaughter (soon to be Assistant City Manager), Assistant City Manager Michael Delk, City Manager Jennifer Poirrier, Mayor Aungst, Chief Innovation Officer Micah Maxwell (past FCCMA President), and Kimberly Nicholls, Largo Assistant Human Resources Director, FCCMA Representative.



On June 8, 2023, FCCMA Past President Lori LaVerriere presented the ICMA Recognition Award to the Village of Tequesta Commission in celebration of their 35th year as a Council-Manager form of government.

Left to Right: Council Member Rick Sartory, Council Member Patrick Painter, Council Member Frank D'Ambra, Village Manager Jeremy Allen, Mayor Molly Young, Vice Mayor Laurie Brandon, Palm Beach Gardens Deputy City Manager Lori LaVerriere, Boynton Beach Assistant to the City Manager Candance Walls and Atlantis City Manager Brian Moree.



On June 28, 2023, FCCMA Past President Lori LaVerriere presented the ICMA Recognition Award to the Town of Juno Beach Council in celebration of their 35th year as a Council-Manager form of government.

From left to right: Chuck Huff, Village of North Palm Beach Manager; Brian Moree, City of Atlantis Manager; Councilmember DD Halpern; Carolyn Stone, Town of Palm Beach Deputy Manager; Mayor Alexander Cooke; Town Manager David Dyess; Vice Mayor Peggy Wheeler; Councilmember Elaine K. Cotronakis; Vice Mayor Pro Tem Marianne Hosta; Andrea McCue, City of Greenacres Manager; Lori LaVerriere, Palm Beach Gardens Deputy Manager; and Tracey Stevens, Town of Haverhill Manager.

Events and Training Opportunities



COACHING WEBINAR

Free and open to nonmembers



Exploring Non-traditional Paths to the Manager's Office

July 13, 2023
2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 1, 5 and 13

Program Summary:

Are you passionate about local governance and interested in becoming a city or county manager? Join us for an engaging webinar as we delve into non-traditional paths to the manager's office. This event is designed to inspire and guide individuals exploring alternative routes to a career in city or county management. Our esteemed panel of speakers, who have successfully taken non-traditional paths themselves, will share their experiences, insights, and practical advice on the journey to the manager's office. Whether you come from a different professional background, have a unique educational trajectory or want to leverage diverse skills and experiences, this webinar will provide valuable guidance to help you unlock your potential.

Panelists:

- **Mark Cunningham**, Assistant County Administrator, Sarasota County (Planning Route)
- **Shawn Sherrouse**, City Manager, Lakeland (Military Route)
- **T. Michael Stavres**, City Manager, Winter Haven (Parks and Recreation Route)

[Register Now](#)

2023 Webinar Schedule

The Accountability Expert: Sam Silverstein

August 3, 2023

2:00 p.m. ET

From Our Partners

International City and County Management Association



2023 Guideline Revisions to the Code of Ethics

ICMA Executive Board approves guideline revisions to Tenets 4, 9 and 11 of the ICMA Code of Ethics. [View here.](#)

Florida Division of Emergency Management



The Division is pleased to announce information on the \$350 million Repair and Recovery Program for Hurricanes Ian and Nicole

Objective:

A funding opportunity is available for hurricane repair and recovery projects within counties designated in the Federal Emergency Management Agency disaster declarations for Hurricanes Ian and Nicole. Funds provided through this Program can provide resources for: mitigation of local and county revenue losses and operating deficits; infrastructure repair and replacement, including road, sewer, and water facilities; beach renourishment; and debris removal. The Division is authorized to approve requests for resources by local governments, independent special districts, and school boards, including charter schools. A local government may submit a request for resources to administer infrastructure repair or beach renourishment grants within the jurisdiction of the local government, provided that the grant program requires matching funds by grantees of at least 50 percent of project costs.

Projects for the mitigation of local and county revenue losses and operating deficits for jurisdictions will be considered when Department of Economic Opportunity (DEO) funding from the [Local Government Emergency Bridge Loan Program](#) has been exhausted or upon an applicant's denial of funding from that program by the Department.

Grant/Loan Management:

The Repair and Recovery Program for Hurricanes Ian and Nicole will be managed through the Division of Emergency Management Enterprise Solution (DEMES). The Division's solution will have an application process and will, in some cases, require information to be submitted with the application. Examples of the additional information may include FEMA project worksheets, insurance claims, denials, determination memos, etc. The Florida Division of Emergency Management, in coordination with a contracted vendor, provided four training sessions in June. The recorded training is available [here](#).

The portal opened in DEMES on June 15 to start the application intake process.

Program funds will be provided as grants for projects shown to be ineligible for funding from any other sources. All other funds provided through the Program will be initially issued as loans to eligible recipients. It will be the duty of each loan recipient to seek funding from all sources for which a project may be eligible, including but not limited to any available insurance coverage and funding through the FEMA Public Assistance process, and recipients will be required to demonstrate that an earnest effort has been made to recover funds from those sources for eligible projects. Recipients will be required to repay all loans received through the Program, up to the amount of any indemnification payments or other federal assistance received for eligible projects. If any such receipts are less than the loan amount issued through the Program for an eligible project, the remaining loan balance will be converted to a grant equal to the amount not covered by the other fund sources.

Please note: beginning July 1, 2023, the Department of Economic Opportunity will become the Department of Commerce.

Florida League of Cities



Resources for Full Disclosure of Financial Interest (Form 6)

Elected municipal officials will need to start filing Form 6 beginning in 2024 with the Florida Commission on Ethics. The Florida League of Cities held a webinar on June 20 related to the new law and Form 6. The webinar can be watched [here](#).

If your councils/commissions are asking for specific information on the Form and its content there are helpful resources on the Commission on Ethics' website, including a Frequently Asked Questions (FAQ) column linked [here](#).

It is important to note that elected municipal officials in office now will still file Form 1 for this year, and then file Form 6 next year instead of Form 1. Staff at the Commission on Ethics can also answer specific questions related to Form 6 by calling 850.488.7864.

The League will hold a workshop on Form 6 at the Annual Conference, on August 11 at the Bonnet Creek Hilton; registration for this conference is now open, and linked [here](#).

Jobs

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

ASHLAND, OR – Deputy Public Works Director

KILLEEN, TX – Assistant City Manager
LAKE COUNTY CLERK OF THE CIRCUIT COURT – Inspector General

ASTORIA, OR – Finance & Administrative Services Director
ATLANTIC BEACH – City Manager
BOCA RATON – Deputy Director, Development Services
BROOKSVILLE – Assistant Director of Public Works
BROOKSVILLE – City Manager
BROOKSVILLE – Retreat Manager
CAPE CORAL – Assistant Building Official
CAPE CORAL – Building Official
COLONY, TX – Finance Director
CY-FAIR FIRE DEPARTMENT, TX – Human Resources Director
DELRAY – Staff Assistant City Attorney
EDGEWATER – Development Services Director
EDGEWATER – Senior Planner
EDWARDSVILLE, KS – City Manager
ENNIS, TX – Assistant City Manager
FERNANDINA BEACH – City Manager
FLORIDA DIVISION OF EMERGENCY MANAGEMENT – Director of Budget and Finance
FORT LAUDERDALE – City Attorney
GREEN COVE SPRINGS – Finance Director
INVERNESS – Director of Community Development
JACKSONVILLE – Attorney II
JACKSONVILLE – Attorney III – Labor and Employment

Audit Manager
LAKE COUNTY CLERK OF THE CIRCUIT COURT – Senior Accountant, Board
LARGO – Borrower Services Manager
LARGO – Senior Engineer
LARGO – Solid Waste Manager
MANATEE COUNTY – County Administrator
MARION COUNTY – Assistant County Attorney
MCKINNEY, TX – Chief Information Officer
OAK HILL – City Administrator
OCALA – Chief Planning Official
OCALA – Planning Director
PALATKA – City Attorney
SALISBURY, MD – Police Chief
SARASOTA COUNTY LIBRARIES – Programs & Partnerships Manager
SARASOTA COUNTY – Impact Fee Administrator
SARASOTA COUNTY – Public Information & Community Outreach Manager
TREASURE ISLAND – Senior Executive Assistant
WEST PALM BEACH – Director of Public Works/Support Services
WESTMINSTER, CO – Information Technology Director

Find Us On Social Media



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