

August 2023



PROFESSIONAL MANAGEMENT MATTERS e-Newsletter

President's Message



FCCMA Members,

To all those affected by the storm, our thoughts are with you, and we sincerely hope everyone fared well.

I am thrilled to share these upcoming association events with you. Your participation and support are appreciated.

- This year, we've replaced our annual dinner with a networking reception. It's a great opportunity to network with other members from Florida. 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. [Click here](#) to register.
- The webinar titled Understanding Millage and Explaining it to Staff, Council and Residents will be held on September 7, 2023, 2:00 p.m. – 3:00 p.m. ET. [Register today!](#)
- The mandatory ethics training deadline of September 30 is quickly approaching. To meet the ethics requirement, you can access any archived FCCMA Training opportunities, read a book on ethics or participate in a virtual ethics training. The Virtual Fall Symposium is also an opportunity for members to satisfy their annual 4-hour ethics requirement. It is tentatively scheduled for November 2. More information will be available next month.
- Directories were mailed this month. If you do not receive your copy soon, please notify staff at fccma@flcities.com.
- FCCMA is piloting its Short-Form video showcase. Members can share a 60-second video of What Makes their City or County Special. The video will be showcased on FCCMA's social media accounts and at the annual conference. If you'd like to participate, please email staff at fccma@flcities.com no later than Friday, September 29 to confirm your participation.
- With budget season approaching, please consider funding an internship position in your jurisdiction. Having internship opportunities benefits your organization empowers the next generation.

Thank you,

Michael Grebosz

Michael Grebosz
FCCMA President

FCCMA Video Showcase

FCCMA Short-Form VIDEO SHOWCASE



**Show us what makes
YOUR CITY/COUNTY
special in 60 seconds or less!**

25:39 / 1:46:06



**Email fccma@flcities.com to confirm
your participation by Friday, September 29**

What makes your city or county great?

FCCMA wants to help celebrate and share what sets your community apart.

Let others virtually experience the essence of your community through the inaugural FCCMA Short-Form Video Showcase by crafting a 60-second video highlighting the distinct charm of your city or county.

Email fccma@flcities.com to confirm your participation by Friday, September 29, 2023.

Member News and Updates

In Memoriam of Dale Smith

Dale Smith was born in Winter Haven where he attended Winter Haven High School and

graduated in 1966. Dale attended the University of South Florida and received an Engineering Degree in 1973. He completed all requirements to become a Professional Engineer in 1978. He received his Master's Degree in Public Administration from the University of South Florida in 1996.

After receiving his undergraduate degree, Dale worked at the Department of Transportation in Bartow for several years until he was offered a job with the City of Winter Haven. He spent 34 years working for the City as City Engineer, Public Works Director, Interim City Manager, Assistant City Manager for Special Projects and as City Manager.

A Celebration of Life service was held at First Presbyterian Church in Winter Haven on Sunday, August 20 at 2:00 p.m. A reception will be held afterwards in McLeod Hall. In lieu of flowers, donations can be made to the Dale Smith scholarship fund at First Presbyterian Church.

Read Dale's obituary [here](#).

The following membership applications have been received:

- **Terry Bovaird**, District VII, City Manager, City of Williston, Full Member
- **Kemarr Brown**, District V, Founder & Chief Visionary Officer, OnPointe Government Solutions, Corporate Member
- **Lacey Lingelbach**, District VII, ICMA Local Government Management Fellow, City of Largo, Student Member
- **William Long**, District I, City Manager, City of Marianna, Full Member
- **Zanorfa Lynch**, District VII, Deputy City Clerk, City of Gainesville, Affiliate Member
- **Sadie Moore**, District VII, Bachelors of Applied Sciences, University of South Florida, Student Member
- **Heidi Siegel**, District V, Community and Economic Development Director, Village of Palmetto Bay, Full Member
- **Edward Silva**, District V, City Manager, City of West Miami
- **Richard Sloan**, District VIII, Deputy City Manager, City of Haines City, Full Member
- **Brian Ulbricht**, District VII, ICMA Fellow/Special Projects Assistant, Pinellas County, Student Member
- **Chandler Williamson**, District IV, Government Consultant/CEO, Penguin & Associates, LLC, Affiliate.

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.

MIT Profile

Members-in-Transition (MIT)

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 William R. Whitson



Can you briefly share your background?

I am a graduate of the University of West Florida in Pensacola (both BA & MPA).

I served in the US Environmental Protection Agency (EPA) from 1983 to 1993. During this time, I served at EPA Headquarters in Washington, D.C., working in grants, contracts, communications, intergovernmental and legislative affairs. During my time, I founded and helped establish the Gulf of Mexico Program Office at Stennis Space Center in Mississippi. The Gulf Office was dedicated to the protection of the Gulf of Mexico ecosystem.

I have been a professional local government manager since 1993, serving in Milton, Pensacola, Port Orange, Panama City and Flagler Beach in Florida; Cairo and Hapeville in Georgia; and East Ridge in Tennessee. During my local government career, I have been a City Manager, Assistant City Manager, CRA and Budget Director. I have been an ICMA Local Government Credentialed Manager since 2002. I was recently recognized by FCCMA for 30 years of service, having also served as a past president of FCCMA (2005/2006) and being selected as the FLC Municipal Employee of the Year in 2006. From 2017-2021, I served as a Senior Advisor for the Long-Term Recovery Team in Aransas County, Texas, where the eyewall of Hurricane Harvey first impacted the US. In this role, I helped lead an effort to secure over \$150M in federal/state Public Assistance resources for recovery operations in coastal Texas.

I am also a long-time member of ICMA. Presently, I am working for the Flagler County School District as an Intergovernmental planner/coordinator. I also work part-time at my consulting company, LG Visions.

What's your forte?

I am a seasoned emergency manager, having worked in ten Hurricane response and recovery operations. I also have excellent budgeting, project management and coordination skills. My communications, intergovernmental and public relations abilities (speaking, writing, facilitating and teaching) are seasoned and tested.

[Read William'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:

- **Navigating Change** with **Andrea McCue**, City Manager, Greenacres
- **Law Enforcement to Leadership** with **Steven Hunnicutt**, Town Administrator, Lake Hamilton
- **Building Credibility and Winning Teams** with **Sheryl Sculley**, Author
- **Transparency in Crisis** with **Ratna Okhai**, Ph.D., Assistant Professor, University of South Florida.

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 work with other government agencies and organizations to achieve common goals.

How do you work with other government agencies and organizations to achieve common goals?

Featured Member



[Meet Susan Sinz, Director of Human Resources, City of Largo](#)

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

I have been an FCCMA member for five years. I joined because there were colleagues of mine who said how much this professional organization has to offer and how much they have gained from their membership!

Why did you select a career in public service?

I have always had a passion for public service! Out of college, I served as a Fellow for the Secretary of State's Office for the State of Illinois. I then accepted a position as a paid staffer for Governor Jim Edgar's initial gubernatorial race, which he won and served for two terms as the Governor of Illinois. During that time, I worked for Public Aid in Human Resources, doing interviews in English and Spanish. I also completed my

master's degree in the evening. I then accepted a position with the Illinois State Toll Highway Authority; ultimately becoming Chief of Administration of the Illinois Toll Highway Authority. After serving 12 years in the Governor's Office, I accepted the position of Director of Human Resources for the City of Largo, Florida, which has been an honor for the last 20 years.

What is your favorite part of the job?

My favorite part of my job is serving team members in all parts of our organization and helping them do great things to serve our community. Whether it is collaborating with departments to optimize employee efficiency and effectiveness as it relates to comprehensive HR programming, working through team member relations situations, celebrating team member accomplishments, working with our Executive Leadership Team on a transformational HPO (high performing organization) project, interpreting policies/statutory language to ensure compliance — it is a joy to be a part of such a dynamic organization that is dedicated to serving our community with passion, creativity and integrity!

[Read more.](#)

Member Article



ICMA Fellowship Program

Desiree Casanova, Assistant to County Administrator, Sarasota County

The International City and County Management Association (ICMA), Local Government Management Fellowship (LGMF) program has been the launching pad for hundreds of local government careers. Over 300 alumni have assumed senior leadership positions in communities across the United States of America since its inception in 2004. The ICMA LGMF is a competitive program that attracts passionate and talented recent Master of Public Administration (MPA) and Master of Public Policy (MPP) graduates with limited experience in local government. The Program matches these recent

graduates also known as Fellows to cities or counties, allowing them to gain practical work experience and mentorship in a new community.

Fellows have contributed to a wide range of projects and have increased the capabilities of many local governments. Some of the projects Fellows have worked on include the facilitation of employee recruitment and hiring processes, development of police-mental health programs, supervision of interns or other staff, coordination of one-cent penny sales tax education efforts, creating capital and strategic plans, and drafting and updating city/county ordinances.

The ICMA Fellowship Program was the pillar of my growth in local government. I was able to earn this position after working three years in a city, which goes to show that it can be for both new and experienced workers in the field. The Program truly enhanced my leadership and project management skills and provided me with the ability to attend FCCMA and ICMA conferences. I was even able to create the first ICMA Fellowship video for Sarasota County, which was a project I created on my own. This Fellowship allowed me to soar to new heights and become the Assistant to the County Administrator, which I am forever grateful for.

[Read more.](#)

Professional Management Matters



On August 1, 2023, FCCMA District IV Director Andrea McCue presented the ICMA Recognition Award to the City of South Bay Commission in celebration of their 40th year as a Commission-Manager form of government.

From left to right: State Senator Lori Berman, Commissioner Albert Polk IV, Palm Beach Gardens Deputy City Manager Lori LaVerriere, North Miami CIB Executive Director Dr. Philip Harris, Commissioner Esther Berry (seated), Greenacres City Manager Andrea McCue (District IV Director), South Bay City Manager Leondrae Camel, Vice Mayor Betty Barnard, Haverhill Town Administrator Tracey Stevens, Atlantis City Manager Brian Moree and Mayor Joe Kyles, Sr.

Local Government Leadership Pipeline Taskforce



The Florida City and County Management Association recognizes the importance of developing talent to serve our communities into the future. This begins by partnering with universities to engage students in the pursuit of local government careers. A prime activity of the task force will be to reinvigorate MPA student chapter involvement in the

association from universities throughout the state. We will also be looking to restart the FCCMA Internship program to help pair governments in need with students.

Additionally, the task force will be exploring the potential to identify and develop talent within local government organizations. There are many paths that can be taken to the manager's office. The task force will help to identify opportunities and methods for talent to grow inside our organizations.

Work of the task force will ensue for the next two years with progress reports to the membership. If you are interested in joining the task force or volunteering to assist with our efforts, please contact Carol Russell at crussell@flcities.com and Task Force Chair Tracy Miller at tmiller@cityofbartow.net.

Events and Training Opportunities



COACHING WEBINAR

— Free and open to nonmembers —



Understanding Millage and Explaining it to Staff, Council and the Public

September 7, 2023
2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 8, 9, 12 and 14

Program Summary:

Do you understand millage rollback, millage neutral or the Truth in Millage Act? This webinar will not only provide an overview of these topics, but will help participants explain these complex topics in an easy-to-understand way to their citizens, staff and elected officials. At the end of this webinar attendees will be able to explain how the millage rate is calculated and how it impacts revenue for their budget.

Presenter:

- **Kim Adams**, Professor, University of Tampa and University of South Florida and Former Finance Director, City of Largo

[Register Now](#)





FCCMA ONSITE TRAINING SESSION

REGISTER TODAY

The Processes, Practices and Decision-Making styles of Organizations with an Entrepreneurial Orientation Mindset

ICMA Practice Areas: 1, 2, 5, 6 and 8

(Lunch is included.)

There will be two offerings of this training.

Friday, September 29, 2023
9:00 a.m. - 2:00 p.m. ET

Juno Beach Town Hall
Town Council Chambers
340 Ocean Drive
Juno Beach, FL 33408

Registration Deadline:
September 22, 2023, at 5:00 p.m. ET

Friday, October 6, 2023
9:00 a.m. - 2:00 p.m. ET

City of Ft. Pierce
River Walk Center
600 Indian River Dr
Fort Pierce, FL 34950

Registration Deadline:
September 29, 2023, at 5:00 p.m. ET

Professional Registration - \$50
Student Registration - \$15

Program Summary:

When thinking of an entrepreneur, people typically think of individuals who have started a successful business from the bottom up that provided a lasting impact on our society. We as municipal leaders are filled with passion for new ideas, we champion new initiatives and services in our communities and work with key stakeholders both internal to our organizations and externally to bring these ideas, initiatives, and services to fruition.

Join us to learn more about Entrepreneurial Orientation in the Public Sector and how innovation, risk-taking, problem-solving, change management and emotional intelligence can improve your personal performance and your organization's key performance indicators.

Areas to be covered during the training are:

- Understanding the principles of an entrepreneurial mindset in the public sector
- Developing emotional intelligence skills that improve relationship-building in a multi-stakeholder environment
- Understanding risk tolerance and how it relates to Public Private Partnership projects and citizen engagement
- Encouraging innovation to create a balance between improving the quality and efficiency of public services, citizen demands and legal constraints
- Understanding change management principles including adopting a strategic management approach that supports innovation from all levels of the organization, rewards innovative individuals, embraces diversity, learns from the outside, experiments and evaluates

- Developing problem-solving skills that are diverse and collaborative in nature.

Presenter:

- **Annette Gray**, Chief Executive Officer, Risk & Resource Management International.

[Register for September 29th Training](#)

[Register for October 6th Training](#)



FCCMA

**FCCMA Reception
at the ICMA Annual Conference**
Monday, October 2 • 5:00 to 7:00 p.m. ET

Parlor Room ATX
88 Rainey Street, Austin, TX

Registration is required by September 15.
\$30.00 per person

In place of its annual dinner, FCCMA will hold a networking reception at the Parlor Room in Austin, TX, on Monday, October 2, from 5:00 p.m. to 7:00 p.m. The registration cost is \$30 per person. Registration includes 2 drink tickets and light hors d'oeuvres. A cash bar will also be available. Registrations will be accepted until September 15. A confirmation e-mail will be sent after registration.

[Register Now](#)

Questions? Contact staff at fccma@flcities.com.



FCCMA

COACHING WEBINAR
— Free and open to nonmembers —

presented by **FLC**
FLORIDA LEAGUE OF CITIES

Master the Mic: How to Successfully Lead a Controversial Press Conference

**October 5, 2023
2:00 p.m. - 3:00 p.m. ET**

ICMA Practice Areas: 2, 6, 8, 9 and 14

Program Summary:

Join us for an interactive program on leading high stakes press conferences. Led by a panel of media management experts, participants will take a dive into a reporter's mind and workshop best practices for responding to both planned and unexpected questions. This session will underscore key media management and public speaking tips and offer strategies for shaping information in ways that are helpful to residents and can help prevent your next crisis.

Moderator:

- Barbra Hernandez, Communications Director, Pinellas County

[Register Today](#)



SB 102 Live Local Act

An overview of the legislation, its impact on Florida's local governments and strategies/best practices for local governments to effectively comply with the legislation.

**October 13, 2023
9:00 a.m. – 1:00 p.m. ET**

Florida Gulf Coast University
10501 FGCU Boulevard South
Cohen Center, Room 214
Fort Myers, FL 33965

ICMA Practice Areas: 2, 3, 6, 8, 9, 10 and 12

(Lunch is included.)

Registration Deadline: October 9, 2023, at 5:00 p.m. ET

**Professional Registration - \$50
Student Registration - \$15**

A free parking pass for the day will be provided to all panelists and registered attendees.

Moderators:

ICMA Student Chapter Officers at FGCU

Program Summary:

Affordable housing is a critical statewide issue, but whenever the state legislators pre-empt local authority with a "one size fits all" piece of legislation, local governments are challenged with interpreting the new law and assessing the local impacts of the legislation, and how best to respond/adapt to the intent of the law. SB 102, known as the Live Local Act, passed the legislature in 2023.

The purpose of the act was to provide a statewide program and some funding, to respond to the growing affordable housing crisis. As always, local governments are the responsible parties tasked with incorporating/navigating/implementing the mandates that come with the Live Local Act.

This FCCMA training program will provide an informal setting for municipal and county managers to come together, along with their key staff to discuss this legislation and offer ideas/guidance/plans for each other to effectively respond to the needs for affordable housing.

Panelists:

- Sarasota City Manager Marlon Brown
- Ft. Myers Beach Town Manager Andy Hyatt
- Charlotte County Deputy County Administrator Emily Lewis
- Marco Island City Manager Mike McNees
- Sanibel City Manager Dana Souza
- Arcadia City Administrator Terry Stewart

[Register Here](#)

From Our Partners

Florida Communities Trust Grant Application Opens Soon

The Department of Environmental Protection announced the grant application cycle for the Florida Communities Trust (FCT) [Parks and Open Space Florida Forever Grant Program](#) will be October 10, 2023 - January 10, 2024. Last Session, \$15 million was appropriated for FCT grants, to local governments and land conservation organizations, for acquisition of community-based parks, open space and greenways that further outdoor recreation and natural resource protection needs. On September 14, FCT staff will host a webinar to inform interested parties of this grant funding opportunity and the application and project selection process. Click [here](#) to register for the webinar.

Jobs

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

ASHLAND, OR – City Attorney
ASHLAND, OR – Deputy Public Works Director
BAREFOOT BAY RECREATION DISTRICT – Management Support Specialist
BOCA RATON – Financial Services Director
BRYAN COUNTY, GA – Parks & Recreation Director

NEW SMYRNA BEACH – Code Compliance Coordinator (Planning)
NORTH PORT – Assistant City Attorney
NORTH PORT – Business Retention & Expansion Coordinator
OPA-LOCKA – City Manager
PINELLAS COUNTY – Civil/Utilities Engineer
PINELLAS COUNTY – Household Hazardous Waste Center Operator

CHILDREN'S TRUST OF ALACHUA COUNTY – Communications Manager
COMMERCE CITY, CO – City Attorney
FATE, TX – City Attorney
FORT LAUDERDALE – Deputy Director-Human Resources
GAINESVILLE – City Auditor
GREEN COVE SPRINGS – Finance Director
LAFAYETTE, CO – City Administrator
LAKE BUTLER – City Manager/City Clerk
LAKE COUNTY – Office of Solid Waste Director
MARCO ISLAND – Project Manager: Utilities
MILTON – City Clerk

POLK COUNTY – Procurement Analyst/Senior Procurement Analyst
SANDY SPRINGS, GA – Assistant City Manager – Infrastructure & Facilities
ST. JOHNS COUNTY – County Administrator
TALLAHASSEE – Accountant II or III
WESTMINSTER, CO – City Engineer
WILTON MANORS – Assistant to the City Manager
WILTON MANORS – Finance Director
WINTER SPRINGS – City Manager
YACHATS, OR – City Manager
YORK, PA – Clinic Supervisor

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[@FCCManagers](#)

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