

News and Updates

September 29, 2023



President's Message



FCCMA Members,

September is here and fall is right around the corner. Fall is a great time of year that brings in cooler weather, football, and probably most exciting of all -- a new budget year for most of our members. With that being said, I hope that you have the capability to fund an internship position in your jurisdiction in your upcoming budget. Having internship opportunities benefits your organization and empowers the next generation of municipal leaders. FCCMA has great tools to help a jurisdiction set up an internship and I encourage you to visit the [website](#) if you need more

details.

Additionally, another project that I am excited about is the short form video showcase. With the success of our annual photo contest, I am hopeful that this short form video showcase will be another fun avenue for members to highlight their city/county. The due date to commit is September 29. The due date for the videos is December 1.

Some additional upcoming items to keep note of:

- Virtual Fall Symposium | Theme - From Principles to Practice: Ethical Decision-Making in Public Service; Jessica Cowles, ICMA Ethics Director will lead a session. This will fulfill your annual ethics requirement. Registration will open soon.
- Each month, we release new episodes of the FCCMA Podcast. If you have not had an opportunity, take a moment and [listen here](#). If you would like to nominate a guest to be featured in a future podcast, email their name and contact information to FCCMA staff at fccma@flicities.com.
- Dues will be invoiced the first week of October.
- Hosting a Successful Press Conference Webinar will be held October 5 at 2:00 p.m. ET. Register [today](#).
- FCCMA Winter Institute will be held February 8-9 at the Renaissance World Golf Village. Theme: Putting AI to Work in Local Government. Registration will open in mid-October.

- Lastly, I hope to see many FCCMA faces at the ICMA Annual Conference in Austin, TX, which is taking place September 29 - October 4. FCCMA is holding its reception on October 2 at the Parlor Room, and I know it will be a great networking event.

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

Last Chance to Commit

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

The following membership applications have been received:

- **David Birchim**, District II, City Manager, City of St. Augustine, Full Member

- **Pamela Durrance**, District VI, City Manager, City of Bowling Green, Full Member
- **Clarissa Howard**, District III, Director of Communications, City of Winter Park, Affiliate Member
- **William (Tracy) Jackson**, District III, Affiliate Member
- **Ann McSwain**, District V, Chief Operating Officer, City of Miramar, Affiliate Member

If no current member comes forth with a reason why these applicants should not be approved as members, he/she will be approved for membership.

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 Kathleen Gunn



What was your last position before becoming an MIT?

Prior to resigning in March 2023, I was City Manager of the City of Tamarac.

Can you briefly share your background?

November 2014 – August 2017, Assistant City Manager in the City of Miramar, Florida.

What's your forte?

Successfully steering cities to find their niche, leverage their unique character and attract investors, while facilitating the expansion of existing businesses. My

strengths lie in shaping and executing a city's vision through strategic planning and implementation, completing capital improvement projects on time and on budget, team building, organizational and individual employee development and project management.

[Read Kathleen's Full Profile](#)

The FCCMA Podcast

Listen to the Latest News on FCCMA Podcasts

Each month, FCCMA produces four podcasts featuring FCCMA members, strategic partners and other important staff from state agencies. These podcasts are a great way to learn what initiatives are working in certain cities and counties, learning of important changes that could impact your community and also learn more about your fellow FCCMA members.



THE FCCMA PODCAST

Tune in to learn from the public servants in your communities.

Streaming now on all major podcast platforms.



#FCCMAPODCAST

The release will feature the following:

- **Balancing Roles as Village Manager and Elected** with **Kim Glas-Castro**, Assistant Village Manager, Palm Springs
- **Navigating Leadership and Community Engagement** with **Dr. Brenda Fettrow**, City Manager, Rockledge
- **Teaching Principles in Local Government** with **Tobey Cyr**, Director of Customer Services, The Villages
- **From Student Civic Leader** with **Desiree Casanova**, Alumna of ICMA Fellowship, Sarasota County

[Click to Hear the Latest FCCMA Podcasts](#)

Perspectives

Municipal and County Leaders across Florida discuss a time when they brought an innovative change to the workplace successfully.



Featured Member

Meet Bart Diebold, City Manager, Pinellas Park



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

I have been an FCCMA member for two years. I joined FCCMA to be part of an intimate forum with those who share many of the same circumstances, opportunities and challenges that face cities today and to really have open dialogue about the public service sector.

Are you an ICMA member – why did you join?

I have been an ICMA member for approximately ten years. I got involved with ICMA because this group is comprised of government leaders who share their knowledge, expertise and experience as it pertains to local governments and the benefits of having such

wisdom at your fingertips are immense.

Areas of formal/advanced education

I have served as a civil servant for over 23 years in the Pinellas County area. Following my service with Pinellas County, I spent eight years as Pinellas Park's Public Works Administrator before I was appointed to City Manager of Pinellas Park. Throughout my time at the city, I have had the opportunity to spearhead the accreditation of the entire Public Works Department with the American Public Works Association. I also have had the opportunity to serve on many non-profit boards, where I have met some outstanding community stakeholders and have built lifelong relationships.

[Read More](#)

Member Article

Philip Harris, Executive Director of CIB, North Miami

North Miami's Public-Private Partnership

Creates Solution to Ensure Greater Equity, Accountability Between Citizens and Police

As the world watched, George Floyd died under the knee of a law enforcement officer. The response to his death reverberated within the City of North Miami, and its leaders launched a proactive approach to improve communications and transparency between their citizens and law enforcement officers.

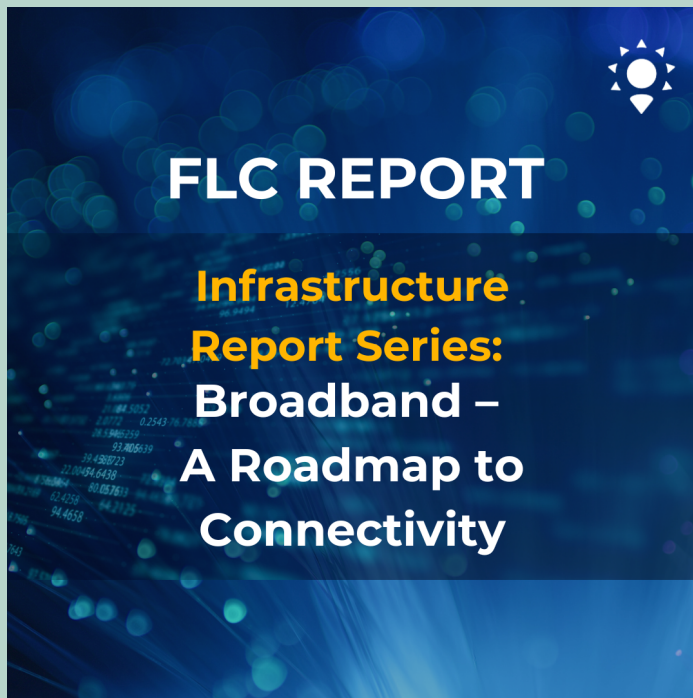
In July 2020, the North Miami Office of the City Manager, Citizens Investigative Board (CIB) was created by the City Council to provide its residents with an unbiased, independent forum, where their complaints and accolades, pertaining to the actions of sworn members of the North Miami Police Department, could be evaluated. How the CIB would operate and who would govern its actions became the next questions that the City had to answer. For solutions, they sought guidance from other municipalities that were tackling the same issues.

CIB follows the standardized procedures set forth by the National Association for Civilian Oversight of Law Enforcement (NACOLE). Major accomplishments, since CIB's establishment, include the creation of a five-year strategic plan and a case management system, which features a public online portal for residents to lodge complaints and commendations. Developing the portal required a new source of technological support.

[Read more](#)



From Our Partners - FLC



Infrastructure Report:

The Florida League of Cities Center for Municipal Research works to produce timely reports on issues of importance to Florida's cities, towns and villages. In the first of a series of reports related to municipal infrastructure, Broadband – A Roadmap to Connectivity provides the history of broadband and knowledge of current and future programs to move communities forward.

By understanding the history and the current funding landscape, local governments can effectively harness the benefits of broadband, driving economic development, improving public services and enhancing the overall quality of life for their residents.

This report includes:

- Strategies for deploying broadband infrastructure
- Where to identify possible funding sources
- Recommended avenues for collaboration
- History of laws that impact cities
- Resources for future programs.

Visit our website at flcities.com/flc-reports to view and download the complete report.

QualityCities.com:

The Florida League of Cities has made the Quality Cities (QC) magazine you know and love even more accessible! Visit QualityCities.com to see the newly enhanced QC website, where you'll find a fresh look and successful community projects and initiatives taking place in Florida's cities year-round.

Online Advocacy Course:

The Florida League of Cities (FLC) is excited to launch the Online Advocacy Course! With Interim Committee Weeks kicking off this month, what better time to sharpen your advocacy skills and get prepared for legislative session.

This virtual self-paced course is designed to help city officials and staff understand the legislative process and learn strategies to become strong, effective advocates. Complete the entire course in one sitting or map out the lessons over time – it's up to you!

The Online Advocacy Course includes four lessons covering:

- Home Rule history and the legislative process
- Why advocacy is important for cities
- Case studies of successful grassroots advocacy efforts
- How to start advocating today
- Plus, advocacy tools and resources.

[Register today](#) for the \$99 course.

Events and Trainings



**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 prevent your next crisis.

Presenter:

- Barbra Hernandez, Communications Director, Pinellas County

Register Here



**The Processes, Practices and Decision-Making Styles of
Organizations with an Entrepreneurial Orientation Mindset
ICMA Practice Areas: 1, 2, 5, 6 and 8**

**Friday, October 6, 2023 9:00 a.m. - 2:00 p.m. ET
River Walk Center 600 Indian River Drive, Fort Pierce**

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

Lunch is included.

**Free to
Dissertation Participants: City and County Managers
Deputy and Assistant City and County Managers**

Dissertation Survey must be taken prior to training

Click [here](#) to take the survey.

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.
- Develop 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 Here**](#)



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.

Florida Gulf Coast University
10501 FGCU Boulevard South
Cohen Center, Room 214
Fort Meyers, 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

[**Register Here**](#)

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 at FGCU

Program Summary:

Affordable housing is a critical statewide issue, but whenever the state legislators preempt 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
- Fort 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](#)

Jobs

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

ASHLAND, OR – City Attorney
CAPE CORAL – Human Resources Director
CENTURY – Interim Town Manager
CRYSTAL RIVER – Assistant Public Works Director
DUNDEE – Finance Director
GREEN COVE SPRINGS – Finance Director
HUTTO, TX – Finance Director
JACKSONVILLE – Director of Neighborhoods
KILGORE, TX – City Manager
LACEY, WA – Community and Economic Development Director
LARGO – Senior Wastewater Capital Portfolio Manager
LAUDERDALE LAKES – Commission Aide
MARY ESTHER – Community Development Director
MARY ESTHER – Public Works Director
MILTON – City Clerk
NEW PORT RICHEY – Human Resources Director

NORTH MIAMI BEACH – Chief Financial Officer
OLATHE, KS – Assistant City Engineer/Transportation Manager
PINELLAS COUNTY – Sheriff's Leadership Institute Manager
PORT ST. LUCIE – Community Redevelopment Agency Project Manager
PORT WASHINGTON, WI – City Administrator
RICHARDSON, TX – Director of Facilities and Fleet
SCOTTSDALE, AZ – Assistant City Manager
SUNNY ISLES BEACH – Parks Manager
SUNNY ISLES BEACH – Recreation Specialist – Athletics
TEQUESTA – Planner
TUCKER, GA – City Manager
VOLUSIA COUNTY – Land Development Manager
WEST PALM BEACH – Traffic Engineer
WINTER HAVEN – Deputy Police Chief

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