

# News and Updates

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November 30, 2023



## President's Message

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FCCMA Members,

I hope each of you had a wonderful Thanksgiving surrounded by loved ones. As we rush toward the winter holiday season, here are some updates and opportunities I'd like to share:

- FCCMA Recognition of Leaders Awards: The FCCMA recognizes exemplary leaders in public administration annually. These individuals are nominated and selected by peers. I encourage you to view the criteria for each award and nominate a deserving peer. Please find the award nomination form(s) [here](#).
- Scholarship Applications Open: We're accepting applications for both academic and conference scholarships. These opportunities aim to support individuals dedicated to local government management. Please spread the word and encourage eligible students to apply. Application documents were emailed out last week. If you need a copy of the scholarship applications, please get in contact with FCCMA staff, and they will gladly email you the information.
- Upcoming FCCMA Coaching Webinar: Our next FREE webinar on sustainable code compliance is scheduled for Thursday, December 7, at 2:00 p.m. As with many of our webinars, the content will cover crucial ICMA Practice areas to assist with your certification requirements. Kindly share this valuable session with colleagues who could benefit from the insights.
- Mentoring and Coaching Opportunities: Our Senior Advisors recently underwent coaching/mentoring training at the ICMA Conference. If you're interested in being mentored or coached, feel free to reach out to them. You can find their contact information [here](#).

- FCCMA Membership Drive: The Membership Committee is actively working on a membership drive. If there are individuals in your organization who could benefit from FCCMA membership, please encourage them to apply using the membership application [here](#). FCCMA has different membership tiers, and in line with my strategic focus on the next generation, student membership is free this year.
- FY 2023 Ethics Training: If you haven't recorded your FY 2023 ethics training yet, please ensure it's completed by February 1, 2024. FCCMA has made recording your ethics training as simple as verifying it during your membership renewal process. If you are seeking additional ways to obtain ethics training, please reach out to your FCCMA District Board Member or FCCMA staff.

I hope that these updates were relevant and timely. Let's make the most of them and continue striving for excellence together. I wish everyone a happy and healthy holiday season.

Warmest Regards,  
Mike

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## Member News and Updates

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The following membership applications have been received:

- **Roshana Rollock Agarrat**, District III, Doctorate of Public Administration, Liberty University, Student Member
- **Jose Cerna**, District V, Systems Security Administrator, Indian Creek Village Police Department, Full Member
- **Robert Cole**, District VII, In Transition, Affiliate Member
- **Courtney De Pol**, District VI, Deputy County Administrator, Manatee County, Full Member
- **Tricia Johnson**, District III, Deputy County Manager, Seminole County, Full Member
- **Jessica Leavins**, District I, Administrative Services Director, City of Crestview, Full Member
- **Kimberlee Levee**, District IV, Administrative Services Manager, Martin County, Affiliate Member
- **Donald Robinson**, District VII, Business Analyst, Pinellas County Clerk of the Circuit Court and Comptroller, Affiliate Member
- **Sheila Rose**, District V, Deputy City Manager, City of Coconut Creek, Full Member
- **Justin Surratt**, District VII, Senior Director of Business Development, Ameresco, Corporate Member
- **Kristian Swenson**, District III, Assistant County Manager, Seminole County, Full 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.

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On Tuesday, November 7, 2023, the City of Marianna was recognized for its 80th Anniversary of the Council-Manager form of government, as a part of the FCCMA Professional Management Matters campaign.



Pictured Left to Right: Commissioner Kenneth Hamilton, Mayor James Roberts, FCCMA Senior Advisor Mark Ryan, Commissioner Travis Ephriam, City Manager William Long and Commissioner Rico Williams.

On Thursday, November 2, 2023, the City of Midway was recognized for its 35th Anniversary of the Council-Manager form of government, as a part of the FCCMA Professional Management Matters campaign.



Pictured Left to Right: Dr. Henry Grant, City Manager; Nandrycka King Albert, City Council Member; Braheem Russ, Mayor Pro Tem; Ella Parker-Dickey, Mayor; and Mark Ryan, FCCMA Senior Advisor.

## Remember the MIT's

### 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

### 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, learn of important changes that could impact your community and also learn more about your fellow FCCMA members.



The release will feature the following:

- **Strategic Planning Insights** with **Mike Abels**, Interim City Manager, Flagler Beach
- **Navigating Local Governance** with **Annamarie Reno**, City Manager, Mascotte
- **Evolving Landscapes of Local Government** with **John Daly, Ph.D.**, Associate Professor, University of South Florida

- Effective Leadership with Kurt Bressner, Senior Advisor Emeritus, FCCMA

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

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## Featured Member

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### Meet Robert Hernandez, Assistant City Manager, Lakeland



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

I don't remember, but possibly since 2008 or 2011 off and on?

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

Yes. I joined ICMA because it is the premier professional organization representing the interests of those who have joined the profession of public service across the globe. I've been a member since 2011.

**Please describe your areas of formal/advanced**

**education:**

Bachelor's degree in Public Administration and Master's degree in Public Administration.

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

Ever since I was 17 years old, I've been in public service in one capacity or another. I enjoy helping to make a community and its quality of life better for current and future generations. I don't think you get that level of satisfaction working for the private sector, unless you own your own business. There is a great deal of satisfaction one gets when driving by a park, fire station, arena or community center and saying, "You see that? I got to work on or lead that project." Making money doesn't motivate me. Seeing the lives of people improve or be enriched is what gets me going.

[Read More](#)

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## Member Article

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### Harnessing the Power of AI in Local Government: Improving Services and Empowering Communities

By Emily Lewis, Deputy County Administrator,  
Charlotte County





In an era marked by rapid technological advancements, artificial intelligence (AI) has emerged as a transformative force with the potential to revolutionize various sectors. Local governments have begun to recognize the significant benefits that AI can offer. From streamlining administrative processes to enhancing citizen engagement, AI is playing a pivotal role in shaping the future of local governance.

As local governments, we often grapple with complex administrative tasks ranging from managing public records to optimizing resource allocation. AI technologies, such as machine learning algorithms and predictive analytics, can significantly streamline these processes.

AI-driven algorithms can process vast amounts of data to identify patterns, trends, and anomalies. This data-driven approach enables local governments to make informed decisions about resource allocation, budget planning, and policy formulation.

AI-powered sensors and algorithms can predict when infrastructure elements, such as roads, bridges, and utility systems, are likely to require maintenance or repairs. This proactive approach reduces downtime and improves overall service quality.

One of the primary responsibilities of local governments is to provide efficient and responsive services to their residents. AI technologies contribute to improving citizen services in several ways:

- **Chatbots and Virtual Assistants:** AI-powered chatbots can provide instant responses to common queries and service requests, freeing up human resources for more complex tasks. Citizens can access information about permits, public transportation, and community events around the clock.
- **Personalized Engagement:** AI algorithms analyze citizen data to offer personalized recommendations and notifications. This approach helps local governments connect with residents on a more individualized level, enhancing their sense of community belonging.
- **Real-time Communication:** AI-driven platforms enable local governments to communicate critical information, such as emergency alerts and weather updates, in real-time. This capability enhances public safety and ensures residents stay informed.

[Read More](#)

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# Events and Trainings

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## Sustainable Code Compliance

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

ICMA Practice Areas: 4, 6, 8, 9 and 10

### Program Summary:

The webinar will discuss how to build successful code compliance strategies, how to avoid or mitigate obstacles and how to enhance the overall benefits for the communities leading to a more robust code compliance program. Three different perspectives on issues in code compliance will be shared and personal insight will be provided on how to implement positive changes in a community. The webinar will be a hybrid between a lecture and a panel discussion. The panelists will discuss successes, lessons learned and strategies which have shown to be successful. The panelists will briefly discuss how to gain community support and establish a baseline, highlight different methods for enforcement and how to bring about compliance.

[Register Here](#)

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Each year, the FCCMA recognizes leaders in the profession who have demonstrated professionalism and service within the field of public administration. Award recipients are nominated and selected by their peers and recognized during the annual conference.

**Nominators for each award must submit a completed application, cover letter and any supporting materials by 5:00 p.m. ET on January 8, 2024, to be considered for these awards.**

For specific selection criteria and required documentation and to complete the application, please visit the FCCMA [website](#). For questions, please contact staff at [fccma@flcities.com](mailto:fccma@flcities.com).

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[Download Flyer](#)[Submit Application](#)

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# 2024-2025 FCCMA Directory



## PHOTO CONTEST

***Deadline:***  
**January 24, 2024**

[bit.ly/FCCMAcontest](https://bit.ly/FCCMAcontest)



The Florida City and County Management Association is hosting its annual photo contest. This contest offers a unique opportunity for a Florida community to be featured on the cover of the 2024-2025 FCCMA Membership Directory, as well as the FCCMA Website and social media profiles.

The contest will take place on the [FCCMA website](https://www.fccma.org). Submissions are limited to **one photo per local government**. Please coordinate within your jurisdiction to ensure only one photo is submitted.

**Submit your photo to FCCMA before 5:00 p.m. on January 24, 2024**, and website visitors will select the winning photo to feature. It's that simple! Runners-up will be featured on the FCCMA Facebook page and website.

### Photo Requirements:

- All submissions must be digital photos.
- The submitted photo should be original work and **NOT** previously published in any format before submission to this competition.
- Include the name you would like listed as the photo credit.
- Participants should limit the editing of their photos to cropping.
- Photos should **NOT** have filters.
- Photos should be horizontal or vertical and submitted as a jpg file.
- Do **NOT** watermark, digitally sign or digitally date stamp the image.

[Submit Photo Here](#)



**THE 2024  
FLORIDA CITY AND COUNTY  
MANAGEMENT ASSOCIATION  
SCHOLARSHIP PROGRAM**



**Deadline: February 5, 2024**

The FCCMA is committed to supporting students pursuing education and careers in public administration.

**We offer up to four academic-based scholarships:**

- \$5000 B. Harold Farmer Scholarship
- \$5000 The Raymond C. Sittig Scholarship
- (2) \$2500 Aspiring Professional Manager Scholarships

Recipients are chosen based on student's ability to demonstrate their understanding and support of local government management and the principles on which each scholarship was founded.

**Share these exclusive scholarship opportunities with someone currently earning a degree in public administration and committed to pursuing a career in local government management!**

*Qualifying students must submit a completed application, official transcripts, resume and letters of recommendation by **Monday, February 5, 2024**, to be considered for these scholarships.*

[Download Flyer](#)

[Apply Here](#)



## The 2024 FCCMA EMERGING LEADERS CONFERENCE SCHOLARSHIP

**Deadline: February 5, 2024**

FCCMA offers an Emerging Leaders Conference Scholarship to public administration students and entry-level city and county management staff members interested in continuing their academic and professional development as local government administrators.

Participating in the FCCMA annual conference provides emerging leaders with continuing education and networking opportunities with 200+ professional managers from across the state.

**Apply today or share this opportunity with someone who wants to advance their local government management career.**

*Applicants must submit a completed application packet by 5:00 p.m. on **Monday, February 5, 2024**, to be considered for this award.*

[Download Flyer](#)

[Apply Here](#)

For questions regarding the scholarship, contact staff at [fccma@flcities.com](mailto:fccma@flcities.com).

## Jobs

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

**FLAGLER BEACH** – Finance Director  
**LAKE COUNTY** – Grant Manager  
**MARYSVILLE, KS** – City Administrator  
**MONROE COUNTY** – Director, Artificial Reef Programs  
**PINELLAS COUNTY** – Sheriff's Leadership Institute Manager  
**AUSTIN, TX** – Deputy City Manager  
**BAREFOOT BAY** – Management Support Specialist  
**BARTOW** – Network Administrator  
**DEFUNIAK SPRINGS** – City Clerk  
**DAYTONA BEACH** – Chief Financial Officer  
**LEANDER, TX** – City Manager  
**PASCO COUNTY** – Solid Waste Director – Public Infrastructure  
**KEYSTONE HEIGHTS** – City Manager  
**ALACHUA COUNTY** – Human Resources Director  
**CLERMONT** – Finance Director  
**DENCO DISTRICT, TX** – Technical Services Manager  
**FORT WORTH, TX** – Police Employment Services Manager

**INVERNESS** – Assistant City Manager  
**PASCO COUNTY** – Budget Manager  
**PINELLAS COUNTY** – Information Technology Project Manager  
**SUNRISE** – Deputy Director of Human Resources  
**PINELLAS COUNTY** – Chief Human Resources Officer  
**BARROW COUNTY** – County Manager  
**AUBURN, AL** – Human Resources Director  
**BARTOW** – Grant Administrator  
**CAPE CORAL** – Public Works Director  
**CRYSTAL RIVER** – Assistant Budget and Financial Services Director  
**HIGH SPRINGS** – City Manager  
**MARION COUNTY** – Utilities Engineering Manager  
**PINELLAS COUNTY** – Financial Manager: Utilities Department  
**PORT ST. LUCIE** – City Attorney  
**MARIANNA** – Grants Coordinator

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@FCCManagers



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