

News and Updates

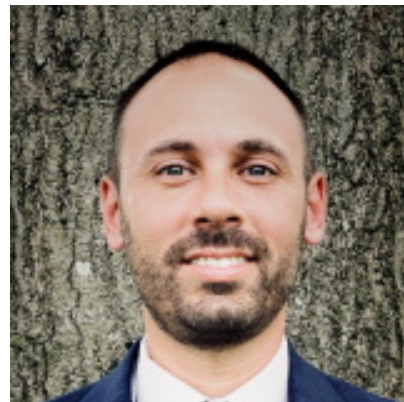


February 29, 2024

President's Message

Dear FCCMA Members,

I hope this message finds you well and that you are enjoying the beautiful Florida weather. As February comes to a close in DeLand and the surrounding communities in Volusia County, it gets busy, and event season kicks into high gear with the Daytona 500, Bike Week and then Spring Break. Getting back on track with FCCMA business, I want to share with you some of the exciting events and opportunities that FCCMA has to offer.



March Webinar: Join us for the March Free FCCMA Coaching Webinar on Thursday, March 7, at 2:00 p.m. ET. The webinar, titled "Strategic Stewardship for Sustainability: Unifying Investments with Public Land Management Goals to Maintain and Increase Potable Water Supply," will cover ICMA Practice Areas 6, 7, 8, 9 and 12. This is a great opportunity to learn from experts and peers on how to manage one of our most precious resources: water. You can register for the webinar [here](#).

Annual Conference: The conference planning committee is hard at work organizing another unforgettable Annual Conference experience. The theme of this year's conference is "Professional Management Matters." The conference will be held from May 29 to June 1, 2024, at the Hilton Orlando Bonnet Creek. Registration is expected to open in mid-March. Act fast for popular Pre-Conference sessions like So You Are Going to Be, Ethics, and Speed Networking. Please encourage others within your organization to attend and register early, too. The Annual Conference is the highlight of the year for FCCMA, and I look forward to seeing you all there.

FCCMA Podcast: The FCCMA Podcast covers a broad spectrum of issues relevant to professional managers and their teams and offers valuable insights on leadership and the evolving landscape of governance. If you'd like to share your insights on the FCCMA Podcast or have a team member with valuable insight to share, email staff at fccma@flcities.com to submit your name for consideration. You can listen to recent releases and more episodes [here](#). There are over 100 episodes, and some of the topics

covered in the past include diversity and inclusion, strategic planning, performance management and crisis communication.

FCCMA Photo Contest: The winner of the FCCMA Photo Contest is Sarasota County. Congratulations to the winner, and thank you to all who participated. The runner-ups are: Temple Terrace, Alachua County and Boca Raton. The photos submitted by the contestants showcase the beauty and diversity of our state and our profession.

Legislative Session: The 2024 Regular Legislative session is expected to wrap on March 8, 2024. We will follow this up with an April Webinar recapping key developments and how they affect local governments. FCCMA staff has been closely monitoring the bills and amendments that impact our members.

FCCMA Winter Institute: Thank you to the Winter Institute Planning Committee for a great Winter Institute. The Winter Institute was held on February 8-9, 2024, at the Renaissance World Golf Village Resort in St. Augustine. The theme of the institute was "Putting AI to Work in Local Government." The institute featured engaging speakers, interactive sessions and networking opportunities. The feedback from the attendees was very positive, and I appreciate the efforts of the committee and the staff to make this event a success.

As you can see, FCCMA is a vibrant and active organization that provides many benefits and services to its members. I am honored to serve as your president.

Please feel free to contact me at any time.

~Mike

2024 Winter Institute Recap



Member News and Updates

The following membership applications have been received:

- **Troy Bell**, District II, City Manager, City of Palatka, Full Member

- **Amy Bland**, District VII, Development Services Fiscal Support Director, Pasco County, Affiliate Member
- **Paul Burke**, District VII, Master of Public Administration, University of South Florida, Student Member
- **Jim Gleason, District II**, City Administrator, City of Lake Helen, Full Member
- **Matthew Hardy**, District I, Strategic Innovation Consultant, City of Tallahassee, Affiliate Member
- **Lacy Lafave**, District VII, Town Manager, Town of Kenneth City, Full Member
- **Austin Lee**, District IV, Director of Communications, City of Greenacres, 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.

On December 11, 2023, FCCMA Member Addie Javed presented the ICMA Recognition Award to the City of Winter Haven Commission in celebration of their 100th year as a Commission-Manager form of government.



Pictured Left to Right: City Manager T. Michael Stavres, FCCMA Member Addie Javed and Mayor Brad Dantzler.

On Tuesday, February 6, 2024, FCCMA Members John Coffey presented the ICMA Recognition Award to the city of West Melbourne Council in celebration of their 45th year as a council-manager form of government.



Pictured Left to Right: Tim Rhode, City Manager; John W. Coffey, ICMA-CM, City of Indian Harbour Beach City Manager; and Pat Bentley, Mayor.

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:

- **Serving Miami Lakes with Edward Pidermann, Town Manager, Miami Lakes**
- **Embracing Community Growth with Matthew Spoor, City Manager, Safety Harbor**
- **Candid Conversations for Community Progress with Michael Pleus, City Manager, DeLand**

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

Perspectives

Municipal and County leaders across Florida share how they have started using AI



Featured Member

Meet Annamarie Reno, City Manager, Mascotte



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

I joined the FCCMA on May 5, 2022, shortly after starting my position with the City of Mascotte on February 1, 2022. Prior to that, I worked as a Township Manager in Michigan, where I was a member of the MME.

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

Yes, I am an ICMA member. I joined around March of 2022.

Please describe your areas of formal/advanced education.

I hold a degree in International Business Management, with an Associate in the Arts and

Science. This past July, I also received my ICMA- CM credentials, and, in March, will be participating in a two-year course through FSU to obtain my CPM certification.

Why did you select a career in public service?

I started my schooling with the intent to go into a career in public administration and then switched to Finance and then to International Business Management. The economic and legal implementation of dealing and working internationally fascinated me. During my last year in the program, before obtaining my degree, I and two other students had the opportunity to sit in and be a part of the NAFTA talks and debates that were held in Grand Rapids Michigan. I worked in the private sector for a few years before realizing that my passion was in helping my community. I actually started out as an elected official, serving for almost fourteen years before I decided to take my schooling and degree and made the leap into management, realizing that I could serve my community more effectively in an official managerial capacity.

Have you always been in the public sector, or have you had experience in the private sector?

I worked in the private sector for about seven years. I started my career working for a Fortune 500 brokerage firm auditing/balancing their American Stocks and Option accounts. I then went on to work as an HR coordinator and assistant to the VP of a Fortune 500 rental company before realizing that community and family were more important than the hustle and bustle of corporate life and made the switch to government.

Please tell us about your current position and give a brief job description if you are not a City Administrator/Manager.

Currently, I am a City Manager and have served in this capacity for the past two years in Florida and seven years prior in Michigan. Before that, as I stated, I was an elected official in a small northern Michigan community. As the City Manager of a small Florida community, it is my job to oversee the day-to-day functions of the city however, being in a small community that had no parks and recreation positions or events that were taking place, I took it upon myself (with the ok from council) to start up a community event planning committee which now brings events to the residents of our town.

[Read More](#)

Member Article

Cyber Security Incident Response in a Small Town



By Dominic Hamilton, CGCIO, Director of Information Technology, City of Indian Harbour Beach

Almost every IT Support Specialist fears the dreaded phrase: "I clicked on something, and now my computer is acting weird." The looming threat of cybersecurity lingers quietly over organizations around the globe. Like a natural disaster, cities can be struck by a cybersecurity attack at any time, losing millions of dollars to hackers. It has become such a prominent issue that states across the country are pushing legislation to better protect themselves from cyber-attacks.

Prompting Information Technology (IT) Departments to ensure staff are prepared for these situations through training, exercises, and even by sending out fake test emails to ensure security. However, all the training in the world doesn't guarantee that your organization won't have a cybersecurity incident. So, how can we best handle a cyber security incident when they do occur?

Well, that's exactly what the Indian Harbour Beach IT Department had to accomplish after receiving the previously mentioned message.

First, make sure to take the device off the network. This is critical; many users will panic and pull the power plug, but this is not what you should do, as this can often prevent access to the system after a shutdown, and an investigation will be necessary later. Therefore, ensure that the user receives clear instructions. Be sure to get IT support on-site as quickly as possible to disconnect the internet cable, disable Bluetooth and Wi-Fi, and remove any other peripherals that may be attached (thumb drives, taking any USB storage devices for investigation).

Second, inform city leadership of the incident. Making them aware that this takes priority over all other projects. Upon arrival, IT engages in damage control, working to isolate the incident. They access the PC and work with the user to answer security questions: When did it happen? What were you working on? After some investigating, IT determined that an email was opened, after which odd things started happening and

the user's computer icons changed. There was no way of opening any document on the device. With the PC off the network, ensuring the damage cannot spread, and knowing what the threat is, IT has to switch gears fast, knowing that every moment counts in these scenarios.

[Read More](#)

Events and Trainings



Strategic Stewardship for Sustainability: Unifying Investments with Public Land Management Goals to Maintain and Increase Potable Water Supply

**March 7, 2024
2:00 p.m. - 3:00 p.m. ET**

ICMA Practice Areas: 6, 7, 8, 9 and 12

Program Summary:

As cities grapple with increasing populations, potable water demands, stormwater regulations and public scrutiny many are turning to green infrastructure and other alternative techniques to supplement traditional approaches. However, determining the right approach for your community requires examining existing infrastructure, natural resources, regulations and other factors that impact an agency's ability to provide clean/safe water.

This panel discussion brings together leaders at the forefront of the largest water issue facing Florida-quantity. Attendees will understand how aligning policies, public priorities and available resources can maximize water resources now and into the future. Expert panelists will share experiences and case studies of alignment in action, discuss overcoming barriers and recommend alternative techniques to maximize benefits across these interconnected systems by taking an integrated approach to managing water resources.

Panelists:

- Eric DeHaven, Director, Polk Regional Water Cooperative
- Donald Rainey, Water Resources Regional Specialized Agent, University of Florida IFAS Extension
- T. Michael Stavres, City Manager, Winter Haven
- Ryan Taylor, Deputy County Manager, Polk County

[**Register Here**](#)



FCCMA ONSITE TRAINING SESSION

REGISTER TODAY

Local Government Partnerships: Real Stories on Successes and Failures and the Reasons for Each Outcome

March 29, 2024, 9:00 a.m. - 1:00 p.m. ET
Florida Gulf Coast University, Cohen Center, Room 214
10501 FGCU Boulevard South, Fort Myers

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

ICMA Practice Areas: 4, 6, 8, 9, 10, 12 and 13

(Lunch is included.)

Registration Deadline: March 22, 2024

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

Moderators:
ICMA Student Chapter Officers at FGCU

Program Summary:

"It's not local government's job to provide services, it's their job to see that services are provided" (anonymous). The multiple tiers of government service providers which include federal, state, local (general purpose and special districts), nonprofit and private sectors no longer have a structure similar to a layer cake, reflecting a division of service providers: rather, it's evolved into a marble cake like structure blending multiple sectors into an inconsistent role to provide services. This training program is an opportunity for local government staff to come together to listen to real stories from experienced panelists who have navigated this marble cake and listen to what works and doesn't work and the reasons why in each case. It's also an opportunity for attendees to share their own experiences and collectively come away with ideas and insight to improve partnerships in their agencies.

Panelists:

- Terry Atchley, County Manager, Hardee County and FCCMA District VI Director
- Mark Cunningham, Assistant County Administrator, Sarasota County and FCCMA President-Elect
- Hector Flores, County Administrator, Charlotte County
- Amy Patterson, County Manager, Collier County
- Glen Salyer, Assistant County Manager, Lee County
- Terry Stewart, City Administrator, Arcadia

[Register Here](#)



CITIES AND COUNTIES: LOOKING FOR INTERNS?

THE FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION (FCCMA)

NEXT GENERATION INTERNSHIP

We are thrilled to promote the new Next Generation Intern Program!

This program provides **\$10,000** of intern funding to four local governments.

For more information about this exciting opportunity, please click on the link below to view the official Next Generation Intern Flier.

To participate in this program, please see the link below.

For questions, email fccma@flcities.com.

The deadline for applications is March 1, 2024.

[Next Generation Flyer](#)

[Apply Here](#)



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To apply, please see the link below.

For questions, email fccma@flcities.com.

The deadline for applications is March 1, 2024.

Upcoming Webinars

Save the date for future webinar offerings!

March 7, 2024

Strategic Stewardship for Sustainability: Unifying Investments with Public Land Management Goals to Maintain and Increase Potable Water Supply

April 4, 2024

Legislative Recap

May 2, 2024

Disaster Preparedness: Service Contracts and Financial Preparedness

June 6, 2024

Water Quality/Reuse - Fertilizer/Pesticide Application

July 11, 2024

Breaking Down Silos in your Organization/Building New Teams

From Our Partner

U.S. Department of Transportation Announces \$1.25 Billion in Direct, Accessible Grants for Local Communities to Improve Roadway Safety

The U.S. Department of Transportation (DOT) has opened the process for cities, towns, counties, Tribal governments, and Metropolitan Planning Organizations (MPO) to apply for \$1.256 billion in funding for local projects that improve roadway safety. The funds are from the competitive grant program, Safe Streets and Roads for All (SS4A), which was created in President Biden's Bipartisan Infrastructure Law to help communities both plan and carry out projects that help reduce the number of deaths and serious injuries on our highways, streets, and roads. The SS4A grant program is a major action that supports funding to advance the DOT's [National Roadway Safety Strategy](#), which launched in 2022 to address the high number of traffic deaths happening across the country.

SS4A funds will help communities in the development of road safety action plans and improve unsafe roadway corridors by implementing effective interventions. Additionally, these funds can be utilized to test out safety features such as separated bicycle lanes or curb extensions at intersections.

"Every community knows some intersection or stretch of road that is dangerous to approach - now we have an opportunity to make them safer," said U.S. Transportation Secretary Pete Buttigieg. "The Biden-Harris administration is proud to make over \$1.2 billion available for projects that can save lives on our roads, from highway redesigns to protected bike lanes, and we invite communities of every size to apply."

Last year, DOT announced more than 1,000 communities in total received \$1.7 billion in grants under SS4A, impacting roadway safety for around 70% of the nation's population and over 60% of traffic fatalities that occurred between 2017 and 2021. With more than \$1 billion available this year, the Department encourages all interested communities to apply, especially communities that have not applied to date. For Planning and Demonstration Grants, DOT has further encouraged communities with higher needs to apply by providing additional award consideration to those with higher fatality rates. The

Department compiled a [non-exhaustive list](#) of the cities and counties that meet that threshold online and will continue to support the information needs of these localities throughout the application period.

The application process for SS4A is designed to be as easy as possible and increased accessibility to this program in this latest funding round, particularly for smaller communities, Tribal governments and recipients new to Federal funding. This includes multiple deadlines and a longer application period for planning proposals, a pre-application review opportunity to determine eligibility before applying for implementation funding, and clarification about the use of Tribal Transportation Program funds as eligible for local match.

Applications may come from individual communities or groups of communities and may include MPOs, counties, cities, towns, other special districts that are subdivisions of a state, certain transit agencies, federally recognized Tribal governments, and multijurisdictional groups of eligible applicants.

The Safe Streets and Roads for All Notice of Funding Opportunity can be found [here](#). Applications for Implementation Grants are by May 16. Planning and demonstration grant applicants will have three opportunities to apply with the deadlines of April 4, May 16, and August 29.

Jobs

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

ALACHUA COUNTY – Pretrial Officer
BAREFOOT BAY RECREATION DISTRICT – Management Support Specialist
BOERNE, TX – Library Director
BRADENTON – Director of Public Works and Utilities
BRUNSWICK, ME – Town Manager
CAMDEN COUNTY, GA – Public Works Director
CLEARWATER – Fire Marshal
CLINTON, CT – Town Manager
COFFEYVILLE, KS – City Manager
COOPER CITY – Public Works Director
CUTLER BAY – Administrative Services Director
DEERFIELD BEACH – Purchasing Manager
DELTONA – City Manager
DORAL – Charter Enforcement Official
DORAL – City Manager
DUNEDIN – Economic Development Specialist
DUNEDIN – Librarian
FORT PIERCE – Special Projects Coordinator
HARDEE COUNTY – Assistant County Manager/Finance Director
HARDEE COUNTY – Emergency Management Director
HILLSBOROUGH COUNTY – Division Manager Fiscal & Accounting Services

JACKSONVILLE – Attorney III-Eminent Domain
JUVENILE WELFARE BOARD OF PINELLAS COUNTY – Chief Financial Officer
LAKE COUNTY – Associate Director Office of Solid Waste
LAKE COUNTY CLERK OF THE CIRCUIT COURT AND COMPTROLLER – Inspector General Auditor II
LARGO – Asset Data Management Coordinator
LARGO – Library Assistant II – Outreach
MIAMI BEACH – Building Director
NEWBERRY – Project Manager
NEWPORT, OR – City Manager
NORTH MIAMI BEACH – Communications Manager
OCALA – Public Information Officer – CMO
OKEECHOBEE COUNTY – Veteran Services Officer
OLATHE, KS – Assistant City Engineer
ORANGE PARK – Police Chief
ORONO, ME – Town Manager
PASCO COUNTY – CIP Manager
PEMBROKE PARK – Town Manager
PINELLAS SUNCOAST TRANSIT AUTHORITY – Senior Accountant – Grants and Project Accounting
PLANT CITY – Police Chief

HILLSBOROUGH COUNTY – Manager
– Library Budget & Capital Projects
JACKSONVILLE – Attorney II – Labor
and Employment
JACKSONVILLE – Attorney II –
Tort/Personal Injury
JACKSONVILLE – Attorney II- Eminent
Domain
JACKSONVILLE – Attorney III – Labor
and Employment
JACKSONVILLE – Attorney III –
Tort/Personal Injury
JACKSONVILLE – Attorney III –
Transactional – Jacksonville Electric
Authority

SARASOTA COUNTY – Budget
Support Manager
SARASOTA COUNTY – Business
Operations Manager – Solid Waste
SARASOTA COUNTY – Water
Operations Manager
**SOUTH INDIAN RIVER WATER
CONTROL DISTRICT** – Executive
Director
TALLAHASSEE – Accountant I (Fixed
Assets & A/R)
TALLAHASSEE – Accountant II or III
(Financial Reporting)
TALLAHASSEE – Payroll Supervisor

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