

News and Updates



April 30, 2024

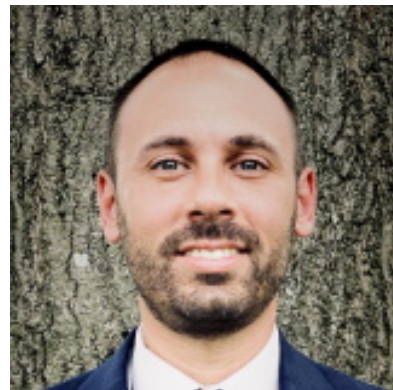
President's Message

Dear FCCMA Members,

The much-anticipated Annual Conference is just around the corner, and the excitement is building! Here's a preview into what's in store for attendees.

Keynote Speakers:

Crystal Washington, Mark Zeigler, Stephen MR Covey and Jeff Civillico. Visit the conference [webpage](#) and click on the speakers' photos to learn more about them and their insights.



Sessions:

We have many engaging sessions tailored for your professional growth, including:

- *"So You're Going to Be" for valuable insights into the journey ahead
- *An Ethics session to reinforce the importance of ethical leadership
- *Speed Networking for meaningful connections within our community
- Other topics to be covered include:
 - AI
 - Law Enforcement
 - Recruitment/Retention
 - Transportation
 - Resiliency

- Live Local and Other Legislative Issues
- And much more...

Inspirational Breakfast:

*Join us on Friday for an inspiring breakfast to kickstart your day with motivation and positivity from Alan and Jodi Rosen.

** Some of the events listed above require preregistration. Click [here](#) to register for conference or contact mhowe@flcities.com if you've already registered and would like to add one of these events to your registration.*

Friday Night Event:

Join us for a night of fun at Splitsville Luxury Lanes in Disney Springs™. Have some dinner and try to out bowl the competition. FCCMA will provide a prize to the first person who bowls a 300.

Resume Reviews:

Is it time to fine-tune your professional profile? Schedule a meeting with our expert-led resume reviewers. Slots are limited and fill quickly. Email Carol Russell at crussell@flcities.com to reserve your slot.

If you still have not registered, registration closes on May 20th.

Looking forward to seeing you all there!

Sincerely,

~Mike

Member News and Updates

The following membership applications have been received:

- **Colton English**, District VI, Budget Coordinator, Hardee County, Affiliate Member
- **Christine Garcia**, District V, Senior Director of Operational Services & Projects, City of Parkland, Full Member
- **Frankie Kropacek**, District VI, Operations and Compliance Director, Town of Fort Myers Beach, Affiliate Member
- **Jeremy Marshall**, District VII, City Manager, City of High Springs, Full Member
- **Michael McGlothlin**, District VII, Town Administrator, Town of Redington Shores, Full Member
- **Kristen Shell**, District I, Deputy City Manager, City of Niceville, Full Member
- **Koby Townsend**, District I, City Manager, City of DeFuniak Springs, Full Member
- **Charlie Van Zant**, District II, City Manager, City of Keystone Heights, Full Member

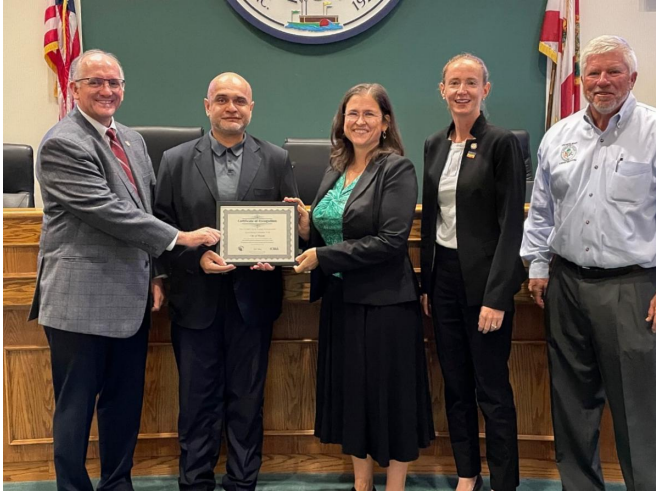
- **Christopher Watt**, District VII, Chief of Staff, City of Ocala, Affiliate Member
- **Kendrah Wilkerson**, District I, Town Manager, Town of Havana, Full Member.

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.

The ICMA Student Chapter at Florida Atlantic University was recently recognized as the Organization of the Year by the University. Congratulations!



On February 5, 2024, FCCMA Member Addie Javed presented the ICMA Recognition Award to the City of Oviedo Council in celebration of their 35th year as a Council-Manager form of government.



Pictured Left to Right: City Manager Bryan Cobb, FCCMA Member/EPIC Addie Javed, Mayor Megan Sladek, Council Member Natalie Teuchert and Council Member Keith Britton.

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

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.



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:
- **Journey in Public Service, Scott Andrews, Assistant City Manager, Bakersfield, CA**
- **Legislative Issues, Charles Chapman, Chief Executive Officer, C4Strategies, LLC**
- **The Hardee County Perspective with Terry Atchley, County Manager, Hardee County**
- **Zoning for the Future with Craig Hunter, FCCMA Past President**

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

Perspectives

Municipal and county leaders across Florida share their "typical day."



Update on SCOTUS Decision

On March 15, in *Lindke v. Freed*, the Supreme Court established the test for when local government officials are considered "state actors" for the purposes of the First Amendment when they post on social media. The case is a win for local governments as the test provided by the Supreme Court safeguards the free speech rights of elected officials while balancing the rights of their citizens.

Below is a resource on what this means in practical terms:

- A [blog](#) that was posted on March 22nd.- please feel free to repost this in your newsletters.

Featured Member

Meet Jennifer Poirrier, City Manager, Clearwater

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

I have been a member just shy of two years. I joined FCCMA because I understand and believe in the benefit of relationships and the valuable resource this association provides.

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

I joined ICMA three years ago, as a result of the current City Manager inviting me to attend the conferences and immediately seeing the benefits of joining.



Please describe your areas of formal/advanced education.

I have a BS in Business Administration with a focus on HR from USF, and a MBA from Florida Atlantic.

Why did you select a career in public service?

Following 9/11, I, like so many others, felt a calling to do something. I had begun a career in private sector Human Resources and after that, started applying for public sector HR jobs. I was hired by the City of Gulfport in May 2002.

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

I was in private sector HR for three years prior to coming to the public sector side.

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

I am currently the City Manager for the City of Clearwater. Clearwater is a progressive, full-service city serving 116,000 residents with 1,800 employees. Our operating and capital budget for FY23/24 is \$724,184,306.

Please describe your typical day.

A typical day would be a mix of administrative duties, strategic planning and community interaction. I spend a majority of my time collaborating with Council Members, staff, and community stakeholders to address our challenges and champion our strategic plan. Of course, there is always urgent matters that arise and problem-solving is certainly another key aspect of every day.

What is your favorite part of the job?

My favorite part of the job is interacting and developing relationships with the community and all of its stakeholders. I am continually motivated by how passionate and dedicated our community and staff are.

[Read More](#)

Member Article

Navigating the Path to Excellence: Advancing Organizational Maturity, Benchmarking and Digital Transformation



**By Addie Javed, Vice President, EPIC Engineering and Consulting Group;
and Susan Boyer, Executive Director, Florida Benchmarking Consortium**

INTRODUCTION

The maturity level of an organization plays a pivotal role in its ability to adapt and thrive in a dynamic realm of local government. Harnessing this maturity effectively can be a key catalyst for a successful journey toward digital transformation. Benchmarking provides a framework for measuring organizational maturity against industry standards and peer organizations, allowing for informed decision-making and strategic planning. Skillfully managing the interplay between these three elements – organizational maturity, benchmarking and digital transformation – is the essential recipe for attaining organizational excellence and sustained growth.

DEFINING ORGANIZATIONAL MATURITY

Organizational maturity refers to the level of sophistication and effectiveness with which an organization manages its processes, culture, technology and people. Key components of organizational maturity include:

1. **Process Maturity:** The standardization and optimization of business processes.
2. **Cultural Maturity:** The organization's ability to foster a positive, adaptive and innovative culture.
3. **Technological Maturity:** The extent to which technology is integrated into business operations and strategies.
4. **People Maturity:** The organization's approach to talent development, leadership and employee engagement.

BENCHMARKING FOR ORGANIZATIONAL MATURITY

Benchmarking involves comparing an organization's maturity against industry best practices, peer agencies or recognized maturity models. This process helps organizations understand their current position and identify areas for improvement. Key benchmarking methods include:

1. **Process Benchmarking:** Comparing operational processes to identify efficiency gains.

2. Performance Benchmarking: Assessing key performance indicators (KPIs) to understand overall performance.
3. Best Practices Benchmarking: Identifying practices from leading organizations that can be adapted for internal use.

By identifying best practices and operational efficiencies, organizations can reduce costs and allocate resources more effectively. Two of the most powerful benefits are knowledge sharing, and public engagement, which fosters trust and accountability.

In an effort to identify historical trends and verify obstacles that may still hinder the progress of any organization, findings from a recent survey involving over 100 Florida agencies reveal a general consensus that most local governments face comparable pain points when it comes to operational and business process evaluations.

[Read More](#)

Events and Trainings



**Fine-Tuning Your Disaster Preparedness,
Organization, Expectations and Financials**
May 2, 2024
2:00 p.m. - 3:00 p.m. ET

ICMA Practice Areas: 4, 6, 8, 9, 10, 12 and 14

Program Summary:

This webinar will cover topics such as organizing your operations with limited resources and collaboration to better serve residents, managing expectations of your elected officials and outside constituents, pre-contract information and setting service levels. The webinar will also discuss ways to calculate your damage costs and the benefits of participating in Florida Recovery Obligation Calculation (F-ROC).

Panelists:

- Kimberly Spill-Cristiano, Emergency Management Administrator, Pompano Beach
- Emily Lewis, Deputy County Administrator, Charlotte County
- Holly Raschein, Mayor, Monroe County, and Florida Government Relations Director, AshBritt
- Richard (Rusty) Sievers, Emergency Manager, Deerfield Beach

[Register Here](#)



Florida's Water Quality Crisis
June 6, 2024
2:00 p.m. - 3:00 p.m. ET
ICMA Practice Areas: 6, 8, 9, 10 and 12

Program Summary:

A clean and abundant supply of water is essential to our way of life, our cities' and state's economic well-being, and our future. Harmful algae blooms, Red Tide, flesh-eating bacteria, wastewater facility discharge, urban flooding, and stormwater runoff are just some of the water quality issues facing local governments across the state.

Effectively managing water quality issues depends on the partnership and coordination between state and local government, public-private partnerships, businesses and our citizenry. It requires examining infrastructure projects, land management policies, significant funding and legislation coming from Tallahassee.

This panel discussion brings together leaders at the forefront of one of the most important issues in Florida: water quality. Attendees will discuss state and departmental policies, public works priorities and planning decisions that can maximize water resources now and into the future. Panelists will share experiences and case studies of alignment in action, discuss overcoming barriers between departments, and recommend innovations to build cleaner, more climate-adaptive and community-centric cities.

[Register Here](#)

Upcoming Webinars

Save the date for future webinar offerings!

May 2, 2024	Fine-Tuning Your Disaster Preparedness, Organization, Expectations and Financials
June 6, 2024	Florida's Water Quality Crisis
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 and 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 due 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.

Call for Applications: Specific Cultural Project Grants for Underserved Counties

The Department of State, Division of Arts and Culture is seeking applicants from underserved counties for a Specific Cultural Project grant. The grant provides \$25,000 in project-specific funding during the grant period 2025-2026 to agencies hosting, managing and evaluating public, one-time or possible recurring projects. Examples range from artist residencies to cross-sector partnerships benefitting underserved participants. The deadline to apply is June 3, 2024. The complete guidelines can be found [here](#). For more information, contact [Adrienne Hogan](#).

Jobs

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

ALACHUA COUNTY – CareerSource
Data Analyst

KEY WEST – Procurement Manager
LARGO – Human Resources Director

ALACHUA COUNTY – Geographic Information System (GIS) Specialist (SEEDS)
ALLEN, TX – Director of Human Resources
BARTOW – Construction Manager / Project Manager
BARTOW – Network Administrator
BROWARD COUNTY – Budget and Management Analyst
CAPE CORAL – Director of Development Services
CHILDREN’S TRUST OF ALACHUA COUNTY – Finance Director
CLAY COUNTY – Chief of Plans – Emergency Management
CLAY COUNTY – Zoning Chief
CLEARWATER – Transportation Engineering Division Manager
CLEARWATER – Water/Wastewater Plant Chief Operator
DORAL – Innovation & Technology Director
DUNEDIN – Assistant Director of Public Works
EAST POINT, GA – IT Director
EDMOND, OK – Director of Planning and Zoning
FLAGLER BEACH – City Engineer
FRUITLAND PARK – City Manager
GREELEY, CO – Deputy Chief of Administration
GREELEY, CO – Deputy City Manager
HOLLYWOOD – Wastewater Treatment Plant Manager
INDIAN RIVER COUNTY – Public Works Director
ISLAMORADA, VILLAGE OF ISLANDS – Assistant to Village Manager/Public Relations
JACKSONVILLE – Attorney II – Eminent Domain
JACKSONVILLE – Attorney II – Labor and Employment
JACKSONVILLE – Attorney II – Tort/Personal Injury
JACKSONVILLE – Attorney III – Eminent Domain
JACKSONVILLE – Attorney III – Labor and Employment
JACKSONVILLE – Attorney III – Tort/Personal Injury
JACKSONVILLE – City Planner I
JACKSONVILLE – City Planner I

LARGO – Wastewater Manager
LAUDERHILL – Assistant Grants Manager
LEON COUNTY – Management Intern
MANHATTAN, KS – City Manager
MANHATTAN, KS – Director of Public Utilities
MANHATTAN, KS – Director of Public Works
MEDFORD, OR – City Manager
MIAMI BEACH – Economic Development Director
NICEVILLE – Chief of Police
NICEVILLE – Code Compliance Officer
OLATHE, KS – Water Production Engineer
PAHOKEE – City Manager
PALM COAST – Utilities Director
PINELLAS COUNTY – Assistant County Administrator
PINELLAS COUNTY – Director of Housing and Community Development
PINELLAS SUNCOAST TRANSIT AUTHORITY – Accountant
PINELLAS SUNCOAST TRANSIT AUTHORITY – Marketing Manager
PINELLAS SUNCOAST TRANSIT AUTHORITY – Technical Support Specialist
PORT ST. LUCIE – City Attorney
SANTA ROSA COUNTY – Civil Engineer
SANTA ROSA COUNTY – Project Manager
SARASOTA COUNTY – 17th Street Regional Complex Manager
SARASOTA COUNTY – Archaeologist – Libraries and Historical Resources
SARASOTA COUNTY – Housing Recovery Project Manager – Resilient SRQ
ST. JOHNS COUNTY – Economic Development Director
ST. JOHNS COUNTY – Human Resources Director
SUNNY ISLES BEACH – Transportation Manager
TAMPA – Chief Technology Officer
TAMPA – Training & Development Manager
TARPON SPRINGS – City Manager
WAKE COUNTY, NC – Director of General Services Administration
WEST LIN, OR – City Attorney

**JACKSONVILLE ELECTRIC
AUTHORITY (JEA) Attorney III – –
Transactional
JUPITER INLET COLONY – Town
Manager
KEY WEST – Assistant City Attorney I
KEY WEST – Assistant City Attorney II**

**WINDSOR, CO – Chief of Police
WORKFORCE SOLUTIONS GREATER
DALLAS – President/CEO**

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