

News and Updates

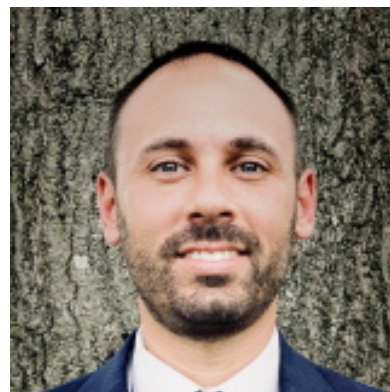


May 31, 2024

President's Message

Dear FCCMA Members,

The Program Year 23-24 has been an amazing year filled with some great achievements that I would like to highlight. But before I do, I want to first thank everyone here, you all are the professionals who served the organization in capacities such as Board members, committee members, subcommittee members, and task force members. The work of the organization is accomplished by the membership, and I want to thank everyone involved with FCCMA for making the organization have another great year.



I also want to especially thank FCCMA staff Casey and Carol for your service, your guidance and your professionalism shown to the association. On that same line I also want to thank all the FLC staffers that put in time and effort for FCCMA for all that you do when called upon. To all those who have not served on a committee or on the Board, you do not know how lucky we all are to have such a great professional staff keeping this organization running like a fine timepiece. In addition to that, I want to make sure to recognize and thank Beth Rawlins for her service to FCCMA over the past 20-plus years. If you all have not heard, Beth is retiring after the conference, and Dani Dahlberg will be stepping up to continue assisting the association as our corporate liaison.

I would like to thank my family for allowing me the opportunity to serve as President of this organization. I know that there have been many extra days traveling and going to meetings for this role over the past year or so. I love you all, and thank you for your love and support.

And last but not least for the thank yous, I would like to call up Michael Pleus to the stage. As FCCMA President, I get the opportunity to name a recipient for the President's Award; Michael was the first person who came to mind. Michael has been my boss and my mentor for the past 18-plus years. To me, when you google model City Manager, it should show a picture of Michael (with his Stetson hat). He encouraged me to get involved with FCCMA early on and also encouraged me to run for the Board and executive leadership positions. Without him believing in me and pushing me, I would not be here today. So, thank you Michael, and I am proud to present the President Award to you at this time.

Now moving on from the thank yous and getting back on track to achievements from this past year. When I took the wheel from Lori this time last year, I mentioned that I was going to focus on looking forward. I am proud to say that we accomplished that goal, and here are just a few examples of what was done:

- We first re-established the FCCMA regional internship program with the help of the Next Gen Task Force. This program allowed for four internship opportunities around the state. This goal is near and dear to my heart, as that is how I was introduced into a career in public service. I felt it was the right thing to do, to bring back a program that can have a substantial impact on the next generation of talent.
- The FCCMA strategic plan was updated. I want to thank the executive officers, Mark Cunningham, Sarah Campbell and Lori LaVerriere for taking on this important role of making sure that our organization has a clear road ahead for the next several years.
- Finding the right professional for the City or County Manager job is important. Several of our senior advisors, along with corporate members in executive recruitment, worked on a guide to assist elected officials and/or staff in recruiting a professional manager. This guide will be posted on the FCCMA website.
- This year, the Association has undertaken an exciting video training initiative to further prepare the next generation of City and County Managers. This multi-episode series addresses the technical and non-technical skills sets of local government management needed to take the steps toward becoming a professional manager. The first episodes will be released in summer 2024 and will continue through 2025.
- Speaking of videos, I am proud that the Communications Committee was able to make my vision of a short-form video showcase a reality. We had over 46 cities and counties submit entries to help drive engagement to our social media accounts and connect with the younger generation.

It is clear that we had a successful year, and I am excited to now pass the torch to Mark Cunningham to lead this organization. I know that Mark has a passion for this organization and I am sure that he will take FCCMA to the next level.

Thank you all for your continued support and engagement and now I look forward to taking on arguably the best role in this organization: Past President.

Sincerely,

~Mike

Member News and Updates

The following membership applications have been received:

- Daphney Acevedo-Calvert, District V, Master of Public Administration, Florida International University, Student Member
- Sam Ackley, District VII, Life Member
- Robert Hicks, District VIII, Deputy City Manager, City of Leesburg, Full Member
- Ericka Lockett, District V, Director of Parks and Human Services, City of Lauderdale Lakes, Affiliate Member
- John McKenzie, District VII, CEO, Elucid8, Inc., Corporate Member
- Travis Perdue, District VI, Facilities Management Director, Charlotte County, Affiliate Member
- Carlos Sanchez, Master of Public Administration, Troy University, Student Member
- Tricia Wisner, District VI, Assistant Director of Public Works, City of North Port, 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 March 26, 2024, FCCMA Member Sarah Hannah-Spurlock presented the ICMA Recognition Award to the City of Dania Beach Commission in celebration of their 75th year as a Commission-Manager form of government.



Pictured Left to Right: Commissioner Tamara Jones, City Manager Ana Garcia, Sarah

Hannah-Spurlock, Mayor A.J. Ryan IV, Commissioner Joyce Davis, Vice Mayor Lori Lewellen and Commissioner Marco Salvino, Sr.

On March 21, 2024, FCCMA Member Chris Edwards presented the ICMA Recognition Award to the Town of Ponce Inlet Council in celebration of their 30th year as a Council-Manager form of government.



Pictured Left to Right: Chris Edwards, CRA/Economic Development Director, New Smyrna Beach; Council Member Bill Milano; Vice Mayor Gary Smith; Town Manager Mike Disher; Mayor Lois Paritsky; Council Member Skip White; and Council Member Joe Villanella.

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 MIT 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



FCCMA
PODCAST

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

Streaming now on all major podcast platforms.

#FCCMAPODCAST

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 initiatives that are working in certain cities and counties, important changes that could impact your community and more about your fellow FCCMA members.

This month's release will feature the following:

- **Disaster Preparedness, William Whitson, FCCMA Past President**
- **It Only Takes One Storm, Amy Zubaly, Executive Director, Florida Municipal Electrical Association (FMEA)**
- **Mutual Aid is the Most Critical Piece, Steve Langley, Electric Utility Director, City of Mount Dora**
- **Tallahassee's Tornado Recovery Efforts, Mike Crow, Assistant General Manager, City of Tallahassee Utilities**

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

Perspectives

Municipal and county leaders across Florida share their "using artificial intelligence (AI)."



Featured Member

Meet Scott Davidoff, Deputy City Manager, City of Clermont



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

I have been a member of FCCMA since 2021. FCCMA provides excellent opportunities to enhance my knowledge base through educational training sessions, networking opportunities as well as volunteer opportunities.

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

I have been a member of ICMA since 2021. ICMA is the preeminent organization for professional City Managers and offers multiple training opportunities as well as the ICMA-CM credentialing program, which I have applied for and look forward to receiving this summer.

Please describe your areas of formal/advanced education.

I have a BA in Parks and Recreation Management from the University of North Carolina at Wilmington. (Go Seahawks!)

Why did you select a career in public service?

I grew up in Ocean City, MD, and was exposed to our local government officials on a daily basis through community recreation programs. Those individuals always took the time to talk to us and teach us about the importance of making a difference in our community. From there I began volunteering and then never looked back on my public service journey.

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

Outside of a short period of time with minor league soccer and as the Executive Director of the YMCA, I have always worked in city and county government.

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

I am the Deputy City Manager for the City of Clermont.

Please describe your typical day.

I am an early riser and like to get into the office early when it is quiet. I'll get caught up on emails and then plan for what needs to be done throughout the day. Our City Manager and I will meet multiple times during the day on tasks we are working on. I try to get out and visit in person with various departments during the day in between putting out the daily fires that arise, and I'm always looking at planning for not just our current but the future needs of our City. I am very fortunate to have such a great team to work with and a City Manager and Council who support and encourage my efforts.

What is your favorite part of the job?

I really enjoy the problem-solving aspect of what I do. Taking large and complex challenges and creating solutions that benefit our residents, visitors and employees.

[Read More](#)

Member Article

Hiring Veterans in Local Government



By Casey Lucius, Ph.D., Assistant City Manager, City of Marco Island, 50 Bald Eagle Drive Marco Island, FL 34145, clucius@cityofmarcoisland.com

I'm going to keep this article short and sweet. I admit I'm biased on this topic because I am a veteran and I see the value in hiring veterans in local government. I serve on the **International City/County Management Association (ICMA) Veterans Outreach Advisory Committee**, and one of our goals is to bring awareness to local governments regarding the benefits of hiring veterans. So here goes.

Three Reasons to Hire a Veteran:

1. People who served in the military have worked with diverse groups of people. They're comfortable among different age groups, cultures, races and genders. Cultural sensitivity can bring about greater productivity, trust and collaboration.
2. Veterans are adaptable and learn quickly. People in the military move every two or three years. When they move, they start working for a new boss and they have new co-workers, job duties and expectations – and they adapt. The technical skills and the managerial skills they learn in the military can be quickly tailored to meet the needs of local governments.
3. Veterans understand the value of documenting best practices and lessons learned. In the military, we write everything down. There's a binder for everything! Military members maintain a written standard operating procedure (SOP), which ensures that when they move in two years, the next person can pick up where they left off. They also write down when things go wrong so the next person doesn't make the same mistakes. This practice can benefit local governments, and veterans come to the organization knowing exactly how to do it.

Three Ways to Recruit a Veteran:

1. Contact your County's Veteran Outreach Office. These offices often host job fairs for veterans, so be sure you know when these are happening so your organization can participate. This site has a list of Veteran Service Officers in each Florida County: [organizations/locations](#).
2. If there is a college or university in your City or County, connect with the Veteran Student Center. Let the career counselors at the university know what positions are available and what skill sets or knowledge areas your organization needs.
3. If you don't have one already, utilize resources from the **[Florida Department of Veterans Affairs](#)** to develop a Veterans Preference hiring policy. This doesn't mean you have to hire the veteran candidate, but you should at least offer him or her an interview. Give the veteran candidate a chance to show how their skills will contribute to your organization.

[Read More](#)

Events and Trainings



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.

Panelists:

- Eban Bean, Ph.D., Assistant Professor and Extension Specialist of Urban Water Resources Engineering, University of Florida
- Josie Benwell, Sustainability, Resilience, and Project Management Section Manager, Pinellas County
- Don Rainey, UF/IFAS Extension Regional Specialized Agent, Southwest Extension District Water Resource Program

[Register Here](#)

Upcoming Webinars

Save the date for future webinar offerings!

June 6, 2024

Florida's Water Quality Crisis

July 11, 2024

Breaking Down Silos in your Organization/Building New Teams

August 1, 2024

Remote Work

September 5, 2024

Rules of decorum/engagement/procedures

Jobs

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

ALACHUA COUNTY –Grants/Contracts Specialist (Housing)

APOPKA - Community Development Director

BAREFOOT BAY RECREATION DISTRICT - Community Management Analyst

BARTOW – Finance Director

BROWNFIELD, TX – Director of Human Resources

CHESTER COUNTY, PA – County Administrator

CHILDREN’S TRUST OF ALACHUA COUNTY – Research, Planning & Evaluation Coordinator

CITY OF THE COLONY, TX – Police Chief

DELRAY BEACH – Fire Chief

DELRAY BEACH – Internal Auditor

DELRAY BEACH – Risk Manager

EUSTIS – Assistant City Manager

GAINESVILLE – Compliance Investigator

GULF SHORES, AL – City Engineer

GULF SHORES, AL – Planning and Zoning Manager

HILLSBOROUGH COUNTY – Cyber Security Engineer – Risk Assessment

HOLLYWOOD – Wastewater Treatment Plant Manager

INDIAN RIVER COUNTY – County Attorney

INVERNESS – Director of Public Works

JACKSONVILLE – Attorney II – Employment and Labor Law

JACKSONVILLE – Attorney II – Tort/Personal Injury

JACKSONVILLE – Attorney III – Employment and Labor Law

JACKSONVILLE – Attorney III – Tort/Personal Injury

JACKSONVILLE – Attorney III – Transactional

JACKSONVILLE – Chief of Community Planning

JACKSONVILLE – Chief of Senior Services

JUPITER INLET COLONY – Town Manager

KEY WEST – Director of Engineering

LARGO – Asset Data Management Coordinator – Engineering

LEAVENWORTH, KS - City Manager

MIAMI BEACH – City Manager

NEW PORT RICHEY – Information Technology Director

NEWBERRY – Director of Community Development

NICEVILLE – Purchasing Director

OKEECHOBEE COUNTY – FBO Supervisor

PINELLAS COUNTY – Deputy Director Administrative Services

REEVES COUNTY, TX – Assistant Road & Bridge Engineer

RICHARDSON, TX - Director of Engineering and Capital Projects

SARASOTA COUNTY – Breeze Transit Facilities Manager

SARASOTA COUNTY – Senior Manager, Field Services Division – Public Works

SEMINOLE COUNTY – Utilities Director

SUMTER COUNTY – County Administrator

SUNRISE – Intern – City Manager’s Office

TALLAHASSEE – Strategic Innovation Consultant or Strategic Innovation Senior Consultant

WAKE, NC – Director of Housing Affordability & Community Revitalization

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