

News and Updates



August 29, 2024

President's Message

I'm looking forward to the 2024 ICMA Conference. FCCMA is hosting a reception on Monday, September 23, from 5:00 p.m. – 7:00 p.m. at Bill's Bar and Burger, Pittsburgh. Bill's Bar and Burger is located near the Convention Center. [Register here](#). I hope you'll join us!

Take note of other valuable events and trainings. Don't miss our upcoming Free Coaching Webinar on September 5 on Making the Most of Your Public Meeting - Maximizing Robert's Rules. [Register today](#) to secure your spot.

An onsite training will be held on October 18 from 9:00 a.m. – 1:00 p.m. at Florida Gulf Coast University. City and County Managers in Southwest Florida will be discussing external factors (mandates and funding/program changes at the federal and state levels) that impact local government revenues and operation costs. They will talk about the challenges and opportunities/strategies to address these revenues and costs and how to prepare your budgets over the next five years. [Register now](#).

Our Association is dedicated to inspiring and developing the next generation of local government professional managers. It is my pleasure to share with you this exciting new training opportunity. Developed to provide insights into the knowledge, skills, and



abilities one will need to be a city or county manager, this video series is dynamic and diverse in addressing the various aspects of our profession. A link is provided below.

The mandatory ethics training deadline of September 30 is quickly approaching. To meet the ethics requirement, you can access any archived FCCMA Training opportunities, read a book on ethics, or participate in a virtual ethics training. The Virtual Fall Symposium is also an opportunity for members to satisfy their annual four-hour ethics requirement. It is tentatively scheduled for November 21. More information will be available soon.

FCCMA will once again offer the Short-Form video showcase. Members can share a 60-second video of "What Makes Your City Resilient?" The videos will be showcased on FCCMA's social media accounts. If you'd like to participate, please email staff at fccma@flcities.com no later than Monday, September 30 to confirm your participation.

I want to personally welcome all our new members to our professional Association. Your membership is very important to us, and we are very excited that you have chosen to join the FCCMA family. We look forward to serving and working with you in this program year and beyond.

You matter!

Mark

Future Managers Virtual Bootcamp

Through this video series, future managers will have the opportunity to hear from seasoned professionals about what it is like to be in the Manager role. These accounts are meant to inspire professional development beyond this video series by helping our viewers to self-discover areas they need to strengthen as they pursue this amazing career.

From preparation for commission meetings to managing emergencies, this video series is meant to inform, encourage, and inspire the next generation of city and county managers. Please share these videos with your network and help us in our mission to strengthen professional management.

[Access Video Series](#)

Member News and Updates

The following membership applications have been received:

- Charles Anderson, District VII, City Manager, City of Treasure Island, Full Member
- Kevin Cowper, District II, City Manager, City of New Smyrna Beach, Full Member
- Jorge Duyos, District V, President, JRD & Associates, Corporate Member
- Nicholas Gambale, District VI, Master of Public Administration, Florida Gulf Coast University, Student Member
- Jeremiah Glisson, District II, Interim City Manager, City of Fernandina Beach, Full Member
- Brenda Jones, District I, Master of Applied American Politics and Policy, Florida State University, Student Member
- Elizabeth Pritchard, District I, Strategic Innovation Senior Consultant, City of Tallahassee, Affiliate Member
- Frances Robustelli, District VII, City Manager, City of St. Pete Beach, Full Member
- Jacob Smith, District III, City Administrator, City of Apopka, 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.

Remember the MITs

Members-in-Transition (MITs)

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 MITs 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, Florida City and County Management Association (FCCMA) produces four podcasts featuring FCCMA members, strategic partners, and other important staff from state agencies. These podcasts are a great way to learn about 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 speakers:

- The Rise of the Meta-City and the Creative Economy, Richard Florida, Keynote Speaker at the FLC Conference
- Navigating Growth and Recovery in Panama City, Jonathan H. Hayes, City Manager, City of Panama City
- A Lesson Ethics, Suzanne Sherman, City Manager, City of Palm Bay
- Tell the Truth, Tell It First and Tell It Often, Tim Bolduc, City Manager, City of Crestview

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

Perspectives

Municipal and county leaders across Florida share how they prepare their residents for future changes.



Featured Member



Meet Christopher Rose, Director of Office of Management and Budget, Pinellas County

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

I have been a member on and off since 1998. In all candor, mostly off. This is because two organizations that I worked for in South Florida did not encourage membership in ICMA/FCCMA. In hindsight, I wish I had maintained my membership throughout my career. I enjoyed and benefited from participation when I was active, especially in the

middle and late in my career. The greatest benefit, and generally why I joined, is the

professional development webinars and courses. So many times, I've been able to go to the ICMA and find insights on current topics.

Please describe your areas of formal/advanced education.

I am fortunate enough to have received my master's in public administration from the Reuben Askew School of Public Administration and Policy at Florida State University. It consistently ranks in the top five Public Administration programs in the country every year.

I am in contact with the program and get invited each year to speak to the students about the profession and the value of the MPA. I have also been invited to speak to the MPA student organization at the University of South Florida each year and in one of the undergraduate classes at St. Pete College. In the past, while in South Florida, I addressed students in the MPA program at Florida International University.

I love speaking to students and get far more out of each experience than I put in. Every single time, it grounds me and reminds me why I've gone into public service.

Why did you select a career in public service?

I have always been drawn to the intrinsic value of serving people through public service. I was an entrepreneur almost right out of undergraduate school. While I liked it, it didn't feel like a calling. I only felt like I was in the right place when I was working for a government – and a local government at that. Neither my time in the private sector nor my time with the State seemed quite right.

[Read More](#)

Member Article



Investing in Team Member Development at the City of Largo

By Joe Malta, Organizational Training & Development Manager, City of Largo

In 2018, the City of Largo began the journey to becoming a High Performance Organization (HPO) with training for leaders and team members across the organization. While those sessions provided a baseline understanding of HPO principles and helped team members feel empowered to make decisions and engage with leadership, formal training was event-based and sporadic.

The pandemic put a pause on the development of new programs, but in late 2023 the city moved forward with a new training program designed to take a comprehensive approach to team member development.

Largo Learning and the HPO Learning Paths were introduced to the organization earlier this year. The HPO learning paths are an easy-to-follow development plan designed for the unique needs of team members at every level in the organization, from

Foundational Team Members to Executive Leaders. The learning paths provide comprehensive training, allowing team members to focus on one of the five HPO competencies (Build Trust, Drive Results, Growth Mindset, Foster Teamwork, Strategic Focus).

Team members partner with their supervisors to select a path based on their strengths and/or development opportunities.

The city developed the curriculum with a mix of on-demand courses created in-house and others licensed through a partnership with the American Management Association. Each learning path has both on-demand and instructor-led classes.

Team members had the opportunity to learn and practice new skills. Emphasis was placed on post-learning activities designed to guide team members and reinforce their learning. The classroom sessions provided an opportunity to interact with cross-functional groups and develop new relationships.

[Read More](#)

From Our Partners

With Hurricane Debby damage assessments still underway, and in preparation for the next event, the Florida Division of Emergency Management would like to remind you of FEMA Public Assistance (PA) Policy FP 104-009-13, which provides essential guidance on assessing and documenting damage to public roads submerged or impacted by floodwaters due to a disaster. This policy is crucial for determining eligibility under the PA program and ensuring accurate initial damage assessments, Joint Preliminary Damage Assessments, and project development.

The policy outlines key requirements for damage assessment, reporting timelines, and necessary documentation for road damage claims.

[View FEMA Policy FP 104-009-13](#)

Events and Trainings



Making the Most of Your Public Meeting - Maximizing Robert's Rules

**September 5, 2024
2:00 p.m. - 3:00 p.m. ET**

ICMA Practice Areas: 1, 2, 3, 4, 5, 8 and 14

Program Summary:

Henry Robert was an army officer and was asked, without warning, to preside over a public meeting. He had no experience and was extremely embarrassed throughout the event. The experience left him determined never to attend another meeting unprepared. Through his travels across the country with the Army, he found virtual parliamentary anarchy. To bring order out of chaos, he crafted Robert's Rules of Order in 1876.

This webinar will provide attendees a better understanding of the value, need, and legalities associated with parliamentary procedure - Robert's Rules of Order. Our panel will share their strategies, tips, and approaches developed over nearly a century of combined public meeting experience.

Panelists:

- Joseph Morrissey, Pinellas County Attorney's Office
- Steve Kennedy, City Manager, Green Cove Springs
- Jp Gellermann, Extension Director, UF/IFAS
- George Forbes, ICMA/FCCMA Senior Advisor

[Register Here](#)

A promotional banner for the FCCMA Reception at the ICMA Annual Conference. The background is a city skyline at dusk. In the top left, there is a circular logo with a map of Florida and the text 'FCCMA'. The main text in the center reads 'FCCMA Reception at the ICMA Annual Conference' in large white letters, followed by 'Monday, September 23 • 5:00 to 7:00 p.m. ET'. At the bottom, there are two columns of text: 'Bill's Bar and Burger, 1001 Liberty Avenue, Pittsburgh, PA' on the left and 'Registration is required by September 16. \$30.00 per person' on the right.

FCCMA

**FCCMA Reception
at the ICMA Annual Conference**

Monday, September 23 • 5:00 to 7:00 p.m. ET

**Bill's Bar and Burger
1001 Liberty Avenue, Pittsburgh, PA**

**Registration is required by September 16.
\$30.00 per person**

[Register Here](#)



FCCMA ONSITE TRAINING SESSION REGISTER TODAY

**Local Government Budgeting: Trends and Strategies for
Florida Local Governments for the Next Five Years**
October 18, 2024, 9:00 a.m. - 1:00 p.m. ET (lunch included)
Florida Gulf Coast University, Cohen Center, Room 214
10501 FGCU Boulevard South, Fort Myers
ICMA Practice Areas: 2, 3, 4, 6, 8, 9, 12, 13 and 14

Program Summary:

Experienced city and county managers in southwest Florida will be discussing external factors (i.e., mandates and funding/program changes at the federal and state levels) that impact local government revenues and operational costs, as well as the challenges and opportunities/strategies to address these and other factors, in order to prepare their agencies for budget preparations over the next five years. This is an excellent opportunity for local government professionals to attend an informal discussion with a panel of local government managers representing diverse communities in Florida.

Panelists:

- Terry Atchley, County Manager, Hardee County
- Hector Flores, County Administrator, Charlotte County
- Ed Lavalley, City Manager, Venice
- Jonathan Lewis, County Administrator, Sarasota County
- Olivia Minshew, City Manager, Wauchula
- Amy Patterson, County Manager, Collier County
- Dana Souza, City Manager, Sanibel
- Terry Stewart, City Administrator, Arcadia

[Register Here](#)

Upcoming Webinars

Save the date for future webinar offerings!

September 5, 2024

Making the Most of Your Public Meeting-Maximizing Robert's Rules

October 3, 2024

Agile Leadership for a Digital Age

November 7, 2024

Legislative Relationships

December 5, 2024

Rules of decorum/engagement/procedures

January 9, 2025

Creating Robust Strategic Plans for Local Governments; Ensuring Impact, Measuring Success, and Framing Your Story

Jobs

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

ALACHUA COUNTY – Environmental Specialist – Land Conservation Program
ALACHUA COUNTY – Library Manager
APOPKA – Public Services Deputy Director
ASPEN, CO – Planning Director
BOCA RATON – Property Specialist
BRENTWOOD, TN – City Manager
BUNNELL – Human Resources Director
CHILDRENS’ TRUST OF ALACHUA COUNTY - Director of Program Operations
CRESCENT CITY – Interim City Manager
CRYSTAL RIVER – City Manager
DAYTON, OR – City Manager
DEFUNIAK SPRINGS – Finance Director
DELRAY BEACH – Chief Financial Officer
DELRAY BEACH – Internal Auditor
DELTONA – City Attorney
EDGEWATER – Economic/Redevelopment Coordinator
HARDEE COUNTY – Construction Manager
HARDEE COUNTY – Parks Recreation Manager
HARDEE COUNTY – Senior Planner
HARLINGEN, TX – General Manager
HILLSBOROUGH COUNTY – Senior Functional Business Analyst
HILLSBOROUGH COUNTY – Solutions Architect (ServiceNow)
JACKSONVILLE – Attorney II – Regulatory

KEY WEST – City Manager
LAKE PARK – Town Manager
LONGBOAT KEY – Town Engineer
MONTGOMERY, AL – Chief of Police
NASSAU COUNTY – Assistant Planning Director
NASSAU COUNTY – Multiple Planning Positions
SAFETY HARBOR – Community Development Director
SANTA ROSA COUNTY – Civil Engineer
SANTA ROSA COUNTY – Library Manager
SARASOTA COUNTY – Administrative Assistant to Breeze Transit Director
SARASOTA COUNTY – Business Operations and Systems Supervisor
SARASOTA COUNTY – Finance and Data Professional
SARASOTA COUNTY – Lighting and Public Improvement District Coordinator
SARASOTA COUNTY – Planner II – Zoning
SEMINOLE COUNTY – Building Official
SEMINOLE COUNTY – Utilities Director
SOUTH SEMINOLE AND NORTH ORANGE COUNTY WASTEWATER TRANSMISSION AUTHORITY – Executive Director
ST. CLOUD – Deputy City Manager
TAMPA BAY WATER – Project Management Manager
WACO, TX – City Attorney
WARRENTON, OR – Public Works Director

JACKSONVILLE – Attorney III –
Transactional
JACKSONVILLE – Value Adjustment
Board Attorney

WELLINGTON – Assistant Public Works
Director
WELLINGTON – Manager III, Budget &
Reporting
WILTON MANORS – City Clerk

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