

# News and Updates



October 31, 2024

## President's Message

I know many of you are still recovering from the hurricanes that recently impacted our great state. While this is a stressful time for all of us, it also highlights our coming together and the resiliency of the communities we serve. Furthermore, it brings to the forefront the never-ending spirit of excellence and commitment that is the foundation of the servant-leadership way of life that drives us and has kept us in our local government careers. As you continue to serve your respective families and communities, please know that you are always in our thoughts and prayers. I also want to take this opportunity to encourage you to give attention to your own physical, emotional, and mental well-being. The healthier we are, the better we can encourage, serve, and celebrate our victories.



Registration is now open for the Fall Symposium. This is a great way to meet your four-hour ethics training requirement. The theme for this year's Symposium is "Building and Improving Public Trust with Ethics in Local Government." Through a series of expert-led discussions, case studies, and interactive panels, the Fall Symposium will dive into the complexities of ethics in public-private partnerships, employee relations, and crisis management, as well as how to maintain public trust and confidence. The Symposium will be held November 21 from 1:00 p.m. - 5:00 p.m. Register [here](#).

Registration for the 2025 Winter Institute will open next week. "What Keeps Managers Up at Night" is the theme for this year's Institute. It is scheduled for January 30-31, 2025, at the Sheraton Sand Key Resort in Clearwater Beach.

The FCCMA Directory Photo Contest opens for submissions in November. I encourage everyone to submit a photo. The winning photo will be featured on the cover of our next directory. On a similar note, the FCCMA Short-Form Video Showcase entry period is closing soon. If you want to submit a short-form video, please do so by December 2. Contact FCCMA staff with any questions at [fccma@flcities.com](mailto:fccma@flcities.com).

FCCMA is currently accepting applications for the **Richard (Dick) Simmons Lifetime Achievement Award**. The other awards and scholarships will open soon.

Invoices for dues were sent electronically on October 2. If you did not receive your invoice, please contact FCCMA staff at [fccma@flcities.com](mailto:fccma@flcities.com).

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 preparing 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:

- **Allyson Beauharnois**, District VI, Master of Public Administration, University of Central Florida, Student Member
- **Daniel Colon**, District III, Public Administration, University of Central Florida, Student Member

- **Amanda Condomina**, District VI, Assistant to the County Administrator, Lee County, Full Member
- **Audra Curts-Whann**, District VII, City Manager, City of Crystal River, Full Member
- **David Farmer**, District VI, CEO, Metro Forecasting Models, Corporate Member
- **Matthew Hammond**, District IV, Assistant County Engineer, Martin County, Affiliate Member
- **Gina Mulero-Cortes**, District III, Master of Public Administration, University of Central Florida, Student Member
- **Michael Rumer**, District III, Assistant City Manager, City of Ocoee, Full Member
- **Kricy Snoots**, District VII, Doctorate in Emergency Management, Columbia Southern University, Student Member
- **Frederick Stang**, District IV, Masters in Public Administration, Florida Atlantic University, Student Member
- **Scott Stoudenmire**, District V, Deputy City Manager, City of Coconut Creek, Full Member
- **Teresa Vanderwaag**, District VI, Facilities Manager, Charlotte County, Affiliate 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:

- **Being Invisible and Unappreciated**, Ryan Leavengood, City Manager, Lake Alfred
- **How to Connect Intelligently**, Erica Dhawan, 2024 Florida League of Cities Keynote Speaker
- **Being a Sleeves Up, Hands-On Leader**, Treasa Brown-Stubbs, City Manager, Lauderdale Lakes
- **You Shouldn't be Looking at the Past Unless It's Going to Help Your Future**, Scott Dudley, Retired FLC Director, Field Advocacy and Federal Affairs, Florida League of Cities

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

## Perspectives

Municipal and county leaders across Florida share their favorite productivity hack.



## Featured Member

### **Meet Robert Bage, Chief of Police, City of Fort Walton Beach**

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

I have been a member for about two and a half years. I was encouraged to join by our former City Manager, Michael Beedie, who strongly valued career and professional development for his staff. He held FCCMA in very high regard and believed in its benefits. FCCMA has since provided me with numerous opportunities for professional growth, networking, and learning, all of which align perfectly



with my career goals.

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

I hold a bachelor's degree in psychology from Florida International University and a master's degree in public administration from Barry University. In addition to my formal education, I have completed several advanced training programs, including the Federal Bureau of Investigation's National Academy (Session 248), the Police Executive Research Forum's Senior Management Institute for Policing, and the Florida Criminal Justice Executive Institute's Chief Executive Seminar (Class 52). I also recently completed the

Certified Public Manager Course at Florida State University.

These educational experiences have not only provided me with a solid foundation of knowledge but have also significantly contributed to my leadership development, allowing me to apply practical skills in my day-to-day role.

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

I chose a career in public service because I am passionate about community engagement and finding long-term solutions that address underlying issues, not just the symptoms. Throughout my career, I have sought to tackle challenges that go beyond policing, focusing on solving the root causes to make a lasting, positive impact in the community.

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

I have always worked in the public sector. I served in the United States Navy for a couple of years, followed by a year with the U.S. Border Patrol. However, I missed the direct interaction with local communities and helping people solve the problems affecting their daily lives. This led me to return to Miami, where I joined the North Miami Police Department, a community I had grown up in. After 20 years, I moved to Fort Walton Beach to serve as Chief of Police.

My experience across these diverse agencies has been instrumental in developing my leadership and problem-solving skills.

[Read More](#)

## Member Article

**Care About Me - A Robust  
Coordinated Access Model  
Streamlining Access to Behavioral  
Health Treatment for Pinellas County  
Residents**





***Dr. Joshua Barnett, Behavioral Health Data Scientist, Pinellas County Human Services***

Pinellas County is a popular community on Florida's Gulf Coast with nearly 1 million year-round residents and over 90,000 annual visitors. It is a community with a complex health system and a growing population. Earlier this year, Pinellas County launched Care About Me, a coordinated access model (CAM) for behavioral healthcare. This model provides multiple access options (phone, text, and chat) to navigate the behavioral health system of care using accepted and standardized screening tools and schedule clinical appointments with a broad network of treatment agencies for all residents of Pinellas County. Regardless of age, insurance status, or intensity of symptoms, those seeking treatment through the CAM will interact with

an experienced clinician who identifies the appropriate level of care, offers a provider that meets their preferences (in-person, virtual, BIPOC, or LGBT+), and schedules their clinical intake appointment. For providers, the information collected from the resident is sent electronically in advance of the appointment, ensuring a trauma-informed process that avoids the need for the patient to restate their symptoms or demographics. Confirmation of appointment attendance is later tracked within the electronic referral portal, streamlining the exchange of information and ensuring connections to the identified treatment services.

"Care About Me" offers the community many benefits. First, it reduces the barrier of not knowing where to start, which in turn reduces overuse and avoidable use of crisis stabilization units; it improves coordination and warm handoff to service providers, connects residents to the most accurate service for their needs inclusive of their personal preferences, and eliminates ambiguity about wait times into care for the services residents are seeking. In a system with multiple public funders (state, county, grants, and philanthropy), coupled with a lack of transparency for services rendered by private insurance organizations, information about community-wide mental health needs is incorrectly measured by utilizing existing services, if reported. A CAM offers incredible insights resulting from independent screening, level of care determination, and scheduling of appointments, which are measurable for enhanced monitoring, analysis, and planning. This level of measurement improves a community's ability to coordinate funding among public funders, appraise access to care, and prevent crises resulting from not knowing how or where to access mental health or substance use treatment services. Most importantly, Care About Me saves time for residents and social service professionals alike in Pinellas County.

[Read More](#)

## **Hurricane Resources**

Expedited Projects were created by FEMA in order to payout funds to subrecipients

who need immediate funding. Subrecipients are able to submit high-level estimated costs initially to FEMA and receive up to 50% of the estimated costs upfront. Afterwards, subrecipients will need to provide all supporting documentation to substantiate final eligible costs and receive remaining funding.

For in-person or virtual assistance with formulating expedited projects, please contact the FDEM Recovery Bureau at [expeditedprojects@em.myflorida.com](mailto:expeditedprojects@em.myflorida.com).

ICMA has created a Hurricane Resource website. The following link to a blog from FCCMA member Kathleen Gunn is available for you. It is filled with pragmatic advice on individual, workforce, and community resiliency and its application. Kathleen is the Deputy Village Manager for Miami Shores Village.

[Access the Blog](#)

FCCMA Past President William Whitson recorded a podcast on ICMA's Voices in Local Government and it is now available. William shares the most critical points in disaster recovery.

[Access the Podcast](#)

## Events and Trainings



**Successful Legislative Relationships**  
**November 7, 2024, from 2:00 p.m. – 3:00 p.m.**  
**ICMA Practice Areas: 8, 9, 10 and 12**

**Program Summary:**



Securing funding for local projects through the state budget can be a complex and competitive process. Join us for an informative webinar designed specifically for city and county managers to enhance your skills in working with state legislators and successfully advocating for your projects in the state budget.

This session will provide practical strategies for building strong relationships with lawmakers, understanding the legislative process, and effectively presenting your case to get your community's needs prioritized. We'll cover key tips on navigating the appropriations timeline, identifying influential decision-makers, and aligning your project with state-level priorities to increase your chances of success.

Attendees will also gain insights into:

- Crafting compelling messages and materials for legislators
- Engaging with legislators' staff and stakeholders
- Tracking the progress of your project throughout the budget process
- Leveraging political support and advocacy networks for added influence

By the end of the webinar, you'll be equipped with actionable steps and best practices to ensure your appropriations project stands out and gains the support it needs to be included in the state budget.

**Panelists:**

- Terry Atchley, County Manager, Hardee County
- Casey Cook, Executive Director, FCCMA and Chief of Legislative Affairs, Florida League of Cities
- Senator Denise Grimsley
- Marty Mielke, Legislative Aide for Senator Grall

[Register Here](#)



**AI Won't Take Your Job, but Someone Using It Might**  
**December 5, 2024, from 2:00 p.m. – 3:00 p.m.**  
**ICMA Practice Areas: 4, 8, 10, 11, 12, 13 and 14**

**Program Summary:**

Artificial Intelligence (AI) is transforming industries, and while AI itself won't replace professionals, those who learn to harness its potential will gain a competitive edge. Join us for a dynamic and insightful webinar designed for government employees, with the goal of demystifying AI and equipping you with the knowledge and skills to leverage its capabilities in your role.

In this session, we'll break down the fundamentals of AI, explore its different types, and demonstrate practical ways to incorporate AI into your daily operations. Whether you're looking to streamline processes, enhance decision-making, or drive innovation, this webinar will provide the tools you need to stay ahead of the curve.

Attendees will gain insights into:

- **What is AI?**  
A clear overview of Artificial Intelligence, its evolution, and its current role across various industries
- **Types of AI:**  
An introduction to key AI types, different applications, and their practical uses
- **How You Can Use AI:**  
Practical applications for automating tasks, analyzing data, and improving communication in local government
- **Why Using AI Will Make You Better:**  
The benefits of adopting AI, from increased efficiency to enhanced decision-making and staying competitive in a tech-driven world

By the end of the webinar, you'll be equipped with actionable knowledge and best practices to make AI work for you, ensuring that you stay ahead as technology continues to evolve.

**Presenters:**

- Robert Bage, Chief of Police, Fort Walton Beach
- Sam Blowes, Bit Wizards, Fort Walton Beach

[Register Here](#)



**2024 FALL SYMPOSIUM**

**Building and Improving  
Public Trust**

**November 21, 2024**

**1:00 p.m. - 5:00 p.m. ET**



**VIRTUAL  
EVENT**

**Have you completed your ethics training for fiscal year 2024?**

Each year, Florida City and County Management Association (FCCMA) members are required to meet a four-hour ethics training requirement.

If you haven't completed your training yet, this year's virtual symposium is designed to help you meet that requirement. The theme for the 2024 FCCMA Fall Symposium is "Building and Improving Public Trust with Ethics in Local Government."

Join us for the 2024 FCCMA virtual Fall Symposium, Building and Improving Public Trust with Ethics in Local Government, where collectively, we'll discuss challenges and best practices in maintaining transparency, accountability, and integrity in local governance.

Through a series of expert-led discussions, case studies, and interactive panels, the fall symposium will dive into the complexities of Ethics in Public-Private Partnerships, Ethics in Crisis Management: Navigating Emergencies with Integrity, Public Trust and Confidence: How to Maintain It, and Ethical Considerations in Employee Relations.

Don't miss the opportunity to connect with peers and strengthen your organization's commitment to ethical leadership. It's vital that local government managers work

together to ensure that public trust remains the cornerstone of effective and responsible government.

**The registration deadline is November 18, 2024.**

The registration fee is \$75 for members and \$25 for student members.

Questions? Contact FCCMA staff at [fccma@flcities.com](mailto:fccma@flcities.com)

[Register Here](#)

## Richard (Dick) Simmons Lifetime Achievement Award

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.

The **Richard (Dick) Simmons Lifetime Achievement Award** is awarded to an exemplary individual who has served the profession or the FCCMA with steadfast dedication, innovation, and the highest standard of excellence. This award is a memorial to Dick Simmons – a pioneer in the profession, past FCCMA President, range rider emeritus, and a 60+ year FCCMA member. To be eligible for consideration for this prestigious award, an individual must be nominated by a full or life member of the FCCMA and meet the following criteria:

- A minimum of 30 years working in local government, with at least 15 years at the level of Assistant City/County Manager or higher. Working in local government includes employment by a higher education institution providing relevant training to local government employees.
- A member of the International City/County Management Association (ICMA) and FCCMA, in good standing.
- Demonstrated member of ICMA and commensurate state management association(s) for at least 20 years.
- Demonstrated active participation in state management associations over his or her career.
- Made contributions over one's lifetime in the likeness of Richard (Dick) Simmons.

Nominees for the award must submit a completed application, cover letter, and any supporting materials by **5:00 p.m. ET on December 2, 2024**, to be considered for this award. For specific selection criteria and required documentation and to complete the application, please visit [fccma.org](http://fccma.org). For questions, please contact staff at [fccma@flcities.com](mailto:fccma@flcities.com).

## 2025 Other Awards

### AWARD CATEGORIES

The **Michael J. Roberto Award for Career Development** recognizes an FCCMA member who has made a significant contribution to the development of new talent in professional local government management (internships, mentoring, etc.). This award is a memorial to Mike Roberto, a past President of the FCCMA and a recognized leader in the development of public management careers. Nomination must be made by a full or life member of FCCMA.

The **Professional Management Excellence Award** recognizes an outstanding local government administrator who has fostered representative democracy by enhancing the effectiveness of local elected officials and by consistently initiating creative and successful programs. The nomination must be endorsed by a past or present elected official.

The **Assistant for Excellence in Leadership Award** is awarded to an FCCMA member who has demonstrated excellence in leadership while serving as a deputy or assistant or equivalent to a Chief Administrative Officer (CAO). Nominees must be full-time employees and the nomination requires a letter of support from the Chief Administrative Officer.

The **Rising Star Award** recognizes local government leaders in Florida with less than 10 years of **local** government experience for their personal and professional excellence. Those selected are among the industry's top emerging talent and will be an integral part of the FCCMA and local government administration for years to come. Nominees must be an FCCMA member with a minimum of two years in good standing, as well as be a current local government employee. Nomination can be self-nominated but must include a letter of recommendation from a supervisor or peer at the director level or above.

Nominees for each award must submit a completed application, cover letter, and any supporting materials by **5:00 p.m. ET on January 13, 2025**, to be considered for these awards. For specific selection criteria and required documentation and to complete the application, please visit [fccma.org](http://fccma.org). For questions, please contact staff at [fccma@flcities.com](mailto:fccma@flcities.com).

## 2025 Academic Scholarships

Are you currently earning a degree in public administration and committed to pursuing a career in local government management? Check out these exclusive scholarship opportunities.

The FCCMA is committed to supporting students pursuing education and careers in Public Administration. We offer up to four academic-based scholarships: the B. Harold Farmer Scholarship (\$5,000), the Raymond C. Sittig Scholarship (\$5,000), and two Aspiring Professional Manager Scholarships (\$2,500 each). Recipients are chosen based on the student's ability to demonstrate their understanding and support of local government management and the principles on which each of these scholarships were founded.

## BACKGROUND

Initiated in 1992, the **B. Harold Farmer Scholarship** is given in honor and memory of B. Harold Farmer, an FCCMA past president, who served as a mentor for many Florida city and county managers. Mr. Farmer served as a city manager for nearly 25 years and was instrumental to the creation of Florida's Alliance for Innovation. This scholarship honors Mr. Farmer's commitment to professional local government management and the use of innovation to deliver services to Florida residents.

The **Raymond C. Sittig Scholarship**, initiated in 2014, is given in honor and memory of Raymond C. Sittig, longtime executive director of the Florida League of Cities (FLC) and champion of Home Rule powers. Ray came to Florida to become a city manager, but instead of working for one city, he was a champion for all cities. He served as the FLC executive director for 25 years. In 1978, Ray agreed to be the FCCMA's administrator out of respect for the profession and his desire to build a strong relationship between the FCCMA and the FLC.

Initiated in 2018, the **Aspiring Professional Manager Scholarships** are given to students with a strong commitment to pursuing a career in local government management to help offset educational expenses.

## THE AWARD

Recipients of the Aspiring Professional Manager Scholarships will each receive a \$2,500 scholarship; recipients of the B. Harold Farmer and Raymond C. Sittig Scholarships will each receive \$5,000. All scholarship recipients will receive expenses up to \$300 to the FCCMA Annual Conference May 28–31, 2025, where they will be recognized for their achievements and given the opportunity to network with 200+ professional managers from across the state. The scholarships also include a one-year complimentary membership to the FCCMA and the International City/County Management Association (ICMA).

## ELIGIBILITY

Students must be enrolled during the summer or fall of 2025 and be pursuing a bachelor's, master's, or doctorate in an accredited program administered through a campus in Florida with the intent of becoming a city or county manager.

Students may be enrolled in an online accredited program as long as they live in Florida and/or work for a Florida city or county government. Qualifying students must submit a



completed application, official transcripts, resume, and two letters of recommendation by February 10, 2025, at 5:00 p.m. to be considered for these awards.

Official Transcripts must be received from the university. Universities can email official transcripts to [fccma@flcities.com](mailto:fccma@flcities.com) or mail them to FCCMA at P.O. Box 1757, Tallahassee, FL, 32302-1757.

To apply, please visit [fccma.org](http://fccma.org). For questions regarding the scholarship, contact staff at [fccma@flcities.com](mailto:fccma@flcities.com).

[Application Form](#)

[Scholarship Flyer](#)

# 2025 Emerging Leaders Scholarships

Want to advance your local government management career?

You may be eligible to join us for free at the 2025 Florida City and County Management Association (FCCMA) Annual Conference.

FCCMA offers an **Emerging Leaders Conference Scholarship** to public administration students and entry-level city and county management staff members 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.

## THE AWARD

The scholarship includes complimentary registration to the annual conference and hotel accommodations, plus a one-year complimentary membership to the FCCMA. Scholarship recipients will be honored and recognized during the conference. The scholarship is awarded to individuals once per lifetime. The conference will be held May 28-31, 2025.

## ELIGIBILITY AND CRITERIA

Scholarships will be awarded to public administration students and entry-level professionals (budget analysts, management analysts, interns, and assistants) on the basis of commitment to city/county management, career goals, affiliation with FCCMA, and financial need based on salary or the organization's ability to support the cost to attend the annual conference.

### A completed application packet must include:

- An application form
- A typewritten/typed copy of your resume

Applicants must submit a completed application packet by 5:00 p.m. on February 10, 2025, to be considered for this award. To apply, please visit [fccma.org](http://fccma.org). For questions regarding the scholarship, contact staff at [fccma@flicities.com](mailto:fccma@flicities.com).

[Application Form](#)

[Scholarship Flyer](#)

## Upcoming Webinars

Save the date for future webinar offerings!

<b>November 7, 2024</b>	<b><a href="#">Successful Legislative Relationships</a></b>
<b>December 5, 2024</b>	<b><a href="#">AI Will Not Take Your Job, But Someone Using It Might</a></b>
<b>January 9, 2024</b>	<b>35 &amp; Under in the Public Sector: Why Young Workers Enter and Why They Stay (or Don't)</b>
<b>February 6, 2025</b>	<b>Affordable and Accessible Housing for Aging Populations</b>
<b>March 6, 2025</b>	<b>How Do I Communicate to My Elected Officials That We Have to Cut Out The Extras and They Want to Keep Rollback</b>

## Jobs

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

**ALACHUA COUNTY** – Case Manager II

**ALACHUA COUNTY** – Civil Engineer II

**ALACHUA COUNTY** – Climate Specialist

**ALACHUA COUNTY** – Clinical Standards Coordinator

**ALACHUA COUNTY** – Grants/Contracts Specialist

**ALACHUA COUNTY** – Housing Resources Coordinator

**ALACHUA COUNTY** – Mobile Response Team Specialist

**LAKE WORTH DRAINAGE DISTRICT** – Finance & Administration Director

**MADISON** – City Manager

**MARION COUNTY** – Utilities Engineering Manager

**MARSHALL, TX** – City Manager

**MELISSA, TX** – Finance Director

**NEWPORT, OR** – Chief of Police

**NICEVILLE** – Finance Director

**NICEVILLE** – Finance Director

**NORTH PORT** – Planning and Zoning Manager

**OCALA** – Deputy City Engineer

**ALACHUA COUNTY** – Senior Library Manager  
**ALACHUA COUNTY** – Veteran Services Specialist  
**BROWNSVILLE, TX** – Director of Engineering and Public Works  
**BRYAN COUNTY, GA** – Emergency Management Agency Director  
**CENTURY** – Town Clerk (Administrative Services Director)  
**CLEARWATER** – Gas System Engineering Division Manager  
**CORSIANA, TX** - City Manager  
**DEFUNIAK SPRINGS** – Finance Director  
**DUNEDIN** – Grant Program Specialist  
**FELLSMERE** – Director of Finance and Accounting  
**FORT LAUDERDALE** – City Manager  
**FORT MYERS** – Director of Procurement  
**GREENVILLE, TX** – Director of Human Resources  
**HAWTHORNE** – City Manager  
**INVERNESS** – Assistant Director, Public Works  
**IRVING, TX** – Assistant City Manager  
**JACKSONVILLE** – Attorney III – Transactional  
**JOHNSON COUNTY, KS** – County Auditor

**RIVIERA BEACH COMMUNITY REDEVELOPMENT AGENCY** – Executive Director  
**SAFETY HARBOR** – Human Resources Director  
**SARASOTA COUNTY** – Chief Human Resources Officer (CHRO)/Director of Human Resources  
**SARASOTA COUNTY** – Customer Service Billing Manager  
**SARASOTA COUNTY** – Fire Department Accreditation Administrator  
**SARASOTA COUNTY** – Parks Planner I, II or III  
**SEMINOLE COUNTY** – Building Official  
**ST. JOSEPH, MO** – City Manager  
**ST. PETE BEACH** – Assistant City Manager  
**TAMPA** - Community Redevelopment Agency Director  
**TEMPLE, TX** – Data Performance and Analytics Division Director  
**TEMPLE, TX** – Process Improvement and Innovation Division Director  
**WEST PALM BEACH** – Traffic Engineer  
**WILTON MANOR** – Finance Director

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**@FCCManagers**



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