

News and Updates



December 20, 2024

President's Message

Thank you to everyone who joined us for the Fall Symposium on Building and Improving Public Trust. It was a valuable opportunity for local government leaders to explore how transparency, accountability, and community engagement strengthen public trust. We appreciate the insights shared and look forward to continuing our efforts to build stronger, more trusting communities.

2025 Elections: Canvassing has begun to fill one at-large director position and the vice president position on the Board of Directors for the upcoming year. All nominations must be self-nominations. To nominate yourself, a Board application must be completed; please apply [here](#). District elections for District Director seats in Districts I, III, V, and VII will begin after the new year.



Upcoming FCCMA Coaching Webinar: Our next FREE webinar, "Recruitment and Retention: What's Working and What's Motivating Job Candidates," is scheduled for Thursday, January 9, at 2:00 p.m. Click [here](#) to register.

Directory Photo Contest: Compete in the annual FCCMA Photo Contest! This exciting contest allows a Florida community to grace the cover of the 2025-2026 FCCMA Membership Directory as well as the FCCMA website and social media profiles.

Submissions are limited to one photo per local government, so please coordinate within your jurisdiction to ensure a single submission. Submit the winning photo [here](#).

Winter Institute: Winter Institute registration is still open for full members only, as space is limited. The program will take place on January 30-31 at the Sheraton Sand Key Resort, Clearwater Beach. Register [here](#).

Dues and Ethics Training Reminder: This is a reminder that February 1 is the deadline to pay your dues and/or report your ethics training. All members who do not comply will be removed from the database.

You matter!

Mark



**2025 FCCMA
WINTER INSTITUTE**

**What Keeps
Managers Up At
Night**

January 30-31, 2025
Sheraton Sand Key Resort

fccma.org/winter-institute



Registration Information

The FCCMA Winter Institute is an intense, interactive workshop for Florida's city and county managers and assistants. The cost for the training is \$385 per person. **Space is limited.** Registration is not final until payment is received. Cancellations received prior to January 21, 2025, will receive a refund; however, a \$25 administrative fee will be charged. No refunds will be given after the deadline, but other FCCMA members may be substituted to fill the slot.

Hotel Information

The host hotel is the Sheraton Sand Key Resort, 1160 Gulf Boulevard in Clearwater Beach (727.595.1611). FCCMA has a room block reserved. The discounted rate of \$229 is available until January 7, 2025, or until the room block is filled. Self-parking is free.

The registration deadline is January 21, 2025. This event may sell out prior to the deadline, so register today.

The registration fee is \$385 for members.

Questions? Contact FCCMA staff at fccma@flcities.com

[Register Here](#)

Save the Date

ICMA, FCCMA, and FEMA “Just in Time” Recovery Training January 28, 2025 | 9:00 a.m. - 1:00 p.m. EST

As the frequency, severity, and cost of natural disasters continue to increase, local government managers need to be prepared to respond to and recover from these events.

To assist our members in communities impacted by recent natural disasters, ICMA and FCCMA are partnering with FEMA to provide a half-day training on Tuesday, January 28 (9:00 a.m. - 1:00 p.m. EST). Known as the [“Just In Time” recovery program](#), this training will highlight federal resources available to local governments following a disaster.

To RSVP for the free training, please click [here](#). If you have any questions, please reach out to Amber Snowden, ICMA's Manager of Public Policy & Special Projects, at asnowden@icma.org.

Member News and Updates

The following membership applications have been received:

- **Wendy Bednarz**, District V, Master of Public Administration, Northern Illinois University, Student Member

- **Marcia Carty**, District II, Interim City Manager/Finance Director, City of Palatka
- **Jennifer Davis**, District IV, Community Redevelopment Agency Director, City of Port St. Lucie, Affiliate Member
- **Doc Dougherty**, District II, City Manager, City of Deltona, Full Member
- **Danielle Kelly**, District VI, City Manager, City of Avon Park, Full Member
- **Victoria Kingston**, District II, Town Manager, Town of Greenville, Full Member
- **David Lynch**, District V, Town Manager, Town of Pembroke Pines, Full Member
- **Bryan Pegues**, District V, City Manager, City of Aventura, Full Member
- **Felicia Powell**, District V, Program Manager, City of Fort Lauderdale, Affiliate Member
- **Troy Sanford**, District IV, Vice President, Safe Space Ninja, Corporate Member
- **Bailey Taylor**, District VI, HR/Risk Management Director, Glades County, Full Member
- **Blaine Williams**, District VII, Assistant County Administrator, Pinellas County, 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.

Build Your Local Government Network

Connect with your ICMA regional director and senior advisors.

By Joe Supervielle, ICMA content manager | Nov 25, 2024 | Blog Post



Following the devastation from Hurricanes Debby and Helene, Bobby Weaver, city manager of D'Iberville, Mississippi, and president of the Mississippi City/County Managers Association, contacted ICMA Southeast Regional director Randy Reid. Weaver expressed his community's desire to help those impacted in the Big Bend portion of Florida—a rural area of small towns. It was especially important to Weaver and many others to reciprocate the support they received from their peers in Florida and elsewhere after the devastation from Hurricane Katrina in 2005.

Reid then reached out to Mark Ryan, a former city manager now serving as an ICMA senior advisor based out of Tallahassee, Florida. Ryan connected with Jerome Wyche, city manager of Madison, Florida, 60 miles east of Tallahassee. Ryan's knowledge of the region and real-time status updates from multiple local government contacts made the critical connection that Madison was in need and would be a reasonable five-hour trip from D'Iberville.

In October, Weaver and his team delivered badly needed supplies to the City of Madison. In early November, the D'Iberville team made a second trip along with members of the city council. The caravan [delivered relief supplies and 1,600 meals](#) to Madison and nearby Greenville, Florida, where they were greeted by Ryan and other volunteers.



Trusted Network

Ryan and Reid made connections and confirmed what kind of help was needed in what location. Confirming supplies, water, food, or any emergency relief will be properly received, stored, and distributed is critical. Well-intended help without planning often can create more issues than it solves. With Ryan and Reid sorting those logistics, it set up Weaver to coordinate the front end of the relief effort in D'Iberville while maintaining his regular responsibilities and allowed Wyche to remain focused on emergency response.

[Read More](#)

To help celebrate Okaloosa County's 30th Anniversary of the Commission-Manager

form of government, FCCMA Senior Advisor Mark Ryan presented the Board of County Commissioners and County Administrator John Hofstad a certificate honoring this milestone achievement.



Pictured Left to Right: County Administrator John Hofstad and Senior Advisor Mark Ryan. Standing behind them: Trey Goodwin, Carolyn Ketchel, Drew Palmer, Sherri Cox, and Chairman Paul Mixon.

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.

FCCMA

#FCCMAPODCAST

Listen to the Latest News on FCCMA Podcasts

Each month, the Florida City and County Management Association (FCCMA) produces 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.

We are featuring some of the greatest hits from this year so you can catch up on the insights and inspirations you may have missed. Be sure to catch up!

- **The Wauchula Way**, Olivia Minshew, City Manager, Wauchula
- **Being a City Manager is Not for Everyone**, Jorge Gonzalez, Village Manager, Bal Harbour Villiage
- **How to Avoid Default Futures**, Crystal Washington, Keynote Speaker, FCCMA 2024 Annual Conference
- **Don't Step Over a Dollar to Pick up a Nickel**, Courtney Barker, Former City Manager, Satellite Beach

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

Call for Podcast Guests!

[CLICK HERE](#)

Do you or someone you know have a compelling local government story or unique expertise? We're seeking guests to share insights on leadership, innovation, and community impact. Click to find out more!

Perspectives

Municipal and County leaders across Florida discuss how they see local government evolving over the next decade.



Featured Member



Meet James Lewis, Budget and Financial Management Analyst, Pinellas County

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

I have been a member since my undergraduate years at St. Petersburg College approximately three years ago. I majored in Public Policy and Administration and studied under Jeffery Kronschnabl. Professor Kronschnabl encouraged all of his students to join and participate in both ICMA and FCCMA. I have continued my membership through my early years as a local government budget analyst because the association offers great educational opportunities and has allowed me to build valuable relationships with leaders in local

government across Florida.

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

Yes. I joined ICMA at the same time I joined FCCMA. ICMA provides applicable training and education materials and the opportunity to become a credentialed manager in the future.

Please describe your areas of formal/advanced education.

I hold a Bachelor of Science in Public Policy and Administration from St. Petersburg College and will complete a Master of Public Administration from the University of South Florida in May 2025.

Why did you select a career in public service?

Very simple, to make a difference in the community I live and work in, particularly for the most vulnerable sectors of the population.

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

Prior to completing my education, I worked in the hospitality industry. During and following my secondary education, I have worked exclusively in the public sector, including non-profit, city, and county governments.

[Read More](#)

Member Articles

Mentoring the Next Generation

The University of South Florida ICMA Student Chapter's Day at Temple Terrace City Hall

By: USF ICMA Student Chapter



The University of South Florida ICMA Student Chapter gathered at the City of Temple Terrace's City Hall for an incredible Government Day program.

Students filled the roles of Mayor, Council Member, City Manager, City Attorney, and Department Director for a day. Students partnered with their respective City of Temple Terrace counterparts to solve a real-world city issue. One of the highlights involved student presentations of their proposed solutions during a Mock City Council meeting. The networking opportunities, real-world experience, and educational benefits are essential to young professional development.

Student Testimonies

"City Manager Baia provided tremendous insight into the responsibilities of a City Manager," said Josh Starr (MPA – Student Chapter President), who assumed the role of City Manager. "My favorite part about Government Day was seeing the students and staff collaborate, and how many of the students confronted their fear of public speaking."



Temple Terrace City Manager Carlos Baía mentoring USF ICMA Student Chapter President Josh Starr

Tony Stillo (MPA – Student Chapter Vice President) assumed the responsibility of Mayor, working closely with Temple Terrace Mayor Andy Ross. “It was my first time chairing a meeting. The most memorable advice was Mayor Ross’s feedback that the mayor must stand up for the city manager and staff because we all rely on each other,” Tony said.

Nicholas Odame (MPA – Student Chapter Secretary) assumed responsibility as a Council Member, working closely with Temple Terrace Council Member James Chambers. “Council Member Chambers taught me from his personal experience in the public sector. This event was a great success, and I hope it is the beginning of future collaboration,” Nicholas said.

[Read More](#)

From Our Partners

Post Your City’s Open Positions on FLCityJobs Today!

It’s never been easier to find the right people for your city – at no cost! The Florida League of Cities has launched a robust new jobs portal designed to support your city’s recruitment efforts. With FLCityJobs, candidates can filter postings by job type, salary and more!



Watch this [video tour and tutorial](#) to see the 4 easy steps to FLCityJobs:

1. Create an account
2. Post open jobs
3. Get applicants
4. See results

Start posting your jobs today at flcityjobs.com.

Events and Trainings



Recruitment and Retention: What's Working and What's Motivating Job Candidates

January 9, 2025, from 2:00 p.m. – 3:00 p.m.

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

Program Summary:

From the macro-level data, we know that the public sector workforce has returned to pre-pandemic levels. But while recruitment has become somewhat less challenging, certain positions remain hard to fill. This session will share recent data from HR managers about successful strategies for filling those gaps, and how best to retain new hires. In addition, employee perspectives will reveal what really matters to job seekers when it comes to choosing a public or private sector employer and deciding to stay.

Attendees will gain an understanding not only of current strategies and results, but also insights into employee attitudes by key demographics, such as those 35 and under.

Presenters:

- Gerald Young, Senior Researcher, MissionSquare Research Institute

[Register Here](#)



The Florida City and County Management Association (FCCMA) is hosting its annual photo contest. This contest offers a unique opportunity for a Florida community to be featured on the cover of the 2025-2026 FCCMA Membership Directory, as well as the FCCMA website and social media profiles.

The contest will take place on the **FCCMA website**. Submissions are limited to **one photo per local government**. Please coordinate within your jurisdiction to ensure only

one photo is submitted.

Submit your photo to FCCMA before 5:00 p.m. on January 10, 2025, and website visitors will select the winning photo to feature. It's that simple! Runners-up will be featured on the FCCMA Facebook page and website.

Photo Requirements:

- All submissions must be digital photos.
- The submitted photo should be original work and **NOT** previously published in any format before submission to this competition.
- Include the name you would like listed as the photo credit.
- Participants should limit the editing of their photos to cropping.
- Photos should **NOT** have filters.
- Photos should be horizontal or vertical and submitted as a jpg file.
- Do **NOT** watermark, digitally sign, or digitally date stamp the image.

[Nomination Form](#)



2025 Awards

AWARDS 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. For questions, please contact staff at fccma@flcities.com.

[Nomination Form](#)

[Awards Flyer](#)

2025 Internship Program



CITIES AND COUNTIES: LOOKING FOR INTERNS?

THE FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION (FCCMA)

NEXT GENERATION INTERNSHIP

The Florida City and County Management Association is dedicated to finding the next generation of leaders for our profession. In support of that effort, **the association is providing \$10,000 stipends to four local government organizations** to host these FCCMA Next Generation Internships.

How it Works:

Local governments will submit applications to receive the stipend through a competitive application process. Hosts will be selected based on an effective work plan that outlines an impactful project(s) at the local government, paired with the identification of dedicated mentors to guide the intern through their time with the organization.

If local governments have an existing, formalized paid internship program, they would not be eligible to apply.

Summer of Learning:

The FCCMA internship program runs from May 15 to August 15 with a minimum commitment of 20 hours per week from the intern.

Networking Opportunities:

Interns are expected to attend the FCCMA conference paid for by the local government (held in late May/early June). This will kick off the intern's exposure to the profession and build valuable connections with local government professionals and fellow interns.

Successfully Selected Government Organizations:

Organizations should include an outline of a tentative program work plan (including potential projects), potential departments/service areas that will be involved in carrying

out the work plan and identification of mentors who will work with the intern. The outline should also include a commitment to an evaluation of the program at the closure of the internship, both of the intern and the local government as the host.

Intern Eligibility:

Eligible students will be either graduate students with at least 12 hours of relevant coursework or undergraduate students with a minimum of 60% (72 credit hours) of coursework completed in public administration, business administration, urban planning, health administration or related fields. Applications will include one academic recommendation and one personal or professional recommendation. Preference will also be given to those applicants who have community involvement through university-sponsored organizations or public service chapters (e.g., ICMA, FCCMA, NFBPA). Top candidates will proceed to an interview with those governments selected as FCCMA Next Generation Host Internships.

How to Apply:

Interested local governments should go to bit.ly/FCCMANextGenGov to access the application, the necessary components that must be submitted and the timeline of the selection process. The application deadline is Friday, January 17, 2025.

The deadline to apply is Friday, January 17, 2025.

Visit bit.ly/FCCMANextGenGov to apply for aid today!



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

The 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 Flyer.

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

For questions, email fccma@flcities.com.

The deadline for applications is January 17, 2025.

[Application Form](#)

[Internship Flyer](#)

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 scholarships.

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

To apply, please visit fccma.org. For questions regarding the scholarship, contact staff at 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. For questions regarding the scholarship, contact staff at fccma@flicities.com.

[Application Form](#)

[Scholarship Flyer](#)

Upcoming Webinars

Save the date for future webinar offerings!

January 9, 2025	Recruitment and Retention: What's Working and What's Motivating Job Candidates
February 6, 2025	Surviving Rollback
March 6, 2025	Affordable and Accessible Housing for Aging Populations
April 3, 2025	Emergency Management for Senior Officials

Jobs

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

ALACHUA COUNTY – Equity and
Community Outreach Manager
AMARILLO, TX – Deputy City Attorney
BAY HARBOR ISLANDS – Town
Manager
CAPE CANAVERAL – City Clerk

HOMESTEAD – Director of Community
Redevelopment
HOMESTEAD – Director of
Development Services
INVERNESS – Assistant Director, Public
Work

CLEARWATER – Assistant City Manager
CLEARWATER – Fire Chief
CLEARWATER – Human Resources Analyst I – Employee Relations & Compensation
CLEARWATER – Human Resources Analyst I – Talent Acquisition & Diversity
COLLIER COUNTY CLERK OF THE CIRCUIT COURT AND COMPTROLLER – Community Relations & Outreach Manager
CRYSTAL RIVER – Assistant Growth Management Director
FLAGLER BEACH – Community Redevelopment Agency Director
FLAGLER BEACH – Sanitation Director
FORT MYERS – Director of Procurement
HARRIS COUNTY EMERGENCY SERVICES DISTRICT 48, TX – Finance Director

JACKSONVILLE – Attorney II for Duval County School Board
LAKE COUNTY – Budget Analyst
LAKE COUNTY – Financial Analyst
LYNN HAVEN – Assistant Finance Director
MONTICELLO – City Manager
NEW PORT RICHEY – Economic Development Director
NEWPORT, OR – Chief of Police
NICEVILLE – Finance Director
PALM COAST – City Manager
PERRYTON, TX – City Manager
PORT ORANGE – Assistant City Attorney
PORT ORANGE – Director of Finance
SARASOTA COUNTY – Wastewater Treatment Plants Manager
WEST PALM BEACH – Director of Communications

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