

News and Updates



November 22, 2024

President's Message

I hope each of you have a wonderful Thanksgiving. The following are some updates I would like to share:

FCCMA Recognition of Leaders Awards: The FCCMA recognizes exemplary leaders in public administration annually. These individuals are nominated and selected by peers. I encourage you to view the criteria for each award and nominate a deserving peer. Please find the award nomination form(s) [here](#).

Scholarship Applications Open: We're accepting applications for both academic and conference scholarships. These opportunities aim to support individuals dedicated to local government management. Please spread the word and encourage eligible students to apply. Click [here](#) for the scholarship applications.

Upcoming FCCMA Coaching Webinar: Our next FREE webinar "AI Won't Take Your Job, but Someone Using it Might," is scheduled for Thursday, December 5, at 2:00 p.m. Click [here](#) to register.

FY 2024 Ethics Training: If you haven't recorded your FY 2024 ethics training yet, please ensure it's completed by February 1, 2025. FCCMA has made it simple to record your ethics training, which is verified during the membership renewal process. If you are



seeking additional ways to obtain ethics training, please reach out to your FCCMA District Board Member or FCCMA staff at fccma@flicities.com.

Canvassing will open soon for the Vice President and At-Large Director seats on the Board.

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:

- **Heather Akpan**, District II, Assistant County Manager, Alachua County, Full Member
- **John Bohde**, District VIII, Deputy County Manager, Polk County, Full Member
- **Manny Cid**, District V, Affiliate Member
- **Jared Cobb**, District I, City Manager, City of Mary Esther, Full Member
- **Julie Krolak**, District V, Director of Development Services, City of Coral Springs, Affiliate Member
- **Dr. Angela Mumford**, District V, Research and Planning Administrator, City of Miramar, 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.

As a part of the FCCMA Professional Management Matters initiative, the City of Chipley Mayor, City Council, and City Administrator Patrice Tanner were recognized for 25 years of the Council-Manager form of government by Senior Advisor Mark Ryan.



Pictured left to right: Mayor Pro-Tem Kevin Russell, Councilmember Cheryl McCall, Mayor Tracy Andrews, City Administrator Patrice Tanner, Senior Advisor Mark Ryan, Councilmember Linda Cain and Councilmember Leonard Blount.

To help celebrate Escambia County's 45th Anniversary of the Commission-Manager form of government, FCCMA Senior Advisor Mark Ryan presented the Board of County Commissioners Chairman Steven Barry and County Administrator Wes Moreno a certificate honoring this milestone achievement.



Pictured Left to Right: Chairman Steven Barry, County Administrator Wes Moreno and Senior Advisor Mark Ryan.

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, the 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.

Missed out on our previous episodes? Check out a curated selection of our podcasts so you can catch up on the insights and inspirations you may have missed:

- **When Retirement Becomes "What Now"**, Pam Brangaccio, FCCMA Senior Advisor
- **Intentional Leadership and Organizational Culture**, Mike Stafflopoulos, City Manager, Jacksonville Beach
- **Environmental Conservation and Smart Growth**, Denise Bevan, Former City Manager, City of Palm Coast
- **Giving Your Team Wins**, Michelle del Valle, Assistant City Manager, Winter Park

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

Call for Podcast Guests!

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 the link below to find out more!

[Contact Us](#)

Perspectives

Municipal and county leaders across Florida share their tried and true methods to achieve positive outcomes.



Featured Member

Meet John Boehm, Assistant to the



City Manager, City of Palm Beach Gardens

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

I joined FCCMA five years ago for the professional development and networking opportunities.

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

Yes, I joined ICMA eight years ago for similar reasons. Although I've become more involved with FCCMA, I still enjoy participating in some of the leadership training offered through ICMA, such as the High-Performance Leadership Academy.

Please describe your areas of formal/advanced education.

I have a Master of Public Administration with a focus in Public Financial Management from Florida State University.

Why did you select a career in public service?

Community and local government have always been a cornerstone in my life. I grew up in a tight-knit community (love you, Ormond Beach) that provided me with the opportunity to participate in local sports and events from a young age. My first job in high school was in the recreation department, and then I later had the opportunity to intern with City Manager Joyce Shanahan. It was through these experiences that I realized this was the career path I wanted to pursue.

I chose a career in local government because I feel I can make a meaningful difference in my community. I enjoy trying to help solve problems to improve the community and help create a sense of connection. I'm very fortunate to be employed in another municipality, Palm Beach Gardens, that also prioritizes creating a sense of connection in the community.

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

Most of my career has been in the public sector, working at both the state and local levels.

[Read More](#)

Member Article

Crafting a Compelling Story: A Deep Dive into Legislative Advocacy

Terry Atchley, County Manager, Hardee County



The FCCMA November webinar delivered a goldmine of information for city and county managers looking to enhance their legislative advocacy skills. A distinguished panel of experts shared their knowledge and experience when it comes to successfully securing funding for local projects.

Panelists:

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

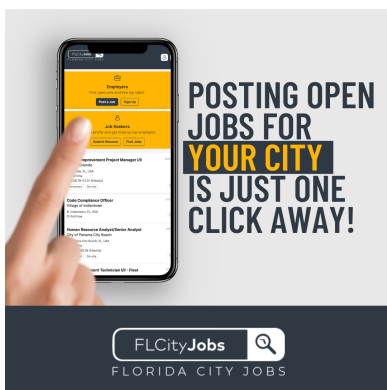
Introduction

In today's complex political landscape, securing state funding for local projects is a delicate balancing act. A recent FCCMA webinar, "Successful Legislative Relationships: Securing Funding for Local Projects," shed light on the strategies and tactics employed by savvy local leaders. Former State Senator Denise Grimsley and other seasoned experts provided invaluable insights into building strong relationships with legislators and advocating for critical funding.

This information is incredibly timely as Florida is gearing up for its legislative session. Local leaders and government officials are preparing to engage in advocating for their communities in hopes of securing funding for essential projects. The insights provided in this article are directly related to the challenges and opportunities they face in the current political climate. It is crucial for local leaders to understand the importance of building strong relationships with legislators, effectively communicate the needs of their communities, and navigate the complex state budget process in order to achieve successful outcomes.

[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 fcityjobs.com.

Events and Trainings



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](#)



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 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@flicities.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. For questions, please contact staff at fccma@flicities.com.

[Nomination Form](#)

[Flyer](#)

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. 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 Flier.

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 awards.

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!

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

Jobs

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

ABILENE, TX – City Engineer
ALACHUA COUNTY – Assistant Risk Manager

LAKE COUNTY – Fairgrounds and Event Center Program Manager

ALACHUA COUNTY –
CAPP/CHOICES Program Manager
ALACHUA COUNTY – Crisis Center
Coordinator
ALACHUA COUNTY – Information and
Telecommunication Services Director
ALACHUA COUNTY – OPUS Mental
Health Counselor
ASTORIA, OR – Community
Development Director
BARTOW – Management Assistant
**CHILDREN'S TRUST OF ALACHUA
COUNTY** – Executive Assistant
DEERFIELD BEACH – City Manager
GREENVILLE, TX – Director of Human
Resources
HEATH, TX – City Manager
INVERNESS – Assistant Director,
Public Works
JONESTOWN, TX – City Administrator

LANTANA – Assistant Finance
Director
LARGO – IT Enterprise Application
Administrator – Asset Management
LONGBOAT KEY – Director of Public
Works
MAITLAND – Assistant City Manger
MIAMI BEACH – Economic
Development Director
NAPLES – Director of Public Works
ORLANDO – Water Reclamation
Division Manager
PALATKA – City Manager
**PINELLAS SUNCOAST TRANSIT
AUTHORITY** – Help Desk Support
Analyst
SARASOTA COUNTY – Ethics and
Compliance Officer
TAMPA – Transportation Engineering
Manager
TIFTON, GA – City Manager
WEST PALM BEACH – Traffic
Engineer

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Suite 300 | Tallahassee, FL 32304 US

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