

**SNEADS TOWN COUNCIL  
REGULAR MEETING  
JUNE 8, 2021**

The Town Council of the Town of Sneads, Florida, met in a regular session at the Sneads Town Hall on Tuesday, June 8, 2021, at 6:00 p.m.

Mike Weeks called the meeting to order with the following present:

Mike Weeks, Donovan Weeks, George Alexander,  
Angela Locke and Anthony Money; Council Members  
Daniel Cox, Attorney  
Lee Garner, Town Manager  
Mike Miller, Police Chief  
Sherri Griffin, City Clerk  
Danielle Guy, Deputy Clerk

And the following were absent:  
None

All stood for the Pledge of Allegiance.

Donovan Weeks made a motion to approve the **May** minutes as presented. George Alexander seconded. All voted aye.

Sherri Griffin, City Clerk presented Financial Statements and Budget Review Summary. (See Attached) George Alexander made a motion to accept them as presented. Angela Locke seconded. All voted aye.

Donovan Weeks made a motion to pay approved bills. Anthony Money seconded. All voted aye.

Attorney Cox asked Council if they would be interested in him giving them the required four hours of Ethics Training that they must have each year. They agreed on July 17<sup>th</sup> at 8 am.

Sherri Griffin read Proclamation on behalf of the Sneads Rose Carlisle Garden Club. The Proclamation makes June 6-12, 2021, as National Garden Week. This week encourages the community to observe this week by planting a tree, bush, flower, or garden. Donovan Weeks made the motion to observe June 6-12, 2021, as National Garden Week. George Alexander seconded. All voted aye.

President Mike Weeks stated that he wanted to add an item to the agenda. He stated that Mr Garner had received a letter from Carolyn Rayl, 7885 Paula St, requesting the Town to surplus the property at the end of Gerald St as surplus and give to her. This property is right next to hers and is not being used as a road, only for storing dirt occasionally. Attorney Cox stated that it could be done if properly noticed, a public meeting held, and then declare it surplus, according to normal process. All agreed to advertise and set up public hearing.

**Ordinance # 2021-02 entitled:**

**AN ORDINANCE OF THE TOWN OF SNEADS AMENDING SECTION 4(d)(3) OF ORDINANCE 2019-03, CODE OF ORDINANCES, PERTAINING TO MINIMUM STANDARDS FOR MANUFACTURED MOBILE OR MODULAR HOMES; PROVIDING FOR SEVERABILITY AND PROVIDING AN EFFECTIVE DATE.**

was read and presented to the Council for the first reading. Attorney Cox explained that this change to the Ordinance is regarding the age requirements in the current Ordinance and all other parts of it remain the same. Anthony Money made a motion approved Ordinance #2021-02 as presented pending publication. Donovan Weeks seconded. All voted aye.

Mr Garner presented his Managers Report as follows: (See attached)

- He stated that at the Conference he attended last week the hot topic was the minimum \$15 hourly wage increase. He informed Council that with that coming into play the next few years, he would be looking closely at our salaries in this year's budget and there would be some pay increases that need to occur.
- He asked Council to read the article in his report about Homeplate.

Mr Alexander presented Council with information he had prepared about the Volunteered Fire Department. (See attached) In this information was where prior action was taken by Council in 2015 for the purchased of land on Hwy 90 and in 2019 for the moving of the fire department to Gloster Ave. He stated he was against the moving of the fire department and wanted to know what other Council thoughts were. Mr Money stated he was against it as well, stating that most of the towns fire tax was coming from the citizens on the north side of town. Mrs Locke stated we should get the firemen thoughts on this issue being they are the ones volunteering their time. Mike Weeks stated that he was not aware of any grants that the town had got or applied for to build a new fire department and since we have not acquired the land south of town yet, there really was not anything to move forward on. The issue was left open with no motions made.

Public comment:

Allan Gay

Presentation of the Proclamation to the Garden Club by the Council.

Donovan Weeks made a motion to adjourn at 6:59 pm.

Respectfully Submitted,

  
Danielle Guy, Deputy Clerk

**APPROVED:**

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**MIKE WEEKS, COUNCIL PRESIDENT**

**Regular Meeting  
JUNE 8, 2021**

Budget Summary

**GENERAL FUND**

**MAY**-Revenues are 41.56% **above** budgeted amount. (Hurricane Relief Funds & CARES Act Funds)

Expenditures are 21.26% **above** budgeted amount. (CARES Act Purchases)

**GAS TAX**

**MAY**- Gas Tax County is 8.46% **above** budgeted amount. Local Option Gas Tax is 3.86% **above** budgeted amount.

Expenditures are 25.04% **below** budgeted amount.

**SOLID WASTE**

**MAY**-Garbage revenues are 5.56% **above** budgeted amount.

Expenditures are less than 1% **below** budgeted amount.

**WATER & SEWER**

**MAY**-Sewer Special is 9.24% **below** budgeted amount and ACI Sewer is 1.94% **below** budgeted amount.. Water Sales and Sewer Sales are at budgeted amount.

Total Expenditures are 4.56% **above** budgeted amount.

**RECREATION FUND**

**MAY**- Expenditures are above budgeted amount. Hurricane Repairs.



## **Town of Sneads**

PO Drawer 159

Sneads, Florida 32460

PH (850) 593-6636 Fax (850) 593-5079

Email: [Sneadsmgr@sneadsfl.com](mailto:Sneadsmgr@sneadsfl.com)

### **PROCLAMATION**

#### **SNEADS GARDEN WEEK**

**WHEREAS, Gardner's have a passion for nurturing the beauty and resources of the earth through the planting of seeds, the care of all plants and the riches of their efforts; and**

**WHEREAS, Gardner's seek to add beauty, splendor, fragrance, and nutrition to our lives through the growing of herbs, vegetables, foliage, and flowers and work to preserve our country's traditional spirit of independence and initiative through innovation and hard work; and**

**WHEREAS, Gardner's advocate the importance of all creatures, large and small, that share our world and their roles in a balanced and productive ecology and gardening furnishes a challenging and productive activity for our citizens, for those just learning as well as those having years of experience; and**

**WHEREAS gardening promotes a healthy lifestyle that lasts a lifetime, helps reduce stress from other areas of our life, teaches that rewards can come from diligent efforts which enables members of Garden Clubs across the nation and the world to make a world of difference in the communities where they reside and work; and**

**WHEREAS, NATIONAL GARDEN CLUBS, INC. has designated the week of June 6-12 as National Garden Week.**

**NOW THEREFORE BE IT PROCLAIMED BY THE AUTHORITY INVESTED IN ME AS PRESIDENT OF THE SNEADS TOWN COUNCIL TO ACKNOWLEDGE THE IMPORTANCE OF GARDENING AND THE NUMEROUS CONTRIBUTIONS TO GARDENERS AND THE SNEADS CARLISLE ROSE GARDEN CLUB, TO ANNOUNCE THAT THE WEEK OF JUNE 6-12, 2021 IS DESIGNATED AS 'GARDEN WEEK IN THE TOWN OF SNEADS, FLORIDA'**

**SO PROCLAIMED THIS 8<sup>TH</sup> DAY OF JUNE, IN THE YEAR OF OUR LORD TWO THOUSAND AND TWENTY-ONE.**

**ATTEST:  
SHERRI GRIFFIN, CLERK**

**MIKE WEEKS  
COUNCIL PRESIDENT**

ORDINANCE NUMBER 2021-02

AN ORDINANCE OF THE TOWN OF SNEADS AMENDING SECTION 4(d)(3) OF ORDINANCE 2019-03, CODE OF ORDINANCES, PERTAINING TO MINIMUM STANDARDS FOR MANUFACTURED MOBILE OR MODULAR HOMES; PROVIDING FOR SEVERABILITY AND PROVIDING AN EFFECTIVE DATE.

- A. The Town Council recognizes that there is a need for affordable housing options within the town.
- B. Manufactured mobile or modular homes provide an option for affordable housing provided that they meet all provisions of the Florida Building Code, Chapter 15C, Florida Administrative Code and all other provisions of Ordinance 2019-03 nor modified by this Ordinance.

NOW THEREFORE, BE IT ORDAINED.

**Section 1.** Section 4(d)(3) of Ordinance 2019-03 is hereby amended as follows: Any new manufactured mobile or modular home shall be manufactured ~~no more than fifteen (15) years prior to the date~~ in compliance with the standards of the Florida Building Code, Chapter 15C, Florida Administrative Code and all other applicable standards imposed by Statute or this Ordinance in effect when the owner obtains the certification mandated in section (c).

**Section 2.** This Ordinance is effective as provided by law.

**Section 3.** To the extent any provision of this ordinance shall be found to be invalid and such finding does not affect the validity of any other section, the unaffected sections shall continue in full force and effect.

PRESENTED, read by title and tabled pending publication and public hearing on this \_\_\_\_ day of June, 2021.

PRESENTED, read by title and, after public hearing with due public notice duly adopted by the Town Council of the Town of Sneads, Florida this \_\_\_\_ day of July, 2021.

ATTEST:

TOWN COUNCIL OF THE TOWN OF  
SNEADS, FLORIDA

\_\_\_\_\_  
Sherri Griffin, Municipal Clerk

\_\_\_\_\_  
Mike Weeks, Council President

\_\_\_\_\_  
Daniel H. Cox, Esq., City Attorney

June 8, 2021

1. Approximately 1 acre of land at NE corner of Hwy 90 and Section Ave. was purchased with \$25,000 discretionary funds from the Jackson County Board of County Commissioners.
2. The Town of Sneads then had to pay the closing costs and surveying fees for the land to be deeded to the Town.
3. This land purchase and use of tax dollars were for the express purpose of relocating the Sneads VFD from its current location.
4. This was done in September of 2015.
5. There was a named road created on the North side of the property. (Firefighter Tr/Ln/Rd?)
6. At the Town Council meeting on September 10, 2019, Councilman Alton Ranew presented a map of a new site on Hwy 286/Gloster Ave/Blueberry Dr. (See attached map/pink highlight). The land was donated for the purpose of a new Fire Department. Discussion was tabled until the meeting night of November 12, 2019. The proposal was presented to the council to accept this new land as the future site of Sneads VFD. This was voted on and approved with no input from the people served, the citizens of Sneads.
7. Primary funding for the Sneads VFD is from the citizens of Sneads and their tax dollars.
8. In the meeting on November 12, 2019, there was an attachment to the minutes. In this attachment, one of the reasons given for the change in locations from the center of town to near the southern most limit was 90% of the calls responded to were on Interstate 10. There is an interlocal agreement with Jackson County that, when available, Sneads VFD will respond and assist. I agree 100% that Sneads VFD, when available, should assist where needed, however, the primary responsibility and obligation is to the town limits of Sneads and the citizens of Sneads.
9. Additionally, you will find an attached map of Sneads. On this map, the border area highlighted in orange clearly shows the overwhelming majority of structures are on the north side of the railroad track. The area in blue highlight are the structures on the south side of the railroad tracks. The previously, taxpayer purchased land is more centrally located and therefore provides the most overall coverage for the citizens and the town.



Overview



Legend

-  Parcels
-  Roads

*Fire Fighters Lane*









## **Town of Sneads**

**PO Drawer 159**

**Sneads, Florida 32460**

**PH (850) 593-6636 Fax (850)593-5079**

**Email: [Sneadsmgr@sneadsfl.com](mailto:Sneadsmgr@sneadsfl.com)**

June 7, 2021

MEMO TO: Council President and Council Members

SUBJECT: Town Manager's Report – June 2021

1. I would like to inform you that we have obtained our updated Nuisance Alligator Harvest Permit and a copy is attached for your information.
2. I was proud to receive the "Home Rule Hero" award from Florida League of Cities and it reflects positively on our Town that we are involved and concerned. Also, I have been appointed by the new President of FLC to the 2021-2022 Municipal Administration Committee. This is a policy committee made up of both elected and appointed officials from all over the state that will meet to formulate policies that are for the benefit of local government and attempt to discourage any legislative actions that would be detrimental to local governments, based on some whim that one or more of our State Legislator's dream up.
3. I am also including a copy of the letter from State of Florida DEM regarding a floodplain management regional plenary and concurrent meeting to be conducted on July 12<sup>th</sup> that I will attend on behalf of the Town. This looks like a very interactive meeting that should assist us as we progress with the Stormwater grant, we have been awarded and according to our Floodplain Ordinance I am the Floodplain Coordinator for the Town.
4. I am glad to report that the Gazebo and Health Department projects are complete and based on recommendations from the contractor, we should wait about a year before we stain the gazebo in case anyone questions you about it. Also, the old pump roof was repaired. Work continues at the WWTP, and Pivot System and I am waiting for approval from FEMA for remainder of the work to be completed at the Sports Complex.
5. I have attached quote on material only, and a turnkey job for repair of the roof at the varsity baseball batting cage. Copies of both have been sent to the Jackson County School Board to see what assistance they can provide. I want to thank Councilman Alexander for spearheading this.
6. As we get closer to receipt of our portion of the Local Fiscal Recovery Funds, I wanted to provide you with some guidance regarding expenditures, which will be very restrictive. I am looking at ways to enable the Town to obtain a couple more employees, and especially a full-time person for the Recreation Department to maintain all the fields year-round as we do not want them to return to the condition they got into since the hurricane. This position could assist other departments as available. More will be provided as we start budget process this month. If you have proposals for budget expenditures, please provide them to me soon so I can try to include them.

7. On August 20, 2021, I will have been employed with the Town a full-year and have provided you with a suggested Town Manager Evaluation form. This is not written in stone and can be changed, but I wanted to provide you with a format for my evaluation later.
8. I have attached a copy of our program from FCCMA Conference last week. There are so many things changing on the local government scene because of COVID and the minimum wage going to \$15.00 per hour over the next few years, that we need to really look at any new policies that are approved or recommended. We have always zoned to keep out what we did not want, the future will require us to zone for things we desire to have. The restrictions on the ARPA funds that will be coming I feel will have a more drastic effect on us than most people will understand. Also, the minimum wage going from those local governments now paying the minimum of \$8.65 per hour, to \$15.00 will be an increase in pay percentage of over 57% in 3-4 years. Without additional funding streams, where will this funding come from?
9. The Sneads Garden Club has requested the town to provide a Proclamation in honor of their annual Garden Week being celebrated across the nation. A copy of the proclamation is attached for your information.
10. I have also attached a few pieces of correspondence related to several articles and topics for you to review and discuss with me if you desire.



ELMON LEE GARNER  
TOWN MANAGER

CC: Town Clerk, Deputy Town Clerk, Town Attorney



**Florida Fish and Wildlife Conservation Commission**  
**Nuisance Alligator Harvest Permit**  
**(68A-25.003, F.A.C.)**

<b>Date/Time:</b> 9/20/2005, 12:00 AM		<b>County:</b> Jackson		<b>Permit Number:</b> IN-0000431071	
				<b>OLD SNAP ID:</b> 401	
<b>Complainant:</b> TOWN OF SNEADS			<b>Home Phone #:</b>		
<b>Address:</b> LEGION ROAD			<b>Cell #:</b>		
<b>City/State:</b> SNEADS, FL			<b>Work #:</b>		
<b>Email:</b> sneadsmgr@sneadsfl.com			<b>Other #:</b> (850) 593-6636		
<b>Community/Subdivision:</b> SNEADS PARK ON LAKE SEMINOLE			<b>Note:</b>		
<b>Area Type:</b> Targeted Harvest Area (THA)					
<b>Body of Water:</b>		Seminole Lake		<b>Water Source:</b> Lake	
<b>Water Ownership:</b>		Public		<b>Property Ownership:</b> Own	

**Date Last Seen:**

**Access Granted:** Yes

**Estimated Size:** 4 - 12 feet

**Authorizes Removal:** Yes

**Threat to people?:** Yes

**Complaint Affiliation:**

**Threat to pets or property?:** No

**Managing Authority:**

**Been fed?:** Unknown

**Phone:**

**Instructions / Details:** The targeted harvest area is in effect subject to the attached conditions and provisions and boundaries.

**Received By:** Haley Moore

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**Valid Permit:** Yes

**Date Issued:** 04/21/2010

**Permit Expires:** 04/21/2026

This permit authorizes Nuisance Alligator Trapper: **Jason Everett** to take **150** Alligator(s) at **4 - 12** feet in length as outlined by 68A-25.003, Florida Administrative Code.

**Permit Conditions:** Conditions and Provisions and Map(s) attached page 2.

**Additional Conditions:**

**Approving Signature:** Brooke Talley

**Removal of all equipment is required upon closure or expiration of permit**

PERMIT NO. 431071  
**OLD SNAP ID: 401**

### **CONDITIONS AND PROVISIONS**

1. This permit, complete with all conditions and maps, shall be in the possession of the Trapper or Designated Agent during the take of alligators under this permit.
2. Alligators shall only be removed at the request and direction of Elmon Lee Garner, Town Manager or Danielle Guy, Deputy Clerk **(850-593-6636)** or their designees.
3. Targeted Harvest Area boundary is 100 feet from the swimming area boundary and 100 feet offshore for the entire length of the Park in Lake Seminole. Only alligators within this 100 feet area shall be harvested.
4. You must contact Elmon Lee Garner, Town Manager or Danielle Guy, Deputy Clerk **(850-593-6636)** or their designees prior to working any Nuisance Alligator Harvest Permit received from SNAP which falls within this area.
5. No alligators shall be harvested from sovereign waters under the permit unless those sovereign waters are specifically listed on the permit.
6. This permit shall be revoked or reassigned should the Contracted Nuisance Alligator Trapper under contract with the Florida Fish and Wildlife Conservation Commission resigns or upon the contract expiring or being terminated.
7. The permit may be rescinded at any time by request of Elmon Lee Garner, Town Manager, Danielle Guy, Deputy Clerk or their successor(s) via phone (866-392-4286) or e-mail (snap@myfwc.com) to SNAP.







May 24, 2021

Mr. Lee Garner  
Town Manager, Town of Sneads  
P.O. Drawer 159  
Sneads, FL 32460

Dear Mr. Garner:

Congratulations! I am pleased to inform you that you have been chosen to receive the Florida League of Cities **Home Rule Hero** Award.

Your outspoken advocacy for municipal Home Rule leading up to and during the 2021 Legislative Session is an inspiration and a model for municipal officials statewide. Efforts such as yours are an integral piece of the League's grassroots advocacy and a key component to our success.

If you have any questions, please contact Mary Edenfield at 850.701.3624 or [medenfield@flcities.com](mailto:medenfield@flcities.com). Again, thank you for your strong advocacy efforts on behalf of Florida's cities, towns and villages.

Congratulations on being a Home Rule Hero!

Sincerely,

A handwritten signature in black ink, appearing to read "Tony Ortiz", with a large, sweeping flourish underneath.

Tony Ortiz  
President, Florida League of Cities

A handwritten signature in black ink, appearing to read "Jeannie Garner", in a cursive style.

Jeannie Garner  
Executive Director, Florida League of Cities





For being a champion in the defense and protection of municipal Home Rule,  
the Florida League of Cities presents the

2021

# HOME RULE HERO

to

## Lee Garner, Town Manager

### TOWN OF SNEADS

A handwritten signature in black ink, appearing to read "Tony Ortiz".

**TONY ORTIZ**  
Commissioner, Orlando  
President, Florida League of Cities, Inc.

A handwritten signature in black ink, appearing to read "Jeannie Garner".

**JEANNIE GARNER**  
Executive Director  
Florida League of Cities, Inc.



May 20, 2021

Mr. Lee Garner  
Town Manager, Town of Sneads  
2028 Third Ave  
Sneads, FL 32460-2717

Dear Mr. Garner:

It is my pleasure to appoint you as a member of the 2021-2022 Municipal Administration Committee. Your responsibility will be to work with the other committee members to discuss the many issues facing our cities that will come before the Legislature during the 2022 Session and decide upon a policy direction for the Florida League of Cities' legislative efforts. Based upon this past legislative session, we certainly have a great deal of work ahead.

The ultimate success of these efforts is proportional to the level of involvement of the membership in presenting and lobbying the League's priorities to the Legislature. The officers and Board of Directors of the League appreciate your willingness to serve, and we ask that you commit your time and energies to this endeavor.

**2021-2022 Legislative Policy Committee Meeting Dates**

- June 11, 2021, from 10:00 a.m. to 3:00 p.m. at the Hyatt Regency Orlando Airport, 9300 Fuqua Blvd, Orlando, FL 32827. The hotel room block cut-off date is May 20.
- July 16, 2021, from 10:00 a.m. to 3:00 p.m. at the Hyatt Regency Orlando Airport, 9300 Fuqua Blvd, Orlando, FL 32827. The hotel room block cut-off date is June 24.
- August 12, 2021, from 1:00 p.m. to 3:00 p.m. during FLC Annual Conference. The Conference will be held at the Orlando World Center Marriott, 8701 World Center Dr, Orlando, FL 32821.
- November 3-5, 2021 during FLC Legislative Conference at the Embassy Suites Lake Buena Vista South, 4955 Kyns Heath Road, Kissimmee, FL 34746.

Should you have any questions regarding your appointment, the policy development process or hotel accommodations, please contact Mary Edenfield at the League office 850.701.3624 or [medenfield@flcities.com](mailto:medenfield@flcities.com). Again, thank you for your commitment to the League. I look forward to working with you.

Sincerely,

Phillip E. Walker, First Vice President  
Commissioner, City of Lakeland





STATE OF FLORIDA


# DIVISION OF EMERGENCY MANAGEMENT

Ron DeSantis  
Governor

Kevin Guthrie  
Director

May 20, 2021

TO: Community Chief Executive Officers and Floodplain Administrators  
All NFIP-Participating Communities in Calhoun, Holmes, Jackson & Washington Counties

FROM: Conn Cole, State NFIP Coordinator/Floodplain Manager  
Bureau of Mitigation 

SUBJECT: NFIP Floodplain Management Regional Plenary and Concurrent Meetings

Florida's State Floodplain Management Office (SFMO) is pleased to invite the communities listed on the attached agenda to participate in a virtual, interactive regional floodplain management engagement meeting that replaces the long-standing "Community Assistance Visits" required under the National Flood Insurance Program (NFIP). Florida's regional floodplain management meetings are a wise and preferred approach to strengthen flood resiliency supported by FEMA administrators in Washington D.C. and the Region IV Office.

Florida's SFMO conducts this innovative approach to accomplish many important floodplain management objectives: increase inter-community knowledge, share successful strategies, communicate key information and procedures to a wider audience, hear critical information from communities that have common concerns, and develop regional solutions and strategies to improve floodplain management practices in your area. We will also discuss flood insurance issues, claims procedures, permitting after disasters, and how communities may become more proficient in recovering from flood disasters. We will also present information on an array of funding sources that may benefit individual survivors and help mitigate communities.

This is a very important meeting, and we ask all communities to participate by making available a floodplain representative and/or building official or other staff member, up to three from each community. The format is a full-day interactive virtual plenary meeting followed by a 90-minute (or less) virtual one-on-one meeting later in the week to discuss the State's floodplain assessments that were conducted in advance of the plenary meeting. This Regional plenary meeting will be **Monday, July 12, 2021**, followed by individual community meetings, which are conducted by SFMO staff with local floodplain management staff via a WebEx application. If you have questions, or need to discuss potential meeting conflicts, please contact Ms. Kristabel Moore at (850) 815-4434, or by email at [Kristabel.Moore@em.myflorida.com](mailto:Kristabel.Moore@em.myflorida.com).

We look forward to following up with community floodplain staff on these meetings.

CC/

Attachment

cc w/attach:

Miles Anderson, Chief, Bureau of Mitigation  
Jason Hunter, Chief, Floodplain Management and Insurance Branch, FEMA Region IV  
Roy McClure, Emergency Management Specialist, FM&IB-FEMA, Region IV  
Tammy Hansen, Floodplain Management Specialist, FM&IB-FEMA, Region IV

**SFMO State Coordinating Office Regional Engagement (SCORE)  
Community Assistance Visit (CAV) Floodplain Management  
Meetings**

*Communities in Holmes, Calhoun, Jackson, and Washington Counties*

**GoToWebinar – See E-mail for Registration Link**

Monday, July 12, 2021

8:30 AM - 4:30 PM

Communities Invited: Holmes County, Bonifay, Esto, Ponce De Leon, Westville, Noma, Washington County, Chipley, Caryville, Ebro, Vernon, Wausau, Jackson County, Alford, Bascom, Cottondale, Campbellton, Graceville, Grand Ridge, Malone, Marianna, Sneads, Calhoun County, Altha, and Blountstown

I. Introductions and Overview of Meeting & Pilot Program

II. Flood Ordinances

- Overview of Ordinance Adoptions & Coordination with the Florida Building Code/ ASCE 24
- Amending Existing Ordinances & Incorporating Higher Standards
- Interdepartmental Implementation

III. Florida Building Code Flood Provisions

- Overview of FBC Flood Provisions & 'Special Cases', Elevation Certificates
- Limitations for Exceptions, Exemptions & Variances

**BREAK – 10 minutes**

IV. Map Updates

- RiskMAP Process & Community Engagement
- Map Amendments & Revisions
- Implementation & Map Products

V. Permitting & Development

- Floodplain Management Performance Measures
- Floodplain Permit Application & Review Process
- Contractor & Inter-local Agreements
- Endangered Species Act, Historic Structures & Considerations for Special Developments
- Manufactured Home Installation & Renovation
- Substantial Damage/Substantial Improvement
- Regulating Development in Floodways



REVISED QUOTE - 21 JUL 11  
 BATTING AGE ROOF SYSTEM

BEAUCHAMPS HARDWARE & SUPPLY INC  
 P.O. BOX 869  
 SNEADS FL 32460

PHONE: (850) 593-6576

11/2% SERVICE CHARGE ON PAST DUE ACCTS.  
 15% RESTOCKING FEE ON RETURNED ITEMS

TOWN OF SNEADS  
 P.O. DRAWER 159

CUST # 2034  
 TERMS:

SNEADS FL 32460

EST # 271315  
 DATE : 5/20/21  
 CLERK: GB  
 TERM # 553

TIME : 5:38  
 \*\*\*\*\*  
 \* ESTIMATE \*  
 \*\*\*\*\*

QUANTITY	UM	ITEM	DESCRIPTION	SUG. PRICE	PRICE/PER	EXTENSION
7	EA	22	21'1" (IS SPREAD) METAL TRUSS		265.00 /EA	1,855.00 N
88	EA	YP2612	2X6X12 #2 SYP S4S	20.45	17.56 /EA	1,545.28 N
32	EA	YP2614	2X6X14 #2 SYP S4S	24.45	20.45 /EA	654.40 N
48	EA	MR14	14' GALVLUME MASTER RIB UNION CO	41.80	37.00 /EA	1,776.00 N
8	EA	RCGL14	RIDGE CAP GALVALUME 14" X 10'	19.45	18.00 /EA	144.00 N
28	EA	CB127	1/2X7 CAR.BOLT ZC.	2.49	2.00 /EA	56.00 N
8	EA	16	TRUSS BOLT KIT		5.00 /EA	40.00 N
25	LB	WS112	11/2" WASHERSCREW GALV 100/LB	6.95	5.50 /LB	137.50 N
** ESTIMATE ** ESTIMATE **						
TAXABLE						0.00
NON-TAXABLE						6208.18
SUB-TOTAL						6208.18
TAX AMOUNT						0.00
TOTAL ESTIMATE						6208.18

MAINTAIN ONLY  
 NO LABOR

X  
 Received By



Godfrey Builders LLC,  
129 Clark Dr  
Panacea, FL 32346  
Mobile Phone: 294-0438 / Fax 817-0168  
Email-danielonthebay@aol.com  
CBC 1256363

May 26th 2021

City Of Sneads  
P.O. Drawer 159  
Sneads FL 32460

Re: Batting Cage Roof

We propose to construct a roof on the existing batting cage post as per the following scope of work:

1. Provide all material, equipment and labor to construct a common framed gable style "A" roof to existing 6x6 Post.
2. Material particulars; 3 screwed together laminated 2x12 beams, 2x8 rafters @ 24"OC, 2x10 ridge, 2x8 wind vanes and 2x4 purlins 16" OC
3. All material to be SYP #2 pressure treated.
4. Provide and install 29 Gauge Ultra Rib Metal Roof Panels. Color selection by owner from standard colors.
5. The existing post should be inspected by a structural engineer, insuring no damage that would cause the structure to fail.

Exclusions:

1. This proposal does not include State or local engineering or permitting requirements.
2. No permitting and/or engineering fees, as may be required, by building officials or other agencies included.
3. No contract fees are included.

Total cost for this scope of work \$ 33,125.00: To be paid upon completion, (within 10 business days).

All work to be completed as per State Codes, and all insurance requirements to be maintained through-out project as required by State of Florida.

A warranty of one year from substantial completion applied to the above project.

If you have any questions please do not hesitate to give us a call.

We look forward to working with you to complete this project.

Sincerely,

Daniel Godfrey  
Owner / Manager

*Turn Key Job*

# TOWN MANAGER EVALUATION – SNEADS, FLORIDA

Please rate the Town manager using the following scale:

<u>Rating</u>	<u>Description</u>
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets Council expectations
4	Exceptional - Generally exceeds Council's expectations
5	Outstanding - Substantially exceeds Council's expectations

Please return your evaluation form to the Council President as soon as possible.

Supervision		
Does the Town Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating	Comments:

Leadership		
Does the town manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating	Comments:

Execution of Policy		
Does he understand the laws and ordinances of the town and cause them to be fairly enforced?	Rating	Comments:

Community Relations		
Does the town manager work well with citizens and properly handle their complaints?	Rating	Comments:

Administrative Duties		
Does the town manager properly handle his administrative duties?	Rating	Comments:

**Economic Development**

Does the town manager work well with developers while protecting the town's interest? Does he work to increase the town's tax base through economic development?

Rating

Comments:

**Intergovernmental Relations**

Does the town manager cooperate cordially with neighboring communities and citizens while looking after the interests of Sneads?

Rating

Comments:

**Town Council Relations**

Does the town manager work well with the town council in making sure there is adequate information available prior to meetings? Is he willing to meet with council members to deal with individual problems and issues?

Rating

Comments:

**Planning**

Does the town manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?

Rating

Comments:

**Financial Management / Budget**

Does the town manager ensure the budget is prepared and executed in the manner approved by the town council? Does he ensure the town's monies are managed properly?

Rating

Comments:

Additional Comments:

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Name of Rater: \_\_\_\_\_

Date: \_\_\_\_\_



FCCMA

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2021 FCCMA ANNUAL CONFERENCE

# PROGRAM

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**FLORIDA CITY AND COUNTY MANAGEMENT ASSOCIATION**

June 2-5, 2021 ■ Hilton Orlando Bonnet Creek



# SCHEDULE

## WEDNESDAY – JUNE 2, 2021

7:30 a.m. - 7:00 p.m.

*Floridian Ballroom Foyer*

**Registration Desk Open**

8:30 a.m. - 1:00 p.m.

*Floridian Ballroom C*

**Pre-Conference Workshop – So You Want to Be a City/County Manager?**

Whether you are at the start of your career or a long-time public servant with city or county management ambitions, you need to attend this session! Becoming a manager may be your dream job, or it may be the one you haven't yet started to think about. What exactly does it take to get there? Join us for an entertaining and informative half-day session where you'll hear from various professionals on how they got to the top spot or just to the spot they always wanted. You won't want to miss this informative session if you have ever thought about being a city or county manager.

Speakers: **Mark Huston**, CFP®, Certified Financial Planner, ICMA-RC; **Kathryn Matos**, Assistant City Manager, City of Boynton Beach; **Nicholas Mimms**, City Manager, City of Fort Pierce; **Alan Rosen**, County Manager, Lake County; and **Jill Silverboard**, Deputy County Administrator, Pinellas County

*Addresses ICMA Practice Areas 5-Personal Resiliency and Development, 13-Human Resources Management and Workforce Engagement and 14-Communication and Information Sharing*

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

*Floridian Ballroom A-B*

**Pre-Conference Workshop – Bias Behind the Scenes: What the Groveland Four Can Teach You About Ethical Decision-Making**  
*Pre-registration and a separate registration fee of \$75 required.*

In the books **Gilbert King** has written about Florida history, the culture of ethical behavior plays a large part, from local government all the way up to the highest political offices in the state. And while many of the issues and challenges have evolved over the decades, there continue to be ethical dilemmas that arise due to the wide range of backgrounds and experiences among governmental staff today. In this session, we will explore both historical lessons learned using real-life cases as well as current examples that affect ethical decision-making. This session will also examine practical experiences and scenarios that take into account public trust and citizen understanding of good government practice as well as a long-held distrust of government that still resonates.

*Addresses ICMA Practice Areas 1-Personal and Professional Integrity, 3-Equity and Inclusion, 4-Staff Effectiveness and 5-Personal Resiliency and Development*

5:00 p.m. - 8:00 p.m.

*Floridian Ballroom D-L*

**Good Ideas Center Open**

5:30 p.m. - 6:00 p.m.

*Floridian Ballroom C*

**First-Time Attendees Orientation**

All new attendees are encouraged to attend this session where the FCCMA officers and staff will be introduced. Tips will be given on how to get the most from the conference and the association, with plenty of time for questions and answers.

6:00 p.m. - 8:00 p.m.

*Floridian Ballroom D-L*

**President's Welcome Reception in the Good Ideas Center**

*Sponsored by ABM, Ajax Building Company, American Public University, CiviTek National, Inc., Colliers International, DTA, Florida Local Government Finance Commission, Florida PACE Funding Agency, FortiFi Financial, Inc., Freebee, Gehring Group, Hennessy Construction Services, Rehrig Pacific Company and Siemens Smart Infrastructure*

## THURSDAY – JUNE 3, 2021

7:30 a.m. - 8:30 a.m.

*Floridian Ballroom D-L*

**Continental Breakfast in the Good Ideas Center**

*Sponsored by Black Mountain Software, Inc., Canarx, Charles Abbott Associates, Inc. (CAA), Clarke, Global Relay, Hilltop Securities, Inc., Inceptus and Pat's Pump & Blower*

7:30 a.m. - 3:45 p.m.

*Floridian Ballroom D-L*

**Good Ideas Center Open**

7:30 a.m. - 5:00 p.m.

*Floridian Ballroom Foyer*

**Registration Desk Open**

8:30 a.m. - 10:30 a.m.

*Bonnet Creek Ballroom X-XII*

**Opening General Session – A Smooth Sea Never Made a Skillful Sailor**

Honor Guard: **Leesburg Police Honor Guard**  
 Pledge of Allegiance: Led by **Micah Maxwell**, President, FCCMA  
 National Anthem: **Terrance Stewart**, City Administrator, City of Arcadia  
 Invocation: **John H. Christian**, Mayor, City of Leesburg  
 Welcome Address: **John H. Christian**, Mayor, City of Leesburg  
 Presentation: Richard G. Simmons Award  
 B. Harold Farmer Scholarship  
 Raymond C. Sittig Scholarship  
 Past Presidents' Scholarship

**Keynote Presentation:**



The future success of today's leaders is inextricably linked to their mastery of change agility. Failure to do so will turn today's legacy into tomorrow's corporate disaster story. In the words of Alvin Toffler, "The illiterate of the 21st

century will not be those who cannot read and write, but rather those who cannot learn, unlearn and relearn." Although anxiety and distress are the common responses to the prospect of change, if left unchecked, they can blind us to the opportunity for growth that change provides. In this session, culture architect **Tony Moore** will outline five foundational principles that, when followed, can serve as an anchor when the waves of change are upon us. Infused with humorous stories and valuable lessons learned through a lifetime of navigating change, this presentation will not only leave you energized, refocused and ready to take on your next challenge but also give practical tools to assist you.

*Addresses ICMA Practice Areas 1-Personal and Professional Integrity, 5-Personal Resiliency and Development and 6-Strategic Leadership*

9:00 a.m. - 10:00 a.m.  
*Floridian Ballroom C*  
**Exhibitor and Sponsor Session**  
*Hosted by Business Watch*

All sponsors and exhibitors are invited to attend a special educational session. Business Watch helps serve the unique needs of government contractors through education on Florida issues.

*Conference attendees will be in session, so you won't miss any quality booth time.*

9:00 a.m. - 5:00 p.m.  
*Duval (Lower Level)*  
**Resume Review Appointments**

**Dele Lowman Smith** with GovHR will be available to meet one-on-one with attendees to discuss their resumes and the current job market. If you have not already signed up for an appointment, please check at the FCCMA registration desk for availability.

9:00 a.m. - 5:00 p.m.  
*Virtual Only*

**Financial Review Appointments with ICMA-RC**

**Mark Huston** and **Hortensia Perez** with ICMA-RC will be available to conduct financial planning consultations. If you have not already signed up for an appointment, please email [mhuston@icmarc.org](mailto:mhuston@icmarc.org) or [hperez@icmarc.org](mailto:hperez@icmarc.org) to inquire about availability.

10:30 a.m. - 11:00 a.m.  
*Floridian Ballroom D-L*

**Refreshment Break in the Good Ideas Center**

*Sponsored by ArchiveSocial, Asphalt Paving Systems, Inc., BuyBoard, GFL Environmental, Granicus, Haskell, Library Systems & Services and PSD Citywide*

11:00 a.m. - 12:15 p.m.  
*Floridian Ballroom C*

**So You Have a Strategic Plan in Place: Now What?**

Local government strategic planning has caught on in the past decade, but is it more than a buzzword or performative activity? In this session, you'll hear from several communities on how they've put their strategic plans in action, generating a return on investment for their respective communities. Kick your strategic plan into high gear with meaningful performance measures, target-specific business plans or real-time performance dashboards to demonstrate value and provide the transparency that many of your stakeholders are seeking.

Speakers: **Catherine Givens**, Assistant City Manager, City of Coral Springs; **Reese Goad**, City Manager, City of Tallahassee; and **David Mitchell**, Ph.D., Assistant Professor, School of Public Administration, University of Central Florida

*Addresses ICMA Practice Areas 4-Staff Effectiveness, 5-Personal Resiliency and Development, 6-Strategic Leadership, 7-Strategic Planning and 8-Policy Facilitation and Implementation*

11:00 a.m. - 12:15 p.m.  
*Floridian Ballroom B*

**How the "New Normal" Affects the Configuration of our Central Business Districts**

As a result of COVID-19, the way people work, live and play has significantly changed. As we consider future planning initiatives, we need to consider how this "new normal" impacts retail, transportation, entertainment and real estate

and how that will affect our traditional downtowns and their appeal as a destination to live, work and entertain.

Speakers: **Whit Blanton**, Executive Director, Forward Pinellas and President-Elect, Florida Chapter of the American Planning Association; **Geoffrey Dickinson**, Senior Vice President, SB Friedman Development Advisors; and **Sarah Hannah-Spurlock**, Nighttime Economy Manager, City of Fort Lauderdale

*Addresses ICMA Practice Areas 5-Personal Resiliency and Development, 6-Strategic Leadership, 8-Policy Facilitation and Implementation and 10-Service Delivery*

11:00 a.m. - 12:15 p.m.

*Floridian Ballroom A*

### **Developing a Regional Business Case for Coastal Resilience**

The costs of a changing climate are expected to be significant, yet the costs of failing to act are expected to be far greater. Understanding the economic impact of sea level rise, flooding and investments in adaptation and resilience are essential to developing a business case for pre-emptive action. This project represents a collaborative public-private partnership to highlight regional interdependencies and associated costs and benefits from adaptation and resilience investments.

Speakers: **Anne deBoer**, Associate Director, Sustainable Economics Lead, AECOM Technical Services, Inc.; and **Jennifer Jurado**, Chief Resilience Officer and Deputy Director, Environmental Protection and Growth Management Department, Broward County

*Addresses ICMA Practice Areas 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery and 12-Financial Management and Budgeting*

12:15 p.m. - 1:45 p.m.

*Floridian Ballroom D-L*

### **Buffet Luncheon in the Good Ideas Center**

*Sponsored by Ballator Insurance Group, BELFOR Property Restoration, CivicEngage, Florida PRIME, Florida Resiliency Energy District (PACE), Hunt/Amber Infrastructure, Johnson Controls International, Off Duty Management, ProParks Attractions Group, U.S. Water Services Corporation and VC3*

Join fellow participants and exhibitors in the Good Ideas Center for networking opportunities and a great lunch. This is included in your registration fee.

12:15 p.m. - 1:45 p.m.

*Hamilton/Indian River (Lower Level)*

### **Board of Directors Meeting**

2:00 p.m. - 3:15 p.m.

*Floridian Ballroom C*

### **Negotiation and Persuasion Skills**

Some city and county managers move up in their careers because of the technical skills they've learned and applied along the way as they increase their levels of responsibility. What many may not realize when they take the top seat in their organization is the need to have executive-level negotiation and persuasion skills. Whether negotiating a large procurement contract or attempting to persuade elected officials to support a critical project, your soft skills are regularly put to the test. This session will focus on best practices and lessons learned from current and former managers on how to achieve win-win scenarios for your organization and elected officials.

Speakers: **Russ Blackburn**, City Manager, City of Port St. Lucie; **Jorge M. Gonzalez**, Village Manager, Bal Harbour Village; and **Daniel A. Kleman**, Past President and Senior Advisor, Florida City & County Management Association

*Addresses ICMA Practice Areas 4-Staff Effectiveness, 5-Personal Resiliency and Development, 6-Strategic Leadership, 8-Policy Facilitation and Implementation and 14-Communication and Information Sharing*

2:00 p.m. - 3:15 p.m.

*Floridian Ballroom B*

### **Partnering to Improve the Educational Systems in Our Communities**

Public education (K-12) is one of the most important services provided at the local level, yet it is primarily deemed the responsibility of the county school board. Many Florida jurisdictions have concerns regarding education but don't understand what they can do to positively impact this service. This session will provide an overview of how public education systems affect our communities and their ability to attract quality businesses. It will explain why and how businesses, municipalities and school boards need to work together to advocate for public education and the benefits of this collaborative "business action team" model.

Speakers: **Ron Drew**, Executive Vice President, Greater Fort Lauderdale Alliance; **Eric Hall**, Ed.D., Chancellor for Innovation, Florida Department of Education; and **Maria Vazquez**, Ph.D., Deputy Superintendent, Orange County Public Schools

*Addresses ICMA Practice Areas 2-Community Engagement, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 10-Service Delivery and 14-Communication and Information Sharing*

2:00 p.m. - 3:15 p.m.

Floridian Ballroom A

### **How Public-Private Partnerships Can Turbo-Charge Economic Development**

Learn how to use public-private partnerships to fortify your economic development efforts. In this case study, our presenters will show how the ability to deliver on promised incentives and utility services was key to winning a \$125 million economic development deal for the City of Groveland that will produce up to 400 new jobs with an average salary of \$52,000 this year.

Speakers: **Glenn Burden**, Area Manager and Senior Principal, Woodard & Curran; **Tracy Garcia**, Director, Agency for Economic Prosperity, Elevate Lake; and **Duane "Mike" Smith**, Vice Mayor, City of Groveland

*Addresses ICMA Practice Areas 4-Staff Effectiveness, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, and 10-Service Delivery*

3:15 p.m. - 3:45 p.m.

Floridian Ballroom D-L

### **Refreshment Break in the Good Ideas Center**

3:45 p.m. - 5:00 p.m.

Floridian Ballroom C

### **The Immigration Conversation**

Although the issue of immigration policy is primarily a federal one, the topic of immigration has a significant impact on our communities. Giving consideration to changing politics in Washington, D.C., this session will look at the current effects of immigration policy on local government. It will include a roundtable discussion of the challenges and opportunities created by these policies such as their impact on public safety, the local labor force, social services, schools and educational needs, housing, homelessness and many services provided by local governments.

Speakers: **Alexis Davis**, Policy Analyst and CBPP State Policy Fellow, Florida Policy Institute; **Santra Denis**, MPH, Executive Director, Miami Workers Center; **Josefina DeVito**, Immigration and Refugee Program Director, Florida Conference of Catholic Bishops; and **Antonio Tovar**, Principal Investigator for Research Projects, Farmworker Association of Florida

*Addresses ICMA Practice Areas 2-Community Engagement, 3-Equity and Inclusion, 4-Staff Effectiveness, 6-Strategic Leadership, 8-Policy Facilitation and Implementation and 9-Community and Resident Service*

3:45 p.m. - 5:00 p.m.

Floridian Ballroom B

### **Long-Term Impacts of a \$15 Minimum Wage on Local Government Operations**

Florida voters have spoken, and Amendment 2 has passed. There has been plenty of discussion about how this will affect the private sector, but what about the public sector – especially our rural cities and counties? This panel discussion will focus on the questions you need to be asking in order to prepare your government for the coming effects on your payroll.

Speakers: **Douglas G. Baber**, Human Resources & Risk Management Director, St. Lucie County; **Ed Cook**, City Manager, City of Callaway; and **Hector Flores**, County Administrator, Charlotte County

*Addresses ICMA Practice Areas 4-Staff Effectiveness, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery, 12-Financial Management and Budgeting and 13-Human Resources Management and Workforce Engagement*

3:45 p.m. - 5:00 p.m.

Floridian Ballroom A

### **From Crisis to Recovery: Using AI to Better Understand Your Community**

COVID-19 and the long-anticipated recovery process require cities and counties to be more attentive to their communities' needs and concerns than ever before. Learn how cities and counties from across the state use AI technology as an essential enabler for connecting to their residents, quantifying sentiment and opinions on key issues and adapting policies and services around the various challenges they face.

Speakers: **Jonathan Buchen**, Customer Success Manager, Zencity; **Michael C. Cernech**, City Manager, City of Tamarac; **Lee R. Feldman**, City Manager, City of Gainesville; and **Jonathan R. Lewis**, County Administrator, Sarasota County

*Addresses ICMA Practice Areas 2-Community Engagement, 4-Staff Effectiveness, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery, 12-Financial Management and Budgeting, 13-Human Resources Management and Workforce Engagement and 14-Communication and Information Sharing*

5:30 p.m. - 6:15 p.m.

Bonnet Creek Ballroom X-XII

### **Celebrating Professional Management – FCCMA's 2021 Awards Presentation**

Be sure to join your colleagues for this special event to recognize FCCMA's 2021 award winners.

## THURSDAY – JUNE 3, 2021 – CONTINUED

6:30 p.m. – 8:30 p.m.

### **BBQ Dinner at Kissimmee City Hall**

Come enjoy Big John's Rockin' BBQ at Kissimmee City Hall, including a demonstration of the city's innovative underground refuse system. The tour, dinner and transportation are all included in your registration.

*Buses will load starting at 6:15 p.m. outside the hotel's front entrance.*

9:00 p.m. – 11:00 p.m.

*Floridian Ballroom Foyer*

### **Dessert Reception**

*Sponsored by AshBritt, Inc., National Water Main Cleaning Company and Public Risk Insurance Advisors (PRIA)*

Join your colleagues for a late-night reception featuring mouthwatering desserts and great conversation. This is an event you don't want to miss!

## FRIDAY – JUNE 4, 2021

7:30 a.m. – 4:30 p.m.

*Floridian Ballroom Foyer*

### **Registration Desk Open**

7:45 a.m. – 8:45 a.m.

*Floridian Ballroom Foyer*

### **Continental Breakfast**

7:45 a.m. – 8:45 a.m.

*Citrus/Collier (Lower Level)*

### **Inspirational Breakfast – Learning to Dance with a Limp After Life Trips You Up**

*Separate Fee – \$35.00*

How does an individual "step forward" after experiencing four major life stressors at almost the same time? FCCMA Past President and Senior Advisor, **Pamela Brangaccio**, has faced the terminal illness and death of a life partner during a hurricane, the end of a 40-year local government career, a major physical injury resulting in learning to walk again and the sale of a family home and a move on the first day of the COVID-19 national lockdown. Through human generosity and the support of family and friends, she made it!

*Addresses ICMA Practice Areas 1-Personal and Professional Integrity; and 5-Personal Resiliency and Development*

9:00 a.m. – 10:15 a.m.

*Bonnet Creek Ballroom X-XII*

### **General Session – Leadership for the Future**



**Jan Tighe**, retired Vice Admiral with the U.S. Navy, will share some of the leadership principles she learned throughout her career. Retiring from the Navy in 2018, her last assignment was as the Deputy Chief of Naval Operations for Information Warfare and as

the 66th Director of Naval Intelligence. Previously, she served as the Commander of U.S. Fleet Cyber Command and U.S. 10th Fleet, where she was the first woman to command a numbered fleet. A career cryptologist, she served around the globe in leadership positions for both the Navy and the National Security Agency, specializing in signals intelligence and cyber operations. She earned Naval Aviation Observer Wings and supported Operation DESERT STORM in the EP-3E aircraft. She is a 1984 graduate of the U.S. Naval Academy and has a doctorate in Electrical Engineering and Master of Science in Applied Mathematics from the Naval Postgraduate School in Monterey, CA. She currently serves on the Board of Directors for Goldman Sachs, the Huntsman Corporation, Progressive Insurance and IronNet Cybersecurity, and serves as a Trustee for the MITRE Corporation.

*Addresses ICMA Practice Areas 1-Personal and Professional Integrity, 5-Personal Resiliency and Development and 6-Strategic Leadership*

9:00 a.m. – 5:00 p.m.

*Duval (Lower Level)*

### **Resume Review Appointments**

**Douglas B. Thomas** with Strategic Government Resources will be available to meet one-on-one with attendees to discuss their resumes and the current job market. If you have not already signed up for an appointment, please check at the FCCMA registration desk for availability.

10:15 a.m. – 10:30 a.m.

*Floridian Ballroom Foyer*

### **Refreshment Break**

10:30 a.m. – 11:45 a.m.

*Floridian Ballroom C*

### **Increasing Confidence and Pride in Local Government**

A perilous problem confronting local government is the public's loss of trust in public and private institutions. Currently, most public and private institutions are not viewed with a high degree of trust by the American public, but local government is an outlier to this trend. For decades, local government has received over 70% approval by American citizens. And, on an individual level, 70% of the American public express trust in the management approach used by Anthony Fauci, M.D., during the COVID-19 pandemic. This presentation and subsequent panel discussion will review the characteristics common to local government and found in the management technique utilized by Fauci. These characteristics will



be presented as a model that leaders of local government can follow to build and maintain trust.

Speaker: **Michael L. Abels**, Retired City Manager, DeLand, FL

*Addresses ICMA Practice Areas 1-Personal and Professional Integrity 5-Personal Resiliency and Development and 8-Policy Facilitation and Implementation*

10:30 a.m. - 11:45 a.m.

*Floridian Ballroom B*

### **In a Post-COVID World, the Nature of Your Place Matters**

Quality of place is the new currency for competitive communities – and their brands must convey it. Placemaking has grown as COVID-19 encouraged healthier, nature-based activity. Waterways, trail systems and even productivity of the land speak to a community's unique character and serve as attractors for talent, tourism and economic development. In this presentation, Johnson City, TN will demonstrate the power of placemaking and marketing a community's natural assets to capture its distinct essence and story.

Speakers: **Patrick Golden**, Executive Creative Director, North Star Place Branding + Marketing; and **Keisha Shoun**, Director of Communications and Marketing, Johnson City, TN

*Addresses ICMA Practice Areas 2-Community Engagement, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery and 14-Communication and Information Sharing*

10:30 a.m. - 11:45 a.m.

*Floridian Ballroom A*

### **Post-Disaster Recovery: Are You Ready?**

Disasters are a part of life in Florida. It is not *if*, but *when* the next disaster occurs. Local governments need to be prepared for their next disaster to be fully eligible for any federal disaster assistance. Failure to follow proper protocols may result in non-eligibility or de-obligation of funding. Large disasters can strain budgets, and failure to follow proper guidelines could result in long-term budget issues. This session will focus on pre-disaster contracts, mutual aid agreements, procurement of services, insurance management and FEMA myths.

Speakers: **Ed Cook**, City Manager, City of Callaway; **Taylor Matheny**, Director of Operations, SynergyNDS; **Mark McQueen**, City Manager, City of Panama City; **Matt Mooneyham**, Regional Program Manager, Tetra Tech; and **Michael J. Morrill**, Account Executive, Florida League of Cities

*Addresses ICMA Practice Areas 4-Staff Effectiveness, 5-Personal Resiliency and Development, 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and*

*Resident Service, 10-Service Delivery, 12-Financial Management and Budgeting and 13-Human Resources Management and Workforce Engagement*

12:00 p.m. - 1:30 p.m.

*Bonnet Creek Ballroom X-XII*

### **Annual Business Luncheon**

*Sponsored by American Structurepoint, Florida Development Finance Corporation, InterDev, Key Benefit Concepts, Management Partners, Inc., Mauldin & Jenkins, The Southern Group of Florida, Inc., Strategic Government Resources, Inc. (SGR), Telephone Town Hall Meeting and Trane Technologies, Inc.*

1:45 p.m. - 3:00 p.m.

*Floridian Ballroom C*

### **Steering from the Back Seat: Building Consensus Among a Fractious Commission**

As administrators, we often have to deal with the aftermath of bloody election seasons, commissioners who publicly oppose each other or other situations in which there is uncivilized discourse on the dais. This reflects negatively on the government and hinders the administrator's ability to move the commission, staff and initiatives forward. This session will focus on how the manager advocates for policy, develops consensus, leads the organization and motivates staff in this environment and other steps to handle this environment.

Speakers: **Jonathan E. Evans**, City Manager, City of Riviera Beach; **Joyce A. Shanahan**, City Manager, City of Ormond Beach; and **Howard N. Tipton**, County Administrator, St. Lucie County

*Addresses ICMA Practice Areas 1-Personal and Professional Integrity, 5-Personal Resiliency and Development, 6-Strategic Leadership, 8-Policy Facilitation and Implementation and 14-Communication and Information Sharing*

1:45 p.m. - 3:00 p.m.

*Floridian Ballroom B*

### **Balanced Growth-Making Infrastructure Investments to Support Development**

Infrastructure investments are an important tool that local governments can use to support areas of their community in need of economic development. But how can local governments balance the need for development while maintaining the unique characteristics of existing neighborhoods or communities? Join in the discussion and hear case studies of how strategic investments can facilitate growth and revitalization while also balancing the desire to preserve the character of the locale being served.

Speakers: **Cynthia S. Barber**, Deputy City Manager, City of Tallahassee; and **Eddy Moratin**, President, LIFT Orlando

FRIDAY – JUNE 4, 2021 – CONTINUED

*Addresses ICMA Practice Areas 6-Strategic Leadership, 8-Policy Facilitation and Implementation, 9-Community and Resident Service, 10-Service Delivery and 12-Financial Management and Budgeting*

3:00 p.m. - 3:15 p.m.  
*Floridian Ballroom Foyer*

**Refreshment Break**

3:15 p.m. - 4:30 p.m.  
*Bonnet Creek Ballroom X-XII*

**FCCMA's Annual Journeys Session: Challenging Our Paradigms**

The annual Journeys conversation is designed to inspire and challenge our thinking as local government managers and potential managers. In the past, this session has brought together managers for a personal reflection on how their careers developed, who their mentors were and where they receive inspiration in tough times. This past year has challenged our skills as community builders and brought to light disparity in our country, communities and organizations. Whether it be systemic racial injustice, gender inequality or even political differences, we have been reminded of the challenges that stem from unconscious bias toward others. This year's session is meant to provide a self-reflection of alternative perspectives. Through a series of provocations, we hope to challenge attendees' thinking about traditional norms so that we can embrace change and a future that is more inclusive of our communities' interests.

Speakers: **Sarah Hannah-Spurlock**, Nighttime Economy Manager, City of Fort Lauderdale; **Tracy Miller**, Manager of Strategy Development, Sarasota County; and **Jill Silverboard**, Deputy County Administrator, Pinellas County

*Addresses ICMA Practice Areas 3-Equity and Inclusion and 5-Personal Resiliency and Development*

4:30 p.m. - 5:30 p.m.  
*Manatee (Lower Level)*

**Spouses Gathering**

Join other spouses and partners for an informal get-together to share advice, war stories and common interests.

6:30 p.m. - 9:30 p.m.

*Bonnet Creek Ballroom IV-IX*

**Friday Night Social – Dueling Pianos**

*Sponsored by DRC Emergency Services, LLC & SLSCO, Ltd., ENGIE North America, FORTA, Government Services Group, Inc., ICMA-RC and Ygrene Energy Fund*

Conference is almost over, and now it's time to join your colleagues for an evening of great food and entertainment. Dueling Pianos performed by Fun Pianos! is the entertainment, and they have promised an outstanding two-hour interactive show perfect for all audiences. There will be a buffet dinner to start the evening, followed by the show. This is an event for the entire family, **but everyone who attends MUST be registered.** Be sure to register your children if you will be bringing them with you.

**SATURDAY – JUNE 5, 2021**

8:00 a.m. - 9:45 a.m.

*Bonnet Creek Ballroom X-XII*

**Closing Breakfast – BrainSHIFT: 3 Mindful Steps to Break the Stress-Success Cycle**



How often do you have: Difficulty focusing at work? Racing thoughts before bed? Feelings of stress or anxiety, ending up with too many visits to the doctor with no real answers? It's time to get to the core of the issue and break the stress-success cycle. **Romie Mushtaq**, M.D., blends medicine and wellness into her "3 Mindful Steps" and will truly shift your personal and professional lives. In this interactive program you will identify your current stress level and learn to immediately implement three basic steps to lead with calm, decision and precision.

*Addresses ICMA Practice Area 5-Personal Resiliency and Development*

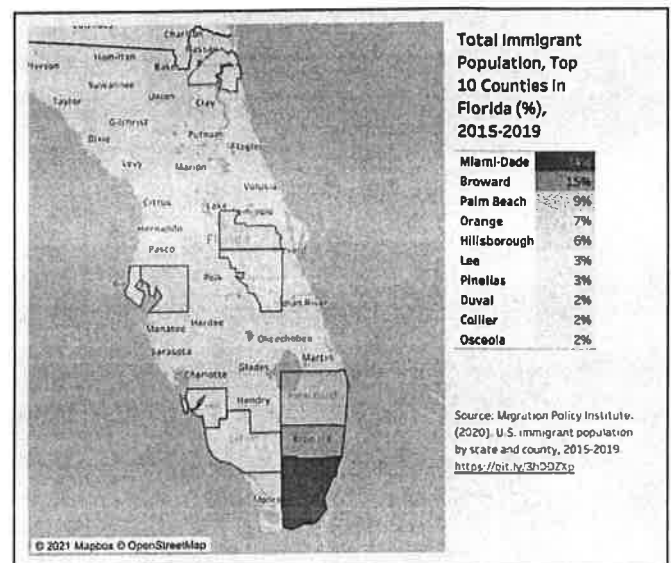
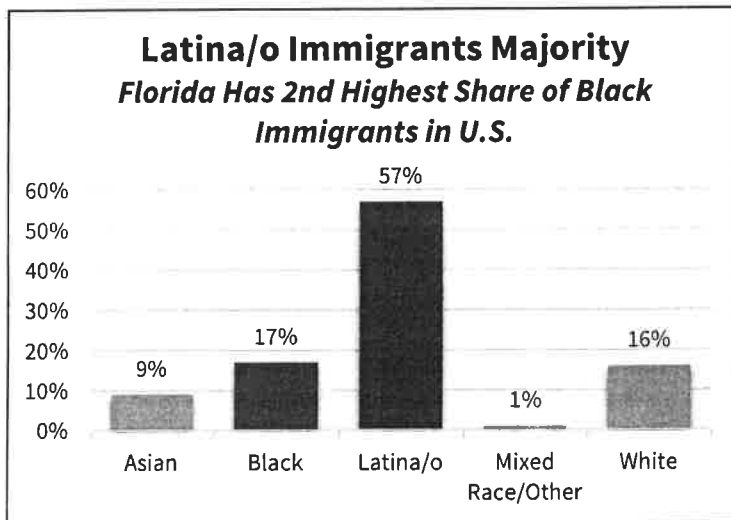
# Facts on Florida's Immigrants

FCCMA Conference Panel: "The Immigration Conversation"  
June 3, 2021

## Overview

- ▶ 4.3M immigrants live in Florida, more than 1 in 5 Floridians<sup>1</sup>
- ▶ 56% are naturalized citizens (vs. 50% of immigrants in U.S. overall)
- ▶ More than half of Florida immigrants have been here 20+ years; 77% 10+ years
- ▶ 81% speak a language other than English at home, though majority speak English "very well"<sup>2</sup>
- ▶ Top 5 countries of origin<sup>3</sup>: Cuba (23%), Haiti (8%), Colombia (6%), Mexico (6%), and Jamaica (5%)
- ▶ **Florida immigrants by race/ethnicity:**

## Immigrant-dense counties in Florida:



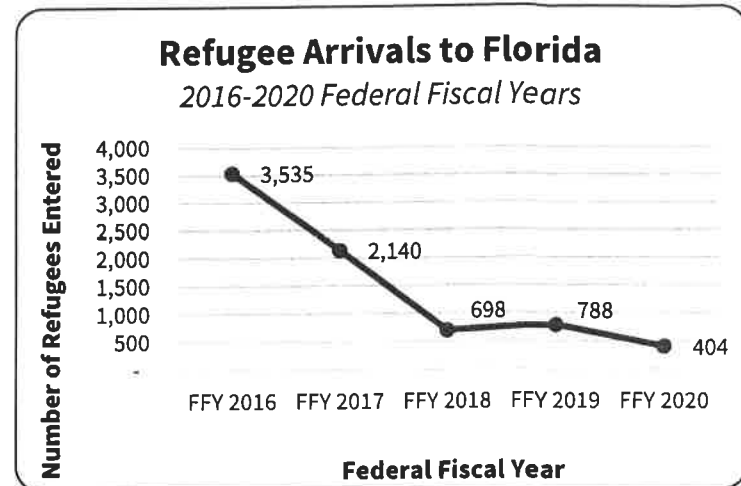
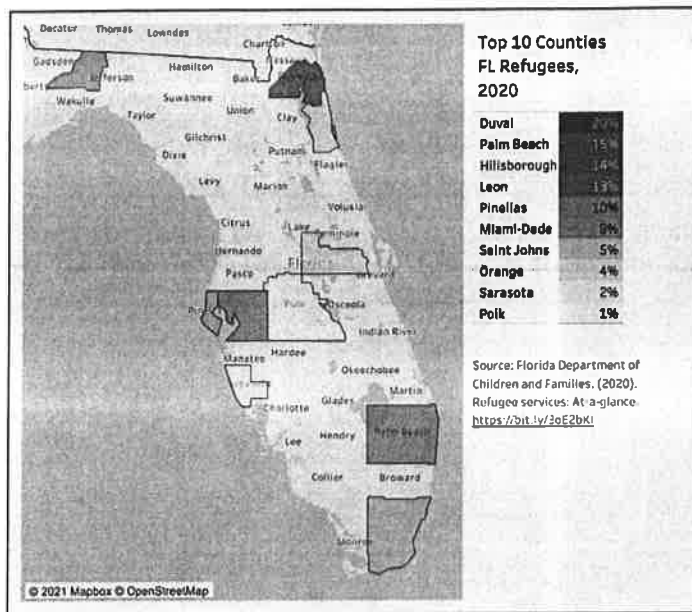
SOURCES: United States Census Bureau. (2019). *American Community Survey 5-year estimates: Selected characteristics of the foreign-born population by period of entry into the United States*. <https://bit.ly/3v1ixPK>; Davis, A. P. (2020). *Spotlight on Florida's Black immigrants*. Florida Policy Institute. <https://bit.ly/3u5w6wf>

## Contributions

- ▶ Florida's undocumented immigrants contribute nearly \$600M annually in state and local taxes.<sup>4</sup> \$78M is from Deferred Action for Childhood Arrival (DACA) recipients.<sup>5</sup>
- ▶ Immigrants made up 28% of the 2M "essential" workers in Florida amid COVID-19.<sup>6</sup>
- ▶ Agriculture is one of Florida's key industries, generating \$7B+ in state revenue annually.<sup>7</sup> Undocumented (im)migrants are overrepresented in farm work.
  - Vulnerable to exploitation (e.g., wage theft, human trafficking, heat stress, pesticide exposure)<sup>8</sup>
  - 150k-200k annual migrant and seasonal farmworkers in Florida<sup>9</sup>
  - Annual income averages \$7k<sup>10</sup>

## Population of Note: Refugees

- ▶ Number of refugees resettled in Florida since 2016 drastically reduced<sup>11</sup>
- ▶ Number entering expected to increase under new federal administration



SOURCE: Florida Department of Children and Families. (2020). *Refugee services: At-a-glance*. <https://bit.ly/3oE2bKI>

Note: DCF uses the federal fiscal year (FFY), October 1-September 30.

## Immigration Glossary<sup>12</sup>

- ▶ **Asylee:** Person in or entering U.S. who is unable or unwilling to return to nation of origin, due to credible fear of persecution on basis of religion, nationality, or social or political group membership; some also refugees
- ▶ **DACA recipient:** Undocumented immigrant eligible for Deferred Action for Childhood Arrival program, granting temporary status and privileges to those brought here before age of 16 (who meet other requirements)
- ▶ **Green card/permanent resident card:** Identification for immigrants who are legal permanent residents
- ▶ **Immigrant:** Person who leaves nation of origin to settle into a new country
- ▶ **Migrant:** Person moving within or across borders, usually for economic reasons/work (e.g., farmworkers); *seasonal workers* are those in temporary farm work who do not move from permanent residence<sup>13</sup>
- ▶ **Refugee:** Person entering U.S. who is unable or unwilling to return to nation of origin, due to ongoing war, violence, or persecution
- ▶ **TPS recipient:** Temporary protected status of 6-18 months for immigrants already in the U.S., based on nations the Dept. of Homeland Security designates as unsafe due to armed conflict, disaster, or similar
- ▶ **Undocumented:** Anyone residing in U.S. without legal, valid documentation to do so

# How County & City Managers Can Include Immigrants

- ▶ Become a *Welcoming City*—Inclusive local government responses for immigrants' social and economic prosperity (e.g., financing/entrepreneurship programs, culturally-appropriate services, information hubs).<sup>14</sup>
  - Alachua and Miami-Dade Counties part of national Welcoming Cities Network<sup>15</sup>
- ▶ Spread awareness of services and programs available, regardless of immigration status. Examples:
  - *Housing*: Community Development Block Grant funding for emergency housing/rental assistance
  - *Health*: COVID-19 vaccine,<sup>16</sup> emergency Medicaid (FL residents must meet Medicaid eligibility guidelines except immigration status), community health centers (treatment, primary care)
  - *Food*: Pandemic Electronic Benefits Transfer (P-EBT), home-delivered meals, WIC nutrition<sup>17</sup>
- ▶ Make outreach and application processes more culturally competent.
  - Via multiple methods—website, social media, traditional means for those without steady internet (phone, mail, in-person)
  - Available in local residents' native languages (i.e., Spanish, Creole); offer translation and interpretation services for local short- and long-term programs
- ▶ Refamiliarize yourself with preemption laws and home rule cities to maximize local-level interventions.<sup>18</sup>

<sup>1</sup> United States Census Bureau. (2019). *American Community Survey 5-year estimates: Selected characteristics of the native and foreign-born populations*. <https://bit.ly/3u0csBR>

<sup>2</sup> United States Census Bureau. (2019). *American Community Survey 5-year estimates: Selected characteristics of the foreign-born population by period of entry into the United States*. <https://bit.ly/3v1ixPK>

<sup>3</sup> United States Census Bureau. (2019). *American Community Survey 5-year estimates: Place of birth for the foreign-born population in the United States*. <https://bit.ly/3v1Y7pL>

<sup>4</sup> Gee, L. C., Gardner, M., Hill, M. E., & Wiehe, M (2017). *Undocumented immigrants' state and local tax contributions*. Institute on Taxation and Economic Policy. <https://bit.ly/2RnXWXx>

<sup>5</sup> Wiehe, M., & Hill, M. (2018). *State & local tax contributions of young undocumented immigrants*. Institute on Taxation and Economic Policy. <https://bit.ly/3eYHeH5>

Davis, A. P. (2020). *Florida's 2 million essential workers: 5 stark realities and 5 policy solutions*. Florida Policy Institute. <https://bit.ly/340fZFU>

<sup>7</sup> University of Arkansas, Division of Agriculture Research & Extension. (2021). *Economic impact of agriculture: Florida*. <https://economic-impact-of-ag.uark.edu/florida/>

<sup>8</sup> Farmworkers Association of Florida. (2021). *Farmworkers health and safety*. <http://www.fwhealthandsafety.org/>

<sup>9</sup> Florida Department of Health. (2021). *Migrant farmworker housing*. <https://bit.ly/3fyZiqj>

<sup>10</sup> United States Department of Housing and Urban Development. (2021). *Common questions about migrant/farmworkers*. <https://www.hud.gov/states/florida/working/farmworker/commonquestions>

<sup>11</sup> Florida Department of Children and Families. (2020). *Refugee services: At-a-glance*. <https://bit.ly/3oE2bKI>

<sup>12</sup> Immigrants Rising. (2020). *Glossary of common legal terms*. <https://bit.ly/3wkNmPJ>

<sup>13</sup> Migrant Clinicians Network. (2017). *The migrant/seasonal farmworker*. <https://bit.ly/3fvtmDm>

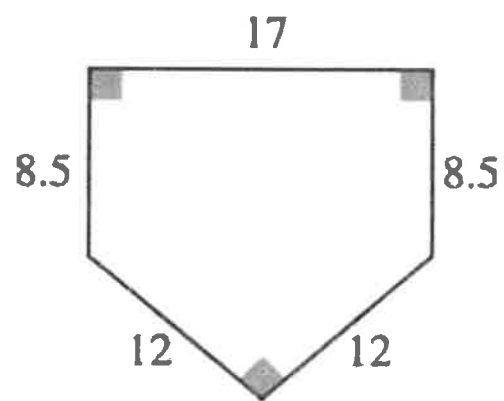
<sup>14</sup> Huang, X., & Liu, C. Y. (2018). Welcoming cities: Immigration policy at the local government level. *Urban Affairs Review*, 54(1), 3-32. <https://doi.org/10.1177/1078087416678999>

<sup>15</sup> Welcoming America. (2021). *Welcoming network directory*. <https://bit.ly/2SjclnF>

<sup>16</sup> Sullivan, J. (2021). *States can reduce barriers to COVID-19 vaccines and treatment, especially for immigrants*. Center on Budget and Policy Priorities. <https://bit.ly/3ywVQgP>

<sup>17</sup> Protecting Immigrant Families. (2021). *Immigrant eligibility for public programs during COVID-19*. <https://bit.ly/3u9QmwL>

<sup>18</sup> Local Solutions Support Center. (2020). *Overview of local authority & preemption for advocates in Florida*. <https://bit.ly/3vbGJPs>



I promised myself years ago, every time I saw this I would re-post. Happens about twice a year. Rings true EVERY.SINGLE.TIME.... Here goes!!!

Most people won't take the time to read this all the way to the end. I hope that you will.  
17 INCHES" - you will not regret reading this

An excellent article to read from beginning to end.

Twenty years ago, in Nashville, Tennessee, during the first week of January, 1996, more than 4,000 baseball coaches descended upon the Opryland Hotel for the 52nd annual ABCA's convention.

While I waited in line to register with the hotel staff, I heard other more veteran coaches rumbling about the lineup of speakers scheduled to present during the weekend. One name kept resurfacing, always with the same sentiment — "John Scolinos is here? Oh, man, worth every penny of my airfare."

Who is John Scolinos, I wondered. No matter; I was just happy to be there.

In 1996, Coach Scolinos was 78 years old and five years retired from a college coaching career that began in 1948. He shuffled to the stage to an impressive standing ovation, wearing dark polyester pants, a light blue shirt, and a string around his neck from which home plate hung — a full-sized, stark-white home plate.

Seriously, I wondered, who is this guy?

After speaking for twenty-five minutes, not once mentioning the prop hanging around his neck, Coach Scolinos appeared to notice the snickering among some of the coaches. Even those who knew Coach Scolinos had to wonder exactly where he was going with this, or if he had simply forgotten about home plate since he'd gotten on stage. Then, finally ...

"You're probably all wondering why I'm wearing home plate around my neck," he said, his voice growing irascible. I laughed along with the others, acknowledging the possibility. "I may be old, but I'm not crazy. The reason I stand before you today is to share with you baseball people what I've learned in my life, what I've learned about home plate in my 78 years."

Several hands went up when Scolinos asked how many Little League coaches were in the room. "Do you know how wide home plate is in Little League?"

After a pause, someone offered, "Seventeen inches?", more of a question than answer.

"That's right," he said. "How about in Babe Ruth's day? Any Babe Ruth coaches in the house?" Another long pause.

"Seventeen inches?" a guess from another reluctant coach.

"That's right," said Scolinos. "Now, how many high school coaches do we have in the room?" Hundreds of hands shot up, as the pattern began to appear. "How wide is home plate in high school baseball?"

"Seventeen inches," they said, sounding more confident.

"You're right!" Scolinos barked. "And you college coaches, how wide is home plate in college?"

"Seventeen inches!" we said, in unison.

"Any Minor League coaches here? How wide is home plate in pro ball?" ..... "Seventeen inches!"

"RIGHT! And in the Major Leagues, how wide home plate is in the Major Leagues?"

"Seventeen inches!"

"SEV-EN-TEEN INCHES!" he confirmed, his voice bellowing off the walls. "And what do they do with a Big League pitcher who can't throw the ball over seventeen inches?" Pause. "They send him to Pocatello !" he hollered, drawing raucous laughter. "What they don't do is this: they don't say, 'Ah, that's okay, Jimmy. If you can't hit a seventeen-inch target? We'll make it eighteen inches or nineteen inches. We'll make it twenty inches so you have a better chance of hitting it. If you can't hit that, let us know so we can make it wider still, say twenty-five inches.'"

Pause. "Coaches... what do we do when your best player shows up late to practice? or when our team rules forbid facial hair and a guy shows up unshaven? What if he gets caught drinking? Do we hold him accountable? Or do we change the rules to fit him? Do we widen home plate? "

The chuckles gradually faded as four thousand coaches grew quiet, the fog lifting as the old coach's message began to unfold. He turned the plate toward himself and, using a Sharpie, began to draw something. When he turned it toward the crowd, point up, a house was revealed, complete with a freshly drawn door and two windows. "This is the problem in our homes today. With our marriages, with the way we parent our kids. With our discipline.

We don't teach accountability to our kids, and there is no consequence for failing to meet standards. We just widen the plate!"

Pause. Then, to the point at the top of the house he added a small American flag. "This is the problem in our schools today. The quality of our education is going downhill fast and teachers have been stripped of the tools they need to be successful, and to educate and discipline our young people. We are allowing others to widen home plate! Where is that getting us?"

Silence. He replaced the flag with a Cross. "And this is the problem in the Church, where powerful people in positions of authority have taken advantage of young children, only to have such an atrocity swept under the rug for years. Our church leaders are widening home plate for themselves! And we allow it."

"And the same is true with our government. Our so-called representatives make rules for us that don't apply to themselves. They take bribes from lobbyists and foreign countries. They no longer serve us. And we allow them to widen home plate! We see our country falling into a dark abyss while we just watch."

I was amazed. At a baseball convention where I expected to learn something about curve balls and bunting and how to run better practices, I had learned something far more valuable.

From an old man with home plate strung around his neck, I had learned something about life, about myself, about my own weaknesses and about my responsibilities as a leader. I had to hold myself and others accountable to that which I knew to be right, lest our families, our faith, and our society continue down an undesirable path.

"If I am lucky," Coach Scolinos concluded, "you will remember one thing from this old coach today. It is this: "If we fail to hold ourselves to a higher standard, a standard of what we know to be right; if we fail to hold our spouses and our children to the same standards, if we are unwilling or unable to provide a consequence when they do not meet the standard; and if our schools & churches & our government fail to hold themselves accountable to those they serve, there is but one thing to look forward to ..."

With that, he held home plate in front of his chest, turned it around, and revealed its dark black backside, "...We have dark days ahead!."

Note: Coach Scolinos died in 2009 at the age of 91, but not before touching the lives of hundreds of players and coaches, including mine. Meeting him at my first ABCA convention kept me returning year after year, looking for similar wisdom and inspiration from other coaches. He is the best clinic speaker the ABCA has ever known because he was so much more than a baseball coach.



His message was clear: "Coaches, keep your players—no matter how good they are—your own children, your churches, your government, and most of all, keep yourself at seventeen inches."

And this my friends is what our country has become and what is wrong with it today, and now go out there and fix it!

"Don't widen the plate."

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