



Annual Conference A

[Home](#) / [Annual Conference Agenda](#) [Member Login](#)

Conference Agenda

Wednesday – May 28, 2025

7:30 a.m. – 7:00 p.m.

Registration Desk Open

8:15 a.m. – 1:00 p.m.

Pre-Conference Workshop – So You're Going to Be a City/County Manager

Pre-registration required.

Whether you're at the start of your career or have longtime city or county management ambitions, then you should attend this session! Becoming a city or county manager may be your dream job, or it may be the one you haven't started thinking about yet. What exactly does it take to get there? Career paths for managers vary from private sector professionals to public servants who have always wanted to be managers. In this entertaining and informative session, professionals from throughout Florida will share how they got to the top spot... or just the spot they always wanted. You'll learn how to get the job, adjust to the top spot and prepare for your financial future.

10:00 a.m. – 12:00 p.m.

Board of Directors Meeting

1:00 p.m. – 5:00 p.m.

Pre-Conference Workshop: Ethics Matter

Pre-registration and a separate registration fee of \$75 required.

Join your fellow members for our annual ethics session and discussion, led by attorney Randy Mora. Make plans to join us for an engaging discussion on this important topic and complete your annual ethics requirement, because Ethics Matter!

1:30 p.m. – 3:00 p.m.

FL ICMA Student Chapter Roundtable

A collaborative and discussion-based session focused on ICMA Student Chapters. Open to Students, Mentors, Advisors, or anyone interested in early professional success through ICMA Student Chapters. Hosted by the University of South Florida ICMA Student Chapter. Discussion topics will include updates on ICMA student chapter activity (areas of success and areas that need improvement), conferences, recruitment strategies, scholarships, and an open discussion period. This is a great opportunity to network, learn about the advantages that ICMA Student Chapters bring to professional development for students, and discuss strategies that ICMA Student Chapters can utilize for success that can be used for your home institution.

5:15 p.m. – 5:45 p.m.

Connect, Collaborate and Caffeinate: Speed Networking for Local Management Professionals

Calling ALL GOVERNMENT attendees! If you're new to FCCMA, just new to the conference or would just like to network with members you may not know, join us for this unique networking session. Get to know more people, including our current board members, and learn about the association via a series of speed rounds designed to make the conversation easy and fun.

5:30 p.m. – 7:30 p.m.

Exhibit Hall Open

5:30 p.m. – 7:30 p.m.

President's Welcome Reception in the Exhibit Hall

Thursday – May 29, 2025

7:30 a.m. – 5:00 p.m.

Registration Desk Open

8:00 a.m. – 9:00 a.m.

Continental Breakfast in the Exhibit Hall

8:00 a.m. – 3:45 p.m.

Exhibit Hall Open

9:00 a.m. – 10:45 a.m.

Opening General Session – Leading with Joy: Inspiring Buy-In Through Passion and Purpose

Great leadership isn't just about policies and procedures—it's about inspiring people. When leaders embrace joy in public service, that energy becomes contagious, building trust, engagement, and buy-in from teams and communities. How do great leaders weave enthusiasm and purpose into their leadership and communication, making every message more authentic and impactful? Let's bring the joy back to public service—because when you lead with it, others follow.

10:45 a.m. – 11:15 a.m.

Refreshment Break in the Exhibit Hall

11:15 a.m. – 12:30 p.m.

Mastering the Media: Best Practices for Engaging the Press

Navigating media relations is a critical skill for city and county managers. This panel brings together experts from print, digital, and broadcast journalism to share insights on building productive relationships with the press, managing challenging narratives, and effectively communicating your message. Attendees will gain practical strategies to foster

transparency and enhance public trust through media engagement. Don't miss this opportunity to learn how to turn media interactions into an asset rather than a challenge.

11:15 a.m. – 12:30 p.m.

Best Practices for Negotiating City/County Manager Contracts and Evaluations

This session provides guidance on negotiating your City or County Manager contracts and handling your performance evaluations from elected officials. We'll explore strategies for effectively navigating the evaluation process, as well as key negotiation tactics for crafting contracts that align with both your goals and the needs of the community. Whether you're negotiating a new contract or preparing for an evaluation, this session will offer insights into making the process transparent, fair, and successful.

11:15 a.m. – 12:30 p.m.

Aligning with Florida Cybersecurity Law

Enhance your organization's cybersecurity posture and ensure compliance with Florida's state mandates. We will explore Florida Statute 282.3185, the Local Government Cybersecurity Act and its requirements for counties and municipalities. Discover how the Hillsborough County Tax Collector is leveraging NIST Cybersecurity Framework (CSF) assessments to meet these requirements. Learn about the importance of annual assessments, continuous budget alignment, and monthly autonomous penetration testing in maintaining robust cybersecurity. Gain actionable strategies to enhance your organization's security and ensure compliance with state mandates.

12:30 p.m. – 1:45 p.m.

Buffet Luncheon in the Exhibit Hall

Join fellow participants and exhibitors in the exhibit hall for networking opportunities and a great lunch. The lunch included in your registration fee.

1:00 p.m. – 5:00 p.m.

Resume Review Appointments

FCCMA's experienced Senior Advisors 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.

2:00 p.m. – 3:15 p.m.

AI in Your Toolbox: Boosting Efficiency for Local Government Leaders

As a local government manager, you're juggling a lot. But what if AI could help lighten the load? In this panel session, we'll hear from your colleagues around the state who've already tapped into the power of AI to boost efficiency and streamline operations. Panelists will share real-world examples of how AI is making a difference in their productivity. Plus, we'll share some AI policies from cities and counties to help you navigate the challenges and opportunities AI brings. Think of it as adding a high-powered tool to your managerial toolkit—one that can work 24/7 and never need a coffee break.

2:00 p.m. – 3:15 p.m.

Strategic Planning Reimagined

Outdated tools and methods can derail strategic planning in local government. This session unveils cutting-edge strategies to transform how plans are visualized, managed, and communicated. Through engaging examples from the

City of St. Cloud and the City of Dunedin; attendees will discover ways to enhance efficiency, foster transparency, and deliver meaningful community impact. Step into the future of planning and learn how to navigate today's challenges with confidence and clarity!

2:00 p.m. – 3:15 p.m.

Bridging Gaps to Care

Murrieta, California (a council-manager form of government) was struggling with staggering increases in depression, suicidal ideation, and substance abuse. Healthcare and social services are fragmented and often unavailable, especially for unhoused individuals and underserved communities, causing more than 80% of individuals to give up on accessing care. The result – first responder challenges, strained city infrastructure, and an average cost of \$6,000/untreated serious mental illness. Gain insight into how the city addressed the issues including internal team creation, external partnerships and resident communications.

3:15 p.m. – 3:45 p.m.

Refreshment Break in the Exhibit Hall

3:45 p.m. – 5:00 p.m.

General Session – Future-Proof Yourself: Innovate and Thrive in Times of Uncertainty

Keynote Presentation:

We've all said it: "If only I had _____, then I could do _____." We're convinced that the only thing standing between us and our best work is more money, more time, more resources, more buy-in, a better team, a better boss, a better piece of software... the list goes on. But the truth is, real creative work *thrives* within constraints. True creative work exists in the gap between what you have and what you think you need. After all, if you had everything you needed, you wouldn't need creativity at all. True creativity showed up when the Apollo 13 astronauts had to make square filters fit round tubes. It showed up when a global pandemic made in-person work a liability. And it'll show up for you too, once you let go of your misguided beliefs about what true creativity requires.

In this talk, Kyle Scheele will:

- Show how constraints are the breeding ground for creativity.
- Identify the difference between *constructive* constraint and *restrictive* constraint.
- Help reframe the constraints in your organization and find the solutions you've been searching for.
- Walk through tools and exercises to break through creative blocks.

5:00 p.m. – 6:00 p.m.

Networking Reception

Take a moment to discuss the day's sessions with your colleagues or just unwind with your team while enjoying tasty snacks and helpful networking.

9:00 p.m. – 11:00 p.m.

Dessert Reception

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 – May 30, 2025

7:30 a.m. – 4:30 p.m.

Registration Desk Open

7:45 a.m. – 8:45 a.m.

Continental Breakfast

7:45 a.m. – 8:45 a.m.

Inspirational Breakfast – “Serving with Joy in spite of ...”

Pre-registration and a separate registration fee of \$35 required.

While we mostly enjoy our jobs, sometimes there are things that happen and we have to keep in mind the grand scheme of things to put issues in perspective. Norton Bonaparte, Jr., Sanford’s city manager, will share some of life’s lessons that have helped him through the good times and bad.

9:00 a.m. – 10:15 a.m.

General Session

9:00 a.m. – 5:00 p.m.

Resume Review Appointments

An Executive Recruiter 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.

Refreshment Break

10:30 a.m. – 11:45 a.m.

Cities & Counties Working Together to Provide Efficient Transportation

As transportation challenges grow in complexity, collaboration between cities and counties is more important than ever. This seminar will explore strategies for fostering intergovernmental partnerships to improve infrastructure, enhance mobility, and address congestion. Participants will hear from colleagues on a regional initiative that includes 39 cities, 3 special districts and a county in developing policy frameworks that support coordinated planning. Through interactive discussions, attendees will gain practical insights into overcoming jurisdictional barriers and developing innovative solutions that benefit entire communities. Whether you’re a city or county official or transportation professional, this seminar will provide valuable tools for building a more connected and efficient transportation system.

10:30 a.m. – 11:45 a.m.

Student Research Spotlight

10:30 a.m. – 11:45 a.m.

Shaping Culture with Process Improvement and Innovation Training

Like many local government organizations, the City of Pompano Beach has been expected to do more with less. The community expects a high level of service but there is not always enough staff time or funding to do everything that needs to be done. To enhance services and efficiency, the City invested in process improvement and innovation training to change organizational culture by embracing a continuous improvement mindset. The session will include examples of the tools through a mini training activity.

12:00 p.m. – 1:30 p.m.

Annual Business and Awards Program Luncheon

1:45 p.m. – 3:00 p.m.

How to Bounce Back from a Termination

1:45 p.m. – 3:00 p.m.

Mastering Personal Strategic Planning: A Blueprint for Career Development (for you and your team)

In today's fast-paced professional world, taking control of your career and fostering growth within your teams is more critical than ever. In this session, we'll dive into the art of personal strategic planning, focusing on how individuals can align their passions, strengths, and career goals with actionable strategies. We'll also explore how to extend this strategic mindset to team development, creating an environment where each member thrives and contributes to collective success. Whether you're a leader guiding others or an individual mapping out your own future, this session will provide practical tools to ensure sustained career growth, fulfillment, and leadership impact.

1:45 p.m. – 3:00 p.m.

Current Emerging Topic

3:15 p.m. – 4:30 p.m.

Networking Time

4:30 p.m. – 5:30 p.m.

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.

Friday Night Social at

Join us for a night of fun at Andretti Indoor Karting and Games. The event includes a buffet dinner and bar.

Entertainment will include go-karts, bowling, laser tag and lots of arcade games! This is an event for the entire family, **but everyone who attends MUST be registered and have a name badge.** Be sure to register your children if they will be coming with you. Various types of races are available. The minimum age is 4 years old and drivers must be at least 36" tall. A liability waiver is required.

Transportation will be provided.

Saturday – May 31, 2025

8:00 a.m. – 9:45 a.m.

Closing Breakfast – A Fireside Chat with Legends of the Profession

Join your colleagues for coffee, breakfast and life lessons from a panel full of legends of the profession. In this session, returning by popular demand, the presenters will share the joy of service.



Contact us!

Contact Info

Address:

301 S. Bronough Street,
Tallahassee, FL 32301

Business hours:

Monday - Friday: 9:00 a.m. - 5:00
p.m.

Phone number:

850-222-9684



Quick Links

[Awards and Scholarships](#)

[Ethics Review](#)

[Events/Training](#)

[Membership Application](#)

[STATEMENT OF ACCESSIBILITY](#)