YOU ARE INVITED

Suncoast Chapter Annual Holiday Charity & Social

WHEN: December 16th, Monday, 5-8 p.m.
WHERE: Cooper’s Hawk Winery & Restaurant
4110 W Boy Scout Blvd, Tampa, FL 873-9463
chwinery.com

Bring a guest & donation for Alpha House of Tampa whose mission is to offer homeless pregnant women and mothers with young children safe housing and the tools they need to become self-sufficient and effective responsible parents.

See next page for gift suggestions.
Thank you so much for choosing Alpha House of Tampa as the featured charity for the ASPA donation drive. We are grateful for your support!!

May I suggest that you request donations for our “Shop Around the Corner” program? “Shop Around the Corner” is an incentive program for our residents, who can earn points for reaching program goals, good grades, helping with chores, and other positive behavior. These points can then be redeemed in the “Shop Around the Corner.” A list of items for the “Shop” is attached. Our shop is very much in need of new items for our residents to celebrate their achievements here at Alpha House of Tampa.

Gift cards are always welcome, as well, and can be used throughout the year. Our residents enjoy shopping at: Target, Wal-Mart, JCPenney, Macy’s, Aeropostal, CVS, Walgreens (can also be used for photo processing), Claire’s, Panera, Subway or any of the pizza chains.

On the more practical side, we are always in need of diapers/wipes/diaper ointment as well as baby soap/lotion/oil/powder, particularly hypoallergenic products from brands such as Eucerin, Cetaphil, and Aveeno for our moms and babies with skin problems.

Patricia J Langford
Executive Director
www.alphahouseoftampa.org
Happenings!

GET INVOLVED!
Tampa Mayor Bob Buckhorn at October 9th Lunch & Learn
Happenings!

Lunch & Learn!

Generational Differences in the Workplace

November 20, 2013
The Challenges That Set Public Service Apart

Given how ready the public is to heap disdain on governments and their workers, it's encouraging that so many still feel passionate about public service.

BY PATRICK S. MALONE | NOVEMBER 20, 2013

One of my favorite teaching tools for my graduate class in public administration is a video of two people engaging in something of an act of civil disobedience at a state Department of Motor Vehicles (DMV) office. A young man, along with a friend operating a video camera, enters the DMV and insists on paying a fee of $60 or so in pennies, nickels and dimes.

The DMV employees do seem ill-equipped to deal with such antics. They tell the young man they can't accept pennies, then that they can't accept them without counting them. Then they ask him to count the coins himself and roll them -- they even inform him of the location of the nearest Coinstar money-counting machine. Finally they resort to calling over a state trooper to help make sense of the situation. In the end, the transaction is completed and the young man and his videographer depart the DMV claiming to have proven that government is inefficient and only too ready to inconvenience citizens.

I'm a passionate supporter of public service, so you might wonder why this video is one of my favorites. I love it because of the reaction of my students. They consistently fall on the side of the DMV staff. While they acknowledge the shortcomings demonstrated in the film, they're quick to point out that working for state and local governments is no easy task. In short, these students recognize the unique challenges of working in the public sector, challenges like these:
You have to serve everyone. I love certain computer products that have a piece of fruit as their logo. But let's be honest. The company that makes them is not interested, or concerned, about serving anyone outside of those who can afford its products. Those in the public sector, however, are bound by constitutional values of equality, fairness and representation. Government's customer base is, well, everyone. Indeed, that's one of the things that draws us to public service.

Public-sector employees are disliked. There's a long and colorful history of public servants being on the receiving end of public and private vitriol. The oft-mentioned lengthy line at the DMV; the faceless, uncaring Washington bureaucrat; the callous and uncaring caseworker -- all of them provide unlimited fodder for ridicule and disdain. And it doesn't get easier in election years, when politicians turn their attention to the supposed evils of "big government."

Most citizens don't know what they don't know. Americans know more about "The Voice" than they do about their own local and state governments. Citizens want government there during emergencies, but they don't want to support the training and infrastructure necessary to ensure readiness. They want short lines at the DMV, but they aren't willing to pay the bill to make them shorter. It's a lack of connection between what they want and understanding what it takes to get there.

Where, Harvard teacher Dan Fenn once asked, "did the American people ever get the idea that figuring out how many blue chips to put into laundry powder so it could be called 'NEW Swish' and increasing point-of-sale purchases is more important than keeping the nation and our homes safe, and mapping the oceans, and managing the infrastructure of a free society, and providing food and housing, and caring for the most vulnerable among us -- all the tasks to which public servants devote their minds and hearts?"

If you're in public service and you read this quote, you have to feel pretty good. I know it makes me smile -- just like those two adorable citizens, happily making sport of the DMV, who don't know what they don't know about public service.

Patrick S. Malone
Municipal Benchmarks, now in its third edition, has long been praised as a comprehensive reference covering professional standards and other relevant benchmarks across more than 30 municipal functions. Local governments wishing to assess local performance or establish performance expectations have often turned to Municipal Benchmarks as a resource.

Now, for readers interested in the benchmarks of only one or two city services, selected individual chapters may be purchased at a price considerably lower than the book as a whole.

Simply visit www.tinyurl.com/Ammons-chapters to purchase the chapter(s) of your choice.

The 2014 Florida Legislative session begins March 4th. The Governor wants State agency budget cuts in an effort to lower taxes. House and Senate Committee meetings began in September and local delegations have been meeting at home.

You can read the Florida League of Cities and the Florida Association of Counties legislative priorities by clicking on the links below.

Legislative Positions

Florida League of Cities

Florida Association of Counties
Special report  
Six-figure earners still on downswing in Treasure Coast local governments  

By George Andreassi, TCPalm, 12/1

Recent pay hikes for law enforcement officers and local government workers throughout the Treasure Coast may increase the number of public employees who earn $100,000 or more during the 2013-2014 budget year, which started on Oct. 1.

But the number of six-figure earners on public payrolls in Martin, St. Lucie and Indian River counties during the 2012-2013 budget year remained nearly the same as the prior year, a survey by Scripps Treasure Coast Newspapers found.

Read more [HERE](#)

TOP 12 EARNERS ON TREASURE COAST PUBLIC PAYROLLS IN 2012-2013

$340,981: Edwin Massey, Indian River State College president  
$198,064: Mark Dugan, Indian River County School District principal (retired)  
$193,531: Michael Lannon, St. Lucie County schools superintendent (retired)  
$193,356: Joe Baird, Indian River County administrator  
$190,018: George Emerson III, St. Lucie County Fire District deputy chief (retired)  
$189,395: Daniel McIntyre, St. Lucie County attorney  
$184,163: Roger Orr, Port St. Lucie city attorney  
$179,797: Paul Nicoletti, Stuart city manager  
$171,025: Taryn Kryzda, Martin County administrator  
$170,503: Faye Outlaw, St. Lucie County administrator  
$162,385: Mary Locke, Indian River State College vice president instructional services  
$159,032: Gene Rauth, Jupiter Island town manager
BUDGET AND MANAGEMENT ANALYST

BROWARD COUNTY, FL

Office of Management and Budget staff are fiscal and management consultants to County Agencies and the Office of the County Administrator. As skills develop, Analysts are eligible for promotion to higher-level Analyst positions.

Applicants should possess: Master's Degree in Public Administration or related field; at least 1 year of professional work experience; working knowledge of local government and budgeting; highly developed analytical, problem-solving, interpersonal and communication skills; passion for analyzing data and developing solutions to complex problems.

Analyst starting salary is between $50,000 and $60,000 depending on qualifications. Benefit package includes: employer-funded health insurance; three weeks of vacation/administrative leave; participation in Florida State Retirement System.

Send resume and both undergraduate and graduate transcripts (unofficial transcripts and/or copies are acceptable) by December 20th to mgelman@broward.org or Broward County Office of Management and Budget, 115 S. Andrews Avenue, Room 404, Ft. Lauderdale, FL 33301; or; or FAX (954) 357-6364.

EOE. http://www.broward.org/Budget
Town Manager

The Town of Kenneth City is accepting employment applications for the position of Town Manager.

Applications will be accepted through January 2, 2014.

$70,000-85,000 (currently budgeted at $82,000)
Chief Administrative Officer--Full Time
6000 54th Avenue N., Kenneth City, FL 33709

http://www.kennethcityfl.govoffice2.com

6000 54th Avenue N., Kenneth City, FL 33709 Council-Manager
(Referendum Approved November 2013)

City of Treasure Island, Florida

PUBLIC WORKS DIRECTOR

$76,476 - $114,715 Open Until Filled

SALARY: $76,476 - $114,715

http://www.mytreasureisland.org/Personnel/pdf/2013/Public
Human Resources Director

City of Haines City, Florida

Open Until Filled

The ideal candidate will be a graduate from a four-year college or university with a Bachelor's Degree, however, a Master’s Degree is preferred in human resources, business administration, public administration and psychology or any other related field. SPHR/PHR certifications are a plus and/or prepared for the exam within six months of employment. 5 to 7 years of public or private sector Human Resources administrative experience is preferred, with an emphasis on public sector experience. Must be a strong communicator both verbally and written because this position is required to attend and present at City Commission meetings on items that are very complex and sometimes difficult to comprehend. This individual must have a proven track record of leadership, integrity and managing difficult situations.

Depending on qualifications, the starting salary for this position is in the range of $61,550 to $92,329.

Generous medical and dental plans are just the start of Haines City’s basic benefits.


Job Title: Assistant County Administrator - Development Services


Closing Date/ Time: Continuous

Salary: Negotiable

Job Type: Full Time

Location: Pasco County
New Port Richey scraps city manager search, starts over

By Robert Napper, Tampa Bay Times, 11/22

NEW PORT RICHEY — The City Council's long search for a permanent city manager ground to a halt again last week after one of four finalists removed himself from consideration for the post.

On Tuesday, a frustrated council opted to cancel interviews with the four applicants planned for Nov. 26 and close the search until January.

The council had whittled down the applicant pool to four, including former New Port Richey Mayor and past Pasco County Commissioner Peter Altman, who the city recently hired to the post of finance and human resources director.

Council members had also intended to interview Lyndon Bonner, former city manager of North Miami Beach; Jim Pascale, former town administrator of Princeton, N.J.; and Isaac Turner, former city manager of Venice, Fla., and current church administrator of First Baptist Church in Venice.

Pascale pulled out of consideration, which gave City Council member Chopper Davis pause because two of the remaining candidates — Turner and Bonner — did not receive majority support for interviews in the first place, he said.

"I think it will be a waste of time," Davis said of the planned interviews.

Instead, all current applicants will receive rejection notices from the city with an option to reapply next year. In the meantime, the council will consider increasing the salary, posted at $95,000 to $110,000.
Kenneth City manager job already getting interest

Anne Lindberg
Anne Lindberg, Tampa Bay Times, 11/19

KENNETH CITY — Officials here haven't had a chance to discuss the hiring of their first town manager, but they've already gotten an application.

W.D. Higginbotham, 71, served as city manager of Madeira Beach from June 2008 to March 2011 when he resigned during a period of turmoil. Higginbotham has a certificate in accounting from Tulane University in New Orleans.

He has also managed the Florida municipalities of Surfside, Melbourne Beach and Gainesville. He served as a public finance adviser on the Provincial Reconstruction Team in Baghdad from December 2007 to April 2008.

He is currently senior vice president of the Mercer Group in Seminole, where he lives. Mercer is a national managerial consulting firm that provides services to federal, state and local governments, health care providers, transit authorities, utilities and private-sector clients.

Mayor Teresa Zemaitis said she has told Higginbotham that he needs to hold off applying until the town has created a job description and started advertising. Council members are scheduled to meet tonight to discuss that issue, among others.

Higginbotham said Monday that he was less interested in applying for a full-time or permanent job than he was about volunteering to help with the transition from Kenneth City's current government to a council-manager format.

Under the town's current system, an elected mayor and four council members are each responsible for the daily activities of a town department. But the town has been beset by squabbles at least since the early to mid-1990s and, on Nov. 5, 61 percent of voters chose to change to a system under which the mayor and council set policy while a professionally trained town manager runs Kenneth City.

"It's going to be difficult," Higginbotham said of the transition, which has to be completed by early March.

"But I think in very short order, everybody's going to be pleased."

Higginbotham predicted that "probably the toughest part of the thing is surrendering that authority over the departments and the employees that the elected body has right now."

Referring to a comment that Zemaitis made about being happy to give up overseeing the daily minutiae in favor of spending time on creating a vision and setting policy, Higginbotham said, "If they all take that attitude, it'll be an easy transition. If there's some reluctance (it) will be difficult at first."

Higginbotham said that, when he offered his services, he did not realize that Zemaitis had called in the Range Riders for help.
Judge throws out police union's suit against Sarasota

By Ian Cummings, Sarasota Herald-Tribune, 11/21

A judge has thrown out a police union's lawsuit seeking to stop Sarasota from cutting insurance benefits to veteran police officers.

The police union, the Southwest Florida Benevolent Association, filed the suit in November 2011 after the city shifted some of the cost of medical and dental insurance to police officers hired 20 years ago.

The change came as the city struggled with rising retiree and medical costs, but some police said it meant breaking promises to employees hired before 1994.

The cuts meant that retirees on fixed incomes, who had been paying 10 percent of their premiums, instead began to pay 17 percent. The change affected all employees, not only police officers.

The November 2011 suit was filed after two years of struggle over a controversial move to shift the risk of pension investments to department employees, which was killed after police and union members filled City Hall in protest.

In dismissing the case last week, Circuit Judge Charles Williams decided that the court did not have jurisdiction to rule on it and that the union could settle the dispute in collective bargaining with the city.

That is something the police officers will consider as they continue to fight for their benefits, said Michael McHale, the president of the Southwest Florida Police Benevolent Association and a Sarasota Police sergeant.

The union will also look at other ways of getting relief through the courts.

“It's a setback,” McHale said. “The judge's decision is a disappointment, and we're reviewing our options.”
County Manager Upbeat About Polk's Economy

Jim Freeman tells Haines City Chamber things are getting better By CODY DULANEY, News Chief, 11/22

HAINES CITY | "We see a slow improvement," County Manager Jim Freeman said.

The county's economy and job outlook is recovering from the Great Recession that hit in 2008, Freedman said in a State of the County Address that filled an hour with discussions about economic development through construction and job creation. Freeman also laid out his plans for the future of Polk County.

A membership breakfast held by the Haines City Northeast Polk County Regional Chamber of Commerce, brought people together to discuss how the county is seeing improvements.

Members of local government and small businesses ate egg casserole and sausages in the Haines City Banquet Hall, as Freeman gave the State of the County Address on Thursday.

Over the past six years, there has been a 35 percent decrease in the property values of Polk County.

This year has brought an increase of 3.64 percent, which is partly due to the improved economy, Freeman said.
The number of building permits issued in Polk County also are getting back on track after years of fluctuation.

"We have seen that the local economy is tied strongly to the construction industry," Freeman said.

Since 1976, the average number of single family building permits issued in unincorporated areas has been 2,260 annually. He said the highest was more than 8,000, and the fewest number was 639.

As of Sept. 30, the end of the 2012-13 fiscal year, Polk County had issued 1,105, half of the historical average, but double the lowest number seen in previous years.

Over the past 18 months, Freeman said there has been a drastic revitalization in the economic department.

Close to 800 new jobs were created in Polk County this year, and almost 500 of those have been developed through five new or expanded businesses with a $57 million capital investment.

"We have to strengthen partnerships with cities," Freeman said about moving forward. "We'll have to look at our toolbox and see what we have to be competitive.

"These new jobs will be a significant step in being competitive with Hillsborough and other counties in our region," he said.

As for the future, Freeman expects growth in East Polk.

"Alternate water supplies are important to consider," Freeman said. "The days of wells tapping into the upper aquifer are coming close to an end from a resource standpoint."

He said the county will be looking into investing in the Southwest Florida Water Management region.

Polk will also be teaming with other neighboring counties to find alternative resources for water, even Disney World in Orlando is willing to work together, he said.

"We have to look 10 or even 20 years down the road," Freeman said. "It's important to do the right things for future generations and future leaders."
Nearly 1 mil sit national civil servant exam

BEIJING, Nov. 24 (Xinhua) -- As many as 990,000 candidates took the National Public Servant Exam on Sunday, a decrease of 130,000 from last year, according to the State Administration of Civil Service.

China's central authority, their affiliated public institutions and local branches will recruit over 19,000 civil servants in 2014, a slight drop from 2013, according to a statement from the administration.

One out of 51 exam takers will succeed in gaining a post this year, according to the statement.

The annual exam includes an aptitude test and a written policy essay, and those who pass the written exam will make it to the interview round.

Statistics from the administration showed that there were 7.089 million civil servants in China by the end of 2012.

The popularity of the exam has been attributed to mounting pressures in finding employment, fairness of the test, and the attractiveness of civil servant jobs, which are stable and respected.

Candidates walk into an exam site in Nanjing, capital of east China's Jiangsu Province, Nov. 24, 2013. China's annual national civil servant recruitment exam kicked off nationwide on Sunday. National-level government agencies, their affiliated public institutions and local branches will recruit 19,000 civil servants in 2014. (Xinhua/Sun Can)
Project Management: Basics and Best Practices

December 13, 2013
1:00 pm to 2:30 pm

Do you work, alone or with others, on tasks that are designed to achieve a specified end result? If you answered yes to this question, then you work on projects. A project is just that...a time-limited set of tasks that accomplishes a desired result. And if you answered yes to this question, then you need to attend this 90-minute webinar on the basics and best practices of project management. This webinar is designed for anyone who manages projects, large or small. It will walk you through the basic steps of project management:

• Setting a project goal

• Creating a project utilizing proven project management "artifacts" or templates such as a Project Charter, Stakeholder Register, Stakeholder Power/Interest Grid, Stakeholder Engagement Assessment Matrix

• Developing a Scope Statement that will serve as the foundation for the Work Breakdown Structure (WBS)

Templates will be provided to each participant as part of the webinar.

How To Attend

Fill out the class registration form below and, once submitted, mail your class payment to:

John Scott Dailey Florida Institute of Government
3200 Commonwealth Blvd., Suite 7
Tallahassee, FL 32303

Registration fees are $69.00 per person. Payment can be made by check or money order and should be made payable to The Florida Institute of Government. If you wish to pay by credit or P-card please call Natalie Reeder, Office Manager, at (850) 487-1870, and specify that you would like to register for the Project Management Webinar.

Confirmation of registration with instructions and webinar access codes will be sent through email at least four days prior to the webinar. A Certificate of Completion will be awarded to each registered participant after attending the webinar.
Online Ethics Training

Click [HERE](#) to register for any of the classes listed below.

Make sure you understand the complexities of Florida's Ethics, Sunshine Laws and Public Records laws so you can be certain to avoid unintended pitfalls. The Florida’s Code of Ethics, Florida’s Government in the Sunshine Law and Florida's Public Records Act Law courses have been developed under the auspices of the Legislature and in partnership with the Commission on Ethics and the Florida Attorney General's Office. The courses have been updated to reflect changes to Florida’s ethics laws made during the 2013 legislative session. The changes are codified in Chapter 36 L.O.F. 2013.

- **New! Florida's Code of Ethics**
  This course has been updated as of September 5, 2013, to reflect changes to Florida’s ethics laws made during the 2013 legislative session. The changes are codified in Chapter 36 L.O.F. 2013.
  [Register](#) | 4 hours of CLER credit available | Fee: $35.00

- **New! Florida's Sunshine Law**
  This course has been updated as of September 5, 2013, to reflect changes to Florida’s ethics laws made during the 2013 legislative session. The changes are codified in Chapter 36 L.O.F. 2013.
  [Register](#) | 4 hours of CLER credit available | Fee: $35.00

- **New! Florida's Public Records Act**
  This course has been updated as of September 5, 2013, to reflect changes to Florida’s ethics laws made during the 2013 legislative session. The changes are codified in Chapter 36 L.O.F. 2013.
  [Register](#) | 4 hours of CLER credit available | Fee: $35.00

- **New! Ethics Package**
  Includes Florida's Code of Ethics, Florida's Sunshine Law and Florida's Public Records Act courses.
  Want to take all three courses and save money? All three modules listed above have been updated as of September 5, 2013, to reflect changes to Florida’s ethics laws made during the 2013 legislative session. The changes are codified in Chapter 36 L.O.F. 2013.
  [Register](#) | 12 hours of CLER credit available | Fee: $85.00
Molly Rattigan is principal management analyst for Napa County, home to over 135,000 diverse residents who share a strong sense of community. Located in the heart of California's pre-eminent wine region, the county is also part of the San Francisco Bay metro area. Most county residents live in one of five incorporated cities and towns, ranging from Napa, the county seat (population 74,000), to Yountville (3,280 residents). “With its strategic location, natural and cultural resources, history of responsible land use planning, and attractive quality of life, Napa County offers its residents the ideal mix of small town living and big city amenities.”

A general law county, Napa County is governed by a five-member board of supervisors and managed by a county executive officer. The county has more than 1,300 employees, a budget of over $452 million (with a general fund budget of approximately $176 million), and has enjoyed relative financial stability in recent years, even during the economic downturn. As an organization, the county is dedicated to improving the lives of its residents and reflecting the best of the community’s values: integrity, accountability, and service. The county is working to preserve its agriculture and environmental heritage and to provide leadership and services to advance the health, safety, and economic well-being of current and future generations.

Challenges to the Profession

“In Napa County, we have experienced turnover of department heads and senior managers, from whom I have learned a great deal and admire for their dedication, knowledge, and experience. I have also read about many other executives who have or plan to retire or transition. Change can be a good
thing and while I am excited for my generation (the “next generation”) of leaders to step into executive roles, it is hard to not recognize the tremendous loss of knowledge that comes with this change. My generation has been taught by these great leaders and that is comforting as transitions occur. When I first started in local government, I was anxious to get to the next step and achieve the next level of success. As I advance in my career, I appreciate even more the seasoned leaders I still have the opportunity to work with and observe.”

Related to transitions, Rattigan is concerned that recruitments will become more challenging due to declining interest in public service. “This may be partly a result of a changing world and partly due to the scrutiny that public servants face in general. While public service offers so many positives, our work is criticized almost daily. If you aren’t a big believer in the value of public service (versus private sector work), you’re likely to be turned off by these dynamics and move on to other opportunities. Organizations like ICMA and those we have in California create great support networks to help those of us that want to dedicate our career to public service and promote our profession to students and the general public.”

Read full story at http://icma.org/en/Article/103896/
Member_Spotlight_Molly_Rattigan#!
REGISTER EARLY FOR 2014 - SAVE $100

Conference registration for the 2014 Annual Conference is open. In keeping with ASPA's strategic goal to reduce its carbon footprint, ASPA is offering early online registration. Register now and get the Early Bird Special which saves you $100.
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The ASPA blog features commentary on news topics and how they relate to public administration. Check it out.

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- An Address to Richie Rich Congress
- The Popularity of Woodrow Wilson

Read more
You can become a member of the American Society for Public Administration (ASPA) by completing a membership application form. There are several ways of getting the application:

Click here to download a member application (in PDF format).
Email: JEANNIE JEFFRIES
Membership Development Manager
jjeffries@aspanet.org
202-585-4310

Call ASPA Headquarters at 202-393-7878, FAX 202-638-4952 or write to: ASPA, 1301 Pennsylvania Avenue NW, Suite 700, Washington, DC 20004

Every ASPA member automatically becomes a member of the nearest chapter unless you specifically request to be an at-large member. ASPA Sections have additional fees and benefits. You can join as

Suncoast Chapter web site: http://www.aspaonline.org/suncoast/Suncoast/Welcome.html
Listserv: Suncoast@aspaonline.org
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