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# *Contributing Authors*

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**Tony A. Arrant, AICP**, has more than 28 years' experience in Florida in comprehensive planning and land development. He has worked at the state, regional and local levels of government, in addition to private business. His background includes not only comprehensive planning and land development regulation, but also hurricane disaster planning, hurricane evacuation planning and post-disaster redevelopment, beach erosion and restoration projects, land surveying and site development work. Tony holds a Master of Science Degree in Urban and Regional Planning, as well as degrees in Statistics and Applied Mathematics. He was certified as a member of the American Institute of Certified Planners in 1987, and is an active member of the American Planning Association and the Florida Planning and Zoning Association.

**Shaina Brenner** is an associate attorney with Allen, Norton & Blue, P.A., Florida's largest labor and employment law firm. She received a Bachelor of Science degree from the University of Florida, where she studied Microbiology and Cell Science. Ms. Brenner then pursued her Juris Doctorate at the Florida State University College of Law. While attending law school, Ms. Brenner earned membership with the College of Law's Mock Trial Team, served as Editor-in-Chief of the Journal of Transnational Law & Policy, and gained valuable experience as a law clerk with Allen, Norton & Blue, P.A. As an associate with the firm, she represents employers throughout the litigation process: from lawsuit prevention to administrative, judicial, and appellate review. Ms. Brenner also assists private and public sector employers in complying with federal and state employment laws through education and employee handbook development.

**Susan Churuti** is the Co-Chair of the State and Local Government Practice Group. She worked extensively with the Pinellas County Attorney's Office, serving as the County Attorney for over twenty years. Mrs. Churuti has broad experience representing the county and its constitutional officers. Her expertise includes U.S. and state constitutional law, legislation, charters, eminent domain, elections, risk management, public construction, public finance, utilities, and procurement, as well as litigation and appellate practice. She is proficient in board representation, serving as general counsel for more than 50 boards, commissions, and special districts. She served for a long tenure as the attorney for the Pinellas County Legislative Delegation in drafting local bills and special acts. Mrs. Churuti has been active in the Florida Bar, serving as the Chair of the Eminent Domain Committee and the Chair of the City County and Local Government Law Section, which awarded her the Ralph A. Marsicano Award for significant contributions to the development of local government law in Florida. She has served as the President of the Florida Association of County Attorneys, and the President of the Clearwater Bar Association. Mrs. Churuti is a member of the Barney Masterson Inn of Court, which awarded her the Richard T. Earle Professionalism Award. She served as an adjunct professor at Stetson University College of Law, and has been board certified in City, County and Local Government Law since 1996.

**Rodney L. Clouser** is Professor and Associate Chair, Food and Resource Economics Department, University of Florida. Dr. Clouser received his Ph.D. in agricultural economics from Purdue University in 1979 and prior to joining the University of Florida faculty in 1981 served two years as the state economist in Indiana during the terms of governors Bowen and Orr. In Florida, Dr. Clouser has served as staff to Governor Bob Graham's Taskforce on the "Future of Agriculture in Florida", advised state agencies, and testified on numerous occasions to Florida Senate and House Committees. Clouser also is a Senior Fellow with the Florida Association of Counties (FAC) and conducts local government training for county commissioner certification programs.

**Liefke Cox** serves as director of partner relations for Enterprise Florida (EFI), the public-private partnership responsible for leading Florida's statewide economic development efforts. Liefke is the primary contact for economic development organizations and other stakeholder partners of Enterprise Florida. In that role, she identifies and prioritizes partner-related opportunities and concerns requiring the attention of EFI management and monitors local trends and issues. Liefke graduated Magna Cum Lauda from Rollins College with a bachelor's degree in international affairs and an emphasis on organizational communication. Liefke has received special recognition from American Red Cross during Hurricane Andrew, United Way for Maryland's Center for Infants and Young Children, Certificate of Appreciation from the Zavalrashka Deaf School of Croatia and is a member of Business Professional Women (BPW).

**Virginia "Ginger" Delegal** is an honors graduate of the Mercer University School of Law and a summa cum laude graduate of Salem College in North Carolina. She spent the first 10 years of her career in private practice with Nabors, Giblin & Nickerson where she was a shareholder and a member of the General Governmental Law Group. As a part of that group, Ms. Delegal's practice represented local governments primarily on issues of finance and tax, home rule, and other constitutional matters. Ms. Delegal has continued her close relationship with local governments by joining the team at the Florida Association of Counties as General Counsel in April of 2003. Ms. Delegal is a frequent speaker and author on topics of interest to the local government community in Florida and has taught a fundamental class on the U.S. Constitution at Tallahassee Community College. Ms. Delegal is a member of the Florida Bar, recently appointed to the Executive Committee of the City, County & Local Government Section of the Bar, and the State Bar of Georgia.

**Ed Dion** is a graduate of the University of Miami's College of Law and a graduate of the University of Pennsylvania. After serving as the General Counsel of the Broward County Sheriff's Office since 2004, Mr. Dion joined Nabors, Giblin & Nickerson, P.A. as a shareholder in October 2007. Mr. Dion previously served as Broward County Attorney from 1999 through 2004; as General Counsel for the Florida Department of Labor from 1994 through 1999; as Deputy General Counsel for the Florida Department of Labor from 1987 through 1994; and was in private practice specializing in real estate and litigation from 1979 through 1987. Mr. Dion has represented and advised state and local government entities since 1987, including before the Florida Legislature, state and federal courts, and administrative agencies. Mr. Dion's area of practice includes employment law, legislative consulting, local government law, and litigation and appellate law. He is admitted to practice in the Courts of Florida and in the United States District Courts for the Middle and Southern Districts of Florida, the United States Court of Appeals for the Eleventh Circuit, and the United States Supreme Court. Mr. Dion is a former Executive Counsel Member of the City, County and Local Government Law Section of the Florida Bar, and received the Section's Legal Ethics and Professionalism Award in 2006. He has often lectured on the subject of ethics before the Florida Association of County Attorneys and the City, County, Local Government Section of the Florida Bar.

**Letreze Gooding** has worked for the Florida Association of Counties since 2005 and is their Director of Education and Events. Letreze is responsible for the curriculum for FAC's Certified County Commissioner (CCC) Program, Advanced County Commissioner (ACC) Program, Annual Conference and the Florida County Government Guide. She is also the Assistant Executive Director of the Florida Counties Foundation (FCF). Letreze has spent her career working for several federally focused associations, the private sector and Florida based political campaigns. Letreze has a B.S. in political science from Florida State University and has completed the Tallahassee Society for Association Executives (TSAE) Program for Association Leadership.

**Dena Hurst** provides technical assistance and training for local governments through the Florida Institute of Government. Dena also teaches social and political philosophy at Florida State

University, where she has been nominated for an excellence in teaching award. She writes, consults, lectures, and provides individual coaching and guidance in the areas of leadership, governance, process improvement, performance management, and change. She has compiled and edited several books on local government, including *Florida Politics: Ten Media Markets, One Powerful State*. Dena recently published her first book on leadership (with co-author Ray Jorgensen): *Oracle of the Obvious: Secrets of Common Sense Leadership* (2010). Dena has a Ph.D. in philosophy from Florida State University and a B.A. in economics from Stetson University. She also volunteers for the Florida Association for Volunteer Action in the Caribbean and Americas (FAVACA); in May 2009, she was named FAVACA's Volunteer of the Year.

**Aubrey Jewett** received his Ph.D. from Florida State University. He is currently Associate Chair and Associate Professor of Political Science at the University of Central Florida. His main research and teaching interests are in American national, state and local politics with a special emphasis on Florida. Professor Jewett has published two books, several book chapters and numerous research articles in refereed political science journals. In September 2002 Professor Jewett received the Leon Weaver Award for his study of ballot invalidation in Florida during the 2000 presidential election. He authored the chapter on Central Florida politics in the edited volume *Florida Politics: Ten Media Markets, One Powerful State*. He is co-author of *Politics in Florida*, 2<sup>nd</sup> edition and *Political Rules of the Road*. Professor Jewett has helped to bring in over \$1 million of external funding to UCF. He has won multiple awards for teaching and advising excellence and professional service. Professor Jewett was also selected and served as an American Political Science Association Congressional Fellow. He supervises the department internship program and has placed over 1300 University of Central Florida political science students at various local, state and national sites since 1998 including many positions with county and city officials.

**Marcy Krumbine**, Collier County, has served as Director of Housing, Human and Veteran Services since 2006. During her tenure, all housing, social service and veteran programs were merged and synergy between clientele and programs created. Under her leadership, the department received over \$10 million in new grant dollars for new programs for the past three years. Ms. Krumbine collaborated with several departments in the County to successfully implement the new Neighborhood Stabilization Program. Previously Marcy spent 10 years helping thousands of first time home buyers achieve their dream of homeownership via one on one counseling and classroom education. Her home buyers' education program received national recognition in 2004 and 2005. A recent CDBG project received national recognition in 2010. Ms. Krumbine received her Bachelor's Degree in Human Services from Simmons College in Boston and earned her Master of Public Administration from Florida Gulf Coast University.

**Mariana Llansó** is general manager for policy and performance management in the Hillsborough County Public Works Department. Her responsibilities include strategic planning, process improvement, performance measurement, professional development, and policy analysis. Prior to moving to the public sector, Mariana worked in the areas of quality management and customer service for Gulf and Western Industries and the Dow Chemical Company. Mariana holds a Juris Doctor degree from University of Miami School of Law, a Masters in Public Administration from University of South Florida, and a Bachelor's in Politics and Public Affairs from University of Miami. She is a member of Phi Alpha Alpha and the Florida Bar. Ms. Llansó serves on the USF Graduate Public Administration Program Advisory Board and on the executive boards of the American Society for Public Administration (ASPA) Suncoast Chapter and the American Public Works Association (APWA) Florida Chapter. She is a certified Accreditation evaluator for the APWA.

**Robert E. Lee (Bob)** serves as the Executive Director of the Center for Florida Local Government Excellence in the Askew School of Public Administration and Policy at Florida State University where he also serves as the Professor of Practice, teaching graduate courses in the Certificate in Florida City and County Management program. Before joining FSU in 2007, Bob, who is also an ICMA credentialed manager, had a rewarding 26 year career in City Management serving as the CAO in Bellevue, PA, Lauderhill, FL, Gulfport, FL, and Naples, FL. Bob earned his BA and MPA from the University of Pittsburgh and his DPA from Nova Southeastern University.

**Vincent Long** is the Deputy County Administrator for Leon County, Florida, where he has worked since 1995. As Deputy County Administrator, he works very closely with the County Administrator to carry out the Board of County Commissioners' highest priorities and lead the county government operations. He has a Masters of Public Administration (MPA) from the Askew School of Public Administration and Policy at Florida State University (FSU) where he has served on the adjunct faculty teaching graduate courses in local government since the mid 1990's. He is also a graduate of the Harvard University, JFK School of Government Institute for Senior Executives in State and Local Government. A long time member of the FAC Certified County Commissioner faculty, Vince has provided training sessions to county commissioners on general county government, intergovernmental relations and public safety. Vince is recognized as a "Credentialed Manager" by the International City/County Managers Association (ICCMA). He is currently on the Board of Directors for the Florida City/County Managers Association (FCCMA) and the North Florida Chapter of the American Society of Public Administration (ASPA). He regularly serves on advisory committee's to the Legislature on local government issues. In addition, he was appointed recently by State's Chief Financial Officer to the Florida Workers Compensation Insurance Guaranty Association Board of Directors. Vince is also a graduate of Leadership Florida Class XXVIII.

**Michael Mattimore** is certified by the Florida Bar in the area of Labor and Employment Law. He is rated "AV" by Martindale-Hubbell which denotes the highest level of professional and ethical excellence. Since 2007, Mr. Mattimore has been recognized by Florida Trend Magazine as a "Legal Elite Attorney". He has been designated from 2007-2010 as a Florida "Super Lawyer" as a result of a poll of forty-four thousand Florida attorneys. He has also been named as one of the Best Lawyers in America in 2008, 2009 and 2010. Mr. Mattimore is a shareholder with the firm of Allen Norton & Blue. The firm has exclusively practiced labor and employment law in Florida for over forty-one years. He has practiced with this firm since 1981 except for a four-year term of office (1987-1991) as the Chairman of the Florida Public Employees Relations Commission. He received a Juris Doctorate degree from the Florida State College of Law, a Masters degree in Counseling Psychology from the University of Miami and a Bachelor of Arts degree from Florida International University. He studied Administrative Law at St. Edmund's Hall, Oxford University.

**Terry Meek** is a board-certified health law attorney and governmental consultant who has been involved in health care and governmental matters for a number of years. Ms. Meek has served as a consultant for the Florida Association of Counties and as an attorney/lobbyist for Brevard County. Ms. Meek has significant experience in areas of EMS, as well as in emergency and trauma care. Ms. Meek graduated from Florida State University College of Law with honors and holds a Master of Public Health degree from University of South Florida College of Public Health. She has served as an adjunct professor in Health Sciences at Tallahassee Community College, and has also served as Chair of the Panel of Commissioners for the national accrediting organization, Commission on Accreditation of Ambulance Services.

**Cragin Mosteller** is a twelve-year veteran in the communications business working in every aspect of communications with a focus on political / strategic communications. Specifically for the last seven years Cragin has focused on government communications working with the Florida Speaker, Environmental Protection and most recently the Florida Association of Counties. For the Florida Association of Counties, Mosteller coordinates issues of statewide importance such as TABOR and other priority legislative issues, while also overseeing FAC's publications and communications to members and collaborative partners. Since coming to FAC, Mosteller has launched a successful daily clipping service sent to 700 daily, new publications and website and implemented a successful social media strategy.

As Communications Director and Press Secretary for the Florida Department of Environmental Protection, Mosteller directed some of the most volatile communications in the state from tainted communities, water pollution, contaminated sites and restoration of America's Everglades. Mosteller is an expert in Florida's communication field with media relationships throughout the state and with the Capitol Press Corps. Her knowledge of promoting good news and limiting negative exposure is exceptional.

**Ellie Neiberger** is an associate with Bryant Miller Olive, P.A. Since joining the firm, she has worked on a variety of matters within the firm's extensive local government practice. She received her Juris Doctorate with highest honors from the Florida State University College of Law in May 2009, where she graduated first in her class. While in law school, she was a member of the Honor Code Revision Committee, a volunteer for the Volunteer Income Tax Assistance Program, a research assistant on Employment Law, and the recipient of numerous book awards and the B.K Roberts Academic Merit Scholarship. After graduating and passing the bar, Ms. Neiberger was elected to the Florida State University Chapter of the Order of the Coif and recognized by the Florida Supreme Court for high performance on the July 2009 bar examination. In May 2006, she received a Bachelor of Arts in linguistics with honors from the University of Florida.

**Denise M. Nieman**, after ten years with the Palm Beach County, was appointed County Attorney in 1996. Ms. Nieman earned her law degree from Nova University in 1986, following a B.A. in Criminal Justice from Florida Atlantic University. She is active in various professional organizations, including the Florida Association of County Attorneys, The Florida Bar, and the Palm Beach County Bar Association. She recently completed a term on the 15<sup>th</sup> Circuit Judicial Nominating Commission. Ms. Nieman has been named The Florida Bar 2002 Claude Pepper Outstanding Government Lawyer, 2003 Alumnus of Distinction by Broward Community College, and a South Florida Legal Guide Top Government Attorney since 2004. She has been recognized by her peers through receipt of the 2002 and 2006 Ethics Awards from the Florida Association of County Attorneys.

**Amy Taylor Petrick** is an Assistant County Attorney in the Palm Beach County Attorney's Office. As a member of the Litigation Division, Ms. Petrick represents the county in state and federal court on a broad range of matters, including inverse condemnation claims, zoning challenges, first amendment and religious land use disputes, and regulatory civil rights cases. Ms. Petrick also represents the county in administrative hearings on topics ranging from comprehensive plan amendment challenges to environmental and water resource permitting. Additionally, Ms. Petrick serves as a member of the County's Appellate Team, handling appeals of administrative, state, and federal decisions. In addition to her work at the Palm Beach County Attorney's Office, Ms. Petrick serves as an Adjunct Graduate Professor at Florida Atlantic University. Ms. Petrick earned a Bachelor of Arts degree from the University of Florida in 1994, and a Juris Doctor from the University of Florida in 2000.

**Beth Ryder** has been with St. Lucie County since 1987. She the Director of Housing and Community Services with responsibility for social services programs, transit programs, housing programs

and the Library system. Oversight of the county funding to local community non-profit organizations and the contract with the County Health Department is another area of responsibility.

**Clark R. Scott** is the Finance Manager for the Pinellas County Health and Human Services Department (PCHHS). In this role, Mr. Scott is responsible for financial and operational activities critical to the department's strategic success. In his role, Mr. Scott leads the preparation of the department's \$50 million annual budget, monitors financial and programmatic activity, and coordinates procurement and contracting activities. Among other responsibilities, he manages all medical/health services financing contracts including all current Low Income Pool and previous Upper Payment Limit program related contracts. He is the county fiscal liaison to the local county health department, local hospitals, and the local federally qualified community health center. In September 2009, Clark was appointed by the Secretary of the Florida Agency for Health Care Administration to the Low Income Pool Council as one of two council members representing local governments which contribute funding. He is a Certified Public Accountant (CPA, not currently licensed), a Certified Public Finance Officer (CPFO), and a Certified Government Finance Officer (CGFO). He is a member of the American Institute of Certified Public Accountants, the Government Finance Officers Association of the United States and Canada, and the Florida Government Finance Officers Association. Clark received a B.S. degree in Accounting from Nicholls State University in Thibodaux, Louisiana. He has more than 20 years of experience in the accounting profession.

**Herbert W.A. Thiele** has served as County Attorney for Leon County, Florida, since 1990. Previously, Mr. Thiele was the City Attorney for the City of Delray Beach, Florida, for over eight years, and an Assistant City Attorney in Delray Beach, as well as in private practice, for the three years preceding. Mr. Thiele graduated from the University of Notre Dame with a B.A. in government and international studies and received his Juris Doctor degree from the University of Florida. He is admitted to practice before numerous state and federal courts, and has actively participated as an officer and committee chairman in several Florida Bar sections, including Chairman of the City, County & Local Government Law Section, and other professional organizations, such as the Florida Association of County Attorneys, where he served as its President for three terms, and the International Municipal Lawyers Association, of which he is presently serving on the Board of Directors. Mr. Thiele was chosen to be the Florida Municipal Attorney of the Year for 1987-1988, and in 1991 was awarded the Ralph A. Marsicano Award by the Florida Bar Local Government Law Section for significant contributions to the development of local government law in Florida. In addition, Mr. Thiele was honored to receive the Ethics in Government Award in 1998 and in 2001, as well as The President's Award in 2004 from the Florida Association of County Attorneys, and The Chair Service Award from the City, County & Local Government Law Section of the Florida Bar in 2005. In 2000, Mr. Thiele received the Paul S. Buchman Award for outstanding contributions in the area of legal public service from the City, County and Local Government Law Section of The Florida Bar. He is a member of numerous American Bar Association committees, including the Environmental Law Committee; Ethics Committee; and Land Use, Planning & Zoning Committee. He is an Adjunct Professor at the Florida State University College of Law, and he has lectured and written numerous articles on Florida and national local government issues, including honest services and misuse of office, local lobbyist regulation, annexations, public records and sunshine laws, personnel matters, public finance, and zoning, land use, and comprehensive planning.

**Pauline Tracy** has served as Human Services Policy Coordinator for Sarasota County Health and Human Services since August 2001. Prior to her current position she was employed by the Department of Children and Families in Tampa for over 21 years in various positions including contract administrator, operations management consultant and deputy district administrator. In her current position, some of her responsibilities include managing seven professional staff who have oversight of the human services budget, procurement, accounts receivable, strategic planning, the Foreclosure and

Resource Assistance Network (FRAN), Community Services Block Grant (CSBG), Baker Act and Marchman Act transportation, child welfare advocacy, support to the Community Action Agency Board, the Community Alliance of Sarasota County, Sarasota Community Organizations Active in Disasters (COAD), Seniors Advisory Council, Behavioral Health Stakeholder's Consortium, Developmental Disabilities Committee, and ESF-15 (Volunteers and Donations). Ms. Tracy received her Bachelor's Degree in Criminal Justice and her Masters of Public Administration from the University of South Florida in Tampa.

**Claudia Tuck** is a resident of Palm Beach Gardens. She received a Bachelor of Arts degree in International Relations and Sociology from the University of Delaware and a Master of Social Work degree from Florida State University. She has served as the Division Director of Palm Beach County Human and Veteran Services since 2005. Claudia was previously employed at the Oakwood Center of the Palm Beaches where she worked for over 25 years, last in the position of Associate Director. She is a Licensed Clinical Social Worker and a Licensed Health Care Risk Manager. Claudia is the President-Elect of the Florida Association of County Human Service Administrators. She also serves on the United Way Community Impact Committee and the Community Food Alliance Advisory Group. Ms. Tuck is a current member of the National Association of Social Workers and the Academy of Certified Social Workers.

**Jason E. Vail** is an associate with Allen, Norton, & Blue, P.A., Florida's largest labor and employment law firm. He received his B.A. in Legal Studies from the University of Central Florida, Summa Cum Laude. Thereafter he graduated from the Florida State University College of Law receiving his J.D., Cum Laude. Mr. Vail frequently lectures on employment related matters. Mr. Vail has litigated claims under Title VII of the Civil Rights Act, including those alleging discrimination based on race, religion, gender, national origin and pregnancy. He has represented employers in cases brought under the Age Discrimination and Employment Act (ADEA), the Family and Medical Leave Act (FMLA), the Florida Civil Rights Act, Chapter 760, the Fair Labor Standards Act (FLSA), and various state and federal constitutional claims. Mr. Vail has also represented public and private clients in traditional labor matters including collective bargaining and practices frequently before the Public Employees Relations Commission and the National Labor Relations Board.

**Jean Vleming** has been with Pinellas County since 1990. Ms. Vleming is a Programs Analyst/Contract Manager with responsibility for a variety of programs ranging from mental health/substance abuse, homeless services, health care services and oversees county funding to local community non-profit organizations. She has been instrumental in the development and implementation of Pinellas's 10 Year Plan to End Homelessness and the creation of the Pinellas Health and Human Services Coordinating Council. Prior to working in Pinellas County, Ms. Vleming worked for several years in the Ohio Public Assistance system working with the AFDC, Food Stamp, Medicaid and SSI programs. She received her Bachelor's of Arts degree from Kent State University.

**Heather Wildermuth** has served as a Legislative Advocate for Health and Human Services at the Florida Association of Counties since 2005. There she represents the counties of the state in issues related to Medicaid, indigent health care, children, behavioral health, homelessness and other county social service programs. Heather represents the Association on various boards and councils including the KidCare Coordinating Council and the Community Assistance Advisory Council. She graduated with honors from The University of North Florida with a Bachelor of Arts in Sociology and holds two Master's Degrees in Social Work and Public Administration from Florida State University. Heather has worked on a personal and professional basis with groups such as the AARP Florida, Volunteer Florida and Tallahassee Memorial Hospital as well as various other healthcare and human service related organizations.