



INTERFACE

FLORIDA ASSOCIATION OF CODE ENFORCEMENT

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2008 - 2009 BOARD OF DIRECTORS

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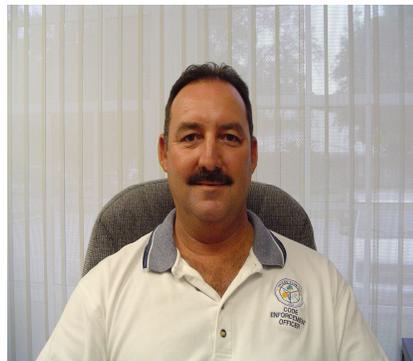
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Next Board Meeting:
May 8-9, 2009



President's Message
by
Shawn O'Rourke

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The F.A.C.E. Board of Directors held a one-day meeting on February 6, 2009 in Orlando. We started with a short Executive Session meeting prior to the regular meeting.

At the regular meeting our Treasurer's report, presented by **Cynthia McDougal**, showed us to be in very solid financial shape. Our 1st VP, **Terry Suggs**, reported that everything is on schedule with this year's conference. The IOG also reported that plans are going well for this conference and the Board directed **Marilyn Crotty** to begin negotiations with several hotels in the Orlando area for our 2010 conference.

Our 2nd VP, **Frank Cassidy** and his Committee had met the day before with Professional Testing, Inc. and the IOG to work out final issues with the Officer Safety Course. Their meeting was a success and Frank reported on that at our meeting plus presented activities his committee will be working on. 3rd VP **Dot Hird** updated us on membership, Past President cards and other items that she worked with **Debbi Leigh** and **Donna Wisnewski** on.

Secretary **Tiika Preston** presented our minutes. Last years Sgt. At Arms and this year committee member, **Mark Caskie**, filled in for **Hector Garcia**, our current Sergeant-at-Arms, who was not quite up to attending after having suffered a heart attack in December. Hector is feeling much better and is actually back at work on a limited basis. We all expect Hector to attend the next Board meeting May 8 & 9 and the Conference in June. A big "Thank You" to Mark for filling in.

Our Past President, **Janet Csomos**, was unable to attend but she did send in a candidate list for this coming year. I would encourage more of you to run for a position on the F. A. C. E. Board. It is difficult to put yourself out there but if you work through your local chapter and the other chapters you can get your name and information to the membership before the conference. It really is best for our organization when there are multiple choices on the ballot. So take that leap of faith and submit your name to run for office.

Webmaster **Debbi Leigh** and Historian **Donna Wisnewski** attended and delivered reports to the Board.

The Board also heard two recertification requests. Folks – we say it in every *INTERFACE* – you all really need to take charge and take responsibility for YOUR certification. It really is hard to have sympathy when someone relies on a third party to take care of his or her hard-earned certification renewals and classes. I don't know what else to say or how else to say it.

I will close on this note: We face very challenging times being government employees. My jurisdiction will layoff a half a dozen people within the next month. Fortunately, none of them are in code enforcement, but it appears that this is only the beginning. Next year's budget is predicted to be worse and more layoffs appear to be inevitable. We perform a valuable service to our communities and our jurisdictions. Promote yourselves and what you do, and best of luck in weathering this economic storm.

NOTE: Shortly after our Board of Directors meeting, Secretary **Tiika Preston** resigned her post with F.A.C.E. As prescribed for in the Bylaws, the Board of Directors, by unanimous vote, appointed **Monica Anderson** to fill the role of Secretary. Monica prepared the minutes from the February meeting and will do the same for the May meeting and pre-conference board meeting. She does not intend to run for the office so we will need members to run for that position next year.

NEWS FROM THE BOARD

1ST VICE PRESIDENT

Terry Suggs

I hope this month's *INTERFACE* finds everyone doing well. We are just three short months away from celebrating our 20th Anniversary in beautiful Naples, Florida. The dates of the Annual Conference and Training Seminar are June 17-20, 2009 and we will be at the Naples Grande Resort.

Looking for conference information? Shortly, membership will have the ability to go directly to the F.A.C.E. website and download the conference brochure and registration paperwork needed to get you started on your way to completing your necessary continuing educational credits. Until the conference agenda download is complete, do not hesitate to contact me for information at tk@alachuacounty.us or by phone at 352-

338-3233. I am here to help. Judging from the e-mails I have received already, this is going to be a difficult year, budget wise, for many of us in the code enforcement profession. I strongly encourage everyone to go to the F.A.C.E. website, print the registration form, fill it out and submit the completed form to your respected jurisdictions as soon as possible. With budget constraints hurting us all, don't give your city or county reason to deny your attendance by waiting until the last minute to complete the registration form.

Your Program Committee has worked very hard this year to put together a special conference. This conference agenda is full of exciting classes that the attendees should find relevant and intriguing. We have been very cognizant this year to try to put together an agenda that would cover all aspects of code enforcement from zoning regulations to animal services to environmental and solid waste concerns. We have ACE President and former F.A.C.E. President Carl Smart coming

all the way from the big state of Texas to help us get our 20th Anniversary off to a great start by facilitating an International Property Maintenance Code class. F.A.C.E. Educational Chair, Frank Cassidy, will be all over the place lecturing on Friday, and then on Saturday he will be facilitating a much-needed class on new and innovative ordinances dealing with the struggles of property foreclosures, a serious phenomenon blanketing our state and creating havoc for our code enforcement officers. The agenda will consist of classes dealing with homeland security, animal hoarding, and environmental sustainability just to name a few.

The 20th Anniversary party on Friday night is shaping up to be a lot of fun. We will start with an outstanding dinner followed by the traditional awards and recognitions, election results, live music, and fun. The Program Committee will be trying something a little different this year in hopes of enticing more of our folks to stay and network after dinner. The entertainment booked for this year has a vast repertoire from ABBA to ZZ Top and everyone in between. Moreover, they love to play requests! So put on your dancing shoes, show off your latest moves, kick up your heels, let's bring down the house, and celebrate 20 wonderful years together in style.

2ND VICE PRESIDENT

Frank Cassidy

Welcome back. Since the Holidays, your Education/Certification Committee has been hard at work. We have completed the review of the exam questions for the new Officer Safety and Field Applications (Level IV) Course; we have reviewed the critiques from the inaugural course held in December, and we have ensured the course's place as a "level" certification course for F.A.C.E. and all of code enforcement. Congratulations to all who participated and successfully passed the inaugural course! Also, congratulations to **Skip Margerum** who has become a designated trainer for the new course, which allows the course more flexibility for offering it! The course has been released and forwarded to the IOG's for scheduling, so keep an eye out for it coming to a location near you.

We are also reviewing the Fundamentals of Code Enforcement (Level I) and Administrative Aspects of Code Enforcement (Level II) for accuracy and all updates to the curriculum to ensure these courses remain at a high professional level. This project has proven to be extensive, and will carry over to the next committee for completion. We are looking at ways to try to incorporate more code enforcement instructors into the curriculum as well.

In other news, we are watching a bill in our Legislature that will effect code enforcement. It is House Bill HB119. This bill addresses abandoned properties in foreclosure and focuses on a registration program. This is similar to what local jurisdictions are passing to try to deal with maintenance costs on abandoned properties. At this point, the bill does not seem to be moving so we have lobbyists monitoring it and we will be contacted when it starts to move. I encourage all of you to be aware of this legislation, review it and let either your jurisdiction's legal department know your thoughts, or contact our Legislative Committee and let them know your thoughts.

For those who are keeping an eye on the conference and an opportunity to get involved with F.A.C.E., please consider serving on the Education and Certification Committee. We are always looking for new faces, new perspectives and new ideas. This last year we were able to place four new members on the committee and hope to get more involved next year.

I continue to solicit articles for the newsletter and for the Trainer's Corner; so don't be shy, get some articles and ideas to me so we can share them throughout the State. This edition's article came from our President, **Shawn O'Rourke**- thank you Shawn!

As always, I encourage and solicit any and all feedback on training and the F.A.C.E. courses- training is the back bone of F.A.C.E., so we all need to be involved. Please contact me with suggestions, questions, ideas, and feedback- thank you! Keep training and be safe!

3RD VICE PRESIDENT

Dorothy Hird

Hello everyone. I hope that everyone is doing well in these uncertain times.

The Board met again in February for only one (1) day, and it was a good meeting. We are still hoping that more members can attend, but I know that it's hard and maybe impossible for you, as members, to get away with the budget and money issues affecting all of us.

In the last Interface Article, I told everyone there was confusion with regards to membership fees and recertification fees, which are two (2) very different things. I tried to explain to everyone the fees and dates involved with this. I am tasked with trying to find a way to end the confusion regarding membership renewal and recertification. **Debbi Leigh** and I have been working on this issue and hope to get this done quickly because we know how important our certifications are. I have tasked my committee and myself with contacting as many of you who are in danger of losing your certification as we can. So you may have received an e-mail or telephone call from anyone of the four of us. I hope this was helpful to all. We will continue to do this until we can figure out what else we can do.

We are still in the process of transferring certification records to the web site. Remember, if you are an active member, they are a part of your membership record. If you are not a member, or have let your membership lapse, they will not be available to you.

The Conference is coming soon, and the Program Committee along with the Institute of Government (IOG) has been working diligently to ensure that we again have an educational and fun Conference. I hope to see all of you there.

If I can be of assistance to anyone, please feel free to contact me.

Everyone stay safe.

TREASURER

Cyndy McDougal

It's finally here!!!! All of you who were looking for shirts larger than XLarge- they are there. **OUR MERCHANDISE WEB SITE IS UP AND RUNNING!!!!!!** Go to the FACE web page and click on "Merchandise". Visit it and see all the neat items we have for sale. Remember that we also have other merchandise available from me- Backpacks - (\$10.00 + \$5.00 shipping) Ink pen and key chain - (\$10.00 + 5.00 shipping) Lapel (2007 conference) pin shaped like a key- \$2.50 F.A.C.E. Window decals - \$2.00 and F.A.C.E. lanyards - \$2.00. Shipping for the Lapel pin, decal and lanyard will be 42 cents. **REMEMBER THAT THE PURCHASE OF THIS MERCHANDISE SUPPORTS OUR SCHOLARSHIP PROGRAM.**

Once again, it is a busy year for your Board. With the looming budget cuts and uncertainty, we are all aware that the coming years are going to be tight as far as finances go; each and every one of your Board of Directors has worked hard with their committees to keep an eye out for the bottom line. Every committee this year has worked diligently for you but still kept expenses down. More phone calls, e-mails, and one-day meetings have been the rule of thumb. The opinions of these Committees have been presented to the Board as always and some have prompted lively discussions before a decision could be made. Each decision made can and does affect every member. That is a big responsibility and I am proud to serve with a Board that is not afraid to voice different opinions and the reasons for those opinions. As we wish to continue to offer credibility and integrity to F.A.C.E., not one decision is made lightly.

If you have any questions on how we are doing, remember that our records are available for review upon request. Feel free to contact me at (561) 233-5521 or at cmcdouga@pbcgov.org.

SECRETARY

Monica Anderson

I would like to start by thanking the Board for allowing me the opportunity to serve the members of F.A.C.E. as your Secretary for the remainder of this term. I am looking forward to

expanding my knowledge of the Association as I serve in this capacity. I have been a member of F.A.C.E. for seven years and am currently serving my second year on the Program Committee. As a member of the Program Committee, I can assure you that we have a great conference planned to celebrate the 20th anniversary of our Association and I look forward to seeing many of you there!

Please contact me with any questions, concerns or suggestions at manderson@cityofviedo.net or (407) 971-5785.

SERGEANT-AT-ARMS

Hector Garcia

Hello, it's **Mark Caskie**, from the Legislative and Judicial Review Committee. I am writing this INTERFACE Article for **Hector Garcia**. As you may have already read, Hector had a heart attack in December. He is recovering and is back to work part time. Please join with us as we wish him a complete recovery. I know he is looking forward to meeting with all of you that plan to attend the conference in June.

We are still looking for copies of police reports involving abuse, assault, and/or threats toward code enforcement employees. Please fax, e-mail or mail them to Hector's address found on the last page of the INTERFACE. I talk with people like you from the field often and it just reinforces how important an issue this is. It is ironic that as I am typing this article, I had to take a moment to direct one of my own Customer Service Reps to report a phone threat to our local Sheriff's Department. One of our local citizens just received a Notice of Violation for an inoperable vehicle, and called and told her "he would shoot any of us when we come back to his property." He will get a visit from our friends at the Sheriff's Office before the day is done, and I will get a copy of the report.

We are keeping an eye to Tallahassee and working with **Charles Barner**. We will let you know when there is legislative action that affects our profession. If there are any other issues you would like the committee to look at please feel free to give Hector a call and he will gladly take your issues to the Board and work

on them as needed. We are watching some legislation dealing with foreclosure issues, irrigation, and changes affecting water resource protection issues to name a few.

Please feel free to look at the House of Representative sites

<http://www.myfloridahouse.gov/Sections/Bills/bills.aspx?SessionId=54&SessionIndex=-1&BillText=&BillSponsorIndex=0&BillListIndex=0&BillTypeIndex=0&BillReferredIndex=0&HouseChamber=H&BillSearchIndex=2> :

Our membership is varied and some of these may interest you or your office:

HB 119: It addresses the foreclosure issue. It could create a registry and provide a standing to the Code Enforcement Liens, equal to the mortgage.

HB 1279: It involves collection agencies and the collection of tax liens. Some of these liens could be for property maintenance as required because of code action. It allows for recovery of cost of collection agency.

HB 1297: It applies to building safety and fire safety for apartments and condominiums. More for building and fire types, but that is some of our membership.

SB 2530: It adds some requirements for Florida friendly yards. May prevent some homeowners' association action as related to deed restrictions. Drought and water conservation are where Florida is headed and we probably need to keep ahead of the info.

The Committee is also looking at the By-Laws for the Board. We are reviewing some options for the length of the Term of Office for the Second Vice President. The Board will look at the information at the May Board Meeting and if an amendment is proposed, then there will be a ballot around June to see if the membership wants to make a change. We'll keep you posted.

Our Committee will meet again in mid April as we continue to work on our projects for the year. The Florida Retirement System and education are still on the radar and we continue to work these issues.

It's almost Conference Time and I know **Terry**

Suggs and the Conference Committee are hard at work with the final details. Look for this years delegate forms and register early. Every Participating Agency is allowed to attend to vote, so be sure to come out and be heard! Instructions for early registration will be with the delegate form.

I close by reminding everyone to be safe and ever vigilant of your surroundings.

PAST PRESIDENT
Janet Csomos

Have you ever thought or said:

I wish F.A.C.E. would.....

Why doesn't F.A.C.E.....?

F.A.C.E. should.....

If you have, I would like to talk to you!!! These

are the kinds of thoughts, statements and questions that good leaders have. Now is the time to get your name in the hat to run for the Board of Directors. This is your chance to make a difference in our Association. No experience required for the job. Five of your fellow members, who have never served the Board in the past, have come forward with their commitment to run for office. Thank you **Jim Dehne, Gwyn Herstein, Lori Mobley, Corry Wilhoit, and Curtis Watkins** for your support and willingness to serve F.A.C.E. Be sure to check out these candidates and the incumbents for office in the May issue of Interface.

Every seat on the Board is open for candidates with the exception of President and Past President.

Please contact me by e-mail (janet.csomos@lakelandgov.net) or phone (834) 581-7366 to discuss running for office. You will not regret the experience!



CONFERENCE SCHOLARSHIPS

The Board is proud to announce that it is once again able to offer Scholarships to cover the registration fee for the conference. The recipient **must be an active member of F. A. C. E.** and the Board of Directors must receive, by May 1st, a statement of 100 words or less explaining why the candidate needs the scholarship. Send the nomination form on page 8. Recipients will be notified by May 11. **Previous scholarship recipients are not eligible.**

CODE ENFORCEMENT APPRECIATION WEEK

Please ask your jurisdiction to proclaim June 1-5, 2009 as Code Enforcement Officer's Appreciation Week. See page 9 for a sample proclamation.

F.A.C.E. ELECTIONS FOR 2009-2010

Nominations are now in order for the offices, which will be filled by the general membership at the 2008 Annual Conference. Following is a list of the offices and their duties. (Please note that according to F.A.C.E.'s Bylaws, the First Vice President becomes President automatically, hence that position is not open for election.)

First Vice President: This office is President-elect, presides over all meetings in the absence of the President, and chairs the Program Committee (for the annual conference.

Second Vice President: This office presides in the absence of both the First Vice President and the President and chairs the Education and Certification Committee.

Third Vice President: This office presides in the absence of the Second and First Vice Presidents and the President, serves as Membership Chair, and edits *INTERFACE*.

Secretary: This office keeps and maintains an accurate record of the proceedings of all official F.A.C.E. meetings and the names and functions of all appointed committees.

Treasurer: This office is the custodian of all the funds of F.A.C.E.; chairs the Finance/Budget Committee; attests to the names of all dues-paying members prior to the opening of the Annual Business Session; prepares an annual financial statement for the members at the annual conference; and maintains all financial records.

Sergeant-at-Arms: This office maintains order during all F.A.C.E. meetings; is responsible for the proper casting of votes according to the Bylaws; and chairs the Legislative and Judicial Committee.

Past President Janet Csomos chairs the Nominating Committee. She will collect the names of any candidates for office. Make sure the nominee has consented and that the individuals seeking these positions have the full support of their jurisdictions and are not only willing, but able, to devote the time necessary for the discharge of the functions of the office. (Prospective candidates might want to contact present or former officers to determine the time commitment necessary.

All nominations or requests to run for office should include the following information:

- * Name of nominee, who must be an active member in good standing of F.A.C.E.
- * Jurisdiction that the nominee represents
- * Position / Title
- * Resume or biographical sketch (try to keep under 200 words, please)
- * Passport-size photo

Please send your nomination/request package to:

Janet Csomos, Chair, F.A.C.E. Nominating Committee

c/o Florida Institute of Government @ UCF

36 W. Pine Street, Suite 204

Orlando, FL 32801 - **NO LATER THAN APRIL 17, 2009.**

While campaigning at the conference, please remember the following: No campaign material should be placed on any official F.A.C.E. or IOG table; Have permission from the hotel staff before you place anything on its walls; Be mindful of the local codes and ordinances and follow them in regard to your campaign materials; No campaign materials should be placed outside of the hotel; Be professional! Show the membership why you are the person they should elect to represent them.

The Joseph V. Huskey Award

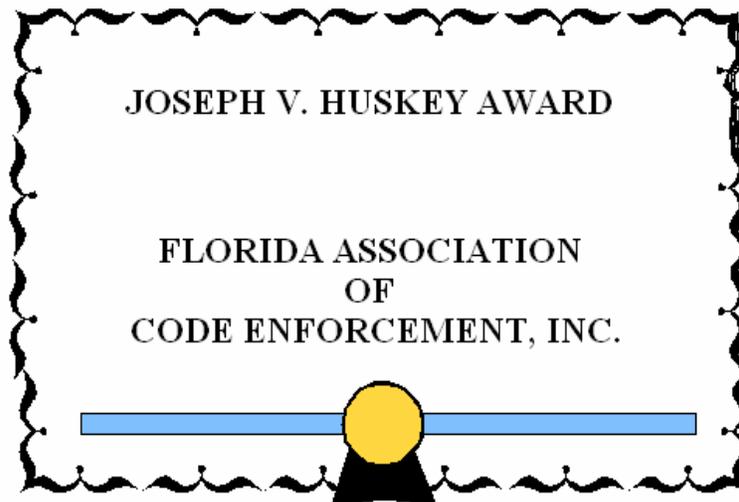
Joseph V. Huskey from the City of Tampa founded The Florida Association of Code Enforcement (F.A.C.E.) in 1989. He was the Association's first President and envisioned an organization that would promote and advance the profession and practice of Code Enforcement in Florida. Mr. Huskey held the office of President during 1990/1991. The following year the Joseph V. Huskey Award was established to recognize a code enforcement officer who exceeded what was expected of them. One who went beyond their normal job duties and by doing so helped to continue the advancement of our profession. This prestigious recognition has been awarded to twelve code enforcement professionals. Each has been proud to carry on the visions of Mr. Huskey.

Each year the Board of Directors requests nominations for candidates to be considered for this award. Please take the time to let us know about someone you may feel promotes our profession with the exemplary visions of Mr. Huskey. Nominate someone who deserves this recognition for advancing our profession.

Send your nomination, in 100 words or less, to: UCF Institute of Government, Huskey Award, 36 W. Pine St., Suite 204, Orlando, FL 32801 before April 24th. (Current members of the Board of Directors are not eligible for this award.)

Past Joseph V. Huskey Award Recipients are:

1994	Susan Jacobs	1995	Herman Santa	1996	Carl Smart
1997	John Marcum	1998	Rick Wolf	1999	Donna Wisniewski
2001	Phyllis Wright	2002	Deborah Leigh	2004	Melissa Capiak
2005	R. Brian Rewis	2006	Cindy Diemer	2007	Joe Fenton
2008	Hector Garcia				





FLORIDA ASSOCIATION OF CODE ENFORCEMENT SCHOLARSHIP APPLICATION

Name: _____ Member #: _____

Jurisdiction: _____

Mailing Address: _____

City/State/Zip: _____

Telephone #: _____ Fax #: _____

Have you attended a FACE conference in the past? ____yes ____no

If yes, how many? ____ When was the last time you attended a FACE Conference? _____
YEAR

.....

Criteria:

-  Must be an Active Member in FACE.
-  Provide a written statement from your employer, on official agency letterhead, to confirm that funding is not available for the applicant to attend the conference, and that he/she has the time off to attend the conference, if selected.
-  Provide a statement of 100 words or less, to describe why he/she would like to be a FACE scholarship recipient.

Signature: _____ Date: _____

NOTES:

- Previous scholarship recipients are not eligible.
- Room and travel are not included.
- A maximum of three (3) scholarships per agency may be awarded.
- Application must be submitted on or before **May 1, 2009**

Please send completed applications to: **(Incomplete applications will not be accepted)**

F.A.C.E. Scholarship Committee
c/o Florida Institute of Government
Attention: Marilyn E. Crotty
36 W. Pine Street, Suite 204
Orlando, FL 32801-2612

PROCLAMATION

WHEREAS, Code Enforcement Officers provide for the safety, health and welfare of the citizens in this community through the enforcement of building, zoning, housing, animal control, fire safety, environmental and other codes and ordinances; and

WHEREAS, Code Enforcement Officers are often not credited for the jobs that they do in saving lives and improving neighborhoods; and

WHEREAS, every day, assisted by support and program staff, they attempt to provide quality customer service to the public for the betterment of the community; and

WHEREAS, too many times their efforts go unnoticed, even after code compliance has been accomplished due to their efforts and expertise; and

WHEREAS, Code Enforcement Officers are dedicated, well trained, and highly responsible individuals who take their jobs seriously and are proud of their department and the local government within which they serve; and

WHEREAS, the Florida Association of Code Enforcement (F.A.C.E.) has declared the first week of June be set aside by local government to honor and recognize their Code Enforcement Officers;

NOW THEREFORE, through the authority vested in me by the Commissioners/Council of _____, Florida, I do hereby proclaim the week of June 1-5, 2009 as

CODE ENFORCEMENT OFFICERS' APPRECIATION WEEK

in _____ (City/County) Florida, in accordance with the statewide observance of the same and encourage citizens of _____ (City/County) to join this Council/Commission in expressing appreciation for the dedication and outstanding service provided by the individuals who serve as our Code Enforcement Officers.

Duly proclaimed and adopted in regular session this _____ day of _____ A.D. 2009.

BOARD OF CITY COUNCIL/COUNTY COMMISSIONERS

of _____, FLORIDA

by: _____
Mayor/Chair

ATTEST; _____
Clerk

Trainer's Round Table

This is the fourth series for this section. I will remind you that if you are a trainer with F.A.C.E. or for your jurisdiction, we need to establish communication and sharing ideas, notes, successes and failures, and topics for this section. Call me at (239) 574-0684, or e-mail me at fcassidy@capecoral.net. We are working thorough the logistics of having a meeting with all trainers as soon as we can; so stay posted.

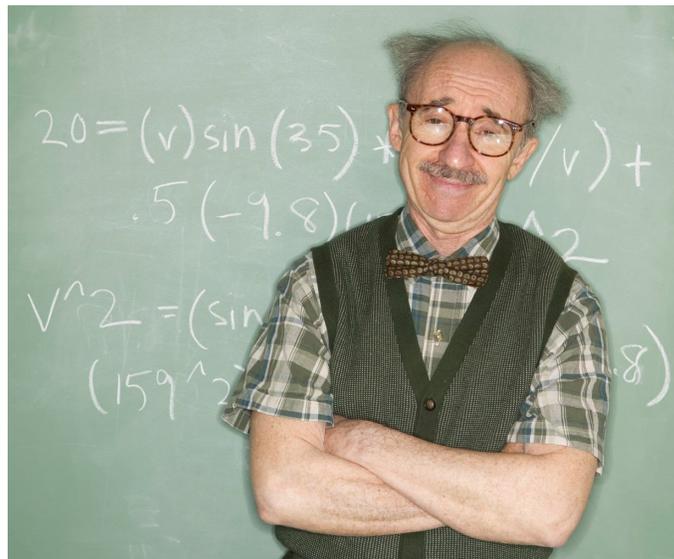
The objective of this section goes beyond staying in touch; it is meant to share some training tips.

The idea for this article was submitted by our President, **Shawn O'Rourke**:

Adults as Learners:

Whenever I teach a class to adults that is more than one hour long I always give a ten-minute break every hour. Teach 50 minutes / break for 10 minutes. I think that sitting in a seat for two hours (or more) listening to a speaker or instructor is too long. Adults respond better when they have flexibility. The ten-minute break gives everyone an opportunity to stretch, move around, get something to drink, phone into the office, return a call, ask the instructor a question or interact with another student. I think it makes delivery of the material a little easier on the instructor and absorption of the message a little easier on the student.

So that's my tip = give a ten minute break each hour for a class more than one hour long.



Building Teams as Effective Ways to Address Today's Challenges

by

Frank Cassidy, 2nd Vice President

OK, we all know it, we all hear it daily- do more with less!

As we have explored in prior articles, this economic situation adversely affects code enforcement- we are getting busier and our challenges and expectations are rising at alarming rates. Along with this our budgets are being slashed- WHAT CAN WE DO?

There is no one good answer. The answer spawns from a myriad of collective thought and trial and errors in experimenting and creating new ways to do our jobs. We have talked about adding value to our units and being creative with budgets; we have talked about looking outside of your jurisdiction for assistance and ideas; now let's see if I can offer another cog of the wheel for a solution.

Most of you will probably say "thank you Mr. Obvious" on this one, but in the hustle and high demands of today's work place, the obvious seem to get lost. So here it is:

TEAM BUILDING

Team building is one of the most valuable tools we have at our disposal when dealing with budget cuts, higher expectations, and growing demands on our work force. If done correctly, team building not only increases effectiveness, it builds morale, increases efficiency, and empowers employees. In bad times, effective team building is a win, win, win.

To look at team building, we start with the fundamental building blocks. The foundations of effective teams are: Clear Expectations- Focus; Decision Making Capabilities; Interpersonal Process; Constructive Feedback; Listening; Round Table Operational Scheme; Effective and Valuable Meetings; and Recognition. The primary building block is designating and developing an effective leader. Team leaders must be able to lead more than manage. A leader teaches, coaches, reinforces behavior, and stays focused on the overall objective. A leader does not have to be a manager; in fact, good managers are at times very poor leaders. A leader inspires team members to excel and participate; a leader sets the tone and the pace; a leader leads by example and carries the enthusiasm required for success. Once established, the team leader lays the foundation.

Team leaders are vital components to create and sustain consistency and an effective work environment. When you look at the elements of the foundation of an effective team, the team leader ensures the value of the team. The leader recognizes team members' strengths and weaknesses; builds on strengths and overcomes weaknesses. The leader also sets the tone for empowerment- a vital component of the effectiveness of the team. This is another major point when looking for an effective team leader. The leader must be able to "let go" of his/her management responsibilities and delegate properly; allow for team input and participation; and be willing and able to accept responsibility and praise on a team level, not an individual level. The leaders provide the "what" and the "why" and the parameters; the team members provide the "how."

"Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity." Gen. George S. Patton

The big part of an effective leader and the effectiveness of the team revolves around trust. The value of trust within the team cannot be understated. Without trust the team will fall apart rapidly. Trust is basic in team work- it is as basic as action equals words; words equal actions. How basic is this?

If you say you are going to do something, do it, and vice versa.

Once you have established a team leader, you can start the wheels turning to development of the team. All teams move through stages and they are as follows:

Stage 1: Team totally dependant on the leader

Stage 2: Team is beginning to experiment with their empowerment; they are learning and learning to trust; the leader becomes an enabler.

Stage 3: Conflicts begin to find resolutions and normalcy begins to settle in as to the function of the team; a comfort level begins to develop; leader is a mentor.

Stage 4: The team has accepted the processes and functions as well as each other; the team begins to focus on solving the problems; leader becomes a strategic advisor.

So what does this have to do with code enforcement?

The objective of this article is to try to assist all staff in developing and understanding their roles in this changing environment. This article can be dozens of pages long as we discuss team dynamics and elaborate on the points I just mentioned, but that would distract us from the point at hand. Code enforcement is not what it used to be and will continue to change. We must be able to adapt and find our opportunities to stay effective, become more effective, and to always look for ways to be more efficient. Building teams and functioning in dynamic teams leads us down this path.

An important concept in team building in code enforcement is the realization that when we speak of teams, we mean members beyond the code enforcement staff. Effective code enforcement teams include other departments, agencies, community members, politicians, attorneys, and any other entity that we meet.

It is time for code enforcement to take the lead and set the standards for addressing community issues and facing the challenges of today and tomorrow. We must develop programs and projects that keep us ahead of the game- being reactive in today's environment is not acceptable. Be proactive; take the lead and set the standards.

CERTIFICATION PROGRAM

FEE SCHEDULE

- | | |
|--------------------------|---|
| Class hours | • \$12/hour, members; \$15/hour, non-members |
| Exams | • \$75, members; \$110, non-members (also for payments received past the deadline); at PTI: \$115 |
| Legal Issue Paper | • \$60, members; \$75, non-members |

The Florida Association of Code Enforcement has established five levels of certification for individuals working in the field of Code Enforcement in Florida, which include:

- **Level I - Fundamentals of Code Enforcement** 40 hours of classes and passage of examination
- **Level II - Administrative Aspects of Code Enforcement** 40 hours of classes and passage of examination
- **Level III - Legal Aspects of Code Enforcement** 36 hours of classes and passage of examination
- **Level IV – Officer Safety and Field Applications Course** 30 hours of classes and passage of examination
- **Code Enforcement Professional (CEP)**

Requires three years employment in Code Enforcement, certification in Levels I, II, and III, and writing and passing of an approved legal issue research paper (5 hours CEH credit given.)

CLASSES, CONTACTS, EXAMS

FLORIDA ATLANTIC UNIVERSITY

Ft. Lauderdale, Sarah Shannon, 561.297.3749

Level I Exam	Fundamentals of Code Enforcement May 4-8, 2009 9:00 - 11:00 May 9, 2009
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Level IV	Officer Safety & Field Applications May 4-7, 2009
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Course is Full

Exam	3:30 – 5:30 PM May 7, 2009
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FLORIDA GULF COAST UNIVERSITY

Fort Myers, Enereida Valentin, 239.590.7986

Level I Exam	Fundamentals of Code Enforcement March 30 – April 3, 2009 10:00 – 12:00 April 4, 2009
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Level III Exam	Legal Aspects of Code Enforcement April 27 – May 1, 2009 3:00 – 5:00 May 1, 2009
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UNIVERSITY OF CENTRAL FLORIDA

Orlando, Susan Pruchnicki, 407.235.3960

Level III Exam	Legal Aspects of Code Enforcement March 11-13; April 2-3, 2009 1:30 – 3:30 PM April 3, 2009
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UNIVERSITY OF SOUTH FLORIDA

Tampa, Kevin Wagner, 813.974.2345

Level II Exam	Administrative Aspects of Code Enforcement April 27 – May 1, 2009 9:00 – 11:00 May 2, 2009
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Level III Exam	Legal Aspects of Code Enforcement October 26 – 30, 2009 2:00 – 4:00 PM October 30, 2009
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FLORIDA STATE UNIVERSITY

Tallahassee, Amy Brewer, 850.487.1870

No Classes Scheduled at this time.

NEWS FROM THE CHAPTERS

This section of the *INTERFACE* is dedicated to the local chapters within the Florida Association of Code Enforcement. **Dorothy Hird**, 3rd Vice President, extends an invitation to each chapter president to contact her with any chapter news.

Code Enforcement Officer Association of Palm Beach County (CEOAPBC) Chapter meetings are held the 4th Tuesday of each month. Please contact **Shenoy Raghuraj** 561-233-5522 sraghura@co.palm-beach.fl.us for more information.

Gold Coast Association of Code Enforcement (GCACE) Our organization is thriving and improving in our knowledge of codes. With the economy the way it is, cities are unable to send their officers to the conference. Dedicated officers can attend Chapter meetings as a way to network and still earn CEH's at a reasonable cost. Our first speakers of the New Year were from the FBI. We had 2 special agents who spoke on "Introduction to Terrorism" teaching us the factors that indicate a threat and how to spot different characteristics in people.

A great Hurray!!! For one of our own, **JOE SCIMECA SR.**, the Senior Code Officer for the City of Tamarac, who found a missing girl from Pennsylvania who was taken by her mother and was living in a cardboard box. While on routine patrol and with his background in law enforcement, Joe was a cool customer. Using his training, he successfully returned her to authorities until she was returned to her foster family. Great Job, Joe! Pat Uber at 954-344-5955 or puber@coralsprings.org

Tampa Bay Association of Code Enforcement (TBACE) TBACE is working on expanding membership. Dues are only \$10 a year. It's an inexpensive way to be included in training that helps toward F.A.C.E. required CEH's. The next meeting is scheduled for Tuesday, April 7th, in Tarpon Springs. Hostess Cindy Sanner has reserved an area at Tarpon Springs' new JACOBSON CULINARY ARTS ACADEMY at Tarpon Springs High School, 1411 Gulf Road. In addition to training, a buffet lunch will be provided. We look forward to seeing many of you at this meeting!

Treasure Coast Association of Code Enforcement (TCACE) The **Treasure Coast Association of Code Enforcement** meetings have been temporarily suspended until further notice. Contact **Dennis Bunt**, St. Lucie County, at buntd@stlucieco.gov. for further information.

Polk Association of Code Enforcement (PACE) Contact **Dennis Sweeney** at dsweeney@plantcitygov.com for meeting information.

Panhandle Association of Code Enforcement (PAOCE) Are you on our email list? If not, contact **Amy Brewer**, FSU/IOG, at (850) 487-1870 or **Scott Hair** at (850) 784-4038. Our chapter meets quarterly and has a four (4) hour F.A.C.E. approved class with each meeting. If you live in the Panhandle from Escambia County east to Leon and Wakulla County, are not a member of our chapter, and are interested in joining, contact Scott at the above number. You all need to maintain your certifications. Being a member of our chapter is a great way of doing that. See you all soon.

Southwest Association of Code Enforcement (SWACE) The Southwest Association of Code Enforcement (SWACE). As president of SWACE, I would like to extend a personal invitation to attend our meetings and to join our chapter. We meet on the second Wednesday of every other month. Hope to see you at our next. My contact number is 941) 743-1544 or E-Mail at tom.gravagna@charlottetfl.com.

Central Florida Code Enforcement Association (CFCEA) Contact **Hector Garcia** @ hgarcia@deltonafl.gov.

CONGRATULATIONS TO THE FOLLOWING WHO HAVE PASSED THE EXAM AND ARE NOW CERTIFIED IN LEVEL I: Deayon Anderson, Cindy Bedford, Michael Bethel, Amanda Bonin, Debra Boothe, Dorothy (DJ) Brooks, Gustaves Caracas, Madilana Curtis, Brian Duncum, Joe Fairchild, Shawn Fletcher, Roberto Guterrez, Michael Hagwood Matthew Harman, Lorenzo Harris, Lisa Janes, Eugene Jani, Kimberly LeFebvre, Michelle Longo, Vijma Maharaj, John Malin, Jonathan Musse, Valtcho Natchev, Joseph O'Geen, Gail Petersen, Clarence Pittman, Sophia Raymond, David Rodriguez, Thomas Romboli, Rafael Santos, Joan Shamis, Christine Simmons, Ron Taylor, Michael Timpanaro, Lilian Valencia, Stephanie Villanueva, Debbie Wallace, Edward Wallace, Catrina Williams, Kevin Woodall, Maria Zeinc

CONGRATULATIONS TO THE FOLLOWING WHO HAVE PASSED THE EXAM AND ARE NOW CERTIFIED IN LEVEL II: Angie Allred, Mario Bono, Steve Brown, Robert Brumfield, Charles Butts, Susana Capasso, Carolyn Carrasquillo, John Connetta, Missy Christie, Mary Enstrom, Amanda Gibson, E. J. Hobbs, Roger Jacobsen, Cindy Jones, Ricky Jones, Jack Knowles, Patrick Masillon, Joseph McClamma, James McGowan, Susan O'Farrell, Charles Rich, Wanda Rota, Mark Runnals, Cynthia Sanner, Michelle Scavone, Steve Shifley, Dwight Turcol, Bryant Weymer, Brad White, Kimberly Williams, Tom Wooten

CONGRATULATIONS TO THE FOLLOWING WHO HAVE PASSED THE EXAM AND ARE NOW CERTIFIED IN LEVEL III: Teri Blake, Nathan Bogart, Bill Harms, Mark Howard, Gary Johnson, Cynthia Jones, Larry Knight, Jack Knowles, Jill Lancon, Stephen Lane, Frank McCabe, Patrick Pace, George Pierson, Richard Pinson, Charles Rich, Marian Rogers, Lewis Speed, Curtis Turbeville

∞ NEW CEP's ∞

Congratulations to Gabe Parra, City of Clearwater, for attaining his CEP! His paper, "Vacant and Abandoned Properties: Registration Ordinances and the Impact on Code Enforcement" passed on February 16, 2009.

USF Tampa Continuing Education Offerings:

Managing Time, Tasks & Priorities and Managing Your Project from Start to Finish March 19
8:30 AM - 4:30 PM

Writing Skills Training March 25 9:00 AM - 4:00 PM

Communications & Presentation Workshop May 15 9:00 AM - 4:00 PM

Code Board & Secretaries May 21 8:00 AM - 5:00 PM

Contact Kevin Wagner at 813.974.1317 or kwagner@cas.usf.edu for registration information, or visit the website at www.fiog.usf.edu

RECERTIFICATION

Re-certification was due for the following by January 1, 2009. There is an extension until July 1, 2009 with the penalty fee. To be recertified the individuals listed below must: (1) take 16 hours of continuing education, (2) return the affidavit if necessary, (on page 17), **and** (3) pay a late recertification fee, otherwise they will **lose their most recent level of certification** on **July 1, 2009.**

Abbott, William Morris	Lindo, Juky	Varona, Anthony
Abril, Diego	Little, Michael	Villanueva, Lillian
Arter, Cassandra	Loller, James	Vough, James
Ausley, Claudia	Lopez, Enrique	Walters, Tommie
Bauer, C. Mike	Lowry, John	Walthier, Abby
Bertrand, Giselle	Lupo, Christine	Ward, Donald
Bessette, Marie-Claud	Madison, Tammy	Watson, Derek
Bond, Frances	Mahan, Mary Lou	Weber, Dennis
Borso, Laura	Marland, Chris	Willis, Dan (Gainesville)
Brodzinski, Jeanette	Martineau, Arthur	
Brooks, Agnieszka	Martinez, William	
Brown, Henry	Mattocks, David	
Brown, Peter	McClamma, Joseph	
Brown, SharRhonda	Meregildo, Gustavo	
Burleson, Lawrence	Milano, Lori	
Canzoneri, John	Moebius, Patricia	
Carley, Laurie	Moore, Michael J.	
Castillo, Jovani	Moore, Ronald	
Chiguina, Willie	Morakis, Deborah	
Clark, David B.	Mule, Joseph	
Colandrea, William	Murphy, Patrick	
Combs, Salli	Murray, Thomas	
Conner, Howard	Murtha, Kenneth	
Corbett, James	Neyra, Jaslyn	
Crook, David	O'Connor, Michael Francis	
Davidson, Cathy	Osani, Glenn	
Donahue, Sandra	Parker, Robert M.	
Dorta, Ernesto	Pelaez, Pedro	
Elkins, James	Perez, Cristina	
Esopi, Rebecca	Pocengal, Larry	
Favero, Deidre	Pool, Aaron	
Fixler, Steven	Pope, Taco	
Fleurentin, Joelle	Prestridge, Anne (Michelle)	
Fountain, Ivan	Pullen, Jon	
Frasca, John	Reichard, Ralph	
Ganaishlal, Lilla	Reid, Libby	
Gardner, Brad	Robertson, Brad	
Gehring, Gina	Roe, David	
Graff, Rosemarie	Rubano, Mark	
Guarniero, Ralph	Salmons, John	
Halvorsen, Thomas	Servia, Joaquin	
Hayes, Christopher	Sheppard, Valerie	
Herron, David	Sheroski, Sharon	
Hicks, Randal	Sims, Murette	
Hicks, Robert	Skumanich, Hillary	
Higgins, Martin	Smith, Dan	
Hodge, Lori	Smith, Ronnie	
Jackson, Keith	Smith, Vernon	
Jackson, Ouida	Snoderly, Travis	
Jones, Jermaine	Sorenson, Tom	
Joyce, Joseph	Stiltner, Steve	
Karr, William (Glenn)	Sullivan, Harry (Tom)	
Kopp, Julia (Judy)	Taylor, Robert L.(Bob)	
Kowal, Steve	Tlapa, Gina	
LaBoy, Lorna	Tomasulo, Vincent	
Laccetti, Anthony	Towler, Grace	
Lawton, Shaka	Townsend, Robert	
Lee, Douglas	True, Douglas	
Leicht, James	Van Amburg, Arnold	



**CHECK THIS LIST
CAREFULLY.**

**IS YOUR NAME
HERE?**

**A
CO-WORKERS?**

Let them know!!

AFFIDAVIT OF COMPLETION OF CONTINUING EDUCATION REQUIREMENTS

The information requested on this form is in accordance with the Florida Association of Code Enforcement (F.A.C.E.) policy governing continuing education requirements for maintenance of F.A.C.E. certification. Sixteen hours of continuing education courses must be completed every two years following initial certification (in either Levels I, II, III, or IV) and every two years thereafter in order to remain certified. Falsifying or fraudulently representing completion of continuing education requirements in order to renew a certificate shall result in revocation of your most recently earned level of certification.

Name _____ Jurisdiction _____

Address _____

City/State/Zip _____

Telephone _____ FAX _____

E-mail address _____

Course(s) attended: name, location, date, time _____

I swear or affirm that the information contained in this affidavit is correct to the best of my knowledge and that I have fully complied with the continuing education provisions of the Florida Association of Code Enforcement.

Please sign on line above

Date

Return with \$15 member/\$20 non-member or \$65 member/\$75 non-member if after due date. **Make check payable to University of Central Florida and send to: IOG, University of Central Florida, 36 West Pine St., Orlando, FL 32801**

F.A.C.E. OFFICERS 2008 - 2009

web page address is www.face-online.org

PRESIDENT
Shawn O'Rourke
City of Oviedo
407.971.5785
FAX 407.971.5819
sorourke@cityofoviedo.net

2ND VICE PRESIDENT
Frank Cassidy
City of Cape Coral
239.574.0684
FAX 239.574.0611
fcassidy@capecoral.net

TREASURER
Cyndy McDougal
Palm Beach County
561.233.5500
FAX 561.233.5517
cmcdouga@co.palm-beach.fl.us

SGT-AT-ARMS
Hector Garcia
City of Deltona
386.878.8722
FAX 386.789.7237
hgarcia@deltonafl.gov

1ST VICE PRESIDENT
Terry Suggs
Alachua County
352.338.3233
FAX 352.491.4680
tks@alachuacounty.us

3RD VICE PRESIDENT
Dorothy Hird
Seminole County Sheriff
407.665.1435
FAX 407.665.1415
dhird@seminolesheriff.org

SECRETARY
Monica Anderson
City of Oviedo
407.971.5785
FAX 407.971.5819
manderson@cityofoviedo.net

PAST PRESIDENT
Janet Csomos
City of Lakeland
863.581.7366
Fax 863.834.6266
janet.csomos@lakelandgov.net

Newsletter produced by John Scott Dailey Florida Institute of Government, University of Central Florida.

DOROTHY HIRD, EDITOR
FLORIDA ASSOCIATION OF
CODE ENFORCEMENT, INC.
36 West Pine Street, #204
ORLANDO, FL 32801