

The USF Picot B. Floyd Memorial Committee awards Dr. Steven F. Spina, City Manager of Zephyrhills, Florida, the 2015 **Picot B. Floyd Public Service Leadership Award**.

Dr. Jamil Jreisat  
University of South Florida

Dr. Steven Spina began his career in public service as Director of Development for the City of Zephyrhills in 1987. In 1996, he was appointed City Manager of Zephyrhills. In 2011, Steve received his PhD, University of Florida, before that he earned his MPA from USF Public Administration Program. Since 2007, Dr. Spina while serving the citizens of Zephyrhills, he became an adjunct professor at the USF Public Administration Program. For a while it seemed as if he opted for academia full time; but the City Council of Zephyrhills had a different plan for him. They asked him to come back as City Manager and there he is now.

As a professional public manager, Dr. Spina exemplifies the attributes stipulated for this Award. He is an effective public manager who places emphasis on the identification of progressive programs and partnerships in the service of the community. He delegates authority and relies on his managers' technical knowledge and expertise. He ensures effective oversight and financial accountability through effective use of the budget process. He communicates effectively with his City Council.

Dr. Spina also knows how to manage conflict within the organization to positive outcomes. He believes a leader ought to ensure conflicts are resolved before they reach a point of confusion and disorder in the organization and sidetrack its performance. After he was hired back to the City, he encountered such challenges at two of the most important City departments, Fire and Police. He promptly checked and reversed deterioration of performance and started reform processes in collaboration with appropriate offices to resolve problems and improve performance.

Dr. Spina encourages employees and managers, provides input, engage staff in professional discussions. Managing is not serving ones ego for Dr. Spina, he treats everyone with great respect and kindness. Overtime, Steve has a demonstrable record of providing strong leadership and vision with many accomplishments to illustrate. I would like to note with special appreciation, Steve's mentoring of young aspiring professionals, hiring them out of college, and seeing them become successful public managers.

As we all know, in the public sector, some decisions become high profile due to political context. In Zephyrhills, with its own local newspaper, every decision made at City Hall the previous day appears in print. Through the years, Dr. Spina has demonstrated resolve and high standards of ethics without public criticism over his actions and behavior, even in handling several hot issues.

In his own words, "personal integrity and character takes many forms. Recognizing the value and stewardship of the public position one holds; realizing you are an example to your employees each time you make a decision; acting as representative of your government in the

community, are all factors which show your integrity and character. I admit my mistakes. I serve my elected officials who represent the will of the people. I strive to make my community a better place, a place for all people to be welcome and appreciated.” For these qualities and more we proudly award Dr. Steven Spina the 2015 **Picot B. Floyd Public Service Leadership Award.**