



City/County Management *in* ILLINOIS

Strengthening the quality of local governance through professional management

ILCMA 2010 Winter Conference Scholarship winners (from left to right)

Rebecca Suhajda, NIU, MPA
John Weidl, NIU, MPA
Ryan Lawler, Kansas, MPA
Nina Vetter, NIU, MPA



More Winter Conference Photos
can be seen on page 18.

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PRESIDENT'S COLUMN

Each month the President's Column will be used by ILCMA's affiliate organizations and committees to update the membership on what is happening.

Plan to Attend the ILCMA 2010 Summer Conference

Start making plans to attend the 2010 ILCMA Summer Conference in Galena, June 9-11. The Conference Planning Committee has been working hard to bring you exceptional educational and informative sessions, as well as social and networking opportunities with friends and colleagues.

We are excited about the program this year. Highlighting our conference will be Dr. Linda Duxbury, a noted pioneer in organizational health. Dr. Duxbury is a member of the faculty of the Sprott School of Business at Carleton University in Ottawa, Ontario. She has received a variety of awards for her research in managing a changing workforce. Her keynote address is "Standing Still is Not an Option: Why Organizations Need to Focus on Workplace Health and Well-being". Dr. Duxbury was featured as the closing keynote speaker at the 2009 ICMA Conference in Montreal and drew rave reviews.

The conference will feature a strong variety of educational sessions including a follow up session by Dr. Duxbury entitled, "Capable Managers: The Scarcest Resource". While the Winter Conference had a session called "Success Stories from Your Peers", this conference will have a session called "War Stories from Your Peers". There will also be sessions on trends in health care and service consolidations. The Friday morning sessions will be led by Dr. Ray Benedetto and Steve Fallek. They will address Character-Based Government. The sessions will focus on creating the right culture to achieve excellence, nurturing the right culture through emotional intelligence, building trust in your organization and defining a culture of excellence versus mediocrity.

For those arriving early on Wednesday, the Professional Development Committee is sponsoring the pre-conference session, "Lean Thinking and Government: An Oxymoron?" The Wednesday golf events at Eagle Ridge and Lacoma will return as well as the barbeque dinner on Wednesday evening. An ICMA Ethics Jeopardy game will be played during the Thursday lunch, so sharpen your ethics knowledge. The Managers versus Assistants softball game returns for another year and there will be entertainment and activities for the kids. Our annual ILCMA Awards will be presented at the Thursday dinner and the 2010 Officers and Board of Directors will be installed. Following dinner, a new social activity featuring table games will be held in the lodge with top chip winners receiving prizes.

This is a great opportunity for professional development and learning and we are maintaining the same registration cost that has been in place since 2001. As a way to reduce your costs, consider sharing a house with others as it can substantially cut the lodging costs for the conference.

Registration materials will be mailed in mid-April. We are looking for a great turnout for the Conference.

Bob Irvin, Village Manager, Lincolnshire and Conference Committee Chair

April 1, 2010

ILCMA/Alliance for Innovation Webinar

Topic: Why Innovation Matters
 Now More than Ever: Building and Sustaining a Culture of Innovation

April 7 & 8, 2010

ICMA Young Professional Leadership Institute

Location: Oak Brook, IL

April 8, 2010

IAMMA Annual Conference

Location: Oak Brook, IL

April 8 – 9, 2010

ICMA Midwest Regional Meeting

Location: Oak Brook, IL

April 15, 2010

Metro Manager Luncheon

Topic: External Use of Technology to Communicate with Residents

Location: Harry Caray's, Lombard

April 15, 2010

ILCMA Professional Development Workshop

Topic: Intergenerational Communication

Location: Harry Caray's, Lombard

April 29 & 30, 2010

Downstate City/County Management

Association/SWICMA Joint Spring Meeting

Sessions include: Worker's Compensation

– Getting a Handle on Costs

Location: Olney, IL

May 12, 2010

ILCMA Professional Development

Topic: Worker's Compensation –

Getting a Handle on Costs

Location: Harry Caray's, Lombard

May 12, 2010

IAMMA Awards Luncheon

Location: Harry Caray's, Lombard

May 18, 2010

UIC/ILCMA Workshop

E-Government

Location: TBA

June 9 – 11, 2010

ILCMA Summer Conference

Location: Eagle Ridge, Galena, IL

WELCOME NEW MEMBERS

Colleen Gillaspie, Henry County
Administrator, Henry County

Cody W. Hawkins, City Manager,
City of Mascoutah

William M. Baker, Assistant Fire Chief,
Elgin Fire Department

William R. Beith, Administrative Intern,
Village of Gilberts

Gregory A. Seefeldt

Patrick Reilly

WELCOME NEW FRIEND OF ILCMA

Mesirow Financial

WHO'S WHO

DIRECTORY UPDATE

Brendan McLaughlin is the new
Executive Director of The O'Hare Noise
Compatibility Commission (ONCC).
Brendan's new contact information:

O'Hare Noise Compatibility
Commission
P.O. BOX 1126
Des Plaines, IL 60017
phone: 773/686-3198
www.oharenoise.org

John Prejzner is a new Management
Analyst at Lincolnwood. John's new
contact information:

Village of Lincolnwood
6900 North Lincoln Avenue
Lincolnwood, IL 60712
phone: 847-745-4716
www.lincolnwoodil.org

Wes Kornowske is now the Chief
Administrative Officer in North Aurora.
Wes's contact information is:

Village of North Aurora
25 E. State St.
North Aurora, IL 60542
O (630) 897-8228, ext. 233
C (630) 335-6016
F (630) 897-8258
wkornowske@vil.north-aurora.il.us

THE COMMUNICATION TOOL FOR ILCMA & IAMMA

Have you joined the ILCMA and IAMMA
web portal for knowledge and information
sharing? This system will allow ILCMA &
IAMMA members to ask questions as you
did in the past using the IAMMA listserv.
ILGNET provides the following features:

- Displays the most current 10 questions asked
- Enables you to search question and answer history
- Allows you to build your own profile so that it is personalized to your interests
- Ability to opt in/out of categories and tailor options for receiving information
- Ability to capture, store, sort and view all current and archived information
- See the latest questions from both associations – as well as your topics of interest
- Ability to respond to a posted question as well as an e-mailed question

To join please go to http://netqa.org/ILGNET/_cs/GNSplash.aspx or www.ILCMA.org
and follow the instructions on the homepage.



CIVIC LEADERSHIP ACADEMY WORKSHOPS



How Can We Help You and Your Staff Prepare for
Today's Challenges?

NIU's Civic Leadership Academy has more
workshops in the lineup for this winter and spring!

Sign up for one of the topics below and begin earning credit for
CLA's Leadership Certificate!

- ◆ New Civics/Changing Responsibilities—Apr. 8
- ◆ Managing Conflict—Apr. 29
- ◆ Reaching Out: Public Information—May 13
- ◆ Managing Technology—June 3
- ◆ Teamwork and Team Building—June 24

Workshops are held at NIU's Naperville campus from 9:00 a.m.—
3:30 p.m. Directions can be found by going to <http://www.niu.edu/conferencecenters/directions.shtml>. **Register Today!**

Go to <http://tinyurl.com/claregistration> and if you are looking for
ways to stretch your training dollars, checkout the special offer we
have for you!

ILCMA BYLAW CHANGES**ILCMA BYLAW CHANGES – CORPORATE MEMBER VOTES NEEDED**

The Bylaws for the Illinois City/County Management Association (ILCMA) are rules which govern the operation of our association. They set forth the methods for selection of directors, the creation and purpose of committees, the relationship of our affiliate agencies, and the conduct of meetings. The Bylaws were last reviewed and updated by our association in June, 2008. This year, the ILCMA Board began the review of the Bylaws for possible modifications. The main changes are a direct result of updates that were made to the *IL General Non for Profit Act of 1986 as amended in 2009*. The other changes are minor clarifications to the by-laws per Dawn Peters' review. At the ILCMA Board meeting in February 2010, the Board recommended the following modifications to our Bylaws. If you are a **voting corporate member** of ILCMA, your approval of the proposed amendments is strongly recommended. If anyone has questions, please feel free to contact Dawn S. Peters at dpeters@niu.edu or 815-753-0923.

An overview of major changes is as follows. The Bylaws with tracked changes can be found on the ILCMA web site at <http://il-ilcma.civicplus.com/DocumentView.aspx?DID=604>. Corporate members can vote using Survey Monkey and will be sent the link in Mid-April.

The following changes are per Attorney, Malcolm L. Morris' recommendations:
VII. QUORUM

Currently:

The quorum for meetings of the Board of Directors shall be one more than half of the members. The quorum for business meetings of the Association, including the annual business meeting, shall be one-fourth of the corporate members attending the conference at which the meeting is held.

Change to:

The quorum for meetings of the Board of Directors shall be one more than half of the members. The quorum for business meetings of the Association, including the annual business meeting, shall be one-fourth of the corporate members attending the conference at which the meeting is held. For any informal voting action taken by members a quorum shall be 10% of those people to whom the ballot was distributed.

D. Removal from Office.

Currently:

1. Expulsion Procedure. Upon written request by ten (10) or more Corporate Members, all of whom shall either individually or collectively specify their reason(s) for requesting the same, an Officer or a Director may be eligible for removal from office. The written request must be submitted to the President. The Committee for Professional Conduct shall investigate the matter, which includes a hearing with the accused, and make a recommendation to the full Board of Directors; and, if in the judgment of the Board there exists sufficient reason for expulsion, the accused thereupon shall be advised of the charges preferred. The Officer or Director being recommended for removal from office shall not be in attendance when the Committee makes its report.

Change to:

1. Expulsion Procedure. Upon written request by ten (10) or more Corporate Members, all of whom shall either individually or collectively specify their reason(s) for requesting the same, an Officer or a Director may be eligible for removal from office. The written request must be submitted to the President. The Committee for Professional Conduct shall investigate the matter, which includes a hearing with the accused, and make a recommendation to the full Board of Directors; and, if in the judgment of the Board there exists good cause for expulsion,

the accused thereupon shall be advised of the charges preferred. The Officer or Director being recommended for removal from office shall not be in attendance when the Committee makes its report.

Other changes are per Dawn's review:**III. B. 2. Add "full-time" to the student membership section**

Currently:

2. STUDENT NON-CORPORATE MEMBERS shall be persons studying for a career in Public Administration.

Change to:

2. STUDENT NON-CORPORATE MEMBERS shall be persons studying full-time for a career in Public Administration

III. B. 4. Definition of consultant membership to match membership form

There is currently no definition of consultant member, yet this category is listed on the membership form.

Add:

4. CONSULTANT MEMBERS shall be employees of firms working with local government who do not wish to be a Local Government Partner under the ILCMA Corporate Partner program.

IV. B. Term of office clarified

Currently:

B. Board of Directors. In addition to the Officers of the Association, the Board of Directors shall consist of the Immediate Past President, the Presidents of the affiliate Metropolitan Management Association, Illinois Association of Municipal Management Assistants, Downstate City / County Management Association, Illinois Association of County Administrators, Southwestern Illinois City Management Association, and four (4) other Directors elected at-large from the Corporate Membership at least one of whom must hold an assistant's position at the time of election, unless at least one of the Officers of the Association holds an assistant's position at the time of election. All Directors shall be corporate members as defined in Article III, and their terms of

office shall be for a period of three years, or until a successor has been qualified, or upon departure of an incumbent from service in the State of Illinois. All members of the Board of Directors must be members in good standing of the ICMA.

Change to:

B. Board of Directors. In addition to the Officers of the Association, the Board of Directors shall consist of the Immediate Past President, the Presidents of the affiliate Metropolitan Management Association, Illinois Association of Municipal Management Assistants, Downstate City / County Management Association, Illinois Association of County Administrators, Southwestern Illinois City Management Association, and four (4) other Directors elected at-large from the Corporate Membership at least one of whom must hold an assistant's position at the time of election, unless at least one of the Officers of the Association holds an assistant's position at the time of election. All Directors shall be corporate members as defined in Article III. The at-large director shall have a term of three years. The term of any person who is a member of the Board because of their elected position as an officer with an affiliate association shall serve as long as he/she is in the position. All directors shall serve until a successor has been qualified, or upon departure of an incumbent from service in the State of Illinois. All members of the Board of Directors must be members in good standing of the ICMA.

IV. C. 7. Term clarified

Currently:

7. The newly elected officers and directors shall assume and hold office commencing at the end of the Annual Meeting and until such time as their successor assumes office at the end of the next Annual Meeting.

Change to:

The newly elected officers and directors shall assume and hold office commencing at the end of the Annual Meeting and until such time as their successor assumes office at the end of the Annual Meeting at which each of their respective term ends.

V. COMMITTEES – added “chair persons”

Currently:

Standing Committees. The vitality and success of the Association is directly related to the active participation of its members. As such, the Board of Directors shall promote the involvement of all Association members in Affiliate organizations, standing committees and ad hoc committees. The President shall appoint a chairperson to all of the following standing committees and any duly authorized ad hoc committees for a term of one year unless said appointment and term is otherwise indicated below. The designated Chairs of the committees shall select a minimum of six (6) Association members for their respective committees who shall serve terms of one year unless otherwise indicated below. Chairs are encouraged to select a diverse membership for their committees and may request assistance from the Executive Director in determining interest in committee membership from Association members. All committee members shall be in good standing as defined in Article III.

Change to:

Standing Committees. The vitality and success of the Association is directly related to the active participation of its members. As such, the Board of Directors shall promote the involvement of all Association members in Affiliate organizations, standing committees and ad hoc committees. The President shall appoint a chairperson or chair persons to all of the following standing committees and any duly authorized ad hoc committees for a term of one year unless said appointment and term is otherwise indicated below. The designated Chairs of the committees shall select a minimum of six (6) Association members for their respective committees who shall serve terms of one year unless otherwise indicated below. Chairs are encouraged to select a diverse membership for their committees and may request assistance from the Executive Director in determining interest in committee membership from Association members. All committee members shall be in good standing as defined in Article III.

V. 6. Addition of duties to Membership Services – new memberships and member retention

Currently:

6. The Membership Services Committee shall evaluate current services and provide recommendations on additional member services. The committee shall be responsible for facilitating a survey of the membership every two years.

Change to:

The Membership Services Committee shall evaluate current services and provide recommendations on additional member services. The committee shall be responsible for the retention of members as well as the attainment of new members. The committee shall be responsible for facilitating a survey of the membership every two years.

VIII. B. Clean up of Downstate name

Currently:

B. The following organizations are recognized as affiliate agencies of the Association: The Illinois Association of Municipal Management Assistants; The Downstate City Management Association; The Metropolitan Managers Association, The Illinois Association of County Administrators, and The Southwest Illinois City/County Management Association.

Change to:

B. The following organizations are recognized as affiliate agencies of the Association: The Illinois Association of Municipal Management Assistants; The Downstate City/County Management Association; The Metropolitan Managers Association, The Illinois Association of County Administrators, and The Southwest Illinois City/County Management Association.



CORPORATE PARTNER SPOTLIGHT

As part of the new "Friends of ILCMA" Corporate Partnership Program, partners at the highest level get the opportunity to submit a one-page written promotional piece in the ILCMA newsletter.

Why GIS and Why Now?

Thomas A. Thomey, MGP Inc. and Contributor Kelsey Rydland, MGP Inc.

With communities facing unprecedented economic challenges it may seem like a curious time to write about geographic information systems (GIS). Local governments are looking for answers to today's challenges and technologies like GIS can help navigate this new era. Communities are challenged with an abundance of technology decisions ranging from social networking to public mandates. It is not a matter of whether these tools can help but rather can they support the evolving charter of local government. GIS is a technology that supports the core business processes of the community and it is well positioned to help communities through these challenging times.

There is a long history of mapping in local government dating back to the original subdivision of land. It is used to identify ownership, regulate property, deliver services, manage infrastructure and plan our communities. Mapping is unique because it is used in every department of local government. The function of mapping in local government has evolved like most record systems from a manual process to an automated one. Like many technologies it was initially adopted at the department level. This led to systems that were task oriented and did not consider other processes of the organization.

GIS is an information system that organizes data geographically. This enables users to visualize their area-of-interest spatially and reveal relationships otherwise unseen. GIS is often confused with computer-aided-design (CAD) and more recently with commercial mapping sites like Google™. Although these technologies present maps, they are designed for specific purposes. They are limited in their ability to deliver sophisticated data storage, query, and analysis. GIS is an information system that empowers the user to combine data in any form. It has the ability to create maps but this represents only a small portion of its capability.

GIS attaches spatial intelligence to our data. Spatial relationships like connectedness, adjacency, and proximity automate the location of valves that isolate a water main for repair, the assessment of properties zoned residential within a

flood plain, and the emergency response time to at-risk facilities. GIS connects traditional information to locations so that relationships are better understood.

Too often GIS programs are developed to support a single project, department, or public mandate. It is common to find multiple isolated GIS programs within a single community. This is a byproduct of how software is sold to the local government sector and it substantiates the department silo tradition. A single GIS can support most any local government process including unwelcome public mandates.

So how does GIS help communities in the current economic environment?

Cost savings

GIS increases the efficiency of an organization in two ways. First, many of the daily operations can be more efficiently performed using GIS. Simple tasks like property lookup, address notification, field measurement, and incident mapping are within a few clicks of any staff member. In addition, many public requests for information can be provided without staff interaction through the use of Internet applications. A GIS can relate service or regulatory information to any address automatically. This information can be presented on the community website for public consumption.

The other category of cost savings is project based. Communities face a large number of special projects directed by the board/council or by public mandate. Many of these projects can be accomplished using GIS with minimal effort.

The cost savings generated by a GIS varies by community. Savings are largely based on the level of use by staff. The limiting factor on the return-on-investment is not the technology. It is the adoption by the community.

Personnel

Technology remains on the fringe in some communities. There are a number of factors that contribute to this including the age and technical level of the staff. While we may not be able to influence the behavior of the entire staff we must recognize that younger professionals entering the workforce will require technical solutions. If communities

are to attract qualified candidates they must develop technologies like GIS that enable professionals to be successful. This same pattern is evident in our elected officials.

Communications

Mapping provides a powerful method for demonstrating complex analysis and present recommendations. How we present solutions is evolving rapidly. Communities are increasingly using live GIS to present information to decision makers and residents.

Enterprise environment

Many communities are evolving from department technologies to enterprise information systems. A centrally managed GIS is a key component of the enterprise solution. Its function is to support all processes that are geographic. In addition, it must support the community enterprise mission by integrating and supporting all departments. GIS plays an important role in dissolving the information chasms between departments. It provides staff with a visual and tangible purpose for sharing information and buying into the enterprise methodology.

Flexibility

Local government is the authoritative agency for many types of information including addresses, infrastructure, land use, and services. This information helps decision makers analyze community needs. In addition it will increasingly be used to determine how we perform our responsibilities. For example, which processes should be staffed, outsourced, or joint-serviced. By maintaining authoritative information communities retain the greatest flexibility of determining their future.

As communities gravitate toward their core business function technologies like GIS will be increasingly relevant in managing the community. It is a technology that touches every aspect of local government, provides a favorable return-on-investment, and empowers the community to meet the challenges of the future.



ILCMA SUMMER CONFERENCE KEYNOTE FEATURES

**Standing Still Is Not an
Option: Why Organizations
Need to Focus on Workplace
Health and Well-Being**

Presented by Linda Duxbury, Ph.D.

The conference's keynote session is a presentation by Linda Duxbury, one of Canada's leading workplace health and demographic experts. Dr. Duxbury will identify what you should be doing to help your employees--and yourself--live happier, more balanced, and more productive lives.

Linda Duxbury is a Professor at the Sprott School of Business, Carleton University. She received an M.A.Sc. in Chemical Engineering and a Ph.D. in Management Sciences from the University of Waterloo. Within the past decade she has completed majors study on Balancing Work and Family in the public, private Sectors and not for profit sectors; HR and Work-family Issues in the Small Business Sector; Management Support (What is it and Why does it Matter?); Career Development in the Public Sector and in the High Tech Sector; generational differences in work values. Dr. Duxbury has also (and is currently) conducted research which evaluates the organizational and individual impacts of E-mail, portable offices, cellular telephones, Blackberry's, telework, flexible work arrangements, shiftwork and change management and studying what makes a "supportive" manager. She has recently completed a major a follow-up study on work-life balance in which 32,800 Canadian employees participated.

Dr. Duxbury has published widely in both the academic and practitioner literatures in the area of work-family conflict, change management, supportive work environments, stress, telework, the use and impact of office technology, managing the new workforce and supportive management. She has also given over 300 plenary talks on these issues to both public and private sector audiences.

Within the business school at Carleton, Dr. Duxbury teaches masters and PhD courses in Managing Change as well as the masters course in Organizational Behaviour.

Dr. Duxbury is also an accomplished trainer and speaker in the area of supportive work environments, work-life balance, managing the new workforce, recruitment and retention, change management, gender and communication and the communication process.

ILCMA NOMINATING COMMITTEE

REPORT & RECOMMENDATION TO THE MEMBERSHIP

Dear ILCMA Members:

It is with great enthusiasm that the ILCMA Nominating Committee recommends the following slate of candidates for the 2010-2011 Association Board:

Slate

President-Elect (1 year term)

Juliana Maller

Deputy City Manager

Park Ridge

Vice President (1 year term)

David Nord

Village Administrator

Cherry Valley

Secretary/Treasurer (1 year term)

Sue McLaughlin

City Administrator

Mattoon

At-Large Board of Director Position

(fulfill vacancy 1 year term)

Tim Ridder

Assistant to the Public Works Director

City of Rock Island

At-Large Board of Director Position (3 year term)

Thomas Christie

City Manager

City of Salem

Joe Breinig

Village Manager

Village of Carol Stream

Robert Irvin, Village Manager, Lincolnshire will automatically move up from President-elect to President.

As outlined in the Association's Bylaws, any corporate member wishing to add their name in nomination may do so by submitting a petition bearing the genuine signatures of at least ten (10) corporate members of the Association who are in good standing. The petition must be submitted to me by May 14, 2010. Submittals can be sent to my attention at the County of Peoria, 324 Main Street Room 502, Peoria, IL 61602.

Again, as outlined in the Association's bylaws, in the event of a contested election, the election of officers shall be by ballot, prior to the annual meeting. In the event of an uncontested election, the Nominating Committee's recommended slate shall be elected by unanimous consent of the membership at the annual meeting and no ballot will be required.

I appreciate the good work of the following ILCMA Nominating Committee Members: **Peter Austin** (IACA); **Julia Cedillo** (IAMMA); **Rob Bahan** (Metro Managers); **Walter Denton** (SWICMA); **Lew Steinbrecher** (Downstate); and **Bill Dixon** (Presidential Appointee).

Anyone with questions regarding this report and recommendation to the membership can call me at 309-672-6056.

Respectfully,

Patrick Urich, County Administrator, Peoria County &
ILCMA Immediate Past President

CORPORATE PARTNER SPOTLIGHT

As part of the new "Friends of ILCMA" Corporate Partnership Program, partners at the highest level get the opportunity to submit a one-page written promotional piece in the ILCMA newsletter.

Future and Present: The 2010 Challenge

Stephen B. Friedman and Geoffrey Dickinson, S. B. Friedman & Company

In previous columns we have discussed opportunities after the recession and financing crisis lift. We have recounted the demographic pressures that will (eventually) fuel the next wave of development in Illinois communities and extolled the virtue of looking forward to take the opportunity to plan. We have suggested that the financial constraints on developers offer an opportunity for municipalities to take more control of their future. While still true, the present fiscal crisis is rightfully the main focus of municipal managers today.

Managers know all too well that municipalities face a quintuple whammy: loss of sales tax revenue, lack of fees and transfer taxes from development, pressure on property tax collections from defaults and value reductions, growing pension obligations, and threats of hold backs or delay of State Income Tax share. Some of these problems are not just cyclical.

Sales tax revenue is unlikely to recover broadly unless it is extended to personal services because the spending habits of people over age 65 tend towards more services, fewer goods and less spending overall. The demise of many auto dealers and the continued concentration of retailing into a few large stores like Costco, Wal-Mart and Target creates stark contrasts between municipal sales tax winners and losers – with far more losers. These retailers require large population bases and locations capable of handling substantial traffic volumes. Not every municipality is large enough or has appropriate sites.

Despite theoretically growing demographic pressures, housing transaction volume has not yet recovered. When it does, it is likely to favor rental apartments for the Millennials and condos or lifestyle communities tailored to empty nesters. The region's stock of rental apartments in interesting environments is concentrated in the City and a few suburbs, and resistance to new rental apartments continues. The empty nesters may want to, but don't have to, move, and may be unwilling to sell their single-family home until the market recovers. Transfer taxes may be slow to recover along with permit and impact fees.

Since municipal revenues are partly paid in arrears (property tax), even if development picks up in late 2010 or early 2011, the next couple of years will be tough. But on the positive side, the stimulus program (ARRA) provides three major financing tools that can help municipalities: Build America Bonds, Recovery Zone Economic Development Bonds and Recovery Zone Facility Bonds. Build America Bonds and Recovery Zone Economic Development Bonds are taxable bonds for normal public purposes with the IRS rebating 35% and 45% of the interest respectively. They have siphoned financing away from traditional tax-exempt bonds which has also helped drive down the cost of tax-exempt borrowing. Facility Bonds provide tax-exempt financing for most types of private commercial development. Added to the arsenal of TIF, New Markets Tax Credits (selected Census Tracts), SSAs and SAs, Infrastructure Sales Tax for non-home rule communities now at 1%, and Business Districts, we have more financing tools available.

So what to do to address the current situation and set up for the next economic cycle?

1. Expand Capital Spending/Infrastructure Development. With alternative financing tools available and low tax-exempt rates, this may be an opportune time to refinance debt and to advance more significant, perhaps deferred, capital needs. Communities and their various districts could upgrade sewage treatment plants, consider "regional" storm-water management investments, build recreation centers, expand libraries, build civic campuses as well as repair and replace more mundane infrastructure. Moreover, public buildings can be gathered into downtown areas to help reinforce the fledgling downtown revitalization efforts slowed by the recession. The current weak private development climate may lead to more aggressive pricing from contractors as well.

2. Build Relationships with Banks and Private Developers in Support of Facility Bonds. Recovery Zone Facility Bonds can provide very low interest financing for mixed use and commercial projects (except

golf courses, liquor stores, and massage parlors). If there is a "credit tenant" anchor or established business at the core of the deal, it can proceed smoothly. Mixed-use projects with small stores, office or retail buildings, and grocery-anchored projects would likely lack credit tenants and require letters of credit. These could be provided by local banks working with the Federal Home Loan Bank or on their own if they are healthy.

3. Review Retail Structure and Strategy. What are realistic retail potentials in your community and how can you facilitate achieving them? If there are large areas of vacant or weak retail, can those areas be re-used for something else? Are there sites that could be assembled with municipal help to fit current retail development prototypes? What can be done to help existing retailers enhance their market presence and success? How can corridors be re-planned and rezoned for future development?

4. Consider Sales Tax Sharing with Municipal Neighbors. Never an easy dialogue, perhaps the depth of retail change offers an opportunity to consider sales tax sharing. Auto dealer-dependent communities were hit hardest this time, but given trends in spending, the neighbor depending on capturing general merchandise stores may be competing with vacant auto dealer sites. Is this an opportunity to help broaden and stabilize sales tax revenues to municipalities who typically share the market area anyway?

5. Restructure Un-built Subdivisions. We have far too much land zoned and platted for single-family and townhouse development for the next 10 years given the demographic trends. Now is a good time to work with developers, lenders or successor developers to re-plan, re-plat and re-market to the segments likely to present greater opportunity in the next cycle.

The present situation is challenging, but the Chicago region and several mid-sized urban regions around the state are still growing. Once the recovery begins, the future holds many opportunities. The five actions listed above might help to secure that future.





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Downstate City/County Management Association Spring Meeting April 29 & 30, 2010 Olney, IL

Randy Bukas of Olney, IL has put together a great spring program. A golf outing at Richland Country Club golf course will kick off the meeting on Thursday, April 29. An alternative fishing outing is also being offered at East Fork Lake. Thursday evening the group will gather for dinner at Olde Tyme Steakhaus located in Olney.

Friday morning's session includes a presentation by the ILCMA Professional Development Committee on Workman's Compensation. **Robert Ulrich** has provided numerous training programs on a variety of workers' compensation topics and issues. This will be followed by **Josh Weger**, Southeastern Regional Manager, Dept. of Commerce and Economic Opportunity, who will provide information on various DCEO program. **Jeff Fleming** will present the importance of humor in our life. Jeff is a local attorney and has given numerous "humorous" presentations around the U.S. He is a member of a Liar's Club and organizes the "Big Whopper Contest" in fall in New Harmony, Indiana. The meeting will conclude with lunch and a short business meeting.

This is a great opportunity to meet with colleagues from all over the downstate area.

East Fork Lake was built in 1970 for the purpose of recreation and a primary water source for Olney. The lake covers 934 acres and has a water storage capacity of 5.5 billion gallons.



The 18-hole "Richland" course at the **Richland Country Club** facility in Olney, Illinois features 6,156 yards of golf from the longest tees for a par of 71. The course rating is 71.0 and it has a slope rating of 133. Richland golf course opened in 1938. Jared Biggs manages the course as the General Manager.

To register visit <http://www.ilcma.org/CurrentEvents.aspx?EID=298>





ILCMA AWARD NOMINATIONS SOUGHT

It is once again time to think about the people you know who are deserving of recognition. This is your chance to make sure that someone you respect receives the kudos to which he/she is entitled.

The ILCMA Awards program was inaugurated in 1994. There are two awards, the **Robert B. Morris Lifetime Achievement Award** and the **Special Service Award**.

The **Robert B. Morris Lifetime Achievement Award** is presented to a retired individual who has served no less than 15 years in local government, at least eight of those in Illinois. We are looking for candidates who have made significant contributions beyond their own communities, e.g. through service to the associations and the profession.

The **Special Service Award** is presented to individuals who have:

- Special Service to the Association - notable association or affiliate activity;
- Special Service to the Profession - significant professional accomplishments;
- Special Service to the Community - significant personal accomplishments including private interests, family interests, acts of heroism, charitable acts, or social accomplishments.

To see a list of past recipients please visit the ILCMA website at <http://www.ilcma.org/index.aspx?nid=207>

Nominations **must be received by April 22, 2010**. Send nominations to: ILCMA Award Nominations, Regional Development Institute, NIU, DeKalb, IL 60115 or via fax to 815.753-2305.

You know who among your peers has gone the extra mile. Nominate that individual for an award. Take this opportunity to spread some sunshine!

WHY WEBINAR?

"The webinars are convenient incredibly affordable and worth your time to try. Sign up today!"

- Katy Rush
Village Administrator
Village of Woodridge

Did you know that ILCMA and the Alliance for Innovation have partnered to bring you learning opportunities but without the travel costs?

- **Computer, Internet, and Phone** are All You Need. Watch the presentation and listen in on your phone; you also have the opportunity to participate, providing your thoughts and questions.
- **Group Participation.** One registration fee can pay for your staff to participate as a group. Project the screen in a conference room and listen in.
- **Encourage Organization Sharing and Learning.** Discuss, what idea can your organization take from this webinar?

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ALLIANCE FOR INNOVATION



National Spotlight on Illinois Jurisdictions

Two Illinois jurisdictions are among the select group presenting at the Alliance for Innovation's [Transforming Local Government Conference](#) (TLG), June 2 -4. The conference is hosted by the Southern Nevada Cities of Henderson, Las Vegas, North Las Vegas, Pahrump and Counties of Clark and Nye.

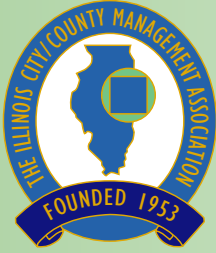
Their commitment to provide exceptional service to citizens has resulted in the Villages of Bannockburn and Glenview being chosen to showcase their efforts during one of the most respected conferences in the country. TLG brings together hundreds of local government professionals from the US and Canada in every facet of public service. The theme of this year's conference is, "The Future of Service in Local Government."

The Village of Bannockburn wanted to encourage residents to keep their stormwater on their property. But first, the Village wanted to lead by example. They put into practice on Village property a variety of Best Management Practices to improve water quality and reduce the volume and rate of stormwater discharging off site. The results were success!

At the Village of Glenview, new Board priorities coupled with reduced opportunities for revenue growth, increasing personnel costs, and a challenging economic environment has prompted management to change the way it does business. In order to continue providing the services its residents expect, the Village has chosen to adopt a number of new guiding principles and best practices.

At the 2010 TLG Conference, you can expect to take back to your organization tangible examples of successful programs like Bannockburn's and Montgomery's mentioned here, innovative ideas that will make your organization stronger and better prepared to respond to these unprecedented times, and gain a better understanding of the many innovative programs being undertaken throughout local governments around the country and Canada and how those programs and initiatives transcend location and can be implemented in your city or county.

For more information on these presentations or the Transforming Local Government Conference, click on www.tlgconference.org. You can also contact Regan Gerlt, Central Regional Director for the Alliance for Innovation at rgerlt@transformgov.org or 866-778-8067.



ILCMA JOINS PENSION FAIRNESS FOR ILLINOIS COMMUNITIES COALITION

As local government administrators you are very much aware of the financial burden of public safety pensions. In an effort to help influence state legislators to make legislative reforms, the ILCMA Board voted at the February 2010 board meeting to become a Foundation Partner of the Pension Fairness for Illinois Communities Coalition. The Pension Fairness for Illinois Communities Coalition was established by the Northwest Municipal Conference (NWMC) to provide a voice for stakeholders who are impacted by the public safety pension crisis and a forum to work cooperatively on a legislative solution that achieves pension fairness. The NWMC provided the “seed” funding necessary to get the work toward pension fairness started.

There are four levels of participation in the Coalition:

- Foundation Partner
- Partner
- Local Government
- Supporting Voice

If your community is interested in becoming a local government Coalition member please contact the Northwest Municipal Conference at 847-296-9200 or visit the Pension Fairness for Illinois Communities Coalition website at www.pensionfairness.org.



IML MANAGERS MONTHLY COLUMN

The Role of Municipal Managers in Public Safety Pension Reform *By: Joe McCoy, Senior Legislative Advocate, Illinois Municipal League and John Phillips, City Manager, Rock Island*

In recent weeks, both the IML and the ILCMA have elected to join the Pension Fairness for Illinois Communities Coalition. The ILCMA joined the Coalition during the Winter Conference last February. The IML followed suit shortly thereafter with a vote of the IML Executive Committee. The purpose of the Coalition is to bring “fairness to the public safety pension system in order to relieve the burden of escalating public safety pension costs on local taxpayers and ensure sustainable retirement benefits for our public safety employees.”

Municipal managers are playing a significant role in the activities of the Coalition. Besides the direct involvement of the ILCMA, it is noteworthy that the IML Board of Directors sought a meaningful role for municipal managers as far back as last September during the IML Annual Conference. At that time, the IML Board approved a motion to have the IML Managers Committee both review the pension reform proposals put forth by the Coalition and make recommendations to the IML Executive Committee about the merits of each individual proposal.

Now that the IML Executive Committee has endorsed membership within the Coalition, the IML Managers Committee will continue to wield some degree of influence over pension policy. The Committee has selected a three-member “technical review” sub-committee to provide much-needed analytical work regarding current and prospective reform proposals. IML staff will work with this sub-committee to ensure that policy proposals can move from the gestation stage toward becoming fully developed and well considered policy recommendations.

Much of this critical analysis will take place over time. All parties to the pension reform discussions carry a very reasonable expectation that deep and lasting structural reforms will take much time and deliberation. We need to remember that, once placed within the Illinois Pension Code and protected by the Constitution, inartfully drafted and clumsy policy prescriptions will have a harmful financial impact on municipal governments and their taxpayers for a very long time. It is crucial to remain cognizant that significant problems cannot be fixed for current employees, but only prospectively for new hires. Furthermore, the Illinois General Assembly is unlikely to muster enough political will to engage in pension reform “twice” to correct any errors.

This impetus to “do it once and get it right” makes the advisory role of the IML Managers Committee very important. While the Managers Committee will not be the final decision makers in matters of policy and politics, they will be asked to vet various pension policy proposals and provide advice and guidance to those within the Coalition who will ultimately make the decisions.

In the meantime, your community can follow the efforts of the Pension Fairness for Illinois Communities Coalition by visiting the Coalition’s website at www.pensionfairness.org. Any questions that your community may have regarding the activities of the Coalition should be directed toward the Coalition at info@pensionfairness.org.



Leaders at the Core of Better Communities

ICMA REGIONAL SUMMIT

2010 ICMA Midwest Regional Summit

Open to All Members in Illinois

April 8-9, 2010

It's not too Late to plan to join your colleagues at your ICMA Regional Summit. Plan now to attend the ICMA Regional Summit in your area to network with colleagues and to take advantage of a professional development opportunity. Discuss ICMA issues and programs and provide feedback to the ICMA Executive Board and staff. ICMA Executive Director Bob O'Neill will lead a workshop together with Felicia Logan, Director of Leadership Development. This year's topic from ICMA's Leading Ideas Series: **Community: The Structure of Belonging.**

TENTATIVE SUMMIT AGENDA:

Thursday:

- 1:30-4:30 p.m.: ICMA University Workshop: Community: The Structure of Belonging
- 5:30-6:30 p.m.: Reception
- 6:30-8:30 p.m.: Dinner - "Celebrating the Profession"

Friday:

- 7:30-8:30 a.m.: Breakfast
- 8:30-10:15 a.m.: Conversation with Bob O'Neill, ICMA
- 10:30 a.m. -12:00 noon: Regional Meeting of State Officers and Members

Workshop Description:

Leading Ideas Series: **Community: The Structure of Belonging**

Building on concepts from the conversation between Peter Block and Bob O'Neill, captured on DVD, this workshop will focus on the special role of the manager in overcoming the deficiencies of our current approach to community involvement, including providing hands-on tools to involve your community in discovering the possibilities and helping the community to become owners of the outcome.

Workshop leaders: **Bob O'Neill, ICMA Executive Director, and Felicia Logan, ICMA Director of Leadership Development**

This workshop addresses Practice Groups 1: Staff Effectiveness; and 6: Innovation, Vision, and Creativity of the ICMA Practices for Effective Local Government Management.

2010 ICMA Midwest Regional Summit

Open to All Members in Illinois

April 8-9, 2010

Renaissance Oak Brook, Oak Brook, Illinois

Register online by April 1, 2010, for this networking and professional development opportunity for members and state officers in the Midwest. All ICMA members and state officers in Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, and Wisconsin are invited to attend the ICMA Midwest Regional Summit.

Renaissance Oak Brook

2100 Spring Road
Oakbrook, IL 60529

To make a reservation, call: 630-573-2800

Room Rate: \$95

Hotel Registration Deadline: March 17, 2010

Registration Fee: \$275

Register Online at <http://icma.org/main/ns.asp?nsid=3357#MW>

ICMA REGIONAL SUMMIT

Related Events

Midwest Region Young Professionals Leadership Institute*Building Your Leadership Skill Set Though the Art and Practice of Leadership*

Three workshops are being presented as a special offering to young professionals, preceding the ICMA Regional Summits in the Southeast, Northeast, Midwest, and Mountain Plains/West Coast regions. Content includes identification of effective management and supervision styles with Felicia Logan, a discussion with Bob O'Neill and a session on life balance in a 24/7 work world. **Managers, you are encouraged to invite young professionals to attend this leadership institute.** Young Professionals Leadership Institutes are designed for emerging leaders who may have MPA degrees but who may not be ICMA members or who may be working in the organization in their first job but are not in the manager's office.

Date: April 7 & 8, 2010**Cost**

Great Value! The cost of this special leadership skill building offering is \$99! This does not include lodging.

Who Should Attend

- Assistants
- Assistant Managers
- Those who are beginning their career path in local government

Agenda

Wednesday

- 1:00 - 5:00 p.m. Workshop: Authentic Leadership: How to Find and Navigate by Your Own True North
- 5:00 p.m. - 6:00 p.m. Networking Social

Thursday

- 8:30 - 10:30 a.m. Workshop: The Practice of Leadership and a Conversation with Bob O'Neill and Franz Johannson
- 10:30 - 11:45 a.m. Workshop: Life Balance Forum: Family, Finances, and Fun
- Lunch on your own for extended networking.

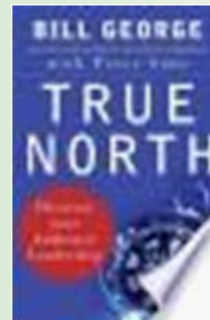
Workshop Descriptions**Authentic Leadership: How to Find and Navigate by Your Own True North****Presenter:** Felicia Logan, Director of Leadership Development, ICMA

Based on research and first-person interviews with 125 of today's top leaders, True North presents a concrete and comprehensive program for leadership success and shows how to create your personal leadership development plan centered on five key areas:

1. Knowing your authentic self
2. Defining your values and leadership principles
3. Understanding your motivations
4. Building your support team
5. Staying grounded by integrating all aspects of your life

During the workshop we will explore the five steps together and develop personal leadership development plans to ensure our continued development as authentic leaders.

Participants must purchase and read "True North" by Bill George prior to attending this workshop.

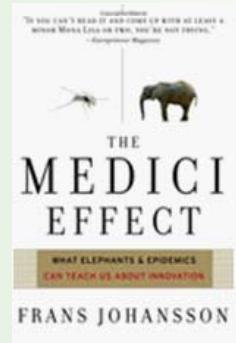


ICMA REGIONAL SUMMIT

The Practice of Leadership and A Conversation with Bob O'Neill and Franz Johansson

Presenter: **Bob O'Neill**, Executive Director, ICMA

Bob O'Neill will lead this discussion of leadership practices of the profession of local government management. The Conversation with Bob O'Neil and Franz Johansson will explore the core concepts of what makes innovation effective and what employees within an organization can do to become effective innovators. Prior to the class, participants are urged to read the article in the March 2007 issue of PM magazine, [How Professionals Can Add Value to Their Communities and Organizations](#), along with *The Medici Effect: What Elephants & Epidemics Can Teach Us About Innovation*.



The discussion with Bob on the Medici Effect will include the following objectives:

1. What is the Intersection and why we can expect to see a lot more of it in the future.
2. Why stepping into the Intersection creates the Medici Effect, and how we can use intersections to generate groundbreaking ideas.
3. Outline the unique challenges faced when executing intersectional ideas and how we can overcome those challenges.

The discussion with Bob on the Practice of Leadership will include the following practices:

1. Professionals add value to the quality of public policy and produce results that matter to their communities.
2. Professionals take a long-term and community-wide perspective.
3. Professionals commit themselves to ethical practices in the service of public values.
4. Professionals help build community and support democratic and community values.
5. Professionals promote equitable, fair outcomes and processes.
6. Professionals develop and sustain organizational excellence and promote innovation.

Life Balance Forum: Family, Finances, and Fun

Presenters: **Felicia Logan** and **ICMA-RC regional financial experts**.

During this forum, subject matter experts will address the really big issues of life balance for young professionals.

Lunch on your own for extended networking.

An added dimension in the Midwest Region this year: The Illinois Association of Municipal Management Assistants (IAMMA) is pleased to announce its 14th annual conference on Thursday, April 8, 2010. The conference planning committee is working to bring together exciting opportunities for managers, municipal assistants, department directors, students, interns, and other municipal professionals to take advantage of additional educational sessions during this half-day conference. The IAMMA conference will take place immediately following the Young Professionals Leadership Institute (YPLI).

Register Today at <http://www.icma.org/events/index.cfm?event=LI3/FEE>



Location and Accommodation Details:

Renaissance Oak Brook

[Renaissance Oak Brook](#)

2100 Spring Road

Oakbrook, IL 60529

To make a reservation, call: 630-573-2800

Room Rate: \$95

Hotel Registration Deadline: March 17, 2010

Check to see if rooms are still available.

The Renaissance Oak Brook Hotel epitomizes the trendy, sophisticated ambiance of the Oakbrook Center. A favorite among boutique hotels in Chicago, the Renaissance is 25 minutes from downtown Chicago. It is the ideal hotel for business travel, special occasions, and Chicago vacations. Discover a gem among Oak Brook, Illinois hotels with Renaissance Oak Brook.

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HAS YOUR STAFF BEEN CUT BACK, BUT YOUR WORKLOAD INCREASED OR STAYED THE SAME?

If so, ILCMA has a solution to your problem. Have you ever considered utilizing one of ILCMA's programs to help fill temporary job assignments or conduct a special project? ILCMA has two programs that may meet your needs:

- 1. Manager in Transition Program (MIT)** – ILCMA keeps a list of Illinois managers in transition. These managers are willing and able to fill positions, do special projects, and provide expert service to you and your community. (list of MIT's below)
- 2. Profession Resource Program (PRS)** – The PRS program consists of retired, semi-retired, and MITs who are again able to do special projects, fill positions and provide expert professional services to your local government. For information please visit the ILCMA website at <http://www.ilcma.org/index.aspx?nid=217>

The ILCMA Range Riders have the most current list of managers in transition and professional resource program participants. Please do not hesitate to contact either Dawn Peters at ILCMA or one of the Range Riders.

Also, don't forget about recent MPA graduates. This is a tough job market and many of them are searching desperately for a position. They may be willing to provide services on contract for short-term projects. This will help them gain additional experience while searching for their first full-time position. Contact any of the graduate schools in your area to identify students who may be willing to do this type of work.

Managers in Transition who agreed to publicize their information:

Richard Saks	gandalforever@comcast.net	708-839-0076
Craig Whitehead	dcwmgr22@aol.com	309-589-0385
Mark Masciola	Mcmmln@aol.com	630-837-6594
Sheryl Puracchio	spuracchio@gmail.com	815-931-8672
Aimee Ingalls	ingalls345@comcast.net	815-592-6090
Phil Modaff	modaff40@comcast.net	630-493-0359
Austin Edmondson	aedmondson4@adelphia.net	815-878-9845
Robin Weaver	rweaver333@hotmail.com	630-835-6417
Jill Velan	jillvelan@yahoo.com	847-489-5854
Ed Bailey	Bailey2573@sbcglobal.net	312-738-1348
Eric Wiederhold	ericwiederhold@yahoo.com	708-960-4025
	or	989-463-4287

City of Plymouth, WI Director of City Services

Plymouth, Wisconsin (8,468 residents - 2009). Newly created CEO position. Salary \$95,000+/- DOQ. Incorporated in 1877, Plymouth is primarily a residential community with historic downtown and commercial segments encompassing some 4.5 square miles. The City is located in Sheboygan County, approximately midway between Milwaukee and Green Bay. The City seeks an experienced municipal executive to lead its organization which provides traditional municipal services, via 83 full and part time employees. The FY2010 budget is \$6.6 million (plus separate utility budget). Bachelor's Degree in public administration, urban management, public policy, business administration or related field is required. Master's Degree in Public Administration is highly desired. Candidate should have 5-7 years increasingly responsible public management experience in a similar sized community, or an Assistant/

Department Head in a larger community, or a combination of relevant experience and training. As this is a new position, the successful candidate will need strong team building skills. Demonstrated financial and general management skills, grant writing/economic development experience, collective bargaining familiarity, outstanding administrative leadership skill and organizational abilities, plus proven interpersonal communication skills (both oral and written) with citizens, elected officials and staff are required. Appointment made by the Common Council. Residency is required. Submit resume with salary history and five work related references by May 7 to Mark J. Morien, Vice President, Voorhees Associates, LLC, 500 Lake Cook Road, Suite 350, Deerfield, IL 60015. TEL: 847-580-4246; FAX: 866-401-3100; E-MAIL: resume@voorheesassociates.com

ILCMA WINTER CONFERENCE 2010 NORMAL, ILLINOIS



Village of Buffalo Grove, Village Manager

Buffalo Grove, IL (42,909) Dynamic, vibrant suburban community with a balance of quiet neighborhoods, strong commercial community, and green space located 30 miles northwest of downtown Chicago seeks experienced, progressive candidates to serve as its next Village Manager. In 2009, Buffalo Grove was listed on Money Magazine's "best places to live" list reflecting the community's focus on a family friendly suburban lifestyle, and in 2010 was proud to be upgraded to a AAA community by Standard and Poors reflecting the village's commitment to long standing sound financial practices. Located in both Cook and Lake Counties, Buffalo Grove is known for its professional, innovative, customer focused delivery of municipal services. The Village is a full service community with 234 full time employees and a \$62 million total budget. The Village Manager reports to the Village President and six member Board of Trustees, elected at large. The Village has had two Managers since 1980. Candidates will be expected to have a strong background in economic development and redevelopment, financial management and experience in working collaboratively with a highly professional staff. Candidates must have seven to ten years increasingly responsible experience in an upper management position in a community or organization of comparable size and complexity. Requires bachelor's degree in public administration, business administration, public policy or related field. Master's degree (MPA) or other advanced degree strongly desired. Candidates must possess excellent interpersonal skills, an approachable, welcoming style with the community and staff and a proven record in effective service delivery and creative problem solving. Starting salary \$175,000+/-, depending on qualifications and experience. Excellent benefits package. Residency not required. Send resume, cover letter, and contact information for five professional references by May 7 to Heidi Voorhees, President, Voorhees Associates, 500 Lake Cook Road #350, Deerfield, IL 60015 or Email: resume@VoorheesAssociates.com. Tel: 847-580-4246 Fax: 866-401-3100.

Job Mart continued on page 19

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Village of Winnetka, Village Manager

Village of Winnetka, Illinois (pop.12, 371) Village Manager. The Village of Winnetka, strategically located along the Lake Michigan shoreline and within an easy drive, or rail commute, of Chicago's city center with its significant business and cultural resources and leisure time activities, invites applications from highly skilled candidates to serve as the Village's next Village Manager. Winnetka is a community of fine residences, excellent schools, attractive public buildings, neighborhood parks, beautiful public beaches and boating areas and four distinctive pedestrian-scaled commercial districts located in a distinctive natural setting. The Village is governed by an elected Council President and six Trustees, all elected for two year terms, with the Trustees being elected at large and serving staggered terms. The Village Manager serves as Chief Executive Officer under the City's Charter and is responsible for day to day operations of Village government. Winnetka's government provides a wide range of services to an economically stable community and is widely recognized for its efforts to provide a high quality of life for its citizens. The Village, with a Aaa rating, operates with an approved FY 2011 budget of \$48.3 million and a staff of 156. A competitive candidate must have a minimum of seven years of public sector management experience as a manager or assistant in a comparably sized or larger community. A bachelor's degree is required in public administration, business administration or closely related field from an accredited college or university with a master's degree in the same areas of study preferred. A combination of equivalent education and experience will be considered. Past local government experience of the individual must demonstrate a high level of interest and understanding the needs of an active and engaged citizenry and business community, solving problems in a manner that builds consensus among the members of the governing body and community, and responsible management of public finance. Experience working with and managing a public electric utility is beneficial. A progressive record of strong professional, administrative leadership in a similar community or organization is an important consideration. The Village Council is intent upon hiring the best possible candidate to serve as Winnetka's next Village Manager and the compensation package negotiated with the successful candidate will ultimately depend on the qualifications, experience and salary history of the candidate to whom an offer is extended. Reasonable relocation expenses are anticipated. Residency within the Village is preferred, but not mandatory, and a housing allowance is negotiable. Please submit a cover letter, resume and salary history along with at least three professional references to John Anzivino and Sharon Klumpp at winnetka@springsted.com, or to Springsted Incorporated, 1564 East Parham Road Richmond, VA 23228-2360, or fax to (804) 726-9752. The Village Manager's position will remain open until filled; however, resumes received by April 27, 2010 will be given first review and consideration. Confidentiality will be maintained for all candidates submitting application materials. For a complete community/position profile related to the community and position please visit www.springsted.com. The Village of Winnetka is an EOE.

Village of Homewood

Community Development Director

The Village of Homewood, Illinois seeks an experienced, professional individual to lead its Community Development Department. The Community Development Director manages the building department, code enforcement, economic development, and planning & zoning. Duties include developing business retention and attraction initiatives, managing downtown redevelopment and façade improvements, TIF district administration, zoning administration, and serving as the zone board and plan commission liaison.

The position requires 5 years of progressively responsible experience in managing and supervising a municipal Community Development department or related experience. A Bachelor's Degree in Urban Planning or related field is required and a Master's Degree in Urban Planning or a related field and AICP certification is strongly preferred. Candidates must commit to residing in Homewood within two years.

The Village desires candidates with strong leadership and administrative skills, comprehensive knowledge of the principles and practices of planning, zoning, and related fields as applied to municipalities, ability to work with other jurisdictions and community organizations in an effective manner, experience negotiating development agreements, downtown redevelopment, business retention and attraction, TIF district administration, and forming relationships with the business community and regional and national developers.

Salary range is \$79,958 to \$103,131. Starting salary will depend upon qualifications and experience. The Village provides an excellent benefit package, including a 457 retirement plan, affordable insurance plans, and a flexible spending account.

Interested and qualified candidates must apply no later than April 9, 2010 with a resume, salary history, professional references, and a letter summarizing your qualifications, education, and professional accomplishments via email to jmarino@village.homewood.il.us. The Village of Homewood is an equal opportunity employer.

Village of Palos Park Public Works Director

Job Description:

The Village of Palos Park, a progressive and employee-friendly southwest Chicago suburb (pop. 5,000) seeks qualified applicants for the position of Public Works Director. This full-time, salaried position is responsible for managing 9-12 employees.

The administrative and operations functions of the Village's Public Work's Department include water and sanitary utility systems, storm sewers and swales as well as streets. Duties include designing and implementing drainage projects, general administration, and procurement and budget responsibilities.

Minimum qualifications include a Bachelor's degree in civil engineering and 10 years municipal supervisory experience. Requires knowledge and comprehension of municipal public work operations, state and federal regulations, MS Office, GIS systems, field survey ability, excellent communication skills and the ability to work well and promote team environments.

Excellent benefits.

Send resume to via fax to 708.448.9542, email resume@palospark.org or mail to: Village of Palos Park, 8999 W. 123rd Street, Palos Park, IL. 60464

E.O.E.

Skills Required: Bachelor's degree in civil engineering plus 10 years municipal supervisory experience. Knowledge and comprehension of and experience with municipal public works operations, GIS system, MS Office, ability to design survey and layout projects in the field, water and sanitary sewer systems, storm sewers and streets, state and federal regulations. Excellent communication skills and ability to work well in and promote a team environment.

Compensation: Competitive

Employer Information: Village of Palos Park, 8999 W. 123rd Street, Palos Park, IL. 60464

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Job MART

Village of Carpentersville Village Manager

Carpentersville, IL (34,662) Village Manager. Salary: \$130,000 +/- DOQ/E; excellent benefits. ICMA (CM) recognized in 1968. ~\$54M budget; 200 full-time positions; 45 part-time positions. President and six trustees elected for four-year terms. Village Manager retiring. Community is situated ~27 miles NW of Chicago O'Hare International Airport and reflects significant socio-economic diversity. Full-service municipality, providing public works services (water, sewer, and streets), police protection, fire protection, community development services, engineering, and general government functions. Position requires exceptional communications skills; solid background in general administration and finance; collective bargaining experience; critical and strategic thinking skills; attention to detail; and ability to discern desired outcomes. Requires bachelor's degree from an accredited college/university; MPA degree and ICMA Credentialed Manager designation preferred. Requires employment history reflecting increasingly responsible local government management experience. Residency within the village required within one year from date of employment. Cover letter, comprehensive résumé, including salary history and five references, to Linda Mogren, Personnel and Benefits Manager, Village of Carpentersville, 1200 L.W. Besinger Drive, Carpentersville, IL 60110 by May 7, 2010

Job Mart continued on page 22

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The Bridge To Your Community

The Village of Carol Stream PUBLIC WORKS DIRECTOR

The Village of Carol Stream (pop. 40,738) seeks an innovative professional to lead its Public Works Department. Located 30 miles west of Chicago, Carol Stream is a vibrant community with 10 square miles of residential, commercial, and industrial uses. The Village has a total FY 10 budget of \$42,219,597, an operating budget of \$30,437,389, and 162 full-time employees across seven departments. The Public Works Director reports directly to the Village Manager and provides the organizational direction and leadership of the Public Works Department with a staff of 32 employees and a combined budget of \$11,369,053 across all funds.

Qualified individuals will have a strong background in planning, organizing and directing the administrative, management, and operational functions of a municipal public works department consisting of water, water reclamation, street facilities, and vehicular equipment. The Director of Public Works plans long-range operational needs with respect to equipment, personnel, and services; prepares and monitors annual and multi-year department budget, recommends and administers policies and procedures; and assumes responsibility for various contractual, maintenance, and construction projects including that of the Water Reclamation Center. Ideal candidates will have a Master's Degree in Public Administration, Engineering or related field, with 10 years of progressively responsible experience in municipal public works operations. Licensed Water/Wastewater Treatment Operator a plus.

Salary for this position will be commensurate with experience. Excellent benefit package provided. Send cover letter, resume and salary requirements to: Village of Carol Stream, Caryl Rebholz, Employee Relations Director, 500 N. Gary Ave., Carol Stream, Illinois 60188; fax: 630-462-3754; email: crebholz@carolstream.org.

Employment application and additional information on the Village of Carol Stream can be obtained at www.carolstream.org. Interested candidates should submit requested information by Friday, April 23, 2010. EOE

Job Mart continued on page 23



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Village of Franklin Park Comptroller

Franklin Park, IL (19,800) Mature, dynamic, and diverse community located 15 miles west of downtown Chicago seeks experienced public finance professionals interested in serving as Franklin Park's next Comptroller. Home to more than 25 million square feet of industrial space, Franklin Park is the fourth largest manufacturing center in Illinois. The Village is a full service community with a strong residential base. The Village's total budget is \$35 million of which \$22 is general fund. The Village has 150 full time employees and 50 part time employees. The Comptroller is appointed by the Mayor with the consent of the Village Board of Trustees. Qualified candidates will be expected to have a strong background in municipal financial management and budgeting and the ability to work collaboratively with other departments, elected officials and employees. Candidates must have five to seven years increasingly responsible experience in public financial management preferably in a community of comparable size and complexity. Position requires bachelor's degree in accounting, finance, public administration or related field. Master's degree and ability to speak Spanish a plus. Candidates should possess excellent interpersonal skills and a proven record in effective customer service, strategic planning, financial forecasting and TIF reporting. Starting salary \$ 100,000+/-, depending on qualifications and experience. Residency is not required. Send resume, cover letter, and contact information for 5 professional references by April 4 to Heidi Voorhees, President, Voorhees Associates, 500 Lake Cook Road #350 Deerfield, IL 60015 or Email: resume@voorheesassociates.com. FAX: 866/401-3100.

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A publication of: Illinois City/County Management Association, Illinois Association of Municipal Management Assistants, Metropolitan Managers Association, Downstate City/County Management Association, Southwest Illinois City Management Association

City/County Management *in* ILLINOIS



is published ten times a year by the Secretariat. The deadline for ads or article submission in the newsletter is the 10th of the month prior to each month's issue.

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In an effort to promote the profession of local government management, ILCMA would like to recognize milestones and accomplishments of its members and communities. If you have a success story to share or an important milestone to celebrate such as 50 years as council/manager form or an upcoming retirement, please contact Dawn Peters at dpeters@niu.edu so that ILCMA can appropriately recognize this accomplishment.